

INDUSTRIAL RELATIONS - STRIKES

1988 ~~DATE~~

APRIL - ~~JUNE~~ JULY

Howard

HOUSE OF ASSEMBLY

† Indicates translated version.

For written reply

General Affairs

152

Strikes involving Blacks

18 Mr P G SOAL asked the Minister of Manpower

(a) How many strikes involving Black workers occurred in 1987, (b) in how many cases did the strikes arise out of wage demands and (c) what were the main causes of the remainder of the strikes?

The MINISTER OF MANPOWER

(a) 1 128

(b) 461

(c) Working conditions 174
Disciplinary measures 147
Various other reasons 346

Note The figures furnished under (a), (b) and (c) are for strikes and workstoppages for all population groups, as separate figures are not kept. In 20 instances out of a total of 1 148 strikes and workstoppages Blacks were not involved

Trade unions: applications for registrations

28 Mr P G SOAL asked the Minister of Manpower.

How many trade unions applied between 1 January and 31 December 1987 for registration in respect of (a) Black employees only, (b) White employees only, (c) Coloured employees only and (d) employees of more than one population group?

The MINISTER OF MANPOWER

(a) 2

(b) 0

(c) 1

(d) 8

Subsidies: amount paid out

45 Mr R J LORIMER asked the Minister of Agriculture

[Handwritten signature and scribbles]

What amount was paid out in subsidies in respect of (a) bread, (b) maize and (c) butter for consumer use in the 1986-87 financial year?

The MINISTER OF AGRICULTURE

(a) R147 million

(b) R120 million

(c) Nil

The said payments were made under Vote 18 Programme 6 Agriculture Economics and Marketing

Milk/industrial milk: producer's price/price increases

73 Mr R J LORIMER asked the Minister of Agriculture

(a) What was the producer's price of (i) milk and (ii) industrial milk as at 1 June 1987 and (b) what price increases have come into effect in respect of each category since that date?

The MINISTER OF AGRICULTURE

(a) (i) On 1 June 1987 minimum producer's prices only were in force in the Dairy Board's controlled areas and the minimum prices which distributors had to pay for fresh milk were as follows
Bloemfontein area 47.43 c/litre
Cape Peninsula area 50.85 c/litre
Transvaal area 48.72 c/litre
Natal area 48.54 c/litre

(ii) In respect of industrial milk minimum prices only were in force on 1 June 1987 and the minimum prices for the various classes of industrial milk were as follows

- Class A + — 450c X% butterfat + 674c X% protein per kg
- Class A — 450c X% butterfat + 387c X% protein per kg
- Class B — 450c X% butterfat + 358c X% protein per kg
- Class C — 450c X% butterfat + 324c X% protein per kg

(b) None

Nasella trichotoma: approximate area in RSA infested

74 Mr R J LORIMER asked the Minister of Agriculture:

^{Sowetan}
14/4/88

Hotel workers 'strike'

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D.A.A.

HOTEL and Restaurant Workers Union members yesterday took part in a country-wide strike.

According to sources, the work stoppages affected the Karos Hotels and were staged in protest against management's refusal to meet workers' demands.

The demands, sources said, included improved working conditions.

The Manhattan Hotel's management in Pretoria denied that there had been a stoppage yesterday.

However, managers at the Johannesburg Hotel and the Safari Hotel in Rustenburg referred the *Sowetan* to Mr M Winter whom they said had been appointed to comment on the matter.

Attempts to reach Mr Winter for comment were unsuccessful.

Cape
Town
13/4/88

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~~140~~

Strike on race unity demand

A COMPANY's refusal to bargain nationally with a trade union because it had workers of different races performing different jobs at its 30 depots has led to an 11-day strike.

The dispute, between the Transport and General Workers' Union and U-Freight, arose after management refused to recognize the union's demand for a national bargaining unit, a union spokesman said yesterday.

The spokesman said 100 workers at the company's Johannesburg plant are set to join another 100 legally striking in Cape Town.

4/15

7/14/88

13/14/88

(1)

(1)

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Worker rehired after strike

A "SNAP" strike last week by 50 African workers at a city coal-depot led to the reinstatement of a dismissed coloured truck driver.

A spokesman for the Commercial, Catering and Allied Workers' Union of SA, which represents workers at the Cape Coal depot in Maitland, said yesterday that the workers downed tools for three hours last Friday in protest at the dismissal of a coloured truck driver following an accident.

The dismissed worker was reinstated after negotiations between management and union officials.

SP88 13/4/88



Parliament '88

Time lost⁽¹⁵²⁾ to strikes up 777 pc

By David Braun
Political Correspondent

Man-days lost in South Africa because of strikes last year soared to 5,6 million — 777 percent more than those lost in 1985.

Manpower Minister Pietie du Plessis said in reply to questions by Mr Andrew Gerber (CP, Brits) in the House of Assembly yesterday that 641 296 man-days were lost as a result of strikes in 1985.

In 1986 this figure rose to 1 161 846 (an increase of 81 percent), and in 1987 it totalled 5 626 602

The figures do not include work stoppages.

Mr du Plessis said wage strikes which took place in the mining industry during August 1987 were responsible for 66 percent of man-days lost.

However, if this 66 percent was eliminated then the number of man-days lost in 1987 was 1 856 778 (60 percent up on 1986).

Mr du Plessis said statistics on losses incurred owing to strikes were not available

Hotel workers strike over wage dispute

Workers at Karos group hotels in the Transvaal, Cape and Natal staged a three-hour stoppage yesterday as the Hotel and Restaurant Workers' Union (Harwu) declared a wage dispute with Karos management.

The union said about 700 workers at eight hotels took part.

RETROSPECTIVE

Union spokesman Mr Alan Hurwitz said negotiations between the union and Karos had begun in January, but were being held up by a management rejection of a union demand that any wage agreement reached be implemented retrospective to March 1. Management wanted the agreement to be effective from September 1 1988. — Labour Reporter.

Steward

- (b) Portion 21 (Nutsie West) (Portion of Portion 5) of said farm,
 (c) Portion 22 (Nutsie East) (Portion of Portion 5) of said farm,
 (d) Portion 24 (Portion of Portion 6) of said farm,
 (e) Portion 26 (Portion of Portion 5) of said farm,
 all situated in the Division of Swellendam
- 55 Portion 25 (Portion of Portion 6) of the farm The Potteberg Estates No 516, situated in the Division of Swellendam
- (b) (ii)

- 1 Estate late H B Pratt
- 2 Waenhuisstrand Beleggings (Pty) Ltd
- 3 P K A Pratt
- 4 H D Jackson
- 5 Rheboksvlei Landgoed (Pty) Ltd
- 6 A V Louw
- 7 Kaapse Wildverspreiders (Pty) Ltd
- 8 Hottentots Holland Estates (Pty) Ltd
- 9 E de Kock
- 10 M F Tobias
- 11 Preter Pratt Boerdery (Pty) Ltd
- 12 P J Lourens
- 13 J U Swart
- 14 A H Muller
- 15 L C van Papendorp
- 16 D J van Papendorp
- 17 Estate late J W Groenewald
- 18 H L Schaary
- 19 D Uys en M van Papendorp Uys
- 20 A A van Blommestein
- 21 Mrs D M Uys
- 22 Wondertwonings (Eiendomme) Limited
- 23 W T Nefdt (2/119th share)
Estate late D Nefdt (2/119th share)
J Nefdt (2/119th share)
Estate late A J Wilson and surviving spouse J J Wilson (2/119th share)
Estate late H E Groenewald
- 24 Dutch Reformed Church Bredasdorp
- 25 Oyster Bay Investments (Pty) Ltd
- 26 H B Gibson en R W Beaumont
- 27 W J Norman
- 28 E J Curry
- 29 N J Human
- 30 H J Groenewald en Mrs J Vermeulen
- 31 G A Barnard
- 32 W J Bester
- 33 D J van Papendorp
- 34 L C van Papendorp
- 35 W P Loubser
- 36 Andato Beleggings (Pty) Ltd
- 37 Potberg Annex (Pty) Ltd
- 38 W J de Wet
- 39 Lekkerwater Holdings (Pty) Ltd
- 40 Twenty-Nine Potteberg (Pty) Ltd
- 41 Fifty-Seven Potteberg (Pty) Ltd
- 42 F C A Property Investments (Pty) Ltd
- 43 Potberg Beleggings (Pty) Ltd
- 44 Whare Moana (Pty) Ltd
- 45 A Hennings
- 46 Hamerkop Nature Reserve (Pty) Ltd
- 47 J P D Hamtton
- 48 W J de Wet
- 49 Mrs D E G van Eeden
- 50 Wutkip Estates (Pty) Ltd
- 51 R B du Preez
- 52 V R V O L Bergh
- 53 P F en J P Dreyer
- 54 P R S Scott, G S G Scott en W N R Schreiner
- 55 Overburg Enterprises (Pty) Ltd

572 Mr P G SOAL asked the Minister of Defence.

- (1) Whether he or the Deputy Minister of Defence undertook any overseas visits in 1987, if so, (a) which countries were visited.

Steward

- ited and (b) what was the purpose of each visit,
 (2) whether he or this Deputy Minister was accompanied by any representatives of the media on these visits, if so, (a) what were the names of the journalists involved, (b) which newspapers or radio or television networks did they represent, (c) to which countries did each of these persons accompany him or this Deputy Minister and (d) why,
 (3) whether any costs were incurred by the South African Defence Force as a result, if so, what total amount in that year?
- The MINISTER OF DEFENCE
- (1) Yes, only in respect of the Minister of Defence
- (a) Paraguay
 Switzerland
 Austria
- (b) Paraguay and Switzerland To strengthen mutual relations
 Austria Private
- (2) No, (a), (b), (c) and (d) fall away
- (3) Falls away
- Powdered milk/cheese/butter imported
- 857 Mr R W HARDINGHAM asked the Minister of Agriculture
- What quantities of (a) powdered milk, (b) cheese and (c) butter were imported during the latest specified 12-month period for which figures are available?
- The MINISTER OF AGRICULTURE
- During the 12 months ending on 29 February 1988, permits for the importation of (a) 11 313 tonnes of powdered milk, (b) 4 664 tonnes of cheddar cheese and 976 tonnes of exotic cheese were issued, whilst (c) 1 656,7 tonnes of butter were imported. It is however not known whether the quantities specified on the permits were actually imported
- Beef/lamb and mutton/pork imported
- 858 Mr R W HARDINGHAM asked the Minister of Agriculture
- What quantities of (a) beef, (b) lamb and
- mutton and (c) pork were imported during the latest specified 12-month period for which figures are available?
- The MINISTER OF AGRICULTURE
- During the 12 months ending on 31 December 1987, (a) 24 495 704 kg beef, (b) 825 871 kg lamb and mutton and (c) 1 483 000 kg pork were imported
- Foreign nationals: members of New Railways and Harbours Superannuation Fund
- 873 Mr D J MALCOMMESS asked the Minister of Transport Affairs
- (1) (a) How many foreign nationals recruited in countries abroad by the South African Transport Services are members of the New Railways and Harbours Superannuation Fund, (b) what is the cost to the Transport Services of their membership of this fund and (c) what contributions are made to the fund by (i) these and (ii) other staff members,
 (2) whether the Transport Services contribute to social security funds in countries abroad on behalf of the staff members in question, if so, at what cost to the Transport Services per annum?
- The MINISTER OF TRANSPORT AFFAIRS
- (1) (a) 544
 (b) R675 692,20 in respect of February 1988
- (c) (i) None
 (ii) 7,5 per cent of their monthly pensionable emoluments
- (2) Yes R2 964 412 for the 1987/88 Financial year
- Strikes: man-days lost/losses
- 880 Mr A GERBER asked the Minister of Manpower
- (a) How many man-days were lost in 1985, 1986 and 1987, respectively, as a result of strikes and (b) what are the estimated losses suffered as a result of these strikes in each of these years?
- The MINISTER OF MANPOWER
- (a) 1985 641 296
 1986 1 161 846
 1987 5 626 602*

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Sturmer

* The wage strikes which took place in the mining industry during August 1987 were responsible for 66 per cent of man-days lost (Above-mentioned figures do not include work-stoppages)

(b) Statistics on losses incurred owing to strikes are not available

Employees: extra employment

927 Mr C J DERBY-LEWIS asked the Minister of Transport Affairs

(1) Whether employees in the South African Transport Services are permitted to (a) take on extra employment and (b) participate in any type of business of their own, if so,

(2) whether this permission is granted subject to any conditions, if so, what conditions?

The MINISTER OF TRANSPORT AFFAIRS

(1) (a) and (b) Yes

(2) Yes It is a condition that such activities do not in any way interfere with their official duties, that it is undertaken outside their normal working hours, and that it is not in conflict with the interests of Transport Services in general

duced and (b)(i) what has been the profit or loss to the Airways since the introduction of this practice and (ii) in respect of what date is this information furnished?

The MINISTER OF TRANSPORT AFFAIRS

(a) 1 December 1987
(b) (i) The accumulated profit of S A Airways amounts to R142,709 million
(ii) 29 February 1988

Charter/leasing of Airways aircraft moneys outstanding to SAA

935 Mr C J DERBY-LEWIS asked the Minister of Transport Affairs

Whether there are any moneys outstanding to the South African Airways in respect of the charter and/or leasing of Airways aircraft, if so, (a)(i) what amounts were involved, and (ii) for what periods were they outstanding, in respect of the latest specified period of 12 months for which information is available and (b) how did this state of affairs compare with the terms of the relevant charter and/or leasing agreement?

The MINISTER OF TRANSPORT AFFAIRS

No (a)(i), (ii) and (b) Fall away

SAA leasing of aircraft to other countries

936 Mr C J DERBY-LEWIS asked the Minister of Transport Affairs

(1) Whether the South African Airways are leasing aircraft to other countries, if so, when was this decision taken,

(2) whether this practice has any effects on the domestic flight capacity of the Airways, if so, (a) to what extent and (b) what revenue could have been earned in the latest specified financial year if these aircraft had been available for domestic flights,

(3) whether this practice has resulted in the Airways having to purchase new aircraft, if so, what are the relevant details?

The MINISTER OF TRANSPORT AFFAIRS

(1) Yes, August 1985

(2) No (a) and (b) Fall away

(3) No

Sturmer

Africans' residing in Transvaal/Cape Province

in respect of what date is this information furnished?

953 Mr C J DERBY-LEWIS asked the Minister of Home Affairs

The MINISTER OF HOME AFFAIRS

(a) How many (i) North Sotho, (ii) Tswana and (iii) Zulu-speaking Africans reside permanently in the Transvaal, (b) how many Xhosa-speaking Africans reside permanently in the Cape Province and (c)

(a) (i) 884 150
(ii) 989 714
(iii) 1 296 406
(b) 1 246 555
(c) 1980 Population Census

Sturmer

Sturmer

'Compulsory bargaining necessary'

ONE of South Africa's leading labour lawyers this week argued the case for compulsory bargaining as a "necessary and desirable" element of the collective bargaining process.

The question is confused because of conflicting Industrial Court rulings.

In one case (Fodens) the court declared the employer's failure to ne-

gotiate was an unfair labour practice and compelled the employer to start negotiations.

But in at least two subsequent cases (Johnsons Tiles and Hart) it ruled that the Labour Relations Act (LRA) only encouraged collective bargaining.

In the Hart case the court declined to compel the employer to bargain on the basis that negoti-

ations should always "assume a voluntary character in order to be effective".

Charles Nupen, director of Independent Medical Services, in a paper at the conference on laws against trade unions and political organisations convened by the labour law unit at UCT, said the duty to bargain rested on the premise that society had

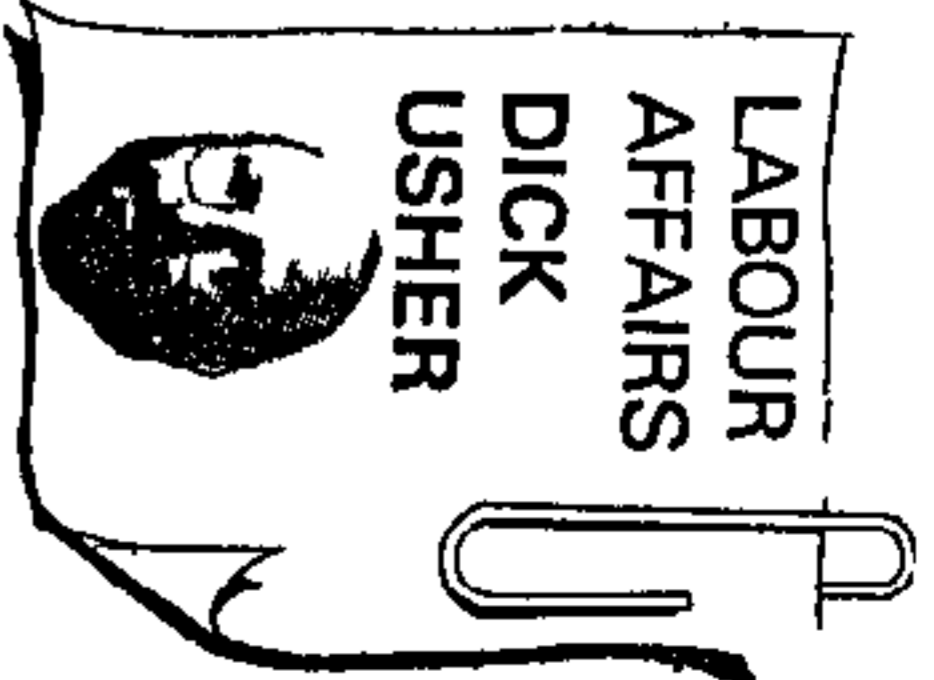
an interest in compelling two organised repositories of power with contending objects — capital and labour — to settle disputes by negotiation rather than, or at least prior to, resorting to force.

The LRA provided for the creation of bargaining forums but imposed no duty to bargain.

"The philosophical tenet which characterises

the statutory process from inception to result is voluntarism," he said

Decisions such as Johnsons Tiles and Hart "regrettably . . . give succour to those many employers who want bargaining to be voluntary because they do not want to bargain at all, and they do not want to bargain because they do not like unions," he said



Strike: group fires workers

DD. 9/4/88

Daily Dispatch Reporter
EAST LONDON — Workers involved in a dispute with the Tek group of companies were dismissed on Thursday after they ignored an ultimatum to resume production or lose their jobs.

The regional secretary of the National Union of Metalworkers of South Africa (Numsa), Mr Viwe Gxarisa, said more than 900 union members had stopped work to demand that the company reinstate 20 of their colleagues, and had been locked out of the premises.

He said the union had been involved in negotiations with Tek when management issued all the workers with booklets listing the general rules of the company, as well as health and safety grievance and disciplinary procedures.

Some of the workers had refused to sign — saying the issues were being discussed at union level and any agreement should be signed by the parties involved, not individual workers — and

were fired, Mr Gxarisa said.

The company's human resources manager, Mr Gerrie Uys, said, however, that Tek did not employ as many as 900 people and put the number dismissed at 700

He said they had been involved in an illegal strike and had declined to work after four ultimatums and negotiations at plant level.

"Industrial action occurred on numerous occasions. The work stoppage was in breach of their employment contract and management had no option but to dismiss the workers"

Mr Uys said the 20 workers who were fired had all been on probation and had been dismissed because they would not accept conditions of employment.

Mr Gxarisa said "Tek have delayed signing an agreement recognising Numsa because they want to wait for the passing of the Labour Relations Amendment Bill, which will compromise the position of the union."

Strikers are back but will fight on

CAM T 15
26/4/88

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Own Correspondent

JOHANNESBURG. — Workers at Samcor's Pretoria plant returned to work yesterday after an eight-day strike, but their rebellion against the union-supported company share scheme is not over.

The head of the National Union of Metalworkers of SA motor section, Mr Fred Sauls, said yesterday, after a visit to the plant, that it appeared some workers wanted their share of company assets (estimated by them at R40 000 each) liquidated and paid over to them.

Others wanted the dividends from their holdings paid over to them personally rather than into a trust fund to be used for community development projects.

Mr Sauls warned that unless the issues were satisfactorily resolved they could threaten the future of Samcor.

In terms of the deal agreed between Anglo, Samcor, Ford and the union, 24% of Samcor equity is to be held by an employee trust.

Ford's continued relationship with Samcor — which includes a licensing arrangement in terms of which Samcor continues to build Ford products — hinged on the agreement.

Another key part of the deal was a \$61-million (about R170m converted in

financial rands) cash injection to wipe out Samcor debts and transform it into a profitable concern. The money has already been paid over.

Mr Sauls said most workers did not participate in discussions while he was there and it was hence unclear how the silent majority felt. Numsa leadership would have to take decisions on the situation this week.

He believed workers demanding the liquidation of their share of the assets — assuming this could be done at all — did not understand this may mean the closure of the company.

Mr Sauls said the rumblings originated in Port Elizabeth earlier this year, and then spread to Pretoria. A group of Samcor employees in PE had threatened legal action if their demands were not met. It was unclear against whom such action would be directed.

He said the union had received a mandate from Samcor members at mass meetings to sign the agreement last November. This had been preceded by a number of meetings and seminars where details of the deal were explained.

"We thought we had a good agreement. However, if the members wish to withdraw or alter their mandate we will go along with them," he said.

Samcor chairman Mr Leslie Boyd declined to comment.

CWIU vote for strike

ABOUT 1250 members of the Chemical Workers' Industrial Union have voted in favour of taking strike action in support of the union's demands over wage disputes at the Mobil Refining Company, Shell, BP South Africa Petroleum Refineries and Shell Oil SA in Durban, the union said in a statement.

At Mobil, the parties have agreed in principle first to try and resolve the dispute through mediation while awaiting the appointment of a conciliation board.

Should no resolution be achieved in this way, workers will meet again to consider their next step in terms of the strike ballot result.

At SAPREF a conciliation board meeting is scheduled for April 27, where the parties will attempt to resolve the

dispute. If they fail, workers will meet again to consider their next step.

At Shell, the union is awaiting the appointment of a conciliation board, but in the meantime the parties have met in an attempt to resolve the dispute, and will be meeting again during the next two weeks. At that meeting the union is expecting another offer from the company, and members are prepared to await the outcome of negotiations at that meeting before making any further plans.

The CWIU sees the results of the strike ballot as a mandate from its members in the petroleum sector that they are prepared to struggle for their demands for better wages, the union's statement said — Sapa

D/D 23/4/88 152

Few stayaways say employers

Daily Dispatch Reporter

EAST LONDON — Most employers in the city reported little or no effect on business as a result of a national stayaway arranged for yesterday

The industrial action was said to be in sympathy with railway workers killed during a dispute last year

The group human resources director of a major supermarket chain, Mr Andy MacLaurin, said there had been

no reports of unusual absenteeism at its East London branches

The CTC Bus Company reported no change in the usual demand for the service and said operations to and from Mdantsane had been "as normal"

The regional manager of the South African Transport Services, Mr Louis du Toit, also said they did not pick up any particular change in the number of people using the services "

Workers appoint 'observers'

THE more than 3000 Samcor employees yesterday appointed some of their colleagues to act as "workers' observers" at a meeting between the National Union of Metal Workers of South Africa and management.

Sources close to the workers also told the *Sowetan* that workers were considering seeking legal advice in connection with a deal involving the 24 percent shares which the Ford Motor company left for the workers when it quit South Africa that year.

Numsa recently agreed that the shares be transferred to a community development trust

Workers are on the other hand, demanding that their shares be given directly to them — a move which Numsa said would "divert workers' attention away from their militant but justifiable and legitimate demands"

At the Samcor plant yesterday, workers were seen milling around the premises. Shortly before those representing them went into a meeting, some of the observers appointed by the strikers

addressed the workers who had gathered inside the company premises

"Workers have told a Numsa official, who had come to address them, to go ahead with his meeting with company officials. They have refused him an opportunity to address them saying they would rather have some of the affected employees acting on their behalf at the meeting," a source said

A spokesman for Numsa would not release details of the strike yesterday. He said his office was still awaiting a report from field workers

Source for 22/4/88

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A day after railway union members hold a commemoration service to seven workers who died during last year's bitter strike, eighteen rail workers will appear in court on charges of murder

IN the latest in a series of court cases arising from the bloody events of last year's three-month-long railway strike, 18 members of the South African Railways and Harbours Workers' Union (Sarhwa) will appear on Monday on charges of murder and abduction in the Johannesburg Supreme Court.

The case will mark the third court appearance of the 18. Earlier bail applications were refused, and all the accused have spent almost a year in detention.

According to the indictment, the 18 are accused of kidnapping, assault, robbery, murder, attempted murder and intimidation.

The state alleges that between March 13 and April 28, 1987, they "conspired and/or formed a common purpose to encourage and/or instigate or incite, and/or intimidate" non-strikers to join the strike and withhold their services to the South African Transport Services (Sats).

It is alleged that such a meeting took place at Cosatu House — the building which then housed the offices of affiliates of the Congress of South African Trade Unions.

The accused are charged with the abduction and murder of Vhulani Joseph Malaundzi, Kati John Sebopelo, Mulatelo Petrus Moremane and Jerry Rudolph Goodman. They are further charged with the abduction and attempted murder of Albert Phuluwa.

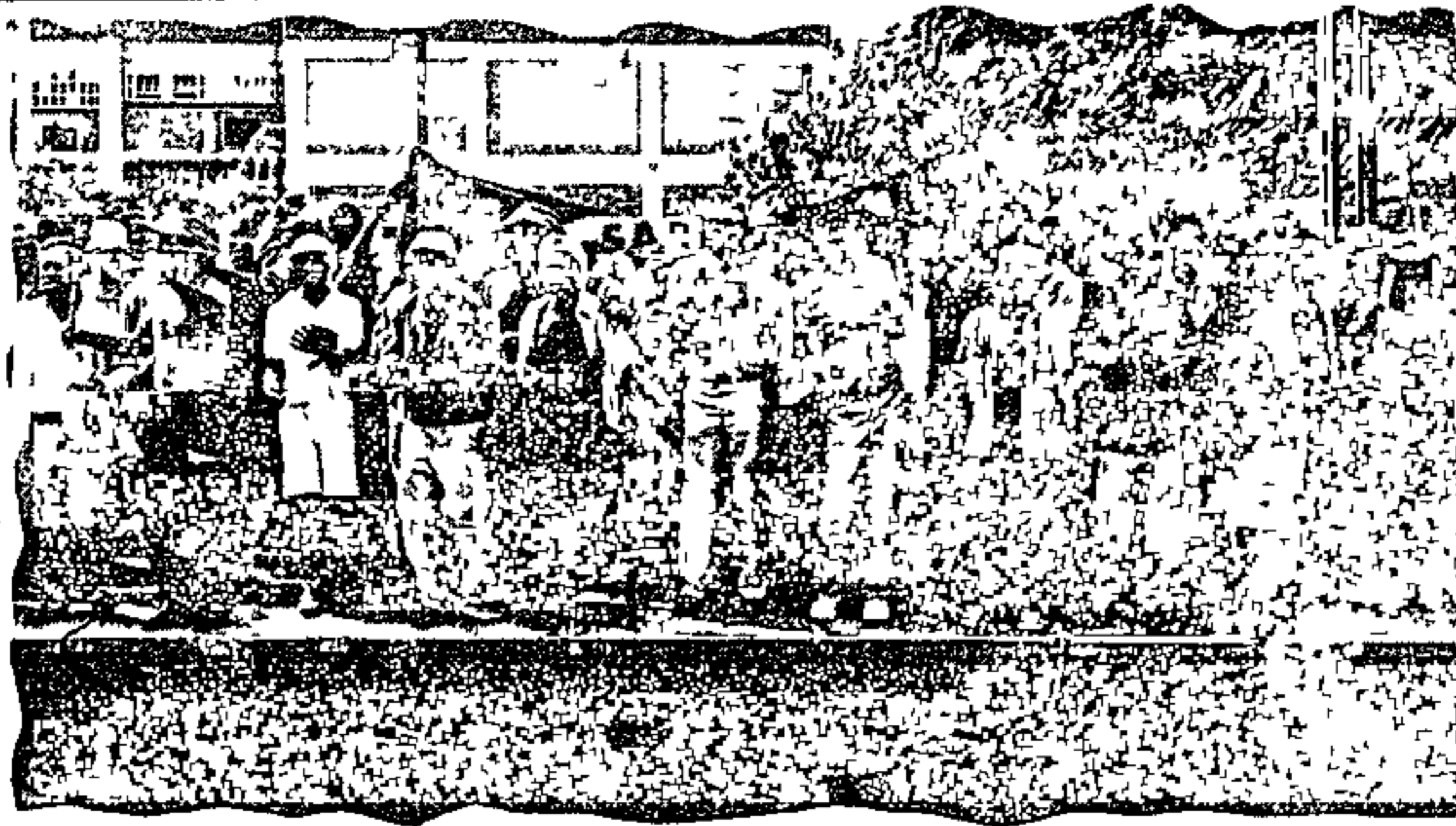
Additional charges include the "intimidation of workers during the strike, in that they forced or encouraged the employees of Sats to continue with the strike and not to make application to be re-employed by Sats."

In terms of the charges, the 18 could face the death penalty. There have been previous cases of trade unionists receiving the maximum penalty in South Africa. In 1964 three leading members of the South African Congress of Trade Unions (Sactu) were hanged. They were convicted on charges of the murder of a police informer, and sabotage.

Another such case involved Commercial, Catering and Allied Workers' Union (Ccaawusa) shop steward William Ntombela, who led the Nels Dairry strike early last year. He was sentenced to death in November last year for the murder of a Nelspruit Dairry delivery van driver in Parkhurst.

In separate trials to that of the 18 Sarhwa members, 14 other members of the union have been convicted of offences relating to the strike.

Nine workers were convicted on charges of public violence arising from the confrontation between police and workers at the Johannes-



Height of the strike protest at a railway station. Picture: SANTU MOFOKENG, Afrapix

A year after the bloody rail strike, 18 on trial for murder

VUSI GUNENE reports

burg's Doornfontein station in April last year. Five workers were shot dead in the incident.

Fifteen workers were initially brought to trial but charges against four of them were later withdrawn.

The nine convicted workers were granted bail of R5 000 each pending an appeal against their eight-year sentences.

Four workers were convicted of intimidation, while another was found guilty of making a subversive statement. These workers have also appealed against their conviction and sentences.

By late last year a further 13 Sarhwa members were facing charges of assault, conspiracy, incitement and

intimidation at the Germiston Magistrate's Court. Bail was refused.

The entire leadership of Sarhwa spent almost a year in emergency detention and were released early this year. Among those detained were Sarhwa's president, Justice Langa and treasurer Thamu Mbanxa.

In the Johannesburg Supreme Court next week, the events prior to and after the eight-hour siege of Cosatu House in April last year — and the killing of eight members of Sarhwa — will be recalled.

The strike was triggered by the dis-

missal of a driver, Sarhwa member Andrew Nendzanda, who did not immediately hand in the sum of R40 received from a customer. He was subsequently rehired, but fined R80. Sarhwa rejected the imposition of the fine and demanded the driver's unconditional reinstatement.

Barely two weeks after a dispute with Sats had been declared, a special government gazette was published empowering Sats' general manager summarily to dismiss the striking workers. The strike had meanwhile spread to other areas in the Witwatersrand and Pretoria. Sats experienced serious backlogs in deliveries.

An estimated 14 000 workers joined the strike as it entered its second

week. White workers were used in a bid to ease crippling congestion at railway stations. Workers assembling at Johannesburg station were allegedly teargassed by police.

Cosatu made repeated calls to Sats to negotiate with Sarhwa but management refused — saying it did not recognise the union.

At this time strikes began in the postal and mining sectors in a major escalation of industrial unrest.

As the Sats strike escalated worker demands increased, including calls for full strike pay and the recognition of their union. Sats only recognised the rival Black Trade Union (Blatu).

By the third week of the strike Sats' losses were estimated at over R15-million. Workers in hostels and compounds were threatened with eviction if they did not report for duty.

Other unions and organisations such as the United Democratic Front launched support initiatives for the estimated 16 000 Sats workers then on strike.

A month into the strike, more than 300 railway workers were detained under Emergency regulations at Ogies for holding an "illegal meeting".

The strike ended with an agreement between the legal representatives of Cosatu and Sarhwa, and Sats management. It had been the longest-ever strike in the public sector, and Sats losses were reported to be in the region of R40-million.

The settlement held that no worker would be victimised, or lose benefits. Reinstatement began in June 1987. However, reports from the union alleged that Sats had not re-employed all workers, and that some had been transferred to other depots.

● A Sarhwa representative told the *Weekly Mail* that workers have decided to hold commemoration services this weekend for the seven railway workers who were killed in Johannesburg on April 22 1987.

210 22/4/68

Samcor strike costs company millions

JOHANNESBURG

The ongoing Samcor strike, now in its sixth day, has cost the company millions of rands.

The strike, which began last Friday, involves more than 3 000 workers and has brought production of Ford, Mazda and Mitsubishi products to a standstill.

Although company spokesmen would only confirm yesterday that the strike was still on, it is understood that it could be some time before the situation is resolved.

No one was available at the National Union of Metals Workers (Numsa) for comment.

Part of the problem is that workers appear to be ignoring efforts by Numsa to bring the strike to an end.

According to reports, workers were asked to return to work on Wednesday but failed to do so. And when a Numsa spokesman attempted to address a meeting he was booed down.

The dispute has arisen over how dividends on shares held in a trust fund for workers is to be paid.

The 24 per cent holding in Samcor was given to them when Ford sold its interest in South Africa — Sapa.

Park on Tuesday night reaped such a high dividend.

5/21/88

ANC funeral is restricted

Police have imposed restrictions on the funeral of an African National Congress insurgent, Mr Vuyisile Bixa, who was killed in a shoot-out with the South African Defence Force on March 25

Mr Bixa (23) is due to be buried in Katilehong near Germiston tomorrow

The East Rand Divisional Commissioner, Brigadier JP Olivier, ordered that the funeral take place between 7 am and 10 am and the ceremony must be conducted indoors

He also ordered that political speeches and the singing of political songs by mourners were prohibited, the coffin is to be transported to the ceremony by vehicle on the shortest route to the Roman Catholic church from where the funeral is to be held, not more than 200 mourners may attend and no flags, pamphlets or posters should be displayed

Brigadier Olivier said the funeral should be conducted by an ordained minister and the procession is to move by car from Mr Bixa's house at 8 Credi Section to the church in Nthlape Section. No photographs or videos will be permitted.

Mr Bixa was killed near Thabazimbi with two other insurgents.

'Right-wing' head is backed

Staff Reporter

Parents at Pretoria's Hoerskool HF Verwoerd — whose headmaster is facing a disciplinary hearing — decided last night to consider taking legal action against the Transvaal Education Department (TED)

About 300 parents and teachers attended a protest meeting at the school in support of the headmaster, Mr Johan van Niekerk. He appeared at a disciplinary hearing in the Pretoria Magistrate's Court this week on charges arising from a speech given by a former church minister to a Standard Nine youth-preparedness class last year

Speakers at the meeting claimed Mr van Niekerk was being used by the education department to show what would happen to anyone who allowed "right-wing politicking in schools"

Several parents told how their children were asked questions by TED inspectors about their parents' political views after the "right-wing" lecture by the Reverend G A Cruywagen to a class in the presence of Mr van Niekerk

Samcor strike enters 8th day

By Claire Robertson, Pretoria Bureau

About 3 000 workers at the Samcor motor plant are on strike for the eighth day today as their union leader arrived in Pretoria in response to their request for "an explanation" of a deal struck over the distribution of share dividends

A Samcor spokesman confirmed that workers were again on strike today, but refused to comment further. Production at the plant is at a standstill

Mr Fred Sauls, general secretary of the National Union of Metalworkers (Numsa), travelled to Pretoria from union headquarters in Port Elizabeth yesterday in an attempt to defuse the strike. He is expected to meet workers today

The strike centres on the apparent dissatisfaction of workers over an agreement signed by Numsa last week in which the dividends from shares bequeathed to the workers by the disinvesting Ford Motor Company last year would be channelled into a community development trust

Numsa rejected having the shares go to the workers as this would weaken the union

Workers at Chrysler Park said yesterday they had told union officials to send Mr Sauls a telex requesting him to "explain the agreement he signed with management without our knowledge"

Numsa officials insist, that they signed the agreement with the support of members

THE WEATHER

TRANSVAAL — Fine and mild.
JOHANNESBURG CENTRAL — Today: 8 am-10 deg C; yesterday: max 21 deg C; min 7 deg C; rainfall — mm; so far this month 24,9 mm; so far this year 390,2 mm; average rainfall for April, over 92 years, 54 mm; average annual rainfall 769 mm.

1 000 oil workers vote to strike

By EDDIE KOCH

WORKERS at the biggest oil refineries in South Africa have voted to go on strike if their demands for a wage increase are not met.

The Chemical Workers' Industrial Union (CWIU) announced yesterday that more than 1 000 workers at the Sapref and Mobil refineries in Durban voted during ballots held this week to go on strike if deadlocked wage talks at the plants are not resolved.

CWIU information officer Pat Horn said the union had asked for mediation in a bid to resolve the dispute at Mobil and that a conciliation board will meet next week to consider the deadlock at Sapref.

The union is also conducting a strike ballot at the Shell distribution depot in Durban, which employs 100 workers, and is expecting a result today. The union has applied for a conciliation board to hear the dispute.

The union has said it will coordinate

any action taken by its members at the three plants. The ballot results thus open the way for a joint legal strike that could close down the bulk of South Africa's petroleum industry. The Sapref refinery, jointly owned by Shell and British Petroleum, is the largest in Africa and the Mobil refinery is the second largest in South Africa. The only other refineries in the country are the Caltex plant in Cape Town and Saso's Natref plant in Sasolburg.

Horn said the union would only resort to strike action if mediation and the conciliation boards failed to break the deadlock, which arises out of a demand by the workers for a wage hike of R180 a month across-the-board or 16 percent. Management's last offer at the three plants was an average offer of about 14 percent.

152

~~W/M~~

W/M 22-28/4/88

Workers may strike

THE Garment and Allied Workers' Union of South Africa (Gawusa), representing 2 500 employees of clothing manufacturers in Port Elizabeth, is to hold a strike ballot following a wage increase dispute.

According to Neila Worseni, Gawusa representative, a wage dispute had been declared with management following negotiations on wage increases.

~~152~~

152

W/M

22-28 4/8X

3 000 strike at Samcor

Sowetan 21/4/68
MORE than 3 000 National Union of Metal Workers of South Africa members employed at Samcor in Pretoria are out on strike following the transfer of their shares to a trust.

The workers downed tools after an announcement last week that Numsa has resolved to approve the transfer by Ford of 24 percent of its shares in Samcor to an employee controlled trust. The shares were donated by Ford last year when it withdrew from operating in South Africa.

The *Sowetan* was yesterday reliably informed that workers were against the decision to have the money transferred. They instead

felt that the only way the money would benefit them would be to have it divided among themselves.

A source further revealed that a Ford representative was in the country to "resolve this complicated situation."

Mr F Motsepe, Numsa's regional secretary for the northern Transvaal, would not comment. He said a statement was due to be released after a meeting with the concerned parties later in the day.

The public's affairs manager for Samcor, Mr Reuben Els, said the company was not prepared to release details of the strike. However, he confirmed that a strike was in progress

NSD

Samcor strike halts production

By Claire Robertson
and Mekeed Kotlolo

A wildcat strike by about 3 000 workers at the Samcor motor plant in Pretoria entered its seventh day today, leaving vehicle production at a standstill according to a company spokesman.

The strike is a three-cornered affair, with the workers making demands of both Samcor management and the National Union of Metalworkers (Numsa).

Yesterday, after workers heckled a union organiser visiting the plant, they indicated they were to seek legal representation of their own, sources told The Star.

Workers have ignored union pleas to return to work since Monday.

The strike centres on the distribution of dividends from shares given to the workforce at Samcor by the Ford motor company when it divested from South Africa last year.

The company donated 24 percent of its shares in Samcor to the workforce. After negotiations with Numsa, an employee-controlled trust was set up to channel the dividend earnings into community development projects.

Numsa rejected a proposed share-participation scheme as an attempt to weaken the unions and "divert the workers' attention from their more militant but justifiable demands", a Numsa spokesman said.

The strike apparently began when word spread last Friday that the dividend earnings would be used on township projects, including buying the local football team Mamelodi Sundowns, and a plan to install public telephones in the township.

Workers are maintaining their demand that management give a written undertaking to pay the dividends to the workers on a set date at the end of this financial year, and undertake not to fire any of the present workforce until that date.

A spokesman for Samcor confirmed that the entire hourly-rated workforce was on strike, and that this had meant no new cars were being produced.

152 21/14/88

Share strike at Samcor continues

MORE than 3 000 workers continued their wildcat strike yesterday at motor manufacturer Samcor's Pretoria plant

The strikers were due to return to work today but ignored National Union of Metal Workers (Numsa) instructions to do so, and a Numsa representative was booed at the plant when he addressed workers in an attempt to ascertain their grievances

The dispute centres on the Ford Motor Company's gift of 24% of Samcor to the workforce when it disinvested from SA last year

Numsa reached an agreement with management that the dividends from the shares should go to a community development trust administered by the workers

But on Friday a strike was called because of rumours concerning the way in which the dividends were to be used.

A Numsa spokesman said he was awaiting the outcome of a meeting on the strike, which was still in progress late yesterday afternoon.

Samcor's public affairs manager Ruben Els confirmed that the strike was still on but refused further comment. — Sapa

DIP 15/4/88
Daily Dispatch
Correspondent

GRAHAMSTOWN

Factory workers from an East London furniture manufacturer were interdicted yesterday by the Grahamstown Supreme Court for refusing to work overtime without first complying with the provisions of the pre-strike procedure in the Labour Relations Act

Mr Justice Mullins ordered that 178 employees of Bebel Investments be restrained from refusing to work normal overtime with the intention of persuading the firm to re-instate employees it had retrenched

The judge also ordered that the Paper, Printing, Wood and Allied Workers' Union be interdicted from instigating, inciting or taking part in any refusal by the workers to continue to work normal overtime

Court grants interdict against EL workers

The judgment was the outcome of an urgent application brought in February by Bebel Investments against the Paper, Printing, Wood and Allied Workers' Union, a union organiser, three shop stewards representing the workforce in the factory and 175 factory workers

In a judgment handed down yesterday, Mr Mullins said on December 4 last year the firm had given written notice to approximately 36 of its employees that they were to be retrenched one week later

The retrenchment led to correspondence and meetings between the firm and the union's organiser, Mr D

Mabhengeza, as to the legality of the retrenchments and what form of action would be taken by the union on behalf of the workers

However, before the question of the retrenchments could be resolved, the remainder of the workforce decided to refuse to work overtime until the retrenched workers were re-instated.

The reason given for this ban on working overtime was that the firm had not complied with a dispute procedure prescribed by a Recognition Agreement entered into between the firm and the union

The judge said in his view, it was quite clear

the the overtime ban imposed by the workforce was in protest against the retrenchments and was intended as a form of pressure on Bebel Investments to reinstate the retrenched workers

The argument in court centred principally around the definition of the word "strike" in the Labour Relations Act

Mr K R McCall, SC, for the applicant argued that the conduct of the employees in refusing to work overtime fell squarely within the definition of "strike"

Mr McCall said that the collective action of a number of employees in refusing to work with the purpose of pressur-

ising the employer was unlawful unless it was preceded by a procedure provided for in Section 65 of the Act.

The judge said he found this argument not only appealing but sound

He said he trusted that the union would explain to the workers that the effect of the judgement was not to compel them individually to work overtime, but to restrain them from collectively refusing to do so without first complying with the pre-strike procedure

He left open the question of whether it was a term of their contract to work overtime

Mr McCall was instructed by Bate Chubb and Dickson in East London and Whitesides in Grahamstown

Appearing for the defence was Mr Van Niekerk He was instructed by the Bax Partnership in East London and Wheeldon, Rushmere and Cole in Grahamstown

Oil strike ends in big pay deal

By EDDIE KOCH (152)

A FOUR-WEEK strike at Shell's Veetech Oil Company in Durban ended yesterday after management agreed to increase the minimum wage from R558 to R700 a month and pay an annual bonus of 25 per cent to all workers.

However wage disputes at major oil refineries in the Durban area threatened to escalate this week as members of the Chemical Workers' Industrial Union (CWIU) met to consider holding strike ballots at Mobil Oil, Shell Oil and Sapref Refineries. Wage talks with the union have deadlocked at the three plants.

CWIU organiser Pat Horn said a meeting of the union's shop stewards' council for the petroleum sector last week decided to deal with the disputes on a joint basis. As a result workers from all three refineries had attended joint meetings over the past three days in an attempt to take a united decision on whether to hold strike ballots.

In the Transvaal, the union is involved in a separate wage dispute with Mobil's oil depots, which employ some 200 workers. Annual wage talks for workers in the Caltex and BP depots in the Transvaal are also due to take place in the next few weeks.

15-2/4/88

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TUESDAY, 15 MARCH 1988

(R Million)

	1987/88			
	T	B	V	C
To be guaranteed overdraft facilities/loans	190 000	100 000	62 000	188 000

framework of multi-year adjustment programmes. Further information on these programmes as well as the issuing of guarantees is contained in a speech delivered by the Deputy Minister of Foreign Affairs on 17 June 1987 as reported in columns 1639 to 1645 of the House of Assembly Hansard No 5 (15 to 19 June) of 1987.

- (2) (a) None
(2) (b)

WEDNESDAY, 16 MARCH 1988

HOUSE OF ASSEMBLY

indicates translated version

For written reply

General Affairs

Strikes/discontinuances of work

38 Mr P G SOAL asked the Minister of Manpower

- (1) How many (a) strikes as defined in section 65 of the Labour Relations Act, No 28 of 1956, and (b) discontinuances of work reportable in terms of section 65A of the said Act took place in 1987,

- (2) how many (a) (i) recognition and (ii) other agreements have been filed with his Department in terms of section 31A of this Act since 1 September 1984 and (b) *status quo* orders in terms of section 43 of the Act were (i) granted and (ii) refused by the Industrial Court in 1987?

The MINISTER OF MANPOWER

- (1) (a) 1 025

(b) 123

- (2) (a) (i) 241

(ii) 1 502

(b) (i) 147

(ii) 210

Sites B/C in Khayelitsha: self-help facilities

224 Mr J J WALSH asked the Minister of Constitutional Development and Planning

- Whether any self-help facilities aimed at improving properties in Sites B and C in Khayelitsha are being planned or in operation, if so, what is the nature of these facilities?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING

Yes

A request was directed to the National Housing Commission for R3,5 million for the 1988/89 financial year for the building of 500 houses by means of a self-help programme

In the 1987/88 financial year an amount of

Handwritten signature

R750 000 was made available for self-help in Khayelitsha. This amount, however, was transferred to Old Cross Roads because of the greater need there. From this source, loans of R3 000 each at 6% interest for 30 years will be made available to inhabitants of Old Cross Roads to either build or have their homes built in the upgraded phases

Villages 1/2 in Khayelitsha: self-help facilities

225 Mr J J WALSH asked the Minister of Constitutional Development and Planning

- Whether any self-help facilities aimed at improving properties in Villages 1 and 2 in Khayelitsha are being planned or in operation, if so, what is the nature of these facilities?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING

Yes

A request for R750 000 was directed to the National Housing Commission on 18 November 1987 to proceed with the approved project of extension and upgrading of core houses in Khayelitsha

South African prisons: prisoners

331 Mr D J DALLING asked the Minister of Justice.

- (1) (a) How many prisoners can be accommodated in South African prisons at present, (b) what was the current daily average prison population as at the latest specified date for which information is available and (c) how many unsentenced prisoners were there in prison in the Republic on that date,

- (2) whether any prisons were over-populated in 1987, if so, (a) which prisons and (b) what was the average rate of over-population in each case?

The MINISTER OF JUSTICE

- (1) (a) According to the norm mentioned below, 84 802

- (b) The daily average for December 1987 is 103 200 (see annexures A and B for analysis of sentences and crimes)

- (c) On 31 December 1987 there were

Workers end Veetech Oil strike

WORKERS at Shell SA's Veetech Oil have returned to work, ending a four-week strike over wages, Chemical Workers' Industrial Union representative Pat Horn said at the weekend.

Management accepted the CWIU's demand for a minimum wage of R700 a month and a bonus of 25% of monthly pay in 1988, she said.

Disputes in the rest of the petroleum industry are reaching a head

with about 1 250 workers at Shell, Mobil and Sapref agreeing to hold strike ballots this week regarding wage disputes. The affected companies are offering monthly increases of R140 (14%), while the CWIU is demanding R180 (16%).

Finally, conciliation boards have been appointed at Mobil and Sapref

BRONWYN ADAMS

1988
10/11/88

P/D 20/4/88
Strike by
Samcor
workers

PRETORIA — All 3 000 hourly-paid workers at Samcor's Pretoria plant have been out on strike since Friday and production has been at a standstill, a Samcor spokesman said yesterday

Negotiations were in progress with union representatives, and it was hoped a return to work would occur today, the spokesman said

Samcor declined to comment on the reasons for the strike, and on reports that workers were unhappy with aspects of the share scheme announced late last year

Spokesmen for the National Union of Metalworkers of South Africa could not be reached for comment. — DDC

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Strike puts Samcor plant out of action

B/10/11/88

ALAN FINE

(152)

ALL 3 000 hourly-paid workers at Samcor's Pretoria plant had been out on strike since Friday and production had been at a standstill, a Samcor spokesman said yesterday.

Negotiations were in progress with union representatives and it was hoped a return to work would occur today.

Samcor declined to comment on the reasons for the strike and on reports that workers were unhappy with aspects of the share scheme announced late last year.

Samcor strike enters its sixth day today

By Claire Robertson,
Pretoria Bureau

20/4/88

A wildcat strike by about 3 000 Pretoria motor industry workers entered its sixth day today as employees ignored union officials' orders to return to work.

A National Union of Metalworkers' (Numsa) spokesman said the strikers were due to return to work today but that the strike was continuing this morning.

The strike centres on the division of dividends to the Samcor workforce by the Ford Motor Company when it divested from South Africa last year.

The strike apparently began when some workers linked the clenching of the community de-

velopment trust scheme last week with the Mamelodi mayor's statements encouraging people to put up the money to keep Mamelodi Sundowns in the township after the soccer team was offered for sale.

Workers said yesterday it was mistakenly assumed that the dividend earnings were to be used to buy the team, or for another township project, and this rumour spread.

A Numsa organiser said there had been confusion over the return to work order as many of the strikers had not attended a meeting instructing them to go back.

Mr Ruben Els, Samcor public affairs manager, would not comment on this because "it would not be pertinent".

Ccawusa strike

152

Sowetan 20/4/88
ABOUT 100 members of the Commercial Catering and Allied Workers Union at Empisal in Village Deep have been on a wage strike for the past three weeks.

Organiser Mr Abe Ramalope said yesterday that the workers were demanding a minimum of R600 a month and an across-the-board increase of R300 a month.

They also demand a 13th cheque, extra week's leave, 35 hours a week without loss of pay, housing subsidy and May 1; March 21 and June 16 as paid holidays.

Resolve dispute

Mr Ramalope said the strike began after mediation talks to resolve the dispute failed in December.

The company yesterday said it was firm on its R80 across-the-board offer and a monthly minimum R450 a month.

A company spokesman said yesterday that Empisal offered Ccawusa members 7,5 percent for every year of service in respect of the union's demand for a 13th cheque.

The company also said it also offered workers one day in May with regard to the paid holiday demand.

Charges against union 18 vague defence

THE State needs to substantiate allegations made against 18 members of the South African Railways and Harbours Workers Union who are charged with murder, robbery, abduction and assault, the Rand Supreme Court heard yesterday.

Counsel for the defence, Mr E. Dane, argued before Mr Justice R. Spoelstra sitting with two assessors that the preamble to the indictment as provided by the State was prejudiced and vague.

He said the indictment did not say when and where the accused joined the common purpose of inciting and encouraging others to intimidate non-strikers by having them kidnapped.

He said if the State was unable to provide the exact dates on which the alleged crimes were committed then the State should not make the allegations.

152 Killed

The 18 men's appearance is a sequel to the SARHWU strike last year when a number of people were killed.

They have not been asked to plead because the defence has indicated that the State needs to furnish further particulars about the allegations.



FRIENDS and relatives of the 18 accused outside the Rand Supreme Court yesterday

The accused are Mr Bongisi Sibisi (33), Mr Wilson Mtshali (30), Mr David Dzevhe (30), Mr Jacob Machaka (33), Mr Patrick Molefe (28), Mr Phineas Netshitungulwani (25), Mr Takalani Maphaga (35), Mr William Rikhotso (33), Mr George Mangedza (36), Mr Daniel Mkhokho (26), Mr Freddie Mokhisi (30), Mr Isaac Mogorosi (30), Mr Jacob Mmatloa (33), Mr Wilson Moshainshano (33), Mr Johnson Mokgesi (36), Mr Johannes Ngcobo (24), Mr Simon Molomoni and Mr Michael Dikaneng. The hearing continues today.

STRIKE OVER

5 Done for 26/4/88

THE strike at a Pretoria-based motor manufacturer is over. A Samcor spokesman said that all 3 000 striking workers returned to work yesterday morning.

(107)

He declined, however, to give any details of the settlement reached with the National Union of Metalworkers of South Africa. The union was

not available for comment.

The strike began on Friday, April 15 over what was to happen with dividends paid on the 24 percent of Samcor owned by the workforce. The production line at the plant came to a complete halt for a week. The strike is said to have cost the company millions of

rands. — Sapa

152

Samcor workers in row with union

WORKERS at the Samcor motor plant in Pretoria, angry at their union's role in the company's share participation scheme, said yesterday they had fired their Numsa shop stewards and would elect a new workers' committee tomorrow.

The shop stewards were "dismissed" during an eight-day strike which ended last Friday. The strike was not sanctioned by Numsa.

A spokesman for the Numsa shop stewards' committee rejected by the workers said it was still negotiating with management on share participation issue. He declined to comment on Numsa's dismissal, saying tension at the plant remained high following the strike.

Workers yesterday accused Numsa leaders of "selling them out" by signing an agreement, in terms of which 24% of Samcor equity is to be held by an employee trust. The deal was agreed to by Anglo American, Samcor and Ford when Ford disinvested from SA under political pressure last year.

27/4/88 SIPHO NGCOBO B/day

"We do not want to be mini-capitalists. It is just not in keeping with our worker-policy. We are plain workers and not businessmen. The union did not get a mandate from us. They just entered into an agreement without consulting us," said an electrician, who introduced himself as Thandekile.

Workers said a meeting would take place tomorrow to elect the new shop stewards' committee.

The "dismissed" shop stewards' committee said, however, the meeting was being held to report back on management's response.

The workers denied they ever agreed that their holdings should be paid into a trust for community development.

"That does mean that we are not committed to contributing to the upliftment of our people. We were just not consulted. And as far as we are concerned it is

● To Page 2 →

Samcor workers in disagreement with union

the duty of the government to engage in community development and not us," said one worker.

One of the workers said he was sure that he was worth about R60 000.

"Should our shares be paid to us, I am sure I will be about R60 000 richer. I demand that the money be paid to me," said the man.

Some of the workers claimed their money was being used to upgrade a township near Pretoria.

According to an organiser at Numsa's Pretoria office, discontent among the workers originated from the Port Elizabeth plant.

"All was well until sometime in February when a petition, the brainchild of Port Elizabeth workers, was signed by Pretoria workers demanding the money. This surprised us as the workers had initially agreed that the money would be paid into the trust. It is also surprising

← ● From Page 1

for them to claim that they were not consulted," a Numsa organiser in Pretoria said.

ALAN FINE reports William Broderick, Ford's Detroit-based chief negotiator of the disinvestment deal and presently in SA, said in Johannesburg last night the employee trust is in the process of being finalised, and the 24% of Samcor equity will be transferred to it "soon".

He said the internal union dispute was not holding up this process. But he declined to elaborate on the question of who would comprise the board of trustees should employees be unwilling to elect representatives in terms of the agreement.

Numsa motor section chief Fred Sauls said union leadership would meet this week to discuss the problem.

152
B/day
27/4/88

Vednesday April 27 1988

AFCS 27/4/88 (152) (129)

Garment union gets big strike mandate

Labour Reporter

REX Trueform workers have given their union a mandate for the first legal garment industry strike in decades.

A Garment and Allied Workers' Union (Gawu) spokesman said workers at the company's three factories yesterday voted 1 990 to 34 for a strike.

He said workers at the factories in Atlantis, Salt River and Wynberg went back to work today following stoppages which started on Thursday at Salt River and then spread to the other two plants.

"We are still trying to get management to negotiate over the workers' demands, but we have now had a mandate for a legal strike," he said.

Workers demanded plant-level negotiations, a R15 across-the-board wage increase, increased travelling allowances and a service award of R1 a week for every year of service.

STRIKE AT 3 PLANTS



THREE major Rex
Truform plants have been
hit by a strike in spite of an
interdict taken out against
the strikers.

Rex Trueform chair-
man Stuart Shubb said
that workers had struck
at the plants at Salt
River, Wynberg and
Atlantis. *South*

He said the Supreme
Court had granted an
interdict on Monday
restraining employees.

and the strike on condition

62

27/4/68

May Day rallies (152) planned on Sunday ^{B/day} 27/4/87

ALAN FINE

COSATU said yesterday it has planned a number of rallies to commemorate May Day on Sunday. And some members are to report for work on May 6 — Workers' Day — as a protest against President P W Botha's proclamation of the day.

Indoor rallies are set to go ahead in Cape Town and Johannesburg. However, magisterial permission for a meeting in Secunda has been refused and replies are still being awaited regarding a PE gathering.

Permission for a meeting in Durban was granted subject to various undertakings from Cosatu on issues such as crowd control, curbing of violence, non-encouragement of educational boycotts and unlawful strikes, and that the emergency would not be mentioned.

Police

"We have agreed to these conditions, but refused to agree that police be allowed inside to monitor and film the meeting. We are still awaiting a reply from the magistrate," a spokesman said.

Regarding May 6, the spokesman said some affiliates had negotiated for members to work on this day in exchange for another holiday, such as March 21. Others will attempt to attend work as normal, while most will stay home, but not as an alternative to fighting for May Day.

"Cosatu firmly aligns itself with the international trade union movement which uses May Day as a platform to focus on the hardship and exploitation of workers worldwide, and to call for a new social order where the interests of the working class is paramount," he said.

Political comment in this issue by Ken Owen. Newsbills by Gerald Prosalendis. Headlines and sub editing by Michael Moon. All of Times Media Ltd. 11 Dagonal Street, Johannesburg.

Labour Update

Sowetan 27/4/88

Farm workers go on strike

ABOUT 100 members of the National Union of Farmworkers at Impala Farms near Magaliesburg, have gone on strike over wages and the recognition of their union.

The union's general

secretary, Mr Shaka oa Moletsane, said negotiations with the farm

management began in October last year, but no recognition settlement

has been reached.

Management had subsequently disputed

the membership of the union at the plant, in spite of the fact that they enjoyed more than 90 percent of the total workforce, he said, adding "I have been refused access to the farm since the strike started on Monday"

He said that workers were not prepared to return to work until their demands were met.

Management was not available for comment

152

28/4
11/5/88 South (152)

South LABOUR

Defiant May Day mood

RESTRICTIONS or no restrictions, we are going to celebrate our May Day on Sunday.

This is the mood of the workers interviewed this week.

Locals of Cosatu are gearing themselves for big May Day celebrations this weekend. This is despite restrictions imposed by the government on the

labour federation not to commemorate any calendar day.

Cosatu spokesperson Frank Meintjies told SOUTH the Natal region would probably be granted permission to hold an open-air rally on Sunday.

However, permission has been refused to the locals in Cape Town and the Highveld. In Johannesburg, the Alexandra Cosatu local

will hold a general meeting at the Wits Technikon Building, Wanderers Street, from 9 am

A pamphlet distributed in Johannesburg calls on the workers to unite on May Day, to challenge deregulation in Kew, to oppose the proposed new labour bill, and to call for the lifting of restrictions on Cosatu

The pamphlet states

that "the government of Botha is trying to turn Alexandra into a haven of exploitation and oppression for the bosses"

On Sunday, the workers of Alexandra will discuss how to defend themselves against deregulation in Kew

On Thursday, in a joint programme, Nusas and Black Sash will commemorate May Day at the Wits campus.

Last year the government slapped a ban on all May Day celebrations, except in Cape Town.

A May Day rally will be held at St Francis Hall in Langa on Sunday by the National Council of Trade Unions (Nactu).

The mass rally, planned for all affiliates and workers from other unions, would start at 10 am.

Workers from the Boland areas were also expected to attend the rally.

Rex strike vote

152

ABOUT 3 000 Rex Trueform workers at three plants in Salt River, Atlantis and Wynberg voted overwhelmingly in favour of a legal strike this week.

A definite date for the strike has not yet been decided on Last Friday more than 2 000 workers at Rex Trueform in Salt River downed tools in protest at management's refusal to enter into plant-level negotiations with the Garment and Allied Workers Union (Gawu).

The previous day 350 workers had downed tools Gawu declared a dispute with management last month

Rex Trueform brought an urgent application to the Industrial Court against Gawu, stating shop stewards had no right to declare a dispute and that the Clothing Industrial Council should not hear the dispute

Application dismissed

The application was dismissed
Worker demands include that management negotiate in good faith with elected worker representatives, a R15 across the board wage increase, an increase in travelling allowances, and a service award of R1 a week for every year of service.

"Gawu supports the demands of the workers who had been for too long the Cinderella of the manufacturing industry in South Africa

"The time has come to put things right We call on Rex Trueform management who have made before tax profits of over R10 million to enter into negotiations with worker representatives," a Gawu statement said

Several efforts to get comment from Rex Trueform personnel manager James O'Brien were unsuccessful.

Strike killing on video

JOHANNESBURG. — A police video showing the still burning corpse of one of four railway employees allegedly murdered by co-workers during the SATS strike last year was screened in the Rand Supreme Court yesterday.

It was taken at Prolecon on the night of April 28, last year and early the next morning.

All 18 SA Railways and Harbours Union members charged with the murders of Mr Vhulani Joseph Mulaudzi, Mr Kati John Sebopelo, Mr Mulalelo Petrus Mor-emane and Mr Jerry Rudolph Goodman yesterday pleaded not guilty.

They also all pleaded not guilty to five counts of kidnapping, one of attempted murder, two of robbery with aggravating circumstances and four of assault.

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28/4/86
152
200

Union warns Samcor workers

REBEL Samcor motor plant workers who want to elect a new workers' committee today were warned by their union, Numsa, yesterday the election would be considered null and void.

The rebels dismissed their shop stewards during a wild-cat strike last week in protest against Samcor's 24% share participation scheme.

A Numsa official in Pretoria said yesterday the union was disassociating itself from the elections, saying they would violate Numsa's constitution.

Numsa issued its warning when the workers formally announced they in-

tended going ahead with the elections
The rebels alleged the union has sold them out by involving them in a share scheme without a mandate from them.

The union said yesterday it was adopting a wait-and-see attitude.

"No disciplinary action will be taken against the workers even if they go ahead with the elections and continue to rebel against the union until such time that we are sure they understand the share deal perfectly well."

8/28/81 day
SIPHO NGCOBO

Union members increase

152

PARLIAMENT — The upward trend in trade union membership had continued in 1987, although at a slower rate, the director-general of the Department of Manpower, Dr P J van der Merwe, said in his annual report tabled yesterday

A total of 1 879 400 workers belonged to registered unions.

The number of strikes and work stoppages had increased to 1 148 in 1987 from the 793 of 1986, but fewer workers were involved in each strike.

While registered unemployment among whites, coloureds and Indians had shown a 14,7 percent drop from January to October, figures for blacks showed a 28,5 percent increase. — Sapa.

House 'aided black advances'

The House of Delegates had contributed to the advancements which had been made in black education, the Chairman of the Ministers Council, Mr Amichand Rajbansi, said yesterday.

Speaking in the Educa-

ANC detention camp in Angola, says US report

The Star Bureau

WASHINGTON — The African National Congress maintains a detention camp in northern Angola and might hold other detainees elsewhere in that country and in Zambia, according to a new State Department report.

It says conditions at these facilities are likely to be harsh, with the degree of severity determined by availability of amenities, local laws and in some cases, personal animosities.

The report was prepared in terms of a law passed by Congress ordering a study of forced detention by the ANC and by the South African Government.

SOUTH AFRICAN AGENTS

The report does not estimate how many detainees the ANC has held at any one time "The majority are suspected of being South African agents or infiltrators.

"ANC cadres who become politically dissatisfied or who refuse military training might also be detained, according to defectors.

"Some, although probably not a large number, are believed to be detained for non-political (for example, disciplinary) reasons."

Reports that the ANC has a large detention camp in Zambia could not be confirmed.

Turning to South Africa, the report devotes four pages of detail on detentions and treatment behind bars, quoting extensively from statistics kept by the Detainees Parents' Support Committee (DPSC), one of the groups targeted in a Government clampdown.

On treatment of detainees, the report says detainees are often held incommunicado, "a situation that provides considerable potential for police abuse of detainees".

Labour Day rallies

29/4/88

BRONWYN ADAMS

(152) B/day

LABOUR Day will be celebrated on May 1, and President P W Botha's Workers' Day on the first Friday of May will be treated as a normal working day, a Nactu spokesman said yesterday.

Rallies have been organised by Nactu in various centres and will focus on the Labour Relations Amendment Bill, the clampdown on community organisations and government's attack on the "alternative Press", he said. The Johannesburg branch of the Commercial Catering and Allied Workers' Union (Ccawusa) has organised a meeting separate from the Cosatu and Nactu-organised rallies. Branch co-ordinator Kaiser Thibedi said the proposed joint meeting was aimed at keeping in mind the "healthy goal" of a single federation.

news

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Friday April 29 1988

Major unions to hold Labour Day rallies on Sunday

The Argus Correspondent

JOHANNESBURG. — Major black trade union groupings — having rejected the Government-declared Workers' Day — will hold rallies throughout the country on Sunday to celebrate Labour Day.

Spokesmen for both the National Council of Trade Unions (Nactu) and the Congress of SA Trade Unions (Cosatu) have made it clear that members did not recognise the official Workers' Day, which falls on Friday next week.

Cosatu said members would hold rallies in Johannesburg, Cape Town (University of the Western Cape), Port Elizabeth, Durban and at Maritzburg's Wadley Stadium (where magisterial permission was still being awaited)

A spokesman said members rejected the Government's Workers' Day and that many had decided to attempt to go to work on that day. In some instances unions had negotiated with employers to work on the day, in exchange for days of black political significance such as June 16.

Nactu said workers rejected the State's Workers' Day because they had "won hard-fought battles for May 1 to be recognised as a paid holiday. Nactu's position is that May 6 will be a normal working day".

Nactu rallies will take place in Soweto, Durban, Maritzburg, the Vaal, Pretoria, Cape Town, Pietersburg and Stellenbosch.

(152) Blday 29/4/88

More strikes in 1987

THE number of strikes and work stoppages had increased to 1 148 in 1987 from the 793 of 1986, but fewer workers were involved in each strike than in 1986, Manpower Director General P J van der Merwe, said in his annual report tabled in the House of Assembly yesterday

Wages and related issues were still the most important cause of strikes.

He also said unemployment in 1987 had still posed a problem that left its mark on the labour relations field

While registered unemployment among whites, coloureds and Indians had shown a 14,7% drop from January to October, figures for blacks showed a 28,5% increase from 49 945 to 64 162 over the same period.

It could probably be said at this stage that unemployment contributed to the gen-

eral unrest in the country and therefore also to the resultant labour unrest.

His report noted that there was a 38% increase in the number of strikes that involved more than 1 000 workers last year, a figure in accordance with an upwards trend experienced in 1985 and 1986

□ The upward trend in trade union membership had continued in 1987, although at a slower rate, Van der Merwe said.

The largest increase had occurred in black membership

A total of 1 879 400 employees belonged to registered and an estimated 240 600 to unregistered unions at the end of 1987.

Union members therefore constituted about 34% of the economically active population — Sapa

Throughout the world, unions will celebrate May Day. Not here. May Day's a dirty word

THE heightened repression of the last two years casts a long shadow over May Day celebrations in South Africa this year.

While in many Western and Eastern countries trade unions will be celebrating under the canopy of official recognition, celebrations here are viewed as subversive. We have been denied permission to hold open air rallies and meetings may be disrupted.

Internationally May Day brings into focus demands such as job security, recognition of trade unions, humane working conditions, recognition of trade unions and a democratic system of government. These issues are burning demands for millions of workers in South Africa. This year particularly they seem dwarfed by the our struggle against relentless state repression.

If the Labour Relations Amendment Bill is passed, it will be the end of strong legal trade unionism. Unions will lack the muscle to implement the living wage campaign and workers will stand more exposed to the all-round attack in the form of the wage freeze, deregulation and a general drop in living standards.

Attempts to strangle trade unions will have a major impact on unorganised workers and those denied legal protection such as farm, domestic and public sector workers. Without the backing of a strong labour movement, their chance of winning legal protection and ending their semi-feudal working conditions in the foreseeable future are more remote.

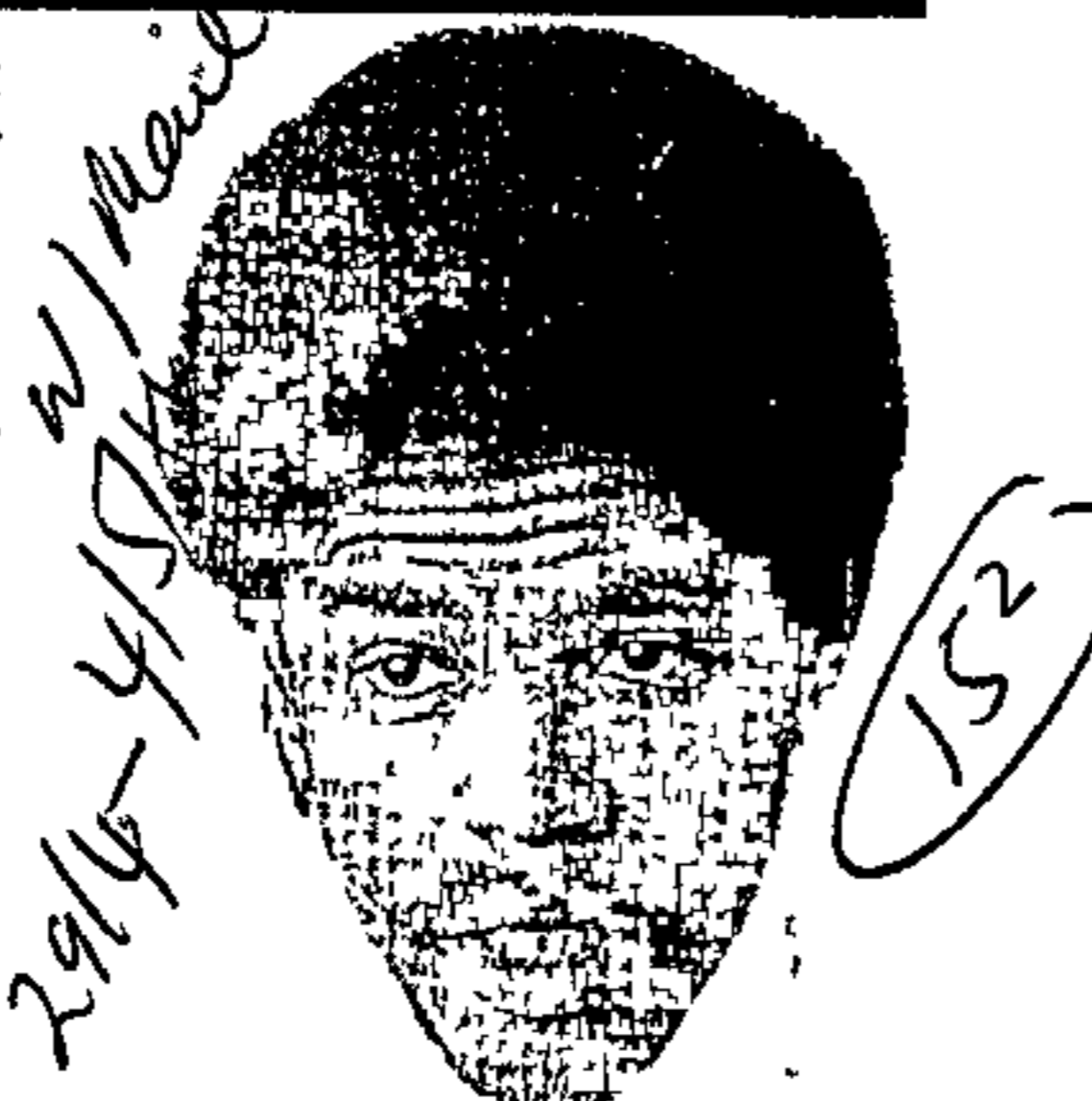
We can no longer propagate many of the resolutions adopted at our 1987 congress which we believe pointed a clearer way to a peaceful democratic future in this country. Nor are we permitted to criticise local government and national constitutional initiatives.

The restrictions have wiped out intended Cosatu campaigns against the municipal elections, for the release of detained unionists, for the lifting of restrictions on Govan Mbeki, for the reprieve of union members and political activists on death row. All these are legitimate anti-apartheid campaigns which express the political aspirations of the majority.

The bannings and restrictions are meant to remove all potential opposition to state plans to restructure and "reform" apartheid. In their view, the democratic organisations no matter how representative they are have no right to operate freely if they do not support the present government programmes.

There are three prongs to the reform plan: Bothanomics, upgrading and constitutional structuring. The kernel idea is to unshackle the economy and strengthen the free enterprise system, as well as broaden apartheid "democracy". There will be some economic benefits for small business and the chance of greater political participation for a small moderate elite. For the majority these plans mean harsher economic conditions (less jobs, less access to housing, low wages) as well as more stringent political control (more censorship, narrower democratic space, restricted trade union rights and increased militarisation of society).

Our members have called a special congress to address the rapidly changing conditions facing us. They



Traditionally, May Day is a time when unions celebrate. But there won't be much celebrating in South Africa.

comment by
FRANK MEINTJIES
Cosatu Press officer

see Cosatu as their defence as well as the vehicle to advance their interests. The crucial question facing us is: How do we articulate the militancy of our members and carry forward our tradition of strong democratic opposition to apartheid?

We have no doubt that 1988 will be make-or-break for both the democratic forces and the state. The state is putting much of its money on its master strategy.

Cosatu as part of the democratic movement will have specific problems to wrestle with. How will it fight for legal space without becoming moderate and out-of-step with members' demands? How can we continue to grow if we lack the muscle to win concrete shop floor gains? How can we as a trade union federation operate clandestinely, if we are forced to, as other organisations have been?

But the problems facing our rulers are much more daunting. The aspirations of the people cannot be wished or repressed away. It is dangerously short-sighted for the state to try to insulate itself from these demands. We should not forget the Durban strikes of 1973, the 1976 student upsurge and the Vaal Triangle uprising of 1984. All of these followed a build-up of frustrations and state refusal to deal with basic grievances.

Furthermore, the state should realise that bannings can only buy a brief respite.

The crackdown is also designed to combat panic and insecurity. Most of the white minority have fallen for this. Today there are even fewer in their ranks searching for real alternatives to the *status quo*.

Surely they must know that the permanence of the State of Emergency, the increased security budget, the militarisation of our society is not a sign of a government in control, but symptoms of a growing civil war in our country.

This is the context of May Day in 1988. Organised workers will meet to re-affirm their commitment to the only feasible solution: an end to exploitation, basic trade union rights; recognition of genuine leaders whether in prison or exile; an end to apartheid, and the creation of a climate for democratic political participation for all.

To the workers of South Africa

MAY

DAY

GREETINGS

From
Friends of Moses Mayekiso

Issued by the Friends of Moses Mayekiso,
314 to 320 Grey's Inn Road,
London WC1 E8DP

W/Meil
29/4-4/5/88

War of the May Days: 152 Unions snub May 6 date

Weekly Mail Reporters

TRADE unions affiliated to the country's two biggest labour federations will this year ignore the government's decision to make the first Friday in May a public holiday and will celebrate May 1 as Labour Day instead.

The Congress of South African Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu) have announced they will be holding May Day rallies on Sunday at centres throughout the country.

Magistrates have refused permission for outdoor rallies to be held in Cape Town and Secunda and his federation has been forced to find alternative indoor venues, said Cosatu press officer Frank Meintjies.

A number of union branches have decided their members will make themselves available for work on May 6 even if their employers make it a paid holiday.

The Nactu representative said speakers at its rallies would focus on the recent banning of anti-apartheid organisations, the attack on the alternative media and the Labour Relations Amendment Bill. Many Nactu unions have signed agreements that allow workers to take Monday off if May Day falls on a Sunday.

Cosatu has decided not to hold an outdoor rally in Cape Town after a magistrate stipulated that police be allowed to film the meeting, said Meintjies.

Cosatu President Elijah Barayi told about 5 000 students who attended a May Day meeting at the University of the Witwatersrand yesterday that the recent clampdown amounted to an "attack on the working class both black and white."

The kwaZulu government has declared Monday a holiday because May 1 falls on a Sunday this year; Labour Day is a recognised public holiday in the "homeland". The Inkatha-backed United Workers' Union of South Africa is planning to hold rallies in Natal and on the East Rand.

Churches in the Durban area will be celebrating "Worker Sunday" this weekend for the fifth year.

●The Institute for Industrial Relations reports that numerous employers have expressed confusion about the status of the holiday on May 6. In terms of the Public Holiday Act, only shop and office workers can take the day as a paid holiday. Factory workers will not be paid if they do not work on that day, unless they are covered by a union agreement, industrial council agreement or wage determination.

More strikes fewer strikers

CH-717B 29/4/88 P 152

PARLIAMENT. — The number of strikes and work stoppages increased from 793 in 1986 to 1 148 in 1987, but fewer workers were involved in each strike than in 1986, the Director General of Manpower, Dr P J van der Merwe, said in his annual report tabled yesterday.

Wages, unemployment and related issues were still the most important causes of strikes.

While registered unemployment among whites, coloured people and Indians had shown a

14,7% drop from January to October, figures for blacks showed a 28,5% increase from 49 945 to 64 162 over the same period

About 57% of strikes lasted one day or less and about 6% more than two weeks. The average strike was 9,9 working days, compared to 3,1 during 1986.

The number of disputes referred to industrial councils increased by 55,5%, compared with 1986. Just over half were settled by the councils or resolved by agreement between the parties

through the councils.

Only 2% of the disputes referred to industrial councils ended in deadlock, emphasizing the role played by councils in maintaining sound labour relations.

The number of cases referred to the industrial court increased to 3 533, compared with 2 042 in 1986.

A total of 2 312 conciliation board applications were received, compared with 1 294 in 1986 — Sapa

Reinstatement for Robertson workers after written judgement

W/C AR64S 30/4/88 (152)

WRITTEN judgment was recently handed down in the case in which the Industrial Court ordered the reinstatement of 80 workers dismissed from Cape Lime, Robertson, after they took part in a strike.

The dismissals followed a series of industrial actions at the plant in 1987.

These actions involved, among other issues, demands for management intervention over the detention of a national organiser of the Chemical Workers' Union and a strike in sympathy with union members on strike at Sasol.

"Fairness"

On one occasion a form of disciplinary inquiry had been held after which workers were given "final written warnings" and the dismissals followed another strike in November.

In his judgment the presiding officer, Mr P Roux, said he took into account the "reluctance ... of the Industrial Court as a

matter of policy to come to the relief of persons engaged in unlawful strike action".

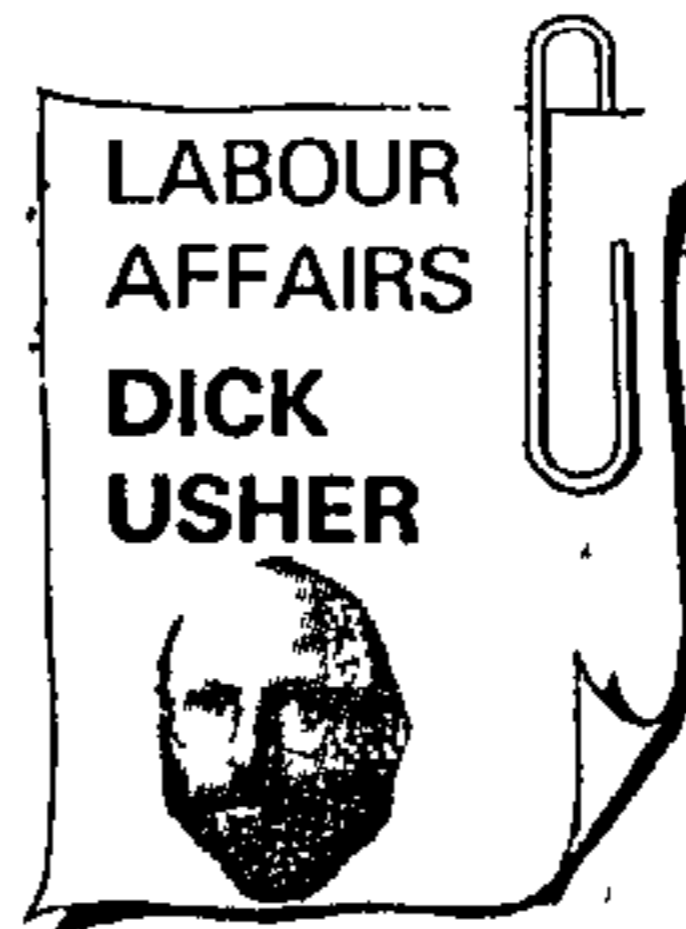
Unlawful

"But even if the actions ... may have been unlawful, regard still has to be had to both the fairness of ensuing procedural steps and the fairness of the sanction."

He considered in particular "the failure or refusal of the respondent (Cape Lime) to respond or timeously to respond to a request by shop stewards in respect of alleged assaults by the police of fellow union members at Sasol".

Failure

Also "the failure (notwithstanding an avowed intention to negotiate collectively with the union) to negotiate concerning the nature of the procedural steps to be taken against the members of the union ... and particularly whether such persons



should be dealt with individually or collectively and whether they should be individually or collectively sanctioned for their behaviour".

"40 years"

Mr Roux said that the decision, unilaterally taken, to implement for collective industrial action a disciplinary code which had probably been designed to deal with individual transgressions smacked of "paternalism in the unfavourable sense of the word".

Stoppage

It was also important that the company was not faced with a continuing work stoppage which could not be

abated, nor was it accompanied by an unreasonable demand; that the stoppage had apparently been peacefully conducted without any "criminal or delictual conduct; and that the applicants had periods of long service with the company, in some instances between 23 and 34 years' service with one worker having "devoted a working life time of 40 years" to the company.

"Although regard had been given to previous transgressions in the disciplinary inquiry, apparently no regard was given to individual periods of service," said Mr Roux

Disrupt

Also, the cause for the work stoppage was not "in the nature of a planned or concerted effort to generally disrupt industry".

Mr Roux also said that if the union official involved had been "timeously consulted and had negotiations with the union ensued, the nature of the disciplinary inquiry would have been different and ensuing sanctions would possibly, if not probably, not have resulted in dismissal."

11/5/88

152

STimes

By Robyn Chalmers

THE wildcat strike by 3 000 Samcor workers at Silverton, near Pretoria, has cost the company about 2 100 vehicles — worth more than R50-million

Lost production will aggravate the shortage of cars and trucks Samcor has had to cancel the launch of the revamped Mazda 323 planned for May 20

The company says the strike has stopped production and insufficient cars are available for the launch

Closure

The strike ended last Monday, but rebellion against the union-supported company share scheme is not over, and workers have elected a new shop stewards' committee

When Ford Motor Company pulled out of SA last year, it gave 24% of Samcor

Samcor strike halts a Mazda launch

Holdings to employees and stipulated that dividends be paid into a community trust and not be given directly to employees

The trust was aimed at improving the quality of life in black townships

Workers now want their share of the company assets to be paid to them

Head of the National Union of Metalworkers of SA (Numsa) motor section Fred Sauls says the strike was a result of misunderstanding on the part of workers

"They believe the shares are worth R40 000 each, and want that money now. They do not understand that if the

company is forced to sell its assets it will have to close"

Frame threats

In Durban, the Frame Group announced that it planned to retrench 1 850 employees. Trade unionists threaten a court action against the company

Frame human resources director Peter Richardson says the company plans to retrench about 9% of its 21 000 employees and reorganise work practices at its factories

The Amalgamated Clothing and Textile Workers Union of SA has rejected the

retrenchment programme, and union spokesman John Eagles says Actwusa will present a proposal to Frame management in a few days' time

Frame has made it clear that it will go ahead with the retrenchment

Mr Eagles says "There will be a great deal of resentment if this happens, and the only option we will have will be to take the company to court"

"We are trying to work out some agreement, but our priority is to protect the interests of our members"

Mr Richardson says "agreed retrenchment procedures" will be followed

Checkers has also announced its intention to retrench 1 600 workers because the company is achieving unsatisfactory profit margins

Checkers public relations officer Adele Gouws says the company stands by its promise to withdraw the retrenchment programme — if it receives concrete proposals of action from the Commercial Catering and Allied Workers Union (Ccawusa)

Checkers seeks to eradicate in-company theft, improve service to customers, avoid unconstitutional wage stoppages and facilitate staff transfers

A Ccawusa spokesman says the union will put its proposals to management on Wednesday.

May Day in SA peaceful

CAPE TOWN
2/5/88
152

MAY DAY was celebrated peacefully in South Africa yesterday in several indoor rallies, but elsewhere around the world — in the Philippines, Israel, Poland, South Korea and Turkey — there were worker-state confrontations

Shootings, baton charges or large-scale detentions took place in several countries, but restricted worker rallies in South Africa were not disturbed.

Outdoor May Day rallies were not allowed anywhere in South Africa, but several were held indoors — the largest taking place at the University of the Western Cape (UWC)

In Namibia, 5 000 workers attended a day-long open-air rally in Katutura township outside Windhoek under the banner of the Swapo-linked National Union of Namibian Workers (NUNW)

Palestinian youth shot

An Israeli army officer was suspended from duty after a Palestinian youth taking part in May Day protests against the Israeli occupation of the West Bank and Gaza Strip died after being shot

More than 200 000 Israelis marched through central Tel Aviv in a May Day parade

Philippine troops wounded two people when they fired on Labour Day protesters near Manila. They also blocked 10 000 angry torch-bearing workers marching on President Corazon Aquino's palace

In Poland, five riot policemen charged into a church in Gdansk in pursuit of May Day demonstrators who had thrown stones. Two of the policemen had their batons snatched away and were beaten up inside the church.

Polish police also used batons and teargas to disperse anti-government protests in at least six other towns. Several protesters were detained

In Seoul, South Korea, 3 000 students and workers demanding free trade unions braved clouds of teargas to fight riot police. On the campus of Yonsei University in Seoul,

To page 3

From page 1

CAPE TOWN 2/5/88 (152)
perforated bombs were thrown at riot police

Western ambassadors attended the May Day parade in Red Square, Moscow, yesterday for the first time since 1979. Previously they had boycotted the celebrations in protest against the presence of Soviet troops in Afghanistan

In South Africa, an enthusiastic crowd of over 2 000 attended the UWC rally addressed by Mr Jay Naidoo, general secretary of the 650 000-strong Congress of South African Trade Unions

Cosatu also held meetings at Wits University and in a cinema near Durban, while the 430 000-member National Council of Trade Unions (Nactu) held meetings in the St Francis Church Hall, Langa, and in Maritzburg

Mr Naidoo said the government wanted to increase poverty in South Africa, as it had imposed a wage freeze on the public sector and told private sector employers not to grant real wage increases

He attacked the government's establishment of "deregulated"

or non-union sections of cities, and said plans to privatize Eskom, Iscor and the hospitals would lead to retrenchment of "thousands and thousands of workers"

"There is an attack on us as workers on all fronts. They are launching an attack against the whole mass democratic movement. What do we do? We must build organizations and the unity of the oppressed

"There must be openness about the debates we are having. No leader is above criticism. One of the great weaknesses we have is of labelling people that we don't agree with. That is divisive. We do not win people by imposing views, but by convincing them of the correctness of our views"

Some people threw around labels such as "workerism" or "populism", he said. He urged the democratic movement to build a code of conduct "against which our members, our people, and our leaders will be judged, not only now, but in the future".

— Staff Reporters and Sapa-Reuter-AP

Unions say May 6 to be a working day

BRONWYN ADAMS

NACTU and the Commercial Catering and Allied Workers' Union (Ccaawusa) are intending to go to work on May 6 (Worker's Day), unless management closes factories, spokesmen said last week.

fallen on a weekday, a large-scale stayaway might have occurred. He predicted it would be unlikely for management to allow employees to work on May 6, since they would have to pay double time.

A Seifsa official said if May 6 had

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Friday

4/15/78

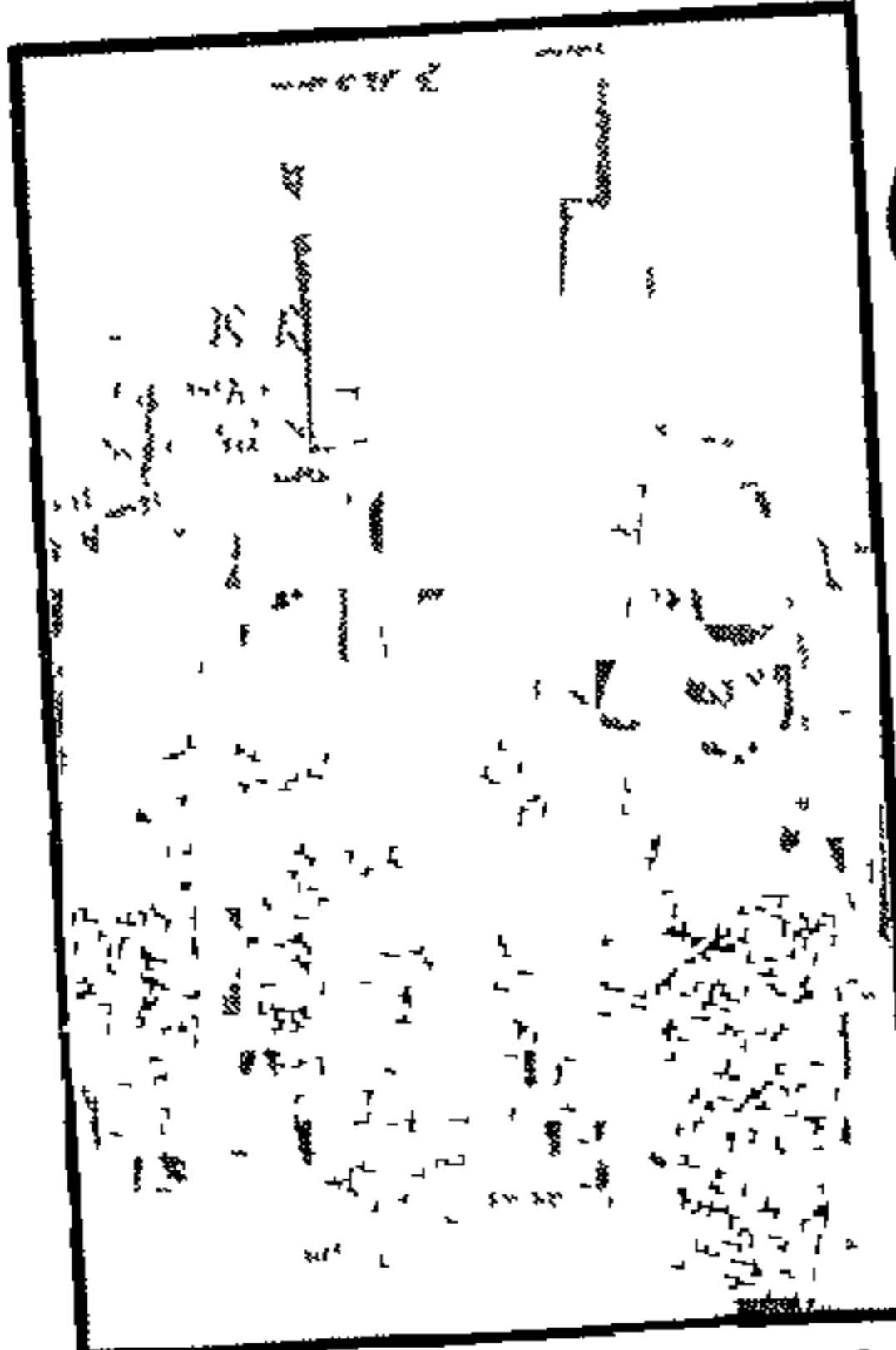
Strike laws

'too soft'

(152)

Existing laws were inadequate to control intimidators during strikes, Dr Corné Mulder (CP Randfontein) said yesterday

Speaking during the manpower Budget vote debate, he said intimidation had become an efficient weapon for activists and he called on the Minister of Manpower, Mr Pietie du Plessis, to attend to the problem. — Sapa



Mono Pump workers demonstrating yesterday.

Workers demand compensation deal

(152) Bldg w/5/5/88

ABOUT 100 Mono Pumps employees staged a lunchtime placard demonstration yesterday outside the firm's Sebenza, Edenvale, plant in support of demands for financial compensation from the UK parent company which recently sold the firm to South African interests

Workers are demanding severance pay, at the rate of one month's pay per year of service, and the establishment of a trust funded by former owner Gallaher Ltd

The demonstration coincided with a resolution along similar lines put to the AGM of American Brands Inc yesterday — the US-

ALAN FINE

based ultimate owner of Gallaher. A letter from Mono's shop steward committee chairman was also to be read to the meeting

Many of the placards addressed Michael Kettle, the Gallaher representative presently in Johannesburg to tie up the details of the sale to Malbak subsidiary Fluid Corporation.

Kettle could not be reached at his hotel for comment.

The posters asked him to "let us reap the benefits of the 32 long years we have given you", and said Gallaher was "supposed to set an example in SA"

Work stoppage

WORKERS at a supermarket run by the Tongaat Hulett Group for its employees stopped work on Monday in support of their demands for more pay, but returned to work soon afterwards. (152)

Mr Isaacs Ngcobo, a spokesman for the South African Allied Workers' Union, said the workers resumed their duties at 12.30pm after the management had agreed to meet union representatives tomorrow to discuss wage demands.

He said the union had requested an increase of R180 a month, but the company had offered one of R60 a month.

Mr Ron Phillips, a spokesman for the Tongaat Hulett Group, said wage negotiations were continuing.

He confirmed that there has been a work stoppage but added that all the workers were back at their jobs by midday.

About 40 workers were involved in the stoppage. — Sapa. Sowetan 4/5/88.



A worker on crutches leads 100 Mono Pump SA employees during a disinvestment demonstration outside the firm's plant on the East Rand yesterday. *Star* Picture by Stephen Davimes.

152

By Adele Baleta

The disinvestment battle between Mono Pumps SA employees and the British Gallaher company continued yesterday when 100 employees demonstrated outside the firm's East Rand plant, at the same time as the issue was being raised with shareholders of the parent company in the US

LUNCHTIME PROTEST

The lunchtime protest by members of the National Union of Metalworkers of SA (Numsa) was held to support demands for the establishment of a trust fund by American Brands' British subsidiary, Gallaher, as well as for severance pay.

A Numsa spokesman said although Gallaher had assured the union that a trust would be set up, workers had become angered by the company's refusal to disclose the amount.

Other demands included the right to strike and the right to hold wage negotiations at plant level

Labour Update

Workers are streaming back — Triangle

Sowetan 4/15/88
152
[Handwritten signatures]

WORKERS at Reef branches of Triangle Furnishers, where a strike by members of the Commercial, Catering and Allied Workers Union has entered its ninth week, are drifting back to work, Triangle's managing director, Mr Tom Roux, told Sapa yesterday.

which a new real would be negotiated.

Mr Roux said today his company had contacted Ccawusa on Friday on labour matters but had not yet received a reply from the union

Union comment was not immediately available.

He said there were no figures for the return to work and the numbers would not significantly affect the estimate of 45 percent of the workforce reported last week to be out.

But, Mr Roux said, "there has been a drift back to work."

Stoppage

He added that some branches have experienced more workers returning than others but declined to name them.

The stoppage came over Ccawusa demands for an across-the-board increase of R130 a month for the company's non-commission workers and a minimum basic salary of R500 and 10 percent commission for sales staff.

Triangle offered a R115 a month increase to non-commission staff, effective from January 1 for nine months after

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Stoppages as strike drags on

WORKERS at BTR Dunlop Tyre and Manufacturing held a series of one-hour stoppages and lunch-time protests on Tuesday, the third anniversary of the BTR Sarmcol strike.

The strike has not been settled despite repeated efforts to get the company to the negotiating table, Numsa said yesterday. — Sapa. (52) HADY 5/9/88

Political comment in this issue by Ken Owen. Newsbills by Trevor Bissaker. Headlines and sub-editing by Michael Moon. All of Times Media Ltd, 11 Diagonal Street, Johannesburg.

RE STORES LIMITED

Reg. No. 87/01012/06

(an), H Gerber, AHP Louw

FEBRUARY 1988

Equivalent period to 28/2/87*	% Increase
13 900 468	+39%
658 824	+92%
658 824	+87%
329 412	—
329 412	+97%

31/3/87 Pro-Forma*	% Increase

R900

Fewer strikes 'thanks to govt'

152
APC Times 5/5/88
HOUSE OF ASSEMBLY — There would have been more strikes had it not been for the government's industrial arbitration machinery, the Minister of Manpower, Mr Pietie du Plessis, said yesterday.

Speaking during the committee stage of his Budget Vote debate, he acknowledged that the number of strikes had risen on average by 28% a year during the past five years. But he said that had it not been for the industrial arbitration system, the increase would have been 100%.

Mr Du Plessis said the majority of black workers turned to legal means to resolve disputes, but added that intimidation had brought about an increase in the number of strikes and lost man-days.

The government was conducting high-level examinations as to how the law could be improved. One of the problems was the garnering of sufficient evidence against intimidators, as outlined by Dr Corne Mulder (CP Randfontein) on Tuesday.

Mr Du Plessis said the government acknowledged the right to strike. But "we do not like wildcat strikes and we do not like wildcat dismissals".

It was not the government's intention to interfere with current labour legislation, he said. It would look at what was happening in practice.

The Vote was passed without opposition after the National Party and Progressive Federal Party committee members defeated a Conservative Party amendment. — Sapa

DI-D 6/5/88 152

RU students vote to back workers

GRAHAMSTOWN — Students who worked in the kitchens during the strike at Rhodes University were paid more R3 an hour than the regular kitchen staff, hundreds of students and workers at the university heard yesterday

At a meeting to discuss what action students should take in future strikes, a Rhodes worker, Mr Sizwe Ntlok-wana, appealed to students not to work in the place of workers

The four-day strike, which took place while wage negotiations between the Transport and General Workers Union and the university were in progress, ended on

Tuesday after the university administration agreed to bring forward negotiations to today

One of the issues is a union demand for a minimum wage of R680, in line with University of Cape Town wages, which Rhodes has rejected as "non-negotiable"

At present staff in residences earn an average of R219 a month, including their annual bonus. The average for non-residence staff is R399 a month (including bonus)

The meeting unanimously resolved to support the workers in their demands for living wages. — DDR

Striking signwriters fired

CHICAGO TIMES 6/5/68 Staff Reporter (152)

ABOUT 40 workers from a signwriting firm who went on strike on Wednesday have been dismissed.

The workers, who claim to comprise 90% of the production force of Romano Signs and are represented by the Electrical and Allied Workers' Trade Union, said yesterday that they downed tools and called a meeting after management would not negotiate demands for a living wage.

Mrs Norma Sauls, a representative of the group, said they were dismissed after management said their meeting was an illegal strike.

A spokesman for the firm said decisions on the issue would be taken next week.



Determined farmworkers in Conservative Party territory prepare to enter the third week of their strike for better wages

Picture: TSAKS MOKOLOBATE

A strike rages, under the bluegums

82/5/21-5

A HUNDRED farmworkers have been lying around in their red and brown overalls under bluegum trees on Impala farm for the past 18 days — but not because they are lazy

For the National Union of Farmworkers (NUF) the work stoppage on the Magaliesburg farm is first real test of the union's ability to extend trade union rights to South Africa's 1,2-million farmworkers since it was launched two months ago.

The dispute began on April 18 when three shop stewards elected by the 120-strong workforce demanded that Impala's owners begin talking to the NUF about a wage hike.

According to senior shop steward Lazarus Motsoadi, who is also NUF's vice-president, about 100 workers went on strike after the farmer told the shop stewards to "f off" Before midday he sacked the strikers and told them to leave the farm compound by the next morning.

Motsoadi called in their organiser, NUF general secretary Tshaka Moletsane, who advised the labourers to don their overalls and report for work every day while the union tried to get them reinstated.

Since then the situation has deadlocked with the farm owner refusing to talk to the union or the shop stewards. The union is investigating a legal challenge to the sackings. The farmer, who has threatened to go to court for an order to evict the labourers, keeps his farm going by employing jobless workers from surrounding farms and white schoolchildren in the afternoons, says Motsoadi.

Workers' grievances relate to wages they say range between R70 a month for women flower pickers and R450 a month for a truck driver who has been on the farm for 23 years.

The farmer provides free accommodation and gives each family one bag of mealie meal a month. Motsoadi says workers never receive compensation at work, even though workmen's compensation laws have been extended to farm labourers.

Last year three workers from the farm were killed in a truck accident while on duty. The farmer gave the families R200 to share for the funeral expenses. The

One crucial difference separates the Impala strike from the norm: Impala is not a factory. It's a farm.

By THANDEKA GQUBULE and EDDIE KOCH

union is trying to obtain workmen's compensation and a motor vehicle assurance payout

Workers are frequently "klapped" (slapped) by the farmer and his two sons, says Motsoadi. "On Wednesday last week when I was under the tree he (the farmer) called me to the office and said, 'Lazarus leave the union I will make you a great driver and give you good money'. When I refused he grabbed me by my clothes and threatened to beat me up."

Motsoadi says an old man called Petros Motsamai, whose son was killed in a truck accident, decided to go back to work. When he approached the farm office, he alleges the owner pointed a gun at him and threatened to shoot him.

After interviewing workers, the *Weekly Mail* asked officials in the farm office for comment. A member of the owners' family said a Mr van der Hoost was the only person who could talk to the press. "But he does not want to speak to you,"

she said "We don't mind if you publish only the workers' side of the story"

Moletsane began building his union on the pig farms and nurseries that dot the road between Krugersdorp and the Magaliesberg. For him the outcome of the Impala dispute is crucial. Victory will convince NUF's members in the region, which the union sees as one of its power bases, that the organisation has something to offer. Defeat will be a serious setback for NUF's plans to use the region as a bridgehead into the maize farms of the Western Transvaal.

The obstacles the union faces are typical of those that the unions making some headway in the agrarian sector must contend with.

NUF cannot go to the industrial court to argue the dismissals were unfair as farmworkers are not covered by the country's labour laws. On the farms there are no minimum wages or basic conditions of employment, no methods of collective bargaining and farmworkers cannot claim unemployment insurance when they lose their jobs.

The workers say they have never signed written contracts, leaving NUF with only common law and the farmer's verbal agreement of employment with which to fight a legal battle for reinstatement.

poned ~~the present and the meeting had been post-~~ new sports complex to replace the present rugby stadium in East London

DD 7/5788
Numsa, Tek to meet over mass dismissal of workers (152) (152)

Daily Dispatch Reporter
EAST LONDON — Representatives of the National Union of Metalworkers of South Africa (Numsa) and the Tek Group of companies will meet later this month to discuss the mass dismissal of Tek employees a month ago, a union spokesman said.

The Numsa regional secretary, Mr Viwe Gxarisa, said the meeting scheduled for May 20 had been arranged as a result of a union application to the industrial

council that the group should "urgently consider convening a meeting for reconciliation between the parties".

"This will be the first formal discussion with Tek management since the dismissals on March 7," Mr Gxarisa said.

The workforce of over 700 was fired after what Tek management termed "an illegal strike and repeated ultimatums to return to work".

The workers claimed that management refused to negotiate the

reinstatement of 20 colleagues and locked them out of the premises when they downed tools to demand a meeting

The union denied that any ultimatums were issued and said they had not been consulted on the group's decision to dismiss the workforce.

The Tek Group has since embarked on a recruitment drive and claims that staff figures are close to full strength — although none of the former employees have been re-employed.

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Striker: ^{9/16}
'Scab ^{7/5/88}
workers
paid more'

Own Correspondent

GRAHAMSTOWN. — Students who worked in the kitchens during a strike at Rhodes University were paid more, at R3 an hour, than the regular kitchen staff, it was claimed this week.

A Rhodes worker, Mr Sizwe Ntlokwana, made the claim at a meeting on campus.

The four-day strike, which took place while wage negotiations between the Transport and General Workers' Union and the university were in progress, ended on Tuesday after the university administration agreed to bring forward negotiations.

One of the strike issues is a union demand for a minimum wage of R680, which Rhodes has rejected as "non-negotiable".

The campus meeting was told that students in three of the university's residences had voted not to work as "scab labour" in the kitchens during future strikes.

Cosatu urges worker unity

By KERRY CULLINAN

WITH the government and bosses out to smash the labour movement, it is crucial that workers strive for unity, Cosatu representatives said at a May Day meeting at Wits University on Sunday.

"We stand for one industry, one union, but we must also stand for one attack, one defence," a Numsa representative told some 1 500 assembled workers.

"May Day is a day of worker unity. Let us build a single spirit of opposition," he added.

Defence, said worker leaders, was needed against the Labour Relations Bill, privatisation of parastatals like the railways, which they said would cause thousands to lose their jobs, and deregulation, which made certain areas exempt from laws protecting workers.

Cosatu Education Officer Khetsi Lehoko called on workers to build organisation and leadership on many levels.

Federation of Transvaal Women spokeswoman, Amanda Kwadi, called for united action between unions and community organisations.

"We women, who are directly affected by starvation wages and high food prices, stand with you in your campaign against apartheid and for a living wage," she told the workers.

Handwritten signature/initials

*city
Paco
8/5/88*

(152)

CAPE TOWN — Oil has been discovered off the west coast of SA for the first time, Soekor announced yesterday

The well is not economic — tests have produced only 200 barrels a day — but Soekor said the find was encouraging. Up to now the search in the area had encountered only dry gas

The oil was encountered by the Nymphaea rig 26km south-south-west of Hondeklip Bay. This is about 150km west of the Namaqualand town of Springbok.

Soekor yesterday tempered its previous enthusiasm over the latest crude oil discovery off Mossel Bay, saying further seismic surveys, drilling and feasibility studies were necessary before there could be any thought of economically viable production. This process could take several years.

MICK COLLINS reports that Gencor,

First oil strike off west coast

152
Mossel Bay 10/5/88
CHRIS CAIRNCROSS

which last week announced it was to manage the R5,3bn Mossel Bay oil-from-gas project, has a 20% participation in the well, E-AD 1, where oil is reported to have been struck.

The company bought into the well in March last year.

In terms of last week's agreement reached with the Central Energy Fund (CEF), Gencor has the right to a 30% equity stake in the whole of the Mossel Bay venture, with the CEF holding 50% and the balance being held by an as yet unnamed third party.

Miners' ^{Star} strike ^{10/5/88} hit gold ¹⁵² output ²¹²

Gold production in South Africa fell by 33 tons in 1987 — mainly as a result of the National Union of Mineworkers strike last year says the Chamber of Mines.

In its latest newsletter the Chamber states that production fell by 5,2 percent to 605 tons compared with 638 tons in 1986.

The Chamber states: "That the industry did not continue to expand — in terms of ore throughput that has characterised it over the past 11 years — was due primarily to the effects of the strike instigated by the National Union of Mineworkers in August 1987

"Some, but by no means all of the gold mines, members of the Chamber, were affected while others maintained full production"

The Chamber added "Aside from the unchanged tonnage of ore milled, the principle reason for the declining output was the fall in the average grade mined, down to 5,28 grams per ton (g/t) in 1987 compared with 5,63 g/t milled in 1986 — a fall of 6,2 percent almost exactly matching the fall in gold output.

GRADE DOWN

"This reduction in grade milled reflects the greater amount of surface tonnage at the lower grades milled to make up the shortfall caused by the strike as well as the tendency to reduce grades following the improvement in the rand gold price in 1987 to R904 per ounce."

The Chamber also says that the rate of increase in working costs of 19,6 percent was well above that of the rate of inflation which is a cause of concern for the industry.

In spite of an increase in the rand price of gold of 8 percent, profits fell by 14,6 percent because of the 25 percent increase in working costs per kilogram of gold produced

Total profit, states the Chamber, declined by 14,6 percent and dividends were trimmed by 9,6 percent while the State's share of profits and taxation fell by 20,5 percent on the 1986 figure

—Sapa

100

Top of some years

First west coast oil strike

Oil prospecting company Soekor announced yesterday that it had found oil, so far uneconomic, on the Cape west coast for the first time.

The rig Nympha struck a limited oil find 26 km south-south-west of Hondeklip Bay, the company said in a statement.

During production tests about 200 barrels of crude oil were extracted.

"Although this production tempo is uneconomic, it indicates that possible economic oil discoveries may be made off the west coast where up to now Soekor has only encountered dry gas."

However, the statement emphasised that further seismic surveys, drilling, complex calculations and feasibility studies were essential before there could be any thought of viable oil production. — Sapa.

● See Page 13.

600
on strike

ABOUT 600 National Union of Metal Workers of South Africa members employed at ATC in Brits, are on strike in protest against management's refusal to allow a shop steward to attend meetings.

Workers at the Telephone Cable Manufacturing factory told the *Sowetan* yesterday that the decision to down tools was taken last Thursday after management allegedly issued a directive that Mr Phillip Bokaba, chairman of the shop stewards committee, would not be allowed to attend some of their meetings.

Mr Jan Nel, ATC's Human Resources manager, confirmed the strike yesterday

89/5/01
Sowetan

DD
MAY 11, 1988 — 11

Perskor workers go on strike

JOHANNESBURG —
More than 1 000 Perskor
workers went on strike
yesterday over a wage
dispute, the Media
Workers' Association of
Southern Africa
(Mwasa) said here

The union is demand-
ing a minimum weekly
wage of R180 and
Perskor upped its offer
yesterday afternoon to
R100 per week, a state-
ment from Mwasa said.

"Perskor workers in
Benoni, Pretoria and
New Canada have all
gone on strike, and more
plants may join the
strike if the matter is not
resolved immediately,"
it said.

Initially ~~workers~~ ^{IS2} workers
sought a minimum
weekly wage of R260.

However, after initial
negotiations they re-
duced their demand to
R180.

Perskor offered an
R80 minimum weekly
wage and negotiations
deadlocked at that
stage, according to
Mwasa.

"Mwasa took the mat-
ter to the National In-
dustrial Council for
mediation.

"Perskor did not com-
ply and workers viewed
the action as a breach of
the agreement.

"Consequently they
went on strike early this
(yesterday) morning,"
the statement said.

Perskor management
declined to comment at
this stage as negotia-
tions were still under-
way, a spokesman said.

A spokesman for The
Citizen said that, in
spite of the strike, the
newspaper would be
available as usual early
today — Sapa

WORK STOPPAGE AT FOUR PLANTS

Perskor papers forced to come to halt

ABOUT 2000 black workers at four plants of Perskor on the Reef yesterday downed tools over wages, bringing a standstill to the production of several publications, including the Afrikaans daily newspaper, *Die Vaderland*.

Sowetan 11/5/86
The plants affected are at Doornfontein and

SOWETAN REPORTER

Bosmont in Johannesburg, Benoni and Pretoria. The workers are members of the Media Workers' Association of South Africa (Mwasa), an affiliate of Nactu.

Police arrived at Doornfontein and Pretoria after the workers downed tools but later left.

About 500 workers at the Doornfontein plant gathered in the basement of the Perskor building while Mwasa negotiators and management held talks to resolve the

dispute.

The workers later rejected management's offer of a weekly minimum wage of R100 and an across-the-board increase of R20. They are demanding a weekly minimum of R180 and an across-the-board increase of R100.

Meeting

The managing director of Perskor, Mr J N Buitendag, was not available for comment yesterday as he was said to be in a meeting.

A Mwasa spokesman said by late in the

afternoon that the workers had rejected management's offer and resolved to continue with the strike.

He said management said it regarded the stoppage as an illegal strike but that negotiations were continuing.

The workers are mainly machine operators, cleaners, drivers and inserters.

The stoppage could also affect the production of the Afrikaans morning newspaper, *Beeld*.

A worker said yesterday "*Die Vaderland* was not even printed as a result of the action."

The striking farmworkers are charged

By EDDIE KOCH and
MUSA ZONDI

ABOUT 80 rural labourers from two farms in the Magaliesberg area have been charged with trespassing on property owned by Impala nurseries after being dismissed last month for staging a wage strike.

Farm owner Jurman van Voorst has also made an urgent application in the Johannesburg Supreme Court for the dismissals to be declared valid and for an order that the workers vacate the farm and their compounds.

The workers, who live with their families in compounds located on the farm, have remained on the premises since the dismissals. Shop steward Lazarus Motsoadi says the farm owner has refused to allow the labourers to work, even though they have offered their services every day.

Thaka Moletsane, general secretary of the National Union of Farmworkers (Nuf), told the *Weekly Mail* that 82 union members on the farm had been charged with trespassing this week and summonsed to appear in the Krugersdorp Magistrate's Court on May 19.

The supreme court hearing has been postponed until May 18 and the union given until Monday next week to file papers arguing why the order should not be granted.

The labourers and their families will



W/Mail 13-19/88

Shop steward Motsoadi

Picture: TSAKS MOKOLABATE,
Learn and Teach

be allowed to remain on the farm in the interim and they have undertaken not to disrupt the workings of the farms.

The strike began on April 18 after workers demanded Van Voorst begin negotiations with Nuf about wage increases. The workers have also listed grievances involving alleged assaults and intimidation by the farmer.

Members of the Van Voorst family last week refused to comment.

Mwasa action ends deadlock at Perskor

A strike by more than 1 000 workers at a number of plants of the publishing company Perskor on Tuesday seriously affected the production of a major Transvaal-based Afrikaans newspaper, *Die Vaderland*. *W. Kerk*

The one-day action was the result of a deadlock between the Media Workers' Association of South Africa and the management of Perskor, which also publishes the *Citizen*.

The strike affected mainly the printing section, involving machine operators, inserters, cleaners and drivers.

The strike ended at about 9.30pm after management agreed to resume talks. Negotiations are continuing.

13-19/5/88

~~152~~

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Refineries wage dispute ends

THE Chemical Workers' Industrial Union (CWIU) has reached agreement with Sapref — the petroleum refinery owned jointly by Shell and BP — and with the Mobil refinery in Durban, nearly two months after the CWIU declared wage disputes

A union official yesterday called the agreement a victory for Cosatu's "living wage campaign", especially since conciliation boards had been appointed in both cases and there had been overwhelming worker support for strike action

Both settlements guarantee minimum increases of 15% but workers on the lower pay scales will receive in-

B/10/11

13/5/88

BRONWYN ADAMS

192

creases of up to 22%. The agreement reduced the working week to a maximum of 42 hours

Mobil has guaranteed its 458 workers a monthly increase of R155, raising the minimum wage to R865, while the 700 Sapref workers will receive at least R150 more, bringing minimum wages to R870.

Sapref has improved long service awards, given shift workers an extra holiday a year and improved overtime rates. Mobil has upped shift allowances and overtime rates

APPEALS DISMISSED

SOWETAN, Friday, May 13, 1988

THE Pretoria Supreme Court this week dismissed an appeal by the Kagiso Town Council against an order to reinstate a member of the South African Black Municipality Workers' Union fired by the council during a strike in 1986.

BY THEMBA MOLEFE

The court upheld an original order of Mr Justice Roux in the Pretoria Supreme Court which reinstated municipal sergeant, Mr Kirmish Dyokolwana, and that he should be given his job back with immediate effect.

The order means that Mr Dyokolwana should receive full payment of his salary, bonuses and other benefits backdated to October 26

Mr Dyokolwana's attorney, Mr Jesse Penton, said the worker was entitled to about R20 000 in salaries alone. "In addition we can

make a further claim to the Kagiso Town Council to buy him a new house," said Mr Penton. Mr Dyokolwana (27), has since lost his house in Kagiso after it was auctioned to defray losses by the building society which had granted him a housing bond.

Sabmawu's general secretary, Mr Philip Dlamini, said the case challenging the dismissal of the other 144 workers was pending in the Industrial Court.

Settlement

CHEMICAL Workers Industrial Union members have settled their disputes with two petroleum refineries in Durban, a statement from CWIU's Southern Natal branch co-ordinator, Ms P Horn, said yesterday. 13/5/88

Both settlements guarantee all workers concerned a minimum wage increase of 15 percent.

Hotel strike 152

DURBAN hotel workers who were dismissed last week were determined to continue with their strike until their demands were met, Mr Bheki Khumalo, general secretary of the Black Allied Workers Union said. Sowetan 13/5/88

Metal workers want to settle without Bill

Own Correspondent

JOHANNESBURG. — Trade unions representing 130 000, mostly black, workers in the metal industry have asked the Steel and Engineering Industries Federation of South Africa (Seifsa) to negotiate a set of dispute settlement procedures, outside the official structures, in an attempt to avoid having to operate in terms of the pending Labour Relations Amendment Bill.

The proposal, made at Tuesday's industrial council wage talks, came days after National Union of Mineworkers general secretary Mr Cyril Ramaphosa told a Cape Town conference employers should enter into such agreements with unions.

Mr Ramaphosa said unions would, in return, have to undertake that strikes took place in an orderly fashion.

Key issue

These developments suggest this could become one of the key labour issues of the next few years.

Certain prominent individual employers — including SAB, AECI and Premier — have indicated their willingness to negotiate deals. But this is the first time it has been proposed at industry level.

The five metal unions party to the proposal are affiliates of the International Metalworkers' Federation (IMF).

Seifsa director Mr Brian Angus said that while the organization had not yet considered the proposal it had

indicated it was open to discussion.

The secretary of the local IMF council, Mr Brian Fredericks, said the unions had proposed that all dismissal, recognition, retrenchment and collective bargaining disputes be referred to compulsory arbitration, after an expedited conciliation process. A panel of mutually agreed arbitrators should be set up.

Right to strike

In addition, he said, Seifsa should accord to unions the right to strike. This encompassed an undertaking that no disciplinary action (including dismissal) would be taken against workers who had complied with agreed procedures and whose actions were authorized by their union.

And employers should, in the event of wildcat strikes, give unions 48 hours to resolve the matter before disciplinary action is taken.

Mr Fredericks said such a system could well include a set of definitions of unfair labour practices agreed between unions and employers.

The IMF unions have also asked Seifsa publically to oppose the Bill, and have submitted, in writing, their detailed objections to the Bill.

Mr Angus said Seifsa would soon give a detailed response to the unions' submissions. However, it would not reject the entire Bill as it believed that despite various shortcomings, it contained much of value.

• At Tuesday's negotiations Seifsa increased its wage offer to 12,2% on the bottom rate down to 10,1% for artisans. The IMF unions reduced their demands to 53% on the bottom rate, while the latest CMBU demand is 13%

Star Furniture dispute

(152)

B/Day

16/5/88

BRONWYN ADAMS

THE Paper Printing Wood and Allied Workers' Union (Ppwawu) has applied for a conciliation board at Afcol subsidiary Star Furniture to attempt to resolve the dispute arising from management's dismissal of all 340 workers, union spokesman Sydney Mafilika said at the weekend.

The workers were dismissed when they participated in an illegal work stoppage protesting against the alleged unfair dismissal of four workers.

Mafilika said subsequent meetings had failed to resolve the dispute and strike ballots were being held.

Management was unavailable for comment at the weekend.

Tools downed at 5 Coca Cola plants

Sowetan 17/5/88

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ABOUT 2600 workers downed tools at five Coca Cola plants in the Transvaal and Natal yesterday, a spokesman for the Food and Allied Workers' Union said.

Fawu official, Mr George Nene, said the

workforce went on strike in protest against a new distribution system

introduced at a Coke plant in Durban. He said the controversial system would result in scores of Coke employees being declared redundant.

Mr Nene said 10 Fawu members were injured during a skirmish at a Coke plant in Durban yesterday. No further details were available.

The Fawu official said Coke plants affected by the work stoppage were Devland, Midrand, Pretoria and two factories in Durban. The workforce in Transvaal plants had downed tools in sympathy with their colleagues in Durban, where the new system had been introduced.

• About 450 construction workers have been dismissed by Pretoria-based Kroon en Seuns, an official of the Black Allied Mining and Construction Workers' Union disclosed yesterday.

X

Union 14 charged with ^{Soweto} assault

(152) 175108

FOURTEEN members of the South African Textile and Allied Workers' Union, yesterday appeared in two groups before a Johannesburg magistrate charged with intimidation, damage to property and assault.

Mr J J B Esterhuizen did not ask them to plead and they are out on warning.

The State alleges that on October 16 last year, there was a strike at a factory in Kerk Street where the accused are alleged to have prevented Ms Laretta Makoe from working.

Clothing

It is also alleged that they assaulted her and damaged her clothing locker.

On the same day it is also alleged that the accused assaulted Ms Ethel Khumalo and forced her not to go to work.

The first group consists of Ms Elizabeth Moeketsi (24), Ms Margaret Maruping (23), Ms Martha Pitso (36), Ms Elizabeth Mndaweni (23), Ms Eva Thobane (23), Josephine Moalosi (28), Ms Maria Taylor (28) and Ms Grace Mhlongo (28).

The second group comprises Ms Elizabeth Mndaweni (23), Ms Gloria Molete (23), Ms Emily Koao (22), Ms Josephine Moalosi (28), Ms Elizabeth Mbongo (21) and Ms Susan Motsie (29).

Solidarity strike: Gwusa 365 sacked

Sowetan 17/5/85

152

ABOUT 365 members of the General Workers' Union of South Africa have been fired from Silverton Tannery in Pretoria following a solidarity strike, writes ALINAH DUBE.

A spokesman for Gwusa told the *Sowetan* yesterday that the dismissals came after the workers had defied management's ultimatum to return to work or face expulsion. The workers, he said, had gone on strike in protest against the suspension of some of their colleagues on May 3.

"The strike emanated from the suspension of 14 Gwusa members. Due to lack of communication between the company and worker representatives, the move led to a rumour that the workers in question had been dismissed," the spokesman said.

He added that the workers decided to down tools after hearing about the alleged dismissals. They resolved not to

return to their posts until their colleagues had been reinstated.

The spokesman further said the company announced at a meeting held last Wednesday (May 11) that all the workers had dismissed themselves by going on an illegal strike. Company officials, he stated, would not listen when he explained that management had acted in violation of the recognition agreement by acting against the 14 workers without consulting the representative body.

The dispute is to be referred to arbitration in the meantime. Gwusa is preparing to apply for the immediate reinstatement of the dismissed workers.

Repeated attempts to contact management for comment were unsuccessful. A Mr Manley, who was said to be the only person authorised to speak to the Press, was either said to be attending a meeting "or to be somewhere in the factory."

I thought I was going to be killed — witness

'Assaults took place at Cosatu House'

By Bruce Anderson
An SA Transport Services ticket inspector told a Rand Supreme Court yesterday that after being assaulted at Cosatu House by members of the South African Railways and Harbours Workers Union (Sarhwu) and taken to a deserted spot near the Heidelberg road, he thought: "It is now time to die."

Mr Albert Phuluwa told the court he escaped by breaking away from his captors, although another man who had been abducted with him was not so fortunate.

Upon returning with members of a nearby SADF unit, Mr Phuluwa saw a fire in the bush near the road.

He said that with the aid of a soldier's torch he realised that "these things lying there were

people One of them was the coloured man — the fire was still burning on his body"

Mr Phuluwa is a State witness in a case in which 18 Sarhwu members, including the former regional secretary of the union, Mr Johannes Ngcobo, have pleaded not guilty before Mr Justice Spoelstra and two assessors to four charges of murder, one charge of attempted murder, five charges of abduction, four charges of assault, two charges of robbery and a charge of intimidation. The 18 are being held in custody

Strike

The charges arise out of incidents during a strike last year by Sats employees.

Mr Justice Spoelstra refused a State application for Mr Phuluwa's

evidence to be heard in camera

In his testimony Mr Phuluwa told the court how he had been working as a ticket inspector at Bosmont station near Johannesburg on April 28

At about 1 40 pm he had been grabbed from behind He turned and saw a tall man, whom he later identified in court as Mr William Rikhotso.

He said he was then surrounded by a crowd of 16-18 men, and Mr Rikhotso said to him: "Impimpi, (informant) we've got you"

Mr Phuluwa said he was taken to Cosatu House in Johannesburg by the group and there he and four other men were assaulted by a crowd of about 35 men and two young boys before being told by one of his captors at 8 pm that night to "pray here for the last time".

At that stage Mr Phuluwa said he realised "these people are going to kill me"

Later in the evening a man in a Cosatu T-shirt entered the room in which Mr Phuluwa and the four other non-strikers were being held and said "Oh, these are the men who have got a bonus"

Mr Phuluwa said three of the non-strikers were taken from Cosatu House and then he and another coloured man were driven to a spot just off the Heidelberg road, where he managed to escape

Mr Brink Ferreira, who appeared for the State, said at the end of yesterday's hearing that he would today show the court a video lasting 1½ hours in which Mr Phuluwa, dressed in overalls and a balaclava, pointed out men at Cosatu House the day after the alleged abduction and murders.

Star 17/5/88

(152)

Labour bill is tabled with few concessions to union objections

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D1017/6/68

Parliamentary Staff

CAPE TOWN — The Labour Relations Amendment Bill, which is said to shift the balance of negotiating power away from unions towards employers, was tabled in parliament yesterday with a few concessions to union objections

Provisions which raised the most intense protests when the bill was first published last year — those which limit the existing right to strike, ban sympathy

strikes and simplify the ability of employers to sue for damages incurred during unlawful strikes — remain largely untouched

It is thus assumed in the bill that until the contrary is proved any union member or official who "interferes with the contractual relationship" by instigating an unlawful strike has been acting with union authority. And the new bill introduces civil liability for the individuals involved

The bill removes the right of the Manpower Minister to introduce amendments to unfair labour practices (ULPs) by proclamation. It also reduces the service period during which an employee may not be unfairly dismissed from 12 to six months

The bill defines any unlawful strike as an ULP. It also specifies that a dismissal may not be on the basis of an employee's union activities

The new version pro-

vides that it is not unfair for a union to refuse an employee membership in accordance with the union's constitution. One observer interpreted this as submitting to the wishes of racially exclusive (in most cases white) unions

Clauses concerning consumer boycotts remain unchanged as does the clause that prevents unfair discrimination on the grounds of race, sex or creed — a clause which many employers protested was worded vaguely

Police fire rubber bullets during strike at ABI plant — 10 hurt

DURBAN — Ten work-

ers were injured when police fired rubber bullets and tearsmoke at them in the grounds of the Amalgamated Beverage Industries (ABI) plant at Phoenix here yesterday, as a two-week stoppage at the factory spread.

A statement by the Food and Allied Workers' Union (Fawu) said the workers were trying to stop delivery trucks from leaving when police opened fire.

The union said the injured workers were admitted to hospital.

The Public Relations Division of the South African Police confirmed the incident in an unrest report.

A spokesman at Fawu, Mr George Nene, said workers at the Pretoria plant of ABI — bottlers of Coca Cola — yesterday joined four ABI plants in the Transvaal and Natal in a work stoppage, bringing the number of workers involved to 2 700.

Mr Nene said the stoppage started two weeks ago when a manager allegedly said: "Blacks will never advance in

ABI because they are uneducated."

This was coupled with management's failure to address workers' grievances over the alleged "new style of management and numerous unfair labour practices", he said.

The union said that it had proposed a national meeting with Coke management at the highest level, today, to settle the strike.

It said the meeting would be attended by at least four Congress of South African Trade

Unions affiliates.

Mr Reid described the problem as a "misunderstanding over training".

Mr Nene said the stoppage spread when workers realised the company was embarking on a new distribution project about which Fawu had not been previously consulted.

Fawu is demanding the removal of the manager at Phoenix, the removal of police and the abandonment of the distribution programme as it threatened job security, Mr Nene said. — Sapa-DDC

18/5/88
**Garment workers
support strike
action to back
wage demands**

Daily Dispatch Reporter

EAST LONDON — Ballots conducted at garment factories in the city had revealed overwhelming support for strike action to back wage demands, the local branch secretary of the Amalgamated Clothing and Textile Workers' Union of South Africa, Mr Jabu Gwala, said yesterday

He said the workers had taken a stand during negotiations this year because the garment industry had been "plagued for too long by sweat-shop conditions and extremely low wages"

"It is abundantly clear that they are unwavering in their resolution to ensure decent wages in their industry," he said

A spokesman for the union negotiators, Mr John Eagles, said wage increases for garment workers in East London and Port Elizabeth had been delayed since May 1 because of a deadlock in negotiations at industrial council level

The negotiations had been marked by joint action between Actwusa, representing some 1 500 East London workers and the Garment and Allied Workers' Union of South Africa, representing some 3 000 Port Elizabeth workers, he added.

They are demanding an R8,50 a week increase for six months and a further R8,50 a week increase for the second six month period, for labourers

In addition, they are demanding an increase of R9,50 a week for six months and a further R9,50 a week for the second six month period, for experienced machinists.

Mr Eagles said the current starting wage was R43,89 a week for labourers in the industry and R76,23 for experienced machinists

"The dispute arises out of the employers' final offer of R6,50 a week for labourers for both six month periods, and R7,50 a week for machinists"

...aining military regimes in South America

Call 7-415 1/5/78
Coke workers strike *(152)*

JOHANNESBURG — Workers at the *Pretoria* plant of Amalgamated Bottling Industry (ABI) — bottlers of Coke — yesterday joined four ABI plants in the Transvaal and Natal in a work stoppage, bringing the number of workers involved to 2 700, Food and Allied Workers' Union spokesman Mr Goerge Nene said yesterday.

MRA workers strike

EMPLOYEES of Market Research Africa in Johannesburg have downed tools over wages after mediation talks between their union and management reached a deadlock.

A spokesman for the Commercial Catering and Allied Workers Union said the stoppage began on Monday afternoon.

The workers are demanding a R360 across-the-board increase, a new monthly minimum of R760, a 13th

By THEMBA MOLEFE

Sowetan 18/5/88
cheque, improvement to the housing loan scheme and double pay for overtime.

The spokesman said both parties were awaiting the establishment of a conciliation board in an attempt to resolve the dispute.

• Cawusa is also still locked in wage disputes with Triangle Furnishers, Empisal, Gallo/CNA and OK Bazaars.

152
[Handwritten scribbles]

SATS strike: 'Cause for dissatisfaction'

Art. 185/88 Political Staff *(152)*

AN analysis of the SATS strike last year showed that there was real cause for dissatisfaction in some areas, the Deputy Minister of Transport, Mr Myburgh Streicher, said yesterday

But the analysis also showed that the instigators, most of whom were in no way related to SATS, either by employment or through recognized unions, had "totally exaggerated minor issues", he said at the annual congress of Group E SATS employees in Bloemfontein

During last year's strike, SATS, its personnel in general and the strikers specifically had learnt much

Until then, SATS had enjoyed a considerable degree of labour peace but it had learnt that apart from purely political motivations, "there were in many areas real reasons for dissatisfaction", Mr Streicher said

The first objective of SATS was to bring the strike to an end and to get negotiations going and then to analyse the motivations behind the strike, including the political motives

Mr Streicher said he was reasonably satisfied with the current situation on the labour front and the various unions could be most useful in this regard

The greatest advantage of the new Labour Council, instituted after the Wiehahn investigation into SATS, was that it made provision for collective bargaining

For management, it meant that it had to be less prescriptive and had to be prepared to negotiate on an equal level

Sowetan 15/5/88

Stoppage 'illegal'

AMALGAMATED Beverage Industries yesterday confirmed that there were work stoppages at some of its plants in Durban and the Reef, saying the industrial action was illegal.

ABI managing director, Mr Alex Reid, said the stoppage started in the company's Phoenix

SOWETAN Reporter

plant near Durban over "a misunderstanding involving the plant manager over training"

He said "When the misunderstanding was detected, we immediately had a meeting, not only with the shop stewards,

152

but with the workers as well

"However, this did not prevent the stoppage, and the second Durban plant, Devland and Midrand plants also decided on a stoppage in sympathy. We regret the misunderstanding that sparked off the stoppage, which we regard as

illegal," he said

At this stage, Mr Reid said, there was "no question of dismissing workers" but the company was seeking a legal advice

Strike

Scores of Food and Allied Workers' Union members were still out on strike at ABI plants yesterday

A union spokesman said the workforce went on strike in protest against a new system introduced at the Phoenix plant.

A delegation from various ABI plants was scheduled to meet in Johannesburg late yesterday to discuss the matter, the spokesman said

2 500 beverage

STW 1715735
workers strike

(152)

By Mike Siluma, Labour Reporter

About 2 500 members of the Food and Allied Workers' Union (Fawu) have stopped work at five Amalgamated Beverage Industries (ABI) plants in Natal and the Transvaal, the union said yesterday.

A Fawu statement said the stoppage had started in the company's Phoenix, Natal, plant two weeks ago after management failed to address workers' grievances over a "new style of management and numerous unfair labour practices".

ABI attributed the workers' action to "a misunderstanding over training" at Phoenix.

ABI managing director Mr Alex Reid said four plants were affected. The company regarded the stoppages as illegal.

Strike after disinvestment

WORKERS at a Durban-based pharmaceutical company are striking in a dispute arising from disinvestment by the company's former parent, Sterling Drug Inc. of the United States.

South Africa

About 150 workers began the strike on Monday. They are members of the Chemical Workers Industrial Union, an affiliate of the Congress of South African Trade Unions.

The union's general secretary, Mr Rod Crompton, said yesterday that if the dispute is not settled, the union's 32 000 members might go on strike in support of the Sterling workers.

152

Chemical workers strike over pullout

Star 18/5/88

152 ~~11/11~~ By Adele Baleta ~~2/2~~

Employees of Sterling Drug in Durban are on strike in protest against the American holding company's refusal to negotiate a disinvestment settlement with the Chemical Workers' Industrial Union (CWIU), according to the union.

The general secretary of the union, Mr Rod Crompton, said yesterday that workers began a legal strike on Monday because of their "frustration with Sterling's dishonest dealings with the union and the company's refusal to meet union demands".

Company comment was not available last night.

Barlow Rand's pharmaceutical subsidiary, Adcock Ingram, recently bought Sterling Drug for R52,5 million cash from Sterling Drug Inc, USA. The disinvestment followed the sale of Sterling's parent to US-based Kodak, which quit South Africa last year.

Such courses could include the community and its needs, income-generating projects, ru-

which will enable them to contribute to a shared and happy future for all," she said.

shop window for industry in Ciskei as a whole." — DDR

^{DI 1915788}
900 workers allegedly dismissed

152
355
320
Daily Dispatch Reporter

EAST LONDON — Some 900 workers have allegedly been dismissed from a Fort Jackson clothing factory after stopping work to back demands for increased wages.

The management of Steed Enterprises has refused to comment on the claims.

The workers are not members of any trade union. Unions are prohibited under Ciskei law.

The workers claim that weekly wages of less than R25 are being paid to unskilled labourers at the factory.

It is believed that a counter-offer by management was rejected by the workforce before the mass dismissal.

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WRITE CLEARLY — ONE WORD PER BLOCK

Vanderbijlpark keeps its rates unchanged

ster 19/5/88



By Melody McDougall,
Vereeniging Bureau

Assessment rates in Vanderbijlpark are unchanged and the town council is budgeting for a shortage of R203 532 in the coming financial year.

This was announced at the council's annual budget meeting last night.

Presenting a record budget of just over R115 million, management committee chairman Dr Piet Prinsloo said there would be no tariff rises for sewerage,

water or electricity.

An increase for refuse removal was, however, unavoidable. An increase of 90c, or 15 percent, for each household each month had been recommended.

It was hoped the additional R298 833 from refuse removal tariffs could make the budget show a surplus of R97 553.

The running costs of the council for the 1988/89 financial year will be R96,5 million. A total of R15 194 136 has been budgeted for the capital programme.

Shopkeepers are
struck 19/5/88
'threatened' after
152
work stoppage

Own Correspondent

DURBAN — The effects of the two-week work stoppage at the Phoenix and Rosburgh branches of Amalgamated Beverage Industries (ABI) are being felt in the townships.

Some kwaMashu shopkeepers say they have received threats.

The stoppage was apparently started by worker dissatisfaction over a new distribution system.

Workers at two Johannesburg branches have joined the strike.

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19/5/88

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2 Cape Times, Thurs

Hotel workers stop work



SOUTHERN SUNS hotels in Cape Town were hit by sporadic work stoppages yesterday as workers protested at the dismissal of 17 colleagues at the Newlands Sun on Monday night.

A spokesman for the Commercial, Catering and Allied Workers Union of SA said workers at the Cape Sun, De Waal, and President hotels, Inn on the Square and Bellville and Woodstock Holiday Inns downed tools.

Mr Chris de Kock, Southern Suns group operations manager, confirmed the Newlands Sun stoppage and the firing of 17 workers, but denied that there were grounds for the dispute.

He could however not be reached for comment last night and despite repeated attempts, Southern Suns staff refused to divulge details.



V.L.C.

Case Tim's 19/5/88 (152)

Coke bottlers on strike

JOHANNESBURG. — Coke bottlers, Amalgamated Beverage Industries (ABI), experienced some disruption to production and deliveries yesterday when their 27000 workers continued to strike.

Reports by Staff Reporter, Own Correspondent, Sapa-Reuter-AP and UPI

600 STRIKERS RETURN

A STRIKE by about 600 ATC employees ended yesterday following an agreement with management.

A spokesman for the workers said they returned to work after management agreed that Mr Phillip Bokaba, chairman of the shopstewards committee, should be allowed to attend all meetings without his pay being affected.

He said it was found out that a departmental head who refused to authorise Bokaba's leave had done so without management's approval.

Workers at the telephone cable manufacturing company, went on strike on Monday after Mr Bokaba was refused permission to represent them at a meeting. They are all members of the National Union of Metal Workers of South Africa.

Mr Jan Nel, Human Resources manager at ATC, confirmed that the strike was over. He said both parties have undertaken to avoid incidents such as this week's strike in future.

~~USA~~ ISL

18-81-86-00

'PO did not keep strike agreement'

By Adele Baleta

152 (152) A worker fired during last year's postal strike told the Rand Supreme Court yesterday that he had been denied the opportunity to re-apply for his job despite an agreement between the Post Office and the Post and Telecommunications Workers Union (Potwa).

Mr TM Mampa was one of 112 former employees of the Crown Mines depot who have applied for reinstatement. star 19/5/88

The applicants are asking the court to declare the dismissals unlawful.

Alternatively, they are asking that the dismissal of workers, such as technicians and telecommunication assistants, be nullified and that the Department of Posts and Telecommunications allow the applicants to re-apply for their posts.

Mr Mampa said he had been informed by Potwa officials at a rally that all workers dismissed during the strike should re-apply for their jobs on September 7. Those who had not been dismissed should return to work on that day. But when workers arrived at the depot, the gates were locked.

Mr Mampa said he returned to work on September 11, 14 and 16, according to the agreement between the union and postal management, but never had the opportunity to re-apply for his position.

The hearing continues.

The final version of the Labour Relations Amendment Bill is certain to evoke wide and conflicting comment

More than 150 employer organisations, trade unions, academics, businesses, lawyer and government bodies forwarded written comments to the Department of Manpower after the draft bill was published in December 1986. During 1987 an amended Bill was published and forwarded to the Standing Committee. The Bar Council, Cosatu the Chamber of Mines and many others urged the committee to effect further amendments

The final product which is to be dealt with by Parliament includes further amendments, many of them an improvement on previous drafts. That does not detract from the fact that the impact of the Bill as a whole will cause the pendulum to swing towards employers, even if the swing is not as dramatic as initially anticipated.

Strikes curtailed

To the detriment of trade unions the Bill introduces further curtailments on the right to strike

● Sympathy strikes or sympathy lockouts and multiple action or so-called grasshopper strikes, if repeated during a period of 12 months, are now defined as unfair labour practices

● Any person who interferes with the contractual relationship between an employer and employee resulting in the breach of such contract can now be liable in delict. This could give rise to a damages claim against a trade union unless the union can prove that the person responsible was not acting on its behalf or with its authority

It is widely accepted that strike action has to be regulated — there is no country where the right to strike is absolute. The new provisions do, however, in practice place a heavier damper on the trade unions' ability to exert their bar-

Beware upsetting system of collective bargaining

Peter Gastrow MP, a member of the Standing Committee on Manpower, discusses the Labour Relations Amendment Bill, tabled this week.

gaining muscle than it does on employers to do so

Sympathy lockouts by employers, for example, even though now defined as an unfair labour practice, have not been a practice to which employers in South Africa have resorted to apply pressure on unions. The overall effect of the above provisions is therefore a further swing away from the point of equilibrium between capital and labour towards capital

Some aspects of the Bill constitute a definite improvement on the present Act and are to be welcomed

The establishment of conciliation boards has been streamlined. A board can now be established by an inspector instead of going through the uncertainty and delays when such applications were channelled to the Minister. Time constraints contained in the previous draft Bill have been eased. The application for a conciliation board now has to be lodged within 21 days of notifying the other parties of the dispute and within 90 days from the date on which the dispute arose. Once an application is lodged, the inspector is obliged to establish a conciliation board

The restriction in the previous draft Bill which prevented a conciliation board from dealing with an issue covered in a wage agreement if the agreement was less than 15 months old, has been eased. The



Gastrow ... 'pendulum will swing towards employers'

period is now 12 months. The procedures applicable to the settlement of disputes by the Industrial Council are now more closely aligned to those applicable to conciliation boards. The prohibition on an industrial council dealing with a dispute similar to one which existed during the previous 15 months has been dropped.

No longer will section 17(1)(a) of the present Act be repealed. This enables the Industrial Court to act as a court of law and hear urgent applications. The wording changes, but the Industrial Court is still able to grant interim relief pending an order made in terms of section 43(4). The establishment of a Labour

152

Star 19/5/88

Appeal Court is a positive development. It will deal with questions of law referred to it by the Industrial Court or one of the parties before before an Industrial Court. To prevent any party from using the appeal procedure to drag out disputes or exhaust the other side, the Industrial Court is empowered to make interim orders pending the appeal. It could for example, order reinstatement pending the decision on appeal.

Labour lawyers will be able to make a use of the new extended definition of an unfair labour practice which now extends over two pages of detailed definitions. Instead of providing greater clarity, the new definition is likely to raise numerous questions of interpretation.

There may well be a case for codifying unfair labour practices, but the codification should never have been given binding effect by incorporating it into a definition in the Act. Such a code should have been operated as a guide obliging courts to merely have regard to it rather than being bound to it. A previous provision which gave the Minister the power to amend the definition of unfair labour practice has fortunately been dropped.

In boardrooms and union offices the Bill will now be dissected. It is to be hoped that the new Bill will not unsettle our collective bargaining system, which has become sophisticated and very effective. The warning signs all suggest that a tightening of the reins by the state could cause unions to circumvent the established procedures laid down by the Labour Relations Act

Strike ballots held at Afcol

STRIKE ballots covering 3 000 workers are being held at all Afcol subsidiaries and a date for the appointment of a conciliation board is being set, Paper Printing Wood and Allied Workers' Union (Ppwawu) spokesman Sydney Mafilika said yesterday.

Ppwawu declared a dispute when Star Furniture fired 340

BRONWYN ADAMS

workers in an illegal work stoppage protesting against the alleged unfair dismissal of four workers.

Mafilika said Ppwawu met management and proposed the workers be reinstated and an arbiter be appointed on the issue of the first four dismissals, but to no avail.

~~152~~ Bday 152 19/5/88

Sowetan 19/5/88

'No comment'

152

MARKET Research Africa has yet to comment on a four-day work stoppage over wages by its 100 employees.

The workers, members of the Commercial Catering and Allied Workers Union (Cawusa), are demanding a R360 a month across-the-board increase, a R760 monthly minimum, a 13th cheque, improvement of the housing loan scheme and double pay for overtime.

A spokesman for MRA yesterday said that the company had resolved not to comment on the dispute.

A Cawusa official, Mr Amos Mothapo, said this week that management had refused to negotiate further with the union and said that both parties were awaiting the establishment of a conciliation board in an attempt to resolve the dispute.

contravenes the regulations "It will be looked at," he says

Cosatu's Frank Meintjies maintains "there's nothing illegal about it since the restrictions are very specifically worded and do not talk about this kind of thing"

Labour lawyers tend to see the call, which arose from Cosatu's special congress to discuss the bannings and restrictions last weekend, as ambiguous or thorny "It's going to depend on how they structure it," suggests one He points out that the restrictions do not apply to Cosatu's affiliates, but adds, incidentally, that work stoppages coupled to overtly political demands contravene the Labour Relations Act in any case On face value, reckons another lawyer, Cosatu's call is clearly legal even though not all union organisers and shop stewards will, perhaps, be as circumspect in conveying the message.

For all that, and the apparently militant mood at last week's congress, some are sceptical about Cosatu successfully organising such a protest. It is pointed out that this type of action depends on sufficient time to prepare, as well as the kind of language used in organising it And, with the string of holidays in May, which meant workers' loss of earnings in some sectors, some wonder if the appetite is effectively there



Mellet

Assuming the protest is not nipped in the bud, the questions of whether there is sufficient groundswell to make the protest significant, or whether Cosatu is simply casting around for issues to rally round, will be answered in the first week of June

— a politically charged time of the South African year

Cosatu reiterated its commitment "to struggle for the basic human rights of our members in every sphere as reflected in our policy resolutions"

It was also decided to call a conference of a broad range of anti-apartheid organisations that believe in "non-racialism and democracy and which will unite against apartheid repression" The conference will work "to commit ourselves to a concerted programme of action against the restrictions and Labour Relations Amendment Bill"

This will be done through "stepping up demonstrations in all organised factories every Tuesday, by pursuing the issue with management, warning them of the grave threat to industrial relations, and giving them notice that worker militancy around legitimate demands won't be curbed"

According to Cosatu, "government is manoeuvring out of weakness, as it battles against deep economic problems and the general lack of political support from the people"

Business, too, came in for a pasting "Furthermore the brutal repression of anti-apar-

theid forces was being pursued in the interests of capital (which wants) political stability and high profits, even if it means a total attack on human rights," Cosatu claimed

COSATU

Political June

The lull in extra-parliamentary protest politics could well be disturbed next month — on the labour front. It depends on the form Cosatu's call for "three days of national peaceful protest" over June 6-8 takes, and, more importantly, how government interprets it If the authorities view it as a "political" injunction to stay away from work, or if the security chiefs sense it might escalate (what with June 16, and Freedom Charter Day around the corner), they are likely to clamp down in terms of the very restrictions, imposed last February, that Cosatu's protest is aimed at.

The minister of law and order's spokesperson, Brigadier Leon Mellet, observes that Cosatu is "entitled to carry on with all legal and legitimate trade union activities" However, as he is not a lawyer, Mellet could not say whether Cosatu's judiciously worded call

RM 20/5/88

Nine injured Coke men. But hurt by whom?

BY MZIMKULU MALUNGA

THE shooting of nine striking workers at a Coca-Cola plant in Phoenix, near Durban, earlier this week is shrouded in confusion.

Workers claimed this week police shot them with rubber bullets when they resisted attempts to force them into a canteen. Five of those injured are in hospital.

However, the South African Police public relations division in Pretoria has issued a statement saying that although police used teargas and rubber bullets to disperse the crowd, the injuries occurred prior to their action.

About 2 600 workers from five Amalgamated Beverage Industry (ABI) plants in Natal, the Reef and Pretoria are involved in the strike.

The Food and Allied Workers Union's (Fawu) senior shop steward George Nene said the strike was sparked by the workers' dissatisfaction at a new distribution method introduced at the Phoenix plant.

Shop steward, Johan Mthimkhulu, said when police arrived at the plant on Monday morning the manager asked them to force workers into a canteen where they normally hold their meetings, "but workers refused".

Police fired rubber bullets and teargas, he said.

Police said the workers had been stopping delivery vehicles being driven by casual workers hired during the strike.

ABI had given strikers an ultimatum to return to work by 10am on Tuesday or face an "urgent legal action" against the union.

But according to workers at the West Rand Devland plant, management brought in "strike-breakers" at 8am and police arrived at 9.30am. The workers did not meet the ultimatum.

In a statement, managing director Alex Reid said: "While there has been some disruption to production and deliveries, management assisted by casual workers have done their utmost to meet trade requirements."

Reid said ABI "did not call the police; the situation is most regrettable."

20-26/5/87 W/M/air

P1D 20/5/88

Curbs: protest at motor plant

(152)

Daily Dispatch Reporter

EAST LONDON — Some 300 workers at a motor plant here demonstrated inside the premises during their lunch break yesterday.

The workers at the Mercedes-Benz of South Africa (MBSA) plant, are hourly-paid members of the National Union of Metalworkers of South Africa (Numsa).

They were voicing their displeasure at the possible introduction of a new labour bill, the government's crack-down on the Congress of South African Trade Unions, and the restriction of 17 other organisations, a union spokesman said.

The demonstrating group ran up to the boundary of the plant chanting and waving banners and placards

A small group of uniformed police watched from outside the plant

The demonstrators

did not leave the premises and there were no incidents

The Border regional vice-chairman of Numsa and a senior shop steward at the plant, Mr Msiteli Nonyukela, said the workers were showing solidarity with more than 700 Tek Group employees who were dismissed last month after a dispute at the plant

He said the union would demand that MBSA management intervene on behalf of the former Tek workers, as both Tek and MBSA had strong links with Germany.

The management had not been informed of the intended demonstration because it took place during the workers' lunch break and therefore did not affect productivity

An MBSA spokesman said management had been unaware of the demonstration or the reasons for it until after it occurred.

Picture page 2.

Bl day 20/5/88

152

SUSAN RUSSELL

Witness denies he was told whom to identify

A STATE witness denied under cross-examination yesterday he had been told to identify people he did not recognise as those responsible for assaulting him at Cosatu House and murdering four co-workers during the Sats strike last year.

Albert Phuluwa was giving evidence at the trial of 18 members of the South African Railway and Harbour Workers Union (SARHWU) before Mr Justice Spoelstra in the Rand Supreme Court.

All 18 have pleaded not guilty to murdering four non-striking Sats workers, Jerry Goodman, Vhulani

Mulaudzi, Kati Sebopelo and Mula-telo Moremane and attempting to murder Albert Phuluwa on April 28 last year

They have also pleaded not guilty to kidnapping the five men, two counts of robbery with aggravating circumstances, four counts of assault with intent to do grievous bodily harm and the intimidation of non-strikers.

It is alleged that the five men were taken to Cosatu House where

they were assaulted before being driven to a spot at Prolecon.

Phuluwa managed to escape and the bodies of the other four were found when he returned to the place with members of the Defence Force

Before his cross-examination the court was shown a video taken by the police on April 29 which showed Phuluwa pointing out various people at Cosatu House.

The trial continues today

BCAWU
Sowetan 23/5/88
members
return

ABOUT 97 members of the Building Construction and Allied Workers' Union who last week downed tools over wages at Brickor Precast in Alrode, have returned to work while the union is negotiating with management

BCAWU official, Mr Andrew Morifi, said the union had given management a new demand of a 35 percent increase after moving down the 50 percent. He said management also moved up to 14,5 percent from an initial offer of 13 percent

Mr Morifi said management refused to recognise March 21 and June 16 as paid holidays but instead agreed that it would apply the no-work, no-pay principle and also undertook not to victimise workers who stayed at home on those days.

Management spokesmen could not be reached for comment.

Union considers legal action after dismissals

STW 23/5/88 Labour Reporter

The Paper, Printing, Wood and Allied Workers' Union (Ppwawu) may take legal action against the Lothlorien group following the dismissal of more than 400 striking members. (152)

A Ppwawu spokesman said at the weekend that the workers were dismissed after going on strike in the group's four plants in Alberton and

Roodekop, near Wadeville, on Wednesday. The workers had downed tools after the promotion of three shop stewards into management positions.

● Annual wage negotiations between the National Union of Mineworkers (NUM) and the East Rand Gold and Uranium Company resume today, with the union demanding a 30 percent increase.

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Beverage firm resolves strike with Fawu

Star 28/5/88 Labour Reporter

The strike involving more than 2,000 members of the Food and Allied Workers' Union (Fawu) at five Amalgamated Beverage Industries (ABI) plants has ended, the company announced yesterday

In a statement, ABI managing director, Mr Alex Reid said workers had

agreed to return to work today following talks between the company and the union on Friday

Prior to Friday's talks, ABI had obtained interim court interdicts declaring the strike illegal and giving strikers until today to resume duties

The statement did not say if the issues which sparked the strike had been resolved

Coke workers back at work

Some Jan 27/5788

152

ABOUT 2 700 Amalgamated Beverage Industries employees have called off their work stoppage and are expected to return to work today, writes LEN MASEKO.

A spokesman for ABI — bottlers of Coke — said this followed a meeting between the Food and Allied Workers' Union and the company last Friday.

ABI, meanwhile, has obtained interim interdicts declaring the strikes illegal.

Fawu members employed by the company downed tools a week ago, protesting against a new distribution system introduced at a Durban plant.

- About 300 workers downed tools at a Zozo factory near Johannesburg yesterday, demanding reinstatement of a shop steward.

They are members of the National Union of Metalworkers of South Africa.

The strikers apparently demand the unconditional reinstatement of a colleague, Mr Clinton Raliti, allegedly dismissed for failing to reach "required production levels". They also demand the dismissal of a manager allegedly responsible for sacking Mr Raliti.

Management yesterday declined to comment on the matter.

- The dispute between the Building Construction and Allied Workers' Union and Brickor Precast is to be referred to a mediator, a union spokesman said yesterday.

FAWU RALLY WILL PULL IN THOUSANDS

Soweto
25/5/88
152

THOUSANDS of Food and Allied Workers' Union members are expected to attend the union's cultural rally at Nasrec, Crown Mines on June 4.

Fawu regional chairman, Mr George Nene, said the rally was being called to "bring workers together and revive our culture"

"It will be a great day for workers and this will be an effort to revive our culture which has been ravaged by so-called Western civilization"

Activities lined up for the day include a performance by Bayete, Thandi Klaasen, Shadi, Imilonji ka Ntu, Jazz Pioneers and a "Living Wage Drama" to be presented by a cultural group from the Congress of SA Trade Unions

Mr Nene said the event would be filmed and a booklet covering the rally produced

● About 100 Market Research African employees have called off



MR NENE

their work stoppage and returned to work on Monday

Ccawusa official, Mr Amos Mothapo, said the company had agreed to re-open talks with the union

Ccawusa demands a R360 a month across-the-board increase, R760 monthly minimum, a 13th cheque, improvement of the housing loan scheme and double overtime pay

MRA has declined to comment on the dispute

● The Johannesburg Biker Riders Association is to hold a general meeting in Soweto on Sunday.

Jobra official, Mr Siphon Mgaga, said new office bearers would be elected at the meeting. The meeting starts at 10 30am

DD 25/8/88
**Beverage
workers
end ~~152~~ ~~152~~
strike**

JOHANNESBURG —
About 2700 Amalgamated Beverage Industries (ABI) employees have called off their work stoppage and are expected to return to work today

A spokesman for ABI — the bottlers of Coke — said the move followed a meeting between the Food and Allied Workers' Union (Fawu) and the company last Friday

ABI, meanwhile, has obtained interim interdicts declaring the strikes illegal

Fawu members downed tools a week ago, protesting against a new distribution system

● Three hundred workers downed tools at a Zozo factory near Johannesburg yesterday demanding the unconditional reinstatement of a shop steward — Sapa

Ccaawusa demo

SOWETAN Reporter

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is clearly aimed at curtailing the right to strike.

Ccaawusa's Johannesburg branch has called for a concerted campaign among labour and community organisations against the Bill.

Appeal

Mr Vally said: "We are appealing to the police and bosses to respect the demonstrations. This action will be carried out in a peaceful and lawful manner".

Meanwhile the Azanian National Youth Unity has expressed its support for days of protests called by the Congress of SA Trade Unions and the National Council of Trade Unions.

Cosatu has called for three days of "national peaceful protest" on June 6, 7 and 8 while the Nactu shop stewards' council — which met last weekend — "decided on a national protest action from June 6 to 10".

Azanyu said in a statement: "We further



MR VALLY

welcome the call by both federations to 'unity in action' against the Bill. It gives hope that all democratic opposition can unite against all repressive measures."

COMMERCIAL. Catering and Allied Workers' Union of SA members will participate in picket protests today and tomorrow to demonstrate their anger against the Labour Amendment Bill, the union said.

Ccaawusa official, Mr Salim Vally, said union members would take part in peaceful and lawful demonstrations in Johannesburg at lunch-time.

The controversial Bill has sparked widespread protest and anger among trade unions, which say the proposed legislation



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Furniture workers vote to strike

ABOUT 1 500 furniture workers from six plants have voted in favour of a legal strike this week, following the Industrial Council's failure to resolve their dispute with the Associated Furniture Company Limited.

According to the Paper, Printing Wood and Allied Workers Union the dispute began in April when about 340 workers were dismissed at Star Furnitures in plant in Industria West, Johannesburg.

The workers had downed tools after four of their colleagues were dismissed for allegedly assaulting a member of a rival union.

The union is demanding that Star furniture reinstate all dismissed workers except the four, whose case should be taken to arbitration.

Afcol representative George Kinmont said the union proposal was "unreasonable".

(152)

27/5-2/6/88

~~CAP. News 28/5/81~~

~~152~~ **Hotel guests
make own beds**

~~152~~ **JOHANNESBURG. —**
Guests at the Carlton
Hotel made their own
beds yesterday after
police arrested nearly
all the black staff pro-
testing against disinvest-
ment by the American
managers. — Sapa and
UPI

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Union man's conviction set aside

Supreme Court Reporter

A SOUTH AFRICAN Railways and Harbours Workers Union (Sarhwu) organiser, convicted of making a subversive statement in a speech at Stellenbosch University in April last year, has had his conviction and sentence set aside on appeal in the Supreme Court

Mr Morris Tshihlo Khwidzihli, 36, of Kazerne, Jeppe, in Johannesburg, was fined R1 000 (or one year) by Stellenbosch magistrate Mr G S Claasen on October 6 last year. Half the sentence was suspended for five years

He was found guilty in terms of the media regulations

The basis for the conviction was that Mr Khwidzihli addressed students on the subject of the South African Transport

Services (Sats) strike in Johannesburg and encouraged them to support it.

Mr Claasen found that he had tried to influence people in an "emotional, aggressive and subversive way"

"NO FREEDOM"

Mr Claasen said Mr Khwidzihli had said "Police and soldiers were sent with guns. When they met the people, they shot them, teargassed them, hit them with stones. But we know there is no freedom without blood. We are heading for freedom. We are dying for the truth and our rights".

The magistrate found that Mr Khwidzihli acted with aggression and subversively when urging students to write to (Transport) Minister Eli Louw

asking "why he had killed innocent black people".

However, yesterday Mr Justice Berman, with Mr Justice Nel concurring, set aside Mr Khwidzihli's conviction and sentence on the basis of evidence by a Sats labour relations official called as a witness by the magistrate in the original trial

The witness, Mr Phillip Bekker, told the trial court that the strike had ended on April 22, two days before the Stellenbosch University speech

Mr Justice Berman found that Mr Khwidzihli could not have encouraged support for a strike which had ended

Mr T Prins appeared for the State. Mr S Desai, instructed by E Moosa and Associates, appeared for Mr Khwidzihli

CM-Tupis
11/6/88

Cosatu ^{1420A} call to ¹⁵² condemn ¹⁵⁶ Anglo

Own Correspondent

JOHANNESBURG — Cosatu has renewed its attack on employers it said were threatening to obstruct union plans for protest action next week.

The protests are designed to highlight union objections to the Labour Relations Bill and the restrictions imposed on Cosatu and 17 other organizations.

Sasol, one of the employers named by Cosatu, has confirmed that it will take action against unions which call protests.

Singling out Anglo American and five Anglo subsidiaries, Cosatu condemned employers who claimed to be liberal but were threatening to obstruct trade union plans for action.

Cosatu said workers could only peacefully demonstrate their opposition to unpopular laws in the workplace, as they had no vote and were unable to affect the passage of the bill, or place parliamentary pressure on the government to withdraw restrictions.

Cosatu called on the international community to condemn the action of Anglo subsidiaries Vaal Reefs, Western Deep Levels, Free State Consolidated, Amcoal Collieries and Haggie Rand, as well as Sasol and Iscor.

Anglo's Mr Bobby Godsell said the company's rejection of the stayaway option did not mean that it was not a liberal organization. It would be more constructive to negotiate common cause with Cosatu and to then make joint representation to government.

Activities will be co-ordinated

Labour groups to meet on protest action

(152) ~~152~~
B/dew
2/6/88

THE SA Co-ordinating Committee on Labour Affairs (Saccola) is to meet Cosatu today to discuss Cosatu's "protest" action against new labour legislation and political restrictions on itself and 17 other organisations planned for June 6-8.

And, in an unusual move, Cosatu and its black consciousness counterpart, Nactu, met yesterday and agreed to co-ordinate activities during the protest.

Saccola chairman Bobby Godsell said he hoped Nactu, which had also been invited to tomorrow's meeting, would attend.

Purpose

He said the purpose of the meeting would be for Saccola — which represents nine major employer organisations — to convey to the unions its views on the Labour Relations Amendment Bill and to explore constructive ways of addressing union concerns.

Referring to the planned protest, Godsell said Saccola was concerned about the potential for conflict and violence inherent in stayaways and public demonstrations and its concern was to deal constructively with conflict.

ALAN FINE

Cosatu was unavailable for comment.

Nactu and Cosatu said yesterday they had agreed their protest action should last three days. Nactu had previously scheduled it to last a week.

They said they had agreed to canvass for affiliates operating in the same industries to engage in future joint protest action.

BRONWYN ADAMS reports the Labour Forum was considering aligning itself with federations like Cosatu and Nactu in their rejection of specific clauses of the Bill.

Forum chairman Ike van der Watt said yesterday unions would have to appeal to opposition parties in Parliament in order to halt the implementation of the Bill in its present form. He said that if this was unsuccessful, other steps would have to be taken and united labour action was inevitable.

Overreact

Seifsa director Brian Angus said yesterday workers were overreacting to the Bill.

He said a policy of no work, no pay would be adopted by Seifsa members.

Business, labour fail to agree

Showdown looms over protest plan

ALAN FINE

BUSINESS and organised labour are headed for a showdown after Cosatu and the SA Co-ordinating Committee on Labour Affairs (Saccola) yesterday failed to reach agreement on any major issues related to the three days of "national peaceful protest" planned to begin on Monday.

And Manpower Minister Pietie du Plessis warned the protests could lead to economic hardship for workers who take part.

At separate media conferences last night after their three-hour meeting, Cosatu and Saccola spokesmen confirmed no consensus had been reached on the Labour Relations Amendment Bill.

Saccola chairman Bobby Godsell said Cosatu — which has not specified the form the protest should take — refused to issue a call that action should exclude stayaways.

Cosatu general secretary Jay Naidoo said employers, in response to Cosatu proposals, had accepted the union grouping's right to protest and had committed themselves to ensuring protests were peaceful. But, he said, they had refused to give assurances that security forces would not be called in and that mass dismissals would not occur.

He said Cosatu unions had received indications employers were planning to withdraw from recognition agreements and negotiations, and sue unions for damages. "This will heighten conflict," he said.

Godsell said events on the ground

would determine employer reactions. But he added Saccola delegates, who represent nine major employer organisations, had expressed profound concern that events planned for next week would increase tensions and may lead to violence — particularly between employees who wish to work and those who do not.

"We are disappointed our attempt to define a constructive form of protest failed," Godsell said, adding there were forms of action which would exclude stayaways. He hoped yesterday's meeting would not be the last word on the subject between them.

On the Bill, Naidoo said Cosatu had reiterated that there had been no meaningful consultation with the labour movement over its provisions. Cosatu had also expressed its belief that the proposed legislation severely curtailed the right to strike, infringed on employees' job security, and allowed employers to bankrupt unions through litigation.

Overall, he said, it represented a major rolling back of union rights.

Saccola, said Godsell, had provided the Cosatu delegation with a detailed assessment of the Bill — similar to an advertisement placed today in a number of newspapers.

Saccola believed the Bill was not union-bashing legislation. It did not cur-

● To Page 2

Blue Chip
CHALLENGE
TODAY'S INDEX:
(+) R9,48

WILLS, MARIAN SAID. 37

P.T.O.

...persuaded to ... Stadium of
that an election war between young Afrikaans-speakers

Industry, trade unions set to clash over protest

JOHANNESBURG. — South African industry and black trade unions are set to clash head-on next week, following the failure of urgent talks on a three-day protest starting on Monday.

Employers have warned they will take disciplinary action against workers failing to report for work during the protest.

In yesterday's talks the Congress of South African Trade Unions and the South African Consultative Committee on Labour Affairs failed to agree on what "peaceful protest action" included.

"UNION-BASHING"

Employers rejected Cosatu's position that the Labour Relations Amendment Bill, which mainly caused the protest, was aimed at "bashing" unions and destroying rights won by labour during the past decade.

Cosatu said employers had declined to say if they were planning to sue unions.

The Consultative Committee chairman, Mr Bobby Godsell, when asked what action em-

ployers would take during the protest, said it was up to individual employers to act as they saw fit.

Some have threatened to dock pay, take disciplinary action in terms of the labour legislation and withdraw from wage negotiations with unions.

DEPRIVED

After the meeting Cosatu general secretary Mr Jay Naidoo said the protest would continue as the views of workers and "the democratic movement" had not been taken into account in the formulation of the Bill

Workers, deprived of political power, had no other alternative but to stage the protest, he said.

Major employer associations such as the Steel and Engineering Industries Federation and the Association of Chambers of Commerce, while not giving directives to members, have warned that employers would take disciplinary action against workers who stayed away — Sapa.

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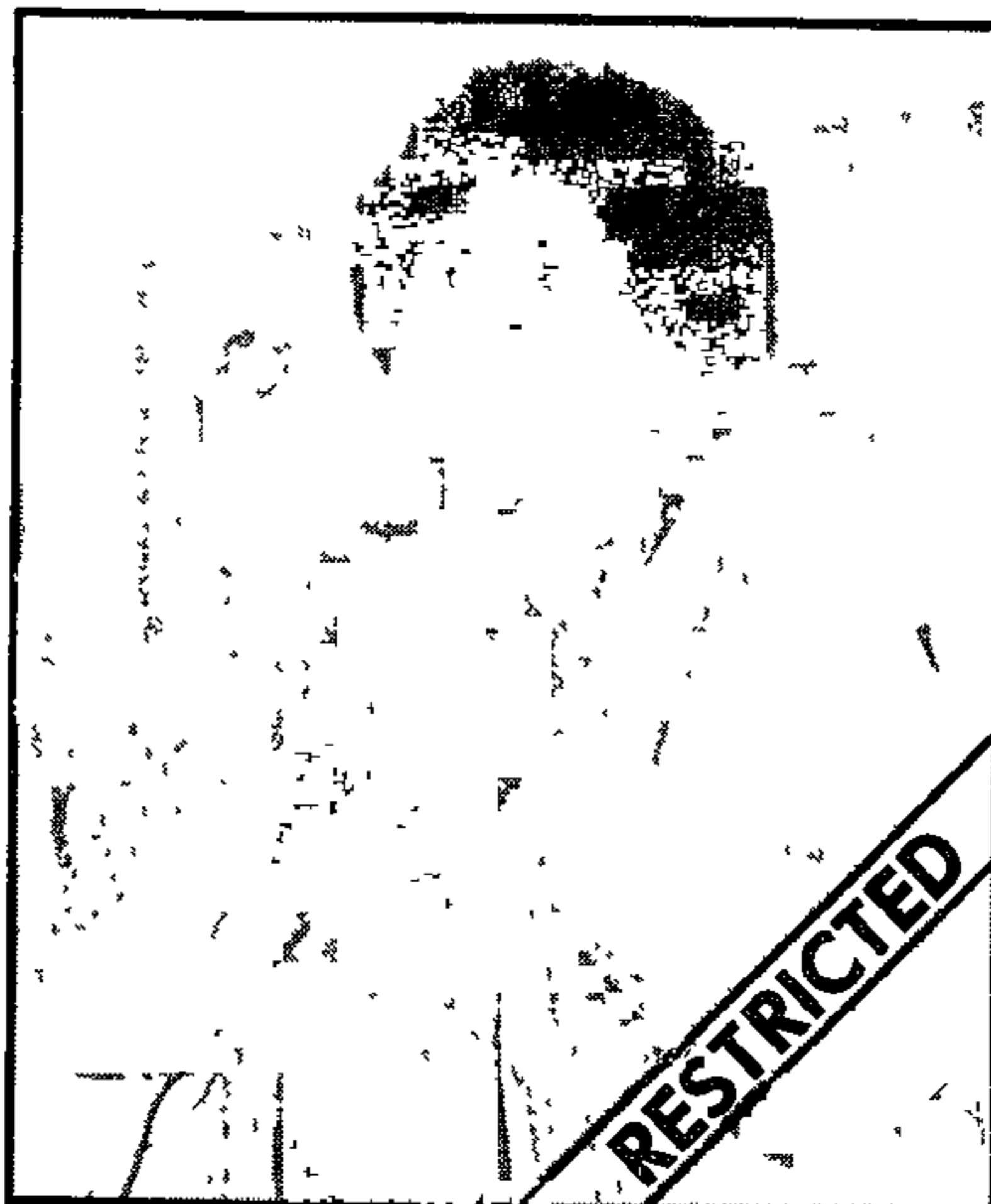
3/6/88

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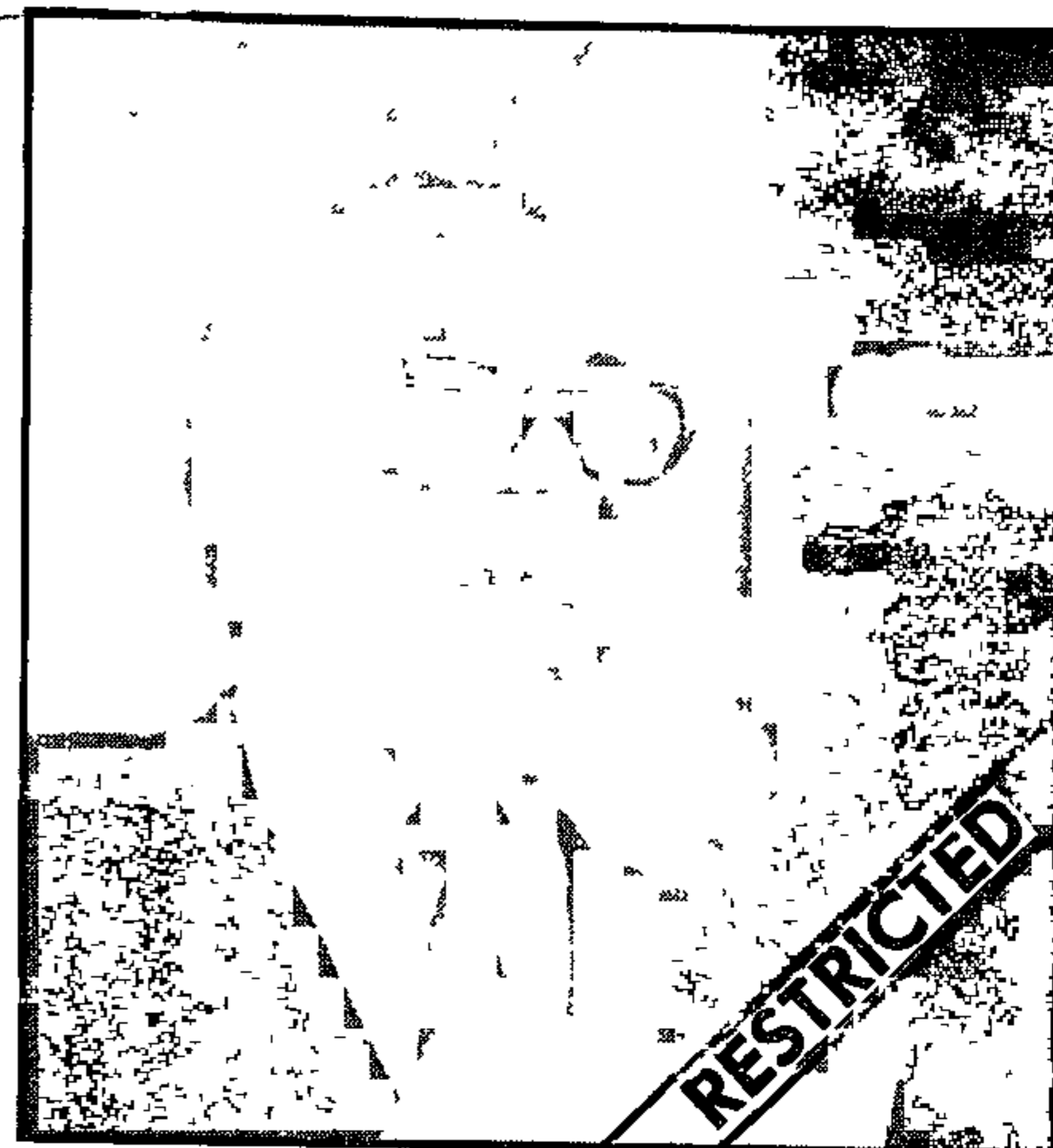




GOVAN MBEKI



ALBERTINA SISULU



ARCHIE GUMEDE

WE, THE UNDERSIGNED ORGANISATIONS, ENDORSE

3 DAYS OF NATIONAL PEACEFUL PROTEST 6, 7, 8 JUNE 1988

WE CALL UPON THE SOUTH AFRICAN GOVERNMENT TO:

- **UNBAN THE UDF AND 17 OTHER ORGANISATIONS**
- **LIFT THE RESTRICTIONS ON COSATU**
- **STOP THE LABOUR RELATIONS AMENDMENT BILL**
- **LIFT THE STATE OF EMERGENCY**
- **UNBAN GOVAN MBEKI AND 18 OTHERS**

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[Signature]

Issued by the following organisations:

- ★ **SOUTHERN TRANSVAAL YOUTH CONGRESS (STYCO)**
- ★ **NATAL YOUTH CONGRESS (NAYCO)**
- ★ **FEDERATION OF SOUTH AFRICAN WOMEN (FEDSAW)**
- ★ **ATTERIDGEVILLE/SAULSVILLE RESIDENTS ORGANISATION (ASRO)**
- ★ **CONGRESS OF TRADITIONAL LEADERS OF SA (CONTRALESA)**
- ★ **NATAL INDIAN CONGRESS (NIC)**
- ★ **EAST RAND PEOPLE'S ORGANISATION (ERAPO)**
- ★ **CAPE AREAS HOUSING ACTION COMMITTEE (CAHAC)**
- ★ **TUMAHOLE CIVIC ASSOCIATION (TCA)**
- ★ **MAMELODI CIVIC ASSOCIATION (MCA)**
- ★ **ORANGE FREE STATE YOUTH CONGRESS (OFSYCO)**
- ★ **NATAL WOMEN'S ORGANISATION (NAWO)**
- ★ **TRANSVAAL INDIAN CONGRESS (TIC)**

AND ALL AFFILIATES OF THE UDF: SOUTHERN TVL, NORTHERN TVL, EASTERN CAPE, WESTERN CAPE, BORDER, OFS, NATAL (NOT SPECIFICALLY RESTRICTED BY GOVERNMENT GAZETTE ON 24 FEBRUARY 1988)

Strike action

ABOUT 200 members of the Black Allied Mining and Construction Workers Union were to embark on a legal strike at Hippo Quarries' plants on the Reef today, a union spokesman said.

Mr Motsomi Mokhine, Bamcwu's general secretary, said the legal strike followed the failure by the Minister of Manpower to appoint a conciliation board to resolve a dispute between the two parties.

The dispute centred on the company's refusal to recognise June 16 as a paid holiday.

Bamcwu and the company said in a joint

statement "In its refusal to grant June 16, Hippo Quarries stated as its reasons political considerations, but rather was willing to have any other day of the year declared a public holiday."

Meanwhile the two parties have reached agreement on minimum rises of between R110 and R120 a month for employees in grades 17 to 13.

• Workers from 10 Triangle Furniture stores returned to work following a unanimous decision by workers at a meeting on Friday to end the strike, managing

director of Triangle Furnishers, Mr Tom Roux, told Sapa yesterday.

Mr Roux said management had received a telex from Cawusa organiser, Mr Michael Tsotetsi, confirming that workers had decided to return to work to prevent pre-conditions being set before wage negotiations began.

• The Post and Telecommunications Workers Association is to hold a rally at Khotso House, Johannesburg, tomorrow.

The meeting will discuss — among other issues — dismissals in the Post Office, privatisation and the wage freeze. It starts at 9am.

• The Food and Allied Workers Union hosts a cultural rally at Nasrec, Crown Mines, tomorrow. Activities will include a performance by a drama group and music bands. The rally starts at 10am.

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Has business declared war on the unions? *w/meal*

AN experienced labour consultant last week came away from an industrial relations conference in Natal, attended by about 700 top businessmen, with a feeling he had just witnessed the start of a war against the trade union movement.

"I have attended most of these seminars over the past eight or nine years and have never before experienced such an adversarial solidarity of employers against trade unions," he said. "Without being melodramatic, one felt that war had been declared."

These comments capture the mood that has developed over the last week as events in the labour field have pitched organised workers and employers into what one newspaper headline promises will be a "clash of the titans".

The rapid escalation of tension took place as security forces and employers reacted harshly to calls by the country's biggest labour federations for protest next week against the February banning of 17 organisations and impending changes to the Labour Relations Amendment Act.

In the past week at least six meetings arranged by the Congress of South African Trade Unions (Cosatu) have been disrupted by security force raids and the federation has been the target of smear pamphlets designed to create confusion about the protests.

Unions affiliated to Cosatu have, at the same time, received a flood of letters from companies demanding to know exactly what forms of protest were being planned by the union.

Fears by the federation's leadership that the letters signalled an intention by major employers to suppress the protest action by threatening to claim damages from unions for losses during a work stayaway were confirmed by an attorney. He told the *Weekly Mail* this week he had already been briefed to sue any unions whose members call openly for a stayaway.

Pretoria Wholesale Druggists has threatened to withdraw its recognition of the Chemical Workers' Industrial Union (CWIU) if its members stay away from work during the three days of national protest called by Cosatu for June 6, 7 and 8.

In addition, the firm says it will cancel all wage negotiations, refuse to pay workers for the full week and "implement the relevant clauses of the Labour Relations Act against participating employees and CWIU".

A telex from Sasol to CWIU warns that a stayaway could "seriously affect the safety of our plants and cause

Events in the labour field over the past few weeks have pitched employers and labour into what one newspaper has described as a 'clash of the titans'.

By EDDIE KOCH and
MZIMKULU MALUNGA

damage to property running into millions of rands" and that the company will take "serious action" against employees who do not work next week.

Companies that have sent letters or telexes demanding details of Cosatu's attitude to the protest include Anglo American, Haggie Rand, Sasol, Iscor, Amcoal, Vaal Reefs, Western Deep Levels and Free State Consolidated. Many of the letters have similar wording, suggesting that a large degree of co-ordination has gone into the formulation of the tactic.

While this initiative has been mounted by management, the following security police action has been reported by Cosatu.

● A meeting of the Port Elizabeth local was disrupted on May 23 and all shop stewards had their names and pictures taken.

● The Witwatersrand joint shop stewards' council abandoned a meeting on May 29 after security forces arrived to monitor the event and take pictures of the participants.

● Cosatu offices in Springs and Germiston were raided on May 26.

● A meeting of the Empangeni shop steward local on May 26 was surrounded and those present warned not to discuss Cosatu's call for national protest.

● A media seminar in Mamelodi township, near Pretoria, on May 29 was surrounded and at least three Cosatu members held and questioned.

In a statement distributed to overseas companies and international press agencies, Cosatu has pointed out that its call for the period of protest did not include any prescriptions to its members or the communities they live in about the form this protest should take.

This, says Cosatu, was necessary because anyone calling for action that results in the "disruption of any undertaking or industry" runs the risk of being charged with subversion or sabotage in terms of the country's Emergency regulations.

The federation said the companies, including those belonging to the "so-

called liberal" Anglo American group distance themselves from the government "but are not above using apartheid laws to suppress the limited and peaceful protest of the voteless".

If employers carried out their threat to sue, said Cosatu, it would result in the liquidation of its unions. However major employer federations appear to be deliberately distancing themselves from the tough stance adopted by individual companies.

Johann Liebenberg, labour relations adviser for the Chamber of Mines, said it was up to individual mine managements to decide on what disciplinary action to take against workers who took part in a possible stayaway.

Vincent Brett, manpower secretary for the Associated Chambers of Commerce, said it was up to individual companies to investigate the possibilities of litigation that might stem from Cosatu's protest call. Steve Anderson, executive director of the Federated Chamber of Industries (FCI), had a similar response.

But Hein van der Walt, labour adviser for Afrikaanse Handelsinstituut (AHI), said he would advise employers to interdict union officials and sue the organisations if they were seen to be linked to a stayaway call as it was "contrary to common law to interfere in the contractual relationship between employer and employees".

While individual companies attempt to tame the unions by adopting a tough stance on the factory floor, indications are that the leadership of their associations will adopt a conciliatory stance in an attempt to keep the channels for negotiation and collective bargaining open.

This appears to be the thinking behind attempts by the South African Employers' Consultative Committee on Labour Affairs (Saccola), which represents major employer federations, to meet Cosatu this week and discuss areas of co-operation around issues raised by the labour Bill.

It is unclear what effect the employers' initiative will have on the three days of protest next week. In the past such calls have resulted in union members and township residents mounting what have often amounted to massive general strikes.

● The South African Police public relations division said. "We cannot confirm the allegations as contained in your telex. The visiting of premises etc are considered to be routine duties on which we do not furnish comment. Consequently, we are not prepared to make enquiries in this regard."

Employers threaten action against workers

Industry, union clash looms

By Mike Siluma, Labour Reporter

South African industry and the black trade unions are set to clash head-on next week, following the failure last night of urgent talks on a three-day protest action starting on Monday

Employers have warned they will take disciplinary action against workers failing to report for work during the protest.

At yesterday's talks the Congress of SA Trade Unions (Cosatu) and the SA Consultative Committee on Labour Affairs (Saccola) failed to agree that the "peaceful protest action" called for by Cosatu — and endorsed by other anti-apartheid bodies — should exclude a rumoured work stayaway

Employers rejected Cosatu's position that the Labour Relations Amendment Bill, which sparked the protest, was aimed at "bashing" unions and destroying rights won by labour during the past decade

Individual action

Cosatu said employers had declined to say if they were planning to sue unions

Saccola chairman Mr Bobby Godsell, when asked what action employers would take during the protest, said it was up to individual employers to act as they saw fit

A number of employers have already threatened to dock workers' pay, institute disciplinary action in terms of the present labour legislation and withdraw from wage negotiations with unions.

After the meeting, Cosatu general secretary Mr Jay Naidoo said the protest would continue because the views of workers and "the democratic movement" had not been taken into account in the formulation of the Bill

Workers deprived of political power had no alternative but to stage the protest, he said

Major employer associations such as the Steel and Engineering

Industries Federation (Seifsa) and the Association of Chambers of Commerce (Assocom), while not giving directives to members, have warned that employers would take disciplinary action against workers who stayed away

In a press statement, Seifsa appealed to workers not to stay away

Cosatu has warned that such action would only heighten conflict

Mr Naidoo said Cosatu had maintained its position "that there has been no meaningful consultation with the labour movement on the amendments (to the Bill) passed".

'Attack'

"We believe that the legislation very severely curtails unions' rights and entitles employers to sue and bankrupt unions"

The call for protest, he said, had followed "a major attack, not only on the unions, but on the whole progressive democratic movement in South Africa". Employers had been asked "to commit themselves to ensuring that the protest is peaceful"

Mr Godsell said Cosatu had failed to show employers how the Bill would undermine workers' rights

● Saccola is today to meet the second biggest labour federation, the National Council of Trade Unions, which has also called for protests next week



Cosatu president Mr Elijah Barayi (left), NUM general secretary Mr Cyril Ramaphosa and Saccola chairman Mr Bobby Godsell before yesterday's meeting. ● Picture by Alf Kumalo

3 to June 9, 1988

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Rare truce over 'days of protest'

Weekly Mail Reporter

RECENT state action against meetings of the Congress of South African Trade Unions and management moves to blunt the call by organised labour for three days of national protest have nudged the union federation into a novel alliance with its one-time rival, the National Council of Trade Unions (Nactu).

At an unprecedented meeting between the two federations this week, Nactu agreed the "national days of protest" planned for next week should be held from June 6 to 8.

Nactu had previously called for protest action to take place all next week. The agreement means Cosatu and Nactu have effectively embarked on joint protest action for the first time.

A joint statement issued after the meeting said delegations from each organisation were led by their respective presidents, James Mndaweni of Nactu and Elijah Barayi of Cosatu.

Both parties agreed to consult their member unions about the possibility of co-operating during future protest action and to hold meetings to discuss "matters of common concern".

The meeting this week indicates that South Africa's union movement, which has been characterised by a split between Cosatu and Nactu, is beginning to close its ranks in the face of what they see as an onslaught by the government and employers against organised labour.

The talks follow last month's call by the Organisation of African Trade Union Unity for the two federations to iron out their differences and a decision by Cosatu at its recent special congress to arrange a conference for a broad range of extra-parliamentary groups to discuss united action against the state clampdown.

Cosatu has a paid-up membership of 750 000 and about one million

Showdown looms as talks fail

●From PAGE 1

meeting to "exchange views about the Bill" and to discuss the protests.

He said employers disagreed with the union view that the new labour law would undermine the 10-year-old "Wiehahn" labour reforms.

The Carlton talks were held as tension between organised labour and employers reached an all-time high. This week Cosatu and its former rival, the National Council of Trade Unions (Nactu), reached an unprecedented agreement to co-ordinate their fight against the Bill.

Nactu is due to meet the Saccola delegation at the same venue at 10 30am today.

In the past few weeks thousands of workers in the chemical, retail, mining and metal industries have staged placard demonstrations against the Bill.

★ Cosatu has also written to the International Labour Organisation (ILO) asking it to set up an inquiry into the draft law on the grounds that it violates international standards governing labour relations. As South Africa is not a member of the ILO, the organisation is expected to refer the matter to the United Nations, which could ask Pretoria to allow the ILO to set up a fact-finding and conciliation committee to intervene.

In the past week Cosatu unions have received a spate of letters from employers demanding to know what form of action Cosatu has called for and indicating tough action if union officials call for a stayaway.

At the conference, Naidoo claimed the letters amounted to a warning that employers will sue unions for losses sustained during a stayaway.

The response by business to the protest call coincides with widespread raids by security forces on Cosatu offices and meetings. Cosatu has alleged in a press statement that employers are taking advantage of the State of Emergency while claiming to be opposed to apartheid.

A Saccola advert placed in newspapers today says the revised version of the Bill currently before parliament deals favourably with most of Cosatu's objections to an earlier draft (see page 7).

But Cosatu lawyer Halton Cheadle said the draft law still entrenched the rights of minority and racially-exclusive unions, effectively banned secondary strikes and repeat strikes on the same issue for a period of 12 months, and allowed employers to delay industrial court judgements by referring them to lengthy appeal court hearings.

At the Carlton talks, Cosatu demanded employers withdraw the adverts to give unions an opportunity to take part in a joint public statement on the issues. The Saccola delegation refused this.

Cosatu press officer Frank Meintjies said Saccola's claim that the new draft of the Bill dealt with his federation's objections to it was "either gross cynicism or deceit on the part of management".

signed-up members Nactu's paid-up membership is in the region of 150 000 and it claims a total membership of 450 000.

J

Star 3/6/83

Afcol workers locked out at six factories

More than 1 000 furniture workers have been locked out of six Afcol furniture manufacturing factories in the Transvaal, the Paper, Printing Wood and Allied Workers' Union said in a statement yesterday

Only members of the National Union of Furniture and Allied Workers' Union have been allowed into the factories

since Wednesday

The 1 117 Ppwawu workers struck on Monday in solidarity with 340 workers dismissed in April from Star, a furniture manufacturer

The union statement said Afcol's actions, including the hiring of scab labour, indicated it was not prepared to resolve the issue - Sapa.

Union against union in bitter Benz battle

152 By CHRIS MABUYA,
East London

A BLOODY fight between rival unions broke out during a strike at Mercedes Benz in East London — and management has been accused of orchestrating the violence.

Tools, knives, stones and home-made weapons were used in the fight last week between pickets of the National Union of Metalworkers of South Africa (Numsa) and the South African Allied Workers' Union (Saawu). It involved some 400 workers which have left nine injured.

Numsa has accused Mercedes Benz of having "orchestrated" the fight by telling Saawu members that Numsa was going to attack them.

Company representative Delene MacFarlane dismissed the claims and said Numsa members had gone around the plant forcing workers to join a strike in solidarity with dismissed workers at two other companies where Numsa has been organising.

She said workers were demanding that Mercedes management intervene in these disputes. "We can't be expected to interfere with the business of other companies," she said.

Tension has been rising at the plant for some time, and on Wednesday last week a strike began. According to Numsa regional secretary Viwe Gxarisa, the Mercedes workers wanted their management to intervene in the dispute at Kromberg & Schubert, a firm which supplies Mercedes, and to investigate the safety of a harness supplied by the company.

He said a group of picketers had been delegated to alert workers that talks had started. They approached the truck assembly plant which is a traditional stronghold of Saawu.

Members of management had been seen talking to unidentified "people with blue overalls using gestures like they were giving instructions".

When the picketers entered the plant, "the lights were off and the only door which was opened was the main entrance. There were bolts and nuts and nails thrown all over the surface of the floor," said Gxarisa. "Our members were let in and an attack was launched on them with all types of weapons — swords, pangas, batons, knives and tools.

"Our members ran, some of them badly injured. When they got out, they tried to resist, picking up stones.

"No-one knew who was fighting who. It became clear to us that the whole disastrous strife was orchestrated by the company."

The day after the clash, Mercedes Benz obtained an urgent interdict from the Grahamstown Supreme Court restraining Numsa from holding meetings on the factory premises.

In evidence, the firm's industrial relations manager described the clash as "the ugliest scene we have ever seen. It was a full-scale riot."

● Saawu promised a statement but had not released it by the time of going to press. — Elnews

LABOUR PROTEST

Testing the water

Neither management nor Cosatu, which has called for three days of peaceful protest starting on Monday, were able to venture how effective the action might be. To some extent, therefore, the labour movement's call for what amounts to a work stayaway, despite acknowledged setbacks and organisational and tactical weaknesses, appears to be testing the political water. Of course, Cosatu has not specifically called for a stayaway — a hedging of bets in case there isn't one.

The "over-use" of the stayaway, the union frankly admits, tends to become less effective over time, it knows that "more creative ways" of opposition must be found.

The precise form that this unprecedented protest call will take has not been prescribed by Cosatu, it says merely that it will be "up to local communities to decide." According to Cosatu, "various communities have decided to stop work over this period."

The union federation says the main union affiliates at the special Cosatu congress recently (*Current affairs* May 20), were convinced that the time to protest is now. Their reasons for so believing are not immediately clear, unless the thinking contained in an unofficial "discussion paper" issued just before the congress is taken as a guide.

It says, "Despite setbacks, the objective conditions for the mass democratic movement to advance are still in existence. The spirit of defiance and anger in the masses has not been broken — as the massive stayaway on Sharpeville Day proves. Workers and youth are willing to struggle; they are capable of turning the situation around again — but only if they are confident that there is a clear way forward and that the democratic movement is prepared to go all the way." And, "Despite vicious repression the State has failed to win significant political support of the people. This remains their major weakness . . ."

"We cannot respond by blind defiance based on the view that the State is panic-stricken and all that is needed is a big push. Nor can we respond by saying that the State's power is unassailable — that it has no weaknesses and that we should retreat into

total inaction."

Industrial relations managers of some of the larger concerns say they are not aware of any union mobilising for a stayaway. However, it is observed that it may, like the call itself, be happening "in code". Some management sources say bluntly that their workers are not interested in "yet another stayaway."

What is clear, though, is that management is rapidly becoming fed up with politically motivated stayaways. Cosatu says certain companies have threatened unions with disciplinary action and worse — that is, making the union liable for damages, or applying for an interdict. Even though they have generally had no formal notice of a stayaway, employers say they are by now geared to coping with them and feel that employees will be hurt more than the company.

Employers also wonder what the protest is meant to achieve. Cosatu says that, in the absence of parliamentary avenues of redress, it is aimed at peacefully demonstrating union anger and dissatisfaction at the Labour Relations Amendment Bill (which was passed by the coloured House of Representatives last Friday), and against the restrictions placed on Cosatu, as well as the bannings of the UDF and other organisations.

The union claims that business is putting profits above concern at government's abuse of basic human rights. Singling out Anglo American, Vaal Reefs, Western Deep, Freegold, Amcoal, Haggie, Sasol and Iscor, Cosatu states "While they claim to distance themselves from apartheid, they are not above using apartheid laws to suppress the limited and peaceful protest of the voteless to measures that directly affect their lives."

By last Monday, there had been no indication of how government would react. While it is aware of the need to be restrained given the gathering threat of tougher sanctions, it is likely to clamp down should the stayaway look like being a massive success. Most observers, including some unionists, were, however, adopting a "wait and see" attitude. Crucial to a successful protest will be whether members of Cosatu's biggest affiliate, the National Union of Mineworkers, heartily embraces the call.

FM 3/6/88 ■

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REPORTS Own Correspondents Sapa

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Strikers to be replaced

GOODYEAR in Port Elizabeth is advertising for new permanent staff to take replace 900 workers who have been on strike for three weeks, PR manager Mike London said yesterday.

London said this became necessary when the absence of three-quarters of the workforce resulted in limited production.

Numsa spokesman Gavin Hartford said he had seen no evidence of management's recruitment of new workers. He said, however, workers had re-

BRONWYN ADAMS

solved to continue their strike as management had hardened its attitude towards the union.

The dispute began last month when workers took part in a five-day work stoppage after management attempted to institute longer working hours to increase production in accordance with a growth in demand, London said.

Since then management had held two hearings and dismissed 32 workers, London said.

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Protest: 'Police will be out in force'

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Weekend Argus Reporter
POLICE have warned they will be out in force from Monday to Wednesday to ensure the safety of anyone who wants to work during a three-day protest called by trade unions.

The protest has been called by the Congress of South African Trade Unions and the National Council of Trade Unions against the proposed Labour Relations Bill and the Government crackdown on 17 organisations

Captain Reuben Bloomberg of police headquarters in Pretoria said yesterday that while details could not be divulged, every effort would be made to ensure workers' safety.

Patrols would be increased and every available member of the force would be on duty, he said.

The University of the Western Cape has postponed examinations scheduled to be written from Monday to Wednesday.

The University of Cape Town would regard Monday to Wednesday as normal working days, UCT vice-chancellor Dr Stuart Saunders said yesterday. Examinations would start on Wednesday as scheduled.

Dr Saunders said UCT would try to find ways of making peaceful protest possible on the three days without disrupting the work of the university.

The students' representative council said in a statement that it supported "the right of everyone to respond to the na-

tional call for three days of protest".

Black students at Rhodes University decided to work on Monday at a meeting yesterday attended by more than 400.

They said they intended showing their solidarity by holding placard demonstrations at the university during lunch-breaks on the three days.

The University of Durban-Westville council has postponed examinations scheduled for Monday, Tuesday or Wednesday.

The principal of Natal University, Professor Pieter Booysen, said that while he recognised that individual members of staff and students might wish to identify with the protest, all activities of the university would remain normal.

Natal townships tense as protest approaches

By S'BU MNGADI

NATAL'S townships are tensing in anticipation of next week's three-day worker protest, as warring factions take opposing positions on whether or not to participate.

A meeting between Cosatu and Nactu this week resolved that the protest - against the Labour Relations Amendment Bill and restrictions on Cosatu and 18 other anti-apartheid organisations - would take place on June 6, 7 and 8 instead of over five days as suggested earlier by Nactu.

Meanwhile, in an unprecedented move, traditionally conservative elements in the Natal community have given their support to the protest, called by Cosatu and endorsed by Nactu.

Natal Indian Congress secretary, Farouk Meer, said, the organisation had initiated talks between Cosatu and Indian businesspeople and predominantly-Indian trade unions about the protest.

The NIC would also place advertisements in newspapers and issue pamphlets calling on the Indian sector to join the protest.

Two former member un-

ions of the conservative Trade Union Congress of SA - the Durban Integrated Municipal Employees' Association and the Federation of Leather, Textile and Garment Workers' Union - have supported the protest.

Natal Indian communities have been criticised for being politically passive while Indian leaders featured prominently in many anti-apartheid organisations.

Slamming the protest, the Kwazulu Chief Minister Mangosuthu Buthelezi told a rally at Umlazi last weekend that whenever a particular course of action had to be enforced by intimidation, it was destructive to black unity.

"I have again and again appealed to UDF and Cosatu leaders not to undertake any mass action until they have consulted the people and their organisations.

"Organisations such as the UDF and Cosatu which campaign for disinvestment are divisive and are robbing the struggle for liberation of the strength. Even though we may differ with them on the sanctions issue, this cannot be an excuse for us killing and maiming each other."

When *City Press* asked Buthelezi to elaborate on his speech, he replied "Am I and my followers not even worth consulting?"

"How can we participate in something we know nothing about? Is it because we do not exist as far as the organisers (of the protest) are concerned?"

He was concerned whether arrangements had been made for those workers who could lose their

jobs if they participated in the protest.

Some Natal townships have been simmering during the past weeks following the distribution of pamphlets on the protest in their areas.

The Inkatha-backed United Workers Union of SA has echoed Buthelezi's position on the issue.

Uwusa spokesman, MP Gumede, told *City Press* his union was telling workers not to heed the Cosatu-Nactu call. Gumede said Uwusa members were most affected by the proposed labour legislation as they did not believe in strike action.

Gumede said he feared there would be conflict because many factories had two rival unions. "It will be difficult for Uwusa to urge workers to go to work when others are not."

If Uwusa members stayed at home they would not be supporting the protest action, but fearing for their safety, he said.

"I call other unions to reduce violence during this mass protest. Let it be peaceful," he said.

Natal employers have not been vocal on the planned protest.

Executive director of the Natal Chamber of Industries, John Pohl, said he had no comment at this stage.

Maritzburg Chamber of Industries President Pamela Reid told *City Press* her organisation was due to have met to discuss the protest and the Labour Relations Amendment Bill.

"There has been a misunderstanding about the Bill. I don't think it has been read properly," she said.

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ey arrived at the Security Police office, a policeman lifted him, using his handcuffs and placed him in an office where they continued assaulting him.

Asked if he could identify the policemen, Ndamela said he could name a few and he could identify others by sight.

He named Security Officers Njiltja and Dandala.

The case is proceeding.

REP 5/6/88

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CPress

June 5 1988 ★

SACC set to collide with State over labour laws

CHURCH-STATE confrontation is rapidly coming to a head with the South African Council of Churches' decision this week to support the three-day trade union protest

The SACC which, through its member churches represents 10-million South Africans of all races, voted at its crisis convocation at the beginning of the week to adhere to a policy of "effective non-violent action" to overcome apartheid

The campaign, dubbed Standing for the Truth, has as a short-term goal the support of three days of Cosatu/Nactu peaceful protest against the Labour Relations Amendment Bill planned to begin tomorrow.

By SIMON ANDREW
and CAS St LEGER

mond Tutu — were stopped by police after attempting to march on Parliament in protest.

The emergency convocation in Johannesburg, attended by Archbishop Tutu and president of the World Alliance of Reformed Churches, the Rev Allan Boesak, among others, came hot on the heels of their visits to British Foreign Secretary Sir Geoffrey Howe and the Pope last week.

Voted

Of the three resolutions voted on at the convocation, this labour issue was the only one not passed unanimously

There were two dissenting voices out of 23 heads of churches

The other resolutions passed by the 230 delegates from 23 churches, 17 church organisations and 21 regional church councils, were:

- A 12-man committee would work out a "non-violent action" programme

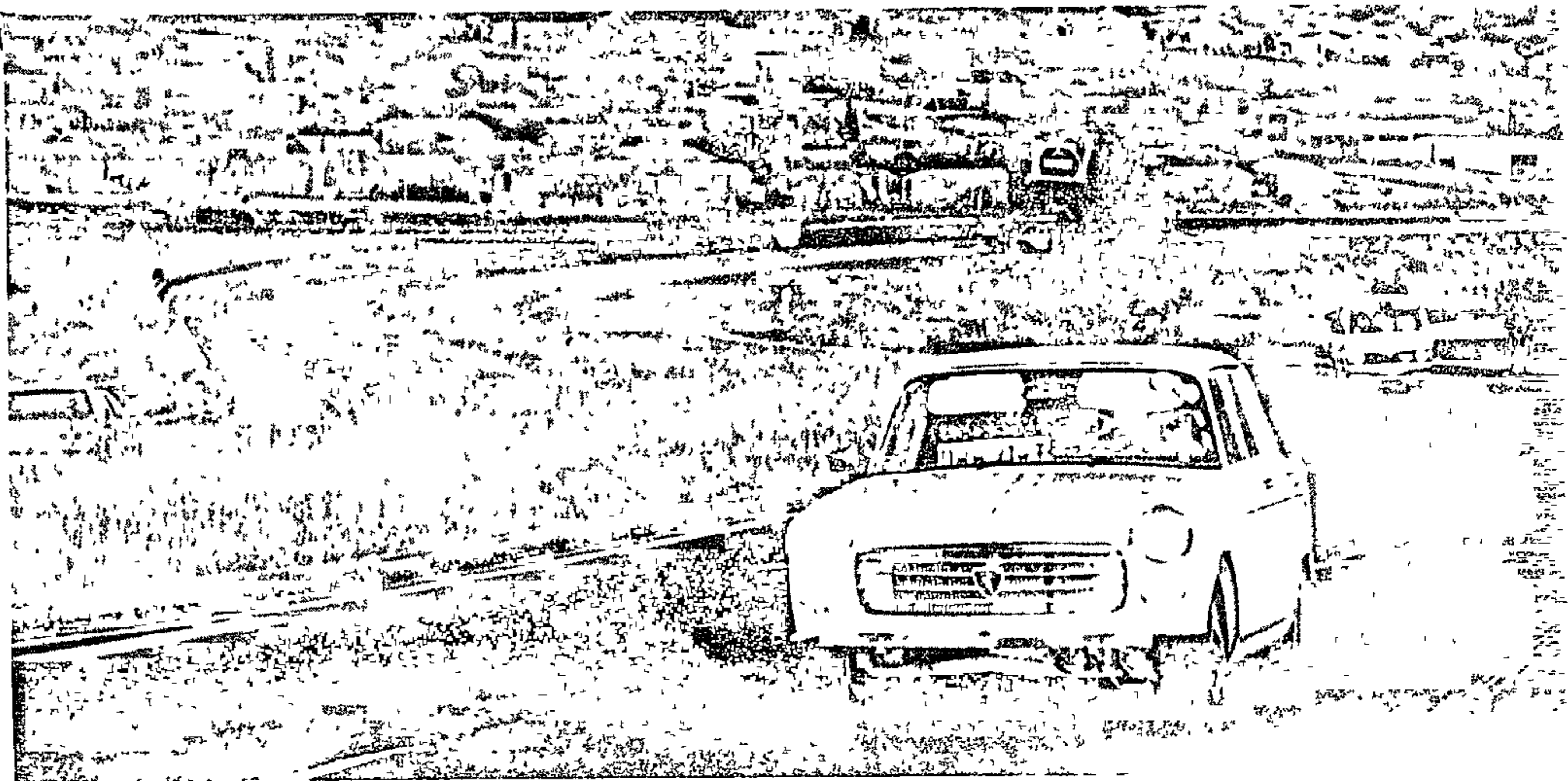
- Church leaders would be asked to adopt this programme.

Commit

SACC general secretary the Rev Frank Chikane told the gathering at Regina Mundi Church, Soweto, at the close of the convocation: "Called to proclaim and witness to truth in living, and even by dying, we now commit ourselves with solemn resolve in prayer and action to end unjust rule in our country and to see the advent of the democratic society of justice and peace."

As the trade union movement's clashes with the Government had more to do with political rights than with labour, so the church's confrontation with the State was to do with social and human rights rather than with worship and with God.

The strategy of non-violent action has already been used to good effect and much publicity after the banning of 17 organisations on February 24, when 25 church leaders — including Archbishop Des-



This is how the usually busy and congested Soweto freeway looked at peak hour yesterday morning, the beginning of the second of three days of protest action called

Controversial legislation at the heart of the stayaway

Lawyers differ over revised version of Bill

By Patrick Laurence

At the core of the three-day protest action which ends today is an ongoing — and still potentially explosive — dispute over whether the revised version of the Labour Relations Amendment Bill represents an improvement on the original Bill.

The dispute has been given new topicality by yesterday's decision to refer the revised version to a parliamentary standing committee for possible further changes.

Mr Bobby Godsell and Mr Halton Cheadle, who respectively represent the major adversaries, the South African Employers Consultative Committee on Labour Affairs (Saccola) and the Congress of South African Trade Unions (Cosatu), offer diametrically opposed assessments.

Mr Godsell contends that the present Bill before Parliament is a "substantial improvement". Mr Cheadle disagrees, noting that of the 27 objections Cosatu lodged against the original Bill, only three have been met completely. Four were met partly and 20 not at all, he adds.

Semantic difference

Mr Godsell observes that the 1987 draft Bill declared sympathy strikes and repeat strikes (strikes over the same issue which occur within 12 months of the original strike) illegal. But, he adds, the revised Bill categorises them as unfair labour practices.

"That is more than a semantic difference," Mr Godsell says. If the definition of sympathy and repeat strikes as unlawful actions had been left intact, the State would have been able to intervene, as unfair labour practices, however, they are not criminal actions and remain an issue to be settled between employers and trade unions.

But Mr Cheadle contends that the prohibi-

tion on solidarity strikes and repeat strikes remains, but in a different guise. It is one of 20 objections which were not met at all, he says.

He argues that solidarity or secondary strikes are already restricted in the existing Act, and that the amendment prohibiting them is both unnecessary and inimical to trade union interests.

"The only secondary action which is permitted (under existing law) is that secondary action that would have as its effect pressure on the employer to settlement," Mr Cheadle says.

"The amendments are even more drastic than those imposed by Mrs Thatcher's government in the UK."

Labelling repeat strikes an unfair labour practice will discourage a prevailing practice which facilitates settlement of disputes. The return of workers to the assembly line as an interim measure while employers and unions try to resolve their difference in a less heated atmosphere.

If a resumed strike is deemed to be an unfair labour practice, workers will not resume work and their union will not advise them to do so, Mr Cheadle says.

Another major improvement, in Mr Godsell's view, concerns the indemnity granted to employers, employees and unions.

The 1987 draft amendment proposed to repeal the indemnity as a whole. The 1988 revised Bill, however, removes indemnity in specific situations only where any of the three parties — employers, employees or unions — engages in unlawful lock-outs or strikes, or where any of the parties commits criminal actions.

Mr Cheadle concedes that the revised Bill is an improvement on the indemnity issue. But he objects to the "codification" of unfair labour practices.

In the 1987 draft Bill it was codified in a special schedule. In revised version it is part of the proposed law proper.

Mr Godsell argues that defining unfair labour practices in the body of the statute itself, instead of in a schedule to the law, is an improvement. It means, he says, that the Minister of Manpower can no longer alter the definition by decree, he can do so only by amending the law with the approval of Parliament.

Mr Cheadle responds "Cosatu objects on principle to the codification. The development of our law of unfair labour practice should be left to the industrial court. (Codification) introduces rigidity where there should be flexibility."

Another "quite substantial improvement" cited by Mr Godsell relates to conciliation boards, a salient feature of South African labour law.

Counter-weapon

In the 1987 draft version, divisional inspectors — or functionaries of the Department of Manpower — were empowered to unilaterally extend the life of a conciliation board.

As a strike cannot take place while a conciliation board is functioning, an inspector could defer strikes — or the employer counter-weapon, lock-outs — indefinitely.

That power is, however, removed from divisional inspectors in the revised version, as Mr Cheadle acknowledges.

But Mr Cheadle refers to the continued existence of another "objectionable" element: recognition of minority racial unions to the detriment of majority — and therefore representative — non-racial unions.

Mr Godsell concedes that controversial features remain in the revised Bill. But, he insists, claims that employers are in league with the State in a conspiracy to crush the unions are "not sustained by detailed analysis of the Bill."

Many pupils still absent from the classrooms

By Zenaide Vendeiro,
Education Reporter

There was almost no attendance at black schools in Soweto and the East Rand again yesterday, but other areas in the Pretoria-Witwatersrand-Vereeniging region reported a slight improvement over Monday's figures.

Spokesman for the Soweto region Mr Peter Mundell, said that although more pupils reported for school yesterday morning, they had returned home by 9 am.

"A larger number of pupils milled around some schools indicating that they were willing to resume classes, but they filtered back home because of a lack of strength in numbers or because staff were absent."

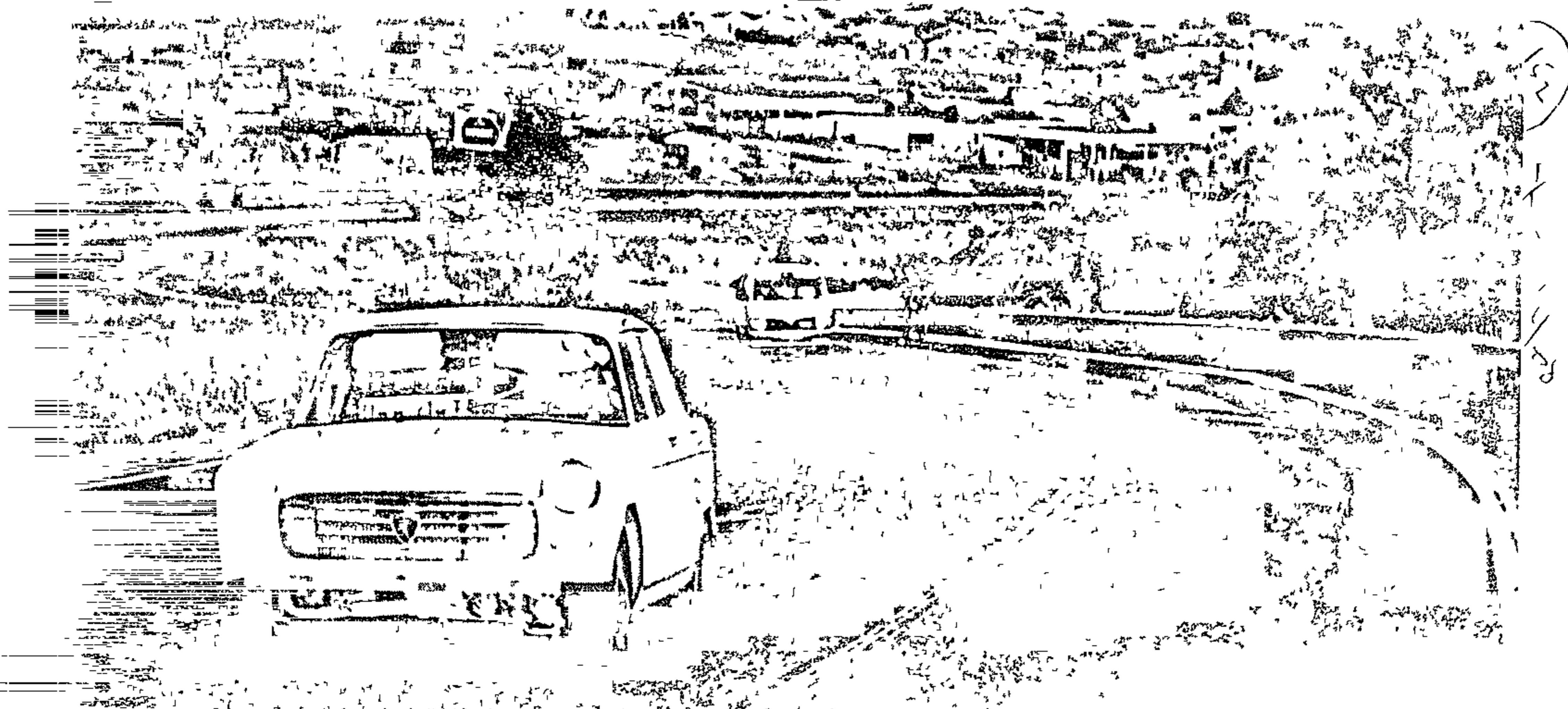
He said the situation was "very quiet" and no incidents of violence had been reported.

In the East Rand there was "a complete stayaway" by pupils again yesterday, said the director for the DET's Highveld region, Mr J H Booysen.

But the situation was normal in rural areas of the Highveld, he said.

Mr Booysen said he had been informed that lack of transport services was the "major contributor" to the very high absenteeism on the East Rand.

A spokesman for the northern Transvaal region said yesterday's attendance figures indicated that the situation was normal in Mamelodi and "better" in Atteridgeville where attendance figures ranged from between 48 and 98 percent.



at peak hour yesterday morning, the beginning of the second of three days of protest action called for by Cosatu and Nactu. In the background is Diepkloof

Picture by Herbert Mabuza.

At the heart of the stayaway Defer over codification of Bill

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Many pupils still absent from the classrooms

By Zenaide Vendeiro, Education Reporter
Star 8/6/88

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Stayaways on mines range from 100% to full worker turnouts

By Mike Situma and Adele Baleta
Star 8/6/88

The National Union of Mineworkers (NUM) and mine managements are at odds over the effect of the national protest on the mining industry

NUM yesterday reported a stayaway by members ranging between 15 percent at some mines to 100 percent at others. The concerns affected include coal, gold, asbestos and chrome

But the Chamber of Mines said only 9 000 out of the 555 000 workforce were off

A chamber spokesman said protest action was reported at six of the more than 50 coal mines

A union spokesman said workers at New Clydesdale Colliery near Witbank had been given an ultimatum to return to work. The union was discussing the matter

A spokesman for Gold Fields, owners of the colliery, denied any ultimatum

He said "We informed workers that they were involved in an illegal action, and warned them that a continuation of a stayaway at New Clydesdale could result in dismissals or disciplinary action"

All operations were normal at Gold Fields yesterday, except at head office, where 40 percent of workers stayed away, he said

The NUM also reported that in the diamond mining industry there had been a 100 percent stay-at-home at Kimberley De Beers, Finsch, Koffiefontein and Geology mines

A spokesman for Anglo American's gold and uranium division, Mr Michael Spicer, said work had continued underground as usual at nearly all the mines it controlled

The only exception was at East Rand Gold and Uranium Company (Ergo), where only some plants were functioning yesterday

Anglovaal reported full attendance at all its mines

Gencor spokesman Mr Harry Hill said workers at the group's gold mines were at their posts — except for Grootvlei Mine near Springs, where there was a 55 percent stayaway on Monday. But they all returned yesterday

There's still power for the people

Star 8/6/88

Four of Eskom's 11 Transvaal power stations have been hit by the stayaway although production is being maintained throughout

On Monday there was an almost total stayaway of black workers at Eskom's Arnot, Hendrina and Komatie stations

A spokesman said there was an improvement in staff numbers yesterday although a partial stayaway began yesterday morning at the giant Kriel station

The collieries feeding these four stations are also experiencing almost total absenteeism

Court moves on

FACING the possibility of worker protest action in the next three days, employers could be seeking more court interdicts against major union federations.

This follows the Bloemfontein Supreme Court interdict on Friday, applied for by the Anglo American Corporation's Free State Consolidated Gold Mines (OPS).

It restrained the National Union of Mineworkers from organising or calling for a stayaway or illegal strike

An interim order related to the protest has also been granted in a separate action in the Eastern Cape

The general secretary of the Congress of South African Trade Unions (Cosatu), Mr Jay Naidoo, said employers in parts of the Transvaal had

But unions won't stop the workers

By DAVID JACKSON and MANDLA TYALA

also threatened to apply for interdicts.

As the focus of the dispute moves to the courts, major firms were holding talks this weekend with workers' leaders to get clarity on the extent of the proposed protest action

Earlier this week, talks be-

tween the South African Consultative Committee on Labour Affairs (Saccola) and Cosatu ended without any agreement on the disputed Labour Relations Bill or the form the rumoured protest will take

Both Cosatu and the National Council of Trade

Unions (Nactu) have said they are not calling for stayaways

But neither federation has been ready to rule out the stayaway as a form of protest.

Saccola chairman Mr Bobby Godsell said yesterday "From our side, we have emphatically said we support the right of workers to protest peacefully.

"But at the same time, we view stayaways as an unconstructive and potentially dangerous use of power"

Explaining the background to the successful court interdict against the NUM, Mr Godsell said

"The NUM had repeatedly said to us all last week that they are not advocating a stayaway So we are using the courts merely to enforce the NUM's own position

"We have gone to court on the basis of evidence that workers were being bussed into NUM offices in Welkom and being told not to come to work next week.

"That is in conflict with the position of the national office bearers of the NUM.

'Stunt'

"More importantly, we have recognition agreements with the NUM which provide that neither side will resort to strikes or lock-outs without first raising the issues in dispute with the other side and trying to resolve them through negotiation."

At a Press conference in Johannesburg on Friday, Mr Naidoo said Cosatu had received numerous telexes from employers, threatening to take legal action against unions and to dismiss workers if unions staged a stayaway.

These included warnings from Reinforcing Steel Contractors, Rustenburg Platinum Mines Ltd and Pearson Manufacturing Co (Pty) Ltd

He criticised the stand taken by employers on the call for protest action and branded the meeting with Saccola a "publicity stunt"

Mr Naidoo said the federation had expected employers to take a neutral, no-work no-pay position

Racial

Instead, they had thrown in their lot with the Government by giving "overwhelming support" for the Labour Relations Amendment Bill.

"The Bill entrenches racial trade unions, erodes job security and imposes new limitations on the right to institute industrial action."

Mr Naidoo described adverts placed this week by Saccola in the Press explaining sections of the proposed legislation as "attempts to camouflage the union-bashing aspects of the Bill"

He said Cosatu was expecting the protest action to send a "powerful signal" to the Government.

"Cosatu has left it to each community to decide what form the protest should take," he said.

Nactu said it would be up to Nactu shop stewards in each region to decide for themselves what form of action they would take

The Chamber of Mines said Cosatu's attitude suggested its campaign against the Bill was "politically inspired"

STAYAWAY

Thousands stay away as 3-day 'national protest' begins

Staff Reporter (S2)

Thousands of PWV black residents stayed away from work today, the first of three days marked for "national protest" by trade unions and anti-apartheid groups.

Police in Pretoria said the only violent incidents reported by 8 am were a railway line at Dube, Soweto, damaged by an explosion, and a railway coach burned at Kwesine station near Katlehong.

A police spokesman declined to give details of police strategy with regard to the protest, but said police would be ready nationwide for any eventuality.

"We will protect anybody wishing to go to work and step in if there is any sign of intimidation," the spokesman said.

The Minister of Manpower, Mr Pietie du Plessis, warned today that any stay-away in the Cosatu protest would amount to an illegal strike and there could be dismissals.

Many workers in Soweto appeared to have stayed away from work and all schools in the township appeared to be closed.

Taxi ranks, bus terminuses and railway stations were deserted in most sections and trains ran almost empty to Johannesburg.

This morning, SA Transport

Services (Sats) reported that early occupancy rates on Reef trains were about 5 percent of normal at 5 am, the start of the peak period.

Just before 8 am, occupancy rates on trains to Johannesburg were in the region of 1 percent of normal from Tembisa, 5 to 10 percent from Kwesine/Kutalo near Germiston, 10 percent from Pretoria, 10 to 20 percent from Soweto, 20 percent from Dunsward and 40 to 50 percent from the West Rand.

A spokesman for Putco said today the areas worst hit by the stay-away — those where passenger demand was lowest — appeared to be Soweto, Durban and Alberton.

She said passenger demand was about 30 percent of normal and only 20 percent of the company's staff arrived for work.

A spokesman for Vaal Transport Corporation, which operates in Vereeniging, Vanderbijlpark and Sasolburg, said the first buses were late this morning because taxis were not operating and many of their 300 drivers could not get to work on time.

However, staff buses were sent out and by the start of the morning peak at 5 am services were operating normally.

The spokesman said he was

unable to specify passenger levels but said they were lower than normal.

Soweto taxis operated a minimal internal service to take nurses and other hospital staff to Baragwanath Hospital and local clinics. Other hospital staff were taken to work by TPA buses, though many waited for long periods along the route.

Police and the Defence Force guarded railway stations and patrolled the streets.

The Association of Chambers and Commerce and Industry reported today advice to employers: "No work - no pay."

Mr Vincent Brett, national manpower secretary, said individual companies should make their own decisions on any further disciplinary action if employees took part in the stay-away.

Following weekend statements by employer bodies denouncing the protests, in particular a rumoured stay-away, Cosatu accused employers of taking an "aggressive" stance as a result of Government appeals to defend the Labour Relations Amendment Bill.

But Saccola chairman Mr Bobby Godsell denied this, saying no recent discussions on the issue had been held with the Government.



An almost deserted Doornfontein station in Johannesburg greeted the few commuters who got off the trains this morning as the three-day protest began. ● Picture by Sean Woods.

BILL SPARKS PROTEST FOR GOVERNMENT TO WEAKEN UNIONS SAY IT WEAKENS

them, strengthens State

By Mike Siluma,
Labour Reporter

The Labour Relations Amendment Bill is one of the contentious issues that has sparked the decision by major black union groupings to call for three days of "peaceful protest action" starting today.

The Bill has been surrounded by controversy since it was first published for comment, with most employers welcoming it as a means to restore the power balance between capital and labour, following the inclusion of black workers into South Africa's labour relations system after 1979.

On the other hand, the unions have generally maintained that the Bill is aimed at weakening the power of trade unions to the advantage of employers and the State.

Employers vainly convened last-minute meetings with the Congress of SA Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu) on Thursday and Friday in an apparent bid to persuade unions to discourage publicly a rumoured stayaway.

They also wanted clarification on the form the protests would take and an undertaking that these would be peaceful.

In their meeting with Cosatu, employers, under the umbrella of the SA Consultative Committee on Labour Affairs (Saccola), said they did not see the Bill as a "union-bashing" mechanism.

A document issued at the meeting outlined the employer view of the more controversial aspects of the Bill. In particular, employers said, the proscription of secondary strikes, or those over the same issue within a 12-month period and union-inspired consumer and service boycotts, was "even-handed and reasonable".

On the other hand, Cosatu and Nactu have bitterly opposed these provisions.

Cosatu general secretary Mr Jay Naidoo told a press conference on Friday that among the reasons Cosatu rejected the Bill was that there had been "no meaningful negotiation" with Cosatu on the amendments, that black workers "unlike the employers, had no right to vote and were not able to determine what the Bill contained".

'Curtails right to strike'

He said the Bill also "severely curtails our right to strike, promotes minority unionism, erodes job security, lays unions open to damages suits which would be used to bankrupt unions and criminalises secondary industrial action".

Nactu has made similar points and some of these were raised in the Saccola meeting.

However, the unions insist that the Bill's overall effect, including aspects regarded by employers as positive, is a negative piece of legislation.

In a weekend statement, the Chamber of Mines, a member of Saccola, discouraged workers from joining the protests and proffered an explanation for the stand taken by Cosatu.

Cosatu, it said, at its meeting with Saccola "was either unwilling or unable to back up its allegations that the Bill was a repressive measure aimed at curbing union activity".

"This, coupled with Cosatu's refusal to call off the protests, suggests that its campaign against the Bill is politically inspired and has very little to do with the legislation itself," the Chamber said.

This has raised the question of whether, given State behaviour prior to the publication of the Bill, the proposed legislation can be discussed outside a political context.

Protest

In the wake of last year's rail strike, among others, the Government repeatedly promised to enact legislation to control black unions.

The Minister of Manpower, Mr Pietre du Plessis, who last week made an 11th-hour offer to negotiate with unions, specifically said provisions of the new legislation would hang "like a sword over (unions' heads" and have a "disciplining effect".

Whatever the merits of the employers' and the unions' arguments, one of the important effects of the new legislation will be to prevent black unions from using boycotts and work stayaways as political weapons.

The question is whether this will, in the long term, guarantee political and economic stability while black workers are still disfranchised.

⊕ The Bill is before Parliament for its second reading.

Protest could bring sackings — Minister

Political Correspondent

REBUS 6/6/88 (152)

THE Minister of Manpower, Mr Pietie du Plessis, today warned that any stayaway from work in the Cosatu protest in the next few days would amount to an illegal strike and he warned of the possibility of dismissals.

He deplored the fact that Cosatu had not accepted an open invitation he had issued to interested parties to discuss proposed changes to labour legislation with him.

Cosatu gave evidence to a parliamentary committee considering the legislation.

Mr du Plessis

Mr du Plessis said Cosatu had not followed any of the dispute-settling procedures set down in the Labour Relations Act.

His impression was that the protest was not only about the labour legislation but that political issues were also involved.

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(152)

Few buses and taxis in city

Commuter ranks in the Johannesburg city centre were virtually deserted this morning as the three-day protest began.

There were few taxis at ranks in West, Bree and Noord streets.

Park Station had few commuters and Doornfontein Station was deserted.

Putco bus terminus in Jeppe Street was without buses.

All Highveld United bus company drivers failed to arrive at Middelburg. In Witbank, a Highveld United spokesman said services there had been normal.

*A National Union of Mine-

workers Witbank spokesman said the large collieries had reported absenteeism. Amcoal's Arnot and Goedehoop mines, and Rand Mine's Vandyksdrif reported a 75 percent stayaway.

There was no reply from local Cosatu or Numsa offices this morning.

Reefmilk deliveries were disrupted. A Dairy Belle spokesman said the company had been "substantially hit". A Clover spokesman was not able to comment early today as "staff were still arriving".

sponsors seek to recognise the role

Employers reacting 'aggressively'

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Cosatu fires salvo on eve of protest

Bl day
6/6/88

COSATU yesterday fired another salvo in the war of words with employers on the eve of the scheduled three days of "protest", by saying employers' "aggressive" response to the call was prompted by government appeals that they should do more to defend the Labour Relations Amendment Bill.

However, leading employers yesterday denied the charges, saying there had been no discussion with government on the issue recently

A Cosatu spokesman said the organisation understood leading employers had, in the last two weeks, been berated by government for not doing enough to defend the Bill. The result was that employers rushed to place newspaper advertisements on the Bill and called meetings with Nactu and Cosatu



● GODSELL

However, SA Consultative Committee on Labour Affairs (Saccola) chairman Bobby Godsell and FCI manpower spokesman Bokkie Botha denied knowledge of employer meetings with government on the issue

Godsell said the ads were placed because the media had failed to give a lucid summary of the contents of the Bill and the changes made from the previous draft

Further, the meetings were a follow-

ALAN FINE

up from a previous meeting with Cosatu on March 2 Saccola was ready then for a full debate on the Bill and still was. However, on both occasions, Cosatu had failed to debate the legislation in detail

Godsell said the meeting with Nactu on Friday had been far more productive than the one with Cosatu the previous day, in that Nactu had raised specific objections to the Bill

The two had disagreed on the validity of sympathy strikes. However, they had agreed to refer, to a mutually accepted group of specialists, six aspects of present and future labour legislation on which Nactu had made points which needed more consideration.

They included questions of the role of industrial councils in referring disputes to the Industrial Court, time delays caused by action in the new labour appeal court, selective re-employment of dismissed workers, indemnity in the case of illegal strikes, the awarding of costs by the industrial court, and the legitimacy of consumer boycotts in labour disputes

Godsell said, and Nactu assistant general secretary Mahlomoa Skhosana confirmed, that Nactu had, like Cosatu, declined to issue a call for members not to stay away from June 6-8, although it was emphatic it had not called for such action

Skhosana said Nactu had asked Sac-

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Cosatu fires salvo on eve of protest

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cola to approach the ministers of Law and Order and Defence to ask that workers not be harassed during the protest

Godsell said Saccola had, in response, indicated to the SAP its desire that events this week should pass peacefully. He declined to elaborate.

Cosatu — responding to indications that a number of employers plan disciplinary action against employees who stay away from work and legal action against unions — noted in the past employers had merely adopted a "no work, no pay" policy in recognition of the fact that unions were among the few vehicles for political expression

Botha, explaining employers' angry response to the protest call, said Cosatu

did not seem to understand businesses were trying to develop themselves and the economy. They faced sanctions and had had to operate recently through a period of endless public holidays

BRONWYN ADAMS reports a Shell spokesman said the protests were a labour issue and management, therefore, would certainly not dismiss or victimise workers. He expressed surprise at the overreaction of managers threatening disciplinary action against workers taking part in the stayaway

THEO RAWANA reports Putco and Sats plan to put out full passenger transport services today.

700 000

UP for

THE 700 000-member Congress of South African Trade Unions (Cosatu) yesterday geared up for a three-day protest from today against the government banning of anti-apartheid organizations, restrictions on labour and proposed changes in labour legislation.

Cosatu called for the protest at a special congress on May 14, but did not call for a work stayaway. Employer reaction last night ranged from warnings that stayaways are illegal to expectations of minimal impact and a belief that the protest was not a labour/management problem in any event. Cosatu issued a statement at the weekend saying "It has been left to each community to decide precisely what form the protest should take. The federation will not prescribe to those who wish to protest how they should do so, provided that the protest is peaceful, orderly and limited to three days". The protest was called to protest against the February 24 banning of political activity by 17 anti-apartheid groups, the limiting of Cosatu to work-related activities and the Labour Relations Amendment Bill, which would prohibit secondary strikes and allow industry to sue unions for lost revenues in work actions.

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Chris Bateman reports that managements in the Western Cape are expecting minimal disruption, a Chamber of Industries spokesman said yesterday. Mr Colin McCarthy, chairman of the Western Cape region of the chamber, said top local Cosatu officials stated this at a meeting with the South African Co-ordinating Council of Employer Organizations in Cape Town late last week.

The original protest grounds seemed to have been replaced by protests by the UDF and community-based organizations against "40 years of Nationalist rule", said Mr McCarthy. "It's not really a labour/management-based problem any more," he added.

Informed industrial relations sources said the union practice of "shop floor level decisions" would mean that the shift in protest emphasis would effectively prevent a widespread Western Cape stayaway.

Asked if management contingency plans existed, Mr McCarthy said "I really don't think one can work out those sort of things — you have to see what's going to happen before you can work out a contingency plan".

The chamber's approach would be one of "no work, no pay", he added. Senior Cosatu officials could not be reached for comment yesterday.

The Peninsula's two universities have adopted different approaches. The University of the Western Cape would close from today until Wednesday with exams rescheduled, while the University of Cape Town would continue as normal, campus spokesmen said.

Members of the Student's Representative Council at UCT said they would negotiate today for defer-

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700 000 gear UP for protest

CAPT Tempis
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ment of exams for students scheduled to write on Wednesday, the first day of exams.

In a special statement on Friday, UCT vice-chancellor Dr Stuart Saunders said that while the three days would be regarded as normal at UCT, this was not to say that "we regard conditions in our country as normal". "We have suffered under a state of emergency for too long and have suffered for 40 years enforced and statutory apartheid," he said.

There was much to protest about "and we will find ways of making peaceful protest possible on these three days in particular", he added.

Dr Saunders reiterated the university's condemnation of the restrictions on organizations and said the government should take seriously the concerns of organized labour on labour legislation.

The recently-formed Cape Democrats yesterday resolved to support the Cosatu call Ms Sue Philcox, executive press liaison officer for the Democrats, said the resolution was passed unanimously by the organization's first general council meeting since its formation in April.

Black workers at Rhodes University have decided to work today in spite of a three-day nation-wide planned protest.

Alan Fine reports that Cosatu yesterday fired another salvo in the war of words with employers on the eve of the protest by saying that employers' "aggressive" response to the call was prompted by government appeals that they should do more to "defend" the Labour Relations Amendment Bill.

However, leading employers yesterday denied the charges, saying there had been no discussion with the government on the issue recently.

A Cosatu spokesman said the organization understood leading employers had, in the past two weeks, been berated by the government for not doing enough to defend the bill. The result, he said, was that employers rushed to place newspaper advertisements on the bill and called meetings with the National Council of Trade Unions (Nactu) and Cosatu.

However, SA Consultative Committee on Labour Affairs chairman Mr Bobby Godsell and FCI manpower spokesman Mr Bokkie Botha both denied knowledge of employer meetings with the government on the issue.

SAK for 6/6/88 (152)

Mixed response as protest against labour Bill begins

By DICK USHER
and DENNIS CRUYWAGEN
Staff Reporters

SOME milk and bread deliveries were disrupted, some schools and shops were closed and fewer black taxis operated in the Western Cape on the first day of a three-day protest called by South Africa's two major trade union federations

The protest against the Labour Relations Amendment Bill was decided at a special congress of the 750 000-member South African Congress of Trade Unions last month

The 500 000-member National Council of Trade Unions followed with a call to its affiliates for action and last week both federations agreed to co-ordinated action

Mr Colin McCarthy, director of the Cape Chamber of Industries, said the effect was strongest in the black community, particularly hostel residents and union members

In the coloured workforce attendances appeared to be about normal

He said the absenteeism seemed to be more dominated by the environment in which workers lived than by the unions.

The food and engineering industries, which both had a strong Cosatu affiliate involved, appeared to be most affected

A spokesman for the Steel and Engineering Industries Federation of South Africa (Seifsa) said the absenteeism ranged from high to zero

He said employers were viewing the stayaway seriously, had adopted a policy of no-work, no-pay and reserved the right to take disciplinary action

A South African Transport Services spokesman said trains were running normally, passenger rates appeared to be normal and staff attendance was normal

The absentee rate among Cape Town municipal workers was normal for a Monday

At some black and coloured schools visited by The Argus, teachers and

pupils were absent

A few shops in the black townships were open after the Western Province African Chamber of Commerce resolved that members should close. Shops would reopen tomorrow, a source said

Residents were seen walking to neighbouring coloured townships to catch buses or taxis or to do their shopping.

Security forces maintained a high profile in Langa, Nyanga and Guguletu

In Mitchell's Plain shopkeepers said they had not had deliveries of milk or bread. The bus terminus was quiet and few taxis were leaving the area.

At the University of the Western Cape students resolved last week to postpone exams scheduled for today, tomorrow and Wednesday

Student teachers were absent from some colleges in the Western Cape

● Reporting of some details of today's protest action is restricted in terms of the emergency regulations.

Gold at \$464,10

Business Staff

GOLD was fixed at \$464,10 an ounce in London today, down from Friday's \$464,35 New York close.

The rand traded at R2,2258 (\$0,4492) to the US dollar in Johannesburg today. ● See page 8

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Thousands observe first day of national protest but

Star 7/6/84

Reef hard hit by a

ABSENTEEISM

Staff Reporters and Sapa

Thousands of black workers were absent from work yesterday — the first day of a three-day national protest called by South Africa's major union federations.

The highest absentee figures were recorded in Johannesburg and on the East Rand

At least six people were injured in incidents of violence believed related to the protest.

An explosion damaged the railway line at Dube, Soweto, at 12 15 am yesterday and, later, a limpet mine was found on a nearby section of the Dube railway track

A train coach was burnt at Kwesine station, near Germiston, and the Umgababa station on the Natal South Coast was petrol bombed

In Saulsville, Pretoria, several railway coaches were damaged by an explosion while a house was attacked with a hand-grenade in Mamelodi. No injuries were reported.

A miner was wounded in an eye after being shot with a rubber bullet in a clash between workers and Rand Mines' Vandyksdrif security near Witbank

Five people were injured near Empangeni in a petrol bomb attack on a bus

● PWV Area.

A Putco spokesman said the areas with the lowest passenger demand in the Transvaal were Soweto (90 percent absenteeism), Springs (90 percent), Edenvale (99 percent), East Rand (90 percent) Absenteeism in Pretoria was 30 percent

The protest, said the spokesman, was less effective in Pretoria, Mamelodi and Dennilton, near kwaNdebele.

Soweto schools closed

All schools in Soweto appeared to be closed. Taxi ranks, bus terminals and railway stations were deserted in most sections and trains ran almost empty to Johannesburg

South African Transport Services said train occupancy rates yesterday on Reef trains were about 5 percent of normal at 5 am. Just before 8 am, occupancy rates on trains to Johannesburg station were in the region of 1 percent of normal from Tembisa, 10 percent from Pretoria; 10 to 20 percent from Soweto, and 40 to 50 percent from the West Rand

Soweto taxis operated a skeleton internal service to take nurses and other staff to Baragwanath Hospital and local clinics

Police and the Defence Force guarded railway stations and patrolled the streets.

In the East Rand townships of Katlehong, Tokoza and Vosloorus, residents appeared to be observing the protest en masse

There was a heavy police presence in the three townships and police were at every railway station and taxi rank to protect those who wanted to go to work

On the West Rand, South African Breweries in Chamdor, reported that half the staff were absent, leaving production intact but deliveries disrupted. Several other West Rand firms said that about 50 percent of the staff had not reported for work. Other companies reported normal absenteeism.

Randfontein and Krugersdorp municipalities said that they had not been affected

In the Vaal Triangle, Iscor's Vanderbijlpark plant appeared to have been hardest hit with about 7 000 black employees failing to report for duty.

An Iscor spokesman said a "significant number of people" were not at work but measures had been taken to handle the situation

The Union Steel Corporation (Usco) in Vereeniging reported 40 percent black absenteeism.

A Metal Box spokesman in Vanderbijlpark said the extent of absenteeism had not been determined, but the company was "not too badly affected"

Absentee figures of about 10 percent were recorded at the Samancor factory in Meyerton and the Vanderbijlpark Town Council. The few industries unaffected was the Sasol

plant in Sasolburg. Sasolburg Town Council also reported that it had not been affected.

The Vaal Transport Corporation in Vereeniging announced in a statement that its morning services had operated without any major disruptions

A spokesman for Samcor, the largest private sector employer in Pretoria, said the plant near Mamelodi had closed for the first three days of this week because of indications that there would be "higher than usual absenteeism"

In Soshanguve, absenteeism of 50 percent or more was reported. Thousands of people lined the main taxi routes but few vehicles were available

Thousands of stranded taxi commuters in Mamelodi gathered at street corners trying to hitch lifts to work as there were no taxis at all in the area.

The OK Bazaars supermarket chain reported 84 percent absenteeism in Johannesburg, 70 percent in Pretoria, 75 percent on the East Rand, 80 percent in the Vaal Triangle and 48 percent on the West Rand.

A Checkers spokesman said there was 80 percent absenteeism in Johannesburg and East Rand branches, 60 percent on the West Rand, 50 percent on the Vaal Triangle and 50 percent in Pretoria.

Pick n'Pay reported that 80 percent of its workforce were absent in the Transvaal.

● Northern Transvaal

Large numbers of workers turned up at their jobs as usual in Pietersburg, Potgietersrus, Phalaborwa and Tzaneen but bus services in the Burgersfort area were disrupted by Lebowa Transport employees not reporting for work

Leaflets urging workers not to go to work were handed out on all major Lebowa bus routes.

No incidents of violence or police action had been reported in the Northern Transvaal by midday yesterday

● Durban

Unofficial estimates put Durban absenteeism at 75 percent

The universities of Natal and of Durban-Westville were virtually deserted as most students were absent. Attendances at white, Indian and coloured schools were normal, while at black schools figures were down.

Thousands of people in the Valley of 1 000 Hills were stranded without transport. In Pinetown, some factories were operating, but far below capacity.

Varied effectiveness

Maritzburg

The Maritzburg Chamber of Commerce said some companies had reported a complete absence of workers, others had had full attendances. Although the majority of firms were not severely affected, absenteeism was high at some of the large employers.

The Maritzburg Chamber of Industries said that bus services, operated by the kwaZulu Transport Corporation, were running normally. Information received from 23 companies indicated that only three had been hit by "effective" absenteeism

● East London

The city was markedly affected. A spokesman for the Chamber of Commerce estimated that about 60 percent of workers were absent

● Port Elizabeth

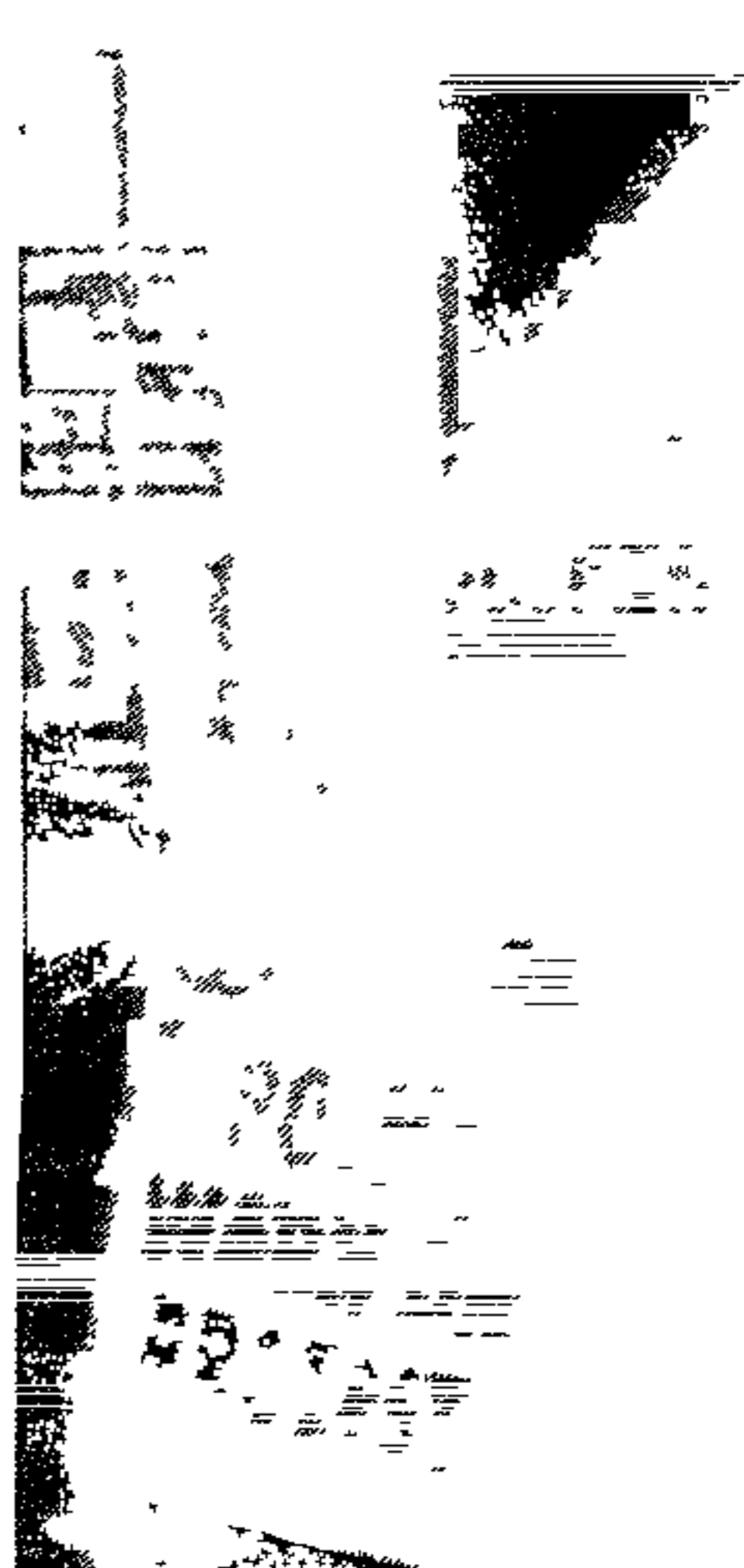
A spokesman for the Port Elizabeth Chamber of Commerce and managing director of PE Tramways, Mr Carl Coetzer, reported an estimated 50 percent absentee rate in central Port Elizabeth and 30 percent in Uitenhage.

Mr Coetzer said that 85 percent of the coloured workforce turned up for work.

● Western Cape

There was limited absenteeism in certain sectors of industry in the Western Cape

Only about 2 percent of the Cape Town City Council's staff were absent yesterday. A spokesman said this was almost normal for a cold winter day



A normally packed bus

Protest continues with little effect in W Cape

By DICK USHER and DENNIS CRUYWAGEN Staff Reporters

THE three-day protest called by the major trade union federations continued to have minor effects in the Western Cape today.

The protest developed into a stayaway by an estimated two million workers yesterday, mainly in the Transvaal and Natal, but indications today were that absenteeism was easing in many parts of the Reef, with the number of commuters on trains and buses rising slightly.

The two federations supporting the protest, the Congress of South African Trade Unions and the National Council of Trade Unions left it to affiliates to decide what action to take.

Industries affected in the Peninsula appeared to be mainly food and engineering. Home milk deliveries and bread supplies were disrupted.

A spokesman for the Steel and Engineering Industries Federation said the response to the stayaway varied from negligible to complete

DELIVERIES

Mr Tommy Brand, a Chamber of Commerce spokesman, said absenteeism in the commercial and financial sectors was normal, but in the industrial sector it was slightly higher.

Mr Henry Pretorius, assistant general manager of Dairy-belle, said cafés and supermarkets had been supplied yesterday and would be served today but there were no home deliveries yesterday and he expected none today.

About 30 percent of staff worked yesterday.

Buses and trains ran normally with their normal number of passengers, according to spokesmen for City Tramways and South African Transport Services.

Sats spokesman Mr Luther Diedericks said there had been no decline in the number of train commuters. He said "Our employees have not stayed away from work in significant numbers."

Attendance at coloured schools appeared to be back to normal today after yesterday's stayaway by some pupils and teachers. Some pupils were writing exams today.

Black high school pupils were not at school for the second successive day.

INTIMIDATION

Yesterday's stayaway affected many schools in the Pretoria-Witwatersrand-Vaal area, according to Dr A B Fourie, director-general of Education and Training.

There were no incidents at schools but there had been incidents of intimidation, he said in a statement today.

The department was concerned about the adverse effects the stayaway would have on examinations, he said. He appealed to parents to ensure that pupils returned to school as soon as possible.

More black people used buses and trains on the Reef today but an explosion on the railway between Naledi and Dube caused long delays.

A police spokesman in Pretoria confirmed that an explosive device was detonated near the Inhlazane railway station at about 6.30am today. There were no injuries and damage to the track was minimal, he said.

Mines mostly unaffected but ...

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Widespread stayaway in major cities

THE mining industry was the notable exception to the widespread stayaway action that hit the main industrial centres of SA yesterday on the first of three days of protest called by the country's two largest trade union federations.

In a survey, the Labour Monitoring Group, which comprises academics at English-language universities, found a 79% absenteeism rate in the PWV area (although it was lower in Pretoria than elsewhere), 67% in the Durban region and 64% in Maritzburg.

Most employers said they were implementing a policy of no work, no pay and no penalty, which the LMG found surprising in the light of numerous reports of "hardline" employer responses.

The LMG said statistics provided by Sats and bus corporations showed at least 1,9 million people did not travel to work yesterday.

"This makes it the biggest stayaway in SA history," a spokesman for the monitoring group told Reuter.

Assocom manpower secretary Vincent Brett said there was enormous re-

Business Day Reporters

gional disparity in stayaway figures. These ranged from 5% to 10% in the Western Cape to 20% in Pretoria and 80% in Johannesburg.

FCI spokesman Gerrie Bezuidenhout reported high absenteeism at members' plants in Port Elizabeth where the motor industry has closed down for the three days, 60% in the Border/East London area, and up to 60% in Maritzburg. Other reports put the absentee rate in PE lower — at 20%.

Seifsa director Brian Angus said the stayaway in the metal industry was extensive in the PWV area, affecting 90% of operations, and moderate in Natal and PE. In many cases workers living in hostels reported for duty while those living some distance from work were unable to obtain transport.

He said a number of companies had applied for interdicts to compel employees to attend work and had decided to take disciplinary action against participants.

The day passed relatively peacefully.

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Widespread stayaway in major centres

However, there were reports of a small explosion at Dube station in Soweto after midnight, a burned-out railway coach at Kattlehong and a fire that gutted the Umgababa railway station. Nobody was injured.

Putco and Sats spokesmen said passenger loads were running at up to 90% below normal on the Reef, and few minibus taxis were seen on the streets.

Department of Education and Training spokesman Peter Mundell said attendance at Soweto schools by students and teachers was close to nil.

But the mining industry reported minimal absenteeism yesterday. The Chamber of Mines said 9 000 of the 550 000 workers employed by member mines stayed away. These included one goldmine — Gencor's Grootvlei — three diamond mines (which a De Beers

spokesman declined to name), one anti-mony mine and six collieries.

Union sources said the absence of action at the mines could lead to recriminations within Cosatu. The National Union of Mineworkers had been one of the strongest protagonists of the protest plan, against the opposition of some affiliates which argued for a more cautious approach.

Wits University industrial sociology professor Eddie Webster pointed out yesterday miners had never participated in political stayaways in large numbers. He attributed this to the high proportion of foreigners and migrants in the workforce who had not been integrated into urban political issues.

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Stayaway
disrupts milk
deliveries

Milk deliveries on the Reef were disrupted by staff stayaways yesterday, but some companies said alternative arrangements were made.

Dairy Belle managing director Mr R Smither said there was virtually a 100 percent stayaway, and no home deliveries were made.

"People tend to trickle back, but we don't expect a major improvement today," he said.

A spokesman for the West and South Rand branch of Clover said the situation was "abnormal" and extremely quiet but home deliveries were made in some areas.

Mr M Halsey, Nel's distribution manager at Victory Park, said they made alternative arrangements which ensured that most deliveries were done. He did not wish to comment as to what arrangements were made.

Casual workers helped large stores to cope

Star 7/6/88

By Lloyd Coutts

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Major retail stores in Johannesburg appeared well prepared for workers' absenteeism yesterday but, for the smaller stores, it meant few staff and little business.

At Checkers, casual staff, mainly schoolchildren, manned the stores in the afternoon. A company spokesman said that, before lunch, the stores had managed with the staff who reported for work.

Absenteeism at the various stores varied between 18 and 80 percent.

At Click's, top management rolled up its sleeves and pitched in at the company's 16 branches in and around the city. When The Star telephoned to ask how the company was coping, the switchboard operator said she was the only person in the office.

Everyone else, from general manager to secretary, was helping out at the stores, she said.

CASUAL LABOUR USED

Casual labour filled in at the Pick 'n Pay stores, where between 65 and 70 percent of the staff stayed away. A company spokesman said students were used later in the afternoon and the operation went smoothly.

OK Bazaars spokesman Mr Keith Hartshorne said his company was coping well.

It had prepared itself and had instituted contingency plans which included the hiring of casual labour.

The smaller businesses in the west end of the city seemed to feel the effect of the protest most. A few shops in Simmonds Street were closed and staff

at two fast food outlets said they would be closing early.

Shopkeepers stood in doorways, staring at the near-empty street or reading newspapers.

A Bree Street shopkeeper, Mr Sharad Devchand, said none of his employees had reported for duty.

But it was business as usual in the east end of the city and near the station, where some shops had both black staff and customers.

Minibus taxis felt the pinch and many were empty near the station and around the city.

Driver Mr Abie Mokaila said business was slow because it was a holiday.

Dead stop at major vehicle plants

By Michael Chester

The output of South Africa's motor industry came to a standstill yesterday as all seven major assembly plants closed down.

The National Association of Automobile Manufacturers (Naamsa) confirmed that production would also be at a standstill at all plants today.

Naamsa executive director Mr Nico Vermeulen estimated that between 20 000 and 25 000 production workers were affected. Only administrative and salaried staff remained at work.

Mr Vermeulen said the companies had agreed to shut down output because

- Naamsa had earlier been advised that certain key outside component manufacturers feared that supplies would be disrupted
- A protest by only 10 percent of assembly plant employees would make normal production impossible

There were dramatic contrasts in the impact of the protest in Johannesburg and across the Reef

FULL WORK FORCES

The Steel and Engineering Industries Federation (Seifa) reported that while certain big factories had been hit by 100 percent not reporting for work, others had a full labour force and operations were normal

Seifa spokesman Mr Hendrik van der Heefer said the protest by workers in the industrial divisions run by Barlow Rand was almost 100 percent, but at the Highveld Steel Corporation works at Witbank, it was ignored.

There were stark contrasts by work forces at many other big companies.

The Asea electrical division of Allied Technologies reported complete absenteeism at its Rosslyn plant, but no impact whatsoever at its Alberton plant

In the Haggie Rand group, there was a 60 percent turnout at Vanderbijlpark, but 95 percent of employees in Germiston joined the protest

In Cape Town, about 70 percent of factory labour forces reported for work. In Durban, about 80 percent of workers in the non-ferrous metals sector reported

Motor industry shut-down

SA'S seven motor manufacturers shut down production lines yesterday for three days, ahead of the protest, adopting a "no work, no pay and no confrontation" policy

Almost 25 000 Numsa workers are involved, excluding those in the components industry.

Industry spokesmen said because of the logistics of vehicle manufacturing, assembly lines came to a standstill if component supplies were disrupted. And when absenteeism exceeded 8% to 10%,

8/day
HELOISE HENNING 7/6/88 (152)

the running of an assembly line became impracticable

Most manufacturers were prepared for the situation because Numsa had informed employers of its stand.

The assemblers and component manufacturers had to co-ordinate their stand because of their interdependence. Some aim to resume production on Wednesday, while the majority will resume assembly operations on Thursday.

Work grinds to virtual halt at six Transvaal collieries

By Theresa Anders and Adele Baleta

Although gold mines were not affected, a number of the country's largest collieries were hit by absenteeism yesterday

Six collieries in the Witbank-Middelburg coalfields reported almost 100 percent absenteeism. Many others had partial attendances.

There was only one incidence of violence reported, at Rand Mines' Vandyksdrif section of Douglas Mine.

A worker, Mr Isaac Khundla, lost an eye after being struck by "a rubber stopper" when mine security officials fired on a group of about 60 stick-wielding men trying to prevent workers going on shift.

Mr Khundla is being treated in the Witbank Hospital.

The Anglo American spokesman for the group's gold and uranium division, Mr Michael Spicer, said work continued underground as usual at all mines.

Anglovaal reported full attendance at all mines.

Gencor spokesman Mr Harry Hill said workers at the group's gold mines were at their posts except for the Grootvlei mine, near Springs,

where there was 55 percent absenteeism.

He said two Gencor collieries near Middelburg, Blinkpan and Optimum, reported 90 percent absenteeism.

Rand Mines said there was normal attendance at all group gold mines yesterday.

A spokesman said all collieries were operating with the full staff compliment except for Douglas near Witbank where 50 percent of the workforce were absent.

The spokesman said there was total absenteeism at Vandyksdrif, near Douglas, and Wolwekrans near Witbank except for staffers manning essential services.

Rand Mine employees have been informed that the company would adopt a policy of no work no pay, the spokesman said.

A Goldfields spokesman reported full attendance at all gold mines. He said, however, that there was an 85 percent stayaway at the company's New Clydesdale Colliery at Witbank.

Eskom's public relations officer, Mr Peter Adams, said some power stations in the Transvaal had been hit to a greater or lesser degree.

At two stations, Hendrina and Komati, it is believed there was an almost total stayaway of black staff.

Trickle of workers return to their jobs

Cripplings stay-at-home

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dragging on

Staff Reporters

Early indications today were that work stayaways which began yesterday were easing in many parts of the Reef, with the number of commuters on trains and buses rising slightly.

More black commuters used the buses and trains on the Reef today but an explosion on the railway track between Naledi and Dube at 6:40 am caused lengthy delays to train services.

A spokesman for Putco, Mr Robin Duff, said more of its staff turned out today and slightly more people used buses in some areas.

He said the stayaway was greater today in Springs, and buses transported 95 percent fewer passengers than normal, compared to 90 percent yesterday.

"However, the situation has eased in Soweto, with taxis coming back on the road," he said. Buses in the area carried 70 percent fewer passengers than normal this morning, compared to 90 percent yesterday, he said.

Mr Duff said Putco provided substitute transport for trains disrupted by an explosion on the line between Naledi and Dube.

A spokesman for the police public relations division in Pretoria confirmed that an explosive device was detonated near the Inhlazane railway station. There were no injuries and damage to the track was minimal, he said.

Police protection

A spokesman for South African Transport Services said some services from Soweto, running 45 minutes late, were restored only at 7:23 am as a result of the explosion.

She said more passengers used trains today. "Yesterday, we carried a maximum of 25 percent of our normal passenger load but this figure increased to between 30 and 35 percent today."

Hundreds of people in the East Rand townships of Tokoza, Kalebong and Vosloorus walked to work today and police were on every street to protect them.

The biggest back-to-work was in Tokoza where many people walked to Alberton and nearby Albreda.

In Kaitleng, people stood frustrated on every street as police vehicles continued to outnumber available taxis.

Police used huge vans to transport some people to an area where they could get transport.

Nurses going to work walked to the local Natalspruit Hospital. For the second day, there appeared to be a complete stayaway from schools in the East Rand.

The number of commuters in Pretoria townships appeared to have increased slightly today, with about a 50 percent stayaway being observed without incident.

No SAP comment on the stayaway

Police would not issue any official statements on the stayaway because it was a contravention of the emergency regulations to give publicity to such actions, a Pretoria police spokesman said today.

"No official statements regarding the stayaway or intimidation will be issued because it is a contravention of the emergency regulations to give publicity to the stayaway or to further its aims," said the spokesman.

The emergency regulations do not make it an offence to publicise a stayaway. It is an offence under the emergency regulations to incite or encourage members of the public to stay away from work or to go on illegal strike, or to publish anything which shows the extent to which a stayaway is successful or which discloses particulars of the manner in which members of the public are intimidated, incited or encouraged to take part in or support such action.

It is also an offence to give an account of any incidents in connection with stayaway intimidation, incitement or encouragement.

Production at all seven major motor assembly plants remained at a standstill today.

Some of the plants are likely to remain closed tomorrow.

A survey by the Federated Chamber of Industries (FCI) showed that yesterday 80 percent of workers heeded the protest call in Johannesburg. The East Rand figure varied from 10 to 100 percent but most companies reported 80 percent absenteeism.

In Pretoria the figure was between 70 to 100 percent at Rosslyn and 50 to 80 percent at Walmer.

Many factories and companies in Port Elizabeth had closed down for the day.

Figures for other areas were Bloemfontein between 40 and 100 percent, Border area 60 percent and Northern Cape unaffected.

At least 90 percent of Indian shops in central Johannesburg closed yesterday with 60 percent closed in Pretoria, Lenasia and Actonville, a Transvaal Indian Congress spokesman said.

The Chamber of Mines said 9 000 of the industry's 555 000 workforce stayed at home.

See Page 13
Although thousands of people did not go to work yesterday there was still business for those taxis that were operating at the Baragwanath terminus late yesterday. Earlier in the day the terminus was deserted.



Picture by Herbert Mabusaz.

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THE QUESTION arising out of this week's stayaways is what longer-term effect it is going to have on relationships between — and within the ranks of — organised labour, business and government.

On the first day the "protest" was widespread in commerce and manufacturing industry, but not on the mines.

Whether it will continue at these levels for the full period remains to be seen — Wits University professor Eddie Webster points out a nationwide stayaway in SA has never before lasted that long.

Also apparent is the anger of employers at three more days of lost productivity after March 21, immemorable official public holidays in April and May, and June 16 just around the corner.

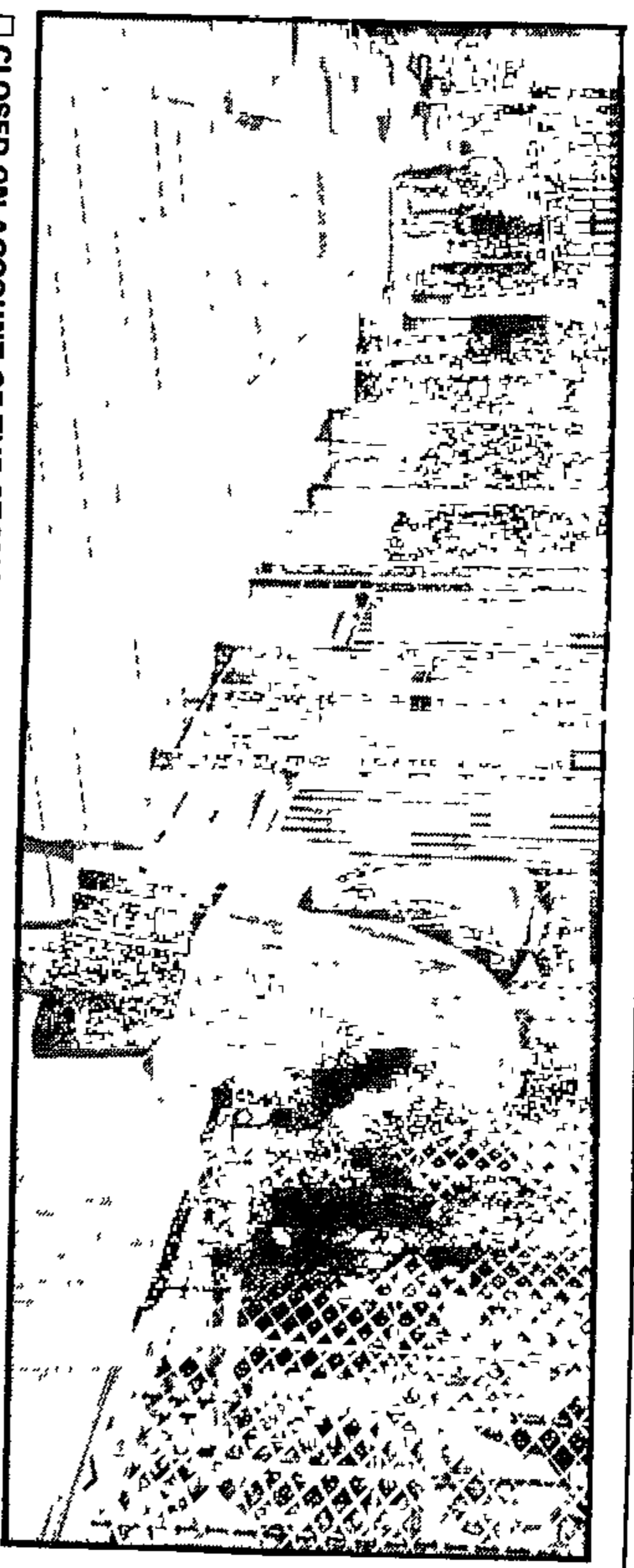
Some mass dismissals will undoubtedly result from the event. Labour relations consultant Gavin Brown warns that, while none have come to light yet, they can be expected once employees start returning to work.

But he also points out that only a limited proportion of employer anger can be translated into dismissals. Businessmen who employ significant numbers of semi-skilled and skilled stayaway participants will face constraints in that they are not easily replaced.

Government, at this stage, appears to be reacting with restraint. There have been no confirmed reports of direct police involvement and detentions unionists feared have not materialised.

In addition, Manpower Minister Pletie du Plessis has, if not altogether graciously, said he is still open to amending the Labour Relations Amendment Bill — one of the targets of the protest — and has called on the labour movement to talk to him about it.

And despite anger among employers at the stayaway, the leaders of employer organisations still seem prepared to continue the debate over



□ CLOSED ON ACCOUNT OF THE STAYAWAY . . . frustrated window-shoppers in Johannesburg yesterday

Counting the cost of union protest

ALAN FINE

the Bill, if not exactly on the terms demanded by Cosatu.

Specifically, they are not prepared to call for the suspension of the passage of the Bill pending discussions.

But it seems Du Plessis is prepared to allow a delay.

The House of Delegates is likely to effect this in any event, through its decision that the Bill should be referred back to the standing committee for further investigation.

Something that has been lost in the smoke of this week's events and the days leading up to it is that the Bill was not supposed to be the main focus of the protest action — the restrictions on Cosatu and 17 other organisations in February was

The idea, apparently, was to show that government cannot impose po-

litically repressive measures without cost.

Be that as it may, this week's events have not closed down the possibility of a move from confrontation to real talking about SA's labour relations system, and the economy itself.

The line now emanating from government and employers is that the Bill is not retrogressive for unions. Serious talking will mean they have to acknowledge that some of the labour movement's expressed fears are real even if in many respects (say, in the case of sympathy

strikes) employers firmly believe their own view is valid.

More employers may have to also begin acknowledging that, despite their distaste for politics, these matters do impact on them. They may, therefore, feel obliged to take a stronger stand on civil liberties.

Du Plessis also will have to demonstrate he is genuinely prepared to address union concerns.

But the labour movement has its own credibility crisis to overcome. There is a more than sneaking suspicion among even the most liberal employers that unions are more interested in demonstrating their undoubted muscle for confrontational purposes than actually using it as a weapon in working towards what is, after all, reformist change.

So any talking will have to include discussion on basic detail rather than, particularly as far as Cosatu is concerned, the perceived political posturing at last week's pre-protest discussions.

This is one of the preconditions for productive bilateral discussion. Another is that organised labour seriously begin to discuss the question of economic development.

As FCI manpower committee chairman Bokkie Botha puts it "Cosatu doesn't seem to understand what this kind of action (stayaways) does to business, growth and unemployment." Similar sentiments have been expressed over Cosatu and Nactu's positions on sanctions.

This will not be last time labour uses the shopfloor to raise political grievances. But the industrial pattern of this week's stayaway suggests Cosatu approaches these events more cautiously.

As has been reported, the failure of the miners to participate has been noted by some Cosatu sources with cynicism, as the National Union of Mineworkers was the strongest proponent of the view that the event should last as long as three days.

Webster notes black miners have never participated in large numbers in a political stayaway. He attributes this to the large proportion of foreigners and migrants among them who have never been "integrated into urban political issues." Thus their militancy is largely limited to workplace-related issues.

Whatever the reasons, those unions which would have preferred to opt for a more modest type of action — and who take a more pragmatic view of most issues but whose members have "delivered" on this one — will emerge from this week stronger as far as their standing within Cosatu is concerned.

Whether this week leads to greater polarisation in the labour field or, once emotions have dissipated, better communication on matters of mutual concern, will depend on a reassessment all round of the lessons to be learned.

Protest call is adhered

THOUSANDS of workers continued their support for the three-day national protest called by Cosatu and Nactu, while many others streamed to work yesterday.

The biggest back-to-work was in Thokoza in the East Rand where many people walked to Alberton and nearby Alrode. Pretoria also witnessed a heavy stream of workers.

Police were on every street in Vosloorus to protect those going to work and where some people could not get transport, police used huge vans to transport them.

Signs

The Association of Chambers of Commerce and Industry said there were distinct signs of a drift back to work yesterday.

A spokesman for Putco said the stayaway had eased in most areas except Durban and on the East Rand. He said passenger levels in Pretoria were almost back to normal and the stayaway was easing on the West Rand.

Major corporations in the Vaal reported massive absenteeism and reiterated their warning that they would apply a "no-work, no-pay" policy.

Group personnel manager for Cape Gate Export in Vanderbylpark, Mr Louis van Wyk, said 40 percent of their total workforce turned up since Monday.

Workers in the Greater Durban area were warned that they would lose millions of rands in wages as leaders in industry and commerce reaffirmed their policy of "no-work, no-pay."

About 30 percent of the workforce attended work in Natal yesterday. The three day protest action — on its third day today — has had minor effects so far in the Western Cape.

A Chamber of Commerce spokesman, Mr Tommy Brand, said the response varied between negligible and complete. He said absenteeism in the commercial and financial sectors was normal but in the

industrial sector it was slightly higher.

In the southern parts of Soweto there was a greater number of taxis on the road, although some seemed to be operating internally only. A school stayaway also occurred.

Num

East London Commerce reported a substantial attendance yesterday, but some workers stayed away in support of the three-day protest call.

Chamber of Commerce director Dave Groom said initial figures had shown high support for the stayaway.

The National Union of Mineworkers (Num) and mine managements have crossed swords over the effect of the protest on the mining industry, — with each making different claims.

Hospital services throughout Johannesburg were still running smoothly despite the three-day stayaway.

At Baragwanath Hospital in Soweto, all employees reported for work yesterday morning.

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Stores report drop in trade

MAJOR chain stores yesterday reported a fall-off in trade but hotels reported increased business during the work stayaway.

Pick 'n Pay senior buyer Richard Cohen said while their stores were functioning in spite of reduced staff at some, it was clear black shoppers "have not come to town" as a result of the

ROGER SMITH

stayaway.

A Score spokesman said the fall-off in trade appeared to affect stores in the areas which were hardest hit by the work stayaway.

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Major chain stores report drop in trade

A 95% stayaway by Johannesburg staff was matched by an almost equal drop in the number of customers. However, their stores in the eastern and western Transvaal and rural Natal were barely affected.

THEO RAWANA reports some Johannesburg hotels say there has been a marked increase in black hotel occupancy since the stayaway began.

And some hotel managers have confirmed that employers arranged for their workers' accommodation during

the three-day period

DOMINIQUE GILBERT reports that police yesterday issued a confidential warning to newspaper editors around the country that they should seek legal advice before publicising the stayaway.

A police spokesman confirmed this and said the confidential warning was in accordance with an agreement made at a recent meeting of police, the Newspaper Press Union and editors.

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There's still power for the people

152 Highveld Bureau

Four of Eskom's 11 Transvaal power stations have been hit by the stayaway although production is being maintained throughout

On Monday there was an almost total stayaway of black workers at Eskom's Arnot, Hendrina and Komatie stations.

A spokesman said there was an improvement in staff numbers yesterday although a partial stayaway began yesterday morning at the giant Kriel station

The collieries feeding these four stations are also experiencing almost total absenteeism

Stayaways on mines range from 100% to full worker turnouts

Star 21688

By Mike Siluma and Adele Baleta

152 (1987)

The National Union of Mineworkers (NUM) and mine managements are at odds over the effect of the national protest on the mining industry

NUM yesterday reported a stayaway by members ranging between 15 percent at some mines to 100 percent at others. The concerns affected include coal, gold, asbestos and chrome.

But the Chamber of Mines said only 9 000 out of the 555 000 workforce were off

A chamber spokesman said protest action was reported at six of the more than 50 coal mines.

A union spokesman said workers at New Clydesdale Colliery near Witbank had been given an ultimatum to return to work. The union was discussing the matter

A spokesman for Gold Fields, owners of the colliery, denied any ultimatum

He said "We informed workers that they were involved in an illegal action, and warned them that a continuation of a stayaway at New Clydesdale could result in dismissals or disciplinary action"

All operations were normal at Gold Fields yesterday, except at head office, where 40 percent of workers stayed away, he said

The NUM also reported that in the diamond mining industry there had been a 100 percent stay-at-home at Kimberley De Beers, Finsch, Koffiefontein and Geology mines

A spokesman for Anglo American's gold and uranium division, Mr Michael Spicer, said work had continued underground as usual at nearly all the mines it controlled.

The only exception was at East Rand Gold and Uranium Company (Ergo), where only some plants were functioning yesterday

Anglovaal reported full attendance at all its mines

Gencor spokesman Mr Harry Hill said workers at the group's gold mines were at their posts — except for Grootvlei Mine near Springs, where there was a 55 percent stayaway on Monday. But they all returned yesterday

Stayaway boomerangs on blacks

(152)

By Kaizer Nyatumba

8/16/68

While many people have made do without bread on the East Rand for two days because no bakery deliveries were made as a result of the stayaway, the hardest-hit were the people in the townships

"I am not going to get my bread in the cafes in the morning, then that's taking it too far," said an old woman at Motloung Section, Katlehong near Germiston this morning when she was told there was no bread

Most of the people who entered the cafe wanted bread. In 20 minutes The Star counted about 50 people who had come to buy bread. All left disappointed

"What are my children going to eat now, because bread is all they eat every morning? These good-for-nothing cafes can run out of milk, meat or anything else if they want to, but not bread"

Others, mostly women and children, added their voices of discontent

"Bakeries should be exempted from stayaways. We cannot afford not to have bread for

three days," another woman said. There seemed to be approval among her peers

For many black families in the townships bread is a staple diet second to porridge. There may be nothing in the house, but if there is bread the family will have something to eat before going to bed

"Maybe," one woman suggested, "we should collect money and send somebody to town to buy many loaves of bread"

This was a good suggestion, they thought. But that was before a 12-year-old boy dispelled the little hope they still had

"Mommy," the boy said, "there is also no bread in town. Remember, daddy said he could not get bread in Alberton yesterday?"

His mother tried to silence him, but she was already too late. The damning words were spoken

The other women looked from mother to son and from son to mother. "So your father went to work yesterday?" an older boy asked

There was no answer. None was necessary

Workers begin drifting back

Protests on Bill: Cosatu in new move

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AS WORKERS in most major industrial areas started drifting back to work yesterday, Cosatu appealed to employers to submit the Labour Relations Amendment Bill to an independent tribunal for scrutiny on whether it met Western standards.

And general secretary Jay Naidoo also announced Cosatu had called a special executive meeting for today to decide whether or not to accept Manpower Minister Pietie du Plessis's invitation to discuss the proposed legislation.

In a letter delivered to the SA Coordinating Committee on Labour Affairs (Saccola), Cosatu proposed the Bill be referred to a panel chaired by former judge L Ackerman, now chair of the Stellenbosch University law faculty.

The inquiry should be held soon and employers should meanwhile use their influence to stay the passage of the Bill, said Cosatu.

Naidoo said Cosatu's lawyers had already contacted Ackerman.

ALAN FINE

The letter said that, judging from previous meetings and the Saccola advertisement in the Press last Thursday, Cosatu and Saccola shared certain beliefs on the desired objectives of legislation. What was in dispute was whether the Bill would achieve them.

Cosatu said the principles about which Cosatu and Saccola were in agreement

● See Page 4, Comment: Page 8

were that amendments should: not erode legitimate protection against unfair dismissal; not erode union bargaining power; be consistent with international standards; provide for simple, inexpensive and quick conciliation procedures; and be coherent and clear.

Saccola chairman Bobby Godsell said he was pleased to receive a specific

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Cosatu to discuss govt invitation on Bill

proposal from Cosatu, and would now urgently consult members on it

Naidoo disputed various points made by Du Plessis in Parliament on Monday. He said Cosatu had informed government of its views on the Bill through its submissions to the standing committee. He invited Du Plessis to allow the International Labour Organisation to determine the Bill's merits.

He said despite the Minister's derogatory comments about Cosatu, a special meeting would be convened to discuss the invitation.

The Labour Monitoring Group reported stayaway figures in the PWV down from 81% to 78% in manufacturing compared with Monday, from 66% to 52% in commerce, and from 24% to 11% in the public sector. Figures for other areas were unavailable.

The Chamber of Mines said most of

← ● From Page 1

the 9 000 miners who did not report for work on Monday returned yesterday.

The FCI said absenteeism rates were down by up to 20% in the Transvaal, Durban and Cape Town, and substantially down in the eastern Cape. Sats and Putco figures followed similar trends.

BRONWYN ADAMS reports Seifsa and Assocom said absenteeism in their sectors remained largely unchanged.

ROGER SMITH reports there was a marked increase in unrest incidents on Monday, according to the police unrest report. Seven people, including three children, were reported killed.

Five of the seven deaths were in the Durban/Maritzburg area. Most of the unrest incidents recorded were in Natal (five) and the Transvaal (seven), with the remainder in the Cape (three).

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~~152~~

Submit Bill to open scrutiny — Cosatu

By DICK USHER
Labour Reporter

SOUTH AFRICA's major trade union federation has suggested that the controversial labour legislation which prompted the three-day protest should be submitted to scrutiny by an "experienced tribunal of standing".

The protest developed into a stayaway on Monday but support appears to have slipped since.

The Congress of South African Trade Unions invited the South African Co-ordinating Council on Labour Affairs, an employers' body, to take part in a panel discussion and suggested a former judge, Professor L Ackermann, head of human rights law at Stellenbosch University, as chairman.

Cosatu, which called the protest with the National Council of Trade Unions, said it appeared they shared with Saccola several beliefs about what the Labour Relations Amendment Bill should contain.

But they differed on whether the Bill attained those objectives.

Cosatu, in a further proposal, called on the Government to accept the jurisdiction of the

International Labour Organisation on the Bill.

It felt the appropriate organisation to determine the merits of the Bill would be the ILO, which represents employers, employees and governments worldwide.

Meanwhile, response to the protest appeared to weaken yesterday.

Cosatu and the independent Labour Monitoring Group, although reporting different figures for absenteeism, agreed that fewer workers stayed away.

Mr Colin McCarthy, director of the Cape Chamber of Industries, said about 95 percent of workers reported for duty, up from Monday's estimate of 90 percent.

Mr Mike Getz, chairman of the Cape Clothing Manufacturers' Association, said members had not reported any significant absences.

Mr Henré Pretorius, assistant general manager of Dairybelle, said cafés and supermarkets had been supplied again yesterday but there were no home deliveries.

He said about 30 percent of staff went to work yesterday, the same as on Monday.

John Martin slips back

Foreign markets shrug off effects of stayaway

By Neil Behrmann

LONDON — The black protest stayaway, the biggest in several years, has not had any impact on South African shares trading abroad

Average gold share prices continue to hold onto their 15 percent gains made during the past few weeks. Trading has been thin, but buyers have included Swiss, German and French investors and, to a lesser extent, Americans.

SA industrials have been ignored for several years

But dealers say that the key to market sentiment will be the gold price

If the price rises, markets will ignore political events. But if it declines, there could be a sharp fall in South African shares

"The market is very nervous," a London dealer said yesterday. "We can only wait and see."

The recent surge in platinum and gold prices appear to have discounted potential political problems

Both have failed to maintain their recent highs and have fallen, even though news of the strike hit front pages around the

world. They have also failed to respond to the possibility of labour difficulties on the mines in coming weeks

Few bullion dealers expect any sharp setback in bullion and platinum prices in the short term. But if they fail to perform and gold remains locked within the \$440 to \$480 trading band, foreign investors may well become concerned again about rising costs and the political risk factor

The international outlook is confusing. After an unexpected surge last week, brokers are evenly divided on whether there will be a traditional summer rally on Wall Street

The Tokyo Stock Exchange is hovering around an all-time peak of 28 000 and speculation is rampant. There are worries that any worldwide stockmarket surge could be followed by a swift collapse and the SA market will not be in splendid isolation

With this in mind, London brokers are highly selective about gold shares. Williams de Broe rates as a "buy", Harties, Zandpan, Beatrix, Deelkraal and Driefontein. Vaal Reefs is a "hold" and Kloof can be bought

on weakness

But Buffels, Grootvlei, Stillfontein, Blyvoor, Durban Deep, ERPM, Libanon, Venterspost, Elsburg, South Roodepoort, Elandsrand and Southvaal should be sold, say the brokers.

Michael Spriggs of Warburg Securities says that on a gold price forecast of \$430 to \$480, Driefontein, Harties, Kloof and Vaal Reefs "represent excellent value and should be bought for secure yields"

"The March quarterly results confirm the continuing recovery in production and underline the efforts to contain working cost inflation," he says

"The FT gold mines index is at the largest discount to the gold price for many years," says Mr Spriggs

He warns, however, that average working costs are around \$320 an ounce, against \$305 in December. Mine working costs inflation is running at 19.6 percent

If Mr Spriggs is correct, average working costs on the mines could reach present gold prices within only two years

On this basis, only mines with low costs and rising production should be in portfolios

BACK TO WORK

Sowetan
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~~1100~~ ~~1167~~ ~~1166~~



NACTU president James Mndaweni CQSATU president Elijah Barayi

Economy takes a big knock

TODAY marks the end of one of South Africa's biggest protest action by workers.

The protest, which took the form of a stayaway was called by two giant federations — the Congress of South African Trade Unions and the National Council of Trade Unions to demonstrate their opposition to the Labour Amendment Bill

The unions maintain that the Bill will erode their bargaining power by, among other things curtailing their right to strike and encouraging employers to sue them for production losses in an "illegal" strike

Employers have rejected the federation's contentions that the proposed legislation was aimed at union bashing and destroying the rights they gained in the past decade

Police yesterday gave a figure of at least 10 people who have died violently since the start of the protest action on Monday

Stayaway

In Johannesburg a mysterious fire broke out in the passenger coach of a train at Mzimhlophe Station at about 9pm on Tuesday a South African Transport Services (Sats) spokesman said

Meanwhile, the three-day stayaway has cost workers millions of rand, says Assocom labour spokesman, Mr Vincent Pretz

Mr Pretz estimated the total cost of the stayaway to the economy would be in the region of R500 million, SABC Radio News reports

He said much of this would be made up of wages lost by workers. Other negative effects on the workforce were that employers would move further towards mechanisation if they could not rely on their staff



LONGDALE Station at dusk. A handful of commuters sigh with relief. Where every day hordes of workers rush madly about the platform and coaches, yesterday there was at least the assurance of an empty seat . .

Improvement

● From Page 1

Mr Prett said financial harm to companies would also result in fewer jobs and higher costs. This meant that workers would not only suffer directly from not getting wages, but would also have to pay higher prices for goods.

The Federated Chamber of Industries said there had been a marked overall improvement in work attendance especially in Johannesburg, the West Rand and Pietermaritzburg.

Normal

The situation in Cape Town and Bloemfontein had returned to normal and there was no change in the Eastern Cape.

The Chamber said that the Northern Transvaal had not been affected by the stayaway action.

The SABC said yesterday afternoon that the country was "near normal." Reporters saw only few blacks in the usually crowded streets of Johannesburg.

School attendances were low in many parts of the country. Black businessmen heeded the protest by closing their shops early Pamphlets

were distributed in some townships calling for a stayaway Health workers and journalists were exempted from the action.

Participation by bus and taxi drivers in the stayaway probably contributed to the absenteeism in Johannesburg and Durban. Reports from the most of the country, according to a Sapa report, showed that workers began to go back to work yesterday.

Although the mining industry, which produced 80 percent of South Africa's foreign earnings, was hardly affected, the protest was regarded as a success for unions and anti-apartheid groups who organised it under emergency regulations that prohibited them from any political activity.

Cosatu has meanwhile proposed that the Bill be referred to a panel chaired by Mr L Ackerman, of the Department of Law at Stellenbosch University. The inquiry would consider, among other things, to what extent the proposed legislation was consistent with international standards

Cosatu ~~Warns~~ warns on stayaway reactions

Staff Reporters

The Congress of SA Trade Unions (Cosatu) warned today that any disciplinary action against those who participated in the three-day work stayaway this week would scuttle talks to resolve the dispute over the Labour Relations Amendment Bill.

Thousands of workers returned to work today following the three-day protest action.

The period from Monday to yesterday was set aside for "peaceful protest" by Cosatu and the National Council of Trade Unions to express opposition mainly to the Labour Bill.

The Association of Chambers of Commerce (Assocom) estimated that the stayaway may have cost the economy about R500 million.

Train services throughout the country were back to normal today except in Durban, where trains were about 80 percent full, said a South African Transport Services spokesman.

A Putco spokesman said its buses in Durban were only carrying about 80 percent of its normal passengers, but numbers on its other routes were almost back to normal.

NORMAL

Services in the Pretoria area were back to normal and those in Boksburg and Springs were 95 percent full this morning. However, buses in Alberton and Edenvale were only 75 percent full, he said.

Information on the Soweto route was not available at the time of going to press.

Assocom said its guideline to employers remained one of no work-no pay.

The Steel and Engineering Industries Federation has adopted a similar stance.

Assocom labour secretary Mr Vincent Brett said the calculation of R500 million as the economic cost of the protest was based on the assumption that there was a 50 percent absenteeism by black labour forces.

The financial harm to companies would also result in fewer jobs and higher costs, with employers moving further towards mechanisation.

Cosatu's warning comes at a time when both employers and the Government are expressing willingness to meet unions to discuss their concerns over the Labour Bill.

WAITING

Spokesmen for both Cosatu and Nactu said they were still awaiting a formal invitation from the Manpower Minister, Mr Pietie du Plessis.

● The managing director of the Trans-Natal Coal Corporation, Mr Hans Smith, said workers at the Blinkpan and Optimum collieries were all back at work.

Although the company had adopted a position of nowork-no pay, disciplinary procedures would be instituted. These did not necessarily include dismissals.

A Gold Fields spokesman, Mr Attie Roets, said the company would not pay miners who did not work at the New Clydesdale Colliery at Witbank on Monday. Absent colliery workers had returned to work on Tuesday.

A Rand Mines spokesman said all operations were back to normal today.

He said miners who had participated in the protest action would not be paid for the days they had not turned up for work.

Anglo American stated throughout the three-day stayaway that work had continued with the full staff complement at all the company's mines.

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SAMANCOR's Ferrometals will dismiss some workers and give formal written warnings to others who stayed away from work in the three-day protest which ended yesterday, said group labour relations manager Eddie Erlank

Some protest absentees

BRONWYN ADAMS

Ferrometals is one of a number of companies which hardened attitudes towards workers who stayed away

Premier Group's Pretoria Wholesalers and Druggists (PWD) said they were considering a number of disciplinary and legal options relating to

the protest, which had serious financial implications for the company

A PWD spokesman said workers absent over the last three days were in breach of their agreement with management, as was the Chemical Workers' Industrial Union (CWIU)

He said the company was considering disciplinary action against individual workers, legal action against CWIU, withdrawal from agreements with CWIU and withdrawal from wage negotiations

Pretoria Coal Holdings MD Peter Michelis said 95% of workers were absent from work over the first two days Workers who stayed away

NEWS

B/day 9/6/88

are facing tough action

would not be paid, and the company was considering holding individual disciplinary hearings which would then be regarded as the first step towards dismissal Michelis said, however, no legal action would be taken against trade unions

Brakewell refused to comment when asked whether employees failing to attend work because of the pro-

test would be dismissed immediately It had previously notified workers it intended to do this

Reinforcing Steel Contractors director Lukas Swanepoel said there was a 4% turnout on Tuesday He said the stoppage was illegal and thus constituted an unfair labour practice

Haggie Rand personnel manager David Redelinguys said the com-

pany had been totally affected by the stayaway, and contingency arrangements were made in order to continue production

He said a policy of no work, no pay would be adopted but denied suggestions that the company would be taking further action against both workers and trade unions

Fry's Metals said 95% of their workers had not turned up for work but they had not decided what disciplinary action to take beyond not paying workers for the days they were absent

CAP T. 10715 9/6/88

No teaching at 7 black schools 52

Staff Reporter

TEACHING at seven of the Peninsula's 10 black high schools came to a halt this week as pupils absented themselves en masse.

Mr Bill Staude, regional director for the Department of Education and Training (DET), said in a statement on Tuesday: "A certain number of teachers have absented themselves from work, but whether in the 'context of the (three days of national protest' or whether purely as a result of intimidation is not determinable."

No pupils at seven local black high schools attended classes on Tuesday, while rural and primary schools "appeared to be less affected" by the mass absenteeism, he said.

Answering inquiries about whether those teachers and pupils who stayed away from classes would be disciplined, Mr Staude said: "Teachers absenting themselves without prior official granting of leave are liable to be given leave without pay for the days in question.

"The onus of disciplinary action against pupils who did not attend classes rests more with their parents than the DET," he said.

Mr Staude could not be reached for comment on the situation in black schools yesterday.

Mr Thinus Dempsey, spokesman for the Department of Education and Culture in the House of Representatives, said teaching had been "normal" yesterday, barring certain schools in the Mitchells Plain and Athlone districts.

Return to work expected today

Cape Times 9/6/88 ~~152~~ *152*

COMMERCE and industry countrywide are expected to return to normal today as black workers return to their jobs after a three-day stayaway

The protest was called by the 750 000-strong Congress of SA Trade Unions (Cosatu) and 500 000-strong National Council of Trade Unions (Nactu) to protest against the government's February crackdown and the Labour Relations Amendment Bill, which aims to curtail wildcat industrial action

A top-level South African Consultative Committee on Labour Affairs (Saccola) delegation flew to Cape Town yesterday afternoon to meet Manpower Minister Mr Pietie du Plessis, hours after Saccola accepted in principle Cosatu's proposal for independent arbitration on the Bill. Neither Saccola delegation leader Mr Bobby Godsell nor Mr Du Plessis were last night prepared to disclose what happened.

However, Cosatu general secretary Mr Jay Naidoo said his organization

and Saccola were entering into discussions on the details of the process. Cosatu has proposed that a panel chaired by Professor Laurie Ackerman — a former judge who now occupies the chair of human rights in the Stellenbosch University law faculty — examine whether the Bill adheres to various mutually agreed principles.

Mr Naidoo said no formal invitation had yet been received from Mr Du Plessis to discuss the Bill.

Yesterday workers were absent in varying degrees on the Reef, in the Eastern Cape and at Durban and Maritzburg with a lack of bus transport slowing the return to work in many centres.

Assocom's labour spokesman, Mr Vincent Brett, said the three-day protest had cost the economy about R500 million, much of this made up of wages lost by workers.

The FCI said there had been a marked improvement in work attendance especially in Johannesburg, the West Rand and Maritzburg — Staff Reporters, Own Correspondents and Sapa

Workers Star 10/6/88 fired after stayaway (152)

Trade union and employer spokesmen have confirmed that a number of workers have been dismissed as a result of this week's three-day stayaway.

The National Council of Trade Unions (Nactu) reported that 60 workers were given final warnings at Tzaneen Bakery.

A total of 91 workers in the metal and farming sectors were dismissed, a Nactu spokesman said.

Transport and General Workers' Union (TGWU) general secretary, Ms Jane Barrett, said it was difficult to assess the extent of dismissals.

Ms Barrett said final warnings were given to 30 workers at Main Line Carriers in Alrode, Johannesburg.

About 30 TGWU members were dismissed at the Mathebula Bus Company in Nelspruit in the Eastern Transvaal.

She said 500 bus drivers went on strike at the Sizani depot of Kwazulu Transport after administrative staff participated in the protest action.

Eight workers were dismissed at Rent-a-Bakke in Port Elizabeth, Ms Barrett said.

"A small number of employees were fired from the Fidelity and Pritchard security firms in Martizburg."

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W/Mail

10/16/88



Planks and drums were strewn across a road in the township of Claremont, Durban, during this week's three-day stayaway. A joint call for protest action from Cosatu and Nactu led to the longest national strike in South Africa in 27 years. See PAGES 2, 7, 8 and 9

Picture: CEDRIC NUNN, Alrapix

UDF man urges 'work underground'

IN A major position paper, a United Democratic Front executive member said yesterday the "mass democratic movement" should master "the techniques of secret and underground work."

Titus Mafolo also said the "democratic movement" will boycott and campaign against the October municipal elections, but has opened the way for "white democrats" to "use the elections".

Mafolo is one of the few members of the UDF national executive not in detention, on trial or restricted. He wrote this paper in his personal capacity because the UDF is currently prohibited under Emergency restrictions that prevent it or its office bearers, in their official capacities, from taking part in political activities.

Weekly Mail Reporter

Aspects of his paper may be published because he has claimed individual responsibility for it.

He said in his paper that techniques of underground work were imperative "because more often than not large scale detentions break the nucleus of our organisations."

"Activists must learn to operate underground because the State of Emergency will be with us for many years," he said.

He also called for demoralised activists to be revitalised, vigilance, discipline, education and training to guide the movement's work and ideological unity.

Mafolo rejects arguments that bodies such as the UDF should partici-

pate in the elections to render them effective, to use the structures to propagate democratic views or to get "access to the people".

However, in confirming the boycott, he added that this was a strategy rather than an inflexible principle.

"We recognise that conditions in the white areas are different ... White democrats should use the elections to strengthen the alliances forged in the white community and to win more white to a mass democratic movement."

No UDF activist could stand as a candidate and no affiliate could participate as a UDF structure, but approaches to the elections should be worked out "in consultation with local UDF structures", he said.

● See PAGE 15

UK Tory visited at SA expense

Weekly Mail Reporter, Cape Town

BRITISH MP John Carlisle visited South Africa in February at the expense of the Department of Foreign Affairs.

Carlisle has often supported the South African government publicly and he has been a frequent visitor to South Africa. He has been Britain's most prominent champion of sports contacts with South Africa.

When Carlisle was in Cape Town for the opening of parliament in February, R1 057,63 of his hotel bill was paid by the Parliamentary Association, a body established to promote liaison with other parliaments.

Details about Carlisle's visit to South Africa emerged in parliament this week.

● To PAGE 2

W/Mail 10/16/88

CAB Times 10/11/88
**Firms
fire 937
unionists**

Own Correspondent

JOHANNESBURG. — A total 937 employees at 30 firms have been fired for their participation in the three-day stayaway this week, Nactu and Cosatu said yesterday.

They said those dismissed were union affiliates in the transport, metal and chemical sectors.

A Nactu spokesman said the dismissals appear to have occurred largely at small firms.

And Cosatu has agreed to meet Manpower Minister Mr Pietie du Plessis.

Among the discussions on the Labour Relations Amendment Bill will be the acceptance of ILO jurisdiction and determination over whether the bill is a breach of international standards, Cosatu said.

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500 DISMISSED OVER STAYAWAYS

Sowetan 10/6/88

(152)

BY LEN MASEKO

MORE than 500 members of the Transport and General Workers' Union were dismissed for failing to report to work during the three days of "Peaceful protest," a spokesman for the union said yesterday.

TGWU official, Ms Kelly Forest, said similar dismissals had led to a strike by more than 200 bus drivers in the Maritzburg area yesterday.

She said the drivers, employed by Sizanani KwaZulu Transport, were protesting against the dismissal of their colleagues.

Ms Forest said: "The drivers had not taken part in the three-day protest for fear of attacks

which accompanied a similar action last year

"But they decided to go on strike after their colleagues in the workshop and administration sections — who had observed the stayaway call — were dismissed".

Warnings

She said TGWU members had been fired and others given warnings at the following companies: Mannline

Carriers' Alrode plant, Witon Transport, Orbit Dry Cleaners, Pretoria Coal Distributors, Pritchard, Cleaning and Security (Maritzburg), Fidelity Guards (Maritzburg), Alrode Express and Frasers' Moving Machine.

The workers said they were surprised to find the company's gates locked.

In Johannesburg, about 200 members of the National Union of Metalworkers of SA (Numsa) — reporting for duty yesterday morning — were told by manage-

ment to return to work on Monday. The workers said they were surprised to find the company's gates locked. Meanwhile Sapa reports that the National Council of Trade Unions claimed yesterday about 2.5 million workers stayed away from work during the three days of protest against the new labour Bill and the crackdown on groups opposing racial segregation.

Boycott didn't halt Wits' academic agenda

By Zenaide Vendeiro, Education Reporter

STV 10/6/83
152
The three-day stayaway of black staff and students at the University of the Witwatersrand — raised at the vice-chancellor's installation on Wednesday night — did not affect the academic programme of the university, a Wits spokesman said

The spokesman said "a substantial number" of the university's black staff and students had observed the three-day protest action against the Labour Relations Amendment Bill.

"Support services were operated by a skeleton staff but the central concern of the university, its academic programme, continued unabated"

The stayaway was raised by Miss Rosemary

Hunter, president of the students' representative council, during the installation of Professor Robert Charlton as vice-chancellor and principal

In her formal "greeting" of the vice-chancellor before more than 1 000 academics and business and community leaders, Miss Hunter criticised the composition of the university council which appointed Professor Charlton because it did not include "representatives of workers and oppressed communities".

She said "Council consists of powerful people in mining, industry and commerce who are likely to support the Labour Relations Amendment Bill while, at the same time, your workers are expressing their deep opposition to it by withdrawing their labour over these past three days"

Paying the Bill

Day one of the Cosatu- and Nactu-inspired three-day "protest" — a labour stayaway, in fact — was marked by considerable worker cohesion, although there were signs that it was not holding that well into the second day

This was despite the sanction from clergymen such as Archbishop Desmond Tutu and Allan Boesak and a great deal of physical intimidation. There was some violence — Tuesday's police unrest report recorded seven deaths — but the extent to which this was related to the stayaway or to the emergency is unknown

Although intimidation is always difficult to quantify, it no doubt played a significant part in ensuring absenteeism of nearly 80% in SA's industrial heartland, the PWV, and rates above 60% in the regions. Where there is heavy reliance on public transport, the intimidators have an easier task

Although the stayaway appeared to be holding on Tuesday, the picture was not clear as the *FM* went to press. It remained to be seen whether workers would stay off in similar numbers on the Wednesday as well, and so chalk up the biggest, most sustained stayaway of black workers in this country

Remarkably, the miners worked.

Ostensibly, one of the reasons for the labour federations calling the "peaceful national protest" was to express their opposition to the Labour Relations Amendment Bill, which Cosatu describes as "union-bashing" legislation. Employers, who broadly support the Bill, stoutly reject the idea that it is sufficiently bad to warrant this type of action. Detached observers say clarity will

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only emerge in its practical implementation

But, of course, the labour movement sees itself playing a "vanguard" role on behalf of the "broad democratic movement" which was proscribed in February. This provided the second reason for the protest: violation of "basic human rights." As James Cunningham, the Nationalist MP who is chairman of the Manpower Standing Committee puts it, the Bill merely provided the peg on which to hang a political gesture

Blacks who make up the bulk of union membership don't have the franchise and recourse to political pressure this implies. It is also generally accepted that in order to be most effective, a sophisticated industrial relations (IR) system must be matched by political reform. Indeed, when Nic Wiehahn formulated the new labour dispensation 10 years ago, suggests one member of the Manpower Standing Committee, it was done on the basis that constitutional reform would keep pace. In fact, the gap has widened

For their part, the unions' perception is that the Bill rolls back the "democratic tendencies" set in motion by Wiehahn. The crux of their objections is that they are not able to strike legally for broader social and political purposes and that their unions could be penalised if they were to do so

However, for the unions to expect business to subvert itself and the economy by acquiescing in work stayaways is a major misjudgment. Managements are rightly drawing the line by sticking firmly to a policy of at least no work, no pay

Business's objection to stayaways is essentially twofold. First, they increase costs and reduce productivity. "We have this endless vista of new holidays and political protests, and we have to take a stand," says one manager. The second reason for opposing stayaways is that they tend to precipitate violence and intimidation

In any case, management holds that it is simply unrealistic to say that because blacks don't have the vote, unions should be granted unlimited freedom to attack the viability of industry. The unions will probably protest the efficacy of their stayaway now that Manpower Minister Piet du Plessis has invited them to come forward with their objections to and suggestions for the Bill

Cosatu's Jay Naidoo told the *FM* on Tuesday that the federation was formulating a reply to the minister, but reiterated Cosatu's solution: "Suspend the Bill and allow the International Labour Organisation (ILO) to decide whether it's a labour reform or a union-bashing instrument. We say, let's judge it against the international standards that the employers claim the Bill is in line with. Further, government should keep out and let employers and the unions work it out."

IR practitioners broadly agree that the State should remain neutral and let unions and management resolve their differences. Bumpy as they are, industrial relations remain the one area in SA where useful agreements are forged across racial lines

The minister's surprisingly conciliatory invitation to the unions, however, seems no more than an overture in view of the fact that the Bill has been through the three Houses of parliament in its first reading. Certain amendments have already been set down and the rules make it technically impossible for even the minister to introduce new ones — assuming Du Plessis intends addressing at least some of the union objections. That would entail fresh legislation

Cunningham of the Manpower Standing Committee says the Bill is an outstanding piece of legislation, but adds that "only a fool would say there is no room for improving this or any other Bill." The committee, incidentally, met only four of Cosatu's 27 objections, but then it heard lists of suggestions from 285 bodies

Despite dire prognostications of a collision course on which management and the unions seem to be heading, observers detect signs of hope. For one thing, the employers' consultative committee on labour (Saccola) sat down, though vainly and rather late in the day last Friday, with the unions to see if they could resolve their differences over the Bill. And even though Saccola naturally finds the Bill reasonable, more labour lawyers than it thinks believe that a couple of the main clauses are, if not too harsh, certainly ambiguous, and could benefit from redrafting. This should be explored

Government, says Cunningham, "does not want to get involved." Perhaps it should then call a moratorium on the Bill and throw it to the unions and management to sort out. ■

Makro workers sit-in over fraud dismissal

Cape Times 11/6/88 By CHRIS BATEMAN (152)

ABOUT 150 workers at Makro wholesalers in Ottery yesterday staged a three-hour sit-in at their company canteen in protest against the manner of dismissal of a colleague by company officials before his arrest for alleged fraud.

The employees returned to work after hearing that the man would be granted bail at his court appearance.

Shop stewards for the Commercial Catering and Allied Workers of South Africa (Ccaawusa) later met management to demand the withdrawal of charges. They said the worker under suspicion was "interrogated" on Tuesday and only late on Wednesday allowed representation at a company hearing.

The group personnel manager for Makro, Mr John Hudson, said the company "would not give in" to the charge withdrawal demand and denied that the man was disallowed representation by a shop steward.

He also rejected claims that workers were threatened with police unless they returned to work, saying company policy was that police were called in only if there was a threat to life or property.

2 000 fired
SAP 7mb 11/6/88
in wake
of Cosatu
stayaway

JOHANNESBURG — Almost 2 000 workers have been dismissed and another thousand face some form of "disciplinary action" following this week's three-day stayaway, Cosatu said in a statement yesterday

"The actions follow warnings from management to Cosatu affiliates that they 'reserved the right' to take retaliatory action

"Cosatu affiliates are fighting each and every dismissal as well as lockouts, suspensions, cancellations of stop orders and agreements with unions," the statement said

The statement also said that as far as dismissals, suspensions and lockouts were concerned, union officials had told management that it was unreasonable to crack down on individual workers when they protested in line with a community decision over the controversial Labour Relations Amendment Bill, which has not yet been resolved, and had warned companies that their actions might prejudice sensitive negotiations — Sapa

If it's Tuesday it must be a stayaway. . . in SA

A cup of tea and the stayaway made me realise that after seven years in this country I have gained a few habits of white South Africa.

On Tuesday this week I realised the stayaway was fizzling out when the "tea girl" arrived. She arrived late and her entrance into the office with the tea tray prompted me to comment not "Ah! but your land is beautiful" but "Ah! but what a pleasant surprise."

A short hesitation after the "Ah" made me realise I did not know the "tea girl's" name even though she has been bringing me black tea with no sugar for the past two years (I am assured that this is very South African)

I also noticed that instead of thinking the word "strike", I was using the very South African word "stayaway". Nobody has yet explained to me why it is a stayaway and not a strike. Besides the arrival of the tea there had been other

signs that the situation wasn't as bad as on Monday.

A fellow 6 am bus commuter came in with the newspaper, as he always does, and commented that the "paper boy" was back freezing on the corner.

"He could only take one day without pay," he assured me.

At the Rissik Street Post Office at 12 o'clock the situation was, however, not as bad (or as good depending on which way you look at it) as on Monday.

Unlike previous days at about noon there were only four of us in the queue.

Even the well known Rissik Street Post Office pedestrian traffic cop, who directs (sometimes misdirects) people to the different queues was having a rest.

Star 11/6/88

JOAO SANTA RITA

152

"What a pleasure!" said the (white) chap in front of me. "They should always stay where they are."

I presumed he was referring not to the ladies behind the counters who, just when you are about to hand in your letters after having waited for half an hour, disappear, but to the messengers.

"Look how nice it is when they stay in Soweto," he said.

But, another chap in front (also white) thought otherwise. "It is not nice if you have to go to the #%*!# post office yourself with all the company's letters. And there was nobody to serve the #%*!# breakfast," he said menacingly.

I thought better of telling him I'd had my tea. I was still trying to figure out why it was a stayaway and not a strike when a voice behind me urged

"Baas, it's your turn."
The stayaway was definitely fizzling out.

Stayaway: nearly 2 000 get the sack

Cosatu vows to contest management retaliation

Star 11/6/88

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Almost 2 000 workers had been dismissed and 1 000 more faced some form of "disciplinary action" following this week's three-day stayaway, Cosatu said in a statement yesterday.

"The action follows warnings from management to Cosatu affiliates that they 'reserved the right' to take retaliatory action," Cosatu said.

"Cosatu affiliates are fighting each and every dismissal as well as lockouts, suspensions, cancellations of stop orders and agreements with unions.

"As far as dismissals, suspensions and lockouts are concerned, union officials have told management that it is unreasonable, drastic and premature to crack down on individual workers when they protested in line with a community decision over the controversial labour Bill, which has not yet been resolved.

"It is mostly small companies which are taking punitive action. In negotiations on the issue, Cosatu unions have warned management that their actions could jeopardise and undermine sensitive discussions with the SA Consultative Committee on Labour Affairs (Saccola) at national level, as well as the proposed meeting with Manpower Minister Mr Pietie du Plessis," the statement said.

"There are widespread examples of management 'lockouts', where workers were told to return to work on Monday as punishment. This is spiteful and vindictive action and makes nonsense of management opposition to stayaway action. Workers refer to this as illegal strike action by management," the statement said.

"Obviously Cosatu will be raising this matter with Saccola and calls on them to intervene to advise against chaotic management actions which stoke the tensions and conflict.

"It is unfortunate that Saccola and various business leaders last week discredited the protest as nothing more than political power play by union leaders and not really to do with the new labour Bill.

"Statements like these, along with SABC propoganda against the union movement, tend to stick in the minds of management of small firms who have a very shallow view of legitimate trade union and democratic rights."

The statement said the Paper, Printing and Allied Worker's Union had told Cosatu that many companies, including major ones like Mondi and Sappi, were beginning to attempt disciplinary action through "kangaroo courts".

The statement said the National Metal Union of South Africa (Numsa) had said in a letter to one of the companies where Numsa members are facing management action, that any steps taken by the company might prejudice any discussions Cosatu might have with Saccola and might pre-empt a negotiated resolution of the problems of the Labour Relations Act.

The letter said

"Discussions have been held between Saccola and Cosatu with regard to The Labour Relations Act (LRA). These discussions are at a very sensitive stage.

"The Minister of Manpower has indicated that he intends issuing a formal invitation to Cosatu to meet regarding the proposed amendments.

"Any steps which may be taken by your company may severely prejudice any discussion with Saccola and the Minister and may pre-empt a negotiated resolution to the problems attached to the LRA.

"In the circumstances we consider any steps taken against our members to be drastic and premature and not conducive to good labour relations."

Pretoria was like a ghost town

Action was significant

By CHARLES MCGALE

THE organisers of the three-day peaceful protest against the Labour Relations Amendment Bill have described it as being of particular significance.

Consultant's general secretary, Jay Naidoo, said "This is the most significant protest in the history of the country. It reflects beyond the employers' and government's wild claims that there would be violence and intimidation."

Although buses, trains and a few taxis operated between black townships and workplaces, production was brought to a standstill in many factories and there was a complete shutdown in the motor industry.

The first day of the protest brought Pretoria to a standstill and the city centre resembled a ghost town.

There were fewer black people in the streets. Department stores and restaurants were hardest hit.

The few blacks who ignored the call, left their workplaces and went home early.

The second day saw many black faces in the city and streets were crowded.

Many people who apparently did not understand the protest action and ignored the call on the first day, stayed away from work on Tuesday and moved about in the city.

Home deliveries in white areas were severely affected. At a number of restaurants, confectioners and dairies, white employees did the cooking and packing.

Three days made history - Naidoo

not report for work. The South African Transport Services said at the beginning of its peak period, at Sam, that it had only five percent occupancy.

Puco said it was hardest hit in Edenvale, where there was a 99 percent decline in occupancy. Soweto (90 percent) and Springs (90 percent) In Soweto, taxis ran a skeleton service, mostly to ferry nurses to Barragwanath Hospital and clinics.

There was no taxi service in the Pretoria township of Mamelodi.

Corporation, whose buses serve the Lekoa townships reported a "considerably below-normal" occupancy.

The Chamber of Mines reported a 9 000 stayaway figure. Three incidents of violence were reported. The first was a bomb blast at Dube Railway Station shortly after midnight. Nobody was injured and the damaged line was repaired early on Monday morning.

A train coach was burnt at KwaNtshona Station near Germiston. There were no casualties. At Umgababa on Natal's South Coast, a petrol bomb attack was reported.

WEDNESDAY There were widespread reports of workers trickling back to work, particularly in the Pretoria area where the "return" figure had risen to just above 50 percent. Transport routes at Mamelodi and Denilton were reported to have returned to normal.

Violence breaks out in Natal townships

CP Correspondent

INCIDENTS of violence characterised the three-day protest in Natal townships.

Police reported that a number of buses and commercial vehicles had been stoned and petrol bombed. At least six people - including three young children - died in violence that broke out in an area spreading from Durban's townships to Ezikhaweni on the North Coast and to Maritzburg and Sakhile in Stanterton, where a youth was shot dead by municipal police.

Rumour is rife that this week's petrol bombing of Umgababa Station was the work of people trying to discredit the protest.

The bomber had time to spray-paint English and Zulu graffiti on a wall and billboard.

Other incidents in Natal included ● Two men and a woman who supported the stayaway died in an attack on a family in Melweni, near Pineown.

Paul Xaba, 27, said he rushed to the home of Jabulani Gwala after hearing gunshots and screaming at 2am on Tuesday.

When he got to the scene, Xaba found Jabulani's brother Blackie, with his stomach ripped open and his right arm chopped off. Jabulani and his wife Mashiza had been stabbed and shot dead.

One of Jabulani's sons, Bhenkosi, 18, told City Press his family's murderers were opposed to the stayaway and were enemies of Gwala's sons who were "comrades".

Three-day protest passes quietly on the West Rand

AT Bekkersdal, on the West Rand, the three-day protest in opposition

Joburg discos stay closed

By SIPHO JACOBS

A NUMBER of Johannesburg theatres, clubs and discos this week expressed solidarity with the three-day stayaway by closing their doors to the public.

The Market Theatre observed the call by cancelling all performances at the complex. The Black Sun in Berea also cancelled its shows over the stayaway period.

A number of night-clubs and discos displayed "closed" signs on their doors.

Some clubs, however, were forced to close because of a lack of patronage.

to the Labour Relations Amendment Bill and the recent banning and restricting of organisations passed without incident.

Very few people went to work. Pupils who went to school were sent home by teachers because of poor attendance.

No incidents of violence were reported.

At Moflakeng it was also quiet and no violent incidents were reported.

On the first day of the protest attendance at most schools was normal.

On the second day very few pupils attended and classes lasted until midday. On the last day there was no attendance at all.

Pupils who attempted to go to school were stopped by other youngsters.

On the first day of the protest, taxis were available to ferry workers. But on the next two days there was no transport to take workers from the township to town, leaving hundreds stranded.

SAN GOOJINTING THE GOOSTS OF WOODRIVER STAYAWAY

12/6/88

152 Free

By CHARLES MOGALE, KERRY CULLINAN and SBU MINGADI

SOUTH Africa yesterday began to count the cost of the three days of protest against the Labour Relations Amendment Bill

Millions of workers who stayed away from work to observe the protest call returned yesterday amid reports that the stayaway had cost the country's economy a staggering R500-million

Estimates by Cosatu, a co-organiser of the protest action, said three million workers countrywide observed the protest by staying away from work when the three-day action started on Monday. The figure dwindled to 2.5-million on the second day, representing a 17 percent decrease. On Wednesday, the figure dropped to about 2.3-million.

Although employers will emerge as the hardest-hit, with losses in production running into millions of rands as many factories either ran at far below normal level or were forced to close down for the duration of the protests, the Associated Chambers of Commerce attributed much of the R500-million economic cost to the loss in wages suffered by those workers who heeded the protest call by staying away.

The figures for the economic loss are based on investigations into public holidays last year and the assumption that workers who stayed away were not paid.

Outside the PWV area, most affected by the stayaway was the Natal region. In Edendale Pucco's occupancy rate was a mere

Labour protest means loss of



The Baragwanath terminal in Soweto was yesterday again bustling with commuters.

investigations into public holidays last year and the assumption that workers who stayed away were not paid

Outside the PWV area, most affected by the stayaway was the Natal region. In Edendale, Putco's occupancy rate was a mere one percent on the first day.

Analysing the preliminary findings of the Labour Monitoring Group and Development Research Studies Group, Dr Ari Sitas said Natal had recorded the highest number of people heeding the protest call. Eighty percent of black workers and between 65-70 percent of the total work force stayed away.

Given the present constraints, the protest had been very well organised in Natal if it was considered that the level of organisation would equal the rate of the stayaway, he said.

He said peaks and drops in the three days were insignificant because there could be a five percent error either way in the figures.

However, Kwazulu Chief Minister Mangosuthu Buthelezi said that whatever the percentages, mass action which did not lead to political gains was "wasted action".

Residents in several Natal townships and villages woke up on Monday to find that there was no public transport. In Clermont all forms of transport came to a halt as the streets were barricaded.

The Federated Chamber of Industries has attributed the high percentage stayaway in Natal to the collapse in public transport.

Responding to threats by employers to adopt a "no work, no pay" policy, Cosatu yesterday warned that any punitive action would jeopardise negotiations concerning the Bill and heighten conflict.

As early as 5am yesterday, trains and taxis ferrying passengers into the towns were already operating at normal occupancy rates.

Schools also filled up and shops opened as pupils who stayed away in support of the protest returned to their desks and sympathetic shopowners reopened their doors.

In the PWV area, the tension that characterised the protest period disappeared, and in Johannesburg and Pretoria the de-

means loss of millions

The Baragwanath terminal in Soweto was yesterday



Earlier this week hardly a black was to be found in the streets of Durban.

serted streets began to fill up with heavy traffic and throngs of people making their way to work.

According to the Johannesburg Labour Monitoring Group, an independent body monitoring the protest, the manufacturing industry in the PWV area was hardest hit by the action.

They said the figures for the public sector varied enormously, from 100 percent attendance at municipalities with internal compounds to a 60 percent stayaway at those whose workers live in the townships.

Cosatu - basing its figures on train and bus occupancy rates released by Sats and Putco - estimated

that three million workers nationwide stayed at home on Monday.

Cosatu's estimate for Wednesday was a stayaway of 2.3-million workers.

The Eastern Cape had an estimated 80 percent stayaway, and academics monitoring the protest action reported that the stayaway was constant for all three days.

Meanwhile, the Western Cape was relatively unaffected by the stayaway, with figures ranging from five to 10 percent.

No large-scale incidents of violence related to the stayaway were reported anywhere in the country. Minor incidents occurred, but the SAP unrest report

did not link them with the stayaway.

Incidents included the petrol bombing of a house in kwaThema, Springs, the petrol bombing of a bus in Kettlehong, Germiston, the burning down of a bus in Nuwe Lokasie, Piet Retief, intimidation of people returning from work in Clermont, Durban, the fatal stabbing of three men (by three other men) at a shopping centre in Pinetown, stoning of a bus in Edendale, Natal, stoning of a bus in Dambuza, Edendale, stoning of two buses at KTC squatter camp and extensive damaging of buses at Khayelitsha, both near Cape Town, and the petrol bombing of a bus and setting alight of a car in kaNgwane homeland.

Traders

Spokespersons for the Western Cape Traders Association and the Council of Muslim Meat Traders said most traders would not open

However, it will be business as usual at most big supermarkets. A spokesperson for Pick 'n Pay said there was no reason why the chain's supermarkets should remain closed on June 16.

Meanwhile, the South African Council on Sport (Sacos) has asked its codes to cancel any fixtures scheduled for the next three days

The service featuring Mrs Petersen and Mrs Truter, whose sons died in Soweto and Bonteheuwel respectively, is to be held at the Metropolitan Methodist Church in Greenmarket Square at 2pm

Prayers

Other services to be held include. St Marys in Nyanga East, from 10 am to 2 pm; the Holy Cross Anglican Church in Nyanga East, from 9 am to 10 30 am, and the Congregational Church in Rondebosch, from 3 pm.

A vigil will also be held from 6 am-5 pm at the Christ Church in Kenilworth, to be followed by a service until 6 pm.

Several churches will also be saying special prayers on Sunday, June 19, in remembrance of those who died in the 1976 unrest.

Youth, civic and cultural organisations will participate in a June 16 commemoration evening at the Samaj Centre in Gatesville, Cape Town.

Several church services to mark June 16

THE mother of Hector Petersen, the first person to be killed in the 1976 Soweto uprising, will be a speaker at one of several church services planned for June 16.

Many meetings and events have been scheduled throughout the country to mark the 12th anniversary of the day that changed the course of South African history

Tens of thousands of workers are expected to commemorate the day with hundreds of shops remaining shut as well.

A spokesperson for the National Council of Trade Unions (Nactu) said many trade unions had already won June 16 as a paid public holiday.

Metal workers fail to hammer out differences

By Alison Campbell

A MAJOR strike is looming in the metal industry because of an impasse between Seifsa represented employers and unions affiliated to the International Metalworkers Federation (IMF) during their annual wage negotiations.

Four unions, representing some 129 000 workers have decided to hold wage strike ballots after declaring themselves in dispute with industry employers

A spokesman for the IMF unions says a ballot will be held among members on July 20. Votes will be counted three days later

Last year's negotiations ran into similar problems with the then Metal and Allied Workers Union (MAWU) refusing to support the industrial council's main agreement and resolving to strike on the wage issue

The strike was rendered illegal by a controversial last-minute renewal of the previous year's agreement

MAWU has since merged with other unions to form the National Union of Metal Workers of South Africa (NUMSA)

Seifsa chief executive Brian Angus says this year Manpower Minister Piet du Plessis is likely to be asked to renew the main agreement — which expires at the end of the month — excluding the four IMF-affiliated unions.

This would clear the way for a legal strike to take place

Mr Angus has denied IMF union claims that Seifsa and the CMBU unions are planning to extend the existing main agreement in order to make the proposed strike illegal

The latest round of negotiations saw the IMF unions bid for an increase of R1,04 per hour for labourers (a 40% increase), down from original demands made in March for a R1,50 across the board hourly wage.

Employers put their final offer at a 41 cents per hour increase for labourers — a raise of 15,7%

STimes ~~12/16/88~~ 12/16/88

152 ~~151~~

Stayaways ¹⁵²

greeted by ~~the~~

schools' boss

STV 15/6/88
Education Reporter

Pupils and teachers whose observance of last week's three-day stayaway closed schools in Soweto received a message from the director of the Department of Education and Training's (DET) Johannesburg region on Friday wishing them a "happy holiday"

In a term-end statement, the director, Mr Gunther Merbold, said an important phase of the school year had been reached and hard work would be required when schools re-opened on July 4

Saying backlogs had developed, he added "We cannot afford to lose any more school days"

School buildings and grounds will be closed for the holidays.

'Intimidation at factory gates' — two in court

Court Reporter

TWO Guguletu men have appeared in Cape Town Regional Court charged with intimidating or assaulting an employee of Tiger Oats, Maitland, on February 10

Mr Wilson Kolonisi, 46, and Mr Alson Makolota, 46, of the Cape Oil hostel, have pleaded not guilty to charges of intimidating Mr Bernard van Harte into staying away from work by grabbing his belt, throwing him to the ground and kicking him, alternatively assaulting him

Mr van Harte, a machine controller, said he arrived at the gates about 5.50am and was told by security guards he could not go in

He tried to open the gates and Mr Kolonisi grabbed him, saying "You must not work today. There is a legal strike".

"I told him I was married with children. I had to work."

Mr van Harte said Mr Makolota kicked his packet of sandwiches from his hand. As he bent to pick them up Mr Makolota kicked him and he fell.

Mr van Harte said he had known Mr Kolonisi for about 20 years and Mr Makolota for

about six years. Mr Kolonisi did not kick him

Mr van Harte said he stood across the road until another man said those who wanted to work could sign a form and the others could stay outside

Mr van Harte said he signed the form and clocked in.

Defence counsel Mr P Gamble asked Mr van Harte why he told a disciplinary inquiry that he had been assaulted three times

NERVOUS

Mr van Harte replied he had been assaulted three times, but that he had never been in a court before, was nervous and had forgotten

Mr Gamble: Did someone put you up to coming to court to testify against these two men?

Mr van Harte: No. Not at all.

Mr Gamble said the accused would say that Mr van Harte was injured when about 100 workers stampeded forward to hear what was being said by a senior company man, Mr T Bingle, when he appeared at the gates with a loud-hailer

The hearing was postponed to August 22.

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SAF Times 14/6/88
Tyre strike ends

PORT ELIZABETH
The month-old strike involving 900 workers at Goodyear in Uitenhage came to an end yesterday after the Industrial Council for the Tyre and Rubber Industry urged all workers to return to work by tomorrow morning, Goodyear manager public relations Mr Mike London said — Sapa

Nactu to fight 1 200 protest firings

CAP-Trade 14/6/88

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Own Correspondent

JOHANNESBURG — The National Council of Trade Unions (Nactu) is investigating legal and industrial retaliatory actions open to it against employers responsible for the dismissal of workers who participated in the stayaway last week, assistant general secretary Mr Pandelani Nefolovhodwe said yesterday

He said Nactu was prepared "to fight to the limit" to secure the right of workers to peaceful protest — even if this meant going to the Industrial Court.

Mr Nefolovhodwe said Nactu was negotiating the reinstatement of the 1 200 members of its affiliates dismissed over the past week. The national shop stewards division was also exploring further action against management in defence of dismissed workers, he said

Mr Nefolovhodwe said last week's protest was not directed at management — workers simply heeded the call for the rejection of the Labour Relations Amendment Bill

Yet employers acted in a way that corresponded with the government.

He warned employers to stop supporting government action against workers, he said.

● Major employer organizations yesterday predicted a low-key business response to the traditional observation of the June 16 anniversary this week, although they said its juxtaposition with last week's stayaway would probably irritate many employers

Assocom manpower spokesman Mr Vincent Brett said employers recognized the day's significance and had become accustomed to production losses on the day. He said many had negotiated the day as paid leave with trade unions, while others were prepared to allow individual employees to take leave on the day

The Federated Chambers of Industries spokesman, Mr Gerrie Bezuidenhout, said the FCI guideline was, where special arrangements had not been made, for a policy of no work, no pay, no discipline

Seifsa director Mr Brian Angus said his organization was making no recommendations to members other than to apply a policy of no work, no pay. The question of disciplinary action was up to individual employers

Worker kicked by strikers, court told

GATE TIMES 14/6/88
Court Reporter 152

AN EMPLOYEE at the Tiger Oats company yesterday told Cape Town Regional Court his clothes were torn and he was kicked when he tried to enter the Tiger Oats premises during a strike in February.

Mr Bernard van Harte was giving evidence in the trial of Mr Wilson Mwisu Kolanisi, 46, and Mr Alson Makalde, 44, both of Guguletu, who pleaded not guilty to compelling Mr Van Harte to stay away from work by grabbing him by the belt of his trousers, throwing him to the ground and kicking him.

They also pleaded not guilty to the alternative count of assault with intent to do grievous bodily harm.

Mr Van Harte said that when he arrived for work on February 10 and went to open the gate, Mr Kolanisi grabbed the pocket of his pants and tore it. He also tore two buttons off Mr Van Harte's shirt. Mr Makalde kicked his lunch parcel from his hand and trod on it, and when Mr Van Harte bent to pick it up, Mr Makalde kicked him in the side.

Mr Kolanisi "told me not to work as we were on a legal strike", Mr Van Harte said.

The hearing was adjourned to August 22.

Mr M J Langenhoven was the magistrate. Mr J M Koen prosecuted. Mr P Gamble, instructed by Mr CS Kahenovitz of Bernadt, Vukic and Potash, appeared for the defence.

Goodyear strikers due back on job

BRONWYN ADAMS

THE month-old strike involving 900 workers at the Goodyear plant in Uitenhage came to an end yesterday after the Industrial Council for the tyre and rubber industry urged all workers to return to work today.

Volkswagen GM
Ronnie Kruger said all 4 500 Volkswagen workers striking in sympathy with the Goodyear workers returned to work yesterday.

Goodyear PR manager Mike London said the company was hoping a full shift would turn out this morning.

The workers downed tools on May 13 after management announced an extension of working hours. Workers began their strike after management dismissed 31 workers for violence

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Blay
14/6/88

No fireworks likely over June 16

MAJOR employer organisations yesterday predicted a low-key business response to the traditional observance of the June 16 anniversary this week

Assocom manpower spokesman Vincent Brett said employers recognised the day's significance and pointed out that many employers had negotiated the day as paid leave with trade unions, while others would allow individual employees to take leave

Alan Fine 14/6/88

ALAN FINE

(152)

FCI spokesman Gerrie Bezuidenhout said the FCI's guideline in the absence of special arrangements was a policy of no work, no pay, no discipline

Seifsa director Brian Angus said Seifsa was making no recommendations to members other than to apply a policy of no work, no pay

● Comment: Page 6

Four metal unions decide to hold ⁽¹⁵²⁾ ^{Star 14/6/88} wage strike ballot

⁽¹⁵²⁾ By Mike Siluma, Labour Reporter ⁽¹⁵²⁾

Four unions, representing nearly 129 000 metal workers, have decided to hold wage strike ballots after declaring themselves in dispute with industry employers

The decision by the National Union of Metalworkers (Numsa), the Electrical and Allied Workers' Trade Union of SA, the Steel Engineering and Allied Workers' Union and the Engineering and Allied Workers' Union to hold strike ballots followed the failure of a Industrial Council meeting last Friday to facilitate an agreement between unions and employers

The four are affiliates of the International Metalworkers' Federation (IMF).

The other union grouping at the talks, the Confederation of Metal and Building Unions (CMBU), representing about 80 000 mostly skilled workers, is likely to reach a settlement with employers

A spokesman for the IMF unions, Mr Peter Dantje, said they had decided to hold a ballot among members on June 20

Meanwhile, annual wage negotiations between the National Union of Mineworkers (NUM) and De Beers Consolidated Diamond Mining Ltd will resume on Monday with the NUM demanding a 27 percent increase for about 8 000 workers.

An NUM spokesman said yesterday that at a meeting between the two parties on Friday, De Beers had offered an across-the-board increase of 8,5 percent.

Comment from De Beers was unavailable at the time of going to press.

● NUM is due to meet the Chamber of Mines tomorrow for further wage negotiations for 1988.

Stayaway teachers 'not forced to make up time'

15/6/88

Stev
Education Reporter

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A report that Soweto teachers who did not work during last week's three-day stayaway are being forced to make up the lost time during school holidays, has been denied by the Department of Education and Training (DET).

A DET spokesman yesterday said that, as in other education departments, school holidays for black teachers are a privilege, not a right.

"Certain headmasters and heads of department work through the holidays doing specific tasks for the regional DET office and they are within their rights to ask teachers to assist," he said. "This is not unusual and is not an attempt to get teachers to make up the three days."

"Teachers who did not report for work because of intimidation, or because they felt endangered, may make a statement at a police station and have their leave forms countersigned.

"Each case will then be considered on its merits," the DET spokesman said.

DO

POLICE have opened three attempted murder and one murder docket following the death of a man and serious injuries to three others — all of whom were employed at a strike-hit company — when they were thrown off a moving train by unknown persons last Friday

The dead man has been identified as Eldorado Park resident Johan Abrams, 56, who was found dead at the side of the railway tracks between Booyens and Crown stations

The other three, presently recovering in the Johannesburg Hospital, are Jappie Fuzel, Ibhaz Singh and Dirga Hanirida. Their ages are unknown

All four were employed at Transvaal

Afcol workers in Reef train horror

15/11/82
DANIEL SIMON

Mattress & Furniture Company, one of six strike-hit subsidiaries of Afcol.

Asked if the incident was related to the stayaway or strike, Witwatersrand police spokesman Lt Pierre Louw said he could not comment as this would infringe the Emergency Regulations

It could not be established whether the four were on strike. A Nactu union spokesman said he heard about the inci-

● To Page 2 →

Murder investigation after train horror

...dent only yesterday and said details surrounding the incident were sketchy

He acknowledged the four appeared to be members of the National Union of Furniture and Allied Workers, an affiliate of Nactu

Afcol CE Jack Chaskelson said he would visit the subsidiary today to get first-hand knowledge of the circumstances leading to the four workers being thrown off the train

15/11/82
● From Page 1
A Johannesburg Hospital employee refused Business Day access to the superintendent in charge

Six Afcol plants entered their second week of strike action yesterday in sympathy with 340 Star Furniture workers who were dismissed more than a month ago

Union's stayaway firings claim 'incorrect'

In a report in The Star of June 10 the Transport and General Workers' Union (TGWU) said workers at two Rennie's subsidiaries — Rent-a-Bakkie in East London and Fidelity Guards in Maritzburg — were dismissed as a result of the stayaway last week.

Rennie's spokesman Mr Graham Penke said yesterday that the TGWU statement was incorrect. The eight workers said by TGWU to have been dismissed by Rent-a-Bakkie on Thursday (June 9) had in fact, been asked to report to work on Monday (June 13). He said the TGWU claim that a number of Fidelity Guards employees had been dismissed as a result of the stayaway was also untrue. Two employees were dismissed on May 10 in an unrelated matter.

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CAPE TOWN 15/6/88

Universities, shops ¹⁵² close on tomorrow

THE Peninsula's two major universities will be closed tomorrow, June 16, Soweto Day, and supermarkets will regard the day as a paid holiday in respect of employees who do not report for duty

Those employees who do will be paid normal rates and given an extra day's leave, supermarket spokesmen said yesterday. All banks, building societies and retailers will be open as usual

A spokesman for the largest local union, Amalgamated Clothing and Textile Workers Union, ACTWUSA, said 70% of their 12 000 members were covered by June 16 agreements which allowed for a choice of a day's paid leave or work with double pay.

Mr Colin McCarthy, director of the Cape Chamber of Industries, said there were 40 industries locally with 22 different industrial council agreements — "some are covered by June 16 paid public holiday agreements, others are not yet".

have been allegations and counter-allegations with considerable time now there

Plant 'almost unmanageable'

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bl/day
16/6/88

Mercedes may pull out over strikes

STUTT GART — Daimler-Benz, West Germany's largest company, may pull out of SA if violence among black workers escalated at its East London plant, management board member Manfred Gentz said.

Sapa-Reuter reports Gentz said yesterday Daimler would try to avoid such action in the interests of its 3 000 black and coloured employees, but strikes had made the plant "almost unmanageable"

On May 27 nine people were injured in clashes generated by a sympathy strike by black workers.

Strikes at East London had also crippled Daimler's car and lorry production in the whole country, and 300 to 400 black paintshop workers had refused to work since last week, Gentz said

Labour relations have frequently been troubled at Mercedes Benz of SA

(MBSA), which was closed for nine weeks until the end of September last year during a bitter pay dispute

Gentz said MBSA would issue an ultimatum that it would no longer be able to avoid immediate sackings unless the strikers returned to work by Friday

ALAN FINE reports a representative of MBSA said Gentz's statement did not mean a withdrawal was imminent

However, the situation — arising from efforts by the National Union of Metalworkers of SA (Numsa) to mobilise support for action in sympathy with dismissed colleagues at another company's plant — was affecting production from a quality and safety point of view and could not continue, she said

Numsa had previously asked Mercedes to intervene, but it had refused

● To Page 2

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bl/day
16/6/88

German car firm may leave over strikes

because it did not believe it should interfere in the affairs of other companies

She said it was not possible to quantify production losses, and stressed disruptions to production were occurring in only certain parts of the plant

Numsa motor section head Fred Sauls said the problem, as well as several other disruptions at Mercedes over the past year, was largely due to management ineptitude, and the union had expressed this view to Daimler-Benz

He strongly denied Numsa members had initiated violence. The violence had erupted last month when shop stewards were attacked by a group of employees while attempting to report to members the dismissal of colleagues at a firm that supplies Mercedes components

He declined to comment on reports that the assailants were members of

← ● From Page 1

another union operating at the plant. He said management had then stepped in and applied for an interdict in the Grahamstown Supreme Court barring Numsa from holding any meetings without express permission. Later, when a shop steward attempted to calm a rowdy group of workers, the company had laid contempt of court charges

Sauls said the company had then dismissed every shop steward at the plant, alleging they had been responsible for the violence. Many workers now refused to work unless the action against the shop stewards was reconsidered

Our East London Correspondent reports the Mercedes representative declined to comment, saying the issue was an internal matter

mind," he said.

1965 12/5/85
Sugar workers
locked out

Labour Reporter 152
ABOUT 60 employees at C G Smith sugar distributors were locked out today over a wage dispute with the company, a spokesman for their union said.

The workers, all members of the Food and Allied Workers Union (Fawu), had ignored a management ultimatum to halt their go-slow action which started last month.

After wage talks deadlocked, Fawu declared a dispute and applied to the Minister of Manpower for a conciliation board.

The spokesman said the workers had reduced their wage demand from R185 a week to R170.

nive

ARL 16/6/88
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Soweto Day gets off to a quiet start

Staff Reporters

SOWETO Day started quietly with less traffic and fewer on trains and buses

Thousands of workers had the day off by agreement with employers and the universities of Cape Town and the Western Cape were closed

Buses and trains ran normally, according to spokesmen for Sats and City Tramways

Sats noticed "a drop during peak hours", said spokesman Mr Luther Diedericks. Most employees were working

Tramways spokesman Mr Bob Krause said few passengers used buses in some areas

A spokesman for the Western Cape Traders' Association said the organisation resolved several years ago to observe June 16 as a holiday

Milk deliveries to coloured and black townships were disrupted

Workers at one city bakery, Attwells, were on holiday today but spokesmen for Duens and Enterprise bakeries said bread was delivered to shops.

ATTENDANCES

A spokesman for Enterprise said "We did not deliver bread to shops in Khayelitsha"

Bread was delivered to nearly all traders on the Cape Flats, said a Duens spokesman

A spokesman for the garment industry, the Western Cape's largest employer, said a limited sample showed that attendances ranged from more than 80 percent to 20 percent

The House of Representatives will not sit.

The Congress of South African Trade Unions and the National Council of Trade Unions are among organisations which support the call for a national holiday today to commemorate unrest which started in Soweto in 1976.

PROTEST politics in South Africa has always had the capacity to confound — that was the way one academic observer qualified his prediction that repressive conditions would make it difficult to mobilise mass support for this week's three days of national protest.

The stayaway by two to three million workers, which took the form of a strike that caused losses to industry of some R500-million, was the biggest in South African history.

The sheer size of the strike is also the obvious reason for Manpower Minister Pietie du Plessis' initial indication that he is open to talks with the Congress of South African Trade Unions (Cosatu) and may consider suspending some of the clauses in the Labour Relations Amendment Bill.

These motions have obviously dumbfounded not only government and business leaders, who before the protest appeared convinced the labour movement did not have the capacity to mount such an action, but also most trade union leaders, who never anticipated the degree of tenacity displayed by the workers who sacrificed three days' wages to stay at home.

The confounding effects of the unprecedented display of popular militancy is best summed up by what happened to Bobby Godsell, the big business representative who most consistently expressed support for the Bill, after meeting foreign correspondents on Wednesday.

His reply to queries about the significance of the stayaway was "You can take X number of people away from work for three days, but when the sun rises on Thursday morning what has changed?"

Hours later Godsell was in Cape Town for talks with Du Plessis about Cosatu's offer to submit the Bill to independent arbitration and to consider meeting the minister to discuss their differences with him. And when the sun rose on Thursday, newspapers were on the street with headlines saying the minister had offered to suspend parts of the draft law.

Later Du Plessis' office issued statements clarifying that he was not considering sending Cosatu a formal invitation to meet over the draft law

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The non-strike called by no-one, confounds the critics who said: It must flop

The most surprising thing about the three days of protest is that they could happen at all under Emergency conditions, costing industry an estimated R500-million

By EDDIE KOCH

and saying that it was too late to change the Bill, although amendments could be considered next year.

Meanwhile Cosatu general secretary Jay Naidoo announced that his executive had decided to accept the minister's "invitation".

He said the talks should include discussion about possible jurisdiction of the International Labour Organisation (ILO) during the dispute, arbitration on the draft law on the basis of proposals put to employers and suspension of the Bill in the interim.

At the height of the stayaway the Labour Party, who had previously supported the Bill, announced support in the House of Delegates for motion requesting that it be sent back to the parliamentary standing committee for "scrutiny of certain conditions". The Bill must pass through all three houses of parliament, or be referred to the President's Council, before it becomes law.

So Godsell's conviction that stayaway action would never convince the government to abandon the law may be wrong. But curiously his

that the abortive talks between Cosatu and major employers on the eve of the protest would herald more effective negotiation between business and labour has already been realised.

Soon after sunrise yesterday lawyers for Cosatu and Saccola (South African Consultative Committee on Labour Affairs), which represents all the major employer federations, were locked in talks about the technicalities involved in submitting the Bill to the scrutiny of an independent tribunal.

A few hours later Saccola told reporters at press conference in Johannesburg it intended seeking discussions with Cosatu on the details of the draft law. And on Wednesday Naidoo said his federation had telexed Saccola to suggest independent arbitration around the Bill.

The telex proposed that a tribunal headed by a person such as L Ackerman, former judge and law professor at Stellenbosch University, should look into whether the Bill was consistent with international labour standards and if it undermined collective bargaining and the rights of unions.

In the talks that are likely to follow this week's meeting of both party's lawyers, Cosatu and Saccola are sure to attach a series of conditions to arbitration around the Bill.

Cosatu will probably ask employers to accept the jurisdiction of the ILO which has been asked by the federation to investigate the draft law and will seek guarantees that its members are not sacked for taking part in the strike. Saccola is likely to seek an undertaking from Cosatu that it will not call for further protest action that will disrupt industrial production.

At its meeting on Wednesday, Cosatu's executive committee decided to consult the National Council of Trade Unions about its planned meetings with Saccola.

The stayaway is also likely to blunt threats by some employers to dismiss workers who stayed away and to hold unions responsible for damages caused by the strike. But its most significant result is likely to be an unprecedented round of collective bargaining between businessmen and organised labour at a national level around the politics of the Bill.

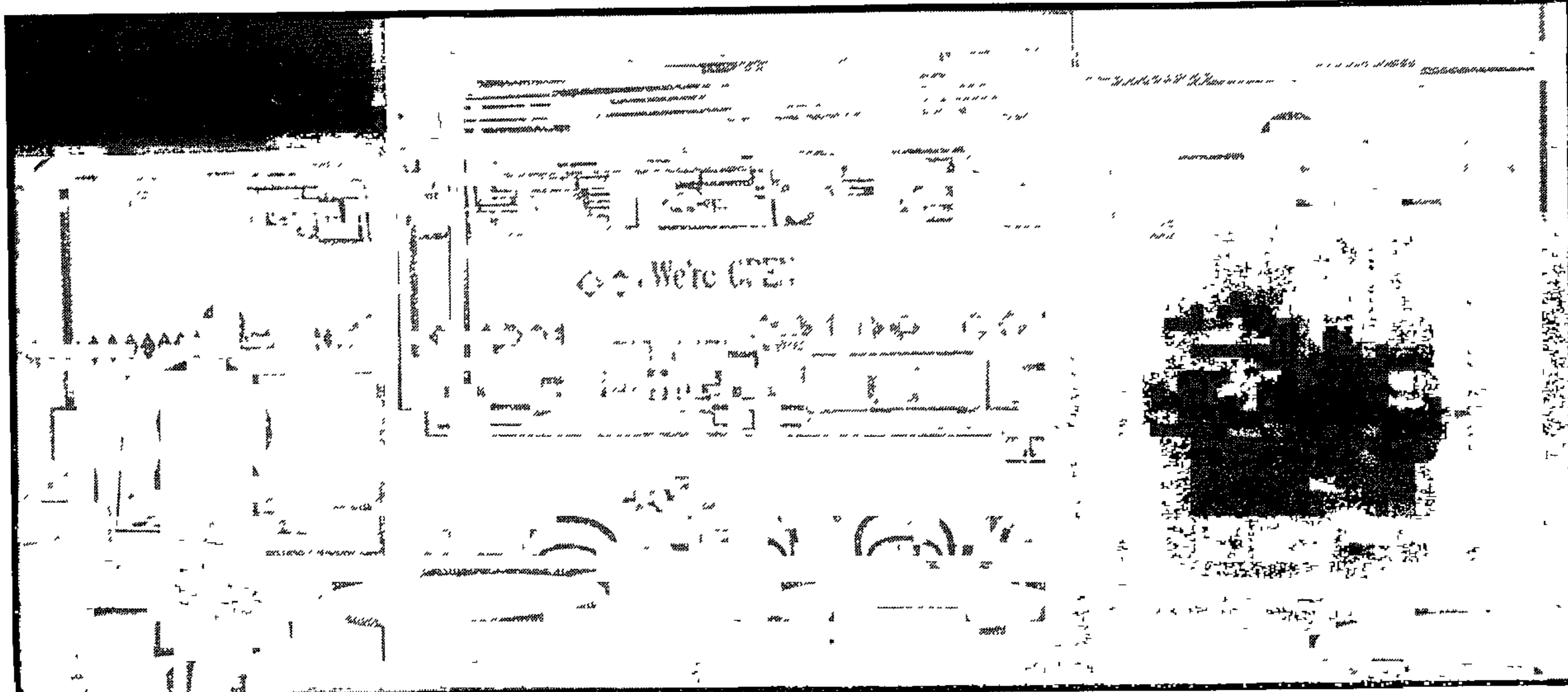
If this rapid sequence of events that followed the stayaway have been surprising, then so too have been some of its main features.

●It was the biggest and most extensive stayaway in South African history and the only one to last three days. In 1958 and 1961 the African National Congress and the now-exiled SA Congress of Trade Unions made calls for a three-day work boycott. Both were abandoned on the second day.

●Its regional impact has been surprising. For example, a massive withdrawal of labour took place in Natal, where it was expected the protest would be blunted by the possibility of violence from "warlords" and calls by Inkatha leader and kwaZulu Chief Minister Mangosuthu Buthelezi that his followers ignore the call, in the Eastern Cape, scene of the most sustained action in the past, the stayaway was relatively low.

●Despite disputes between the National Union of Mineworkers, which claimed 35 000 miners took part, and the Chamber of Mines, which put the

FOCUS ON THE PROTEST



Usually bustling with patrons, this Johannesburg fast-food outlet feels the impact of the stayaway

Picture: RAFS MAYET, Afrapix

Soweto stocks up to stay out

By THAMI MKHWANAZI

What did the residents of Soweto do during the three day protest? Some did housework, some held meetings, some went drinking (perhaps out of fear of what the boss would say when they returned) ... and some slept with friends in Hillbrow

LONG before the press carried reports of the call by the Congress of South African Trade Unions for three-days of protest, black communities were making their preparations

As soon as Cosatu made its call, black residents learnt of it through the grapevine, including a network of street committees co-ordinated by civic associations.

Residents quickly made plans on how to spend the three days. Many families, not realising many shops would be open in black townships, hoarded enough food to sustain them during the period.

Township shops and shebeens increased their stocks to meet a mini-boom. Taxi drivers, who operated only inside the townships during the three days, invaded petrol stations on Sunday. During the three days, almost all filling stations in Soweto were closed.

Hospital buses and other vehicles transported health workers from clinics throughout the townships to Baragwanath and to hospitals in the cities — health workers are exempted from work stayaways.

Some residents withdrew sufficient money from city banks in case of need. All banks except First National were shut in Soweto on Monday and Tuesday.

Some weekend parties, including stokvels, were scheduled to be extended by a day or two. A Diepkloof high school teacher of 18 years' standing, whose identity cannot be disclosed for fear of reprisal, told the *Weekly Mail* at a Pimville shebeen on Monday that "the stayaway has extended our boozing days."

"But I fear the reprisals that will follow from the DET (Department of Education and Training)".

Student groups in Soweto called on principals to re-arrange half-yearly examination programmes to facilitate students' observance of the call. They agreed.

Working women planned to do their laundry or spring-cleaning, while the menfolk prepared either to paint the house, tend the garden or tinker with the

● TO Page 9

ADVERTISEMENT

12th JUNE 1988

2 continuous years of the State of Emergency
2 continuous years of detention for Raymond Suttner
24 years since the sentencing of the Rivonia Trialists

1988: 22 years of illegal occupation of Namibia

Lawyers Against Apartheid calls for a free, just, non-racial and democratic South Africa, and for the immediate and unconditional implementation of United Nations Resolution 435 in Namibia.

We pay tribute to Raymond Suttner and all other detainees and political prisoners.

We condemn the brutal attack on Albie Sachs, and the cold-blooded murder of Dulcie September.

We abhor the use of the doctrine of common purpose to convict the Sharpeville Six.

We look forward to justice and the rule of law in South Africa and the right of the Namibian people to self-determination.

What's remarkable is that it happened

The Johannesburg-based Labour Monitoring Group has compiled the most comprehensive statistics on the 'days of protest'. Below we print extracts from their draft report

THIS week saw the first three-day nationwide stayaway in South Africa in 27 years. Other stayaways have taken place since 1961 but have been limited to two days.

The significance of this week's action lies as much in the fact that it took place at all as it does in the numbers of workers who stayed away.

Conditions militated against such a stayaway: it occurred in a period of protracted repression, restrictions placed on unions and political organisations, and regulations preventing organisations from calling for a stayaway. In addition, the state and employers threatened harsh action against participants.

The aim of the "days of protest" was to demonstrate the depth of opposition to the Labour Relations Amendment Bill, the State of Emergency and restrictions on political, youth, community, union and other groups.

The stayaway resulted in a government minister expressing willingness to discuss the content of the law in response to an action which is specifically prevented by existing and proposed legislation. This is an unprecedented development.

The principles underlying the proposed legislation had already been accepted at the second reading of the Bill in parliament. For it to be fundamentally altered it will either have to be withdrawn and resubmitted, or the contentious clauses be withdrawn by government legislators.

Previous three-day stayaways were called in 1958 by the Congress Alliance to protest against the general election, and in 1961, by the National Action Council, calling for a National Convention after the banning of the African National and Pan Africanist congresses.

The Labour Monitoring Group surveyed the extent of the stayaway by telephoning management throughout the major metropolitan areas —

PWV area

(African workers absent from work)

Total workers	Monday	Tuesday	Wednesday
Manufacturing:	81%	78%	72%
Commercial	67%	52%	48%
Public			
Stayaway ranged between	0-62%	0-50%	0-30%
Transport	11%	28%	28%
Total number of employees covered by survey	78856		

Pretoria, Witwatersrand and Vereeniging, Cape Town, the Durban/Pietermaritzburg region and Port Elizabeth/Uitenhage

About 30 people telephoned management at random throughout these regions. Responses were received from 450 employers in the various sectors of the economy. The PWV and Durban/Pietermaritzburg surveys alone covered over 122 606 workers.

Among the problems with this method are: the non-availability of authorised representatives and/or refusal to answer questions, and the provision of misleading information. Often employers reported a 100 percent attendance at work when it is known that normal absenteeism runs at five to six percent.

It is important to remember that management was surveyed. And as one of the protagonists in this conflict they have a vested interest in the outcome of the survey — as much as the unions do.

In considering the findings of the survey, it should be noted that 30 percent of "economically active Africans" are employed in the PWV alone and more than half of industry and commerce is located in this region.

Western Cape: Indications are that the stayaway here is negligible, absenteeism is only slightly above normal. Historically, participation in this region has been erratic. Part of this may be attributed to the fact that the work force is split between

"coloured" and African workers.

Moreover the factories in the region tend to be smaller than those in other metropolitan areas, with a predominance of clothing factories historically organised by conservative unions. A small number of companies, notably in the construction and food industries, were affected, reporting up to 95 percent stayaways.

Eastern Cape: In the past this region has been hardest-hit, and a similar pattern is indicated for this stayaway. Employment is dominated by the motor industry which employs 25 000 workers. All motor plants decided in advance to close down for the three days, reflecting management's awareness that the stayaway was likely to be extremely effective.

Natal: This region demonstrated strong and sustained support for the stayaway, despite the implicit threat from Inkatha, and Chief Mangosuthu Buthelezi's opposition to the stayaway and call for a return to work.

PWV: In this, the industrial heartland of South Africa, the manufacturing sector displayed the highest stayaway of those surveyed. Despite a drop in the percentage of workers staying away over the three days, more than 70 percent of manufacturing workers were still observing the stayaway on the last day. In the commercial sector only 42 percent of workers observed the stayaway on its last day.

Mines: The Chamber of Mines reported about 9 000 mineworkers

Natal

Figures for Black (African and Indian) workers staying away

Sectors	Monday	Tuesday	Wednesday
Food	65	66	65
Footwear	51	48	47
Chemical	82	82	82
Clothing/Textiles	93	89	86
Metal/Motor	84	84	84
Paper	43	29	24
Shop and Retail	68	77	75
Transport	57	57	56
Survey workforce total			43 750
% away	80%	78%	72%

Total number of employees covered by survey in Natal and PWV region: 122 606

staying away from work on Monday, and on Tuesday indicated that even fewer workers stayed away. The National Union of Mineworkers claimed 35 000 mining and allied workers (including those not employed within the Chamber) stayed away on Tuesday. Nevertheless this still represents less than six percent of the total number of Africans employed in the mining industry (including quarrying).

Mineworkers have in the past responded strongly to issues which they have seen as being primarily labour-related, "political" or community-related issues have not met with equal support. For example May Day stayaways as opposed to June 16 stayaways have been well observed by miners.

Other factors which should be considered are that the union's membership has been reduced by last year's strike, particularly insofar as experienced shaft stewards are concerned.

Also, the compound system isolates mineworkers from community/township mobilisation. Mine security, court interdicts and threats of strong management reaction militates against the participation of mineworkers in stayaways.

Public sector: Historically, this sector has been among the least affected by stayaways. Like mineworkers, many public sector employees are housed in hostels away from townships, relying on in-house transport. Besides the farm and domestic sectors this is one of the hardest sec-

tors to organise, as workers are state employees and are often employed in "vital services", thereby prevented from being allowed to strike.

Commerce: In the past this sector was most affected by stayaways, followed by manufacturing. However in this stayaway the trend was reversed. This may be attributed, in part, to internal problems in the Commercial, Catering and Allied Workers' Union. This trend seems to be borne out in all the regions.

Manufacturing: Many companies made arrangements for workers to make up lost time over weekends and after hours. This factor reduces the economic impact of the stayaway, without reducing the impact of the demonstration. A representative of the Association of Chambers of Commerce nevertheless indicated that the stayaway would cost about R500-million. This figure presumably reflects the reduced labour bill that would have been paid by employers.

General comment on the success of the stayaway is restricted in terms of Emergency regulations. Despite the Emergency, however, the unions can be well satisfied with this demonstration of power. Cosatu estimates from transport statistics that 1 900 000 people who would have used mass transport on Monday failed to do so.

This figure, supplemented by an estimated 1 100 000 people who did not use taxis as normal, gives Cosatu a total of three million workers staying away.

However, people other than employed workers normally use these transport systems on a daily basis. The proportion of workers using taxis is unknown — as is the number of people carried by taxis on the three days in question. An unknown number of workers were housed on work premises and in hotels in metropolitan areas by their employers. The transport statistics seem to be indicative of the magnitude of the stayaway and community support and reflect the trend of the stayaway, but they cannot be used to determine absolute numbers of workers participating.

According to media reports and management responses, this stayaway has been characterised by a lack of violence and of incidents of "intimidation". Putco, for example, reported only one incident of a bus being attacked on Monday. Despite the relatively "hardline" attitude adopted by management before Monday, most employers followed the "traditional" policy of no-work-no-pay, and no further penalties. In the PWV, 96 percent of respondents indicated they would apply this policy.

Strike went beyond 'activist elite'

figure at 9 000, the overall impact of protest action on the mines was minimal. The public service sector was also not seriously affected.

●According to the Labour Monitoring Group the manufacturing sector was hardest hit, with an average stayaway rate of 77 percent over the three days in Natal and the PWV, followed by the retail sector which experienced stayaway rates averaging 55 percent in the PWV area over the three days. In the past the commercial and retail industry has had the highest stayaway rates and the reversal, says the LMG, could be linked to the split in the Commercial Catering and Allied Workers' Union of South Africa.

●Patterns of violence during the strike differed from previous stayaways. Police reported at least three bomb blasts on railway lines and nu-

●From PAGE 2

merous incidents of buses being petrol-bombed in Natal and in the eastern Cape. In Natal police reports indicate that at least 10 people died, but it is unclear whether these were linked to the stayaway or were a continuation of ongoing internecine conflict in the area. Absent from the strike was the previous pattern of people being forced to stay at home by youths and police reports contain few references to "intimidation".

The size of the strike is obviously linked to the closing of ranks within the hitherto divided labour movement

that took place as it faced increasing attempts to curtail union power from the government and employers.

Despite considerable debate within Cosatu at its recent congress, where its affiliates discussed plans to oppose the Bill, even unions that were sceptical about the protest plans threw their weight behind the federation's final decision. Unprecedented co-ordination by Nactu and Cosatu around the protest also strengthened the unions' call.

In the townships, the general strike indicates that a groundswell of political militancy and determination to oppose the government still exists. Re-

search officer at the Centre for Policy Studies, Marc Swilling, said

"Politics in South Africa are no longer about an activist elite converging around a honeypot of militant action. Underlying layers of the community have clearly been drawn into structures of resistance and this has clearly led to the widespread politicisation of sectors beyond organised workers and militant youth. The State of Emergency is capable of taking out the organisational underpinnings of this movement but it is going to be unable to eliminate the political consciousness of the people in a short space of time."

Uneven, but still a surprise for Natal

By CARMEL RICKARD, Durban

THE SIZE of the stayaway took Natal employers by surprise, an industrial relations consultant said.

Leslie Owen was commenting on figures which put the level of absenteeism at between 60 and 70 percent.

"Our impression is that it was much stronger than anticipated. It is probably a comment on the level of worker solidarity," he said.

Owen and management bodies were struck by the "patchy" lack of pattern which seemed to emerge in the industrial areas around Durban, with factories in a number of areas reporting one extreme or the other.

In the Jacobs/Mobeni area, for example, they found some factories registering 10-30 percent on the one

hand or 90-100 percent, with few companies experiencing anything in between.

The consistently highest figures recorded by the Labour Monitoring Group of Natal University were in the Pinetown/New Germany area where the stay away often reached 90-100 percent.

While hundreds of thousands of workers stayed at home, many of their children took an unscheduled holiday.

The second and third days saw absenteeism sustained, despite employer hopes that many workers would

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FOCUS ON THE PROTEST

How Soweto stocked up to stay out

FROM Page 7

An Orlando East Federation of Transvaal Women member said the protest call would "enable me to do the spring cleaning and other household chores" she had been postponing for a long time. The *Weekly Mail* found her cleaning her house windows on Tuesday.

Other residents used the time for street committee meetings, usually held at weekends or after weekday working hours.

Schoolchildren looked forward to all kinds of games. Thembi Zulu, a grade 1 pupil at St Ansgars school, viewed the stayaway as a joy because "we are going to play games for three days". Asked what the work protest entailed, she shyly shook her head. She did not know what it meant.

Not everyone stayed away. Those who did not were largely people who had been unemployed for a long time. The call brought fears to many who were not sure how employers would react to their absenteeism when they returned to work after three days at home.

Some left the township quietly at the weekend in order to sleep in town among blacks living in Johannesburg's grey areas or to occupy hotel rooms rented by their employers.

A woman from Mzimhlope, who sneaked out of Soweto on Sunday night to avoid being trapped in the township on Monday due to lack of transport, said her employers at a Johannesburg Hotel phoned her at home and offered her alternative accommodation if she was willing to come to work.

She said she had accepted the offer "I suffered the pain of unemployment for too long to stay away from my new job," she said.

A 45-year-old man from the Soweto township of Rockville joined those who left the township in this case with friends at Hillbrow's Highpoint flat block — for the three days. Ironically his hosts heeded the call by staying away from work.

Residents observed the protest call calmly and without incident. Since police in their unrest bulletins reported no arrests for intimidation in Soweto, it would appear that observation of the stayaway was voluntary.

Certainly, the *Weekly Mail* noticed no signs of intimidation during the stayaway in Soweto, although some feared that reaction. A Putco bus driver based at the Dobsonville depot said he would use the "holiday" by visiting friends and relatives. He said he was afraid to risk an attack by going to work, "especially when Putco fired a bus driver during the 1976 uprisings after he lost his eye following an attack".

"My life is worth more than my job," he said.

Putco representative David Nkgodi said it was not company policy to dismiss employees who became handicapped while on duty.

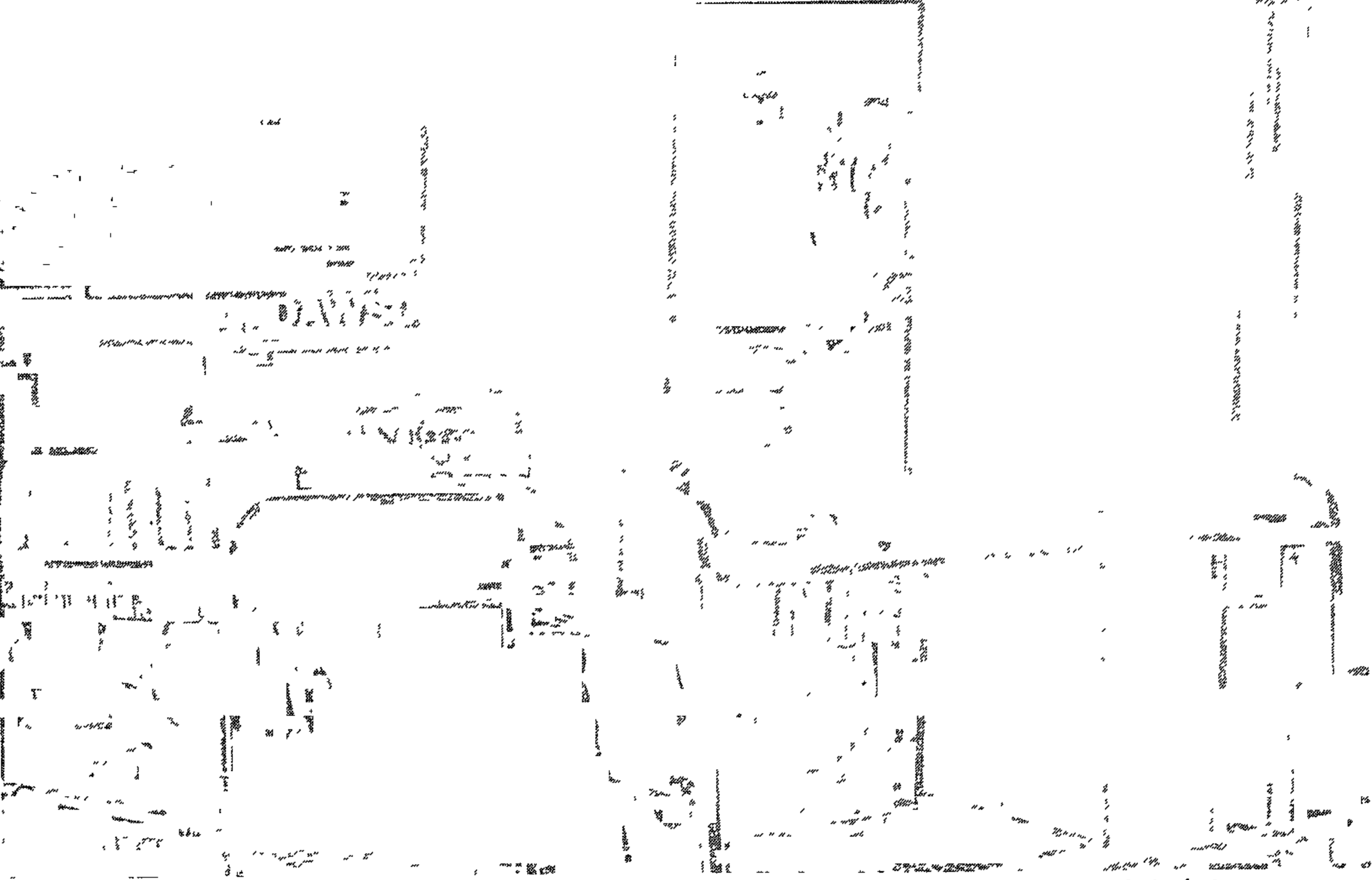
Nkgodi, who admitted 40 percent absenteeism among drivers in the "South Western area", said drivers and other workers were covered by a special insurance policy in the event of injury. The handicapped, he said, were being allocated lighter work elsewhere in the company.

Last week the Southern Transvaal Chamber of Commerce (Soutacoc), a black management association, met to discuss the Cosatu call.

A delegate who attended the meeting said although the small businessman in the township could increase his stocks to meet the demands created by the Cosatu call, there was no guarantee the consumer would behave favourably to the increased supplies.

He argued that in previous stayaways and consumer boycotts the township consumer saved his or her money during the boycott of white business — only to spend it with the white businessman when it ended.

Organisations in the PWV area that supported Cosatu's call for protest included the Federation of South African Women, the Transvaal Indian Congress, the Southern Transvaal Youth Congress and the Atteridgeville/Saulsville Residents Organisation.



Taking the strain of a stayaway — white workers off-loading bread for a short-staffed supermarket chain. Picture. RAFS MAYET, Atrapix

All's quiet down Diagonal Street

Something seemed to be missing in town. Pedestrians. Black pedestrians. MZIMKULU MALUNGA tramps the streets of Johannesburg

MR NUGGET ran out of customers this week when the people who usually have their shoes shined at his stand at the Johannesburg Stock Exchange decided to stay at home.

Derrick Makubela — alias Mr Nugget — was alone under the blue and white umbrella that shades his shoeshine stand.

"This business is not so prosperous, and at times like these it is even worse." His clientele, he said, is largely black — and "my customers are not here. There is no business."

Makubela said the few people who came to work left for home before their usual time. "Others came in the morning and left immediately," he said as he gently placed a sticker sole on one of the shoes lying on his table, along with pots of polish.

"Man it is really frustrating to see all your customers going away ... streets are deserted and I have missed all the faces that I always see. Even those whom I did see appeared scared."

On Commissioner Street, newspaper vendor Simon Mbongwa asked one of his customers. "Are you back, is the holiday over?" The woman shook her head and said "Not yet. I forced myself to come to work this morning, but this is the last day of the holiday in any case."

Mbongwa said the difference this week was not only in the number of papers — "On Mondays I normally sell up to R1 200 worth of papers and magazines but the day before yesterday I sold only half that amount" — but the kinds of papers sold. On Monday and Tuesday this week most customers bought the *Citizen* and the *Star*, and he received a lower supply of the *Sowetan*, compared with other days.

Still, he stayed at the stand. "I know that I am working for nothing during stayaways," he said, "but I need to sell the papers for the people to read."

On the first day of the stayaway the school next to the *WM* office was closed and the garage at the corner had only one door open. I strolled up to the OK Bazaars to witness the effects of the stayaway, the entrance

Need a truck in a hurry? Sure, but you'll pay ...

By EDDIE KOCH

STAYAWAY may be a word with ominous overtones for most employers, but in the last few days it has brought a smile to the lips of at least one pair of Johannesburg business people.

Graham Dick and his wife Angela own a company called Transam which specialises in providing truck drivers and labourers in urgent need of transport services.

And in a situation where tons of goods were piling up at the South African Transport Services depots in Kaserne and City Deep, where it was reported that only four out of 300 drivers stationed here were working early this week (see story this page), business for the owners of Transam was booming.

"We can give you a driver to help move your goods," said Mrs Dick in response to queries about the services offered by her firm. "But there is such demand during the stayaway that

our fees have doubled."

Transam's charges for a driver with a code 8 or code 10 licence are normally R6 an hour, during boom periods like the first three days of this week the fee was upped to R12 an hour. Normally the company charges R3 an hour for unskilled labourers to load and offload goods, this week the going price was R5 an hour.

Asked to comment on reports from one large transport company that the standard of Transam's service was not up to scratch because it employed hastily recruited drivers and "malala pipes" (loafers), Mrs Dick was emphatic that all the drivers were thoroughly screened and tested before being employed.

"We do a lot of work for the government," she said, producing a four-page form that applicants for work had to fill in as part of their screening process.

The extent of these links with the government, she said, meant that Transam had been given "exclusive access" to official licensing records and this helped the company to check out the quality of its drivers.

Shop stewards from the Transport and General Workers' Union, an affiliate of the Congress of South African Trade Unions, report they heard a member of management from a large transport company phoning Transam immediately after talks with the union about plans for protest action ended last week.

Graham Dick declined an official interview with the *Weekly Mail* about the operations of Transam before seeing a copy of the newspaper.

"In my business I need to be careful about what I say and do," he said, adding that next week would be a better time for an interview as he would then be less busy.

was guarded by the security man as usual, but inside the building it was very different.

Out of 16 tills in the groceries section, only six functioned, and three were being operated by managers. Most of the customers were white.

In contrast to what I had witnessed, the branch managing director said 65 percent of the work force had reported for work.

He said all areas had been affected but he could not disclose what type of action the company would take on those staying home. He also said his company believed in no work-no pay. "Fifty percent of our staff are black and 30 percent turned out."

The next street south of where I was is Albert Street. There was only one person standing on the usually crowded pavement at the Home Affairs building, he carried a box bearing ID photos on it, advertising the service that produced them. He said he had been standing there for the whole morning and had not yet had any customers.

Whilst standing with the unemployed, he said, he saw a group of 15 people being swallowed into a van and driven away, presumably hired as casuals for the day.

I continued my stroll on Tuesday, this time to the Kaserne City Deep container depot. At face value the place looked normal, as a result of LTA workers who were busy weld-

ing and installing cables. The noise that came from welding machines and other construction equipment made me believe work was continuing normally — until I penetrated more deeply into the depot.

A few trucks loaded with cargo containers could be spotted in front of the Clients' Office and white employees were moving in and out of the office carrying slips in their hands. As I was about to pass, three of them went to the trucks and drove away.

Going more deeply into the area, I came across a fleet of stationary trucks and cargo containers. Again there were a few white people loading the containers with forklifts. I tried to speak to one of the loaders but he shook his head.

Public relations manager for the SA Transport Services Southern Transvaal region, Jenne Zilz, said the company had made arrangements with its white personnel to do loading and offloading at Kaserne for the period of the stayaway. "Our white employees who have got heavy duty driver's licences are doing the driving."

She said the internal policy of the company was "no work-no pay, but no penalties." Zilz said the company would assess each case, looking at the individual's merit and work record. "But this is the internal policy of the company, it does not apply only to stayaways," she said.

At the Carlton Hotel it was business

as usual, but not conducted by the usual people. Three young white men and an Indian porter occupied the reception area. "Nobody has been at work, my friend, for the past three days, I am afraid — maybe they will be back tomorrow," said the porter after a woman asked him about the other man who worked in that area.

The Carlton's public relations officer said 90 percent of the black staff had not turned out for work, and that blacks constitute 75 percent of the entire staff.

She said white staff who normally do administrative work were substituting for black workers in housekeeping areas — cleaning rooms and bathrooms. They were also working in the kitchen and restaurants. "If the trend continues," said the hotel manager, "we are all going to be upstairs making beds and cleaning rooms."

I walked over to Delvers street, where a small group of people queued impatiently for a taxi home. A 15-seater made its appearance around Anderson Street, before it stopped all invaded it. The driver tried to halt them but without success.

At the Johannesburg Station at Noord Street there was a long queue of people waiting for taxis but the vehicles were nowhere to be seen. Even Hoek Street Mall looked abnormally deserted, "decorated" by only a few hawkers selling peanuts and cigarettes.

FOCUS ON THE PROTEST

Soweto pupils look set to stay out all through June

By THAMI MKHWANAZI

PUPILS in six Soweto high schools who have been boycotting classes for six weeks to protest against detentions of students in the area did not return to school yesterday — and there is speculation they may stay away when the winter recess ends on July 4

Pupils at the six schools in the Motlana area (Moletsane, Tladi and Naledi) joined others countrywide in staying away from classes on the first three days of the week. But when students of other schools in Soweto and elsewhere returned to class at the end of the stayaway yesterday, the Matlana students remained at home. Schools close today to begin the winter break

According to teachers and students, Motlana area pupils were not able to write the half-yearly exams, along with the rest of Soweto pupils, because of the boycotts

Department of Education and Training PRO Job Schoeman said his department could do nothing to resolve the Motlana problem as it was a police matter, and the DET would not interfere in the affairs of another government department

He said pupils of Motlana could resolve the problem by ending their boycott. His department could only try to resolve the problems of those pupils who had written exams but could not finish as a result of the stayaway.

Students countered that even if they could end the boycott, police would still come after them outside school premises.

They cited the case last week of three girls allegedly detained shortly after the arrival of police outside Prudence Secondary Schools

According to pupils they had been at school, about to suspend the boycott and write exams when police arrived outside the school in a mibus, bearing a Bophuthatswana registration number.

The occupants of the police vehicle allegedly detained the three schoolgirls whom students believe to be held under Emergency regulations. Captain R Crewe of the SAP press liaison division declined last week to confirm the detentions, saying police would not comment on Emergency detainees but the minister from time to time released names of detainees in parliament.

Schools in Soweto and on the East Rand were deserted throughout the three-day stayaway; according to DET spokesman Peter Mundell, the stayaway affected attendance in parts of the Vaal.

Also affected by the stayaway was the University of Transkei, where lectures were boycotted this week, with students singing and stopping cars from entering the campus until police dispersed them.

Work as usual in Grahamstown

FEW Grahamstown workers adhered to the nationwide stayaway

Workers at Rhodes University, most of whom belong to the Cosatu-affiliated Transport and General Workers' Union, decided at a mass meeting on Friday last week not to stay away.

Instead the workers held lunch-hour placard demonstrations calling for the scrapping of the Labour Relations Amendment Act and the lifting of restrictions on Cosatu

The only notable stayaway took place at the local bakery where most of the black workers and some "coloured" workers stayed home. They were replaced temporarily by white clerical staff.

The Western Cape wavers, but students stay out

By GAYE DAVIS, Cape Town

INITIAL reports by the Labour Monitoring Group, estimating between 20 and 30 percent of the Western Cape's workforce staying away on Monday, contrasted sharply with Chamber of Industry and Commerce assessments, which suggested the figure could be as low as seven percent.

Support for the stayaway centred largely in African townships, where traditionally workers are more organised than those in "coloured" areas. The Western Cape has a history of poor responses to national stayaways.

Township sources' reports of buses being stoned early on Monday morn-

ing in Nyanga and Guguletu were confirmed by a police unrest report on Tuesday. City Tramways spokesperson Bob Krause refused to give details, saying the information would have to come from the Police Directorate of Public Relations in Pretoria

Trade union sources said on Wednesday a clear picture of the impact of the stayaway call had yet to emerge. However, it appeared most support came from the food sector, particularly dairy, baking and milling. Bread and milk deliveries in Cape Town

were disrupted on Monday and Tuesday

Cosatu official Nic Henwood said support also came from the transport, chemical, paper and engineering sectors on Monday but did not appear to have been sustained for all three days

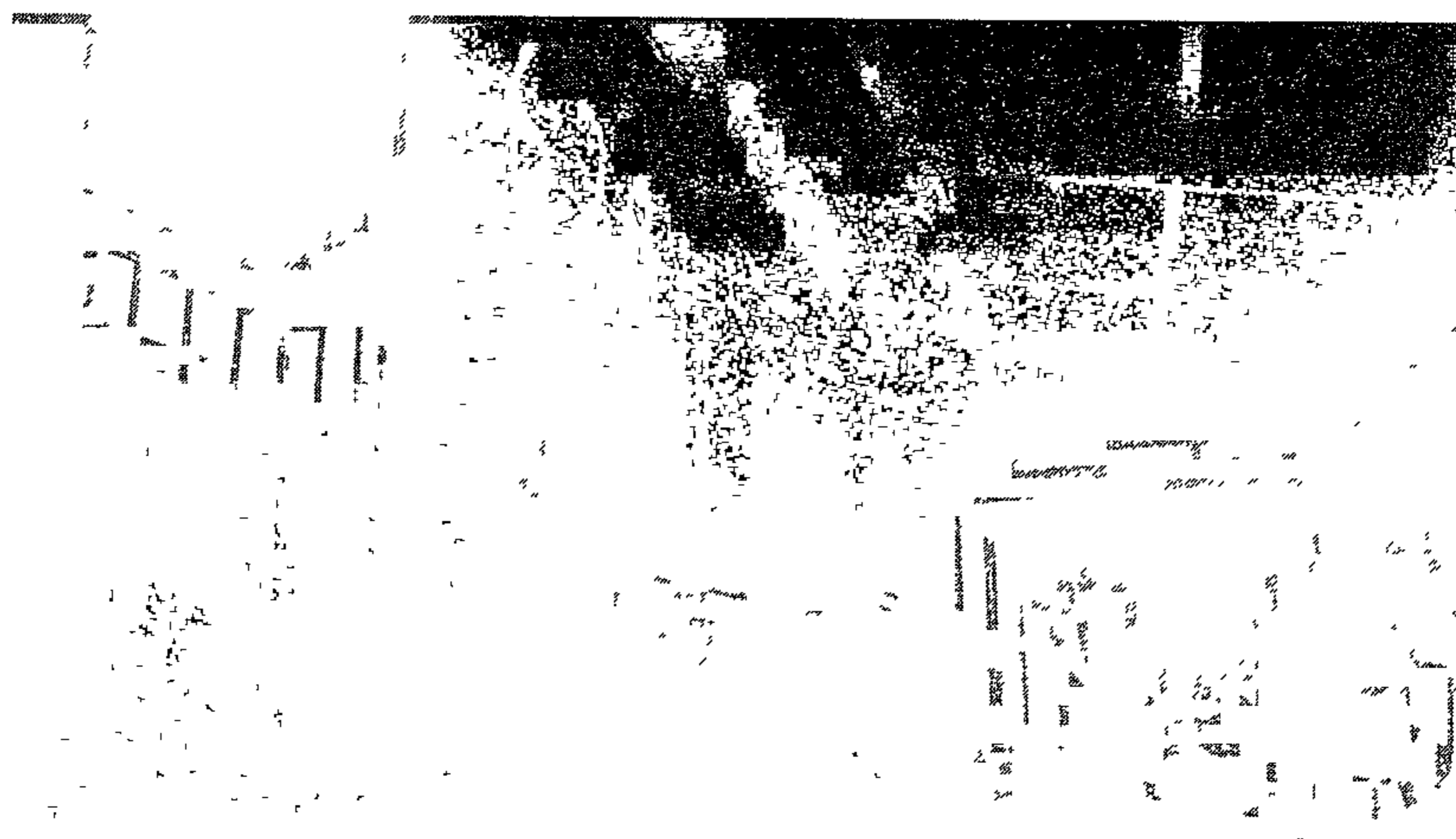
He pointed out that workers in the industrial clothes sector — representing the majority of workers in the region — were not under Cosatu

Schools in Cape Town's black townships were deserted for all three days. The response at coloured schools was less cohesive and took

place on Monday only. Many schools are currently engaged with mid-year exams, a possible factor

At the eight teacher-training colleges in the region, administered by the Department of Education and Culture in the House of Representatives, students resolved against writing scheduled exams and stayed away on Monday. It is understood their exams will be rescheduled

UCT authorities decided the university would remain open for the three days, unlike the University of the Western Cape, which closed and rescheduled students' mid-year exams



Stayaway signs — Umgababa railway station after a petrol bomb attack. No change though in the writing on the wall, and the stayaway dates. Picture: CEDRIC NUNN, Afrapix

TO an outsider at least, the slow-moving streets of Brits' central business district looked no quieter than one would expect.

And to many of the people there, it seemed, day two of the nationwide stayaway was the Witwatersrand's problem, not Brits'.

Most owners of small businesses — boutiques, florists, cafes — had their one or two black workers there, watching the till, making the tea, cleaning the floor.

Breakfast in Die Koffiehuis, "strictly for whites only", was briskly served, delicious and hot.

Most medium-sized chain stores seemed similarly unaffected. There were no problems at Ackermans — "all my people are here," said the cheery manageress — and none as far as she knew at Pep or Jet stores, part of the same group.

Everyone at Edgars, which had "a few union members", was at work, but Lubners had a small problem. Only one of the five black workers stayed away on Monday, but another three joined in on day two. "He must have influenced them," said a salesman.

The first signs of real strain were at Checkers. "Here in the platteland, unions and communism haven't dug in so far," said manager Gerrit Louw.

But last Friday a representative of the Commercial, Catering and Allied Workers Union of South Africa (Ccawusa), the workers' union, had come to the store

"Hulle is so blerrie stupid, it took him one hour to intimidate them," said Louw. About 40 percent of his staff were now staying away.

"With a few there might have been some drama, but most of them are just taking the chance," he said, especially the shelf packers.

Checkers was coping with the customer flow, Louw said, with the white staff staying on late, but the stayaway elsewhere was causing problems. Dairy products like yoghurt and cheese were running out and sugar was in short supply.

Louw had heard how the stayaway on the Reef had emptied some of the towns of blacks — "They say it's better like that," he said.

Here in Brits, this communism hasn't dug in, said Gerrit

The protest seemed hardly to reach platteland Brits.

Or, as one manager cheerily said of his staff: 'Hulle is so blerrie stupid it took an hour to intimidate them'. By JOHN PERLMAN and VUSI GUNENE

He believed a good number of his workers had come in because he had a good relationship with them

"I hear it's much worse at the OK," he said "I hear the manager was working at the tills," chipped in a shopper

The manager of the OK, F Schoeman, had no comment. "You can see for yourself," he said "It's the same as everywhere else."

Inside the shop, two young "coloured" men inexpertly packing shelves in the toiletries aisle had no idea where to find Jungle Oats. "We only started here yesterday and we finish tomorrow," one said

They and about 18 other workers had been hired for three days because "the black workers are having a stayaway", he said.

In the large industrial area on the edge of the town, a road gang was busy laying down pipes, and most of the small factories appeared to be working as normal.

The manager of Poly Polymers, which employs 60 black workers recycling plastic, said "I've had no problems but then my workers don't belong to any union." In the small factories, that seemed generally to be the case

Unionsed factories were feeling the stayaway to varying degrees. A Firestone representative said over 50 per-

cent of the workers stayed away from the early shift, but more from the later two, "when there was more intimidation"

Some 80 percent of the 530 black workers at telephone cable manufacturer ATC, all members of the National Union of Metalworkers of South Africa (Numsa), were staying away, said human resources manager, Jan Nel.

An "emergency team" of white workers, some of them office staff, had ensured that the most critical jobs were completed, he said. Many had swapped their 8-4 30 workday for the "normal" 7-5 production shift, but the work itself had mostly involved keeping machinery in the capital-intensive plant running.

The most contented employer in Brits was Gyoza Nagy, manager of Ciba-Geigy. "There is a 100 percent stayaway here," he said. "Nobody has come to work"

"I am delighted I don't like the principle of a stayaway, but it saves me money — no work, no pay"

Nagy explained that the factory's production of agricultural chemicals was heavily concentrated over a four-month period, timed to prepare for the months when farmers would be using them

"From about June 20 we go on to shift work," said Nagy, who came to South Africa from Hungary after the 1956 uprising, said he was "used to these kind of things. Before then, I have to give them newspapers to read because there is so little to do"

According to a recognition agreement concluded last year with the Chemical Workers' Industrial Union, the plant's 63 black workers could not support a stayaway again for two months.

A baby's dawn cries save dad

By CARMEL RICKARD, Durban. A DURBAN worker could owe his life to a scream by his hungry baby — it yelled in the nick of time this week during a "vigilante visit" to check why the house lights were on at six on a stayaway morning.

The baby's father was woken on Monday morning by its crying. He stumbled out of bed to make a bottle and change a nappy.

A knock on the door revealed an unknown man come to see why the lights were on when "no one was supposed to be going to work".

An ugly situation was developing, but at the right moment, the almost-forgotten baby screamed and provided the excuse — the relieved father announced they were up to feed the child.

Satisfied, the visitor left.

"It has worked out perfectly," said Nagy. "Our busiest work period will not be disturbed"

VUSI GUNENE reports that the strongest response to the "days of protest" call came from unionsed factory workers and some retail store employees from Brits' Oukasie township.

Most workers at cafes, small retail stores and petrol stations were at their places of employment. A worker at a local glassware store told the Weekly Mail he did not stay away because of "lack of protection"

"We do not belong to any union and if we had stayed at home, we would probably have faced dismissals. We have no voice to represent us to management in case of any threats.

"The only people who have responded well to the stayaway are unionsed workers in the factories and some workers at OK Bazaars and Pick 'n Pay."

A petrol attendant said though he wanted to join other workers during the protest, it was "difficult" for them even to think about staying away.

"The boers here are very conservative. If you try to complain about anything related to work, you are sure to be dismissed the next day.

"We were told on Saturday that if we did not report for work for the three days, we would lose our jobs," he said

In Oukasie, where resistance to relocation has been intense over the past two years, the effects of the stayaway were evident in the numbers of residents in the township during the day.

In addition, school principals sent pupils home early on the second day of the protest.

Much of the work force is employed at an industrial area about five kilometres from the township, and they form a close-knit community, mostly affiliated to the Congress of South African Trade Unions.

According to a member of the Brits Residents' Committee: "Many people who stay in Oukasie are employed at the industrial area, making it easier to convey a message of a protest or meeting"

W/Mail

10-76/6/88

10-76/6/88 W/Mail

152 W/Mail 10/6/88

Mercedes threatens to pull out of SA

(152) ~~152~~ By Sven Lunsche

Daimler-Benz of West Germany has threatened to pull out of South Africa if violence among workers escalates at its Mercedes plant in East London.

Responding to a four-week-old strike at the plant, management board member Mr Manfred Gentz yesterday announced at

company headquarters in Stuttgart, West Germany, that Mercedes-Benz of South Africa (MBSA) would also no longer be able to avoid sackings unless striking workers returned by tomorrow.

The company's public relations manager, Miss Delene MacFarlane, said last night that a possible withdrawal was still a long way down the road, but workers have been warned to resume work by Friday.

Mr Gentz said Daimler would try to avoid a pull-out in the interests of its 3 000 black and coloured employees, but he said strikes had made the plant "almost unmanageable".

There was no response from the unions yesterday.

Only minor incidents so far, say police

Reef workers stay at home in thousands

Star 16/6/88

152

Staff Reporters

Residents of Soweto and East Rand townships stayed home en masse today to mark the 12th anniversary of the start of the 1976 student unrest.

The anniversary was widely observed as a holiday in PWV townships which were swept up in the wave of violence which followed the June 16 clash in Soweto.

Services were scheduled in central Johannesburg and several PWV townships to commemorate June 16, which has virtually the status of an unofficial holiday.

Vandals daubed the outside of the Central Methodist Church in Pritchard Street, Johannesburg, during the night with graffiti. The church is the venue of two commemorative events today, a service and cultural programme.

Reporters in Soweto said it was as if the huge township refused to stir this morning, as bus and taxi ranks remained deserted and railway stations empty.

A police helicopter hovered overhead and police patrolled the largely empty streets.

Police said that by mid-morning fewer than 10 minor incidents linked to the stayaway had been reported nationally.

A skeleton taxi service operated internally and only nurses and other hospital staff were visible on taxi routes, where they were picked up by Transvaal Provincial Administration vehicles.

Most businesses remained shut.

Television crews of the BBC, CBS and a correspondent of Tokyo Broadcasting Systems were questioned by police.

In the second largest Reef township, Tembisa, the majority of residents observed June 16 as a holiday.

A spokesman for Putco, Mr Robin Duff, said there was a 70 to 80 percent stayaway in Soweto and 95 percent of the company's drivers in the area did not report for work. The situation was similar on the East Rand, he said.

In contrast, passenger demand in the Durban area was 70 percent of normal and there was a normal staff turnout, he said.

In Pretoria, observance of the holiday by township workers seemed almost total.

● An estimated 7,000 black workers were due to go on a legal strike at De Beers diamond mines today in support of demands that the company recognise June 16 as a holiday.

● See Page 15

Many customers faced locked doors and no services today as some shop-owners closed their businesses

● Picture by Etienne Rothbart

troubled at Mercedes Benz of SA

Train horror: Total now 8

DANIEL SIMON

A TOTAL of eight Afcol workers were thrown off moving trains on Thursday and Friday, and a ninth Afcol worker was found murdered on Saturday last week, a union source said yesterday.

The source, an official of the National Union of Furniture and Allied Workers' (Nufaw) said this brought to two the number of Afcol workers killed. Others were in hospital in a critical condition. He said some had been forced to jump after suffering multiple stabbings.

The ninth victim, known only as "July", was found in the Langlaagte

area and had apparently been abducted after leaving work on Friday night. Asked if Paper Printing Wood and Allied Workers' Union (Ppwaw) members were involved, spokesman Sydney Mafilika said "We dissociate ourselves from any violence." Witwatersrand police spokesman Lt Pierre Louw said police could only comment on the four cases which had been reported.

● To Page 2

Eight workers thrown off moving trains

The Nufaw official said that, on Thursday, Highpoint Furniture employee Daniel Cerro, 30, and Transvaal Mattress & Furniture Co employee Isaac Mentor, were abducted in separate incidents, taken on to trains, beaten up and then thrown off.

"On Friday, Johan Leisering, 50, and William Rosenberg, 18, both employed by Parker Knoll in Langlaagte, were abducted at Croesus bus stop and forced on to a train at Croesus station.

"The two were beaten up and stabbed before being told to jump off a moving train as it left New Canada station Le-

isering received five stab wounds and Rosenberg two. All these people were Nufaw union members." Witwatersrand police said earlier this week that four other men, working for Transvaal Mattress & Furniture Co, were thrown off a moving train between Crown and Booyens railway stations last Friday. One, Johan Abrams, 56, was killed.

Three others in a critical condition in the Johannesburg Hospital are Jappie Fuzel, Ibhah Singh and Dirga Hanirida

● From Page 1

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Saccola's Godsell ... what happens now?

first time that a stayaway was sustained into its third day. The unions naturally believe it broke all records and claim that on average 2,5m employees stayed at home on each day — about 3m on the Monday reduced by 10% on each subsequent day. This is based on its calculation that some 1,9m who would have used public transport on Monday did not, according to the operators, in addition to the 1,1m who would normally travel to work by minibus taxi but didn't — for whatever reason.

Chairman of the employers' consultative committee on labour (Saccola), Bobby Godsell, agrees the event was "significant — though not surprising," but doubts that it was the biggest. He would question the reliability of the figures put out by the Labour Monitoring Group (LMG), which concentrate on the manufacturing and commercial sectors. The LMG survey of companies in the PWV region found that on average 77% stayed away in the manufacturing sector, 55% in the commercial and 22% in transport, and that in the public sector the figure was anywhere from 0%-47%.

Perhaps most surprising, in view of the antipathy between Cosatu and Inkatha, were the Natal figures. The LMG surveyed Natal's food, footwear, chemical, textile, motor, metal, paper, retail and transport sectors and reported an average 77% stayaway. In the eastern Cape, where workers traditionally have a high propensity for political activism, the dominant motor assembly sector, which employs some 25 000, shut down operations for the period. Only the western Cape was relatively unaffected by the protest.

Then there is the question of Cyril Ramaphosa's miners, who in effect ignored their union's call. Whether 35 000 of them, as Cosatu claims, or only 9 000, according to the Chamber of Mines, observed the stayaway is moot when set beside the NUM's 250 000 members. They could still be smarting from the toll of last year's mine strike and the retrenchments of about 10 000

as a result of the closure of marginal shafts this brought in its wake.

"The capacity of black workers to participate in stayaways, for whatever reason, is high," observes Godsell. "But stayaways come and stayaways go," he adds, implying they do not achieve very much. He rejects the idea that the stayaway precipitated the overture to the unions from the Minister of Manpower to discuss the new labour Bill, which was ostensibly at the heart of the protest. What produced the prospect of further negotiation on it, Godsell suggests, was Cosatu's agreeing to discuss the Bill with Saccola.

Industrial relations specialist Andrew Levy says nobody knows accurately how many stayed away. The protest was significant because it showed that even under the emergency restrictions Cosatu and others still enjoy influence in the black community. Levy's impression, however, is that it was not as complete a stayaway as in the past and varied by area.

Levy suggests the stayaway tactic achieved its high-water mark in June 1986 and has been less successful since, partly because of the emergency, which makes it difficult to organise and partly because there "appears" to be growing worker dissatisfaction with stayaways and the loss in wages they entail.

Of course, Cosatu's Jay Naidoo maintains the stayaway demonstrated "an even deeper commitment by workers." Nactu's Pandelani Nefolovhodwe tells the *FM*: "The protest was intended to demonstrate to government and management that workers don't like the Bill. People conducted themselves peacefully in the manner that we called for to make employers aware of their feelings."

Brett points out that employers have started taking a much tougher line against this sort of protest, but adds that many companies have already negotiated with the unions to grant June 16 as a holiday. Some companies (but generally not the larger ones which issued strong warnings beforehand) have dismissed those who stayed off and many have issued disciplinary warnings. Now that a precedent has been set, future stayaways could well be met by more dismissals.

According to Cosatu, about 2 000 of its members have been dismissed so far, but half have been reinstated. About 117 Nactu members have been dismissed and 655 have received warnings. Naidoo says any more "victimisation" will jeopardise negotiations with Saccola — which is possibly a reason some employers have held fire. ■

THE STAYAWAY

152

Numbers and power

Precisely how many workers stayed away from work as a result of last week's unprecedented three-day "protest" called by the labour federations Cosatu and Nactu is not known. But the more interesting aspect, observes Assocom manpower spokesman Vincent Brett, was its strength.

Based on a "guesstimate" of a 50% absentee rate on average and its calculation that a total stayaway by black workers for one day would cost the economy R350m, Assocom believes last week's action cost the country about R500m in lost GDP. That's after allowing for the saving in forfeited wages in line with the no work, no pay rule employers adhered to. Assocom estimates absenteeism in the Johannesburg-East Rand area, which has the highest proportion of the work force, in the order of 80%.

Whether it amounted to the biggest stayaway ever by black workers in SA is not clear. Yet it was, despite dropping off, the

fm 17/6/88

JUNE 1976:



The man who chilling picture Soweto famous

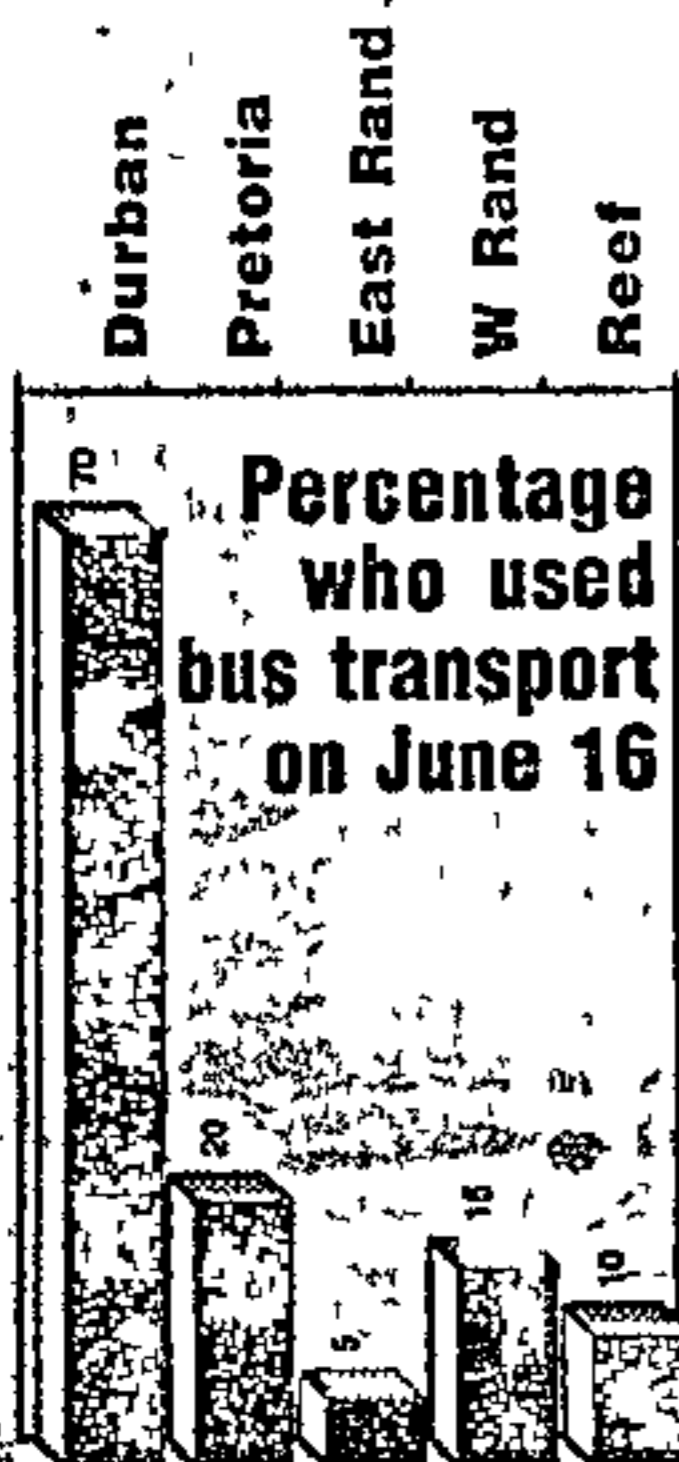
Low turnouts in most areas as thousands stay home

Blasts shatter June 16 peace

W/mond 17-23/6/88 (152)

Weekly Mail Reporters

TWO explosions in Cape Town and a brief march from Regina Mundi church in Soweto marked an otherwise quiet June 16, twelfth anniversary of the Soweto 1976 uprising.

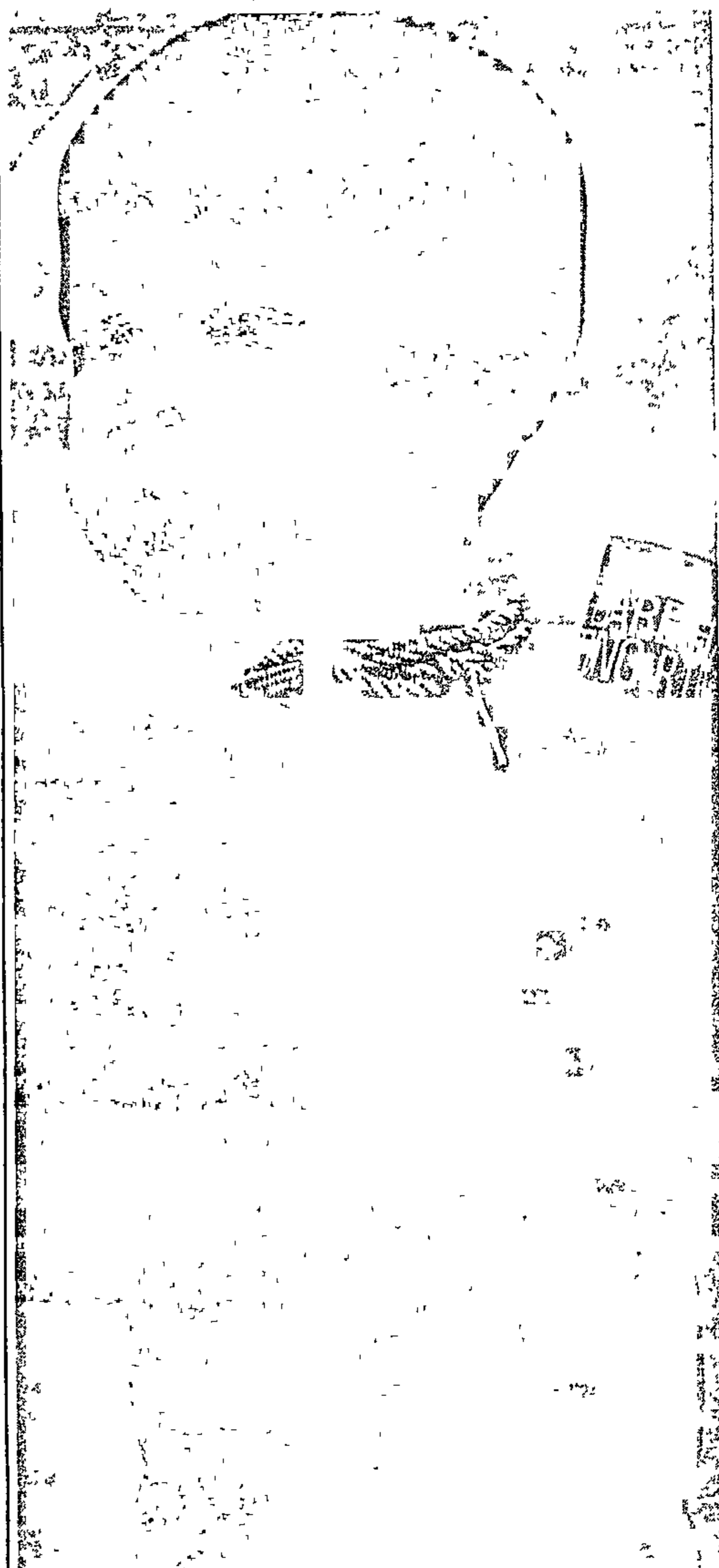


In most of the country, the day was marked as a quiet holiday, with stay-away levels varying from region to region. Many companies had agreed to close for the day, but it was clear that a large proportion of others were hit by low turnouts.

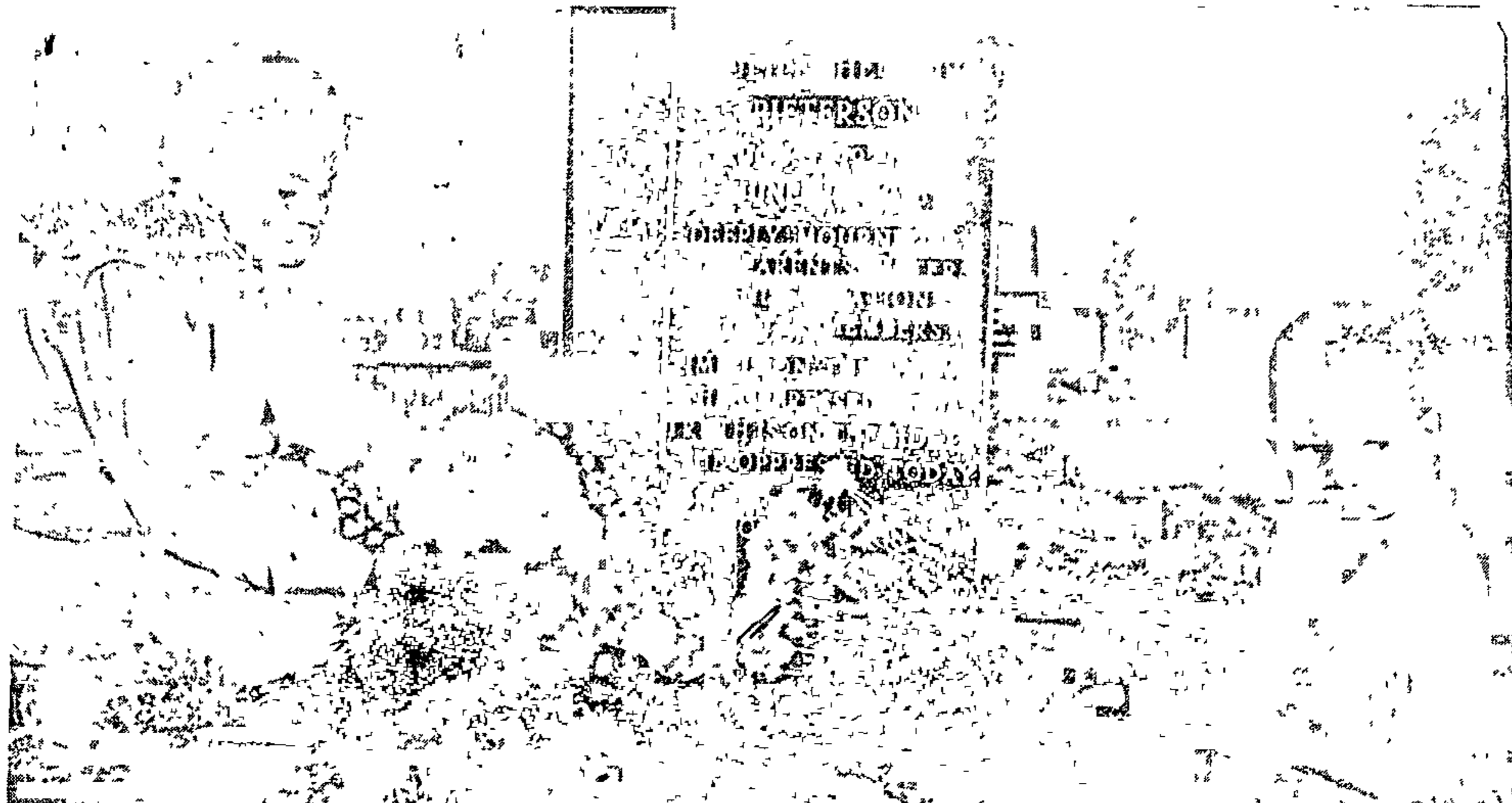
The PWV region and most Eastern Cape cities came to a standstill, Durban reported a relatively low stay-away, though some factories had zero turnout, the Chamber of Mines reported a 95 percent overall turnout, but two Natal coal mines reported the absence of almost 100 percent of their workforce.

In Soweto, over 1 000 people briefly marched. Police intervened, but Emergency regulations make it illegal to give details of Security Force action.

● To PAGE 3



War toys — an Owambo child in Ruacana with an army flare picked up in the veld
Picture: JOHN LIEBENBERG



Margot Peterson, sister of Hector Peterson, the first victim of the 1976 Soweto uprising, visited his grave early yesterday morning. For the world-famous picture of her with her brother on that fateful day, see Page 4/5

The march came after a lengthy memorial meeting at Regina Mundi. A large police contingent had maintained a low profile, but tension rose when they arrived *en masse* at the venue of the meeting at about 2pm.

Members of the audience "confiscated" police cameras and there was a brief altercation. Most of the crowd in the hall then emptied into the streets, *toyi-toying* and chanting.

The action taken by police cannot be reported. The crowd dispersed.

Earlier, all was quiet in Soweto. Not a single bus was in sight by mid-afternoon and only a few taxis could be seen moving around the largely deserted streets.

At dawn, a small group had laid a wreath at the grave of Hector Peterson, the 15-year-old who was the first casualty of the 1976 uprising.

At the Methodist Youth Centre in White City, men, women and children *toyi-toying* and singing freedom songs, extolled ANC leaders, as speakers recalled the upsurge 12 years ago.

In Cape Town, as police investigations into two explosions got under way, about 300 people at a service at the Metropolitan Church in Greenmarket Square sang freedom songs and heard a lengthy message, apparently from African National Congress leader Oliver Tambo.

Tambo may not be quoted in South Africa. When the Western Province Council of Churches chairperson, the Rev Russell Botman, finished reading the message, he said it was signed simply "Oliver" — to which the congregation responded with shouts of "Viva Tambo!"

A few hours earlier, the body of an unidentified man was discovered at the scene of an explosion near the Wynberg magistrate's court. Police believe the blast was caused

Soweto: Over a thousand march, until police arrive

●From PAGE 1

by a handgrenade and that the dead man was responsible. An unexploded limpet mine was found nearby. There was no damage to nearby homes.

The second explosion occurred near the Langa railway station at about 12 15pm. Two patrolling policemen saw and heard the explosion, which extensively damaged the line about 100m from the station.

Colonel Steve van Rooyen, of the Police Public Relations Division in Pretoria, said the two men, realising

an oncoming train would be derailed, had run up the line and warned the driver, who managed to stop in time.

"If it were not for these members' presence of mind, considerable damage, injury and loss of life would have occurred," Van Rooyen said.

Natal townships were quiet, though the sabotaging of the main power line to KwaMashu in the early hours of the morning brought rail traffic to a standstill.

Sapa reported an incident when a crowd left a church in Lamontville, near Durban. Details cannot be reported because of the ban on reporting Security Force action.

The ban also prevents us from reporting allegations of Security Force action after a commemoration service at the University of Natal in Durban.

SA Transport Services reported that Soweto/Johannesburg train traffic was at 25 percent of normal. Their figures for other areas were 30 percent for both the East and West Rand,

Picture: JUDA NGWENYA, Reuter
15 percent for Pretoria, 20 percent for East London, 30 percent for Port Elizabeth, 75 percent for Cape Town and 80 percent for Durban.

● The Police Division of Public Relations said yesterday there had been no reports of serious unrest incidents during the June 16 stayaway.

A police spokesman said he had no knowledge of any incident at Regina Mundi.

One day Handknit Design Workshop
Run by Peter Steere
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Reef and PE most affected by June 16 stayaway

The Argus Correspondent

17/6/88 152
JOHANNESBURG. — The commemoration of June 16 went off without major incident, although residents of townships in major centres across South Africa stayed home to mark the 12th anniversary of the start of the 1976 riots.

The Federated Chamber of Industries reported that Johannesburg, the Reef and Port Elizabeth were particularly affected and the stayaway in Cape Town was "significant". Some towns in the northern and eastern Transvaal also noted a marked drop in work attendance.

More than 95 percent of the 540 000 black employees on gold and coal mines affiliated to the Chamber of Mines reported for work, a chamber spokesman said. He said 24 500 employees heeded the stayaway call, compared to last year's 68 000 on chamber-affiliated mines.

Commemorative services were held in and outside the country.

WREATH

Watched by security men, a small group laid a wreath at the grave of Hector Petersen, the 12-year-old Soweto boy who was the first casualty of the uprising in 1976.

Police used teargas outside the Regina Mundi church, Soweto, to disperse a group of mainly youths who attended a service to mark the anniversary.

Soldiers manned extra roadblocks around Soweto but security forces did not mount a major show of force. A police helicopter hovered over the township but police patrolled largely empty streets.

TRAFALGAR SQUARE

In London demonstrators gathered at the South African Embassy in Trafalgar Square, Sapa-AP reports. Police said there were 200 to 300 present, but the organisers, the Anti-Apartheid Movement, claimed the crowd reached 1 200.

The Argus Foreign Service reports from New York that a rally and march were held in protest against the presence of Mobil and Shell Oil in South Africa.

At the St James Church in Manhattan Thuli Dumakude and Welcome Msomi were among singers and musicians who marked the day with a religious-cultural ceremony.

● See page 5.

17-23/6/87

No-water strikers can return

Weekly Mail Reporter

OVER 60 Durban workers, sacked for stopping work for a few days last year because their factory had no water after the floods, have been reinstated with three months' back pay.

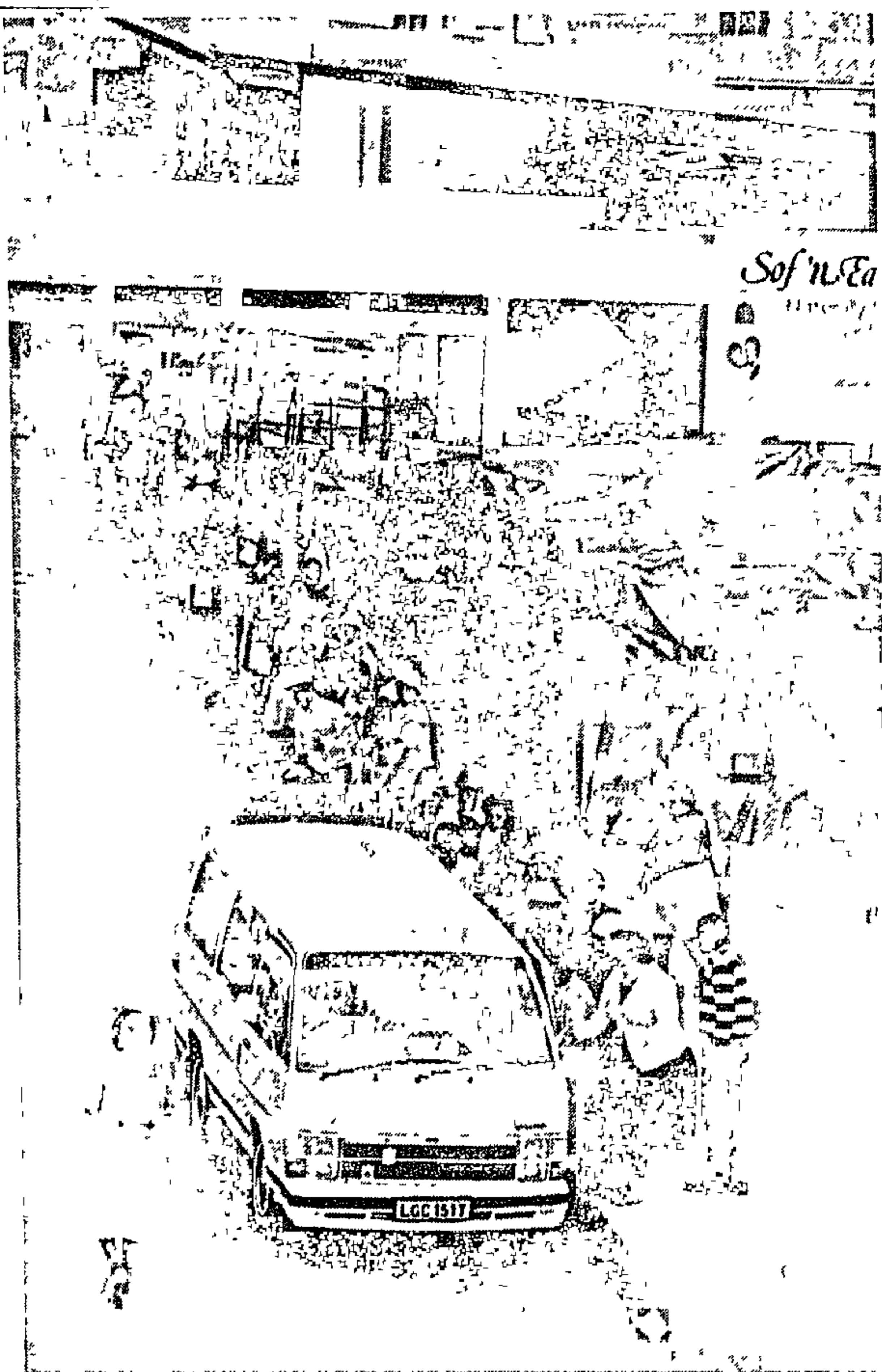
The 61 employees of SA Wire, members of the National Union of Metalworkers of South Africa (Numsa), had a meeting on October 5, 1987 to discuss their grievances related to the lack of water at the plant. The supply to their factory and

others was disconnected by the Durban City Council to save water after the floods disrupted pipelines to the city.

The workers' complaints included the fact that the toilets were overflowing and could not be flushed and that there was no water for drinking or for washing their hands, which meant they were unable to eat.

W/Mail

152 ~~152~~



A single line of commuters waits for the few taxis operating at 7.30 am yesterday at the usually busy Baragwanath terminus.

Picture by Alf Kumalo.

(Handwritten: 152 Star 17/6/89)
3 De Beers mines hit by strike

Labour Reporter

Three mines owned by De Beers Consolidated Mining Ltd, the world's biggest diamond producer, were hit by a legal strike yesterday in support of demands that June 16 be recognised as a holiday

A De Beers spokesman said the response to the call by the National Union of Mineworkers (NUM) for a strike varied between 40 and 100 per cent.

He could not give the actual number of workers involved

At two mines agreement was reached with local union representatives late on Wednesday and the proposed stayaway was called off

At the remaining three mines response to the strike varied between a total stayaway and a 60 per cent turnout for work, the spokesman said

The union decided on a strike fol-

lowing negotiations which began last year and the failure of the Minister of Manpower, Mr Pietie du Plessis, to convene a conciliation board

NUM general secretary Mr Cyril Ramaphosa, said the strike "will go on as long as management does not agree to recognise June 16 as an unpaid holiday".

He added that workers had rejected a management proposal that they be allowed a day off yesterday and that the matter be discussed on a yearly basis

The NUM represents 7 000 out of a total of 9 000 eligible employees at the five mines

De Beers appealed to workers on Wednesday not to go on strike

The company said such action was "neither conducive to settling (such) issues, nor is it in the best interest of union members"

Business as
usual for
hospitals

152 Medical Reporter

Medical services on the Reef remained relatively untouched by the June 16 stayaway, with almost all hospital and clinic staff reporting for work

At the Morningside Clinic in Sandton a few domestic and kitchen workers did not clock in yesterday, but all nursing staff arrived.

Baragwanath Hospital's chief public relations officer Mrs Annette Clear, said a full staff was expected by 11 am

"People are trickling through the gates all the time and we have a number of employees at our outlying clinics who still have to be picked up," she said

Most private clinics

CAPE TOWN 17/6/68

Mercedes-Benz to stay in South Africa

(152) Staff Reporter

MERCEDES-BENZ of South Africa (MBSA) will continue its operation in the country to maintain its commitment to the process of "peaceful and evolutionary" change, the company said yesterday.

Commenting on press reports referring to the possible withdrawal of the company, MBSA chairman Mr Sepp van Hüllen said: "Mercedes-Benz is fully committed to this process and to meet this commitment, it has to maintain its industrial operations in South Africa."

By withdrawing, the "positive contributions already made" by MBSA would "have been in vain and future contributions entirely lost", he said.

The company declined to answer questions arising from management board member Dr Manfred Gentz's statement earlier this week that the company may be forced to withdraw from SA if industrial unrest at its plants persisted, but confirmed that production at MBSA's East London manufacturing plant had been "recurringly" disrupted by industrial disputes since May 25.

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CAPE TOWN 17/6/68

'Unmanageable'

w/ mail
17-23/6/88

Mercedes may withdraw

152

By **LOUISE FLANAGAN,**
East London

~~LB~~
~~MB~~

THE future of Mercedes-Benz South Africa is uncertain after the parent company claimed the situation at the East London plant was "almost unmanageable" and threatened to pull out of the country.

MBSA has said only that the comments by Daimler-Benz AG's Manfred Gentz didn't mean a withdrawal was imminent and gave strikers an ultimatum to return to work today or be dismissed.

The threatened withdrawal comes during one of the worst periods of strife at the plant.

Last month the company obtained a temporary supreme court interdict preventing the National Union of Metalworkers of South Africa (Numsa) from organising at the factory after bloody clashes between Numsa and rival South African Allied Workers' Union (Saawu) supporters.

The union had until yesterday to respond and four workers were ordered to show reason why they should not be jailed for violating the interdict. The tensions have resulted in work at the factory grinding to a halt.

Daimler-Benz has been under continual pressure from its German workers to support the South African workforce and comply with their demands. Gentz, a member of the management board, told a press conference they would try to avoid a withdrawal, but strikes had made the operation "almost unmanageable". - El-news.

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Thousands stay away from work but no major incidents

SPRINGFIELD
1976

The commemoration of June 16 went off without major incidents, although large numbers of township residents across South Africa stayed home to mark the 12th anniversary of the start of the 1976 riots, said a police spokesman.

The Federated Chamber of Industries reported that Johannesburg, the Reef and Port Elizabeth were particularly affected and that the stayaway in Cape Town was "significant".

Some towns in the northern and eastern Transvaal also noted a marked drop in work

attendances.

More than 95 percent of the 540 000 black employees on gold and coal mines affiliated to the Chamber of Mines reported for work, a chamber spokesman said.

He said only 24 500 employees heeded the stayaway call compared to last year's figure of 68 000.

According to a railways spokesman there was an average occupancy of 30 percent on trains nationwide.

Several commemorative services were held both in and outside the country.

Police used teargas outside

the Regina Mundi Church, Soweto, to disperse a group of people, mainly youths, who had attended a service.

Watched by security men, a small group laid a wreath at the grave of Hector Pieterse, the 13-year-old Soweto boy who was the first casualty of the uprising in 1976.

More than 600 people were killed in what began as a protest against the use of Afrikaans in Soweto schools and developed into a national protest.

Speakers addressing commemoration services made impassioned pleas for unity

among political organisations.

The Regina Mundi service, attended by about 5 000 people and which lasted more than four hours, received wide coverage from the local and foreign media, including several television crews.

For the first time in years, members of the different trade unions, political and youth organisations buried their differences.

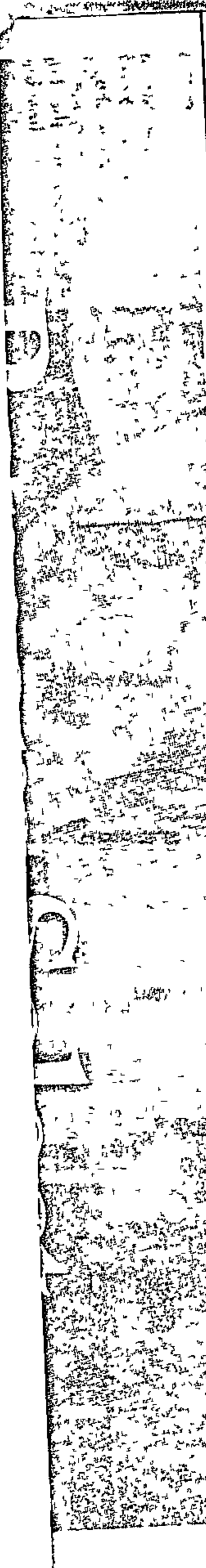
Soldiers manned extra roadblocks around Soweto but security forces were not out in force. A helicopter hovered over the township but police patrolled largely empty

streets.

In Sebokeng, a member of the Biko Foundation, Mr Zithulele Cindi, speaking at the Methodist Church, was heckled by a group of whites who shouted "A.W.B." as he told about 200 people that June 16 should be recognised.

The Central Methodist Church in central Johannesburg was daubed with right-wing slogans during Wednesday night.

At the UN calls were made for an end to the state of emergency the release of political prisoners and detainees and the lifting of bans.





estler Steve Simpson (25) takes the Pretoria model Ellaine Schutze on day. Simpson is the son of South
 ● Picture by Sean Woods.

STW 47/6/88
Business as usual for hospitals

152 Medical Reporter

Medical services on the Reef remained relatively untouched by the June 16 stayaway, with almost all hospital and clinic staff reporting for work.

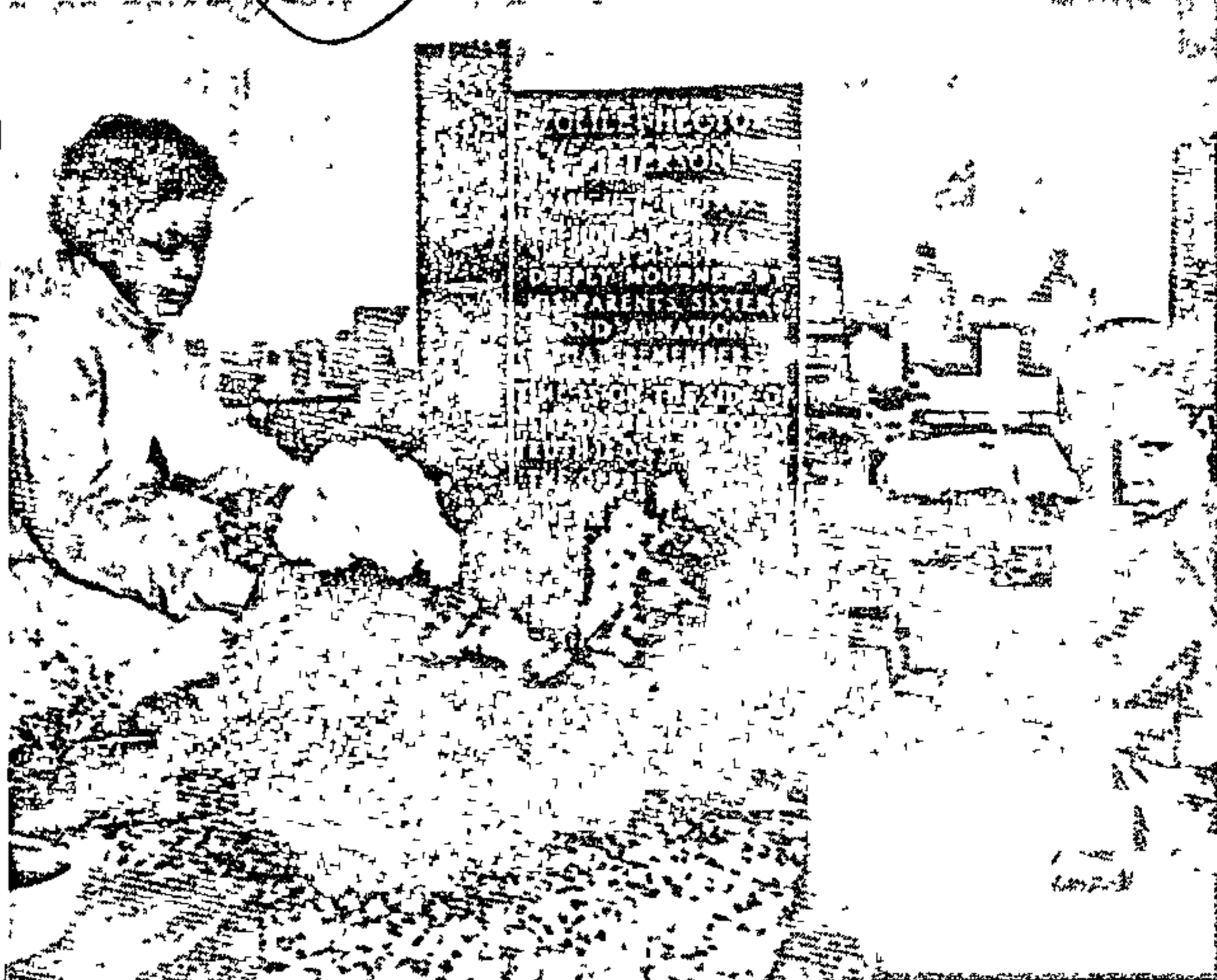
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Baragwanath Hospital's chief public relations officer Mrs Annette Clear, said a full staff was expected by 11 am.

"People are trickling through the gates all the time and we have a number of employees at our outlying clinics who still have to be picked up," she said.

Most private clinics had no staff problems. Many arranged to pick up staff at central collection points or from their homes.

no major incidents



LEFT: Mrs Dorothy Pieterse, mother of Hector Pieterse, who was the first casualty of the Soweto unrest, at the Metropolitan Methodist Church Soweto Day service yesterday. RIGHT: Miss Margot Pieterse, sister of Hector Pieterse, lays a wreath at her brother's grave in Soweto. With her is Hector Tabane, who is named after Hector Pieterse.

Workers stay at home on Soweto Day

JUNE 16 was commemorated nationwide yesterday as large numbers of workers stayed at home.

The figures varied nationally, with marked absenteeism occurring in Johannesburg and on the Reef.

Cape Chamber of Industry spokesman Mr Colin Boyes yesterday said absenteeism was "patchy", and varied between "normal" to between 5% and 80% in the industrial sector.

Recognition agreements between certain employers in the food and electrical industries and trade unions allowed for a paid holiday yesterday, but most employers adopted a policy of "no work, no pay", he said.

Seardel group industrial relations executive Mr Johann Baard described the 60% absenteeism in the clothing industry as the "worst in the past five years".

Cape Chamber of Commerce manpower director Mr Tommy Brand said employers in the commercial and financial sectors — specifically the large retail and chainstore groups — were mostly buttressed against the 30% absenteeism by recognition agreements which granted workers June 16 as a holiday.

Duens Bakery factory manager Mr G J Heydenrych said bread was "delivered as usual" yesterday — as would be the case today — despite 20% attendance figures.

A spokesman for Dairy Belle dairies

said only home deliveries were affected yesterday as 60% of the workforce stayed away.

City Tramways spokesman Mr Bob Krause said "significantly fewer" passengers used the bus service which ran to schedule yesterday.

Some towns in the Eastern and Northern Transvaal also noted a marked drop in work attendances.

The Sowetan, which has the largest black readership of any daily paper, did not publish yesterday, and in the mining sector two gold mines — Gencor's Kinross and Marievale, the Matthey Rustenburg platinum refinery, one chrome mine and several collieries were affected. According to the Chamber of Mines 95% of black employees on affiliated mines reported for work, while 24 500 did not.

In Pretoria, black-owned stores were shut and buses and cabs ran empty amid widespread absenteeism in Mamelodi and Atteridgeville.

In Nelspruit, firms reported that between 50% and 90% of their workers had remained at home, while in Barberton it was work as usual.

In the Northern Transvaal absenteeism ranged from 25 to 100%.

In Durban attendances at factories ranged from zero to 100%, while in Port Elizabeth, according to director of the Chamber of Commerce Mr Tony Gielson, the observance of the holiday was "widespread and much the same as last year" — Own Correspondent, Staff Reporter and Sapa.

Staff Reporter

CHRISTIANS not only had a political responsibility but an evangelical and pastoral responsibility to work for the liberation of the oppressed, Professor Charles Vila-Vicencio told a Soweto Day service in the Metropolitan Methodist Church yesterday.

Christians should 'work for freedom'

About 500 people attended the service to commemorate June 16, 1976 when 23 people died in rioting in Soweto.

A police helicopter circled overhead and plainclothes and uniformed policemen monitored the service.

Mrs Dorothy Pieterse, mother of Hector Pieterse, 13, the first casualty in the riots, spoke of her son's death. She was followed by Mrs Rebecca Truter, mother of Christopher Truter, a 15-year-old Bonteheuvel High School pupil shot in August 1976 soon after the violence spread to the Western Cape.

Youths draped small ANC flags from two lecterns and speakers included representatives from the Cape Youth Congress and Western Cape Students' Congress.

The Metropolitan church minister, the Rev Alan Brews, said the Metropolitan cathedral had long been a symbol of colonialization which made it a "privilege for it to be used for the first time for a service such as this".

Fresh Air Fund

Target for year ending March 31 1985 — R90 000

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In memory of Dam and Mum	50,00
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In memory of my sister Louise From Edith	30,00
Grant peace welfare blessing grace loving kindness and mercy unto all Thy people From the Meir Chester Charity Trust	5,00
In memory of our dear friend Nancy Jameson From Elsie and Joyce	10,00
Donation from T S Berwitz Will Trust	338,60
Estate late Margaret Pain Deuchar	1 357,89
Total	R8 791,27

Donations may be sent to the Fund at P O Box 56, Cape Town 8000 or handed in at the Cashier's Desk, Newspaper House 122 St George's Street, Cape Town

Many stay home on quiet June 16

COMMEMORATIONS of June 16 passed quietly yesterday with large numbers of black workers staying at home, many companies shutting down altogether, and few reports of violent incidents.

Sats estimated an overall occupancy of 30% of normal on its trains countrywide. An FCI spokesman said the Reef and Port Elizabeth were most affected, with many Cape Town workers

Business Day Reporters

also staying away,

In the mining sector two gold mines — Gencor's Kinross and Marievale — the Matthey Rustenburg platinum refinery, one chrome mine and several collieries were affected. According to the Chamber of Mines 95% of black employees on affiliated mines reported for work, while 24 500 did not.

Blay 17/6/88

Strike ends at Mercedes plant

AT 16 Times 19/6/88
K2
EAST LONDON. An agreement between Mercedes-Benz SA (MBSA) and the National Union of Metal Workers of South Africa (Numsa) yesterday brought an end to the strike at the plant here

A joint statement was released detailing the terms of the agreement.

MBSA has agreed to withdraw its application against the union at present before the Eastern Cape division of the Supreme Court.

The dispute concerning dismissals and suspensions, as well as the allegations made by MBSA in two Supreme Court applications, are to be referred to arbitration.

The arbitration panel is to consist of an umpire and two others, with the company and the union each nominating one arbiter.

The company and the union are to share the costs of the arbitration equally, and both will be allowed legal representation during the arbitration hearings.

Until the arbiters' award is made, MBSA has agreed to withdraw all disciplinary action against union members except in the case of two employees who have been suspended on full pay.

The parties have also agreed to "use their best endeavours to ensure that no acts of violence, intimidation or breaches of the Labour Relations Act occur".

The parties have agreed that the arbiters' award is binding, and will not affect any other issues not covered by the agreement, specifically existing grievance procedures. — Sapa

STV 1516188
(152)

Merc strike over

EAST LONDON — An agreement between Mercedes-Benz and the National Union of Metalworkers of South Africa today brought an end to the strike at the firm's East London plant

Management has agreed to withdraw its Supreme Court application against the union. The dispute, which concerns dismissals and suspensions, will go to arbitration — Sana

Bottle store staff upset by workforce dismissal

UP Press
19/6/88
(152)
(28)

By KERRY CULLINAN

CONTROVERSY surrounds the firing of the entire workforce of Mzamo Moleka Bottle Stores in Soweto, with workers claiming they were fired for taking part in last week's three-day protest and management hotly denying this

"The workers are just trying to put us in a bad light with Cosatu, Nactu and the community at large," said Mzamo personnel and administration officer, JYL Rasekoala

"We decided, in view of the union and Nascoc call,

to close our business over the three days, but workers decided to stay away for the whole week, starting on Saturday, June 4," he said

However, worker representative George Siwela denies this

"Management were trying to get us to work half days on the protest days, but we decided that it would be unsafe to come to work on those days, so we didn't," said Siwela

"When we returned to work on Thursday last week, we were told that management was considering our case. We were then told on Friday that we had all been fired"

"As far as we are concerned, workers were involved in an illegal strike in contravention of the recognition agreement between Mzamo and their union," said Rasekoala.

OFS unions call indaba on dismissals

By DAN DHLAMINI

THE dismissals of workers who participated in the recent Cosatu/Nactu three-day protest, has prompted trade unions in the small town of Kroonstad to call a workers' indaba

The meeting will be held on Tuesday at Kroonstad's Fawu offices

According to Thami Phaliso, the trade union spokesman, the meeting has been called to discuss ways of persuading the employers to reinstate the workers who were dismissed for heeding the protest call

Phaliso alleges some members of Sarhwu were forced to sign forms without having been afforded time to consult their union or seek advice on the matter.

He said the unions which would be represented at the meeting were Fawu, Sarhwu, Ccawusa, Actwusa, the South African Municipal Workers Union, the National union of metal workers of SA, the Domestic workers union and the Transport and general workers Union.

JUNE 16

19/6/88
AP/152

● Bomb claims victim

● Countrywide services

● Stayaways



This little boy, Hector Tabane, is named after Hector Pieterse, the first June 16 victim. He was the director's graveside yesterday to pay homage. PICS: THEMBA NKOSI

World Remorseful Manete to appeal for Remorseful President,

A BOMB blast killing one person, massive stayaways and services throughout the country marked the 12th anniversary of June 16.

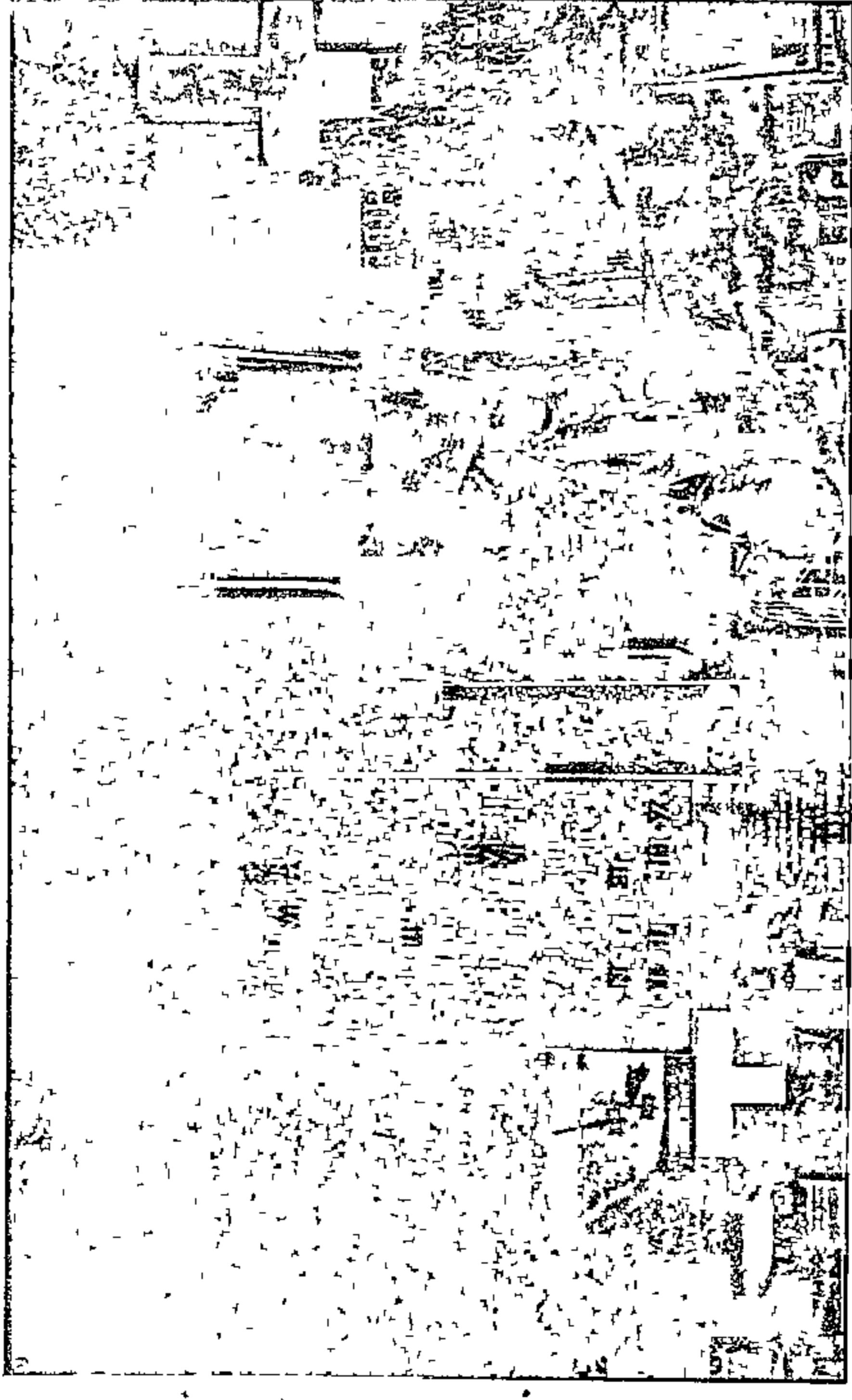
The blast went off in Cape Town near the Wynberg Magistrate's Court killing an unidentified man believed to have been responsible for the explosion. Police found a min-jumpet mine near the body on the pavement in Piers Road about 500m from the court and Wynberg police station.

The blast apparently occurred about 6:45am. Police found the dead man lying near a telephone pole in front of No 16 Piers Road and police liaison officer Maj Jan Calitz.

The country was rocked by yet another massive stayaway in remembrance of those who fell on June 16 1976. It came hard on the heels of last week's historic three-day protest.

In the face of the its from employers - still reeling from the devastating effects of last week - to take tougher action against those who observed yesterday. Niall emerged as the highest hit as thousands of workers defiantly stayed at home.

Carrying over from last week's closure of Indian shops, the Indian section of the city centre was again partly shut down while (BD shows are the



Yesterday morning, wheelchair-bound Poppy Buthezi, one of the June 16 victims, visited the Avalon Cemetery grave of Hector Pieterse, the first victim shot to death when Soweto exploded in 1976. Pieterse was only 12 years old.

By SIBU MINGADI, VASANTHA ANGANATHU, REV NTOLA, CHARLES MOCALÉ and SOL MORATHI

Emden Tladi and Molefe (left) virtually empty as same civilians were held by workers were either on

AP/152

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The blast apparently occurred about 6:45 am. Police found the dead man lying near a telephone pole in front of No 16 Piers Road, said police liaison officer Maj Ian Caltz.

The country was rocked by a mother's mission to avenge the death of her son who fell on June 16, 1976. It came hard on her to see all the workers hit by the deadly protest.

In the face of threats from employers, tillers from the devastating day of last week, to take tougher action against those who observed yesterday, Natal emerged as the hardest hit as thousands of workers defiantly stayed home.

Carrying over from last week's closure of Indian shops, the Indian section of the city centre was again partly shut down, while CBD shops and businesses operated with skeleton staff.

Many Natal employers had adopted a no-work no-pay policy, while others had negotiated with unions for employees to take yesterday off as a holiday.

In most of the cities and townships, commemoration of the day took the form of church services and prayer meetings, since high-profile organisations and leaders have been effectively banned or restricted by the government.

In the first indication of a hardening of attitude against those who heeded the protest action, the KwaZulu Department of Education and Culture requested its staff to sign leave forms and write explanatory letters as to the cause of their absenteeism during last week's stayaway.

Soweto plunged into deep mourning in the early hours of yesterday as thousands of workers stayed home to mark the anniversary, or "Soweto Day".

Major railway stations like New Canaan, Ikwezi and Dube and bus and taxi ranks such as Baragwanath, which usually buzzes with activity, were deserted.

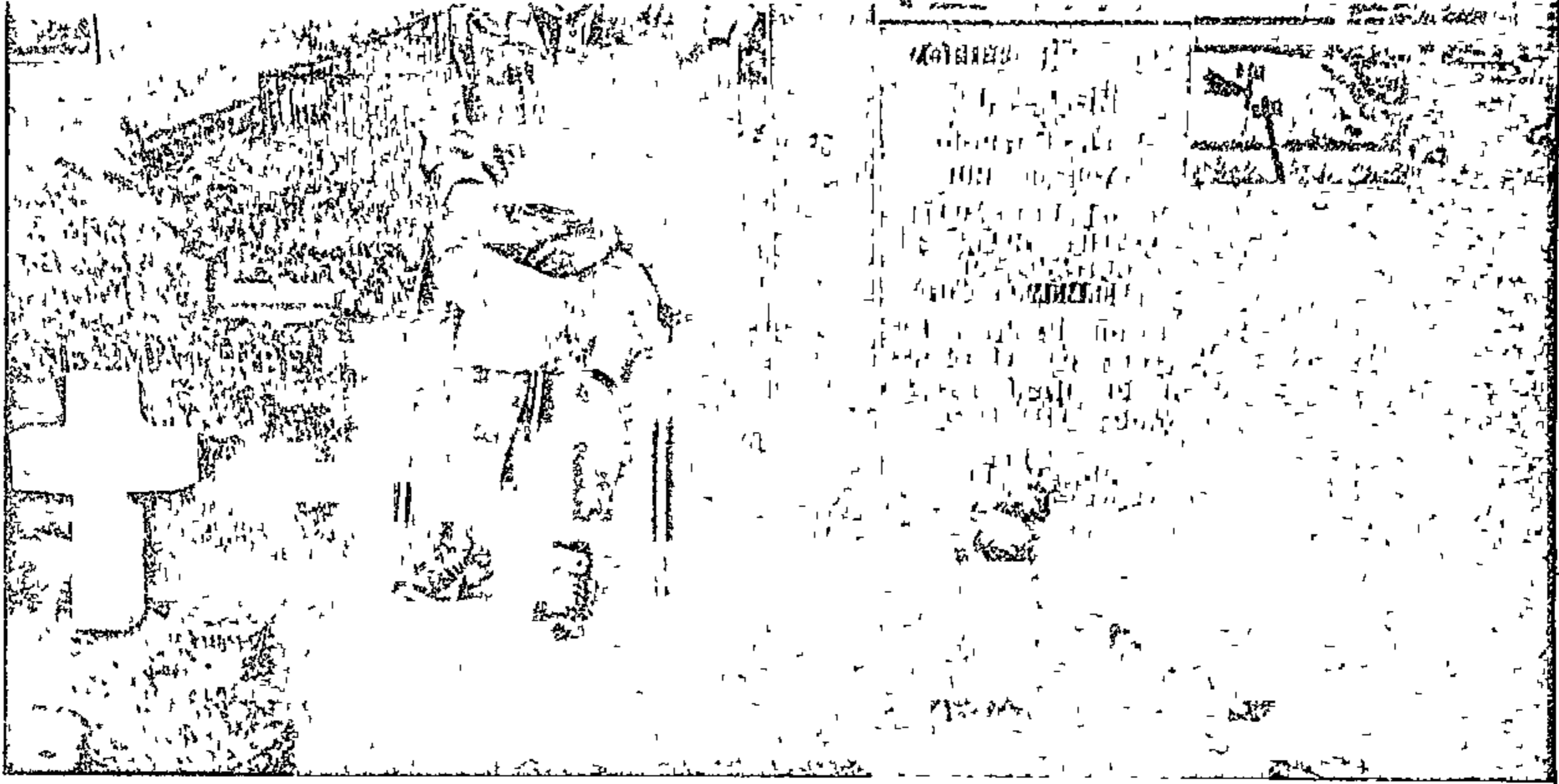
The Barigwanath taxi-rank which serves as the main outlet for commuters to Johannesburg resembled a ghost town.

A trickle of commuters, however, connected up with a skeleton bus and taxi service near the military base outside Soweto where security forces kept a close watch.

Usually busy streets in Soweto were deserted, except for the conspicuous presence of police and security force vehicles which patrolled the township.

No shops or garages opened until 9am.

In deep Soweto townships like Naledi, Zola,



Yesterday morning, wheelchair-bound Poppy Buthelezi, one of the June 16 victims, visited the Avalon Cemetery grave of Hector Pieterse, the first victim shot to death when Soweto exploded in 1976. Pieterse was only 12 years old.

By S'BU MNGADI, VASANTHA ANGAMUTHU, REV NTOULA, CHARLES MOGALE and SOL MORATHI

Emden, Tladi and Moletsane civilians were hardly seen in streets until later in the day.

The only attractions in these areas seemed to be the sight of thousands of leaflets which littered the streets and bus and taxi ranks, urging people to go to work. The leaflets were distributed by the Soweto Council and reminded people that they would be evicted if they did not pay rent and arrears on their electricity and water.

There were, however, few people to read the leaflets, which were apparently meant to coincide with June 16.

A drive through Soweto by a team of City Press reporters did not sense any signs of intimidation or people being prevented from going to work.

Although Dobsonville was gripped in the same atmosphere as in other parts of Soweto, scores of people walked to the bus rank near the local police station from where a few buses and taxis ferried them to town and other areas outside Soweto. Security forces kept a close watch from the adjacent Putco depot.

It was however business as usual in the neighbouring coloured township of Eldorado Park. Buses and taxis were moving normally between the area and Johannesburg in the early hours of the morning. There were no police or security forces present.

Early yesterday, Johannesburg city centre was visibly quiet and few blacks were seen. Several businesses were closed.

There were virtually no mini-bus taxis for black commuters on the streets or at railway stations in and around the city. Johannesburg's Park Station and Braamfontein were almost deserted.

In the Pretoria area, workers also stayed at home. There were few taxis, while buses and trains

ran virtually empty as workers were either on paid or unpaid leave, depending on the agreement between some trade unions and company managements.

Several shops and individual businesses were closed throughout the day, but others operated as usual.

According to early morning police reports, there were no acts of violence or intimidation in the townships. The day was marked peacefully.

In Bophuthatswana, it was business as usual with pupils attending classes and a number of workers going to their jobs. Authorities have since 1980, warned people to ignore this day as it did not affect them in any way.

According to the SAP incidents which were reported overnight on the eve of Soweto Day were:

- At Gugulethu (Cape Town) two black men were seriously injured and a delivery vehicle badly damaged when a group of blacks hurled a petrol bomb at it.

- At Veeplaas (Port Elizabeth) a black man was seriously injured and a bus badly damaged when a petrol bomb was hurled at the bus.

- At Zwide (Port Elizabeth) a delivery vehicle was badly damaged when it was set alight.

- At Chesterville (Durban) a bus was badly damaged after a petrol bomb was hurled at it.

- At KwaDabeka (Pinetown) a bus was damaged when a petrol bomb was thrown at it.

- At Amawoti (Durban) extensive damage was caused to a bus after a petrol bomb was hurled at the vehicle.

- At Lawaakamp (George) police arrested three people at a gathering.

- At Daveyton (Benoni) a group of people stoned two buses, damaging both.

Stayaways prompt talk of greater mechanization

CAT-Tips
20/6/88
152
~~ETSA~~
~~ETSA~~

Own Correspondents

JOHANNESBURG — Mass worker stayaways this month has prompted talk of greater mechanization to avoid losing production when workers do not report for duty.

Spokesmen of both the Federated Chamber of Industries and Assocom, as well as economists, noted that a move towards more capital intensive production was a possible reaction from employers hurt by the stayaways.

But an FCI spokesman said at the weekend: "One cannot say there will be a move towards mechanization in general. It is a highly specific question to each sector. To some sectors, importing capital equipment would be too expensive.

"But uncertainty on the labour front will certainly be taken into account when a manufacturing strategy is planned."

Capital intensive

Sectors such as mining and chemicals are already very capital intensive, while for others, such as clothing and motor cars, mechanization to replace the workforce is not a viable prospect.

A mining analyst says that generally speaking, where mechanization can be done, it has been done. He cites examples of open pit coal mining, which is heavily capital intensive.

As to why mines would want to mechanize, the answer is obviously "to cut costs", to "make operations more profitable".

One major mining house says this broader objective overrides the narrower excuse of wanting to get rid of the labour element.

National Institute for Productivity Statistics show that capital input used to generate products and services increased by 25% from 1980 to 1987 while labour input declined by about 2% in the same period.

Rising trend

NPI economist Roelf du Plooy says the capital to labour ratio has been on a rising trend for a number of reasons and is likely to continue. The trend towards increasing capital input was typi-

cal of a developing country such as SA, he said.

Developments on the labour front had caused employers to think increasingly in terms of mechanization.

However, the figures show that the trend towards using more capital and less labour had not resulted in increased overall productivity.

Overall productivity, as measured by the NPI, had decreased by more than 3% since 1980. This was the result of a fall of 14% in capital productivity (output per unit of capital used). Labour productivity (output per unit of labour used) rose by 9% from 1980 to 1987.

Labour productivity rose as the number of workers declined because of increased capital input. However, the greater availability of capital was not yet employed productively.

In the mining industry, for example, it takes time for the benefits of greater mechanization to flow through.

Cape Clothing Manufacturers' Association Secretary Colin McCarthy said clothing was still very much a labour-intensive industry and mechanization was not a viable prospect.

"Tasks such as drafting of patterns and cutting could be mechanized to reduce the labour force but this would not be viable in SA, simply because the market is so small. The expense could not be justified.

"The clothing industry does not mechanize — it moves," he said, noting that problems would cause factories to close in one area and open up in another where the same difficulties did not exist.

Production levels

Volkswagen SA spokesman Ronnie Kruger said experience from totally mechanized plants in West Germany has proven that mechanization only becomes economic when daily production levels are at 2 000 cars.

The VW plant in SA, one of the largest local car producers, only manufactures 300 units a day. The entire motor manufacturing industry, which consists of seven

major companies, produce between 1 300 and 1 500 cars a day.

VW now employs 8 500 workers, 1 000 less than it did in 1981 when the car industry was at its crest. However, Kruger points out, cars have become more complicated to manufacture taking up more man-hours than were used in 1981.

Seifsa economist Michael MacDonald says volumes and productivity of members in the last quarter have been better than the best achieved in the industry since 1981. But employment of hourly paid labour has dropped by 37% in comparison.

Indications were that better management and possibly the interference of labour relations were the reasons for a smaller more productive workforce.

Board of Trade and Industry CE Ruel Heyns says mechanization is not the answer to SA's low productivity.

"Planning and innovative management leads to productivity. Its smart work not harder work, not machine input, that will make materials, labour and capital work more productively."

Short-term profits

Cosatu rejected the suggestion that labour disruptions were directly responsible for mechanization, arguing management was looking for an excuse to win short-term profits while avoiding the real issues.

Information officer Frank Meintjies regarded management's suggestion that the loss of production suffered during work stayaways could be "the last straw" in a swing towards more capital intensive production methods as a case of business punishing workers for ills inherent in the economy.

Meintjies said the economy, rather than the workforce, was unproductive because it was being strangled by monopoly capital and apartheid. This was the cause of the absence of job creation and real investment.

Only a restructuring of the economy could facilitate growth, employment, better housing and a living wage, and this is what management should be addressing.

Two men thrown from train in wave of strike unrest

The Argus Correspondent

JOHANNESBURG. — Four men have been murdered and several others assaulted in attacks on workers defying a strike at Afcol plants in Johannesburg in the last few weeks.

Two Eldorado Park men, Mr Johan Abrams and Mr Fazel Jappie, died after apparently being thrown from moving trains and two others, Mr I Singh and Mr D Haniriden are in a serious condition in the Johannesburg Hospital after they were attacked on their way to work at the Transvaal Mattress and Furniture Company in Village Deep.

The other two murdered men are Mr Ben Rampu, a shop steward for the Boiler-makers Federation, who worked at the Edblo plant, and a casual worker, who has not yet been named, who worked at the Powercraft factory.

It is believed the four deaths and wave of assaults at the factories have been the result of some workers refusing to join a strike demanding the reinstatement of workers dismissed recently.

The sister of one of the dead men, who did not want to be named, said she was deeply shocked by her brother's death.

"Two weeks ago my nephew found a job at Transvaal Mattress. He told his father about it, and he also applied for work. They had only been working there a few days when this terrible thing happened.

STOPPED AT CAFE

"They were walking from the bus stop to work when my brother stopped at a cafe to buy cigarettes. My nephew was waiting outside when other people on their way to work came rushing past. They told him to run because they were being attacked.

"My nephew went into the shop to warn his father, and as they came out, they were confronted by this group. My nephew, who is only 16, managed to run away, but my brother could not run fast enough.

"They caught him and apparently beat him up in the coa-

lyard before they took him back to the station. We are not sure exactly what happened, but the doctors told us he was thrown from a train."

The sister said her brother was 42 years old, was married and had six children, the youngest of whom was two years old.

"We can't believe that a thing like this can happen. It is really terrible," she said.

The human resources director for Afcol, Mr George Kinmont, said they were still investigating the situation.

"We are in a difficult situation because we still don't have all the facts. We know that a number of people who are employed in the Afcol group have been injured and that some have been killed. There's no way I can suggest why that might have happened but it is true that the employees who were killed were non-strikers," he said.

The labour dispute at Afcol plants was sparked several months ago after a number of workers at Star Manufacturers were dismissed for alleged assault. Workers at the factory went on strike and were then dismissed.

This was followed by a wave of sympathy strikes at other plants. Negotiations are in progress between Afcol and the union concerned, the Paper, Printing, Wood and Allied Workers Union to resolve the issue.

A spokesman for the union said it would issue a full statement today in response to inferences that its members had been involved in the murders and assaults.

"In terms of policy, we are a non-violent union committed to negotiation and we would never encourage members to commit such acts. The union will take steps to investigate the matter fully," she said.

Police confirmed four men were thrown from trains, two of whom have died, and said incidents of intimidation had been reported. They declined to give details in order to protect those involved.

Four unions set to hold strike ballot

ALAN FINE

THE four metal industry trade unions affiliated to the International Metalworkers' Federation (IMF) are due to begin a strike ballot of more than 100 000 employees over the deadlock in the 1988 wage talks with Seifsa

IMF local secretary Brian Fredericks said on Friday that, in the event of workers voting to strike, the action could begin on July 4. But he and other union spokesmen issued an appeal to Seifsa to reopen the wage talks, saying an industry-wide strike was avoidable.

Fredericks said the unions — which include Cosatu's National Union of Metalworkers of SA and Nactu's Steel, Engineering and Allied Workers' Union — were open to any serious new offer from employers. Seifsa has offered an hourly increase of 41c on the minimum rate, taking it to R3,02.

Seifsa director Brian Angus said yesterday he had noted the IMF request and would discuss it with members this week.

Fredericks said employers who facilitated balloting on company premises during working hours would be invited to observe the voting and counting process. Angus said Seifsa had recommended that members permit balloting on premises, but after working hours.

Cosatu denies wage bills

THE Congress of South African Trade Unions has denied knowledge of pamphlets distributed in some Natal towns telling workers who stayed away from work for three days last week to go to Cosatu offices to claim their lost wages

The leaflets urged workers to go to Cosatu offices to claim the money they had lost as a result of staying away from work.

"Cosatu wishes to make it known that it has nothing to do with these leaflets Cosatu does not have funds to pay workers their lost wages. However, Cosatu is committed to fight for the reinstatement of its members who may have been dismissed as a result of a stayaway action," regional secretary Mr Thamí Mohlomi said yesterday

He urged members to report any such pamphlets to their shop stewards so that the matter could be clarified.
— Sapa.



SOME OF THE 320 workers at Berden Group, Heriotdale, in Johannesburg demonstrate on the company premises. The workers, members of the Commercial Catering and Allied Workers Union (Ccawusa) have been on a legal strike since June 1 in support of demands for a R525 monthly minimum and an increase of R150 across-the-board. According to Ccawusa the company is offering a R410 minimum and an across-the-board increase of R87,50. The lowest paid worker earns R234 a month, the union said.

Soweto 21/6/88

Numsa 60 are given sack

ABOUT 60 members of the National Union of Metalworkers of South Africa had been fired by Richard Hirschmann for failing to report for duty on June 16, a spokesman for the union said yesterday.

A Numsa spokesman said these workers were dismissed by the Krugersdorp-based company last Thursday. The same workers had been given final warning for staying away from work during a three-day protest against the Labour Relations Amendment Bill, he said.

Mr M Speinacher, a manager at the plant, was not available for comment yesterday.

Awol

Meanwhile about 20 workers in a three-day stayaway during the protest against the Labour Bill a fortnight ago, have been dismissed by Cylinder Components company in Roodepoort.

A Numsa spokesman said these workers were fired for being "absent without leave" from work.

Mr Tommy Botha, a manager of the company, said these workers were dismissed for breaching a disciplinary code drawn by management and shop stewards. "The dismissals had nothing to do with ideological or political issues," he said.

Union says it rejects attacks on workers

By Adele Baleta

The Paper, Printing, Wood and Allied Workers' Union (Ppwawu) has dissociated itself from attacks on workers who refused to participate in strike action at Afcol plants over the past few weeks

Ppwawu's general secretary, Mr Jeremy Baskin, said that the union rejected the use of violence.

He was responding to inferences that union members were responsible for the deaths of five workers after they were attacked while on their way to work at the Transvaal Mattress and Furniture Company on June 10.

Another worker, Mr Hanruda Durja, was in a satisfactory condition in the Johannesburg Hospital, a hospital spokesman said yesterday

The legal strike by more than 1 000 workers at six Afcol plants entered its fourth week yesterday and followed the mass dismissal of 300 Star Furniture employees two months ago

Mr Baskin said yesterday that the union had rejected a company settlement proposal in which Afcol was prepared to re-employ 110 of the dismissed workers

Ppwawu has proposed instead that the dispute be referred to mediation

An Afcol application to the Industrial Court challenging Ppwawu's right to take the matter to court and to engage in legal industrial action was dismissed on Friday.

Miners reacting against strikes

Sta. 21/11/88

152

Mr Naas Steenkamp, president of the Chamber of Mines, said today there were now signs of a "reactionary groundswell" by rank-and-file mine workers to violent strike confrontations, and to union support of sanctions and disinvestment.

He told the annual general meeting of the chamber in Johannesburg that resentment had been engendered by:

- ① The loss of jobs resulting from sanctions and the widescale 1987 strike
- ② The advocacy by the National Union of Mineworkers of further punitive measures.
- ③ The often vicious reprisals against individuals who refused to support strike action.

Workers, he said, had signalled increasing indignation at the disruption of their lives via sanctions or strikes

There may now be grounds for hope that the leadership of the NUM had sensed the mood of reaction prevailing in the workforce — as reflected by the relative peace enjoyed by the mining industry lately and the virtual non-participation in the June stayaways.

Mr Steenkamp said some of the industry's labour problems were directly related to the country's continuing political impasse

21/4/84
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74 FIRED BY HOTEL GROUP

SEVENTY-FOUR workers have been fired at Karos Wilderness Hotel, South-Western Cape, for staying away from work on June 16, a union spokesman said yesterday.

Forty-nine other workers who were allowed to resume work after participating in the Soweto Day stayaway were refusing to go back to work in sympathy, Mr Alan Horwitz, spokesman for the Hotel and Restaurant Workers' Union, said.

The hotel has also threatened to sack them, he added

Background

Approached for comment, a hotel spokeswoman said negotiations were underway with union officials

She said. "There is a lot more background to it than the absenteeism."

Karos is the largest private hotel company in South Africa.—Sapa.

Voting on whether to strike

By Adele Baleta

Four metal unions, representing more than 100 000 metal workers, held strike ballots yesterday following deadlock of the 1988 wage negotiations with the Steel and Engineering Industries Federation of South Africa (Seifsa).

Balloting is to continue today and tomorrow. The results will be released on July 2, a National Union of Metal Workers' (Numsa) spokesman said.

MEETING FAILURE

The decision by Numsa, the Electrical and Allied Workers' Trade Union of SA, the Steel Engineering and Allied Workers' Union and the Engineering and Allied Workers' Union to hold strike ballots followed the failure of a special Industrial Council meeting to facilitate an agreement between unions and employers.

21/6/88

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Numsa slates stayaway sackings

152 By Adele Baleta

The National Union of Metalworkers of South Africa (Numsa) has condemned the dismissal of its members from several companies following recent stayaways.

A Numsa spokesman warned this week that Iscor's disciplining of its

Vanderbijlpark plant employees who responded to the Congress of South African Trade Unions (Cosatu) call for a three-day stayaway could spark off new conflict.

He said 7 000 workers had been given disciplinary warnings and at least 55 had been dismissed.

An Iscor spokesman said final warnings depended on the individual employee's overall attendance.

The Numsa spokesman said 60 union members were fired from the German multinational Richard Hirschman company in Krugersdorp for being absent on June 16.

The same workers had been given warnings after taking part in the three-day stayaway protest against the Labour Relations Amendment Bill.

At the Roodepoort-based Cylinder Component company, a British multinational, 23 workers were fired for "being absent without leave" during the three-day protest.

Spokesmen for the two companies were unavailable for comment at the time of going to press.

Berden strike goes into mediation

Star 22/6/58

A legal wage strike by 320 workers at the Berden Group in Johannesburg entered its third week yesterday

The workers, members of the Commercial, Catering and Allied Workers' Union (Ccawusa), have been demonstrating peacefully on the company premises on a daily basis, the general manager, human resources, Mr Jimmy Stewart, said.

He said both parties had now agreed to mediation.

The union is demanding a minimum wage of R525 a month and an increase of R170 across the board, while the company is offering to adjust salaries to a minimum of R410 and an across-the-board increase of R87,50

Builders' union lock horns with bosses

152
Sweetman 23/6/88

THE Building Construction and Allied Workers' Union was locked in a bitter dispute with Pilkington Tiles over the stayaway by the company's workforce during a three-day "national protest" a fortnight ago, a spokesman for the union said yesterday.

Mr Vusi Thusi, BCAWU general secretary, said the company had taken 11 shop stewards belonging to the union to the Industrial Court for allegedly instigating a stayaway by the company's employ-

ees between June 6 and 8

Mr Thusi said union lawyers, at a hearing on June 15, had requested more time to study the details of the case. The case was postponed indefinitely.

He said: "The 11 workers, who were suspended for failing to appear before a company enquiry earlier, have returned to work pending the outcome of the case".

The disciplinary action taken against the 11 stemmed from the call by Cosatu and Nactu for a three-day "national protest" against contro-

versial amendments to the Labour Relations Act. The protest was marked by a mass stayaway by thousands of workers throughout the country.

The union official said the action taken against its members by the British multinational company showed that it supported the controversial Labour Amendment Bill. "The company has said that there is nothing wrong with the Bill", he said.

Mr C J Louw, Pilkington's human resources manager, was not available for comment yesterday.

Southern 23/6/54 (152)

'Sign of hope'

THE virtual non-participation of the mining industry's workforce in the June stayaways signalled mine-workers' increasing indignation at the disruption of their lives, the outgoing president of the Chamber of Mines said this week.

Mr Naas-Steenkamp, addressing the chamber's annual general meeting on Tuesday, said there might be grounds for hope that the leadership of the National Union of Mineworkers (Num) had sensed this mood among the mineworkers.

This mood, he said, was reflected by "the relative peace enjoyed by the industry lately, and particularly the virtual non-participation of the



CHAMBER of Mines president Steenkamp.

mining industry's workforce in the June stayaways."

Mr Steenkamp, who is retiring as head of the employer organisation, said the Num had initiated "a costly three-week strike" last year.

"The industry sought to view and handle the

strike as an industrial dispute, but an evident underlying aim with the strike was to demonstrate wide worker support for an agenda ranging from sanctions to seizure of control of the national economy," the Chamber official said.

Strike

The strike, Mr Steenkamp said, was a setback, too, for the ideal of developing constructive relationship between management and the union.

He said "Among the negative effects of the strike, the manner in which it was conducted, and its drawn-out aftermath is a hardening of attitudes in the rest of our workforce."

"The philosophy behind sanctions, disinvestment and other forms of punitive action is tortuous at best, but it achieves a height of cynicism when accompanied by demands for greater recognition of and more comprehensive dealings with unions that advocate these measures," he added.

He believed that good-faith bargaining would "win out" this year, because negotiations between the Chamber and Num had so far progressed "on more conventional lines".

23/6/58

Sowetan

350 workers strike (152)

ABOUT 350 members of the National Workers Union of South Africa have gone on strike following the dismissal of their shopsteward who lost his job after staying at home on June 16.

According to Mr Solly Theledi, the Nawusa organiser, workers downed tools following the dismissal of Mr Herman Matsumyane, secretary of the shopstewards committee.

He said management gave workers a 12 noon ultimatum to report for work yesterday or face dismissal. Workers also said management had agreed to recognise June 16 and similar days as paid public holidays.

Labour Update

SHOP STEWARDS

Sowetan 23/6/88

HIT OVER

PROTEST

152

THE Building Construction and Allied Workers' Union was locked in a bitter dispute with Pilkington Tiles over the stayaway by the company's workforce during a three-day "national protest" a fortnight ago, a spokesman for the union said yesterday.

Mr Vusi Thusi, BCAWU general secretary, said the company had taken 11 shopstewards belonging to the union to the Industrial Court for allegedly instigating a stayaway by the company's employees between June 6 and 8.

The disciplinary action taken against the 11 stemmed from the call by Cosatu and Nactu for a three-day "national protest" against controversial amendments to the Labour Relations Amendment Act.

The protest was marked by a mass stayaway by thousands of workers throughout the country.

Case

Mr Thusi said union lawyers, at a hearing on June 15, had requested more time to study the details of the case. The case was postponed indefinitely.

He said. "The 11 workers, who were suspended for failing to appear before a company enquiry earlier, have returned to work pending the outcome of the case."

Mr C J Louw, Pilkington's human resources manager, was not available for comment yesterday.

Unions talk for those fired as . . .

Stayaway workers hired again

(152)
B/Day
28/6/88

ABOUT two-thirds of the 3 000 workers reportedly dismissed within days of the June 6-8 stayaway have been re-employed after negotiations between unions and management, union sources said yesterday.

But it appeared at least 1 000 more workers were dismissed in the past 10 days after disciplinary hearings.

Most of the companies which dismissed workers were small or medium-sized

Nactu information officer Dale Tiffin said its unions had negotiated 336 reinstatements, but there were about 600 dismissals affecting Nactu unions in the same period

Cosatu's Transport and General Workers' Union said 380 of the 480 TGWU members dismissed had been reinstated.

The Paper Printing Wood and Allied Workers' Union reported that only 82 of its members were still out of work after the reinstatement of 1 200. Negotiations on their behalf were continuing

Chemical Workers' Industrial Union (CWIU) general secretary Rod

BRONWYN ADAMS

Crompton said his union was negotiating the reinstatement of 70 members

About 200 CWIU members were originally dismissed.

Pushing

A National Union of Metalworkers of SA (Numsa) spokesman reported it was pushing for the reinstatement of 40 workers dismissed from Iscor

He said a further 40 jobs were in jeopardy pending the completion of disciplinary hearings, while 10 000 warnings had been received. Another five hundred members remained out of work

Iscor spokesman Piet du Plessis said Iscor had agreed to Numsa's request for a meeting to reconsider the dismissals and warnings, and this would take place early next week

None of the 650 members of the National Union of Namibian Workers dismissed after this week's two-day stayaway had been reinstated, union official Festus Hengare said.

UNION WINNS RECOGNITION

Sowetan 24/6/88

THE Federated Mining Union has concluded a recognition agreement with Samancor-controlled Mooi Nooi Mine, a spokesman for the union

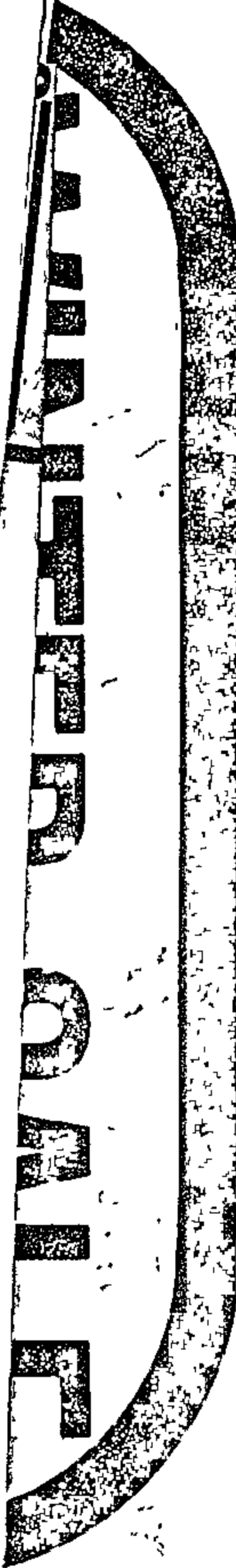
said. Mr Bennett Africa, a FMU official, said the union represented 80 percent of the workforce at the chrome mine.

Meanwhile the FMU and the mine's management resumed wage negotiations this week, with the union proposing 40 percent increases for

workers in the lowest category. Mr Afrika said the union was also seeking recognition of May 1, March 21 and June 16 as

paid holidays. Management, he said, had so far agreed to recognise May 1 as a holiday in spite of the State-proclaimed first Friday of May.

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Strike by council workers called off

By Jovial Rantao

Strike action by thousands of Soweto City Council workers was called off yesterday so that negotiations between the council and the Municipal Workers' Union of South Africa (MWUSA) could resume, a union spokesman said yesterday.

Council employees were expected to report for work today.

The workers went on strike on Tuesday following a wage dispute with the council.

Soweto's town clerk, Mr Nico Malan, said in a statement the council would consider negotiations if workers resumed work.

ACTION

After consultations with its legal adviser, the union decided to heed the council's back-to-work call, but the MWUSA spokesman said strike action could continue on Sunday if negotiations with the council were not successful.

The union spokesman said negotiations were stifled by the contents of a letter the workers had written to the council outlining grievances.

A meeting in which the union negotiation team intends reporting back to its members will be held at the Regina Mundi Church in Rockville, Soweto, on Sunday.

A decision will be made at the meeting on whether to take further strike action.

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Sterling Drug workers return to work

ALL Chemical Workers' Industrial Union (CWIU) members were back at work at the Sterling Drug plant in Durban this week after a five-week strike over the terms of the company's withdrawal from SA.
CWIU general secretary Rod

Crompton said workers had returned to work last week although union demands over the sale of the company had not been met. The dispute persisted, he said, and the union was considering alternative paths of action.

24/6/88

~~152~~ 152 ~~152~~

blady

Soweto diggers strike

Soweto 24/1/85

GRAVES PRISES

SCORES of families may be forced to dig graves to bury their dead if the strike by about 1 000 employees of the Soweto Council continues this weekend.

The strike, which began on Tuesday this week, has caused a partial breakdown of essential services in the area, including a backlog in the digging of graves at the Avon Cemetery.

A Soweto funeral undertaker yesterday said that a family was unable to contact a funeral home to arrange a burial.

By LEN MASEKO and MATSHUBE MFOLOE

because graves were not dug. The Soweto Council yesterday called in mobile grave-digging machines to alleviate the

backlog. A driver of one of the machines said the machines were sent by the Parks and Recreation Department in Johannesburg.

Sowetan reporters found the machines parked. They had not been used yet. An undertaker, Mr Kenneth Shlah, said the strike was causing

• To Page 4

NUM in dispute

THE National Union of Mineworkers has declared a wage dispute with the Chamber of Mines after it refused to accede to its demands which include a minimum of R350.

The NUM demands a wage increase of 22 percent, up from 16 percent last year. This is the highest increase in the industry for several years.

No clerical staff

Soweto 24/1/85
From page 1

Serious problems for funeral directors and things "could get worse over the weekend."

There was confusion at the graveyard yesterday as bereaved families who came to bury their dead, found the place deserted with no clerical staff to attend to them. Two families were seen lowering coffins into graves which had no numbers.

Salaries

Council employees involved in the work stoppage include personnel from maintenance, electricity, administration, water and treasury departments. They are demanding:

- Upgrading of their salaries.
- Recognition of their union, the Cosatu-affiliated South African Municipal Workers' Union (Samwu); and
- The dissolution of the staff association.

OWY SOK

Dispute

A spokesman for Samwu said the council and the union had agreed at a meeting yesterday to continue with negotiations to resolve the dispute. The two parties are scheduled to meet today. He said there was a possibility that the strike would be suspended pending the outcome of the meeting.

Meanwhile the union is to report back to the council employees at a meeting at Regina Mundi Church, Soweto, on Sunday.

DIRTY

Cheap prices not cheap talk.

RESERVES THEIR RIGHT TO LIMIT QUANTITIES

GREY PERSPECTIVE ORK 431721/02300

Seifsa offers to recognise ^{SKV 2/16/87} May 1 as a paid holiday ⁽¹⁵²⁾

By Mike Siluma,
Labour Reporter

In an apparent bid to avoid a possible wage strike by more than 120 000 metal workers, employers in the steel and engineering industry have conditionally offered to recognise May 1 as a paid holiday.

A statement by the Steel and Engineering Industries Federation (Seifsa) said yesterday that employers had agreed in principle to recognise May 1 as a holiday in substitution for an unspecified holiday.

The offer was conditional upon the acceptance by four unions affiliated to the International Metalworkers' Federation (IMF) accepting the employers' final offer guaranteeing, among others, a 17,4 percent increase for labourers.

Seifsa said it had proposed a

meeting of all 15 unions in the industry to discuss "the practical implementation of the offer". A meeting with the IMF unions would be held on Friday.

A spokesman for the largest IMF union, the National Union of Metalworkers (Numsa), said the union was not in principle opposed to swapping "colonial" holidays such as the Government-declared Workers' Day and Kruger Day for "relevant" days like May 1 and Sharpeville Day.

He pointed out, though, that the unions had tabled their demand for May 1 as part of a wages and service conditions package, and that IMF unions would seek to continue with negotiations on all issues in dispute.

The IMF said the results of a strike ballot among 129 000 members would be released today.

Berden ¹⁵² stoppage

A STRIKE at the Berden Group, a subsidiary of Malbank which has ties with Gencor, Tedelex, Empisal and Ellerin Holdings, launched on June 1, to protest about wages and other matters is still on and offers little hope of an early settlement. *Sowetan*

24/6/88
In a statement yesterday, Mr Madumo Ramalope, organiser of Ccawusa, said that the spirit of the workers has not changed and they are not about to accept the "insulting offers" of the employers.

He said the company, however, remained firm at an increase of R57,50 effective on March 16, and a further R30 effective on September 1.

Strike over June 16 firing

At least 350 workers at the Martilon Textured Yarns factory in Babelegi, Bophuthatswana, went on strike after a colleague was dismissed for observing the June 16 stayaway (152) (410)

The general secretary of the National Workers Union of South Africa, Mr Nolo Mokalapa, said union members downed tools on Tuesday last

week in solidarity with the secretary of the shop-stewards' committee, Mr Herman Matsunyane, who was fired Star 25/6/85

Mr Mokalapa said management had agreed before June 16 to recognise the day as a paid public holiday

A management spokesman said he could not comment at this stage.

'Gunman haunts

Sowetan 25/6/85

dismissed six'

152

SIX employees who were dismissed after a strike at a Soweto supermarket yesterday claimed that they narrowly escaped death when a gunman opened fire at them while they were travelling in a car in Orlando East.

The workers said that they were now living in fear of their lives after many attempts were made by the gunman to kill them. The latest attack happened on Saturday night.

They believed that the gunman wanted to kill them for being shop-stewards of the Federal Council of Retail and Allied Workers' Union.

Major Noel Hartwell of the Soweto Police yesterday confirmed the incidents and said the police were investigating

By JOSHUA RABOROKO

a case of attempted murder

The workers are part of the 80 employees of a giant supermarket who went on strike over the cancellation of a medical aid scheme at the company.

The workers were later dismissed and the union is presently holding talks with management in an attempt to have them reinstated.

A shopsteward Mr Norman Pule told the *Sowetan* that on Friday night they were returning from a union meeting when they were stopped by a strange man in a car

"The man called me to get out of the car I refused and drove off. Several shots were fired

at us, but we were not hit. Two bullets dented the car," Mr Pule said.

He added: "The gunman followed us in a car and fired shots at us. We managed to escape and reported the incident to the Orlando police."

Another worker Miss Barbara Mpawu, said she cowered under the car's dashboard when the shots were fired.

Mr Pule said on Saturday night they were again attacked by a gunman, but managed to escape.

"We are now living in fear that we will be attacked and are presently living with relatives," he said.

Only radical unions against 'strike curbs'

CAP T. 1912 28/6/88

152

By BARRY STREEK

THE only people opposed to the amendments to the Labour Relations Act were the radical trade unions who did not want to obey any rules in South Africa, the Minister of Manpower, Mr Pietie du Plessis, said yesterday.

These were the very unions which used intimidation, wanted to make the country ungovernable and bring the economy to a standstill, he said in reply to the debate in the House of Assembly on changes proposed to the Labour Relations Amendment Bill.

Despite the opposition of both the Progressive Federal Party and the Conservative Party, the amended bill was passed without a division.

Last week, lawyers representing Cosatu unions met Department of Manpower officials to express opposition to the bill, but both the adoption of the bill by the House of Assembly and Mr Du Plessis's strong attack on the "radical" trade unions indicates that little compromise seems possible.

Yesterday, the Progressive Federal Party spokesman on manpower, Mr Jan van Gend, said the amendments would disrupt good labour relations, frustrate the process of collective bargaining and lead to increased uncertainty.

Mr Van Gend said the standing committee on manpower had declined to amend the most important and controversial clauses including the ban on

sympathy strikes, intermittent strikes and product boycotts.

"The evils in the bill are a manifestation of the Nats' design to squash political opponents by prohibiting all strike action which could be used to exert political pressure."

Mr Du Plessis said he disagreed with every point Mr Van Gend had made.

Many of the trade unions and all the employer groups supported the changes to the definition of an unfair labour practice.

Mr Van Gend had said the bill would curb strikes and he agreed with this.

"We are going to curb strikes. We are going to curb illegal strikes and I am telling you the moderate trade unions and the mixed unions support this legislation totally."

The South African Consultative Committee of Labour Affairs (Saccola) not only supported the bill but had also published advertisements in newspapers explaining their position.

"Who is complaining about it? The only people complaining are the radical unions who do not want to obey any rules in South Africa."

These unions were acting in a way to fulfill the calls by Joe Slovo to make the South African economy unprofitable, and the ANC president, Oliver Tambo, who had said the ANC wanted to disrupt labour relations.

"We want to take a firm grip. We want to stop them disrupting the economy."

400 DOWN TOOLS

ABOUT 400 members of the Media Workers' Association of South Africa, downed tools at six of Perskor's Transvaal plants in support of their wage demands, a Mwasa spokesman said. (52)

The spokesman said Perskor employees demanded a weekly wage of R180 while the newspaper company offered R100

Sowetan 25/6/58

She said the industrial action was sparked by Perskor's refusal, for a second time, to recognise the jurisdiction of the industrial council for the printing industry

Perskor plants affected by the stoppage include Doornfontein, Benoni and Pretoria. Perskor management declined to comment yesterday

A meeting between the

union and Perskor was scheduled to have taken place at the Industrial Council last Friday, but was cancelled after the company questioned the council's jurisdiction over the dispute, according to the Mwasa spokesman

The two parties resumed negotiations yesterday in a bid to end the strike

Labour Update

Ballot count

Sowetan 28/6/88

By LEN MASEKO (152)

BALLOT results, which may pave the way for a strike by more than 120 000 workers in the metal industry, may be released today.

Mr Brian Fredericks, general secretary of the SA Council of the International Metalworkers' Federation (IMF), said yesterday that officials belonging to four IMF affiliates had begun counting the ballot papers.

The four IMF affiliates

are the National Union of Metalworkers of SA, Steel Engineering and Allied Workers' Union, Electrical and Allied Workers' Trade Union of SA and Engineering and Allied Workers' Union

Results

Mr Fredericks said strike ballots were conducted at more than 1 000 factories in the

industry "Ballot results will be out, at the latest, by Wednesday", he said

The four IMF affiliates have declared a dispute with the employer body, the Steel Engineering Industries' Federation of SA, which represents more than 3 000 firms

The Confederation of Metal and Building Unions have accepted the employers' final offer

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THE recent three-day stayaway had caused a hardening of employer attitudes and could lead to "race substitution" in workforces, according to a snap survey of all major economic sectors by P-E Corporate Services Management Consultants.

Stayaway steels bosses' outlook

(25)
P/day
29/1/88

Business Day Reporter

P-E director Rob Daniel said although most of the country experienced the effects of the stayaway, few industrial firms had closed down. The hiring of temporary staff as a contingency measure had proved popular in the retail sector.

Most employers had reacted to the stayaway by applying the principle of "no work no pay". The next most frequent response was to discipline workers by issuing warnings, threatening dismissal or dismissing them.

Other reactions included negoti-

ating with unions to make up for lost time and allowing workers to take paid or unpaid leave.

Daniel said most employers intended to be better prepared in the future and to adopt a tougher line.

Daniel said the feasibility of automation was open to question because it was seen as socially and politically unacceptable because of its unemployment implications. SA's short production runs also made automation financially non-viable. He cited substitution of non-black workers for black workers as possibly the most attractive alternative.

Police

Perskor management has declined to comment. Perskor plants affected by the stoppage included Benoni, Roodepoort, Nelspruit, Vereeniging, Johannesburg, Bethal and Krugersdorp.

In a front page report yesterday, the *Citizen* said that it regretted that some of its readers had not been able to buy the newspaper from street vendors as a result of the work stoppage, which was sparked off by a dispute between Mwasu and Perskor.

Mwasu said in a statement yesterday: "We object to the presence of police outside the Perskor premises in Doornfontein because we believe this can be provocative to workers who are already unhappy."

"We believe that the Perskor dispute can be resolved if there was a serious commitment on the part of management to enter into negotiations with Mwasu leaders."

"The past negotiations we have held with Perskor management have demonstrated a lack of this commitment which is vital for the maintenance of healthy industrial relations."

Strike into second day

A WAGE strike by about 3500 members of the Media Workers' Association at Perskor's Transvaal plants entered its second day yesterday.

The work stoppage follows a deadlock in wage negotiations between Mwasu and the Afrikaans newspaper group. At the centre of the dispute is the company's alleged refusal to recognise the jurisdiction of the Industrial Council for the Printing Industry to mediate in the wage dispute.

A Mwasu spokesman said Perskor employees, who downed tools at six of the company's plants, were demanding a weekly wage of R180 while the newspaper offered R100.

Yesterday, Mwasu members continued with their strike at Perskor's Doornfontein branch under police surveillance. A union official told the *Sowetan* that management had indicated that it might call in casual workers to replace the strikers.

Attempt to stave off strike

SEIFSA is to meet the four trade unions affiliated to the International Metalworkers' Federation (IMF) on Friday for what could be a last ditch attempt to avoid threatened industrial action by tens of thousands of industry employees

Seifsa this week responded to an earlier appeal by the unions to reopen talks by offering May 1 as a paid public holiday in the industry in exchange for an existing public holiday. The offer is conditional upon the unions accepting the remainder of the package

(52/6/86) ALAN FINE

However, union spokesmen, who are expecting to learn today the result of the strike ballot, said they believed the new offer would be sufficient to satisfy members.

Seifsa is offering what it says is a 17,4% package to labourers in the industry, including a new hourly minimum of R3,01 — 32c up on the existing rate. The IMF unions are demanding R3,65, but say this is negotiable

Mwasa strike at Perskor enters third day

By Mike Siluma, Labour Reporter

The wage strike involving more than 2 000 members of the Media Workers' Association of SA (Mwasa) at 10 Perskor plants entered its third day today after the collapse of talks.

A Mwasa spokesman said Perskor management declared last night it was

not prepared to negotiate further, sticking to its offer of a minimum of R109,46 a week. (152)

The union said it had reduced its demand from R180 a week to R130

Perskor spokesman Mr Kotie van Heerden yesterday refused to comment on the strike

Mozambican town of Chemba

Capr Times 30/12/88 152
Mwasa strike continues

JOHANNESBURG — The wage strike involving more than 2 000 members of the Media Workers' Association of South Africa at 10 Perskor plants entered its third day yesterday

... food shrinks

On strike: The boycott-breaker police

THOUSANDS of Soweto municipal workers, including 60 percent of the municipal police, went on strike this week to protest against a wage freeze introduced by the council on the grounds that some council workers are participating in the rent boycott.

Siphwe Thusi, organiser for the South African Municipal Workers'

By THANDEKA GQUBULE

Union, told *Weekly Mail* the council deemed it unnecessary to increase workers' wages as they were not paying rent

Municipal police, who have been involved in the eviction of Soweto

rent defaulters from their homes, have joined their colleagues in rejecting the collection of rent and eviction of residents by the city council

The Soweto municipal workers, including police, street sweepers, office cleaners, clerks, drivers, water department workers and other manual labourers went on strike after management refused to meet their demand for higher wages

The workers demand that due to the upgrading of Soweto to Grade 12 on January 12 in terms of the Department of Development and Planning this year their salaries should increase accordingly. The workers claim the council's response to the demand has been since most workers of the council do not pay rent, it is not necessary for them to receive an increment.

The rent boycott in Soweto, that began in June 1986 has cost the city council thousands of rand

"The issue of workers not paying rent is an issue for the community organisation and the council. It should not be brought into the dispute between the union and management," Thusi told the *Weekly Mail*

Soweto council workers have also demanded the recognition of their shop stewards and their union — an affiliate of the Congress of South African Trade Unions — and the disbanding of the staff association

According to Thusi, "White people are cleaning their own offices and municipal police reinforcements have been brought in to help the council."

According to a union official, they have received a letter indicating the council's willingness to negotiate. At the time of going to press the city council was not available for comment.

THE GREENFLIES WHO WANT MORE

THE rent boycott in East London's Duncan Village has spread to the people employed to break it: the municipal police.

This week when one of the policemen spoke out for the first time about conditions under which the force, dubbed "greenflies" from the uniforms they wear, are accommodated.

The policeman, who spoke on condition of anonymity, said the municipal policemen housed in the township's Ndende St area had stopped paying rent in March — ironically only a month after they had evicted several families for refusing to pay rent.

The evictions formed part of a concerted effort by the Gompo Town Committee to break the rent boycott. People have been refused burial sites and served with eviction notices!

The February evictions were challenged in court, but the Gompo Town Committee withdrew the orders against them in a tacit admission that the action was faulty legally.

The policeman said about 100 police lived in new houses built as part of the upgrading process in the Ndende St area. They were quartered four to a house, which meant they lived in a room each. He claimed they were ordered to

leave their family homes in Mdantsane and other areas so that they could be summoned at short notice. They were promised free accommodation at Ndende St, but R213 rent was demanded.

The amount had been steadily dropped, and currently stood at R87, which the "greenflies" were refusing to pay because they could not afford it and "the rent is too expensive for the poorly-built houses".

He said: "Houses have no electricity, ceiling, the floors become damp at night, there is normally leakage from the roofs during rainy days and rooms are without doors."

"We do everything in the same small rooms, cooking, putting every thing we have in the rooms in which we sleep."

The policeman said they were not harassed or threatened with evictions for refusing to pay.

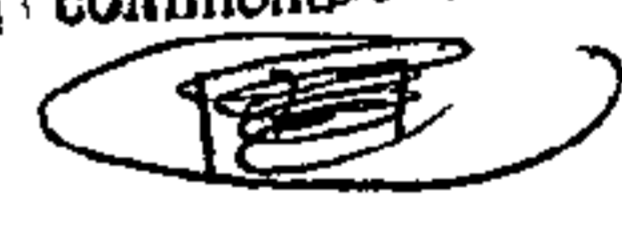
The municipal police head, Warrant Officer Willem Wolmarans, denied the police were compelled to stay at Ndende St. "They can stay where-ever they choose," he said.

"The accommodation in Duncan Village was just a favour for those who don't have houses."

Chris Maboya



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STRIKERS at Perskor in Johannesburg. The stoppage involving Mwsa members entered its third day yesterday.

Stoppage goes on

Sawetun 3/16/88

THE wage strike involving more than 3500 members of the Media Workers' Association of South Africa at 10 Perskor plants entered its third day yesterday after the collapse of talks between union and management.

A Mwsa spokesman said that in a meeting Perskor gave an ultimatum to strikers to be back at work by 6pm last night

which ended about 8pm on Tuesday night, Perskor management declared it was not prepared to negotiate further, sticking to its offer of a minimum of R109,46 a week

According to the union, workers in Durban had joined striking colleagues at Transvaal plants including Doornfontein (Johannesburg), Benoni, Pretoria, Vereeniging, Witbank, Nelspruit, Vereeniging, Bosmont and Krugersdorp

The statement said the union had reduced its demand from R180 a week to R130

Perskor spokesman Mr Kotie van Heerden refused to comment on the strike

Mwsa said that after a stoppage by Perskor workers in May to back their wage demand, Mwsa had proposed industrial council intervention. However, the council could not meet as scheduled on June 24 after Perskor questioned the jurisdiction of the council

"Workers have rejected management's latest offer because it falls far

below what they are demanding," said Mr Khala.

• The *Citizen* newspaper, which is published by Perskor, yesterday carried a notice apologising to readers experiencing difficulty in obtaining copies of the newspaper from street vendors. The other Reef newspaper published by Perskor is *Die Vaderland*

Natal whites support Indaba, says survey

Star 30/6/88

By Esmaré van der Merwe

The kwaZulu/Natal Indaba political model was favoured by a majority (51 percent) of whites in Natal, an opinion survey conducted between April and May this year has found.

Conducted by leading market research firm Mark & Meningsopnames, the survey concluded that 39 percent of the 2 000 white adults surveyed countrywide would vote "yes" if they had the opportunity to vote on the Indaba.

This was the first time people were directly asked whether they would vote for or against the proposals.

National level

On a provincial basis, Transvaal followed Natal with a "yes" vote of 41 percent, while 35 percent of Free State and 33 percent of Cape Town residents in the sample supporting the proposals for regionalised political power.

On national level, 45 percent of those surveyed indicated that they "don't know" or "can't say", and 17 percent said they would vote against the Indaba.

The Cape Province featured the highest uncertainty (56 percent), followed by Transvaal (43 percent), the Free State (40 percent) and Natal (28 percent).

When the result was analysed according to political party affiliation, most Independent Party (76 percent) voters supported the proposals, with

Progressive Federal Party supporters in close second place (75 percent)

Some 34 percent of National Party supporters and 14 percent of Conservative Party supporters favoured the proposals.

A total of 54 percent of NP supporters and 40 percent of CP supporters said they were uncertain about their vote.

According to political affiliation, the highest rejection came from CP quarters (46 percent).

Indaba director Professor Dawid van Wyk welcomed the findings as a "clearly affirmative answer" that the Indaba had "majority support among white voters in Natal and throughout the country".

The survey also showed that, despite the Government's protracted failure to formally react to the proposals, more whites in Natal felt the Indaba was making progress than those who believed it was losing ground.

Strong support

Questioned on their feelings towards Chief Mangosuthu Buthelezi, strong support was given to him as "the kind of black leader who could be trusted with power". Some 52 percent of those surveyed agreed with the statement, with 31 percent undecided or neutral and 17 percent disagreeing.

An Indaba spokesman said additional research into the political attitudes of blacks in the kwaZulu/Natal region was in progress.

Strikers defy Perskor ultimatum

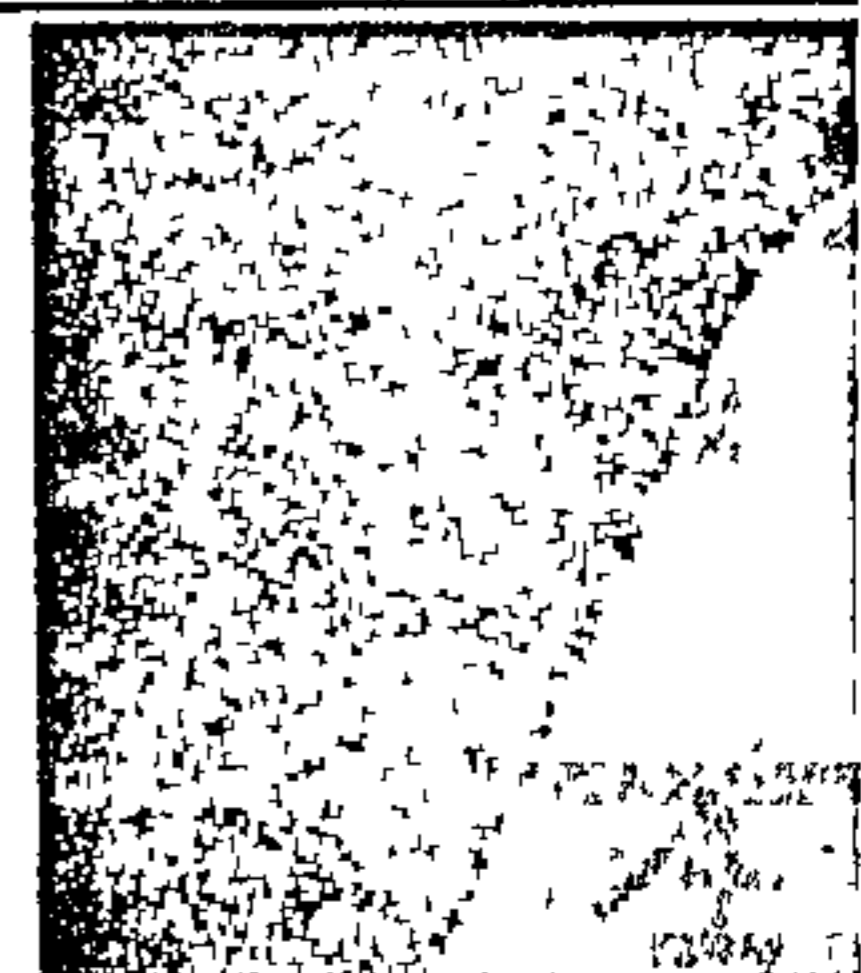
An estimated 3 500 striking members of the Media Workers Association of SA (Mwasa) have defied an ultimatum to return to work or face dismissal.

Mwasa general secretary Mr Sithembele Khala said workers, who walked off their jobs at 10 Perskor plants on Monday, were warned to return by 6 pm last night or face dismissal. The deadline was subsequently extended to 9 pm, but Mwasa members ignored the ultimatum and went home.

According to the union, workers in Durban have now also joined the strike.

Mr Khala said Perskor management were standing by their offer of a minimum of R118 a week, with an increase of R15 for drivers and a minimum of R109 a week for other workers.

Mwasa is demanding an across-the-board increase of R40 a week.



'Employers may turn towards coloured or Indian workers'

By Mike Siluma,
Labour Reporter

South African employers, faced with the prospect of future industrial unrest by black workers, could turn increasingly towards coloured and Indian workers.

This is the finding of a survey into employer attitudes in the aftermath of the recent national three-day stayaway in response to calls by predominately black unions.

The stayaway was in protest against the Labour Relations Amendment Bill and State repression of anti-apartheid organisations.

The survey was conducted in all major economic sectors throughout South Africa by Mr Rob Daniel of management consultants P E Corporate Services

According to Mr Daniel, the stayaway had caused many employer attitudes to harden to the extent that

they now intend to adopt a tougher stance in the future

He said most employers had reacted to the stayaway in the following ways.

- Taking some kind of disciplinary action, such as issuing workers with warning notices
- Threatening to fire, or actually firing, those staying away
- Adopting a no work, no pay policy or allowing workers to take either paid or unpaid leave.

AUTOMATION

- Threatening to automate or mechanise, or going ahead with this decision
- Suggesting a change in the composition of the workforce through race substitution, entailing a reduction in the ratio of black workers in favour of more coloured and Indian workers.
- Negotiating with trade unions to make up for lost time.

5 Feb 30/6/88

152

1 000 jobless after protest

By Adele Baleta

Unionists said this week that although a large number of workers fired during the June 6 to 8 stayaway had been reinstated, more than 1 000 previously employed workers were now without jobs.

Paper Printing Wood and Allied Workers Union general secretary Mr Jeremy Baskin, said 1 300 workers had been fired.

Most of them were employed by companies in the Eastern Transvaal.

The union had negotiated the reinstatement and re-employment of 1 080 of these workers, he said

The Transport and General Workers Union (TGWU) reported that of the 361 workers dismissed, 214 had their jobs back

A National Union of Metalworkers of South Africa (Numsa) spokesman said it was not yet certain how many of the the almost 500 Numsa members who were fired were now reinstated

No deals on the Labour Bill

Weekly Mail Reporter

SPECULATION that a deal is on the cards between the government and predominantly black unions over the controversial Labour Relations Amendment Bill appeared to have been shattered in parliament this week

Not only was the Bill passed by all three Houses of Parliament with no changes to the most contentious clauses, but Manpower Minister Pietie du Plessis also launched a heavy attack on the "radical unions" who were against the legislation.

Unions affiliated to both the Congress of South African Trade Unions and the National Council of Trade Unions are bitterly opposed to the Bill.

Du Plessis was warned by the Progressive Federal Party's Jan van Gend that parliament was about to enact legislation which would "disrupt labour relations, frustrate the process of collective bargaining and lead to increased uncertainty and consequent legislation".

The minister responded by asking, "Who are the people objecting to these curbs being placed on illegal

Media strike hurts the Citizen

By MZIMKULU MALUNGA

THE Johannesburg morning newspaper, *The Citizen*, is worst-hit by the strike involving over 3 000 members of the Media Workers' Association of South Africa.

(According to Mwasa's general secretary, Sithembele Khala, "they (*The Citizen*) have subcontracted a portion of their work to *Beeld*".

He said Perskor offered a R16 across the board wage increase, with R109 a week offered to factory aids and R118 offered to drivers and clerks.

Mwasa reduced its wage demand from R180 a week to R130.

Khala said Perskor gave workers

a 6pm deadline to return to work on Wednesday this week or face dismissal. The ultimatum was not met and a number of employees were fired.

Plants in Johannesburg, Pretoria, Krugersdorp, Vereeniging, Witbank, Bosmont and Nelspruit have been affected by the strike. The four-day-old strike was joined by workers in Durban, the union said.

Both *The Citizen* and Perskor could not comment. Negotiations were continuing at the time of going to press.

strikes? The radical trade unions which do not want to obey any rules or any law in this country.

"These are the trade unions which use intimidation. These are the trade unions who want to make the country ungovernable. These are the people who want to politicise the whole labour terrain."

Du Plessis was speaking in the clo-setted atmosphere of the white House

of Assembly, which is far removed from the realities of the factory floor.

However, after such a vitriolic attack, it seems unlikely that a meaningful compromise can be reached on the legislation

Du Plessis did not name any of the "radical unions".

But he did say that "the moderate trade unions of this country and many of the mixed trade unions in this country support this legislation wholeheartedly".

He also said it was the express aim of African National Congress president Oliver Tambo that the ANC should this year gain advantage in the field of labour

Du Plessis did, however, say that the Bill was not the "last word" on labour legislation.

"We will see how it works out in practice. We will look to see if this legislation puts us in a position to accommodate new challenges, new problem situations and new tendencies," he said.

Rhodes res strike will hit festival

Weekly Mail Reporter

RESIDENCE workers at Rhodes University in Grahamstown have voted not to work during the Standard Bank National Arts Festival in protest against the low wages they say they receive.

Rhodes offers accommodation to people attending the festival, and the workers are asked to work during this period. The money they receive is in addition to their monthly wages.

The chairman of the Transport and General Workers Union (TGWU) in Grahamstown, Elijah Ntentile, said workers had also

demanded that they be paid immediately after the festival, rather than waiting until they receive their monthly pay.

At a meeting last week between TGWU officials and university representatives, the parties agreed to appoint a mediator, Port Elizabeth lawyer Fikile Bam, to help resolve the dispute.

Negotiations between the university and the union were broken off two months ago after deadlock was reached. - ANA

Survey indicates anti-black attitude among employers

(152)

By Mike Siluma, Labour Reporter

South African employers, faced with future industrial unrest by black workers, could turn increasingly towards coloured and Indian workers

This is the finding of a survey into employer attitudes in the aftermath of the recent national three-day stayaway in response to calls by predominantly black unions

The survey was conducted in all major economic sectors throughout South Africa by Mr Rob Daniel of the management consultant firm P E Corporate Services

According to Mr Daniel, the stayaway had caused many employer attitudes to harden to the extent that they now intended to adopt a tougher stance

DISCIPLINARY ACTION

He said most employers had reacted to the stayaway in the following ways

- By taking some kind of disciplinary action, such as issuing workers with warning notices
- Threatening to fire, or actually firing, those staying away.
- Adopting a no work, no pay policy or allowing workers to take either paid or unpaid leave
- Threatening to automate or mechanise, or going ahead with this decision
- Suggesting a change in the composition of the workforce through race substitution, entailing a reduction in the ratio of black workers in favour of more coloured and Indian workers
- Negotiating with trade unions to make up for lost time

350 workers fired

• ABOUT 350 members of the National Workers Union of South Africa, who downed tools last week after their colleague was fired, have been fired by Martlon management in Babelegi near Hammanskraal. (152)

Mr Nolo Mokalapa, a Nwusa official, said the work stoppage was sparked by the dismissal of a shop steward, Mr Herman Matshunyame, for staying from work on June 16. He said Mr Matshunyame and another worker, Mr Albert Ntuli, were detained by Bophuthatswana police on Wednesday this week.

'More dismissals' 1/7/88

• MORE dismissals related to the June 16 stayaway have been reported at R J Spargo company in Alrode, Alberton.

Thirty-two members of the Chemical Workers' Industrial Union (CWIU) have been sacked for failing to report for duty on that day, according to the company.

Row over canteen

A ROW over canteen facilities has led to a strike by about 200 members of the CWIU at Gilletts company on the East Rand.

A CWIU spokesman said the row revolved around the replacement of the present canteen staff with a contractor. "The use of outside contractors is a problem for the employees, who believe that these contractors pay low wages to save costs."

Union's challenge

THE Food Beverage Workers' Union is to take Hercules Cold Storage company to the industrial Court over the dismissal of its 200 members.

The case will be heard on July 4. The union is challenging the validity of the dismissals which took place

after the workers went on a wage strike early this year.

Conciliation Board talks collapsed this week after the two parties reached a stalemate.

Labour Update

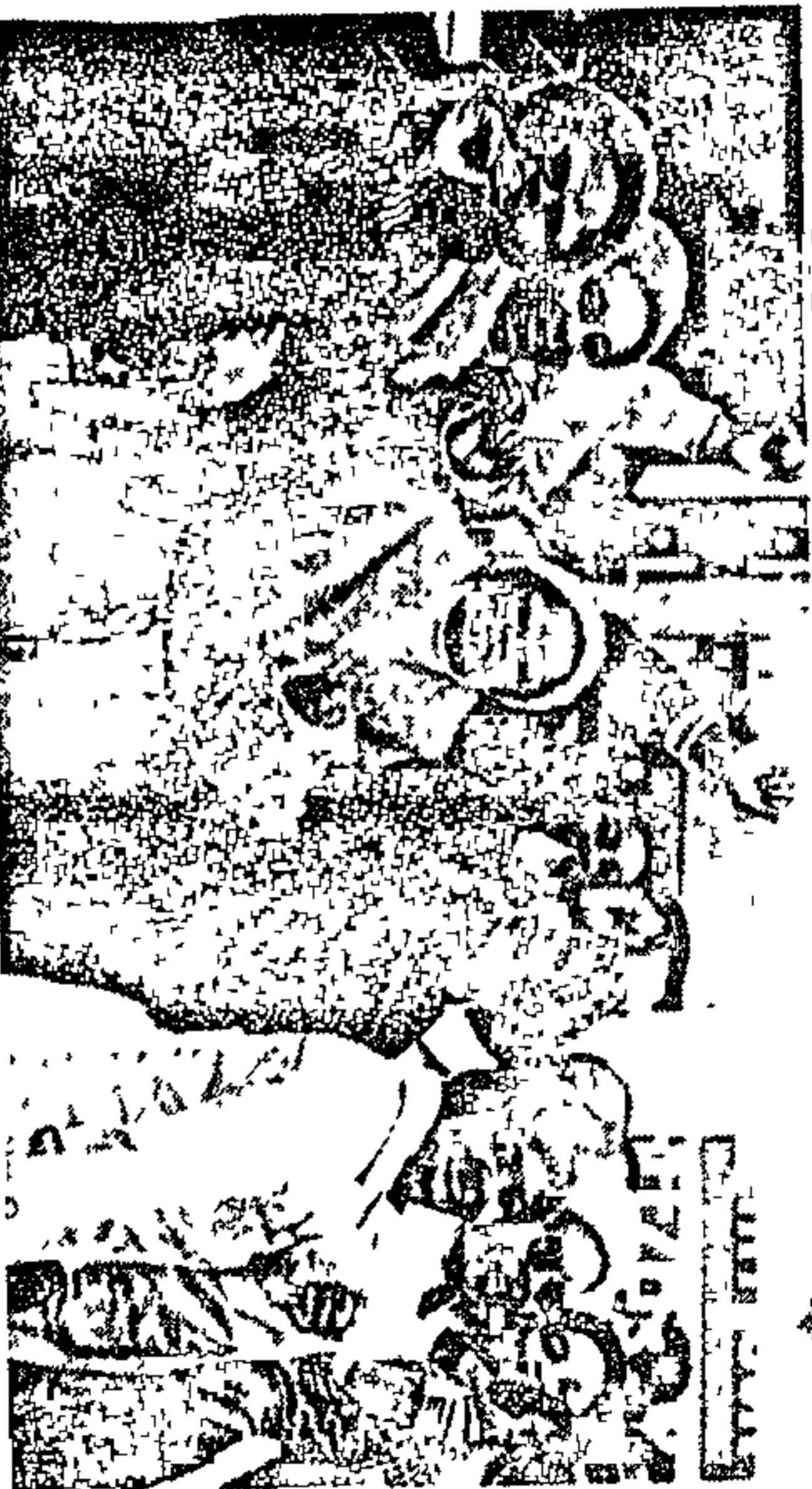
42 BANCMA TWORKERS

FORTY-TWO members of the National Union of Metalworkers of SA dismissed by Richard Hirschmann company after staying away from work on June 16 had been reinstated, a Numsa spokesman said yesterday.

Mr Hassan Lorgat, a Numsa official, said the dismissals were reversed mainly due to pressure from the union's mother body, the International Metalworkers' Federation, which pursued the matter with the company's headquarters in West German.

Earlier, Mr Lorgat said, management had warned these employees for staying away during a three-day protest against the Labour Relations Amendment Bill.

Among those dismissed was Orlando Prates' player, Vincent "Last Born", Makroth. Meanwhile Numsa is involved in another row with the company over



IT WAS all systems go as these workers, dismissed after failing to report for duty on June 16, returned to work yesterday.

the alleged retraining of 14 workers.

Mr Lorgat said: "We wanted the 14 workers reinstated because we believe that they were victimised as a result of the stayaways."

● An American multinational company, Alfred Teves Technology, has dismissed 26 workers who failed to report for duty during a three-day protest against proposed amendments to the Labour Relations Amendment Bill, according to Numsa.

A Numsa official said the 26 were some of the 74 employees dismissed after the three-day stayaway. Forty-eight of these workers were later re-instated after the union launched investigations into the matter, he said.

These workers were to be given a final warning as a result of their absence from work on that day, the Numsa spokesman said. He said this "hardline attitude" was not expected of a company which was a signatory of the Sullivan Code.

Numsa is to challenge the dismissals in the metal industry's industrial council.

the PFP or any other party.

Perskor strike over

CNF Trans (152)
1/7/88

THE strike involving Perskor and the Media Worker's Union of SA was settled yesterday and strikers returned to work, a Mwasa spokesman said. He said the parties agreed on a minimum wage of R118 per week for drivers and R109 for factory assistants, and a R16 increase for those workers who had received an increase this year.

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152

EMPLOYERS in the metal industry are considering a nationwide lock-out in order to pre-empt an impending strike by 120 000 members of four trade unions with which they are locked in a wage dispute

In a confidential document leaked to the *Weekly Mail*, the executive director of the Steel and Engineering Industries Federation of South Africa (Seifsa), Brian Angus, tells employers "Seifsa has decided that an urgent ballot be conducted among the membership to determine the extent of the support for an industry lock-out."

Four unions linked to the International Metalworkers' Federation (IMF), with 120 000 members in the metal industry, have declared a wage dispute with Seifsa and are currently balloting their members for a nationwide legal strike

Union shop stewards said this week that employers had also begun asking workers to sign forms saying that they accepted Seifsa's wage offer and undertaking not to take part in the looming national strike

The Seifsa circular, leaked by an employer to the *Weekly Mail*, says the organisation plans to begin counting the employers' ballot votes on Thursday this week

An industry-wide lock-out has never taken place in South Africa
A memorandum from Seifsa's law-

Leaked letter tells of plan to 'lock out' metal strikers

EDDIE KOCH reports on a Seifsa strategy to get tough with unions

yers, attached to the circular, argues that if employers take the initiative by locking workers out, the four unions will no longer be able to launch a legal strike

It notes that in terms of the Labour Relations Act, companies are obliged to conduct a ballot if they wish to stage an industry-wide lock-out

"The party which initiates the industrial action, whether it be a strike or lock-out, characterises the industrial action," says the memorandum. Seifsa's lawyers point out, however, that there is some disagreement in legal circles about whether this interpretation of the law is correct.

Seifsa representatives were not available for comment at the time of going to press.

It also advises that employers will not have to pay wages during the lock-out period.

Seifsa has reached agreement on wage increases with 11 trade unions, representing mainly white and coloured unions in the industry, and has announced that it will not extend the pay increase to members of unions who still reject their offer.

The National Union of Metalworkers of South Africa (Numsa) has condemned this move as a bid to foster antagonism to the IMF unions.

Seifsa has denied the charge and says it is "reasonable and legitimate to arrange for the agreement to be extended to employees of a group of trade unions that has accepted the employer offer".

Shop stewards of the IMF unions report that their members were this week asked by various companies to sign forms saying: "I hereby request to implement the employer offer of increased wages. In return I undertake that I will not take part in any strike action concerning the employer."

The four IMF unions are: Numsa, the Steel, Engineering and Allied Workers' Union of South Africa (Seawusa), Engineering and Allied Workers' Trade Union of South Africa (Eawtusa) and the Engineering and Allied Workers' Union (Eawu)

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15-2

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Seifsa representatives were not available for comment at the time of going to press.

Wage talks between Seifsa and the IMF unions deadlocked earlier this year, with the workers demanding an across-the-board increase of about 40 percent and a minimum hourly wage of R3,65. The employers' final offer comprised increases ranging from between 11,6 percent and 15,7 percent.

Seifsa's lawyers say the aim of a lock-out is to "induce or compel any employees .. to agree or to comply with the demands or proposals made by the employer/s concerning conditions of employment".

Under the heading "Advantages of the lock-out", the memorandum says the tactic "can be used as a collective bargaining tool enabling the parties to reach agreement on issues in the dispute."

It also advises that employers will not have to pay wages during the lock-out period.

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7 000 7-13/78 strike SARHU against 152 union

By THABO THULO

DURBAN. — More than 7 000 members of the South African Railways and Harbours Workers Union (Sarhwu) have downed tools twice in the past two weeks demanding that they be allowed to resign from the rival Black Trade Union (Blatu).

After the second work stoppage, management and Blatu acceded to their demand.

The city's largest harbour was the first to be hit last Friday when about 5 000 workers including crane operators, forklift drivers and train marshalls staged a three-hour work stoppage.

Workers at Bayhead Goods Shed, the biggest in Durban, and the new pier goods shed followed suit this week. They returned to work after management and Blatu's Natal chairperson, Mr M G Mthiyane, promised them they would be allowed to resign from Blatu at the end of the month.

Sarhwu Natal secretary, Mr David Moeti, said all members of his union would go strike on July 28 if management and Blatu did not stick to their promise.

The strike took place in the wake of a second attempt by Sarhwu lawyers in Natal to have their members released from Blatu.

No bonus

In April, a Durban magistrate granted Sarhwu shopsteward Themba Pakkies an order prohibiting SATS from deducting Blatu fees from his salary. Pakkies was subsequently released from the union.

During the strike, SATS wrote a letter to the strikers informing them they had held an illegal gathering.

They were warned disciplinary steps would be taken and they would not get bonus and pay for the time they were on strike.

The regional manager, Mr A Fourie, later wrote another letter advising the workers if they wanted to resign from Blatu they had to sign individual resignation forms.

The letter also notified workers they had to give Blatu a month's notice before resigning.

In another incident during the strike, Sarhwu Natal chairman Lereko Thamae was briefly detained and released for the second time since May.

Police liaison officer Lt Bala Naidoo confirmed the first detention but said he had no record of the second.

SATS labour relations officer, Mr AC Jacobs, said the matter had been resolved and was an internal affair between the workers and Blatu. He stressed it had not affected SATS.

CONCORD NEWS

2000 lose their jobs

Source 7/7/88
152

MORE than 2000 members of the Media Workers' Association of South Africa, who took part in a wage strike at Perskor plants last week, were dismissed and told to collect their pay yesterday, a Mwasa spokesman said.

Mr Sthembele Khala, Mwasa's general secretary, said union members had, however, ignored management's request to collect their wages. He said these workers were fired in spite of the fact that Perskor and Mwasa had reached a wage agreement — the issue that had sparked the strike.

The dismissals followed a strike by about 3500 Mwasa members who downed tools after talks between the union and Perskor collapsed a week ago.

Agreement

The two parties have since reached agreement on across-the-board increases of R16, minimum pay of R109 for "factory aids" and a minimum weekly wage of R118.

Mr Khala said Mwasa had instructed its lawyers to challenge the dismissals.

Before the wage settlement, Mwasa had demanded a weekly wage of R180 while management offered R100. Perskor management has declined to comment.

Support

Meanwhile two international organisations have entered the fray, calling on Perskor management to reinstate the dismissed Mwasa members.

Mwasa's president, Miss Sandra Nagvaal, said the union had received messages of support from the International Confederation of Free Trade Unions and International Federation of Journalists. The two bodies, she said, had sent telexes to the newspaper group urging it to unconditionally reinstate Mwasa members.

NO SAP comment

POLICE would not issue any official statements on the stayaway because it was a contravention of the emergency regulations to give publicity to such actions, a Pretoria police spokesman said yesterday. *Sowefeen*

"No official statements regarding the stayaway or intimidation will be issued because it is a contravention of the emergency regulations to give publicity to the stayaway or to further its aims," said the spokesman. *8/7/58*

• It is an offence under the emergency regulations to incite or encourage members of the public to stay away from work or to go on illegal strike, or to publish anything which shows the extent to which a stayaway is successful or which discloses particulars of the manner in which members of the public are intimidated, incited or encouraged to take part in or support such action.

It is also an offence to give an account of any incidents in connection with stayaway intimidation, incitement or encouragement. *152*

Anglo wins in R10m dispute

AN arbitrator has ruled that payments to about 20 000 Anglo American miners who were dismissed during the August 1987 wage strike should be based on basic wages rather than the value of wages plus fringe benefits.

The case, heard by Advocate William Schreiner, arose from a dispute over the interpretation of a settlement reached last March in terms of which the employees, 9 000 of whom are in the process of being reinstated, were to receive various compensation, severance and

(152) notice payments.

ALAN FINE

The value of the payments in Anglo's estimation was about R40m. Had the National Union of Mineworkers' view been upheld, about R10m would have been added to the settlement bill.

Anglo spokesman Michael Spicer said Schreiner had concluded the clear division in service contracts between cash earnings and fringe benefits meant the word "pay" referred only to the former.

OFS may have to fork out

152

CP Correspondent
THE Free State Provincial Administration might have to find more than R500 000 to cover the wages of about 280 workers dismissed unlawfully in August and September last year.

Last week Judge AP van Coler upheld an application by three workers of Pelonomi Hospital in Man-

gaung near Bloemfontein. He declared their dismissal null and void because they were not permitted to state their case before being sacked.

The three were chosen to represent all the workers dismissed following a strike on August 25 and 26 last year.

The strikers wanted a democratically elected

workers committee, recognition of their union, the National Educational Health and Allied Workers' Union, an end to "harassment" by hospital security personnel, a "living wage" and permanent status.

Some claimed they have been on the temporary staff for more than 10 years.

A spokesman for Nehau said the 280 workers involved earned between R142 a month - the normal starting wage - and R500 for a clerk.

A spokesman for the Provincial Administration said application for leave to appeal against the judgment had been made, but a final decision to appeal had not yet been taken.

(152)

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10/7/88 CIPress

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Sats men strike to quit union

CP Correspondent

MORE than 7 000 members of the South African Railways and Harbours Workers' Union in Durban have downed tools twice in the last two weeks demanding that they be allowed to resign from the Black Allied Transport Union.

After the second work stoppage, management and Blatu acceded to their demand.

The city's harbour was the first to be hit last Friday when about 5 000 workers staged a three-hour work stoppage.

Although there was no agreement at the time, workers resumed work.

This week workers at Bayhead goods shed, the biggest in Durban, and the New Pier good sheds followed suit.

The workers returned to work after management and Blatu's Natal chairman promised them they would be allowed to resign from Blatu at the end of the month.

The strike has taken place in the wake of attempts by lawyers of Sarwhu in Natal to have their members released from Blatu. - Concord

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Employers move away from black workers to stop work stoppages

10/7/88 C/Press

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By KERRY CULLINAN

AN increasing number of companies are considering employing white, Indian and coloured workers instead of blacks as they believe they are less likely to strike or observe stayaways

At the same time, businesses involved in supplying temporary workers are

flourishing because of strikes and stayaways.

A snap survey conducted by a consultancy for management, PE Corporate Services, revealed that employers' attitudes towards strikes and stayaways were hardening and that they were determined to ensure that their businesses continued nor-

mally, even if this meant the racial substitution of their employees

Assocom spokesman Vincent Brett confirmed that racial substitution was an option being considered by employers, especially after the three-day stayaway

"Employers, especially small ones, are finding it more and more difficult to plan and operate properly with all the stayaways and strikes that have been happening recently," said Brett.

"Racial substitution is one of the options being considered to ensure that businesses operate smoothly."

Meanwhile, over the last year, an estimated 30 companies have sprung up to meet employers' labour demands during strikes and stayaways

A managing director of one such company, who declined to be named for fear of reprisals from "these union guys" said that her company was flourishing, and that over the recent three-day stayaway it had supplied almost 900 workers to various companies in the PWV area.

While this particular company supplies a range of different categories of workers, most other companies in the same business specialise, some only supplying drivers, others labourers and others only artisans.

Both the racial substitution and the supplying of temporary workers have been greeted with disgust by the country's biggest trade union federations, Cosatu and Nactu.

"While employer organisations like Saccola plead liberalism among its members' views, stark racism has been unmasked," said Nactu.

Cosatu, meanwhile, said that, in the light of past violence caused by scabbing, the temporary workers' agencies were being "reckless and provocative".

HOTEL WORKERS 152
Sowetan 11/7/88
WIN BACK JOBS

MORE than 40 workers fired by the Palm Beach Hotel during a strike in May are to be reinstated this month following an industrial court ruling in their favour.

At the hearing the court ruled the 41 workers, all members of

the Black Allied Workers Union (Bawu), must be reinstated by the hotel on terms and conditions not less favourable to them than those which applied before their dismissal

The order is effective from July 18, but applicants may be employed before

copy this

11/7/88

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Dramatic drop in SA strikes

Own Correspondent

JOHANNESBURG — Strike action in South Africa in the first six months of the year is down by 89% on the same period last year, and is at its lowest levels since 1983, according to a preliminary survey of mandays lost conducted by industrial relations consultants Andrew Levy and Associates (ALA)

The survey, which excluded political stayaways, showed 120 035 mandays were lost to strike action in the period to June 30, compared to 1.1m last year. The data was based on analysis of 76 strikes

By far the industrial sector most hard hit by industrial action was automobile and allied, which accounted for more than 42% of the mandays lost. Next was the public sector with 13%

The report noted that the retailing and mining sectors, normally high on the list of strike-prone industries, were conspicuous by their absence. Non-auto parts of the metal industry, too, have enjoyed their most strike-free period for years

An analysis of strike triggers indicated a dramatic reduction

in the proportion of strikes due to disciplinary incidents. The survey showed just 12% of strikes were triggered by disciplinary action, compared to close to 25% last year

The ALA report suggested this could indicate that the handling of discipline on the shopfloor has become more institutionalized as a result of greater experience on the part of management and labour. Part of this included the large number of disciplinary cases referred to the Industrial Court and to private arbitration

'War-weariness'

The wage dispute trigger accounted for just over 30% of strikes, similar to last year. Other grievances, with no single one prominent, accounted for the remainder

Explaining the dramatic downturn in the incidence of strike action, ALA's Mr Gavin Brown argued this did not necessarily mean the beginning of a long-term trend. More likely, he said, the unions were suffering a "war-weariness" and were taking a "breather" after the numerous high-profile, large and lengthy strikes last year which "caused a significant loss of membership

and imposed crippling legal, administrative and financial burdens on the unions involved"

The report said the figures may also confirm the commencement of a review of strategies and tactics on the part of labour

Mr Brown said unions' previous propensity to strike relatively early during a dispute, or even during negotiations, as a form of leverage, had been replaced this year by a willingness to keep on talking. But while strike levels were likely to increase in the long-term, the rate of increase was likely to slow down, he said

One factor, already beginning to show, was that the increase in union membership was slowing down

"Many sectors are approaching saturation point in terms of unionizable workers. Where there remains potential for growth — as in the public sector — is where strike action is becoming proportionately more significant," he said. In future years the same could apply to the agricultural sector

Commenting on the survey, Nactu's Ms Dale Tiffin said it reflected a more mature union approach, in that "people were thinking more strategically"

Court orders reinstatement of workers

Sowetan 11/7/88

152

THE Industrial Court has ordered Durban's Palm Beach Hotel to reinstate 41 employees dismissed after going on strike on May 2.

Members of the Black Allied Workers Union, the workers are some of the 800 from 10 hotels and restaurants who were dismissed on the same day

The order is likely to have favourable implications for the dismissed workers because the dispute against the individual hotels is the same

It is also likely to hit employers hard, because they may already have replaced the dismissed workers.

The president of the court, Mr Arthur de Kock ordered the Palm Beach to reinstate the workers "on terms and conditions not less favourable to them than those which applied prior to their dismissal"

The order is not retrospective, but will operate from July 18. Mr de Kock made no order as to costs

SA strikes drop to lowest 5-year level

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(52) B/day → 11/7/88 ● From Page 1

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"Many sectors are approaching saturation point in terms of unionisable workers. Where there remains potential for growth — as in the public sector — is where strike action is becoming proportionately more significant," he said. In future years the same could apply to the agricultural sector.

Commenting on the survey, Nactu's Dale Tiffin said it reflected a more mature union approach, in that "people were thinking more strategically".

Agreeing that this new approach could be a function of the many large strikes of 1987 where there were few immediate material gains for workers, she said there was now a greater emphasis on actions such as go-slows that affected management while avoiding some of the dangers of full-scale strike action.

11/27/88 (152) B/day

'Race substitution' shelving the problem

A SURVEY of all major economic sectors, following the recent three-day stayaway, reveals that employers are adopting a policy of "race substitution", hiring whites, coloureds and Indians in preference to black workers, says SA's largest management consultancy.

But P-E Corporate Services human resources practice head Rob Daniel warned race substitution was not a good idea, as it would "only shelve the industrial problems, rather than solve them".

He said the survey showed employers were planning to adopt a tougher line in future and be better prepared. During the stayaway, most adopted the no-work-no-pay attitude, but many said they would take stronger action next time.

Daniel said temporary staff offered a popular solution in the retail trade. He said industry could possibly adopt automation as a way out of labour unrest, but whether this was a viable alternative was "an open-ended question", since un-

employment would escalate even faster and short production runs made the practice financially questionable.

"Trade unions are a new reality and won't disappear", Daniels said.

"The long-term answer lies in increased education — for both management and the labour force," he said.

This education should include more effective communication. It should teach management how to optimise production alongside better industrial relations, without one losing at the expense of the other.

The labour force should be educated in basic economics and the realities of business, he said, adding "that it is pointless to force industry to its knees, for it will only result in further plant closures, greater unemployment and reduced incomes".

Furthermore, everyone should attempt to use the infrastructure of the industrial relations system more constructively, he said. — Sapa.

FEWER STRIKES IN 1988

A SURVEY of man-days lost through strike action in the first six months of this year indicates the lowest level of industrial action for the period since 1983. *Sowetan 12/7/88*

This was a preliminary finding in a survey conducted by labour consultants, Andrew Levy and Associates

Man-days lost this year were close to 90 percent lower than for the same period last year, the survey said

"The sectors which have lost the greatest number of man-days through strike action so far in 1988 include the automobile industry and the public sector

"Notable by their absence from the statistics are the retailing and mining

industries, who, relative to 1987, are enjoying a strike free year"

The date was based on analysis of 76 strikes in the period under review

The figures dealt only with legal and illegal strikes, not community stayaways such as occurred on June 6, 7, 8 and 16

"Although it is still too early to predict that the year-end figures will reflect a similar trend, the successful conclusion of a number of important wage negotiations, such as that between the Chamber of Mines and the National Union of Mineworkers, may be indicative of a relatively quieter year as far as strike action is concerned

Preliminary explanations of the figures

centred on 'what may be informal policy decisions by major unions to limit strike action in the wake of the damage suffered by the labour movement during the large numbers of high profile strikes which took place during 1987'

In many cases, the 1987 strike caused a significant loss of membership and imposed crippling legal, administrative and financial burdens on the unions involved, the report said

"The figures may also confirm the commencement of a review of strategy and tactics on the part of the labour movement, evidence of which has emerged from the debates that have occurred at various union congresses and in union discussion papers in recent months" — Sapa



OUTH African-born musician Richard Jon Smith (above) arrived in South Africa yesterday for a ten-day visit. While here he will also promote his new album, *Africa*

Smith will make appearances in Johannesburg, Port Elizabeth, Cape Town, Ioemfontein and Pretoria.

Smith (37), who lives and works in London, cannot perform in South Africa because he is a member of the British Musicians Union and quarry, both organisations are opposed to cultural links with South Africa.

He said that he "would have loved to perform home for my people."

Also back home were artists Condry Ziqubu, atsemela Manaka and his wife Nomisa. They formed part of the cast of Calphus Semanya's musical *Buwa*, which toured Accra, Senegal, Kina Faso, Dakar, Ghana, Nigeria and Ethiopia since April this year

Dukakis urges UK sanctions

LONDON — US Democratic presidential candidate Michael Dukakis yesterday urged Prime Minister Margaret Thatcher to impose sanctions against South Africa, underlying a potential split in British-American relations.

Dukakis was interviewed during a 40-minute British Broadcasting Corporation television current affairs programme, *Panorama*, yesterday which focused on his challenge to Republican George Bush

"I hope we can persuade Mrs Thatcher and the British Government that given the tragedy, the pain, the unconscionability of apartheid, that we have to take action as an international community," said Dukakis

Mrs Thatcher is adamantly opposed to tough embargos against South Africa — in stark contrast with Dukakis whose platform calls for the white-minority government to be ranked along with Libya as a "terrorist state"

"I suspect we'll agree on some things and not agree on others," Dukakis said

Council plea to residents

THE Atteridgeville City Council, which is R2 million in the red, is seeking help from local residents on ways and means of wiping off the deficit.

One possibility is higher tariffs but no decision has been taken yet, according to the July issue of the council's newsletter

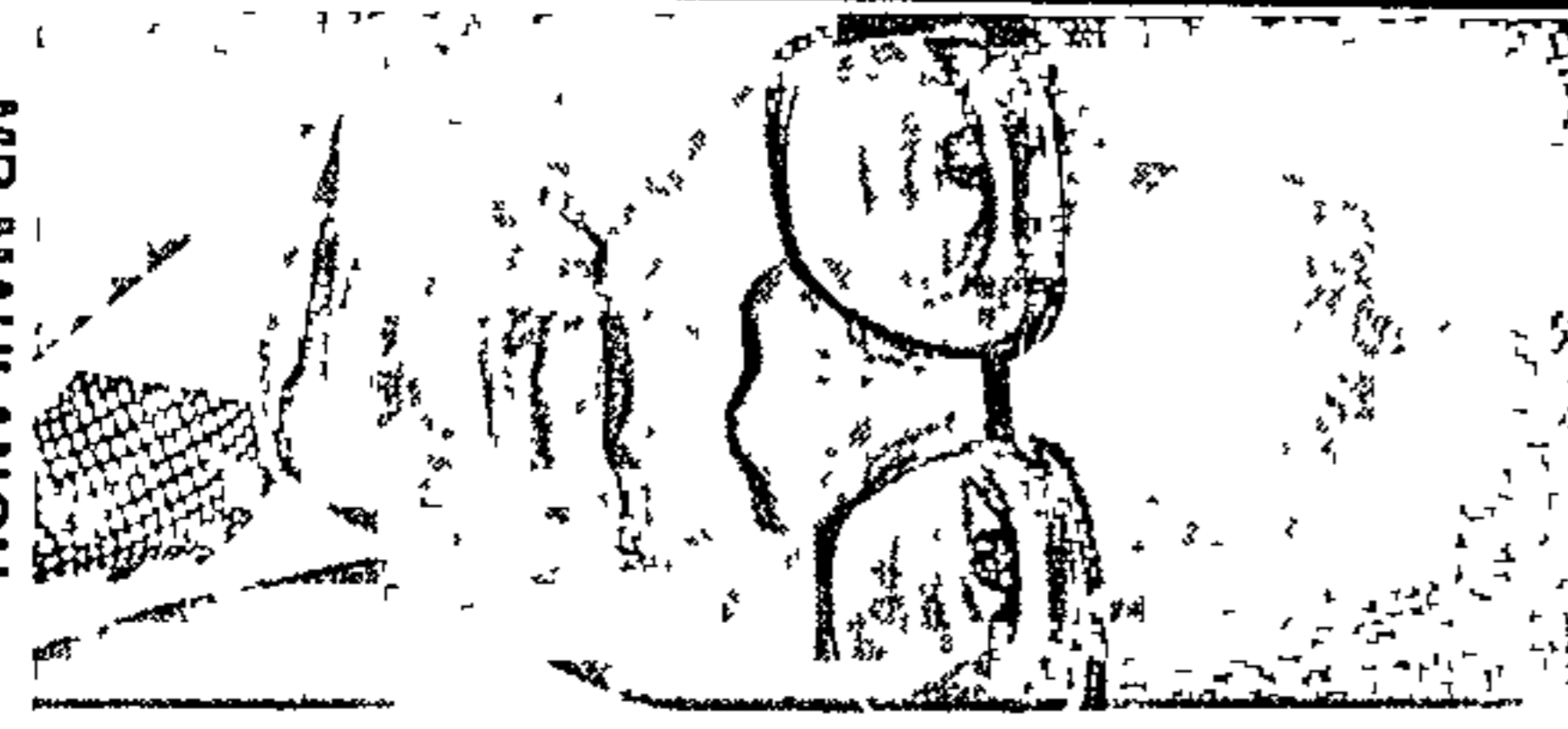
The mayor, Mr Matthew Mahlangu, said. "My council has not yet decided on tariff increases. We have to consult with the residents on the council's proposal for tariffs increase

He appealed to local residents to "come up with proposals that might help address the critical financial position of the council"

Mr Mahlangu said a decision would only be taken after public meetings had been held in the various wards

The council has also announced that the building of a 850 metre concrete wall around the cemetery estimated at a cost R21 250 would soon be started

Residents have in the past complained about acts of vandalism at the cemetery



MR MAHLANGU

Number of strikes declines

By Mike Siluma
Labour Reporter

South Africa could be heading for a relatively strike-free 1988, following the lowest number of strikes recorded for the first six months of any year since 1983

These are the findings of a preliminary report of the Industrial Relations Monitor report, compiled by industrial relations consultants Andrew Levy and Associates

Both legal and illegal strike action was monitored

"Man days lost so far this year are close to 90 percent lower than for the same period last year," says the report

"Should the current wage talks in the metal industry reach conclusion without strike action, this would be a major confirmation of the trend"

According to the report, a preliminary reason for the low level of strike activity for the January to June period could be an informal decision by unions to limit strikes following damage suffered by labour during last year's strikes

Eight Afcol strikers held

EIGHT striking Afcol workers are still being held in terms of the emergency regulations, after being arrested at a union meeting in Klipspruit, Soweto, on Friday, a Paper Printing Wood and Allied Workers' Union (Ppwawu) spokesman said yesterday.

Ppwawu spokesman Sydney Mafilika said the eight union members were arrested at about 10am on Friday when 50 policemen surrounded the Klipspruit Dutch Reformed church where 1200 Ppwawu members were attending a union report back meeting.

Mafilika said: "We were about to get a

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DANIEL SIMON

decision from the workforce on going back to work on Wednesday, but did not reach a conclusive decision because police disrupted the meeting."

He said the men were still in detention and union lawyers were trying to determine the conditions of their detention.

Police directorate spokesman Captain R H V Bloomberg said the eight were detained under the emergency regulations.

He said the SAP visited the premises after receiving information.

Bloom 12/7/88

Strike still on

THE strike by close to 350 Martlon Textured Yarn Factory workers in Babelegi near Hammanskraal entered its fourth week yesterday with attempts by management to break it

Shopsteward Mr Herman Matsunyane yesterday said about 41 of the workers involved

in the strike were "pressurised" by management last week to sign dismissal forms and the matter was now in the hands of the union's lawyers

The company's manager, Mr J Flemming, declined to comment yesterday

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Sowetan 12/7/88

Cape Times 13/7/8

1 200 Afcol workers to return as strike ends

JOHANNESBURG. — All 1 200 Afcol workers who have been on strike for over six weeks are due to return to work today.

The Paper, Printing, Wood and Allied Workers' Union (PPWAWU) said in a statement that although the settlement was reached last week "it could not be finalized last week owing to police disruption of the union report-back meeting".

The settlement involved the issue of the dismissal of 300 Star furniture workers on April 20 and four workers dismissed on April 14.

An agreed interim disciplinary procedure will operate for two months while negotiations on a final procedure continue.

The company has agreed to reply to the union next week on the workers' demand that the eight workers detained last Friday should receive full pay while being held under emergency regulations. — Sapa

14-20/7/88

Cosatu to act on sackings

THE Congress of South African Trade Unions (Cosatu) is to launch a concerted campaign for the reinstatement of workers sacked after the three-day national protest action.

Public relations officer Frank Meintjies said the decision was taken at a meeting of the central executive committee in Johannesburg at the weekend.

Meintjies said the executive noted that about 2 000 workers initially dismissed after the action on June 6, 7 and 8 had now been reinstated.

Warnings

"Several hundreds others are still dismissed and thousands have been given warnings. A campaign is to be launched to demand the re-instatement of all and the scrapping of warnings.

"The first step will be

to circulate to all affiliates names of relevant companies with the type of victimisation. Unions will then meet at Cosatu level to plan a concerted national campaign."

The executive also decided to facilitate the organising of a major anti-apartheid conference to counter the current repressive climate in the country.

Mpetha

A resolution to organise a conference of all those opposed to apartheid was taken at the recent national conference at the University of the Witwatersrand in Johannesburg.

Meintjies said the central executive committee also resolved to call for the release of 78-year-old Oscar Mpetha, currently serving a five-year prison term in Cape Town.

"We have also decided

to revive the living wage campaigns by focusing on racial and sexual inequality as well as discrepancies between rural and urban, skilled and unskilled workers.

"We will also take up the struggles against

the wage freeze, privatisation and decentralisation which constitute a major attack on wages and working conditions."

Meintjies said Cosatu and Nactu would make joint representations to

Saccola, the employer organisation, against the Labour Relations Amendment Act which was aimed at circumscribing the rights of workers and weakening the power of trade unions — PRESS TRUST OF SA.

CPK Times 14/7/88

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Strikers held after man in balaclava aids police

JOHANNESBURG. — A balaclava-clad man helped police in arresting eight striking Afcol workers at the Klipspruit Dutch Reformed Church in Soweto last Friday, a Paper Printing and Allied Workers' Union (PPAWU) official alleged yesterday.

Mr Farouk Jardin said about 50 policemen had surrounded the church, where about 1 200 striking PPAWU members were meeting. The strikers were paraded before the disguised man, who was possibly a member of the National Union of Furniture and Allied Workers' (NUFAW). Two men were pointed out, but another six were arrested.

He said the union suspected the arrests were related to the recent series of abductions in which eight NUFAW members were thrown off moving trains. Three men died as a result of the incidents.

Fifteen guilty of necklace killing

15-21-78
W/Trail (152)

Workers return but fears for eight

ABOUT 1 170 furniture workers returned to work on Wednesday after a bitter six-week strike which has allegedly left eight workers in detention.

BY MZIMKULU MALUNGA

statement sent by Ppwawu to the *Weekly Mail*

The workers returned following an agreement after mediation between the Paper Printing Wood and Allied Workers Union (Ppwawu) and the Associated Furniture Company Limited (Afcot) last week.

The union proposal that the April 20 dismissal of 300 Star Furniture workers from an Industria West plant be taken to arbitration has been accepted by management, which rejected it earlier as being "unreasonable". The arbitrator will have the power to reverse or uphold the dismissal of the 300.

It was agreed that a case involving four workers whose dismissal sparked off the strike "will not be pursued by the union. The individual workers will be entitled to pursue the case if they wish," according to the

On Tuesday Ppwawu approached the management for "clarification on the position of eight workers detained last Friday in terms of the State of Emergency" The union said the company agreed to approach the police regarding the alleged detentions "They also agreed that their jobs will be held open for them in terms of the general settlement agreement," the statement added

The two parties have agreed to an "interim disciplinary procedure" while negotiations on a final procedure continued. The agreement also included a clause promising "no victimisation of either strikers or non strikers will take place".

Meanwhile the contracts of the strike-breaking labourers which Afcot employed during the strike termi-

nated on Tuesday afternoon, according to Afcot's director of human resources, George Kinmont He told *Weekly Mail* on Wednesday "they were employed on weekly contracts and their contracts terminated yesterday afternoon".

Kinmont said the company has "made representations to the police for further information concerning the employees because they are Afcot's".

● Captain R Bloomberg of the SAP public relations division said the police cannot confirm the detention of people under the State of Emergency.

Meanwhile Ppwawu condemned the alleged detention of its members, saying it "notes the workers were on a legal strike and have not been charged with any offence We are extremely concerned for their safety whilst in detention.

We call for their immediate release"

Illegal strikes hit Woolworths

By Day 15/7/88
BRONWYN ADAMS (S2)

AT LEAST 24 branches of Woolworths were affected by an illegal nationwide strike attempting to pressurise management into high wage offers during the forthcoming wage negotiations, a Commercial Catering and Allied Workers' Union spokesman said yesterday.

A Woolworths spokesman confirmed there was a work stoppage between noon and 2pm yesterday but denied it was countrywide. He said he expected the dispute to be resolved soon and would not make further comment.

22-28/7/88
w/maul

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Stars on strike: Musicians join the workers

POPULAR musicians Ray Phiri and Lucky Dube and the band Stimela are on strike

They have decided to act in concert with some 400 workers who are staging a wage strike at the Gallo recording company in Johannesburg

The strike began a week ago after Gallo rejected the workers' demands for an across-the-board wage hike of R262 a month during wage talks with the Commercial Catering and Allied Workers' Union (Ccawusa)

Solidarity between black musicians and anti-apartheid groups has been on the increase in the last two years

Stimela and Ray Phiri, for example, were due to perform at the banned birthday concert for Nelson Mandela

By EDDIE KOCH

at Fun Valley last week and other bands have frequently performed at benefit concerts for workers

Trade unions have also begun to form their own choirs and traditional dance groups in an attempt to build a working class culture in the country

But this is the first time commercial musicians have performed in such close harmony with workers on strike

Other groups that have joined the strike include Volcano and Plush

"These guys feel their music has made huge profits for the company and the workers should receive the benefits of this," says Ccawusa orga-

niser Abie Ramalope
"They feel they are fighting a common goal for increased wages and better conditions of employment"

The musicians have informed Gallo they will not go into the recording studios until the dispute with the union has been resolved

A Gallo representative confirmed that workers at Gallo's head office and their warehouses have been on a legal strike

He declined to comment on the implications of the musicians' decision to participate in the strike for the company on the grounds that this could prejudice sensitive arbitration talks planned for tomorrow

The workers' other demands in-

clude a call for the recognition of traditional healers in the company's medical aid scheme

They also want a 13th cheque in December, a reduction in the working week from 45 to 40 hours and increased annual leave

Ramalope feels participation by the musicians in the strike is an important step in attempts by anti-apartheid organisations to mobilise commercial artists behind their cause

"These musicians are always travelling around the country and maybe now they will put lyrics into their songs about the workers' struggle and conscientise people with their music"

Vertical text on the right edge of the page, likely a scanning artifact or bleed-through from the reverse side.

3 000 down tools again in Soweto

MORE than 3 000 Soweto City Council employees yesterday downed tools for the second time in as many months.

Among their demands are the upgrading of salaries and the recognition of their union, the South African Municipal and Allied Workers' Union (Samwu).

Departments involved in the work stoppage include maintenance, electricity, administration, water, treasury and parks and recreation.

A spokesman for Samwu said the council employees resolved to strike after the Transvaal Provincial Administration failed to resolve the wage row between the two parties. TPA officials had told the municipality and a Samwu delegation that they had no jurisdiction over the matter, he said.

The Samwu spokesman said: "We have concluded that the municipality is applying delaying tactics instead of attending to workers' grievances. The council had said the TPA was the right organisation to deal with our grievances but that the TPA washed their hands of the

matter."

Soweto town clerk Mr Nico Malan was yesterday not available for comment.

Last month, council employees called off their week-long work stoppage after the council referred the matter to the TPA. The wage row was sparked by workers' complaints that their salaries had not been upgraded "from Grade 9 to 12" in keeping with the new status of the council.

The strike — if it remains unresolved — may cause a breakdown of essential services in Soweto, including a backlog in the digging of graves in the area.

The council workers, in addition, demand the dissolution of the staff association which they have described as a "toothless organisation."

Battlelines drawn

Dismissals slammed

THE Congress of South African Trade Unions (Cosatu) has noted with concern the dismissal of 227 workers from five companies in Cape Town after the recent three-day national protest against the new Labour Bill.

The firing of workers by the managements of the Townhouse and Vineyard hotels, Cape Gas and the Navaho and Red Arrow Spur restaurants was "selective victimisation of union members", said the organisation in a statement.

The dismissals were also counter-productive to the national talks on the bill which were presently taking place between Cosatu and the South African Consultative Committee on Labour Affairs (SACCOLA), a body

representing big business.

Workers stayed away on June 6, 7 and 8 in response to a call by the organisation to observe three days of peaceful national protest against the Labour Amendment Bill.

More than 2,5-million workers throughout the country were absent from work during the three days, according to Cosatu.

"The management of these companies have clearly aligned themselves with implementing the content of the bill before it has become law," said the organisation.

Under the new bill, it will be extremely difficult for workers to go on a legal strike. Employers will also be able to claim compensation from the union for lost production

TWO Cape Town hotels have asked the Supreme Court to restrain 100 former employees from distributing pamphlets on unfair labour practices to guests.

The application, brought by Townhouse Hotels Operators, seeks to prevent the Unemployed Workers' Movement, the Townhouse/Vineyard Workers Support Committee, the Liquor and Catering Trades Employees Union (LCTEU), and the sacked workers from distributing pamphlets to guests and staff.

The hotels also asked the court to prevent the defendants from entering their premises without written permission from management.

The 100 workers from the Townhouse and Vineyard hotels were fired after observing a three-day stayaway earlier this month in protest against the Labour Relations Amendment Bill.

The pamphlets urged guests to "put pressure" on management so that the workers could get their jobs back, and appealed to casual workers recently employed by the hotels not to take the jobs of dismissed workers.

The defendants have until July 6 to respond to the application.

The workers were fired in the wake of deadlocked negotiations on retrenchment held between the LCTEU and independent labour consultants hired by the hotels' owner.

The workers, who range from chambermaids to waiters and chefs, claim management used the three-day protest as an "excuse to sack" workers following recent negotiations which succeeded in increased wages across the board.

The minimum wage was increased from R65 to R100 per week, while all other workers excluding those in management were granted a R30 a week wage increase.

Retrenchments

That was their first increase in three years, workers claim.

According to Mr Martin Mgcima, chairperson of the shop stewards committee, workers were told by management in April that retrenchments were likely as the hotels "could not afford to pay so many people so much money".

Some of the workers had worked for the hotels for 14 years.

During the three-day protest, the electricity was disconnected at the workers' Nyanga quarters.

Sacked worker Mr Barry Baswana said he felt "bitterly disappointed" at the attitude displayed by management.

He believed the electricity had deliberately been cut off as several workers participating in the stayaway lived there.

But Mr Nigel Pearson, general manager of Townhouse, said "That the electricity was cut off during the stayaway was entirely co-incidental".

He blamed the disconnection on an administrative bungle. He declined to comment on other issues.




The general manager of the Vineyard, Mr Richard Johnson, did not return any of SOUTH's calls.

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Wembley

SAVE EVERY DAY THE WEMBLEY WAY

FOOD CITY

<p>GOLD MEDAL CONDENSED MILK 397G</p> <p>1 29</p>	<p>GOLD CROSS</p>  <p>FULL CREAM SWEETENED CONDENSED MILK</p>	<p>HELDERBERG PEAS 410g</p> <p>68</p>  <p>FRESH GARDEN PEAS STANDARD GRADE</p>
<p>CROWN FISH OIL 750ml</p> <p>1 55</p> 		<p>EMBASSY MARGARINE 500g</p> <p>1 48</p>
<p>THREE TREES TEA BAGS 100S</p> <p>1 99</p>		

PARK AVENUE, ROCKLANDS

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Cosatu to act on sackings

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Meintjies said the executive noted that about 2 000 workers initially dismissed after the action on June 6, 7 and 8 had now been reinstated.

Warnings

"Several hundreds others are still dismissed and thousands have been given warnings. A campaign is to be launched to demand the re-instatement of all and the scrapping of warnings.

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to revive the living wage campaigns by focusing on racial and sexual inequality as well as discrepancies between rural and urban, skilled and unskilled workers

"We will also take up the struggles against

the wage freeze, privatisation and decentralisation which constitute a major attack on wages and working conditions."

Meintjies said Cosatu and Nactu would make joint representations to

Saccola, the employer organisation, against the Labour Relations Amendment Act which was aimed at circumscribing the rights of workers and weakening the power of trade unions. — PRESS TRUST OF SA.

to circulate to all affiliates names of relevant companies with the type of victimisation. Unions will then meet at Cosatu level to plan a concerted national campaign."

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Mpetha

A resolution to organise a conference of all those opposed to apartheid was taken at the recent national conference at the University of the Witwatersrand in Johannesburg.

Meintjies said the central executive committee also resolved to call for the release of 78-year-old Oscar Mpetha, currently serving a five-year prison term in Cape Town.

"We have also decided

Catharsis or nemesis?

■ There is a different mood among unions as far as strikes are concerned

The Greeks developed the idea that high drama, to succeed, should purge the emotions. They called the process catharsis — “the purging or purification of the emotions through the evocation of pity and fear, as in tragedy.” Something of a ritualistic drama was enacted and all passions were spent afterward. Does the same apply in industrial relations? Up to a point.

What might be called the “catharsis theory” of trade unions holds that large industrial unions worth their salt will, from time to time, feel impelled to exercise their muscle — most dramatically by striking. This demonstration effect is a kind of emotional release, in addition to seeking to pitchfork one side or the other into deadlock.

If the black miners found their catharsis — some might say nemesis — when they struck the mining industry last year, the question is whether the metalworkers feel this year is theirs for letting off steam. So far the evidence says it's not. Perhaps the union movement as a whole is taking a breather after the intense conflict of recent years.

The unprecedented level of strike action by the unions in 1987 entailed great sacrifice by workers in lost pay, but left them with

precious little to show for it. Exhausted, poorer and facing a much tougher government and employer stance, the upshot this year appears to be that the rank and file as well as the unions have put a brake on the propensity to strike. This is borne out by a report from industrial relations consultant Andrew Levy & Associates (ALA) on man days lost through strike action in the first six months of 1988 compared to the same period last year (see graphs), which saw protracted battles in the retail, transport and postal sectors.

It should of course be remembered that the figures exclude man days lost as a result of politically motivated work stayaways, which are very difficult to quantify accurately. In recent years, though, ALA research has found that stayaways account for roughly three-fourths of all man days lost and strikes for the rest. As a function of shopfloor developments, however, the number of days lost is clearly down on the trend over the past five years and may mean that those who have seen the unions' role as “political” have suffered a setback.

Even though the Cosatu unions did achieve wage increases above the rate of any other group of employees last year, this was not a direct result of strike action. The best example is of course Cyril Ramaphosa's union of mineworkers (NUM), which, he has conceded, was damaged by its three-week strike last August. This year, a less mighty NUM decided discretion was the better part of valour and accepted (after having declared a dispute) the Chamber of Mines' final wage offer — with a sweetener in the shape of the swifter introduction of a retirement benefit scheme for all workers (*Current Affairs* July 8).

The planned provident fund for miners is an historic achievement and is no doubt the kind of workplace issue many would argue is the proper function of unions — other (political) things being equal.

The NUM, after its “strategic retreat,” will concentrate on rebuilding and consolidation. It has made huge gains for its members in recent years and even this year's wage offer keeps its lowest-paid members abreast of inflation from a higher base. Whether the ease with which it settled with the chamber signifies a whole new maturity in collective bargaining, or merely war weariness, remains to be seen. After four years of NUM-chamber bargaining, perhaps the two sides have now found the measure of each other.

An important question now is whether the miners' settlement will affect their fraternal affiliates' approach to bargaining disputes, most importantly the metalworker unions grouped under the IMF, which will now

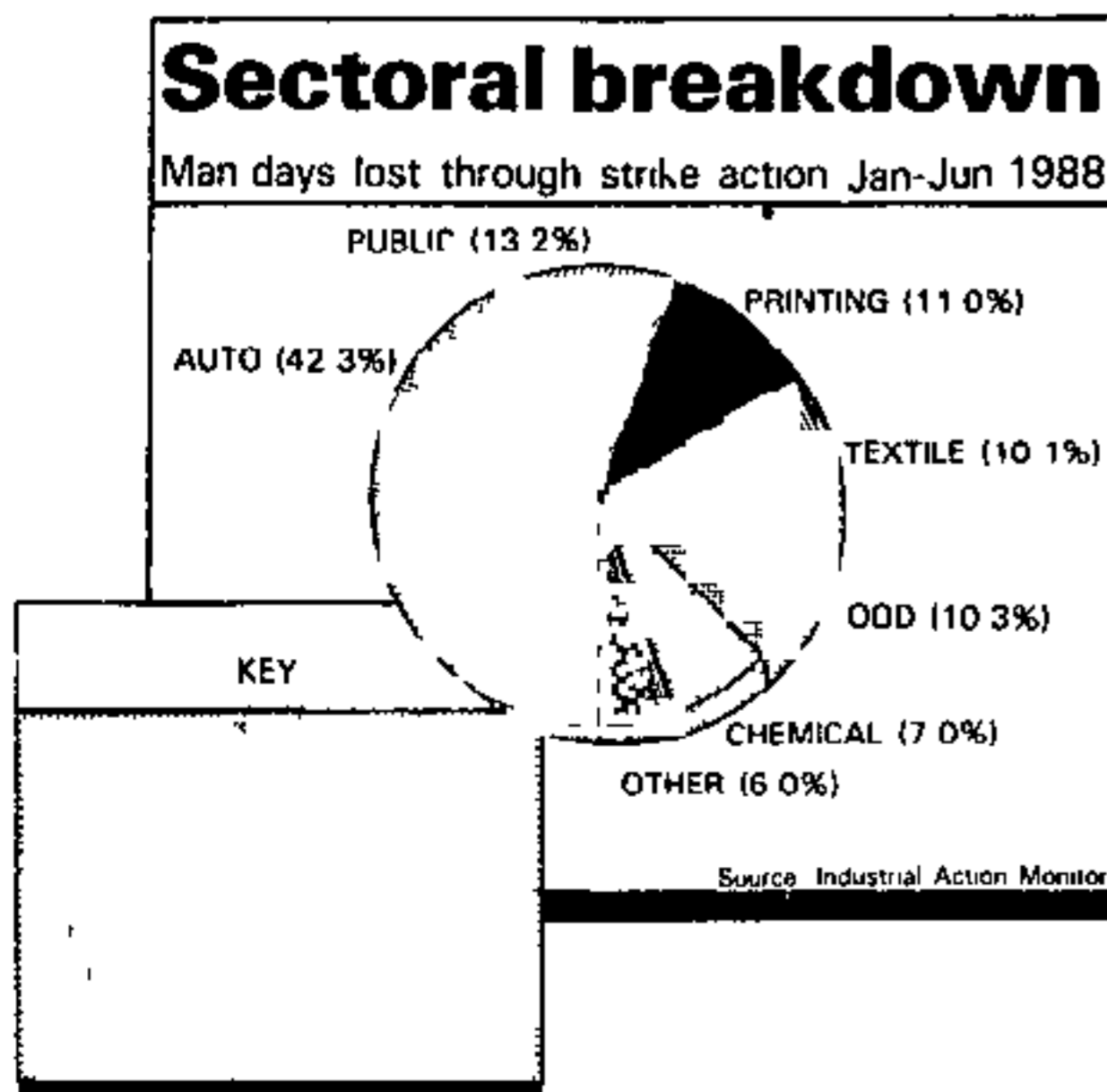
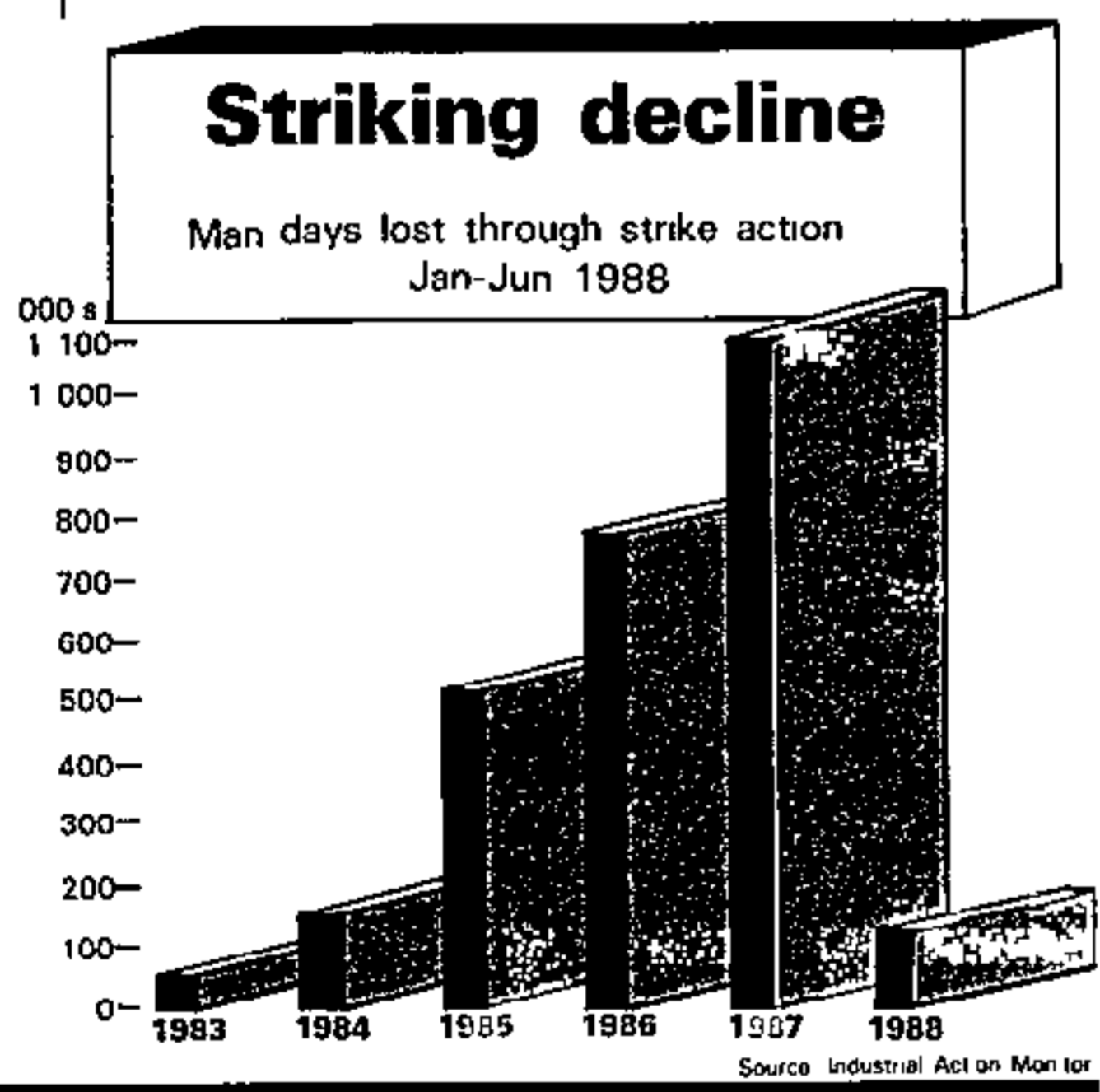
decide on Wednesday whether to strike or accept Seifsa's wage proposals.

A strike in the metal industry by half its 300 000 work force, the IMF half, would naturally bump up dramatically the number of man days lost for the year as a whole. Once again, however, the appetite for a strike coming so soon after five stayaway days (with their consequent loss of earnings) is not there. The union is, partially for that reason, not at all keen on a strike and will probably accept Seifsa's 1988 wage offer if a suitable facesaver (say on public holidays) is thrown in.

A more significant ramification of the miners' settlement within Cosatu, where the NUM has been the flagship and a leading proponent of the “populist” or political tendency (as opposed to the more “workerist” line), could well be that the latter will gain ground as being better pragmatists. It must, however, be noted that Cosatu acknowledged at its special executive meeting in May that it needed to improve its various structures and pay more attention to democracy and consultation within its ranks. Greater cognisance of rank and file feeling over industrial action is to be welcomed, especially given the old charge of intimidation, of which there is probably less than employers like to believe and more than the unions like to admit.

Possibly, too, the unions are realising the need for a strategic reassessment in the light of government's stated intention to dampen unacceptable levels of extra-legal activity. The risk here is that this could also swamp legitimate trade union activity, hence the resurgence of the pragmatists who know progress is still possible within the rules of the game.

If there is a new reality facing the unions, it applies no less to the employers and government, suggests Kate Jowell of UCT's Graduate School of Business. Employers,



NUM's Ramaphosa ... some call it 'strategic retreat'

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she observes, have also been on a "learning curve" in that they have become more astute at bargaining and are less likely to behave precipitately and so see a dispute run away with them. On the other hand, they've also become firmer and the lack of resolve sometimes evinced in the past is gone
Encouragement may also be taken from

the fact that the employers (grouped as Saccola), the unions and government are prepared to discuss differences — over the highly contentious new labour Bill, specifically According to Jowell, the three parties ought to be trying to develop a social contract of sorts, since workplace co-operation affects the wider society

Industrial relations is indeed the one sphere of SA life where black-white conflict has been successfully institutionalised At a time of acute political polarisation and gloom, the collective bargaining system retains its strength and proves that given the right framework, compromises can be reached ■

BIO-TECHNOLOGY

The gene revolution

■ Far from a Frankenstein monster, genetic engineering is here to stay

Everyone knows that the major sanction against SA is the embargo on new investment Included in that could be the transfer of technology — particularly what is called bio-technology, the science of beneficial genetic tampering The world of eight-legged chickens and 10 t cows lies a way off yet, but there are more intriguing and immediate possibilities

After all, out of such methods came the Green Revolution, which converted India from a major food importer to self-sufficiency, with big spin-offs for a more prosperous peasantry — some would say, just what we should be doing in our own rural areas.

Alas, all such processes cost money and there is no formula for growing the millions of rands needed to finance technological wizardry Not in SA

So — because we lack venture capital — SA could end up an "also ran" when it comes to the rewards of what, despite a few knocks and bumps, still promises to be one of the really significant international economic growth areas of the next few decades

Bio-technology — the use of living organisms, or substances derived from them, in trade and industry — has been with us since man first learnt to brew beer, make cheese, or even selectively grow crops for food

But it took on a new meaning and dimension in the mid-Seventies when US molecular biologists learnt to selectively alter life processes, through genetic engineering, to produce pre-determined useful end-objectives The breakthrough came when scientists found ways of re-shaping genetic structures (the templates which give life forms their characteristics) of living plant and animal cells to fulfil different functions

Application of these new techniques could well mean that agriculture's green revolution will be superseded by a gene revolution The technology raises hopes of eventually harvesting crops from deserts, seawater and other environments which do not at present support farming Furthermore, bio-tech developments in pharmaceuticals promise more innovative advances in the next 10 years than occurred in the past 200

Bio-technology is also likely to have major implications for the environment Products of genetic engineering could dramatically

improve human and animal health with new drugs, new therapies, and new ways of controlling disease vectors Energy derived from plants could increasingly substitute for non-renewable fossil fuels New high-yield crop varieties and those resistant to unfavourable weather conditions and pests could revolutionise agriculture

Integrated pest management will become more common Bio-technology could also yield cleaner and more efficient alternatives to many wasteful processes and polluting products New techniques to treat solid and liquid wastes could help solve the pressing problem of hazardous waste disposal

It didn't take long for US entrepreneurs to latch on to this awesome commercial potential (other people conjured up horrific images of the catastrophic effects of this new-found expertise either being abused or going accidentally awry) The result was that in the mid to late Seventies microbiologists streamed from the universities to establish bio-technological start-up firms with venture capital — which was theirs almost for the asking, initially through private financing and later through going public

But the catch — and it remains a big one — is that to bring a bio-technological prod-

uct from initial research through to being ready for commercial manufacture, typically takes upwards of 10 years — a long time to wait for any financial return In the US it is reckoned to cost about US\$100m to fund a new pharmaceutical bio-technology product from early research through to marketing

Undaunted, Europe, Japan and Australia soon followed the US The saying did the rounds that the two growth sectors to be in were micro-technology (computers) and microbiology (bio-technology) Needless to say SA did not jump on the bandwagon in any but the smallest way — there was no rush to supply or demand venture capital Even at the height of the listings boom, the JSE had no bio-tech newcomers beating paths to its doors seeking public support in exchange for a share in the spoils of the gene revolution

The flag, it seems, in this field — almost to the exclusion of others — is being carried by large chemical firms such as AECI and Sentrachem (which have their own laboratories as well as funding work by universities) and the Department of Agriculture Perhaps the one notable exception is a specialist bio-technology firm, Sandton-based Bioclones; and even it has close ties with SA Druggists.

That AECI, SA Druggists and Sentrachem are involved may indicate the promise of this area However, it is a sad reflection of SA's big business syndrome, coupled with an inferiority complex, that investors and those who seek capital have not even caused a ripple of activity Had bio-technology, like computers, meant importing technology rather than developing it locally from scratch, investors would probably have fought for a slice of the action

The *FM* understands that when one highly qualified microbiologist did the rounds seeking support for a bio-tech company her proposals fell on deaf ears She eventually rejoined a university team to do just what she had proposed as a commercial undertaking.

However, perhaps the problem is more fundamental Barry Adams, senior partner at consultant Arthur Andersen, argues that long-term venture capital could be available but the incentives aren't attractive

"We don't have start-up firms because there isn't the motivation there is in other countries (particularly Japan) This is partly



Bands hit right

note backing strike at record studios

By Mike Siluma, Labour Reporter

Some leading recording artists have stopped work in support of the strike by between 180 and 400 Gallo Africa employees

Groups which confirmed they have stopped recording are Splash, Volcano, and leading band, Stimela. More musicians contracted to Gallo were reported to have stopped work in support of the strikers.

According to a spokesman for the Commercial, Catering and Allied Workers' Union (Ccawusa) Mr Abie Ramalope, about 400 workers downed tools on Friday at four Gallo concerns in Steeldale, Bedfordview and Johannesburg, including the company's head office.

Mr Ramalope said workers had been driven off company premises by dogs on Monday morning after failing to heed a management demand that those on strike leave the premises. No one was injured.

He said workers were demanding an across-the-board R262 monthly increase, increased leave, long-

service awards, a 13th cheque, the recognition of traditional African doctors, interest-free personal loans and the recognition of March 21 and June 16 as public holidays.

Spokesmen for both Splash and Volcano said the groups had decided to support the strikers because they believed that they had a common demand for better pay.

Stimela leader Ray Phiri said his band was not on strike, but had stopped recording in solidarity with the Ccawusa members.

A company spokesman said earlier that the company was offering a 20 percent increase package.

The dispute between Ccawusa and Gallo is to be dealt with through mediation on Saturday, according to the company.

GALLO MUSICIANS JOIN THE STRIKERS

Sowetan 20/7/75
MUSIC groups contracted to the Gallo Record Company have refused to work until the strike by about 400 Gallo employees is resolved, a spokesman for the Commercial Catering and Allied Workers' Union of South Africa, Mr Abie Ramalope, said yesterday. The canteen workers went on strike last Friday over a wage dispute at various Gallo plants on the Reef.

They are demanding

an across-the-board increase of R262 a month. Management's offer is R108 a month.

Other union demands include a reduction of the working week from 45 hours to 40 without loss of pay, a 13th cheque in December, interest free personal loans, an extra week's leave and recognition of tribal doctors in the medical aid scheme.

The union spokesman said Stimela, Plush and Volcano were among the music groups who were refusing to perform in terms of their contracts with Gallo in solidarity with the workers.

He said the union took exception to a management letter received by the workers, stating that the strike was illegal and that they were in breach of their working conditions.— Sapa.

Thousands of Soweto Council workers strike

Star 2/7/87

By Stan Hlophe

Thousands of Soweto Council workers went on strike over a wage dispute yesterday and resolved not to go back to work until their demands were met.

The decision was taken at a meeting of the South African Municipal Workers' Union (Samwu) held at the Tabernacle Church in White City.

"We have compromised a lot. Until our demands are met we will not go back to work," a union spokesman said.

The workers' demands include recognition of the union, the disbanding of the "sweetheart" staff association, and salary upgradings retrospective to July last year.

"What we are asking from the council is the minimal living wage. We are paid peanuts while the white officials and councillors are earning fat figures," the spokesman added.

The strike follows a deadlock be-

tween the workers' delegation and the management committee at a meeting on Monday.

Workers have further accused the council of using "coercive" methods to involve workers in the rent impasse.

"We are workers, not agents for the council. If they fail to talk to the true representatives of the people, then they should not involve us," the spokesman said.

The spokesman added that the union took exception to the letter from town clerk, Mr Nico Malan, stating that the strike was illegal and that they were in breach of their working conditions.

Soweto's mayor, Mr Nelson Botile, refuted the union's allegations. He maintained the council was prepared to meet their demands, but was short of funds.

Mr Botile also denied that the council attempted to use workers in a bid to solve the rent boycott.

Wage dispute rages on

Scanned 19/7/50



A WAGE strike involving 400 members of the Commercial Catering and Allied Workers' Union at Gallo Stores would continue until their demands were met, a union official said yesterday.

Mr Madumo Ramalope, the union organiser, said workers at Gallo went on strike on July 7, demanding an increase in their wages.

Ccawusa demanded an

increase of R262 a month across-the-board while management offered R108.

Other demands include: 40 hours a week without loss of pay; a long service allowance; a 13th cheque to be paid in December.

Workers are also demanding that the company recognise traditional doctors and that March 21 and June 16 be recognised as paid public holidays, he said.

Meanwhile, the company issued notices warning workers that their absence would be regarded as a breach of their employment contract.

A Gallo spokesman said: "We find it disturbing that, with the agreed mediation proceedings imminent, the workers have decided to take industrial action."

8/day 19/7/88
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Average increases down to 17,6%

Pay settlements have declined — labour survey

ALAN FINE

THE levels of wage settlements negotiated between unions and companies showed a marked decline in the four months to June, after reaching a peak in late 1987 and early 1988, the latest wage-settlement survey published by Andrew Levy and Associates said.

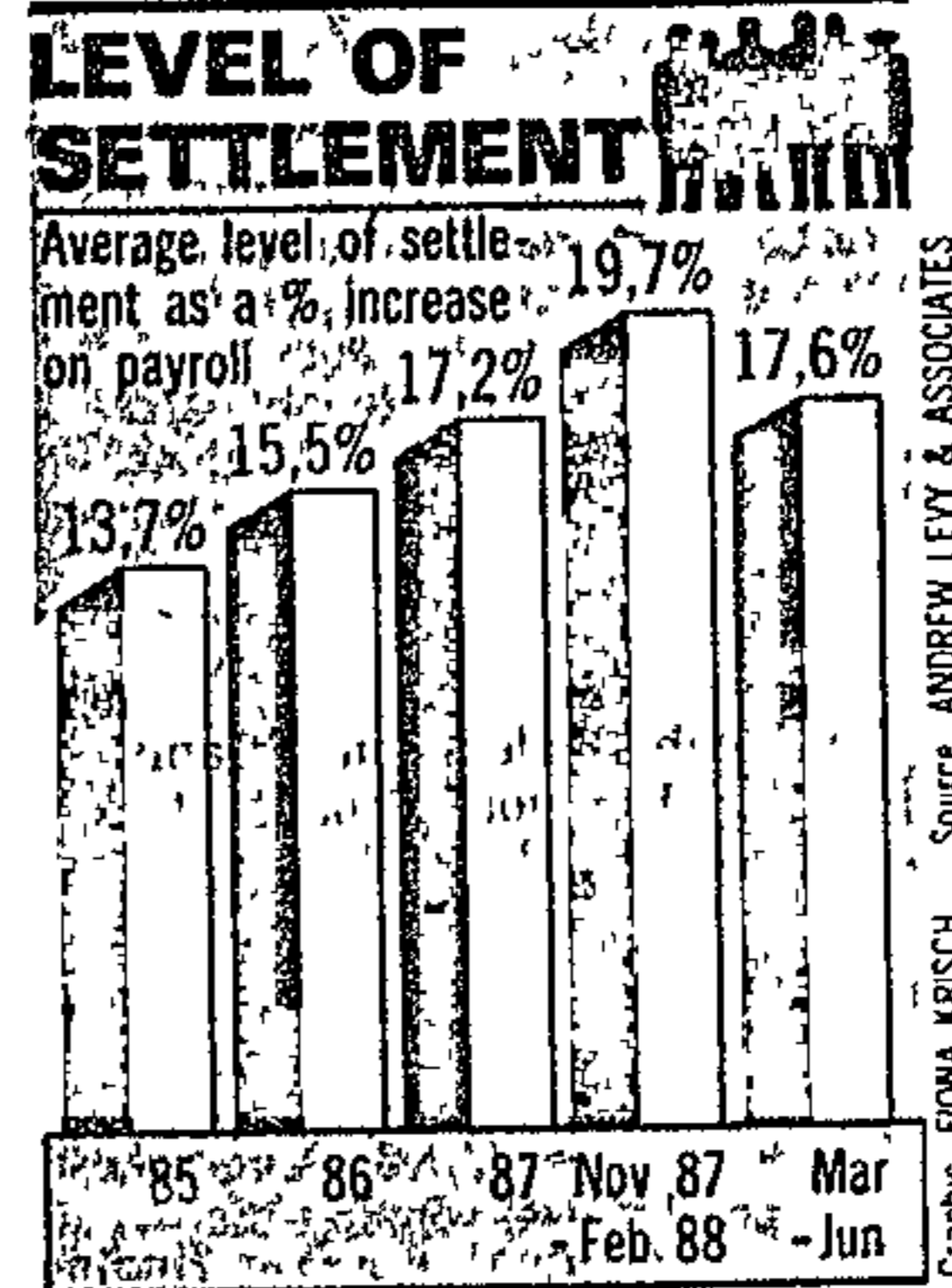
The survey showed a fall in average settlement levels to 17,6% in the last four months, compared to 19,7% in the period from November to June. They were nevertheless above the inflation rate and the 15% level estimated as the private sector norm.

The level had steadily increased from the 13,7% noted in 1985, when the labour relations' consultants began monitoring wage agreements.

Author Pat Stone attributed the decline less to the fall in the inflation rate than to certain other factors. He said unions based their expectations on the company's ability to pay and levels achieved elsewhere.

On the other hand, managements' view was that the economic upswing and improved corporate profits, were a result of factors such as an increase in the money supply, and were not likely to lead to sustained economic growth.

Further, management attitudes had hardened as a result of the political stayaways and numerous official



public holidays since March.

Finally, because a large proportion of wage negotiations were in their third or fourth year, this minimised the initial "impact effect" usually associated with the first set of such negotiations between parties. In such cases "guilt" payments were made and glaring anomalies rectified.

The survey also showed the average opening union wage demand was for increases of 53,6%, the lowest since the survey was first carried out.

Spar workers plan legal strike

WORKERS at the Spar Natal warehouse in Phoenix, near Durban, are planning a legal strike at the beginning of August following the failure of mediation at resolving a wage dispute between the company and the Commercial, Catering and Allied Workers Union (Ccawusa)

A Ccawusa official, Miss Fiona Dove, said workers were demanding an across the board increase of R105 a month and for June 16 to be declared a workers' holiday.

If the strike went ahead it could affect 500 Spar outlets nationally and it could also affect plants of the giant parent company, Tiger Oats. — PTSA

Sunju

(152)

21-27/7/88
(initials)

Cosatu to act on dismissals

By KERRY CULLINAN

COSATU is planning a national campaign to challenge the dismissal of workers who participated in last month's three-day protest action against the Labour Bill

According to Cosatu, although about 2 000 workers initially dismissed have been re-instated, there are still several hundred who have not been re-employed.

Thousands of workers have also been given final warnings, which means that if they engage in any other protest action they will be fired.

"The first step in the campaign will be to circulate names of relevant companies, together with the type of victimisation, to all affiliates," said Cosatu information officer Frank Meintjies.

"Unions will then meet at Cosatu-level to plan a concerted national campaign to contest the punitive action," he added.

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17/7/88

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152

2 SOUTH, JULY 21 TO 27 1988

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Stimela supports strikers

JOHANNESBURG. - Supergroup Stimela have stopped recording in sympathy with about 400 striking workers at the Gallo record company.

A spokesman for the Commercial Catering and Allied Workers Union (Ccawusa) said music groups Plush and Volcano were refusing to perform in solidarity with the workers.

Canteen workers at Gallo went on strike on July 8 over a wage dispute at various Gallo plants on the Reef

Ccawusa national organiser Abie Ramalope said workers wanted an across-the-board increase of R262 a month Management had offered R103.

Other demands include a reduction of the working week from 45 to 40 hours without loss of pay, a 13th cheque in December, interest free personal loans, an extra week's leave and recognition of tribal doctors in the medical aid scheme.

Volcano

He said the workers were evicted from the premises on Monday by a security company hired by Gallo.

They then gathered outside the union offices at 142 Kerk Street in central Johannesburg
Spokesmen for Splash and Volcano said the groups supported the strikers because they believed that they had a common demand for better pay.

Stimela leader Ray Phiri said his band was not on strike, but had stopped recording in solidarity with the strikers

A company spokesman confirmed that Ccawusa members were on a legal strike and said the company had offered a "20 percent increase package".

He could not comment on the groups' allegations because there had been "no contact or communication" from them

Labour Update

MOVES AGAINST STRIKES

FEWER blacks may be employed in major industries in future as employers embark on a new trend of "race substitution" to avert increased strike action in the workplace.

This is the finding of a recent snap survey conducted by a management consultancy, PE Corporate Services

This survey found that employers would in future employ more coloureds and Indians because they were less susceptible to strike action or stayaways

"Employers attitudes have definitely hardened to the extent that they intend to adopt a tougher line in the future and be better prepared — not only to deal with a situation, but to use such a period more effectively," said Mr Rob Daniel, a director of the consultancy

Agencies

In another development linked to the new employer strategy, agencies supplying non-unionised workers are reported to be mushrooming with at least 30 said to have sprung up in recent months

The Congress of SA Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu) lashed at the new employer attitudes.

STRIKES

Other races to replace blacks

BY LEN MASEKO

saying managements should instead blame the Government and its apartheid policies for the increased labour unrest

Nactu said "We have always known about these tendencies. We are grateful that they are unmasked and are part of an important debate to engage employers on the issue

"While employer organisations like the SA Consultative Committee on Labour Affairs plead liberalism among their members this stark reality of racism has been unmasked," the federation added

Mr Frank Meinjies, Cosatu's Press officer, said big business was using "escapist tactics to run away from real issues". The Cosatu official said "We, trade unions

will resist the strike-breaking manoeuvres as a fundamental attack on us. In the past scabbing has led to violence and in the light of this, agencies are being reckless and provocative

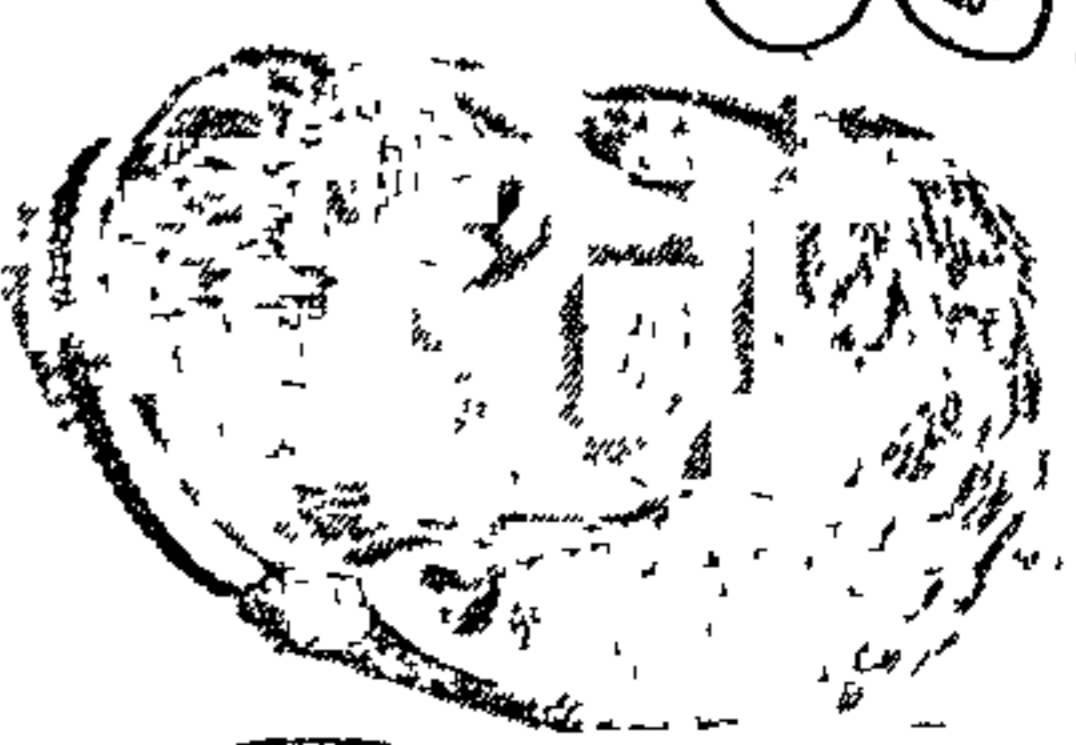
Immoral

"They (agencies) will have to take responsibility for conflict that will certainly arise as a result of their immoral and illegitimate actions," said Assocom spokesman, Mr Vincent Brett, was

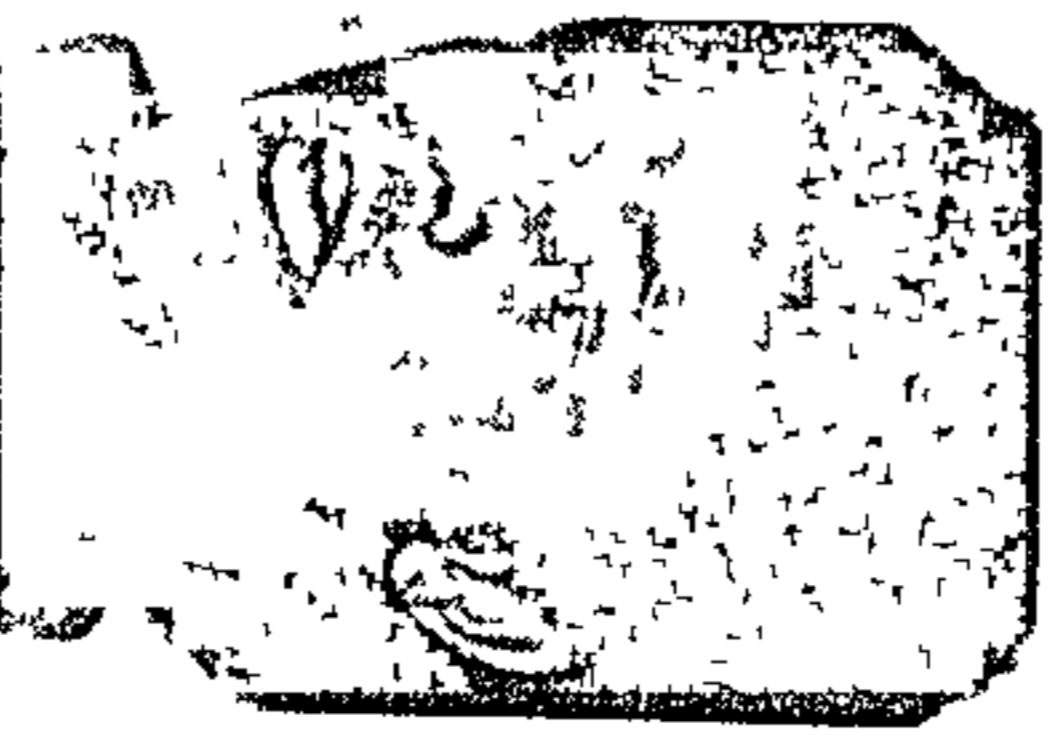
not available for comment yesterday. He has reportedly said "partial race substitution was a viable measure against industrial unrest" and that employers were considering the matter

According to the survey, most employers — canvassed for opinion on the recent three-day stayaway — reacted to the protest by

- Taking some kind of disciplinary action,
- Threatening to dismiss workers,
- Adopting a "no work, no pay" policy,
- Threatening to automate or mechanise or going ahead with this decision,
- Allowing workers to take leave, paid or unpaid,
- Proposing to reduce the ratio of black workers in favour of coloured or Indians, and
- Negotiating with unions to make up for lost time



MACTU'S general secretary, Mr Piroshaw



COSATU'S Press officer, Mr Frank Meinjies

Hotel group in bid to evict workers

Staff Reporter *msl 5/7/88*

KAROS Wilderness Hotel has applied in the Supreme Court for an order to evict 122 workers from its staff quarters after they were dismissed for failing to report for duty on June 16 and taking part in an illegal strike

The application is being opposed by the Hotel and Restaurant Workers Union, seven shop stewards and 115 workers

Mr I G Farlam SC, for Karos, gave the court a chronology of events leading up to the court application

On May 24 an interim recognition agreement was negotiated and concluded between hotel management and the Hotel and Restaurant Workers Union (Harwu)

One of the demands raised by the union was that a "no work, no pay, no discipline" clause be included in respect of three commemorative days

The first stayaway took place on June 6, 7 and 8

At an informal disciplinary

meeting held afterwards, each worker who took part in the stayaway was given a warning

On June 16, only a handful of workers reported for duty.

All the workers who took part in the stayaway were told by management they were being suspended on full pay until the outcome of the hearing and were requested to vacate the staff quarters

The workers were "found guilty" by management and 76 were dismissed after the disciplinary hearing on June 18

The workers were given two hours to report for duty on June 20, and when they did not do so, were dismissed. They were asked to vacate the staff quarters by Friday June 24

The union approached management and said the workers wanted an extension of the deadline to vacate the premises. Management agreed to extend the deadline to June 26

The workers have not yet vacated the staff quarters

Mr Justice Selikowitz will hand down an order today

Many pupils were not at school

THOUSANDS of Soweto pupils stayed away from school yesterday when black schools officially reopened for the third term.

The stayaway was in response to a call by the Soweto Students' Congress (Sosco) that pupils only return to school next Wednesday (July 13) to pledge solidarity with fellow pupils who have been detained in the township over the past two months

Mr Edgar Posselt, the DET liaison officer in Pretoria, confirmed that the school situation had not been normal in Soweto yesterday

Varied

He said that attendance in the township's 60 secondary schools had varied from no attendance to a very low attendance. But the majority of primary schools had a normal attendance, he said

The *Sowetan* visited a number of schools yesterday. Most were deserted by 10am and teachers basking in the sun said they had been visited by unknown youths who told the pupils to report to school next Wednesday

The only schools

SOWETAN Reporter

where we found pupils in the classrooms were at some primary schools

"It is a pity that some organisations abuse education in order to reach their goals that have nothing to do with education. It is more so a pity that this happens in Soweto where there have been disruptions during the second term at some schools, Mr Posselt said

"Pupils must be aware that there are 198 days set aside for schooling and these have to be used in full to get through the prescribed syllabus. What is of concern is that the ones that will suffer at the end are unfortunately the innocent pupils," he said

Mr Posselt said the school situation in other parts of the country had been normal except for the Western and Eastern Cape where the attendance was low. He did not know the reasons for the stayaway. His department was confident however that the situation would improve today



THE scene at Meadowlands High School in Soweto yesterday. Local youths decided to engage themselves in a football game.

Agencies spring to fill strikers' jobs

Capl Times
4/7/88

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24/88

Own Correspondent

JOHANNESBURG — About 30 companies have sprung up in the Pretoria-Witwatersrand-Vereeniging area in recent months specializing in supplying non-union strike-breaking labour

A second new management strategy to counter labour unrest is the growing trend of race substitution. The substitution of non-black for black employees, industry spokesmen say.

PE Corporate Services director Mr Rob Daniel said a recent survey had shown that about 20% of employers in both the engineering and food sectors were either considering or actually implementing a policy of race substitution.

He said managements opting for this approach believed coloured people, Indians and whites were less susceptible, if at all, to politically motivated disruptions to production.

Assocom spokesman Mr Vincent Brett said partial race substitution was a viable preventive measure against industrial unrest, and he confirmed it was be-

ing considered by some employers.

He said any subsequent rise in black unemployment levels was something unions should be addressing, and they should have considered the possibility of black job replacement before advocating strike action.

Partial substitution was feasible given that a substantial number of whites were unemployed, and there had been a narrowing in wage differentials over the past few years, Mr Brett said.

Labour Unlimited MD Mr Pat O'Sullivan said that during the two weeks covering the June stayaways she provided labour to 60 companies and received inquiries from at least another 70 organizations.

She said 900 workers were signed out by her company alone during the June 6-8 stayaway, and estimated that at least another 30 companies in the PWV area were doing as well as hers.

She added that the new climate among employers was likely to effect a 300% growth in her business in the next year.

Three other labour contractors reported substantial increases in inquiries for non-unionized or

white labour since the beginning of the year.

Nactu assistant general secretary Mr Pandclani Nefolovhodwe protested bitterly against these trends. He said management was using the stayaways as an excuse to get rid of black labour in a climate of structural unemployment.

Union federations would fight every such effort made by employers.

He said some Indians and coloured people may be co-opted into filling vacancies left by blacks, but it was impossible to replace the black workforce.

One metal industry employer, HH Roberts MD Mr Morris Curtis, warned against the use of the temporary substitute labour option.

He said he had used this option during last year's metal industry strike and it had long-lasting negative effects on management/worker relations.

And Institute for Industrial Relations director Mr Mike Miles said race substitution was not a long-term solution as many causes of industrial unrest would apply to substitute workers of other races in the future.

DISPUTE IN METAL INDUSTRY

By DICK USHER, Weekend Argus Labour Reporter
A VITAL meeting between employers and four unions in the metal industry has been postponed because the counting of strike ballots has not been completed

The parties were due to meet today in a bid to avert a wage strike in the industry.

The four unions involved are the National Union of Metalworkers, the Electrical and Allied Workers' Trades Union, the Steel Engineering and Allied Workers' Union, and the Engineering and Allied Workers' Union — all affiliates of the International Metalworkers Federation (IMF).

Eleven other unions representing mainly skilled workers have already reached agreement with the Steel and Engineering Industries Federation (Seifsa). These include unions affiliated to the Confederation of Metal and Building Unions

Seifsa has proposed to the Minister of Manpower that the new agreement be published but that the IMF affiliates be excluded from its terms.

Observers said this could mean that their members would no longer be covered by the industrial council agreement but by the Basic Conditions of Employment Act

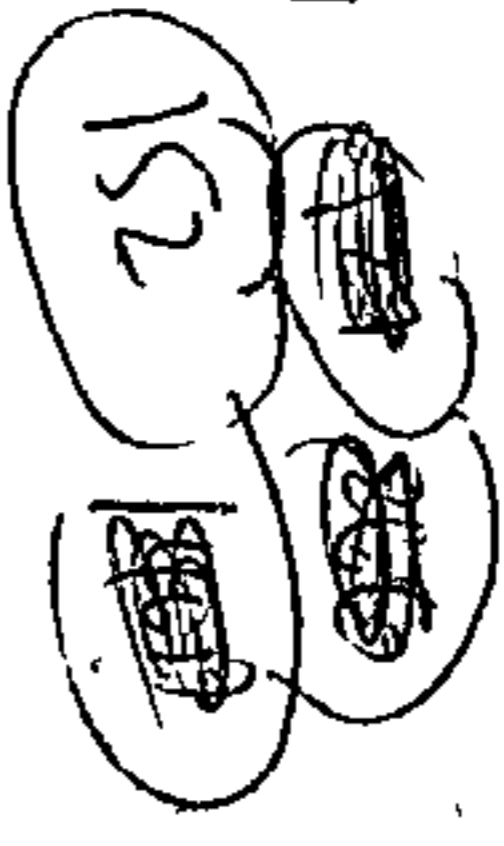
An IMF spokesman said today's meeting had been postponed until next week.

Issues in dispute include wages, working hours and public holidays.

Soweto services ground to a halt

Sowetan 26/7/88

COMMUNITY services ground to a halt in Soweto yesterday as more than 3000 council employees continued with their strike which enters its seventh day today.



Cesspools from blocked sewerage pipes were a common sight in Soweto townships such as Chiaweto Maintenance and repair jobs were not done. Most council offices could not be contacted through the phone as no receptionist was at work.

Council employees, who defied a warning to return to work by yesterday or face voluntary dismissal, vowed to continue with the strike until their salaries have been increased and other demands met.

Demand

During the meeting at the Tabernacle Church Hall in Soweto the council workers added a demand for the resignation of town clerk, Mr Nico Malan, who issued the ultimatum, to the list of their demands.

Soweto mayor, Mr Nelson Botile, said his council was hoping that the workers would return to their duties this week. He said the council was "prepared" to increase the workers salaries according to applicable salary grades, but the council does not have enough money to implement the increases presently.

No further action had been taken by the council against workers, he said.

Apology

Mr Botile, who was with the chairman of the management committee, Mr Letsatsi Radebe, said his council "apologised" to Soweto residents for the inconvenience caused at the Avalon Cemetery at the weekend.

Three caterpillars, reportedly hired from a private company, were digging and extending some graves left-over from last week.

A council official at the Avalon Cemetery said there would be no problems at the cemetery at the weekend as they were working to correct all problem areas which occurred because of the protest action by council employees.

Families battle to bury dead as workers strike

152 By Stan Hlopha

Striking Soweto Town Council workers have vowed to defy the ultimatum to return to work today, but bereaved families and undertakers battled to bury their dead at the weekend when they found graves had not been dug

Some funerals were delayed for up to 45 minutes while graves were dug by family members

A council official and mem-

bers of the security forces kept guard at the Avalon cemetery and issued numbers at the entrance *Star 25/7/88*

Undertakers said no one was available for the issuing of numbers and they said they buried people in available graves in the hope the numbers would be allocated when they consult with the council today

A circular issued by town clerk, Mr Nico Malan, warned more than 3 000 striking work-

ers that "you are employees of a local authority who are rendering essential services and your participation in the present strike is illegal

"If you fail to comply with the deadline your services would be unilaterally terminated"

The workers have resolved to return to work "only if our demands are met" Their demands include, recognition of their union, disbanding of the staff association and a salary increase

HOTEL

SOWETAN, Monday, July 25, 1988

Page 7

WORKERS WARN

THE Hotel and Restaurant Workers Union has warned that its members would go on a national strike beginning from today if their dismissed colleagues were not reinstated.

The warning was issued at a weekend Press conference in Johannesburg by the union's executive members,

By **MANDLA
NDLAZI**

among them Mr Chris Mahulatsi and Mr Allan Horwitz

"The bosses have declared war and we will retaliate in the fight for our rights," said Mr Horwitz, adding, "and if these companies refuse to reinstate the dismissed

workers, we have no option but to go on strike at national level"

He warned that the strike action was being considered to start today.

Fired

The conference was told that an estimated 160 workers were fired for having stayed away from work on June 16

and "seemingly more will be dismissed for the same reason", said Mr Mahulatsi

Several other workers were given "last warnings" for having stayed away from work on June 6, 7 and 8, Mr Mahulatsi said

Mr Horwitz said the union and management signed an agreement in January this year that May Day and June 16 would be regarded as paid public holidays. "But it seems the bosses want to retreat on this issue, if not then they seem not to understand the significance of these days among the black people"

Work or Star 25/7/88 be sacked 152 council

By Stan Hlophe

The Soweto Town Council has issued an ultimatum to striking workers to return to work today or lose their jobs

A circular issued by town clerk Mr Nico Malan warned more than 3 000 workers that "you are employees of a local authority who are rendering essential services and your participation in the present strike is illegal in terms of the Labour Relations Act"

The workers are warned that if they fail to meet the deadline they will have terminated their service contract "unilaterally, by your own doing"

A South African Municipal Workers' Union spokesman said strikers would defy the ultimatum as they regarded it as an "intimidation tactic".

He said workers would resume duties "only if our demands are met".

NO COMPROMISE

"We will stick to our guns and we are not compromising a bit. The council have shown us that they have not the welfare of their employees at heart"

Mr Malan listed the consequences of loss of employment.

- Re-employment was not guaranteed
- Loss of regular income
- Loss of housing subsidy and loan guarantees
- Loss of 13th cheque.
- Loss of subsidised medical aid fund and subsidised pension fund contributions

Mr Malan also said the council "wishes to reaffirm its commitment to the relevant negotiation process and, as a result of such negotiations, it has resolved to implement the grade 12 salary structure with effect from July 1st subject to the availability of funds"

CHAOS AT CEMETERY

Soweto 25/7/88

152

CHAOS reigned at Soweto's Avalon cemetery yesterday as bereaved families and funeral undertakers battled to dig graves left undug by striking Soweto Council workers.

Even the few graves dug by a company hired by the council with a caterpillar were too narrow for coffins and most families had

By MOJALEFA MOSEKI

to extend the graves by digging with picks and shovels

Some funerals were delayed for up to 45 minutes while graves were being dug on Saturday. A council official and members of the security forces kept guard at the cemetery and issued numbers at the Avalon Cemetery entrance.

The situation worsened yesterday in the absence of the council's officials. No one was available for the issuing of grave numbers and undertakers said they just buried in the available graves in the hope that the numbers would be allocated when they went to the council offices this morning.

Available

Some undertakers allocated graves during the week found them not dug and had to either bury in available nearby graves or start digging before they could bury their dead.

One undertaker said "If the council does not come to terms with the employees, we will soon not be able to bury because of lack of graves. It is also dishonesty on the part of the council to expect us to pay for a service they cannot render."

More than 2000 council workers yesterday held a three-hour meeting where a decision to continue the protest was unanimously taken.



SOME mourners had to widen some graves to allow coffins to be lowered. The graves had apparently been dug early in the week prior to the strike by council workers.

The meeting was at the Tabernacle church hall in White City Jabavu, Soweto.

The protest took a new turn when the Soweto Youth Congress (SOYCO) and Soweto Residents' Committee repre-

sentatives pledged their support for the council employees.

The workers rejected an ultimatum issued on Friday urging them to return to their jobs today or face automatic dismissal.

Downs coach quits

STANLEY "Screamer" Tshabalala yesterday dropped a bombshell when he quit Mamelodi Sundowns.

The 39-year-old Tshabalala said he was getting out after some players petitioned the Standard Bank to



Tshabalala

suspend him together with the club's PRO Ngamula Malewa and other officials Trot Moloto and Spear Mokhoba.

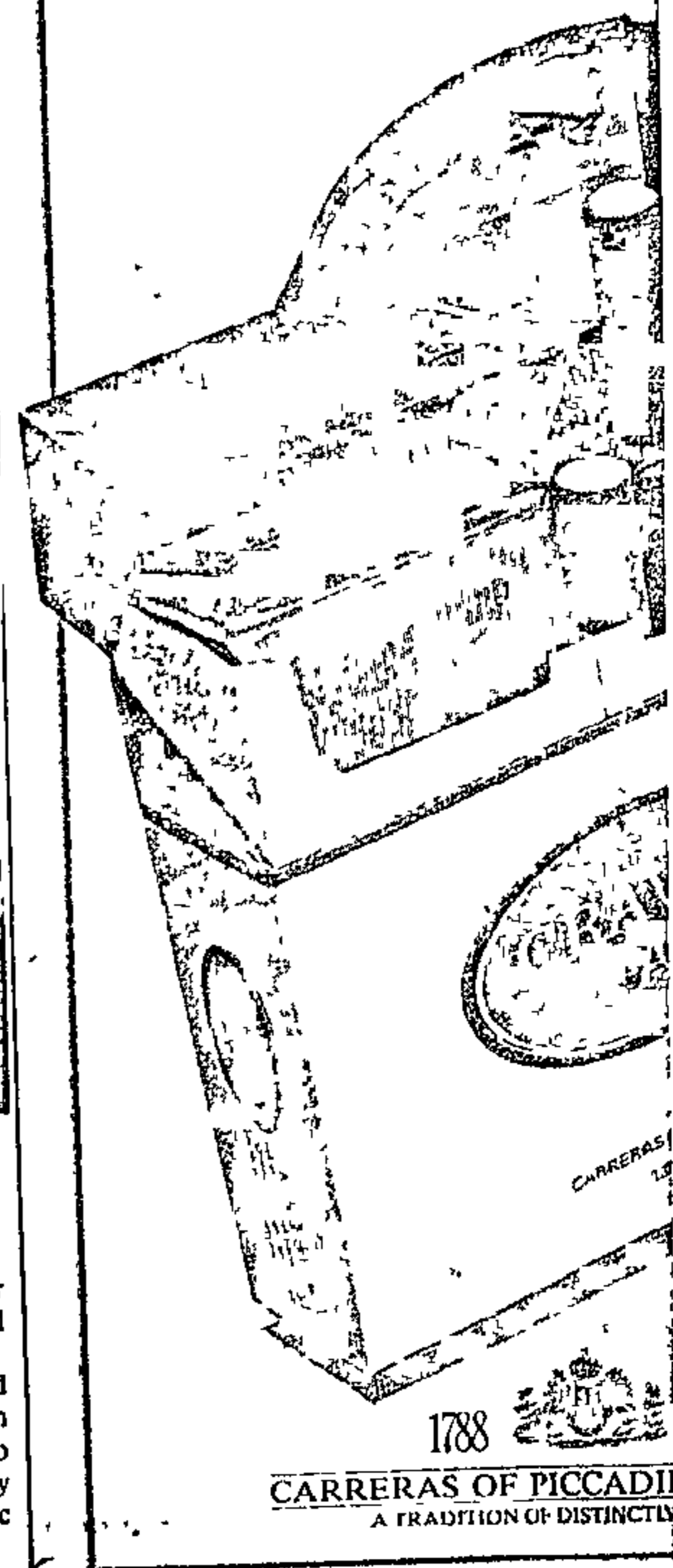
"Although I do not

• To Page 2

REPORTS, pictures and comment in this edition may be censored in terms of the Government's state of emergency.

World-famous
CRAVE

MENTHOL FRESH



1788

CARRERAS OF PICCADILLY
A TRADITION OF DISTINCTLY

Craven "A" cigarettes are made in Europe, N

And no burial threat

Soweto Jan 22 1978
FUNERALS planned for the weekend in Soweto may not take place following the strike by more than 3 000 council workers, including grave diggers, in the township.

The workers are demanding higher wages and the recognition of their union, the South African Municipal Workers Union. The strike started on Tuesday.

A spokesman for one of the Soweto undertakers yesterday said they were not sure whether they will conduct any funerals this weekend because all grave diggers in the township had gone on strike.

(15) **Fix** *(15)*

"We are all in a fix. We are hoping that graves may be dug today or we will be forced to cancel all funeral arrangements," said the spokesman.

At the time of going to Press last night, the diggers were still on strike.

McCallum.

23/7/88

Strikes at three

metal factories

JOHANNESBURG. —

Strikes at three metal

sector companies yester-

day are the latest step in

the wage dispute be-

tween Seifsa and the In-

ternational Metalwork-

ers' Federation unions.

Strikes at Femco, Brits

and Denver Steel in

Benoni were in protest

against managements'

refusal of plant-level ne-

gotiations. — Sapa

NO RENT, NO PAY

Soweto 22/7/84

Council strikers are told

THE wage demands by more than 3 000 employees of the Soweto City Council could only be met when the township's residents ended the current rent boycott, Soweto mayor Mr Nelson Botile said yesterday.

The mayor said the council did not want to deny its employees pay increases, but that the rent boycott had affected the council's ability to increase salaries.

Rent and electricity were the main source of the council's income, he said.

The entire workforce of the municipality went on strike on Tuesday, demanding — among other things — the upgrading of salaries and recognition of their union, the South African Municipal Workers' Union (Samwu).



MAYOR Botile

Departments involved in the work stoppage include maintenance, electricity, administration, water, treasury and parks and recreation.

Mr Botile said the council presently received financial assistance from a bridging fund.

Wage talks between the council and Samwu have reached deadlock. The Transvaal Provincial Administration had also failed to break the stalemate, according to the union.

The council workers, in addition, demand dissolution of the Staff Association.

Sharpeville Six: What the court evidence showed.

By EDYTH BULBRING

THERE have been renewed appeals for clemency for the Sharpeville Six, found guilty of murdering Lekon Town Council deputy mayor Khuzwayo Dlamini on September 3, 1984. He was stoned, stabbed and burnt to death.

Lawyers acting for the six are petitioning the Acting Chief Justice to allow an appeal against a court ruling which declined to re-open the trial. A stay of execution was extended to July 19 by Mr Acting Justice Human and has now been further extended by Minister of Justice Mr Kobie Coetsee.

In the original trial, the court found the six people had acted in common purpose with the crowd that attacked Dlamini's house with the intention of killing him.

The six are.

● **Mojalefa Reginald Sefatsa (32)**, implicated in the attack by Dlamini's widow, who has since died, and a state witness identified only as Y. They said Sefatsa grappled for Dlamini's weapon before throwing the first stone that felled him.

● **Malebo Reid Mokoena (24)**, who was convicted on the basis of a confession he made to the magistrate while in custody. In court, he said he made the statement after electric shock torture by the police.

He admitted being one of the crowd who stoned Dlamini's house before the arrival of the police and rejoining the crowd when it reassembled. He said he had thrown a stone that struck Dlamini on the back and run away when the police arrived for the second time.

● **Oupa Diniso (32)**, on whom police found Dlamini's gun two months after the murder. Diniso said he was returning from golf on the day after Dlamini's death and had taken the gun from a group of boys. His lawyers argued possession of the gun was not sufficient evidence that he had been involved.

● **Theresa Ramashamola (27)** who, according to evidence, was standing in front of Dlamini's house when he fired a shot. She had shouted: "He is shooting at us, let's kill him." This evidence was given in camera by an unidentified witness.

● **Duma Khumalo (28)** who, according to State witnesses X and Y, was part of the crowd throwing stones at Dlamini's house and among people who made petrol bombs in a nearby yard. They also said Khumalo poured petrol on Dlamini's kitchen door and set it alight, and pushed his car into the street.

Khumalo said he had been forced to join the crowd but had left to assist a friend who was struck by a bullet during the first attack on Dlamini. The friend gave evidence that Khumalo had taken him to a nearby house for treatment, as did its owner.

● **Francis Don Mokgesi (31)**, who was convicted on the basis of evidence given by X and Y. They said he had gone to one of the witnesses once the crowd had reassembled and said: "Why are you not with the people? Why are you not fighting?"

They said he was among those who made petrol bombs and later handed out petrol bombs to the crowd, telling them to surround Dlamini's house and set it on fire.

Mokgesi said he was nowhere near the scene of the attack. He had been injured playing soccer the previous week and could walk only with difficulty. Confirmation of this injury by the team coach and a doctor was accepted by the court.

SAPC Times 22/7/88

Strikes start industrial action

JOHANNESBURG — Strikes at three metal companies yesterday heralded the beginning of a wave of selective industrial action over the wage dispute between the Steel, Engineering and Industrial Federation of South Africa (Seifsa) and International Metalworkers' Federation unions, a union spokesman said.

A spokesman said the strikes were in protest against management's refusal to agree to plant-level negotiations

~~SEIFSA~~ ~~IMF~~ 152

The establishment of the latest Professor had made a positive contribution, but, he - an informed decision

Start of campaign, says union

152
Blows

Work stoppages hit metal plants

22/7/88

ALAN FINE

STRIKES at three metal-sector companies yesterday heralded the beginning of a wave of selective industrial action over the wage dispute between Seifsa and International Metalworkers' Federation unions, a union spokesman said.

National Union of Metalworkers of SA (Numsa) official Geoff Schreiner said strikes at Femco, Brits, and Denver Steel, Benoni, were in protest against managements' refusal to agree to plant-level negotiations which would be aimed at improving on the Seifsa offer.

Schreiner said a significant number of companies that normally did not bargain at plant level had agreed to do so this year. The unions had decided to isolate those that had refused, and focus attention on them. He predicted the strike would spread over the coming week.

Seifsa director Brian Angus said a third company, which he declined to

name, had also been hit. Unions had not yet informed Seifsa whether the actions represented a formal rejection of the employer offer made at the industrial council last week.

Union spokesmen have alleged recently that Seifsa's attempt at a ballot of members over a lock-out in the industry had been unsuccessful, in that few companies had responded.

However, Angus said Seifsa would continue to pursue the lock-out option. He said members would be advised Seifsa did not believe their or the industry's interests would be served by plant-level bargaining.

Angus said in the face of strike action members would be advised to offer to implement the final Seifsa wage offer. Companies report many employees have signed a document accepting the offer and undertaking not to strike.

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Fired miners fairly sacked, says Browde

BY EDDIE KOCH

ABOUT 2 000 workers from Anglo's Western Deep Levels gold mine were legitimately dismissed during the miner's strike last year, an independent arbitrator has found

About 2 400 workers were fired from the mine during the strike after staging a sit-in underground

Advocate Jules Browde, who headed an inquiry into the incident, ruled this week that about 2 000 of the workers had not been forced underground and were fairly dismissed

The National Union of Mineworkers (Num) claimed at the time that the workers were protesting at being part of a 6 000-strong group forced underground at gunpoint by mine security. Anglo American rejected the allegation and said the strikers had caused R65 000 worth of damage to underground equipment during the sit-in

Num and Anglo agreed to refer the dispute to arbitration to decide whether the 2 400 miners should qualify for compensation that Anglo has agreed to pay to most of the 40 000 workers it sacked during the strike

Browde ruled that only 400 workers who had been at a deeper level of the mine during the sit-in were unfairly dismissed and therefore qualify for compensation

"Senior officials on the mine gave evidence before me and it is clear from that evidence that they were unaware of any intention by management to force people to go to work"

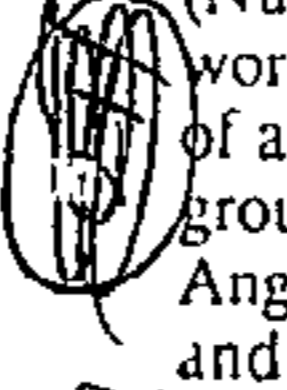
Browde acknowledged that rubber bullets had been fired by mine security at strikers on the mine that afternoon and that some workers had been injured

"While there may have been some instances of aggressive behaviour by security personnel, this was not, on the evidence, sufficient to have driven underground 6 000 workers."

Anglo representative Michael Spicer said in a statement that the ruling "lays to rest what we always regarded as an irresponsible and unfounded allegation that Anglo's managers and security had forced workers underground"

"The union should be more careful in future before releasing such claims and the media has a duty to submit such allegations to close scrutiny before publishing them."

Num representatives were not available for comment at the time of going to press



22-28/88 w/mow
88/182-22

Strikes spread further

STRIKES in the metal sector in support of wage demands rejected recently by employers federation Seifsa had spread to eight plants by yesterday afternoon.

National Union of Metalworkers of SA (Numsa) official Bernie Fanaroff said the present strikes had not been centrally planned. However, feelings were building up due, in part, to companies implementing the Seifsa wage offer only for non-International Metalworkers' Federation union members.

Late last week union spokesmen said they would "focus their attention" on companies which refused to bargain at plant level on their demands which include a R3,21 an hour minimum wage. Seifsa's offer stands at R3,02.

Seifsa director Brian Angus said he was aware of four more affected companies, but declined to name them. The number of workers involved is estimated at close to 1 500.

152
ALAN FINE 26/7/88

Numsa spokesman Geoff Schreiner said one of the first two affected companies had made offered a new production bonus and the other had proposed a transport allowance. The union was not opposed, in principle, to such offers. However, in order to keep the strikes lawful, it could not make demands additional to those already tabled at the council.

National Bolts MD Alan Schlesinger said employees "were exercising their democratic right to achieve higher wages" and negotiations were underway. He declined to elaborate as he wanted to preserve goodwill.

JCI's David McGilvray, however, said T-M was bound by Seifsa's offer, and the company did not negotiate rates over and above these.

Return to work, urges mayor

By Stan Hlophe

The mayor of Soweto yesterday appealed to more than 30 000 striking workers to return to work and serve the community.

Mr Nelson Botile said the workers should resume their essential ser-

vices to avoid a crisis facing the township

Maintenance and repair services have ground to a halt because of the strike. Sewage pipes have become blocked and no graves have been dug. The telephone service in the

council headquarters in Jabulani is being manned by the SADF

Workers have vowed not to return to work until their demands have been met. Their demands include recognition of their union, disbanding of the staff association, and salary increases

STW 27778 ✓

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ARGUMENT ON COSTS ⁽¹⁵²⁾

COUNSEL for the Minister of Home Affairs and the Postmaster General applied for the legal costs of former post office employees who failed in their application for reinstatement to be borne by the Post and Telecommunications Workers Association (Potwa).

In argument before Mr Justice D A Melamet in a packed courtroom in the Rand Supreme Court, Mr R Levine, SC, said the legal costs of 111 former employees from the Crown Mines depot who were dismissed for striking last year would be considerable.

And it would be unfair to expect them — many of whom were out of work — to finance court proceedings.

"It appears the true litigant is Potwa," he said, "because Potwa entered into the agreement which gave rise to these proceedings."

Mr Justice Melamet, however, said it was unfair to make this appeal at this stage.

^{Section 271 2158}
"If notice had been given earlier on, the attitude of Potwa could have been very different and influenced the outcome of this case," he said.

Counsel for the respondents had initially asked that the applications be dismissed with costs.

Mr Denis Kuny, SC, appearing for the 111, said there was no basis for Potwa being held responsible for costs as it was not party to the proceedings.

Applications

"The applications were from individuals," he said.

He submitted that the question of costs be dealt with after judgment.

Arguing that the dismissal of the 111 had been unlawful, Mr Kuny submitted that the bulk of dismissals had not been properly dealt with and workers had not been given a chance to challenge these.

He said the agreement between Potwa and post

office management signed on September 3 was a settlement relating to a strike situation and not a dispute relating to dismissal.

"It should not constitute a new regime wiping

out the past and regulating the future to become the sole source of right for the post office and its workers."

Judgment was reserved to an unspecified date.

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800 bodies for gravediggers

8/00y 28/7/88

(152)

BUSINESS DA'

SIPHO NGCOBO

No pay for council strikers

THE 5 400 striking Soweto council workers did not receive their pay yesterday and may not be paid at all this month unless they go back to work, town clerk Nico Malan said in a circular issued to strikers yesterday.

Council workers are normally paid on the 27th of the month.

Thousands of copies of the circular were dropped by council officials outside the Tabernacle Church in Soweto yesterday where the workers had been meeting.

Only a few workers picked up copies as most had left.

The circular, signed by Malan,

read "It is with regret that I have to advise you that, as a result of the disruption caused by the prevailing circumstances, it may not be possible for employees to be paid as usual on July 27 but may possibly be delayed until August 2 or 3, provided the employees concerned are at work to implement the administrative procedures.

"However, the assurance is given that all possible is being done to ensure that salaries and wages are paid out as soon possible

"Members of staff are nevertheless advised to keep the possible delay in mind and adjust their affairs accordingly"

Meanwhile Soweto Funeral Undertakers Association (SFUA) chairman Kenneth Sihlahi said he had made sure the chaos at the Avalon Cemetery last weekend would not be repeated

Undertakers and bereaved families had to dig the graves themselves as a result of the strike

Families dig graves as cemetery staff strike

SOWETO mourners had to help dig graves over the weekend as about 60 gravediggers had joined the strike by council workers

There were hour-long delays at Soweto cemeteries, causing queues of coffins and mourners. Family members dug graves, a Soweto undertaker said.

Nearly 300 burials take place each weekend in Soweto.

"The funeral is a status event for many township families," said an undertaker. "It was a pathetic sight to see sons

and brothers of the deceased shovelling — in their best attire."

The strike by more than 3 000 Soweto council workers enters its fifth day today. Strikers ignored the council's warning that those not returning to work yesterday would lose their jobs.

Having suspended last month's strike after three days, strike leaders said they were not prepared to compromise now.

Town clerk Nico Malan said the strikers' salary demands would cost the

council R15m. The council, in the midst of an 18-month rent boycott, says such funds are not available.

Strike leaders have asked Constitutional Development and Planning Minister Chris Heunis to intervene. They also intend taking legal action.

Support for the strike grew yesterday, as 12 council managers (city deputies, personnel managers, auditors and the assistant housing director) joined the strike. Police services in the township have not been affected.

SP 8/Day 26/HRR
CHRISTOPHER TUCHER

Labour Update

Gallo strike: mediation talks put back

Soefer 26/7/88

152

3558

MEDIATION talks between Gallo Limited and the Commercial Catering and Allied Workers Union of SA to resolve a wage strike by the company's employees would resume at a later date, a spokesman for the company said yesterday.

The Gallo spokesman said mediation proceedings were scheduled to have taken place last weekend, but were postponed indefinitely after Ccawusa officials

failed to attend. He said the two parties would set a new date for the talks this week.

The legal strike involving about 850 Gallo employees country-wide, follows the collapse of talks between management and Ccawusa at a conciliation board meeting on July 8

Ccawusa demands an across-the-board increase of R262 a month while management is offering R108 a month

Other union demands

include a reduction of the working period from 45 to 40 hours, without loss of pay, 13th cheque in December, an extra week's leave, interest-free personal loans and recognition of tribal doctors in the medical aid scheme

The strike took a new turn last week when music groups contracted to the record company refused to perform in solidarity with the workers. The groups are Stimela, Plush and Volcano

By LEN MASEKO

'Officials sabotaged meeting'

POST office officials "sabotaged" a meeting that was set to resolve the issue of employees who had attempted to return to work after their strike had ended, Mr D Kuny, SC, told a Rand Supreme Court judge yesterday

This was one of the submissions Mr Kuny made when he argued the case of 112 former employees of the Post Office who applied for an order to declare their dismissal in September last year, wrongful and unlawful

Mr Kuny based his argument on evidence before court that three members of the negotiating team from the workers' committee were told they had been fired and could therefore no longer represent workers

This resulted in a breakdown of talks between the officials and the workers' committee, said Mr Kuny

He said the three men were apparently given no notice or reasons for being sacked and this caused a breakdown in attempts that were made by both parties to resolve the plight of the workers

Mr Kuny said another factor that caused confusion was that workers were locked outside the gates of the Crown Mines depot when they attempted to return to their jobs

There was further confusion, he said, on the list of workers who were fired and those who were

to reapply for their jobs.

He said a Mr Muller did not unlock the gates for those who were not dismissed to start work or explained to those dismissed that they should go home but reapply for their jobs

The case is before Mr Justice Melamet and the court's public gallery was again packed to capacity

The application is also for an order to direct the two respondents, the Minister of Home Affairs and Telecommunications and the Postmaster General and other

"relevant" officials of the Department of Post and Telecommunications to

permit the dismissed workers to reapply for their jobs and that such applications should be considered

(Proceeding)

152

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Shop steward allegedly held by vigilantes

By Stan Hlophe

The strike by Soweto Town Council workers, which enters its fifth day today in defiance of an ultimatum issued by the council, took a dramatic turn yesterday when a shop steward, Mr Khaya Khunjwa, was allegedly held for questioning by council vigilantes.

It is alleged Mr Khunjwa, who was on his way to Orlando West, was later locked up at the municipal headquarters in Dube

LEGAL ADVICE

South African Municipal Workers Union representatives have sought legal advice on the incident with a view to taking legal action regarding the ultimatum issued by the council

During a meeting at the Soweto Tabernacle the workers reiterated that they would not return to work until their demands were met

The town mayor, Mr Nelson Botile, said he knew nothing of the attack on the shop steward.

5 000 strike in Soweto

From MONO BADELA

JOHANNESBURG - Community services ground to a halt in Soweto this week as industrial action by more than 5 000 council workers entered its second week.

The workers defied an ultimatum by Soweto town clerk Nico Malan that they go back to work or face dismissal. They vowed to continue the strike in support of their demands for increased salaries, recognition of the South African Municipal Workers Union (Samwu) and dissolution of the "sweetheart" Staff Association.

At a meeting in Soweto this week, the workers demanded Malan's resignation.

The union telexed Constitutional Development Minister Chris Heunis, asking him to dismiss Malan and intervene to settle the dispute.

Entire workforce

Last Friday, Soweto mayor Nelson Botile said the strikers' demands could only be met when the township's residents ended their two-year-old rent boycott.

He said the council did not want to deny its employees increases, but the rent boycott had affected the council's ability to increase salaries.

Rent and electricity were the main source of the council's income, he said.

The entire workforce of the municipality went on strike last week. Departments affected include maintenance, electricity, administration, water, treasury and parks and recreation.

Botile said the council was receiving financial assistance from a bridging fund.

Wage talks between the council and Samwu have reached a deadlock. The Transvaal Provincial Administration had failed to break the stalemate, according to the union.

SOS to

Soweto 20/7/08

Heunis

SOWETO mayor Mr Nelson Botile yesterday sent a telex message to the Minister of Constitutional Development and Planning, Mr Chris Heunis, asking an urgent meeting to resolve the week-long strike by more than 3 600 council employees. (152)

The single issue on the agenda is a request for money to make-up for the increased salaries of the striking council workers.

The Soweto Traffic Department, attached to the Soweto City Council, stopped work and joined the striking workers in a meeting at the Tabernacle Church Hall at Crossroads in Soweto yesterday.

Settlement to Soweto workers' strike likely

Star 29/11/88
152

By Stan Hlophe

The Soweto council workers' strike, in its ninth day today, is likely to end if yesterday's negotiations between a workers' delegation and the council management is anything to go by

Although it was agreed that the outcome of the meeting not be disclosed pending a further meeting this morning, both parties appeared satisfied and hopeful.

The workers' delegation was headed by its legal adviser, Mr MD Legodi, and the management team was led by town clerk Mr Nico

Malan
The Star established that negotiations were "fruitful" and an agreement was about to be reached

According to sources, the implications of the strike by more than 30 000 workers were realised by both parties

"There is no longer any toughline attitude from either party," one source disclosed

High on the agenda at today's meeting will be a circular, distributed by Mr Malan, warning workers they would not be paid this month unless they went back to work.

Mwasa to act against Perskor dismissals

Source from
29/11/84

(152)

THE Media Workers' Association of South Africa will challenge the dismissal of the union's 2000 members who lost their jobs at Perskor after participating in a wage strike early this month.

And yesterday Mwasa lodged papers at the Department of Manpower in an application for the reinstatement of the workers

Mr Sthembele Khala, Mwasa's general secretary, said the union recently filed papers in the Industrial Court seeking reinstatement of the dismissed workforce

The dismissal followed a strike by about 3500 Mwasa members, who downed tools after talks between the union and Perskor management reached a stalemate. The two parties later reached agreement on across-the-board increases of R16,

minimum pay of R109 for "factory aids" and a minimum weekly wage of R118.

Mr Khala said: "The Mwasa national council decided over the weekend to go full blast against Perskor for dismissing the union's 2000 members"

Meanwhile the union has decided to hold its annual congress early in September to enable the outgoing treasurer, Mr Thami Mazwai, who will be going overseas later this year, to attend the meeting

Mr Khala said: "Our union has also resolved to co-operate with media organisations such as the South African Society of Journalists, Association of Democratic Journalists and Anti-Censorship Action Group in the fight against the registration of journalists and news agencies"

Soweto 29/7/88



THE collapse of essential services in Soweto because of the strike by more than 3 000 council workers has forced residents to empty their ash cans on street corners. (152)

Mountain of garbage grows as strike-hit Soweto Council seeks government aid

By SOPHIE TEMA

THE hard-pressed Soweto Council – dogged by a week-long strike by its workforce – may have to turn to the government for financial help

Information leaked to *City Press* this week indicated that the council executive had been making overtures to the Minister of Finance, Barend du Plessis, to help out with money to bring an end to the strike which is paralysing Soweto's services

The 3,400-strong council workforce is out on strike demanding more pay

The council says it has no money to meet workers' demands because of millions of rands lost in the rent boycott

But the workers are equally adamant, saying they will not go back to work until they get more money

City Press sources revealed that although the government had indicated it would no longer finance township councils, the Soweto Council has made this last-ditch appeal to the finance authorities to get striking

workers back to their jobs

Earlier this week, the council resolved to seek a court interdict ordering the workers back to work

But mayor Nelson Botile rejected court action in favour of a personal appeal for workers to return to work while negotiations with their representatives continued

All council activities have ground to a halt and members of the SADF are doing some of the work normally done by council staff

All administration offices have been closed, including the maintenance departments

When workers went on strike last month, town clerk Nico Malan told a worker delegation the council was not in a position to increase salaries because residents were not paying their rent

Workers then returned to work while their representatives continued

wage talks

When worker demands had not been met by the beginning of this month, they went on strike again

In the meantime, Soweto services are being neglected, with rubbish piling up on every street corner

In a desperate move to keep services functioning, the council has contracted privately for garbage removal

Botile said the council wanted to privatise garbage removal, because it could not afford the R30-million bill

Burst pipes, cesspools from blocked sewers, dead animals and mountains of garbage are littering the township's streets

In some areas, garbage bins have not been collected for almost three weeks

Every council activity has been hard-hit, including maintenance, administration, electricity, the treasury and parks and

recreation

The National Environmental Awareness Campaign – an organisation that has dedicated itself to improving townships – has embarked on a five-year plan for the provision of proper services – like sanitation and water reticulation – claiming the local authorities have failed to develop these areas

The plan includes the improvement of living conditions, street planning, the encouragement of homestead and industrial beautification and the establishment of parks and botanical gardens

President and chief executive of the organisation, Japtha Lekgetho, said council inefficiency had encouraged dumping

"We are now looking for a long-term solution to the problem and have committed ourselves to an urban environment

that would uplift the spirit of the people and promote orderly existence.

"The excuse by local government – that there are no funds available even for cleaning up black townships – is not acceptable, because an orderly environment is more conducive to growth and stability

"My organisation believes the demands as stated in our five-year plan are not privileges, but the rights of all individuals

He said the rubbish accumulating on Soweto's streets was a health hazard

"Residents are sitting on a powder-keg which can explode at any time, and can result in a serious outbreak of disease" Lekgetho said his organisation had suspended its clean-up programme of townships because it encouraged the local authorities to abandon their responsibilities

(Handwritten signatures and notes)
C/Press 152 31/7/88

INDUSTRIAL RELATIONS - STRIKES

1988

AUG. — SEPT.

Metal workers pour back to work

By Adele Baleta

Thousands of striking metal workers returned to work yesterday after wage settlements were reached between the International Metalworkers' Federation (IMF) and the managements of several companies

The IMF and the Steel and Engineering Industries Federation of SA (Seifsa) both reported a fall-off in the number of workers striking for more pay and to force employers back to the negotiating table.

An IMF spokesman said yesterday more than 100 companies had negotiated separate wage agreements with the union federation and more than 4 000 workers had returned to work so far this week.

Most of the firms involved in the agreements had offered more than the IMF's demanded 60c an hour increase

He said two of the major settlements reached yesterday were with the giant Siemens group and

National Bolts Both companies had agreed to pay more than the Seifsa offer of 41c an hour

A Siemens spokesman confirmed the settlement He said the 1 400 workers on strike at five plants had returned to work.

National Bolts managing director, Mr Alan Schlesinger, said "constructive" negotiations had resulted in a minimum increase of 50c an hour The agreement would affect more than 600 workers at four plants, he added

Seifsa said 90 factories were still hit by strikes yesterday — 23 fewer than the previous day A total of 11 270 workers were said to be on strike and four companies had dismissed 1 214 workers.

A Seifsa spokesman said 4 368 workers had returned to work at 25 companies and 10 of those firms had agreed to the 17,4 percent wage increase offered by Seifsa at industry level

He said it not clear on what basis the remaining 15 companies had secured a return to work

11/8/88 Star 1752

3 000 workers fired

By Stan Hlophe

More than 3 000 Soweto Council workers on strike over a wage dispute have been summarily dismissed for failing to report to work last Friday.

The mayor, Mr Nelson Botile, said the workers "fired themselves" for not reporting to work on Friday following an agreement between the workers' delegation and the council's management and its consultant last Thursday.

Mr Botile however,

said the workers would be allowed to re-apply to be reinstated and the vacancies would be advertised.

"At a meeting last Thursday with the workers' legal adviser, the council offered them a 10 percent increase across the board with effect from September 1 on condition they reported for work on Friday."

The workers unanimously rejected the council's 10 percent salary increase offer.

218188 B/Day

Services crumble before strike

SOWETO'S essential services — water, electricity, sewerage and cleansing — began to crumble yesterday as the strike by more than 5 000 council workers entered its 10th day

Several sections of the township were without water and electricity. In some hostels ablution blocks had no water and toilets did not function. Rubbish had not been collected and was piling up on street corners and on open land.

Among the few staff working were

152 SIPHO NGCOBO
traffic officers, council policemen and health staff

The workers, who are on an illegal strike, yesterday rejected a 10% salary increase offered by the council.

However, town clerk Nico Malan said: "The workers have actually fired themselves by not responding to an ultimatum to report back to work." He declined further comment.

Allegations fly in metal industry.

Strike action set to begin

2/18/88 B/Day
CO-ORDINATED and "strategic" strike action in the metal industry would begin tomorrow, the SA council of the International Metalworkers' Federation (IMF) said yesterday

Mass meetings of shop stewards at the weekend had endorsed recommendations to that effect made by the IMF negotiating team last week

The IMF said the action would take place primarily in the major industrial areas and in companies which were important in Seifsa decision-making

The four unions involved are demanding a 23% increase in the minimum wage, while Seifsa has offered 14% to 17%.

However, 66 companies which had "decided to move away from Seifsa's rigid position", most of whom had already agreed to increases close to the IMF demand, would be excluded from the action. So would others which made acceptable offers

before tomorrow

The IMF said Seifsa's wage offer did nothing to reduce the industry's wage gap, which was a result of a history of job reservation and the exclusion of African workers from collective bargaining

Seifsa director Brian Angus said those allegations had been raised and refuted several times during negotiations

He said employees at another company had yesterday notified management of acceptance of the Seifsa offer, suggesting certain elements in the National Union of Metalworkers of SA were not supporting the union stand

Employer sources said they understood there had been substantial worker support for the acceptance of the wage offer. However, a group of militant East Rand elements had swung the decision in favour of a strike

ALAN FINE

Big jump in sympathy strike action

ALAN FINE

WHILE strike figures this year are substantially down on those for 1987, there has been a marked increase in the proportion of sympathy strikes, FSA industrial relations director Mike Beaumont said yesterday.

Beaumont said 18% of strikes in the second quarter could be termed solidarity action, against 3% in the first quarter.

While it was difficult to make definitive observations, a possible explanation for this was that unions were seeking to increase their leverage in large companies, he said.

To this end they were looking for national recognition agreements, and bargaining at corporate and industry level. Sympathy strikes over particular issues were a way of mobilising workers to act in unison.

Beaumont's statistics showed while wages were the major cause of strikes in the second quarter (41%), 80% of sympathy strikes were over dismissals.

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- 0 Mazda LDV
- 0 Opel Kadett GLS
- 0 Toyota Corolla 1.3 GL
- 0 VW Golf GL
- 8 Toyota Corolla 1200
- 8 BMW 728E A/T
- 9 Mazda 323 1.3
- 8 Citroen Club GS
- 8 Ford Cortina 1.6L
- 7 Ford Escort 1.6 GL
- 6 Audi 100 LS
- 4 BMW 520 A/T
- 3 VW Beetle 1300
- 1 M/Benz 220/4
- 0 Ford Cortina 1600

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actions
JOHN MARCUS

1865

Metalworkers opt for strategic strike

OWN CORRESPONDENT
2/8/88

JOHANNESBURG. — Co-ordinated and "strategic" strike action in the metal industry is to begin tomorrow, the SA council of the International Metalworkers' Federation (IMF) said yesterday.

Mass meetings of shop stewards at the weekend had endorsed recommendations of this effect made by the IMF negotiating team last week. Strike action involving about 2 000 workers is already occurring at seven Transvaal firms.

The IMF said the action will take place primarily in the major industrial areas, and in some companies which are important in Seifsa decision-making.

The four unions involved are demanding a 23% increase in the minimum wage, while Seifsa has offered 14% to 17%.

However, 66 companies which have "decided to move away from Seifsa's rigid position", most of whom had already agreed to increases close to the IMF demand, will be excluded from the action. So, said the statement, would others which made acceptable offers before Wednesday.

The statement said Seifsa's wage offer did nothing to reduce the industry's wage gap, which was a result of a history of job reservation, the exclusion of African workers from collective bargaining.

The wage gap was also a consequence of Seifsa's continuing practice of signing agreements with predominantly white minority unions, and its refusal to bargain properly with the majority unions representing semi-skilled and unskilled workers, the IMF said.

300 are dismissed

ABOUT 300 members of the Food and Allied Workers' Union have been dismissed at Farm Fare's Wynberg plant after going on strike.

The strike action was taken in sympathy with drivers at Farm Fare central distribution at City Deep, who had been retrenched after refusing an offer of transfer on full benefits to a transport company, which has been contracted to carry out Farm Fare's chicken distribution.

Dr Eugene Brock, managing director of Farm Fare, said these workers had contravened "an undertaking signed by their representatives and Fawu on June 28 that they would not take unprocedural strike action."

He said this agreement was signed after "unprocedural work stoppages" affected Fawu's assistant general secretary, Mr Mike Madlala, could not be reached for comment yesterday.

Handwritten notes:
S
28/8/77
Fawu

Confusion regins as 3 600 are fired

THE strike by more than 3 600 Soweto City Council workers has resulted in confusion in statements from the Soweto mayor, Mr Nelson Botile and town clerk, Mr

By **MOJALEFA MOSEKI**

Nico Malan.

While Mr Malan insisted yesterday that the striking workers remain fired, Mr Botile said his invitation to workers to return to work while negotiations were continuing was still open

Loan

Mr Botile also told a team of reporters that he was continuing his efforts to meet the Minister of Development and Planning, Mr Chris Heunis, to ask for a loan to enable them to pay the striking workers' increased salaries

Mr Malan, on the other hand, said talks

with the Minister would be futile as his office had been informed that no funds were available from the Ministry or the Transvaal Provincial Administration

Mr Malan, together with council legal advisors, meet with lawyers and union representatives for the striking workers tomorrow

A union official said talks will centre on a 10 percent salary increase offer made by the council last week. The union representatives rejected the offer on Friday, resulting in the collapse of talks.

Yesterday about 4 000 workers urged that Mr Malan resign before they could accept the offer

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[scribble]

CHE TOPIC 2/19/88

Services crumble in Soweto strike

JOHANNESBURG. — Soweto's essential services began to crumble yesterday as the strike by more than 5 000 council workers entered its 10th day

Several sections of the township were without water and electricity. In some hostels ablution blocks had no water and toilets did not function. Rubbish was piling up on street corners and open land.

Among the few departments working are traffic officers, council

policemen and health staff

The workers, on an illegal strike in terms of the Labour Relations Act, yesterday rejected a council offer of a 10% salary increase

Town clerk Mr Nico Malan said. "The workers have actually fired themselves by not responding to an ultimatum to report back to work." He declined to comment further

Hard-hit by the water supply breakdown are the Jabulani Hostel and several trading centres

REUTERS

Metal workers set to strike tomorrow

Mass meetings of shop stewards from International Metalworkers' Federation unions at the weekend endorsed recommendations of the IMF's negotiating committee for strike action in the metal industry from tomorrow, a statement from the National Union of Metalworkers of South Africa said today.

This decision followed the Steel and Engineering Industries Federation of South Africa's (Seifsa) "refusal to make any further move on the wage offer it agreed with minority unions".

The statement said the IMF represented the majority of organised workers in the industry and its members rejected Seifsa's wage offer which "does nothing to reduce the wage gap in the industry".

"This gap is a result of job reservation, of the exclusion of black workers from collective bargaining in the past, and the continued practice of Seifsa to sign agreements with predominantly white minority unions and refuse to bargain properly with the majority unions.."

66 COMPANIES

The statement said the "legal strategic strike action" would occur primarily in the major industrial areas and at some of the companies which are important in Seifsa decision-making.

"The action is scheduled to begin on Wednesday August 3"

Numsa said 66 companies had decided to move away from Seifsa's position.

Wage increases close to the IMF's demand had been agreed in most of the 66 companies and they were not expected to be included in the strike.

Other companies which made acceptable offers on the IMF demands before tomorrow would also be excluded, the statement said.

The IMF was looking for an average wage increase of 23 percent and wanted to exchange two other public holidays for June 16 and Sharpeville Day.

Seifsa had offered increases of between 14 and 17 percent and had agreed to May 1 as a workers' holiday.

A spokesman for Seifsa was not immediately available for comment — Sapa

**Workers
stick
to their
demands**

METAL INDUSTRY

HUNDREDS of workers continued their strike in the metal industry yesterday in an attempt to pressurise managements to accede to their wage demands.

A spokesman for the Steel and Engineering Industries Federation of South Africa (Seifsa), said six companies were affected by the industrial action while workers at five other firms had called off their strike and returned to work.

He said companies hit by the industrial action included Repco in Port Elizabeth, where the workforce had embarked on a go-slow strike.

Members of the International Metalworkers' Federation (IMF) are on strike in protest against Seifsa's refusal to move on its final wage offer.

Four IMF affiliates, locked in a wage dispute with Seifsa are the National Union of Metalworkers of South Africa, Electrical and Allied Workers' Trade Union of SA, Steel Engineering and Allied Workers' Union and Engineering and Allied Workers' Union.

The IMF unions demand — among other things — a minimum hourly wage of R3,21 while managements' final offer stood at R3,02.

DISPUTE STILL ON

2/8/88

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1965 3/8/65
Papers troubled
Staff Reporter

DISTRIBUTION of the Cape Times could be disrupted today after industrial action by members of the Media Workers' Association of SA (Mwasa).

Distribution of The Argus was severely disrupted yesterday as more than 500 Allied Publishing employees stopped work in support of wage demands.

Union and management spokesmen said a conciliation board had been appointed.

3/8/77
Sowetan
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Mwasa strike in Cape

**SOWETAN
Reporter**

MORE than 400 members of the Media Workers' Association of South Africa have downed tools at Allied Publishers' Cape Town plant, Mwasa general secretary Mr Sthembele Khala said yesterday.

The official said the strike followed the failure by the Minister of Manpower to appoint a conciliation board to resolve a three-month-old dispute between the two parties.

Mwasa members, he said, demand the acceptance of a principle of "equal pay, equal work" within the company. Allied was a subsidiary of both the Argus and Times Limited companies.

Mr Khala said attempts to resolve the matter through mediation had also failed and that the company had rejected the union's suggestion to refer the dispute to an arbiter.

A spokesman for the company confirmed that Mwasa members were on strike at the Cape Town plant. He said the company would issue a statement today.

Strike to focus on PWV area (152)

THE metal industry strike planned for today is likely to be based mainly on the Witwatersrand, National Union of Metalworkers of SA leader Bernie Fanaroff said yesterday.

He declined to estimate how many of the 130 000 members of the four unions affiliated to the International Metalworkers' Federation, which had called the wage strike, would take part. Companies with normal in-house agreements, as well as those which have made satisfactory offers outside the industrial council, have been exempted from strike action.

ALAN FINE

These include many of the industry's large groups, and it is expected the action will hit mainly smaller plants. However, there are some large groups, Dornyl for example, which have refused to bargain outside the council. Fanaroff said few companies outside the Transvaal did not bargain outside the council. However, 70% of the industry's workforce was based in the Transvaal.

Seifsa chief economist Michael MacDonald said base metals producers were unlikely to be affected.

B/Oay 3/8/88

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Papers troubled

Star Reporter

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Union and management spokesmen said a conciliation board had been appointed

Soweto to pay dismissed workers

By Stan Hlophe

The Soweto Town Council will start paying out its 3 500 fired workers on Friday and then start re-employing staff in spite of the meeting between the workers' legal representative and the council scheduled for today

Town clerk Mr Nico Malan said yesterday all the workers would be paid all the fringe benefits due to them, including pension and leave pay, within three weeks.

Advertising for most jobs would start in this week's Sunday newspapers as a "large number" of services would be privatised, he said, without giving details.

"The council cannot waive these services but will hand them over to private individuals under the supervision of the council"

Asked about today's meeting, he said "I am not aware of the meeting as yet, but if it does take place it will depend on what the workers' represen-

...ative proposes to discuss
"As far as the council is concerned the dismissal of staff has already taken place and we are now in the stage of finalising the payout. There is no turning back as the administrative processes are at an advanced stage

"We are busy with the process of re-engagement of staff on merit. But not all jobs will be available because a large number of services would be privatised," Mr Malan said.

Asked whether the council would rescind its decision if today's meeting turned out to be fruitful, he said the workers failed to meet the deadline and "that's it"

Soweto's mayor, Mr Nelson Botile, reiterated that he had made efforts to meet the Minister of Constitutional Development and Planning, Mr Chris Heunis, to appeal to him to finance the council to pay the striking workers' salary increases

Mr Heunis had not replied as yet

cut 7/12/88 3/1/88
Solidarity strikes up 152

Own Correspondent

JOHANNESBURG
While strike figures this year are substantially down on those for 1987, there has been a marked increase in the proportion of sympathy strikes, FSA industrial relations director Mr Mike Beaumont said yesterday.

He said 18% of strikes during the second quarter of 1988 could be classified as solidarity action, compared to 3% in the first quarter.

To increase their leverage in large companies, unions were looking for national recognition agreements, and bargaining at corporate and industry level. Sympathy strikes were a way of mobilizing workers to act in unison.

Mr Beaumont's statistics showed that while wages were the major cause of strikes in the second quarter, 80% of sympathy strikes were triggered by dismissals.

Union-bashing claim after 300 strikers fired

THE Food and Allied Workers Union (Fawu) yesterday accused Premier Group subsidiary Farm Fare of supporting the "Bantustan system which it always attacks on public platforms".

In a statement on the dismissal of 300 Fawu members at Farm Fare's Wynberg, Johannesburg, factory, the union said Farm Fare had "bused in scab labour from Bophuthatswana" during negotiations.

Fawu demanded the immediate reinstatement of workers dismissed at the Wynberg plant last Wednesday after a solidarity strike with workers at Farm Fare Central Distribution at City Deep. Farm Fare MD Eugene Brock said the workers were dismissed because they had broken an undertaking signed between the company and Fawu on June 28 that workers would not take unprocedural strike action.

3/8/88 Productivity Day

He said the agreement had been signed after unprocedural work stoppages had affected productivity and customer service over the past months.

The union said Farm Fare had also threatened to cancel recognition agreements with Fawu and to retrench all workers who struck in solidarity. It added Premier intended "to bash Fawu".

It said the Wynberg workers were discussing an ultimatum from management to return to work when they were issued with letters of dismissal. A request for more time to discuss the ultimatum was refused, Fawu said.

Three shop stewards were still in detention, Fawu said. — Sapa.

Rising support

measures.

3/8/88
B/10/00

Soweto strike: lawyers meet

Improved by restricting animal numbers to prescribed grazing capacities.

LAWYERS representing the Soweto Council and the 5 000 striking council workers are to meet today in an attempt to resolve the strike that is threatening to disrupt the October municipal elections in the township.

The meeting between the legal representatives takes place at the Soweto Council Chambers at 10am, a few days before the August 12 registration deadline for the elections.

Some councillors said they were worried as the voters' roll had not been prepared due to the absence of administration staff.

The workers will be represented by a team from Johannesburg law firm



SIPHO NGCOBO

Sowman, Kamdar, Legodi and Partners, while attorneys from Pretoria's Boschardt and Hansen will argue on the council's behalf.

Attorney Dennis Legodi, for the workers, confirmed that the meeting would be held today, while Peter Viviers for council was said to be out of town by his firm's secretary.

Legodi declined to give details, saying information would be available only after the meeting.

Soweto Council's Town Clerk Nico Malan was also not available for comment yesterday.

SA proposes an immediate ceasefire

3/8/88

Benz strike rages on

3/18/88
Sawetan
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THE strike at the Mercedes-Benz plant in East London continued into its sixth day amid contradictory claims over the number of workers on strike

While the National Union of Metal Workers (Numsa) claimed the number of workers on

strike had increased to about 2000, the company claimed that, despite intimidation, a large number of striking employees had returned to work

Mr Gxarisa said working employees had been given temporary identification cards on

Thursday and only those with cards were allowed into the enclosed area at the plant on Friday.

He said the union had not received any reports of intimidation or assault of employees by striking Numsa members

A company statement said on Friday striking employees had been prevented from entering the plant to prevent further cases of intimidation and assault, such as the burning of employees' clothes

A meeting was held between the union and management in an attempt to resolve the issue and both sides said they had put forward

proposals for the other side to consider.

The regional secretary of Numsa Mr Viwe Gxarisa said many more workers had joined the strike because of alleged police action taken against union members on Friday

He alleged police had

assaulted workers both at the plant and outside the South African Domestic Workers' Union offices, formerly the offices of Idasa, where they had attempted to meet

"We have firm proof that the company called the police in," he said

2/18/88 (152) (152) (152) Stat

Metalworkers begin selective national action

By Adele Baleta and Janet Heard

Thousands of metal workers — mainly in the Transvaal — began strike action today to induce industry employers to reopen wage negotiations for 1988

However, spokesmen for the National Union of Metalworkers of SA (Numsa) and the Steel and Engineering Industries Federation of SA (Seifsa) could not give an indication of the areas and exact number of workers on strike at the time of going to press

Numsa spokesman Dr Bernie Fanaroff said reports on the selective strike action called by the International Metalworkers'

Federation (IMF) would be received from local offices during the day

Mr Brian Angus, Seifsa director, said today there has still been no communication between the IMF and Seifsa regarding the union's decision to strike.

He said the bulk of Seifsa's 3 500 members were unlikely to accede to the IMF demands because they regarded the employer final offer to the unions as "very fair"

The IMF is demanding an average wage increase of 23 percent and a minimum hourly rate of R3,21, against an employer

offer of 17 percent and R3,01 The parties are also in dispute over the recognition of June 16 and Sharpeville Day (March 21) The unions want the days exchanged for two existing public holidays

IMF spokesman Mr Brian Fredericks said the unions were still open to negotiations

In addition to Numsa, the other unions involved in the dispute are the Electrical and Allied Workers' Trade Union of SA, the Steel Engineering and Allied Workers Union and the Engineering and Allied Workers Union

2 000 workers down tools

UMTATA — Nearly 2 000 Umtata hospital workers including nurses from various ranks staged a four-hour work stoppage this week.

The work stoppage followed pamphlets distributed on the hospital grounds last Thursday calling for work stoppage because

of complaints related to certain financial allowances and other fringe benefits

By 7am on Tuesday all workers paraded outside the hospital main entrance until they later moved to the auditorium where they drew up a list of their grievances.

While the meeting was in progress, doctors helped in feeding children in their wards while a handful of labourers made themselves available for other emergencies

This was a second work stoppage by hospital workers in Transkei in less than a week The first having been the All Saints Hospital at Engcobo

~~SECRET~~

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Sowetan
3/2/88

MALAN TO HOLD TALKS

3/8/88 Soweto

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Bid to solve council strike

SOWETO town clerk, Mr Nico Malan, is to meet with representatives of the striking Soweto council workers.

Both parties will be accompanied by legal advisors. The meeting is expected to begin at 10am.

The meeting is a follow-up of talks between the council and the workers which broke down last week when workers representatives rejected out-of-hand a 10 percent across-the-board salary increase offered by the council.

The workers said the offer, calculated on percentages, departs from the council policy which bases salary increases on grades. They are demanding that their salaries be raised from grade 8 to grade 12.

Mr Malan and Soweto mayor, Mr Nelson Botile, were yesterday said to be attending a meeting with officials of the Transvaal Provincial Administration (TPA) in Johannesburg. The

By MOJALEFA MOSEKI

announcement brought hopes of the council receiving money from the Government to fund the increased salary demand, despite the bleak view given by Mr Malan that the TPA and the Government had said no money was available.

Meanwhile, community services in Soweto, which started crumbling two weeks ago when the strike began, reached breaking point this week as water from blocked sewerage pipes flowed across streets in almost every township. Refuse bins overflowed and street corners used as dumps rose sharply. Private companies hired by the council to deal with "urgent" situations battled in vain to contain the worsening crisis.



TOWN clerk Malan



MAYOR Botile

Sowetan 3/8/88



Labour briefs (152)

Illegal strike case put back

STATE prosecutor in the trial of two Transport and Allied Workers' Union members and an official facing charges of instigating an illegal strike yesterday applied for a postponement so that he could consult with the Attorney-General.

Mr M Pogrundt, who had asked for a postponement on Monday, told Pietersburg Regional Court magistrate, Mr A G Boucher, he was not "in a position to reply to the defence's arguments" The case was postponed to September 9

The defence team of Mr H J Brandt and Mr Ephraim Magoba have argued that charges of instigating an illegal strike and a call for an economic boycott, could not be heard in a South African court because the Act allegedly contravened had been repealed in South Africa

Mr Abraham Mahume Malatji (39),

Mr Namadzavho Rhodes Makamu (32) and Mr Daniel Malesela Sekele (37), are charged with instigating a strike of the Lebowa Transport workers in June last year The strike took place at Seshego, Lebowa They have not yet pleaded

The State alleges that the strike was contravention of the Native Labour Act

Mr Brandt yesterday said the second count of contravention of the Internal Security Act could not be heard as no certificate from the Attorney-General had been produced

Mr Pogrundt replied that the certificate had been telefaxed to the security police in Pietersburg

Bail conditions for the three accused were relaxed yesterday They are no longer required to report to the Pietersburg Police Station every Friday or when they leave the Pietersburg magisterial area They are on R10 000 bail each



NEAC president, Mr Japhta Lekgetho.

'SOWETO IS A STINK'

THE breakdown of essential services in Soweto has made the township totally un-governable and it should be declared a disaster area, Mr Japhta Lekgetho, president of the National Environment Awareness Campaign, says.

Mr Lekgetho said a disastrous health hazard is in the making with the stinking sewerage water

3/18/88
flowing in the streets and the ever growing heaps of uncollected rubbish at street corners

"The situation is very critical that I cannot find a strong word to describe it," he said

This has been given rise by the now five-week old strike by Soweto Council employees, who among others, demand a wage increment

The council has

announced its intention to privatise services, a move which Mr Lekgetho strongly criticised

152
He said the council should negotiate with the striking workers and should not privatise services in order to come to terms with the strikers

"Privatisation of services is not the solution It needs to be accepted and supported

Sowetan
by the community You privatise where there is no existing labour force," he said

Mr Lekgetho said the absence of leadership and community participation has encouraged paternalism on the part of the authorities "The authorities are prescribing solutions to our problems Without community participation I do not see the problem being solved in the foreseeable future", he said

He also called for the upliftment of the state of emergency and the unbanning of community organisations.

Metalworkers on strike for 23% wage increase

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CMT Times 4/8/88
Own Correspondent

JOHANNESBURG. — Metalworkers yesterday went on a strike in demand of a 23% wage increase, but figures for numbers who took action differed and employers said the strike had limited impact

International Metalworkers' Federation secretary Mr Brian Fredericks said reports showed that 20 517 union members at 111 factories were involved. The majority were members of the National Union of Metalworkers of SA (Numsa). The action is confined to the PWV area in all but two cases.

A statement by the employer body, the Steel, Engineering and Industrial Federation of SA (Seifsa), said members reported that 10 123 workers at 83 companies were on strike. This represented 8% of total IMF membership and suggested employees were generally not in favour of strike action.

Numsa leader Mr Bernie Fanaroff said the union had received indications from certain major groups in Seifsa that they may be prepared to negotiate.

4/8/88
Paper rounds
back to normal

Staff Reporter

NEWSPAPER distribution is expected to return to normal this morning following yesterday's decision by members of the Media Workers' Association of SA (Mwasa) to call off a wage strike

Allied Publishing's provincial manager, Mr John Rayner, said distribution of the Argus and Cape Times had been disrupted by the stoppage, but would be "back to normal" today

Confirming the workers' decision to return to work, the company's managing director, Mr J Mould, said the company and Mwasa had agreed to attend a conciliation board hearing tomorrow.

He added that Allied had adopted a "no work, no pay" policy, but regarded the strike as legal

RUSIINESS DAY

WEDNESDAY, AUGUST 4 1988

60c (54c + 6c tax)

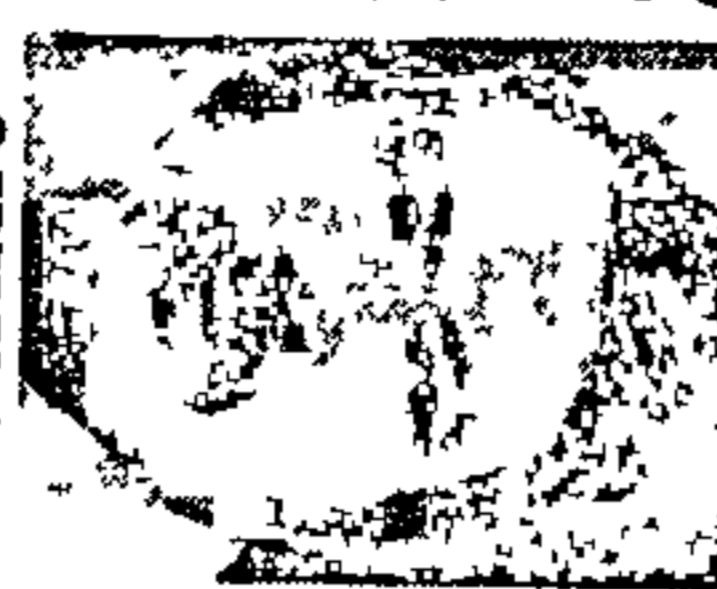
AL and CAPE 80c (71c + 9c tax)

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PWW metalworkers begin wages strike

UP to 20 000 metalworkers yesterday began a strike which union leaders predicted would last for two to five days. The action, confined to the PWV region except for two cases, backs a 23% wage increase.

International Metalworkers Federation local secretary Brian Fredericks said regional reports showed 20 517 union members at 111 factories were involved. The



FREDERICKS

vast majority were National Union of Metalworkers of SA (Numsa) members.

A Seifsa statement said the action appeared to have had limited impact. Reports from members showed 10 123 workers at 83 companies were involved. This represented 8% of total ILMF membership and seemed to confirm employees generally did not favour a strike.

However, union leaders pointed out that companies with in-house agreements, plus another 76 which had broken ranks with Seifsa, were exempt from the

strike. The numbers participating therefore represented 60% of those eligible.

Seifsa said strikers' conduct had been generally peaceful and orderly. However, certain companies had reported strikers interfering with the work of temporary employees. They intended to seek court interdicts against the strikers, and lock outs were being considered.

The union said most affected companies were small ones with up to 300 employees. However, the numbers included 3 600 Dorbyl/Metkor employees at 15 plants, and 2 500 Siemens workers.

Siemens put the figure at 1 500, while Dorbyl could not be reached.

Numsa leader Bernie Fanaroff said the union had received indications from certain major groups in Seifsa that they might be prepared to negotiate outside the council. However, this raised the danger that Seifsa, and therefore industrywide bargaining, may crumble.

Seifsa director Brian Angus said yesterday's feedback from employers indicated the dominant Seifsa view, that there should be no movement on the wage offer, would not change.

ALAN FINE

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Witbank workers down tools

By Adele Baleta

At least 1 000 National Union of Metalworkers of SA (Numsa) members at Middelburg Steel in Witbank went on strike yesterday to back demands for the dismissal of a management staff member, a union spokesman said

A management spokesman said last night that the strike which involved between 350 and 500 members ended only yesterday afternoon following talks with Numsa.

This could not be confirmed by the union at the time of going to press. A Numsa official said earlier the workers demanded that the staff member be removed after he threatened members with dismissal if they did not resign from the union.

This happened during Numsa's in-house wage negotiations with Barlow Rand, owners of Middelburg Steel, he said

A hearing exonerated the official, he said

48/83



Two parties meet on strike

By Stan Hlophe

Yesterday's crucial meeting between counsel for the Soweto Council and striking workers was postponed until Monday

After four hours of talks behind closed doors the two parties agreed to hold a further meeting in Pretoria, apparently to reach final agreement

The striking workers were represented by Mr M D Legodi and a South African Municipal Workers' Union organiser and the council by Mr P J Vivier and Mr S S Lemmer

The two negotiating parties agreed not to reveal any details to the

press, except to say negotiations were continuing.

After the meeting it was evident that the discussions centred around workers' dismissals, salary upgrading structures and the recognition of the union

Counsel revealed a "lot of common ground was reached" and they were optimistic the next meeting would be more "fruitful" and would probably reach a conclusion

The workers are demanding a 20 percent increase for the low-income group, 10 percent for the middle group, and 5 percent for the high bracket, and the upgrading of salary scales retrospective to July last year



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Stan

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COUNCIL STRIKE LAWYER HOPEFUL

More talks to be held in Pretoria

THE legal adviser of the 4000 striking Soweto City Council workers, Mr M D Legodi, said they had made "great progress" as he left the four-hour meeting at the council chambers yesterday.

But when pressed to elaborate Mr Legodi declined, saying both parties had undertaken not to release the contents of their discussions to the Press.

A consultant for the Soweto council, Mr S S Lemmer, and the council's legal adviser, Mr J P Viviar, also declined to reveal the contents of their talks.

Both parties will be meeting in Pretoria at 7pm on Monday to continue negotiations. They said they had postponed the talks to consider an "agreement" reached at the meeting.

By MOJALEFA
MOSEKI

The contents of the agreement would be publicised in Pretoria on Monday, they said.

But Mr Legodi, who was in an optimistic mood, said he "hoped" an agreement could be reached in Pretoria next week which could result in the workers returning to work.

Workers, who had gathered at the Tabernacle Church Hall in Soweto yesterday distributed pamphlets asking Soweto residents for support during the strike and stating their demands.

Metalworkers continue strike action today

Between 10 000 and 21 000 metalworkers continued strike action today aimed at pushing employers to resume 1988 wage negotiations

International Metalworkers' Federation (IMF) secretary, Mr Brian Fredricks, said yesterday the strike could last between two and five days, depending on the Steel, Engineering and Industries Federation of SA (Seifsa) response to the action

He said 111 factories had been hit by the strike and 20 517 union members, mostly National Union of Metalworkers of SA (Numsa) members, had participated in the action which began yes-

By Adele Baleta
and Janet Heard

terday.

But in a statement yesterday, Seifsa said 83 companies were affected and between 10 000 and 11 000 employees were involved

Seifsa director, Mr Brian Angus, said the strike appeared to have "limited impact" and would not affect Seifsa's final wage offer

The strike arose from an ongoing dispute over wages and conditions of employment between the 3 500-strong employer federation and the four trade unions belonging to the International Metalworkers' Federation (IMF)

The IMF is demanding an average wage increase of 23 percent and a minimum hourly rate of R3,21. Seifsa has offered a 17,4 percent increase including an hourly minimum rate of R3,02

The strike has centred primarily on the Witwatersrand, Mr Fredricks said.

The number of companies which had agreed to negotiate at plant level rose from 66 to 76 yesterday, he added. Mr Angus however, said he had not received reports from members who had reopened negotiations

In a statement, Seifsa said reports had been received from certain companies yesterday that strikers were singing and chanting and interfering with the work of temporary employees

"The companies have advised that they intend to seek court interdicts against striking workers and others have indicated that lock-out action is being considered"

7/5/2
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Lawyers move to end council strike

SIPHO NGCOBO

LAWYERS representing the Soweto Council and the 5 000 striking council workers met behind closed doors at the Soweto Council offices yesterday in an attempt to resolve the 11-day dispute

Lawyers said they had agreed to give no details of their discussions but said they would meet again next Monday.

There is no sign of the strike ending before then. Workers, who have rejected the council's offer of 10% salary increases, are continuing their illegal strike after demanding at least 50% pay rises.

Some councillors fear the strike could affect the October municipal elections in the township.

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Workers down tools in pay row

17645 5/9/88
Labour Reporter

ABOUT 40 workers at the Montagu Gardens depot of BP stopped work today over a wage dispute.

A spokesman for the workers, members of the Chemical Workers Industrial Union, said the parties had reached deadlock with employees seeking a R160 a month across-the-board increase or 15 percent, whichever was greater, and the company offering R150 a month or 14½ percent

He said a company offer of R155 a month was withdrawn when it was rejected

Employees sought a service bonus of R5 a month for each year of service BP had offered R2 a month but this offer had also been withdrawn when the pay offer was rejected

Workers also wanted hours of work reduced

BP spokesmen were not available for comment

976-1018 5/10/88
Metal worker
strike swells
in talks bid

STC employee dies after falling from bus

JOHANNESBURG. — Metal workers from another 19 companies began striking yesterday in an attempt to reopen wage negotiations, bringing the total number of companies involved up to 130, the local secretary for the International Metalworkers Federation (IMF), Mr Brian Fredericks said yesterday.

About 23 000 workers were now engaged in the strike, he said.

However, director of the Steel and Engineering Industries Federation of South Africa (Seifsa), Mr Brian Angus, said the situation was "generally unchanged" from yesterday, and only a "small number of companies" had reported strike action yesterday — the second day of the wage strike — Sapa

JOHANNESBURG — An employee of Standard Telephone and Cables (STC) in Boksburg was killed instantly last night when she fell under the wheels of a bus after allegedly being pushed off, group executive of Altech, Mr Jacques Sellschop, said yesterday.

Mr Sellschop stressed that the woman was completely off STC property when the incident happened, adding that the bus was not a company vehicle.

East Rand police spokesman, Lieut Willie Meyer, confirmed that the worker was killed after being run over by the bus, but said they had not received any information that she had been pushed off.

The incident happened after a group of women were leaving the factory premises, Mr Sellschop said.

"To what extent the incident is industry related, we do not know, as an investigation into her death has not yet been carried out."

He said between 70 and 90 workers out of the 3 800-strong workforce went on strike for a few hours yesterday morning over a wage dispute, but were back at work in the afternoon.

Between 10 000 and 23 000 metal workers began striking yesterday in an attempt to coerce employers to push up their wage offer — Sapa

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Metal workers strike spreads

ABOUT 25 000 workers will staging wage strikes in the metal industry yesterday as the industrial action spread to 130 factories, a spokesman for the National Union of Metalworkers of South Africa said.

Numsa official, Mr Bernie Fanaroff, said between 10 000 and 21 000 workers participated in the industrial action on Wednesday — the first day of the strike

The strikes are aimed at forcing the employer body, the Steel and Engineering Industries' Federation of South Africa (Seifsa), to settle a wage dispute between itself and four unions affiliated to the International Metalworkers' Federation (IMF).

The IMF unions involved in the wage dispute include Numsa,

Engineering and Allied Workers' Union and Steel Engineering and Allied Workers' Union. They demand — among other things — an average wage increase of 23 percent and a minimum hourly rate of R3,21

Seifsa, which represents about 3 500 firms, has offered a 17,4 percent rise including an hourly minimum of R3,02

Mr Fanaroff said managements had instituted lockouts at some plants affected by the strikes. These companies, he said, included Tilley MacMill, Austen Safes, Printers' Rollers Services, Abkins Steel, Dorbyl Heavy Engineering and Mitco Tools.

The Numsa official said a number of large companies were not affected by the industrial action because they had separate, in-house agreements with the IMF affiliates

Sweetan

(Handwritten signatures)

Metal strike starts to harden

5/8/88
B/Day

ALAN FINE

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THE metal industry wage strike spread yesterday as union leaders said they might extend the stoppage for two or three weeks. Seifsa said its members would sit it out.

Unions originally planned a strike of between two and five days.

An employee of one of the affected companies was killed on Wednesday outside the plant. It is not known whether her death was related to the strike.

Seifsa said about 12 000 employees at 89 firms were affected yesterday, compared with 83 on Wednesday.

Spokesmen for the local council of the International Metalworkers' Federation said 140 plants — 29 up on Wednesday — and 25 000 workers were involved.

Seifsa director Brian Angus, asked to explain the discrepancy, said his estimate might be an understatement as he relied on reports from members.

Angus said some companies were contemplating dismissing strikers. Seifsa had advised them to take note of recent industrial court judgments which indicated employers could not easily nor quickly dismiss workers striking legally.

Unionists said another 15 firms had agreed to negotiate terms over and above Seifsa's offer to take the total to 91. Seifsa's failure to approach the IMF for negotiations meant the strike might last for two to three weeks.

Angus said Seifsa had notified the IMF yesterday that the July 13 offer would be withdrawn unless the unions communicated by close of business yesterday. By late-afternoon no reply had been received.

National Union of Metalworkers of SA leader Bernie Fanaroff expressed concern that 11 companies had locked out employees.

"Having hundreds of people milling around will not help matters," he said.

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Metal industry strike starts to harden

5/8/88

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B/Day

Seifsa said workers had been told to leave company premises because of incidents of violence and intimidation. Reports of intimidation had been received from about 15 firms, a spokesman said.

A woman employee at Anglo American's Standard Telephones & Cables in Boksburg died on Wednesday night after being knocked down by, or falling out of,

From Page 1
a bus, Anglo industrial relations adviser Don Ncube said. She had just been attacked by six balaclava-clad people.

Ncube stressed there was insufficient information to determine who her assailants had been.

Nampak strike over shift dispute enters fifth day

Labour Reporter

The strike by about 80 members of the Paper, Printing, Wood and Allied Workers' Union (PPWAWU) at Nampak's plant in Chamdor, Krugersdorp, continued for the fifth day today as legal representatives of the parties attempted to resolve the dispute

PPWAWU spokesman, Mr Siphon Kubheka, said workers had downed tools after management introduced a new shift from 6 pm to midnight, "which would put the lives of workers in danger". He accused management of introducing the shift without consulting workers or the union

"The workers requested management to arrange transport to take them home after work on Saturday nights, but this request was turned down without any valid reason"

Three workers had already been dismissed as a result of the dispute, ac-

ording to Mr Kubheka

Nampak spokesman, Mr Ian Cameron, confirmed the Chamdor strike, which he said was illegal

He said the company had made a proposal to PPWAWU lawyers concerning the strike and was awaiting a response. "It should be noted that the company's attitude is that it has not acted unfairly in any respect and the proposal has been made simply in an attempt to end the strike," Mr Cameron said

● The Black Health and Allied Workers' Union of SA and Kemtrade Distributors of SA have reached a wage agreement guaranteeing a new minimum rate of R520 a month, plus an across-the-board 33 percent rise

A union spokesman said the parties also agreed on an overtime rate increase May Day and June 16 were granted as public holidays.

Star 5/8/88 152

Metal industry is set for long strike

By Adele Baleta

The metal industry appears set for a long strike following a hardening of attitudes by the Steel and Engineering Industries Federation (Seifsa) and metal unions

Employers reported yesterday incidents of intimidation and violence at a number of factories, and unions said workers were evicted from factories

At the same time, the Congress of SA Trade Unions (Cosatu) entered the fray by promising support for the thousands of metalworkers "fighting for a living wage"

WOMAN KILLED

A National Union of Metalworkers (Numsa) spokesman said it was not known whether the death of a Standard Telephone and Cables employee in Benoni yesterday was a consequence of the strike

Police said the woman was killed after being run over by a bus, but could not confirm allegations that she had been pushed off the bus

A Seifsa statement said employers had told it they intended to "sit out" the strike, and many

were employing temporary staff to ensure production was not disrupted

And the International Metalworkers' Federation (IMF) warned yesterday the strike could last for two to three weeks as there had still not been any Seifsa response to the IMF's call to re-open the 1988 wage negotiations

IMF local secretary Mr Brian Fredricks said metal workers from a further 29 companies came out in support of a 23 per cent wage increase yesterday, bringing the total number of companies affected to 140. There were 25 000 workers on strike

Seifsa said reports showed that 12 000 workers at 89 companies were involved and said it had been informed that strikers at two companies yesterday decided to accept the Seifsa wage offer and return to work

A Numsa spokesman, Dr Bernie Fanaroff, said the union was planning to meet Seifsa to discuss the eviction of workers from at least 11 companies and the seeking of court interdicts by companies against striking workers

4th - 7th 6/8/68

Metal industry shop stewards meet today

JOHANNESBURG — Some 450 shop stewards in the metal industry will meet here today to decide whether to extend the strike, now in its third day

The local secretary of the International Metalworkers' Federation (IMF), Mr Brian Fredericks, announced yesterday that the strike — initially planned to last between two and five days — could be extended to two to three weeks

Between 14 000 and 25 000 workers, mostly in the Witwatersrand area, have been striking since Wednesday morning

The proposed extended action is an attempt by the union to push Seifsa into reopening wage negotiations and raise their offer of a 17,4% increase, including an hourly minimum rate of R3 02. The four IMF unions are demanding a minimum wage increase of 23%.

Mr Fredericks said the full shop stewards council would meet at Wits University today to decide whether the strike should continue for longer than five days

Seifsa's director, Mr Brian Angus, yesterday said he had received more reports of strike action, but could not confirm when the workers had begun striking. He said 14 800 workers at 102 companies had taken action since Wednesday — Sapa

6 saw blast suspects

AT LEAST SIX people saw a white couple, who allegedly planted the Ellis Park car bomb on July 2, fleeing the scene minutes before the explosion.

The blast killed two people and injured 35.

Police have confirmed that they are hunting for a white couple who allegedly parked a stolen BMW car outside the stadium in an area reserved for Transvaal Rugby Union members.

The investigation is said to be at a sensitive stage. — Sapa.

Metalworkers may extend strike

ABOUT 450 shop stewards in the metal industry will meet in Johannesburg today to decide whether to extend the strike.

The local secretary for the International Metalworkers' Federation (IMF), Mr Brian Fredericks, announced on Thursday that the strike — initially planned to last between two and five days — could be extended to between two and three weeks.

Between 14 000 and

25 000 workers, mostly on the Witwatersrand, have been striking since Wednesday.

The proposed extended action is an attempt to push the Steel and Engineering Federation of South Africa (Seifsa) into reopening wage negotiations and to up their offer of a 17,4 percent increase, including an hourly minimum rate of R3,02.

The four IMF unions are demanding a minimum wage increase of

TO PAGE 2

Landmark settlement to metal strike

are due back at work by Monday Fanaroff said most would return by today.

The settlement was based on an eight-point offer made by Seifsa, which supplements the final employer offer made last month. The entire deal was backdated to July 1.

It included one feature that will add to employees' annual pay packets this year — an attendance allowance of up to two days' pay a year. Angus said the *quid pro quo* for employers was the prospect of better attendance.

However, other aspects of the deal were noted as even more significant. These included

- employer acceptance of a five-year programme to eliminate anomalies in the industry's wage curve,
- a procedure to investigate allegations of racial discrimination in individual firms. This will also be used for investigating alleged intimidation and violence,
- May 1 and June 16 as paid holidays in

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exchange for Workers' Day and Founders Day, subject to a 75% vote in favour by employees at each plant. Minorities will be protected through allowing them to work in extra hours so as to take leave on the latter two days if desired. This is believed to be the first such industry-wide agreement.

- Seifsa is to attempt to persuade companies that have dismissed workers for their participation in the strike to reinstate them, and
- Seifsa will support the Saccoca initiatives regarding the Labour Relations Amendment Act.

SIPHO NGCOBO reports that Cosatu in a statement yesterday saluted the metalworkers for having won "major gains" following the strike, saying they had shown tremendous courage in pressing their demands "against one of the most hardline" employer bodies.

400

Mwasa workers strike

By MARTIN
NTSOELENGOE

ABOUT 400 members of the Media Workers' Association of South Africa have downed tools at Allied Publishers' plant in Cape Town after attempts to resolve a wage dispute failed.

The newspaper distributors went on strike this week after three months of negotiations with the publishing company failed to achieve a compromise.

Mwasa demands the acceptance of the principle of equal work for equal pay from Allied, an Argus subsidiary.

Mwasa's secretary-general Sithembele Khala said the strike resulted from the failure of the Minister of Manpower to set up a conciliation board to resolve the dispute.

"After we had made representation to the Minister, and realised he was not prepared to appoint a conciliation board, we informed the workers and they decided to go on strike."

Khala said: "Allied is talking money when Mwasa is negotiating a principle, the two positions are irreconcilable."

Earlier, Mwasa and Allied agreed to have labour lawyer Clive Thompson as a mediator, but this never took place.

Allied rejected the suggestion from Mwasa to submit the matter to arbitration.

"All attempts to resolve the dispute drew a blank as Allied refused to heed Mwasa's call for a conciliation board," Khala said.

Fired Soweto workers may be re-employed

By SOPHIE TEMA

THE Soweto City Council is considering re-employing more than 3,400 striking workers who were sacked for refusing to return to work.

Talks between legal advisers for the workers and the council resumed this week but a final decision was not reached.

Further talks are to be held in Pretoria tomorrow. Soweto town clerk Nico Malan said: "The workers are still discharged but we are looking at the possibility of re-employing them."

A four-hour meeting between lawyers of the two groups at the Soweto Council chambers was postponed to consider an "agreement" reached at

the meeting. The council workers were fired last Friday after they rejected a back-to-work ultimatum.

Pamphlets distributed at workers' meeting in Soweto called on the community to support the strikers in their demands, which include wage increases of 20 percent for the lowest paid workers, 10 percent for middle-income workers and five percent for the highest paid workers.

Other demands include the recognition of their union, the SA Black Municipal Workers' Union.

Workers have also demanded that they be paid for the days they have been on strike.

7/8/83

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9/1/83

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TALKS ON STRIKE

TODAY is D-day for the 4000 striking Soweto City Council workers as representatives of both parties meet in salary talks in Pretoria this evening.

Discussions are expected to focus on a tentative "agreement" which was reached during negotiations last Wednesday but was not adopted by the parties who asked for time to consider it.

The agreement is reportedly made up of several concessions by the council which approached the talks with a changed view aiming at ending the strike in the face of collapsing services in Soweto.

Pay (152)

The bone of contention that forced the postponement of the talks to today is whether

the council should pay the workers for the days on which they were out on strike, according to a source close to both parties.

Efforts to hire private companies to provide urgent services in Soweto had been a failure as the companies could not cope with the workload. Several services have not been provided for almost four weeks today.

8/8/88 Sowetan

Estimates differ on striking metalworkers

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8/18 Star

The metalworkers' strike entered its fourth day today with employers and the union providing markedly different estimates of the number of workers and factories involved

A National Union of Metalworkers of SA (Numsa) spokesman said a meeting of 600 shop stewards at the weekend had decided that the strike was to continue beyond Tuesday of this week.

The meeting was told that 28 745 workers were involved at 160 factories

An employers' spokesman said that the numbers involved were 14 050 workmen at 102 factories — Staff Reporter

Labour Upda

Accord is reached

Sowetan

9/8/88

(Handwritten scribbles)

GALLO (Africa) Ltd and the Commercial, Catering and Allied Workers' Union reached a settlement in their wage increase dispute yesterday ending a three-week strike by 180 of their employees.

A spokesman for Gallo said a statement to Sapa that striking workers would return tomorrow.

He said under the joint agreement, employees would receive a R120-a-month increase across the board, backdated to April 1 1988. The company had also agreed to pay a Christmas bonus equivalent to three weeks' wage for 1988.

Gallo would also pay a retirement gratuity on a scaled basis to permanent employees who would not qualify for an extra week's leave after five years' continuous service

The statement said the company had agreed to recognise traditional doctors for a trial period of one year on the basis that employees would be entitled to five days' sick leave per year within the recognised sick leave cycle on presentation of a traditional doctor's certificate. It was also agreed that employees may apply for a day's annual leave within the annual leave entitlement for March 21, 1989.

In a joint statement, Mr Byron Xypteras, Gallo's industrial relations manager, commented: "The company is gratified at the joint settlement reached and looks forward to a continuation of the good relations existing with Ccawusa as a basis for future negotiations" — Sapa.

Council workers go on strike for increase

By Stan Hlophe

Four hundred Dobsonville Town Council workers went on strike yesterday in protest against an alleged refusal by the council to grant a wage increase promised to them in 1984.

A spokesman for the negotiating committee said the entire work force resolved to strike after the management failed to implement the 10 percent wage increase.

In November last year the Dobsonville workers gave the management three months to implement the wage increase. Instead, the council promised to implement the increase provided workers returned to work

while negotiations were under way, the spokesman said.

Matters came to a head when the council undertook to meet the Administrator on July 28 this year and pleaded with the workers not to go on strike. The council told the workers that the scheduled meeting with the Administrator was postponed until last Thursday.

Last Friday the council reported back to the workers that the increase could not be implemented because the council was in financial difficulties and could not secure a loan from the Administrator.

The council was not available for comment.

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Another 300 men fired

Metalworkers strike extended until end of week

By Adele Baleta

Another 300 striking metalworkers were dismissed yesterday, bringing the total number of those who have lost their jobs so far to over 1 200, a National Union of Metalworkers of SA (Numsa) spokesman said today.

The spokesman said the 300 workers had been fired from Vetsak in Isando, Johannesburg.

A company spokesman confirmed the dismissals but could not give an exact figure.

Numsa reported yesterday that 500 workers were dismissed by Vetsak in Bothaville in the Free State, 19 were fired by Printer Rollers in Germiston, 400 from Maksal Tubes in Springs and 48 from Baisch Engineering in Kempton Park.

The union would soon be taking legal action against the dismissals, the Numsa spokesman said.

The Steel and Engineering Industries Federation of SA (Seifsa) said 847 employees of two firms had been dismissed.

The employer federation also reported that 15 400 workers at 113 factories were on strike and 1 291 workers at seven companies had returned to work.

The International Metalworkers Federation (IMF) said a total of 30 835 workers were now on strike at 178 factories. This was an increase of more than 10 000 workers since the strike started on Wednesday last week.

An IMF spokesman said a meeting between Doryl Metkor and union shop stewards ended in deadlock yesterday with the group refusing to raise the Steel and Engineering Industries Federation of SA (Seifsa) wage offer of 17,4 percent. Workers are demanding a 23 percent wage increase.

The strike, which was originally due to end today, would last until Friday.

Bid to resolve Soweto strike ends in deadlock

By Stan Hlophe

A five-hour meeting held in Pretoria last night in a bid to resolve the Soweto Council workers' strike ended in deadlock.

Mr MD Legodi, for the workers, said the council made these proposals:

- 70 percent re-employment of staff in terms of a new contract of employment to be concluded
- Upgrading of salary structure from grade 11 to 12 with effect from August 1 1988, but not retrospective
- Engagement of staff as indicated above would be considered to those who apply on or before August 15.
- Employees not rein-

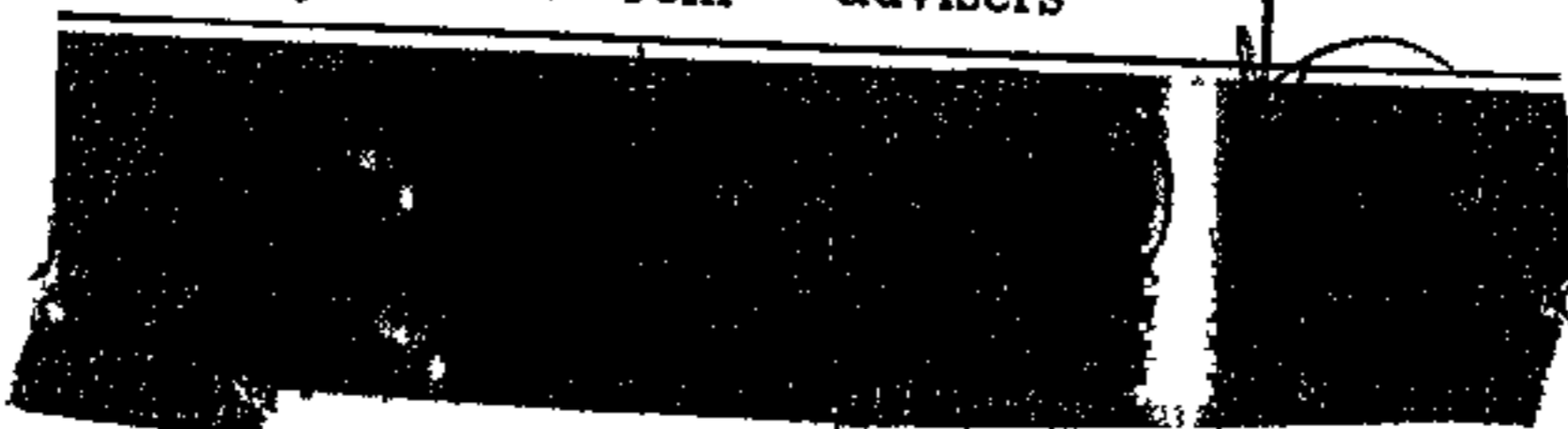
stated would be paid a monthly salary based on grade 10,5

Mr Legodi said his team rejected the council's offer and made the following counter proposals:

- 100 percent reinstatement of staff.
- Upgrading of salary structure from grade 11 to grade 12 to be effected from July 1 and payable on September 30
- Implementation of grade 10,5 with effect from July 1 1988
- Payment to staff during the strike.
- Grade 11 still to be negotiated.

The above offer was rejected by the council's advisers

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9/8/88



9/18/88 B/Day

Court action over metalworker sackings

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NEARLY 1 000 striking metalworkers at four firms had been dismissed and legal advisors would be proceeding with Industrial Court action on these cases soon, International Metalworkers' Federation local secretary Brian Fredericks said yesterday

He added that Vetsak in Bothaville had dismissed 500, Maksud Tubes in Benoni 400 and two Kempton Park small firms a total of 65 Seifsa said it had been notified that 847 employees of two firms had been dismissed.

ALAN FINE

According to the federation, 10 firms had applied for interdicts ejecting employees from premises and nine of these had been granted

Seifsa said 15 400 workers at 113 companies were involved in the strike yesterday while 1 291 at seven firms had returned to work Of the 113 firms only three had agreed to bargain at plant level Employers, on the whole, were determined to resist union demands.

The IMF said an additional 18 firms had been hit by the strike and that 30 835 union members were now out

Reacting to Seifsa allegations of violence and intimidation at six firms, reported on Friday, Fredericks said strike organisers had made it clear that such action would not be tolerated

"If necessary we will send organisers and officials to the plants where this is allegedly occurring But it would help if Seifsa supplied us with details," he said.

28 500 involved in metal industry strike

Sweptan 9/18/83
(152)
(10/18/83)

CLOSE on 28 500 workers were involved in the metal industry's wage strike which entered its fourth day yesterday, a spokesman for the National Union of Metalworkers said yesterday.

Numsa official, Dr. Bernie Fanaroff, said the strikes had spread to about 160 factories in the Pretoria - Witwatersrand-Vaal areas. He said 30 Dorbyl and Metcor plants were affected by the industrial action.

He said other developments related to the strikes included:

- Dismissal of 500 workers at Vetsak's Free State plant. An ultimatum, the union official said, had already been issued to about 300 employees at Vetsak's Isando factory to return to work.
- Baisch management had obtained a court interdict allowing them to evict 40 employees involved in the strike at the company's Durban factory. However, he said, the workers had not yet been evicted.
- The strikes would continue indefinitely. This decision was taken at a shop stewards' meeting at the weekend. Another shop stewards' meeting would be held next weekend to review the strike action.

The strikes were sparked off by a wage deadlock between the employer body, the Steel and Engineering Industries' Federation of SA, and four unions affiliated to the International Metalworkers' Federation (IMF). The IMF unions include Numsa, Steel Engineering and Allied Workers' Union and Engineering and Allied Workers' Union.

~~own Correspondent~~ 7/18/81

Gallo strike ended

Own Correspondent

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JOHANNESBURG. — Gallo Africa and the Commercial Catering and Allied Workers' Union of SA reached a settlement in their wage dispute after mediation, ending the three-week strike by 180 workers, a management spokesman said yesterday.

Workers will receive a R120-a-month increase.

copy sent 9/8/88

Seifsa workers' strike spreads

JOHANNESBURG. — The metalworkers' strike entered its fourth day yesterday with management and unions providing different estimates of the number of workers and factories involved.

One of the four unions involved in the strike, the National Union of Metalworkers of South Africa (Numsa), said the number of striking workers had increased by 8 745 to 28 745 since the start of the strike.

But the director of the Steel and Engineering Industries Federation of South Africa (Seifsa), Mr Brian Angus, said the number of workers on strike was 14 050 and 102 factories had been hit.

A spokesman for the International Federation of Metalworkers, Mr Brian Fredericks, said 500 workers had been dismissed by Vetsak in the Free State town of Bothaville while two other companies in the PWV area had dismissed a total of 65 others.

The IFM was granted a Supreme Court interdict yesterday restraining the management at Dorbyl (Vaal) from evicting workers on strike there.

Management at Dorbyl informed the IFM that it intended to stick to the Seifsa offer and would not be induced to make a separate deal with the union.

The IFM unions are demanding a minimum wage of R3,21 an hour, and June 16, May 1 and Sharpeville Day as public holidays.

Seifsa have offered a minimum wage of just over R3 an hour and May Day as a holiday.

46 Bawusa men on strike

FORTY-six workers of the independent Black Allied Workers Union of South Africa in the Louis Trichardt area are on strike to demand the recognition of their union. They have also called for an immediate stop to alleged unfair labour practices.

Bawusa's branch secretary, Mr Mike Tharaga, said the workers are from the Laeveld Stene. The strike started on July 23. Mr Tharaga said management had agreed on verification of membership.

9/8/88

Conrad

9/18/88 Star



Members of the Paper, Printing, Wood and Allied Workers' Union who were dismissed last year celebrate a court order reinstating them.

Firm is told to reinstate 110 axed workers

By Adele Baleta

Liberty Box and Bag Manufacturers in Stafford, Johannesburg, has been ordered to reinstate 110 workers dismissed on July 28 last year

An arbitrator, Mr R Sutherland, ruled on Thursday that the dismissal of the workers was "substantively unfair".

He ordered that the company reinstate the workers on terms and conditions not less favourable than those applicable immediately before the dismissals

Workers were to be given until August 18 to

present themselves for work, Mr Sutherland said

A Paper, Printing, Wood and Allied Workers' Union spokesman said the employees were fired after striking in support of a demand for the reinstatement of a shop steward who had been dismissed after being absent from work for two weeks

"After long, fruitless meetings, both parties agreed to refer the matter to arbitration," the spokesman said

Arbitration proceedings began on November 25 1987 and final argument was addressed on July 4 this year

~~152~~ 152

Frustration led to strike killings court is told

Bl Day 10/8/88

SUSAN RUSSELL

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GROWING frustration and aggression amongst participants in last year's Sats strike led members of the SA Railways and Harbours Workers Union to assault non-striking colleagues and finally decide to kill four to prevent the collapse of the strike, the Rand Supreme Court heard yesterday

Bongisi Sibisi and 17 other former Sats workers were charged with murdering four non-striking colleagues and the attempted murder of a fifth.

Initially they all pleaded not guilty but Sibisi and six co-accused, on agreement between the State and the defence, yesterday pleaded guilty to the four murders at the start of the State case. An eighth pleaded guilty to three of the murders.

The strike began on March 18 last year and in early April Sibisi was elected chairman of the general hall at Cosatu House, where many of the strikers gathered daily.

"With the passage of time and the influx of ever-increasing numbers of workers into the hall, discipline began to deteriorate," he said, "and frequently fights would break out to the extent where I once, in an attempt to mediate in a dispute, became involved in a fracas and was struck by workers."

Sibisi said the atmosphere became tense when management started replacing strikers with white labourers.

Non-strikers assaulted

Sibisi said the unruliness and aggression reached a fever pitch on April 22 with the death of workers in Germiston and Doornfontein shot by the SAP.

"It was difficult for me to control workers after this as there was an ever increasing call for violence against non-strikers who, the workers felt, would cause the strike to collapse.

"During the night of April 27 non-strikers were detained and assaulted in Cosatu House and made to clean the entire premises throughout the night.

"On the morning of April 28 I released them."

"The workers became angry, and in a heated argument, I was told I should choose with whom I wish to stand in the dispute," Sibisi said.

"The expression of this settlement underlined my opinion that my position of authority had been undermined and I was losing my influence in the general hall and ran the risk of being cast as a betrayer of the strike."

Sibisi said on learning of the decision to kill the five non-strikers he debated the matter with the workers to prevent it.

"I was told by these workers that the only way to ensure the strike did not collapse was to kill the five being detained.

"They argued that unless these persons were killed the strike would continue indefinitely and the hardships which had been brought upon the workers would continue, the workers would lose their jobs, their families would suffer, they would be evicted, more workers would be shot and all the ideals which had been striven for during the strike would be defeated.

"Eventually I agreed the five should be killed, which I knew was unlawful." Although he agreed to the killings, he was not prepared to take part, Sibisi said.

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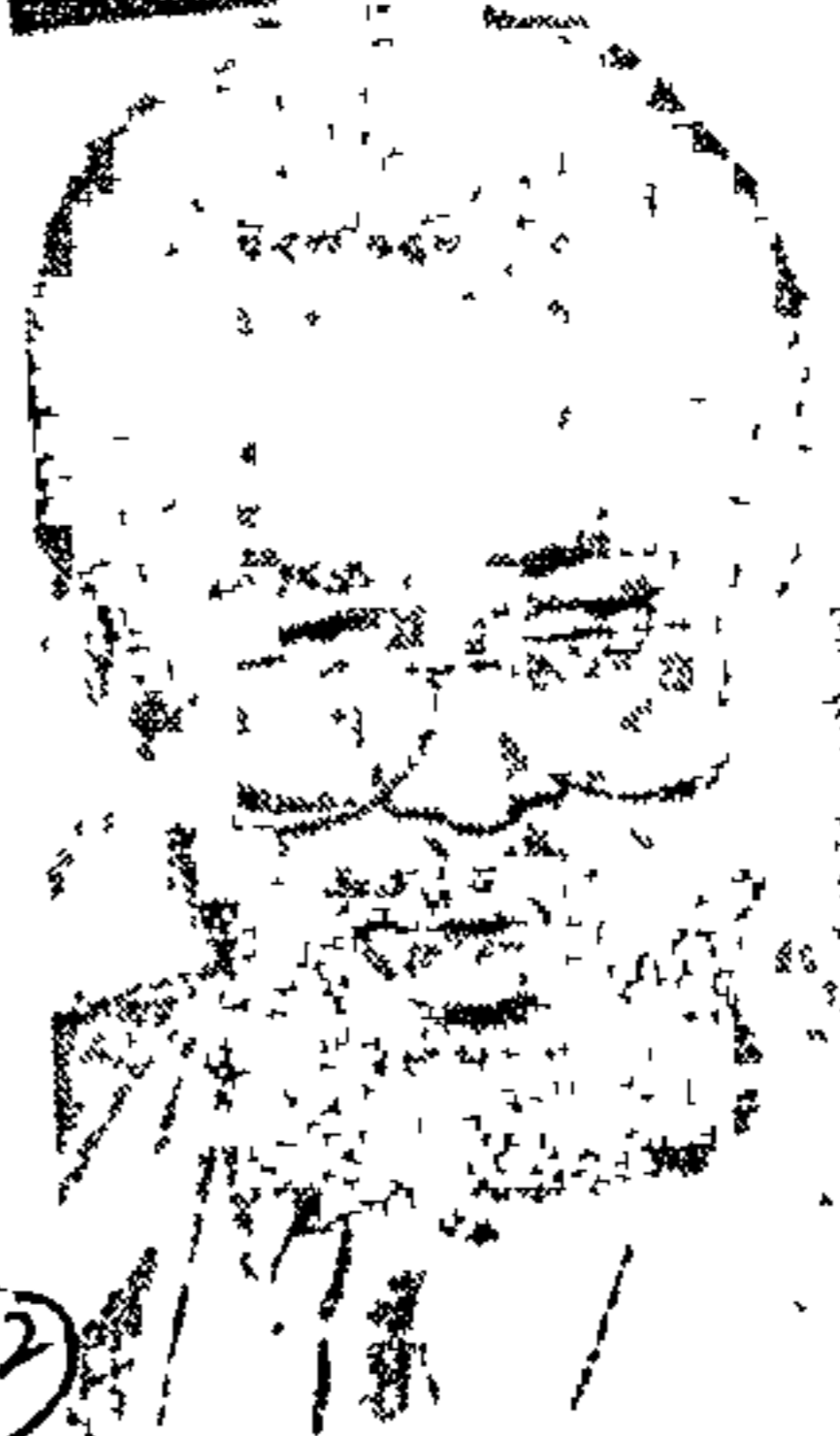
Workers reject proposal

THE South African Municipal Workers Union, representing the striking 4000 Soweto City Council workers, rejected a proposal by the council to fire 1200 of the workers during talks which ended

yesterday morning in Pretoria.

The Soweto City Council, through its legal advisor Mr P Viviar and consultant Mr S S Lemmer, presented a compromise proposal to re-employ 70 percent of the workers (2800) and pays out a month's severance notice salary to the other 30 percent (1200) employees

The shop stewards, who accompanied their legal advisor Mr Dennis Legodi and a union official, also rejected the



Mr DENNIS Legodi, legal advisor of the dismissed Soweto City Council employees.

council's proposal to upgrade salaries to Grade 12 as from August 1 and insisted the upgrading be effected retrospectively as from July this year

In a counter-proposal the workers' representatives demanded that they be paid for the time on strike and that the upgrading of their salaries to Grade II be entered for negotiations

After more than five hours of exhaustive debate and bargaining, the workers' representatives made a counter-compromise proposal to the council's legal team

Both teams agreed on a postponement until Saturday when the talks will continue with the Soweto City Council officials in Johannesburg

Sowetan
10/8/88

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GIGANTIC COSMETIC SALE NOW ON!!

BARGAINS GALORE!
Hurry while stocks last!

International cosmetic house is having a stock clearance sale commencing 8/8/1988 at Centro City, corner Trump and Simmonds Streets, Selby, Johannesburg

BELOW COST!

Lipsticks, moisturisers, blushers, cleansers, toners, shampoos, etc.

HAWKERS WELCOME!

DON'T MISS OUT ON THESE REAL BARGAINS

S 21379

AUDIENCE: A crowd of about 500 listens to Dr Zacc de Beer, Progressive Federal Party leader.

ARGUS 10/1/88

Ex-Sats workers guilty of murdering non-strikers

JOHANNESBURG. — Eight former South African Transport Services workers have been convicted in the Rand Supreme Court of murdering four non-strikers who were found stabbed, beaten and burnt during a strike last year.

Eight other accused were found guilty on charges ranging from culpable homicide, to kidnapping, intimidation and attempted murder.

Two accused, Mr Isaac Mgorosi and Mr Jacob Mmatloa, were acquitted.

Statements by 16 of the 18 members of the South African Railways and Harbours Workers' Union were handed into court. In the statements, accompanied by new pleadings, the accused explained their roles in the kidnapping, assault and murder of Mr Vhulani Mulaudzi, Mr Kati Sebopelo, Mr

Mulatelo Moremane and Mr Jerry Goodman.

The 18 accused all originally pleaded not guilty of five kidnappings, four murders, one attempted murder, four assaults with intent to do grievous bodily harm, two robberies with aggravating circumstances and intimidation.

Bongisi Sibisi, Wilson Matsili and Mafemane Rikhotso, were convicted of four counts of murder, attempted murder, and five counts of kidnapping and intimidation.

George Maungedzo, Patrick Molefe and Takalani Mampaga were convicted of four counts of murder, attempted murder and intimidation.

David Dzevhe was convicted of three counts of murder and one of intimidation, while Phineas Netshitungulwane was convicted of four counts of murder and one of intimidation. — Sapa.

murdered Korean sailor

... had made a poor impression the court.

"The court does not accept the ... that Wallace shot the de-

Taliep had been with Mr Son and his companion all evening and noticed they had money.

Wallace knew Taliep intended

Strikers due to return

(52)

By Adele Baleta

At least 180 Gallo Africa employees were expected to return to work today after a three-week wage strike

A wage settlement was made on Monday between the company and the Commercial Catering and Allied Workers' Union (Ccawusa)

About 864 workers would benefit from the agreement, a Ccawusa spokesman said

It was agreed that employees would receive a R120-a-month across-the-board increase back-dated to April 1 1988, a Gallo spokesman said

Ccawusa had demanded a monthly increase of R262

GRATUITY

The company also agreed to pay a Christmas bonus equivalent to three weeks' wages and a retirement gratuity on a pro-rated basis to permanent employees, who would also qualify for an extra week's leave after five years' service.

Traditional doctors would be recognised for a trial period of one year. This was on the basis that employees would be entitled to five days' sick leave a year within the recognised sick leave cycle on presentation of a traditional doctor's certificate

Star 10/8/88



Metal strike costing R3,5m a day

THE week-old strike in the metal industry is costing R3,5m a day in lost production, calculations by Seifsa's economics division head Michael MacDonald reveal.

The estimate was released yesterday as both sides met for the first time since the strike began.

They held talks on allegations of violence and intimidation and employer ap-

ALAN FINE

plications for interdicts for the eviction of strikers from company premises.

Seifsa said the R3,5m figure was based on employer estimates that the strike involved 15 400 workers at 113 companies; the industry's projected

● To Page 2

10/8/88 B Day

Metal industry strike costing R3,5m a day

total output of R36bn for 1988; and on the assumption that affected companies were maintaining production at 50% to 60% of normal levels

MacDonald also assessed strikers were losing about R500 000 a day in wages

A union spokesman said yesterday the strike had spread to encompass 31 083 workers at 180 firms. Another 728 work-

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ers at four firms had been dismissed and two interdicts had been granted to employers — including one because of workers singing at the plant

Seifsa said export supplies were not being disrupted by the strike because base-metal producers had separate wage agreements

B Day

31 000 strike

THE wage strike in the metal industry spread to more companies yesterday bringing the total number of workers involved in the industrial action to about 31 000, a spokesman for the National Union of Metalworkers said

Numsa national organiser, Mr Peter Dantji, said 178 factories were affected by the strikes while 91 had so far reached wage settlements with the union through the International Metalworkers' Federation.

IMF affiliates — which include Numsa and Steel Engineering and Allied Workers Union — are locked in a wage dispute with the employer body, the Steel and Engineering Industries Federation of SA (Seifsa)

Demand

The IMF unions demand — among other things — an average wage increase of 23 percent and minimum hourly rate of R3,21 while Seifsa has offered an average 17,4 percent increase and a minimum rate of R3,02 an hour

Mr Dantji said other developments related to the strikes included.

- Plant-level bargaining between union officials and Printers Rollers' Services resumed yesterday in an attempt to resolve the wage dispute.
- Fresh wage talks between union officials and Dorbyl ended in a

By **LEN MASEKO**

deadlock this week after, he said, the company indicated it would only negotiate wages and working conditions through Seifsa.

- Some of the 91 com-

panies which had settled with the IMF had agreed to wage increases higher than the 23 percent demanded by the unions, and

- About 1200 workers had been dismissed at several companies as a result of the strikes

Handwritten notes:
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Seifsa 8/10/01

Strikers try to break deadlock

REPRESENTATIVES of Soweto Council strikers submitted a set of revised demands yesterday afternoon after five hours of talks between legal representatives failed to resolve the dispute.

The council's legal adviser said the new proposals would be discussed on Saturday.

Differences between the two parties yesterday hinged on how many of the employees dismissed

ALAN FINE

last week should be reinstated and details of wage structures.

Union spokesmen could not be reached for comment on the latest offer nor on reports that 400 Dobsonville Council employees had gone on strike when financial difficulties prevented the council implementing agreed wage increases.

There was also no reply from the council offices.

CWIU strike into fifth day

A STRIKE by 75 Chemical Workers' Industrial Union (CWIU) members at Janssens Pharmaceuticals would enter its fifth day today after workers downed tool last Thursday, a CWIU spokesman said. He said they were protesting the alleged unfair suspension of a shop steward and management's unfair negotiating practices. The CWIU said the company transferred the shop steward with-

BRONWYN ADAMS

out prior negotiations and threatened him with dismissal should he object. Workers downed tools when the company obstructed more union meetings convened to discuss the issue. A management spokesman said they would be prepared to consider worker grievances on condition they returned to work.



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B/Day
10/8/88
~~10/8/88~~

Pay strike costs R3,5-m a day — metal industry

The Argus Correspondent

JOHANNESBURG — The wage strike by thousands of metal workers was costing the industry an estimated R3,5-million a day in lost production, said a statement from the Steel Engineering and Industries Federation of South Africa

In the statement issued by executive director Mr Brian Angus, the federation said more than one percent, or 113 of nearly 9 000 companies, had been hit by the strike, which entered its eighth day today.

Seifsa said some firms had hired temporary labour and others were maintaining production with non-striking employees

"Assuming that companies affected by the strike are managing to maintain between 50 and 60 percent of normal production levels, it is estimated that the strike is now costing R3,5-million a day in lost production," the statement said

The employer federation said yesterday the situation remained unchanged with 15 400 workers on strike

A total of 847 employees were reported to have been dismissed from two companies

But National Union of Metalworkers of SA spokesman Mr Jeff Schreiner said the strike continued to gain momentum with 31 083 workers involved at 180 factories

"LOCKED-OUT"

He said another 380 workers were dismissed yesterday, raising the total number of sackings since the strike began last Wednesday to 1 647

"Standard Telephone Cables has again moved to evict workers

"One hundred and fifty were locked-out at the British Doughty company because they were singing and Hart employees in Alrode were threatened with eviction because they were also singing," he said

7/10/88

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CITE TIME 10/10/88

SATS non-striker's died after threat to stoppage

JOHANNESBURG. — Participants in last year's SATS strike decided that five non-striker's should be killed because it was believed that their refusal to join the strike could cause its collapse, the Rand Supreme Court was told yesterday.

Mr Bongisi Sibisi, a member of the SA Railways and Harbours Workers' Union, said in a statement to the court that the decision to kill the non-striker's was taken after it became increasingly difficult to control the strike.

He and 17 other former SATS workers were charged with murdering four non-striking colleagues and the attempted murder of a fifth. They initially all pleaded not guilty, but Mr Sibisi and six co-accused, on agreement between the state and the defence, yesterday pleaded guilty to the four murders at the start of the state case.

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10/8/88

Metal strike affects 1% of firms — Seifsa

JOHANNESBURG. — The Steel and Engineering Industries Federation of South Africa (Seifsa) said yesterday that this week's metal industry strike had affected "just over one percent of the nearly 9 000 companies in the industry".

A statement by Seifsa said that 113 companies had experienced strike action involving 15 400 workers.

The International Federation of Metalworkers (IMF), whose four member unions are involved in the strike, claimed that strike action involving more than 30 800 workers at 178 companies had taken place since last week.

Seifsa confirmed that more than 800 employees had been dismissed by two companies because of the strike.

The IMF said on Monday that workers were fired from Vetsak plants in Bothaville and Sandton. — Sapa

Strike costing R3,5-m a day

By Adele Baleta

The pay strike by thousands of metal workers was costing the industry an estimated R3,5 million a day in lost production, the Steel Engineering and Industries Federation of South Africa (Seifsa) said yesterday

For the first time since the strike began a week ago, both sides met yesterday to discuss employer's allegations of violence and intimidation

A statement by executive director Mr Brian Angus said the projected value of production in the industry for 1988 was expected to be R36 billion.

DISMISSED

He said 113 out of nearly 9 000 (1,2 percent) companies in the industry had been hit by the strike which entered its eighth day today.

The employer federation said yesterday the situation remained unchanged, with 15 400 workers on strike. A total of 847 employees were reported to have been dismissed from two companies.

But the National Union of Metalworkers of SA (Numsa) spokesman, Mr Jeff Schreiner, said yesterday the strike had continued to gain momentum, with 31 083 workers involved at 180 factories.

SETTLED

Another 380 workers had been dismissed yesterday, raising the total number of those who had lost their jobs since the start of the strike to more than 1 647, he said.

He said settlements had been concluded with more than 100 companies.

Many of these companies had agreed to wage increases higher than the 23 percent demanded by the unions, he said.

12645 11/19/88

Unilong wage dispute settled out of court

Labour Reporter 182

A DISPUTE between the Transport and General Workers Union and Unilong Distributors has been resolved in an out-of-court settlement after the matter was referred to the Industrial Court, according to a union spokesman

The dispute led to a three-week strike at the company's Bellville depot when the company rejected union demands for national bargaining and insisted on depot-based wage negotiations.

In the settlement the company agreed to wages being negotiated annually in a national forum to agree on overall increases for all workers at the company's three depots — Bellville, Wadeville and Pine-town.

118188



Metalworker strikers reach agreements with two major groups

WAGE settlements yesterday at two major groups involved in the metalworkers' strike appeared to mark the start of a new trend — a substantial return to work with or without improved wage offers.

Two of the firms most affected — Siemens and National Bolts — concluded agreements yesterday.

A Siemens spokesman, who said 1 500 employees at five locations had been on strike, confirmed workers on the lowest rates were to receive increases of 56c an hour.

The spokesman said the company traditionally negotiated additional merit increases once the industry agreement had been concluded.

Normally these were over a specific range and finally determined on merit. On this occasion, however, the extra increases would be paid across-the-board in each job category.

National Bolts MD Alan Schlesinger confirmed minimum increases of 50c an hour had been agreed for 600 workers at

four plants

He said workers had returned to work last week after four days on strike and "intensive and constructive" negotiations had then begun.

Employer-body Seifsa had offered hourly increases of 41c on the bottom rate, with the unions demanding 60c, when negotiations deadlocked.

The National Union of Metalworkers of SA (Numsa) said yesterday a total of 4 404 members had returned to work since Tuesday after reaching settlement with several companies, including two

in the Haggie Rand group.

In all, spokesman Geoff Schreiner said, the union had concluded agreements with 122 companies, most of which had not been affected by the strike.

There was no sign of a settlement with the Dorbyl/Metkor group where, according to Numsa, 31 plants were affected.

A Seifsa spokesman said 4 368 strikers employed by 25 companies had returned to work. At 10 of these employees had accepted Seifsa's 17,4% offer.

He said 90 companies remained affected by strike action involving 11 270 employees. Four companies had dismissed 1 214 strikers.

Siemens and National Bolts settlements would not affect most employers' determination to remain firm on their final wage offer.

Schreiner added an increase in the number of plants evicting workers from premises had taken place yesterday. He added worker representatives remained ready to enter negotiations with Seifsa unconditionally.

1 214 workers fired, '28 000 still on strike'

JOHANNESBURG — At least 1 214 striking metalworkers have been dismissed because of the stoppage while 4 368 workers have returned to work following the wage strike that started last Wednesday, the Steel and Engineering Industries Federation (Seifsa) said yesterday.

The statement said Seifsa was notified that 90 companies had experienced strike action involving 11 270 employees.

The International Federation of Metalworkers (IMF) earlier estimated that between 28 000 and 29 000 workers were still on strike at 180 companies.

"So far 25 companies have informed Seifsa that 4 368 workers are back at work," the statement said.

Of the 25 companies, 10 have confirmed to Seifsa that workers had accepted the 17,5% wage increase offered by the employer federation while the IMF unions were demanding increases of around 23%.

Seifsa said it was not clear on what basis the remaining 15 companies had secured a return to work.

The IMF said that more than 100 companies had negotiated separate wage agreements with the IMF. Most of the companies involved in the agreements had offered more than the IMF's demanded 23% increase.

Seifsa said it had been confirmed that 1 214 striking workers had been dismissed by four companies involved in the dispute. — Sapa

Court *AMP Text 11/8/81 152 (APP)*
IMF in wage rise deal

JOHANNESBURG — The International Metalworkers' Federation (IMF) yesterday concluded a wage deal with the giant Siemens group for wage increases ranging from 56 to 80 cents an hour. The IMF said striking employees at their plants returned to work yesterday.

Handwritten notes and signatures at the top of the page, including a signature that appears to be 'Eddie Koch' and some illegible scribbles.

WORKERS at the Gallo recording company can now take paid sick leave if a sangoma says they must.

This week some 400 members of the Commercial Catering and Allied Workers' Union (Ccawusa) returned to work after staging a month-long strike to support demands for higher wages and the right to time off if this is prescribed by a traditional healer.

The company agreed to raise wages by R120 a month across-the-board and to grant workers five days' paid sick leave per annum if they produce a certificate from a sangoma, myanga, herbalist or other healer.

The medical part of the strike settlement will operate on a trial basis for one year and has been hailed by the union as a breakthrough in industrial relations.

"The major victory is over traditional doctors and it will encourage our members to make similar demands in wage talks with other companies," said Ccawusa organiser Abie Raimlope.

Gallo's industrial relations manager Byron Xypteras said the company was "gratified at the joint settlement

At Gallo it's okay to stay off sick, if the sangoma agrees

By EDDIE KOCH and MZINKULU MALUNGA

reached and looks forward to a continuation of the good relations with Ccawusa as the a basis for future negotiation."

Jeremy Daphne, a research officer for the union, confirmed similar proposals have already been tabled in wage negotiations with the large Metro, CNA and Frasers retail chains.

"There are many ailments which workers prefer to consult African doctors about and there's been an overwhelming feeling from workers and shop stewards in large companies that they have the right to visit such

people when they have health problems," said Daphne.

"Most employers have in principle recognised the right of workers to see traditional healers but there is still a lot of disagreement over technicalities like how to prove that one has been to a sangoma and what kinds of certificates can be used to do this."

The union has suggested one way to solve the problem is for the company to produce standard forms which can be signed or stamped by a traditional doctor.

Ccawusa is also considering mak-

ing demands that workers have the right to claim the costs of visiting African healers from company medical aid schemes and to include visits to healers as part of their compassionate leave.

Daphne says demands around these issues are likely to be raised when national wage talks with large chain stores such as OK Bazaars and Pick 'n Pay begin later in the year.

The pioneering agreement at Gallo will add impetus to growing co-operation between traditional and Western medical practitioners, though formal liaison between the two medical systems is effectively illegal.

The South African Medical and Dental Council bans doctors, dentists and psychologists from collaborating with those not registered by the council but there have been increasing calls from practitioners for the value of folk medicine to be recognised.

Another unique aspect of the Gallo strike was the support received from top musicians like Ray Phiri and Stimela, who refused to enter the company's recording studios in solidarity with the workers.



**SOWETO
STRIKE
GOES ON**

STRIKING Soweto City Council workers leaving the Soweto Tabernacle Church yesterday after one of their daily gatherings since they were engaged in a dispute with the council. Proceedings were tense because of a large presence of members of the security forces outside the church premises.

12/8/88

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[Signature] Sawefan

Strikers say they were teargassed

Police yesterday allegedly sjambokked and teargassed Soweto municipal strikers at a meeting in White City, but this has been denied by a police spokesman.

No action was taken against municipal strikers yesterday, he said

The workers say:

The meeting, attended by 3 500 workers, was held at the Tabernacle in White City, Jabavu, to discuss the three-week wage dispute

Police allegedly teargassed the workers in the hall and outside. The workers said they were told by the police to disperse and go and fetch their pay at the council offices

The workers refused to disperse, saying that there were still negotiations taking place between them and the council which were scheduled to continue on Saturday

Mr M D Legodi, the lawyer acting on behalf of the workers said "This action was a breach of faith in view of the fact that negotiations were still in progress"

He said he was to consult with the council lawyers and take the matter up

with them

"There is no need to continue negotiations if such action is taken by the Soweto Council," he said

Soweto Town Clerk, Mr Nico Malan confirmed that cheques were ready and that the workers were going to be paid off

He refused to comment on the police action and said he would issue a press statement later

The police say:

No action was taken against municipal strikers yesterday in White City, Soweto, say police

A spokesman was reacting to reports that about 100 police and SADF members had gathered outside the strikers' gathering place and fired a teargas canister into it before a meeting began

"No action was taken against the strikers. Workers at the scene were ordered either to disperse or enter the tent," said a Pretoria police spokesman

No one was arrested or sjambokked

2 - ~~300~~ 152 Star 12/8/88

Strike continues to see-saw in metal industry

By Adele Baleta

The metal industry strike is continuing to see-saw, with more workers going on strike while others return to their posts at the conclusion of wage deals between the International Metalworkers Federation (IMF) and several companies

A National Union of Metalworkers of SA (Numsa) spokesman, Dr Bernie Fanaroff, said yesterday workers at another seven firms had joined the strike, which entered its eighth working day today.

They included four Dorbyl/Metkor plants, raising to 35 the number of the group's operations affected by the strike.

DEADLOCK

A meeting between Dorbyl/Metkor and union shop stewards ended in deadlock this week with the group refusing to better the Steel and Engineering Industries Federation of SA (Seifsa) offer of 17,4 percent.

A union spokesman based in the Eastern Cape said six companies in Port Elizabeth and Uitenhage had been affected by the strike

Company comment was not available at the time of going to press

400 down tools

ABOUT 400 Dobsonville Town Council employees downed tools this week and resolved not to return to work until their salary demands had been met

The strike has crippled the council's administration section and services in Dobsonville which is just a stone's throw from other Soweto townships hit by the three-week old council strike

Only the council police and traffic department were on duty this week

The workers' negotiation team made up of 11 members, said the strike was a continuation of a short-lived strike last October. The workers are demanding a 10 percent salary increase owed them since 1984.

They said they had decided to forfeit the 1986 annual increase of 10 percent as a compromise

12/11/85
Soweto
152

New SITE causes work stoppages

W/6 HK64 13/1/80 (320) 52
Business Staff

THE introduction of new tax scales set up a ripple of industrial relations problems in the Western Cape garment industry as employees at some plants demanded immediate refunds.

Problems arose because, with the introduction of Standard Income Tax for Employees (SITE), many lower-paid workers were taxed at a lower rate than previously.

SITE became effective in March, but tax tables were effective only from July and so employees, taxed at the old rates in the interim, became due for refunds

Threatened

Mr Colin McCarthy, director of the Cape Chamber of Industries (CCI), said there had been stoppages or threatened stoppages at several factories over the refunds

Employers were told by the Receiver of Revenue to make refunds and subtract this from their returns to the receiver.

"But this meant that we were acting as bankers for the Receiver," said one employer

"It's all very well the Receiver telling us to deduct the refunds from our returns and saying that we had until September to make refunds.

Pay refunds

"But when you've got 100 workers threatening to stop work if they don't get their money back immediately you've got to do something quickly

"To pay the refunds some employers have had to borrow money from their banks, on which they're paying interest "

Mr McCarthy said it was an example of the government using employers as tax agents and changing systems without considering problems it could create in other areas

The CCI is holding a morning seminar on August 17 at the Arthur's Seat, Sea Point, to inform employers about the SITE system

8 Sarhwu men guilty of Sats strike murders

By MARTIN NTSOELNGOE

FIGHT members of the South African Railway and Harbour Workers Union admitted to a Randa Supreme Court judge this week that they murdered four non-strikers during the 1985 Sats strike.

Judge TT Spoelstra and two assessors found each guilty of murder.

Two of the 16 originally charged, Isaac Mogorosi, 30, and Jacob Mmatloa, 33, were found not guilty.

In papers before the court, the 16 accused ad-

mitted holding a meeting at Cosatu House at which a decision was taken to kill all those who did not heed the strike call. The other four were stabbed and a 31kg rock dropped on their heads. They were then set alight.

After the meeting, Albert Phuluwa, John Kaitshengane, Sepolao, Mulateo Petrus Moremane, Vulani Joseph Mulaudzi and Jerry Rudolph Goodman were abducted from various places where they worked and taken to Cosatu House. The other four were Rongani Sibisi, 33, William Matshili, 33, and Phineas Mphahlele, 33. Patrick Molefe, 27, Takalani David Mamphanga, 36, George Maudgedzo, 36, and Phineas Netshitugulwane, 25, were found guilty of four murders.

On April 28 they were taken to a place near Prolecon, where Phuluwa, a key State witness, managed to escape.

David Dzevhe, 30, was convicted of three murders.

Jacob Nqecobo, 24, Daniel Mkhokhoto, 36, Johnson Mokgesi, 36, Simon Mulomoni, 42, Jacob Mchaku, 33, Freddie Mthusi, 30, Wilson Mushushane, 33 and Michael Ikaneng, 38, were convicted on various counts of culpable homicide, kidnapping, assault, and intimidation.

The trial was postponed to August 22, when defence counsels intend calling a psychiatrist to give evidence.

THE metalworkers strike has cost the industry an estimated R40-million and seriously affected large operations, such as Mosses gas and Eskom.

Several companies in the motor industry slowed down this week because of a shortage of wheels and other components, says International Metalworkers Federation (IMF) spokesman Bernie Fanaroff.

Dorbyl, one of the hardest hit companies, makes many automotive components, including wheels, seats, steering gears and window regulators.

Strikers cost metal industry R40m so far

By Robyn Chalmers

All motor companies were affected by the strike

Nissan general manager of communications Sarel Liebenberg said work was severely disrupted on Tuesday after negotiations with the

union, Nissan reached an agreement and full production resumed on Wednesday.

Mr Liebenberg said, "All strikes disrupt the economy. This strike is serious, particularly because of the effect it could have on the future position of workers."

Dorbyl is one of the many companies directly or indirectly linked to supplying products to the Mossel Bay project.

The Dorbyl and Melkor groups together have had as many as 34 plants out of action in the two-week strike. Dorbyl managing director Dawie Mostert says the

largest number of strikers at any one time was about 10% of the 23 000 work force.

"The motor industry and many others have been affected by the strike, but we have to a large extent made arrangements to minimise disruption."

Wage loss

Michael MacDonald, head of the economics division at the Steel and Engineering Industries Federation of SA (Seifsa), estimates that the strike is costing the industry about R3.5-million a day. "The value of production in the metal industry as a whole in 1988 is expected to be R36-

billion

"Assuming that companies affected by the strike maintained between 50% and 60% of normal production, R3.5-million a day is a fair estimate of the amount of revenue lost."

Seifsa also estimates that striking workers are losing about R500 000 in wages a day. This was worked out on Seifsa's figure of 15 000 strikers in a labour force of 350 000.

If the IMF figure of 25 000 strikers is closer to the mark, however, the amount of wages lost by workers would be doubled. The metal industry's loss would also double. The strike began on August

3 and affected mainly the Witwatersrand. Engineered by the IMF, the strike was aimed at forcing Seifsa to raise its final wage offer. The IMF represents four unions, including the militant National Union of Metalworkers (Numsa), the Engineering and Allied Workers Union and the Steel Engineering & Allied Workers Union.

First day

Seifsa's final offer before the strike was a 17.4% increase, including an hourly minimum of R3.02. IMF pressed for an average of 23% and a minimum hourly rate of R3.21.

On the first day of the strike IMF spokesman claimed that between 10 000 and 21 000 employees did not go to work. The union figure soon rose to about 30 000. Seifsa and IMF figures have differed throughout the strike. Seifsa says the highest number of strikers was about 16 000.

Wanted! firms sack! Lock out still bitter

Wage action becomes more bitter

By KERRY CULLINAN

SINCE workers voted at the weekend to extend the strike in the metal sector, employers have replied with dismissals and lock-outs.

More than 1 200 workers have been dismissed in the past week.

The bulk of the dismissals have occurred at Velsa in the Free State, where about 1 000 workers were dismissed.

A number of factories have also locked their workers out and workers at Doughty say management gave "singing on the premises" as the reason for their lock-out.

"The strike is becoming increasingly bitter," said the National Union of Metalworkers of SA in response to the employers' lock-out.

Meanwhile, the employer organisation, the Steel and Engineering Industries Federation of SA, has estimated that the strike is costing R3,5-million a day in lost production.

Seifsa bases this figure on its estimate that the strike involves 15 400 workers at 113 companies. However, this figure is almost half that given by the IMF, which claims the strike involves 31 083 workers at 180 companies. According to Numsa, which forms the backbone of the IMF strike, more than 100 companies have broken away from Seifsa's final wage offer, and offered a substantially better increase.

Companies offering independent wage deals include Anglo Dutch and John Deere.

For the first time since the strike started, a meeting between Seifsa and the IMF was held on Tuesday. However, discussion was restricted to the alleged intimidation of non-strikers and interdicts being brought against the strikers. No new wage offer was made.

A further meeting between strikers and management at the Dorbyl and Meteor groups also ended in deadlock after the companies refused to offer more than Seifsa's 17,4 percent increase. Both groups are powerful decision-makers in Seifsa. Thirty-one of their plants

14/8/78

14/8/78

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15/2

Argus 15/5/88 (152)

Workers' Day moved but still 'no' to May Day

PRETORIA. — The government has decided to shift the controversial Workers' Day from the first Friday of May to the first Monday of May

The idea is to give more workers a long weekend. Many people have to work on Saturdays, which means that with a holiday on Friday their long weekend is interrupted.

The government is still set against moving the day to May 1, the holiday celebrated as Labour Day by workers throughout the world

Government sources said the government opposed the move because of the communist associations of May 1, and also because it has a general policy of moving away from holidays on fixed dates, for productivity reasons — Sapa.

● The first Monday in May next year is May 1.

Soweto Council talks deadlock

The meeting between the legal representatives of the Soweto Council and striking workers ended in yet another deadlock when the parties met in Johannesburg at the weekend.

There now appears no end in sight for the strike involving 3 500 workers which has grounded every service in the township to a halt.

The council has already paid off 600 cleansing department staff as a first move to privatise essential services.

According to a spokesman for the South African Municipal Workers Union "it's back to square one" while the strikers enter its fourth week.

Star



Soweto Council talks deadlock

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There now appears no end in sight for the strike involving 3 500 workers which has ground every service in the township to a halt

The council has already paid off 600 cleansing department staff as a first move to privatise essential services

According to a spokesman for the South African Municipal Workers Union "it's back to square one" while the strike enters its fourth week

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same period last year.

CAPE TIMES 15/4/88

Strikes periodically close motor assembly plants

JOHANNESBURG. — Strikes at motor components manufacturers have forced at least two motor assembly plants to shut down production lines periodically over the last 10 days.

A Samcor spokesman said the company's Pretoria plant had been shut down twice early in April. He would not say which parts were unavailable, but a union spokesman said he thought it was a product of a company affected by the main metal industry strike.

A Delta spokesman said a wage strike at Hella had caused a shortage of wiring looms and the vehicle assembly plant been forced to close early last Monday and Wednesday and for the full day on Tuesday.

The Hella strike, now resolved, was not part of the Seifsa dispute.

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CAPE TOWN 13/12/88
**Union to meet on
Seifsa strike offer**

Own Correspondent

JOHANNESBURG — The International Metalworkers' Federation's national strike committee is to meet today to consider a fresh offer by the Steel and Engineering Industries' Federation of South Africa (Seifsa) aimed at resolving the 11-day-old metal industry wage strike.

Neither the unions nor Seifsa would disclose details of the offer. Seifsa stressed it had been made informally after three meetings last week and still had to be confirmed by membership.

Container depot workers on strike

Labour Reporter *McG 16/8/88*
WORKERS at South African Container Depots downed tools today over the dismissal of a senior shop steward

A spokeswoman for the Transport and General Workers' Union said the stoppage was a legal strike involving employees at depots nationwide

General manager Captain Philip Penn said there had been stoppages in

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Cape Town, Port Elizabeth and Johannesburg, but the Durban depot was working normally

The union applied for a conciliation board following the dismissal in May of the shop steward, Mr Randall Howard, for alleged insubordination

This was not granted and after a dispute was declared in June a strike ballot was held

'NON STRIKERS' ARE SLAIN

REPORTS, pictures and comment in this edition may be censored in terms of the Government's state of emergency

THE metalworkers strike, now in its third week, has been hit by another violent outbreak, with two Hart workers being stabbed to death at the weekend in what is believed to be a strike-related incident

A police spokesman said yesterday two Indian workers were

killed at the Buttercup tearoom in Bellair while on their way home from work at 5 30pm on Friday

However, although the managing director of Hart, Mr Edward Parritt, confirmed the murdered men were Hart workers, he would not disclose whether the assailant was

an employee of his company

He also declined to say whether the incident was strike-related

The dead men have been identified as Mr Gotaul Ginasen (29) of 46 Nissik Road, Merebank, and Mr Dass Venkatspatly (44) of

To Page 2

Sawefan

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16/8/88

16/8/88

Strike - 2 men killed

● From page 1

Road 311, House 6 in Chatsworth

Union comment was not immediately available

Incidents of intimidation and violence have marred the strike — particularly in the Reef area — over the past two weeks

The Steel and Engineering Industries

Federation (Seifsa) said last week reports ranging from "threats by striking workers bearing sticks and home-made firearms, to death threats and physical assault," had been received

A worker from Standard Telephone Cables (STC) in Boksburg was

killed outside the factory premises ten days ago after allegedly being pushed under the wheels of a bus

Meanwhile, employer and union federations were engaged in meetings with their members yesterday afternoon in an

effort to resolve the strike

Seifsa's director, Mr Brian Angus, said the employer group would be meeting with its members yesterday to consider a fresh wage offer discussed with the International Metalworkers Federation (IMF) at the weekend

However, the proposed offer did not include a wage increase above Seifsa's initial offer of 17,4 percent, a Seifsa spokesman said

The number of striking workers has dropped drastically, according to yesterday's employer figures.

A Numsa spokesman said they were awaiting a report on the incident from union officials in the Durban region. The union would issue a statement today, he said

16/8/88

Sawefan

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Workers' Day

'avoids issue'

THE Cape Chamber of Commerce yesterday welcomed the government decision to shift Workers' Day to the first Monday of May. But Chamber manpower director Mr Tommy Brand said the government was "avoiding the issue of trade union demands for May 1 as Labour Day".

CAP 7/16/88
Two metal
workers die
in stabbing

JOHANNESBURG

The metal workers' strike, now in its third week, has been hit by another outbreak of violence, with two Hart workers stabbed to death at the weekend in what is believed to be a strike-related incident

Police said yesterday the two workers were killed on Friday afternoon at the Buttercup tearoom in Bellair while on their way home from work.

However, though the managing director of Hart, Mr Edward Parritt, confirmed the murdered men were Hart workers, he would not say whether the assailant was an employee of his firm

He also declined to say whether the incident was strike-related

The dead men have been identified as Mr Gotaul Ganasen, 29, and Mr Dass Venkatspatly, 44.

The Steel and Engineering Industries Federation's (Seifsa) director, Mr Brian Angus, said yesterday that the employer group would be meeting with its members to consider a fresh wage offer discussed at the weekend — Sapa

ALAN FINE

AFTER a day-long meeting yesterday to discuss a fresh Seifsa offer aimed at resolving their wage dispute, representatives of striking metalworkers requested a further meeting with Seifsa on the proposed deal.

The meeting was scheduled for last night. However Numsa official Bernie Fanaroff said no further statement would be made until after today's meeting.

Neither he nor Seifsa director Brian Angus would disclose details of this offer, because unions not party to the dispute had to be informed first.

Sapa reports the strike, now in its

Metals strike talks continue

third week, has been hit by another violent outbreak, with two Hart workers stabbed to death at the weekend.

Police said two Indian workers were killed in Bellair on Friday. They were Gotaul Ganasen, 29, of Merebank, and Dass Venkatspatly, 44, of Chatsworth.

Meanwhile, the number of striking workers has dropped drastically.

A total of 5 594 workers from 35 companies had returned to work since the strike began on August 3, Seifsa said.

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Handwritten notes: 16/8/88, (SEIFA)

Dobsonville workers return to jobs

#152

FOUR-HUNDRED Dobsonville council workers yesterday returned to their jobs after a week-long strike during which they demanded the upgrading of their salaries.

The workers returned after the council officials agreed to effect the Grade 10 salary for all which was owed as from 1984. Negotiations between legal teams representing both parties were concluded on Sunday.

The Kopanong Centre, near the council offices where the workers had been meeting during their strike was ransacked yesterday morning. The centre's

co-ordinator, Mr Maswabi Legwale, said they found several items missing from their offices when they reported for duty. Pens, cassettes, kitchen utensils, R265 in cash and keys of several cabinets and phones at the centre were missing. Filing cabinets were ransacked. Police took statements from the officers at the centre.

Sowetan

~~16/8/88~~

Meanwhile, the strike by 4 000 Soweto City Council employees took a new turn yesterday after talks broke down over the weekend between legal teams representing both parties.

16/8/88

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The Argus, Wednesday August 17 1988 3

Metal workers come out of strike 'stronger'

The Argus Correspondent

DURBAN — The national strike by unions affiliated to the International Metalworkers Federation has been called off and workers are expected to return to work by tomorrow.

A statement from the National Union of Metalworkers of South Africa said members had been asked to convene meetings of the shop stewards' councils tonight to discuss this.

"General meetings of workers should be held tomorrow so that there can be a return to work by Thursday," Numsa said.

The union said although they did not force the Steel and Engineering Industries Federation of SA to move on money, the

employer organisation gave them benefits that would make them much stronger in future.

The strike had damaged the Steel and Engineering Industry of South Africa's ability to control its members as more than 120 companies had offered more than Seifsa's 41c increase an hour.

The wage structure of the whole industry had been changed as many companies were now paying more than R4 an hour.

Pressure would be put on companies to reinstate dismissed workers, the union said.

The union said their strike was the only national industrial strike which had taken place this year.

Beer-loaders stop work

Labour Reporter

ARGUS 17/8/88 (152)
ABOUT 30 labourers at the South African Breweries depot at Bellville have stopped work over employment conditions

They are employed by drivers contracted to SAB for deliveries under a scheme in which the company helps the drivers to become small businessmen

After a specified period the drivers get ownership of the trucks

WORKING AS CASUALS

Workers said they had been promised permanent employment, but had been working since October 1987 as casuals and paid R25 a day with no benefits or overtime

They stopped work on Monday in protest at this and other working conditions and, though not members, consulted the Food and Allied Workers' Union

Union officials were understood to have approached the breweries

REPORTED gov-
ernment plans to
change Workers'
Day from the first
Friday to the first
Monday in May
effectively avert
until 1990 any pos-
sible conflict between the public
holiday and May Day.

May 1 conflict may be averted

178188 (152)
B Day
ALAN FINE

Plans for the change were report-
ed on Monday and attributed to gov-
ernment sources. The stated inten-
tion was to give shopworkers along
weekend.

A Manpower Department spokes-
man said yesterday he could supply
no official confirmation or detail.

One employer noted the first Mon-
day of May next year fell on May 1,
suggesting government was again
trying to avert a controversy over
the issue without yielding to what it
saw as the ideological implications

of May Day.

When Workers' Day was intro-
duced by presidential proclamation
in terms of the Public Holidays Act
last year it fell on Friday May 1, and
this year May 1 was a Sunday. The
reported change would avert any
conflict between the two until 1990.

Reacting to the report, Nactu said
yesterday it would continue to im-
plement agreements with employers
recognising May 1 as a paid holiday,
but would also take any other holi-
days granted

Decision likely on metal strike

LEADERS of the National Union of Metalworkers of SA (Numsa) have made a recommendation to regional union structures on Seifsa's new offer, and a final decision on ending the two-week-old strike is expected today.

Numsa official Bernie Fanaroff declined to give details of the recommendation or of the offer, but Seifsa described the offer as one which had been developed jointly between Seifsa and Numsa leadership.

The offer does not include any changes to the basic wage rates on the table at the time the strike

ALAN FINE

began.

In the event of acceptance by Numsa members at meetings scheduled for last night, an agreement will probably be formalised at the industrial council on Thursday

Seifsa said the strike involved 10 650 employees at 95 firms yesterday

Meanwhile, Durban-based Numsa officials visited the Hart

17/8/88 5/Day
factory yesterday to investigate the killings of two Indian employees on Friday.

A spokesman said they had found no clear evidence linking the deaths to Numsa members, but the union was prepared to take the matter further if management supplied more detailed information.

He said the visit was in response to a telex from Hart's attorneys about a number of incidents of violence and intimidation allegedly perpetrated by union members.

Hart GM Ted Parrett confirmed the visit but declined to comment further

Investigate

900 Rennie's workers strike

By Adele Baleta

At least 900 Rennie's Group workers went on strike nationally yesterday to back a demand for the unconditional reinstatement of the Transport and General Workers' Union (TGWU) vice-president who was dismissed in May.

TGWU publicity officer Ms Kally Forrest said Mr Randall Howard, who is also western Cape treasurer of the Congress of SA Trade Unions, was fired for insubordination from the Rennie's-owned SA Container Depot in Cape Town.

Ms Forrest said workers at the branch went on strike on Monday.

TGWU members at Rennie's freight companies in the western and eastern Cape, Trans-

vaal and Natal went on legal sympathy strikes yesterday after ballots were held off company premises, she added.

The Rennie's human resources manager, Mr G Peinke, said the company refused to allow strike ballots to be held on company premises as the union had not followed the recognition agreement.

ARBITRATION

He said the union had rejected management's proposal to refer the dispute to mediation or arbitration following the refusal of a conciliation board by the Manpower Minister.

He said the strike was illegal and workers had been urged to resume their normal duties. (7/8/88)

Workers' Day moved

THE Government has decided to shift the controversial Workers' Day from the first Friday of May to the first Monday of the month.

The move has met with criticism from the National Council of Trade Unions (Nactu) which has described the change "as ridiculous as the previous proposal by the State President (declaring the first Friday of May a holiday")

Sapa reports that the idea was to give more workers a long weekend. Many people have to work on Saturdays, which meant that with a holiday on Friday their long weekend was interrupted.

The Government was still set against

Sowetan 17/8/88
moving the day to May 1, the holiday celebrated as Labour Day by workers throughout the world.

Government sources told Sapa that the authorities opposed the move because of the communist associations of May 1, and also because they had a general policy of moving away from holidays on fixed dates, for productivity reasons.

Nactu said yesterday "We remain firmly committed to May 1 no matter what day of the week it is. We will fully implement all the agreements we have negotiated for May 1. In addition, we will take whatever other days granted."

Mr Frank Meintjes, Press officer of the Congress of SA Trade Unions, was not available for comment yesterday.

Meeting over IMF wage deal

THE International Metalworkers Federation strike committee yesterday met with local shop steward councils to discuss the offer made by metal industry employers at the weekend.

The Steel and Engineering Industries Federation of SA (Seifsa) package offer did not include an increase on their wage offer of 17,4

percent. *Sowetan*
An IMF spokesman said yesterday the Shop Stewards councils would report back today on meetings held with workers *17/8/88*

He declined to give details of the Seifsa proposals. Seifsa director, Mr Brian Angus, said Seifsa officials had ratified the proposals.

Sowetan
17/8/88

Legal sympathy strike

SEVERAL hundred members of the Transport and General Workers' Union who work for the Rennies Group have gone out on a legal sympathy strike, the union said in a statement yesterday morning.

The TGWU information officer, Ms Kally Forrest, said the strike concerned the dismissal in May of a vice-president of the TGWU, Mr Randall Howard, from the Cape Town branch of SA Container Depot.

A strike ballot was held in the Durban area yesterday among the approximately 500 Rennies workers there.

Ms Forrest said various isolated industrial actions demanding the reinstatement of Mr Howard had been held

since May, but the strike was the first national co-ordinated demand.

The reinstatement of Mr Howard, who is also an office-bearer in the Western Cape region of Cosatu, is the strikers' only demand, Ms Forrest said.

She said Rennies management had refused to allow strike ballot facilities on company premises and had not observed the balloting. Comment from Rennies Group management was not immediately available. Sapa

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17/8/88

South 11-17/88

1 200 metal strikers fired

152

JOHANNESBURG - About 1 200 of the more than 30 000 metal workers involved in a national strike were dismissed this week

The two-week strike was sparked off after wage negotiations for a 23 percent increase ended in deadlock. The employers offered 17,4 percent.

The strike, affecting 178 factories, is believed to have cost more than R22-million

A Numsa spokesman said the union would challenge the dismissals in the Industrial Court.

1976 SEP 27 11:00 AM
Soweto strike:
council saves

B Day
BRONXVYN ADAMS *(152)*

THE Soweto Council saved money during the last month of the strike by 3 500 workers, town clerk Nico Malan said yesterday.

Malan said savings were made on salaries, petrol costs and maintenance costs, at the expense, however, of the community.

He said cleansing, electrical and structural maintenance services were drastically affected by the strike. Temporary workers and private sub-contractors were being used to overcome some of the more pressing problems.

He hoped dismissed workers would re-apply for their jobs by Monday and said if they failed to do so the council would hire new workers.

The SA Municipal Workers Union said strikers would not re-apply for jobs until union demands were met.

Wage strike nears end

JOHANNESBURG — Metal industry sources yesterday said settlement of the 15-day-old wage strike, which involved at its height up to 30 000 workers, appeared imminent.

Reports by Own Correspondent, Sapa Reuter AP and UPI

U110 71215 18/08/88 1307 1/52

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Strikers' lawyers blamed

By Stan Hlonhe
12/8/88

Legal representatives of striking Soweto Council workers have been blamed for the breakdown of negotiations on wage and other grievances

In a statement, the council accused the workers' representatives of not displaying any long-term intention of searching for a negotiated solution to the four-week strike

The statement said that, with very little debate, the council's offer was turned down and replaced by one from the union which hardly differed from the union's original proposal

"This leaves the council with no option but to commence the recruitment of employees to ensure that essential services are restored to the citizens of Soweto as soon as possible."



Mr NICO Malan . . .
town clerk.

THE Soweto City Council will start paying off the 4 000 council workers who have been on strike since July 20 as from tomorrow and the council will start employing new workers from next week, said town clerk Mr Nico Malan on Tuesday.

The council will advertise several council posts formerly held by the striking workers. The advertisements will appear in various newspapers this week, according to Mr Malan.

He said the final salaries of the striking workers were being processed and will be ready by tomorrow.

The council decided that the workers had dismissed themselves by failing to return on deadline two weeks ago.

The deadline was seven days after the strike started and according to council regulations, a dismissal can be effected if any employee fails to report for duty in that period.

The dismissals follow a deadlock between the legal teams representing both parties during a meeting in Johannesburg at the weekend. The parties came close to an agreement but the council insisted it was firing 30 percent of the workers, who number 1 200, of the total number of strikers.

Benefits

Those to be fired were to be offered some benefits with the payment of their pension contributions. They were to be chosen from workers who are 58 years old and older. The council undertook to recommend the fired employees to private companies contracted by the council for employment.

The South African Municipal Workers Union (Samwu), which represents more than 50 percent of the striking workers, has indicated that it will be taking the Soweto council to the industrial court over the matter.

Meanwhile, the workers remain firmly united in their stand not to return before the council implements the grade 12 salary increase backdated to July 1 this year.

900 still out in Rennies strike

WORK at three Rennies subsidiaries was severely disrupted yesterday in strikes by 900 Transport and General Workers' Union members, company human resource manager Graham Penke said yesterday.

Staff at Renfreight Air Cargo, SA Customer Depots and Renfreight Forwarding were being called upon

~~HEAT~~ BRONWYN ADAMS

to alleviate backlogs

The union said it had not yet received a reply to a mediation proposal. It added workers were unlikely to return without the unconditional reinstatement of dismissed union vice-president Randall Howard.

BIDay 18/8/88

Metal strike settlement 'soon'

METAL industry sources said yesterday settlement of the 15-day-old wage strike, which involved at its height up to 30 000 workers, appeared imminent

An employer spokesman monitoring the action said information was that most strikers had decided on a return to work

National Union of Metalworkers of SA spokesman Bernie Fanaroff said yesterday the union was still receiving reaction from regions to new Seifsa propos-

ALAN FINE

als negotiated at four meetings between Thursday and Monday

Both Numsa and Seifsa have scheduled media conferences for tomorrow after an industrial council meeting in the morning

Seifsa officials yesterday briefed leaders of the Confederation of Metal and Building Unions, which was not involved in the strike, on the details of the offer

B/Daw 18/8/88

SATS death trial hears: I lost control

W/Reel
12-18/88
12

A UNIONIST on trial for murder told the Rand Supreme Court this week he had lost control of striking railway workers when they decided to kill five strike-breakers.

Bongisi Sibisi said workers had told him the only way to ensure the April 1987 South African Railway and Harbour Workers' Union (Sarhwu) strike did not collapse was to kill five non-strikers "detained" in Cosatu House

Sibisi's startling evidence came soon after eight Sarhwu members changed their not guilty pleas to guilty this week

In pleas read in court, the trialists said they felt the strike would not be successful if some people worked. They felt those who worked should be eliminated.

Sibisi, 32, of Soweto, Wilson Mtjahl, 33, of Krugersdorp, David Dzeche, 30, of Germiston, Patrick Molefe, 27, of Alberton, Senior Ntshitungulwane, 25, of Soweto, David Maphanga, 25, of Johannesburg, William Rikhotso, 33, of Meadowlands and George Magedzo, 36, of Soweto all pleaded guilty. Some were also found guilty of attempted murder, intimidation and kidnapping.

Vhulani Mulaudzi, Kati Sebopelo, Mulatelo Moremane, Jerry Goodman and Albert Phuluwa were taken to bushy ground at the Prolecon industrial area near Johannesburg. Four were killed there, the court heard, but Phuluwa managed to escape. He was the state's main witness.

Sibisi was chairman of the hall in Cosatu House where members stayed during the strike. He said as the strike spread, workers' discipline deteriorated, leading to fights.

Strike-breakers were taken to Cosatu House, assaulted and made to clean premises, Sibisi said.

"I was told by these workers that the only way to ensure the strike did not collapse was to kill the five being detained," Sibisi said.

Defence lawyers will argue for mitigation on August 22.

Workers join legal sympathy strike

18/8/78

Cape Town

(52)

WORKERS in the Durban depot of SA Container Depots yesterday joined a legal sympathy strike along with workers from other Rennie's Group depots in Johannesburg, Port Elizabeth and Cape Town.

The Transport and General Workers' Union said the number of strikers was "about 950" while Rennie's management estimated the number of workers involved as "between 700

and 800"

Rennie's Human Resources manager, Mr G Peinke, said that the company was studying a union proposal that the matter of the reinstatement of a dismissed shop steward be referred to mediation

He said the company would prefer arbitration, and said communication with the union was continuing

Earlier the union said the strike began at the

Cape Town depot of SA Container Depots where the dismissed worker, Mr Randall Howard had been employed as a clerk. Mr Howard is a shop steward and a vice-president of the IGWU

Rennie's said Mr Howard's dismissal was "fair and reasonable" and Mr Randall was dismissed only after "due process and agreed procedures had been adhered to" — Sapa

City Rennies strike still on

CALC links B/B/S
Staff Report

A COUNTRYWIDE sympathy strike involving about 900 workers in the Rennies Group yesterday entered its second day, according to a spokesman for the Transport and General Workers' Union (T&GWU)

Rennies Group human resources manager Mr G L Peinke yesterday confirmed the stoppages, which had "adversely" affected operations at SA Container Depots, Renfreight Forwarding and Renfreight Air-cargo.

500 down tools

ABOUT 500 members of Food and Allied Workers' Union have downed tools at seven of the Irvin and Johnson plants demanding higher wages and better working conditions.

A Fawu spokesman said the strike revolved around workers' demands for a minimum hourly rate of R3,71, paid maternity leave and a service bonus

of R50 a year. In addition, Fawu members demand recognition of June 16, March 21 as paid holidays.

The company, he said, had made a final offer of R3,21 an hour as a minimum rate and R20 for 14 weeks' maternity leave.

~~12/12/88~~

~~12/12/88~~

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Sowefan
18/12/88

Argus 19/8/88

Metal workers' strike ends with settlement

The Argus Correspondent
JOHANNESBURG — The metal workers' strike is over

A settlement described as historic by the National Union of Metalworkers of SA (Numsa) and the Steel and Engineering Industries Federation of SA (Seifsa) was agreed to this week, securing a return to work by thousands of metal workers by Monday.

Although workers will not get an increase above the Seifsa final offer of 17,4 percent, Seifsa has made concessions concerning public holidays, attendance bonuses and stop order facilities.

It was the first time the 90 000-strong union — the largest in the industry — had agreed to sign the main agreement for the metal industry

The Confederation of Metal and Building Unions, representing mainly skilled workers, the Mineworkers' Union and the SA

Iron, Steel and Allied Industries Union also accepted the proposals at a special Industrial Council meeting yesterday

Numsa spokesman Dr Bernie Fanaroff said the strike had been "successful" and had "changed the power-balance in the industry"

"It is the first time Seifsa has recognised that it must now deal with the unions that represent the majority of workers in the industry," he said.

Seifsa director Mr Brian Angus described the agreement as a "breakthrough" for collective bargaining

Agreed proposals included:

- A 17,4 percent rise (76c an hour for artisans and 41c an hour for labourers), backdated to July 1, and

- An amendment to the main agreement to give compulsory stop-order facilities to unions which are party to the Industrial Council

Way now paved to restructuring

Metal strike settlement a landmark

THE strike in the metal industry ended yesterday after a landmark agreement between Seifsa and the National Union of Metalworkers of SA (Numsa) that heralds the beginning of a restructuring of employment conditions in the industry.

While it contains no improvement to the original employer wage offer, the deal establishes a five-year programme to eliminate anomalies between different skill levels in the wage curve — seen by Numsa as racially based — and a procedure for dealing with alleged discrimination at individual firms.

This is the first time in five years on the council Numsa has agreed to sign the main wage agreement, which covers some 330 000 employees at 9 000 firms. Numsa's Bernie Fanaroff said the main significance of the "historic" deal was that it had changed the balance of forces in the industry. It was the first time Seifsa had recognised it needed to

ALAN FINE

deal primarily with the unions representing the majority of organised workers rather than pushing through agreements with the support of the smaller artisan unions.

Seifsa director Brian Angus, who agreed that Numsa had to be reckoned with, said three major factors had facilitated settlement, which he also described as historic.

They were Numsa's accommodating approach to negotiations over the past week; union fears of mounting dismissals of strikers; and the Manpower Minister's decision that he could not lawfully gazette an agreement so as to exclude members of the unions in dispute.

Fanaroff said the latter was decisive in strengthening the union's position. Angus estimated the strike cost R50m to R70m in lost production. All strikers

● To Page 2

Metalworkers' strike

● FROM PAGE 1.

23 percent

Mr Fredericks said the full shop stewards' council would meet at the University of the Witwatersrand today to decide whether the strike should continue for longer than five days.

"The general view is that we are going to have to extend the strike, but it depends on how the shop stewards view the situation."

Seifsa's director, Mr Brian Angus, said yesterday he had received more reports of strike action, but could not confirm when the workers had begun striking.

He said 14 800 workers at 102 companies had taken strike action since Wednesday.

Mr Fredericks said yesterday the situation remained unchanged from Thursday, and he had not received any more reports of factories on strike. On Thursday the IMF claimed 25 000 workers from 140 companies had taken strike action.

Incidents of intimidation and violence were reported to have taken place at six plants yesterday, Seifsa said.

"These range from threats, by striking workers bearing sticks and home-made fire-arms, to death threats and physical assault," a Seifsa statement said last night.

It said strikers interfering with the work of temporary employees continued to be a problem.

A number of employers had applied for court interdicts against the National Union of Metalworkers (Numsa).

The statement said Standard Telephone Cables in Boksburg yesterday obtained an urgent Supreme Court interdict against Numsa striking employees at the plant had returned to work.

An STC worker was killed outside the factory premises on Wednesday night when she fell under the wheels of a bus, after allegedly being pushed.

Mr Fredericks said yesterday workers from a number of factories remained locked out.

He said 150 Numsa members had been locked out of Transwire on the East Rand.

However, managing director of Transwire Mr Keith Ind yesterday denied this, saying workers were "confined to the change-rooms".

Seifsa informed the IMF on Thursday that the conditional offers made on July 13 relating to implementation dates of wage increases and public holidays among other offers, had been withdrawn.

Confirmation had been received that 1 266 striking workers at six plants had returned to work, the Seifsa statement said.

Seifsa said yesterday the IMF strike ballot had only been partially successful as only one of the four IMF unions, the National Union of Metalworkers, had released details of its ballot results a 60 percent poll with 87 percent voting in favour of strike action.

CAPE TIMES 19/8/68

Unions more responsible, says Pietie

DURBAN — Trade unions were displaying more realism and acting more responsibly, Mr Pietie du Plessis, Minister of Manpower, said at the Natal National Party congress yesterday.

This had been reflected in massive reductions in the number of workers involved in strikes.

There had been 321 strikes in the first six months of this year compared with 355 in the same period last year.

But the number of workers involved had dropped from about 180 000 to 52 000 and man-days lost had plummeted from about one million to 156 000.

Many unions had started out radically but were now adopting the system.

But if unions wanted to snatch political power through revolutionary means, the government would restrict them.

Politics is the problem, says Tvl cricket boss

17/10/88

SIMON HOFF

B/Dag

IT was no use lashing out against the "hypocrisy and double standards" that keeps SA cricket out of the international arena when the real problem was the political system in this country, Transvaal Cricket Council (TCC) chairman, Raymond White said last night

Speaking at the AGM of the TCC, White, the MD of Metal Box, said it was not only in cricket that the road to the future and international participation was blocked.

"Technologically, culturally, academically and in sport, the decision makers and responsible people in their fields find their paths blocked by barriers marked 'white supremacy'."

he said

Regarding the possibility of further cricket tours to SA, especially as 1989 is the Centenary of the SA Cricket Union, White felt that against the background of increasing international hostility and a deteriorating Rand, tours were becoming "more unlikely and difficult to arrange."

How long, asked White, would South Africans accept declining standards to support an indefensible system? When that was known we might be able to judge when we would return to international cricket.

See Back Page

Dorbyl has eyes on a R100m deal

STEELWORK of the R40m accommodation module for the Moss gas platform is almost complete in a Durban shipyard with the likelihood of a further R100m state contract shortly.

Dorbyl Marine MD Joe Bulough said fitting-out for 105 workers would take until June.

It has also received a letter of intent for the construction of a 4 000-ton support frame for R100m. — Sapa.

A4707a

Rennies strikers return to work

B/Dag 15/2
19/10/88

ABOUT 950 workers at 11 Rennies Transport Group depots streamed back to work yesterday after management decided to submit reinstatement of a dismissed shop steward to mediation

Human resources manager G Penke said the union agreed to recommend that strikers should return by noon.

A Transport and General Workers' Union spokesman confirmed management had agreed to mediation

The original stoppage began in Cape Town — Sapa.

1/10/88

Workers to return to their jobs on Monday

Historic agreement ends metal strike

By Adele Baleta

The strike by workers in the metal industry is over. A settlement described as historic by both the National Union of Metalworkers of SA (Numsa) and the Steel and Engineering Industries Federation of SA (Seifsa) was reached yesterday, securing a return to work of thousands of metal men by Monday.

Although workers will not get an increase above the Seifsa final offer of 17,4 percent, Seifsa has made concessions on public holidays, attendance bonuses and stop-order facilities.

It was the first time that the 90 000-member union, the largest in the industry — had agreed to sign the main agreement for the metal industry.

STRIKE SUCCESS

The Confederation of Metal and Building Unions (CMBU) — representing mainly skilled workers — the Mineworkers' Union and the SA Iron, Steel and Allied Industries Union also accepted the proposals at a special Industrial Council meeting yesterday. Numsa's spokesman, Dr Bernie Fanaroff, said the strike was successful and had "changed the power balance in the industry".

Seifsa director Mr Brian Angus said the agreement was a breakthrough for collective bargaining.

The proposals agreed to included

- The implementation of the 17,4 percent wage offer (76 c/hr for artisans and 41 c/hr for labourers) backdated to July 1
- That the main agreement be amended to give compulsory stop-order facilities to unions which are party to the Industrial Council
- Acceptance of a three-year timetable to flatten anomalies in the industry's wage curve
- The substitution of May 1 for Workers' Day (first Monday in May) as a paid holiday and the substitution of June 16 for Founders' Day or another holiday. This would be binding on all employees and be determined by a 75 percent worker ballot at plant level
- That employees who work 180 shifts in one leave cycle receive an attendance bonus equal to one day's extra pay, 235 shifts worked would accrue two days extra pay. Pay would not be deducted for absenteeism and short shifts
- That an Industrial Council procedure be developed to investigate allegations of racial discrimination

Reeld's editor refuses to back down

Di
bu

'Murder verdict to save strike'

5/04/88
10/11/88
PARTICIPANTS in last year's Sats strike decided five non-striking colleagues should be killed because it was believed people who worked could cause the collapse of the strike, the Rand Supreme Court heard yesterday.

This admission formed part of a statement by eight of the 18 Sats employees charged with murdering four non-strikers and attempting to murder a fifth

SUSAN RUSSELL

The statement was read to the court when seven of the eight — Bongisi Sibisi, Wilson Matshuli, Patrick Molefe, Phineas Netshitungulwane, Takalani Mampaga, Mafemane Rikhotso and George Maungedzo — changed their pleas to

To Page 2

'Murder verdict to salvage Sats strike'

guilty on the four murder charges

David Dzevhe changed his plea to guilty to three of the murders

Vhulani Mulaudzi, Kati Sebopelo, Mulatele Moremane, Jerry Goodman and Albert Phuluwa were kidnapped from work and taken to Cosatu House on April 28 last year.

There, some were assaulted before all five were driven to Prolecon. All except Phuluwa, who escaped, were murdered and their bodies set alight.

The statement described events leading up to the murders.

"It was decided by the workers that the aforementioned five persons should be killed because the workers believed that persons who worked could cause the collapse of the strike."

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It said Maluadzi's and Sebopelo's hands and feet were tied and Moremane was stabbed. After Phuluwa escaped, Goodman was taken into the bush, bound and stabbed.

"Petrol was poured over the four who were set alight — at this stage the four were already dead."

When the defence case began yesterday, 16 of the 18 accused changed their pleas to guilty and were convicted on various charges of murder, attempted murder, kidnapping and intimidation.

After being convicted on the charges they had pleaded guilty to, the trial was postponed to August 22.

See Page 4

Sowetan 19/8/88

Metalworkers' strike is over

THE metal industry's wage strike, which involved about 31 000 workers at its peak and cost the sector an estimated R17 million in production losses, was resolved yesterday.

The International Metalworkers' Federation affiliate, the National Union of Metalworkers of SA, reached an agreement with the Steel and Engineering Industries' Federation of SA (Seifsa), ending a three-week-old strike by thousands of Numsa members in the Pretoria-Witwatersrand-Vaal areas.

In terms of the agreement, the two parties have settled on — among other things:

- Seifsa's final offer of between 41 cents-an-hour increase (labourers) and 76 cents-an-hour (labourers) to be

backdated to July 1,

- compulsory stop orders for unions which are party to the industrial council,
- bonus an extra day's pay for employees who work 180 shifts "in one leave cycle"; a two days' extra pay for those who work 235 shifts,
- Recognition of June 16 as a paid holiday in exchange for Founders' Day and May 1 for Workers' Day (first Monday in May),
- Wage anomalies to be eliminated in the industry over the next three years,
- Seifsa agreed to recommend to its members and the South African Consultative Committee on Labour Affairs (Saccola) not to rely on the rights conferred on them by the Labour Relations Amendment Act



THE Roodepoort Durban Deep mine this week honoured nine employees — among them Mr Mathews Maphukata — who have completed 25 years' service with the company. Presenting Mr Maphukata with a wrist watch and a certificate, is Mr C Webster, the company's industrial relations officer.

Hundred

out at

Durban

depot

ABOUT 100 workers in the Durban depot of South African Container Depots — part of the countrywide total work force of 1 300 at various Rennie Group depots — went on strike on Tuesday over the dismissal of a union official in Cape Town.

Rennie Group human resources manager Mr Graham Peinke said yesterday that the strike began on Tuesday, but that the Durban Depot joined in only yesterday.

He said another Rennie Group subsidiary in Johannesburg, Rennies Express Deliveries, had joined the strike yesterday.

The strike began at the Cape Town depot of SA Container Depots where the dismissed worker, Mr Randall Howard, had been employed as a clerk. He is the shopsteward and vice-president of the Transport and General Workers' Union.

Mr Peinke said Mr Howard was dismissed after "due processes and agreed procedure were adhered to"

Sawepan

CAPL Jm 19/8/88 (152)

Landmark deal ends strike

Own Correspondent

JOHANNESBURG — The strike in the metal industry ended yesterday after a landmark agreement between Seifsa and the National Union of Metalworkers of SA (Numsa) which heralds the beginning of a restructuring of employment conditions in the industry

While it contains no improvement to the original employer wage offer, the deal establishes a five-year programme to eliminate anomalies between different skill levels on the wage curve — seen by Numsa as racially-based — and a procedure for dealing with alleged discrimination at individual firms

This is the first time in its five years on the council that Numsa has agreed to sign the main wage agreement, which covers some 330 000 employees at 9 000 firms

Numsa's Mr Bernie Fanaroff said the main significance of the "historic" deal was that it had changed the balance of forces in the industry. It was the first time Seifsa had recognized it needed to deal primarily with the unions representing the majority of organized workers rather than pushing through agreements with the support of the smaller artisan unions

Seifsa director Mr Brian Angus, who agreed that Numsa had to be reckoned with, said three major factors had facilitated settlement which he also described as historic

They were Numsa's accommodating approach to negotiations over the past week, union fears of mounting dismissals of strikers, and the Manpower Minister's decision that he could not lawfully gazette an agreement so as to exclude members of the unions in dispute

Mr Fanaroff said this was decisive in strengthening the union's position

Mr Angus estimated that the strike cost R50m to R70m in lost production. Mr Fanaroff said most strikers would return by today although some, not happy with the absence of an improvement in basic wages, were reluctant

The settlement was based on an eight-point offer made by Seifsa which supplements the final employer offer made last month. The entire deal was backdated to July 1

Mr Fanaroff said he was pleased this year's only industry-wide strike had ended with a minimum of damage and casualties. Mr Angus conceded the action had largely been conducted in a disciplined way, and the union had attempted to prevent incidents of intimidation and violence

Metal unions trying to resolve squabble

DAYS after metalworkers ended their wage strike, metal industry unions are trying to resolve a domestic squabble over the agreement ending the stoppage.

Smaller affiliates of the International Metalworkers Federation (IMF) have not yet signed the agreement, alleging they were left out of the negotiations with the Steel and Engineering Industries Federation (Seifsa).

The two-week strike ended last week, after Seifsa reached agreement with the National Union of Metalworkers (Numsa), the majority union in the IMF.

IMF spokesman Brian Fredericks yesterday said a special meeting had been called for Friday to discuss the matter.

"It was not a good situation. I am optimistic we will be able to resolve the problem on Friday," he said.

He said members of the Steel, Engineering and Allied Workers' Union,

Engineering and Allied Workers' Union and the Electrical and Allied Workers' Trade Union had voted against the strike during ballots.

He said 99% of strikers were Numsa members and "at the end of the day, Seifsa negotiated with Numsa. The other unions were not part".

"I accept Seifsa did divide the unions," Fredericks said.

The strike ended after Numsa accepted a compromise offer from Seifsa, granting May 1 as a paid holiday and June 16 as unpaid holiday.

The wage offer had not been improved and the union accepted increases of between 14 and 17%. Its original demand was 24%.

EAWTU secretary J Hlongwane said union members would meet at the weekend, to decide whether or not to sign the agreement. The other unions were not available for comment. — Sapa.

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Soweto Council collecting rent despite staff sackings

By SOPHIE TEMA

THE Soweto City Council is collecting rent despite the four-week strike which culminated in 3 400 workers being sacked and halting all municipal services in the township.

While the council's endeavours to collect every cent owed to it have been stepped up, the same cannot be said of rubbish heaps appearing at street corners and rotting in the open veldt.

Transvaal administrator Danie Hough and government officials and overseas visitors touring the township saw the heaps of rubbish during a luxury bus tour.

Meanwhile, Soweto housing director Estelle Bester confirmed that council police "visited" families in several townships as part of the council's "action" to collect

outstanding rent arrears.

Bester said residents were responding well to the visits by the council police and most paid part of the arrears on the spot.

Hours before the visit, the council took a final decision to advertise all vacant positions by today.

Commenting on the deadlock in the talks between legal representatives of the council and workers, Soweto Town Clerk Nico Malan said "We are back to square one."

"In the meantime the council is perturbed because Soweto is getting dirtier, but we are endeavouring to normalise the situation."

"We are looking at getting private contractors to look at the blocked sewage pipes and drains."



A typical pile of growing garbage littering the Soweto streets.

152 21/8/88 C/Reno



Strike cost tops R50m

THE metalworkers strike cost the industry upwards of R50-million.

The National Union of Metalworkers (Numsa) and the Steel & Engineering Industries Federation of SA (Seifsa) reached an agreement on Thursday to end the three-week strike.

Seifsa economics division head Michael McDonald estimates that the strike cost the industry between R50-million and R70-million, but this is worked out on Seifsa's figure of about 15 000 striking workers.

Mr McDonald says "It is difficult to come to an exact amount because there are no exact figures on how much production each company lost or of how many workers went on strike.

"We calculate the amount of revenue lost from industry sales of R36-billion for 1988 as opposed to R31-billion in 1987. We found the value output a man by dividing the number of workers in the industry — 350 000 — into R36-billion.

"This we multiplied by the number of workers on strike, keeping in mind that we believe that most companies managed to maintain be-

By Robyn Chalmers

tween 50% and 60% of production."

The union says there were 30 000 strikers. If that were so, the cost of the strike would be more than R100-million.

Large operations, such as Mossgas and Eskom, were indirectly affected by the strike, and so were motor manufacturers who had to go into slow time last week.

All of the Seifsa-member companies which did not reach individual agreements with Numsa were affected, some to a larger degree than others.

Concessions

Mr McDonald says, however, that because most companies have been working below capacity for some time, they can probably make up the loss over the next month or two.

The four unions linked under the International Metalworkers' Federation (IMF) failed to gain the wages they demanded, but won concessions.

They include:

- May Day and June 16 as

□ To Page 3

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STimes
2/8/88

Strike cost

□ From Page 1

paid holidays in exchange for any other public holidays

- Elimination of anomalies between different skill levels in the wage curve.

- The acceptance that Numsa represents most blacks in the industry.

- Permission for IMF unions to collect membership dues by stop orders on wage cheques.

A Numsa spokesman says "This is a breakthrough for the unions as it has set a precedent for restructuring of wages and conditions. It has also damaged Seifsa's ability to keep control over its members.

"Seifsa has agreed to encourage its member companies to reinstate dismissed workers. At least 1 000 of them have been reinstated."

STimes
2/8/88

Numsa, IMF in dispute on strike

Own Correspondent

JOHANNESBURG — A row has broken out between the National Union of Metalworkers of SA and other affiliates of the International Metalworkers' Federation (IMF) over Numsa's "unilateral" settlement with Seifsa last week of the 15-day wage strike

Mr Tommy Olifant, IMF local president and general secretary of the Electrical and Allied Trades Workers' Union, said on Friday that his union and two others felt betrayed at not having been involved in the negotiations which finally resolved the strike

"Seifsa has won the day. They succeeded in dividing the IMF unions — with Numsa's help," he said. The wage dispute was originally declared jointly by the four IMF unions

A Numsa spokesman said the allegations were without basis. The deal had been negotiated with Numsa because only Numsa members had participated in the strike, he said

Spring holiday call

ALAN FINE

COMMENTING on government's decision to change Worker's Day to the first Monday in May, the whites-only SA Confederation of Labour (Sacol) said on Friday it believed Workers' Day should mark the beginning of spring, as it did in Europe. So it would be more appropriate if it fell in September.

B/Daw. 152

22/8/88

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Row erupts over metal strike settlement

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A ROW has broken out between the National Union of Metalworkers' of SA and other affiliates of the International Metalworkers' Federation (IMF) over Numsa's "unilateral" settlement with Seifsa last week of the 15-day strike

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ALAN FINE

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The wage dispute was originally declared jointly by the four IMF unions

A Numsa spokesman said the allegations were without basis The deal had been negotiated with Numsa because only Numsa members had participated in the strike

Seifsa director Brian Angus said there had been only a handful of non-Numsa members on strike Therefore Seifsa

needed an agreement primarily with Numsa

Olifant said the three unions left out had not yet signed the agreement as they had no mandate to do so Members were angry about an agreement that contained no improvements in the employer wage offer, he added

IMF local secretary Brian Fredericks also questioned why the IMF had been excluded from the talks leading to settlement, but added that the agreement was "the important thing"

5 Day
22/8/88

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Court curb on hotel leaflets

By RONNIE MORRIS
Supreme Court Reporter

AN interim interdict restraining 103 dismissed hotel workers and three organizations from distributing pamphlets to guests and employees at two City hotels was yesterday extended until judgment is given at a later date.

This was the order yesterday of Mr Acting Justice Comrie in an application by the Townhouse and Vineyard Hotels, interdicting and restraining the Unemployed Workers' Movement (UWM), The Townhouse/Vineyard Workers' Support Committee, the Liquor and Catering Trades Employees' Union and Mr Winston Kom and 99 others.

Mr Francois George Petousis, managing director of the Townhouse, said that up to mid-June, Mr Kom and 99 other workers were all employed at either the Townhouse or the Vineyard hotels.

After a stayaway on June 6, 7 and 8 this year, a disciplinary hearing was held between June 11 and 17, and they were dismissed.

On June 21 he found pamphlets — issued and printed by the UWM — on a bench at the front of the Townhouse Hotel.

Replacement workforce

Mr Richard Johnston, general manager, of the Vineyard Hotel, said that on June 20 his attention was drawn to a man distributing pamphlets in the coffee shop by placing them on the tables

The man ran off when approached, he said.

Mr Shaheed Mohammed, treasurer of the UWM, said that after the dismissed workers had approached the movement, it was decided to distribute pamphlets to the replacement workforce and guests at the hotel.

Mr W G Thring and Mr J A Newdigate, instructed by P Faber of Sonnenberg, Hoffman and Galombik, appeared for the Townhouse and the Vineyard Hotel Mr L A Rose-Innes, instructed by E Moosa and Associates, appeared for the UWM Mr K Engers, instructed by Bernadt, Vukic and Potash, appeared for Mr Kom and remaining respondents

masquerading as tribal police entered the
KwaMashu house at the weekend

CA/6 Trip 23/88

4 convicted of murder

DURBAN — Three Putco drivers and a hired hit man were convicted in the Supreme Court yesterday of murdering a Putco bus driver who refused to take part in a strike

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Unions clash over settlement of SA metalworkers' strike

By Adele Baleta



The International Metalworkers' Federation (IMF) will hold a special meeting this week in an attempt to resolve a row over the settlement which ended the two-week metalworkers' strike last Thursday.

The National Union of Metalworkers of South Africa (Numsa) was the only one of four IMF affiliates to sign the agreement with the Steel and Engineering Industries Federation of SA (Seifsa).

The IMF meeting will be held on Friday to discuss accusations that the remaining three IMF unions were excluded from the settlement negotiations.

The three smaller unions — the Steel, Engineering and Allied Workers' Union (Seawusa), Engineering and Allied Workers' Union (Eawusa) and the Electrical and Allied Trade Workers' Union (Eatwu) — have not yet signed the agreement.

Numsa spokesman Dr Bernie Fanaroff said the settlement was signed with Numsa because members of the other three unions had not taken part in the strike.

● Northern Transvaal regional Numsa organiser, Mr Jerry Moropa, was detained in terms of the emergency regulations last Thursday, a union spokesman said yesterday.

Boycott in Venda ends

PRETORIA. — The school and work boycott in troubled Venda appears to have ended with hundreds of workers and pupils returning to work and school yesterday.

The director-general of Information in Venda, Mr ND Nethomonda, said hundreds of pupils and workers returned to school and work "and everything appears to be back to normal".

The boycott, which lasted five weeks, was the result of allegations of

ritual killings.

The pupils demanded the dismissal of the Minister of Justice, Mr A A Tshivhase, whom President F N Ravele relieved of his portfolio last week. A spokesman for Thohoyandou magistrates court said the inquest into the death of Mr James Mukosi Mavhina, 30, whose death sparked the boycott which started in the Tshakuma area and spread throughout the homeland, will resume this week — Sapa

Cap Times 23/8/88

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Workers pass no confidence motion

4/10/84
(32)

THE 400 Dobsonville Council workers who were on strike two weeks ago have passed a motion of no confidence on the Dobsonville Council and all the councillors.

A spokesman for the workers said they passed a motion of no confidence after councillors resolved workers will not be paid for the five days they were on strike. The resolution was reportedly taken by councillors during a special council meeting at the council offices last Thursday

The workers were also angry with the council because it had changed the agreement between it and the workers by stating that it will only pay a third of the 400 employees who were working for the council in 1984, the year the council did not implement the increases in workers' salaries

Workers' representatives are expected to meet council officials today to negotiate for an increase to be effected in the salaries of all workers and the payment for the five days they were on strike.

200 still on strike

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WORKERS at the food distributing company Irvin and Johnson continued their wage strike yesterday as union representatives and management sought a solution to the one-week-old stoppage.

248/88

Over 200 strikers continued to occupy tents pitched at the largest Johnson depot at Roodepoort after a court order evicted them from buildings, a spokesman for the Food and Allied Workers Union told Sapa

Sapa

1600A

CAPE TOWN
25/8/88

Day 2 of BP drivers 'strike'

Staff Reporter

A GROUP of BP drivers yesterday stopped work for a second day while waiting for a reply to their demand for the suspension of a supervisor — but BP management said yesterday's stoppage did not affect deliveries of petrol

A Chemical Workers' Industrial Union (CWIU) spokesman said yesterday that 35 bulk-vehicle operators at BP — supported by other workers — were calling for the suspension of a supervisor and had stopped work on both Tuesday and yesterday

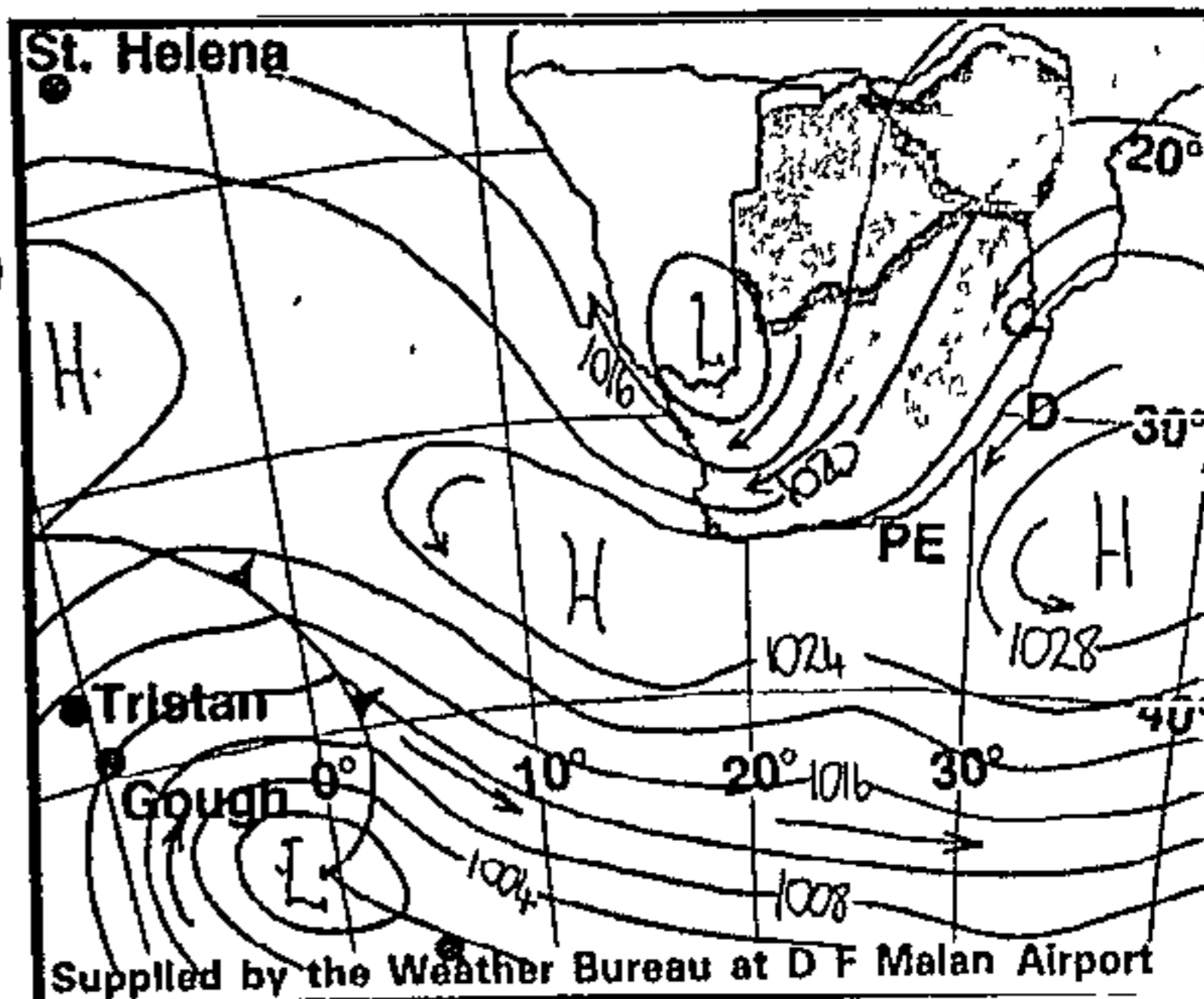
They had sent a letter to management containing their demands for an commission of inquiry and would continue their stoppage today until a reply was received

A BP spokesman said that while there had been a "small disruption" of deliveries on Tuesday, deliveries were back to normal yesterday.

The CWIU spokesman said there was an estimated backlog of 100 deliveries to BP, Shell and Trek garages from the stoppage on Tuesday.

Workers had staged a demonstration at BP's Montague Gardens Terminal yesterday

The BP spokesman said in a statement that 35 employees continued to refuse to work yesterday



Supplied by the Weather Bureau at D F Malan Airport

Partly cloudy, mild

CAPE PENINSULA and vicinity and Western Cape Coastal Belt: Partly cloudy and mild becoming cloudy and cooler along the coast. Fog patches will occur later. Wind moderate northerly but strong south-easterly over the extreme southern parts. The minimum and maximum temperature will be between 12 and 21 deg C

Coastal belt Cape Infants to Plettenberg Bay: Partly cloudy and mild with isolated showers

Coastal belt Plettenberg Bay to Port Alfred: Cloudy and mild with fog patches clearing partially

Namaqualand and the South-Western Cape Interior: Cloudy and mild with isolated thundershowers, clearing

Pretoria, Witwatersrand and the Eastern Highveld: Fine and mild with fog patches

Transvaal: Partly cloudy and mild

Free State: Partly cloudy and mild with isolated showers

Natal: Partly cloudy and warm

Namibia: Partly cloudy and mild becoming warmer

Botswana: Fine and mild

Humidity 60,0 70,2
Temperature 20,8 18,1
max 22,0 min 10,7

(At D F Malan 24 hours to 8pm)
Hours of sunshine 5,3
Wind (D F Malan) 8 pm Southerly knots

TIDES (TABLE BAY) TODAY

High 0129 1402
Low 0750 2010

Sun sets 1823 rises 0715
Moon rises 1605 sets 0551

TIDES (TABLE BAY) TOMORROW

High 0217 1444
Low 0831 2053

Sun sets 1823 rises 0713
Moon rises 1722 sets 0633

PHASES OF THE MOON

Full Moon, Aug 27
Last Quarter Sept 3
New Moon Sept 11
First Quarter, Sept 19

POOL, SEA TEMPERATURES

Mulzenberg Pool 15, Sea 13
Sea Point Pool 14,5, Sea 13
Newlands 16
Long Street 24

WEATHER ELSEWHERE

	min	max
Athens	20	34
Brussels	12	18
Buenos A	N/a	N/a
Geneva	08	21
Hong Kong	27	31

YESTERDAY'S READINGS

	noon	8pm
Barometer	1018,4	1014,7

TV TODAY

*Programmes supplied by SABC

TV1

6 00-8 30 Good Morning SA
3 30 Ons wetenskaplikes
3 40 Insekgedrag, menslik betrag
4 00 Liewe Heksie

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Sea pollution penalties mooted

HEAVY new penalties, including the impounding of vessels, are possible in terms of proposed new legislation to control shipping pollution

Vessels discharging oil along SA's coastline could face fines from R20 000 to R100 000, as well as impounding if the legislation is passed Anton Moldan, assistant director of

GLEN SHELTON

Pollution Control of the Sea Fisheries Institute of the Environment Affairs Department, said in a statement yesterday that operational discharges of plastic and other garbage from ships at sea were becoming "a serious problem"

I & J strike continues

THE legal strike at Irvin and Johnson continued yesterday.

Workers, evicted by court order from company buildings when the strike started nine days ago, are demanding a 35,9% pay increase

I & J has offered an across-the-board 22,9% increase - Sapa

Afrikaans church rejects party politics

WARMBATHS — The Afrikaanse Protestantse Kerk (APK) would not serve any political party, the church's synod decided at its meeting here yesterday

The APK had been seen as the "CP's church", because its members consisted mainly of disaffected, former Dutch Reformed Church members who rejected the DRC's "liberalism".

The synod is closed to the Press,

but a "communication commission" releases a statement each day on issues raised at the synod

The synod said yesterday it was alarming that churches were increasingly entering the political terrain,

The commission's release said the APK's parishes had raised more than R4m since the first synodal meeting eight months ago.

A budget of more than R910 000

had been approved for the next year

The synod would also be requesting Finance Minister Barend du Plessis scrap GST on Bibles

The synod encouraged female members to pray together, but did not associate itself with the racially mixed form the World Prayer Day for women was assuming.

The synod is chaired by APK moderator Willem Lubbe. — Sapa



DE

TAKE OVER

SEVERAL white workers yesterday started work at the Soweto City Council Chambers in Jabulani. They were employed on Monday to replace some of the 4 000 striking council workers.

For the first time in more than a month the council chamber was bustling with life yesterday as another group of about 15 white work-seekers waited outside a first floor office in the council chambers

More than 50 black job-seekers sat in groups in the courtyard while about 20 queued outside another first floor office where recruitment was continuing

In the meantime, the town clerk, Mr Nico Malan, was making preparations to meet a 10-man workers delegation in a second floor committee room as the recruitment continued

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~~scribble~~
Soweto
25/8/88

Sowetan

152

26/8/88

UNITY has become the key issue as both the trade unions and employers in the metal industry mop up in the aftermath of a two-week wage strike which set back the bosses about R70 million in production losses

The strike, which involved about 31000 workers at its peak and resulted in losses of about R35 million a day in the sector, was called off last Thursday after a historic settlement between employers and the National Union of Metalworkers of South Africa (Numsa)

The settlement, in the meantime, has sparked an internal dispute among four unions affiliated to the SA Council of the International Metalworkers Federation (IMF)

The four are Numsa, Steel Engineering and Allied Workers' Union (Seawu), Electrical and Allied Workers' Trade Union of SA (Eawtusa) and Engineering and Allied Workers' Union (Eawu)

The dispute revolves around the "unilateral" agreement reached between Numsa and the employer body, the Steel and Engineering Industries' Federation of SA (Seifsa), which represents about 9000 firms

It was the first time Numsa — now the largest union in the industry — had agreed to sign the main agreement for the metal industry

The four unions normally present joint demands, under the umbrella of the IMF, during annual negotiations at the industrial council

IMF local president and Eawtusa general secretary, Mr Tommy



SEIFSA executive director Mr Brian Angus.



NUMSA official Mr Peter Dantjie

LABOUR LESSON

What the steel industry bosses learnt



Oliphant has questioned Numsa's decision to sign the agreement without three other IMF affiliates and without any improvement on Seifsa's wage offer

Dividing

"Seifsa has succeeded in dividing the IMF unions. How could Numsa decide to sign the agreement when they have said, in the past, that it (the agreement) perpetuated poverty," Mr Oliphant asked

The Eawtusa official said Numsa, in signing

the agreement, had failed to take into cognisance a number of factors which included that the move would "break solidarity among IMF unions", that lives had been lost and dozens of strikers dismissed during the strikes

"It was not a good situation I am optimistic we will be able to resolve the problem today" IMF local secretary Mr Brian Fredericks said referring to a special meeting between IMF affiliates scheduled to take place today

He said 99 percent of the strikers were Numsa members and "at the end of the day Seifsa negotiated with Numsa"

"I accept that Seifsa did divide the unions," Mr Fredericks said

Members of Eawu, Eawtusa and Seawu had not taken part in the strike because they had voted against industrial action during ballots

Numsa official Mr Peter Dantjie said "The strike involved Numsa

By LEN MASEKO

members — that's why we signed the agreement"

The matter he said would be resolved at today's meeting

The employers too have not come out unscathed in the aftermath of the metal industry's strike. Seifsa's ability to hold its members received a major dent as some members — about 120 companies — negotiated settlements separately with Numsa at the height of the industrial action

Disturbing

Seifsa executive director Mr Brian Angus, said "This is obviously very disturbing when some members negotiate settlements on their own without informing us. This thing happens every year and involves the same companies"

Meanwhile the three IMF unions have not yet signed the agreement

with Seifsa as they still have to seek a mandate from their members on the matter

Seifsa and Numsa have agreed to proposals which include

- Implementation of the 17.4 percent wage offer (76 cents an hour for artisans and 41 cents an hour for labourers),
- Stop order facilities to unions which are party to the industrial council,
- Acceptance of a three-year timetable to scrap wage anomalies,
- The substitution of May 1 for Workers Day (first Monday in May) as a paid holiday and the substitution of June 16 for Founders Day or another holiday,
- An industrial council procedure to be developed to investigate allegations of racial discrimination by appointing a panel of arbitrators and
- Seifsa has undertaken to make representations to member companies to support the South African Consultative Committee on Labour Affairs in its initiative regarding the Labour Relations Amendment Act

Before the agreement IMF unions demanded an average wage increase of 23 percent and a minimum hourly rate of R3.21

All in all the metal industry's strike had a significant lesson for the employers that they will have to take the IMF unions seriously in future negotiations

In the past Seifsa's agreement with whites-only Confederation of Metal and Building Unions — has proceeded with the granting of the main agreement without the IMF affiliates



Political comment in this issue by Aggrey Klaaste and Joe Thlolo. Sub-editing, headlines and posters by Sydney Matlhaku. All of 61 Commando Road, Industria West, Johannesburg.

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• Write to the Editor at PO Box 6663 Johannesburg 2000. Nom de plumes can be used, but full names and addresses should be supplied or the letter will not be published

The old catch-phrase was
'making the townships
ungovernable'. This township
is just plain non-governed ...

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26/8-1/9/87
w/Meal



Garbage piles up in strike-hit Soweto
Picture MUSA ZONDI

SOWETO UNGOVERNED

A MASS march through the streets, garbage piling up as municipal workers strike, rent boycotters defying eviction ... Soweto this week was a township lurching out of control.

An eventful few days climaxed yesterday when:

●The 4 000 striking Soweto council employees marched through the streets. Security forces took action to disperse them — but the action cannot be reported in terms of Emergency regulations

●Rent defaulters whose houses had been sold by the council defiantly ignored repeated attempts to evict them. "Comrades" helped them move back into their homes and stood guard to prevent anyone else moving in. (See Page 3)

●Garbage piled up around the township, the result of the lack of municipal services during the month-long strike. (See Page 3)

The strike erupted into mass protest yesterday when 4 000 municipal workers marched on the Soweto City Council offices, reports **THANDEKA GOUBULE**

Marchers set off from the Roman Catholic Regina Mundi church — near the Old Potchefstroom Road, Soweto's main road — around 11am

When *Weekly Mail* arrived at the council offices in Jabulani about 11 30am, the crowd — a few hundred metres away — had swelled to about 4 000 as concerned residents joined strikers

Scores of military vehicles and troops with cocked guns were stationed around the council offices

Using a loudhailer, a policeman announced the gathering was prohibited under Emergency regulations

Although guns were pointed at them — from the council office roof and all angles of the building —



Striking workers on the march in Soweto yesterday ... demanding higher wages

Picture WALTER DHLADHLA, AFP

●To PAGE 3

The contents of this newspaper have been restricted in terms of the Emerg

SOWETO: A CITY SEEMINGLY OUT OF CONTROL

Thrown-out tenants say: We won't budge

SOWETO rent defaulters whose houses have been auctioned by the town council are refusing to budge.

Twice this week municipal police evicted the 14 families whose houses had been sold — and each time at least six of the families moved straight back in.

Backed by community organisations and street committees, the affected residents were yesterday vowing they would not give up their houses.

Youths were maintaining a 24-hour surveillance to ensure no buyer could move in to these houses.

Six families visited yesterday had been evicted twice since Monday — and they had moved back in both times. Some had returned with only those belongings needed for the night.

Soweto housing director Estelle Bester said yesterday that by refusing to move out, these families were trespassing and were committing a criminal offence.

She said if they wished to create 'war' they would have to face the consequences.

In Emdeni, also known as "Beirut", the *Weekly Mail* witnessed the eviction of two families yesterday morning.

Rifle-wielding municipal police stood in the street and inside the yards of these houses as "greenbeans" (municipal police) moved out the furniture and other belongings.

Within minutes of their departure, everything was back in the house. "Comrades" travelling in a car visited each house and promptly supervised

THAMI MKHWANAZI on the rent boycott

the restoration of the families to their homes.

The council police did not disconnect the electricity as they had after the first eviction — since the "comrades" had re-electricified the houses anyway.

For example, life appeared normal at number 8311 Orlando West yesterday, with women cooking supper while men had drinks. This family had been ejected twice since the auction last Friday.

They said they would only move when alternative accommodation was provided by the council. They had been accused of owing R1 336 in rent. Their offer of a down payment

of R600 had been declined, they said.

At another Orlando West house that had been sold, the family had locked the building during the day and were only returning at night to sleep. The permit holder, Maria Masheula, said they owed R765.

"Over my dead body will I leave my house," said the occupant of a house in Emdeni, as municipal police removed her belongings.

Even if the council succeeds in evicting the old tenants, a recent incident has made the position of the new owners uncertain.

Three weeks ago, it was reported that a Dohsonville couple who moved into a house vacated by rent defaulters sustained injuries when a petrol bomb was thrown into the house.

At least 36 houses escaped the ham-

mer last week when the chairman of the Orlando East Civic Association, Samson Nakani, the independent Soweto electricity ombudsman, Bernard Moleke, and leaders of the Sifasonke Party intervened with an interim interdict stopping the auction of houses on which rent was owed.

Final judgement will be given on September 20.

Bester yesterday denied reports that the 14 sold houses were bought by business enterprises rather than individuals.

Asked to comment on the evictions, Major Fanyane Zwane of the Soweto Divisional Headquarters said he could not comment on the activities of municipal police. Soweto town clerk Nico Malan was not available for comment.

Soweto was never that clean. But now the filth is everywhere

MUSA ZONDI on the effects of the strike

SITTING on a homemade bench basking in the sun, Frans Mogoshi, 56, is surrounded by piles of rubbish. It was dumped by the residents of Nancefield Hostel, Klipspruit.

The filth is the result of the month-old Soweto municipal strike, which has affected many services.

Mogoshi, originally from Lebowa, works in Johannesburg as a security guard. He is waiting to begin his night shift. Empty cartons of *umqombothu* (sorghum beer) can be seen lying on top of cigarette boxes and rotten tomatoes thrown out of the windows. The place stinks.

"Though it wasn't ever very clean around here, it has become worse after the beginning of the strike," he says. "Everything around here is messy," Mogoshi adds, chasing away a fly bothering him. "Look at that water. What do you think is floating there or where that water comes from?"

He pauses and stares at me. "That water comes from the lavatory. There is no more proper drainage in this area. The lavatories are blocked and some pipes burst. Sometimes you can see pieces of *uthuvi* (excrement) flowing down."

"You see that dump over there, it was never here before. Now it's piling into a big hump. Who cares where it is dumped. People want to get it off their doorsteps," a point clearly demonstrated by the clean doorstep where he is sitting.

Following the flow of water, one



As the municipal strike drags on, the dirt piles grow. Residents expressed mixed feelings about it. Picture: MUSA ZONDI

small stream is joined by the other and by the time they converge at the gate, it looks like an irrigation scheme. Near the gate is a big box for post.

People hardly ever get their post now. Since the strike, people have to sort out the post themselves. Some throw around letters that do not belong to them. How can you recover a letter from the mud?" Mogoshi asks.

There are four or five people searching through each pile. "You need patience if ever you want to get your post," one of them says, adding that the week before he found two of his letters, one dated four weeks back, in a pile on the floor.

On the way out I met Sidumo Gumede from Nkandla, kwaZulu. He tells us most of the hostel residents relieve themselves in the nearby cemetery.

"You cannot use these toilets any more. You are met by stinking water in the doorway of the lavatory. If someone has taken pains to clean one toilet, you find people queuing for the use of that toilet."

The strike has affected most services in the greater part of Soweto. Some people, however, take the trouble to try and tidy up the area around their homes.

In Rockville, just behind Regina Mundi Church, there is little sign of the effects of the strike. People take rubbish to the isolated area next to the stream.

But in Orlando East resident have to deal with blocked sewerage drains and stinking water sometimes flows into their yards.

Residents say they sometimes have to hire plumbers to fix the sewerage system, at great expense.

Rubbish is dumped on the edge of the road next to the walls of corner houses. And dead dogs hit by cars are also dumped there.

"The smell is unbearable," one resident said. "It's worse for the kids

who play around these places. Worms, the stink and filth pose health problems — for everyone."

Next to the church in Zone 2, Pimville, a sign on an electricity substation states PLEASE DO NOT DUMP HERE. But people dump there all the same.

The sign is not peculiar to Pimville only. It can be seen on many walls surrounding the corner houses.

Klipspruit residents complain of burst pipes. "but burst pipes are better than having the water closed off — as has been done before to break the three-year rent boycott," said S.J. Mkhwanazi, of Klipspruit Extension. One stream runs right in front of house number 40, which belongs to a local councillor.

Residents' views on the strike differ. "What good have they (the mu-

nicipal workers) gained from the strike except being sacked and starving their kids to death?" asked one old man from Pimville.

This is the view dominant among older people, while younger people support the strikers. They (the Soweto municipality) have been hard hit by the strike. They are now posting us rent notices instead of having to send them through messengers," Tshidi Daku 21 at Pimville said.

When we were about to leave the hostel, Mogoshi remarked wryly "It's unfair for us we have to pay for services which are not rendered. Gumede, the hostel dweller, had a different view. No one is prepared to work for peanuts. If the people who supply these services feel they are getting a raw deal insofar as their wages are concerned, who can blame them for going on strike?"

Strikers march on council

the crowd surged forward singing freedom songs. When the workers arrived at the gates of the municipal building they sat down.

A negotiating team approached a Major Vrey at the gate.

"We are here to negotiate," he told Vrey, asking to see town clerk Nico Malan.

"Do you have an appointment?" Vrey asked.

Another policeman announced that the gathering was illegal. At noon the police gave the workers an hour to disperse. When workers laughed, the police changed their minds, and said "20 minutes."

The worker representative said the crowd would disperse on condition Malan came to address them.

Ten minutes later police told the strikers Malan was not in the building and they should disperse at once.

The workers decided to return to Regina Mundi. But as they jogged in that direction — chanting slogans like

●From PAGE 1

"Cosatu" and "Are you scared of them, no we're not, we want them" — security forces took action.

That action cannot be reported in terms of Emergency regulations.

The crowd scattered. Some people lit pieces of paper to counteract the effects of the security force action, some put handkerchiefs to their mouths, others wrapped jerseys around their heads.

Approached for comment, police liaison officer Captain Reg Crewe confirmed the confrontation but said it was "not a serious incident" and would be dealt with in the police unrest report today.

Later, Captain RW Olivier repeated Crewe's statement and declined to discuss further details.

●The South African Municipal Workers Union is demanding an across-the-board 30 percent wage increase.

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Applications for undergraduate degrees in the Faculties of Architecture, Arts, Commerce, Education, Engineering, Law and Science close on 31 August 1988.

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University of the Witwatersrand Johannesburg



IMF unions' Fredericks . . . better placed for the future

Manpower Minister Piet du Plessis' refusal to go along with Seifsa's request that he gazette the "partial agreement" This had been accepted by the mainly white, minority Council of Mining and Building Unions While this undoubtedly strengthened the IMF unions' hand and undercut Seifsa's stance, the unions too would have faced the impossible task of negotiating plant-level deals with, in all, some 9 000 companies which adhere to the Main Agreement's provisions

It may be recalled that the metal unions were in the last two years snookered out of launching legal strike action when the minister at the final moment went ahead and gazetted the Main Agreement despite their refusal to sign, which the IMF hasn't in the past five years This year's belated agreement is, therefore, "historic," in the words of IMF affiliate Numsa's Bernie Fanaroff

The strike had in any event begun to fizzle out By last Tuesday, Seifsa said, 6 555 striking workers at 39 plants had returned to work, leaving 95 of the 3 500 member companies experiencing strike action involving about 10 650 workers Of course, the unions' figures differed At its peak, the unions say the strike involved 31 000 employees They also claim that more than 130 plants "broke ranks" with Seifsa's refusal to budge on the central demand — a 23% wage increase (60c/hour) for the lowest grades — and granted increases near or at that level Seifsa stood by its 17,4% (41c) offer to the end

This may be regarded as its face-saver The increase is to be backdated to July 1 (when the old agreement expired), but ex-

cluding the period of industrial action which began on August 3

For the party that appeared at one stage to be over a barrel in the dispute, the unions in fact came out of it with a nice clutch of improvements to their members' conditions of employment, despite losing the wage rise battle

Most important, Seifsa accepted "a five-year timetable to eliminate anomalies in the industry's wage curve starting in 1987. This means that the final special wage adjustment will be made at the 1991 annual negotiations The size and extent of the wage anomalies have yet to be agreed between the parties"

The Main Agreement will now include provision for stop-order facilities for the payment of union dues It will also be amended to accommodate May 1 and June 16 as paid holidays where requested, on the basis of swapping them for, respectively, the first Monday in May, and Founders' Day (April 6)

An attendance bonus will be introduced amounting to a day's payment for 180 shifts in one cycle, and two days per 235 shifts The shifts will include authorised absences.

An industrial council procedure is to be developed which will aim to investigate and determine allegations of racial discrimination by appointing a panel of "facilitators" from the industry. Appeals against their decisions will be decided by a "panel of arbitrators" selected by the industrial council. This arrangement will be coupled to a formal procedure to resolve allegations of violence and intimidation at company level, or, failing that, by the facilitators and arbitrators

Seifsa undertook to "make representation" to those member companies which have dismissed or locked out legally striking employees This will be done on the basis of its guidelines on strikes and lockouts.

The employer body also undertook to support the current Saccola initiative on the Labour Relations Amendment Act, and to support any Saccola recommendations to amend it

Despite all this, the future of the union negotiating front, the IMF, seems rocky, since, towards the end of the dispute, Seifsa effectively clinched the deal through talking with the main affiliate on strike, Numsa. A meeting of the IMF to address the issue takes place this Friday

Yet IMF secretary Brian Fredericks says the deal is "reasonable and leaves us better placed for future collective bargaining in the industry It has stabilised the relationship between Seifsa and the IMF on the industrial council This doesn't necessarily mean labour peace will stem from this factor, but we have a more equal standing and respect for each other's position, which augurs well for the future of collective bargaining."

The union has also learned that "strategic strike action" like this has many problems. Not all the IMF's four affiliates were able to muster support for the strike, nor, evidently, have an equal say in negotiations. ■

METAL INDUSTRY STRIKE

Welding agreement

The sheer impracticability of conducting labour relations in the vast metal industry sector without the annually negotiated Main Agreement in place wonderfully concentrated minds Both the employer body Seifsa and the striking unions represented by the SA chapter of the International Metalworkers' Federation (IMF) saw the need for one

Their "landmark" settlement to the 15-day wage strike, announced last Thursday, was pretty smartly hammered out following

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ULLMANN Brothers
had fired its entire
workforce for staging
a protest strike,
Transport and Gener-
al Workers Union
(TGWU) representative
said on Wednesday

Ullmann Bros workers fired for protest strike

Forrest said 300 workers downed tools
over "divide and rule" tactics and the
hiring of a detective to screen workers
She said the company sacked the
workers after they allegedly failed to
obey a return-to-work ultimatum But
she said the union, which signed a recog-
nition agreement with Ullmann Broth-
ers, had never been informed of the ul-
timatum.

Forrest claimed management had
failed to recognise shop stewards, and
had refused to talk to the union.

BRONWYN ADAMS reports manage-
ment offered the workers a reward in an

attempt to break an internal theft ring
Management consultant Philippe van
Welbergen said a shop steward had been
fired after being arrested for theft from
Ullmanns He said a grievance hearing
was subsequently held at which the
workers' representative was requested
to attend another disciplinary hearing
for insubordination

He said these meetings were con-
vened according to agreed procedures

He said workers downed tools protest-
ing against the hearing and demanding
the reinstatement of the shop steward.

The workers were dismissed as they
had received two previous warning no-
tices on participating in illegal industri-
al action

B/Day 26/8/88
152 (152)

3 000 council workers in march

MORE than 3 000 striking Soweto Council workers yesterday staged a peaceful march for about 5km to the council chambers to confront the Town Clerk, Nico Malan and Mayor Nelson Botile.

The marchers included garbage collectors, township managers, accountants internal auditors and social workers.

The marchers, chanting slogans and

SIPHO NGCÓBO

singing freedom songs in praise of the outlawed ANC left Regina Mundi Church shortly after 10am with the union leaders maintaining strict discipline at the front

As the workers approached the council chambers they unfolded placards which denounced the SADF and the council

26/8/88 B/Day

U152



Strike at car firm

PRODUCTION has been halted in sections of the Mercedes-Benz plant in East London as a result of strike action by members of the National Union of Metal Workers of South Africa

The company said in a statement "illegal strike action by a relatively small number of employees continues"

According to the statement, the action followed the refusal of Mercedes-Benz to accede to a request by Numsa to lift the suspension of a worker who had been suspended on full pay pending a disciplinary hearing

Super 26/88

(Handwritten scribbles and the number 152)

Still no resolution in I&J wage talks

WORKERS at food distributors Irvin and Johnson continued their wage strike as union officials and management seek a solution to the one-week-old stoppage

Over 200 strikers continued to occupy tents pitched at the Johnson depot at Roo-depoort after a court order evicted them from the buildings, a spokesman for the Food and Allied Workers Union said

The spokesman, who declined to be identified, said there had not been much movement in negotiations

Workers are pressing for a wage increase of 50 per cent.

Agreement has also not

been reached on the date on which the increases are to take effect

The workers propose July 1, while the company says it would implement them from August 1.

Crane drivers, packers, merchandisers and labourers are involved in the strike

The two sides were meeting today in a further effort to reach agreement

Meanwhile, the union said the company had hired coloured workers to try to break the strike

Irvin and Johnson, part of the giant Anglovaal conglomerate, is a major fish distributing concern - Sapa

Striking council workers teargassed at chambers

28/8/88 CPRESS 152
Soweto workers demand reinstatement

By SOPHIE TEMA

TEARGAS canisters were yesterday used to disperse more than 3 000 Soweto Council workers who had converged at the council chambers to demand a meeting with town clerk Nico Malan

Captain RHV Bloom-

berg, of SA Police Headquarters in Pretoria, confirmed security forces involvement in the incident, but said "Unfortunately we do not issue interim reports. You will have to wait until tomorrow's official unrest report"

The workers, who went

on a wage strike about five weeks ago, were to demand that all employees alleged to have been sacked be reinstated

About four weeks ago Malan announced that the services of the workers had been terminated after they failed to respond to an ultimatum to return to work

The workers were reacting to Malan's statement this week that cheques for the 3 500 employees were waiting to be collected

He added that the negotiation machinery had been closed

Negotiations between the council and a delegation appointed by the workers were still continuing, the spokesman said

Yesterday, as the workers approached the council chambers chanting slogans, they were prevented from entering

A helicopter which flew overhead gave the strikers 20 minutes to disperse

When the time elapsed they were teargassed

28/8/88 No areas hit by supply cuts

the disruption of essential services

Besides water cuts, Soweto residents are being buried under mountains of garbage that have accumulated on every street

corner following the five-week-long strike

Some residents said they had been forced on a number of occasions to plead with residents in other townships for water

UDF man may be brain dead

UDF Northern Transvaal publicity secretary Alfred Makeleng, who has been in detention since June 1986, was yesterday in Johannesburg Hospital in critical condition.

Cosatu said Makeleng, an organiser for the Construction and Allied Workers Union, is brain dead.

Police say Makeleng was treated for repeated headaches. His condition rapidly deteriorated on Tuesday and he was transferred to Nylstroom Hospital from where he was taken to Johannesburg.

This newspaper may have been censored to comply with the emergency regulations.

Soweto areas hit by water supply cuts

By SIBUSISO MABASO

SOWETO residents are up in arms after water supplies in various parts of the township were cut off two days ago

Areas affected are Emdeni, Rockville, Tladi, Naledi Extension, Naledi, Naledi Extension Two and Protea North

Residents in these areas returned from work on Wednesday to find their taps had dried up

It appears that the water cuts are a result of the strike by Soweto Council workers which has led to

the disruption of essential services

Besides water cuts, Soweto residents are being buried under mountains of garbage that have accumulated on every street

corner following the five-week-long strike

Some residents said they had been forced on a number of occasions to plead with residents in other townships for water

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Fisher conceded under cross-examination by ad-



28/8/88

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152

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28/8/88

Five-week strike brings stench, filth

By Stan Hlophe

The strike by Soweto municipal workers enters its fifth week today with apparently no solution to the deadlock in sight

Essential services in the township have come to a halt, but the Soweto City Council is adamant that its entire workforce has been dismissed and it has started recruiting new employees

Hapless residents are preparing for another month of living in filth

Street corners, empty lots and even back yards have become rubbish dumps and pools of stagnant water, from an overflowing sewerage system, fill the air with an unbearable stench

Small piles of rubbish have mushroomed along the

roads and near schools and shops

To make matters worse some areas and schools in Tladi, Emdeni, Zola, and Naledi have had no running water and sewerage facilities for two weeks

Residents with buckets and wheelbarrows have to queue for hours for water from a burst water pipe, one of the few places where water can be obtained

Hundreds of housewives are forced to carry their washing to a well

Children, unaware of the dangers of unhygienic water, play in the pools fed by the sewers

Even the "elite" townships have not escaped the effects of the strike. Rubbish is also piling up in the gateways of the elegant homes of Pimville, Protea North, and Chiawelo Extension

Strike at freight firm causing food delays

BRONWYN ADAMS

DELAYS in delivery of sugar, powdered milk and fish products, caused by the dismissal of 300 workers from freight company Ullmann Brothers last week, could be expected at all major retailers, Transport and General Workers' Union co-ordinator Kally Forrest said yesterday.

Checkers, Jet, Pick 'n Pay and OK Bazaars were among those affected, Forrest said.

Ullmann Brothers' management consultant Philippe van Welbergen said work had been badly affected in spite of employment of temporary workers.

He added that problems arose when workers went on strike in response to management's refusal to drop an inquiry into the behaviour of

a shop steward representing a worker accused of theft at a disciplinary hearing.

He said the shop steward was charged with insubordination.

Van Welbergen said workers dismissed themselves when they embarked on their eighth illegal strike in as many months because they had received two warnings of dismissal if they went on strike again.

Van Welbergen said there was no lack of clarity on the theft.

Forrest said the strike was a result of worker confusion over accusations of theft and lack of clarity on the issue of the hearings.

10/15/84
Sugar refinery workers strike
BRONWYN ADAMS
TONGAAT Hullett Sugar workers have gone on strike after both the Industrial Court and mediation talks failed to resolve a five-month wage dispute, the Food and Allied Workers' Union (Fawu) said yesterday.
Management was not available to comment.
Meanwhile, at the Mercedes-Benz assembly plant in East London, more workers returned to work yesterday, despite management's and the National Union of Metalworkers of SA (Numsa) failure to resolve the issues leading to the nine-day illegal strike, management said.

Labour Act: Employers under pressure

By DICK USHER
Labour Reporter

ARCUS

31/8/88

EMPLOYERS in two major Cape industries are under pressure not to apply contentious aspects of the new Labour Relations Amendment Act, which comes into effect tomorrow

The garment industry, with about 60 000 employees, is expected to hammer out a response today to a Garment and Allied Workers' Union (Gawu) request that employers not ap-

ply clauses that are not in workers' interests

The request will be considered by the Cape Clothing Manufacturers' Association

The Cape Province Textile Manufacturers' Association met yesterday to consider a similar request from the Amalgamated Clothing and Textile Workers' Union

The association's response is not yet known

A Gawu spokesman said two emergency shop stewards' council meetings were held on Saturday and Monday to consider the union's response to the Act

Workers were urged to make their feelings known to employers at plant level and actions ranging from factory meetings to overtime bans were being considered

Work stoppages had happened at several factories

Settlement ends

Fawu strike

11/9/88 By Adele Baleta

The two-week legal strike by about 500 members of the Food and Allied Workers Union (Fawu) at Irvin and Johnson Transvaal depots has ended with a wage settlement.

Fawu and management reached a wage agreement yesterday, guaranteeing an across-the-board increase of R117 a month effective from August 1 this year.

Both parties also agreed that a further across-the-board increase of R140 a month would be granted on March 1 next year.

The worker demand that June 16 be recognised as a paid public holiday was not settled, but a union official said the issue would be looked into again at a later stage.

Strike at Merc's EL plant is ending

11/9/88

By Adele Baleta

At least 800 workers taking part in the eight-day-old strike at the Mercedes-Benz East London assembly plant were expected to return to work soon, a company spokesman said yesterday.

At least 1,200 National Union of Metalworkers of SA members went on strike initially to back a demand for the reinstatement of three workers who were suspended on full pay pending disciplinary hearings.

The spokesman said the workers were suspended after "alleged involvement in an incident involving gross misconduct".

She said at least 400 employees had returned to work and more were expected to return after the union's acceptance on Tuesday that the disciplinary hearings take place.

The union was preparing a written response in regard to the hearings, she added.

A union official refused to comment.

Striking workers: meeting besieged

4/9/88
C/Pers
By SOPHIE TEMA

ABOUT 3 000 striking workers of the Soweto Council were besieged at a meeting held at the Regina Mundi Church on Wednesday.

While the meeting was in progress, the church was surrounded and people going to the meeting were questioned.

Several people living in adjacent houses were turned back and told to use other means of getting home.

No vehicles were allowed to drive through the streets, as they had all been cordoned off.

Earlier in the day the workers representatives met Soweto Town Clerk Nico Malan, to discuss the announcement that only 70 percent of the vacant positions would be made available.

Union federations move closer in backing sacked city workers

Labour Reporter *Argus 5/12/88*

A FURTHER sign of the increasing closeness of South Africa's two major trade union federations came today when the Western Cape region of Nactu came out in support of members of Cosatu affiliates dismissed during the June stayaway.

The three-day stayaway evolved from combined calls by Cosatu (Congress of South African Trade Unions) and Nactu (National Council of

Trade Unions) for protests against proposed amendments to legislation in the Labour Relations Amendment Bill.

After a shop stewards' council meeting at the weekend Nactu issued a statement strongly condemning the dismissal of employees of Cape Gas and the Town House and Vineyard hotels who stayed away from work and called for their unconditional reinstatement.

Those dismissed were members of Cosatu affiliates.

Star 152
19/88

Union for court on car strike issue

By Adele Baleta

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A strike by workers of the Mercedes Benz plant in East London entered its third week yesterday

The strikers are demanding the reinstatement of a worker suspended for "gross misconduct"

A National Union of Metalworkers of SA (Numsa) spokesman said a union application in the Grahams-town Supreme Court was expected to be heard later this week. It seeks to have the company treat disciplinary hearings involving the suspension of three employees separately.

Mr Viwe Gxarisa, Numsa regional secretary, said earlier that Mercedes Benz had proposed that hearings for three suspended workers be consolidated.

He said the company had changed its original proposal saying that the hearings would be heard after arbitration.

A management spokesman said the company had been informed that the court application would proceed on Thursday. The company intended opposing the application.

Numsa said 1 500 workers were on strike while management placed the figure at less than 900.

APR 7/98 152
Merc strike in 12th day

EAST LONDON. — There were no meetings between the union and management of Mercedes-Benz of South Africa as the strike at the company's car plant here entered its 12th day yesterday. The strike started over a National Union of Metal Workers of South Africa demand to have a suspended worker reinstated.

Sacked workers claim racial slur

TWENTY-ONE workers dismissed from a Blackheath engineering plant last week claim they were insulted daily by management

The workers were fired last Wednesday after a two-hour work stoppage aimed at persuading management to negotiate with the Electrical and Allied Workers Trade Union.

Shop steward Michael Marthinus was fired after the stoppage. The rest of the workforce then went out on strike. They were ordered to return to work or leave the premises.

The dismissed workers claim working conditions at Dual Engineering are appalling and that the owner often uses racist insults.

"We are referred to in derogatory terms such as 'kaffirs'

"For the past three months we have not had any hand-cleaner. Our hands are covered with industrial waste when we sit down for lunch," said

"The area where we have our breaks can at best be described as filthy and the toilet has not flushed for the past month.

"When we tried to speak to the boss he said 'Voetsek, houtkop'."

Another worker, Isaac Nomdoe, has worked for the company for seven years. Two years ago he injured his foot at work

"The accident could have been averted if I had been wearing safety boots. Things have not improved. We are still without adequate protective clothing."

The workers also complained the tools with which they had to work were unsuitable. Often, they ended up providing their own tools for which they received no allowance from the company.

The workers were paid R4,52 an hour. They were regarded as unqualified labourers although they say they had to do the work of qualified artisans.

Dual's owner, Mr P.Kuhn, denied insulting his workers. He said the safety clothing and tools provided were adequate.

He admitted that hand cleaner had not been provided saying that this was "a slip up, but not cause for workers to down tools"

"Workers are expected to take responsibility for the condition of the canteen and toilet.

"Those workers doing semi-skilled jobs were being paid more than their labour was worth," he said.

Last year workers at the factory went on strike about work conditions.

Five of the 26 workers who were fired have been re-employed. The other 21 are demanding that they are reinstated and their grievances redressed.

1-7/9/88 Sautu

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(152) (10) FM 9/9/88

Since local authority legislation forbids industrial action, the strikers are deemed to have dismissed themselves. For the moment, at any rate, the union says it will not accept Malan's terms — but they may be the best available.

The strike by the SA Municipal Workers' Union (Samwu — an affiliate of Cosatu), seemed to have the makings of a more widespread action when council workers, together with students and rent defaulters, marched to the Soweto council chambers to confront Malan. The march was defused after police action, which the emergency regulations prevent newspapers from describing.

This is the second strike by the council workers in less than nine months. In late 1987, they demanded improved pay and working conditions, removal of race discrimination in the council, abolition of the staff association, and an end to victimisation. Only the workers pay demands were met.

In addition to the outstanding demands, council workers this time want recognition of their union, and to be upgraded from grade nine to 12 in terms of government's remuneration structure for councils. This, in turn, depends on the graded level of a municipality, the highest being 15. To support their demand, the union points out that Soweto was this year promoted to grade 12.

Malan's earlier stance was that the council could not afford pay increases because of the two-year rent boycott, which has left it

SOWETO COUNCIL STRIKE

A little leeway

A way out of the six-week-old strike by Soweto Council workers may be on the cards. Town Clerk Nico Malan said last week the council is prepared to meet all the strikers' demands — except that only 70% of the striking workforce would be re-hired

R150m in the red

However, the union says the council has advertised almost all senior posts in the council, including that of the town clerk, at higher salaries than the levels the union is seeking. According to Samwu, Malan has privatised all services falling under the cleaning department (which employs 20% of the striking workers), and some whites have been appointed to senior posts during the strike. The FM was unable to reach Malan for comment.

Apart from turning Soweto into a health hazard and putting a stop to essential services, the strike and last week's march have been a setback for the council, which has to contend with the rent boycott as well. Before the march, it appeared some progress towards ending the boycott was being made, with Transvaal MEC John Griffiths reportedly saying that more than half the township's residents were paying their rent. But the march may have instilled a new mood of defiance among residents.

Soweto rent defaulters are refusing to budge even in cases where their houses have been put up for auction by the council. With the help of community organisations and street committees, residents are standing their ground. It appears that youths are maintaining a 24-hour surveillance of auctioned houses to ensure that new buyers do not move in.

Nthato Motlana's Soweto Civic Associ-

ation has tried unsuccessfully to negotiate with Malan over payment of the service charge component of rents. However, the leader of the 95 000-strong Sofasonke Party and former mayor, Ephraim Tshabalala, is collecting, on the council's behalf, R15 for services from residents loyal to him.

Meanwhile, to add to its problems, there is no effective education at about a fifth of Soweto's 54 high schools, according to the Department of Education and Training. ■

Trespass ^{ACCUS}
charges 9/9/88
withdrawn 152

False Bay Bureau

CHARGES of trespassing against 13 women employees of the Copper Creek Spur restaurant in Fish Hoek were withdrawn when they appeared in the Simon's Town Magistrate's Court today.

The were charged after a labour dispute

They are Beverley Femela, 23, Monica Ntugela, 27 and Miriam Lawana, 20, all of Khayelitsha, Kate Sikuni, 36, Linda Mpama, 25, and Roseline Ntsepe, 32, all of Guguletu; Beatrice Velele, 22, Shirley Nomnganga, 28, of Nyanga, and Candy Qwanti, 23, Angela Zibi, 31, Judith Sigago, 26, Constance Mtehoko, 24, and Yvonne Mtzhono, 25, all of Langa

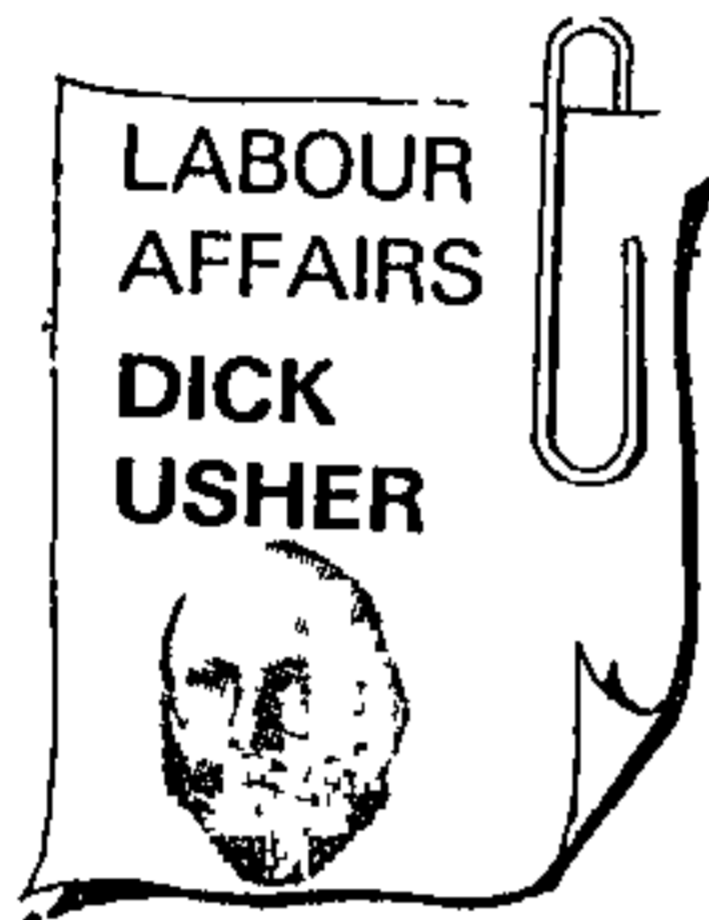
No end to ructions over Labour Act

W/4 ARGUS 10/9/88
152

RUCTIONS over the Labour Relations Amendment Act continue, and will probably do so for the foreseeable future.

The major federations, Congress of South African Trade Unions (Cosatu) and National Council of Trade Unions (Nactu), now regard the employer organisation South African Co-ordinating Committee on Labour Affairs (Saccola) with some suspicion.

A Cosatu statement said: "Saccola absolutely refused to issue a statement calling on employers not to use the six clauses which the parties had identified as problematic. Cosatu reiterated our position that talks could not continue unless an atmosphere of negotiation was re-established."



"This could only be done if Saccola honoured the spirit of negotiation in which it was decided that labour legislation should not be imposed... but should emerge from agreement."

Meanwhile, a statement by the Cape Chamber of Industries

(CCI) does not ease the situation. Unions in the region called on managements for undertakings that they renounce certain rights conferred on them in the Act.

In the CCI's latest weekly bulletin members are warned that "the signing of any specific undertaking should be treated with circumspection, particularly in the absence of a quid pro quo."

"Examples of quid pro quo could be a moratorium on stayaways till December 1989, or industrial peace for a specified period or a renunciation of the call for sanctions on the part of unions."

Unionists and labour consultants said the suggested quid pro quos were ill-advised as they were non-negotiable issues for unions.

Two of them — stayaways and sanctions — were "political" issues over which, it was pointed out, employers consistently refused to negotiate. And to promise industrial peace for a specified period would simply hamstring a union.

"It's a hardline response which leaves no room for flexibility," said an industrial relations consultant.

The Cape Clothing Manufacturer's Association and the Cape Province Textile Manufacturer's Association have made more flexible responses to similar requests from unions in their sectors.

Meanwhile, the Cosatu central executive committee met on Thursday to consider employer responses to requests for undertakings. No word on what decisions were reached was available at the time of writing, but it seems certain that a meeting planned for mid-September to decide on Cosatu's reaction will go ahead.

September 11, 1988

Council strike may end

By SOPHIE TEMA

THE Soweto Council strike could come to an end if the council agrees to re-employ all the workers who lost their jobs about six weeks ago

Representatives of the SA Municipal Workers Union confirmed that council workers had agreed to accept the council's proposals in an effort to try end the strike, but emphasised that the strike could only end if the council agreed to re-employ all 3 500 workers

The workers lost their jobs a month ago after

they had failed to honour an agreement to return to work

Samwu further resolved that workers who had re-applied for their jobs would not resume work until a favourable response was received from the council

After a breakdown in negotiations, the council announced that workers could re-apply for jobs but only 70 percent of the total workforce would be appointed. Thirty percent of the workers would be retrenched, the council said

The council also indicated that it could not guar-

antee that all workers would be reinstated

In a document containing the proposals, the council further stated that it had arrived at a position where it had to be financially sound

Experiments in privatisation had proved that the council would be able to save a lot of money

Further proposals made to by the council are that

- Seventy percent of the employees be re-employed on the new Grade 12 scales

- The remaining 30 percent receive two months' allowance and be paid for

the period between July 1 and July 19. This would, according to the council, help them over the period of unemployment. Afterwards they would be assisted to obtain unemployment benefits in terms of UIF rules

- Some employees be given training which will advance their careers in future

- Ex-employees eager to find alternative employment be assisted in achieving their objective. They will have the benefit of the council and the union's resources to find such opportunities and an added

benefit of a recommendation from the council for employment

- Some employees be assisted to set up their own businesses

- Employees with sufficient service be granted a gratuity from the Pension Fund in terms of the rules of the fund

The council had stated that the proposals were open for consideration until September 7, and if not accepted by that time, it would have no option but to proceed with the recruitment of new workers

Mercedes-Benz strike continues

EAST LONDON — Members of the National Union of Metalworkers of SA (Numsa) have indicated they will continue the three-week-old strike at the Mercedes-Benz (MBSA) plant

A Numsa application against MBSA failed on Thursday when it was struck off the roll in the Grahams-town Supreme Court.

17/9/82
Own Correspondent (1 day)

Numsa regional secretary Viwe Gxarisa said on Friday the continuation of the strike depended on management as workers were not prepared to return to work on MBSA's preconditions

Two hour stoppage

MORE than 2000 Southern Suns employees yesterday took part in two hour stoppages and placard demonstrations at six of the company's hotels, a spokesman for the Commercial Catering and Allied Workers' Union of South Africa (Papi Kganare group) said

The Ccawusa spokesman said the stoppages were sparked by the company's refusal to reinstate 200 employees dismissed for staying away from work on June 16

According to the union, hotels affected by the protest action included Jan Smuts Holiday Inn, Southern Suns Airport Hotel and Devonshire in Johannesburg.

Southern Suns management had not responded to an enquiry from the *Sowetan* by the time of going to press

(152)

13/9/88. Sowetan

CITY OF



DIE STAD

SOWETO

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The Soweto Municipal strike in perspective

A statement by the Town Clerk of Soweto City Council

On 20th July 1988, 3 400 municipal workers of the Council went on an illegal strike, following a wage demand which the Council, because of its poor financial position could not meet.

Municipal workers are not permitted to strike because municipalities render essential services. In the event of a wage or other dispute, municipal workers are entitled to follow various industrial actions in order to settle a dispute. In the case of Soweto, this has not happened and the illegal strike eventually led to the dismissal of all 3 400 employees. Here are the events that led to the dismissal.

In November 1987 the Soweto Council qualified for Grade 12 status in terms of the Act on the Remuneration of Town Clerks. This enabled the Council – but did not compel it – to approve a salary structure applicable to Grade 12 municipalities.

In February 1988 the Council approved a Grade 12 salary structure, but because of its poor financial position caused by the two year long rent boycott, the Council made the implementation subject to the availability of funds.

An immediate and full implementation of the Grade 12 remuneration scale would mean an increase of some 21 per cent over the present scale. It would entail finding an extra R15 500 000 annually – money which we just do not have.

In April 1988 worker representatives met the Council and demanded the immediate implementation of a Grade 12 salary structure. Protracted negotiations between worker representatives and Council representatives commenced.

The entire dispute revolved around the availability of funds, as the Council had already approved the new salary structure. At the time the Council was borrowing approximately R8 million per month to meet its operating expenditure such as its water account from Rand Water Board, electricity account from Eskom, sewerage account from Johannesburg City Council, wages and salaries of its workers, etc.

In the presence of worker representatives, the Council was told by the responsible authority – the Transvaal Provincial Administration – that because of the economic climate in South Africa, no additional monies could be made available to the Council to meet the wage demand. It made it clear to the Council that should it want to implement the Grade 12 scale, it would have to find the extra money itself.

The Council was therefore in a check mate position. In order to meet the wage demand, it either had to restore its sources of income by convincing tenants and homeowners to pay for the municipal services they are using, or lower the standard of services in order to cut expenditure and also to look at cutting costs by other means.

In an endeavour to settle the dispute with its workers, the Council on 28 July 1988, nine days after the strike commenced, and when the workers had already dismissed themselves, offered to re-instate all workers and to increase all salaries by 10 per cent with effect from 1 July 1988. It has to be pointed out that staff regulations pertaining to all local authorities in South Africa, state that an employee who absented himself/herself from work for a period of seven or more consecutive working days, shall be deemed to have been discharged from the service of the local authority concerned.

The Council offered to pay the full Grade 12 salary structure with effect from 1 January 1989. This offer was, however, rejected by the workers, who continued to demand the implementation of the Grade 12 salary structure with effect from 1 July 1988.

The Council's financial position did not improve. In January 1988, long before any dispute had arisen the Council embarked upon a programme of privatisation in order to cut costs. It is well known that the private sector, because it is more business and profit orientated than municipal and government institutions, can

render certain municipal services more effectively and at cheaper rates.

This, of course, is of great benefit to the community because they can buy municipal services at cheaper prices.

The Council, in another attempt to meet the wage demand of its workers, on 4 August 1988 offered to re-engage 70 per cent of the workers and to implement Grade 12 salaries as demanded, from 1 July 1988. The Council also suggested that services which can effectively be privatised, be identified and the remaining 30 per cent dismissed workers be offered job opportunities with the private companies who will be rendering such services on behalf of the Council.

It was also suggested to the worker representatives that some ex-employees be assisted to develop their own business undertakings and to enter into contracts with the Council to render certain municipal services such as grave digging.

Contracts that the Council entered into made specific provision for the engagement of ex municipal employees in order to ensure that jobs will be secured for ex staff members. The Council also offered to treat the dismissed workers as if they had been retrenched. This meant that all dismissed workers would have received full pension and other benefits, in other words, the so-called "golden handshake".

This very generous offer was also rejected by the worker representatives who insisted on a 100 per cent re-engagement and Grade 12 salaries from 1 July 1988.

Despite all efforts on the part of the Council to meet the wage demand under difficult financial circumstances, worker representatives were extremely inflexible in their approach to negotiate a settlement.

Council has now reached the stage where further discussions will serve no purpose. The Council is therefore proceeding to recruit workers from elsewhere. The Council is, however, still prepared to re-engage up to 70 per cent of its ex-employees. But as time is running out, this offer is open only until Wednesday 14 September.

As a result of the intransigent stance taken by the South African Municipal Workers Union (SAMWU), who, for the sake of trying to break the strike impasse had been recognised by the Council as the negotiating party on behalf of the workers, the Council's offer related to the 30 per cent affected by privatisation, had to be withdrawn. It is a matter of great regret to the Council that its considerable efforts to negotiate an assistance package to the 30 per cent employees referred to above, have not been recognised and sadly the people involved are regrettably going to be the suffering parties.

One of the demands of the workers representatives which approached the Council on behalf of the striking workers, had been that SAMWU be recognised as the sole employee body and that the internal staff association be dissolved. This could not be done. For full recognition, the Council asked SAMWU to submit proof of its representativeness. This has to date not been forthcoming. If the necessary proof is provided the Council will gladly recognise SAMWU.

We wish to tender our sincerest apologies to the inconvenienced residents of Soweto. We are trying very hard to normalise services as soon as possible. We have a duty and responsibility to the residents of Soweto. The Council is after all merely the servant of its residents. We are determined to provide the best possible service to our residents, within our financial means.

N. Malan
Town Clerk, Soweto City Council.



CITY OF



DIE STAD

SOWETO

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In the presence of worker representatives the Council was told by the responsible authority - the Transvaal Provincial Administration - that because of the economic climate in South Africa, no additional monies could be made available to the Council to meet the wage demand. It made it clear to the Council that should it want to implement the Grade 12 scale, it would have to find the extra money itself.

The Council was therefore in a check mate position. In order to meet the wage demand, it either had to restore its sources of income by convincing tenants and homeowners to pay for the municipal services they are using, or lower the standard of services in order to cut expenditure and also to look at cutting costs by other means.

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N. Malan
Town Clerk, Soweto City Council.

Scabbing claimed

6/9/88.
THE National Union of Steel and Allied Workers yesterday claimed that the management of Bessans and Du Plessis was engaging scab labour to replace its 650 striking employees.

Union organiser Mr N Thibane said he feared that the company's actions would lead to chaos because the workers felt they were being provoked.

injection

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MBSA public relations manager Delene MacFarlane says that in June an employee, Marshall Mrwetyana, was involved in an incident of gross misconduct and was suspended on full pay. Two other employees, previously suspended on full pay pending arbitration for another case, were also involved in the Mrwetyana affair. The company scheduled three disciplinary hearings to investigate the charges.

Problems arose when Numsa asked the company to postpone the hearings so that they could be included in the arbitration. Numsa also asked for Mrwetyana's case to be separated, and for him to be reinstated and subjected to a disciplinary inquiry. MBSA management refused.

Numsa spokesman Les Cattledas says only white artisans and administration staff are working. MacFarlane disputes that 2 000 workers are on strike, claiming the number is between 800 and 900, and that most Numsa members are at work. "Numsa claims that production has come to a halt. We know it has been maintained at reduced levels," she says.

MBSA alleged from the start that the strike was illegal. This was confirmed when Justice Ludorf struck an urgent application by Numsa against the company off the roll in the Grahamstown Supreme Court on September 9, thereby declaring the strike illegal.

MacFarlane says the strike will create a greater backlog of cars, and buyers could wait up to nine months. Before the strike, buyers had to wait three to six months.

Cattledas attributes MBSA's woes to bad industrial relations. He says none of the strikes have been about conditions of employment, and most have been due to unfair treatment of workers.

The strike follows the warning in June by West German management board member Manfred Gentz, after a four-week work stoppage, that Daimler-Benz could pull out of SA if worker violence and strikes continued.

However, MacFarlane doubts that Daimler-Benz will threaten to withdraw again as the issue of lack of discipline, which preceded the last threat, had not arisen again.

fm 16/9/88

MERCEDES STRIKE

Set to roll again

The strike by members of the National Union of Metalworkers of SA (Numsa) at Mercedes-Benz SA (MBSA) in East London has entered its fourth week. Judging by the trend of previous MBSA strikes, it could be in its final stages.

At time of going to press, union officials and MBSA representatives were in conclave to resolve the strike, which has cost the company an estimated R50m in production and workers about R1m in wages. It started on August 22 when 500 Numsa members walked out, and has since swelled to a union estimate of more than 2 000 employees.

Council Workers' Protest

By PETER DENNEHY

THOUSANDS of City Council workers gathered in the concourse of the Civic Centre early yesterday morning in protest against what they regard as inadequate wage and salary rise proposals

They said they would remain there until the Mayor, Mr Peter Muller, had spoken to them. Meanwhile, services in several council departments were maintained by skeleton staffs only.

Mr Muller and the chairman of the execu-

tive committee, Mr Richard Friedlander, addressed the crowd by megaphone from a landing one level above the concourse shortly before 9am

Shop stewards with megaphones maintained firm discipline, and at one stage even asked the crowd to move away from the entrance to the Podium Hall, where the Conservative Party was holding a meeting.

Workers shouted such slogans as "R4 minimum" (referring to R4 an hour) and "14%". It is understood that the council has offered a 7.5% increase for all categories of

employees between 17% and 19% more, and middle management, who may get up to 17% more, and middle management, who may get 12.5% more. Neither the union nor the council would confirm this.

Mr Muller thanked the workers for their orderliness and for their contribution to the city.

"We are aware that inflation undermines the value of your money, and that our increases are, in many cases, not enough," he said. "I am aware that there is great dissatisfaction among some of your members."

"All! All!" chanted the crowd.

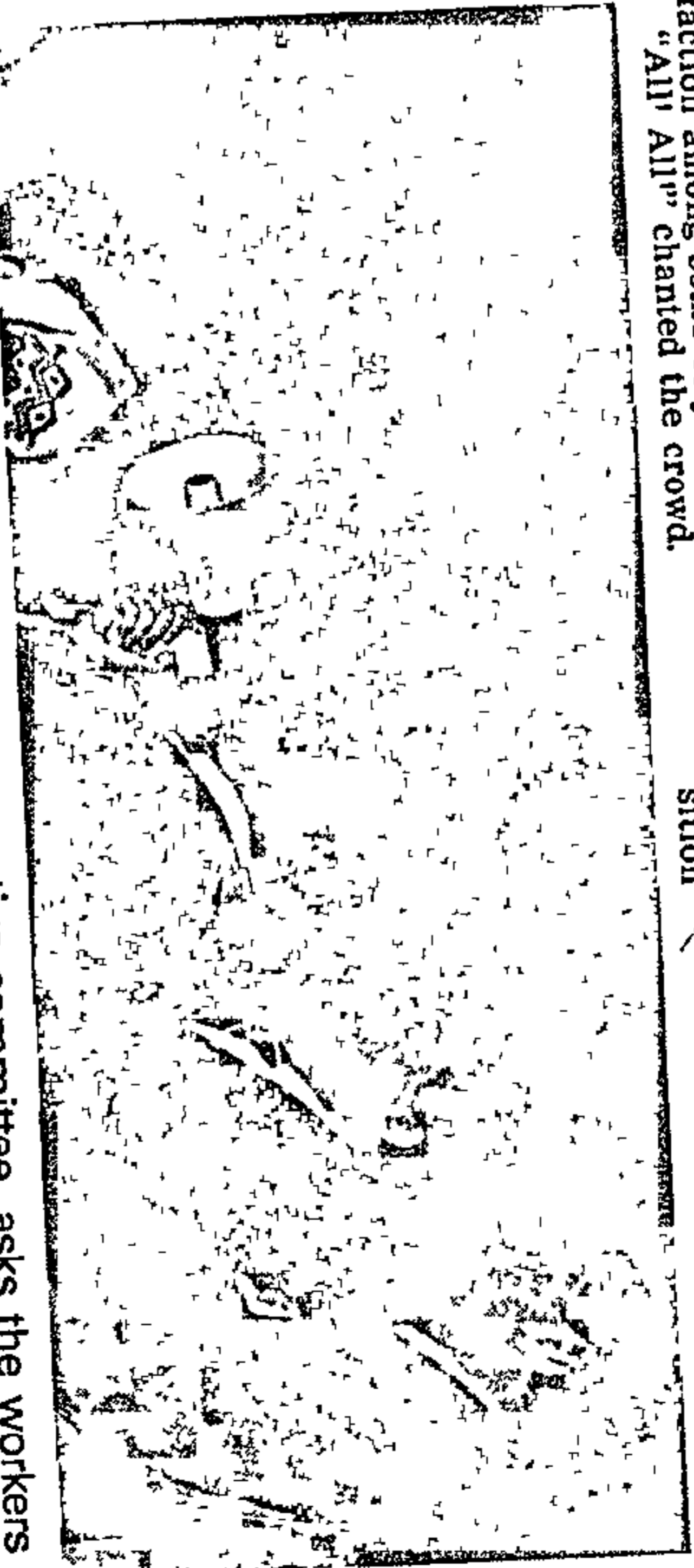
Mr Friedlander said negotiations were still under way, and that workers had made their point and should resume their work. He would not promise anything.

Mr John Ernsten, general secretary of the South African Municipal Workers' Union, suggested the workers should move to the Exhibition Hall, which they did, and later they dispersed on the advice of the union. Negotiations will continue on Monday, according to both the union and the council. Union branch secretary Ms Merle Brown said the council had undertaken to review its position.



LEFT: Council workers gather in the Civic Centre yesterday.

RIGHT: Mr Dick Friedlander, chairman of the council's executive committee, asks the workers to return to work while negotiations with the union continue. Second from the right is the City Administrator Mr Gys Hofmeyr.



(152) ~~18/9~~ 18/9 88

SOWEETO

South Africa's largest city, is slowly grinding to a halt. A lengthy strike by municipal workers has seen rubbish dumps mushroom, sewage overflow and residents dig their relatives' graves.

The 3 400 municipal workers walked off their jobs in July in support of wage demands

Now that the familiar municipal trucks no longer make their rounds, residents have taken to pushing wheelbarrows to the nearest open spaces to dump their refuse

Decomposing animal carcasses litter some streets and, as one resident observed, the place is ripe for an epidemic.

Rivulets of water are flowing down many streets from burst pipes and faulty reservoirs. Some residents say they have had to do without a water supply

Gravediggers are also involved in the prolonged strike. To avert a more serious crisis, undertakers are understood to have taken on scab labour

The Soweto municipality has engaged private contractors to dig the graves

After a few weeks of chaos which saw relatives having to roll up their sleeves and do the digging themselves, the situation at the cemeteries now appears to be returning to normal

BLAME

Soccer has also ground to a halt because local idols Orlando Pirates cannot use the local stadium until ground maintenance crews return to their jobs

Local fans are starved of their favourite pastime as Pirates are forced to play away games only

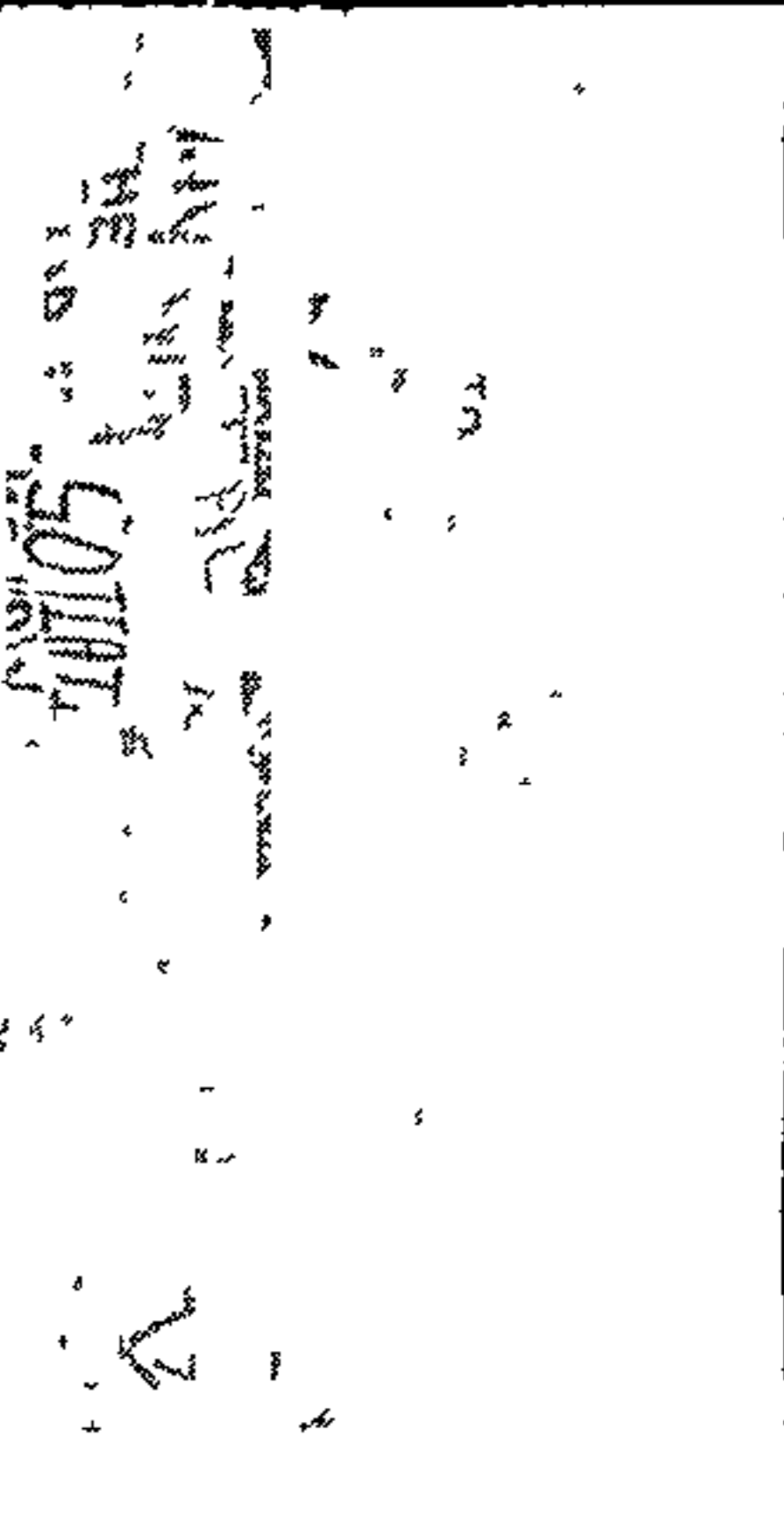
The Soweto council, noting mounting ire among residents and mindful of next month's municipal elections, has taken out full-page adverts in the local Press

In apologetic, we've done our best terms, it places the blame for failure to resolve the strike at the union's door

In the advert, town clerk Nico Malan says "Despite all efforts on the part of the Soweto city council to meet the wage demands of its employees, the inflexibility of worker representatives in negotiating a settlement has made any further discussions purposeless"

He goes on to say the council is recruiting a new workforce and is prepared to re-engage up to 70 percent of the strikers who are now considered to have dismissed themselves

"We are determined to



Strikers march to the council offices in support of their union — and a boy's playground becomes a dumping ground

SPECIAL REPORT BY MANDLA TYALA

provide the best possible service to our residents within our financial means," he adds

But the South African Municipal Workers Union (Samwu), a Cosatu affiliate, strongly demes the charges of intransigence. It accuses the council of "exploiting" the strike to implement retrenchments which will not jeopardise white jobs

Spokesman Sandile Ndungwana says workers will not budge on the demand for 100-percent reinstatement, but are prepared to compromise on the salary increases

The council's attitude during the negotiations, he says, has been one of why demand increases when you are the very people involved in the rent boycott that has drained the council's resources?

The union says it accepts in principle the inevitability of retrenchments but questions the council's timing for shedding 30 percent of its workforce

JOE SEFALE TOOK THE PICTURES

The union's position, says Mr Ndungwana, is that all the strikers should be reinstated and then a retrenchment process will be considered

WOES

Soweto's woes date back to November last year when the council became qualified to grant salary and wage increases as a Grade 12 municipality in terms of the Act on Remuneration of Town Clerks

Although this provision did not compel the council to grant the increases, it wished to give the raises anyway

But, according to Mr Malan, did not have the means to do so in one fell swoop

Says Mr Malan "In February this year the council approved the Grade 12 structure, but because of its poor financial situation caused by the two-year-long rent boycott, the council made the implementation subject to the availability of funds"

Mr Malan says an immediate and full implementation of the new structure would mean an increase of 21 percent over the present scale and this would mean the council would have to find an extra R15.5-million annually to meet this commitment

The Transvaal Provincial Administration has, already, advised the council that it will have to generate its own finances if it wishes to implement the Grade 12 structure

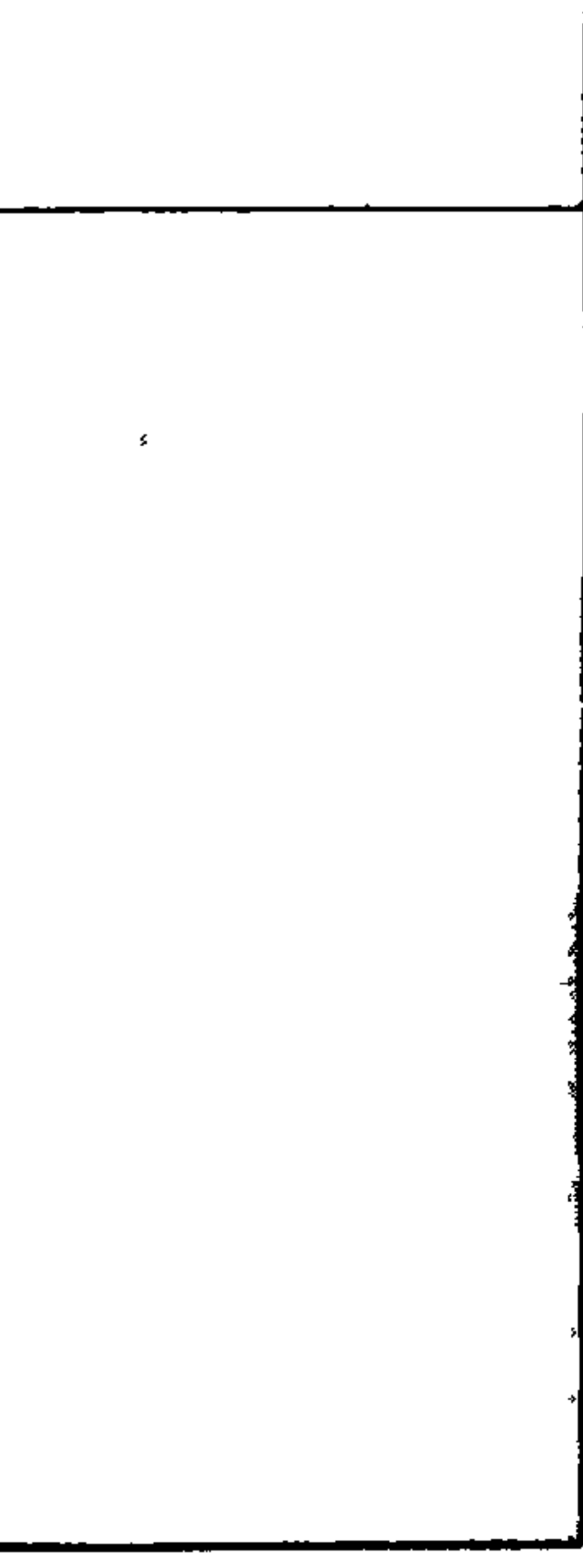
Mr Malan says the council was borrowing about R8-million a month at the time to cover its operating expenses, such as wages and salaries, its water account from

the Rand Water Board, electricity from Eskom and its sewage bill from the Johannesburg city council

"The council was therefore in a checkmate position. To meet the wage demand, it either had to restore its sources of income by convincing residents to pay for the municipal services they are using, or lower the standard of services"

In April the union met the council and demanded the immediate implementation of the Grade 12 structure

Workers were not interested in a council offer of a 10 percent pay increase with effect from July 1 1988 and an undertaking to pay the full Grade 12 scale from January 1 next year



Strikers march to the council offices in support of their union — and a boy's playground becomes a dumping ground

DEMAND

Negotiations continued and last month the council offered to re-employ only 70 percent of the strikers and to backdate the demanded increases to July 1

Coupled to this offer was a plan to privatise certain services such as refuse removal

The council said the 30 percent who lost their jobs would be offered work by the

private companies who would render the services

The union decided to hold out for 100-percent reinstatement, pointing out that there was no guarantee that the retrenched workers would find jobs with the private contractors

Mr Ndungwana says the workers would favourably consider an offer to implement the increases in October and hold the last three months' adjustments in abeyance

"We have told the council that the only way to solve the rent boycott is to speak to the authentic leaders of the people of Soweto but they insist that this is not a political problem

"They insist that only a few elements are behind the boycott. They also accuse some of the striking workers of intimidating people who want to pay their rent"

"The council is offering to implement the increases in January. If they say this will cost them R15.5-million more annually and they do not have the money, where do they hope to get it from by January?"

IMPASSE

"How do they know the rent boycott will have ended three months from now after having run for two years?"

The workers are deeply suspicious of this

As the impasse between the council and the union continues, a delegation of clergymen is seeking a meeting with the town clerk. All eyes are now on the outcome of the meeting which may be held next week

AS THE BIG STINK OVER THE COUNCIL STRIKE GROWS, SA'S BIGGEST CITY THREATENS TO COME TO A STANDSTILL

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Meanwhile, Soweto continues to stink

anics
1/11/88
Strike over
THE four-week old Mercedes-Benz strike in East London is over, and an estimated 700 striking workers are expected to return to work today

gates, Mr S V Natker, said he had

Compromise ends Mercedes Benz strike

Star 20/9/88
152

A strike by 900 workers at Mercedes Benz's plant in East London has ended in an agreement after four weeks.

The strike began on August 22 after the company refused to reinstate a suspended worker. It cost Mercedes Benz

By Adele Baleta

R75 million in lost production, according to the National Union of Metalworkers of South Africa (Numsa).

Numsa's regional secretary, Mr Viwe Gxarisa, said the

agreement with the company was a "general compromise" for the union.

A company spokesman said Numsa had agreed with a company proposal that a hearing on the suspended worker be held after arbitration on allegations of misconduct against two other suspended employees.

'Flu confused with other illnesses

Doctors in and around Johannesburg are reporting an "extraordinary" number of patients with influenza-like symptoms, but it may not be 'flu at all.

While there appears to be an epidemic of 'flu-like illnesses, there are at least half a dozen

other viruses which cause various upper respiratory tract infections often confused with 'flu, according to Professor Barry Schoub of the National Virology Institute.

He said it was very difficult to identify 'flu as such.

Common allegations of misconduct against all three workers would then be addressed at internal disciplinary hearings.

Until then the three employees will remain suspended.

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Star
29/9/70 152
**Haggie sacks
1 800 workers**

Haggie Rand Ltd yesterday locked out and dismissed 1 800 workers "who had been in the process of balloting" for a strike

A company ~~spokesman~~ spokesman said this morning that the company had "many many discussions" with the National Union of Metalworkers of South Africa "but got nowhere"

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African, Indian workers join hands

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29/9-5/10/88 Sarp

DURBAN. — The more than 10 000 South African Transport Services (SATS) workers on strike here since the beginning of last week have not received a wage increase for the past three years.

The workers first went on strike in solidarity with a dismissed colleague, Mr Welcome Lupindo, sacked after being convicted of assaulting a white colleague. Lupindo was subsequently reinstated.

The strike has now become a full-scale wage dispute with workers demanding a 300 percent pay hike. At the moment African and Indian workers earn an average of about R437, 50 a month.

The strike has crippled the harbour here with ships being redirected to Richards Bay and the harbour being shut to the general public.

SATS is using casual labour including white

women and youths over 16 years to move goods.

But the workers remain determined.

Marshall Govender, a worker, said conditions were deteriorating daily.

"I have been working here for the past 14 years but still earn under R600 a month. For the past three years I have not received a salary increase. With a wife and three children I find it difficult to live decently.

"We cannot be taken for granted," he said.

SATS management and Sarhwu are still locked in negotiations about management's ultimatum that the strikers would be dismissed if they failed to return to work on September 28.

The union has been hampered by an interim order preventing union officials from "inciting, instigating or encouraging SATS

employees to take part in the strike".

There have been conflicting reports about a strike by SATS workers at Richards Bay. The SATS regional manager denied that about 500 workers went on strike there this week.

In East London striking SATS workers have been dismissed from the cartage department. Sarhwu claimed that 250 workers were dismissed, while SATS has put the figure at 150.

The regional manager for SATS in East London, Mr Louis du Toit, said workers were dismissed because the strike violated the Transport Services Act which prohibits strikes

Refuse

Du Toit said he wrote three letters to each striker requesting they return to work but the workers refused.

The workers went on strike last week to demand a wage increase of 343 percent.

SATS spokesperson Mr Alan Lubbe, confirmed that about 10 000 workers were still on strike and that negotiations were continuing.

"Representatives of SATS are still negotiating with representatives of the workers. We would very much like to resolve the issue and not resort to having to fire the striking workers."

Mr Lubbe claimed that all SATS workers had last received a salary "adjustment" or increase on June 16, 1977. After negotiations with "registered unions", a general increase was agreed on from October 1. He would not say what the increase would be.

DETU

We, the Democratic Teachers' Union, remember in solidarity our comrade

Nosipho Mntwanambi

Qina Qabane
A luta continua

ISSUE BY DETU

Numsa disputes 1 800 Haggie Rand dismissals

21/9/88 By Adele Baleta Star

The National Union of Metalworkers of SA has disputed the claim by Haggie Rand Limited — South Africa's largest manufacturer of steel wire rope — that it dismissed 1 800 union members.

The company said:

The workers were sacked for failing to sign a house agreement with the company

The Steel, Engineering and Allied Workers Union of SA (Seawusa) and the Confederation of Metal and Building Unions (CMBU) had already signed the agreement.

At least six meetings between Numsa and the company had failed to reach a resolution

Management said Numsa members were given notice of a lock-out on Friday.

They were informed of the company's intention to dismiss them if they did not accept the final offer by 5.30 am yesterday

Numsa said:

The union completed the counting of strike ballots of its more than 2 000 Haggie Rand members on Saturday

At 3.30 pm, after the overtime shift, management was notified that Numsa was on strike

The dismissals were null and void as, according to law, there can be no lock-out while workers are on strike

22/9/88 Star

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Workers' Day to fall on May 1 next year

The government announced today that Workers' Day would now be celebrated on the first Monday of May, beginning next year

This means that South African workers will, together with much of the Western world, observe May 1 1989 as Workers Day

The Minister of Manpower, Mr Pietie du Plessis, said the Government's proclamation of the first Friday of May as a public holiday for workers had created problems

Black workers have persistently pressurised employers to grant the day as a paid public holiday, and this often emerged as one of the demands in wage disputes

Mr Du Plessis said the change was aimed at giving

"as many persons as possible" the opportunity of a long weekend

"Representations were received from various interest groups, requesting that the matter be reconsidered as problems were experienced," he said

The Minister appealed to employers, "in the spirit of the government's intention with Workers' Day and in recognition of the workers of South Africa, to grant this day as a holiday to their workers and to remunerate them for this day"

Western countries which recognise the first Monday in May as Workers' Day include Australia, Denmark, Finland, France, West Germany, Greece, Italy, Norway, Portugal, Spain, Sweden, Switzerland and the United Kingdom. Most socialist and communist countries observe May 1 — Sapa

Haggie Rand production hit after management lockout

PRODUCTION at Haggie Rand's factories in Germiston and Jupiter was at a virtual standstill yesterday as the management lockout of 1800 workers entered its fourth day, said a management spokesman.

The spokesman said although the major wire production company had been affected by the lockout, the effect on the market would only be felt by the end of the week.

Numsa organiser Alister Smith claimed the legal strike by 1800 workers — which began on Monday — could be the start of a protracted power battle between workers and management.

Smith said management, by locking out strikers, had taken the matter

22/9/94
BRONWYN ADAMS

beyond a mere wage dispute. He accused management of attempting to force workers to accept its low wage offer by dismissing them.

Haggie MD John Millburn emphasised he had dismissed workers with due warning after they refused management's wage offer.

Millburn said management sent Numsa a letter advising it of Haggie's intention to lockout workers last week.

Workers decided to strike only after this announcement, he added.

However, Numsa's Smith maintained management was aware of the workers' intention to strike before it issued its lockout warning.

Dock strike: SATS warns of sackings

Own Correspondent

DURBAN — The dock strike in the harbour here continued into its second day yesterday, with prospects of damaging repercussions for South Africa's busiest port

A representative of the union concerned has claimed that the strike could drag on for three weeks and South African Transport Services (SATS) has issued a thinly veiled warning that strikers could be sacked

A SATS spokesman last night said there was no strike in Cape Town where "all is quiet"

The South African Railways and Harbours Workers' Union (SARHWU) claimed that 8 000 employees were on strike SATS said about 1 000 employees in Durban harbour and at railway stations and depots in the Durban area had stopped work

SARHWU has demanded an increase in salary of R1 062,50 a month (300%) to bring the starting salary of general workers to R1 500 a month

Arising from salary claims of Transport Services unions, a conciliation board had been appointed

He said a decision could be expected before the end of September

● Sapa reports that a total of 910 SATS workers are on strike in railway and harbour depots in East London.

The strike, in support of a 300% salary increase, coincided with the start yesterday of arbitration proceedings on a salary dispute between Sats and the transport services unions

The arbitration proceedings, under Professor Johan Piron of the University of South Africa, are expected to continue today

A worker speaking on behalf of the workers said most of the strikers were members of the South African Harbours and Railways Workers' Union which was not recognized by SATS and had no part in the arbitration negotiations

A Sahrwu spokesman denied the union was involved in the strike.

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B/day 22/9/88

Police question striking dockers

DURBAN — About 160 striking dockworkers were taken to C R Swart Square — the SAP headquarters in Durban — yesterday where their identities were noted.

The workers were then released. Police liaison officer Maj Charl du Toit said the strikers had been held because "they took part in an illegal gathering"

He added details would be submitted to the attorney-general, who would decide whether there should be prosecutions.

The strike by 500 workers at the country's biggest port started on Monday in a dispute over a suspended worker and pay increases

Sats said in another stoppage 631 of its workers in East London were preempting wage negotiations and the strike was regarded by management as illegal

SAR regional manager Lous du Toit said the strike was started on September 16 by 29 cartage staff but

spread to the East London area.

"Strikers claim an unrealistic 300% increase, which means that a minimum starting wage of R1 500 a month will have to be paid to labourers," Du Toit said.

He added that transport unions declared a wage negotiation dispute with Sats in April. A conciliation board was appointed but the parties could not agree.

Unisa's Prof Johan Piron, arbitrator, was due to start hearing evidence yesterday. His binding decision would be announced as soon as possible

"The strikers already showed signs on September 14 that they were dissatisfied about the finalisation of salary claims. They were again informed about the state of arbitration and since then Sats management has tried to negotiate. To date the strikers have remained unyielding in their demand and unwilling to negotiate," he said. — Sapa

Wholesalers put up wine prices

ALTHOUGH demand for wine has yet to recover from the last two years' slump and stocks remain high, wholesalers have increased their prices

Wholesalers said inflation necessitated last month's 8%-10% mid-year price increase. Stellenbosch Farmers Winery (SFW) marketing director

CHRISTOPHER TUCHER

Richard Coleshaw said input prices for glass bottles and transport had risen about 25%.

Traditionally, wholesalers have adjusted prices only once each year, but this is the second increase of 1988

Hotel workers stay away over sackings

An estimated 300 to 1 000 workers at four leading hotels in Johannesburg downed tools in a three-hour protest against the sacking of members of the Commercial Catering and Allied Workers Union (Ccaawua) who took off June 16.

There were stoppages yesterday morning at Sandton Sun, Milpark Holiday Inn, Rand International Hotel, and at Gold Reef City involving about 1 000 workers, said a spokesman for Ccaawua.

But the group managing director of Southern Sun/Holiday Inns, Mr Bruno Corte, said only about 300 workers were involved in the stoppages.

The union declared a dispute with Southern Sun and Holiday Inn management after the dismissal of workers who took off June 16 — the day marking the Soweto uprising of 1976.

A deadlock was declared and workers received warnings that they would be dismissed if they downed tools or took any form of protest action concerning the sackings.

Ccaawua claim that 200 workers were dismissed after not working on June 16.

The hotel chain put the figure at 94

Mr Corte said the hotel group had negotiated June 16 as a holiday with the union and had agreed to pay workers who had to work on that date double time.

"We had given people the day as a holiday, but we still require people to work as we are a seven-day-a-week business," Mr Corte said.

He added that most of the staff scheduled for work on that day had turned up. — Sapa.

CNC Trans

September 23, 1988 5

Four top Reef hotels hit by strike

JOHANNESBURG.
Between 300 and 1 000 workers at four leading hotels here went on strike yesterday in a three-hour protest against the sacking of members of the Commercial Catering and Allied Workers' Union (Ccawusa), who took the day off on June 16, hotel management and the union said.

There were stoppages at the Sandton Sun, the Mill Park Holiday Inn, the Rand International Hotel and at Gold Reef City involving about 1 000 workers, a spokesman for Ccawusa said.

But Southern Sun/Holiday Inns management said about 300 workers were involved in the stoppages.

The union declared a dispute with Southern Sun and Holiday Inns management after the dismissal of workers who took off June 16 — Sapa



REPUBLIEK VAN SUID-AFRIKA
REPUBLIC OF SOUTH AFRICA

Staatskoerant Government Gazette

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Vol. 279

PRETORIA, 23 SEPTEMBER 1988

No. 11518

PROKLAMASIE

van die

Staatspresident van die Republiek van Suid-Afrika

No. 168, 1988

VERKLARING VAN EERSTE MAANDAG VAN MEI TOT 'N OPENBARE FEESDAG

Kragtens die bevoegdheid my verleen by artikel 2 van die Wet op Openbare Feesdae, 1952 (Wet 5 van 1952), verklaar ek hierby die eerste Maandag van Mei tot 'n openbare feesdag in die Republiek om as Werkersdag herdenk te word

Proklamasie 58, 1987, word hierby ingetrek.

Gegee onder my Hand en die Seel van die Republiek van Suid-Afrika te Pretoria, op hede die Twintigste dag van September Eenduisend Negehonderd Agt-en-tagtig

P. W. BOTHA,
Staatspresident.

Op las van die Staatspresident-in-Kabinet:

J. C. G. BOTHA,
Minister van die Kabinet.

50—A

PROCLAMATION

by the

State President of the Republic of South Africa

No. 168, 1988

DECLARATION OF FIRST MONDAY OF MAY AS A PUBLIC HOLIDAY

Under the powers vested in me by section 2 of the Public Holidays Act, 1952 (Act 5 of 1952), I hereby declare the first Monday of May as a public holiday throughout the Republic to be commemorated as Workers' Day.

Proclamation 58, 1987, is hereby withdrawn

Given under my Hand and the Seal of the Republic of South Africa at Pretoria this Twentieth day of September, One thousand Nine hundred and Eighty-eight

P. W. BOTHA,
State President.

By Order of the State President-in-Cabinet.

J. C. G. BOTHA,
Minister of the Cabinet.

11518—1



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REPUBLIC OF SOUTH AFRICA

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Minister of the Cabinet

11518—1

Workers still on strike at 14 Checkers stores in PWV area

26/9/88
By Jovial Rantao *Star*
Workers at 15 Checkers stores in the PWV continued a strike today which began on Friday in support of three dismissed colleagues.

A spokesman for the company said efforts by Checkers management to resolve the situation amicably were rejected by the Catering, Commercial and Allied Workers' Union of South Africa (Cawusa), which insisted that workers be reinstated before negotiations could continue.

The spokesman said the union

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submitted papers recommending the appointment of a conciliation board, but Checkers management proposed that the matter be directed to the Industrial Court.

Cawusa did not react to the proposal, but conducted strike ballots at various branches.

The union later proposed that workers be reinstated while the case was handled by the Industrial Court. The proposal was rejected by Checkers.

No Cawusa official was available for comment

Checkers ultimatum to striking workers

Cape Times 27/9/88 (2) (152)

Own Correspondent

JOHANNESBURG. — Checkers management has locked out striking workers at 40 Witwatersrand branches of the group and has given them until 4pm tomorrow to sign their acceptance of the dismissal of two colleagues, failing which they will not be rehired by the company.

The strike by a small number of employees began on Friday, but spread at the weekend and yesterday. The Commercial, Catering and Allied Workers' Union (Ccawusa) puts the number involved at 3 000, while Checkers group human resources director Mr Andy MacLaurin said as many as 2 000 could be participating.

The two Eastgate branch workers, one a senior shop steward, were dismissed in February for allegedly assaulting a co-worker.

A Ccawusa spokesman in Cape Town said last night: "A lot will depend on (national) management's response to demands."

Management locks out workers at 40 branches

② ⑤
8/day
27/9/88

Ultimatum given to strikers at Checkers

CHECKERS management has locked out striking workers at 40 Witwatersrand branches of the group and has given them until 4pm tomorrow to sign their acceptance of the dismissal of two colleagues, failing which they will not be rehired by the company.

When the strike began on Friday, it involved only a small number of employees. However, it spread on Saturday and yesterday.

The Commercial, Catering and Allied Workers' Union (Ccawusa) puts the number involved at 3 000, while Checkers group human resources director Andy MacLaurin

ALAN FINE

said 1 500 to 2 000 workers were participating

The two Eastgate branch workers, one a senior shop steward, were dismissed in February for allegedly assaulting a co-worker. Appeals against the decision had failed.

Ccawusa general secretary Vivian Mtwa said the dismissals were an attack on union leadership at Checkers. He said they had followed a "scuffle" precipitated by the alleged victim.

MacLaurin said the strike was

primarily due to management's refusal to reinstate the two, pending an arbitration process which Checkers had proposed.

The parties met yesterday and were due to meet again this morning. However, management felt strongly that the two should not be reinstated, he said.

The arbitration offer had lapsed when the strike began, he added.

The company has employed temporary labour at the affected stores.

Although the union has said the strike is a national one, it has not spread to areas where a faction opposing the Mtwa group is in control.

Call Times 27/9/18

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100

Children and women work as dockers strike

Own Correspondent

DURBAN. — Men, women and children were hired yesterday as casual labourers while the dock strike continued here.

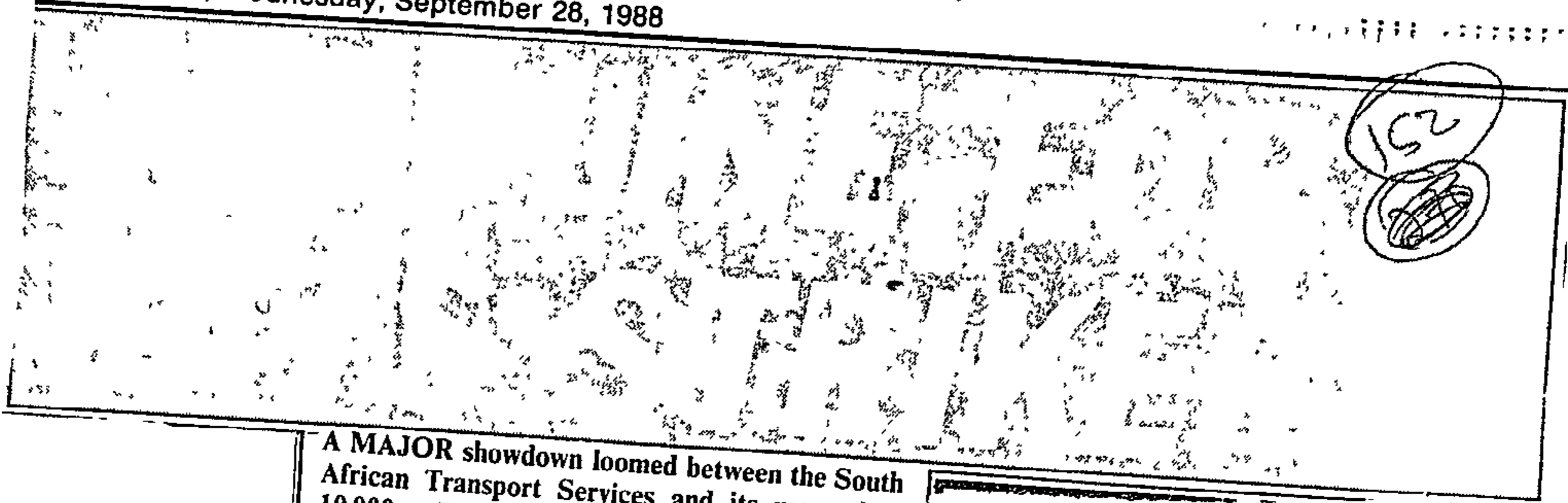
Some departments were working extra time in an effort to avoid a backlog with the strike going into its eighth day today

About 10 000 striking South African Transport Services workers will queue up tomorrow for their pay while management has started hiring casual labour to try to break the strike.

SATS says it will not try to stop striking workers from receiving wages, but Mr Alan Lubbe, public relations manager for SATS in Natal, accused the instigators of the strike of not having the welfare of the strikers in mind.

The organizers, the unregistered SA Railways and Harbours Workers' Union (SARHWU), are demanding a 300 % pay increase Their initial demand for SATS to reinstate a suspended worker has been met.

The SARHWU regional secretary, Mr David Moeti, said they estimated that there were 18 000 strikers, and said they had instructed the workers at a meeting to collect their wages.



A MAJOR showdown loomed between the South African Transport Services and its more than 10 000 striking workers as yesterday was the last day before Sats has the authority to fire them.

Meanwhile there are conflicting reports that about 5000 workers at Richards Bay joined the strike yesterday.

Sats spokesman Mr Alan Lubbe yesterday said: "Today is the crucial day for the strikers as it is the last day before the general manager has the authority to act in accordance with the Sats Conditions of Service Act and terminate the services of those on strike."

He said the meeting between the legal representatives of Sats and workers, which began on Monday night, would continue "in the hope of finding the solution"

Among the people

Sowetan Correspondent

who have participated in the strike since Tuesday last week are general labourers, cartage drivers, ticket collectors, barrier attendants, truck drivers and bus drivers

They are demanding a 300 percent pay increase Their demand for Sats to reinstate a suspended worker was met on Thursday

The strike has affected harbour operations as well as the delivery of goods.

Mr Lubbe said yesterday that it was hoped that the parties' legal representatives would find a solution as the continuation of the strike could have what he called far-reaching effects on the strikers and their families

Sarwuh's regional secretary, Mr David Moeti said yesterday that the workers were not intimidated by Sats threats about yesterday being the crucial day. "We know it's a mere tactic and we are used to that"

28/9/88 Today

Showdown looms in Sats strike

DURBAN — A major showdown is looming between Sats and more than 10 000 striking workers, as Sats has the authority to start firing workers from today.

Meanwhile, there are conflicting reports that about 5 000 workers at Richards Bay joined the strike yesterday.

Sats spokesman Alan Lubbe said: "Today is the crucial day for the strikers, as it is the last day before the general manager has the authority to act in accordance with the Sats Conditions of Service Act and terminate the services

of those on strike." (152) (1000)

He said the meeting between the legal representatives of Sats and workers, which began on Monday night, would continue

The strikers are demanding a 300% pay increase.

SARWHU regional secretary David Moeti said the workers were not intimidated by Sats "threats" about yesterday being the crucial day.

He said workers at Richards Bay had joined the strike, but Sats regional manager Willem Kuys denied this. — Sapa.

able high levels may invite inter- while gold and forex reserves have dipped to a low of R5,3bn.

Workers living in fear

28/9/88.
B/day
SIPHO NGCOBO

SOWETO council workers were hiding in committee rooms and were refusing to go to their offices for fear of more than 3 000 of their striking colleagues, several of the workers said yesterday.

Meanwhile, garbage had piled up along the streets of Soweto, making the township smelly and a health hazard.

Dube, Central Western Jabavu, Mofolo North, Mofolo Central, Emndeni and men's hostels such as Jabulani, Dube and Mapetla are plagued by mountains of rubbish.

In spite of repeated threats and ultimatums by Soweto's town

clerk, Nico Malan, for striking workers to re-apply for their jobs, only a few hundred have responded and about 500 have been reinstated.

Several houses belonging to reinstated workers and those who refused to go on strike have been attacked by people with hand-grenades.

Some workers said they were living in fear of their lives because they were accused of "selling out" their striking colleagues by returning to work.



EAST LONDON. — The four-week-old dispute at Mercedes Benz has ended after agreement was reached last week.

Workers returned to work on Monday

The dispute was sparked off by the suspension of Marshall Mrwetyana on full pay on June 30 following a stabbing incident. Two shop stewards, Abraham du Plessis and Msitheli Nonyukela, were suspended a month earlier. Management's reason for the suspensions was "gross misconduct".

Strike ends

Border regional secretary of the National Union of Metal Workers South Africa (Numsa), Viwe Gxarisa, said agreement was reached on the basis that the three suspended workers be referred to the arbitration board scheduled for next week and that other allegations of misconduct be addressed later at the internal disciplinary hearing.

There were conflicting reports on the situation at the plant during the dispute. Management said that about 700 Numsa members were involved in an "illegal strike" Numsa said 2 000 of the total plant workforce of 3 200 were involved prior to police intervention.

Thirty-seven Numsa members were arrested during the dispute and were charged with holding an illegal gathering. They appeared in court twice this month and were granted bail of R100 each. The hearing was postponed until November 2.

DATE 7/17/88

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That day in May

PRETORIA — Three West European embassies yesterday corrected a statement by South Africa's Minister of Manpower, Mr. Pietie du Plessis, that they celebrated Workers' Day on the first Monday of May.

The French, Italian and West German ambassadors said Workers' Day was celebrated on May 1 in their countries, irrespective of on which day that fell.

May 1 fell on a Monday this year. — Sapa

News in Brief

copy Times 29/9/88
Checkers lockout still on

JOHANNESBURG — Representatives of Checkers and the Commercial, Catering and Allied Workers' Union (Ccaawusa) were still locked in negotiations yesterday evening as the deadline passed for some 2 000 locked-out workers to accept management's terms for the resolution of a dismissal dispute. Neither could be reached for comment on the progress of the talks.

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14 000 SATS strikers back at work

CAPE TOWN 29/9/88
Own Correspondent

JOHANNESBURG. — All 10 000 striking SA Transport Services workers in Durban, together with the 4 000 Richards Bay members who joined the strike in sympathy yesterday, were expected to return to work today, SA Railways and Harbour Workers' Union (Sarhwu) regional secretary Mr David Moeki said yesterday.

The nine-day-old strike ended when workers accepted management's offer of a 12%

wage increase for graded workers and a 20% rise for general workers, Mr Moeki said. In addition, management had to agree that the Eastern Cape dispute, over the dismissal of 200 workers, be discussed today.

Mr Moeki said he had the assurance of the labour director that all 200 workers in the Eastern Cape would be unconditionally reinstated. He predicted that the 4 000 strikers there would return to work tomorrow.

He added that management had agreed

wages would be discussed further at a national level on October 13 as the "tentative" increase was by no means sufficient.

A SATS spokesman in Durban, Mr Alan Lubbe, would say only. "The management of SATS is very pleased that we could come to an agreement to end the strike."

DAILY meetings of the 3 500 striking municipal workers at Regina Mundi Church were this week banned under the Emergency regulations.

Lawyers acting for the strikers said they had asked the police to supply reasons for banning the meetings.

Defiant strikers interviewed say they are struggling to make ends meet — but are determined not to call off their eight-week strike.

For the first time last week striking workers received rations of mealie meal, sugar, coffee, tea and washing soap from the union and sympathetic community members.

A war of words has developed between the Soweto Council and the South African Municipal Workers' Union (Samwu).

Banned: Soweto strikers daily meetings

By MUSA ZONDI

The council is claiming the workers are involved in an illegal strike and have thus dismissed themselves. Samwu, on the other hand, says the workers are still council employees.

The conflict comes despite various attempts by Ministers United for Christian Co-Responsibility (Mucor) to meet Nico Malan, Soweto's Town Clerk. Malan is reported to be willing to pursue discussions and a meeting has been scheduled for next Tuesday.

In an advertisement which appeared in several major Johannesburg newspapers, Malan said the workers dismissed themselves by being absent from work for more than seven days

Samwu, a Congress of South African Trade Unions affiliate, says the council is trying to shake off its responsibilities by asking the private sector to tender for contracts for certain departments, such as the cleaning department.

"If they are the local authority, aren't they supposed to provide services themselves?" a Samwu representative asked.

The union alleges some of its members have been detained and at least four people are still believed to be in detention. They are Nero Maseko,

Neville Mogale, Thabo Sepholo and Reuben Nxumalo.

Two of the detained members Francis Molau and Sepholo have been charged with public violence and intimidation and are due to appear in court soon.

Some of the released detainees claim police told them not to attend meetings or to leave their houses at certain times.

According to a Samwu official, some of the striking workers have re-applied for their jobs but only a few have been rehired by the council.

Samwu is demanding the Soweto municipality take back all 3 500

striking workers and promote them to grade 12 which will mean a pay rise. The council has offered to rehire 70 percent of the workforce.

Malan told the *Weekly Mail*: "We stand by what we have said. The council has made out final pay cheques for the first 19 days of July because the strike started on July 20." Malan added the council had started a recruitment drive to replace the "dismissed" workers.

He denied knowledge that certain members of Samwu had been detained.

● A police representative could not confirm or deny that certain members of Samwu have been detained. Captain R Crewe said information about detainees is given when names and places of detention are supplied.



BUSINESS DAY, Thursday, September 29 198

Sats harbour workers in Natal end strike

BRONWYN ADAMS

ALL 10 000 striking Sats workers in Durban, together with the 4 000 Richards Bay members who joined the strike in sympathy yesterday, returned to work today, SA Railways and Harbour Workers' Union (Sarhwu) regional secretary David Moeki said yesterday.

He said the nine-day-old harbour strike ended when workers accepted management's wage offer of a 12% wage increase for graded workers and a 20% rise for general workers.

In addition, management had to agree the eastern Cape dispute, over the dismissal of 200 workers, be discussed today.

Moeki said he had the assurance of the labour director that all 200 eastern Cape workers would be unconditionally reinstated.

He predicted the 4 000 strikers there would return to work on Friday.

He said management had agreed wages would be discussed at a national level on October 13 as the "tentative" increase was by no means sufficient.

In Durban, Sats spokesman Alan Lubbe would say only "The management of Sats is pleased we could come to an agreement to end the strike."

Political comment in this issue by Ken Owen. Newsbills by Kevin Davis. Headlines and sub-editing by Michael Moon. All of Times Media Ltd, 11 Diagonal Street, Johannesburg.

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30/9/80

SATS STRIKE — 2

Arm's-length talks

It was negotiation by proxy in the transport workers' strike, which disrupted services at Durban harbour and Sats goods depots this week

Sats has a clear line on the SA Railways and Harbours Workers' Union (Sarhwu), which represents the 10 000 workers who downed tools in Durban two weeks ago; it doesn't talk to unregistered unions, says public relations manager Alan Lubbe. So it was lawyers representing the two sides who met instead to try to resolve the strike over wages, with Sarhwu demanding a raise of 300%, the reinstatement of a suspended worker (a condition Sats met last Thursday), and the recognition of the union.

To keep essential services in the harbour

and depots going, Sats used just about everybody at their disposal — clerical staff, workers shipped in from other centres and "casual labour", which includes schoolchildren and students.

At the time of going to press, Sats management was optimistic that its employees would come back to work, although it were adamant that the wage demand would not be met. A spokesman for Sarhwu was equally confident that workers were united and "strong" — and would hold out for their increase.

152 (100A) 200

satu-affiliated SA Railways and Harbour Workers' Union (Sarhwu), which is not recognised by the transport authority and which led a protracted Sats strike last year (A sequel to that strike came in the Rand Supreme Court last month when 15 of the original 17 union defendants, variously charged with intimidation, murder and assault, changed their plea to guilty)

Following the declaration of a wage dispute by the in-house Sats trade unions in April and the failure of a conciliation board to resolve it, an arbitrator was brought in. Sats says the strike pre-empted the arbitration process. At any rate, the wage determination by Johan Piron, a Unisa academic and labour consultant, was implemented two weeks ago to the evident satisfaction of at least the in-house Federation of Sats Trade Unions

While the level of the settlement cannot be divulged in terms of Sats procedure, Sarhwu says it was 12% and there is no reason to believe otherwise. A Sats general worker's wage prior to the increase was R438 a month.

According to Sats, an "outside union" (that is, Sarhwu) has infiltrated existing structures and some members of Sats' Black Trade Union "have dual membership". Management is convinced that its workers "are loyal and want to work," but says they are being "influenced and intimidated". Strikes are illegal in key sectors such as Sats in terms of Section 42 of the Labour Relations Act

Sats East London Port director Hermie Visser told the *FM* on Tuesday that 60 of the 250 dockers on strike had returned to work that morning and he was hopeful that more would by Wednesday, when the deadline for about 20 expires.

Both East London divisions say they are "managing" to cope with the workload through the rearrangement of shifts, taking on temporary staff and high school pupils and by getting technical staff to pitch in

Sarhwu spokesmen were unavailable for comment. Among the union's demands, however, are a national minimum wage of R1 500 a month, an across-the-board increase (for those workers earning above the minimum wage at present) of R1 000 a month, recognition of Sarhwu; extensive revision of existing disciplinary procedures, equal provision of medical aid to all Sats workers, equal pension provision, immediate implementation of parity at all levels; and the recognition of the "people's" holidays as paid days off — April 22, May 1, June 16 and December 16

Sarhwu's general secretary, Sello Ntai, has also called for the immediate commencement of national negotiations on these issues between "national delegations" from both sides, saying "You are aware that the high level of frustration of Sats workers at your callous disregard of their financial crisis has led to outbursts of action within various regions. In the process, workers have also raised many local grievances. We feel confident that such action on your part will

SATS STRIKE — 130/9/88

Some deadlines

On Tuesday, Sats management in the strike-hit East London area was hoping for a significant return to work — which would deflect the threat of a second dismissal of strikers on Wednesday. The fate of 400 workers at Cambridge Goods Sheds, whose three-day deadline to return to work expired as the *FM* went to press, hung in the balance.

About 200 strikers (the first group to come out) at the East London railways division have so far been paid off and dismissed, says Sats regional manager Louis du Toit, leaving about 900 of this division's 7 000 work force still out. In addition, some 200 of the 300 full-timers at the city's harbour division are also on strike over a 343% wage demand. That would mean a minimum starting wage of around R1 500 a month, described as unrealistic by management.

Black employees began the strike on September 16 when 29 cartage workers downed tools. The action soon spread to the whole East London area.

Matters have been complicated by the entry into Sats labour relations by the Co-

go a long way towards normalising a potentially explosive situation throughout the country" ■

Hotel workers on strike

Call Times 20/9/88
By ANDRE KOOPMAN

MORE THAN 100 workers at the Arthur's Seat Hotel in Sea Point yesterday joined a strike of the Karos Hotels, the Hotel and Allied Workers' Union (Hawu) said.

Six Karos hotels have been affected by industrial action after the dismissal of a number of workers following the June 16 stayaway and a deadlock in wage negotiations.

The manager of the Arthur's Seat Hotel yesterday declined to comment on the strike and referred queries to his head office in Johannesburg where there was "no one available to

152 *20* *209*
speak to the press"

The union claims that Karos Hotels had dismissed 122 workers at the Karos Wilderness Hotel for commemorating June 16 and more than 70 workers at the Arthur's Seat Hotel.

More than half the workers at the Arthur's Seat Hotel earned less than R250 a month for a 54-hour, six-day work week, Hawu added.

In Johannesburg about 120 workers spent Wednesday night in the Johannesburg Hotel basement after being locked out on Tuesday.

Hawu met management yesterday afternoon to discuss the dispute.

Union threatens national Sats strike

Friday 30/9/88.

THE 14 000 Sats workers in Durban and Richards Bay who returned to work yesterday would participate in national strike action next week if the dispute in East London was not resolved today, SA Railways and Harbour Workers' Union (Sarhwu) regional secretary David Moeki said yesterday.

Sats in East London reacted on Wednesday to the continuing strike of 4 000 work-

(152) BRONWYN ADAMS (230)

ers by dismissing 200 Sarhwu members — bringing the number of dismissals to 420 since the start of the industrial action.

Sats East London port director Hermie Visser confirmed the dismissals. He added that 70 port employees had returned to work today and negotiations were continuing, but would not comment further.

Hotel on skeleton staff as strike enters Day 2

Staff Reporter

AR 645 30/9/88 152

THE Arthur's Seat Hotel is operating on a skeleton staff as the strike by workers entered its second day.

Yesterday the Liquor and Catering Trades Union, which represents Karos workers in the Western Cape, said that about 100 employees had joined the national strike by Karos workers.

They were backing demands for the reinstatement of colleagues dismissed after stayaways in June to commemorate June 16 and to protest against the Labour Relations Amendment Act

Mr B Humphreys, the manager of the Arthur's Seat Hotel, said reports that more than 100 workers were on strike were "inaccurate" but declined to give the exact number.

LOCKOUTS of more than 4 000 workers involved in labour disputes at three major metal, mining and retail plants on the Rand indicate the get-tough tactic is becoming a popular management method of dealing with strikes

Checkers this week locked out some 1 500 workers at 15 stores across the Transvaal after 3 000 union members went on strike in protest over the dismissal of two colleagues while Zincor, on the East Rand, closed its gates to more than 600 workers who were planning to hold a strike ballot after annual wage talks at the firm deadlocked

And at Haggie Rand steelworks, more than 1 800 metalworkers were locked out and dismissed after wage negotiations between management and the National Union of Metalworkers of South Africa (Numsa) broke down

A war of words over the legality of the lock-out has erupted in the disputes, indicating that the issue could soon be taken to the industrial court for clarification

Haggie Rand managing director John Millburn says the company's legal advice is that dismissal of workers who refuse to accept a reasonable wage offer from management is legitimate and insists the firm followed all procedures laid down in the Labour Relations Act

Zincor's labour relations adviser, Judy Paul, said the company had gone through conciliation board procedures and was entitled to lock workers out as a way of urging them to accept the mine's wage increases.

Checkers human resources director Andy Maclaurin says workers were last Saturday issued with "lockout notices" and had their services terminated after the Commercial, Catering and Allied Workers' Union (Ccawusa) rejected management offers to refer the dispute to the industrial court or arbitration. The workers were told they would be re-employed if they sign a "declaration of acceptance" stating that their dispute with the company is over.

Unions at all three plants have rejected the validity of the lock-outs and considered mounting legal challenges to them. Numsa representative Alistair Smith says Haggie's legal advice is archaic and that the union has briefed its lawyers to investigate the situation. Marcel Golding, assistant general secretary for the National Union of Mineworkers, said Zincor had closed its gates before workers had begun conducting a strike ballot

"Even though the union suggested that parties consider either mediation or arbitration to resolve the dispute, management rejected these proposals out of hand," he said.

The new labour law has signalled a change in shop-floor tactics: the lock-out. Some 4 000 workers are locked out today in three different disputes, reports EDDIE KOCH

"Zincor's decision to illegally lock-out workers, and their refusal to consider mediation, clearly reflects attempts to bash the union and is contrary to the spirit of collective bargaining."

Zincor declined to comment on the allegations saying talks to resolve the issue were still under way. At Haggie, the metalworkers' union has announced it will revise its demand for a wage hike of 85c an hour when negotiations resume next week

The Checkers dispute was resolved yesterday morning after all-night talks between the union and management. Maclaurin said the workers would be re-hired after they agreed to sign the company's "declaration of intent" because the union had agreed to take the dismissals to arbitration

The Institute for Industrial Relations says in a recent editorial that there is general consensus in legal circles that lock-outs cannot be challenged as unfair labour practices in the industrial court if all procedures have been adhered to. However, there is considerable debate over the legality of "termination lockouts" that involve mass dismissals

New phase in labour tactics: The lock-out

15

WEEKLY MAIL, September 30 to October 6, 1988

3

man for the Western Cape Regional Services Council said last night that the road had been closed from about 4.30pm yesterday after it became slippery in the rain.

Swapo demo dispersed

WINDHOEK. — Riot police with batons and whips dispersed a group of about 100 members of Swapo's Youth League demonstrating outside South West Africa House here yesterday, police said. Yesterday was the 10th anniversary of Resolution 435.

No action against strikers

DURBAN. — Thousands of SATS workers who streamed back to work yesterday here and at Richard's Bay at the end of a nine-day strike have been assured that no disciplinary action will be taken against them.

Solidarity service

A CHURCH service will be held in Port Nolloth's Anglican Church at 10am tomorrow in solidarity with about 350 members of the community who face forced removal, the Surplus Peoples Project said yesterday.

Cape Times 30/9/88

Cape Times 30/9/88 152

Cape Times 30/9/88

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Cable Times 30/9/88 (30/9/88) (152)
Checkers strike resolved

JOHANNESBURG. — Checkers and the Commercial, Catering and Allied Workers' Union resolved a five-day-old strike and lock-out at 7am yesterday after a 21-hour negotiating session. The strike, which involved about 3 000 workers at at least 42 Transvaal branches of the group, was triggered by a disagreement over the means of resolving the disputed dismissals of two union members.

Reports by Own Correspondent, Sapa-Reuters-AP and UPI.

INDUSTRIAL REL. STRIKES

1988

~~RECORD~~ OCT - DEC.

Jan Theron steps down

W/LK 17643 1/10/88
152

JAN Theron, general secretary of the Food and Allied Workers' Union, has stood down to take his delayed sabattical.

Mr Theron, previously secretary of the Food and Canning Workers' Union, was elected general secretary in 1986 when the union amalgamated with several others in the industry to form Fawu as part of the one-industry, one union policy of the Congress of South African Trade Unions (Cosatu)

Mr Theron announced his intention of taking extended unpaid leave to write at the union's 1987 conference.

While he originally spoke of starting the leave early this year it got postponed, partly because of some internal problems

These led to a special congress in Cape Town during June to deal with dissension stemming mainly

from financial problems associated with the Spekenam strike and the concert held to raise money for the strikers

Fawu issued a statement this week announcing that Mr Theron had stood down and that his place would be taken by Mandla Gxanyana, previously national organiser for the milling and baking sectors

The announcement should settle a period of quite intense rumours about Fawu

For some reason, possibly because the length of time it has been around and the industry in which it operates, there have been a seemingly never-ending series of rumours about Jan Theron and Fawu around the industry.

At one stage it seemed like a fresh story cropped up about once a week.

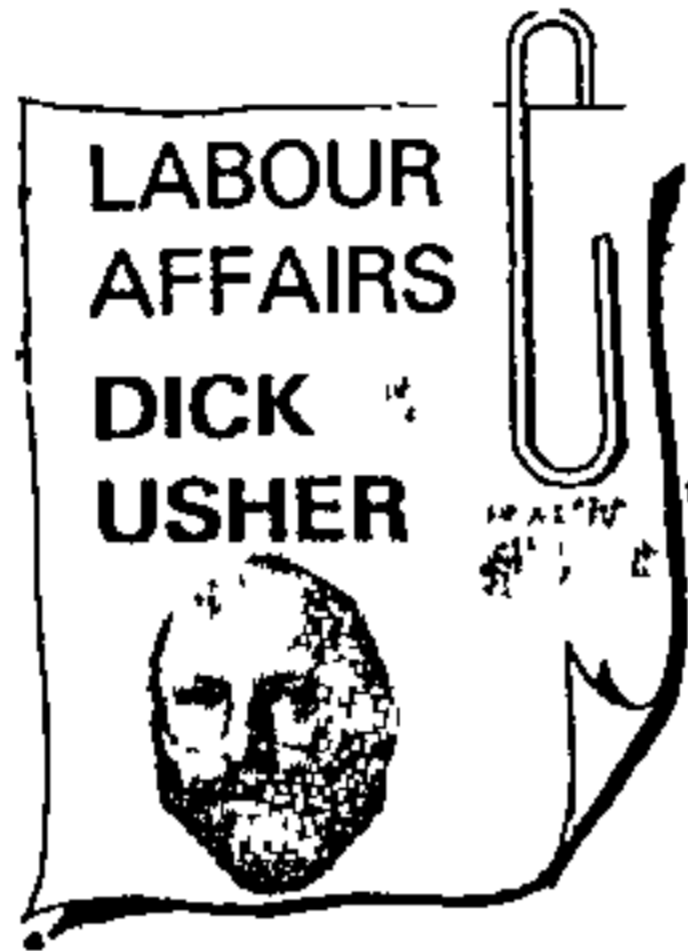
Conference

According to the Fawu statement, about 200 delegates and 200 alternates and officials attended the conference in Soweto over the weekend of September 23-25.

They came from 31 branches and Fawu now has 75 000 paid-up members "reflecting the growth of the union despite loss of membership through retrenchment and dismissals"

Start of the conference was delayed by restrictions placed on president Chris Dlamini, who eventually got permission to attend.

The conference deplored the restrictions placed on Mr Dlamini and other Cosatu leadership



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Cape Times 3/10/88

Strike at Karos hotel: Police hold 43 workers

152. *(initials)* Staff Reporters

MORE THAN 40 striking hotel workers were arrested yesterday for trespassing after the management of the Karos Arthur's Seat Hotel in Sea Point allegedly "broke an agreement and called the police".

A police spokesman confirmed that 43 people had been arrested for trespassing at the hotel yesterday afternoon.

Six of the Karos group's hotels have been affected by industrial action since the dismissal of a number of workers following the June 16 stayaway and a deadlock in wage negotiations.

The Liquor and Catering Trades Union (LCTU) claims that Karos Hotels dismissed 122 workers at the Karos Wilderness Hotel for commemorating

To page 2

Cape Times 3/10/88 152 (initials)

From page 1

Hotel strike

June 16 and two workers at the Arthur's Seat Hotel for the same "offence".

A union official said that workers at the hotel were picketing peacefully off the hotel premises ~~and were sitting~~ in the canteen — an area agreed upon for workers to meet — when the general manager, Mr Bruce Humphreys, requested a meeting with shop stewards of the union.

"About 2pm the strike committee met with Mr Humphreys and he said that workers who were not living on the hotel premises must remove themselves within 10 minutes or he would call the police.

"Two police vans arrived. Mr Humphreys said he was telling the police to remove everyone from the premises. The police then moved in and arrested workers in the staff canteen."

The company had also evicted all workers.

Mr Humphreys, the hotel's spokesman, was unavailable for comment last night.

Court stops hotel pay increase

152 By Dawn Barkhuizen

in Rustenberg

3/10/88
● The detention of four workers from the Johannesburg Hotel for picketing outside the hotel. The four were released later that night.

An interdict restraining Karos Hotel Group management from granting a unilateral wage increase was granted to the Commercial Catering and Allied Workers' Union (Ccawusa) in the Johannesburg Industrial Court late on Friday.

The court ordered that the matter be referred to an industrial council within 10 days, a union spokesman said.

This followed sporadic striking by hundreds of Karos employees over the company's dismissal of workers who did not report for duty on June 16.

According to Ccawusa's spokesman, other developments on Friday included:

- The release of Karos Wilderness Hotel shop steward Mr Gladwell Somana from police custody.
- The lockout of striking workers from the canteen at the Karos Safari

● Three visits by police to Arthur's Seat Hotel in Sea Point, Cape Town, after management alleged that strikers were picketing.

Meetings between management and the union on police intervention and lockouts continued on Saturday with the union attempting to obtain the assurance that the company would not invite police to intervene.

A Pretoria police spokesman said it was not policy to give details of detentions or routine police action.

Karos Hotel Group management could not be reached for comment.

Other hotels affected are the Bayshore Inn and Karos Richards in Richards Bay, the Manhattan in Pretoria, and the Karos Tzaneen in the north-eastern Transvaal.

2300 are locked out

THE lock-out of 2300 workers at 12 Southern Sun Hotels on the Witwatersrand comes in the wake of numerous illegal work stoppages in the last month, Mr Karl Ludick, the company's personnel director said in Johannesburg yesterday

He said this was despite an agreement reached with the Hotel and Restaurant Workers' Union (Harwu) on January 8, this year

The agreement "clearly made provision" for six public holidays a year, Mr Ludick said, and workers scheduled for those days would receive double pay, "as per various industrial council agreements"

Mr Ludick said Southern Sun had decided to institute a legal lock-out at all their hotels on the Witwatersrand, effective from 6am yesterday

He said the company was insisting on an acceptance by employees that they were required to report for duty even if it was scheduled on public holidays — Sapa

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~~scribble~~

4/10/68

Sundrum

Get back
or be fired,
workers
are warned

152 about Report

The lockout of about 600 workers at Gold Fields of SA's Zincor refinery on the East Rand took a new turn yesterday when management gave notice of its intention to dismiss the workers.

According to National Union of Mineworkers' (NUM) assistant general secretary Mr Marcel Golding the workers, locked out since last Monday, have been given two weeks starting yesterday to return to work or be fired.

DEADLOCK

The lock-out resulted from a conciliation board deadlock in wage negotiations between the NUM and the refinery

The union is demanding a 12,5 percent wage increase, retrospective to July 1, and a freeze in hostel fees. Management has offered a 12 percent raise and has proposed that hostel fees be increased from R70 to R78

A refinery spokesman said the action was "in furtherance of the lock out which followed the failure of talks with the NUM to resolve the wage dispute"

LATEST

Striker shot dead in hotel

AKG's
4/10/88
152

JOHANNESBURG. — A striker was shot dead in the lobby of the Johannesburg Sun hotel today, police said.

Mr John Mkhize, a member of the Commercial, Catering and Allied Workers Union of South Africa, was employed at the Sun.

He was shot through the heart at close range by a policeman.

He had allegedly run into the lobby after an argument with another worker, who he chased into the hotel.

The Sun is one of the hotels in the Southern Sun/Holiday Inn chain that has locked out 2 000 workers since yesterday.

— Sapa.

● See page 4

3 000 hotel
workers on
the Reef
locked out

ARGUS 4/10/88
152

The Argus Correspondent

JOHANNESBURG. — At least 3 000 Southern Sun/Holiday Inn workers on the Witwatersrand were locked out yesterday as the dispute in the industry over June 16 worsened.

The lockouts followed similar action taken by the Karos Hotel Group last week, involving about 390 workers.

A Commercial, Catering and Allied Workers' Union (Ccawusa) spokesman, Mr Alan Hurwitz, said employees at all Southern Sun/Holiday Inn hotels on the Reef were threatened with dismissal unless they agreed by October 7 to the company's demand that they may be required to work on May 1 and June 16

BRING TO A HEAD

The hotel group's spokesman, Mr Carl Ludick, said "The legal lockout action is an attempt to bring to a head the six-month dispute over public holidays and illegal stoppages at the group's hotels."

He said if workers accepted the company's offer they would be reinstated with full benefits

The hotel group has been hit by a spate of stoppages to protest against the dismissal of 142 workers for staying away on June 16 (the anniversary of the 1976 Soweto uprising)

STRIKE ACTION

Mr Hurwitz said the lockout was a company attempt to preempt strike action by Ccawusa, which intended taking a strike ballot at the hotels this week.

Mr Hurwitz added that at least 43 employees of the Karos group's Arthur's Seat Hotel in Cape Town were arrested at the weekend for alleged trespassing



Union to contest legality of lockout by hotel group

The Argus Correspondent

JOHANNESBURG — The Hotel and Restaurant Workers' Union intends to bring an urgent application to contest the legality of a lockout by the Southern Sun/Holiday Inn hotel group, a union spokesman said.

The management locked out 3 000 workers at the group's hotels on the Witwatersrand on Monday following a dispute over the recognition of June 16 and May 1 as holidays.

Management spokesman Mr Carl Ludick said 400 to 600 workers had accepted that they may be required to work on May 1 and June 16 and that they would be paid double time.

The company has given workers until Friday to accept the proposal or be dismissed.

IN QUESTION

The union spokesman agreed that some workers had accepted the proposal, but questioned the management's figures.

Mr Ludick said managers, trainees and casual employees were filling the positions of workers who had been locked out. There had been no cancellations of bookings and all facilities were open.

The Karos Hotel group yesterday notified the Commercial Catering and Allied Workers' Union in Cape Town that it intended to take legal action against strikers at the Arthur's Seat, Sea Point.

A union spokesman said the group intended to bring an urgent application restraining workers from picketing or demonstrating near or at the hotel.

The management could not be reached for comment.

Employees at the Arthur's Seat and six other hotels in the Karos group nationwide are still affected by a strike over the dismissal of 125 workers for failing to report for duty on June 16.

FATAL SHOT

● There are conflicting accounts of the shooting yesterday of a worker in the lobby of the Johannesburg Sun.

Police claim that a policeman fired the fatal shot in self-defence.

According to the Hotel and Restaurant Workers' Union, the off-duty employee, Mr John Mkhize, was shot through the heart at close range.

A union spokesman, Mr Alan Hurwitz, said the union's information was that Mr Mkhize attacked another employee, Mr Gift Ngubane, outside the hotel during an argument. A policeman fired at Mr Mkhize.

Hotel spokesman Mr Ludick said "According to our reports Mr Mkhize stabbed a man with a screwdriver outside the hotel and then ran inside shouting and tried to stab an employee at the reception desk."

The policeman told Mr Mkhize to put down the screwdriver but Mr Mkhize advanced towards him and was shot.

Mr Ngubane is in Hillbrow Hospital.

Hotel workers' union will contest lockout in court

By Adele Baleta ¹⁵²

The Hotel and Restaurant Workers' Union intends to bring an urgent application to contest the legality of lockout action taken by the Southern Sun/Holiday Inn hotel group, a union spokesman said yesterday.

Management locked out about 3 000 union members at all the group's hotels on the Witwatersrand on Monday after a dispute over the recognition of June 16 and May 1 as holidays.

Management spokesman Mr Carl Ludick said between 400 and 600 workers had accepted the company's proposal that they might be required to work on May 1 and June 16 but would be paid double time.

The company has given workers until Friday to accept their proposal or be dismissed.

The union spokesman said some workers had accepted the proposal but management's figure of up to 600 was doubtful.

Mr Ludick said the group's hotels were functioning normally. Managers, trainees and casual employees were filling in for the locked-out workers and all facilities were open.

● The Karos Hotel group yesterday notified the Commercial Catering and Allied Workers' Union in Cape Town of its intention to take legal action against striking workers at the Arthur's Seat Hotel in Sea Point, Cape Town.

Employees at the Arthur's Seat and six other hotels in the Karos group nationwide are still affected by a strike over the dismissal of 125 workers for failing to report for duty on June 16.

No warning given, says witness

HERON

152

Worker killed in plush Jo'burg hotel

Star 5/10/88

By Mike Siluma, Adele Baleta and Craig Kotze

A worker died after being shot in the lobby of the plush Johannesburg Sun hotel yesterday as the lock-out of thousands of Southern Sun/Holiday Inn hotel employees entered its second day.

Conflicting accounts of the shooting were given by unionists, management, witnesses and the South African Police

The police claim that a policeman fired the fatal shot in self-defence

A total of 150 business people attending a seminar in the hotel at the time of the incident sent The Star a signed petition condemning the shooting and describing the events as "outra-

geous"

The delegates to the conference collected R350 for the family of the dead man, a spokesman for the group said

He said no warning had been given to the worker before he was shot

According to the Hotel and Restaurant Workers' Union (Harwu), the off-duty employee, named as Mr John Mkhize, was shot through the heart at close range

Harwu spokesman Mr Alan Hurwitz said the union's information was that Mr Mkhize had attacked another worker outside the hotel after an argument. A policeman had then fired at Mr Mkhize, killing him.

No attempt had apparently been made to disarm Mr Mkhize before he was shot, said Mr Hurwitz.

Southern Sun/Holiday Inn spokesman Mr Carl Ludick confirmed that Mr Mkhize was employed by the Johannesburg Sun. He denied allegations that management had called in the police and said Mr Mkhize was shot and killed by a policeman who was passing by the entrance of the hotel while on his way to work at the Rand Supreme Court

A police spokesman confirmed the events as described by Mr Ludick.

He said the shooting happened at about 8 10 am after Constable Jaco Wentzel, stationed at the nearby Rand Supreme Court, noticed a man screaming and shouting in Smal Street in front of the hotel

Constable Wentzel saw the man stab Mr Gift Ngubane, of Denver Hostel, in the back with a screwdriver before running to the hotel

Mr Ngubane is in a satisfactory condition in the Hillbrow Hospital

Lock-out hits hotel service

ELEVEN Witwatersrand hotels in the Southern Sun group affected by a two-day-old lock-out of 3 100 employees were yesterday offering only limited services to guests through the employment of casual labour

And about 150 delegates attending a business seminar at the Johannesburg Sun yesterday signed a strongly worded petition condemning the shooting of Hotel and Restaurant Workers' Union (Harwu) member John Mkhize by a police constable in the hotel's foyer area yesterday morning.

Regarding the fatal shooting, Witwatersrand police spokesman Col Frans Malherbe said shortly before, Mkhize had stabbed passerby Gift Ngubane with a screwdriver. He then turned and charged Constable Wentzel, who drew

Business Day Reporters

his pistol and shot Mkhize in the left side of the chest from 2m

However, two delegates who witnessed the shooting and signed the petition said Mkhize had been shot unnecessarily as four hotel security guards could have pounced on him but instead did nothing.

The union, meanwhile, was preparing an application to the Industrial Court to have the lock-out declared unlawful and/or unfair, and a spokesman threatened that strike action would spread to the rest of SA in both Southern Sun and the Karos group should the disputes over May 1 and June 16 — and, at the latter

● To Page 2 →

Lock-out hits 11 Witwatersrand hotels

group, wages — not be resolved soon

The dispute is over whether workers are entitled to time off on those days or are obliged to work if required, while receiving the normal double pay for working on a public holiday

Southern Sun/Holiday Inns personnel director Karl Ludick said all facilities at the 11 hotels were being serviced, however, some restaurants and bars were operating on a limited scale

● From Page 1 ←

Security guards at the Downtown Holiday Inn told people entering that the hotel was not accepting guests "because workers were on strike"

The Johannesburg Sun had only one restaurant operating in the lobby, and guests at the Rand International were told there would be no room service

Hospital crippled by sit-in

MARITZBURG — Edendale hospital could provide only vital services on Monday as about 200 general assistants, who downed tools on Friday, were joined by about 60 clerks in a sit-in

The workers have given poor working conditions and delays in parity pay, which was due in March, as the reasons for their action

According to hospital sources, only vital services were provided on Monday and only emergency patients admitted

In response to questions put to him on Monday, Edendale's chief medical superintendent Dr Peter Evans said patients were being admitted and arrangements had been made to continue to provide services. He would not elaborate on the arrangements.

Hospital sources said the sit-in had resulted in filthy wards, with piles of rubbish and dirty linen waiting to be collected and patients waiting hours for meals

Patients were being fed only porridge, milk and bread because of the closure of the main kitchen

The pharmacy department staff refused to dispense drugs and medicines to outpatients and wards. — Sapa.

5/10/88
B. Gray

copy into staff

Bid to settle Parow strike

Staff Reporter

A WAGE strike involving 180 workers at Mossop and Son leather manufacturers in Parow has been referred to mediation in a bid to settle the dispute.

A spokesman for the SA Chemical Workers' Union yesterday said management had agreed to resort to mediation on October 12.

Workers rejected the company offer of R20 and demanded a R50 increase, to be implemented in two instalments, the spokesman said.

800 locked out of hostel

152
South
6-17/10/28

THE strike by more than 1 800 Haggie Rand workers in Durban and on the Witwatersrand entered its third week with workers being dismissed and locked out of the company hostel.

Some 800 workers live in the company compounds. Most others live in bachelor hostels

The strike follows a deadlock in negotiations over this year's house agreement.

Haggie is jointly owned by Anglo-American and Gencor. It is the only supplier of wire ropes to South African mines and the largest producer in the southern hemisphere.



Sisters Bernadette (front) and Lourdes Escorcio step in as chambermaids to replace workers who were locked out by management at the Jan Smuts Holiday Inn. ● Picture by Etienne Rothbart.

Wives, students replace workers at strike-hit hotels

152
Star 6/10/88

By Adele Baleta

Schoolchildren, housewives and university and technikon students are standing in for thousands of workers locked out at at least 11 Southern Sun/Holiday Inn hotels on the Witwatersrand on Monday

The hotel group's personnel director, Mr Carl Ludick, said bookings at all hotels were still being accepted

Although the group was not advertising for schoolchildren, several 16-year-olds were helping out at the coffee shop at the Jan Smuts Holiday Inn

ROOM SERVICE

"A contingent of housewives are attending to room service at the hotel, and students are working mainly in the restaurants," he said

At least one restaurant and one bar was open at all hotels, he added, but there was only limited room service available

A Hotel and Restaurant Workers' Union (Harwu) spokesman said the hotel group was exploiting replacement labour by involving them in a battle which did not concern them

He said the dispute over May 1 and June 16 was a matter of principle for workers

One hundred and fifty business people have condemned the shooting and killing of a union member, Mr John Mkhize, by

a policeman in the Johannesburg Sun's foyer yesterday

The delegates, who were attending a conference in the hotel at the time, signed a petition describing the shooting as "outrageous"

They collected R350 for the dead man's family

Police said Mr Mkhize was shot in self-defence after he had stabbed another man

COURT ACTION

A Harwu spokesman said the union intended bringing an urgent application to contest the legality of the lock-out by the company

He warned that the dispute over holidays was a national issue, and added that a strike ballot would be held country-wide on the dismissal of 140 workers by the company for being absent from work on June 16

The company claims that at least 700 of the 3 000 workers who were locked out on Monday have accepted the company proposal that they may be required to work on June 16 and May 1

● The Karos Hotel group has notified the Commercial Catering and Allied Workers' Union in Cape Town of its intention to take legal action against striking workers at Arthur's Seat Hotel in Sea Point.

Dismissal of Afcol 57-1 6/10/86 employees upheld

Labour Reporter

152

The dismissal of nearly 300 workers by Afcol's Star Furniture, about four months ago, has been upheld by an arbitrator, the company said yesterday

An Afcol statement said the arbitrator, had, however, decided that the furniture manufacturer must pay each of the 290 dismissed workers the equivalent of five months' pay.

The employees were dismissed after striking in solidarity with four fired colleagues. Up to 1 200 Afcol employees in several other Transvaal plants subsequently embarked on a six-week-long sympathy strike before the dispute was referred to arbitration

...discussions but had to cut the second one short when his body rejected it.

CAF Times 6/10/88 (152)
Haggie Rand lockout

JOHANNESBURG — Haggie Rand yesterday entered the 18th day of its lockout of 1 800 workers after a meeting between the parties on Tuesday failed to reach agreement on annual wage increases, a management spokesman said yesterday. The National Union of Metalworkers of SA (Numsa) dropped its wage increase demand from 85c an hour to 65c, but management refused to alter its 45c offer, the spokesman said

7/10/88 (152) JM

Encouraging, though, is the fact that compromise and negotiation increased by 11 points as the main ways of resolving strikes which, not surprisingly, tend to be concentrated in the PWV industrial heart of SA and which were all staged by Cosatu affiliates.

INDUSTRIAL ACTION

Striking period

Nearly half the man-days (432 881) lost through industrial action so far this year were chalked up in the third quarter of 1988.

The total loss to end-September was 939 107 man-days, of which 506 226 were lost in stoppages in the first two quarters.

Figures are, however, dramatically down, compared with the same period last year. Yet, more employers have been struck this year, according to FSA Industrial Relations director Mike Beaumont, who points out that last year's high incidence of lost man-days could be traced to strikes in the mining and public sectors.

With Numsa's "selective" strike against 120 Seifsa members having accounted for about 200 000 lost man-days, the manufacturing sector was the hardest hit in the period under review, losing 254 900 man days thus far. These statistics do not reflect go-slows and overtime bans.

Disputes over wages and working conditions remain the major strike trigger (see charts). However, sympathy strikes were the next main cause for the second successive quarter. This is despite the coming into effect on September 1 of the new Labour Relations Act which, among other things, outlaws sympathy strikes. No doubt its effects will start telling in the last quarter and beyond — assuming the talks on labour law between employer body Saccola and the unions bog down. Almost all sympathy or solidarity action was tied to dismissals or retrenchments, including a significant number of dismissals for stayaways on June 16. This remains a point of contention: Southern Sun this week locked out some of the 2 500 Ccawusa-member employees at 12 of its hotels over the June 16 and May 1 public holiday issues.

FSA suggests the rise in sympathy action could be due to unions' tactic of increasing solidarity among members at different plants and companies; emotions associated with dismissals for staying away on June 16; protest linked to the new labour Act; dispute linkage — for example, wages with dismissals; and the potential inadequacy of statutory dispute resolution procedures, particularly regarding disputes over rights such as dismissals. This factor could lead to alternative procedures being worked out — specifically, arbitration over disputes of right, FSA surmises.

Most strikes still last less than seven days;

CAUSES OF STRIKES . . .

3rd Quarter 1988

	Quarters (%)		
	3rd 1988	2nd 1988	3rd 1987
Wages and conditions	39	41	52
Sympathy/Solidarity	21	18	3
Dismissals	14	14	12
Recognition	10	9	6
Discipline	6	4	5
Retrenchment	2	4	4
Other	8	10	18

. . . which lasted . . .

1 day and less	23	28	21
2 — 7 days	47	33	47
8 — 13 days	10	5	8
14 days — 1 month	10	10	10
Longer than 1 month	6	7	6
Continuing	4	9	4
Other/Unknown	—	8	—

. . . were settled by . . .

Negotiation	59	47	60
Dismissal	22	23	25
Ultimatum and Return	15	21	9
Other/Unknown	4	9	6

. . . in . . .

PWV	38	37	33
Rest of Tvl	13	7	22
W Cape	8	15	10
E Cape	10	17	12
Durban/PMB	13	12	6
Rest of Natal	6	3	3
National	10	7	6
Other	2	2	8

. . . affecting . . .

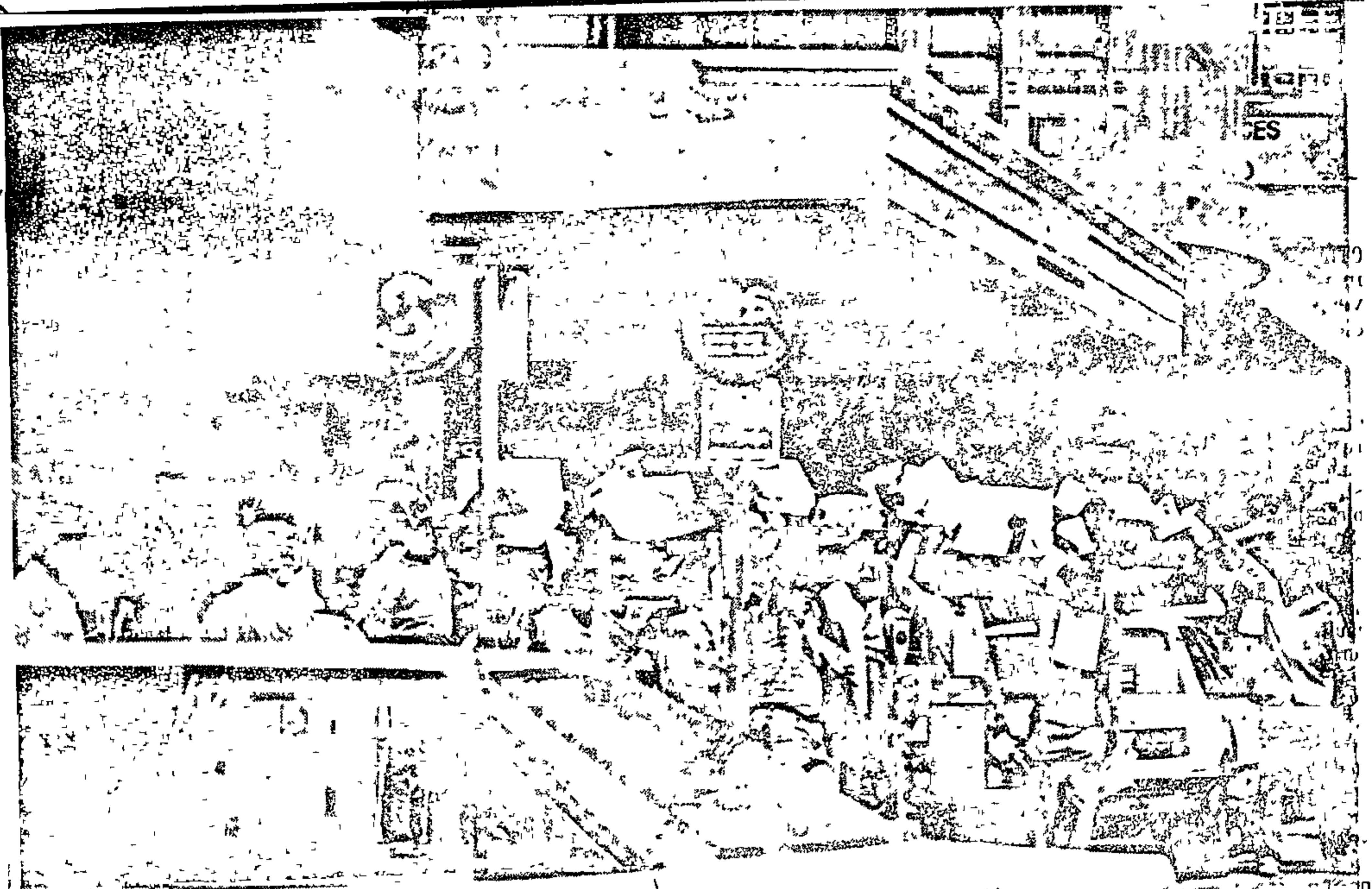
	No of strikes	Man-days lost
Manufacturing	18	254 900
Public	6	126 100
Transport	4	10 710
Service	4	5 115
Construction	4	326
Chemical	3	12 640
Retail	3	8 350
Agriculture	3	2 440
Wholesale Distributive	1	12 000
Mining	1	300

. . . and involved . . .

Union	Affiliation	No of strikes	Man-days lost
NUMSA	COSATU	14	245 890
CCAWUSA	COSATU	5	16 950
SARHWU	COSATU	4	96 600
TGWU	COSATU	3	10 410
CWIU	COSATU	3	9 640
FAWU	COSATU	3	7 400
SAMWU	COSATU	2	27 000
PPWAWU	COSATU	2	12 160
HARWU	COSATU	2	3 515

Source FSA

the longest so far this year have been the CWIU-Plascon Evans action (10 weeks), and PPWAWU-Afcol (six weeks) Also linked to the tightened labour Act, however, is the expectation that the length of strikes could well increase, given the new prohibition against intermittent action and in line with recent union philosophy, observes Beaumont.



Locked-out hotel workers held a lunch-time placard demonstration outside the Johannesburg Sun yesterday

Strike-hit hotels take legal action

By Mike Siluma,
Labour Reporter

Industrial action affecting at least 18 hotels countrywide and involving nearly 3 000 workers, continued yesterday as management proceeded with legal action

A spokesman for the Hotel and Restaurant Workers' Union (Harwu) said yesterday that an application by the Karos hotel chain, seeking to restrain the union from conducting pickets and demonstrations on or near the premises of Arthur's Seat Hotel, was brought in the Cape Supreme Court yesterday.

In Johannesburg, a similar

application against the union in the Rand Supreme Court was postponed this week until October 18.

At least seven of the group's hotels are presently affected by strike action in protest against the sacking of 125 workers for being absent from work on June 16.

Southern Sun workers, locked out since Monday, yesterday staged a lunchtime placard demonstration outside the luxury Johannesburg Sun, demanding, among other things, the reinstatement of more than 100 colleagues fired for absenteeism on June 16. The demonstration

ended after the arrival of several van loads of policemen

Southern Sun employees have been given until noon today to agree to work on June 16 and May 1

However, Southern Sun spokesman Mr Carl Ludick said the company was "looking sympathetically at extending the deadline" due to the union's Industrial Court application against the lockout, due to be heard today. The company would oppose the application, he said

According to a union spokesman, the union's argument is that the company has "no material interest" in the workers

accepting management's demand that they be willing to work on June 16 and May 1 when required to do so

The union feels that there is enough time to re-negotiate the issue before May 1 or June 16 next year

The dispute between Southern Sun-Holiday Inn and Harwu centres on the company's insistence that workers agree to work on June 16 and May 1 when called upon to do so — at double pay. The union regards the days as symbolic, and wants working on those days to be optional

Karos management could not be reached for comment at the time of going to press

STW 7/10/88

15 2

Hotel workers' lockout lifted pending hearing

SOUTHERN Sun said it would lift a lockout on about 3 000 striking workers at its Witwatersrand hotels following an Industrial Court order

Southern Sun group personnel director Mr Karl Ludick said yesterday that in terms of the interim order pending the outcome of court proceedings, workers would resume their normal duties in the next 36 hours "but by no later than 7 am tomorrow".

The court also ruled that should the union or its members breach the order in any way, the company would be entitled to approach the court to re-impose the lockout, according to Mr Ludick.

Earlier yesterday, a spokesman for the Hotel Workers and Restaurant Union said workers would return to work tomorrow following the court order

Cape hotel workers to vote on strike

Labour Reporter

HOTEL strikes appear set to spread following ballots in the Transvaal

A spokesman for the Liquor and Catering Trades Union (LCTU) in Cape Town said that Southern Sun employees in the Transvaal had voted to strike and voting locally would take place next week.

And strikes at Karos hotels in the Cape and Transvaal, backing employee demands for the reinstatement of workers dismissed after taking off June 16, continue.

Hearings opposed

The LCTU spokesman said the union also opposed disciplinary hearings scheduled for Monday arising out of the strike at the Arthur's Seat Hotel in Sea Point and there was a fair chance they would not take place.

In Johannesburg the Industrial Court has ordered Southern Sun to lift the lockout of about 3 200 workers engaged in industrial action over dismissals following stayaways on June 16 and the cancellation of the recognition agreement

Court orders Southern Suns to end lock-out

ONE TIMES 8/10/88

152

SOUTHERN SUNS Hotels yesterday agreed to lift a week-long lock-out of 3 000 workers at 11 Johannesburg hotels following an Industrial Court ruling that the termination of the workers' contracts was invalid

An application by the Hotel and Restaurant Workers' Union (Harwu) that the lock-out be declared unfair was, however, turned down by the court

The court ordered that workers be permitted to return to work and restrained the hotel chain from excluding employees from their premises.

Reciprocally, the union undertook that members affected by the lock-out would not engage in strike action or work stoppages, pending the outcome of Section 43 proceedings concerning the dispute over workers' obligation to work on May 1 and June 16

The union was ordered not to conduct strike ballots before the Section 43 proceedings

A union spokesman yesterday told Sapa that more than 200 strikers demonstrated yesterday outside the Johannesburg Sun — scene of the fatal shooting of a striking worker.

Meanwhile Sapa reports that, according to a Harwu spokesman, 14 Karos Hotel workers were yesterday detained for picketing

"We have received reports that four strikers from the Safari Hotel, Rustenburg, were detained for picketing and 10 more from the Manhattan Hotel, Pretoria, were also detained," the spokesman said

Union dispute with nine oil companies makes little progress

W/CA603 8/10/88
THE conciliation board dealing with a dispute between the Chemical Workers' Union and nine oil companies has made little progress

It adjourned after its first sitting and there will be talks between the union and individual employers in the interim

The dispute is over the employers' refusal to negotiate on an industry-wide basis with the union

Demands for industry-wide negotiation have come from several unions in the past year, either to one employer with several operations or to individual employers in the same industry, and have mostly been resisted



CWIU's demands included industry-wide negotiation on social responsibility, pensions, public holidays and educational assistance.

Initial debate at the board was around the terms of reference, which specifically excluded social responsibility, pensions and

taxation, and it was agreed to deal with the question of industry-wide negotiations first.

According to a statement from the union, employers had several reasons for their reluctance to accept industry-wide negotiations

These included interference with their freedom of association, not being prepared to deal with the union alongside their competitors, they were not necessarily part of the same industry, not being convinced that it was feasible; and employees would not benefit.

The union argued that the petroleum companies associated at various levels sharing resources such as refineries and transport, having the same raw material, crude oil, having similar working conditions for employees, and because petrol prices were fixed competition was limited to marketing

Positive step

The union views the dispute seriously and hoped that the exploratory talks with senior management from individual companies would ease the situation "from the constraint of the multi-company conciliation board proceedings".

This is viewed as a positive step towards reaching settlement on the issues

The union said it was not contemplating industrial action "at this delicate phase" of negotiation but would report back to members in order to "take its campaign for industry-wide negotiations in the petrol sector further"

W/CA603 8/10/88 (1)

9/10/88

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CP news

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Hospital in chaos after worker strike

By GUGU KUNENE

FILTHY wards, piles of garbage, dirty linen and hungry patients became the order of the day at Edendale Hospital this week when domestic workers and clerks went on strike.

The five-day long sit-in of 200 domestic workers

Conditional agreement reached

and 60 clerks ended on Tuesday evening after a meeting with the KwaZulu Secretary of Health, Dr Darryl Hackland.

Workers downed tools because of delays in parity

pay which, they said, was due in March

Other grievances were long working hours - 6am to 7pm - a shortage of staff, inadequate leave benefits and little opportu-

nity for promotion. Concerning the delay in parity pay, Hackland put the blame on the Department of Development Aid.

The department has since admitted responsibil-

ity for the delay and given November 1 as the target date for rectifying the situation.

However, the clerks also gave a list of demands to Hackland. One of the demands is for an immediate payment of R500 to make up for the delay.

Clerks threatened to walk out again on Monday if this wasn't met.

Medical superintendent Dr Peter Evans declined to comment. During the sit-in, nurses had to wheel corpses to the mortuary since there were no porters.

The pharmacy department staff refused to dispense drugs and medicine to out-patients.

Patients were only fed porridge, milk and bread because the main kitchen was closed.

The hospital could only provide vital services and only emergency patients were admitted.

Commenting on the strike, a spokesman for the Health Workers' Organisation said the actions of the domestic workers and clerks were understandable, given their low wages and the rising cost of living.

"Rent, food prices and bus fares have all increased in the last six months, which makes it increasingly difficult for these workers and their families to survive."

"Health workers are also now being made to pay for their hospital treatment."

"Non-classified workers - domestic workers and porters - are the most exploited workers at hospitals."

"They work under very difficult conditions - long hours, staff shortages, hard work and temporary status."

Vietnamese Siamese twins separated

TWO seven-year-old Siamese twins were in a satisfactory condition on Wednesday after their separation in a 14-hour operation a day earlier in Vietnam, a Japanese Red Cross official said.

A team of 72 doctors and nurses separated twins Viet and Duc at Tu Du Hospital in Ho Chi Minh City, formerly Hanoi. It was believed to be the first separation of Siamese twins who had been joined for more than seven years.

Yoshiaki Nemoto, of the Japan Red Cross, quoted Tadateru Konoe, one of three Japanese observers in the operation, as saying the twins were "in a satisfactory condition on Wednesday morning."

The medical team will keep a round-the-clock vigil on the two boys for four days until tomorrow, Nemoto quoted Konoe as saying.

The Japanese Red Cross provided some medical equipment and medicine

needed in the operation, Nemoto said.

Kyodo News Service quoted a Vietnamese doctor as saying "It will take about a week to tell about the outcome of the operation."

Viet and Duc were joined at the pelvis and had a single pair of legs. They shared a large bowel, anus, bladder, genitals, one pair of kidneys and a major artery, leaving doctors with the difficult ethical question of how to divide their

shared parts and give both a chance of survival.

Japanese newspapers reported that each twin received one leg, while the single organs went to Duc, the healthier of the two. Viet has been comatose since May 1986.

Vietnamese officials have attributed the rise in the number of Siamese twins births in the country to the American use of defoliants during the Vietnam war.

CP Correspondent

A THIRTEEN-year-old member of the KwaNdengezi Youth League who was shot in the face by police last week appears in a Pinetown court today charged with armed robbery.

The youth, who may not be identified, has been repeatedly arrested or questioned on charges of arson, public violence and murder which have been dropped for lack of evidence.

Natal child on robbery rap after repeated arrests and detention

He has been detained under the state of emergency "at least six times" said his mother.

"Every time something happens to Inkatha in KwaNdengezi, the police fetch my son. They single

him out because he is a comrade," she said.

She said police had exaggerated her son's age by 12 years on a previous occasion when they had hospitalised him.

A police spokesman

said a lack of evidence rather than harassment was often the reason behind failed arrests.

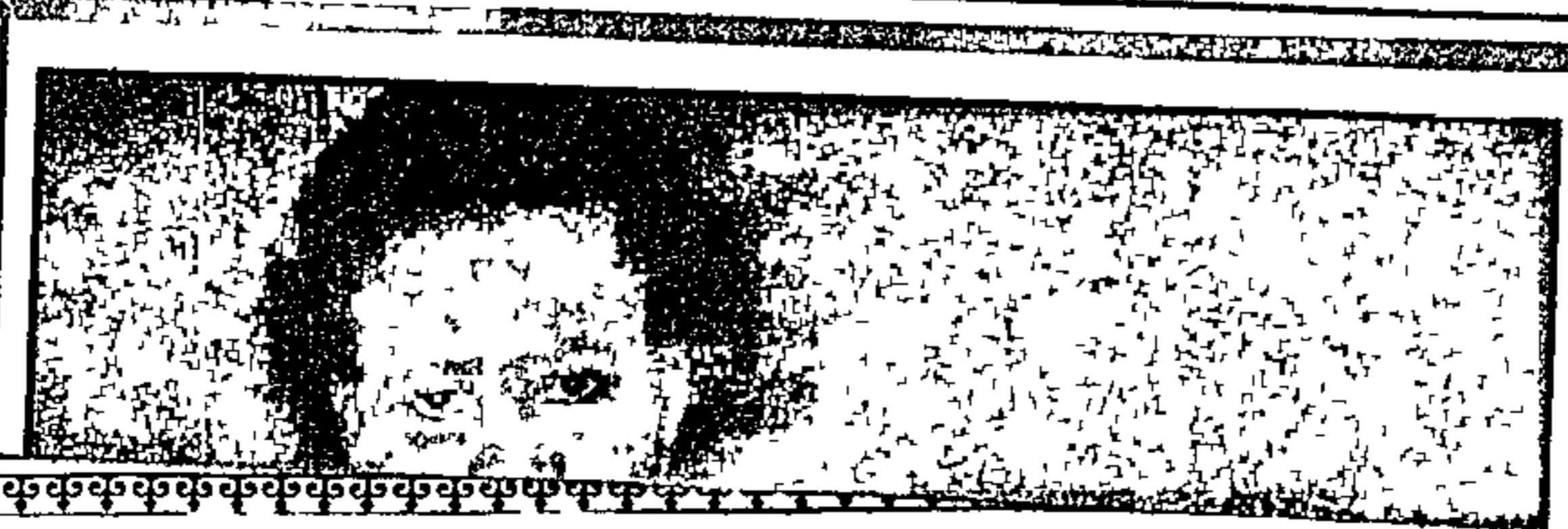
But PFP Unrest Monitor member, Stephanie Miller, said:

"I have had five cases of children arrested where the State has not been able to prosecute."

"When the case is dropped, the kids are put in state of emergency detention," she said.

DNews

Musos' tribute to Dick



88/1

Hotel staff return to work as lockout ends

OWN Correspondent
CMT Tmk 10/10/88

JOHANNESBURG — Most Southern Suns employees returned to work yesterday by 7am after a week-long lockout affecting 11 hotels

Southern Suns-Holiday Inns human resource director Mr Karl Ludick said that by yesterday afternoon there had been no reported incidents from any of the hotels and most workers had returned to work according to the agreement.

He said that during the past week, Southern Suns had operated on a 50% staff complement of casual labour, students, housewives and some employees

He said he believed Southern Suns had rendered an "average service" throughout the week and had guaranteed the functioning of one bar and one restaurant

On Friday, Johannesburg Industrial Court member Mr Mohammad Bulbulia ruled that the termination of the contracts of employment of workers locked out by Southern Sun be declared void.

1 000 strike at
Mondi Paper

DURBAN — About 1 000 workers at the Mondi Paper Company at Merebank downed tools on Sunday, demanding the immediate dismissal of one of the managers

A spokesman for the strikers had complained to the management about an executive who had "changed things" He said that a further 1 000 workers were expected to join the strike

The general manager, Mr Ian Halliday, could not be contacted for comment last night — Sapa.

CLOTHING FIRMS

MORE than 4500 Durban factory workers went on strike yesterday after management offered them what they called a "pittance" in wage increases.

The workers, all members of the Garment and Allied Workers Union, rejected the R9-a-week offer made on Friday. They went on strike yesterday morning.

The workers demanded an increase of R35 a week across the board.

Media spokesman for Gawu, MP Ricky Naidoo said the affected factories were SA Clothing, Sterling and Prestige.

However, a Mrs Burns of Sterling denied that their staff was on strike.

Said Mr Naidoo "At last week's negotiations shop stewards representing workers were taken aback with management's offer. They said it was an insult and should not have been put on the table."

Demand

According to Mr Naidoo further negotiations are expected to be held soon and the management should seriously consider acceding to the workers demand.

Management for the three factories could not be reached for comment. A total of 1150 workers at Mondi Paper mill in Merebank and MacRall Timber in Prospecton are also reportedly on strike.

A spokesman for the Paper, Pulp and Allied Workers Union, representing workers at the factories, said the strikes were for different reasons.

He said the Mondi workers — nearly 1000 of them — were striking because they were unhappy with certain job specifications, while those at the timber factory were involved in a wage dispute. — Sapa

HIT BY STRIKES

(152)
Sweetman
12/19/88

Capl. 7/16/88 *12/10/88*
Fewer strikes this year ^(15'2) **survey**

JOHANNESBURG — Wage settlements between employers and trade unions in the first nine months of the year averaged 17,9% — higher than the average for the previous three years — while there was a marked decrease in the number of strikes. These are among the findings of the latest Wage Settlement Survey published by industrial relations consul-

tants Andrew Levy, Johan Piron and Associates

The survey found that settlements for the June-September period lessened to 17,5%, but this remained above the 13,7%, 15,5% and 17,2% recorded between 1985 and 1987.

This represented an "impressive" performance by the unions — Sapa

Cape Times 12/10/88

Hotel groups spurn unions

JOHANNESBURG *(152)* Two hotel groups want to cancel their agreements with an alliance of three catering unions, according to an organiser for the Hotel and Restaurant Workers' Union

The alliance had agreements with 54 Southern Sun/Holiday Inns hotels and eight Karos hotels

Mr Allan Horwitz said Southern Sun/Holiday Inns and Karos Hotels had issued notices of termination of recognition agreements with the alliance, made up of Harwu, the Commercial Catering and Allied Workers' and the Cape liquor unions

Southern Sun/Holiday Inns personnel director Mr Karl Ludick confirmed that he had given notice of termination of procedural agreements as unions within the alliance could not agree on strategies when entering into negotiations with management.

A Karos representative would only deny that his management had withdrawn recognition

Mr Horwitz said Harwu would declare a dispute and added that Karos and the alliance were to meet today to discuss re-employment of 125 people dismissed after June 16, pay increases and recognition

Hotels, unions ~~152~~
in talks impasse

Star
13/10/84
Labour Reporter 152

A meeting between the Hotel and Restaurant Workers' Union (Harwu) and the Karos Hotels' management to discuss alleged union violations of the parties' recognition agreement was cancelled by the union yesterday

Workers are on strike over pay increases and the dismissal of 125 colleagues for being absent on June 16

Southern Sun-Holiday Inns has terminated recognition agreements with three hotel unions so far "incapable of agreeing on common strategies for negotiations", a spokesman said

(S)

(S)

Karos workers return

KAROS Hotel employees belonging to the Hotel and Restaurant Workers' Union (Harwu) were resigning their membership daily and returning to work at many of the group's hotels, a Karos representative claimed yesterday.

Management said this meant union members were abandoning the strike

Karos confirmed the union was in breach of its recognition agreement and said a meeting scheduled for yesterday was cancelled by Harwu.

The meeting was arranged to discuss the dismissal of 125 workers following the June 16 stayaway, wages and the alleged

BRONWYN ADAMS

withdrawal of recognition of the union alliance, Harwu spokesman Allan Horwitz said

Management was unprepared, however, to give details on both the number of union resignations and strikers returning to work.

Horwitz said the strike was still effective and he had no knowledge of management's allegations

Horwitz said police were again called in by Karos to intervene during picketing outside the Johannesburg Hotel.

A police spokesman said no incidents were reported yesterday

B/Adams
13/10/88



152
13-19/10/88

From MONO BADELA
JOHANNESBURG — Soweto is South Africa's single largest dormitory housing more than two million blacks.

It is also one big stink. The state of the township has become calamitous. Foul piles of rotting rubbish and the stench from burst sewerage pipes are creating a health hazard with each passing day.

Even for a Third World city the filth is enough to make a pig protest. This is the price residents have to pay because of the unresolved three-month strike by Soweto's 3 000 municipal workers, including garbage collectors.

The Soweto town council's problems are unending. It also faces the political logjam over rent and service charges. The council has no cash. Since June 1986 it has been losing no less than R6 million a month because residents are refusing to pay rent and service charges.

Residents complain that rats, mice and greenflies are increasing with every day the strike continues.

Sacked workers

The unresolved strike by administrative personnel, garbage collectors, technicians, treasury staff and clerks is in its third month.

Soweto town clerk Nico Malan remains adamant in refusing to re-employ all sacked workers.

Just about every street corner and empty lot have been turned into dumping grounds while household rubbish bins are overflowing.

Sewers are also open in many parts of Soweto, spewing out filth all over the place.

A strong smell greets those entering Soweto from either the old Potchefstroom road via Baragwanath Hospital, or from the south-west entrance on the Potchefstroom national road. The stench is unbearable late in the afternoon and early evening.

The rubbish heaps have become playgrounds for small children who dig up "lost treasures", unaware of the unhygienic conditions.

Even new housing complexes like Diepkloof extension, Protea North and Pimville's Selection Park are affected.

During a recent visit to Soweto to

Soweto's big stink

152 South
13-19/10/88

launch an anti-pollution campaign, the Deputy Minister of Health, Dr Michael Veldman, commented "Soweto is not yet a health hazard but it could develop into one if the situation is not monitored and checked."

Soweto residents disagree with him.

"The stench is unbearable and our doors these days remain closed even in humid and hot weather," said a Jabavu White City mother.

"We simply can't open our doors and windows the smell is unbearable and sickening. Sooner or later we shall be plagued by disease. Does he want our children to die?"

However, Veldman did say the squatter camp at Mshenguville was "unacceptable."

Malan claims that the strike was precisely because rents were unpaid.

Employees were not paid salary increases because the rent boycott had bitten deep into the council's coffers and until residents paid outstanding arrears there could be no pay rises.

Besides demanding more pay the council workers wanted their South African Municipal Workers Union recognised in place of the "sweetheart" staff association favoured by the authorities.

The council has since fired all 3 000 workers, but made it clear that it would only rehire 70 percent of the sacked workers. Less than 500 of these have since trickled back to their jobs but early this week the problem was far from

being resolved.

Several houses belonging to reinstated workers and those who refused to go on strike have been attacked by people with handgrenades.

Some workers said they were living in fear of their lives because they were accused of "selling out" their striking colleagues by returning to work.

Residents seem resolute in their refusal to pay arrear rentals until their demands have been met.

Residents want the councillors to resign, the council to disband and increases in rents and other charges to be determined by executive officers of the council together with residents' "recognised representatives".

Malan announced this week that the council had awarded three contracts for its newly privatised cleansing services. He expected the privatisation of those services to save the municipality R4 million a year, about two percent of the council's annual budget.

The contracts stipulated that the firms would re-engage former city employees affected by the council's decision to privatise targeted services.

Cleansing services were the first to be contracted out because they had been partially privatised earlier in the year.

"We lost a number of cleansing vehicles — because of the rent boycott we didn't have the funds to buy more," Malan said.

New moves in Goldberg strike

By Mike Siluma
Labour Reporter

The management of Benny Goldberg is expected to respond today to revised union proposals made during mediation yesterday, according to the Commercial, Catering and Allied Workers' Union (Ccawusa)

The proceedings yesterday were aimed at resolving a 14-day wage dispute at the company's Wynberg liquor outlet

Ccawusa spokesman Mr Abie Ramalope said workers had been locked out after going on

strike on September 30

He said the workers' demands before mediation were

- A minimum monthly wage of R720
- An across-the-board rise of R235 a month
- Six months' maternity leave at 45 percent of pay
- A 15 percent staff discount and a 40-hour working week
- Increased staff loans and improvements in the long service bonus

Mr Ramalope said the company had offered a new monthly

minimum pay of R630 plus an individual increase of R100 a month

Management further offered maternity leave pay of 20 percent of employees' salary for six months, as well as a 10 percent staff discount and a 45-hour working week. Improvements to long service awards were also proposed by management

He said both the union and management had revised their positions during mediation, but that the union had made it clear that a settlement was dependent on agreement on wages

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Star 14/10/88

Public picket at Karos hotel

By Adele Baleta

At least 30 members of the public held a placard demonstration outside the Karos Johannesburg Hotel yesterday in support of workers on strike over pay increases and the dismissal of 125 colleagues for staying away on June 16

Employees at seven Karos hotels countrywide have been holding daily demonstrations

Some of the slogans on the placards carried by members of the strikers support group who stood outside the foyer of the Twist Street hotel read "I won't stay in Karos Hotels" and "We support workers who were fired on June 16"

Two members of the South African Defence Force told The Star they had been called by management to monitor the situation

A Hotel and Restaurant Workers' Union (Harwu) spokesman said the union had sent a telex to the Commissioner of Police requesting that they stop interfering with people who were picketing legally outside Karos hotels

He said the union would apply for an urgent interdict to restrain the police from harassing demonstrators

He said Harwu was also considering taking the company to the Industrial Court to prevent management of the Karos Johannesburg Hotel from holding disciplinary hearings, relating to intimidation, while the strike was still on

Company comment was unavailable at the time of going to press

Star 14/10/85
**Demand for
pay sparks
sit-in strike**

152 By Adele Baleta

Seventeen Construction and Allied Workers' Union (Cawu) members were arrested and three wounded when riot police used dogs to break up a sit-in by about 100 workers at Faiart Ceramics in Rustenburg, the union said yesterday

The workers, according to Cawu, were demanding wage increases for over 30 colleagues reinstated earlier this year

According to Cawu, the court found that workers had been unfairly dismissed for joining the trade union

The company's lawyers, however, said workers were dismissed for incompetency and the court ruled that the dismissal procedure was unfair

A union spokesman said workers staged the sit-in on Tuesday after meetings with management had failed to secure the wage increases for the reinstated workers

He said the company called in the riot police and dogs were set on the workers.

A police spokesman confirmed the riot unit was called by management to help remove the workers from the company's premises

He said five workers had paid admission of guilt fines, three were released after a warning and nine were due to appear in court yesterday

Lawyers for the company said attempts by management to find out why employees had staged a sit-in were fruitless

They said that according to the Industrial Court ruling, the reinstated workers were entitled to the same increases as their colleagues

Star 14/10/85

WMAIL 14-20/10/88

Spirits run slow at strike hit Bennie's

By EDDIE KOCH

A TWO-WEEK strike by more than 100 shopworkers has stemmed the flow of spirits from the biggest bottle store in the world.

Benny Goldberg's Liquor Store, which bills itself as the "biggest bottle store in the universe", was hit by strike action after wage talks between the owners and the Commercial Catering and Allied Workers' Union (Ccawusa) deadlocked last month.

"After holding strike ballots the workers started a legal strike on September 30 and have been out since then," said Ccawusa organiser Abie Ramalope. "On the same day the company responded by locking out the workers."

While the strikers were leaving the premises they were dispersed by a baton charge, said Ramalope. "There is strong evidence that the company called in the police. A number of injured workers have been sent for medical examinations and we are planning to take legal action against the company."

A senior police liaison officer for the Witwatersrand rejected the union's claims and said police were never present at the strike.

The store has been operating on a skeleton staff since all its 110 black members of staff stopped working. Management and the union were locked in mediation today in a bid to resolve the issue.

Said Dawie Smith, the manager of the store: "I cannot make any comment at this stage because we are currently involved in negotiations."

Workers are demanding a wage hike of R235 a month across-the-board and a minimum wage of R720 a month. Management has offered increases of R100 and a minimum of R630 a month.

152
Cape Times 14/10/88

Hospital workers discuss grievances

Staff Reporter

THE executive director of hospital and health services in the Cape will be asked to address the grievances of hundreds of auxiliary workers at Groote Schuur Hospital who yesterday downed tools in a four-hour stoppage, a hospital spokesman said.

Hospital representatives met with worker delegates in the hospital's Nico Malan hall to discuss the grievances and "unsatisfactory" pay and conditions of service of the lowest paid categories of public service employees, the spokesman said.

A spokesman for the Health Workers Union, which represented some of the striking workers, said nearly 2 000 workers demanded an R800 minimum monthly wage, a 40 hour working week, three months' maternity leave, permanent appointment and the recognition of the union of their choice.

"Patient care was not detrimentally affected," the spokesman added.

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CP News
16/10/88

By STAN MHLONGO

HUNDRED and seventy members of the Media Workers' Association of South Africa, employed by Republican Press, go on strike today following the Industrial Council's failure to resolve a wage dispute.

A Mwasa spokesman told *City Press* that the strike follows a successful ballot in which 96 percent of the Republican Press work force voted in favour of a strike.

The strike will affect the production and distribu-

170 Mwasa members on strike

tion of 10 magazines, including *Personality*, *Bona*, *Living and Loving*, *Femina* and *Pace*.

The spokesman said eight months of negotiations between the National

Council of Trade Unions, to which Mwasa is affiliated, and the company had failed to produce positive results.

Nactu official Patrick Mkhize emphasised that the work stoppage was being implemented to persuade management to comply with the grievances of the workers.

Republican Press personnel manager Jamie Gouws refused to comment and said anything concerning the dispute would be reported "in our newspapers".

City Press Shop



UPnews
16/10/88

By STAN MHLONGO

HUNDRED and seventy members of the Media Workers' Association of South Africa, employed by Republican Press, go on strike today following the Industrial Council's failure to resolve a wage dispute.

A Mwasa spokesman told *City Press* that the strike follows a successful ballot in which 96 percent of the Republican Press work force voted in favour of a strike.

The strike will affect the production and distribu-

170 Mwasa members on strike

tion of 10 magazines, including *Personality*, *Bona*, *Living and Loving*, *Femina* and *Pace*.

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Council of Trade Unions, to which Mwasa is affiliated, and the company had failed to produce positive results.

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17/10/88 B/day

Hotel strike: war of words

KAROS Hotels has been challenged to justify its claim that workers are abandoning their strike and quitting the union

The challenge was issued at the weekend by the Hotel and Allied Workers' Union (Harwu), which threatened legal action against the hotel group if it did not publicly retract its claim

Union official Allan Horwitz said the three-week-old strike by 700 members over June 16 dismissals and a wage

(S2)

BRONWYN ADAMS

dispute was still strong and accused Karos of furthering a "strategy of disinformation".

A Karos representative said management had declined to comment.

Horwitz also criticised Southern Sun/Holiday Inn human resource director Karl Ludick for terminating recognition agreements with the union alliance

Ludick could not be contacted

Major clothing strike looming

Own Correspondent

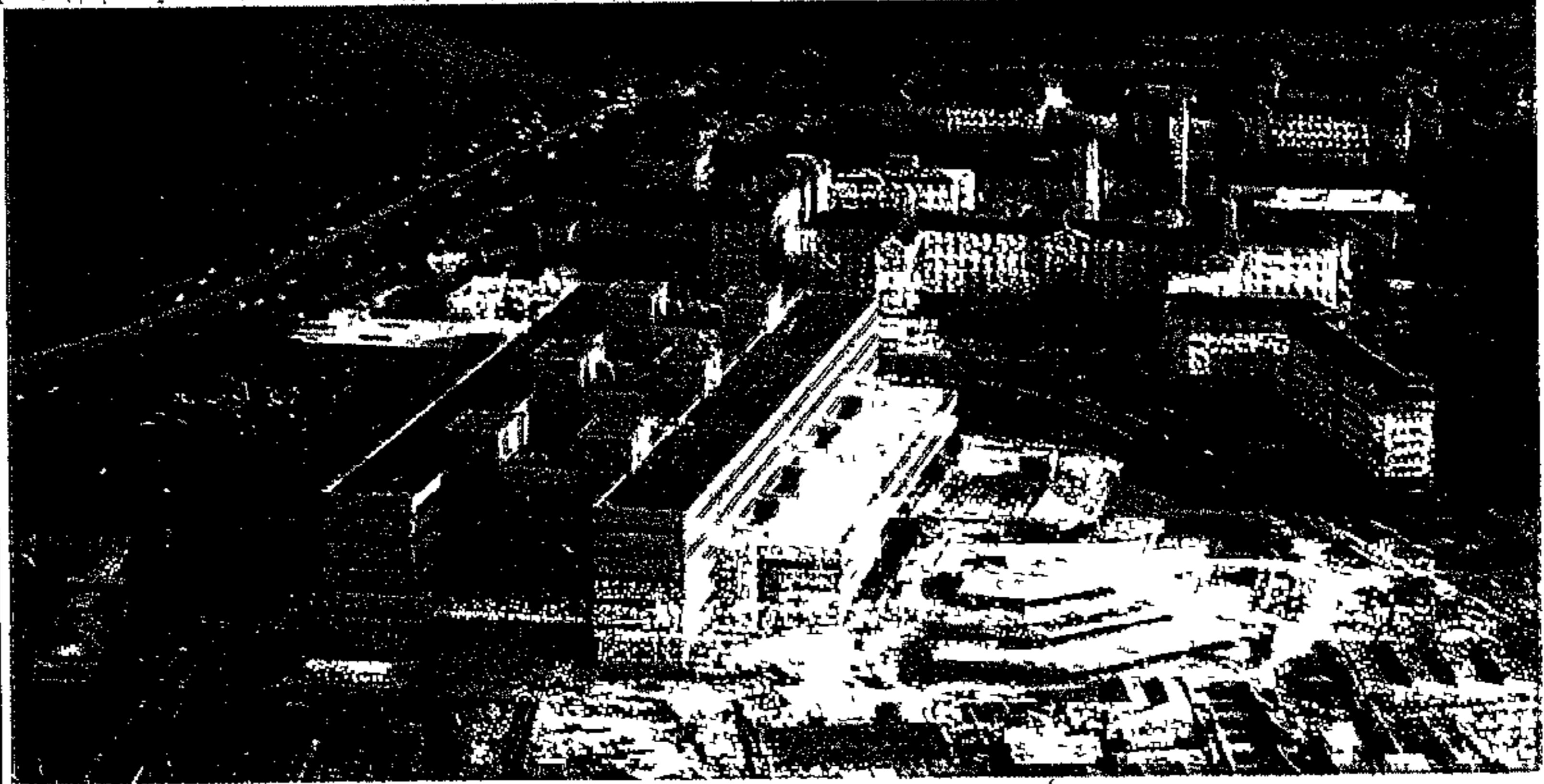
DURBAN — A major strike is looming in the clothing industry after a weekend decision by more than 1 000 shop stewards of the Garment and Allied Workers' Union (GAWU) to pursue their wage demands

A J Moodley, regional secretary of GAWU, which represents more than 43 000 workers, said yesterday the workers rejected management's offer of a R9 pay rise in January and another R5 in July.

"We are preparing the spadework for a legal industry wide strike which will follow the normal procedures as laid down in the Labour Relations Act," he said.

More than 15 000 workers at clothing factories in Mobeni, Durban, have been striking for a week, demanding a R35 across-the-board pay rise. Most have returned to work, but for 3 000 at SA Clothing.

Keith Robson, the media spokesman for the Natal Clothing Manufacturers' Association, could not be reached for comment yesterday.



TROUBLED HOSPITAL .. Grootes Schuur Hospital has been hit by a strike over wages and working conditions Picture ALAN TAYLOR

CAPE TIMES

18/10/88

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Grootes Schuur workers stop work for 12 hours

Staff Reporters

MORE THAN 1000 auxiliary workers at Grootes Schuur Hospital stopped work for over six hours yesterday, a hospital spokesman confirmed. It was the second work stoppage in a week.

A spokesman for the Health Workers' Union said "about 3000" auxiliary workers had stopped work because the hospital management had failed to tell them whether and when they would meet the executive director of Cape Hospital Services, Dr

George Watermeyer, to discuss grievances.

The workers went back to work when hospital management told them a meeting with Dr Watermeyer had been scheduled for this Thursday.

200 on strike

ABOUT 200 members of the Media Workers' Association of South Africa yesterday downed tools at Republican Press' Durban factory. Mwasa's general secretary, Mr S'thembele Khala, said the legal strike followed the collapse of negotiations between the union and management last month. The union demands — among other things — upgrading of their

members' salaries "to be the same as that of their white fellow workers in the same job categories", medical aid; provision of transport for black editors "as it is done for white editors." Mr Khala said. "The union questions the consciences of the managers of the company in allowing racism to take precedence over sound industrial relations"

South African Press 19/10/82

IS

Workers told to accept offer or go

By Adele Baleta (152)

Haggie Rand management has issued an ultimatum to striking members of the National Union of Metalworkers of SA (Numsa) to accept the company's final wage offer by 4.30 pm today or be dismissed. 20/10/88

A Numsa organiser, Mr. Tony Kgobe, said yesterday the 1 800 workers who went on a wage strike five weeks ago would not accept the offer.

He said that Haggie Rand had also threatened to evict 800 workers from the company hostel.

This was denied by a company spokesman, who confirmed that an ultimatum had been given to Numsa with a revised wage offer on Tuesday.

Mr Kgobe said workers would picket Anglo American and Gencor headquarters and the Johannesburg Stock Exchange today to protest against the wage offer.

He said sympathy action in the form of demonstrations and pickets had been staged by workers at Maksimal Tubes in Springs, Denver Metals and Consolidated Wire Tubes in the Vaal Triangle.

Mr Kgobe said Numsa had also approached the National Union of Mineworkers over sympathy action.

The company spokesman said that the offer on Tuesday did not reflect movement on the basic wage offer of a 45 cents across-the-board increase and a minimum of R3,45 an hour. The union is demanding an hourly increase of 65 cents across-the-board, bringing the minimum wage to R3,65.

The company spokesman said there was an improvement on the total wage package, which was now 70 cents an hour or R136,50 a month.

In addition, an attendance bonus of 2 cents an hour (R5,18 a month) had been offered for the first time.

The total wage package would be retrospective to July 1. May 1 and June 16 would also be granted as holidays.

CAT Times 20/10/88
152

Bid for equality: 200 strike

DURBAN. — More than 200 people at Republican Press here are on strike to back demands for better wages and conditions the same as those of white colleagues, according to Mr Sithembele Khala, general secretary of the Media Workers' Association.

The strikers want salaries for black workers be restructured and on par with those of whites. They also want:

- Black editors to have transport like their white colleagues.

- Transport subsidies to apply to all workers.

- Black workers be on a medical scheme.

The union criticised Republican's management for "allowing racism to take precedence over sound industrial relations".

Annual talks between the company and the union collapsed in September — Sapa

WHEN judges, lawyers and academics discuss going on strike, it surely says volumes about the legal system they are part of.

Not that the issue was canvassed in any great detail at last weekend's Institute for a Democratic Alternative for South Africa (Idasa) conference in Cape Town; it came up during discussion when it was suggested judges suspend their services in protest at the law's erosion.

Earlier, legal academics Professor John Dugard of Wits law school and Mike Robertson of the University of Natal had each spoken strongly against "moral" judges resigning from the South African bench.

Instead, they should make better use of their position and influence and speak out against the unjust laws they were forced to apply, at the same time exploiting what little legal space remained to them

Dugard said that, depending on one's perspective, judges were seen as tools of the apartheid order, carrying out the wishes of the ruling elite in the name of legality

Mainstream jurists, however, all saw judges as having some constructive, enlightened role to play the idea that a judge was required to subordinate his discretion to the ruling elite was "foreign to our law"

Repressive laws that excluded judicial discretion had white-anted this tradition and the South African legal order was "grossly abnormal, one of

At a sober legal conference, the talk turns to ... going on strike

At a conference on the role of the judiciary in South Africa, the discussion turns to 'moral' judges: should they resign, or should there be more of them? GAYE DAVIS reports

which I, as a lawyer, am ashamed to be part", said Dugard

But there were still opportunities for judges to advance justice within the law — and as long as there was, they should remain on the bench

Lawyers and academics should remember that, by participating, they also lent the system credibility and legitimacy.

"I really cannot see how we can continue to practice and preach within the system while we call on moral judges to resign"

When the power of the judiciary to do any good within the system was denied by law or the complete over-

ruling by the Appeal Court of progressive decisions, "I hope moral judges will resign. But I also hope that progressive lawyers will likewise withdraw from appearances before the courts"

Robertson urged judges to shake off their traditional reserve and follow the example of Mr Justice John Didcott in his outspoken condemnation of the denigration of law

"Judges cannot be silenced as others can, at least not yet. By communicating their message of disapproval or anger they can make it clear that there is something fundamentally wrong with the legal system, that it

cannot last in its present form and that there is a better way that lies ahead"

An "anti-legal culture" was burgeoning, threatening the tragic consequence that "it will be increasingly difficult in later years to convince ordinary people that proper law should possess those intrinsic qualities"

Namibian advocate Anton Lubowski said that in South Africa and Namibia people had lost all respect for a legal system which did not dispense justice but depended on the political whims of a minority

For any credibility to be restored, the bench should start denouncing the state's increasing role in dictating and interfering in the discretionary power of the judiciary

The Appeal Court had acted "as an arm of the National Party and has become part and parcel of the oppression in this country"

Drawn from an elite and isolated pool, judges were not even representative of white society. For 30 years the Appellate Division was dominated by Afrikaans-speaking Free State-born men who had worked in Pretoria at the Bar or as civil servants.

Magistrates emerged from the ranks of Department of Justice public prosecutors — accustomed to looking at things from the state's point of view.

In almost 90 percent of criminal cases before magistrate's courts, the accused had no lawyer, Lubowski said

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SADF slow on posts — Angola

within a few days.

Van-Dunem also said there was disagreement on whether black Namibian soldiers should man the posts

A Defence Force spokesman said yesterday that in terms of the Geneva agreement channels of communication had been set up deal with such issues "The SADF respects and follows these

channels and would hope that the other parties would do the same"

□ A member of Namibia's interim government, Jan de Wet, said yesterday it was no longer possible to implement Resolution 435 on November 1 His comments followed talks between President P W Botha and members of the interim government — Sapa-AP

Engineers 'rarely make mistakes'

GERALD REILLY

PRETORIA — Glib charges by the media and public that civil engineering technology was not up to standard, or that engineers were prone to underestimate risks, were baseless, SA Institute of Civil Engineers president C M McMillan said in his key note address to a Flood in Perspective conference at the CSIR yesterday.

He said there had been mistakes, but they were rare

Unfortunately, the public did not tolerate failure in engineers' work, as it did in certain other professions where perfection was not the norm This was understandable because of the awesome consequences of failure in major civil engineering works

Affected

The Weather Bureau's J van Heerden said recommended more research into the mechanisms of floods

Another bureau speaker, D E Terblanche, said the Natal floods were probably the greatest national disaster in the country's history

Drennan, Maud and Partners' R R Maude said although the geotechnical effects of the Natal floods appeared severe, their extent should be seen against the performance of the affected region as a whole Overall damage was small and the costs almost insignificant, in relation to the value of the capital investment in the region

Minister calls for flood preparedness

8/2003 21/10/88

GERALD REILLY

PRETORIA — The massive destruction caused by recent floods, and the need for a sharper and more effective reaction to future disasters, were stressed by National Health Minister Willie van Niekerk yesterday.

Speaking at a Floods in Perspective conference organised by the SA Institute of Civil Engineers at the CSIR, Van Niekerk said R67m had been paid out in flood relief, R48m — of it to victims in KwaZulu The public's "magnificent" contribution was R27,63m.

Up to the end of August, a total of 135 000 applications for aid had been received and another 17 000 were being processed.

The Laingsburg floods in 1981 destroyed 184 of the 225 houses in the town. Only 20 were repairable

In the Natal and Free State floods more than 400 people died. Damage was estimated in excess of R1bn, 4 000 far-

mers suffered heavy damage and more than 700 farm dams burst

It was worrying, Van Niekerk said, that so many disasters had to occur before attention was pertinently focused on the problem.

In spite of recent disaster experiences "we have not yet prepared ourselves properly for possible future disasters". The effect could be minimised by a comprehensive national flood defence policy which would provide immediate and short-term assistance to victims It would also have to include long-term assistance and proper flood management

Shortcomings in previous disasters, including communications and lack of facilities, were discussed recently by a task team which included representatives of state departments and Civil Defence.

Durban strike spreads to Maritzburg

WORKERS at Prospective, a subsidiary of Republican Press in Maritzburg, yesterday joined the strike by its Durban plant workers, bringing to more than 300 the number of strikers

Media Workers' Association general secretary Sithembele Khala said striking workers in Durban were locked out yesterday as the stoppage entered its third day.

Talks called by management had broken down over allegations that the company

had failed to follow the agenda Wages and conditions of service were to be discussed

Khala said the company allegedly talked of mediation, skirting the wages issue

Workers demanded that salaries for black workers be restructured to match those of white workers

They also demanded transport for black editors as provided for their white colleagues, that the transport subsidy apply to all workers and that black workers be on a medical scheme — Sapa

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(152) W.M.A.C. 21-27/10/88

Three firms to sue unions for R4-m

By EDDIE KOCH

THREE Reef companies are planning to sue trade unions belonging to the Congress of South African Trade Unions (Cosatu) for a total of more than R4-million for damages allegedly suffered during illegal strike action.

The claims are the first to be made in terms of controversial clauses in the new Labour Relations Amendment Act which make it possible for companies to claim losses caused by unlawful strikes.

Cosatu and the National Council of Trade Unions (Nactu) say the law could be used to close down militant unions by bankrupting them.

Kwela Wholesale Meat Supply in Springs has served papers on the Food and Allied Workers' Union (Fawu) giving notice that it intends claiming R1,7-million for damages allegedly caused during a series of illegal strikes this year, according to

the firm's industrial relations adviser, Phillip van Welbergen.

Van Welbergen said he was also preparing papers on behalf of the Ullman Brothers cartage company, which wants R2-million compensation from the Transport and General Workers' Union (TGWU) for damages allegedly sustained during a strike last month.

Pyramid Distributors in Denver is planning similar action against the Commercial Catering and Allied Workers' Union (Ccawusa) for R500 000 which Van Welbergen says was lost during a stoppage last month.

He said Kwela had calculated their claims according to lost production, the cost of hiring new staff during the strike, the cost of training new staff,

loss of customers and the cost of regaining the market position of the company at the time of the strike.

One of the unions' main complaints about the new labour law is that it removes their indemnity from the consequences of illegal industrial action and places an onus on them to prove that they had no connection with such action by their members.

Reacting to union claims that the Labour Relations Amendment Act could be used to bankrupt unions, Van Welman said "It is likely that this will happen — but then again the unions must act responsibly."

Representatives of Fawu were not available for comment at the time of going to press. But a Ccawusa source said the union had been on the verge of signing a recognition agreement with Pyramid when the compa-

ny had hired Van Welbergen in a deliberate move to "union-bashing".

Van Welbergen wore a pistol and behaved in a provocative way when dealing with union representatives, the source said. Ccawusa has declared a formal dispute with the company for breaking off talks on union recognition.

Last week the HL&H timber company applied to the Industrial Court for an interdict restraining Nactu's Building Construction and Allied Workers' Union (BCAWU) from staging an overtime ban which the company claimed had cost it R1,1-million in lost production.

Nactu general secretary Proshaw Camay said the federation feared the application could herald a damages claim against the union. However, the dispute was settled this week.

Spirit of Sarmacol Strikers Unbroken

CP Reporter

SARMACOL workers have entered their fourth year on strike, unbroken and

determined, and their new play, *Bhambatha's Children*, is a demonstration of this spirit.

The play, which Transvaal will be able to see for the first time tomorrow at the Workers' Library Book Fair, follows closely on the heels of *The Long March*, which told the story of the Sarmacol strike *Bhambatha's Children*

was workshopped by a project of the Sarmacol Workers' Co-operative, which was formed to safeguard the strikers' interests after all 970 workers were fired in May 1985.

Covering the period from 1906 to 1988, the play starts out after Chief Bhambatha led a rebellion against the introduction of poll taxes, which were designed to force Africa, people off the land. Three generations' struggle to regain control over their land and lives after the failure of the rebellion is traced in the play.

The cast sees the play as a means of spreading the story of their struggle as well as inspiring others to fight on.

"We hope that *Bhambatha's Children* will show people that they should organise and fight for what changes we want and that our spirit can never be defeated," said one cast member.

Bhambatha's Children will be staged at various venues in the Transvaal throughout November and its cast promises that the public will not be disappointed in their performance.



Sarmacol workers are still united four years after 970 were dismissed at Howick.

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23/10/88
MAM

Builders challenged on unemployment

Industrial violence is 'all too common'

Stev 25/10/88 152

By Frank Jeans

CAPE TOWN — Violence and intimidation are assuming alarming proportions in industrial relations, the Building Industries Federation's annual congress was told yesterday

"Brutal physical violence and murder are unfortunately all too common," Mr R H "Robbie" Botha, executive president of the Mine Surface Officials' Association, told delegates

"I doubt whether, given the kind of violent intimidation we have seen, the Wiehahn Commission recommendation that peaceful picketing be legalised can be carried out," he said

The commission recommended that the Industrial Conciliation Act be amended to provide for the legitimate use of peaceful picketing as an instrument of industrial action

The commission also recommended, however, that picketing "accompanied by coercive action of an unlawful nature be prohibited"

Mr Botha had plenty of praise for the former Minister of Labour, Mr Fanie Botha, for his part in averting what he called a "mounting revolutionary onslaught" against South Africa

"He was the one who had to sacrifice popularity with the hardliners in his own party," said Mr Botha

"He was the one who had to cope with the political in-fighting which preceded the appointment of the Wiehahn Commission and if it had not been for Fanie Botha having grasped the conceptual shortcomings in our whole system, an Armageddon would probably have been upon us before reform could cushion the

impact of revolutionary onslaught"

Mr Botha said he had no doubt that the exclusively white trade unions were "relics of the pre-Wiehahn era" and were becoming increasingly irrelevant

The opening speaker, Professor Attie de Vries of Stellenbosch University, challenged the building industry to take the initiative in helping to absorb the massive unemployed workforce into its rank and file.

"We must change dramatically and include in our forward planning the 50 percent unemployed instead of just talking about what we have to do

"No political system can afford that number of unemployed," he said

Anti-South African lobbyists

While acknowledging what had to be done, Natal builder Mr Bob Stevenson, a Bifsa past president, crossed swords with Professor de Vries and pointed out that compared with industries abroad, the local building industry had achieved much in the promotion of blacks

"It should be remembered that elsewhere in the world blacks are not brought into the building industry and this is true in America where anti-South African lobbyists persist in criticising this country," said Mr Stevenson

Mr Stevenson said he had approached the question of bringing a black on to his board but not as a token gesture

"The black board member must elevate himself and contribute something to the board," he said

1200 Sats workers go on strike in Port Elizabeth (52)

Own Correspondent

EAST LONDON — More than 1 000 Sats employees in the railway depots and 200 harbour workers were on strike again, a Sats spokesman said yesterday.

He said the first 70 striking railway employees were dismissed on Friday and 130 employees would be dismissed if they had not returned to work by yesterday. Another 790 workers had rejected a re-employment package.

(S) B/day 25/10/88

(152) 8/10/88 26/10/88

ALAN FINE

Threat to sue unions after strikes

TWO of three trade unions facing possible action for R4,2m in damages allegedly sustained by companies during unlawful strikes, yesterday said the stoppages had been minor events which occurred months ago.

Spokesmen for the Food and Allied Workers' Union (Fawu) and the Transport and General Workers' Union (TGWU) said the stoppages lasted for less than two hours before participants were dismissed.

They added the stoppages had occurred before September 1, so the terms

of the new Labour Relations Amendment Act could not be applied. The Act transfers the onus of proof to unions.

But labour relations consultant Phillip van Welbergen, acting for the three companies, said the stoppages were the culmination of a pattern of indiscipline, rogue behaviour including wildcat strikes, and intimidation "I will bankrupt every union I deal with, and act against each worker, to get back the money lost by such behaviour," he said.

He added the new Act would apply to

the contemplated actions.

Kwela Wholesale Meat Supply has threatened a R1,7m suit against Fawu and 50 workers for a stoppage in June after which the workers were fired.

TGWU and 250 workers at Ullman Brothers plan a R2m action after an hour-long work stoppage in August.

Pyramid Distributors intend suing Commercial, Catering and Allied Workers' Union (Ccaawusa) for R500 000 in a separate defamation case, Van Welbergen said. Ccaawusa could not be reached.

BTR Dunlop wins interdict on strike

24/10/88 ALAN FINE

BTR DUNLOP yesterday won a temporary Industrial Court interdict against the National Union of Metalworkers of SA (Numsa) after employees at four plants went on strike in protest against the dismissal of a senior shop steward.

A union spokesman said national Dunlop shop steward committee chairman Bongani Nkhungo had been dismissed in July after allegedly taking sick leave to attend a union meeting in Harare.

Some 1 600 members at plants in Durban and Port Elizabeth took part in yesterday's action, and had previously followed procedures for lawful strike action, he said.

However, BTR Dunlop industrial relations manager Glen Sutton said the court had ruled the strike unlawful, and Numsa had been ordered to end it.

Nkhungo had been dismissed for gross dishonesty, he said, and the strike action was a premeditated attempt to obstruct the determination of the dispute under the compulsory arbitration provisions of the Labour Relations Act.

Numsa said the company had refused a proposal to settle the matter through private arbitration.

Election day boycott affects black schools

Black schools in Johannesburg, the East Rand, the Western and Eastern Cape and Durban were seriously affected by boycotts yesterday, although most Reef workers turned up for work

The schools stayaway was confirmed by a spokesman for the Department of Education and Training, Mr Job Schoeman, yesterday

Star 27/10/88
He said the Vaal triangle had an attendance figure of 50 per cent

Other schools in the area reported pupil stayaways

At Wits University most black students stayed away and absenteeism in different departments varied from 10 per cent to 100 per cent

Bus operators and municipal-

ities on the Reef reported minimal absenteeism

An ANC statement released in Lusaka last night said that calls for a boycott of the elections had been a success

It said "The democratic movement has been able to get its message across despite restrictions, harassment and repression" — Star Reporter



Hopes for end to Mercedes strike

11645 28/10/88 (163) (157) (120)

EAST LONDON — Almost the entire workforce of 3 000 at the Mercedes Benz of South Africa (MBSA) plant in East London has been on strike for the past two days

A spokesman for MBSA said yesterday production at the plant had been seriously affected

However, settlement in the dispute which caused the strike was reached late yesterday.

In a statement, the company said production was expected to resume today, but a National Union of Metalworkers of South Africa (Numsa) spokesman in Port Elizabeth, Mr Les Kettleas, said a report-back meeting would be held with workers and it was difficult to predict whether or not workers would then return to work.

Disciplinary

Numsa's regional secretary, Mr Viwe Gxarisa, said the work stoppage was over two separate disciplinary matters

The first was a case of mutual accusations of drunkenness between an assembly-line worker and a foreman.

The worker refused to take a breathalyser test unless the foreman

did the same and he was dismissed

In the second case, a worker was dismissed after only a few hours in a new job because he was said to be performing inadequately.

Mr Gxarisa said management had failed to follow the strict procedures applicable to such circumstances

In a meeting between management and Numsa yesterday afternoon, it was agreed to reinstate the latter worker and hold an internal disciplinary inquiry for the former, he said

Poor performance

The statement issued by MBSA said the layoff procedure had been clarified. It said there had been a dispute over an alleged incident of misconduct and the interpretation of a lay-off agreement.

Later, however, the MBSA spokesman, Mrs Wendy Hoffman, said the strike followed the dismissal of a worker last week for "poor performance".

Mrs Hoffman said the strike was an illegal one and had taken place before an appeal lodged against the dismissal of the employee could be heard

She said the appeal was to have been arranged as soon as possible. — Sapa

Chissano visits Cuba again

Man molested seven schoolboys

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BRONWYN ADAMS

70 arrested in Karos strikes

THE six-week-old strike at seven Karos hotels throughout the country resulted in more disruptions this week with 70 Hotel and Allied Workers of SA (Harwu) members being arrested, union spokesman Allan Horwitz said yesterday.

He said police action continued at most of the hotels on strike. He also claimed that the manager of the Karos hotel in Richards Bay had admitted that management had called in the police last Sunday to prevent strikers from legally picketing off the hotel premises.

A police spokesman in Pretoria refused to comment.

A Karos representative denied calling in police where picketing occurred off company premises.

Horwitz said 52 workers from Rustenburg's Safari Hotel were arrested after four people were held by police when they distributed union pamphlets in the town. They were expected to appear in the Rustenburg court today.

Another 12 workers from the Manhattan Hotel were charged with intimidation in Pretoria yesterday, but were released on R200 bail each.

Six workers from the Johannesburg Hotel were to appear in court on Tuesday also on charges of intimidation.

Horwitz said Karos and Harwu would meet late next week to discuss all the issues in dispute.

Karos management refused to comment.

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WMAIL OCT 28 - NOV 3 1988

THE SOWETO municipal strike, which started four months ago when 3 500 workers downed tools, is dragging on with no end in sight.

About 2 000 workers are still on strike. The dispute centres on wages and the council's failure to recognise the South African Municipal Workers' Union (Samwu).

The council claimed it was not able to raise wages because of the three-year-old rent boycott. It was given a grade 12 status by the industrial council this year, meaning that municipal employees were entitled to a wage increase.

Soweto town clerk Nico Malan promised the union the new grading would be implemented in July this year. This did not happen.

At a meeting between the council and Samwu on June 20, council members walked out, objecting to a phrase in the union's statement of de-

Four months on, no end in sight for Soweto strike

mands that workers should not have to bear the brunt of "corruption, inefficiency and nepotism."

Failure to reach a consensus led to the strike and Malan dismissed the workers, saying they were striking unlawfully.

Samwu is grappling with many difficulties.

The lines of communication between the union and its members have been severely affected by the banning a month ago of daily meetings which the workers attended at Regina Mundi.

Despite the banning of strike meetings, declining food resources and the return to work of half their fellows, some 2 000 Soweto municipal workers are still on strike. reports MUSA ZONDI

It was easier to co-ordinate and plan future action when union workers still met at a central point. The rations of mealie meal, washing

soap, sugar, tea and coffee have stopped. Donations have not been forthcoming and not all workers can attend meetings held at secret venues in town.

Most workers are battling to provide for their families and divisions have arisen because some of the workers have given up the struggle.

Samwu estimates that almost half of the workers have returned to work. Those who are still on strike are from the council's cleansing department. There are also workers from

the electricity and parks department. For some weeks the union has been threatening to bring a court application for the reinstatement of its members and challenging the banning of their daily meetings. For financial and social reasons, the action has been delayed.

The remaining strikers are adamant they will remain on strike until their demands are met.

For Samwu members are allegedly in detention and the workers have added a call for their release to their strike demands.

They reject the council's offer to re-employ 70 percent of the workforce and demand the scrapping of a "newly-born body", the staff association.

They are also demanding reinstatement of the loss of benefits, rather than the re-engagement the council has offered.



Playing in the rubbish Sowetan

Those who have gone back to work, mainly clerks and officials in the administration offices, were re-engaged rather than reinstated. The strikers also reject the council's

"HE WHO ENJOYS DOING,
AND ENJOYS WHAT HE HAS DONE,
IS HAPPY." GOETHE



1988

end strike

the electricity and parks department. For some weeks the union has been threatening to bring a court application for the reinstatement of its members and challenging the banning of their daily meetings. For financial and tactical reasons, the action has been delayed.

The remaining strikers are adamant they will remain on strike until their demands are met.

Five Samwu members are allegedly in detention and the workers have added a call for their release to their strike demands.

They reject the council's offer to re-employ 70 percent of the workforce and demand the scrapping of a "sweetheart body", the staff association.

They are also demanding reinstatement, without loss of benefits, rather than the re-engagement the council has offered.

gas, tea and coffee have been provided. Donations have not been accepted and not all workers can afford to eat at secret venues. Meetings are held at secret venues. Workers are battling to provide for their families and divisions have been formed because some of the workers have given up the struggle. Estimates that almost half of the workers have returned to work are still on strike are being questioned by the council's cleansing department. There are also workers from



Playing in the rubbish. Sowetan municipal workers have been on strike for four months. Picture: NUSA ZONDI

Those who have gone back to work, mainly clerks and officials in the administration offices, were re-employed rather than reinstated. The strikers also reject the council's

bid to tender some of its functions, such as cleansing, to private companies. "If they are the local authority, aren't they supposed to provide ser-

vices themselves?" a union spokesman said.

The workers say they are unimpressed by ET Tshabalala's promise to reinstate them if they vote for him in the municipal election.

One of the diehards, Fikile Sibiza, of Zondi in Soweto, has to support 13 children. "There is hunger on one side and furniture accounts on the other," she says.

She adds that the conditions of those who have returned to work have also deteriorated. They start work at 7.30 am and are no longer al-

lowed to talk to visitors during working hours, she says.

There are also allegations that those who went back have not yet been paid for September.

Another striker, who asked not to be named because this might jeopardise his chances of being re-employed, says he and his family only survive because his wife sells chicken legs to keep them going.

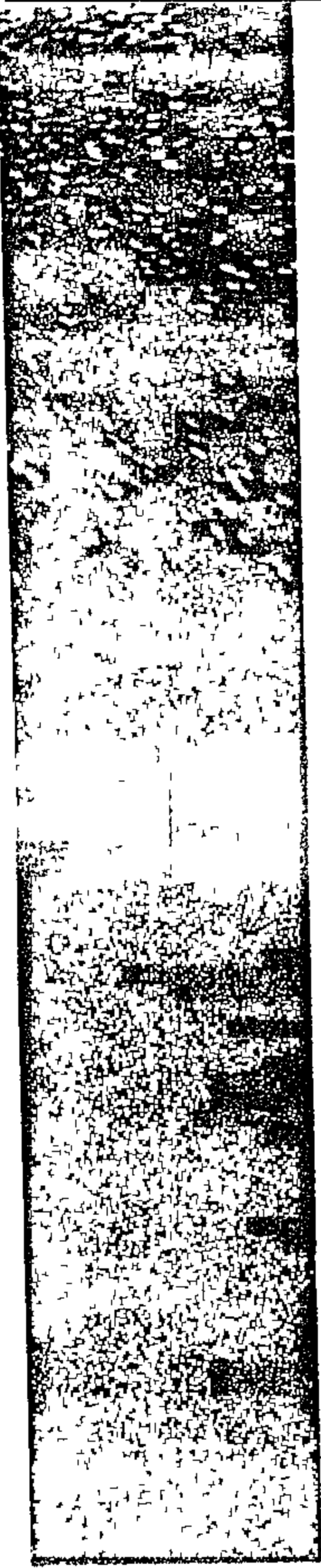
His friend, who lives nearby, tells a similar tale of woe. "Residents supported us for some time. They gave us donations and moral support by making life difficult for those who had taken our jobs. But the support has now fizzled out," he says.

Residents say the workers hired by the council to replace the strikers were so unpopular in the community that council organised a security force escort for them.

Council services are still affected by the strike. Clearing has been very irregular and in some areas, such as Pimville and Rockville, refuse is still not being cleared.

Residents claim ash removal is carried out on an irregular basis. In some areas, municipal workers take three weeks to remove ash.

Attempts by the *Weekly Mail* to get comment from the council were not successful.



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ed to launch a patrol boat...
the South African Navy

CPA links 28/10/88

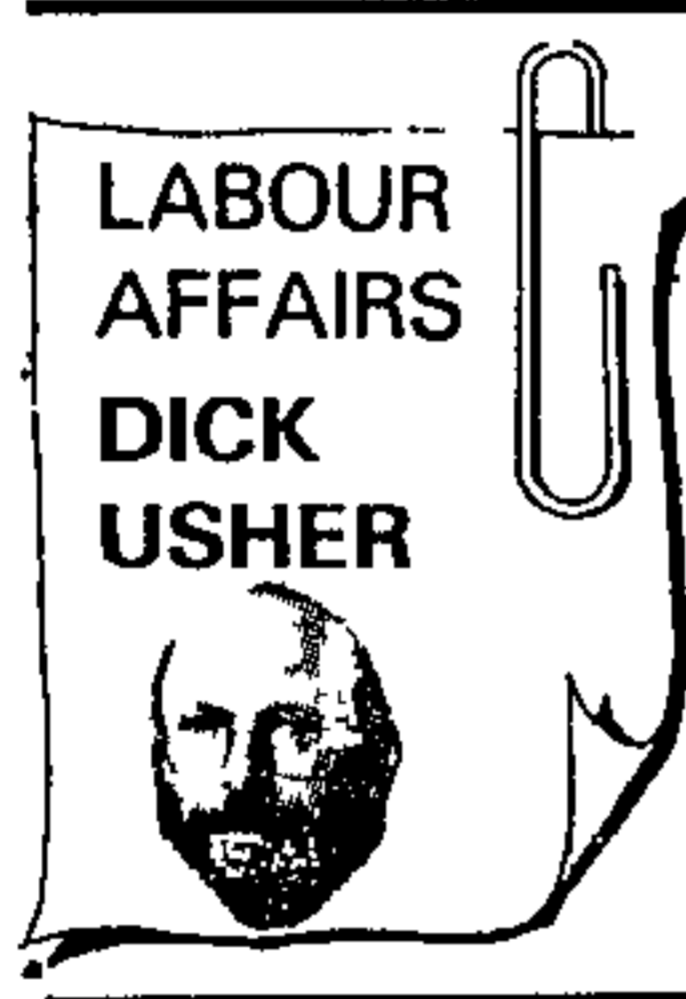
Hotel workers arrested

JOHANNESBURG — THE six-week-old strike at seven Karos hotels throughout the country remained unresolved and 74 members of the Hotel and Allied Workers of SA (Harwu) were arrested, union spokesman Mr Allan Horwitz said yesterday

Claims against trade unions pose dangers

SOME employers have already entered claims against unions for alleged damages arising from industrial actions, one of the elements in the Labour Relations Amendment Act which roused vehement opposition

In one case the amount claimed against a National Council of Trade Unions (Nactu) affiliate was R1,3-million, but a federation spokeswoman said it had been withdrawn



A Cosatu spokesman said at least three actions were pending against affiliates

Unfortunately, it seems likely that such actions are going to proliferate.

Which seems extremely short-sighted in a country with a staggering economy where industrial peace, productivity and co-operation

would seem to be hugely important.

Union busting might be satisfying to employers who've had a difficult time stomaching new-found assertiveness from employees. But, in any scenario where people are learning to live together, destroying one of the bases of people's self-confidence can only be self-defeating

To say that unions are angry about the readiness with which employers have appeared to grasp this weapon would be understating it. And it's also difficult to see what employers think they might gain from winning an action for some massive damages claim

If a court did award an employer a sum anywhere in the region of R1,3-million in damages, the likelihood of collecting would be less than slim and the union itself would be bankrupted, effectively destroying it

A couple of actions for much smaller amounts would have the same effect. Even if the actions were unsuccessful there would still be heavy legal bills to meet.

But whatever happens, the workforce will see it as an attack on themselves and an organisation they helped create, at some risk to themselves, and this can only lead to bitterness and aggravation in the workplace. And not having a union to fight cases for them will not render the workers docile and facilitate an easy return to the "dark ages" of industrial relations

Further, it hasn't been unknown for management to provoke a fight with a union in the hope of destroying its effectiveness in the workplace. The possibility of a crippling damages claim against a union at the end of the line could spur crude "union bashing" actions and undermine the relatively slender degree of sophistication that South African industrial relations have achieved over the past decade.

All that one can really see damages actions accomplishing would be a serious deterioration in management/worker relationships. Not to mention possible political repercussions in the wider sphere where they would reinforce worker and union perceptions of employer/government collusion in repression of worker organisation

904-748
29/10/88
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Hotel strikers stage city protests

By CHRIS BATEMAN

ABOUT 80 Karos Arthur's Seat Hotel workers marked the 30th day of their legal strike yesterday by holding council-approved one-man placard demonstrations in Sea Point's Main Road

The hotel's general manager, Mr Bruce Humphreys, said the demonstrations and strike by more than 60% of his staff were no longer causing any problems in the running of the hotel "We've employed casuals and things are running extremely well. We've had very few complaints from guests, mainly compliments," he said

The strike is part of nationwide protest by an estimated 500 members of the Commercial, Catering and Allied Workers' Union (CCAWUSA) and affects seven hotels

It is to protest at the June 16 dismissals of 122 workers at the Karos Wilderness hotel "Equally important" were minimum wages and allegedly unfair final-warning hearings after June 6, 7 and 8 stayaways, a Johannesburg co-ordinator said

Sixty-four workers — 52 in Rustenburg and 12 in Pretoria — have been arrested during the strike

A mediator has been appointed and hearings are set to begin in Johannesburg on November 3 and 4

SA strikes at record levels (S) ^{Blow} SAIRR

SA recorded its highest number of strikes and unprecedented levels of violence in the labour field in the period 1987/88, an SA Institute of Race Relations (SAIRR) survey found

In spite of government restrictions in February limiting Cosatu to trade union activities, 1988 saw SA's biggest worker stayaway when at least 1,6-million protested against the Labour Relations Amendment Bill

SAIRR research showed unionised black workers, who obtained wage increases averaging 18% in 1987, alone appeared to keep up with inflation

However, during the first half of 1988 there were signs that wages in unionised companies were going up more slowly than in the previous year, and the first eight months of 1988 saw much lower levels of strike activity than the comparative period

The survey recorded 1 148 strikes during 1987, with the biggest in mining and the railways.

Unemployment

Incidents of violence noted in the labour field included the bombing of Cosatu offices in Johannesburg in May 1987 and in the western Cape in August that year; and eight railway union members pleading guilty to the murder of four railways employees who had not joined the strike in April 1987.

□ The survey also found unemployment dropped to its lowest level in almost two years in March 1988.

□ The effects of economic decline pervaded the picture of society during the past 18 months

Economic problems continued to be exacerbated by expenditure on segregated structures and by government's failure to meet black political demands — Sapa

Transport dispute to arbitration

(152) B/1004

ALAN FINE

AN INDUSTRIAL council dispute over wages in the goods motor transport industry, covering 16 000 workers in most parts of the Transvaal, has been referred to arbitration after three months of talks ended in deadlock.

Transport and General Workers' Union (TGWU) official Kally Forrest said yesterday her union was demanding a R60-a-week increase on minimum rates (50% to 72%), plus a guaranteed R25 increase for all.

Management was offering 11% and refusing to negotiate any across-the-board element.

The current three-year agreement, which expires next year, provides for annual wage reviews and makes arbitration compulsory. Other conditions of employment may not be negotiated until the agreement expires.

Hotel chain 'to retrench strikers'

The Karos Hotel chain will begin retrenching striking workers on January 1, according to a Hotel and Restaurant Workers' Union (Harwu) spokesman

He said the Karos group announced its intentions at a meeting this week, the 10th week of the strike over a demand for the reinstatement of about 100 employees who were fired by the hotel chain for absenteeism on June 16

The union regarded the proposed retrenchment of 254 out of 500 striking workers as disguised dismissals, the Harwu spokesman said.

He said management's withdrawal of previous wage offers and its tabling of a lower offer at the meeting was "another form of punishment" for

striking employees

Karos management maintained that its retrenchment campaign was part of a productivity drive to bring staffing levels in line with the rest of the industry

Responding to the dispute over wage increases, the spokesman said when the group wanted to implement wage increases on September 1, it received a court interdict initiated by the union restraining it from implementing a unilateral wage increase

The spokesman said new staff had been employed since the start of the strike on the new scales of pay

By Adele Baleta

152

Chairman hits at homelands system



Mercedes-Benz says it will stay in spite of strikes

MERCEDES-BENZ of SA (MBSA) would never pull out because of problems with strikes, chairman Sepp van Hullen said yesterday.

And he launched an angry attack on the homeland system, describing the Ciskei in particular — where many MBSA employees live — as a “political prison”.

In an interview with Business Day after another bout of industrial action at the firm's strike-prone East London plant last week, he said an apparent threat by Daimler-Benz (DB) during a strike in June to pull out had been misconstrued.

DB management board member Manfred Gentz had, in a general response to a journalist's question, merely said no unmanageable plant could continue to exist.

“There is no reason for MBSA to shut down because of strike action. We have to overcome these problems by means other than running away.

“We have the full support of DB to maintain business in SA. DB has never bowed to political pressures. It has

ALAN FINE

maintained business in countries like Argentina, Iran and Brazil where pressures have been strong,” he said.

He said MBSA was a business and would continue doing business. Secondly, he said, the company had a social obligation to develop, together with unions, new understandings of, and new roles in, society.

“We believe only by talking and negotiating with properly elected and mandated representatives of the union can we resolve the situation. If there is necessary will on both sides, we can do it.”

Van Hullen attributed MBSA's operational problems to its reputation as a wealthy multinational; political pressures in the East London region; the aggressive actions of a small group of employees; and sometimes inexperienced management reaction to this aggression.

He said MBSA wages were relatively high and employees enjoyed all normal fringe benefits.

Mass conformity led to murders — expert

On April 28 1987 four South African Transport Services (Sats) employees were assaulted, stabbed, had a 31 kg stone dropped on their heads and were finally incinerated in the bush near the industrial area of Prolecon, Johannesburg.

The decision to kill the men for refusing to join the strike — the biggest ever in the public sector — was taken by thousands of striking South African Railways and Harbour Workers' Union (SARHU) members who had gathered at Cosatu House, Johannesburg, earlier that day.

Eight men who acted on the decision were convicted of murder. A further eight men in the dock were convicted of crimes including intimidation and kidnapping.

The dismissal of a bus driver on March 13 for failing to hand in R40,40 on time was the match to a powder keg of years of worker discontent and grievances including racism and recognition of the union, which is still not recognised.

What prompted the eight accused, described as "ordinary, law-abiding, non-violent men with virtually no apparent criminal records," to take part in the cold-blooded murder of non-strikers?

This was the central question to which Dr Andrew Colman applied himself.

Dr Colman, a lecturer at Leicester University in Britain, said the "uncharacteristic" behaviour of the eight was so "remarkable" that he presumed strong situational or causal factors were behind their actions.

He and Dr Scott Fraser, a social psychologist and Professor of Psychology at the University of Southern California, directed the court to the "situational forces" impinging on the accused prior to the killings.

The combined effect of the forces were "sufficiently compelling to induce most ordinary people to behave in a manner similar to that of each of the

Lawyers acting for eight railway workers convicted of murdering non-strikers have brought leading American and British social psychologists to South Africa to give evidence in mitigation. The Rand Supreme Court trial is a sequel to the two-month strike by 22 000 workers last year.

ADELE BAILETA reports

accused, were they subjected to the same psychological pressures", Dr Colman said.

The forces of deindividuation, relative deprivation and group polarisation operated on all the accused to some extent. Bystander apathy, frustration/aggression, obedience and conformity coupled with threats affected some of the accused, the experts said.

● Bongani Sibisi, convicted of all four murders, was elected to inform workers of the development of the strike.

In his evidence he said the atmosphere in the hall became tense when management began hiring white replacement workers. The unruliness and aggression of the workers reached fever pitch on April 22 when strikers in Germiston and Doornfontein were shot dead by police.

Dr Fraser said the hall, packed with strikers on the day of the killings, was hot and noisy. Windows stayed shut for fear of teargas being thrown into it and workers were demanding that non-strikers be "trampled".

He said most workers would have been influenced by the strong external forces operating and these contributed to the "deindividuation" (unable to act as a rational individual) of Sibisi.

Sibisi, who first told workers that non-strikers had received lashes and it would be unfair to impose greater punishment on other non-strikers, was rendered vulnerable to conformity and obedience pressures after strikers became angry and implied

that he was betraying them.

● Dr Colman said David Dzevhe, convicted on three counts of murder, was living in a hostel room with 14 others. He was "relatively deprived" in that he felt he could and should have had a better life in comparison to others.

Dzevhe was deindividuated prior to the killings, increasing his vulnerability to conformity and obedience.

● Patrick Molefe, who stabbed the deceased, was severely frustrated, money was deducted from his salary for food he did not eat because it was not properly cooked, the strike threatened his meagre situation, he had seen a friend killed by police and he had been "sjamboked" and teargassed by security force members during the strike.

Dr Fraser said Molefe's anger at this would easily trigger a violent reaction to others, especially if they were associated with these problems. Molefe hit non-strikers with his belt because he believed that they could cause the strike to collapse and they threatened his job.

Molefe inflicted 18 stab wounds, but only two penetrated the victim's body. If the intention had been to kill, more wounds would have penetrated.

Dr Colman, summarising his and Dr Fraser's evidence, appealed to the court not to underestimate the "potential power" of situational forces on human behaviour.

Replying to a question on the object of social psychology, Dr Fraser said it was to give and understand of what factors cause complex human social behaviour, so that our environment can be altered, our institutions changed, and our behaviour modified in ways that will benefit everyone.

"The aim is to try to minimise, if not eliminate, those undesirable actions; those traumas, tragedies and catastrophes that all of us agree are undesirable in terms of human conduct." The hearing continues.

Transport workers in dispute

Labour Reporter

WAGE negotiations for Boland transport workers have deadlocked and a dispute has been declared.

A spokesman for the Tramways and Omnibus Workers Union said workers employed by Boland Passenger Transport were demanding parity with City Tramways employees.

Both are wholly owned subsidiaries of Tramway Holdings.

He said the variation in wages ranged between 24 percent and 114 percent

After the dispute was declared a conciliation board had been applied for but members had decided to seek arbitration.

Mr B W Gie, regional director of Tramway Holdings, confirmed the deadlock and dispute.

He said the normal legal processes were underway but it had not been decided whether to go to arbitration or refer the dispute to the Industrial Court.

last year.

Case Trip 24/11/88 (200) 152
Strikers get ultimatum

DURBAN. — The nearly 3 000 striking Natal provincial administration workers have been given an ultimatum to return to work by Wednesday next week, failing which they will be dismissed, an NPA spokesman said.

RIFT CLOSES STORE CHAIN

152

Sowetan 24/11/88



MORE than 100 black employees at a large supermarket in Soweto are facing prospects of shattered careers following the closure of chainstores after a dispute between managers of Jazz Stores and the Blackchain board

Blackchain senior supervisor Mr Jacobson Madikizela said the supermarket was closed temporarily and that staff will be paid their full salaries for this month

He said the store would be re-opened as soon as they have resolved their problems, but he would not say when it would be over

He explained that there was a dispute between the Blackchain board and the Jazz Store management following terms of a contract entered between the parties two years ago

Performance

Jazz Stores chief executive Mr Clive Sacher said they had been more than satisfied with the performance of Blackchain over the past two years

They enjoyed a mutual beneficial working relationship with the board of directors. It was therefore a great shock to them when the chairman

of the Blackchain board unilaterally terminated the contract and instructed them to vacate the premises

The discord has come in the wake of management disagreement over future development plans

He added "Considerable planning has been undertaken regarding the prospective opening of a store in Katlehong, while the onerous lease commitment on the Pimville store which closed in 1988 will shortly expire thus providing further growth potential. In fact Blackchain's prospects are looking better than ever before"

Hospital workers 'Sick of conditions'

152
24-30/11/88
SOUTH

Hospital workers' dissatisfaction came under the spotlight this year with workers in Cape Town and Durban resorting to industrial action to focus attention on their grievances.

CHIARA CARTER spoke to workers at the City Park Hospital

WORKERS at a R195-a-day luxury private hospital in Cape Town earn as little as R250 a month

The workers, mainly women, claim to work a 45-hour week at the City Park Hospital.

Cleaner Maria Kleinsmith, 51, said she had worked at the hospital for five years and still earned the minimum wage.

"I feel like a slave here," said Kleinsmith (not her real name). Workers would not give their names for fear of victimisation.

"I have to clean three floors on my own. It includes sweeping, dusting, working with heavy machinery, and scrubbing on my hands and knees. For

this I am paid R250 a month."

Elizabeth Swarts, 35, a cleaner at the hospital for the past four years, is a sole breadwinner

The minimum wage of R250 has to support her and her four young children. "It's not easy to make ends meet. Every month I slip more into debt," she said.

Like Swarts, most of the workers are women with children.

The 45-hour working week, split into shifts with concomitant transport problems, means their family life often suffers

"I worry about my two children who are alone at home when I work late or

over weekends," said.

"It makes me angry that we do not get proper compensation for the way our work intrudes on family responsibilities."

Workers complained that they are not allowed any time off, even at the end of the month to bank their wages.

They also do not have benefits like a pension scheme.

Nehawu recently negotiated an agreement with City Park, which is part of the Clinic Holdings group, a Rembrandt subsidiary. The agreement is still subject to ratification by management.

But even the agreement does not signal a great improvement in working conditions.

The minimum wage will be raised from R250 to R340, an increase of 36 percent. Workers wanted R700.

Provision was also made for a 10 percent shift allowance and unpaid maternity leave with jobs being guaranteed.

Clinic Holdings also agreed to pay a bonus equivalent to a 13th cheque, dependent on profits.

Workers were hampered in negotiations because the union has only an interim recognition agreement with the company.

Mr AR Mathews, manager of City Park, said the agreement with Nehawu was not yet concluded.

He said the information given to SOUTH contained substantive errors.

Brewery strike ended after new hours deal

Star 25/11/81

152

Labour Reporter

The 10-day strike at SA Breweries' Alrode brewery has ended after negotiations between management and the Food and Allied Workers' Union (Fawu), the company said yesterday

The strike, involving about 200 Fawu members, was in solidarity with 72 workers fired for refusing to work a new, 40-hour working week

pattern

The SAB public affairs manager, Mr Gary May, said both parties had, after the intervention of senior union officials, agreed on a method of introducing the new system

He said the 72 workers whose dismissal sparked the strike would be reinstated. The full workforce was expected to resume work on Monday.

Copy sent 25/1/88
Cadman calls on

Natal's workers

MARITZBURG — The Administrator of Natal, Mr Radclyffe Cadman, has appealed to striking NPA workers to consider carefully the consequences of not returning to work by today.

About 3 000 workers are involved in the strike, about 8% of the administration's work force. Mr Cadman said letters terminating their employment would be withdrawn if they returned.

152 Cnews 27/11/88

E Cape hit by strikes and dismissals

Sats fires 1 467 strikers, Checkers 100

CP Correspondent

SA Transport Services has fired the last strikers in East London
A total of 1 467 strikers at railway depots and harbour have lost their jobs as a result of the lengthy dispute

Workers first downed tools in mid-September, demanding a minimum wage of R1 500. Sats said this meant a 340 percent pay hike and refused to grant it.
After two weeks on

strike, over 1 000 workers were dismissed. Sats later offered them re-employment, but workers instead demanded full reinstatement.
Days later, a second strike started, with the workers demanding their

full reinstatement. Ever since, Sats has periodically dismissed groups of workers in both the railway depots and at the harbour.

Sats have again offered re-employment to those dismissed, but this time without some of the extra concessions available after the first dispute.

Few workers have taken up the offer.

Sats officials said this week that as far as they were concerned, the strike was over.

Although a small wage increase was granted recently, the minimum wage is only R452,50 and goes up to a maximum of R510 - still way below the workers' demand.

Although the SA Railway and Harbour Workers' Union was not officially involved in the strike as Sats does not recognise it, the union is currently considering court action against Sats.

Meanwhile, retail chain Checkers is deadlocked in a dispute which started six weeks ago.

The dispute, sparked off by the dismissal of a shop steward at the Queenstown branch, has affected stores in Queenstown, King William's Town, Mdantsane and East London at various times. Workers said the man appeared to have been dismissed because he was wearing a hat which he had been told to take off.

Workers are demanding the reinstatement of the shop steward and several others dismissed at various stores.

So far, about 100 workers have been dismissed from branches at Oxford Street and Amalinda in East London, Mdantsane and Queenstown - just over a third of the workforce.

A spokesman for Checkers said the workers originally dismissed - which resulted in the dispute - had not exhausted all their appeal procedures before the strike started. Checkers obtained a court ruling ordering the strikers to return to work.

Checkers has now declared a dispute with Ccawusa over the issue.

The Checkers spokesman said no progress had been made and they considered the situation to be deadlocked - Elnews

Karos to fire strikers

152

9th Times
29/11/88 Own Correspondent

JOHANNESBURG — The Karos hotel group, into the tenth week of a strike by members of the Hotel and Restaurant Workers' Union (Harwu), yesterday gave notice of its intention to retrench more than half of the 500 strikers, a union spokesman said

Alan Horwitz said the proposed retrenchments of 254 employees were clearly dismissals in disguise. The union was taking legal advice.

Karos spokesmen were unavailable for comment

9/16/15 30/11/88

**Karos strikers:
Charges dropped**

Courier

FORTY-THREE Sea Point hotel workers, who had been arrested for trespassing while on a legal strike on October 2, had charges against them withdrawn in Cape Town Magistrate's Court yesterday.

Charges were withdrawn in absentia and before they were asked to plead.

Mr B van Eck was the magistrate Mr D Horne prosecuted

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care files 20/07/81 (12) (13)
**Over 200 hospital
strikers dismissed**

DURBAN. — More than 200 workers at Addington Hospital have been fired for taking part in a two-week strike involving more than 3 000 Natal Provincial Administration workers.

A spokesman for the National Education, Health and Allied Workers' Union, Mr Themba Nxumalo, said yesterday that letters of dismissal were also being handed out at Clairwood Hospital. — Sapa

Industrial Court win for sacked Bawu men

13/11/88

Uthman

252
1988

THE Industrial Court this week ordered Durban's Edward Hotel to reinstate about 80 employees dismissed after going on strike on May 2.

The order, which was handed down by the Industrial Court after seven days of hearing, also stipulated that the workers be back-paid from May 30 this year.

In terms of the order, those workers who fail to turn up for work by 9am on Tuesday, November 15, forfeit their right to reinstatement.

The court has yet to release reasons for the judgment.

The workers, all members of the Black Allied Workers' Union, were among 800 from 10 hotels and restaurants who were dismissed on the same day.

Bawu's general secretary, Bheki Khumalo, said it was regrettable the workers had been dismissed when they were engaged in a legal strike and that their reinstatement had to be achieved by a court order.

The Edward judgment follows judgments against two other Durban hotels - the Palm Beach and the Asoka.

Khumalo said workers had been reinstated at The Beach, Killarney, Four Seasons, Lonsdale and Palmerston hotels after the union and hotels had reached out-of-court settlements.

The Blue Waters Hotel, the Lady Prawn and the Lord Prawn restaurants have yet to settle. - Sapa

SAW 4/1/88

200 more join SAB strikers

152 By Mike Silum
Labour Reporter

About 200 SA Breweries (SAB) employees have gone on a sympathy strike at the company's Alrode brewery after the dismissal of 72 colleagues following a dispute over working hours, the company said.

SAB public affairs manager, Mr Gary May, said yesterday the 72 workers were dismissed after refusing to move to a 40-hour working week pattern. Two hundred other employees had then staged a non-procedural sympathy strike.

Mr May said police had been called "with reluctance" to disperse the dismissed workers after they had refused to leave the site.

He said following the company's agreement to implement a 40-hour working week, the Food and Allied Workers' Union (Fawu) had agreed that "the mechanics of how the hours would be reached would be decided at local brewery level".

Local talks at Alrode had, however, deadlocked.

"Despite the deadlock, continuous efforts were made to keep discussions alive with shop stewards and a brief was given to all employees explaining the situation," said Mr May.

The 72 workers, dismissed after ignoring the ultimatum, might be reinstated if agreement was reached on the new shift pattern, he added.

Fawu officials could not be reached for comment today.

● A police spokesman in Pretoria said police had no record of the incident.

'Call for sanctions incomprehensible'

Strikes cost SA 5,8-m man-days

152
280
445

87/14/11/88

By Jon Qwelane

South Africa lost 5,8 million man-days due to industrial unrest last year, according to the Director-General of Manpower, Dr PJ van der Merwe.

The time was lost in 1148 strikes and work stoppages, and some 591 000 workers were involved in the industrial unrest.

But the position seemed to have improved in the first six months of the year, in which 141 000 man-days were lost in 321 strikes which were reported to the department.

Dr van der Merwe gave these statistics when he addressed the annual conference of the South African Federated Chamber of Commerce in Maritzburg.

He was alarmed by the intimidation of workers to coerce them to participate in illegal strikes, stayaways and boycott actions, the risks to workers' job security, and the loss of income for their personal and family needs.

Another alarming feature was

the "myopic reticence of certain trade union leaders" to engage in discussions and consultations at official level on policy, legislative and other manpower issues or to serve on official bodies such as the National Manpower Commission, Dr van der Merwe said.

An "incomprehensible development" was the call for sanctions and disinvestment by some South Africans, including "lamentably" trade union leaders. The calls for sanctions were made despite the many positive developments in manpower and other fields, and the opportunities for constructive engagement in policy and other matters.

Programmes

A further disturbing development was the "internationalisation" of labour matters in South Africa, and the intensification and broadening of action programmes against the country by international organisations and individual governments.

He said "The International Labour Organisation's 'Pro-

gramme of Action against Apartheid' which was updated this year, and the activities of its 'Conference Committee on Action against Apartheid' are of particular concern.

"Also of extreme consequence is the Comprehensive Anti-Apartheid Act (1986) in the United States, and the latest proposed amendments to it embodied in the Dellums/Wolpe Bill of 1988."

The growing polarisation of the workforce was a worrisome trend, Dr van der Merwe said, because it put the trade union movement and employers into separate camps.

The recently promulgated Labour Relations Amendment Act had been widely criticised in some local and overseas quarters despite the fact that "it is largely based on an exhaustive investigation" and reports by the National Manpower Commission.

Dr van der Merwe said he believed it was the labour field, more than any other, which provided opportunities to improve relations.

Oluromiti Joseph, 28 *Cape Town 17/11/81* ... 15 MF

Hospital cleaners strike *17/11/81*

DURBAN — About 700 cleaners at Addington Hospital have gone on strike and are demanding a wage increase of more than 50% — from R300 to R670 a month.

**Natal provincial
workers arrested**

STAR 17/11/88
MARITZBURG — Fifty-six workers were arrested yesterday as a stoppage by Natal Provincial Administration staff entered its second day.

An NPA spokesman said the workers had clocked in at Natalia Building but gathered in the foyer and refused to work. (152)

They were arrested after they ignored an instruction to return to their posts or leave.

STW 17/11/88

Angry workers strike at Samcor 152

A wildcat strike crippled the giant Samcor motor plant in Waltloo, Pretoria, yesterday.

Unconfirmed reports say the strike started after black workers objected to a decision by management to retain the services of a white worker who had allegedly been discovered stealing parts from the factory — Own Correspondent



1 200 workers on strike at four Natal hospitals

The Argus Correspondent

DURBAN. — A strike by hospital workers has spread to four hospitals in Natal, affecting more than 1 200 employees

The stoppage is part of a wider protest by about 3 000 Natal Provincial Administration workers over union recognition, wage increases and other issues. The strike is in its fourth day.

Mr Louis Potgieter, public relations officer for the NPA, said Addington and Clairwood hospitals in Durban, as well as Midlands Psychiatric Hospital and Greys Hospital in Maritzburg were affected.

"There are 450 workers on strike at Addington, 230 at Clairwood, 150 at Midlands and 424 at Greys," Mr Potgieter said.

The workers were asking for R1 500 a month and recognition of their union, the National Education, Health and Allied Workers' Union.

He said he could not comment on what their present salaries were. "That is confidential."

"Volunteers and other staff members" were doing the jobs of striking workers.

Yesterday the 3 000 strikers were told to resume work, or steps might be taken to end their employment.

Provincial Secretary Mr Roy Hindle said that they would lose certain pension benefits if their services were ended.

The NPA said it could not by law recognise trade unions but could not prohibit employees from belonging to unions.

On Wednesday 56 workers, arrested in the Natalia building at Maritzburg, appeared in the magistrate's court charged with refusing to vacate a public building or, alternatively, trespassing. They were released on their own recognisances, and the case was adjourned to January 25.

Report says 89% fewer man-days lost in strikes

MAN-DAYS lost because of strike action were likely to be down by about 89% this year compared with 1987, said a report released yesterday by Levy, Piron and Associates

This was a reflection of greater caution on the part of union officials and their members, it said

However, in terms of the number of strikes, only a minimal decrease was likely. The decline in man-days lost was

ALAN FINE

due instead to a changing pattern, away from large, drawn-out actions such as the Sats and miners strikes of 1987

Projecting from the 761 340 man-days lost in 125 strikes in the nine months to September, the report expected the final 1988 figure to be just above the 1-million mark, compared with about 9-million last year, just above the 1985 figure

Among the important trends were that the public sector had been responsible for 32.5% of man-days lost, predominantly at Sats and local authorities.

And the increasing use of lock-outs by employers was reflected in the fact that they represented about 15% of the total man-days lost through industrial action. Lock-outs, the report argued, were

(52) 8/1 day To Page 2 → 18/11/88

Report says 89% fewer man-days lost

... serving their desired purpose of allowing management to seize the initiative and hasten the outcome of disputes, while avoiding the uncertainties the Industrial Court has placed in the way of firing strikers

They would continue to gain popularity unless curbed by unfair labour practice actions, by unions modifying demands which are clearly not viable, or by unions bringing negotiations to a conclusion more speedily after disputes

have been declared

The National Union of Metalworkers of SA, with 42.4%, and the SA Railways and Harbours Workers' Union, 28.9%, were together involved in strikes which accounted for more than two-thirds of the total man-days lost

Some 40% of strikes were triggered by wage disputes

← From Page 1

(52) 8/1 day To Page 2 → 18/11/88

10/11/68
Staff Reporter

Chemical workers to vote on strike action

MEMBERS of the Chemical Workers Industrial Union (CWIU) will today ballot for industrial action at Shell and Mobil after talks for industry-wide negotiations broke down.

A union spokesman said yesterday that CWIU had reached a "compromise proposal" with Caltex, BP and SA Petroleum Refineries for national company-wide negotiations next year.

The union blamed Shell and its subsidiaries Veetech, Cera Oil and Shell Chemicals, together with Mobil Oil and Mobil Refinery, as being "intransigent".

3 000 NPA
Star 18/11/88
workers get
ultimatum (152)

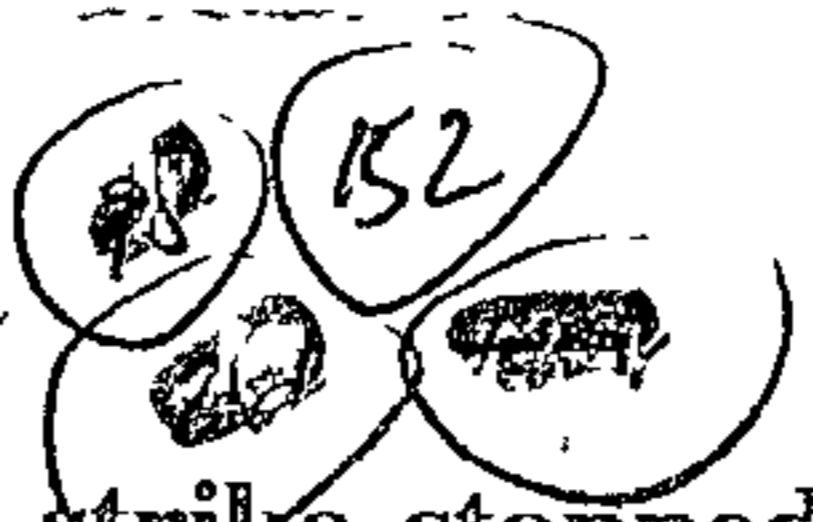
MARITZBURG — About 3 000 Natal Provincial Administration general assistants have been told to resume work, or steps might be taken to end their employment

Provincial secretary Mr Roy Hindle said they would lose certain pension benefits if their services were ended

The stoppages are part of a protest over union recognition and wages —

Own Correspondent

CMV Tru's
19/11/88



Court orders strike stopped

MARITZBURG — There was reason to fear that recent strike action by Natal Provincial Administration (NPA) employees, which was already endangering vital services, could escalate further, according to papers before the Supreme Court here yesterday

The court issued an urgent interdict restraining the National Education, Health and Allied Workers' Union from continuing with the strike.

The NPA's assistant director, personnel, Mr Johan Barnard, said in an affidavit that there were 20 provincial hospitals in Natal which could be affected by the strike

He said the strike was endangering vital services and could endanger the lives of patients

He alleged some employees had been threatened with violence if they did not take part in the strike

"Only basic medical care can be provided at hospitals concerned and only emergency operations can be performed," Mr Barnard said

Cape Times 7.11.88
156

Judge calls for oral evidence in firings case

Supreme Court Reporter

A DISPUTE of fact in a court case between Coin Security and 75 sacked security guards led to a Supreme Court judge ordering oral evidence be led

Mr Justice C T Howie made this order on Friday in an application by Coin Security (Cape) (Pty) Ltd to have 75 guards living in the company's hostels in Khayelitsha evicted and to interdict and restrain the guards from causing unlawful damage to hostels

The guards, all members of the Vukani Guards' and Allied Workers' Union, said they had stopped work because the company had underpaid them and also that when Coin lost the SATS contract retrenchment of some of the guards was imminent

They also claim that on September 19 the company, which was obliged to offer the guards food, was in breach of contract when it removed a food van before the guards had an opportunity to eat

Mr L Rose-Innes, instructed by Brian Lutzno Kraus and Associates appeared for the guards. Mr P Hazell, instructed by Silberbauers, appeared for Coin

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Sats workers don't want ^{AKG 6/5} jobs back ^{8/1/88}

EAST LONDON. — None of the 1,438 South African Transport Services workers dismissed in East London has applied for re-employment.

A total of 1,122 workers have now been dismissed from railway depots in the city.

The regional manager of Sats, Mr Louis du Toit, said this was almost the final figure of workers dismissed during the three-week strike in support of reinstatement of workers dismissed during a previous strike.

Only about 20 workers were still on strike in railway depots and they had until today to return to work before they faced dismissal, Mr du Toit said.

The port director, Mr Hermie Visser, said there had been no further dismissals in the harbour. Sapa.

Hospital workers strike for more pay

Labour Reporter

HUNDREDS of auxiliary workers at Groote Schuur Hospital stopped work again today to back demands for higher wages

A spokesman for the employees said that after stoppages last month they had met the director of hospital and health services to discuss pay and requested a report on progress within two weeks

"That period ended today and we have heard nothing so obviously the director doesn't have the power to do anything," the spokesman said

"We had to force a crisis to get a meeting with him. Now we want to meet the Commission for Administration or the relevant government Minister."

FREE ASSOCIATION

The employees are demanding that minimum wages be raised to R800 a month from the present R260, a 40-hour week, permanent status and job security, and the freedom to join the worker organisation of their choice

A spokeswoman for Groote Schuur Hospital confirmed the stoppage, but said no details were available.

Workers claimed that staff at the Carinus Nursing College, which is attached to Groote Schuur, Somerset Hospital in Green Point and Victoria Hospital in Wynberg would be joining the stoppage

The Groote Schuur spokeswoman said she had no information on the Carinus staff, and spokesmen for Somerset and Victoria said this morning no stoppages had occurred

OVER 2000 DOWN TOOLS

Sowetan
9/11/88

152
[Signature]

MORE than 2000 members of the Building, Construction and Allied Workers' Union have downed tools at six of Vereeniging Refractories' factories, a spokesman for the union said yesterday.

BCAWU official Mr Thabo Libe said the strike followed the failure by the Anglo American subsidiary to prevent the union members from going on strike

The company, he said, launched an unsuccessful Supreme Court application in an 11th hour bid to stop the industrial action last week. The application, heard

by Mr Justice Coetzee, was dismissed with costs, the union official said

The court action stemmed from a wage deadlock between the company and the BCAWU, whose members had told management of their intention to go on strike

In its application, the company pointed out that — in terms of labour legislation — workers were prevented from engaging in strike action during the first twelve months of the operation of a wage determination. Management was referring to the Wage Determination 454, published in the Government Gazette in August

The union had argued that the dispute between it and management was not in respect of the said determination, but that the determination dealt with only minimum wages and not with the actual wages and/or wage increases being negotiated with the company.

Industrial Relations manager Mr Gustav Karlsson was not available for comment

'Picture not bright'

THE picture does not look especially promising in the metal industry in the second half of 1988 — mainly due to the strike which occurred in the sector about three months ago. *152*

This is according to the latest survey of the Steel and Engineering Industries Federation of South Africa, an employer body representing more than 3,500 firms in this sector. *100*

Many sectors of the metal industry, accord-

ing to the survey, are reporting "a fall-off" in consumer demand and this trend is likely to continue as interest rates rise, import surcharges begin to bite and the inflation rises.

Another increase in interest rates — expected in the near future — is likely to "further dampen demand," according to the survey.

The total number of hourly-paid employees in the industries now stood at about 351 000, up from 326 000 in August 1987.

Strike at Epping company

CAPE TOWN 9/11/74 Staff Reporter

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MORE THAN half the workforce at Power Engineers in Epping yesterday resumed a strike in support of their demand for plant-level wage bargaining, a spokesman for the Electrical and Allied Workers' Trade Union (Eawtu) said.

The spokesman, disputing company claims yesterday that 144 workers out of a total workforce of 311 were on strike, said 200 union members had yesterday voted for strike action.

Striking ^{ARGUES} workers call for backing by UK unions

Labour Reporter

STRIKING workers at Power Engineers in Epping have appealed for support from two international bodies — the British Trade Union Congress and the International Metalworkers Federation.

The strike began on Monday over demands for plant-level bargaining at the company.

The union claims that about 200 members are on strike but the company says only 144 are out.

Mr Brian Williams, acting general secretary of the strikers' union, the Electrical and Allied Workers Trades Union, accused the company of having an industrial relations policy in South Africa which differed from its international policy.

TO THEIR ADVANTAGE

"They are a British multinational who claim to be in South Africa for progressive reasons but their practices have shown they are here to use the system of apartheid to their advantage," he said.

Company managing director Mr Jim Lappin denied the allegations

"The NEI Africa group policy complies with the country's legislative framework," he said.

"The union has implied by its statement that the company practises racial discrimination

"The group categorically denies this," he said.

"The group is committed to creating a favourable industrial relations climate and continually strives to ensure equal opportunity for all employees, irrespective of race, colour, sex or creed"

CPE
11/1/68
152

Epping workers still on strike

A STRIKE by workers demanding plant-level wage bargaining at Power Engineers, Epping, yesterday entered its third day, a management spokesman said

He said 143 employees out of the workforce of 311 were still on strike

The "issue" was plant-level bargaining, but the company negotiated wages and service conditions on the national Industrial Council for the Iron and Steel Industry, he said

Hospital
Cape Times 11/11/88
workers to
get pay rise

Staff Reporter

AUXILIARY workers at Groote Schuur Hospital were promised a wage increase yesterday after a 15-minute meeting with the executive director of Cape Hospital Services, Dr George Watermeyer.

The meeting follows three work stoppages and threats by the hospital to take disciplinary action against striking workers

Workers, who are demanding a minimum monthly wage of R800, had been promised an increase retrospective to November 1, a spokesman for the workers said.

The increase would probably be higher than the 15% increment due to all civil servants in January, he said

80 sympathy
strikers get ¹⁵²
R210 000

CAPE TOWN — Eighty workers dismissed after a sympathy strike and reinstated by a landmark Industrial Court ruling, have been awarded R210 000 in an out-of-court settlement

In April the Industrial Court reinstated the 80 workers — all members of the Chemical Workers' Union — after it held that employers Cape Lime Limited had to apply fair disciplinary steps before dismissing workers

The 80 men had asked the company to intervene on behalf of workers allegedly assaulted by police during a Sasol strike last November and had then struck in sympathy

After legal costs have been met, the R210 000 will be distributed among the 80. — Sapa.

1/11/88
tar

R210 000 payout to dismissed workers

MBus 1/11/88 152
Supreme Court Reporter

CAPE Lime Ltd has paid R210 000 in an out-of-court settlement to 80 workers dismissed from its Robertson plant in November last year.

The dismissals followed a series of industrial actions at the plant.

Issues included a demand for management to intervene in the detention of a national union organiser and a strike in sympathy with union members striking at Sasol.

In April, the Industrial Court ordered the reinstatement of the workers.

In his judgment, presiding officer Mr P Roux said "Even if the actions may have been unlawful, regard still has to be had to both the fairness of ensuing procedural steps and the fairness of the sanction."

Yesterday two Supreme Court review applications were removed from the roll after the settlement was reached.

Cape Lime agreed to withdraw an application against Mr Roux and the Chemical Workers Union on the basis that each party paid its own legal costs.

The union withdrew its application against the Minister of Manpower and Cape Lime.

As part of the settlement the 80 workers accepted their dismissals from Cape Lime on November 6, 9 and 11 last year.

In addition to R125 684,88 paid by Cape Lime to the union in terms of an order by Mr Roux, the company undertook to pay the union an additional R210 000.

End to strike

Cap. Trucks 1/11/80
EAST LONDON — Production at the Mercedes-Benz plant here resumed yesterday after a three-day virtual standstill at the plant last week, the company said

Almost the entire workforce of 3 000 went on strike on Wednesday last week after two employees were dismissed

One was dismissed for poor performance after only a few hours in a new job and the other for refusing to take a breathalyser test — Sapa

Big rise in truck licence fees

The licence fees of trucks in the Transvaal will be increased by between 60 and 80 percent from today

The member of the Executive Committee in charge of general provincial services, Mr Ahmed Arbee, said in Pretoria yesterday that the percentage increases would differ from province to province, depending on the current fees, and were meant to effect uniformity.

The increases meant that the licence of a five-ton vehicle would increase from R558 in the Transvaal to a uniform R888 in all four provinces

Mr Arbee rejected accusations that the increases were designed to improve the South African Transport Services' (Sats) market position, pointing out that increased revenue from Sats trucks would total about R30 million.

He said it could be argued that the consumer would eventually pay for the increases, but this should be seen against the increase in the road accident rate.

The funds would be used to improve roads.

He added that the Transvaal had budgeted R200 million for this. — Sapa

Haggie Rand strike ends after pay deal

By Adele Baleta

More than 1 800 labourers locked out by Haggie Rand six weeks ago returned to work yesterday after a wage settlement between the National Union of Metalworkers of SA and the company

The agreement, reached on Friday, guarantees a new minimum increase of 50 c an hour at the bottom rate and 88 c at the top.

Haggie Rand managing director Mr John Milburn said the company had withdrawn dismissals of workers at Jupiter and Germiston plants.

The union hailed the settlement as a "major victory" for its members as it "comes at a time when an increasing number of bosses feel confident they can use the lock-out to force workers into accepting poverty wages".

Star 1/11/88

(152)

2/11/88

152
3/day
2/11/88

Sats strike spreads to Durban airport

AS the Sats strike in Durban spread to Louis Botha Airport yesterday, management met with worker representatives to ascertain their precise grievances, Sats chief industrial relations director Brian Berndt said

A SA Railways and Harbours Workers' Union (Sarhwu) head office spokesman said there were rumblings among members in other parts of the country, unhappy with the dismissal of 1 000 East London colleagues and threats of dismissal against the Durban strikers

Berndt said the strike appeared to have been sparked by dissatisfaction at pay packets received on Friday. Increases were not as high as anticipated and some lost 11 days' pay for the previous round of industrial action

There have been reports workers want a 200% increase

While he was still awaiting feedback from Durban, it appeared the more than 6 000 strikers had a list of 15 demands Berndt said these included pay, paternity leave, permanent status for employees with homeland citizenship and alleged irregularities regarding racial pay parity

He said Sats had employed casual labour to ensure services remained

ALAN FINE

unaffected

The Sarhwu spokesman confirmed workers had numerous grievances, but the main ones were the East London dismissals and pay.

He believed an assurance from management that Sarhwu would be invited to take part in the 1989 wage negotiations may be sufficient to resolve that issue, but a reversal of the dismissals was also a key to a settlement

Reluctant

Sats and Sarhwu are engaged in talks over an interim recognition agreement But resistance from the conservative Federal Council of Sats Trade Unions may block Sarhwu participation in the recently-established Labour Council, the negotiating forum.

Berndt said he was reluctant to consider dismissing the Durban strikers "This would have grave social and logistical consequences," he said While there remained a possibility of resolving the dispute, that option would not become operative

EAST LONDON — A total of 1 352 striking South African Transport Services workers at East London have been dismissed from railway depots and the harbour

Yesterday the first group of 270 workers from the harbour, as well as another 206 workers from railway depots, were dismissed.

The regional manager of Sats, Mr Louis du Toit, said there were about 80 workers still on strike in the railway depots. They would have until the end of the week to return to work before facing dismissal.

The public relations officer for the harbour, Mr Clive Boucher, said he did not know exactly how many workers were still striking in the har-

1 352 striking Sats^{Star} workers are dismissed^{2/11/88}

bour, but the balance of the workforce there was about 100

The strike, now in its third week, started over dissatisfaction with re-employment conditions for 790 workers dismissed during a two-week long strike in support of a 300 percent wage increase in September

Mr du Toit confirmed a statement by the branch organiser of the South African Railways and Harbour Workers' Union (Sarh-wu), Mr Derek Simoko, that had workers accepted the re-em-

ployment package, some of their salaries could have been affected

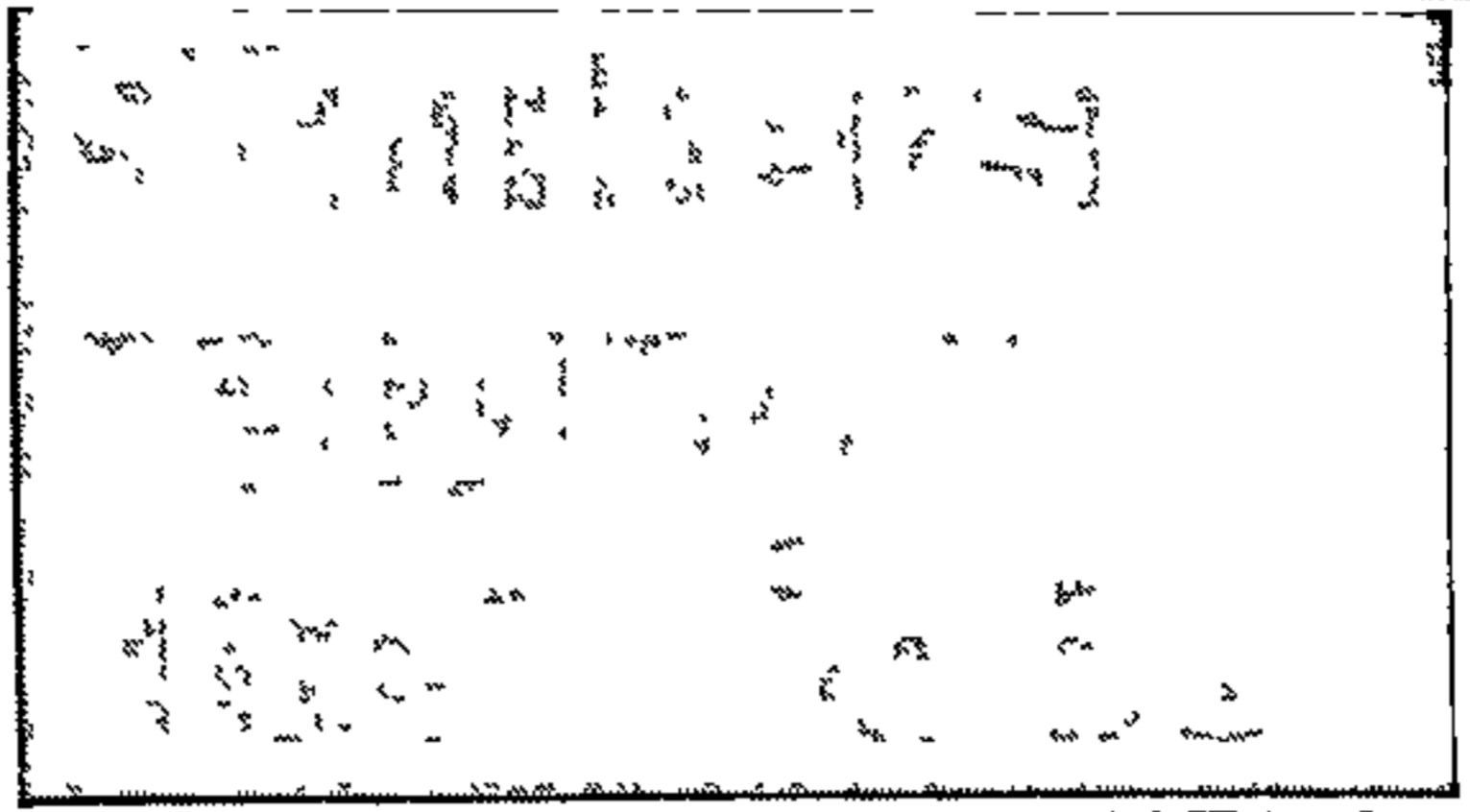
He said the package had included a formula which recognised service but it was obviously not reinstatement

Some workers who had a number of years' service would have gone back into the top grade

"It was the best package we could offer," he said

Sarhwu's spokesman could not be contacted for comment — Sapa

2/11/88.
Sowetan
152
S



By LEN MASEKO

SCORES of members of the Media Workers Association of South Africa have suspended their strike at Republican Press' factories in Durban and Maritzburg pending the outcome of mediation, a spokesman for the union said yesterday

trial Court for alleged "unfair labour practices which are based on racial discrimination" Republican Press management has declined to comment

Mr S'thembele Khala, Mwasa's general secretary, said the two parties — meeting in Durban last Friday — initially disagreed over the suspension of the strike by union members

The Mwasa official said "The union undertook to suspend the strike if management would agree to mediation Management countered by undertaking to accept mediation if the union called off the strike"

Mwasa, Mr Khala said, rejected management's offer and insisted on suspending the strike pending the outcome of mediation proceedings However, he said, Mwasa members returned to work on Monday

The date for mediation has not yet been set

The company has also agreed to restructure pay of the lowest-paid employees by percentages ranging from 50 to 70 percent, according to the union official The two parties, however, are still in dispute over.

- The union's demand for wage increases for all departments,
- Transport subsidy for all workers,
- Medical aid for all workers,
- The company's car scheme to apply to black editors as well, and
- Party-subsidy for the canteen

Mwasa has indicated that it intends to take the company to the Indus-

ABOUT 6 000 SA Transport Services workers in Durban downed tools this week in protest at the dismissal of 1 000 Sats workers in East London.

The sacked workers were fired after they protested against the dismissal of 400 workers earlier last week. The dispute is now entering its seventh week.

The latest work stoppage in Durban comes shortly after over 8 000 Sats workers decided to go back to work last month when Sats management agreed to implement wage increases and discuss recognition of the South African Railway and Harbour Workers' Union (Sarhwu).

The strike was hailed by Sarhwu as a victory since it was the first time Sats agreed to discuss recognition.

The East London workers originally went on strike in September, but returned to work after agreement was reached between manage-

6 000

down

tools

ment and Sarhwu that workers would not lose benefits or be victimised.

The workers, who again went on strike two weeks ago, claim management broke this agreement.

Sarhwu organiser Derrick Simoko said workers' now faced losing benefits and a consequent drop in pay.

Simoko said Sats refused

to negotiate the re-employment deal with the union.

Sats regional manager Louis du Toit confirmed the re-employment offer would affect workers' benefits but said this would be minimal.

He said re-employment would now be on a selective basis.

(Handwritten)
3-9/11/88
Sarhwu
152

star 3/4/88

Lecturer wins June 16 'stayaway' appeal

152 Pretoria Correspondent

An acting senior lecturer at the Johannesburg College of Education (JCE), who was found guilty of misconduct by the Director of Education after failing to conduct a lecture on June 16 1986, yesterday had the decision set aside in the Pretoria Supreme Court.

Mr Justice Preiss also ordered that the Director of Education pay Mr Andrew Charles Hofmeyr's costs.

In papers before court, Mr Hofmeyr, a lecturer in educational studies at JCE, claimed he refrained from giving normal lectures on June 16, 1986 — the anniversary of the Soweto uprising — as "a mark of respect to the significance of the date in South Africa's history".

Mr Hofmeyr, of Kerry Road, Parkview, Johan-

nesburg said he had not stayed away, but had attended a devotional and religious service which had apparently been organised by the rector of the college, Mr Roderick Conacher.

In his affidavit, Mr Hofmeyr said: "The departmental bureaucracy under the control of the Director of Education appears to have taken a retributive and punitive stance towards me."

Mr Hofmeyr said he had filled in a leave application form after the rector had required him to do so.

The rector, Mr Conacher, had said he would respect Mr Hofmeyr's decision not to lecture on that day but that he should fill in a leave form. The director acted unfairly and without due lawful competence, according to Mr Hofmeyr, because he had apparently not sent any appropriate explanation of the charges.

Star 4/11/88
152

'Strikers planned murders'

By Adele Baleta

The murder of four non-strikers during the railways strike last year was deliberately planned and not the result of "situational factors" affecting the killers, the Rand Supreme Court heard yesterday.

This was according to State Advocate Mr Brink Ferreira who was cross-examining American social psychologist, Dr Scott Fraser.

Dr Fraser this week gave evidence in mitigation for eight South African Railway and Harbour Workers Union (Sarhwu) members who have been convicted of the murder of the four non-strikers.

Another eight Sarhwu members were convicted of crimes including intimidation and assault.

Dr Fraser had testified that prior to the killings on April 28 1987 powerful psychological forces impinged on the accused.

Mr Ferreira said the reason for killing the non-strikers was to keep the momentum of the strike going.

During cross-examination Justice T T Spoelstra said the State would probably argue that the strike began when negotiations between South African Transport Services (Sats) management and Sarhwu broke down.

The hearing continues.

Big unions

spurn

invitation

to talks

with State

w/ KASGS
Skills
152

Weekend Argus Correspondent

JOHANNESBURG. — At least two major black industrial unions have turned down a government invitation to the Manpower 2000 conference, to be held in Pretoria in three weeks' time

The meeting has been organised by the Minister of Manpower, Mr Pietie du Plessis, to discuss key issues including privatisation, deregulation and developments in the country's economy.

It is expected that South Africa's foreign relations would also come under the spotlight.

The meeting, to be opened by President PW Botha, will also be addressed by the Minister of Finance, Mr Barend du Plessis, the Minister of Administration and Privatisation, Dr Dawie de Villiers, the Minister of Foreign Affairs, Mr Pik Botha, and Mr du Plessis.

See no point

The National Union of Metalworkers (Numsa), one of the unions invited, said it would not be attending

"We are opposed to National Party government policies and we see no point in going to be lectured by them

"Our experience of (the government's) bona fides is bad because they implemented the Labour Relations Amendment Act in September without notice to either the unions or the employers who had talks with them. We believe the act will have the effect of killing the unions," said a Numsa spokesman

A spokesman for the biggest union in the National Council of Trade Unions (Nactu), the SA Chemical Workers' Union, said the union would not be attending because it did not believe the talks would benefit it. The spokesman, Mr Humphrey Ndaba, said his union was also bound by Nactu's policy of non-collaboration

Some not invited

National Union of Mineworkers' secretary general Mr Cyril Ramaphosa, another of those invited, said the invitation would be one of the issues discussed at a regular meeting of the union's executive committee. Union sources do not, however, expect the NUM to accept the invitation

However, the general secretary of the white SA Confederation of Labour (Sacol), Mr L Cilliers, said his leadership had been invited to the summit and would be attending

Earlier this week, two of South Africa's biggest labour federations said they had not been invited

The director of the Steel and Engineering Industries Federation, Mr Brian Angua, confirmed that Seifsa had received an invitation to attend the meeting

A spokesman for the Federated Chambers of Industry, Mr G Bezuidenhout, said his organisation had not yet received an invitation, but hoped that one would be forthcoming

Announcing the summit, Mr du Plessis said the meeting would provide an opportunity for the government to hear different points of view and meaningful dialogue

Star 1/12/88

Court ~~prohibits~~ prohibits 152 strike

DURBAN — The Industrial Court has confirmed the interdict prohibiting National Union of Metalworkers (Numsa) members from striking at BTR Dunlop.

This is despite the fact that the strike, to compel Dunlop to agree to arbitration on the dismissal of the chairman of the BTR Dunlop National Shop Stewards Council, was legal in terms of the Labour Relations Act, said a statement from the union yesterday.

The court held that the strike should be prohibited because there was an alternative remedy and that the case could be referred to the Industrial Court, Numsa said.

"The judgment makes it clear that the court feels it has a duty to inhibit strikes."

The court also held that the strike was a "repeat" strike and so was unfair.

"This constitutes a gross interference in the right of workers and unions to bargain collectively" — Sapa

15

1/12/88

Natal sacks 2 000

DURBAN — More than 2 000 workers from the Natal Provincial Administration, mostly from Durban and the surrounding areas, have been fired for taking part in a two-week strike.

A spokesman for the National Education, Health and Allied Workers' Union, Themba Nxumalo, said yesterday workers from the works branches and the Roads Department had been told to collect their pay at the NPA offices in Mayville yesterday. Workers from the Road Department had also been told to vacate the the NPA compounds by 5pm, he said

Deadline set

Nxumalo said most of the fired workers were from Durban and the surrounding areas, as most places in Maritzburg had abided by the decision taken at the weekend between NDM MP for Greytown Pierre Cronje, and Provincial Secretary Roy Hindle.

However, Hindle issued a statement on Tuesday saying the Administrator-in-Executive Committee had considered the present circumstances and had decided to abide by the previous announcement which set the close of duty on November 28 as the deadline for the return to work. He said a third of 3 100 workers who were originally on strike had resumed work. NPA officials met again yesterday — Sapa.

Police detain hotel strikers

Star 2/12/88
By Adele Baleta

Fourteen Hotel and Restaurant Workers' Union (Harwu) members were picked up by police outside the Karos Johannesburg Hotel on Wednesday and briefly detained, according to the union.

Harwu organiser, Mr Alan Horwitz, who was among those held at John Vorster Square, said the 14 had been picketing outside the hotel for over an hour when the police arrived.

The 14 were kept for about three hours before they were released with a warning, he said.

A management spokesman denied the union's allegation that police were called in on the hotel's instruction.

Police comment was unavailable at the time of going to press.

Mr Horwitz also said 68 employees at the Karos Richards' Bay hotel, who staged a picket protest on Wednesday, were arrested and charged with trespassing after a complaint was laid by management.

He said the workers were released on bail of R300 each.

The strike, which has hit seven of the group's hotels, entered its 10th week on Monday. The action began after management refused to reinstate more than 100 employees who were fired for absenteeism from work on June 16.

By CHARL DE VILLIERS

GENERAL assistants at Cape Provincial hospitals have won a wage increase of more than the 15% promised to public servants in January, following protracted industrial unrest at Peninsula hospitals

The increase, to be backdated to November 1 and made effective on January 1, was announced yesterday by the Administrator, Mr Gene Louw, and Mr André van Wyk, MEC in charge of hospital and health services.

General assistants will receive at least one additional salary notch and a non-pensionable allowance will be paid to personnel in specific areas, the statement said

Hospital workers win pay-rise war

Cape Times. 2/12/78
152

Workers backed their demands — for an R800 minimum monthly wage, a 40-hour week, permanent appointment and recognition of the union of their choice — with at least three work stoppages

The provincial authority also said it would attend to "sources of dissatisfaction".

Calling on the "loyalty of all employees", Mr Louw said he trusted the increases and the 15% increment would "greatly help to effect labour peace"

Coin application for guards' eviction fails

Cape Times 2/12/88

Supreme Court Reporter

AN urgent application in the Supreme Court by Coin Security (Cape) to evict 75 sacked security guards from their Khayelitsha hostels has been dismissed with costs.

Coin Security brought the application against the Vukani Guards and Allied Workers' Union, on the basis that there was an unlawful work stoppage between September 19 and 21 this year, which was in breach of contract.

The security guards' employment was terminated as a result, Coin said. Coin said that, in terms of the em-

ployment contract, accommodation was provided at three hostels in Khayelitsha, but the security guards were no longer entitled to live there and asked for an urgent eviction order.

The workers said the reason for the work stoppage was that Coin Security had been in breach of contract by failing to pay them the minimum wage.

Passing judgment, Mr Justice G Friedman said that because no evidence had been led, he had to accept the version of the workers as it appeared on the papers.

AGG
2/12/80
152

Security firm fails in bid to evict workers

Supreme Court Reporter

A SECURITY firm lost an urgent application to evict 75 employees from its hostel in Khayelitsha after the Supreme Court found the company had breached its employment contract with the men.

The application by Coin Security (Cape) was dismissed yesterday by Mr Justice Friedman, who ordered the firm to pay the costs of two counsel.

The application followed a stayaway by workers on September 19, 20 and 21.

Coin dismissed them on September 24.

At an earlier hearing Coin alleged the stayaway resulted from a company warning that workers would be retrenched after a security contract with SA Transport Services was not renewed.

The company said the stoppage was unlawful and a breach of the employees' contract. Coin was thus entitled to evict the workers from the hostel.

UNDERPAYMENT

The employees alleged the stayaway was in response to underpayment of their wages and a breach of contract by Coin in not supplying them with food.

Mr Justice C T Howie postponed the case for oral evidence.

But this week Coin elected not to call oral evidence and Mr Justice Friedman said as no evidence was being led he had to accept the workers' version.

He held the workers were entitled to refuse to work because of Coin's material breach of contract.

The court found Coin could not evict the employees as they still worked for the company.

S Times 4/12/88

Wiehahn sees fewer strikes

LABOUR Relations Act architect Nic Wiehahn says IR will continue to be the crucible for race relations.

He made several predictions at the annual IR conference titled, Wiehahn — 10 years on, on what the next decade held for this country

He does not expect the number of politically motivated strikes to increase and believes there will be enormous increases in demand for training

"We can expect a greater degree of sophistication in the application of strike action during the next few years. On the other hand, an expected decline in economic activity and

growth would tend to correspond with a decrease in industrial action

"Trade unions would choose rather to negotiate than to strike during such periods since job security for their members is more important than many issues which they would strike about

"I expect that strikes of a national or even industry level will decrease and that any increase that may come will be more company or undertaking based"

Professor Wiehahn said training would receive more attention as the numbers of black pupils leaving school and wishing to progress were increasing. The skills drain coupled with the low birthrate of whites

meant the only available source of additional skill was the black community

Other predictions included

- The degree of sophistication in trade union structure, collective bargaining, dispute settlement and industrial action would continue to improve

- IR in most of its elements and features would develop in the public sector — the setting up of organisations and structures within which collective bargaining and dispute settlement could take place

- The affiliation of SA trade unions with international trade union federations would increase

- The State would, he hoped, not re-

vert to interventionism in the system

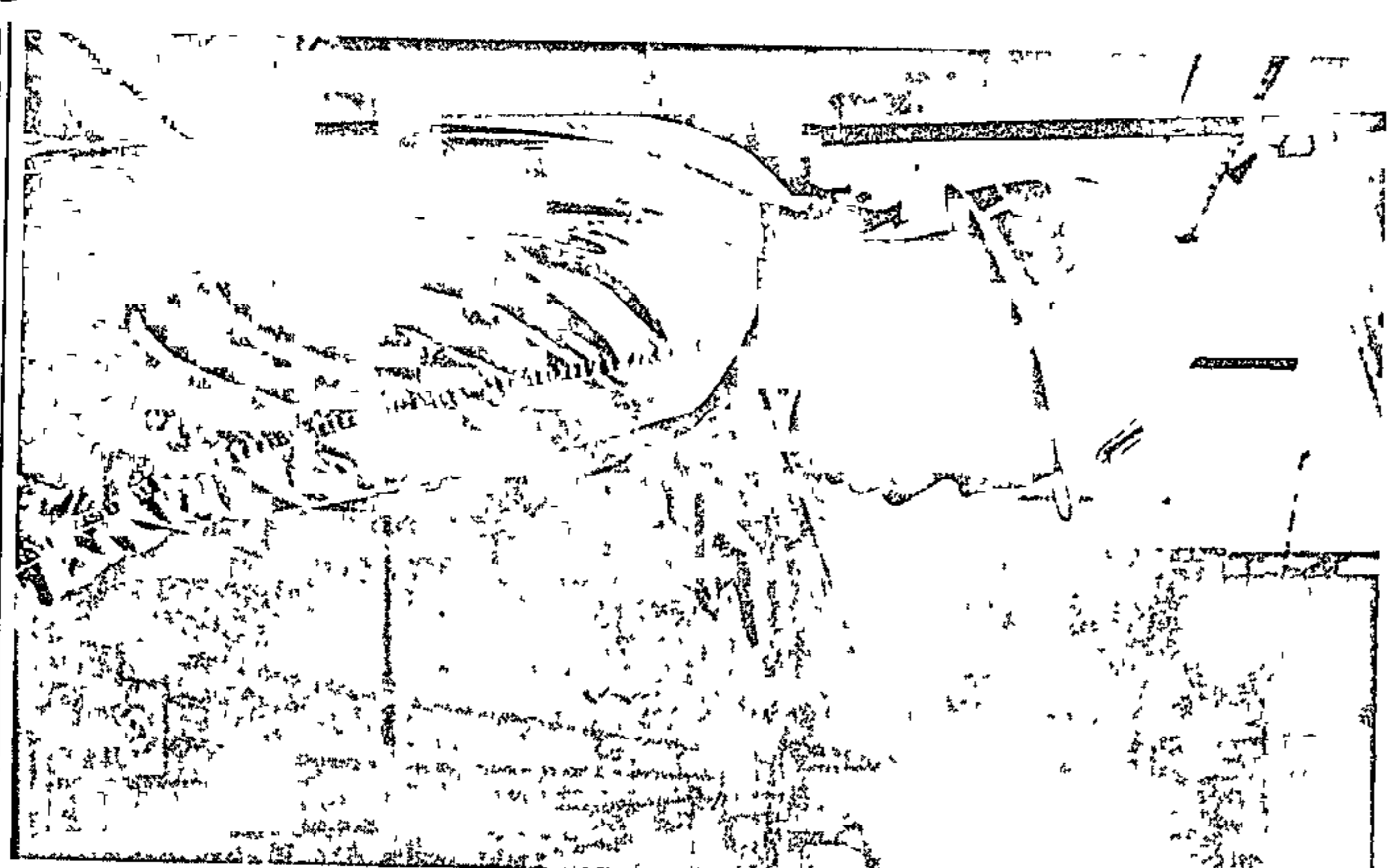
- Employers and management who had thus far shown a remarkable adjustment to the new developments would develop a high degree of skill and knowledge about IR

"All of what I have predicted has one important qualification — the outcome of a general election. Should there be a change in Government after the next election all my predictions would be definitely wrong

"In all probability a new commission would be appointed and I predict accurately that I will not be its chairman"

Stines 4/12/88 (152)

Drop in strikes hailed as more sophisticated approaches by unionists



THE year 1988 has been hailed by labour experts as the year in which unions showed signs of maturing, strikes dropped and the scene was set for an even better 1989.

An overview of the past year, however, is much easier than a prediction of the coming one. At the beginning of this year, for example, two industrial relations experts were dismissive of their forecasts.

By ROBYN CHALMERS

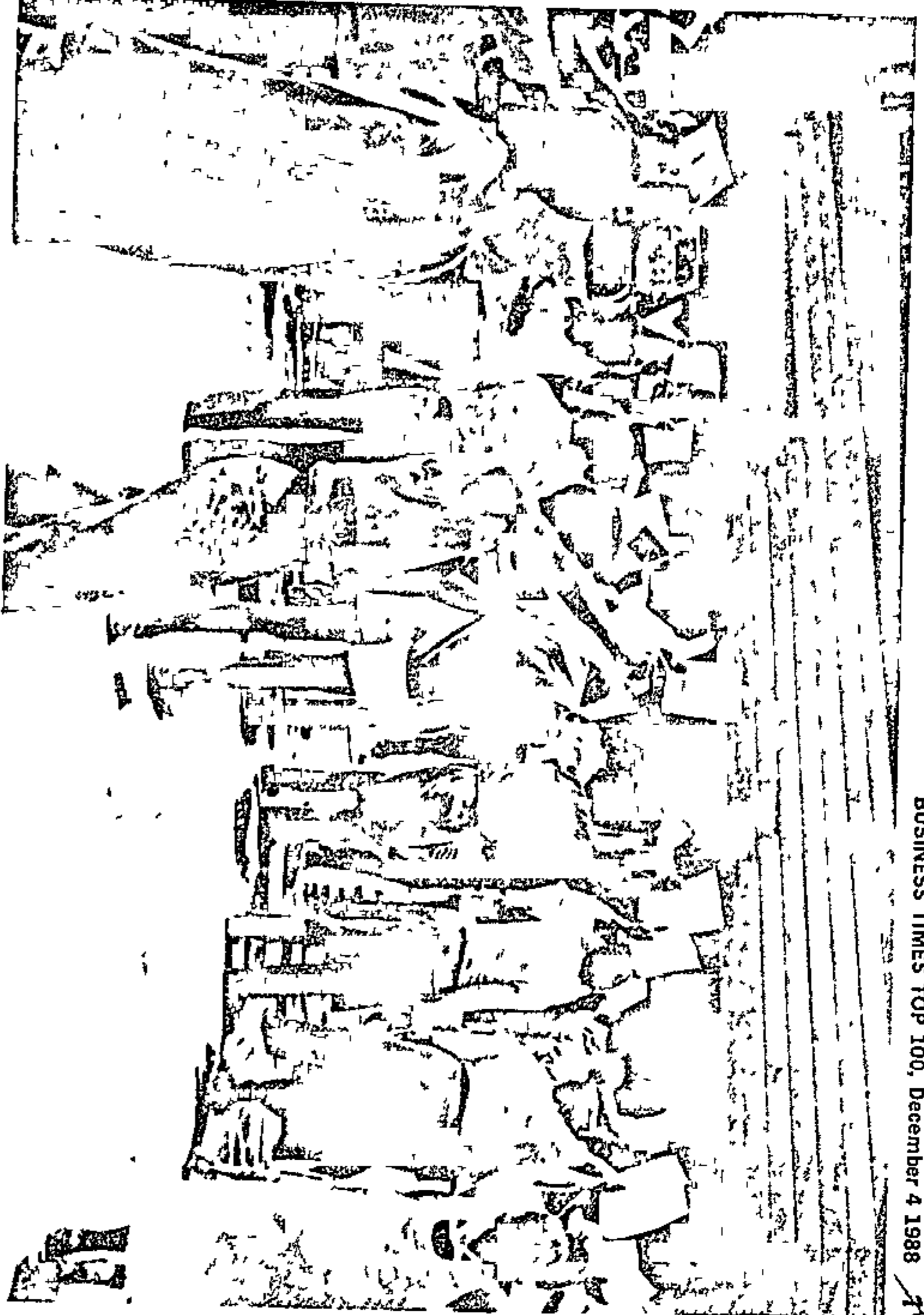
Andrew Levy & Associates said, increasing and longer strikes in support of wage demands are likely to occur this year and the Institute for Industrial Relations (IRRI) noted that industrial conflict is set to increase in 1988.

Apart from these two mis takes however they did suggest that there would be greater Government intervention in labour matters and that employers would be more willing to make use of the Industrial Court and collective bargaining procedures all of which came true. At a glance 1988 produced some surprises. Possibly the most important was the introduction and promulgation of the amended Labour Relations Act.

Stayaway

This resulted in extensive meetings between employer organisations under the auspices of the SA Consultative Committee on Labour Affairs (Saccola) and the two biggest union organisations Cosatu and Nactu - communication on a national basis which had never been seen before.

Out of this came the three-day stayaway in protest at the new Act. Hundreds of thousands of members supported their unions and emptied the streets. The main reason why many industrial relations practitioners have praised unions for showing signs of great maturity during 1988 is the huge drop in the number of strikes and subsequently the number of man-days lost.



which in some circles is described as increased maturity or a more sophisticated approach is seen in others as a weakening in the unions.

Andrew Levy director of Chamber of Mines senior general manager of external relations Johann Liebenberg believes this is really the outstanding achievement of the unions this year.

Very reasonable improvements in wages and other conditions of employment were negotiated with many union members being compelled to participate in strikes, which are costly to both employers and employees.

Apathy

It was a year in which the highest-ever levels of strike action coincided with a white general election that called for a course correction to the right and a peaking in the black townships unrest which had commenced in September 1984.

"We also saw a peaking in the degree of cohesion between the labour movement and various blocs of anti-apartheid organisations a downward spiral in the value of our currency, the increasing reality of sanctions and of course the stock market crash of October."

The result of all this has been the retreat of Cosatu he says. The demolition of 'Cosatu House' in Johannesburg at the height of the Sals strike marked the beginning of a traumatic period for the confederation - a major loss in membership an increase in apathy from both the rank and file and the silencing of Cosatu in terms of the emergency regulations earlier this year.

Opinion seems to be that 1988 has resulted in an altogether more sophisticated and politically well considered approach from unions which has less to do with political agendas and more to do with advancing the economic interests of membership.

Looking towards 1989 IR practitioners are cautiously optimistic.

Dr Van der Merwe believes that sound labour relations is one of the biggest challenges to be faced next year.

The Government can and has provided a statutory framework for assisting employers and employees in resolving disputes that inevitably arise in the workplace.

Decisive

Management and trade unions more than ever play in the maintenance of sound labour relations. Cosatu publicity secretary Frank Merinthus believes that unions today more than ever are poised to play a decisive role in the transition of a democratic non-racial SA that ensures peace and well-being for all.

He argues that on the broad IR front the inflationary remains with the increasing power of trade unions and that more man-days have been lost through strikes and stoppages than official statistics suggest.

Mr Liebenberg believes the time has arrived for unions to re-think their public support of sanctions. The intellectual bottom has fallen out of the sanctions bucket and even in the US the campaign is losing its intellectual following although there is still a lot of heat in the debate.

Sanctions are not producing the results the union strategists anticipated and it is likely to believe that privately there are a growing number of them that realise this.

Mr Brown believes the legal environment facing SA is one in which the law will play a bigger and bigger role rather than the reverse that is being seen by the exponents of the social contract. As far as labour relations are concerned, the big bang of wage increases averaging 10-15 points above the annualised inflation rate appear to be ending.

"Although the costs of labour may at this stage still only be nudging investors towards a shift to the capital side of the labour-capital mix there is ample evidence of employers adopting alternative strategies to counter the rate of increases in real wages such as sub-contracting."

Crucial

"If management is feeling any greater sense of security in labour relations it is crucial to remember the part played by the State of Emergency. One small turn in the political wheel will generate several revolutions in the IR cog."

The recent interest rate increases hold the possibility of a new round of insolencies and a wave of retrenchments which cast a shadow over the IR environment."

Strike ends

By LEN MASEKO

THE 10-week-old strike by Karos hotel employees has been resolved, a spokesman for the Hotel and Restaurant Workers' Union said yesterday.

The Harwu spokesman said the two parties had agreed on various issues including a minimum wage of R350 a month and an across-the-board increase of R50 a month.

Harwu members were expected to report for duty at six Karos hotels today, he said.

Karos employees downed tools at the company's hotels about three months ago, demanding wage increase and the reinstatement of their 125 colleagues who were dismissed for observing a June 16 stayaway this year.

The Harwu spokesman said the case of the 125 employees would be referred to the Industrial Court.

CAPE TOWN 7/12/88
152

Karos strike finally resolved

JOHANNESBURG — The 10-week-old strike by Karos hotel employees has been resolved, a spokesman for the Hotel and Restaurant Workers' Union said, the Sowetan reports.

The Harwu spokesman said the two parties had agreed on various issues — including a minimum wage of R350 a month and an across-the-board increase of R50 a month.

Harwu members were expected to report for duty at six Karos hotels yesterday, he said.

Hotel strike goes on despite wages 'deal'

152 By Mike Siluma,
Labour Reporter

The 10-week strike by about 500 Karos Hotels employees continued today despite a wage agreement between management and the Hotel and Restaurant Workers' Union (Harwu), the union said *Star 7/12/88*

Karos employees have been on strike for higher wages and to back demands for the reinstatement of about 120 colleagues fired for failing to attend work on June 16, the anniversary of the 1976 Soweto uprising

Harwu spokesman Mr Alan Hurwitz said although agreement had been reached on wages and the dismissed workers, the union declined to sign the agreement because management had

demanding that the proposed retrenchment of 246 strikers become part of the wage agreement

"The union has refused to allow the retrenchments to become part of the wage agreement," said Mr Hurwitz, adding that the strike was continuing

The company had been given until today to withdraw its demand or face industrial court action

Karos comment was still pending at the time of going to press

According to Mr Hurwitz, the wage agreement entailed the raising of the monthly minimum wage to R350 from this month, to R475 from March 1989 and again to R525 in September 1989. The present minimum was R150 a month, he said

Hotel group and union reach pay agreement

8/21/78
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THE Karos hotel group and the Hotel and Restaurant Workers' Union (Harwu) have reached agreement on wages and dismissals — the issues which sparked a 10-week strike — union spokesman Alan Horwitz said yesterday

However, there would be no return to work until agreement had been reached on management's attempt to link a retrenchment exercise to the settlement, he said. The group

ALAN FINE

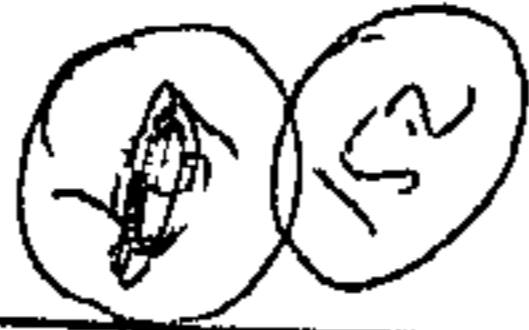
planned to lay off about 250 employees. He said management should address the matter separately. The union considered it to be bad faith bargaining for Karos to link it to the settlement.

A Karos spokesman said a national wage agreement was reached on the basis of common productivity re-

quirements throughout the group. This, unfortunately, rendered certain posts redundant. He believed this problem could be resolved.

At talks on Monday, a minimum monthly wage of R350, a R70 across-the-board increase and the abolition of monthly meal deductions had been agreed on.

The minimum wage would increase to R475 on March 1 and to R525 from September.



1-7/12/88

Settlement in NPA strike

DURBAN — An agreement has been reached to settle a two-week strike by more than 5 000 workers employed by the Natal Provincial Administration.

But more than 2 000 striking workers who reported for work on Tuesday in a confusing situation, were turned away.

The strike was resolved after the National Education, Health and Allied Workers Union, a Cosatu affiliate, asked Mr Pierre Cronje, MP for Greytown, to intervene.

The workers had demanded an across the board wage increase of R1 500 a month and improved working conditions. They were all served with notices of dismissal after going on strike.

After discussions the NPA agreed to

- Look into an improved system of dealing with collective issues concerning the workforce,

- Submit representations made by workers to the Commission for Administration as a matter of urgency,

- Withdraw the notices of dismissal but would reserve the right to re-employ on a selective basis. This would be done in a responsible manner with a right to review;

- Consider the cases of those charged with criminal offences, pending the outcome of the legal procedures and

- Consider the workers' absence from work during the strike as leave

Mr Themba Nxumalo, Natal organiser of Nehawu, said the union had instructed its attorneys to lodge an urgent application to the Supreme Court for the re-instatement of the dismissed workers.

Nxumalo said although they had not been able to win their demands, the NPA had accepted that the workers had genuine grievances to be addressed.

A spokesperson for the NPA, asked to comment on the more than 2 000 workers turned away, said they were supposed to return to work a day earlier.

— PTSA

10/12/1978

Natal mob stab man to death

PRETORIA. — The body of a man stabbed to death was found near Taylors Halt in Natal after a mob attacked a home, police said yesterday.

The body was found at Ndindi at daylight — about three hours after the attack.

A man was also injured at Botshabello in Bloemfontein when a group set a house alight.

Police said they baton-charged a large group of placard-wielding demonstrators outside the Karos group's Johannesburg Hotel when they refused to disperse. Four men and a woman were arrested. Workers have been on strike for three months over wages and the dismissal of colleagues who observed the June 16 stayaway. — Sapa

Mount Nelson staff get a raise

Call Times 13/12/88

12

Staff Reporter

WORKERS at the Mount Nelson Hotel have been given an average 27,5% salary increase, with their minimum wage going up to R500 a month

A spokesman for the Liquor and Catering Trades Employees' Union said yesterday the settlement with the hotel management had been reached on Friday and was reported back to workers yesterday

"The workers are happy with the settlement — but next year we negotiate again," he said

Hotel spokesmen were not available for comment

The lowest-paid workers will receive a 44% increase — from R346,40 to R500 a month — by next month, while the highest-paid workers' salaries will be increased from R822,70 a month to R900 a month — a 9% raise

The average increase for the nine categories of workers is 27,5%.

Hours of employment were also changed from 53 hours a week to 48 hours a week

During the wage negotiations workers downed tools for about two hours, disrupting lunchtime service on November 29

PHOTO BY [unreadable]

8-14/12/88

Rumblings on the shop floor

By CHIARA CARTER
THE Commercial, Catering and Allied Workers' Union of South Africa (Ccawusa) has begun preliminary discussions with the Western Cape Traders'

Association (WCTA) over work conditions of shop workers
Ccawusa has members at several stores owned by WCTA members and has signed a recognition

agreement with one supermarket chain.
Mr Yusuf Pahad, a WCTA spokesperson, confirmed its representatives met the union recently

He said one of the issues discussed was the problems of the small trader which distinguished them from the giant retail chains Ccawusa normally dealt with

Call to help dismissed workers

EAST LONDON. — Residents here have been asked to support workers dismissed by Checkers and the South African Transport Services.

The call, made in a pamphlet issued by "the community" this week, follows lengthy union disputes with Sats and Checkers

Checkers dismissed 105 workers several weeks ago after they went on strike in support of a shopsteward dismissed at the Queenstown branch.

The man was allegedly fired because he wore a hat in contravention of company rules.

Checkers' management declared a dispute with the Commercial, Catering and Allied Workers' Union (Ccawusa) over the issue. Negotiations have deadlocked

This week Ccawusa issued a statement condemning Checkers' actions.

Ccawusa accused the company of using clauses in the recognition agreement as an excuse to harass the workers

They said this was done to make the

workers lose confidence in the agreement

Mr J Christenson, of Checkers' regional administration, said the situation at the chain's stores in the region was normal. "There's no boycott of stores here," he said

At Sats, over 1 000 workers were dismissed last month after two disputes began in September

The disputes began when workers demanded a minimum wage of R1 500, an increase of 340 percent. Sats refused and hundreds of strikers were fired

The strikers were eventually offered re-employment, but went on strike again to demand full reinstatement.

As a result, over 1 000 were again fired

They have again been offered re-employment and the strikers decided to apply for this as a temporary measure.

Many applied last week for re-employment but have not heard from Sats yet.

A Sats spokesperson, Mr Martin Slabber, said train services and passenger levels were "normal"

- ELNEWS

An earlier meeting broke down after the traders objected to the inclusion of workers from their stores in the Ccawusa delegation

The two groups are to continue discussions in an attempt to reach what the spokesperson termed a "broad understanding"

The next meeting is planned for early in the new year

One of the topics for discussion is the possibility of a closed shop agreement to cover all WCTA stores, according to a reliable source

He claims that many workers at small stores in the Western Cape are exploited because they do not have the protection of a union.

Improve conditions

Workers were demanding that black business owners improve their working conditions

"One cannot be an oppressor and the oppressed at the same time," he said

Ccawusa recently signed a full recognition agreement at Matco Supermarket in Paarl, where it has majority membership

About 20 of the 85 workers employed at Elite Supermarket in Athlone have joined the union

Elite manager, Mr Aziz Banderker, said the company did not plan to meet with Ccawusa as the majority of staff members were not union members

Banderker claimed Ccawusa was encouraging workers to be "obstructive"

CONCORDE NEWS reports from Durban that a three-week tussle between Ccawusa and Bond Hyper Supermarket, a black-owned business in Durban's Grey Street area, ended with the supermarket agreeing to re-employ 55 workers fired after they downed tools to demand a meeting with management

Among the workers' grievances was that the lunchbreak of half an hour was too short and that they did not get an afternoon tea break

UNIT

meetings and

Cape Democrats
Kaapse Demokrate

Urges the South African Government, which claims to be democratic, to:

- lift the State of Emergency
- release all political prisoners
- negotiate with the people
- bring peace to our land

HERO'S DAY SERVICE
METHODIST METROPOLITAN
CHURCH
GREEN MARKET SQUARE
DEC 15TH, 1pm

Workers re-employed

~~152~~ 152 ~~305~~ 305
THE Soweto City Council this week started re-employing some of the 1700 council workers who lost their jobs when the council fired all those who were on strike during August this year

The council started re-employing the workers on Monday at the Zondi

offices of the council. Those re-employed were to be placed with the cleansing section of the council which is presently engaged in a massive pre-Xmas clean-up operation. The operation was launched by the council last week.

The mayor of Soweto, Mr Sam Mkhwanazi, last week said that he had requested the council to re-employ the remaining workers as most of them have been unemployed since the former council administration fired them in August. He could not say how many of the remaining 1700 will be re-employed.

The clean-up operation, in which the workers are being re-employed to assist with, was progressing at a fast

pace this week with scores of children and youths filling plastic bags with refuse and queuing for the 50 cents reward. Several teams continued working throughout the weekend. Mechanical loaders and tipper trucks, assisted with the clean-up.

Sowetan 14/12/85

88/12/15
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152

Work stoppages hit PG Glass

PG Glass has been hit by several work stoppages in the past week

Over 100 workers at the Epping plant stopped work for six hours last week and there were further stoppages at branches in Cape Town, Wynberg, Goodwood and Bellville

The workers are members of the Chemical Workers' Industrial Union which is in dispute with PG Glass over wages and conditions of employment for next year

Big wage increases follow strike action

20/11/88
Own Correspondent

DURBAN — About 180 employees at Republican Press (RP) in Durban have been given pay increases — of more than 70% in some cases.

The increases, to be backdated to November 1, follow a strike by members of the Media Workers' Association of SA (Mwasa) on October 18 this year.

Mwasa regional secretary Dajzer Mqhaba says although the increases appear high, the wages are still "very low".

A union statement says: "Now that the wage dispute has been resolved, we are looking forward to further talks in January."

RP personnel manager S F Gouws yesterday confirmed the wage increases. (152)

Firm's *Sowetan* workers *20/12/88* down *(152)* tools

By LEN MASEKO

A NUMBER of workers employed by a Soweto rent-a-loo company downed tools citing various grievances, including non-payment of wages and 13th cheques.

These workers waited all day yesterday for their employer, Mr Sam Matona, managing director of Soweto Easy-Loo company, to respond to their grievances.

Comment

Mr Matona was not available for comment.

In a letter to his employers Mr Matona warned that they would be dismissed if they did not return to work by noon yesterday.

"Please be informed that you are on an illegal and unfair work stoppage. If you have any grievances please make these known through the company's grievance procedure so that management may attend to same," Mr Matona said in the letter.

Pay

Easy-Loo employees said they were supposed to have received their pay last week. Their grievances, they said, included:

- Victimisation of employees "because of favours done for them housing and personal loans";
- employees were "always threatened with dismissal"; and
- employees' wages reduced allegedly "at the instruction of the Government"

25 toilet company workers dismissed

Star 21/12/88
By Adele Baleta

At least 25 employees of Easy Loo, a Sweto-based toilet hiring company, were dismissed yesterday after failing to heed a return to work ultimatum, according to a spokesman for the workers.

She said employees stopped work on Monday to back a demand that they be informed when they would receive their annual bonuses and December salary.

"In previous years workers' salaries were paid on December 11. This year has been different. We have still not received our money so we cannot budget or buy gifts and food for the festive season," the spokesman said.

She said employees were given until yesterday morning to return to work or be fired.

When workers arrived at the company premises, the gates were locked. Before taking up their posts they asked for an undertaking that they be informed by the end of the day's shift when they could expect their money.

"We were told not to order management about and were then fired," she said.

The spokesman said workers had several grievances with the company, which is owned by Mr Sam Matona.

"We have often been insulted, accused of stealing company money and ganging up against Mr Matona.

"This is particularly worrying as Mr Matona, a black businessman, should know better," she said.

Mr J Howard, the company's industrial relations consultant, refused to comment.

In these far-right days, some white workers go left

SOME white workers — particularly in the motor assembly and retail sectors — are bucking the rightward trend in white politics.

In October, more than 200 white, coloured and African workers downed tools at the Volkswagen plant in Uitenhage after a dispute with management over wages.

A representative of the National Union of Metalworkers of South Africa (Numsa) at Volkswagen said the week-long strike had involved only skilled workers.

He said most of the white workers who had joined the strike were members of a prominent affiliate of the all-white SA Confederation of Labour, the Yster en Staal Unie.

According to the Numsa representative, over 100 white workers in the plant have joined Numsa "and we also have one white part-time shop steward"

In the retail sector, the Commercial, Catering and Allied Workers Union (Ccawusa) has received numerous applications from white workers wanting to join.

Ccawusa officials said more interest was shown in areas where bargaining had been successful. "Whites are impressed by our negotiating power. In particular, they get worried when they see non-union members facing retrenchment without representation," said a union official.

He added, however, that most of the union's white members were inactive — they did not attend meetings and did not want management to know about their union membership. "They want the maternal benefits of membership, but are suspicious of black trade unions, which they regard as radical organisations."

The representative said the passivity of Ccawusa's white members made it difficult for the union to gain access to them. However, there were moves to try and accommodate them, as well as a conscious organising drive across the colour line.

The *Weekly Mail* spoke to a 24-year-old Afrikaans woman, Mrs W, who is a Ccawusa member at Checkers in the Western Transvaal town of Klerksdorp. She asked not to be named for fear of victimisation.

Mrs W said that on her arrival at the company, she had thought Ccawusa was meant only for black workers "But they just accepted me

In an era when white working class politics moves steadily right, an irony has been the growing willingness of whites to join black unions. MZIMKULU MALUNGA reports

when I told them that I wanted to join.

"My main reason for joining the union was that I wanted to have somebody who would fight for me in the workplace," she said.

"Now that I've joined the union, I get an increase every year."

Politics were not a factor in Mrs W's decision to join Ccawusa, but another white member of the union in Johannesburg, 30-year-old Mrs A, said she was driven to unionism by her dislike of racial discrimination.

"I didn't like the way black workers were treated in the workplace," she said, adding that management at her place of work had tried on several occasions to discourage her union involvement.

Mrs A said she also enjoyed the protection the union gave her. "It is advantageous in the sense that if management wants to get rid of me, they can't."

Asked how her black colleagues had responded to her application, she laughed and said: "They know I am a comrade anyway."

Mrs A agreed there was some reluctance among white workers to join black trade unions.

"When they have problems they think of joining, but once their problems are sorted out, they back off."

At its national congress in October last year, the South African Railways and Harbour Workers Union (Sarwhu) resolved to encourage white workers to join the union, and to promote interaction between black members and their white colleagues.

A Sarwhu representative said the union had white members in Johannesburg and Cape Town, but said he could not give figures.

He believed that most of them had joined "purely for economic reasons".

The general secretary of the National Council of Trade Unions (Nactu), Phiroshaw Camay, said the federation had white members in the food, electrical, metal and building industries.

Soweto's garbage bags brimming over

ISZ (100) Bloom 23/12/88
BRENT MELVILLE

THE firm recently contracted to collect garbage in Soweto, Wade Refuse, is carting as much refuse as is collected in the whole of Johannesburg, says Wade contract director Richard Nero.

About 5 500m³ of garbage was collected in Soweto daily. This was to be compared with 5 000-6 000m³ a day in Johannesburg Nero said.

"Last month alone we moved 81 000m³, and 90 000m³ so far this month"

Following the Soweto strikes this year, the Soweto Council awarded a five-year contract to Wade to remove several years of accumulated garbage.

A Wade worker, Macalias Ngubo, was murdered and two employees stabbed

in September this year by striking Sowetan workers

"They saw us as scabs, and the situation was very dangerous," said Nero

Education

He said "The job ahead of us is both challenging and staggering the actual amount of garbage is incalculable

"We have a problem in Soweto, in that people aren't educated not to throw their garbage on the ground"

He said Wade performed an essential service by protecting Sowetans from

the health hazard posed by excess amounts of garbage

Wade director Alistair Maclean's the company was paid by the ton waste removed, which was "escalating in terms of the growth of Soweto"

And Nero added "We are running out of room for garbage At present we are dumping on three separate sites in Soweto, which one could vaguely be 'sanitary landfills', but the future of these sites is questionable"

The value if Sowetan garbage recycled would be minimal, as it would contain a large ash percentage, making it unsuitable for re-processing", said



EASY-LOO employees waiting outside the company's Orlando West offices this week.

24 sacked by loo firm

(152)
A SOWETO rent-a-loo company has dismissed 24 employees who took part in a work stoppage this week.

Soweto Easy-Loo director Mr Sam Matona, in letters handed to the workforce, said the 24 were being sacked for ignoring a management ultimatum to return to work on Tuesday morning.

The dispute within the R1.5 million-a-year company revolves around workers' demands for their December salaries and 13th cheques which, they say, are "long overdue".

Sowetan's efforts to contact Mr Matona for a comment have been unsuccessful. He has not responded to messages left at his company's Orlando West offices.

By LEN MASEKO

Meanwhile the dismissed employees have been asked to fetch their pay today.

One worker said they embarked on a work stoppage after several attempts to resolve the dispute failed. "We have had three or four meetings with Mr Matona and each time had to listen to

him threatening to fire the staff and get other people to work for him," the worker added.

Some of the dismissed employees have approached the South African Black Municipal and Allied Workers Union for help.

Sabmawu's general secretary, Mr Phil Dlamini, said his union was looking into the matter.



EASY-LOO managing director Mr Sam Matona.