

INDUSTRIAL RELATIONS - STRIKES

1989 - ~~MARCH~~

JANUARY — MARCH.

Industry	Jan	Feb	Mar	Total
Auto	10	15	20	45
Chemical	5	10	15	30
Food	3	5	7	15
Health	2	3	4	9
Hotel	1	2	3	6
Transport	4	6	8	18
Other	2	3	4	9
Total	27	54	71	152

177
Lab.
27.40
40.4
40
MAY
0.
0.
1
APR
82
122
I

75
28.25
40

sday, January 4, 1989

RENT-A-LOO TALKS ON DISMISSALS

Sowetan 4/1/89



THE South African Black Municipal and Allied Workers' Union and a Soweto rent-a-loo company meet next week to discuss the dismissal of 24 of the firm's employees.

A spokesman for Soweto Easy-Loo, Mr John Howard, confirmed yesterday that a meeting between the two parties was on the cards. The two are scheduled to meet on January 10

The company's managing director, Mr Sam Matona, declined to comment on the matter yesterday. The company was awarded the KWV Excellence Award last year and Mr Matona

claimed they had a turnover of more than R1,5 million

The talks will focus on the dismissal of the 24 workers after they participated in a work stoppage. The Easy-Loo employees were protesting against management's failure to pay them December salaries and bonuses "on time"

- Employees' grievances also included
- Alleged victimisation of employees "because of favours done for them housing and personal loans," and
 - Reduction of employees' salaries "in line with the Government wage freeze"

Striking cops face instant dismissal

By BARRY STREEK
Political Staff

POLICEMEN who go on strike or threaten to go on strike will be summarily dismissed without any hearing, according to a new bill tabled in Parliament yesterday.

The Police Amendment Bill also drastically increases the penalties for anyone who aids or incites a policeman to take any action to evade a lawful command.

If the bill is approved by the standing committee and by Parliament, sentence for a person convicted of aiding or inciting a policeman to evade a lawful command will be increased to R4 000 or jail for up to 12 months or both.

For a second offence, the fine will go up from R1 000 to a maximum of R8 000 or jail of up to two years, or both.

In terms of another provision, the commissioner of police will be empowered to dismiss any policeman without a hearing "if he has reasonable grounds to believe that a member of the force strikes or conspires to strike".

As soon as practically possible the

dismissed policeman must be given the reason for his dismissal.

A further provision will allow police to be seconded to any government department or the police in Namibia or in a homeland.

The bill also increases the penalties for a number of contraventions of the Police Act to fines of up to R2 000 or jail up to six months or both, or fines of up to R4 000 or jail of up to 12 months or both.

These penalties cover people who ignore a police order to stop their vehicle, unlawfully receive or possess property belonging to the police, wear police medals without permission of the commissioner, make false representations as to their association with the police, illegally demand toll fees, refuse as members of the police reserve to report for a call-up and other offences.

The Minister of Law and Order, Mr Adriaan Vlok, will be empowered to reinstate any dismissed policeman after he has considered the representations.

The bill defines a strike as including "any socio-economic, sympathy, solidarity, protest, work-to-rule or precision strike, as well as any other form of strike and stayaway".

Code: Anglo replies to NUM

JOHANNESBURG — Anglo American yesterday responded to National Union of Mineworkers allegations of "repression" by referring to a code of conduct which had been proposed to NUM

Anglo's response follows a 178-page "research report" conducted by the NUM which reveals alleged reports of "intensified repression" on its mines

The report is based on a survey at Anglo mines and the findings include allegations that "Anglo has embarked on a systematic campaign of retarding the union and intimidating union members"

It also argues that racism and job reservation "remain a central experience of the corporation's employees"

An Anglo press statement refers to a set of rules proposed by

the company during the 1987 miners' strike which would "both protect union and worker rights and prevent violence"

"In the post-strike agreement signed in March 1988, both AAC and NUM undertook to negotiate a code of conduct to achieve this purpose"

"Towards the end of last year the Corporation proposed the wording for such a code"

"More recently NUM has accused mine management of placing unreasonable restrictions on union activities. The proposed code of conduct provides the most constructive mechanism by which these presently unsubstantiated allegations can be investigated by the joint AAC/NUM committees the code proposes to create at mine level"

"AAC believes that all workers

have the right to join or form unions of their choice and to bargain collectively and to strike peacefully," the statement said

The statement also referred to violence involving NUM members on mines from April 1985 to September 1987 where "a pattern of violence and coercive behaviour developed on mines associated with the corporation"

The proposed code of conduct has been submitted to the NUM, Anglo said

● Representatives of the NUM and officials of the Council for Mineral Technology (Mintek) were locked in talks yesterday in a bid to end a three-day-old wage strike by more than 250 workers

The NUM assistant secretary-general, Mr Marcel Golding, said the outcome of the meeting would be known today — Sapa

Actions of town clerk may be investigated

By Mkeed Kotlolo,
Pretoria Bureau,

The Atteridgeville City Council has resolved to ask the Transvaal Provincial Administration (TPA) to appoint a commission of inquiry into alleged irregularities involving the town clerk, Mr Solly Rammala

The council's decision follows a call by council employees at a special meeting for the town

clerk to resign his post because the council failed to give them a promised 13,1 percent salary increase but gave him the increase retrospectively from July last year

In a press statement yesterday, the township's deputy mayor, Mr Justus Tshungu, said the council met on Wednesday night and decided not to suspend Mr Rammala

Instead, it agreed a

that a commission should be set up to investigate the allegations

The council's estimated 500 employees — all members of the Transvaal Association of Employees of Local Authorities (Taebla) — downed tools on Tuesday morning in protest against tariff increases implemented by the council on January 1 and they also demanded the immediate resignation of Mr Rammala

The workers also made several allegations against Mr Rammala

Fresh allegations of irregularities surfaced on Wednesday with claims that a black council employee who did not meet the requirements for promotion to a senior post had had the requirements waived

The post was not advertised, and the qualifications of seven years'

experience in local authority as well as an appropriate bachelor's degree were set aside

A document in the possession of The Star, signed by the city secretary Mr George Mahlaele and by Mr Rammala on July 14 1987, recommends that the requirements be waived in the case of the employee in question "to avoid delays with unnecessary advertisements"

January 1989

Court warns strikers off

Supreme Court Reporter

WORKERS — excluding three shopstewards — on strike at the Nampak factory in Epping were yesterday interdicted and restrained from intimidating, assaulting or threatening non-striking staff members after an urgent application was brought before the Supreme Court.

In an interim order, Mr Justice E L King ordered that the 227 workers be restrained from entering the premises without permission and that they be interdicted from hindering the normal operation of Nampak's business. The order was not extended against shopstewards Mr Patrick Hlakula, Mr Peter Palmer and Mr Derek Booyen.

Actions of town clerk may be investigated

Star 13/1/89 152
By Mckeed Kotiolo,
Pretoria Bureau,

The Atteridgeville City Council has resolved to ask the Transvaal Provincial Administration (TPA) to appoint a commission of inquiry into alleged irregularities involving the town clerk, Mr Solly Rammala

The council's decision follows a call by council employees at a special meeting for the town

clerk to resign his post because the council failed to give them a promised 13,1 percent salary increase but gave him the increase retrospectively from July last year

In a press statement yesterday, the township's deputy mayor, Mr Justus Tshungu, said the council met on Wednesday night and decided not to suspend Mr Rammala

Instead, it agreed a

that a commission should be set up to investigate the allegations

The council's estimated 500 employees — all members of the Transvaal Association of Employees of Local Authorities (Taebala) — downed tools on Tuesday morning in protest against tariff increases implemented by the council on January 1 and they also demanded the immediate resignation of Mr Rammala

The workers also made several allegations against Mr Rammala

Fresh allegations of irregularities surfaced on Wednesday with claims that a black council employee who did not meet the requirements for promotion to a senior post had had the requirements waived

The post was not advertised, and the qualifications of seven years'

experience in local authority as well as an appropriate bachelor's degree were set aside

A document in the possession of The Star, signed by the city secretary Mr George Mahlaele and by Mr Rammala on July 14 1987, recommends that the requirements be waived in the case of the employee in question "to avoid delays with unnecessary advertisements"

Mintek dismisses 200 strikers

THE Council for Mineral Technology (Mintek) yesterday dismissed about 200 NUM members who had been involved in a wage strike since January 5.

3/Jan 17/189
Human resources assistant director Danie van Vuuren said the NUM had accepted an offer of a 14% wage increase and a R600 monthly minimum, but had refused to "recognise the statutory and financial constraints under which Mintek, as a parastatal organisation, operates"

ALAN FINE (152)

He said this requirement was a condition of the wage offer.

The NUM's refusal to accept this meant that every time negotiations took place the union would "pressure me over something I have no power over" Under the circumstances no other action could be taken but to dismiss the strikers.

NUM officials could not be reached for comment.

SAB strike continues

MORE THAN 300 striking workers at SA Breweries (SAB) plants in Port Elizabeth and East London yesterday continued their dispute over the payment of nightshift workers on January 2

SAB's human resources director, Mr Rob Childs, said yesterday that the Food and Allied Workers' Union (Fawu) had not responded to a Port Elizabeth Supreme Court interdict ordering the strikers back to work and to abide by the recognition agreement, between SAB and Fawu

The East London workers downed tools in sympathy with 200 Port Elizabeth workers who went on strike last Friday in a demand for holiday pay, a union spokesman said

Cop stabbed by fugitive

KRAAIFONTEIN police sergeant J H Tolken was stabbed yesterday morning by a suspected poultry thief. A man will appear in court on Monday

SAB workers down tools

PORT ELIZABETH — South African Breweries workers near Despatch have gone on strike in support of co-workers in PE and East London.

Handwritten notes: C.M. 21/1/89 (10:15) 15'2

Nurses strike over 'insult' ^{24/1/89}

ABOUT 200 Westfort Hospital nursing assistants went on strike in Pretoria West yesterday after they were allegedly insulted by a black matron during a staff meeting.

According to sources, the matron made the derogatory remarks at a meeting held on hospital

By ALINAH DUBE

premises to discuss the problems affecting nursing assistants.

The matron is also alleged to have walked out.

The *Sowetan* established that trouble started when staff members

demanded to know why they were being treated as "inferior" by the hospital authorities. (152)

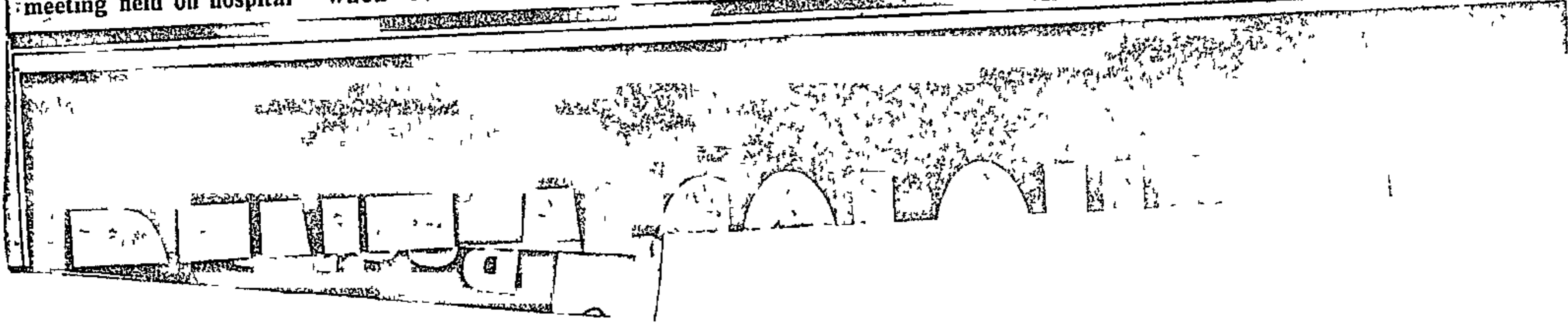
"Tempers began to flare as we told the matron that we were unhappy about having to contribute money for the nursing sisters' farewell parties while no one bothered to

raise funds in a case of a nursing assistant leaving the hospital.

"The matron reacted angrily and started calling us stupid nobodies who did not even qualify for ranks in the nursing profession. She said it was high time we looked at the hierarchy and knew our position,"

they said.

Dr A van Zyl, the hospital superintendent who had first told the *Sowetan* that he could not comment as he did not have full details of the incident, later said he was not aware of any strike taking place. He said "things are proceeding normally."



Nampak strikers locked out

Call Times 24/11/89
Staff Reporter

(152) (142) (132)

WORKERS on a legal strike were locked out from the Epping premises of Nampak Corrugated Containers yesterday.

Security guards with guard dogs kept striking workers from entering the premises when they arrived at about 6 30am, a Paper, Printing, Wood and Allied Workers' Union (PPWAWU) spokesman said

About 250 workers went on strike last Wednesday after wage talks between the union and Nampak management reached a deadlock.

The union demanded a R60 across-the-board weekly increase, while Nampak offered between R45 and R53 a week, a spokesman said

Victim, with leg severed, lay dying on track

Three deny killing rail ticket collector

B/Day 25/11/89

152

THREE men yesterday denied killing a railway ticket collector by throwing him off a train

Sophana Tini Matloga, 32, Sethabane Edward Mathole, 36, and Wilson Nakana, 37, all of Soweto, pleaded not guilty in the Rand Supreme Court to murder-

SUSAN RUSSELL

ing Samuel Medina on April 27. The State says Medina was on duty at Mayfair station when approached by a group of men, including the three on trial, and forced on to a train

The prosecution also alleges Medina was thrown from the

train shortly after it left the station. He died shortly afterwards in Hillbrow Hospital.

At the time of the incident there was a strike by railway workers.

Constable F Diener told the court yesterday he was summoned to the spot and found a man with a leg severed sitting next to the tracks.

Before the court adjourned, counsel for the State applied to have evidence of its next two witnesses heard in camera.

It was submitted both still worked for Sats and were concerned colleagues and trade union members would recognise them from the public gallery if the evidence were not heard in camera.

Mr Justice Solomon granted the application. The trial continues today.

A witness told the Rand Supreme Court yesterday that he heard an accused tell a workers' meeting that people who were to be murdered could not be found and the matter would be dropped

Mr H F Dyasi of Transkei was giving evidence before Mr Justice R A Solomon and two assessors during the trial of Mr Wilson Nakana (37), Mr Sophana Tim Matloga (32) and Mr Sethabane Edward Mathole (36)

The three accused, all of Naledi, Soweto, have pleaded not guilty to murdering a South African Transport Services ticket collector, Mr Samuel Medina, on April 27 1987

In earlier evidence, Constable F

Murder talked of at Sats staff meeting, court told

Diener said he found a man, with his leg torn from his body, next to the railway line about 30 m from Mayfair station at about six that evening

Train driver Mr Louis Meyer said that as he drove into Mayfair station he saw a group of about 20 black men on the bridge fighting with a man in a ticket collector's uniform. The men had forced the collector on to a train

Mr Dyasi, who retired in September

last year, was a truck driver based at Kazerne. He told the court Mr Wilson Nakana was a co-worker of his

He said that after the Sats strike in 1987, Mr Nakana was amongst those who spoke to the workers

"He said there were certain people who should be killed. He said they had not succeeded in finding these people and that the matter should be dropped," Mr Dyasi said



Bid to sequestrate Siebert's estate

BLOEMFONTEIN — The Grahamstown Building Society (GBS) has lodged an application with the Free State Supreme Court for the sequestration of the estate of the late Mr Frikkie Siebert, who committed suicide with a business associate, Mr Phil Venter, on November 23 last year

Mr Venter was employed by the society's Bloemfontein agents for about 25 years

The application will be heard today

In a statement issued by attorneys Israel & Sackstein, for the GBS, the society's claim against Mr Siebert was given as R21 346 672,35

The GBS had sent senior executives to Bloemfontein on three occasions and three such persons were

hs
es
Mr
rly
ng
ess
(m)
to
ig-
the
ns
un-
ab-
the
al-
ga-
an
87
en-
his
hat
ow
t."
in-
ers

250 locked out strikers dispersed

4M.
10/16
25/1/89
112

POLICE yesterday dispersed about 250 striking workers who congregated outside the gates of Nampak Corrugated Containers in Epping.

The workers, members of the Paper, Printing, Wood and Allied Workers Union, were locked out and interdicted by management on Monday after embarking on a legal strike last Wednesday.

Meanwhile company MD Mr A J Andrew yesterday reaffirmed the company's refusal to bargain wages with the union, which is asking for a R60 across-the-board weekly increase for all grades.

The company stood by its final offer of a 50% increase for minimum wage earners from R109,30 to R164, he said.

welcome at di

CAPE TIMES 26/1/77 (1024)
SAB strike unresolved (1520)

PORT ELIZABETH — The strike action by about 400 South African Breweries employees in the Eastern Cape is still unresolved, SAB's human resources director Mr Rob Childs said yesterday afternoon

152 South 26/1 - 2/2/89.

Court restrains Nampak workers

By CHIARA CARTER
STRIKING workers at the Nampak Corrugated factory in Epping were this week barred from entering the premises.

In terms of an order issued by Mr Justice EL King in the Supreme Court, Cape Town, the workers are restrained from harassing, intimidating or threatening non-striking employees. Three shopstewards are excluded from the interdict.

On Monday, about 250 striking workers were locked out of the factory which is being patrolled by security guards with dogs.

Strike

About 220 workers, members of the Paper, Print and Allied Workers' Union (Ppawu), went on strike on Wednesday last week after failing to reach agreement with management over wages.

A shopsteward at the plant said about 20 members of the South African Typographical Union (Satu) and some casual workers later joined the strike, the first legal one at the plant.

Dispute

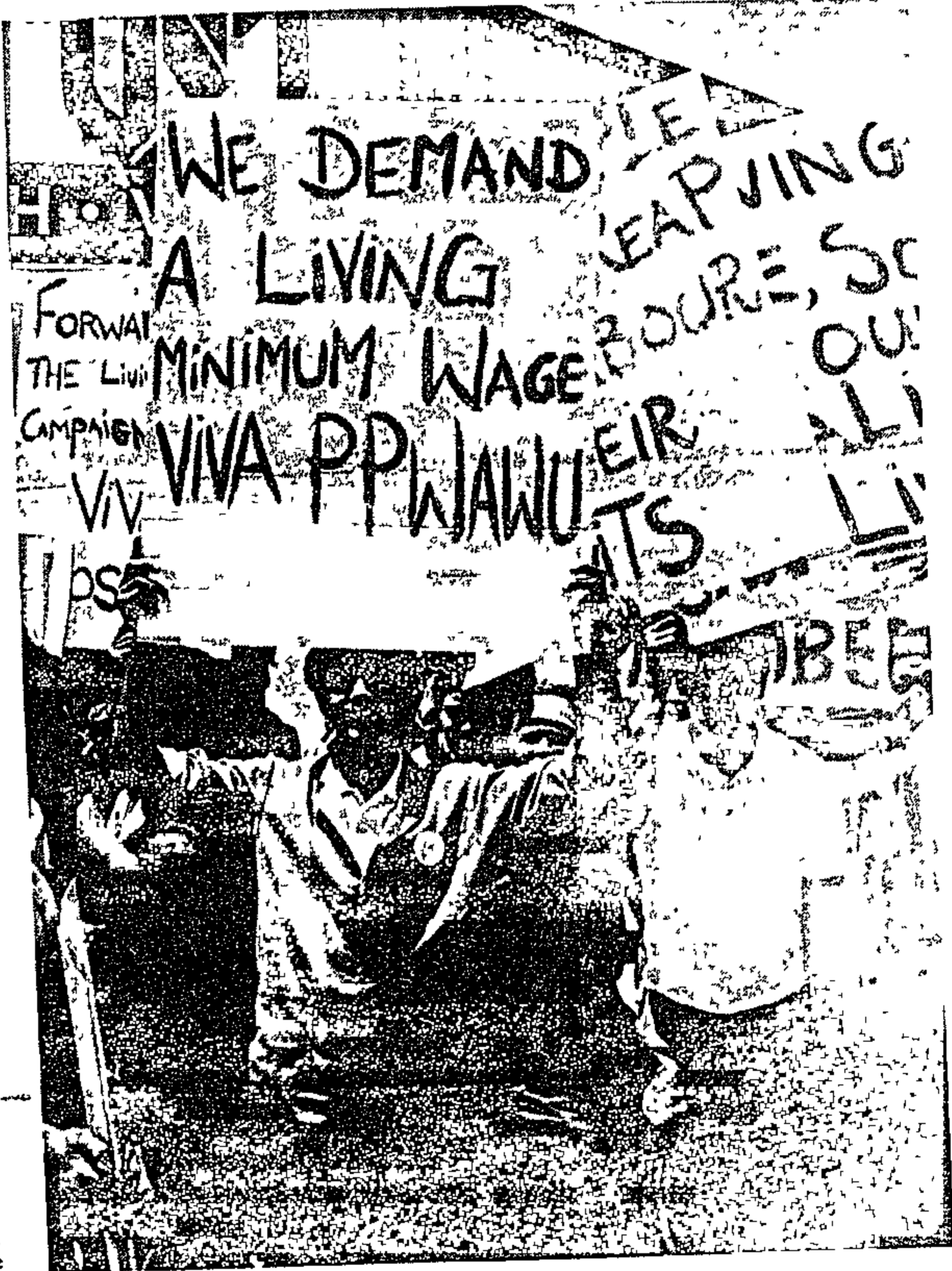
A Ppawu spokesman said it seemed the company had anticipated the action and had moved

most production to a factory in Port Elizabeth. Ppawu declared a dispute with Nampak in November last year over

wage increases.

The company has offered a monthly increase of between R45 and R53, depending on workers'

grades. The union wants a R60 across the board rise. Nampak management could not be contacted for comment.



Striking workers demonstrate outside the Nampak factory



SOME Easy Loo workers, who were dismissed for ignoring the company's ultimatum, waiting outside the premises in Orlando West, Soweto.

Workers' fate in the balance

Sowetan 26/1/89

152

By ALI MPHAKI

THE fate of the 24 workers who were dismissed by a Soweto rent-a-loo company last month hangs in the balance following the collapse of talks between management and worker representatives

A spokesman for the South African Black Municipal and Allied Workers Union (Sabmawu), who are representing the workers, Mr Phillip Dlamini, yesterday summed up developments in the matter by saying "In short, there is a breakdown of talks."

The union met Easy Loo management on January 10 and the meeting deadlocked

According to Mr Dlamini, management is obdurate that the workers violated the company's grievance procedure by engaging in a work stoppage and ignoring an ultimatum to return to work on December 19 and December 20, last year

The workers had resolved to down tools after a list of their grievances had either been ignored or dismissed by management. The company owner and director, Mr Sam Matona, has allegedly repeatedly threatened to fire workers when they went to complain to him about

- The alleged victimisation of employees "because of favours done for them — housing and personal loans",
- reduction of employees' salaries "in line with the Government wage freeze", and
- management's failure to pay workers their December salaries on time and failure to pay promised bonuses

Meanwhile it has been an uphill struggle for the dismissed workers whose December salaries were allegedly not paid out in full

The company's turnover revolves around R1,5-million a year and it is also a holder of a KVV Business Excellence Award

(100) (152) (100)

Drink drought faces beer consumers in PE

The Argus Bureau *AK6US 26/1/89*

PORT ELIZABETH — A beer drought is starting in the Eastern Cape — and breweries around the country may have to come to the rescue

Right in the heat of summer, certain brands of beer are running low because of the SA Breweries' strike now in its second week here, and in its first in East London

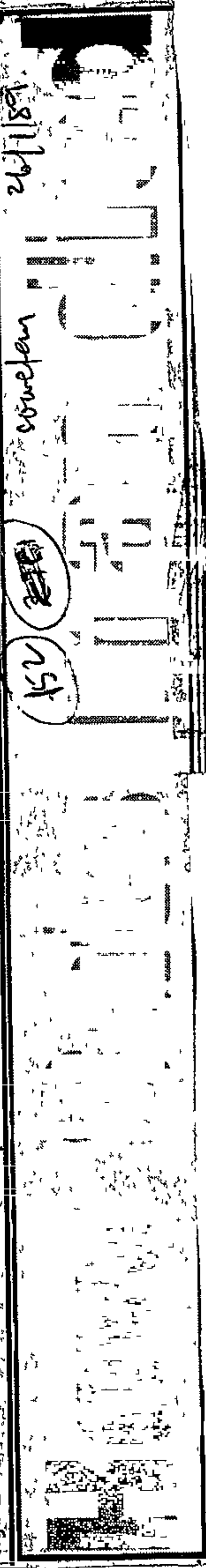
Mr Rob Childs, the company's human resources director in Johannesburg, said the PE brewery was still producing through low-intensity production, but beer in certain size cans and bottles could run short soon

This was contradicted by a spokesman for the Food and Allied Workers' Union, Mr Elliot Nduzulwana, who said the "beer drought is already starting" in Port Elizabeth townships

Workers had noted that there had been no production whatsoever in the past week

Mr Childs said that although he was confident that "the needs of beer drinkers" would be met, they could find they could not buy their beer, for example, in 450ml cans that have only recently been introduced in the region

Beer may have to be brought into the Eastern Cape from breweries in other centres, such as Cape Town.



26/1/87

Soweto

152

By MANDLA
NDLAZI

THE South African Transport Services employee who was flung from a moving train during a strike and had his leg cut off died of shock and severe bleeding, Dr D F van Blerk told the Rand Supreme Court yesterday.

Dr Van Blerk was testifying in the trial of three Soweto men who are charged with the murder of Mr Samuel Medina, who was a ticket attendant during the Sats strike in the Witwatersrand two years ago. The hearing is before Mr Justice Solomon and two assessors.

The State alleges they murdered Mr Medina, who was flung out of a moving train in Mayfair on April 27, 1987.

Pleaded

The three men are Mr Wilson Nakana (37), Mr Sophonia Motlaga (32), and Mr Sethembane Mathole (36) all of Naledi township, Soweto. They have pleaded not guilty and are members of the South African Railways and Harbours Workers Union.

Detective Sergeant T A Scotts of the security branch in John Vorster Square said he took over investigations into the case from a colleague and started working on it on November 17, 1987.

Crime

He said he arrested two of three accused, Mr Motlaga and Mr Mathole. He said he took pictures of the scene of the crime on Tuesday this week.

The court was cleared of spectators when a witness, who may not be named in terms of the court order, was called to the witness box. The court also ordered that evidence that would lead to the identification of the witness should not be reported.

The witness, known as Mr A, said he knew the dead man, Mr Medina. He said he saw the three accused the day when Mr Medina was confronted and killed.

(Proceeding)

APR 28 1977 (52)
**ink workers
strike still on**

THE strike by more than 200 workers at Coates Brothers ink-manufacturing plants in Maitland and Durban entered its fifth day yesterday

The legal stoppage hinged on workers' demands for a 19,6% across-the-board increase, a 42-hour week, voluntary overtime, March 21 ("Sharpeville Day") as a paid holiday and a R25 annual service allowance, a union spokesman said

Rehired workers repeat dismissal demand

20/11/69 CP Correspondent (JWN)
STAFFERS at Durban's Oceanic Holiday resort who were fired and later re-employed, returned to work still demanding the dismissal of a housekeeper they accuse of discriminating against pregnant women.

The dismissed workers, all members of the Commercial Catering and Allied Workers Union of South Africa, asked the union to write a letter to management repeating their

demand for the dismissal of the housekeeper (52) (152)

According to the workers, the problem started two weeks ago when the housekeeper went from floor to floor telling workers that all women who worked there were pregnant, which showed they did not respect their work and also that they were likely not to return to work after delivering their babies

After the petition demanding the

dismissal of the housekeeper was rejected by management, the workers downed tools

After a two hour ultimatum, the workers were all fired

A union spokesman said the workers took the housekeeper's words seriously, because in the past women returning from maternity leave were re-employed selectively

Managing director E Caldwell said the affair was an internal matter and declined to comment further.

Star 31/1/84

June stayaway sparks new action by mine

By Mike Siluma,
Labour Reporter

Seven months after it occurred, the three-day stayaway in June is at the centre of a row between the National Union of Mineworkers and Saaiplaas gold mine

According to NUM assistant secretary-general Mr Marcel Golding, the dispute was sparked by the dismissal of 28 NUM members by the Anglo American mine for allegedly participating in the stayaway, called in opposition to amendments to the Labour Relations Act. The workers denied staying away.

Mr Golding said the Industrial Court (IC) had already made a ruling that the dismissal of the employees was *prima facie* selective and unjustified. However, the Minister of Manpower had declined to appoint a conciliation board (CB) in line with "a fixed policy to refuse the establishment of conciliation boards in all matters connected to the June stayaway".

'UNREASONABLE'

In a statement, Anglo said despite management's willingness to talk to the union when the dispute first broke out, talks had collapsed because NUM had made unreasonable demands.

The IC had granted an interim order in respect of 27 of the 28 applicants, which was extended on two occasions. Saaiplaas yesterday lodged an urgent application to the Supreme Court seeking an order on the jurisdiction of the IC in extending the interim order and an interdict against the IC from hearing further applications for extensions.

Director-General of Manpower Mr Joel Fourie denied that his department had a policy on disputes relating to the three-day stayaway.

● About 200 members of the Chemical Workers Industrial Union employed by Coates Brothers SA are on strike at plants in Durban and Cape Town over wages and working conditions, the union said.

31/1/89

Cape Times

Cape Times, Tuesday, January 31, 1989

15-2

Nampak strike continues

Staff Reporter

MORE THAN 230 striking workers at Nampak Corrugated Containers, Epping, yesterday continued with their week-long legal stoppage, but revised their original wage demands, a Paper, Printing, Wood and Allied Workers' Union spokesman said.

Dropping their demand for a 60% across-the-board weekly increase, workers accepted the company offer of a 50% weekly increase, but demanded an extra R5 after July 1, he said.

Workers were locked out and interdicted by the company last Monday following allegations of non-strikers being assaulted and intimidated.

Pupils flee from faction strife

MARITZBURG — Thousands of schoolchildren in strife-torn Shongweni and Mpumalanga, near Hammarsdale, have fled the area and are seeking education elsewhere in the province, leaving many of the existing schools empty.

At the senior primary school in Shongweni, which has 19 teachers, only five pupils have registered.

At the only high school in the area, Wozamoya, no pupils have arrived.

A community meeting yesterday discussed ways of ending the factional violence between Inkatha and the Amaqabane — supporters of the

United Democratic Front

The violence erupted in November last year and has since destroyed the fabric of community life. Shops have closed, families have fled and public transport has been disrupted.

The meeting agreed that the schooling crisis could not be overcome until the political violence ended.

A committee is to investigate means by which the two factions could be brought into negotiations leading to a permanent truce.

The committee is to discuss the crisis with the KwaZulu Department of Education and Culture and ask for police protection for children wishing to register at local schools — Sapa

SAB strikers
stare 31/1/89
back at work

EAST LONDON — South African Breweries said 250 striking workers at its East London and Perseverance, Port Elizabeth, depots returned to work yesterday

However, about 160 Port Elizabeth brewery workers were still on strike (S) (152)

SAB's human resources director, Mr Rob Childs, said although the strikers who had not returned to work had not met a Friday deadline to accept an offer of arbitration, "SAB was hopeful they would"

— Sapa

(152)
Plans to sue
three unions
are shelved

B/Daw 3/11/81 ALAN FINE (152) (152)

PLANS for lawsuits against three trade unions for a total of more than R4m in damages allegedly sustained through unlawful strike actions have been dropped, at least temporarily.

Industrial relations consultant Phillip van Welbergen said last October he planned to bring actions of R2m, R1.7m and R500 000 against the Transport and General Workers' Union (TGWU), Food and Allied Workers' Union (Fawu) and Commercial, Catering and Allied Workers' Union (Cawusa), respectively.

TGWU general secretary Jane Barrat said Van Welbergen had undertaken, during a court hearing over the reinstatement of 250 strikers dismissed by Ullman Brothers last August, not to proceed with the action.

Van Welbergen denied any such undertaking. The action had been "put on ice" in view of threats of a product boycott against the firm if the action proceeded, and a union undertaking that the new workforce would not be intimidated. He was reserving his rights if a contravention of this undertaking occurred.

A judgment on the dismissals is expected this week.

Fawu assistant general secretary Mike Madlala said Van Welbergen had recently proposed that he would withdraw the planned action in exchange for Fawu agreeing not to bring an unfair dismissal action on behalf of the 50 employees of Kwela Wholesale Meat Supply dismissed after a work stoppage in June.

Van Welbergen confirmed he had held a meeting with Fawu representatives. But Fawu, he said, had breached an undertaking of secrecy and he did not intend doing so.

Van Welbergen said the action against Cawusa by Pyramid Distributors had also been suspended for the moment.

B1 Dem 1/2/82
**Strike over
wage issue,
says CWIU**

ALAN FINE 152

THE 120-strong workforce at Associated Glassworks in Port Elizabeth had been on strike for the past four days in a wage-related dispute, Chemical Workers' Industrial Union (CWIU) general secretary Rod Crompton said yesterday.

The dispute at the plant, a subsidiary of the Dutch Phillips electronics group, arose over management conditions attached to the implementation of a new wage agreement, he said.

Among these were demands that employees accept extra financial penalties for late arrival at work and guarantee their preparedness to work a minimum amount of overtime.

Crompton said the company had made an urgent application to the Industrial Court to have the strike declared unlawful. The union would oppose the application.

The Phillips personnel director was unavailable for comment.

Strike over
wage issue,
says CWIU

ALAN FINE

THE 120-strong workforce at Associated Glassworks in Port Elizabeth had been on strike for the past four days in a wage-related dispute, Chemical Workers' Industrial Union (CWIU) general secretary Rod Crompton said yesterday.

The dispute at the plant, a subsidiary of the Dutch Phillips electronics group, arose over management conditions attached to the implementation of a new wage agreement, he said.

Among these were demands that employees accept extra financial penalties for late arrival at work and guarantee their preparedness to work a minimum amount of overtime.

Crompton said the company had made an urgent application to the Industrial Court to have the strike declared unlawful. The union would oppose the application.

The Phillips personnel director was unavailable for comment.

Industrial Court overridden

Star 2/11/87 Pretoria Correspondent (152)

An Industrial Court order compelling a newspaper group to reinstate workers dismissed after a wage strike last year was yesterday suspended by the Pretoria Supreme Court

The urgent application was brought by Perskor after it was last week ordered by a Pretoria Industrial Court to reinstate 213 members of the Media Workers Association of South Africa (Mwasa)

Mr Justice Daniels yesterday suspended the order pending the outcome of a review by the Supreme Court — adding that Perskor must pay, on a weekly basis into the trust account of the workers' attorney, an amount equal to the employees' wages

In the application brought against two members of the Industrial Court,

Mr J Schoeman and Mr E Hartdegen, Mwasa and the 213 workers, Perskor requested that the Industrial Court order be suspended pending a review by the court (152)

The workers — who were dismissed after Perskor alleged they had failed to heed a return-to-work deadline on June 29 after the wage dispute was settled — were to report for duty at Pretoria, Doornfontein and Benoni Perskor outlets on Monday, June 30

Mwasa claimed that the firm had selectively re-employed the majority of workers who went on strike but refused to accept the remaining 213

Mr Justice Daniels further ordered that the Industrial Court furnish their judgment within one week, while counsel for the respondents said the case would probably be heard on March 8

6 unionists on deathrow

AT least six trade unionists are on deathrow as a result of violence at three strikes during 1986

They include William Ntombela of the Commercial, Catering and Allied Workers'

Union of South Africa (Ccawusa) and Tyelevuyo Mgedezi and Lucky Nomnganga of the National Union of Mineworkers (Num)

Ntombela, 33, was sentenced to death for the killing of two people during a strike in June

1986 at Nels Dairy in Johannesburg

His appeal failed at the end of last year

His story is essentially that of thousands of workers who have been swept up in the spiral of violence that has increasingly characterised labour disputes

Ntombela, a father of two, was the sole breadwinner for his family in Natal. He was dismissed from the dairy where he was a shop steward on June 10

Attempts by Ccawusa to have him reinstated failed and union officials were forced to leave company

premises

A week later, workers at the dairy went on strike. They demanded that Ntombela be reinstated. They also wanted the company to recognise Ccawusa and increase their wages which averaged R250 a month

The strike took place against a background of thousands of Ccawusa members going on strike throughout the country to protest against the state of emergency

The strike was characterised by violent confrontations as strikers clashed with "scabs" and company security guards

Police were called in and over 900 workers were detained for two weeks

The company replaced the strikers with "scab labour" and evicted strikers from their hostels

The strike's effects spread as workers at 30 branches of Pick n Pay and Checkers went on strike to protest the sale of Nels products at the supermarkets

Herbert Maier, general secretary of Fiat, an international trade organisation representing nine million members in 96 countries, has sent a telegram to the state president asking him to exercise clemency

Ccawusa plans to present the state president with a petition

The National Union of Mineworkers (Num) last month petitioned the state president to exercise clemency towards two of its members, Tyelevuyo Mgedezi and Lucky Nomnganga

Mgedezi was one of four Num members sentenced to death for the killing of a team leader at the Vaal Reefs mine in 1986

Two of the men, Solomon Nongwane and Paulos Tshelane, had their death sentences overturned on appeal last year

The appeal court reduced two of four death sentences passed on Mgedezi but his death penalty remains

The Num petition says that the actions which led to Mgedezi's conviction were a result of the severe tensions on the mine

'Mgedezi's actions on the night in question were out of character, a Num spokesperson said

Nomnganga, sentenced to death in November last year has been granted an appeal against some of the charges

Three Transport and General Workers Union (T&G) members are also on deathrow after the shooting of a driver during the Putco dispute in 1986. T&G is also gathering signatures for a petition

Sixteen members of the South African Railway and Harbour Workers Union (Sarlhu) are currently appearing on charges of murdering four men accused of breaking the strike. Eight of the accused have pleaded guilty. Judgment is expected next month

Twenty five members of the Paper Print Wood and Allied Workers Union are charged with the killing of five non strikers during the Afcol furniture dispute last year



Clothing workers at a protest meeting

Garment workers to discuss merger

A HISTORIC congress in Cape Town will decide whether a superunion for clothing industry workers will be formed this year

The Garment and Allied Workers' Union's national executive has called a special congress on April 15 and 16 at the Good Hope Centre to decide Gawu's policy and direction

Top on the agenda is national unity and the formation of a single union for all workers in the garment, textile and leather industries

Gawu, which has about 112 000 members, has been taking part in unity talks with the Amalgamated Clothing and Textile Workers' Union of South Africa (Actwusa) since the end

of last year

Also to be discussed is affiliation to the Congress of South African Trade Unions

Both national unity and the union's relationship with Cosatu is presently being discussed at all Gawu factories

The congress will also discuss ways to take forward the living wage

campaign

Last year, Gawu flexed its muscle and, in the Cape, won the highest ever wage agreement

The union is now pushing for a national minimum wage and will soon be involved in negotiations with employers in the Cape and Natal over maternity leave and sick and provident funds



UNIVERSITY OF CAPE TOWN

Temporary Teaching Assistants:

Centre for African Studies

We are looking for temporary teaching assistants to tutor in the "Introduction to Africa" course, in the second half of 1989. This is a general and introductory course at first year level and deals with many aspects of African history, society and culture.

Applicants must have an Honours degree in any area relating to the study of Africa. They should also be currently registered for a higher post graduate degree.

Please send a full curriculum vitae and the names and addresses of two academics familiar with your capabilities to: Dr B Cooper, Centre for African Studies, University of Cape Town, Rondebosch 7700 or call at the Centre Room 5.06, Leslie Social Sciences Building, UCT before the end of February 1989.

Applicants are considered irrespective of gender, race or creed.

Bates Wells Recruitment CT 758R



The Baxter Theatre at the University of Cape Town

Stage Manager & Technician (Lighting / Sound)

We are looking for committed professionals for the above positions.

The salaries are negotiable according to experience, and attractive staff benefits are offered.

Written applications, including a summary of past experience and the names and addresses of two referees should reach the Production Manager, Baxter Theatre, PO Box 297, Rondebosch 7700 by 7 February 1989.

Applications are considered irrespective of gender, race or creed.

Bates Wells Recruitment CT 751R

108 15'2 1004
News in Brief

Coates strike ends

STRIKING workers at Coates Brothers ink manufacturers in Epping yesterday decided to return to work on Monday, ending the two-week stoppage in support of wage and other demands. A Chemical Workers' Industrial Union spokesman said the 60 workers would negotiate the terms of their return on Monday. This was confirmed by company managing director Mr Stan Rogow.

'Something removed rationality of accused'

By Helen Grange

Attitudes and perceptions of the men involved in the murder of non-strikers during the illegal Transport Services strike in 1987 were a primary factor to be taken into account when judging extenuating circumstances, the RandSupreme Court heard yesterday

Evidence in mitigation began yesterday after a lengthy break following the conviction last year of eight men for the murder of five non-strikers. Eight other men were convicted of various crimes including kidnapping, intimidation and attempted murder.

Of the original 18 men on trial, two were found not guilty and acquitted.

Defence council Mr Eric Dane argued yesterday that the strike had been born in "intense circumstances" and the court had to decide whether the perceptions of the accused were "reasonable and in line with their subsequent conduct".

Mr Dane said "It cannot be alleged that the conduct of the accused was due to inner vice on their part but that something happened during the six-week Sats strike which removed the element of rationality from the accused and caused them to behave in a manner which was alien to them."

The court previously heard that eight of the men agreed that five non-strikers should be killed. The five — Mr Vhulani Mulaudzi, Mr Kati Sebopelo, Mr Mulatele Moremane, Mr Jerry Goodman and Mr Albert Phuluwa — were kept in a room at Cosatu House and guarded by various workers.

The first three were taken away at about 8 pm on April 28 to the bush near the industrial area of Prolecon. Later, a stationwagon returned and the remaining two men were taken to Prolecon. It was there that Mr Phuluwa escaped. The others were stabbed, had a 30-kg rock dropped onto their heads and were finally set alight.

Bongisi Sibisi (33), Wilson Matshili (33) and Mafemane Rikhotso (33) were convicted of four murders, one attempted murder, five counts of kidnapping and one of intimidation.

David Dzevhe (30) was convicted of three murders and one count of intimidation. Patrick Molefe (27), Takalani Mamphanga (25) and George Magedzo (36) were convicted of four counts of murder, one of attempted murder and one of intimidation. Phineas Netshitungulwane (25) was found guilty of four murders and one count of intimidation.

The hearing continues

th
of
bed
ar-
d in
ort

a,
cle
hot
ig a
led

ned
set
to
one
to

a
om
na-
wn
els
ud,
it"
ed
ri-
ea-

Strike deaths: 'potent' factors affected men

152

b/day 7/2/89



SUSAN RUSSELL

THE involvement of 16 men in the kidnapping and murder of four non-strikers during the 1987 Sats strike and the attempted murder of a fifth was not due to inner vice but to circumstances they were unable to control

This submission was made by defence counsel Eric Dane when he began argument on extenuation in the Rand Supreme Court yesterday

Seven of the men — Bongisi Sibisi, Wilson Matshili, Patrick Molefe, Phineas Netshitungulwane Takalani Mampaga, Mafemane Rikhotso and George Maungedzo — were convicted of murder after they changed their pleas to guilty at the end of the State case last year

David Dzevhe was convicted on three counts of murder

The other men have been convicted on various counts of culpable homicide, attempted murder, kidnapping, assault and intimidation

On April 27, 1987 during the Sats strike, Vhulani Joseph Mulaudzi, Kati John Sebopelo Mulatele Petrus More-

mane Jerry Rudolph Goodman and Albert Phuluwa were abducted from where they were working and taken to Cosatu House

According to evidence it had been decided by striking workers that the five be killed because it was believed if people were allowed to continue to work the strike would collapse

The five were driven to a spot near Prolecon where four of them were killed and their bodies set alight Phuluwa managed to escape

Dane submitted the strike was born in tense circumstances and workers were influenced by a potent confluence of factors The conduct at Prolecon was contrary to the established moral codes of the accused before the killing

Their attitudes and perceptions should be one of the primary factors taken into account in deciding the question of extenuation

800 council workers sit in

MORE than 800 former employees of the Soweto Council — retrenched while on strike last year — yesterday staged a sit-in protest inside the municipality office demanding their jobs back.

the deadlock between the South African Municipal Workers Union (Samwu) and council officials over the reinstatement of the entire workforce which went on strike in June last year.

from the council's decision to reinstate some of the 4000 workers on strike, and to privatise the strike-hit cleansing department
"We will not leave the

Their action follows

The stalemate arose

• To Page 5

Party votes

• From Page

municipality office until we are given our jobs back," vowed the 800 workers. A council delegation which included Soweto mayor, Mr Sam Mkhwanazi, deputy mayor Mrs Esther Mkhabela and management committee chairman Mr Mbutana Tshabalala was due to address these workers late yesterday

Spokesman for the retrenched employees accused the council of

- Reneging on their election promises of re-employing all the workers. The workers also said they were asked to vote for Sofasonke Party candidates who would then ensure their re-employment,
- offering jobs to Sofasonke Party supporters in the council, and
- neglecting staff problems to delve into the school situation in Soweto

The council strike was sparked off by workers' demands for recognition of Samwu, upgrading of their salaries and dissolution of the staff association

Argus (152) 7
Thursday February 7 1989

Chemical workers call off strike

The Argus Correspondent

DURBAN — The two-week-old strike at Coates Brothers in Durban and Cape Town ended yesterday when union workers returned to work after management made use of "scab" labour, a Chemical Workers' Industrial Union official said today

The spokesman said the workers felt that their jobs were threatened after management made use of temporary non-union labour for more than a week

He said management had been paying "scabs" far more than they paid union members who had been on strike. What management offered was nowhere near what the workers had demanded, he said.

Workers, members of the Cosatu-affiliated union, downed tools on January 23 in support of their demands for improvements in wages and working conditions

The union was demanding a wage increase of 19,6 percent while the company's final offer was up to 17 percent

Coates Brothers' administrative director, Mr Stan Rogow was not available for comment today

Strike violence 'was predicted'

By Helen Grange

The murder of non-strikers during the illegal SA Transport Services (Sats) strike in 1987 had been predicted in newspaper editorials a month before it happened, and Sats should have applied itself to prevent it, the Rand Supreme Court heard yesterday

Arguing in mitigation of sentence for eight men convicted of murdering five non-strikers and eight other men convicted of various crimes including kidnapping, intimidation and attempted murder, Mr M E Luttingh said newspaper editorials had predicted there was "going to be blood" in the highly charged situation

"Sats should have applied themselves in diffusing the conflict," he said

Mr Luttingh said the murders were due to a combination of psychological phenomena which altered the state of mind of the accused

"The situation of conflict led to a

diminished consciousness of right and wrong. There was a clouding of judgment which removed the elements of reality, making them vulnerable to poor judgment"

Any normal person would have acted similarly given the combination of forces existing at the time. The accused were normal people and some were leaders in their own fields

Sentence should take into account whether they would be able to return to a normal life once they had reflected on their deeds, which were committed out of the desire to conform to the decisions of the group

The court previously heard eight of the accused had agreed that five non-strikers should be killed. The five were kept in a room at Cosatu House and guarded by various workers

They were taken to Prolecon. Mr Phuluwa escaped and the others were killed

The hearing continues

COUNCIL SIT-IN HALTED

152
Soweto 8/2/89

MORE than 800 former employees of the Soweto City Council, who staged a sit-in protest at the council's offices on Monday, have suspended their action pending the outcome of a meeting between their representatives and the executive committee of the municipality tomorrow.

The meeting between the two parties is scheduled to take place at the council's headquarters in Jabulani. Topping the agenda are the workers' demands that the council reinstate all the employees who went on strike in June last year.

The 800 workers, all members of the South African Municipal and Allied Workers' Union (Samwu), were retrenched while on strike last year. They have also demanded that the municipality should

By **LEN
MASEKO**

review its decision to privatise the cleansing department, a move that left many of their colleagues jobless.

A spokesman for the retrenched employees said yesterday that they decided to call off the sit-in protest after the Soweto mayor, Mr Sam Mkhwanazi, committed himself to resolving the whole dispute.

He said further action by the Samwu members would depend on the outcome of tomorrow's meeting.

Addressing the workers on Monday afternoon, Mr Mkhwanazi said he had noted their grievances and urged them to elect a delegation that would meet his executive committee to discuss their grievances.

Chemical workers strike

By Adele Baleta
More than 400 Chemical Workers Industrial Union (CWIU) members began separate strikes at G & W Base and Industrial Minerals and Anchor Rand this week over long-standing disputes at both plants, the union said

Spokesmen for both companies have declined to comment on the matter

In a statement yesterday the CWIU said 220 workers downed tools at G & W Base Industrial Minerals in Wadeville to back a demand for the reinstatement of a worker who was fired for observing a three day

stayaway call in June last year in protest against the Government clampdown on anti-apartheid organisations

"The union believes the dismissal of one worker for action carried out by the entire workforce is grossly unfair," it said

The union alleged the company was threatening to apply the new Labour Relations Act against the union in order to force striking workers to return to work

Another 190 CWIU members went on a legal strike at Anchor Rand in Steeldale over the company's refusal to negotiate wages and working conditions, the union said.

Goops threaten to strike

ABOUT 140 Vosloorus municipal police have threatened to go on strike next week if their salary increase demands by the local council are not met.

The police force members yesterday had a heated one-and-a-half hour meeting with a senior police officer said to be from Kempton Park in which they aired their grievances concerning salary and overtime. The officer, a Colonel Lastie was in the company of another officer identified as

**BY NKOPANE
MAKOBANE**

Commandant Pieterse and the local senior law enforcement officer, Mr C K Maritz

Promises

The meeting which was supposed to have been attended by the local mayor, Mr D M

Motsheng and some of his councillors, followed the claim by the municipal force members that the council had promised them the salary increase last week.

The force members told the Sowetan that they last had an increase from the council in July 1987. They said in September the same year they had been promised a 30 percent increase which they never received.

The same had again

happened in April 1988 when they were supposed to get a 12,5 percent increase. The only increment they received was a meagre 15 percent rise last month from the

Government

Faced risks

Their contention is that the council had failed them as they are working very hard and faced risks in their jobs. Their anger at yesterday's meeting was that

they had been tricked into attending. They had expected to be addressed by the mayor, but instead they found themselves being given unsatisfactory answers by Colonel Lastie.

The Sowetan was present when Colonel Lastie was bombarded with questions. The most disgruntling answer according to those at the meeting was when they were told that they now fell under the South

African Police. They said they had never been informed of the arrangement and maintained they still fell under the council which had promised to give them a salary increment.

'No money'

There were boos when Colonel Lastie said the council had no money and they should expect to get their fixed pay from Pretoria because Pretoria will never go bankrupt. Some of the force members told the Sowetan that they earned as low as between R500 and R600 before deductions. According to

notices given to the force members the matters concerning overtime worked during December 1988 had been discussed by the executive committee of the town council.

The notices said it had been decided that the issue would be discussed on February 15, 1989 with the South African Police. An answer could be expected after February 15.

"The municipal police must also take note that no overtime will in future be paid. Time off may be taken for overtime worked with the consent of the commanding officer."

Star 10/2/89

Workers in lay-off demo

Workers staged a placard demonstration at furniture manufacturer Steele Brothers yesterday to protest against the planned retrenchment of 400 workers from the Industria factory this month.

The Paper, Printing and Allied Workers' Union said its members were being laid off because the company was moving part of its operation to Garankuwa. No company comment was available.

~~1409~~

~~322~~

152

Spar stores to sue union for R40 000 loss

A SUPERMARKET chain plans to sue a black trade union for R40 000 in profits lost during a strike last year — the first serious attempt by a company to use South Africa's controversial new labour laws to do this

The Commercial Catering and Allied Workers' Union (Ccaawusa) reported this week that Spar Hypermarket in Benoni had informed the union it intends suing for damages suffered during a strike in November 1988

Spar is the first firm to make use of clauses in the law which remove indemnity against union officials being sued for losses that arise out of illegal strike action by their members.

Ccaawusa denies there was a strike at the store on November 24 and claims workers were locked out by police and told to leave the premises or face arrest.

A Hypermarket manager said only the owner, Nic Paleologos, who was unavailable, could speak to the press.

A letter from Spar's lawyers gives the union until today to pay the R40 000, failing which it will make application to sue in the Rand Supreme Court for damages. A Ccaawusa-representative says the union will not pay and plans to defend the action

Last year labour relations consultant Phillip van Wellbergen announced he was planning to sue three unions for a total of R4-million under the Labour Relations Amendment Act but later withdrew his court action

152 WIMPHIL 10-16/2/89

Memix paper workers strike

^{by Alan Fine 4/2/84}
UP TO 100 employees at Memix Car-

(152) ALAN FINE (38)

bonless went on strike yesterday to back demands regarding wages and working conditions, a stop-order facility for the Paper, Printing Wood and Allied Workers' Union (Ppwawu), and an alleged unfair dismissal.

Ppwawu spokesman Jeremy Baskind said the union's present wage demand was for a R2 an hour across-the-board increase while management was offering 50c to 70c.

He said the carbonless paper producer, owned jointly by Nampak/Mondi, proposed a shift allowance and annual bonus decrease and 20 hours a week compulsory overtime.

Memix personnel manager Tewie Beukes said the strike had been anticipated and the factory would be able to maintain 100% production for at least a month.

I have subsequently requested the South African Law Commission to consider including the matter in its programme. I have also referred a copy of the second report to the President of the Law Society of the Cape of Good Hope, as well as to the Transkeian Authorities for their attention and the necessary action.

Military service: legislative changes to provide for conscientious objection

*12 Mr R R HULLEY asked the Minister of Defence

- (1) Whether any legislative changes are being considered to provide for conscientious objection to compulsory military service on the same basis as religious objection, if not, why not, if so, (a) what changes and (b) when will such legislation be introduced in Parliament,
- (2) whether any consideration is being given to reducing the period of alternative service for religious objectors, if so, when is it anticipated that changes will be introduced?

The MINISTER OF DEFENCE

(1) and (2) The honourable member is referred to my reply in this House to the written question 354 of 1988

White City, Soweto: SADF members involved in shooting incident

*13 Mr R R HULLEY asked the Minister of Defence,

- (1) Whether a shooting incident involving members of the South African Defence Force occurred in White City, Soweto, on or about 14 December 1988, if so, what were the circumstances surrounding the incident,
 - (2) whether any persons were killed in this incident, if so, (a) what are their names and (b) by whom were they employed,
 - (3) whether a board of inquiry has been established to investigate the matter, if not, why not, if so, (a) who is the chairman of the board and (b) when is the report of the board expected?
- The MINISTER OF DEFENCE**
- (1), (2) and (3) Yes. The matter is, however,

still sub judice and further information can therefore not be divulged at this stage

Public service salaries: Minister informed of 15 percent increase

*14 Mr D J N MALCOMESS asked the Minister of Finance

- (1) Whether he attended a meeting of the International Monetary Fund in 1988, if so, who accompanied him,
- (2) whether, prior to leaving for this meeting, he had been informed that the State President would announce a 15 per cent increase in public service salaries with effect from 1 January 1989,
- (3) whether he was consulted on the matter before his departure,
- (4) whether any members of the delegation accompanying him were so consulted, if so, who?

The MINISTER OF FINANCE

(1) Yes, the official delegation of South Africa attending the IMF/World Bank joint meetings in Berlin consisted of

- (a) From the Ministry of Finance an Assistant Private Secretary and a secretary officer
- (b) From the Department of Finance the Director-General as alternate Governor of the IMF, the Chief Executive Director Policy and the Deputy-Director-General Finance
- (c) From the Reserve Bank the acting Governor as Governor of the IBRD, a Deputy Governor as alternate Governor of the IBRD and the Head of the Economic Section
- (d) Certain staff members of our IMF office in Washington and the Consul-General in Zurich responsible for liaison with financial institutions, and
- (e) Mr H H SCHWARZ MP, Dr S S BRAND of the Development Bank of Southern Africa and Mr L van Zyl from the office of the State President

- (2) Yes
- (3) Yes
- (4) No

Humewood, Port Elizabeth: land occupied by SADF

*15 D J N MALCOMESS asked the Minister of Defence

- (1) Whether he will furnish information on whether the land presently occupied by the South African Defence Force at Humewood, Port Elizabeth, and situated adjacent to a certain hotel, the name of which has been furnished to the Defence Force for the purpose of the Minister's reply, is of strategic importance, if not, why not, if so, why is the land of strategic importance,
- (2) whether any representations regarding the land have been received by the Defence Force; if so, (a) from whom and (b) what was (i) the purport of and (ii) his response to each of these representations,
- (3) whether any rates on the land are paid to the local authority, if so, how much per annum?

The MINISTER OF DEFENCE

(1) and (2) The land is not of strategic importance. The SA Defence Force, the Department of Public Works and Land Affairs and the City Council of Port Elizabeth are at present conducting negotiations about the land

(3) Yes R23 525,82 in the current fiscal year

Mathopstad: decision regarding future status

*16 Mr P G SOAL asked the Minister of Education and Development Aid

Whether, with reference to his reply to Question No 180 on 7 March 1988, he has reached a decision regarding the future status of Mathopstad, if not, why not, if so, what are the relevant details?

The MINISTER OF EDUCATION AND DEVELOPMENT AID

Yes. The Government decided that the community of Mathopstad will no longer be settled elsewhere. The leaders of the community were informed of the decision on 2 December 1988.

Illegal striking: Black workers arrested

*17 Mr P G SOAL asked the Minister of Law and Order

Humewood

How many Black workers were arrested for striking illegally in 1988?

The MINISTER OF LAW AND ORDER

From time to time the South African Police are requested to take action against persons participating in illegal strikes. Persons were not arrested in terms of the Labour Relations Act, 1956 (Act 28 of 1956) because they were on strike illegally, but on account of strike-related crimes such as public violence, malicious damage to property, intimidation, assault, etc. However, separate statistics to indicate whether a specific crime is strike-related or not, are not kept. The information which the hon member requires can therefore not be furnished.

Emergency regulations: detainees

*18 Mrs H SUZMAN asked the Minister of Law and Order

Whether he will furnish information on the number of persons detained in terms of the emergency regulations in 1988, if not, why not; if so, (a) what total number of persons were detained and (b) how many of these persons were below the age of 18 years?

The MINISTER OF LAW AND ORDER

No, because I do not consider it to be in the public interest to furnish this information. With reference to the number of persons who are detained in terms of the emergency regulations, the requirements of section 3(4) of the Public Safety Act, 1953 (Act 3 of 1953) are complied with. In terms of these requirements a list of names of persons in detention for longer than 30 days is tabled regularly in Parliament.

Neither the Government nor the South African Police is in favour of detaining people at random. To place the matter further in perspective, I wish to point out to the hon member that the number of persons detained in terms of the Security Emergency Regulations varies from day to day. The merits of each person's detention, as well as other possible alternatives, are considered with circumspection. Only those persons whose actions endanger the public safety, the maintenance of law and order and whose detention is imperative, are detained.

Taxi drivers strike

Sonetan 15/2/87

152

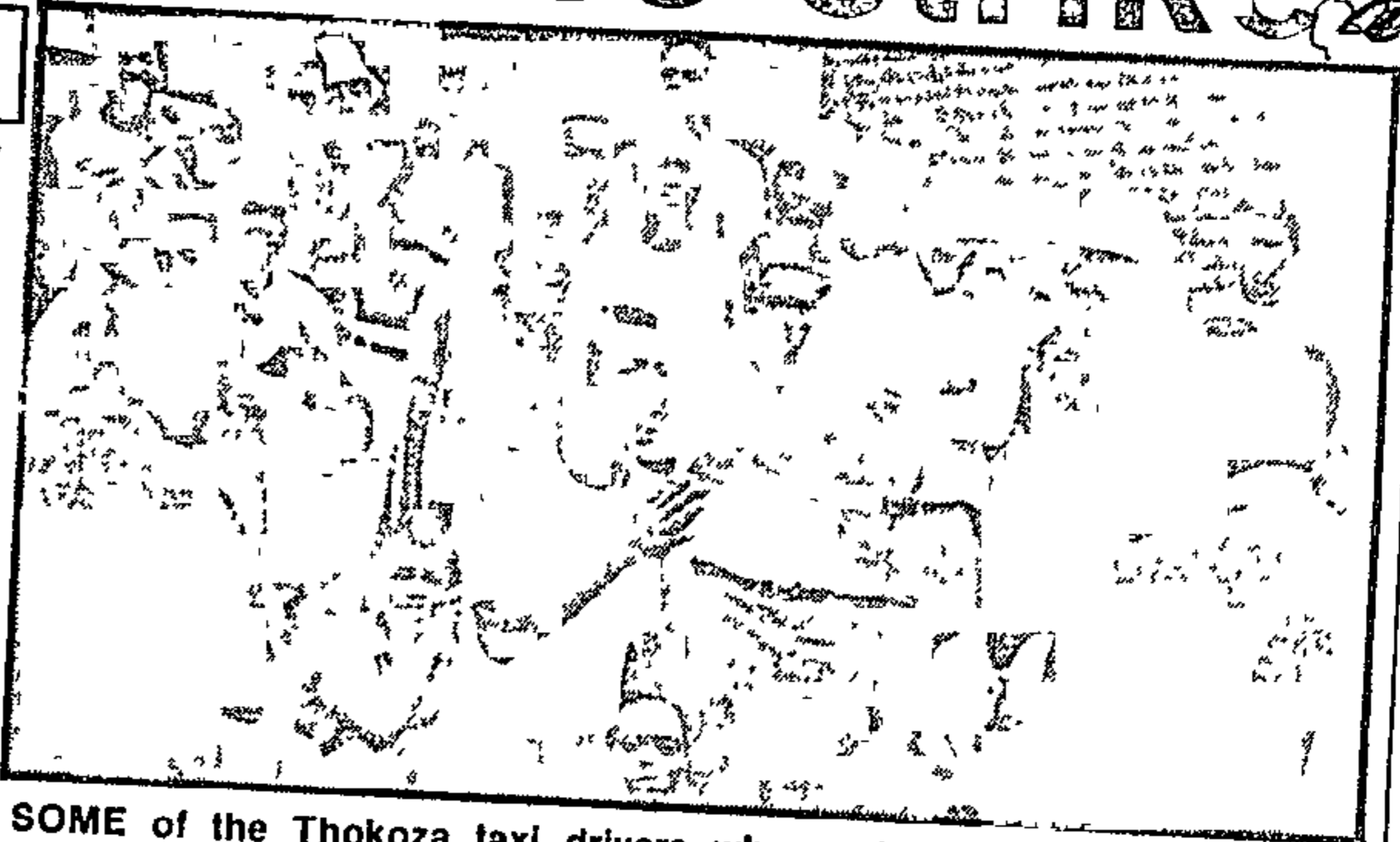
By PHANGISILE
MTSHALI

THOUSANDS of Thokoza commuters were left stranded yesterday when over 150 taxi drivers went on strike in sympathy with 25 colleagues arrested in a traffic blitz.

Discontent was sparked off by a crackdown on taxis not having legal permits by the Thokoza Traffic Department on Monday

This disrupted morning transport services as the drivers forced those still operating to join in the strike

The drivers said that they were only drivers and it was unfair that they should be arrested while the taxi owners were not reprimanded for giving them taxis



SOME of the Thokoza taxi drivers who yesterday went on strike in sympathy with 25 drivers who were arrested in a traffic blitz

without permits

"The owners are also allowed to retrieve their taxis from the police by producing permits but the drivers stayed in police custody" said the drivers' spokesman

"If there is a squabble

between owners, we must not be drawn into it," he said

The Chief Traffic Officer of Thokoza, Mr Barend Britz, said the blitz was a law enforcement action and it was not prompted by the

"politics of the taxi industry"

"We arrested the drivers because they failed to produce transportation certificates. We have issued

• To page 2

Taxi drivers strike

152

• From Page 1

tickets but they were not paid up and by arresting these illegal taxi drivers we are enforcing law

Meanwhile, 12 of the arrested taxi drivers appeared in the Alberton Magistrate's Court on various charges of contravening the public transportation laws

Eleven cases were adjourned until February 24. Hezekial Dlamini was fined R50 for failing to produce a transport permit. He had pleaded guilty while the others pleaded not guilty

News in Brief

CPT Trip 10/2/89 ~~152~~ ~~152~~

Gun threat for strikers?

JOHANNESBURG. — Anchor Rand yesterday offered "no comment" when confronted with allegations by the Chemical Workers' Industrial Union that a member of management had threatened striking workers with a gun.

Interim order granted

Sowetan 16/2/89
THE RAND Supreme Court yesterday granted an interim order to striking Paper, Printing Wood and Allied Workers' Union members to allow them on the

premises of Memix Carbonless in Krugersdorp. (152) (100)

The company had sought an order to evict the about 100 striking workers from the premises

The matter was postponed until Tuesday

The interim order grants access to the canteen by the strikers, after the company had refused them access

The order also demands that casual workers should not be threatened in any way

The legal strike, in its third day yesterday, centres on wage negotiations, stop order facilities and unfair dismissals — Sapa

Tokoza cabbies back at work

Sowetoans

16/2/89

152

ALL was back to normal in Tokoza yesterday following a two-day strike by the town's taxi drivers which left thousands of commuters stranded.

The strike was in retaliation to a crackdown launched by the Tokoza Traffic Department against taxis operating without legal permits.

Several of the drivers arrested have already appeared in court and yesterday taxis were operating normally in the township.

Scab labour claim by union

By Mike Siluma, Labour Reporter

About 200 members of the Chemical Workers' Industrial Union (CWIU) are on strike at Anchor Rand in Johannesburg over wages and working conditions, according to a union statement.

The CWIU said the company had resorted to "hiring scab labour and arming management with guns on their premises" *Star 17/2/89*

Anchor Rand spokesman, Mr Mike P... would not comment on the union's allegations

According to the CWIU, several meetings had been held with the company, which started more than a week ago

● The Paper, Printing, Wood and Allied Workers Union (Ppwawu) said that about 100 of its members were on a legal, sit-in strike at Memix Carbonless in Krugersdorp over dismissals. The union had proposed mediation to resolve the dispute but had received no reply

● A mineworker was killed in a fall of ground at De Beers' Premier Diamond Mine, near Pretoria, on Monday, a mine spokesman confirmed

The spokesman said the name of the dead worker would not be released until the next-of-kin had been notified. An inquiry into the accident would be held

● More than R57 million accumulated between 1983 and 1985 has been pumped back into the economy by the Workmen's Compensation Commissioner's office, says the managing director of the National Occupational Safety Association (Nosa), Mr Bunny Matthysen

Mr Matthysen said the money was paid out in special merit rebates for about 46 000 employers as 'a direct result of the effective safety programmes devised by Nosa and implemented by firms throughout the country'

● The police have denied knowledge of an incident in which members of the Commercial, Catering and Allied Workers' Union (Ccaawusa) were allegedly assaulted and threatened with arrest by members of the SAP during a dispute between workers and the management of Benoni Spar Food Hyper on December 24 1988.

152 W/M/ML
17-23/2/89.
7
January 17 to February 23 1989

A forgotten old law could cost Anglo millions

By DREW FORREST

THE Anglo American Corporation's mass dismissal of strikers at its Vaal Reefs mine during the 1987 miners' strike could prove a costly step

Last week, two of the fired workers asked the Rand Supreme Court to rule that their dismissal was unlawful. If the court finds in their favour, it could cost Anglo a cool R10-million — and open the door to court action on other mines where strikers were fired *en masse*.

The application, brought by National Union of Mineworkers members Samuel Kula and Job Sekoane, is in terms of a little-known section of the Mining Rights Act which requires employers to inform the Minister of Energy and Mineral Affairs if they intend sacking more than 20 percent of the workforce on a single mine.

The provision dates back to 1926, and was apparently intended to help stabilise the country's most important industry.

A total of 17 000 workers were fired during the strike at Vaal Reefs. Some were later rehired but lawyers say they will all qualify for compensation if Kula and Sekoane win their case.

The Act provides for the payment of one month's wages to workers who are unlawfully dismissed. Sources estimate that if all the Vaal Reefs strikers are paid out, it will cost Anglo about R10-million.

In addition, other Anglo mines where mass dismissals took place during the 1987 strike — including Western Deep Levels and Free State Consolidated Gold Mines — might become vulnerable to court action. The corporation fired a total of 40 000 workers during the strike.

In an affidavit placed before the court, the regional manager of Vaal Reefs, Robert Williams, says the employers knew nothing of the relevant clause in the Mining Rights Act at the time of the dismissals. They only became aware of it when they received a letter of demand from lawyers representing Sekoane and Kula.

Anglo concedes that it fired 10 000 workers on the mine but argues that the law was not intended to apply to the dismissal of strikers.

The case also turns critically on the exact proportion of Vaal Reefs' 57 000-strong workforce dismissed after striking. Anglo argues that 19,8 percent of the workers, not the 20 percent required by the Act, were dismissed in the strict sense, and that the remainder either resigned, deserted or were dismissed after a lockout.

Strike goes on

PE meeting told of death by starvation

CP Correspondent

RELATIVES and friends of detainees in the Eastern Cape wept openly at a meeting in New Brighton last weekend - one of the few planned nationwide that was not banned.

The meeting was held to remember detainees on hunger strike, some of whom have been held for nearly three years.

Linton Rensburg, brother of Ithron Rensburg, National Education Co-ordinating Committee leader who was detained in June 1986, said he had completed a year of university studies since, and his brother was "still inside".

He told of the positive influence his brother had on his family.

"Ithron supported me, my four brothers and sister, but his pay cheque has been stopped. This has been a huge financial strain on the family.

"We all used to turn to him for advice and guidance. He was always there to support us and his detention has had a shattering effect on us emotionally."

Rensburg's grandmother, Mrs M Reid, said she was extremely anxious about Ithron's health.

"Ithron - who has a stomach ulcer - has lost eight kilograms since last Monday," she said.

Speakers told of the effects of starvation on the body and the emotional strain of having a family member in detention.

Mthumkulu Dilima of the National Medical and



Mothers and wives of E Cape detainees.

Dental Association explained how an IRA hunger striker died after 66 days. "As a hunger strike progresses," he said, "serious damage is done to various organs. During the final stages the person goes into a coma."

Dilima said the time of death depended on body weight and general health. Mrs E Lamani, mother of UDF executive member Tango Lamani, who was detained in June 1986, told of the helplessness of detainees' parents.

"What can you do when they (police) come knocking on your door at night? What do you tell your child?" she asked - Pen.

February 19, 1989

PAGE 7

Natalians show SA's prisoners some solidarity

CP Correspondent

TWENTY Natal organisations - deeply concerned about the plight of detainees on hunger strike - observed Wednesday as a day of fasting and prayer in solidarity with the detainees.

Among the organisations participating were the Natal Indian Congress, the National Medical and Dental Association, the Natal Organisation of Women, the Muslim Youth Movement, Diakoma staff, the Black Sash and Nadel.

In a joint statement they said: "As humans beings we are naturally sensitive and concerned about the hardships and suffering of our fellow human beings."

They said South Africans would only be able to live in peace and harmony when the rights of each individual were recognised and stated that the detention of people without trial for years was abhorrent to all those who believed in democracy, justice and the rule of law.

Meanwhile, over 160 members of the Association of Democratic Journalists throughout the country went on a two-day solidarity fast between Tuesday and Thursday.

Tears flow as

News - 19/2/89



Strikes at two chemical firms

152
483

ABOUT 200 Chemical Workers Industrial Union members are on strike at Anchor Rand in Steeledale over the refusal of the company to negotiate at plant level.

According to a CWIU spokesperson the three-week-old strike has reached deadlock.

CWIU is also in dispute with another Transvaal company, Gand W Base and Industrial minerals over the dismissal of an employee.

A strike at the plant ended last week after the company agreed to refer the matter to arbitration.

23/2-1/3/89

No. end in sight

152

Smith

THE strike at SA Breweries in Port Elizabeth has entered its seventh week.

An attempt last week to break the impasse failed.

According to a Food and Allied Workers Union spokesperson the company is employing "scab labour" at the plant.

SAB has described the staffing as "contingency crews" and said production and deliveries were back to normal.

There are disputes at three other SAB plants in the Transvaal.

Strikers locked out but others settle up

Star 24/2/87 By Mike Siluma, Labour Reporter

More than 200 members of the Paper, Printing, Wood and Allied Workers Union (Ppwawu) employed by Consol Corrugated in Benoni have been locked out after striking over wages and alleged unfair dismissals, the union said yesterday.

Ppwawu said workers were demanding an increase of R40 a week. The company is offering R26.

Consol management said workers were locked out after negotiations that started in October. Union members had embarked on illegal industrial action. The company said it believed a reasonable agreement was no longer possible.

● In other disputes, Ppwawu said about 80 members at Printpak Gravure, a Nampak plant, embarked on a sit-in strike on Wednesday in support of wage demands. About 100 workers at Multi-Office Furniture, in Germiston, also downed tools after the alleged dismissal of 12 colleagues.

Another 80 workers continued strike action over wages for the 11th day yesterday at Memix Carbonless, another Nampak company in Chamdor, Krugersdorp. They are also claiming unfair dismissals.

● South Africa's largest soft-drink bottler, Amalgamated Beverage Industries, has started a provident fund in co-operation with the Food and Allied Workers Union (Fawu). Set up as an alternative to the company's pension fund, the provident fund will be run by a board of trustees — half management and the rest from Fawu.

● Fawu and Cadbury have reached an agreement on wages and working conditions in Johannesburg, Durban, Post Elizabeth and East London. Terms include an attendance allowance of 15c an hour and a minimum wage of R950, retrospective to January, rising to R1 000 in July.

AND PLAY IN THE
BLACK TOURNAMENT
YOU STAND A CHAN
TION THIS IS THE
1000 BLACKJACK C
WORTH R1 4700
1000 SECOND PRIZ
1000 AND THERE A
ENTRY FEE IS R1 000
AT THE MORULA S



152 (circled) (scribble) CP news 26/2/89

It's a thirsty Cape season

CP Correspondent

UITENHAGE taverners are joining the 1 500-strong boycott of beer sales by Eastern Cape taverners, in support of the ongoing strike by SA Breweries workers in Port Elizabeth

The boycott decision was made after a meeting between trade union leaders and the community in Veeplaas last week

Cape Province Taverners Association official, Knox Tsotsobe, said taverners had met SAB management to try and solve the problem

With nearly 500 registered taverners in Port Elizabeth alone, and another 1 000 unregistered selling about 300 cases of beer a weekend each, SAB should be losing money

But SAB public relations manager, beer divi-

Townships run dry as taverners support striking SAB workers

sion, Gary May has denied this

"In fact, sales figures for the Eastern Cape are up 13 percent on last year"

He said the informal sector would find ways of distributing beer

"You can't kill the spirit of free enterprise," he said

But reports from the townships are that after nearly a week, the boycott

is total

President of the Eastern Province Taverners Association Welcome Duru said taverners had nothing against SAB, "but it must be remembered that taverners are a part of the black community and as such cannot simply go against the wishes of the community that supports our business"

SAB claim the strike - which started over a pay dispute involving 16 night-shift workers and members of the Food and Allied Workers Union - was unprocedural and illegal

As a previous dispute, also involving nightshift workers and pay was already going to arbitration, Fawu said it felt the latest matter should automatically be included with the first

Meanwhile the National Shop Stewards' Committee; Fawu officials and breweries management met in Cape Town this week to discuss the national recognition agreement

May said the meeting was being held "to discuss ways of getting people to comply with that agreement" - Pen

Strike at refinery enters its third day

152
Own Correspondent

DURBAN — The strike at Shell and BP's SA Petroleum Refineries (Sapref) is set to enter its third day today with no end in sight.

After a day-long meeting yesterday, the 500 strikers decided to continue their stoppage in support of demands for an across-the-board increase of R180 or 18% (which ever is greater).

An invitation by management to re-open talks with the Chemical Workers' Industrial Union was discussed at the meeting but no decision was taken.

Sapref MD Henri Joubert said the company was "sincerely trying to resolve this issue, but we are still waiting for a response from the union"

□ Results of the strike ballot at Mobil are expected today

Sharpeville Day stayaways

(152)

ALAN FINE

SHARPEVILLE Day was commemorated yesterday by patchy work stayaways, particularly in the eastern Cape and on the Reef and especially in the metal and commercial sectors

The Department of Education and Training reported disruptions at schools in some black residential areas and Wits University students and police clashed during a march. In incidents near Durban and on the East Rand, barricades were set up and two Putco buses were petrol bombed and several stoned

An FCI survey of the stayaway found isolated actions in Port Elizabeth, East London, the PWV area and, to a lesser extent in Durban and surrounding areas. Maritzburg and the western Cape were not affected.

A Seifsa spokesman said half of reporting companies in the Transvaal re-

ported normal attendance, while the remainder had total stayaways. There was no clear geographic pattern to this.

In Port Elizabeth, Welkom, Pinetown and New Germany the stayaway was widespread, while Durban and Cape Town were not affected

AECI was unaffected. SAB reported a 20% countrywide absenteeism rate, but it ranged from total at, for example, Isando, to nil at Chamdor.

OK Bazaars personnel director Keith Hartshorne estimated absenteeism rates in the eastern Cape, Johannesburg and the Near East Rand at 75%

Some motor companies, including Volkswagen and Samcor, shut down for the day, while others continued production with a reduced workforce

18 Day 22/3/89

Dismissed
152
workers

restrained
22/3/89

By Cathy Stagg

After an urgent application launched on Monday night, Boston Dry Cleaners was granted an interim order restraining dismissed workers from going to the firm's premises and interfering with work.

The order also restrains them from damaging the factory or vehicles.

It was granted in the Rand Supreme Court by Mr Justice G Gordon.

Mr Costa Dimitriades, a partner in Boston Dry Cleaners, said the workers went on strike after demanding that Boston recognise the Transport and General Workers' Union

152

Fired workers

must leave

ABOUT 300 workers fired by Boston Dry Cleaners after an "illegal" strike on Tuesday were ordered by a Rand Supreme Court judge to vacate the premises in Jeppe Street, Johannesburg.

The order was sought by the dry cleaning company's director, Mr Costa Dimitria, who claimed in papers before court that the workers became "aggressive" after they had been dismissed and had refused to vacate the premises.

He sought the court order after his company's

lawyer, Mr Hilton Mer, had told him that the police were reluctant to get involved in moving the workers out of the premises.

Mr Dimitria said he feared for his safety and that of his employees and his plant that was valued at about R8m.

He said his entire workforce went on a strike on Tuesday after they had told him to recognise with immediate effect, the Transport and General Workers Union as their mouth-piece.

He said he told the union officials who were

By **MANDLA NDLAZI**

in his office that it would not be possible to discuss the issue because of the heavy work load during the Easter week. He

however offered to discuss the matter later that day but the workers went on strike.

Mr Dimitria said according to provisions contained in Section 65 of the Labour Relations

Act 28 of 1956, the strike was illegal. He said he warned them to return to work and a "little more than half" of his workforce heeded the warning.

He said those who were fired soon adopted an "aggressive, threatening and confrontational attitude." He said they refused to vacate the premises after repeated requests and started singing and chanting.

He said tensions were running high and it appeared to him that a "mob hysteria was being created." He therefore feared for his safety.

ACCORD IS SIGNED

Southern 22/3/89
THE Banking Insurance Finance Assurance Workers' Union has signed a recognition agreement with a short-term insurance company, Auto and General.

A spokesman for Bifawu said the agreement strengthened the union's hold in the insurance industry.

Bifawu is an affiliate of the National Council of Trade Unions.

• More than 100 employees of Boston Dry Cleaners are taking part

By LEN
MASEKO

in a work stoppage in protest against the company's refusal to recognise their union, the Transport and General Workers Union (TGWU).

Requested

These employees downed tools at the company's Johannesburg outlets on Monday.

Mr Costa Dimitriades, managing director of the company, said his employees took the action after he requested the TGWU officials to postpone talks between the two parties on Monday. He had requested the union officials to arrange a meeting for later in the day, he said.

Mr Dimitriades said he had decided to fire all the 102 workers participating in the stoppage. He said he had been prepared to negotiate a recognition agreement with the union.

TGWU official Mr Steven Motingoa said the employees were forced to abandon their sit-in strike inside the company's premises after management successfully sought a Supreme Court interdict evicting them.

• More than 200 members of the Commercial Catering and Allied Workers Union of South Africa (Ccawusa) have embarked on a work stoppage at five of Marble Hall Wholesalers' outlets in the Transvaal, a spokesman for the union said yesterday.

152

Sowetan
22/3/69

Buses stoned in Natal ■ Workers stay away
■ Calls for unity on anniversary of shooting

THEY ARE NO FORGOTTEN



FAMILIES of the victims of that deadly afternoon 29 years ago gather at the weathered tombstones yesterday to clean up the grave site
Pic LEN KUMALO

Letter urges health worker action

HOSPITAL superintendents, district surgeons and private doctors in whose care detainees on hunger strike are should resist any move to send them back to prison, a letter issued by a health workers' organisation said yesterday.

The letter sent to the medical authorities by the South African Health Workers Congress (Sahwco) said any move to discharge those detainees back into custody was against the ethical and moral code of conduct of a health worker.

In the noble tradition of the United Charter of Human Rights and the Tokyo Declaration we urge you and every other health worker involved

● To Page 2

THOUSANDS of people were yesterday called upon to unite in their fight against apartheid at several services to commemorate the 29th anniversary of the Sharpeville shootings

Workers and school-children were among those who marked the occasion. It was on March 21 1960 that 60 people were shot dead and 150 wounded at Sharpeville when police opened fire on pass law protesters.

The situation was tense but calm as police mixed freely and photographed events at services held at the cemetery and the Sharpeville Hall yesterday.

The president of the National Council of Trade Unions, Mr James Mndaweni, told residents in Sharpeville to unite in their fight against apartheid.

Earlier in the day, families of the "Sharpeville Massacre" and members of the Azanian Youth Unity gathered at the local cemetery to clean the graves of their heroes. Police were also present.

Several speakers who addressed a lively service in Vosloorus in the East

By JOSHUA RABOROKO

Rand said unity between Nactu and the Congress of South African Trade Unions would be the best tribute to those who died in the Sharpeville shootings.

The Reverend Wilmont Ngobese called on black people to remember that day with the dignity it deserved.

Meanwhile violence broke out in townships surrounding Durban yesterday with barricades being thrown up, buses being stoned and passengers intimidated into staying away from work — and at least one bus being petrol-bombed

REPORTS, pictures and comment in this edition may be censored in terms of the Government's state of emergency

and set alight by demonstrators.

Thousands of pamphlets had been distributed in townships at KwaMashu Umlazi, Newtown Inanda and KwaDengweni, urging workers and school children to stay away to mark the anniversary of the Sharpeville Day.

Four Puteo buses were badly damaged when they were stoned at about 5.30am at Ntuzuma east north of the city. A petrol bomb was also hurled at one of the vehicles.

Many companies had come to an agreement with their employees to observe the day while in some instances paid holidays had been negotiated and others gave their workers unpaid leave for the day.

At Nyuswa (Durban) police used tearsmoke and birdshot to disperse illegal gatherings and also a group of youths who had barricaded a

● To Page 2

Sharpeville

● From Page 1 (152) at the vehicle. The bus road. After one incident was not badly damaged where blacks had gathered illegally, 12 people were arrested. At KwaThema (Springs), a 12-year-old black boy was injured when a bus was stoned by a group of blacks. At Tembisa (Kempston Park) a bus driver was slightly injured when a petrol-bomb was thrown

Work stayaway 'relatively peaceful'

Thousands mark Sharpeville Day

Stw 22/3/89 (152)

By Kaizer Nyatumba

Thousands of people, especially in the Durban, Maritzburg and East London areas, stayed away from work and school yesterday to mark the 29th anniversary of the Sharpeville shootings

In widespread unrest in Natal, buses were stoned, a number of people were hurt and more than 246 people were believed to have been arrested

Barricades were set up in townships around Durban and Maritzburg where there was a large police and SADF presence

Condoned leave

Many students at universities in Natal took advantage of a condoned leave of absence to hold commemorative services for Sharpeville

Numerous industries in East London reported total or partial stayaways yesterday

The director of the Border Chamber of Industry, Mrs S Hamilton, said "partial, but peaceful stayaways" were reported from industries in the Border area. At least two major industries, the South African Breweries and British Petroleum, experienced total stayaways

A spokesman for SAB, Mr Neville Barber, said despite the stayaway from their

East London depot, the brewery managed to operate relatively normally, but had to concentrate mainly on "maintenance work"

Three quarters of the SAB's workforce at the Port Elizabeth depot did not report for work yesterday, Mr Barber confirmed

A spokesman for BP said despite the massive stayaway by workers they were still able to carry on most businesses "as per normal"

A Johnson and Johnson spokesman said yesterday was regarded as a "negotiated holiday" and was seen as part of employees' annual leave

In Zimbabwe, anti-apartheid activists in Harare marched through the town centre singing revolutionary songs. After the march, the Liberation Committee of the Zimbabwe Christian Council held a prayer service in solidarity with South African detainees on hunger strike

Addressing a commemoration service in Sharpeville yesterday, the president of the National Council of Trade Unions, Mr James Mndaweni, made a call for unity among the oppressed

The Department of Education and Training reported disruptions at schools in some black residential areas, and students at the University of the Witwatersrand clashed with police yesterday

Work stayaway 'relatively peaceful'

Thousands mark Sharpeville Day

Stw 22/3/89 (152)

By Kaizer Nyatumba

Thousands of people, especially in the Durban, Maritzburg and East London areas, stayed away from work and school yesterday to mark the 29th anniversary of the Sharpeville shootings

In widespread unrest in Natal, buses were stoned, a number of people were hurt and more than 246 people were believed to have been arrested

Barricades were set up in townships around Durban and Maritzburg where there was a large police and SADF presence

Condoned leave

Many students at universities in Natal took advantage of a condoned leave of absence to hold commemorative services for Sharpeville

Numerous industries in East London reported total or partial stayaways yesterday

The director of the Border Chamber of Industry, Mrs S Hamilton, said "partial, but peaceful stayaways" were reported from industries in the Border area. At least two major industries, the South African Breweries and British Petroleum, experienced total stayaways

A spokesman for SAB, Mr Neville Barber, said despite the stayaway from their

East London depot, the brewery managed to operate relatively normally, but had to concentrate mainly on "maintenance work"

Three quarters of the SAB's workforce at the Port Elizabeth depot did not report for work yesterday, Mr Barber confirmed

A spokesman for BP said despite the massive stayaway by workers they were still able to carry on most businesses "as per normal".

A Johnson and Johnson spokesman said yesterday was regarded as a "negotiated holiday" and was seen as part of employees' annual leave

In Zimbabwe, anti-apartheid activists in Harare marched through the town centre singing revolutionary songs. After the march, the Liberation Committee of the Zimbabwe Christian Council held a prayer service in solidarity with South African detainees on hunger strike

Addressing a commemoration service in Sharpeville yesterday, the president of the National Council of Trade Unions, Mr James Mndaweni, made a call for unity among the oppressed

The Department of Education and Training reported disruptions at schools in some black residential areas, and students at the University of the Witwatersrand clashed with police yesterday

30/3 - 5/4/89

New turn in Nampak strike

PORT ELIZABETH. — The three-week old dispute at Nampak Corrugated here took a new turn on Tuesday when management locked out the 123 striking workers. In a leaflet issued to the workers, all members of the Paper, Print, Wood

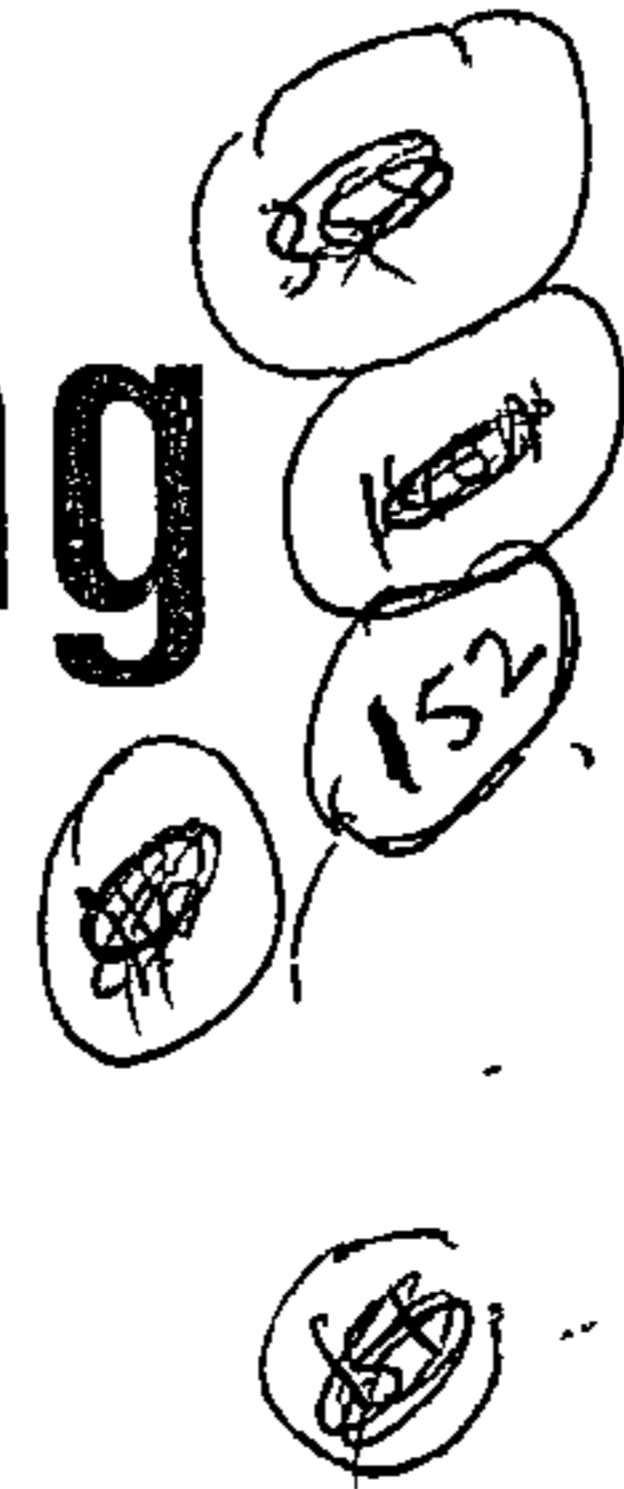
and Allied Workers' Union (Ppwawu), management gave them until April 7 to return to work. The dispute centres around the workers' demands for a minimum wage of R55 a week, that June 16 be recognised as a public holiday and bonus

pay of R600 ^{month}. The notice said workers should unconditionally accept the company's "final offer" of R31 a week or face dismissal. They were told they could only return to the Nampak premises if they complied with the

company's proposals. In a telex to management last week, Ppwawu urged the company to look at its proposals and resolve the problems. But Nampak's managing director, Mr JP van

Rensburg, said it was a waste of time to consider the proposals as "they will not be altered". The strikers have rejected the notice as an attempt to intimidate them into going back to work on management's terms.

Time for bargaining in steel industry



WAGE negotiations to set 1989 minimum standards in the wages and working conditions of the metal industry's 361 000 employees resume today.

Fourteen trade unions are engaged in the talks with the employer body, the Steel and Engineering Industries Federation (Seifsa), representing 3 500 firms.

When the parties first met on March 20, the unions tabled wage increase demands of between 17 and 98 percent, while employers offered an increase of about 10 percent for certain categories of workers

In addition to demands for higher wages, union demands include improved social security benefits, job security and the recognition of March 21, May 1 and June 16 as paid holidays. March 21 is the anniversary of the Sharpeville and Langa shootings. May 1 is regarded by black unions as Workers' Day, while June 16 commemorates the 1976 Soweto Uprising.

Seifsa demands include the exclusion of small businesses from the scope of the negotiations, relaxing restrictions barring the employment of workers without formal qualifications in artisan jobs and removing limitations on the length of overtime.

• The National Union of Mineworkers (NUM) has refuted a statement by the management of Grootvlei Mine that an impending retrenchment programme, involving 1 700 workers, had been concluded with NUM.

In a statement last week, management said the retrenchments were

SOWETAN CORRESPONDENT

necessitated by the low gold price and diminishing ore reserves. Management said the terms of the retrenchment followed consultations with NUM and other employee bodies.

A spokesman for the NUM said no agreement had been reached between the union and management, and that negotiations on the matter were continuing. The public announcement by management "undermines the process of bargaining" and the union, said NUM.

Strike

• The strike by NUM members at Rustenburg Refineries has continued, despite a resumption of negotiations between the union and management, the union said. According to NUM, 800 workers are participating in the strike. The management figure is 500.

• The Banking Insurance, Finance and Assurance Workers' Union (Bifawu) and Auto and General Insurance Company (Ltd), have reached a recognition and procedural agreement enabling the union to negotiate wages and working conditions for more than

100 black employees, the union said; and

• Inkatha has denied any knowledge of allegations of collusion between its followers and police in anti-Cosatu/United Democratic Front activities in the Maritzburg conflict.

Reacting to a statement by Cosatu last week that police were siding with Inkatha-supporting "warlords" in the conflict, Inkatha said it was "most concerned about the matter, particularly in the light of the Cosatu/Inkatha peace accord, signed last October.

An Inkatha statement said Cosatu had not referred details of the allegations to Inkatha — in the spirit of the peace agreement.

Inkatha said peace could only be attained by "negotiation and co-operation." Saying it was still "totally committed to the peace accord and to working towards peace," Inkatha called upon Cosatu to provide it with full information concerning Cosatu's allegations. "More than 1 000 people have died in the conflict, which involves followers of Inkatha, Cosatu and UDF.

... feeling, both NP, that Mr to office has Mr FW de the NP, who is stamp on erty It is felt Botha could

THE END . . . Referee Richard Steele moves in to stop the fight as Mike round of their world heavyweight title fight on Saturday. Tyson wo

Rushdie hitmen 'trained in UK'

CAH TIPS 27/2/89
152

Own Correspondent

LONDON — Iranian killers out to get the condemned author of "Satanic Verses" were being trained at five bases in England, a senior Middle East diplomat said at the weekend

Britain should take seriously the death threat hanging over Salman Rushdie's head, the unnamed diplomat told the Sunday Express

Meanwhile, a planned British trade exhibition in Tehran has been cancelled because of Britain's "disreputable propaganda against the sanctities of world Muslims", the official

Iranian news agency Irna reported
At least 30 British firms had hoped to display their wares at the British Technical Trade Fair

And in Nottingham, police allowed a protest march against Rushdie's book to take place on condition that there were no book burnings, no attacks on stores selling the work and no support for Iran's death threat

There were however unconfirmed reports that pages from "Satanic Verses" were burned

● Khomeini death call not endorsed —
Page 5

Queen's aide on sex charge

LONDON — Mr Alan Hancock, a senior aide to the Queen, has been arrested on a gay vice charge for allegedly trying to pick up men for sex

The 44-year-old unmarried Hancock, who in 1986 received the Member of the Victorian Order award from the Queen for loyal service, was picked up in the early hours by police after a stake-out at a park in Shepherd's Bush

Mr Hancock, who has worked at Buckingham Palace for ten years, is expected to appear in court next month

SADF members exceeding bounds of duty in townships

13 Mr R R HULLEY asked the Minister of Defence

- (1) Whether, with reference to his reply to Question No 192 on 2 March 1988, he will reconsider his decision not to furnish statistics in future on members of the South African Defence Force who exceeded the bounds of duty while serving in Black townships, if not, why not, if so,
- (2) whether, in 1988, any members of the Defence Force were (a) charged with and (b) convicted of exceeding the bounds of duty while serving in any Black townships, if so, (i) how many and (ii) in respect of what offences in each case,
- (3) whether in that year, any civil actions were instituted against (a) him and/or (b) any members of the Defence Force for acts committed by members of the Defence Force while on duty in Black townships, if so (i) how many, (ii) what were the circumstances surrounding each claim and (iii) what was the nature of the claim in each case,
- (4) whether any of these actions have been finalized, if so, (a) how many as at 31 December 1988 and (b) what was the outcome in each case?

B66E

The MINISTER OF DEFENCE

- (1) No The circumstances are still unchanged
- (2), (3) and (4) Fall away

National servicemen requesting not to do duty in townships

14 Mr R R HULLEY asked the Minister of Defence

- (1) Whether any national servicemen requested the South African Defence Force in 1988 not to require them to do duty in any townships in the Republic, if so, how many
- (2) whether any of these requests were acceded to, if not why not, if so, (a) how many were acceded to and (b) what were the circumstances surrounding each of these cases?

B67E

The MINISTER OF DEFENCE

- (1) No
- (2) Falls away

Pietermaritzburg area: SADF members deployed

42 Mr M J ELLIS asked the Minister of Defence

- (1) (a) How many members of the South African Defence Force are currently deployed in the greater Pietermaritzburg area, (b) where are they stationed, (c) in which areas are they deployed and (d) in respect of which date is this information furnished,
- (2) whether any members stationed in such areas have been involved in illegal practices or other forms of misconduct, if so, (a) how many, (b) in which of these areas and (c) when,
- (3) whether any steps have been taken against such members, if so, (a) what steps and (b) when?

B101E

The MINISTER OF DEFENCE

- (1) (a) (b) and (c) There is a number of SA Defence Force members deployed in the greater Pietermaritzburg area. It is, however, policy not to divulge personnel strengths or details of operations
- (d) 15 February 1989
- (2) No (a), (b) and (c) fall away
- (3) Falls away

Strikes/work stoppages: workers involved

45 Mr P G SOAL asked the Minister of Manpower

- (a) How many workers in each race group were involved in (i) strikes and (ii) work stoppages in 1988 and (b) what was the total number of man-hours lost in respect of workers in each race group as a result of such (i) strikes and (ii) work stoppages?

B111E

The MINISTER OF MANPOWER

- | | |
|----------------|---------|
| (a) (i) Whites | 138 |
| Coloured | 15 693 |
| Asians | 5 503 |
| Blacks | 127 635 |

cluded, after which proposals which may arise therefrom will be cleared with interested parties at regional and agricultural sector level

- (2) No

- (a) The Labour Relations Act, 1956, provides for the National Manpower Commission to submit its reports and recommendations to the Minister of Manpower. The report concerned served as advice to the Minister and was not meant for publication
- (b) The Minister of Manpower

- (3) As indicated in the Minister's previous reply the question whether or not any action is to be taken will be considered once the consultations have been concluded

- (a) Falls away
- (b) Falls away

- (4) (a) 1 October 1979

- (b) The total cost of the Commission up to 31 March 1988 amounted to R6 164 000. Apart from the recommendations of the National Manpower Commission to the Minister of Manpower on labour relations in the agricultural sector, 53 others reports and investigations have also been completed during this period

Jan Smuts Airport: checks on security fences
52 Mr C J DERBY-LEWIS asked the Minister of Transport Affairs

- (1) Whether regular checks are carried out on the security fences at Jan Smuts Airport, if not, why not, if so, at what intervals.
- (2) whether an unauthorized person gained access to a runway at this airport on or about 14 January 1989 if so, (a) how long before the above date was the last check carried out on the section of the security fence where this incident occurred (b) what were the circumstances surrounding this incident and (c) what was the (i) nature and (ii) cost of the damage to the aircraft involved?

B142E

Strike ballot
at refineries

Staff Reporter

ALMOST 500 members of the Chemical Workers' Industrial Union (CWIU) held a strike ballot at the SA Petroleum Refineries in Durban at the weekend, following a deadlock in wage negotiations

The outcome of the ballot is expected to be known by late today, a union spokesman said yesterday.

BP SA and Shell are 50% shareholders in Sapref, the spokesman said

1/21

man said the motion was a "sad reflection" *CML 7-10-88 28/2/89*

'160 000' took part in strikes'

Political Staff *(152)*

MORE THAN 160 000 workers participated in strikes and work stoppages in South Africa last year and 7 315 107 man-hours were lost as a result, the Acting Minister of Manpower, Mr Eli Louw, said yesterday

Mr Louw, who was replying to questions tabled by Mr Peter Soal (PFP, Johannesburg North), said 148 969 workers of all races were involved in strikes and 12 710 in work stoppages

He said 138 653 of the workers involved — 85,8% — were black, while 145 were white, 16 573 coloured and 6 308 Asian

Mr Louw also told Mr Soal that 3 035 applications for the establishment of conciliation boards in terms of the Labour Relations Act were made last year and 1 550 were approved



Mr Eli Louw

'Story of NP reform'

Political Staff

THE abolition of apartheid laws after they had been disregarded and contravened on a massive scale was the story of Nationalist Party reform, the Progressive Federal Party MP for Green Point, Mr Tian van der Merwe, said yesterday

"Time and again when the government scrapped a discriminatory law, they did so after it had proved to be unworkable by large-scale contraventions"

R220m in bus subsidies

Political Staff

BUS companies were paid R219,9 million in subsidies in the four major metropolitan areas of South Africa during the 1987-88 financial year, the Minister of Transport, Mr Eli Louw, said yesterday.

AK643 1/3/89

Suzman opposes 'summary dismissal' for striking police

Parliamentary Staff

152

MRS Helen Suzman, Progressive Federal Party spokesman on law and order, has criticised new legislation which allows policemen to be summarily dismissed for striking

The Police Amendment Bill now before Parliament empowers the Commissioner of Police to dismiss a policeman summarily and "without hearing any person" for going on strike.

Mrs Suzman said yesterday she had tried to introduce an amendment which would have given policemen the right to a fair hearing

"While we accept they run an essential service and cannot therefore strike, the principle of audi alteram partem demands policemen should be given a hearing."

Mrs Suzman said that the PFP first tried to change the bill so that striking policemen would only be suspended from service

But the police said that under their rules a suspended policeman would still be allowed access to police premises and facilities

Mrs Suzman said the PFP had no other objection to the bill

Star 1/3/89

Sats case: lighter ~~sentences~~ sentences for four? ¹⁵²

By Helen Grange

The Rand Supreme Court yesterday found there were extenuating circumstances in the cases of four of the eight men convicted of killing five non-strikers during the illegal South African Transport Services strike in 1987.

Bongisi Sibisi (33), David Dzevhe (30), Phineas Neshitungulwane (35) and Mafemane Rikhotso (30) were found guilty of murder with extenuating circumstances.

No extenuating circumstances were found in the cases of Wilson Matshili (33), Patrick Molefe (27), Takalani Mamphanga (25) and George Magedzo (36).

KIDNAPPING

The eight men have been convicted of various other crimes, including kidnapping, intimidation and attempted murder.

The finding of extenuating circumstances in the four cases is expected to lighten the men's sentences, which will be heard on March 9 along with the sentences of the other four.

Mr Justice Grosskopff said in his judgment that he had found the four men had not played a physical role in the murders.

re
ed
p-
pr
e
w-
d
e-
s
la
MS
g-
ll
f
o
is
i-
d
il
l-
e
o
r
s
f

Fuel strikes may escalate

Cape Times 2/3/89

152

Own Correspondent

THE strike by about 500 workers at the Shell and BP SA Petroleum Refineries (Sapref) in Durban remained unresolved late yesterday

Workers at another major Durban petroleum refinery, Mobil, are expected to join the strike today

The strikes, which could hold serious implications for the country's fuel supplies, was called by Cosatu affiliate the Chemical Workers' Industrial Union (CWIU) in support of demands for an 18% pay rise and improved working conditions

Members of the CWIU at Sapref downed tools at midnight on Tuesday, Miss Pat Horn, Southern Natal petroleum co-ordinator for the union, said yesterday

Miss Horn said Sapref had requested an urgent meeting in "a last-ditch attempt" to avoid the

strike, but despite some movement by both sides, it remained unresolved.

Sapref's managing director Mr Henri Joubert said that by late yesterday the dispute still remained unresolved "We are trying to maintain as normal a service as possible using non-union members to operate essential services and keep supplies

"We are not keen on this type of action and we would like to reach a settlement with the striking workers as soon as possible

"We informed the union we are prepared to continue negotiations but their demands are higher than what we are prepared to offer," he said

Meanwhile, the results of a strike ballot conducted at Mobil yesterday were expected to be released today, according to Miss Horn

"The only other two refineries in South Africa are in Cape Town and Sasolburg," she said

The management of Chrome Chemicals at Mobeni in Durban has been accused of locking out striking workers and preventing night-shift workers whose duties ended at 6am yesterday from leaving the factory

Mr Mohamed Motala, local organiser of the Chemical Workers' Industrial Union, said the dispute arose after a union member had been unfairly dismissed

Dr Wilhelm Holznagel, the works manager, confirmed the strike, but denied that the strikers had been locked out He said the gates had been opened for the night-shift workers to leave the premises at the end of their shift at 6am, but a shop steward outside instructed them not to leave

1981

HOUSE OF ASSEMBLY

QUESTIONS

+Indicates translated version

For written reply

General Affairs

Edendale patients admitted to hospitals

63 Mr M J ELLIS asked the Minister of National Health and Population Development

(a) How many patients were admitted on a daily basis to hospitals in the Edendale area of Pietermaritzburg in 1987 and 1988, respectively, and (b) what are the names of the hospitals involved?

B163E

THE MINISTER OF NATIONAL HEALTH AND POPULATION DEVELOPMENT

The Edendale area is geographically situated in KwaZulu. The Department of National Health and Population Development does not keep statistics with regard to hospitals falling under the jurisdiction of the KwaZulu Government

(a) and (b) fall away

SATS: loss incurred on commuter services

70 Mr D J N MALCOMESS asked the Minister of Transport Affairs

What was the total loss incurred by the South African Transport Services on commuter services in the (a) Johannesburg/Pretoria, (b) Cape Town/Pennsula, (c) Port Elizabeth/Uitenhage and (d) Durban/Pinetown areas in the 1988/89 financial year?

B171E

THE MINISTER OF TRANSPORT AFFAIRS

The total estimated loss in respect of each of the areas is as follows

R—million

- (a) 405
- (b) 182
- (c) 10
- (d) 147

(b) The estimated amounts which will be paid to Transkei during the 1988/89 financial year fall into two main categories, namely:

A DIRECT ASSISTANCE

(i) An estimated amount for budgetary assistance under Programme 3 Foreign Aid and Development Co-operation of Vote 7 Foreign Affairs R711 766 000

(ii) Technical assistance

South African is from time to time approached by other governments with requests for assistance in one way or another. Assistance may take the form of expert advice, visits, evaluation of projects, bursaries etc. Each such application is considered on its merits. During the 1988/89 financial year the RSA will spend an estimated amount of R694 000 in this regard on Transkei.

(iii) Loan Fund

Like any other friendly country Transkei may apply for the financing of certain projects within the framework of the Economic Co-operation Promotion Loan Fund. Such applications are considered strictly on merit according to fixed criteria and within the limits of available funds. This type of financing consists mainly of loans which are repayable. During the 1988/89 financial year an estimated amount of R12 980 000 will be paid to Transkei.

(iv) Incentive scheme for Industries

In accordance with existing jointly agreed arrangements between the SATBVC States the RSA is obliged to refund the TBVC States on a rand-for-rand basis for actual expenditure incurred in these states in terms of the industrial incentive scheme which took effect on 1 April.

1982 The RSA estimates to refund Transkei to the amount of R20 000 000 in this regard during the 1988/89 financial year

B TRANSFERS IN TERMS OF BILATERAL AGREEMENTS

Transfer payments which are regarded as own sources of income of the Transkei Government

(i) Income tax. An estimated amount of R157 273 000 will be transferred

(ii) An estimated amount of R458 231 000 will be paid in respect of Transkei's share in the Customs Union Revenue Pool

(iii) Common Monetary Area. An estimated amount of R18 293 333 will be transferred

(2) (a) No Loans in terms of project and agreements are included in the amount mentioned under (1)(a)

(1) and (ii) fall away

(b) Yes

(i) One

(ii) Transfers in respect of the action programme. Creation of job opportunities are estimated at R4 500 000

(3) (a) Yes. Loans are granted on a continuous basis within the framework of the Economic Co-operation Promotion Loan Fund as set out in (1)(b)(iii)

(b) Yes. The same type of grant which was made during the 1988/89 financial year

Bophuthatswana amount paid in terms of agreements

77 Mr R A F SWART asked the Minister of Foreign Affairs

(1) (a) What total amount was paid by South Africa to Bophuthatswana in the 1988/89 financial year in terms of agreements between the two countries and (b) how was this amount made up.

(2) whether any additional amounts have been paid to Bophuthatswana in the form

Brewery strikers to return

Star 2/3/89
Strikers at SAB's brewery in Port Elizabeth have agreed to return to work, unconditionally, on Tuesday.

The 160 employees went on strike in January in protest against the method of payment of night-shift workers on public holidays.

In a statement yesterday, SAB human resources director Mr Rob Childs said the two sides had reached agreement on a return to work.

They will meet again on March 15 to discuss further the issue that caused the strike.

The Cape Supreme Court yesterday also ordered the strikers to return to work and comply with the recognition agreement.

Mr Childs said the union had undertaken to follow mutually-agreed procedures in future, and not to resort to wildcat strikes. — Sapa.

900 Sapref oil refinery workers go on strike

Star 2/3/87

By Mike Siluma, Labour Reporter

152

In wage disputes that could affect the production of petrol, about 900 members of the Chemical Workers' Industrial Union (CWIU) have gone on a strike at the Sapref refinery in Durban

And 450 colleagues at Durban's Mobil refinery are poised to vote today on whether to down tools

According to the CWIU, workers at Sapref — which is owned jointly by Shell and BP — struck in support of demands for an 18 percent pay rise Sapref offered a 12,5 percent raise, with the lowest-paid workers receiving R108

Sapref said it had offered a 16 percent increase and that non-union staff were working

The company employs a staff of about 1 100 The Mobil dispute centred on the company's refusal to negotiate wages jointly with other oil companies

"Should Mobil workers vote in favour of strike action, this could result in both of Durban's petroleum refineries coming to a standstill The only other two refineries in South Africa are in Cape Town and Sasolburg," said the CWIU

A spokesman for Mobil denied the company had attempted to disrupt or delay a strike ballot He said the union had given the company 12 hours to arrange the ballot, which was insufficient considering the plant operated on 24-hour shifts

The company was looking at contingency plans which would come into operation if workers decided to go on strike

South 2-8/3/89

Strike at SAB called off

152

THE prolonged strike at South African Breweries by members of the Food and Allied Workers' Union (Fawu) is over.

The seven week strike ended on Wednesday, but details of the return are still being worked out.

Meanwhile, taverners have resumed selling beer after a two week boycott of the brew by about 1 500 taverners in Port Elizabeth and Uitenhage.

National health workers launch



"HEALTH in the Hands of the People" is the theme of the launch of the South African Health Workers' Congress, to be held in Johannesburg on Sunday.

Sister Bernard Ncube and Father Smangaliso Mkhathshwa are the guest speakers at the launch, which is being organised jointly by the Health Workers' Association and the Health Workers' Organisation.

South
2-8/3/89

Petrol workers on strike

DURBAN's two petroleum refineries could come to a standstill if workers at Mobil decide to join workers at Sapref (Shell and BP South Africa Petroleum Refineries) in taking strike action (152)

This could hold serious implications for the country's fuel supply

Members of the Chemical Workers' Industrial Union at Sapref downed tools at midnight on Tuesday, Ms Pat Horn, Southern Natal, petroleum co-ordinator for the union, announced

The strike commenced

Sowetan 2/3/87
after last-minute talks between the company and the union failed to resolve the dispute between them regarding wages and working conditions

The CWIU strike ballot, which was completed earlier in the day, yielded an "overwhelming" 93,5 percent vote in favour of strike action, she said

Ms Horn said about 650 workers were involved in the action, but it was too early to say if any had decided to work

She said Sapref had requested an urgent

meeting in a last ditch attempt to avoid the strike, but despite some movement made by both sides, the dispute remained unresolved

It now seemed as if management was attempting to coerce workers to leave the premises, she said

Ms Horn said the 450 workers at Mobil refinery were obstructed by their management from commencing their strike ballot on Tuesday

Their dispute regarded Mobil's refusal to participate in joint negotiations with the CWIU in a forum with other petroleum companies, and has been aggravated by a further dispute regarding wages

"The strike ballot will now be carried out today," she said

"Should Mobil workers vote in favour of strike action, this could result in both of Durban's petroleum refineries coming to a standstill

"The only other two refineries in South Africa are in Cape Town and Sasolburg."



Liberty Life joint MD Dorian Wharton-Hood shows off his smooth swing without dislodging his cigar at the Institute of Directors annual golf day at the Bryanston Country Club yesterday
Picture ROBERT BOTHA

Last-minute talks fail to avoid strike

BID day 2/3/89

152

Own Correspondent

DURBAN — The strike by about 500 workers at the Shell and BP SA Petroleum Refineries (Sapref) continues.

Workers at Mobil's Durban refinery are taking a vote and might join the stoppage today

The strike, which could hold serious implications for the country's fuel supplies, was called by a Cosatu-affiliate, the Chemical Workers' Industrial Union, in support of demands for more pay and improved working conditions

CWIU members at Sapref downed tools at midnight on Tuesday, said union spokesman Pat Horn

She added Sapref had requested an urgent meeting in "a last-ditch attempt" to avoid the strike

The talks failed in spite of some concessions by both sides.

Sapref MD Henri Joubert said by late, yesterday the dispute was still unresolved.

"We are trying to maintain as normal a service as possible by using non-

union members to operate essential services and keep supplies

"We are not keen on this type of action and would like to reach a settlement as soon as possible

"We informed the union we are prepared to continue negotiations but their demands are higher than what we are prepared to offer," he added.

Horn said results of a strike ballot at Mobil yesterday were expected to be released today

The dispute is over Mobil's refusal to join other petroleum companies in negotiations with the union

It has been aggravated by a simultaneous wages-and-conditions dispute

Horn added "Should Mobil workers vote in favour of strike action, this could result in both of Durban's petroleum refineries coming to a standstill.

"The only other two refineries are in Cape Town and Sasolburg."

Sarhwu strikers guilty of murder

5/3/89
By MARTIN NTSOELENGOE

A RAND Supreme Court judge this week found that there were no extenuating circumstances for four members of the South African Railway and Harbour Workers Union (Sarhwu), who were each found guilty on four counts of murder.

The four are Wilson Matshili, 33, of Millsite Hostel, Patrick Molefe, 27, of Alberton, Takalani David Maphanga, of Sydenham Avenue, Johannesburg, and George Maudgedzo, 36.

Judge TT Spoelstra said although the men were all from poor families and backgrounds, it could not be said they were not aware of what they were doing.

He will give reasons for his ruling on March 9 Bonngani Sibisi, 30, William Mafemane David Dzevhe, 30, Phineas Netshingul-

wane, 25, and William Rikhotso were also convicted of murder.

Earlier, all the accused admitted kidnapping "scabs" during the 1987 Sats strike and killing four of them at Prolecon. Eight others were convicted on charges of kidnapping, assault and intimidation.

In the middle of last year the 16 changed their plea from not guilty to guilty. They all made statements accompanied by new pleas, in which they explained their different roles in their kidnapping, assault and murder of Vullani Joseph Mulaudzi, Kati John Sebolao, Mulatelo Petrus Moremane and Jerry Rudolph.

The victims are alleged to have not participated in the Sarhwu strike.

The murders were committed to ensure that the strike did not collapse, said the 16 men.

At a meeting held by

striking workers at Cosatu House, it was decided to kill five co-workers who did not heed the strike call.

The five were taken to an open lot at Prolecon, near City Deep, to be killed. One of them, Albert Phuluwa - who became a key State witness - managed to escape, the court heard.

Before the case was postponed defence counsel ME Luitingh argued that there were extenuating circumstances.

"There was a clouding judgment which removed the element of reality, making them vulnerable to poor judgment."

"In passing judgment the court should take into account whether they would return to normal life once they have reflected on their deeds."

"The deeds were committed to conform to the desire of the group."

He added that the mur-

ders were committed because of a combination of psychological phenomena which altered the states of mind of the accused.

He added that the violence was predictable, and, in fact, had been predicted in newspaper editorials that said there was going to be bloodshed a month before it happened.

"If Sats had applied itself, it should have realised the threat of conflict and done something to prevent it," Luitingh said.

State prosecutor Brink Ferreira argued that the attitude of the 16 men, some whom had been found guilty on four counts of murder each, should be a prime factor in deciding what sentence to pass.

He added that most of the defence witnesses tried to discredit Sats officials and the police.

Ferreira said defence witnesses did not tell the truth. They could remember what the police did to

them, but could not remember what they themselves did to their four victims.

He said it was not true that strikers became uncontrollable as claimed by one of the accused.

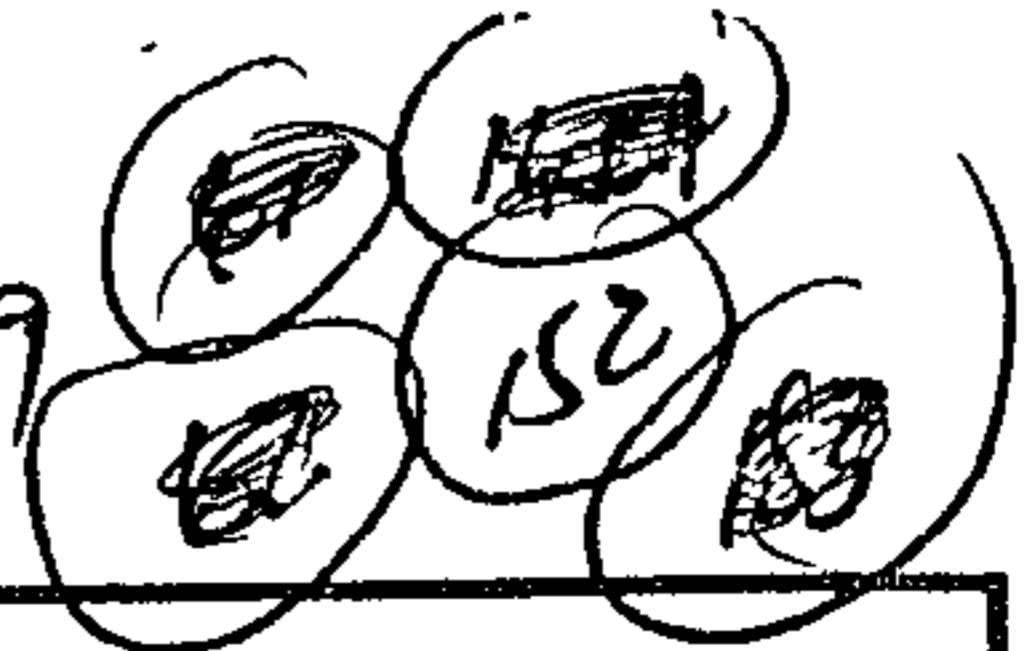
Ferreira said the State did not offer an explanation, as contended by the defence that the accused were dissatisfied with the approach Sats had to its employers.

"Their complaints stemmed from inadequate grievance procedures, disciplinary codes and also the absence of common courtesy and respect for human dignity."

He acknowledged that most of the accused grew up under poor living conditions, and all but one were virtually illiterate.

Political comment and newshills by K Sibisi. Headlines and sub editing by K Fram, of 204 Floff Street Ext Johannesburg.

CAF trips 6/3/89



Mobil workers vote to join petrol strike

Own Correspondent

DURBAN. — The strike by workers at BP South Africa Petroleum Services (Sapref) enters its sixth day today while at the Mobil refinery, workers voted on Thursday and Friday to go on strike.

Ms Pat Horn, co-ordinator of the Chemical Workers' Industrial Union's petroleum sector in southern Natal, said 95% of the 84% poll at Mobil had voted to take strike action as a result of management's refusal to participate in joint negotiations in the petroleum industry.

The company has requested a meeting today with the union to try to resolve the wage dispute and workers will meet tomorrow to discuss the next step, Ms Horn said.

In the other dispute, shop stewards and Sapref management met on Friday in an effort to resolve the strike by Sapref workers.

"Some progress was made in the meeting and in principle agreement was reached on the wage increases.

"But the company's refusal to agree to educational assistance for their employees' children has created a stumbling block to reaching a settlement," Ms Horn said.

"This is a particularly important issue to workers," she said.

1964 6/3/89
New strike
vote threat
to fuel supply

The Argus Correspondent

DURBAN. — As the strike by about 650 workers at the Shell and BP SA petroleum refineries entered its sixth day today, more than 400 workers at Mobil's refinery have voted overwhelmingly in favour of strike action which could affect the country's fuel supplies.

Mobil spokesman Mr Barry Housdon said he was unable to comment because Mobil had not been advised either by the union of the result of the ballot

Management was to meet the union today at its request.

The Southern Natal petroleum co-ordinator for the Cosatu-affiliated Chemical Workers Industrial Union, Miss Pat Horn, said today that 95 percent of the 84 percent of workers polled voted for the strike

This followed management's refusal to take part in joint industry-wide negotiations

She confirmed today's meeting with Mobil management and said workers would meet tomorrow to discuss action after the ballot

Miss Horn said a conciliation board meeting between the union and Shell subsidiary, Veetech Oil, failed on Friday to resolve a dispute on wages and working conditions.

Wages at Veetech were below those of Shell and the company was not prepared to negotiate a worker housing scheme. All other Shell workers had a housing scheme, she said

Refinery is trying to starve strikers - union

1527
star 6/3/89
By Mike Siluma, Labour Reporter

About 800 union members on a sit-in strike at Rustenburg Refineries have been cut off from the outside world by company security in an effort to starve them, the National Union of Mineworkers claims.

An NUM spokesman at the weekend said union officials were being refused access to the workers while workers' relatives were prevented from bringing food to the strikers. Strikers were allowed to buy food only from the local tuckshop and were prevented from bringing food for colleagues. The measures were allegedly introduced to break the strike.

The legal strike started on Thursday after wage negotiations between NUM and management reached deadlock. NUM is demanding a 22 percent across-the-board wage increase. Management was offering a 14.5 percent raise. Other union demands included the abolition of overtime, reduction of the working week, provision of housing, establishment of a provident fund and recognition of June 16 as a holiday.

A Rustenburg Refineries spokesman denied that security had been stepped up. She said 200 out of 500 strikers were sitting in. It had been agreed between management and the NUM that workers would be allowed to enter and leave company premises during normal working hours and that they would bring only food necessary for individual consumption.



Unions warn of national strike

The Argus Correspondent

JOHANNESBURG — Employers face a national strike if agreement is not reached with trade unions over the Labour Relations Amendment Act

A warning was sounded yesterday by leaders of about 40 unions with more than a million workers

ALTERNATIVE

At a Press conference called after decisions were taken by the "workers' summit" here at the weekend, Cosatu vice-president Mr Chris Dlamini said delegates had recommended workers countrywide to

- Formulate an alternative to the LRA to cover all workers, including those in the agricultural, domestic, forestry and public sectors,
- Revise existing recognition agreements with employers "to circumvent offensive clauses of the LRA",
- Find ways of not using the industrial court, "which tends to favour employers", and
- Submit demands regarding the Act to the SA Consultative Committee on Labour Affairs and individual employers by May 2

DEMANDS

The list of demands would include the right to strike and picket, the right to fair dismissals, the recognition of majority unions and the right to engage in sympathy strikes. Demands put to the consultative committee during last year's talks would be included

Mr Dlamini said workers would "give employers 30 days to respond to our demands and (will) declare a national dispute if employers refuse to make progress in meeting the demands".

It was possible that a national strike would follow if no solution was found

"LIBERATION"

In addition, workers and communities would be "mobilised around" the LRA demands and those related to the Living Wage Campaign and the struggle for unemployment benefits for all

The "summit" also decided that meetings be held involving "all forces that are fighting for liberation" and to continue discussions with the National Council of Trade Unions and non-affiliated unions on the LRA

"DIVIDE WORKERS"

Delegates to the weekend "summit" felt that the LRA was "intended to divide workers and destroy the labour movement"

Consultative committee chairman Mr Bobby Godsell said his organisation looked forward to receiving written proposals

400 workers vote for strike

152

MORE than 400 workers at Mobil's refinery have voted overwhelmingly in favour of strike action which could affect the country's fuel supplies.

The vote came as the strike by about 650 workers at the Shell and BP SA Petroleum refineries entered its sixth day yesterday. *Sowetan 7/3/89*

Mr Barry Housdon, Mobil's public relations manager, said he was unable to comment on the strike ballot because Mobil had not been advised either by the

shop stewards or the Chemical Workers Industrial Union of the result of the ballot.

He said they were scheduled to meet union representatives yesterday at the request of the union.

Miss Pat Horn, southern Natal petroleum co-ordinator for the union, yesterday said 95 percent of the 84 percent of workers polled voted in favour of the strike.— Sapa

HOUSE OF REPRESENTATIVES

QUESTIONS

†Indicates translated version

For written reply

General Affairs

De Aar: persons charged with loitering

2 Mr L J HOLLANDER asked the Minister of Justice

In respect of the period 27 October 1988 up to the latest specified date for which information

The MINISTER OF JUSTICE

The following information is for the period 27 October 1988 until 17 February 1989

- (a) No persons
- (b) and (c) fall away

is available, (a) how many persons from the De Aar area were charged in court with the offence of loitering and/or contravening section 26 of the Standard By-law relating to Streets published under Provincial Notice No 562 of 1987, (b) how many such persons were (i) convicted and (ii) acquitted and (c) what sentences were imposed?

C3E

HOUSE OF ASSEMBLY

QUESTIONS

†Indicates translated version

For written reply

General Affairs

Strikes

99 Mr P J PAULUS asked the Minister of Manpower †

- (1) (a) How many strikes took place in the Republic during the period 1 January 1986 to 31 December 1988, (b) how many (i) Blacks and (ii) Whites participated in these strikes, (c) how many man days were lost as a result of these strikes, (d) what was the average duration of each such strike and (e) how many of these strikes in which only (i) Blacks and (ii) Whites participated were illegal,
- (2) whether any of the (a) Blacks and (b) Whites who participated in these strikes, were criminally prosecuted, if so, how many in each case, if not, why not?

B247E

The ACTING MINISTER OF MANPOWER

- (1) (a) 2 966
- (b) (i) 1 120 134
- (ii) 490
- (c) 8 044 619
- (d) 6,2 man days per strike
- (e) (i) and (ii) This information is not available

- (2) (a) and (b) Criminal prosecutions do not rest with the Department of Manpower and consequently the Department does not have this information

Air-traffic control towers: hours

117 Mr D J N MALCOMMESS asked the Minister of Transport Affairs.

- (1) During which hours are the air-traffic control towers at the airports of (a) Cape

- Town, (b) East London, (c) Port Elizabeth, (d) George, (e) Durban, (f) Bloemfontein, (g) Johannesburg and (h) Kimberley manned,
- (2) what is the average number of hours worked per day by controllers at each of the above airports?

B269E

The MINISTER OF TRANSPORT AFFAIRS

- (1)(a) Cape
- (b) East
- (c) Port
- (d) George
- (e) Durban
- (f) Bloemfontein
- (g) Johannesburg
- (h) Kimberley

Cape Town	Monday-Sunday	24 hours
East London	Monday-Saturday	0430-1930
Port Elizabeth	Monday-Friday	0315-2330
George	Saturday	0315-1930
Durban	Sunday	0445-2045
Bloemfontein	Monday	0400-1930
Johannesburg	Tuesday/Thursday	0400-1700
Kimberley	Wednesday/Friday	0400-1830
	Saturday	0400-1430
	Sunday	0700-1830
	Monday-Sunday	24 hours
	Except on Saturday	2000 to Sunday 0400
	Monday-Saturday	0400-2000
	Sunday	0500-2000
	Monday-Sunday	24 hours
	Monday-Friday	0445-1845
	Saturday	0445-1145
	Sunday	0600-1830

All times UT — (Universal Time i.e. 2 hours behind South African standard time)

- (2) Average number of hours per day

(a) Cape Town	7
(b) East London	7
(c) Port Elizabeth	7
(d) George	7
(e) Durban	7
(f) Bloemfontein	8 1/2
(g) Johannesburg	7
(h) Kimberley	7

Howard

~~100 P~~ 7/15 8/3/87

1 strike ends, another looms

DURBAN. — The strike by 650 Sapref workers here ended yesterday after the Chemical Workers' Industrial Union accepted management's wage offer of R160 a month or 15% across the board.

But CWIU organiser Miss Pat Horn warned that 450 workers at the Mobil refinery in Durban were "likely" to begin strike action today because "Mobil refused to negotiate jointly with other companies in the industry, and a dispute has arisen". — Sapa

100 P
152
3
6

Strike looms at Mobil as Sapref settles

~~152~~ Own Correspondent 152

DURBAN — Production at strike-hit SA Petroleum Refineries (Sapref) here was back in full swing yesterday, following the end of an almost week-long strike by more than 600 workers

But at Mobil's Durban oil refinery, talks between management and Chemical Workers' Industrial Union representatives were still under way late yesterday in a bid to stave off threatened strike action by 450 workers in support of higher pay demands.

Pat Horn, the union's southern Natal petroleum co-ordinator, said although the wage dispute with Sapref was resolved, there were still "a number of items", particularly educational assistance for workers' children, which caused problems. 16/11/89

Sapref promised last November to negotiate with the union but had since refused to do so.

"We find this highly disappointing and unacceptable," she said, adding that this was unlikely to lead to any strike action owing to strike legislation.

Sapref MD Henri Joubert said most workers reported for duty yesterday morning, and he was optimistic that conditions would be normalised shortly.

Commenting on the dispute over educational assistance, Joubert said the type of financial assistance requested would discriminate against workers because allocations would be based on the size of the family.

Horn said Mobil refinery workers were likely to begin strike action tomorrow, as Mobil was offering workers "much less" in wage relief than Shell

A spokesman for Mobil could not be contacted for comment yesterday.

Iraq slams call to kill Rushdie

ONT-Times 9/8/87 152

LONDON. — Iraqi President Saddam Hussein said in remarks published yesterday that Iran's call for the killing of British author Salman Rushdie damaged Islam more than "The Satanic Verses"

"Salman Rushdie insulted Islam and Muslims on purpose, not unknowingly, but we consider that killing and inciting killing harms Islam and Muslims more," the president said

Meanwhile Britain yesterday urged its nationals to leave or avoid Lebanon after Iran cut diplomatic ties with London over the Rushdie affair

Three Britons are among the 17 Westerners missing and believed kidnapped in Lebanon by the pro-Iranian fanatics.

Iran will have to close its consulate in the British colony of Hong Kong following Tehran's decision to sever ties, a British official said yesterday

Zanzibar yesterday banned Rushdie's controversial award-winning novel Anyone who had already bought it had 24 hours to surrender it to police, authorities said

But reports from New York tell a different story Here the book continues to sell out as quickly as it lands on bookstore shelves

"People are really eager for blasphemy," said Mr Daniel Price, a clerk at Gotham Book Mart "We're selling it as fast as we can get it." — Sapa-Reuter-AP

Strike: Kalk Bay nurses back on payroll

Staff Reporter

THIRTY-SIX trained nurses went on strike yesterday at the New Kings home for the aged in Kalk Bay.

Two nurses — Ms Cynthia Vanyaza and Ms Sarah Msutu — who were dismissed recently for disciplinary reasons — appealed to the Health Workers Union to mediate on their behalf. The dismissals were overruled by the management of the holding company, Life Care, in Johannesburg, and they were told to return to work this week.

On their return they were moved from ward duty to the occupational therapy department, which they maintain demeaned their standing as trained nurses. In addition, they complained of being treated as inferiors by senior staff. A strike was called.

After private talks between the secretary of the Health Workers Union, Mr Ivor Luke, and the manager of the home, Mr Hennie Van der Walt, the two nurses were returned to ward duties and the strike was called off.



STRIKE VICTORY ... Jubilant nurses at the New Kings Old Age Home in Kalk Bay celebrating the reinstatement of two nurses following negotiations between the Health Workers Union and management. Picture ALAN TAYLOR

Benoni medical aid fraud probe

JOHANNESBURG — East Rand police are investigating allegations of fraud against a Benoni pharmacist and a doctor suspected of collaborating to claim from a medical aid fund for toiletries described as "medicine"

A complainant told police he had sent his employees with letters to a certain doctor who had then referred them to a certain pharmacist to get their medicine. In all cases, the amounts charged were different.

On March 3, a policeman visited the doctor and went with a prescription to the pharmacist in question. There, he

was allegedly informed by an assistant that he could buy R100 worth of toiletries, instead of medicine, which he did.

Later, the Altron Medical Aid offices in Boksburg received a claim of R137,51 for "medicine" supplied to the patient.

On Monday, police staked out the pharmacy and confronted a woman who left the shop with two carrybags.

The woman told police she had taken a prescription for her husband to the pharmacy. She was allegedly told that she could buy toiletries or anything else worth up to R145 — Sapa

Outrage at IRA murders

DUBLIN — The IRA, committed to cutting down civilian casualties, was accused of blatant sectarianism by church and political leaders after killing three Protestants in front of terrified schoolchildren.

The gunmen laughed, cheered and fired volleys into the air after the triple slaying at a garage in the County Tyrone village of Coagh on Tuesday, witnesses and police said.

once held by President Bush.

CAN-TMPS 9/3/89

Mobil strike suspended

DURBAN. — Workers at Mobil's refinery in Durban yesterday suspended strike action pending a decision on management's new wage offer. The union is to announce its decision on the offer today.

- pension scheme
- group life assurance scheme
- sports and recreational facilities.

800 on strike for pay hike



written 9-15/3/89

ABOUT 800 workers have been on strike since last Thursday at Rustenburg Refineries.

The workers, members of the National Union of Mineworkers (Num), are demanding a 22 percent across the board increase while management is holding out for an across the board increase of 14,5 percent.

The workers are also demanding a ban on overtime, reduction in working hours, improved housing, a provident fund, June 16 as a paid holiday and maternity rights.

Management has refused to change working conditions.

Strikes hit petrol firms

152
~~152~~

South
9-15/3/89

1989

ary Funds jects

ports Complex,

A WAVE of industrial unrest hit the petroleum sector in the past week as workers at two refineries in Durban last week voted to strike.

And the strikes are likely to encourage worker militancy at other oil companies where CWIU is negotiating wage increases, said a union organiser.

About 400 workers at the Sapref refinery began a six-day strike last Wednesday.

The strike ended on Tuesday after management and the union agreed on an across the board wage increase of R160 or 15 percent.

This has been confirmed by the company and the union.

Workers' demands that the company agree to assist employees' in the education of their children were not met.

Over 300 Mobil refinery workers are poised to go on strike after a 95 percent strike ballot was com-

pleted last Friday.

The workers are demanding an across the board increase of 17 percent or R170

The dispute is linked to the union's demand that the petrol companies agree to national industry wide bargaining.

The workers are demanding that Mobil agrees to negotiate wage increases jointly with the refinery and other Mobil operations.

A Mobil spokesperson said a statement would be issued later this week.

Workers at Shell subsidiary Veetec have been on a go-slow since Monday after a conciliation board hearing failed to settle a wage dispute last Friday.

The Sapref and Mobil strike ballots have encouraged workers elsewhere, said CWIU national petroleum sector organiser Martin Jansen.

"The oil companies underestimated the strength of the union at refineries," he said.

NUM's wage strike continues in Rustenburg

Star 9/3/89

152

By Mike Situma, Labour Reporter

The legal wage strike by several hundred members of the National Union of Mineworkers (NUM) at Rustenburg Refineries continued yesterday as talks between management and NUM remained deadlocked, the union said

About 800 workers have been engaged in a sit-in strike since Thursday last week, according to the union. Management said about 200 out of 500 strikers were actually sitting in

NUM said it was demanding a 22 percent, across-the-board wage increase, which would raise the minimum wage to R689/month. Management was offering a 14,5 percent raise

Other union demands included the abolition of overtime, the reduction of the work-

ing week, the provision of housing, the establishment of a provident fund and the recognition of June 16 as a holiday

● In Durban, about 650 workers, mainly members of the Chemical Workers' Industrial Union (CWIU), returned to work at the Sapref refinery after nearly a week of strike action over wages

CWIU spokesman Ms Pat Horn said they resumed work on Monday after accepting Sapref's offer of a R160/month increase, or 15 percent. No progress was made on the question of educational assistance for employees' children.

● At the Mobil refinery, also in Durban, 450 CWIU members delayed strike action after management made a new offer, according to the union. The union would say today if the offer was acceptable. The CWIU and

Mobil started conciliation board talks yesterday to try to resolve a dispute over the company's refusal to negotiate wages jointly with other oil companies

● The results of balloting involving thousands of metal workers on whether to observe June 16 or Founders Day as a holiday were still unknown yesterday. In terms of last year's industrial council wage agreement, workers are entitled to indicate, by means of a ballot, if they wish observe June 16 as a holiday, in exchange for Founders Day

A spokesman for the Steel and Engineering Industries Federation (Seifsa) said although employers had contacted the body for clarification, Seifsa was not monitoring the balloting. Balloting, however, appeared to be taking place on a "widespread" scale

1 000 Soweto strikers still wait

152 ~~152~~ By Stan Hlophe ~~Star~~ 9/13/89

At least 80 Soweto City Council workers have been reinstated since last week following negotiations

But a spokesman for the workers yesterday expressed reservations about the methods applied in the reinstatement procedure.

So far about 1 000 of the 3 500 who took part in the three-month strike last year have not been reinstated.

The latest group to be reinstated include bond holders and teachers.

The spokesman accused the council of "dilly-dallying" and still being influenced by an old guard loyal to Mr Nico Malan, the former town clerk.

"Granted the new council has committed itself to the reinstatement of the workers but they are not doing enough."

The spokesman added. "We have

done a lot of persuasive negotiations and convincing to drive home to the new council that the retrenchements were illegal in the first place.

"The council has agreed in principle to reinstate all the workers but they are still reluctant to keep their promise

"As much as we sympathise with the new council we find it hard to understand why all the workers cannot be reinstated.

"We are fully aware that cannot happen overnight. We are still baffled by the slow action of the council. They are not doing enough to convince the majority of the workers that they are sincere in their efforts"

The mayor, Mr Sam Mkhwanazi, and chairman of the staff board, Mr J M Mnguni, were not available for comment yesterday.

WHAT STRIKES COST SA OVER THREE YEARS

M/Louw
10/3/88
Political Staff *152*

CAPE TOWN — More than 8-million man-days were lost in strikes in SA in the three years between 1986 and 1988, Manpower acting Minister Eli Louw said yesterday.

There were 2 966 strikes, involving 1 120 134 blacks and 490 whites, between January 1 1986 and December 31 1988.

Louw said in reply to a question tabled by Arrie Paulus (CP Carletonville) that 8 044 619 man-days were lost in these strikes, whose average duration was 6,2 man-days.

Illegal

Information about how many of these strikes were illegal was not available.

He also said criminal prosecutions for participation in illegal strikes did not rest with the Manpower Department and as a result his department did not have information about the numbers criminally prosecuted.

In reply to another question, tabled by Peter Soal (PFP Johannesburg North), Louw said one union applied last year for registration for black employees only, one for white employees only and seven for employees for more than one population group.

FM/MLC 10/3/89

SAPREF STRIKE

(152)

A deal is oiled

A six-day strike at the Shell-BP Sapref refinery in Durban has ended — but acrimony between the oil industry and the Chemical Workers Industrial Union (CWIU) continues. As the *FM* went to press this week, continuing dispute between the industry and the CWIU threatened to spill over in a second strike at the Mobil Refinery in Durban.

For the CWIU the settlement was greeted with mixed feelings. The union's Pat Horn expressed satisfaction with the wage increase — an across-the-board R160/month or 15%, whichever is greater — but disappointment that several other issues remain unresolved.

When negotiations opened, the union had demanded R180 or 18% and management's opening bid was a 12,5% flat rate across the board. Chief among the unresolved issues, said Horn, were educational assistance for workers' children amounting to R50 a primary school child a year, and R100 for high school children. Horn said both Shell and BP agreed last year to negotiate this demand, but at plant level rather than on an industry-wide basis.

"But since then they have reneged on a written undertaking on the grounds that this would discriminate against workers without children," he said.

The minor amounts involved belie a major issue that of conducting negotiations between employers and employees on a nationwide industry basis; and this remains a divisive element in the negotiations at the Mobil refinery.

Mobil management spokesman Barry Housdon told the *FM* on Tuesday that "lots of progress" was being made in wage talks. But Horn said CWIU members — whom she put at 300 out of Mobil's total workforce of 450 — would meet this week to decide whether or not to strike.

CWIU members have already voted in favour of a strike at the Mobil refinery over the disputed issue of joint industry-wide wage negotiations. And underlying their grievances, according to Horn, was the fact that marketing employees at Mobil were being offered increases higher than those being offered to refinery workers. ■

ALAN FINE

BMW SA this week became the first company to sign a code that ensures SA unions enjoy the same rights as their West German counterparts

The agreement is based on the 14 principles devised by the German union I G Metall and the SA Council of the International Metalworkers' Federation (IMF) for German metal-sector companies in SA.

The most important aspects of the agreement, appended to BMW's recognition agreement with the National Union of Metalworkers of SA (Numsa), concern the right to strike and picket, and home

BMW signs bold new labour code

land and security legislation.

BMW industrial relations management board member Dave Kirby said most of the code's requirements were already met by the company. However, the most controversial area of negotiation had been the right to strike.

He said the company had conceded that employees involved in a strike where all dispute-resolving procedures

To Page 2

BMW signs bold new labour agreement

had been followed could not be dismissed.

A previous agreement had guaranteed this right during the first four weeks of a strike. It had now been accepted that employees involved in an "authorised" strike should not be dismissed at any stage for this action.

It was also agreed that workers should not be prejudiced by apartheid laws. Kirby said employees at BMW's Bophuthatswana operation enjoyed

identical conditions of employment as those elsewhere in SA.

It had been further agreed that wages of employees detained without trial would continue to be paid.

Finally, the right to picket on company premises had been written into the agreement.

IMF local secretary Brian Frederiks confirmed the agreement.

302032

152

6/Day 10/3/89

152 152 152

6/Day 10/3/89

From Page 1

Cape Times
10/3/89
Striking
nurses to be
disciplined?

152
Staff Reporter

DISCIPLINARY action could result from Wednesday's strike by 36 Kalk Bay nursing assistants at the New Kings old-age home.

Mrs Hester la Grange, of the SA Nursing Association's W Cape branch, said the association was "extremely upset" about the incident and that it was "totally illegal". Disciplinary action could result, she said.

The strike was called over job allocation for two nursing assistants who had previously been dismissed but were given back their jobs after talks between management and the Health Workers' Union.

After being reinstated, the two nursing assistants refused to work in the occupational therapy department and a strike was called.

Nurses are barred by law from striking and could face disciplinary action.

ONE NEWS 11/3/89

4 SATS workers sentenced to death

JOHANNESBURG — Four railway workers, who took part in the 1987 SATS strike and were found guilty of murdering four non-strikers, were sentenced to death four times each in the Rand Supreme Court yesterday

No extenuating circumstances were found in regard to the four
Wilson Matshili, 33, Patrick Molefe, 27, Takalani David Mam-

phanga, 25, and George Maudgedzo, 36

The men were also found guilty on charges of attempted murder, kidnapping and intimidation, and were sentenced to between five and eight years of imprisonment each

Four other railway workers were convicted of murder with extenuating circumstances

Bongisi Sibisi, 33, David Dsehve, 30, Phineas Neshitungulwane, 35, and Mafemane Rikhotso, 30, were sentenced by Mr Justice T T Spoelstra to terms of imprisonment varying between eight and 12 years for the murder of the same four non-strikers

Eight other employees were given suspended sentences for attempted murder, assault, kidnapping and intimidation — Sapa

Humand

327

MONDAY, 13 MARCH 1989

	1st Year	2nd Year	3rd Year	4th Year
(a) White	342	147	44	3
(b) Coloured	70	43	23	3
(c) Indian	15	13	7	2
(d) Black	133	70	49	25
Total	560	273	123	33

Nurses resigning from employment

104 Dr M S BARNARD asked the Minister of National Health and Population Development

Whether any (a) White, (b) Coloured, (c) Indian and (d) Black qualified nurses resigned in 1988 from employment in hospitals falling under the provincial administrations, if so, how many in each case?

B256E

THE MINISTER OF NATIONAL HEALTH AND POPULATION DEVELOPMENT

Yes,

- (a) 2 452
- (b) 245
- (c) 49
- (d) 798

Messages from SP: cost of advertisements in foreign media

135 Mr F J LE ROUX asked the Minister of Foreign Affairs †

What total cost was incurred by the State from (a) 17 September 1985 to 16 June 1987 and (b) 17 June 1987 up to the latest specified date for which information is available, in respect of advertisements in the foreign media that contained messages from the State President?

B329E

THE MINISTER OF FOREIGN AFFAIRS

The purpose of advertisement in the foreign media is to establish a correct image of South Africa. This includes *inter alia* the explanation of the policy of the South African Government. Points of view of the State President form an integral part of such explanation, but so do points of view of other members of the Government. In my view it would serve no useful purpose to try to work out separately the advertising cost of quoted pronouncements and points of view of individual members of the Government.

Humand

328

Own Affairs

Natal schools strikes/work stoppages

24 Mr R M BURROWS asked the Minister of Education and Culture

(1) Whether any strikes and/or work stoppages occurred at schools falling under the Natal Education Department during the past six months, if so, (a) (i) when, (ii) at which schools and (iii) in respect of what specified period is this information furnished and (b) what (i) were the reasons for and (ii) was the outcome of each such strike or work stoppage.

(2) whether the employment of any employee was terminated as a result of these strikes or work stoppages, if so, (a) how many employees were affected and (b) on whose instructions was employment terminated?

B284E

THE MINISTER OF EDUCATION AND CULTURE

(1) Yes,

(a) (i) 14 to 25 November 1988

- (ii) Natal College of Education
- Pietermaritzburg Girls' High School
- Martzburg College
- Lunpark High School
- Voorrekkker Hoërskool
- Voorrekkker Junior Primêre Skool
- Merchiston Preparatory School
- Ridge Junior School
- Durbanse Onderwyskollege
- Durban Girls' High School
- Durban High School
- Port Natal Hoërskool
- Mitchel High School
- Mansfield High School
- Grosvenor Girls' High School
- Durban Music School
- Port Natal Primêre Skool
- Penzance Primary School
- Qual Road Primary School
- Mano Gardens Primary School
- Morningside Primary School
- Port Natal Pre-primêre Skool

(iii) see (a) (i).

329

MONDAY, 13 MARCH 1989

(b) (i) demands for salaries, pensions, reclassification, recognition of the National Education and Allied Workers' Union and re-instatement of employees as well as intimidation,

(ii) nearly all problems were solved and with the exception of two the employees concerned returned to their normal duties.

(2) Yes,
(a) two, see (1) (b) (ii),
(b) Director of Education, Natal Education Department

Universities: race of students

30 Mr A GERBER asked the Minister of Education and Culture †

(1) How many (a) Whites, (b) Blacks, (c) Coloureds and (d) Indians are presently studying at each university under his control,
(2) in respect of what date is this information furnished?

B392E

THE MINISTER OF EDUCATION AND CULTURE

(1) University	(a)	(b)	(c)	(d)
OFS	8 906	75	151	—
Natal	8 267	1 370	263	1 900
Rhodes	2 880	459	155	157
Rand Afrikaans	7 977	130	314	11
Witwatersrand	14 719	1 923	254	1 270
Port Elizabeth	4 062	77	353	29
Potchefstroom	8 749	263	106	13

330

Pretoria	21 706	44	74	21
Cape Town	9 635	859	1 666	389
Stellenbosch	13 374	35	507	11
South Africa	54 277	33 232	4 975	10 564

The above provisional statistics were obtained from SAPSE table 2.7 and include both undergraduate and postgraduate students.

(2) 10 April 1988

Technikons: race of students

31 Mr A GERBER asked the Minister of Education and Culture †

(1) How many (a) Whites, (b) Blacks, (c) Coloureds and (d) Indians are presently studying at each technikon under his control,
(2) In respect of what date is this information furnished?

B393E

THE MINISTER OF EDUCATION AND CULTURE

(1) Technikon	(a)	(b)	(c)	(d)
OFS	2 367	33	11	—
Natal	4 317	151	62	166
Witwatersrand	6 029	195	56	64
Cape Town	5 182	29	377	30
Port Elizabeth	2 661	156	185	55
Pretoria	9 089	24	32	20
Vaal Triangle	3 001	114	6	99
RSA	11 156	2 640	720	881

The above provisional statistics were obtained from SAPSE table 2.7 and include both pre-diploma and post-diploma students.

(2) 10 April 1988

Wineries workers in wage strike

Cape Times 14/3/89 (152)

Staff Reporter

HUNDREDS of workers downed tools at two major Western Cape wineries yesterday in support of wage demands during industrywide negotiations

The stoppages at the Distillers Corporation Epping factory and Stellenbosch Farmers Winery (SFW) followed workers' rejection of management's final wage offer, a spokesman for the National Union of Wine, Spirits and Allied Workers (Nuwsaw) said last night

About 800 workers at the Distillers' Epping plant yesterday voted in favour of industrial action after rejecting the company's offer of a R28 across-the-board (ATB) weekly increase, the spokesman said

Workers at the Epping plant were demanding a R45 ATB weekly increase over and above the minimum weekly wage of R148, the spokesman said

The secretary of the Wine and Spirits Manufacturing Association of SA, Mr Riaan Kruger, confirmed the stoppages last night, adding that Nuwsaw had till the end of the week to report back on the employers' final offer.


NUM to propose mediation

5/24
14/3/84

Labour Reporter

The National Union of Mineworkers (NUM) would propose mediation to resolve a wage strike by hundreds of members at Rustenburg Refineries which had lasted for nearly two weeks, the union said yesterday

According to the union, about 800 workers are participating on the sit-in

(152)  strike Management said about 200 out of 500 strikers were actually sitting in

The NUM is demanding a 22 percent, across-the-board wage increase, which would raise the minimum wage to R689 a month Management has offered a 14,5 percent raise

The union is also putting forward other demands

Arabas

152
18

ay March 15 1989 5

1 000 stop work at liquor plants

By JOHN YELD
Staff Reporter

MORE than 1 000 workers have downed tools at liquor plants in the Western Cape after a pay dispute.

Stellenbosch Farmers' Winery, Monis and Nederburg in Paarl and Distillers' Corporation in Epping have been hit by the stoppage.

The National Union of Wine, Spirits and Allied Workers said in a statement that about 1 500 members started industrial action on Monday after a report-back by union officials on wage negotiations with the South African Wine and Spirit Industry Employers' Association.

The association has offered increases ranging from R28,50 to R32,50 a week, against the union's proposal of R45 across the board.

The union and the association are to meet again in a few days to decide how to resolve the dispute.

Association spokesman Mr Riaan Kruger confirmed the work stoppage on Monday and yesterday but said he did not have information about attendances today.

152 South 16 22/3/89

Workers given the right to strike at BMW

By CHIARA CARTER

THE right of workers to strike without fear of dismissal and to picket on company premises is recognised in an agreement signed by BMW SA this week.

In terms of the code, which has been added to the recognition agreement between BMW SA and the National Union of Metalworkers in South Africa (Numsa), the company agrees that workers have the right to strike where all dispute resolving procedures have been exhausted and guarantees that workers on a legal strike cannot be dismissed.

Previously, strikers could be dismissed after four weeks.

Based on the 14 principles drawn up by the German union IG Metall and the International Metalworkers Federation for German companies operating in South Africa, the code gives South African workers the same rights as those in West Germany.

BMW employees in the homelands will have the same rights as those employed elsewhere in the country.

The company will pay the wages of employees who are detained.

BMW board spokesperson Dave Kirby said that, apart from the right to strike, most of the 14 principles were already met by BMW, which is the first company in South Africa to sign the code

Labour Briefs

Wine workers want more pay

ABOUT 800 workers at Stellenbosch Wine Farmers and 700 workers at Epping Distillers joined a national strike by members of the National Union of Wine, Spirits and Allied Workers' Union this week.

A NUWSAW spokesperson said the strike follows a deadlock in wage negotiations. Workers are demanding a weekly wage increase of R45 and management has offered R28,50.

A Wine and Spirits Manufacturing Association spokesperson said the union has until the end of this week to discuss management's proposals.

Mine fire investigated

INITIAL indications are that ignited polyurethane and timber caused the fire leading to the deaths of ten Western Deep Levels miners last Thursday, Anglo-American said this week.

Most of the miners suffocated in the blaze. Further investigations are taking place.

Mwasa 'yes' to summit

THE Media Workers Association of South Africa (Mwasa) decided in principle to participate in worker summits with the Congress of South African Trade Unions and independent unions.

The Mwasa decision, taken at a National Council meeting last weekend, overturns an earlier Mwasa decision not to attend.

It makes Mwasa the twelfth National Council of Trade Unions affiliate to opt for participation in defiance of a Nactu directive.

Bid to break deadlock

THE National Union of Mineworkers has proposed mediation to break the deadlock at Rustenburg Refinery where about 800 workers have been on strike over wages for over two weeks.

day, March 20, 1989

PLEA TO PUPILS - GO TO SCHOOL

*Somelan
29/3/89*

Stay at home rumour 'false'

152
153

THE Tembisa Students Co-ordinating Committee has dismissed rumours of a planned stayaway in the township tomorrow in honour of the victims of the 1960 Sharpeville shootings.

A spokesman for the committee said all pupils and students should go to school and observe a one-hour moment of respect "for the fallen heroes"

Rumour

He said the rumour was rife in the township that tomorrow was a stayaway and warned that there should be no intimidation of students

"There is absolutely nothing to gain if we do not go to school tomorrow and we urge all pupils to attend," he said

The spokesman said the decision to urge all pupils to go to school tomorrow was taken at a secret meeting on Thursday

decreased to 5 270 as at 15 February 1989

(b) 1 230

(c) 15 February 1989

NPA: strikes/work stoppages amongst employees
105 Mr R M BURROWS asked the Minister of Constitutional Development and Planning

(1) Whether any strikes and/or work stoppages occurred amongst staff employed by the Natal Provincial Administration during the past six months, if so, (a) (i) in what departments, (ii) amongst which employees, (iii) what total number of employees was involved and (iv) in respect of what specified period is this information furnished and (b) what (i) were the reasons for and (ii) was the outcome of these strikes or work stoppages,

(2) whether the services of any employees were terminated as a result of these strikes or work stoppages, if so, what are the relevant details?

B257E
THE MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING

This matter vests in the Administrator of Natal and he has furnished the following reply

(1) Yes

(a) (i) in the Hospital Services and Roads' Branches as well as the Chief Directorate Works

(ii) General Assistants (Labourers)

(iii) 3 100

(iv) 15 November 1988 to 28 November 1988

(b) (i) — A demand for the recognition of the National Education, Health and Allied Workers' Union

— A demand for a minimum basic wage of R1 500 per month

— Intimidation of workers to strike

(ii) — Workers were given the assurance that their grievances would be looked at

— The Administration is taking steps to establish a more effective communication system

— Workers were informed that the strike was illegal and an ultimatum was issued for them to return to work before 28 November 1988 or their services would be terminated

(2) The services of 1 589 employees were terminated as a result of their participation in the illegal strike and their failure to report for duty by 28 November 1988. The Administration has since re-employed 986 of these employees

Group Areas Act: exemptions granted

125 Mr S S VAN DER MERWE asked the Minister of Constitutional Development and Planning

Whether any applications received in 1988 by his Department or any provincial administration for exemptions from the provisions of the Group Areas Act, No 36 of 1966, in respect of business premises were granted, if so, how many persons from each race group were granted permission to occupy such premises in areas reserved for (a) Whites, (b) Coloureds, (c) Indians and (d) Blacks in each province?

B277E
THE MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING

This matter vests in the Administrators of the different Provinces and they have furnished the following information

— No Rest of question falls away

Land available for occupation by Blacks
128 Mr J J WALSH asked the Minister of Constitutional Development and Planning

(1) (a) How much land has been made available for occupation by Blacks in each development region since 1936 and (b) under what statutory provision in each case.

(2) how much of this land was situated in (a) urban and (b) rural areas?

B281E

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING

(1) (a) No statistics before 1 January 1986 are readily available. To obtain the information, archive files dating from 1936 for the approximately 300 Black towns will have to be requisitioned for and studied which will result in a tremendous number of man hours being spent with high costs involved

(b) Since 1 April 1984 land has been designated in terms of section 33(1) of the Black Communities Development Act, 1984 (Act No 4 of 1984) as development areas. In terms of section 33(4) of the said Act any area deemed to be set apart before 1 April 1984, shall be deemed to be set apart as a development area

(2) (a) and (b) It is sometimes difficult to distinguish between urban and rural areas and therefore land which has been designated since 1 January 1986 to 28 February 1989 in terms of section 33(1) of the Black Communities Development Act, 1984 (Act No 4 of 1984) as development areas in respect of the various development regions is reflected hereunder

Situated

Surface (ha)

(Black township in brackets)

Region A

Cape Town (Khayelitsha) 2 727
Cape Town (Nyanga) 248
George (Tyolorha) 474
Oudshoorn (Bongolethu) 97
Victoria West (Masinyusane) 25
Kuisebmond (Walvisbaai) 442
Mosselbay (Kwanonqaba) 142

Total

4 155

Region B

Hanover (Nompumelelo) 73
Kimberley (Galeshewe) 480

Total

553

Region C

Bethlehem (Bohlokong) 778
Bloemfontein (Mangaung) 786
Bothaville (Kgoisong) 310
Hoopstad (Tikwana) 5
Parys (Tumahole) 200
Paul Roux (Molomo) 122
Theunissen (Masilo) 142
Welkom (Thabong) 1 394
Zastron (Matiakeng) 108
Koffiefontein (Ditlhaki) 60
Odendaalsrus (Kutlwanoong) 38
Viljoenskroon (Rammulotsi) 111

Total

4 054

Region D

Bathurst (Nolukhanyo) 33
Cathcart (Katkati) 168
Molteno (Nomondo) 165
Port Elizabeth (Motherwell) 2 285
Port Elizabeth (Kwadwest) 396
Port Elizabeth (New Brighton/Ibhayi) 12
Uitenhage (Kwanobuhle) 573
Grahamstown (Rim) 237
Port Alfred (Nkwenkwezi) 341
Fort Beaufort (Kwattidubu) 115
Elliot (Masibambane) 100
Jansenville (Kwazamukucinga) 47
Kenton-on-Sea (Marselle) 238
Klipplaat (Wongaluthu) 118
Lady Grey (Khwezinaledi) 62
Maclear (Sonwabile) 75
Indwe (Mavuya) 35
Queenstown (Mlungisi) 120
Barkly East (Nkululeko) 47
Craddock (Lungeihle) 230
Ugie (Dyoki) 109
Dordrecht (Sinakho) 102

Total

5 606

Region E

Durban (Chesterville) 93
Durban (Inanda Glebe) 238
Durban (Langefontein) 121
Mooiwer (Brunville) 28
Pinetown (St Wendolins) 300
Tongaat (Hambanati) 72
Louwsburg 125
New Hanover (Trust Feed) 213
Stanger (Shakaville) 123

Total

1 313

Howard
1989

Hummer

HOUSE OF ASSEMBLY

QUESTIONS

Indicates translated version

For written reply

General Affairs

Regerpark: boycott action meeting

10 Mr C J DERBY-LEWIS asked the Minister of Law and Order

- (1) Whether the South African Police have been informed of and/or any members of the Police were present at a meeting held in the community hall at Reigerpark on or about 30 November 1988 during which a boycott action was propagated against the business community of Boksburg, if so,
 - (a) (i) (aa) to (1) (a) (ii) (bb) No Mayors have no authority to act of their own accord without the approval of the relevant town council/committee
 - (b) (i) (aa) No
 - (bb) Yes, but only if it is the property of the local authority
 - (b) (ii) (aa) No
 - (bb) Yes, but only if it is the property of the local authority
- (2) whether this boycott action was propagated by a certain person, whose name has been furnished to the Police for the purpose of the Minister's reply, if so, what is the name of this person,
 - (a) (ii) All local authorities established in terms of the Black Local Authorities Act, 1982 (Act 102 of 1982)
 - (b) Local authorities are in terms of section 23(1)(i)(i) and the Schedule to the Black Local Authorities Act, 1982 (Act 102 of 1982) read with Proclamation 150 of 1986 and the notice whereby the local authority was established authorised and empowered to allocate houses and premises
- (3) whether any charges have been laid as a result of this meeting, if not, why not, if so, what are the relevant details,
- (4) whether any members of the Reigerpark Management Committee were present at this meeting, if so, what are their names? B59E

The MINISTER OF LAW AND ORDER

- (1) No
- (2) to (4) Fall away

Black residential areas: mayors/town committees

132 Mr J VAN ECK asked the Minister of Constitutional Development and Planning

- (1) Whether any of the (a) mayors and/or (b) town committees in Black residential areas in the Western Cape falling under his Department have (i) any say or (ii) the final say as to who (aa) may live and/or (bb) purchase houses in the residential areas falling under their jurisdiction, if so,

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING

This matter vests in the Administrator of the Cape Province and he has furnished the following information

- (1) (a) (i) (aa) to (1) (a) (ii) (bb) No Mayors have no authority to act of their own accord without the approval of the relevant town council/committee
- (b) (i) (aa) No
- (bb) Yes, but only if it is the property of the local authority
- (b) (ii) (aa) No
- (bb) Yes, but only if it is the property of the local authority
- (2) (a) (ii) All local authorities established in terms of the Black Local Authorities Act, 1982 (Act 102 of 1982)
- (b) Local authorities are in terms of section 23(1)(i)(i) and the Schedule to the Black Local Authorities Act, 1982 (Act 102 of 1982) read with Proclamation 150 of 1986 and the notice whereby the local authority was established authorised and empowered to allocate houses and premises

Constitution Act, registration of teachers
140 Mr R M BURROWS asked the Minister of National Education

(1) Whether his Department is responsible for the registration of teachers in terms of Schedule 1 of the Republic of South Africa Constitution Act, No 110 of 1983, if not, which Government Department is responsible for this matter, B339E

(2) (a) how many teachers of each population group are registered in terms of current legislation and (b) in respect of what date is this information furnished?

The MINISTER OF NATIONAL EDUCATION

- (1) Yes, to the extent that it is a general affair Provision was made in the National Policy for General Education Affairs Act, 1984 (Act No 76 of 1984), that general policy may be determined in this regard but it has not yet been done At present negotiations are under way with a view to establishing a professional council for teachers on the general level
- (2) (a) and (b) fall away as far as registration on the general level is concerned

Rape persons convicted

169 Mr D J DALLING asked the Minister of Justice

How many persons in each race group were (a) charged with and (b) convicted of rape in 1985, 1986, 1987 and 1988, respectively? B404E

The MINISTER OF JUSTICE

The undermentioned statistics were obtained from the Central Statistical Services and are only available for the periods as indicated

	1 July 1984 till 30 June 1985		1 July 1985 till 30 June 1986	
	Total charged	Total convicted	Total charged	Total convicted
Whites	243	164	289	93
Coloureds	2 537	1 471	2 478	1 431
Indians	79	36	77	30
Blacks	6 957	3 367	6 212	3 039

1 July 1986 till 30 June 1987

	Total charged	Total convicted
Whites	225	121
Coloureds	2 672	1 503
Indians	84	26
Blacks	6 658	3 334

1 July 1987 till 30 June 1988

	Total charged	Total convicted
Whites	213	122
Coloureds	2 744	1 518
Indians	60	22
Blacks	7 407	3 581

National servicemen infectious diseases

174 Dr M S BARNARD asked the Minister of Defence
Whether any national servicemen were admitted to hospital with infectious diseases in 1988, if so, (a) to which hospitals, (b) how many were admitted with each specified infectious disease and (c) how many died of each such disease? B409E

The MINISTER OF DEFENCE

- Yes
- (a) 1 2 and 3 Military Hospitals and also various sickbays
- (b)
- (c)

	(b)	(c)
Bilharzia	1	0
Hepatitis	106	0
Malaria	277	0
Measles	9	0
Meningitis	15	2
Tuberculosis	5	0

Strikes: Black workers

179 Mr P G SOAL asked the Minister of Manpower

(a) How many strikes involving Black workers occurred in 1988, (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? B416E

The ACTING MINISTER OF MANPOWER

- (a) 363

(b) and (c) As a result of the process of computerization this information is not presently readily available

Queenstown land added to the Ciskei

180 Mr P G SOAL asked the Minister of Education and Development Aid

- (1) Whether any land in the Queenstown district is to be ceded to Ciskei, if so, (a) what is the extent of this land, (b) when is it to be ceded and (c) when is it anticipated that legislation to this effect will be introduced in Parliament,
- (2) whether any conditions or recommendations regarding the use or settlement of this land have been or are to be attached to the ceding thereof, if so, what conditions or recommendations?

The MINISTER OF EDUCATION AND DEVELOPMENT AID B417E

- (1) Yes
 - (a) Approximately 12 000 hectares (The Whiteslea North area)
 - (b) No date for transfer has as yet been determined. Certain surveys have not yet been completed and Certificates of Registered Title must still be issued
 - (c) The land has been included in the Schedule to the Borders of Particular States Extension Act, 1980 (Act 2 of 1980), and may by virtue of the said Act be incorporated into Ciskei by proclamation. No further legislation by Parliament is therefore required
- (2) No The land is presently being planned in co-operation with Ciskei by the South African Development Trust Corporation for settlement of Black farmers

Publications Act publications objects prohibited

184 Mr S S VAN DER MERWE asked the Minister of Home Affairs

Whether the possession of any publications or objects was declared prohibited in 1988 in terms of section 9(3) of the Publications Act, No 42 of 1974, if so, how many publications or

(3) whether any further (a) loans or (b) grants are envisaged in the 1989-90 financial year, if so, what loans or grants?

The MINISTER OF FOREIGN AFFAIRS B433E

- (1) (a) An estimated amount of R656 607 000
- (b) The estimated amounts which will be paid to Ciskei during the 1988/89 financial year fall into two main categories, namely

A DIRECT ASSISTANCE

- (i) An estimated amount for budgetary assistance under Programme 3 Foreign Aid and Development Co-operation of Vote 7 Foreign Affairs R388 789 000
- (ii) Technical assistance

South Africa is from time to time approached by other governments with requests for assistance in one way or another. Assistance may take the form of expert advice, visits, evaluation of projects, bursaries, etc. Each such application is considered on its merits. During the 1988-89 financial year the RSA will spend an estimated amount of R198 000 in this regard on Ciskei

- (iii) Loan Fund
- Like any other friendly country Ciskei may apply for the financing of certain projects within the framework of the Economic Co-operation Promotion Loan Fund. Such applications are considered strictly on merit according to fixed criteria and within the limits of available funds. This type of financing consists mainly of loans which are repayable. During the 1988/89 financial year an estimated amount of R13 030 000 will be paid to Ciskei

(iv) Incentive scheme for Industries In accordance with existing jointly agreed arrangements between the SATBVC States, the RSA is obliged to refund the TBVC States on a rand-for-rand basis for actual expenditure incurred in these states in terms of the industrial incentive scheme which took effect on 1 April 1982. The RSA estimates to refund Ciskei to the amount of R36 000 000 in this regard during the 1988/89 financial year

B TRANSFERS IN TERMS OF BILATERAL AGREEMENTS

Transfer payments which are regarded as own sources of income of the Ciskei Government

- (i) Income tax An estimated amount of R33 141 000 will be transferred
- (ii) An estimated amount of R180 489 000 will be paid in respect of Ciskei's share in the Customs Union Revenue Pool
- (iii) Common Monetary Area An estimated amount of R4 960 000 will be transferred

- (2) (a) No Loans in terms of project aid agreements are included in the amount mentioned under (1) (a) (i) and (ii) fall away
- (b) Yes
 - (i) One
 - (ii) Transfers in respect of the action programme. Creation of Job Opportunities are estimated at R6 500 000
- (3) (a) Yes Loans are granted on a continuous basis within the framework of the Economic Co-operation Promotion Loan Fund as set out in (1) (b) (iii)
- (b) Yes The same type of grant which was made during the 1988/89 financial year

objects in terms of section 47(2)(a), (b), (c), (d), (e) and (f), respectively?

The MINISTER OF HOME AFFAIRS B421E

Section 47(2)(a)	71
(b)	3
(c)	3
(d)	4
(e)	124
(f)	—

Panorama: questionnaire

185 Mr P G SOAL asked the Minister of Information, Broadcasting Services and the Film Industry

- (1) Whether certain persons receiving copies of South African Panorama were recently requested to complete a questionnaire, if so, (a) (i) on whose instructions and (ii) for what purpose was this questionnaire drawn up and (b) to whom was it sent,
- (2) whether questions regarding (a) income and (b) political leanings were included in the questionnaire, if so, why,
- (3) whether he has received any response to the questionnaire, if so, what was the gravamen of these responses?

The MINISTER OF INFORMATION, BROADCASTING SERVICES AND THE FILM INDUSTRY B422E

The Bureau for Information was not recently involved in sending out any questionnaires to readers of Panorama

Ciskei: amount paid

186 Mr R A F SWART asked the Minister of Foreign Affairs

- (1) (a) What total amount was paid by South Africa to Ciskei in the 1988-89 financial year in terms of agreements between the two countries and (b) how was this amount made up,
- (2) whether any additional amounts have been paid to Ciskei in the form of (a) loans or (b) grants, if so, (i) how many, and (ii) what was the amount of the loan or grant, in each case,

INDUSTRIAL RELATIONS - STRIKES

1989

~~APRIL~~

APRIL

—

~~JUNE~~

SEPT.

21-27/4/89

Bout of strikes across SA ⁽¹⁵²⁾ WMAP/L

By EDDIE KOCH

A BOUT of industrial unrest has hit chain stores around the country as the season for wage negotiations in the retail sector opened this month with heated disputes between workers and management.

Some 600 workers at 80 branches of Edworks in the PWV area and Bophutatswana began a legal strike on Monday, while a deadlock in negotiations at the giant Pick 'n Pay chain could lead to a nationwide strike by 9 000 workers.

Pickets were mounted at many Edworks stores in Johannesburg this week after wage talks between Edworks and the Commercial Catering and Allied Workers' Union (Cawusa) deadlocked. The union is demanding a minimum wage of R530 a month and an across-the-board hike of R125. Management's last offer was a minimum of R520 and a R100 increase.

The company has rejected demands for May Day to be a paid holiday and for the union to be recognised at stores in Bophutatswana.

Edworks MD Stuart Dodo said the strike had forced some stores to close and had severely affected trade at others. "It is our intention to continue business as normal," he said.

Meanwhile union officials and representatives of the Pick 'n Pay chain were yesterday locked in talks to try and stave off a nationwide strike by about 9 000 workers. The union has asked for a conciliation board to try and resolve a dispute declared after wage talks deadlocked. If the board fails to do this, it will open the way for a legal strike.

Cawusa is demanding an across-the-board hike of R160 a month, while Pick 'n Pay management has offered an increase of R142,50.

Tension is also mounting at OK Bazaars, where the union has declared a dispute after the company offered an increase of R79 a month in response to Cawusa's demand for R205 across the board.

Last Friday, some 500 workers, who had staged a sleep-in strike at 10 shops belonging to Score Furnishers in Johannesburg were teargassed and evicted by police after the company had obtained a court order declaring the strike illegal.

The workers, who were protesting against the retrenchment of 500 colleagues, have now asked for a conciliation board to hear the dispute.

Dispute for mediation

THE Food and Allied Workers Union and the management of Ruto Mills will go to mediation on Sunday to resolve a wage dispute involving more than 800 workers. (152)

A FAWU spokesperson said yesterday that both parties agreed that a settlement be mediated after workers were locked out a week ago. The lock out followed a go slow strike over demands for better wages. Sowetan 2/1/89

W Norris

Strike action
shuts four
Edworks shops

21/11/84
SIPHO NGCOCO 152

FOUR Edworks Group stores were closed yesterday as a strike by workers over wages entered its fourth day, the Commercial Catering and Allied Workers' Union said.

It said about 600 strikers picketed many of the 80 Edworks stores in the Witwatersrand, the Orange Vaal and Pietersburg.

The four stores closed were Edworks and Koko in Market Street, Johannesburg, Edworks in Pietersburg and another group branch in the northern Transvaal.

Edworks Group MD Stuart Dodo confirmed the four stores had been closed as a result of the pickets. However, he was unable to say how many of his branches had been affected by the strike.

PIs on abduction charge

OWN CORRESPONDENT
Cape Times 2/14/87
(152) (87) (1987)

JOHANNESBURG — Charges of abduction — and possibly of theft and assault — are to be brought against a detective agency here whose personnel allegedly abducted, held for 25 hours, and interrogated the central figure in this week's Haggie Rand strike

Shop steward Mr Moses Mogodi said that he had been "arrested" at his Soweto home at 2am on Monday. His room was searched and many union documents taken. He was eventually released at 3am on Tuesday.

He now fears returning home as he was warned that if he disclosed these events to anyone he would "be prosecuted or shot".

Some of the five people who detained him identified themselves as

municipal policemen, and he spent the first hour at the Dube municipal police barracks.

However, Mr Mogodi said that two of the detectives involved are the head and an employee of the agency.

Mr Mogodi said that the agency head told him that the agency had been retained by Haggie to investigate the shooting, during the six-week Haggie strike last year, of the then-personnel officer, Mr Tom Kekana. Mr Mogodi was accused of having organised the shooting, which he denied.

However, Haggie managing director Mr John Milburn flatly denied any company involvement. "It is not our way. I am very disturbed to hear what occurred."

1 200 strike (152)
SOME 1200 workers at Haggie Rand's wire-rope plant at Jupiter yesterday continued a work stoppage which became plant-wide on Monday, despite the fact that a dispute with 22 shop stewards was before the industrial court, the managing director of Haggie Rand said in a statement yesterday

Fatter pay packets all round dismay manpower chiefs

PRETORIA — There is official dismay at last year's average 19% rise in pay packets.

National Manpower Commission acting chairman F S Barker says the jump is disconcerting and difficult to justify considering a lower inflation rate and rate of increase in productivity.

He adds in the chairman's 1988 annual report, released in Pretoria yesterday, that in some sectors average salary and wage increases amounted to 30%.

Central government workers' increases averaged 12%.

Plateau

The incidence of strikes last year decreased sharply, compared with 1987, and there had been an 80% drop in the number of man-days lost through stoppages.

Figures 1987 had, however, been boosted by the mining strike.

"Although it is perhaps a bit early to say, it would appear as if strike incidence has provisionally reached a plateau unless, of course, a strike of the magnitude of the 1987 mining strike occurs again," Barker says.

He adds employers are now more aware of tending to labour relations.

Barker says there has been a welcome increase in employment in the formal sector while there are signs of a significant increase in activities in the informal and semi-formal sectors. — Sapa.



610597 79/4/89

Striking Haggie Rand workers arrive at the Johannesburg Industrial Court where management yesterday tried to have shop stewards call off the spontaneous strike.

(152)

Picture ROBERT BOTHA

Star 18/4/87

OK workers in wage dispute

By Mike Siluma, Labour Reporter

The Commercial, Catering and Allied Workers' Union (Ccawusa) has declared a wage dispute with OK Bazaars after seven weeks of talks, the union said yesterday.

A Ccawusa spokesman said the dispute, affecting about 9 000 workers, centred on a number of issues, including wages.

The union was demanding an across-the-board increase of R205 a month, against a company offer of R79.

The dispute will go to mediation. OK management was unavailable for comment.

● About 600 Ccawusa members yesterday downed tools at Edworks' stores in the PWV area over wages, the recognition of May 1 as a holiday and improvements to bonuses. Workers were also protesting against the company's alleged refusal to recognise the union at its Bophuthatswana stores.

Edworks's group managing director, Mr Stewart Dodo, confirming a "stoppage" by Ccawusa members, said the union had rejected a company offer of individual increases of R100, which would bring the minimum rate to R520. He said he could not comment on behalf of the Bophuthatswana stores.

Capt Times 18/4/89 1527

'Minority' in cabin crew strike

Staff Reporter

A MINORITY of South African Airways cabin crew will be involved in a wildcat "go-slow" action that could disrupt flights tomorrow

"At most one or two flights could be affected," a public relations officer for SAA, Mr Gerhard Fritz, said last night.

"There are only about

20 people involved in the action which the official union, the SAA Cabin Crew Association, wants no part of"

The union will meet management to discuss the action

Yesterday a spokesman for the breakaway group said they would be protesting against working conditions

Internal flights would

be disrupted for up to 45 minutes, he said

The spokesman said that daily allowances granted to married cabin crew had been halved without warning in March



Cabin crew go-slow ^{17/4/89} could hit ¹⁵² SAA flights ²⁰⁰

The Argus Correspondent

JOHANNESBURG — South African Airways cabin crew will stage a work-to-rule on Wednesday, intended to delay flights on domestic routes by at least 45 minutes, an unofficial spokesman for 200 cabin crew members said today.

He said the "go-slow" was the outcome of a dispute over a 50-percent cut in the so-called daily allowance and those taking part would be acting independently of their official negotiating representatives, the SAA Cabin Crew Association.

"On March 26, without notice, management announced that they were halving the R500 to R600 a month received by a married man for meals, travel, recreation and cleaning of uniforms on domestic routes," said the spokesman.

SAA public relations officer Mr Francois Louw said today "We are aware of dissatisfaction and will investigate the matter thoroughly."

Married cabin crew members, explained the unofficial spokesman, took home between R700 and R800 a month after tax and deductions for housing.

The allowance was essential for "making ends meet."

LEAN TIMES

He said salaries had not been adjusted on the basis of job classification since 1982 and, although cabin crew members had received annual increments intended to compensate for cost-of-living increases, they were falling on lean times.

"We need a major salary increase and are not prepared to accept crumbs anymore," said the spokesman.

"Our protest over the cut in the allowance is the start of a campaign for a living income."

"The work-to-rule will start with Flight 501 to Durban on Wednesday morning."

"We are purposely picking business-oriented flights as we believe this will have the most impact," he said.

He said a further four people had become "fed up with an impossible situation" and resigned last week.

Charges laid

Sowetan 15/11/89
THE national director of Lawyers for Human Rights, Brian Currin, last night laid several charges against city councillors who voted in favour of closing facilities in Boksburg to non-white people.

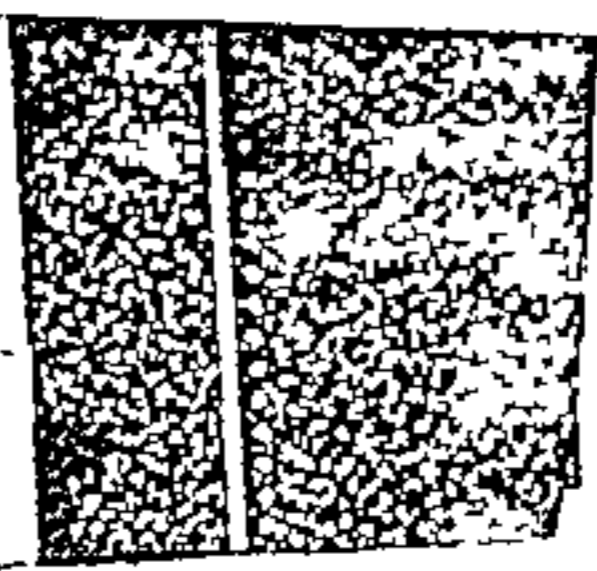
Mr Currin said the two policemen on duty at the Boksburg police station were "taken aback when they understood the nature of the charges but took down my statement and said it would be handed to the captain tomorrow."

At a news conference

earlier yesterday in Pretoria, Mr Currin said the charges would be of subversion, in terms of the Internal Security Act of 1982 — Sapa

600 are on strike

Sowetan 15/11/89
OVER 600 workers at 80 Edworks outlets in Johannesburg and the Free State yesterday went on a legal strike over wages and the refusal by the company to recognise their union — Ccawusa.



152
152
152
152

**May Day ¹⁹⁶⁵
dispute ^{14/4/65}
in rag trade**

Labour Reporter

THE Western Cape garment industry faces a potential crisis over the May 1 holiday

Employer sources said the Garment and Allied Workers' Union had made demands for May Day to be a paid holiday, although it was agreed last year that June 16 would become an extra holiday instead of May 1

The union and employers met urgently yesterday and a union spokesman said a statement might be issued

Employers were said to be unhappy because they viewed the union moves as reneging on the original agreement

According to sources in the industry employers offered either May 1 or June 16 as an extra paid holiday

Members had mandated the union to accept June 16

ik Browne

THANK GOD ITS
OLD TIMES SAKE?

Metalworkers, Siemens reach accord

Star 14/4/57

The strike involving between 900 and 1 200 members of the National Union of Metalworkers at six Siemens plants on the Reef ended yesterday.

Workers were striking in protest at the proposed retrenchment of 130 colleagues at the Watloo factory. Siemens joint managing director Mr Johan Trotskie said the strike ended after the parties had agreed that workers with less than 10 years' service would receive two weeks' pay for each year of service. Those with more than 10 years' service would get three weeks' pay for each year worked.

The electronics giant also agreed to negotiate a new retrenchment procedure. — Labour Reporter.

tha
nu
cas
can
said
flo
ask
pro
the
mus
Sis
head
Afric
be in
abou

TELEPHONIC
yesterday. He said Ucas
with Ucas. He said Ucas
Heunis's announcement followed talks held by
one of the two black muni-

Siemens and Numsa resolve 3-day strike

(152) ALAN FINE (1204)

THE three-day strike by at least 900 Siemens workers at six locations appeared to be resolved last night after eight hours of mediation, which began on Tuesday, and nine hours of negotiations yesterday.

Siemens joint MD John Trotskie said the National Union of Metalworkers of SA (Numsa) negotiating team had agreed to recommend to members they accept the proposed settlement. *8 Dec 13/4/89*

The settlement package included provisions that those of the 130 laid off workers with less than 10 years' service receive two weeks' pay for each year of service, while those employed for more than 10 years receive three weeks' pay for each year.

Siemens also agreed to renegotiate the existing retrenchment procedure, he said.

Numsa spokesmen could not be reached for comment. (25)

Workers' Day on May 1 — May Day

Staff Reporter

AKC
13/4/89

1520 *[Signature]*

WORKERS' DAY falls on Monday, May 1, this year and not on May 5

The State originally decided that Workers' Day would be on the first Friday of the month, but in January it was announced that the public holiday had been changed to the first Monday of the month so those who worked on Saturday could also have a weekend off.

The traditional May Day — Labour Day — is May 1

There has been confusion because some calendars show Friday, May 5, as the holiday

● There are two other public holidays in May Ascension Day is on May 4 and Republic Day on May 31

Labour Reporter
Siemens, plagued by strike action at six Reef undertakings, yesterday threatened to take legal action if striking members of the National Union of Metalworkers (Numsa) did not return to work

The strike by 900 to 1200 workers started at the Watloo, Pretoria, plant last Thursday,

Siemens may go to court

with workers at Isando, Rosslyn, Spartan, Koedoespoort and Johannesburg joining later, the union said Siemens' warning came after the failure of all-

night mediation talks which ended yesterday

The dispute centres on the proposed retrenchment of 136 workers from the Watloo plant, which the union said the company refused to negotiate

Siemens joint MD Mr Johan Trotskie said at least nine meetings had been held with the union

7

ESKOM TO AWARD R859,5m WORTH OF CONTRACTS

ESKOM plans to award R859,5m worth of major contracts between 1989 and 1993, Eskom's Engineering group said in a supplier communique.

The money will be spent on civil engineering projects, plant life extensions, power station and transmission contracts and modification projects throughout SA.

The programme is based on the

EDWARD WEST

forecast electricity growth rate and could be altered at any time, the communique said.

The Tutuka, Lethabo, Matimba and Kendal power stations would be completed by the end of 1993, with the last station in the current generation of

thermal plants, Majuba, planned for completion in 2020, a report in Engineering Week said.

Eskom has 2,5m potential customers in SA, with the strongest growth potential in the western and eastern Cape and Border areas. It also aims to supply electricity networks throughout southern Africa during the next 20 years



Australian troops take up UN positions after arriving at Oshakati to monitor Swapo's withdrawal from Namibia to Angola.

Picture REUTERS

Row over own affairs hospital

DIANNA GAMES

THE decision to make one of the Reef's teaching hospitals an own affair hospital goes against government's plan to rationalise hospital services

This was said yesterday by Cedric De Beer of Wits University's Centre for the Study of Health Policy

De Beer said government, which recently made the JG Strijdom Hospital a white own affairs hospital, was thereby further entrenching apartheid and further fragmenting services instead of making them more cohesive to save costs

An own affairs hospital falls under a specific house of the tricameral parliament

The hospital's superintendent, Dr Idallete Coetzee, said she would not comment on the possibility of doctors from the Wits Medical School not being allowed to work at the hospital because it was now segregated. She confirmed, however, that the majority of the doctors working at the hospital were from the school

Government legislation dictates that teaching hospitals should fall under general affairs, and therefore students from the university might now not be able to continue staffing the hospital.

National Medical and Dental Association (Namda) spokesman Dr Max Price said he would urge the university to refuse to allow its doctors to work in the hospital because of its commitment to the desegregation of hospitals

"If people want whites-only hospitals they must appreciate the consequences," he said

Mediator for lay-offs strike

SIEMENS and the National Union of Metalworkers called in a mediator last night in an attempt to end a two-day-old strike over impending mass lay-offs

At least 900 workers at six locations stopped work over the planned shedding of about 130 employees

Siemens says the lay-offs are necessary because of a 35% cut, from R439m last year to R286m this year, in the P & T digital equipment budget

Altech, whose STC subsidiary is the other major supplier of digital equipment to P & T, said its Boksburg factory workforce had been cut by about 300 for the same reason

Altech group executive Jacques Sellschop said yesterday STC began months ago to let natural attrition reduce the workforce. Lay-offs were then negotiated with unions

ALAN FINE

Siemens joint MD John Trotskie said he was "very disappointed" talks yesterday afternoon, in which the company indicated willingness to improve severance payments, had deadlocked

He said the company could not accede to union demands that it should negotiate on the need for lay-offs.

Numsa negotiator Enoch Godongwana said Siemens's attitude to negotiating all issues related to lay-offs was the key issue in dispute

SA council of the International Metalworkers' Federation secretary Brian Fredericks said Numsa's West German counterpart, I G Metall, had been asked to press Siemens's parent company into ensuring the dispute was resolved through negotiation

NUMSA STRIKE REPORT

Numsa strike continues

152

Between 900 and 1200 members of the National Union of Metalworkers (Numsa) continued strike action at four Siemens plants on the Reef yesterday over proposed re-trenchments at the Watloo, Pretoria, factory.

Workers at Rosslyn, Isando and Spartan have downed tools in sympathy with their Watloo colleagues, who stopped work late last week.

NUMSA STRIKE REPORT

Numsa says 1200 workers are on strike, while management puts the figure at about 900 — Labour Reporter

Workers strike at six Siemens establishments

ALAN FINE '152

A MASSIVE 35% cut in the Post and Telecommunications (P & T) Department's digital equipment capex budget has led to a strike by workers at six Siemens establishments in a dispute over the planned retrenchment of 120 colleagues.

The action began at the affected Walfloer plant on Wednesday and spread yesterday to Isando, Spartan, Koedoespoort, Rosslyn and the company headquarters.

Siemens joint MD John Trotskie put the number of strikers at about 900, while National Union of Metalworkers of SA negotiator Enoch Godongwana said 1 200 were involved. *b/day 11/14/87*

Proposals made by management at talks yesterday were to be reported back to strikers this morning, Trotskie said.

However, Godongwana said the company had only consulted the union and had refused to negotiate. The union felt deadlock had been reached, although Numsa was available for negotiation.

Trotskie said he could not negotiate on retrenchment, but Siemens had made other compensatory offers.

Ex-strikers who fled may be rearrested ^{case files 11/4/89} (15)

JOHANNESBURG — Restricted former hunger-strike detainees who holed up at the British Embassy for 27 hours last month face possible rearrest for continued contravention of their restriction orders, a spokesman for the Police Public Relations Directorate said yesterday

The spokesman, however, said it was not SAP policy to divulge what their plans were on such cases

The former detainees, Donsie Khumalo, Sandy Lebese, Grace Dube, Selebogo Mabena, Mike Se-loane and Ignatius Jacobs, last month started a campaign defying the government by contravening the restrictions imposed on them in terms of the emergency regulations

Mr Peter Harris, lawyer of senior Cosatu official Mr Donsie Khumalo, said police had been calling at Mr Khumalo's home looking for him. A source close to the six former detainees said police had also been to the homes of some of the other five

Court order ends work sit-in

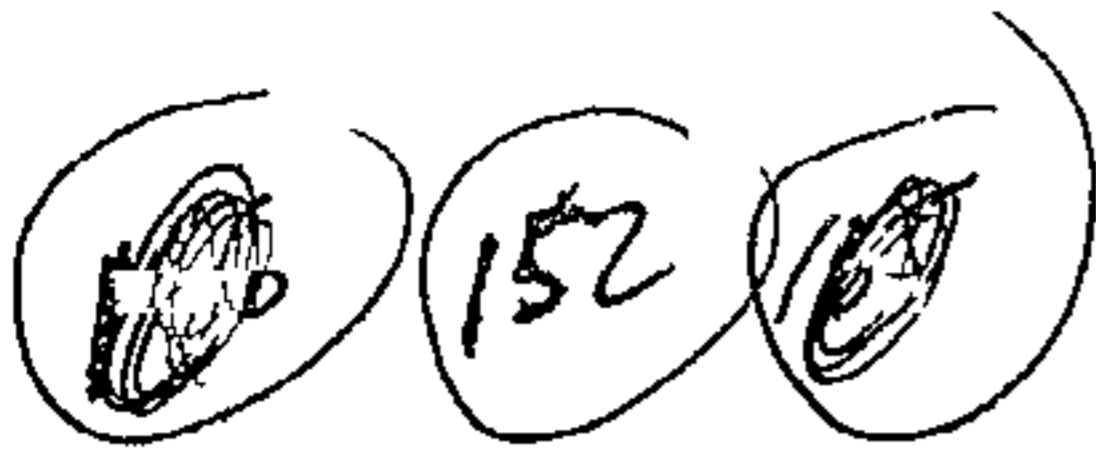
By Adele Baleta 152

Workers involved in a sit-in at Score Furnishers stores to protest against the retrenching of at least 500 employees have been issued with a court order to leave their work premises, a union spokesman said

A Commercial, Catering and Allied Workers Union spokesman said about 500 workers at eight Johannesburg stores, four in Pietersburg, two in Rustenburg and two in Natal slept at work for four nights last week.

He claimed police teargassed employees at Johannesburg stores, sjambokked workers in Rustenburg and arrested two at Harrismith. Police could not confirm the allegations

Mr David Sussman, managing director of holding company Joshua Doore said only workers at Johannesburg and Germiston had been involved in the protest. He denied union members had been teargassed and sjambokked. Laying-off of 469 workers was effective on April 8



INVESTMENT / COMPANIES.

Lock-outs, Strikes and Arbitration

THE stream of books on industrial relations in South Africa is growing all the time, an indication of the increasing importance of this once-neglected field.

In this, Cape Town-based publishers Juta are making a significant contribution and their latest offering, *Strikes, Lock-outs and Arbitration in South African Labour Law*, is another important work

The book is a compilation of papers read at the 1988 Labour Law Conference held in Durban which attracted 400 delegates, including judges, trade unionists, managers, IR practitioners, lawyers, academics and students



The fact that the conference drew such a wide range of participants and that it was held at all is a reflection of the great sea change that has come over the field since the early 1970s, forced into the forefront by the will of workers in their determination to change what was a hugely unjust system of industrial management

As Mr Justice HC Nicholas, acting judge of Appeal, says in his introduction "Ten years ago, a conference such as this would not have been possible. Then labour law occupied a dark neglected corner of our legal system. Largely ignored by university law schools, it received scant attention from the legal profession. There were few who would have claimed to call themselves labour lawyers"

Since the changes to the Industrial Conciliation Act which started in 1979, however, a vast body of law, practice and precedent has evolved to deal with the regulation of conflict in the workplace and the guarantee of the rights of all parties

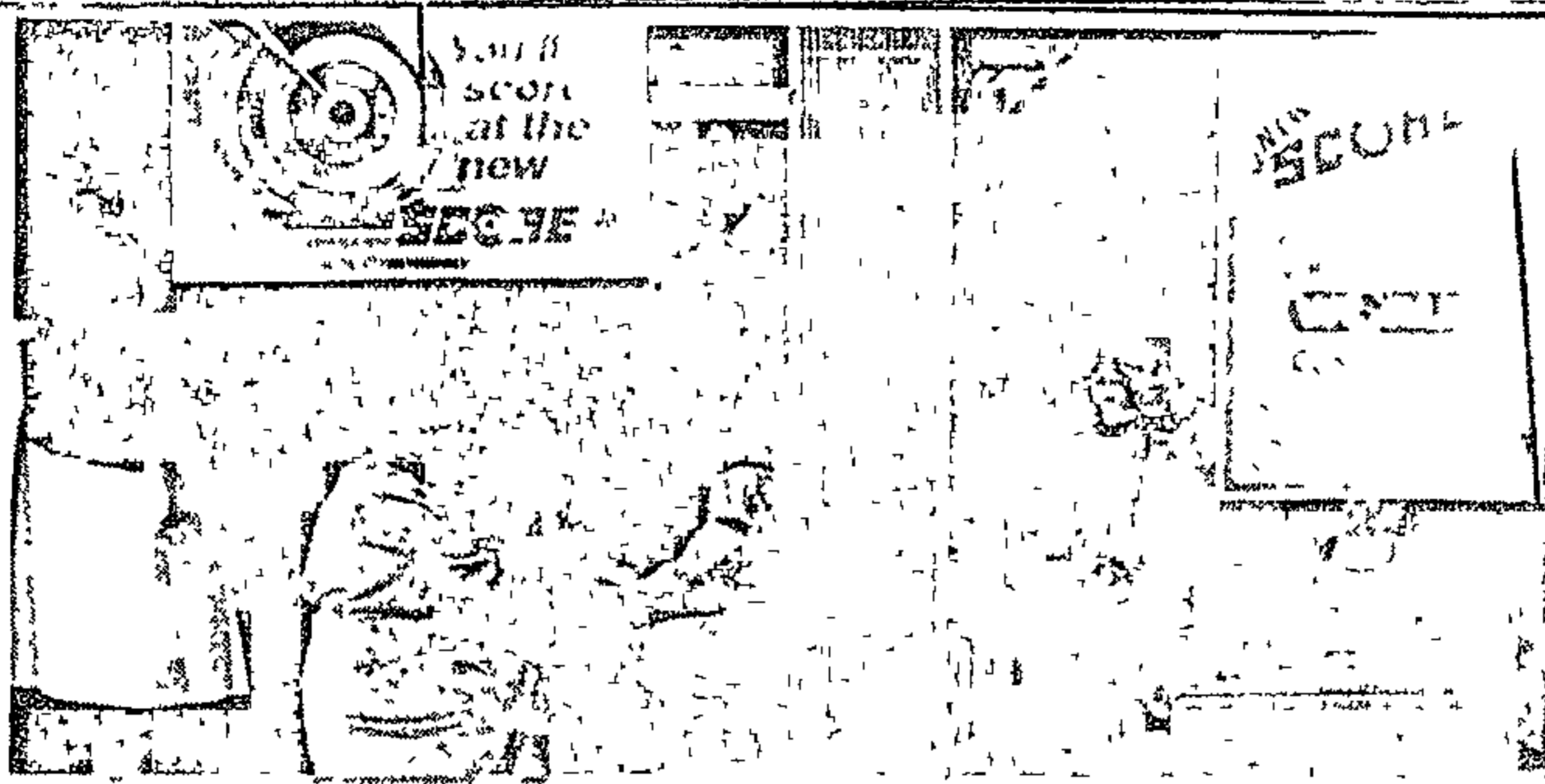
The conference focussed on the twin themes of industrial action and arbitration and the papers collected here were presented by many of South Africa's highest experts in the field, including the president of the Industrial Court, Dr Daan Ehlers, eminent lawyers such as Martin Brassey, Edwin Cameron and Clive Thompson, and leading arbitrators including Theo Heffer and Charles Nupen

The papers cover an overview of the Industrial Court, including an *ad hoc* reply to "some very nasty criticism" by a permanent member of the court, Mr M Bulbulia, strikes and lock-outs, and arbitration

"They give what is essentially a very well-informed overview of the two disparate methods of settling industrial disputes while, at the same time, making the important point that industrial relations is essentially a matter of people trying to work out their own arrangements for co-existence and progress — socio-economic and psychological concerns that cannot be addressed solely by the law

The book has a table of cases, is well indexed and as an appendix includes a comparative table of sections of the Labour Relations Act on strikes and lock-outs

Finally, its publication will continue the process of developing industrial democracy through education, a process whose importance was summarised in his concluding remarks by David McQuoid Mason, dean of the law faculty at the University of Natal, when he said " what we have to do is workk out a middle road. If we can do that, then in a post-apartheid democratic South Africa we can have a vibrant industrial conciliation machinery based on a firm tradition on industrial democracy, and we can all play our rightful role in generating this country to be the powerful industrial giant of Africa that it should be"



Workers at Score Furnishers' Sauer Street branch occupy a display window as part of their sit-in protest against retrenchments. © Picture by Boy George Mashinini.

Employees stage a sleep-in protest

By Adele Baleta

At least 100 employees of seven Score and World Furnishers stores on the Witwatersrand slept at their work premises on Monday to protest against the retrenchment of nearly 500 colleagues countrywide, a Commercial, Catering and Allied Workers' Union (Ccawusa) spokesman said yesterday.

Joshua Doore's managing director, Mr David Sussman, said the laying off of 469 workers with effect from April 8 was due to the closure of 10 stores for geographical

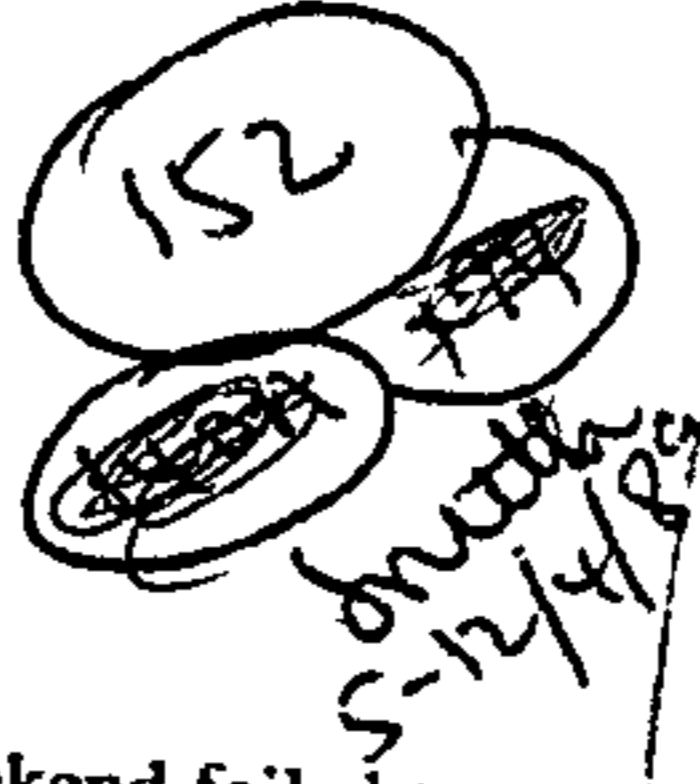
reasons and the shutting down of the group's door-to-door selling.

The group's restructuring of its World division — Score and World Furnishers stores — necessitated the move. The World chain's township operation became too expensive, Mr Sussman said.

Ccawusa spokesman Mr Kaiser Thibedi said workers believed the move was unnecessary in view of the group's R400 million operating profit and its R50 million overall profit. He said workers were expected to sleep at their workplaces again last night.

...in connection with the lock out and the threat
of dismissal. — *PEN*

Sappi strike continues



PORT ELIZABETH. — Talks last weekend failed to end a two-week strike by about 400 Sappi workers at Adams Mill here.

The workers who are members of the Paper, Print, Wood and Allied Workers' Union (Ppwawu) are demanding overtime pay on Saturdays, paid public holidays and holiday bonuses.

A Ppwawu spokesperson said workers had dropped demands for housing and an education scheme.

Three conciliation board hearings have failed to resolve the dispute. — *PEN*

Haggie eight-day strike ends

THE eight-day strike at Haggie Rand's Jupiter plant in Johannesburg was settled yesterday

The main feature of the settlement is that agreement procedures for holding National Union of Metalworkers' of SA (Numsa) meetings in departments will be made easier

Disciplinary proceedings against shop steward Moses Mogodi will, however, continue

The strike began on April 12 and spread to at least 1 200 workers after Mogodi was suspended for calling

 ALAN FINE (152)

what the company considered an unauthorised meeting *21/4/87*

Numsa said it was agreed no disciplinary action would be brought against strikers and, if the union were unhappy with the outcome of disciplinary action against Mogodi, his case would go to arbitration

Haggie will withdraw its urgent Industrial Court application, postponed from Tuesday to today, if strikers return this morning

Fewer strikes in 1988 ⁽¹⁵²⁾

There was a substantial decrease in large strikes, the number of work stoppages and the duration of strikes last year, according to the Department of Manpower's annual report tabled in Parliament yesterday

Strikes involving more than 1 000 workers were down 80 percent on last year when an upward trend had been experienced since 1986.

The report says that many reasons for the decrease were possible but it was probably due to the greater involvement

of trade unions in strikes and the use of dispute-settling mechanisms

The number of strikes had decreased in general in 1988 and work stoppages not accompanied by demands dropped from 123 to 80

Approximately 31,5 percent of strikes lasted one day or less while 20,9 percent lasted for longer than 14 days

The average duration of strikes was almost halved from 9,9 working days in 1987 to 5,6 last year — Sapa

May 1 'official' ^{ONT}
Workers' Day ^{Tomp} 25/14/19

MAY-DAY, or Workers' Day, is on May 1 — and that's official, so disregard your diary or calendar if the day is noted on May 5

The confusion arose because the government originally decided that Workers' Day would be on the first Friday of May. In September last year this was changed to the first Monday of May

Mr Tommie Brand, manpower manager of Cape Town Chamber of Commerce, said the chamber had been "inundated" with calls from people confused about which day was the official holiday

152
power
25/4/57
112
17

Strike at mills over

MORE than 680 Food and Allied Workers Union members who had been locked out by Ruto Mills in Pretoria West are due to report for work this morning following an agreement which was reached at the weekend

According to a Fawu spokesman, a settlement was mediated in Johannesburg on Sunday. Both parties agreed on an average wage increase of R24,70 across the board to be paid retrospectively from January 3, this year

112
17

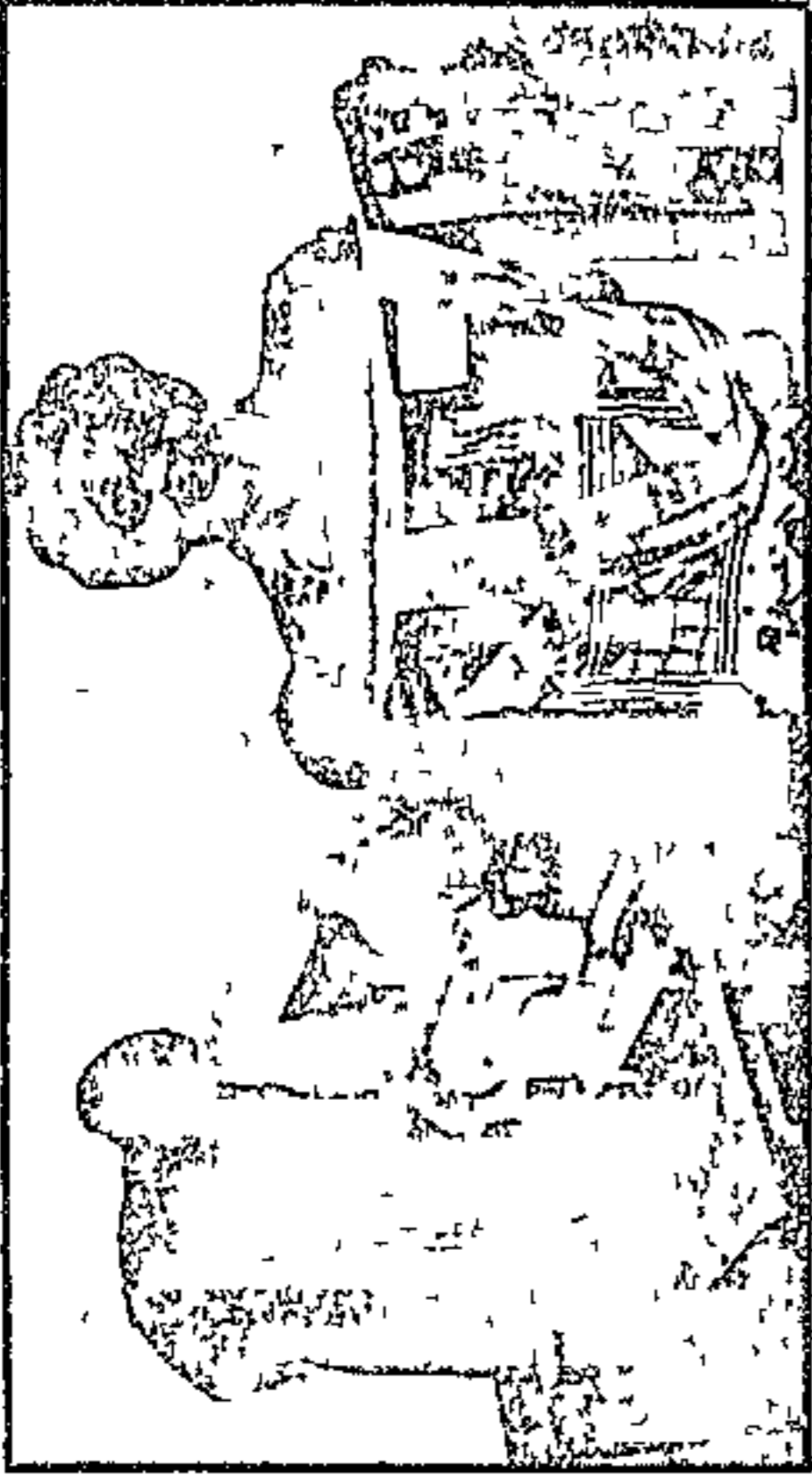
X

Spectrum

Project is bringing skills for unemployed people into their neighbourhoods



Douglas Busakwe, second from left, Zola Makosana, Virginia Ogilvie-Thompson, from Southern Life, sponsors of the project; and James Thomas with a group of trainees



Gladys Pringane, a "graduate" of an earlier training course, shows off one of the handbags made from off-cuts that she makes and sells



Georgina Nyarasha, a trainer for the sewing course, helps the learners with their problems bringing skills to those areas where they are needed

It's barefoot training

By DICK USHER, Labour Reporter

THE small group watches intently as Douglas Busakwe sews two pieces of cardboard together

It may not sound like the most auspicious start to tackling South Africa's unemployment problem but former merchant seaman Mr Busakwe is training a group who will fill an order from the United States for 100 pairs of sheepskin slippers and learn a skill that will enable them to earn an income.

Barefoot training, as the organisers call it, is bringing skills for unemployed people into their neighbourhoods.

The sheepskin slipper project, organised through the Nyanga branch of St John Ambulance with the help of social worker Zola Makosana, is using the newly rebuilt Zolani Centre at Nyanga.

Recognising that the desperate need of many unemployed people is for a marketable skill but that existing training schemes have flaws which hamper this, the Triple Trust, Organisation has evolved a scheme to train people by using the most basic appropriate technology, give them business skills and financial backing and help with buying materials and marketing products.

It was developed by Mr James Thomas and Mr Tony Davenport and, working



Douglas Busakwe demonstrates the correct method of sewing sheepskin slippers

"We use existing neighbourhood facilities, which means that the people we train do not have to travel. Our concept of the neighbourhood is that people should be able to walk to the place where training takes place," he said.

This immediately removes one obstacle because mothers can bring children with them rather than leave them at home in the care of others.

"They are given 15 days' basic skills training, not by us, but by people from the community who have been trained through programmes developed by drawing on specialists in the field," said Mr Thomas.

ment as simple as possible, at the basic level of what people can operate in their own homes. There's no point in training someone to use equipment that runs off electricity when the person lives in a shack in Khayelitsha.

Once the people have been trained, and progress is rigorously monitored, they are given four days' training in basic business methods - costing, how to operate a calculator, simple bookkeeping, what profit and turnover are all about.

At this stage the Self-help Financing Trust, the second leg of the scheme, comes in to organise small loans

Because the training is neighbourhood based, they can stay in contact with others from their training group, and for a half-day each week for 10 weeks they go to follow-up meetings at which they can share problems. The trust does troubleshooting, monitors their bookkeeping and helps with problems of business and quality control.

After that they're encouraged to form local groups to stay in touch with one another. Once they're off and running, the third leg of the scheme, the Africa Trading Co-operative Trust, comes into the picture.

"We seek out marketable goods and other household

the training in based," said Mr Thomas

"Sheepskin slippers, for example, for which we've just had an order from the United States, require only simple skills.

"But the raw materials are quite expensive. However, through applying first world bulk buying power we can get discounts and then we apply first world marketing techniques to sell their products.

"We pay cash at the time of delivery and profits are ploughed back into expanding marketing possibilities, more training and to generate capital to provide loans.

"At this point we're looking to the private sector for about R1 million for each initial capitalisation for the finance and marketing trusts.

"We calculate we can create jobs for less than R1 000 each and the scheme also has the advantage that the base can be expanded very quickly to meet large orders.

"It attacks the unemployment problem at root and marketing strategies are aimed at drawing wealth out of the affluent sectors. Basically, with unemployment at such a high level, we feel that any addition to household income is valuable.

"People can work from home so there's no time or transport costs involved, and there's no disruption of child-care and other household

Shoe firm workers on strike

152
151
150
149
148
147
146
145
144
143
142
141
140
139
138
137
136
135
134
133
132
131
130
129
128
127
126
125
124
123
122
121
120
119
118
117
116
115
114
113
112
111
110
109
108
107
106
105
104
103
102
101
100
99
98
97
96
95
94
93
92
91
90
89
88
87
86
85
84
83
82
81
80
79
78
77
76
75
74
73
72
71
70
69
68
67
66
65
64
63
62
61
60
59
58
57
56
55
54
53
52
51
50
49
48
47
46
45
44
43
42
41
40
39
38
37
36
35
34
33
32
31
30
29
28
27
26
25
24
23
22
21
20
19
18
17
16
15
14
13
12
11
10
9
8
7
6
5
4
3
2
1

TWO hundred and fifty workers of Edworks and Pick-a Pair in ten towns in the Northern Transvaal have been on strike since last Monday to demand higher wages, a worker spokesman confirmed yesterday.

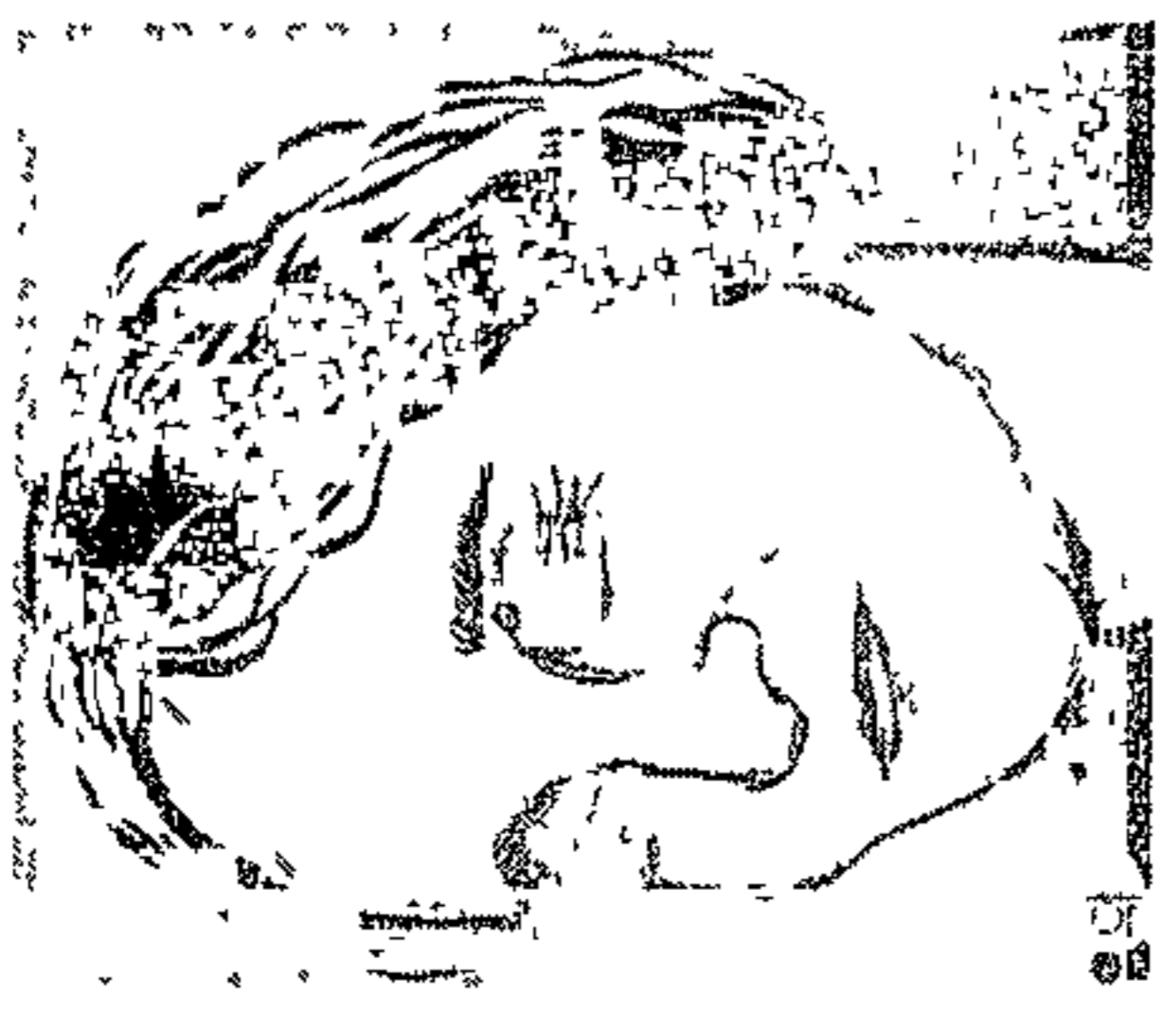
They are demanding a minimum wage of R530 a month and an across the board increase of R135 a month. The strike affects Edworks outlets in major centres throughout the country.

2x/4-3/5/81

POLITICS BEHIND HEALTH TRIAL

TITWEHAI Harawira, a political martyr among radical Maori nationalists, has pledged to take her fight over indigenous health care in New Zealand to the United Nations.

The 56-year-old health consultant, who steered an upheaval in psychiatric care at Auckland's controversial Whare Paia (Place of Sanctuary), now faces a probable jail sentence for assaulting a patient.



Titwehai Harawira

Harawira and four other Maori activists were recently convicted on 10 charges after a 12-day trial

as she left the court, Harawira embraced her family and said: "It isn't a surprise. What do you expect with a political trial like this? This is just one more step to the revolution."

"We'll move forward for an independent budget for Maori health in Auckland. That includes taking back our land in Aotearoa (the Maori name for New Zealand) because health is tied to our land."

Harawira is a key leader of the radical Maori group, Te Ahi Kaa (Keepers of Fire).

She was found guilty of assaulting Maori psychiatric patient Charles Matthews in April last year and of threatening to kill him.

Harawira's daughter Hinewhare, 25, her son Arthur, 33, his wife, Tui Pere, 26 and Oiere Halkyard, 27, were also convicted on assault and injuring charges.

They all denied the allegations but were sacked by the medical authorities after the jury found them guilty.

Judge Pain told the jury there were major conflicts in the evidence of virtually every witness called during the trial.

The jury was asked to decide whether Matthews' injuries were the result of alleged beatings by the five Maori activists, or self-inflicted, as claimed by Harawira.

Some regard five Maori nationalists convicted over the assault of a patient under their medical care as martyrs. Others regard them as dangerous bullies. DAVID ROBIE reports on a political trial which has far-reaching implications for New Zealand's race relations.

Matthews said he had been punched, kicked and grabbed by the genitals at the Whare Paia during two meetings as punishment for his sexual molestation of a staff nurse.

Defence lawyer Dr Rodney Harrison, a renowned civil liberties barrister, told the court that a seething bed of politics lay behind the allegations.

He accused the media of depicting Harawira as a bogey, adding: "You may have wondered who was on trial but it was not the Maori health unit."

In her appeal against the convictions Harawira said she was seeking international help. She has already been promised support by groups like the Indian Treaty Council and the Black Women's Network.

Last October, the Auckland Hospital Board closed the Whare Paia clinic after a damning report by former race relations conciliator Hwai Tauroa, who cited incidents of assault and corruption.

Many professionals praise Harawira's health methods. One former Carrington Hospital medical superintendent, a psychiatrist, says: "Working with her we were able to reduce medication colossaly, and achieve extraordinary results."

It ranks deep in Maoridom that white men look after brown men in prisons and mental hospitals. Most are too polite to say that but over the years, Maoris being nice hasn't worked.

I left Harawira feeling angry and desperate, but she did not hold back from showing that.

Meanwhile a controversial Australian television documentary about New Zealand's race relations has been blocked from being screened in the country.

Prime Minister David Lange condemned remarks by Sir Jackson, a Maori trade unionist, saying that armed struggle between the races was inevitable — GEMINI NEWS

Election first for Taiwan



PARLIAMENT has legalised the formation of opposition political parties in Taiwan, 40 years after the ruling National Party (KMT) established its government on the island.

The KMT has tolerated de facto opposition parties for several years, part of a wider programme of political reform and gradual democratisation initiated by the late president, Chiang Ching-kuo.

The main opposition group, the Democratic Progressive Party (DPP) won 23 percent of the popular vote in the 1986 elections to the Legislative Yuan, Taiwan's law-making body.

Next December voters will be faced for the first time with a truly multi-party election.

Disaffected members of the KMT and DPP have already formed the Labour Party, Workers' Party, Green Party and several splinter groups.

However, the new law does not guarantee complete freedom of political association. New parties must not advocate communism or Taiwanese independence from mainland China.

These restrictions have largely been circumvented by carefully-worded manifestos promoting socialism rather than communism and self-determination rather than independence.

Despite political and economic liberation, the KMT maintains a powerful grip over nearly every sector of Taiwanese society.

Its grip is so tight that many critics argue that within the democratisation of social, industrial and financial institutions, the legislation of opposition parties will be an empty gesture.

Growing labour unrest is causing headaches for Taiwan's KMT government, rulers of the island since the party was driven from mainland China by the victorious Communists. But the KMT is facing other challenges, as newly-legalised opposition groups gear up for Taiwan's first multi-party election. GEFREY CROTHALL reports.

giving only the appearance of democracy.

Even if the opposition parties were to win all the seats in this year's elections, they would not be able to form a government.

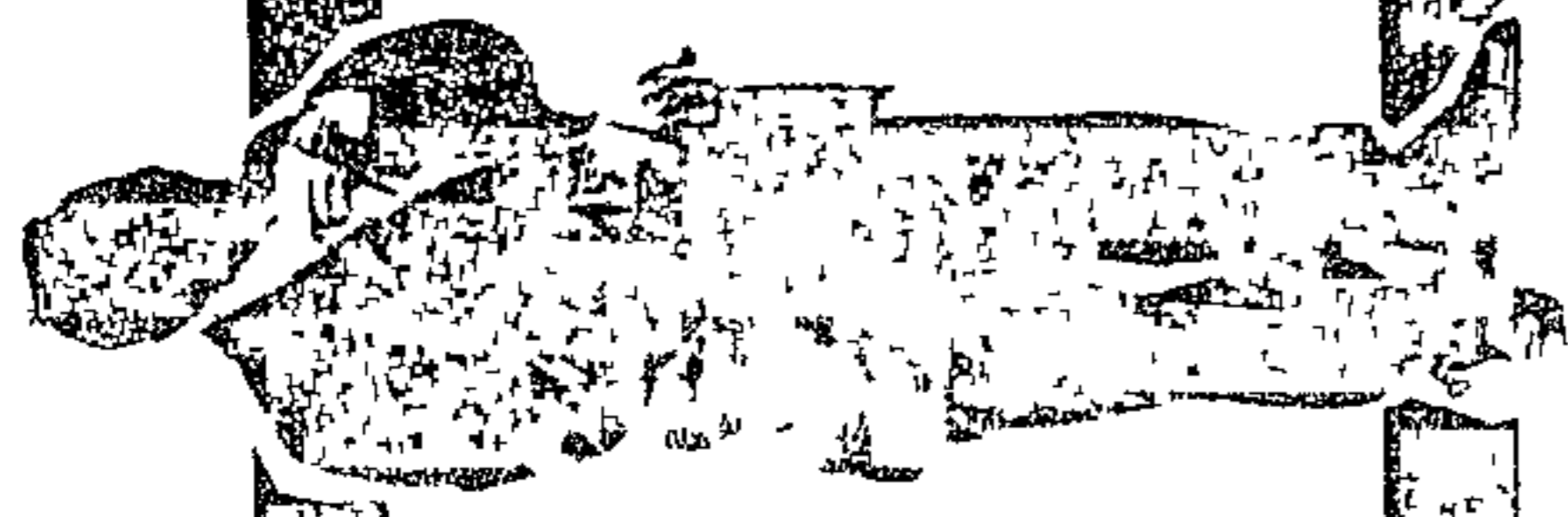
The Legislative Yuan, National Assembly and Control Yuan (the executive) are still dominated by KMT "mainland representatives", who have not faced election since 1947 on the grounds that their seats have been occupied by the Chinese communists.

Left-wing parties do not expect to win many seats in December. They will be concentrating on building up grassroots support, an essential first step if they are to overcome the propaganda and destabilising tactics of the KMT.

Says Wang Chin-ping of the Workers' Party: "The KMT have a lot of experience in fighting the Left, setting up bogus unions and persecuting labour leaders. They started with the Communist Party in China and now they are at it again."

While taking a tough line on strikes, the KMT is also holding out olive branches to the workers, recently offering social security benefits to workers dependents.

Wang Chin-ping concedes that winning over the workers' traditional support from the KMT will be an uphill struggle — GEMINI NEWS



FREE OSCAR MPETHA

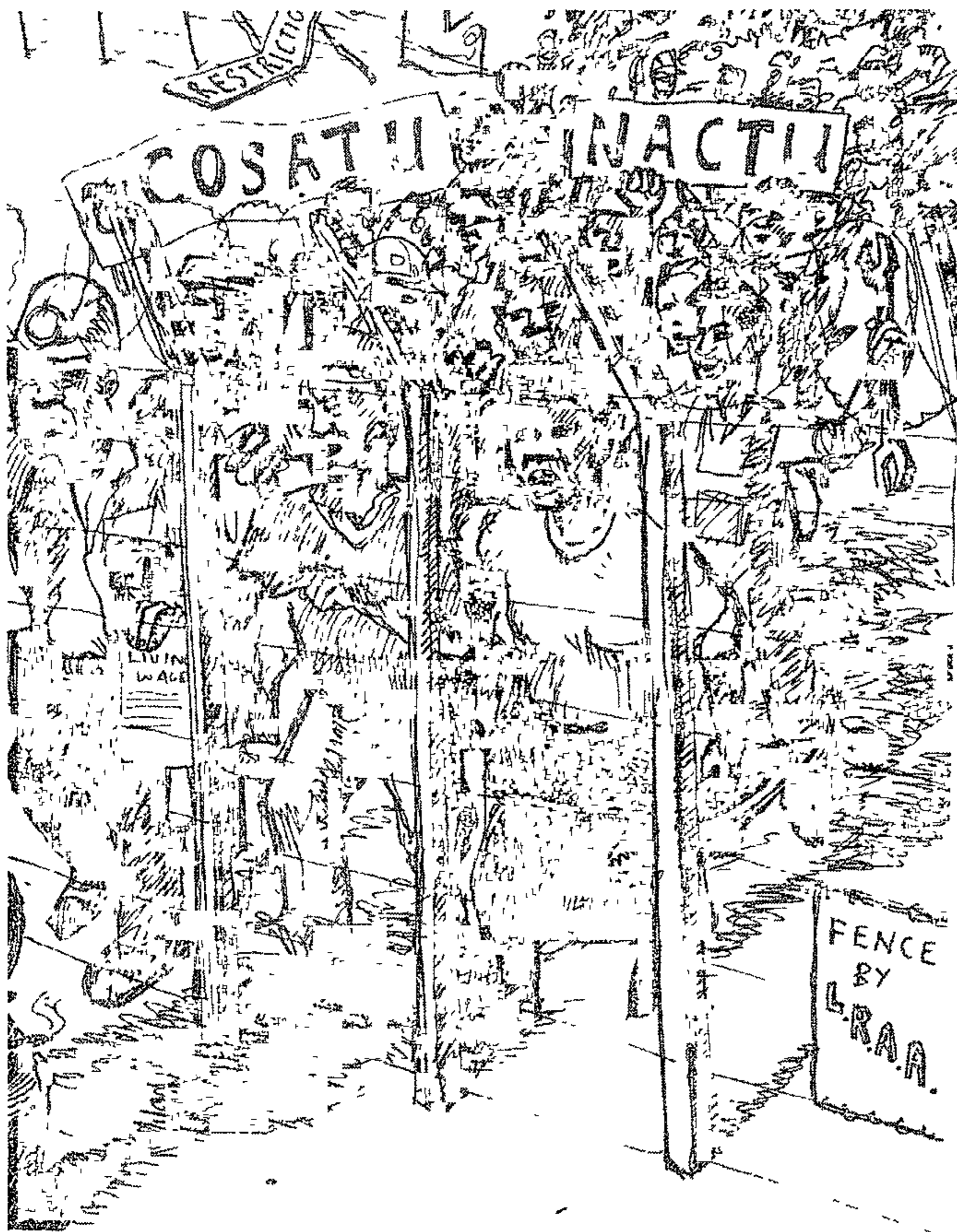
FREE OSCAR MPETHA

Association of Cinematograph, Television and Allied Technicians.
 Amalgamated Engineering Union
 Associated Society of Locomotive Engineers and Firemen
 Broadcasting and Entertainment Trades Alliance
 Bakers, Food and Allied Workers' Union
 Banking, Insurance and Finance Union
 Confederation of Health Service Employees
 Civil and Public Services Association
 Educational Institute of Scotland
 Fire Brigades Union
 Furniture, Timber and Allied Trades Union
 General, Municipal, Botlersmakers and Allied Trades Union
 Health Visitors' Association
 Inland Revenue Staff Federation
 Iron and Steel Trades Confederation
 Manufacturing Science and Finance Musicians' Union
 National and Local Government Officers' Assoc
 National Association of Probation Officers

The Joint Campaign Against the Repression of Trade Unionists in South Africa and Namibia salutes Oscar Mpetha. He has fought for a non-racial and democratic South Africa for nearly six decades.
Oscar is a symbol of the continuity of the present struggle with that of the past. It is a disgrace to the civilised world that he has to spend one further day in prison.

We join with other progressive forces throughout the world to call for his unconditional release. The Joint Campaign is organised by the Anti-Apartheid Movement (London) and is supported by the following British trade unions:

National Association of Schoolmasters/Union of Women Teachers
 National Association of Teachers in Further and Higher Education
 National Communications Union
 National Graphical Union
 National Union of Civil and Public Servants
 National Union of the Footwear, Leather and Allied Trades
 National Union of Mineworkers
 National Union of Public Employees
 National Union of Railwaymen
 National Union of Seamen
 National Union of Teachers
 National Union of Tailors and Garment Workers
 Society of Graphical and Allied Trades '82.
 Society of Telecom Executives
 Transport and General Workers' Union
 Transport Salaried Staffs' Association
 Union of Construction, Allied Trades and Technicians
 Union of Communication Workers
 Union of Shop Distributive and Allied Workers



that Indian prisoners of war were being paid more than the African labourers in the gang

The strike resulted in the workers winning wage parity, but Mpetha was moved to a job where he did not come into contact with other workers

This was the beginning of a lifelong battle for workers' rights which led him to play a leading role in the Industrial and Commercial Union, the African Food and Canning Workers' Union, the South African Congress of Trade Unions and community organisations

Mpetha was born on August 5 1909, in the Mount Frere district of the Transkei

After matriculating from Adams High School in Natal, he went to Cape Town where he found work as a domestic servant

But servility did not fit well with the young Mpetha's character and he soon found another job as a general assistant at Groote Schuur hospital, where he became involved in a night school project

His first contact with the Food and Canning Workers' Union came as a result of a letter he wrote to the Native Representative in Parliament

Mpetha's letter was referred to the general secretary of the Food and Canning Workers' Union, Ray Alexander, who sent him information about the union

He distributed this among his co-workers at Laaplek Fisheries on the West Coast

The Laaplek workers had several grievances and soon the factory inspectors were asked to intervene in a labour dispute

The dispute was eventually resolved but Mpetha, who by then had become a voluntary organiser for the union, was fired

His dismissal resulted in a strike to demand his reinstatement

Although management agreed to reinstate him, Mpetha decided to work full-time for the African Food and Canning

story of worker solidarity

the black working class as many black workers began to work in mines

workers, too, began to organise on Mayday and by 1931 a Mayday committee was formed

for Non-European workers did much to popularise Mayday and although unions refused to support there were several Mayday rallies, especially in Cape Town and Johannesburg

the National Party came to power in 1948, it tried to suppress workers' unions and organisations

It became a symbol of resistance against both economic and racial oppression

It became a day when workers spoke about the fight for freedom

In 1950, a massive strike was organised on Mayday to oppose the government

In Cape Town, workers marched up Adderley Street shouting, "We want freedom"

In Johannesburg that night, police fired on workers, killing 18 people

The strike was followed by a government crackdown on unions and political organisations

By the mid 1960s, the non-racial trade union federation, Sactu, was repressed and its leaders, including many ANC members, were jailed, banned

or in exile

This was a period when neither white nor black workers celebrated Mayday and the right to have it as a paid holiday was removed from industrial council agreements

But a decade later, the trade union movement re-arose in a new and strong form

Strikes involving more than 100 000 workers in Durban in 1973 were the beginning of a new era of worker militancy in South Africa

The government was forced to recognise the right of black workers to form trade unions and employers had to negotiate with the new industrial unions, several of which joined the Federation of South African Trade

Unions (Fosatu), formed in 1979

From 1982, South African workers again began to celebrate Mayday with meetings and rallies in many parts of the country

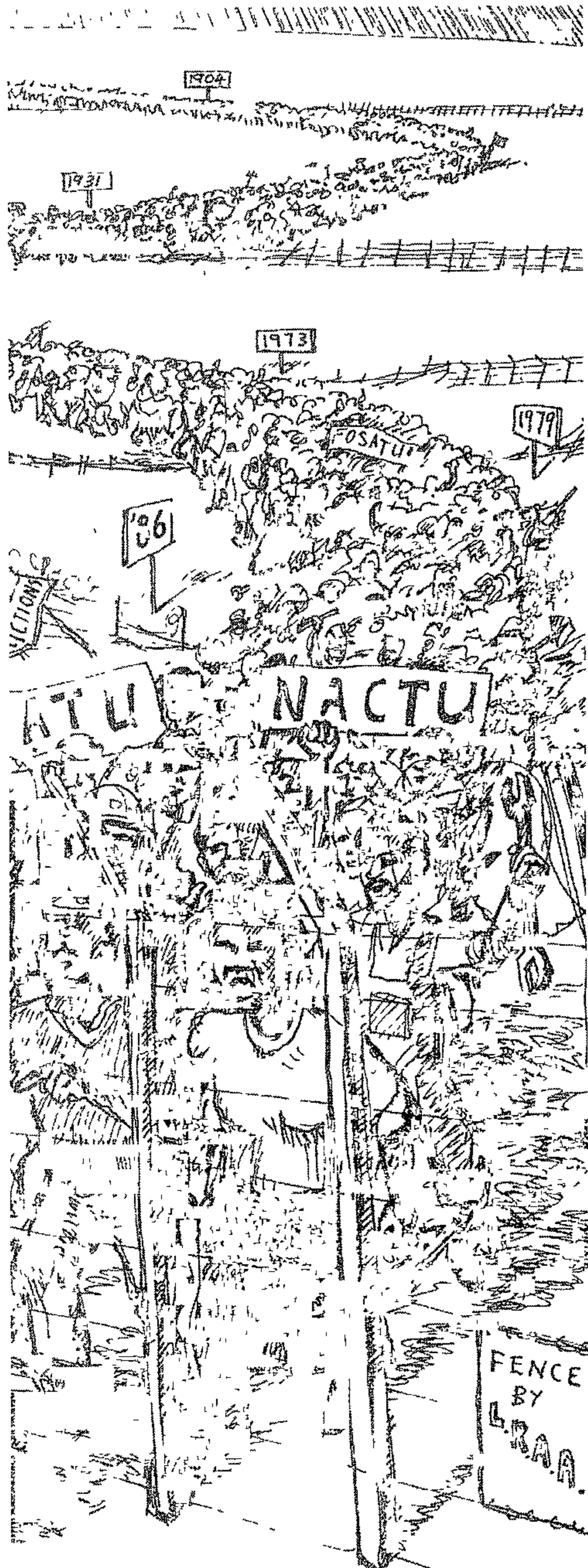
The giant Congress of South African Trade Unions, formed in 1985, resolved to use Mayday to build worker unity and to fight for May 1 to be a paid holiday

More than 1,5 million workers stayed away in a massive show of support for Mayday in 1986

In a move which satisfied no-one, the government then introduced Workers' Day

Last year, thousands of workers celebrated Mayday at rallies around the country in defiance of the government's refusal to grant it as a paid public holiday

RA CARTER



WHILE millions of workers worldwide celebrate Mayday, the man dubbed the "Father of South African Trade Unionism" will be spending International Labour Day knitting jerseys in a Groote Schuur hospital ward, where he has served most of his five-year sentence for terrorism

Although Oscar Mskafaka Mpetha cannot attend any of the rallies, it is likely his name will be on the lips of many speakers as a worker leader symbolic "of the continuity of the present struggle with the past"

Mpetha's involvement in trade unionism dates back almost 60 years

His first strike was over a sixpence raise in wages

At the time Mpetha was working as a deputy-foreman of a road gang in the Malmesbury area

He became angry when he discovered that Italian prisoners of war were being paid more than the African labourers in the gang

The strike resulted in the workers winning wage parity, but Mpetha was moved to a job where he did not come into contact with other workers

This was the beginning of a lifelong battle for workers' rights which led him to play a leading role in the Industrial and Commercial Union, the African Food and Canning Workers' Union, the South African Congress of Trade Unions and community organisations

Mpetha was born on August 5 1909, in the Mount Frere district of the Transkei

After matriculating from Adams High School in Natal, he went to Cape Town where he found work as a domestic servant

But servility did not fit well with the young Mpetha's character and he soon found another job as a general assistant at Groote Schuur hospital, where he became involved in a night school project

His first contact with the Food and Canning Workers' Union came as a result of a letter he wrote to the "Native Representative" in Parliament

Mpetha's letter was referred to the general secretary of the Food and Canning Workers' Union, Ray Alexander, who sent him information about the union

He distributed this among his co-workers at Laaplek Fisheries on the West Coast

The Laaplek workers had several grievances and soon the factory inspectors were asked to intervene in a labour dispute

The dispute was eventually resolved but Mpetha, who by then had become a voluntary organiser for the union, was fired

His dismissal resulted in a strike to demand his reinstatement

On work the fath will knit — unde

Workers Union

He became general secretary of the union after Ray Alexander was elected in 1951

Among the many disputes handled were the Wolseley strike in 1954, the Spekenham strike of the following year and the boycott of Langeberg products

The Langeberg boycott was one of the few successful consumer boycotts in South African history. It was a result of a threat by the company to withdraw union recognition and retrenchment

Not only did Langeberg have to draw their threat, but they were forced to agree to the union's demands

The boycott was indicative of the close co-operation between the Food and Canning Workers' Union and the parallel union the Food and Canning Workers' Union, and community organisations within the Congress of South African Workers, where several unions held prominent positions

Controversy

Mpetha himself was very active in political organisations and in 1951 was elected Cape chairman of the National Congress (ANC)

His election was not without controversy because it was opposed by Africanist-dominated branches of the ANC which refused to recognise him

As the government crackdown on the position increased, Mpetha like other activists, was banned, first by the Suppression of Communism Act and then under the Riotous Assemblies Act

His first banning order did not prevent him from continuing to work for the union but forbade him to attend meetings

He was sentenced to six months in prison for contravening the order and another official attended a meeting, but the sentence was commuted on appeal

His five-year banning order restricted him to the magisterial district of Wynberg, which seriously hampered his work as a union organiser

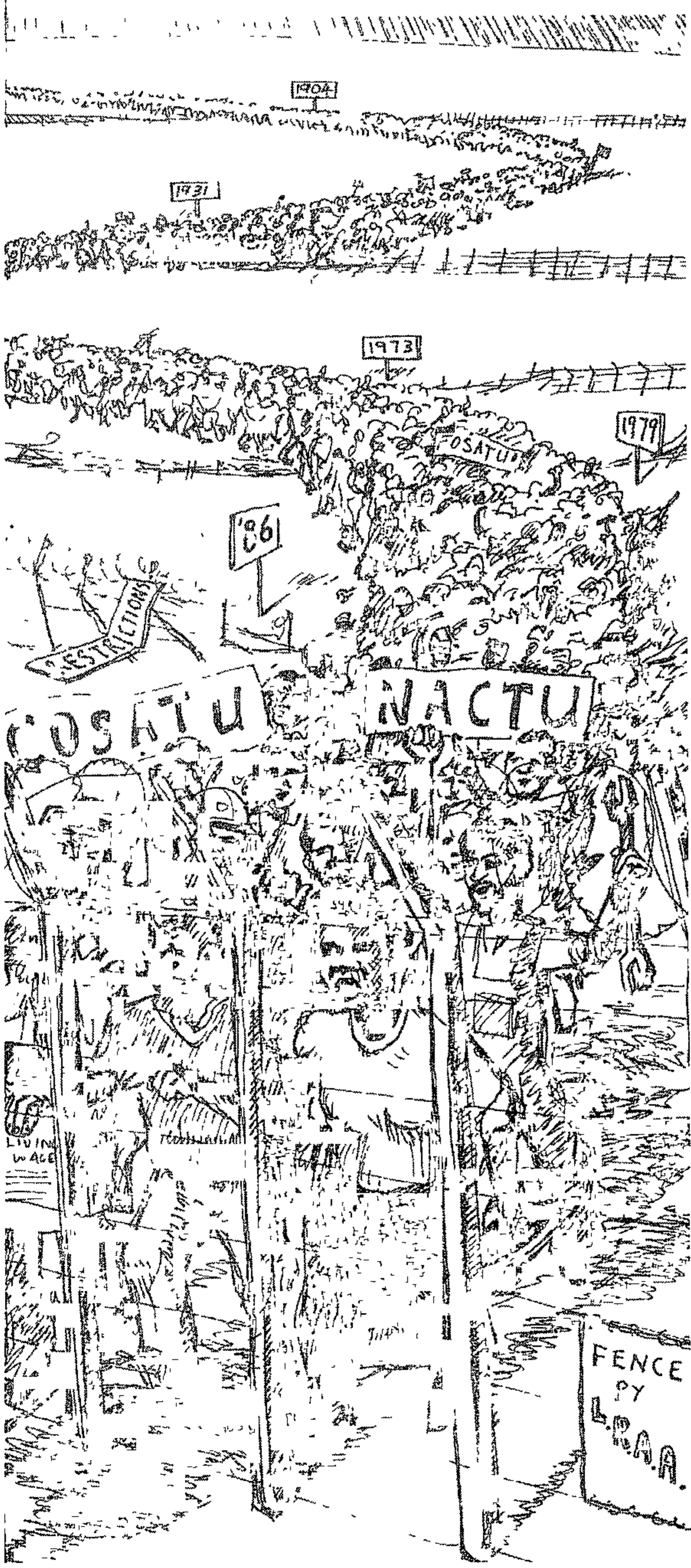
But a year later he was commuted, furthering the aims of the ANC. He spent the next four years in prison

After his release there followed more than a decade of quiet, during which he was not involved in trade union work

He had difficulty finding jobs because of his political record and worked first as an agent for a drycleaner

But old traditions die hard at Laaplek as a watchman at

by CHIARA CARTER



WHILE millions of workers worldwide celebrate Mayday, the man dubbed the "Father of South African Trade Unionism" will be spending International Labour Day knitting jerseys in a Groote Schuur hospital ward, where he has served most of his five-year sentence for terrorism.

Although Oscar Mskaka Mpetha cannot attend any of the rallies, it is likely his name will be on the lips of many speakers as a worker leader symbolic "of the continuity of the present struggle with the past"

Mpetha's involvement in trade unionism dates back almost 60 years

His first strike was over a sixpence raise in wages

At the time Mpetha was working as a deputy-foreman of a road gang in the Malmesbury area

He became angry when he discovered that Italian prisoners of war were being paid more than the African labourers in the gang

The strike resulted in the workers winning wage parity, but Mpetha was moved to a job where he did not come into contact with other workers

This was the beginning of a lifelong battle for workers' rights which led him to play a leading role in the Industrial and Commercial Union, the African Food and Canning Workers' Union, the South African Congress of Trade Unions and community organisations

Mpetha was born on August 5 1909, in the Mount Frere district of the Transkei

After matriculating from Adams High School in Natal, he went to Cape Town where he found work as a domestic servant

But servility did not fit well with the young Mpetha's character and he soon found another job as a general assistant at Groote Schuur hospital, where he became involved in a night school project

His first contact with the Food and Canning Workers' Union came as a result of a letter he wrote to the "Native Representative" in Parliament

Mpetha's letter was referred to the general secretary of the Food and Canning Workers' Union, Ray Alexander who sent him information about the union

He distributed this among his co-workers at Laaplek Fisheries on the West Coast

The Laaplek workers had several grievances and soon the factory inspectors were asked to intervene in a labour dispute

The dispute was eventually resolved but Mpetha, who by then had become a voluntary organiser for the union, was fired

His dismissal resulted in a strike to demand his reinstatement

Only
the
will
— U

Workers' Union

He became general secretary of the union after Ray Alexander in 1951

Among the major strikes he handled were the 1954, the Spekenburg lowering year and the 1957 berg products

The Langeberg 1958 few successful campaigns in South Africa his leadership led to a threat by the government to withdraw union recognition

Not only did Laaplek draw their threat but he was forced to agree to demands

The boycott was a close co-operation with the Food and Canning Workers' Union, the African Food and Canning Workers' Union, the South African Congress of Trade Unions and community organisations with the ANC, where he held a prominent position

Mpetha himself was elected general secretary of the National Congress of Trade Unions

His election was controversial because of his Africanist-domination of the ANC which refused to support him

As the government position increased other activists, with the Suppression Commission then under the Riekman

His first banishment was from continuing his union but forbidden meetings

He was sentenced to labour for contravening the law and another official meeting, but his sentence was commuted on appeal

His five-year banishment restricted him to his work as a union official in Wynberg, where he spent the next few years

But a year later he was furthering the struggle and spent the next few years

After his release he spent more than a decade of his life which was not involved in the struggle

He had difficulty in his political record as an agent for a company

But old traditions

berley present real political corrup- es pe
tion" 15'2 makes

CAPE TIMES 27/4/89
Govt must stop May Day 'egg dance'

THE government should stop "doing an egg dance" about Workers' Day and declare it to be on the first of May instead of on the first Monday of May, Mr Peter Gastrow (DP, Durban Central) said yesterday

Speaking during the budget debate on the Manpower vote, he criticised the government for refusing to concede that Workers' Day should be on

May 1, as it was internationally Mr Gastrow said 1988 had "by and large" been a stable year for labour relations

There had been a dramatic decline in the number of industrial actions due to both worker and employer organisations' growing sophistication and use of established labour relations procedures, he said — Sapa

berley
present real political corrup- es pe
tion" (12) (13) (152) makes

CAPE TIMES 27/4/89
Govt must stop May Day 'egg dance'

THE government should stop "doing an egg dance" about Workers' Day and declare it to be on the first of May instead of on the first Monday of May, Mr Peter Gastrow (DP, Durban Central) said yesterday

Speaking during the budget debate on the Manpower vote, he criticised the government for refusing to concede that Workers' Day should be on

May 1, as it was internationally Mr Gastrow said 1988 had "by and large" been a stable year for labour relations

There had been a dramatic decline in the number of industrial actions due to both worker and employer organisations' growing sophistication and use of established labour relations procedures, he said — Sapa

Court bid by Edworks to stop strike

^{s.ta} ^{27/11/89}
Edworks has made an urgent application in the Rand Supreme Court requesting that a strike by members of the Commercial, Caterial and Allied Workers' Union (Ccawusa) be declared illegal

More than 1 000 Ccawusa

members at Edworks, Dodos, Pick-a-Pair, Koko, Marcello Shoes and R E Pashley have been on strike since April 17.

~~152~~ (152)
Edworks and the union have agreed to postpone the hearing to tomorrow. — Sapa.

It's all a lie,
says Femme
editor Jordan

By Paula Fray

The up-market glossy magazine, *Femme*, is not being wound up or facing provisional liquidation, the editor, Susie Jordan, said yesterday

Mrs Jordan was commenting on a court order for the provisional winding up of Fashion Publishers (Pty) Ltd, trading as *Femme*, which was granted in the Rand Supreme Court on Tuesday

The application was by Citylab (Pty) Ltd for R10375 owed on an account incurred in 1986. The order is returnable on May 30

The present owners of *Femme*, Emme Publications (Pty) Ltd, will be taking legal advice, company director Mr L Coetzee said. He emphasised that no summons had been served on the magazine

Ms Jordan said she was unaware of the court action until contacted by *The Star*. She said she would also be taking legal action

"The whole situation is damaging and libellous to the magazine and to me. The story, as far as I am concerned, is untrue," she said

Strikers prevented
from demonstrating

Two busloads of Rustenburg Platinum Refinery workers were allegedly stopped from staging a peaceful demonstration — to draw attention to their demands and their willingness to negotiate — at Johannesburg Consolidated Investments (JCI) head offices yesterday

A National Union of Mineworkers statement said that after earlier negotiations with police, workers were allowed to proceed from the NUM offices to JCI's headquarters, but were then prevented from alighting from the buses

At 56 days the RPR strike is "The longest-running in the history of mining in South Africa," according to the NUM — and it is continuing, with 547 workers at loggerheads with the management at Rustenburg Platinum Refineries.

OFFER SHOULD BE RETROSPECTIVE

The RPR strike began after the refinery's management refused to meet the workers' wage demands, the NUM said

In an effort to reach a settlement, the union proposed that the company's 14,5 percent offer be paid retrospective to January 1 of this year. Contained within the proposal were the following demands:

- Six months' maternity leave for women workers,
- Lower job categories to get two additional days annual leave,
- Higher job categories to get one additional day annual leave,
- June 16 is declared a paid public holiday.

The mine's management has refused to meet any of these proposals, however, the union claims

NUM said RPR workers had undergone hardships during the strike, often sleeping outdoors

Their food supplies were allegedly severed by JCI management on a number of occasions and they had to go without food for several days

Refinery workers reported to the plant everyday but did not work, NUM said. Management had said it would institute a lockout if workers left the premises. — Sapa

Worker's day likely to heat up opposition

By EDDIE KOCH

MAY Day rallies, due to be held in most major centres in the country on Monday, are likely to reactivate trade union opposition to the Labour Relations Amendment Act

A worker summit resolved in March that a list of worker demands relating to the labour law should be submitted to employers by May 2 and that ballots for a national strike be held if these were not met within 30 days

Union sources say the process of drafting the demands has stalled and they are not likely to be ready by the target date. However, a flurry of union meetings in the run-up to May Day could inject some urgency into the campaign.

On Friday last week the Congress of South African Trade Unions (Cosatu) met the National Council of Trade Unions (Nactu) to discuss possible joint action against the law

Cosatu's executive committee, due to meet tomorrow, will discuss a list of draft demands around the labour law and if these are accepted they will be forwarded to the rallies on Monday for further discussion

A meeting of the working committee, set up at the summit to coordinate the drafting of the demands, is also expected to take place in Johannesburg over the weekend

In Soweto, Cosatu will hold a rally at Orlando Stadium on Monday while Nactu members gather at Regina Mundi. Joint Cosatu/Nactu rallies will be held in East London, Port Elizabeth, Bethal and Standerton.

Demands around the Act include the right to strike, picket and conduct sympathy strikes, the recognition of majority unions rather than the encouragement of unrepresentative unions, and the need for employers to negotiate with unions before retrenching workers.

152
www.mlc
28/4-4/5/89

Altron firms hit by strikes

13 Day 28/4/89
TWO Altron subsidiaries, Lascon Lighting and Standard Telephones and Cables, have been hit by strikes over labour law and retrenchments which are carbon copies of other such actions in the past two weeks

National Union of Metalworkers of SA (Numsa) officials have refused to intervene to resolve a wildcat strike until they get from Altron's Lascon Lighting an undertaking waiving its right to sue for lost earnings

This is a repetition of the circumstances of the eight-day strike at Haggie Rand where settlement was delayed for several days until last Thursday

Altron group executive Jacques Sellschop said yesterday 500 employees had been on an unlawful strike since Monday demanding that two members of management be re-

152
ALAN FINE
moved from participation in disciplinary decision-making

He said management was in communication with union leaders to discuss their request for an undertaking from Lascon that the company waive its rights in terms of section 79 (2) of the Labour Relations Act

A Numsa spokesman confirmed the union's stand on the issue

The section, introduced last year, empowers companies to sue unions for lost earnings sustained in unlawful strikes

Its most controversial feature is that it reverses the normal burden of proof by imposing the assumption that such action is sanctioned by the union unless this is proved otherwise

At STC in Boksburg, about 200

Numsa members went on strike yesterday morning in protest against 100 lay-offs to be carried out next week

Sellschop said workers were demanding higher severance payments for those to be retrenched

The lay-offs were necessitated largely by the the 35% cutback in spending on telecommunications equipment by the Department of Posts and Telecommunications

Two weeks ago, STC's main competitor in the field, Siemens, suffered a three-day strike over lay-offs carried out for the same reason

The strike was resolved after an improved retrenchment package was agreed upon

Numsa spokesmen said earlier they were unaware of the strike and could not be reached for comment in the afternoon

Unionists in strike trial

THREE trade unionists appeared in the Pietersburg Regional Court this week facing charges of instigating economic sabotage, inciting workers to strike and contravening the Internal Security Act

Abraham Malatji, 41, Malesela Sekela, 39, and Rhodes Makamu, pleaded not guilty to all charges. Later all charges against Makamu - an organiser of the Transport and Allied Workers' Union - were withdrawn and a charge of inciting economic sabotage against the other two was also withdrawn.

The charges arose from a strike at Lebowa Transport in Seshego, from June 25 to July 17, 1987.

The case continues - Sapa.

May Day celebrate

Cosatu urges workers to rebuild their organisations

WORKERS celebrating May Day across the country yesterday were urged by Cosatu general-secretary Mr Jay Naidoo to rebuild street committees, student and civic organisations

While no major incidents were reported locally, the international workers' holiday in several other countries across the world was marked by arrests and clashes between police and marchers

Songs and slogans

Mr Naidoo's call to the labour movement and other sectors of the community was made at a May Day celebration attended by more than 2 000 workers at Wits University. Crowds sang freedom songs and chanted ANC slogans. A convoy of policemen kept a low profile outside.

Mr Naidoo said his call was made in the light of Mr Moses Mayekiso's recent acquittal in the Rand Supreme Court of treason charges.

"Treason charges against Comrade Moses Mayekiso and others were not aimed at only jailing him but to criminalise the process of organising and mobilising the people against apartheid," Mr Naidoo said.

The meeting was moved to Wits because a planned open-air meeting at Soweto's Orlando Stadium was prohibited.

Mr Mayekiso himself was given a rousing welcome by 1 800 Swapo supporters celebrating the holiday at a rally in Katutura outside Windhoek.

Mr Mayekiso publicly denounced UN approval of SA military action against Swapo guerillas and demanded the organisation order the "South African murderers" back to their bases.

UDF vice-president Mr Chris Dlamini, UDF publicity and information secretary Mr Murphy Morobe and Mr Mayekiso, general-secretary of the National Union of Metal Workers in SA, expressed their solidarity with Namibian workers at the rally.

The general-secretary of the National Union of Namibian Workers, Mr Ben Ulenga, warned that a general strike was possible if the feelings of workers on privatising services in the country were not heeded.

In Cape Town yesterday celebrations at Athlone Stadium were marked by song, dance, poetry readings, colourful banners and speeches.

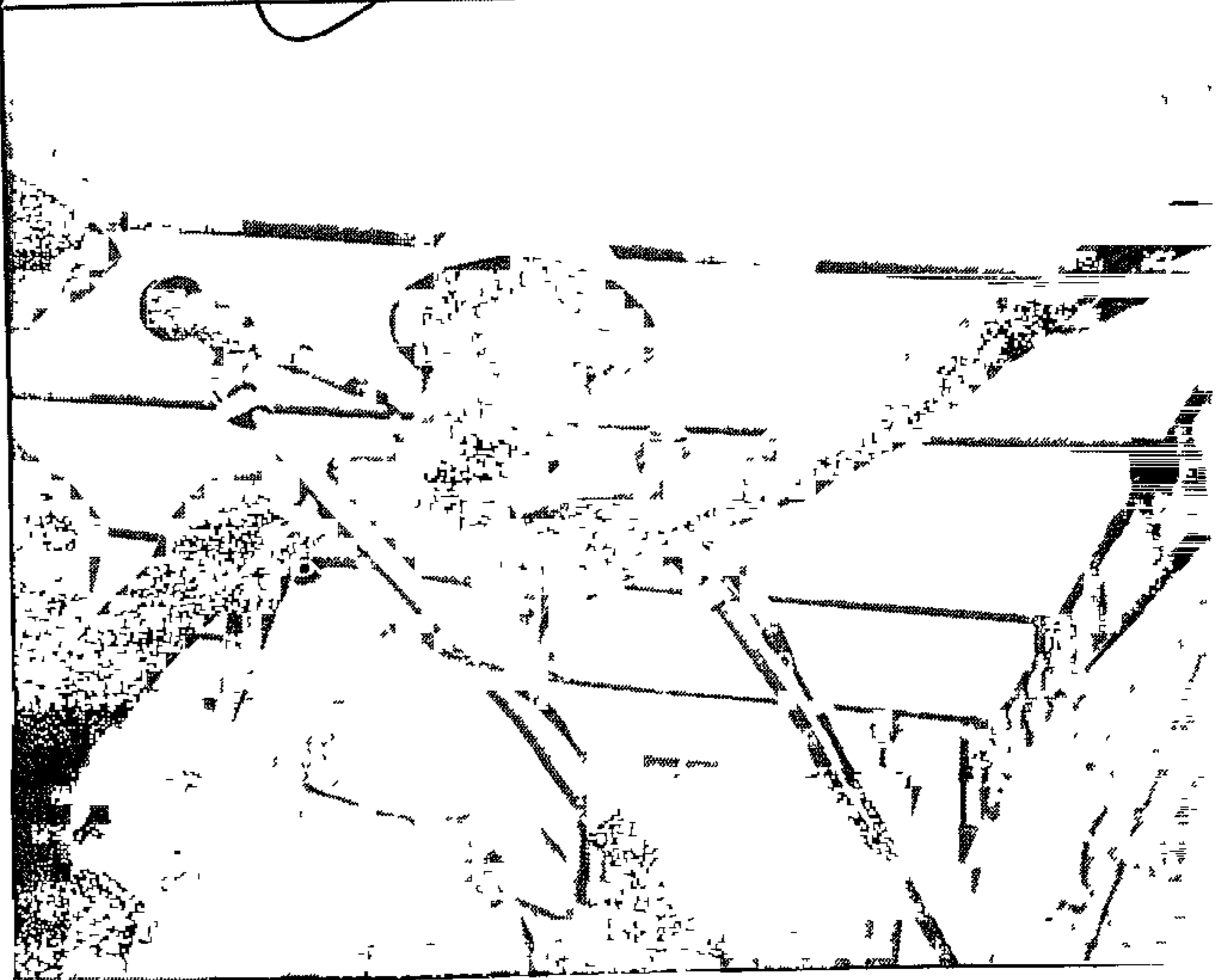
An estimated 5 000 people loudly applauded union speakers who emphasised their support for a "living wage" campaign, and demanded the release of ailing trade unionist Mr Oscar Mpetha, Mr Nelson Mandela and other political prisoners.

Earlier police manned roadblocks on roads to the stadium and later took up positions outside.

May Day — internationally recognised as being May 1 — was legislated in SA for the first Friday of the month, but shifted this year to the Monday.

Though May 1 has been granted as a paid holiday by certain companies, it remains a contentious bargaining issue between unions and management.

Transkeian workers yesterday legally gathered in Umtata's Independence Stadium to celebrate International Workers' Day, this year declared a public holiday by the region's ruling military government.



MAY DAY DRAMA . . These workers performed a short dramatic sketch at a in the Athlone stadium yesterday.

In Harare, President Robert Mugabe said his government would introduce collective bargaining on wage increases this year rather than fixing rises by decree. But the new system of determining pay rises, which will depend on company profits, would be strictly within government guidelines.

Peaceful and upbeat May Day celebrations in Moscow yesterday focused on reform in the Soviet Union. But in Czechoslovakia police detained dozens of marchers demanding change, and East German sources said several dissidents were arrested.

In communist Poland, police and demonstrators clashed in Wroclaw and Gdansk. Warsaw was the scene of a jubilant march by the newly legalised Solidarity free trade union federation and a more subdued official celebration.

On the holiday's 100th anniversary, police battled militants in South Korea, West Berlin and Turkey, and workers in the Philippines threatened a general strike.

In Pakistan, the government marked the day by lifting its ban on allowing trade unions to be formed by employees of the state broadcast service and Pakistan International Airlines.

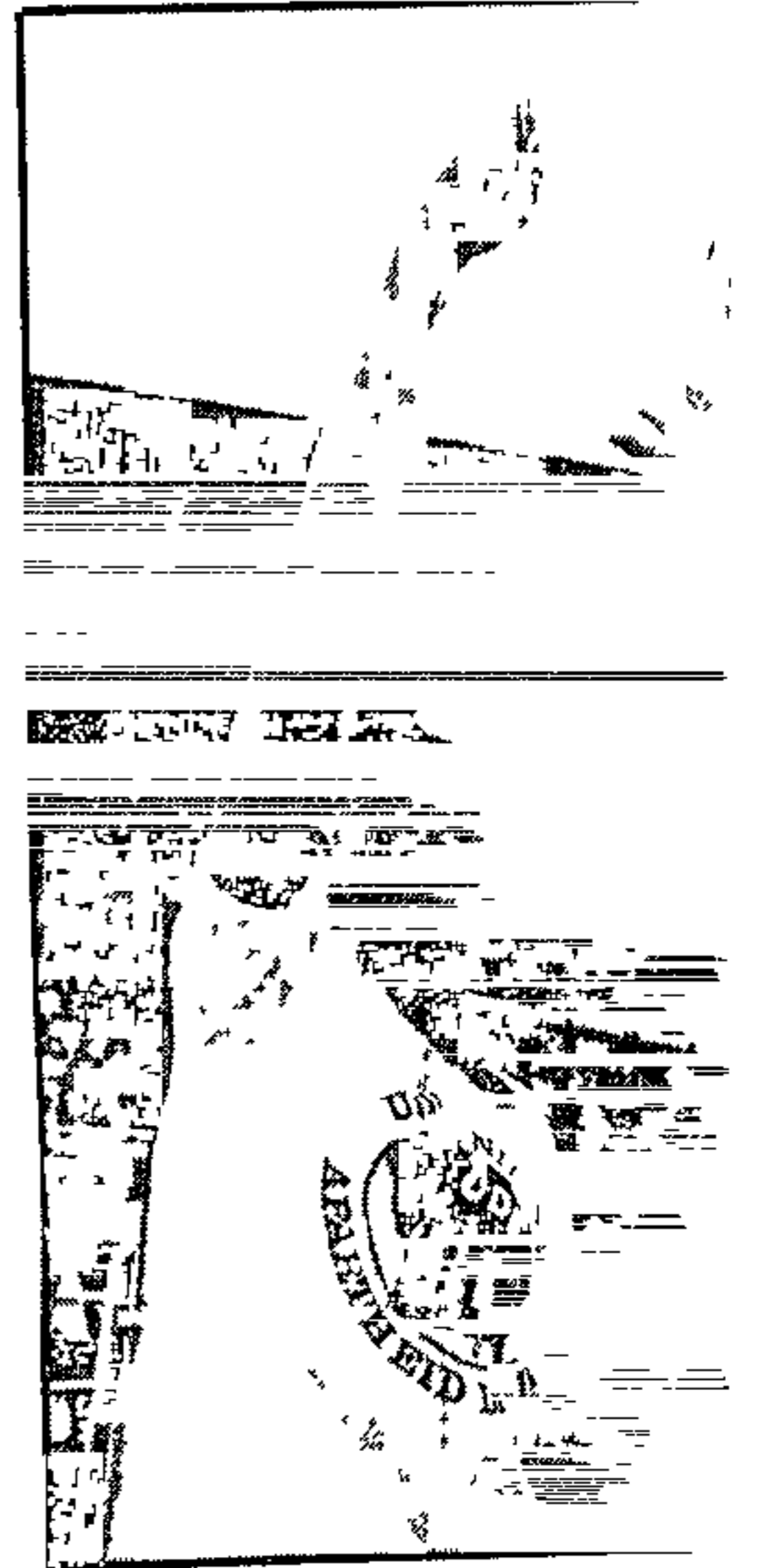
Spanish socialists and communists marched together through Madrid, presenting a common front against the government for the first time in seven years.

In China, which traditionally does not celebrate May Day with the fervour found in other communist countries, the Communist Party issued speeches and editorials urging workers not to give in to forces of social instability.

Red banners fly

Moscow's Red Square was packed for the world's premier May Day observance, and banners flowed in the spring breezes under a clear sky.

In West Germany, more than 600 000 people turned out for peaceful trade union-sponsored May Day rallies. But in West Berlin, rock-hurling leftist protesters looted stores, damaged cars and clashed with police, who detained 16 people. — Staff Reporter, Own Correspondent and Sapa-AP



WORKER POWER Thousands yesterday gathered at stadium to celebrate May Day, which were diverse as soccer games, were loudly satu affiliate mer

Violence mars May Day events

Star 2/15/89

152

Violence marred various celebrations of the 100th anniversary of the May Day labour holiday yesterday

Left-wing demonstrators battled police in the streets of West Berlin, injuring scores of policemen in the city's worst riots for years. Official sources said more than 60 policemen were hurt by a hail of stones, bottles and other missiles after a May Day rally.

Hotbed

A police spokesman said at least 12 demonstrators were arrested in the riots in West Berlin's Kreuzberg district, considered a hotbed of anarchist activity.

May Day parades elsewhere in West Berlin and West Germany passed off peacefully.

Celebrations in the Soviet Union yesterday were in the low-key, informal style of Mr Mikhail Gorbachev.

Across the country, pomp and circumstance were kept to a minimum.

Only in Armenia, where the official parade had been called off, ostensibly out of respect for the 25 000 who lost their lives in December's earthquake, were untoward events reported.

Several thousand people defied a ban and staged a rally in the centre of Erevan, chanting "Down with the government". Police did not intervene and no clashes took place.

In Moscow, the mood was happier, as 150 000 people staged the Red Square march-past, capped by a gymnastics display.

Watching in relaxed fashion were Mr Gorbachev and most other members of the Politburo.

Apart from Armenia, parades elsewhere in the country seem to have passed off without unusual incident.

In Warsaw, Solidarity activ-

ists, elated at the prospects of partial free elections, turned a May Day rally into a mass show of support for union-backed candidates in pending elections for the national assembly.

In at least two other Polish cities, police used force to break up opposition rallies.

● In Honduras, about 10 000 workers marched, calling for an end to United States military and economic interference in the country.

● In Bogota (Columbia), more than 30 000 trade unionists demanded an end to paramilitary death squads blamed for killing more than 250 unionists in two years.

● Striking workers in two Korean cities battled police after protesters attempted to stage May Day rallies there, police said. The tensions were aggravated by the arrest at the weekend of about 6 600 people who tried to hold rallies.

● In Turkey, one person was killed and 15 others injured as police in Istanbul battled with people trying to hold unauthorised May Day events.

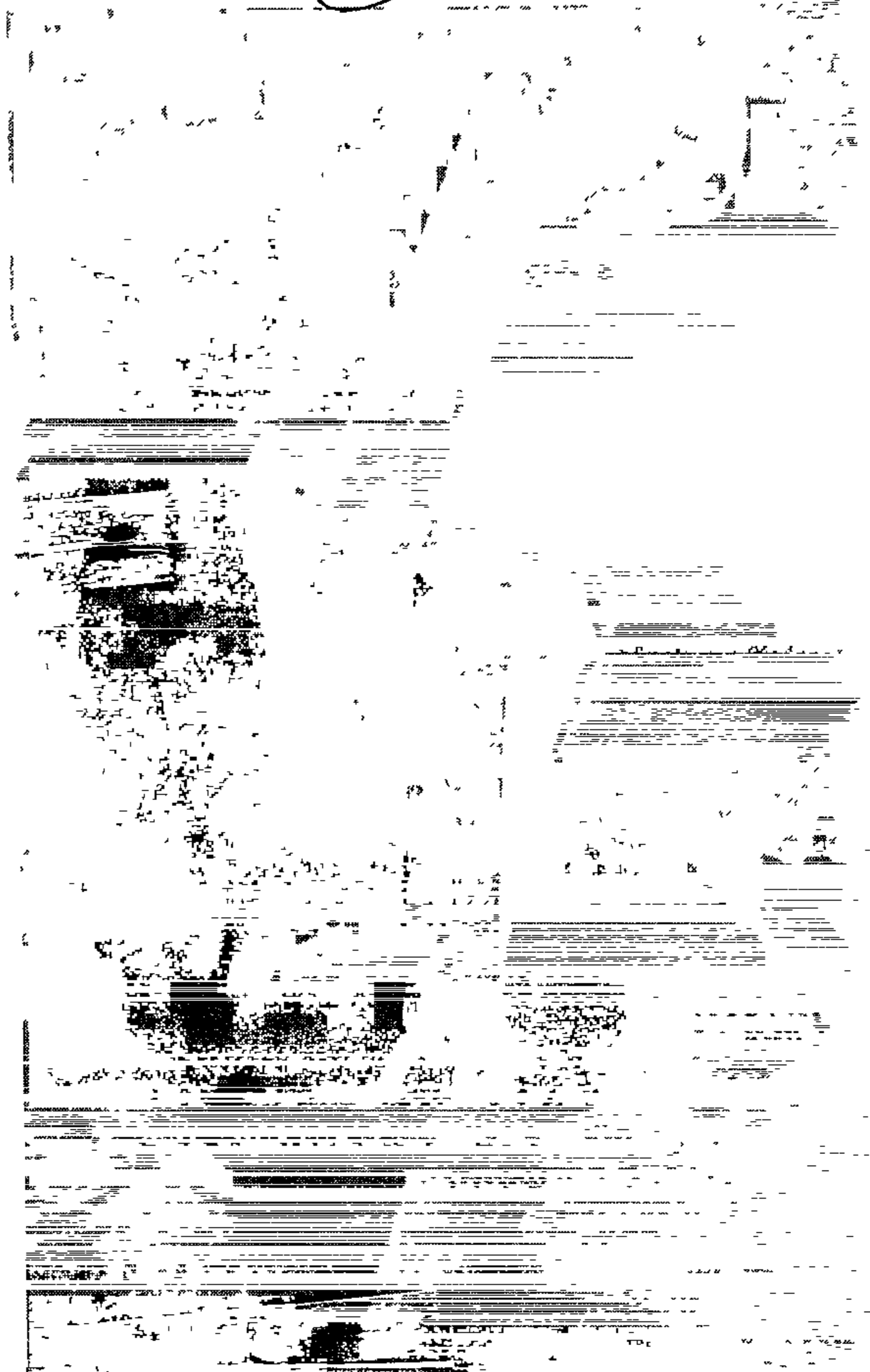
Teargas

● Philippine riot police fired teargas to disperse thousands of protesters in Manila demanding higher wages and the removal of US military bases. Police said 70 people were hurt.

● In Madrid, socialists and communists marched together, presenting a common front against the government for the first time in seven years.

● In Windhoek, thousands of Namibians, many of them members of trade unions affiliated to Swapo, celebrated the day with calls to South Africa to grant them immediate independence.

— Sapa-Reuter-Associated Press-The Independent News Service



Two West German policemen arrest a demonstrator during clashes in West Berlin's district of Kreuzberg yesterday. The violence broke out during a May Day rally involving 7 000 participants.

May Day to 'reflect on the struggle'

By Montshiwa Moroke

International Labour Day was a day to reflect on the liberation struggle and to remember the founding fathers of the country's union movement, the first general secretary of the National Council of Trade Unions, Mr Cunningham Ngcukana, said yesterday.

Mr Ngcukana was addressing a May Day rally at the Regina Mundi Roman Catholic Church, Soweto, amid shouts of "Viva Azania", and "Afrika, la we Lethu" (Africa, our country).

Police patrolled the vicinity of the church for several hours before the rally started, but kept a low profile during the meeting. There were virtually no police present when the rally ended.

Mr Ngcukana said May 1 was an important day throughout the world, but that he was disappointed that thousands of workers had stayed in their homes instead of attending the various rallies.

"This is a day to remember the founding fathers of the trade union movement in our country, in this century and the last, members of the working class, and the many who are languishing in detention.

EXPLOITATION

"In particular, we remember those who died defending trade unions, such as Andries Raditsele, Neill Aggett and many others.

"It is a day on which to make a serious reflection on the struggles being waged by workers against the exploitation of millions of our people," Mr Ngcukana said.

He said because of the price increases in basic commodities, labour battles this year would be greater than before. He included increases in the price of petrol and basic foodstuffs.

Millions of people, he said, were unemployed because they had been pushed out by the "capitalist structure" which could not accommodate them. Millions were forced to live in shacks because of the housing shortage and the high prices of new homes.

He said that while the people of Namibia were marching towards freedom, some people thought freedom meant votes alone.

"Freedom must mean the end to poverty, that everyone must have a job, health care, minimum clothing, that education is not a privilege but a right of every citizen," he said.

Mr Victor Coutres of the Justice and Peace Organisation said the Church could not afford to be neutral "while people are being evicted from their homes and are charged high rents".

Altron managements refuse to waive right to sue

Police clash with SAB strikers

152

6/10/69 3/5/69

WILDCAT strikes by about 1 360 employees of two Altron subsidiaries remained stalemated yesterday, with managements refusing to waive their right to sue for damages — the National Union of Metalworkers of SA (Numsa) condition for intervention.

And police clashed with a group of SAB employees yesterday outside the company's Alrode plant, scene of a two-and-a-half-week-old strike by 600 workers

The size of the strike at Altron's Standard Telephones and Cables (STC) in Boksburg, which began on Thursday, quadrupled yesterday to involve 860 workers

The company has filed an urgent application, to be heard in the Pretoria Industrial Court this morning,

considering its options Employees were demanding two members of management cease their involvement in disciplinary cases

He said both subsidiaries had refused to waive their rights to sue for damages after receiving legal advice that this would be inappropriate.

SAB and the Food and Allied Workers' Union (Fawu) gave differing explanations of the clash between strikers and police and the events which led up to it

A police spokesman said the matter would be covered in today's unrest report

An SAB spokesman said the company was forced to call the police when about 80 strikers armed with pipes, bricks, sjamboks and knives attacked individuals and property. The strike began after the dismissal

of four colleagues who had allegedly refused to obey instructions

However, Fawu assistant general secretary Mike Madlala said the workers had been attacked by police while passively sitting outside the plant gates They were expressing a desire to return to work, he said

Some had responded to this attack by throwing stones Three had been arrested and a number of others injured, he said

He said the Alrode plant had had a number of disruptions in the past 18 months, as members had responded to unfair dismissals and unilateral changes to working conditions

The SAB spokesman said the disruptions were due to "a radical core group who appear to have no interest in the work agenda and must therefore be operating to a set of ulterior motives"

ALAN FINE

against Numsa, the Electrical and Allied Workers' Trade Union and each individual striker, for an order to end the strike

A Numsa spokesman said he understood workers were demanding management consider alternatives to retrenchments implemented after a 35% cutback in Post Office spending on telecommunications equipment They were also seeking better severance payments

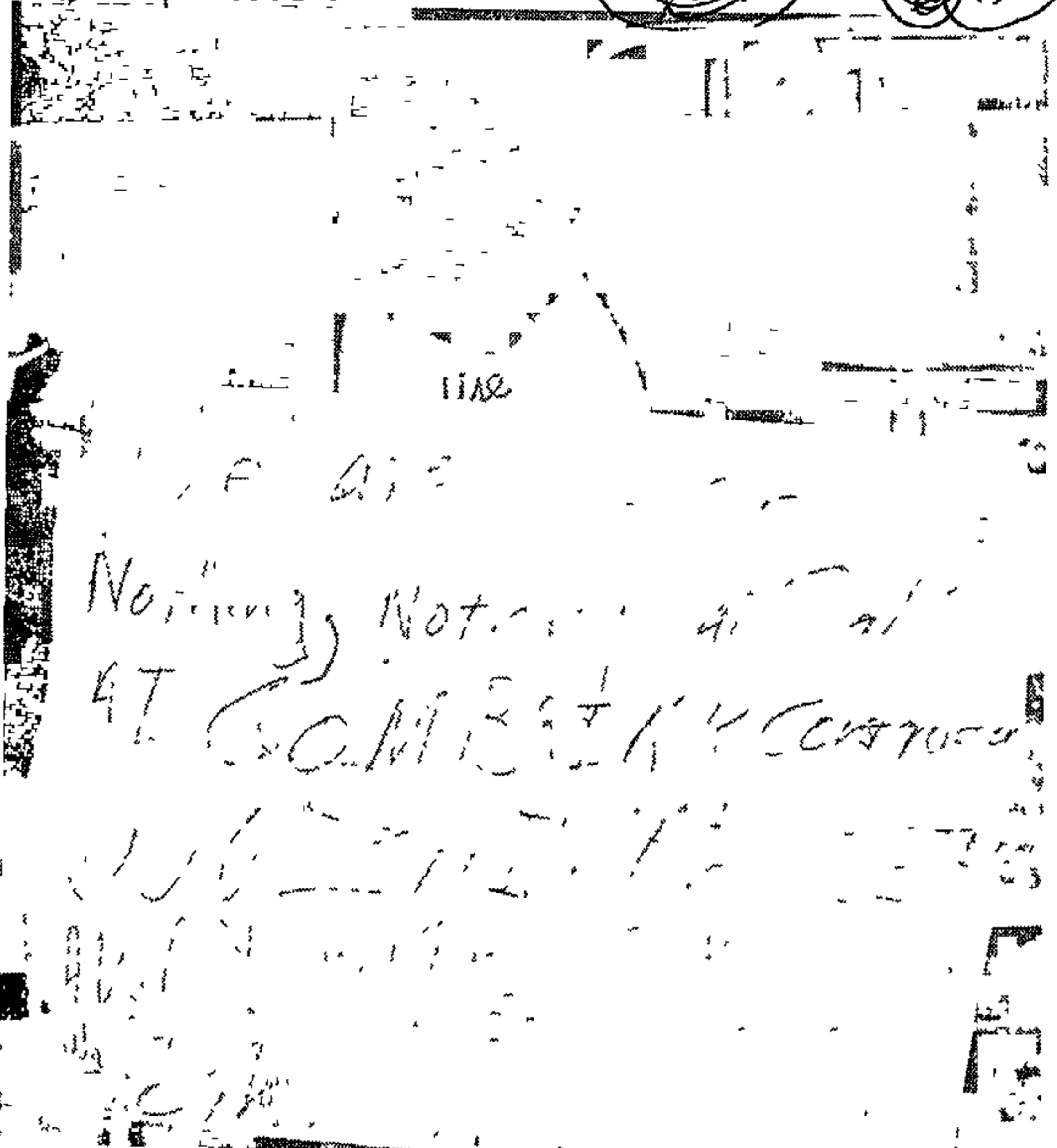
An ultimatum by management at Lascon Lighting in Johannesburg to its 500 employees to end their week-old strike by noon passed without response Management and shop stewards were meeting late last night

Altron human resources executive Hugh Donovan said the company was

BIDAM 5/5/87

152

152



A worker at a Pritchard Street construction site holds a poster detailing several grievances workers have with their employer. Picture ROBERT BOTHA

Teargas scatters strike groups

SIPHO NGCOBO

POLICE used teargas and were repeatedly called in to break up a demonstration and sit-in by about 100 striking construction workers in Johannesburg city centre on two days this week.

Witwatersrand police spokesman Lt-Col Frans Malherbe confirmed, police used teargas to disperse Group Five workers.

"Apparently, about 100 workers refused to leave the sites after they had been paid off. The police gave them five minutes to disperse. They refused and police sprayed three cans of teargas at them," said Malherbe.

The first police action against the strikers, part of a construction work-

force building two high-rise structures in Pritchard Street, took place at about 10am on Tuesday when workers staged a sit-in at the sites.

The second police action was on Wednesday when police broke up a placard demonstration.

The workers, all members of the Construction, Building and Allied Workers' Union, are involved in a pay dispute with Group Five. Under a court order they are not supposed to be at the construction sites.

A Group Five official refused to comment.

**UWC raid
arrests**

CALL TIMES 3/3/89

on May Day

152
Staff Reporter

POLICE raided a hostel on the University of the Western Cape campus on Monday and arrested four students

A police spokesman in Pretoria said yesterday that four students had been "picked up for questioning" and later released

The spokesman said there had been no incidents of stone-throwing

Students said they had been on their way to a May Day rally in Athlone when police stopped their bus and turned them back.

The students said they had returned to campus and that some had marched around the campus

Police later raided the Basil February Hostel

Six electronics plants hit by workers' strike

Labour Reporter

Nearly 1 500 members of the National Union of Metalworkers (Numsa) are on strike at six electronics plants in the Transvaal and the Cape over issues centring on retrenchments and disciplinary action.

The Industrial Court is expected to make its decision known today on an application brought by one of the companies affected, Standard Telephone and Cables, in an effort to end an eight-day strike at its Boksburg plant. Numsa, the Electrical and Allied Workers' Trade Union and about 600 workers have been cited as respondents.

A Numsa spokesman said the union would not intervene to end the Boksburg strike unless the company waived its right to sue the union for damages.

The strike was sparked by the company's intention to retrench between 200 and 300 workers as a result of cutbacks in orders from the Post Office.

In addition to the STC workers, Numsa members at Lascon Lighting continued a strike which began on Thursday last week. Numsa refused to intervene for fear of being held liable for damages.

● Several hundred workers are on strike at four Aberdare Cables plants in Port Elizabeth and Rosslyn in solidarity with a shop steward who has been suspended with pay for alleged poor workmanship.

152 WMMAL 5-11/5/89

Fired man hits 'at Red Cross 'tokenism'

BONGANI KHUMALO, a regional vice president who was dismissed last week by the South African Red Cross Society's Southern Transvaal region, has charged his dismissal follows repeated calls for effective black participation in the organisation

A one-day strike is expected today at Johannesburg Red Cross offices in solidarity with Khumalo

Khumalo was served with a letter of dismissal on Friday last week by the Southern Transvaal regional director, Neill Ross. When Ross was approached by the *Weekly Mail* for reasons leading to the dismissal, he said, "It is purely a domestic and management issue"

However Khumalo believes there is a connection between his dismissal and a campaign he has been waging to introduce effective black participation in the organisation

Changes he tried to instal were met with fierce resistance, he said, charging he was asked, for example, to disband the Henri Dunant Coalition which was meant to facilitate communication in labour relations

"The South African Red Cross Society is a racially structured organisation in its leadership structure and the focus of its activities," Khumalo said this week

The leadership is composed of whites and the Red Cross is not directing its efforts to the basic needs of the black community, he said

He gave the example of the financial involvement of the Red Cross in white old age homes and creches while black staff working as paramedics in the townships have little or no equipment

"There are many ambulances parked in town and gathering dust but many people die every day in Soweto for the lack of transport to take them to the hospital," Khumalo said

When the *Weekly Mail* inquired about allegations of lack of proper facilities for the black staff, Ross said "It is a general problem . . . one of the drawbacks in the Red Cross. Facilities are not allocated on the basis of race"

Khumalo thinks his "biggest sin" was an editorial he wrote for the *Humanitarian*, a Red Cross publication, in September last year, charging in effect that the Society discriminated against blacks

In the article, he wrote "The SARCS has been reminded over and over again about the importance of meaningful black participation from

Racism rules the roost at the SA Red Cross and blacks are used as window-dressing to mislead a hostile world, charges a black official recently dismissed by the organisation. MUSA ZONDI reports

different angles of the interpretation of the Red Cross mandate in South Africa

"Year after year, the SARCS made promises to fulfil them but has employed various strategies of resis-

tance against meaningful black participation"

When the SARCS attended international meetings, "the incumbent SARCS have made sure to include a black person in the delegation for tokenism. That 'tomfoolery' has not worked"

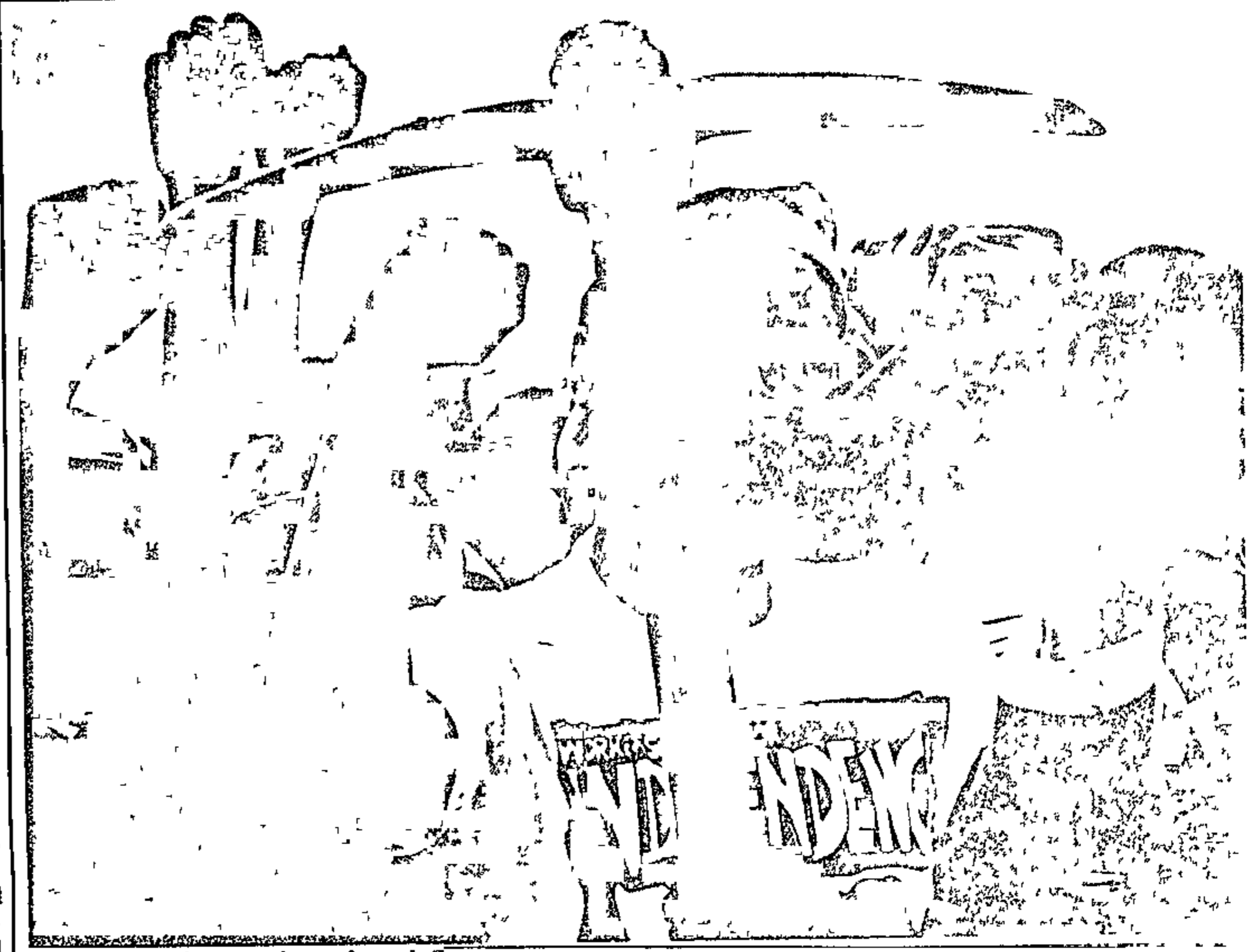
The editorial drew heavy, hostile responses from various regions. The Border Region called for the immediate resignation of "the individual concerned". The Southern Transvaal region described the report as "disastrous"

In a letter to the SARCS, Dr Byron

Hove, national chairman of the Zimbabwe Red Cross Society, said he did not expect "window dressing" but a meaningful change in the structure of the SARCS. He stopped short of calling for the expulsion of South Africa from the international movement

However most member countries of the International Red Cross movement have called for the suspension of South Africa from the league

Another issue the Red Cross has failed to address is the question of the prisoner of war status on African National Congress guerrillas, Khumalo said



The surge of struggle and work ... members of the National Union of Namibian workers in a militant mood at a May Day rally in Windhoek this week. Thousands of South African workers also gathered at rallies to mark the day. Although a mass meeting at Soweto's Orlando Stadium was banned, the security forces maintained a low profile, and no violent incidents were reported. Picture. JOHN LIEBENBERG, Afrapix

Police must 'scour own ranks'

of this wicked murder" said the Black Sash

Groups associated with the Mass Democratic Movement have said Webster was a logical target for assassins because of his central position in a variety of anti-apartheid initiatives, and in particular his up-front position in opposing detention and other forms of repression

Webster was a founder member of the Detainees' Parents Support Com-

mittee, and when that was banned year, he helped form a group called Detainees' Education and Welfare. He played a central role in organising the last three tea parties, for families of detainees — all of which were disrupted by security police

Webster's funeral will be held 10am tomorrow

See PAGES 10/11

Bus fare hike

on Sunday it had given the name of a... He refused to say why police were not... investigating the claims... called Mr X to police... on Sunday it had given the name of a... He refused to say why police were not... investigating the claims... called Mr X to police... on Sunday it had given the name of a... He refused to say why police were not... investigating the claims... called Mr X to police...

Lascon, Altron strikes end

ALAN FINE

EMPLOYEES at two Johannesburg metal sector companies hit by strikes last week have returned to work. 80 at another have been dismissed, and disputes continued at two more

against nearly 1 000 strikers at Altron's Standard Telephones and Cables last week Ehlers said he the dispute over pending retrenchment of about 200 employees could be negotiated and settled at plant level A meeting between worker representatives and management was scheduled for this morning

Nearly 500 members of the National Union of Metalworkers of SA (Numsa) at Lascon Lighting, Johannesburg interdicted by the Rand Supreme Court on Friday from continuing their unlawful two-week strike, obeyed the order and returned to work yesterday, Altron executive Jaques Sellschop said

Meanwhile Numsa regional organiser Tony Kgobe said the 80-strong dayshift at Cinqplast — on strike over a dismissal since May 3 — had been dismissed MD Howard Greenspan declined to comment

Sellschop said worker representatives had been invited to discuss grievances with management The strike supported demands that two management members ceased conducting disciplinary hearings Industrial Court president Daan Ehlers yesterday suspended for 14 days his order

Kgobe said another retrenchment strike, at Champagne Lighting, had ended At Thorn Lighting yesterday workers rejected management's offer to selectively re-employ most of 200 dismissed last week during a strike over a dismissal

on Sunday it had given the name of a man whom it called Mr X to police investigating the claims - He refused to say why police were not

Lascon, Altron strikes end

(151) ALAN FINE

EMPLOYEES at two Johannesburg metal sector companies hit by strikes last week have returned to work, 80 at another have been dismissed, and disputes continued at two more

against nearly 1 000 strikers at Altron's Standard Telephones and Cables last week

Nearly 500 members of the National Union of Metalworkers of SA (Numsa) at Lascon Lighting Johannesburg, interdicted by the Rand Supreme Court on Friday from continuing their unlawful two-week strike obeyed the order and returned to work yesterday, Altron executive Jaques Sellschop said

Ehlers said he the dispute over pending retrenchment of about 200 employees could be negotiated and settled at plant level A meeting between worker representatives and management was scheduled for this morning

Sellschop said worker representatives had been invited to discuss grievances with management The strike supported demands that two management members ceased conducting disciplinary hearings Industrial Court president Daan Ehlers yesterday suspended for 14 days his order

Meanwhile Numsa regional organiser Tony Kgobe said the 80-strong dayshift at Cinqplast - on strike over a dismissal since May 3 - had been dismissed MD Howard Greenspan declined to comment

Kgobe said another retrenchment strike, at Champagne Lighting, had ended At Thorn Lighting yesterday workers rejected management's offer to selectively re-employ most of 200 dismissed last week during a strike over a dismissal

Workers protest Red Cross firing

UNION members yesterday picketed in central Johannesburg to protest the dismissal of South African Red Cross Society assistant regional director for Southern Transvaal, Mr Bongane Khumalo.

A spokesman for the National Education, Health and Allied Workers' Union (Nehawu), said the protest was aimed at the "unfair dismissal" and demanded Mr Khumalo's immediate re-instatement in pickets at the Jeppe and Kruis Streets intersection.

The picket had been initiated by Red Cross workers, who "feel strongly" Mr Khumalo's dismissal was related to his efforts to end racial discrimination within the SA Red Cross management structure and policy direction, the spokesman said.

"The SA Red Cross has shown an apathy towards assisting and creating facilities for people in black communities and squatter camps whereas it continues to fund and facilitate projects in white communities," the Nehawu spokesman said.

When contacted yesterday Mr Khumalo told *SAPA* he had not

read the letter of dismissal handed to him on May 2 by his immediate senior — Southern Transvaal regional director, Mr Neil Ross — and as a result did not know the Red Cross' reasons for sacking him.

He was, however, aware of moves to oust him from his job after Mr Ross previously asked him to resign.

Mr Khumalo said there was "a build-up of tension" among the SA Red Cross' black members following his attempts to bring to the national executive's attention the racial imbalances at management and policy-making levels.

The fact that all policy making was dominated by whites had created dissatisfaction and a morale problem amongst black staff and members.

The SA Red Cross' "poor image" in this regard had led to threats that it could be expelled from the international body of the Red Cross, he said.

He had called on the executive to investigate the SARC's interpretation and implementation of the mandate of the International Red Cross — *SAPA*

SAB workers strike over sacking

Sowetan 9/5/89

152

ABOUT 700 members of the Food and Allied Workers' Union have downed tools at two South African Breweries' plants in Alrode, Alberton, in protest against the dismissal of four of their colleagues.

A spokesman for SAB yesterday confirmed the work stoppage, saying the four workers were dismissed after refusing to follow instructions at the workplace.

Refused

He said the four also refused to appear before the disciplinary hearing set up to resolve the dispute.

The company was using temporary labour to sustain normal production,

the SAB spokesman said. A date for talks between Fawu and management has not yet been set.

Fawu spokesmen could not be reached for comment yesterday.

• The Banking, Insurance and Assurance Workers' Union (Bifawu) has entered into a procedural recognition agreement with the Santam Bank, a spokesman for the union said

Negotiate

A Bifawu official, Mr Alfie Moja, said the agreement would enable the union to negotiate — among other things — grievance and retrenchment procedures.

The two parties are expected to start wage talks soon

majority rule

Syndicate vies with Gencor in bid for Mobil

152

The Mobil saga has taken an unusual turn with a syndicate of prominent Durban businessmen attempting to outbid Gencor for Mobil's assets in South Africa.

Mr Mangalpersaid Hariram, spokesman for the group, said it had R150 million at its disposal provided by the four syndicate members and a possible further R150 million from another businessman.

He said the initial plan was to raise Gencor's offer by at least five per cent — Sapa.

● Mike Siluma reports that following the postponement of its urgent Industrial Court application on Tuesday, the Chemical Workers Industrial Union yesterday said it would hold a ballot to prepare for a national strike against Mobil.

The strike would be to force Mobil to negotiate with the CWIU preconditions for disinvestment prior to the sale of the company's assets

At Tuesday's hearing, Mobil's attorneys undertook to see to it that Mobil provided the union with full information pertaining to the sale. The company says its local management did not know about the proposed sale until it was announced publicly more than a week ago.

The CWIU claims Mobil is refusing to negotiate.

Manufacture

Syndicate vies with Gencor in bid for Mobil

The Mobil saga has taken an unusual turn with a syndicate of prominent Durban businessmen attempting to outbid Gencor for Mobil's assets in South Africa *Star 11/5/87*.

Mr Mangalpersaid Hariram, spokesman for the group, said it had R150 million at its disposal provided by the four syndicate members and a possible further R150 million from another businessman.

He said the initial plan was to raise Gencor's offer by at least five per cent — Sapa

● Mike Siluma reports that following the postponement of its urgent Industrial Court application on Tuesday, the Chemical Workers Industrial Union yesterday said it would hold a ballot to prepare for a national strike against Mobil.

The strike would be to force Mobil to negotiate with the CWIU preconditions for disinvestment prior to the sale of the company's assets.

At Tuesday's hearing, Mobil's attorneys undertook to see to it that Mobil provided the union with full information pertaining to the sale. The company says its local management did not know about the proposed sale until it was announced publicly more than a week ago.

The CWIU claims Mobil is refusing to negotiate.

Union prepares to strike against Mobil

152

The Argus Correspondent

JOHANNESBURG. — The Chemical Workers' Industrial Union is to hold a ballot to prepare for a national strike to force Mobil to negotiate its preconditions for disinvestment before the sale of South African assets to Gencor.

This follows a postponement of an urgent Industrial Court application on Tuesday.

The union has asked the court to halt the sale until Mobil negotiates the union's terms for disinvestment.

The hearing has been postponed, for the second time in two weeks, to May 24.

At Tuesday's hearing Mobil's attorneys undertook to see that Mobil provided the union with full information about the sale.

The company maintained that its local management did not know about the proposed sale until it was announced publicly.

In a strongly worded statement the union said Mobil refused to negotiate and had reneged on previous commitments.

The company's agreement to meet the union on Monday had been "an attempt to stall and undermine the court proceedings already under way".

R170-m fraud alleged: SA man sought

The Argus Correspondent

JOHANNESBURG — An arrest warrant has been issued for a former chemical and explosives magnate allegedly involved in a R170-million foreign exchange fraud.

He is Mr Oliver Hill, 50, who left South Africa for Britain two years ago after his chemical industries empire collapsed. He is believed to have applied for American citizenship.

Mr Hill is wanted for allegedly transferring funds outside South Africa by using front companies. The charges on which he is wanted include forex violations involving explosives factories and Eskom shares.



MANAGEMENT of Thom Lighting is considering whether to agree to a demand by the National Union of Metalworkers of South Africa (Numsa) that they give an undertaking not to sue the union for loss of production resulting from a wildcat strike by Num-

Don't sue - Numsa

sa members. Two hundred workers were dismissed after going on strike last week and management is presently discussing their re-employment.

Numsa has refused to intervene in the matter unless management gives the undertaking. Numsa has asked for a similar undertaking from Altron where 457 workers have been

on a wildcat strike for more than two weeks at Altron's Lascon Lighting

Altron was last week granted an interim interdict in the Rand Supreme Court ordering the workers to end their strike

Numsa was cited as a co-respondent in the application

220 workers fired



Southern
12/5/84

Thorn Lighting employees dismissed by the company last week.

By LEN MASEKO

ABOUT 220 employees of Thorn Lighting's Industria branch have been fired by the company after participating in a work stoppage.

The workers, all members of the National Union of Metalworkers of South Africa (Numsa), were protesting against the dismissal of a union member by Thorn management.

The company's managing director, Mr Rudi van Eck, has declined to comment.

Numsa members have accused the company of failing to attend to their grievances which, they said, included a demand for the recognition of the union.

"One would have thought that Thorn, as a British company, subscribed to the Sullivan Code," a spokesman for the dismissed employees said.

In a letter to the employees, Thorn management said

the Numsa members had breached their conditions of employment by participating in the stoppage. The letter said their employment was terminated as from May 3

• About 250 members of the South African Chemical Workers' Union (Sacwu) have been on a wage strike at Plascon's Alberton factory since Monday this week, a spokesman for the union said.

Sacwu members demanded an across-the-board increase of R200 a month while management offered rises ranging from R115 to R148 a month.

The Sacwu spokesman said a conciliation board had failed to resolve the dispute between the two parties last month. Sacwu members then decided to conduct strike ballots, whose outcome favoured industrial action to force management to accede to employees' demands

152 wmail 12-18/5/89.

SORRY, IT'S NOT OUR PROBLEM

A wave of strikes, but unions stay out

A WAVE of wildcat strikes, stoppages, go-slows, demonstrations and overtime bans has rolled across the metal industry on the Reef in the past fortnight — signalling the start of a new phase of industrial conflict over the way companies and unions are responding to South Africa's controversial new labour laws.

The spate of militancy by more than 2 000 workers in at least a dozen steel, electrical and electronic plants — the most extensive since the metalworkers' strike last year — appears to have been protracted by a breakdown of established negotiating procedures as management and organised labour seek to use new strategies in terms of the Labour Relations Amendment Act.

The disputes include

● A strike at Altron's Standard Telephone Cables (STC) near Boksburg by about 1 000 workers which began last week over the company's plans to retrench some 250 workers. The National Union of Metalworkers of South Africa declines to intervene in the dispute after the company refuses to waive its rights to sue the union. STC asks the industrial court to order the strikers back to work and to declare the strike illegal. Three hearings take place in less than a week and proceedings drag out as some 600 strikers are listed individually as respondents in the company's papers.

● A strike by about 450 workers at Altron's Lascon Lighting near Crown Mines begins last week after a dispute over the company's disciplinary code. Numsa refuses to mediate and management obtains a court order to evict workers from the premises. The strikers then return to work but the cause of the conflict remains unresolved.

● Some 200 workers dismissed at Thorn Lighting this week after a strike to protest against the sacking of a senior shop steward. Numsa distances itself from the strike and rejects management's offer to selectively re-employ workers.

● Cinqplast in Denver dismisses about 50 workers after obtaining a supreme court order to evict strikers from company premises. A supreme court hearing, in which the firm asks for the dismissals to be declared legitimate, will be heard on May 23. Management refuses to waive its rights to sue the union.

● Tilley McMill, a steel plant in Wadeville owned by JCI, is hit by a strike involving 230 workers on Tuesday after a dispute over time taken off by workers over last week's holidays. Numsa agrees to negotiate.

● A strike by some 700 workers at GEC in Germiston after dispute over the behaviour of a white supervisor. Workers are locked out on Wednesday morning after the union sends a

telex asking it to waive the right to sue. Signs are that the strike will spread to GEC's Johannesburg plant.

● Ongoing demonstrations and stoppages by 500 Numsa members at Genrec in Wadeville over plans to retrench 150 workers. Tension began in April and has not yet been resolved.

● Stoppages and go-slows since Monday at Girder Naco in Wadeville by about 250 workers who claim management refuses to negotiate over a range of grievances.

● A lock-out of 10 workers at Temco in Germiston where there has been a series of stoppages since strikers were reinstated a month ago after being dismissed during a strike.

The industrial unrest has been marked by two main themes: a refusal by Numsa to mediate in spontaneous disputes unless the organisation is assured it will not be sued for lost production under the new law and extensive use of the Act by employers to obtain court interdicts compelling strikers to go back to work. This has resulted, in most cases, in the failure of plant-based negotiations to resolve the strikes and in the disputes becoming embroiled in protracted court actions.

"We are experiencing a re-orientation in the minds of workers who have lost faith in the established system of collective bargaining," says Numsa's disputes officer, Has-sen Lorgat. "Workers are seeking new strategies in a situation where management is trying to roll back the gains that unions have made on the factory floor. This may well indicate the future direction of industrial relations in this country."

Says Adrian Hersch, senior professional officer for the Institute for Industrial Relations. "Our institute has from the outset warned of the negative aspects of section 79 (2) of the LRAA (which allows employers to sue unions for damages lost during unlawful strikes). This is now manifesting itself in strikes where the union involved is unable to intervene. We would urge that this clause, amongst others, be amended as quickly as possible."

Commenting on the use of legal stratagems by employers, labour lawyer John Brand told the *Weekly Mail* that since the beginning of the year the industrial court had largely become a forum for employers seeking to circumvent normal processes of negotiation by obtaining court interdicts against strikers.

"The amendments which made this possible have caused workers to view the courts with contempt and they no longer see the law as a feasible way to deal with disputes. Incentives to keep a strike lawful have been diminished by the workings of the LRAA."

What makes the rash of wild-cat strikes in the past fortnight unusual is the role of the unions — they're doing absolutely nothing. The reason is to circumvent the new labour laws which allow companies to sue unions for damages. And without union mediation, the disputes are just getting more tangled, reports

EDDIE KOCH



152 12-18/5/89.

Union may strike over Mobil pull-out

WORKERS at Mobil Oil SA are planning legal strike action over the company's refusal to negotiate the terms of its disinvestment from South Africa, says a representative of the Chemical Workers' Industrial Union (CWIU).

CWIU general secretary Rod Crompton told the *Weekly Mail* his union was planning to hold a ballot among workers at Mobil's refinery in Durban, and that this could lead to a nationwide strike in the company.

Mobil has about 2 000 workers at the refinery and depots around the country.

An application by the union for the industrial court to declare Mobil's failure to provide information about its sell-out to Gencor — as well as its failure to negotiate the terms of the disinvestment — an unfair labour practice was postponed this week to May 24.

The court's deputy president, Pierre Roux, said the main reason for the postponement was an undertaking by

WZA
WMA 12-18/5/89
152
By EDDIE KOCH

Mobil lawyers that they would seek instructions from the multinational to provide the union with information about the proposed sale.

Talks between the oil giant and CWIU on Monday this week made little headway. The union said after the meeting that the company's agreement to talk had amounted to "nothing more than an attempt to stall and undermine the court proceedings already under way".

"They persisted in their denial of any prior or even current knowledge of disinvestment process. They refused to give any guarantees to the union beyond a commitment to uphold their legal responsibilities not to change existing conditions of employment," said a CWIU press release.

The union said Mobil employees had staged demonstrations in Mobil plants and outside Mobil offices in Durban, Cape Town and Johannes-

burg. "In view of Mobil's intransigent position, the union will now take steps to protect the interests of our members," it said.

The Department of Manpower failed to appoint a conciliation board after the CWIU declared a dispute last year with a number of multinationals which had refused to negotiate the terms of a possible pull-out from South Africa. The lack of conciliation gives the union the right to begin legal strike proceedings.

Meanwhile the CWIU has welcomed the industrial court's directive that Mobil's lawyers attempt to obtain more information concerning the sale. However, the union expressed disappointment that its application for an urgent interdict to suspend the sell-out had been postponed.

● The CWIU announced that it had agreed to a request for a meeting with a syndicate of black businessmen in Durban who are making a bid to take over Mobil by offering five percent more than the Gencor offer.

Bus fare hike sparks boycott

MEMORIES of the lengthy, expensive and bloody bus boycott of 1983 came back to haunt Ciskei authorities this week with the launch of another boycott of buses.

Angry commuters at a May Day rally in nearby Duncan Village decided to stop using Ciskei Transport Corporation (CTC) buses in the wake of the second fare increase this year. The latest increase, which became effective two weeks ago, resulted in the journey from the main Mdantsane rank to East London going up by almost 25 percent.

It is likely that the boycott will receive widespread support. Not only are the taxi fares for the same journeys now cheaper, but there is also a railway line running the length of Mdantsane.

The 1983 boycott of CTC, which is 50 percent-owned by the Ciskei government, was also sparked off by fare increases. It lasted for nearly two and a half years, turned Mdantsane into a battlefield and ended in a defeat for CTC.

Hundreds of people were detained by the Ciskei police, and there were allegations that the Mdantsane stadium had been turned into a prison, where large-scale assaults and torture took place.

The boycott took a tragic turn when Ciskei police opened fire on commuters at Egerton railway station, killing 19 people and injuring 35 others. — Elnews

wmhl



AM



199

st n

S

et

ive

on

ha

of

g

it

"Our only weapon is the pen."
Iva Gadafri, referring to the home-



A nostalgic reunion ... Harry Gwala, with his relative Pam Mendi, leaves Victor Verster Prison after spending five hours with Nelson Mandela. The two last saw each other in 1982 when Mandela left Robben Island

Picture: RASHID LOMBARD

Union agrees to talk, strike ends

A WILDCAT strike by about 1 000 workers at Altron's Standard Telephone Cables (STC) ended yesterday after the strikers' union agreed to mediate in a dispute over the company's plans to retrench about 200 workers.

The National Union of Metalworkers (Numsa) had previously refused to involve itself in the affair unless management waived its rights under the Labour Relations Amendment Act to sue the organisation for lost production during the strike.

On Wednesday the industrial court urged all parties involved in the strike to play a role in ending the dispute. STC agreed to suspend its application for an order that the strike be declared unlawful while the union agreed to enter into negotiations.

"We felt that we had gone on record

By EDDIE KOCH

as saying that we had nothing to do with the strike and that the court accepted this," said Numsa organiser Alfred Widdington. "This will give us protection if management tries to sue for damages during the strike, and for this reason we felt we were able to intervene."

Companies hit by a series of spontaneous strikes in metal and electronic factories on the Witwatersrand over the past fortnight have found it difficult to resolve the disputes because of the union's reluctance to become involved.

STC's public relations officer, Jacques Sellschop, was not available for comment yesterday.

● See also Page 10

Labour Update

Union to put the squeeze on Mobil

THE Chemical Workers Industrial Union is to initiate a strike ballot to prepare for a legal strike against Mobil Oil South Africa following the breakdown of discussions held in Durban.

A statement released by the union yesterday says that Mobil refused to negotiate the terms of its recently announced disinvestment at the meeting and that a group of ten senior officials of the company "persisted in their denial of any prior or even current knowledge of the disinvestment process

"They were only willing to confirm the company's employee bulletin announcing the sale, the statement says "

In addition, the union notes that it is "dismayed" at the industrial court's decision to grant the company "yet a further postponement in our application for an urgent interdict "

"We do, however, take note of the disquiet expressed by the court at

**SOWETAN
Reporter**

the lack of information provided by Mobil to the workforce. We also welcome the court's directive to Mobil's attorneys to attempt to get instructions from Mobil to provide the union with information concerning the disinvestment

"It was also clarified that a key witness on Mobil's intentions is managing director, Mr Bob Angel, who so far has been inexplicably absent from South Africa and unavailable to shed the light on Mobil's sudden inability to negotiate when disinvestment became an issue "

A spokesman from Mobil Oil was not available to comment on the statement

**'7 500 man-days
lost in week of
metal strikes'**

ALAN FINE

152

ABOUT 7 500 man-days were lost this week in a rash of strikes and lock-outs at eight metal-sector firms in the Germiston-/Alrode area, the National Union of Metalworkers of SA (Numsa) said.

In the same area, a wage strike and lock-out at Plascon led to a clash between strikers and police yesterday.

Among the largest metal firms involved were Scaw Metals, Hall & Longmore, GEC Switchcare and Genrec, a spokesman for Numsa's Katlehong office said.

Issues in dispute included retrenchments, dismissals and other grievances.

He said the strike at Scaw had been called off pending an appeal against the dismissal of a union activist.

In each case the union followed its routine in wildcat strikes and asked for management undertakings waiving its right to sue for lost earnings.

Intervene

In only one of the eight cases was the undertaking given. However, the union, which appeared to have modified its tactics, intervened in most of the actions.

A Numsa official said the union was attempting to establish guidelines whereby it would intervene in those cases where no undertaking was given but where circumstances dictated the union could not be held liable for instigating the strike.

About 300 SA Chemical Workers' Union (Sacwu) members employed at Plascon, who embarked on a sit-in on Monday, were locked out of the plant yesterday, a Nactu spokesman said.

She said the workers were later beaten up by police and two were arrested.

A police report said a group of blacks went to a footbridge above the R77 highway at Katlehong, Germiston, and began throwing stones and other objects at passing vehicles.

"When police requests to disperse were ignored, quirts were used to disperse them and two men were arrested. No injuries or damage were reported to the police."

Plascon could not be contacted

COURT BATTLE FOR ORANGE PICKERS

AN application for the reinstatement of over 1 200 Zebediela Citrus Estates striking workers is to be filed in the Pretoria Supreme Court this afternoon.

The application by the Black Lawyers Association (BLA) on behalf of the workers will also ask the court to order the company not to go ahead

By MATHATHA TSEDU

with its threat to evict the workers from the compounds or to again call the police "into what is purely a labour dispute"

BLA litigation officer, Mrs DMokgatle, said the application followed a visit to the area by a team of black advocates led by

Mr Dikgang Moseneke

She said the company had on Friday refused to open negotiations with the union or the legal representatives over the workers grievances. The company had also refused to give an undertaking that the strikers would not be evicted.

The workers were informed during the week that they had been dismissed following the strike that started on May 3.

The stoppage, over wage demands and the recognition of the National Union of Farmworkers, has brought the world's largest orange estate to a halt. Oranges began rotting as they fell to the ground in their thousands.

Dog bites

Strikers say they earn from R60 per month to R165 for those with over 30 years service. Police were called to the estate on Monday to disperse the strikers after the workers had turned down a management request to resume work. At least six workers, suffering from police dog bites, are still being treated at the Groothoek hospital where they were admitted on Monday.

At a meeting on Friday, the workers vowed to continue with the strike until their demands for a 45 percent increase is met.

Zebediela Citrus public relations manager, Mr C van Rooyen, has said the company was not prepared to comment on the strike.



Zebediela citrus worker Mrs Tryphinah Mazwi, holding a bloodied shoe after she was bitten by police dogs last Monday. She is still in hospital. Pic MATHATHA TSEDU

Citrus strikers hurt as police move in

CP 14/5/89

CP Correspondent

At least 15 workers employed at Zebediela Citrus Estate in the Far Northern Transvaal were treated at Groothoek Hospital for injuries sustained on Monday, hospital sources said.

The 15 were injured when police used quirts and dogs to disperse a group of over 100 workers who were gathered on the company premises to discuss with the management their demands for pay increases and union recognition.

Police said in Pretoria on Tuesday that 15 workers had been arrested at the estate.

Two of the injured workers are Mokgacti Moshomi, 60, and James Makudzi, 69.

The workers, who are members of the Nactu-affiliated National Union of Farm Workers, are demanding a 45 percent across-the-board increase and the recognition of their union.

Long-serving workers with 30 years experience earn from R60 a month to R165 a month.

Zebediela Citrus PRO management officer C van Rooyen refused to comment on the strike at the company.

The 15 workers appeared at Zebediela Magistrate's Court on Thursday charged with disobeying a lawful police order to disperse.

They are Selina Maduba, Josephine Sebopa, Annah Mofumadi, Melita Ndlovu, Jack Kekana, Sarah Ledwaba, James Mosima, Andries Lebese, Lekindle Mokgatha, Dorcas Tembisa, Flora Segabutla, Elizabeth Sebonda, Mirriam Makhasola, Anna Selepe, and France Mampa.

The case was postponed to June 7 and all were released on warning.

E 3

three
and
after
rival
peace

4 12

Red Cross Workers Strike

By SAMKELO KUMALO

THE majority of the members of the Johannesburg branch of the South African Red Cross Society went on strike this week following the dismissal of one of its members a few days ago.

According to reliable sources, only one black worker is believed to have been reporting for duty since the strike was initiated on Monday

Following the dismissal of Bongani Khumalo, Southern Transvaal's assistant regional director this week, workers decided to picket the regional headquarters in De Vilhiers Street and the national head office in Jeppe Street, demanding Khumalo's unconditional reinstatement.

Due to a lack of response to the workers' demands, they then submitted a memorandum to the head of the International Red Cross Committee and a Red Crescent delegation in Pretoria on Tuesday.

Meanwhile, the long-awaited meeting with regional director Neil Ross — at which Khumalo was supposed to publicly state his case — ended with the staff passing a vote of no confidence in Ross, who did not arrive.

The staff stressed their determination to continue with the strike until Khumalo was re-instated.

On Friday Ross wrote his striking staff a letter (right), stating that if they do not resume their duties tomorrow at 8am he will be forced to consider disciplinary steps against them, which

14/5/89 (152)

No-confidence vote passed on director



Bongani Khumalo's dismissal has sparked off a row in the Red Cross.

may lead to their dismissal. The strikers emphasised that the Khumalo issue was only a tiny part of their structural and racial grievances against the South African body.

When Ross was approached for comment on the events he said "Khumalo remains expelled and there is no other action which we can take in re-instating him. "If he feels he was unfairly dismissed, he must then use the channels that are available to him and he is aware of what he should do."

When Ross was asked to give reasons for Khumalo's dismissal and whether it

was because of an article Khumalo wrote last September in a Red Cross publication alleging racism in the organisation, he said that was not the reason.

"I repeat that his dismissal was purely an internal management decision and had nothing to do with his editorial comment. I am not prepared to reveal anything further.

"The letter of his dismissal has already been sent to him by registered mail and he should receive it shortly."

Ross said he was aware of the memorandum that the Red Cross workers handed to Pretoria on Tuesday week, but he was not aware of its contents.

He rejected Khumalo's allegations that racism was rife in the organisation and said it was not true that facilities like ambulances were "racially distributed."

Khumalo last week refused to accept the dismissal letter when it was handed to him by Ross, claiming that Ross did not follow the organisation's procedures and was not competent to fire him.

According to Khumalo only the regional chairman and the executive have the power to hire or fire either the director or his assistant.

The strikers have resolved to continue the action and to consider further actions tomorrow.

They said they were deeply concerned at the cor-

THE SOUTH AFRICAN RED CROSS SOCIETY
(Southern Transvaal Region)

12th May 1989

TO: REGIONAL OFFICE STAFF, COMMUNITY ORGANISERS & BRANCH SECRETARIES

Dear Staffmember

The events of the last few days have caused me much distress. Not because of the personal attacks on me, because I know them to be untrue, but for one reason only. Sight has been lost of the sole purpose of our existence — the alleviation of suffering and the provision of care and protection to those in need. These are the people who have and will suffer as a result of the current situation. We must all recognise that the Red Cross, its ideals, principles and mandate, and the South African Red Cross Society itself are more important than any individual or group of individuals.

You all know that this Region has committed itself to the extension of its services to all communities in the Region and that we have, with the help of outside independent consultants, re-examined our mission and objectives of the Region. We will now be concentrating our energies on those areas that are in total accord with the mandate, ideals and principles of the Red Cross and Red Crescent Movement. We face an enormous challenge to fulfill these areas and it will not be us who ultimately suffer.

I will continue to work with all employees and members of the Red Cross in the Region, towards the progress and improvement of the SA Red Cross in this development and implement plans and strategies for this purpose. Any concrete constructive proposals, within the limitations of our resources, have been and will always be welcome.

For this reason, we cannot allow the current work stoppage to continue any longer. Unless those involved return to work at 8:00 am (08h00) on Monday, 15 May 1989, we will be forced to consider disciplinary steps against them and prefer to avoid.

We have not, and do not intend, to victimise anybody for any reason whatsoever. Furthermore if those involved return to work as requested no disciplinary action will be taken against them. Obviously no staff will be paid for any time not worked.

I expect that each member of staff declares his or her loyalty to the South African Red Cross Society and commits him or herself to working, through the channels of the Society, for the progress and improvement of the Society and the ideals, principles and mandate of the Red Cross and Red Crescent Movement. Let us please focus our attention on the sole reason for our existence as a Red Cross Society — the practical and compassionate alleviation of human suffering.

Yours Sincerely

Neil Ross
REGIONAL DIRECTOR

tents and threats contained in the letter and issued a warning of tragic consequences to the entire Red Cross organisation in the country.

Unless those involved return at 8am on Monday, May 15, 1989, we will consider disciplinary steps.

2 000 still on strike at paint plants

Labour Reporter

More than 2 000 members of the SA Chemical Workers' Union (Sacwu) are still on strike at seven Plascon factories in the Transvaal and Natal, the union said yesterday.

The plants were named by Sacwu as Alrode, Alberton, Amalgam, Doornfontein, Luipaardsvlei and two in Durban.

The strike followed the failure of talks between the union and management which began last November. Sacwu said it was demanding an across-the-board R300/month increase.

Management offered increases of between R115 and R148, and improved service allowances.

Confirming the strike and dispute, a Plascon spokesman said the minimum wage offered by management at various plants varied between R810 to R830.

Workers to
seek police
restraint order

152
CPL-7175 15/5/83

ZEBEDIELA. — The strike by more than 1 200 Zebediela Citrus Estates workers is to have a sequel in court today when an order to restrict the company and the police from evicting the strikers is to be sought in the Supreme Court.

Confirming this, the litigation officer of the Black Lawyers' Association, Mrs D Mokgahle, said the application followed the refusal by both the company and the police to undertake not to evict and assault the workers.

This followed an incident last Monday at the company premises when police confronted the striking workers with quirts and police dogs. At least eight workers were admitted to Groothoek Hospital while 15 workers were arrested. — Sapa

3/10/84 15/15/84

Strike by Mobil workers would be 'undesirable'

(SV) ALAN FINE

ANY industrial action by the Chemical Workers' Industrial Union (CWIU) against Mobil would be unfair, unnecessary and detrimental to their good relationship, Mobil industrial relations manager Jaques Franken said at the weekend.

He was responding to the CWIU's decision to conduct strike ballots on Mobil's failure to negotiate the terms of its disinvestment from SA.

Franken said action would be undesirable because the union had taken the matter to the Industrial Court, employees had been given assurances on employment conditions, and the operations of the company could be severely affected, as could employees themselves.

Mobil last week issued a special memo to staff to reassure them, "with the full knowledge and support of (the purchasers) Gencor", that their conditions of employment would remain unaltered.

The memo said all existing staff benefits would remain in force.

It also assured employees that they would continue to be employed by the same company, and that the change of ultimate shareholders from Mobil Oil Corporation to Gencor would not interfere with the employer/employee relationship.

MANDY JEAN WOODS reports that Mobil Corporation in the US has declined to discuss the offer by a syndicate of black and Indian businessmen in Durban to buy Mobil SA.

Mobil relations director Barry Hurt said yesterday Mobil in the US had told Mobil SA that syndicate spokesman Mangalpersaid Hariram had made contact on behalf of his clients.

The corporation had responded by saying "one of our affiliated corporations and Gencor have reached an agreement. Thus it would not be appropriate for any Mobil company to enter into discussions with Hariram or anyone else".

ay

TL

ES MEDIA PUBLICATION

For your PABX and Data Communication requirements phone Telkor.

Your telephone corporation (011) 804-3000

Mobil workers strike ahead of ballot

MOBIL employees at nine Transvaal depots went on strike yesterday, pre-empting Chemical Workers' Industrial Union (CWIU) plans for a nationwide strike ballot later this week.

The union said workers were protesting against Mobil's failure to honour its commitment to negotiate with them when disinvestment became an issue.

The 240 members were demanding that genuine negotiations on CWIU proposals submitted in 1987 take place, and that Mobil's final pullout be delayed until agreement was reached.

The CWIU said workers believed Mobil had, in repeating assurances that it had no intention of disinvesting, "deliberately lied to them about its intentions".

152 ALAN FINE

Mobil industrial relations manager Jacques Franken confirmed there were sit-ins at a number of distribution depots. Contingency plans had been put into operation to minimise disruptions to supplies.

He said management had held talks with shop stewards yesterday and had repeated its willingness to discuss disinvestment issues with them.

Franken said Mobil had proposed a meeting for tomorrow to allow shop stewards from the different regions to attend.

He said he had always acted in good faith when giving the assurances of the company's intentions to remain in SA.

Pulla

LIESBET TSOTHE

ay

WL

ES MEDIA PUBLICATION

For your PABX and Data Communication requirements phone Telkor.

Your telephone corporation (011) 804-3000

Mobil workers strike ahead of ballot

MOBIL employees at nine Transvaal depots went on strike yesterday, pre-empting Chemical Workers Industrial Union (CWIU) plans for a nationwide strike ballot later this week.

The union said workers were protesting against Mobil's failure to honour its commitment to negotiate with them when disinvestment became an issue.

The 240 members were demanding that genuine negotiations on CWIU proposals submitted in 1987 take place, and that Mobil's final pullout be delayed until agreement was reached.

The CWIU said workers believed Mobil had, in repeating assurances that it had no intention of disinvesting, "deliberately lied to them about its intentions".

152 ALAN FINE

Mobil industrial relations manager Jacques Franken confirmed there were sit-ins at a number of distribution depots. Contingency plans had been put into operation to minimise disruptions to supplies.

He said management had held talks with shop stewards yesterday and had repealed its willingness to discuss disinvestment issues with them.

Franken said Mobil had proposed a meeting for tomorrow to allow shop stewards from the different regions to attend.

He said he had always acted in good faith when giving the assurances of the company's intentions to remain in SA.

Dulla

LIESBET TSOTHE

Mobil workers stage protest

MORE than 200 workers embarked on a work stoppage at about nine of Mobil's Transvaal depots yesterday, in protest against the multinational company's refusal to negotiate a disinvestment package with them.

The Chemical Workers' Industrial Union (CWIU), which represents workers, said in a statement that members were protesting against Mobil's failure to honour a commitment to negotiate the issue.

Mobil recently announced that it was selling its South African assets to Gencor for an estimated R500 million. The announcement evoked anger among CWIU members, who had been demanding an agreement with the multinational to protect employees' interests in case it decided to divest.

The CWIU said yesterday. "They (workers) are demanding that genuine negotiations on the CWIU proposals submitted as long as 1987 take place, and that agreement be reached prior to the company's pull-out."

Star 17/5/89

Mobil strike spreads to Eastern Cape

By Mike Siluma
Labour Reporter

The disinvestment strike by members of the Chemical Workers Industrial Union (CWIU) at Mobil plants yesterday spread to the Eastern Cape as workers there joined a three-day stoppage by colleagues at depots in the Transvaal and the Free State

And as Natal workers held a strike ballot, the CWIU called for a meeting with representatives of Mobil Corporation in the United States.

CWIU said Mobil's local management undertook to convey this demand to the company's US headquarters

Workers at nine Mobil distribution depots in the Transvaal struck on Monday in an attempt to persuade the company to negotiate its withdrawal from South Africa.

DISCUSS

A CWIU spokesman said before any meeting was held with local management, management would have to say whether it was willing to discuss the union's terms for disinvestment.

Mobil spokesman, Mr Jacques Franken, said the industrial action was unnecessary in the light of management's expressed willingness to talk.

The union said 350 workers were on strike in the Cape. About 500 would take part in Natal if the ballot result was positive.

Mr Franken said the industrial action had not had an effect on operations owing to contingency plans put into operation by management

● Annual wage talks between the National Union of Mineworkers and the Chamber of Mines, affecting about 500 000 black workers, will commence tomorrow.

Police use batons to scatter strikers

By DICK USHER
Labour Reporter

POLICE used batons and dogs to disperse a gathering of strikers with placards outside the Renown plant in Maitland today.

The strike of fresh meat workers began today. Workers said they had to gather in the street when they found the factory gates locked when they arrived at work. Police arrived and gave them five minutes to disperse.

They said alternative space offered to them by management was not suitable.

A management representative negotiated an extension of the deadline to disperse to afford further time for discussions with the strikers.

A space normally used for parking was offered for their use during the strike but this was also rejected.

Police then acted to disperse them.

A spokesman for the Food and Allied Workers Union (Fawu) said Renown's actions were regarded as a lock-out which was in violation of their agreement which stipulated there would be no lock-outs during a legal strike.

WAGE DISPUTE

He said the strike was over a wage dispute.

Workers had demanded a R150 a week minimum wage against which Renown had offered R10 a week on the current minimum of R110 a week.

After a dispute was declared a conciliation board was appointed at which the company offer was increased to R126 a week, but other conditions such as the implementation date were withdrawn.

The spokesman said that in a telex to Fawu today Renown had increased the offer to R128 a week.

Tonight

Mobil strike spreads

THE strike by Mobil employees at nine of the company's Transvaal depots has spread to all the depots in the Transvaal, as well as to Port Elizabeth and East London yesterday, the Chemical Workers Industrial Union announced.

In a Press statement the CWIU said that about 350 workers were involved in the "worker protest against Mobil's refusal to negotiate the CWIU's demand for fair disinvestment procedure".

The statement added that workers at the Natal refinery, who are presently on an overtime ban, took a strike ballot yesterday.

Meetings held thus far

SAPA

have achieved nothing because of Mobil SA's insistence that they are not responsible for the actions of its parent company, the CWIU said.

The CWIU has now asked Mobil Corporation for a meeting in South Africa to negotiate the union's demands.





STRIKE BALLOT AT MOBIL

ABOUT 300 workers at Mobil Oil in Durban embarked on a strike ballot yesterday as the disinvestment strike by members of the Chemical

Workers Industrial Union spread to the Eastern Cape Eastern Cape workers on Tuesday joined a three-day strike by

workers at nine Mobil distribution depots in the Transvaal

A spokesman for CWIU said yesterday that a strike ballot at Mobil in Durban was scheduled to start yesterday

If positive, the ballot would mean that the 300 workers would join their 350 Mobil workers on strike in the Cape, Transvaal and Orange Free State

'Very low' ^{ARC's 18/5/89} police profile ¹⁵² in strike

Labour Reporter ¹⁵²

IT was reported in error in the City Late edition of The Argus yesterday that police with dogs and batons scattered strikers at the Renown factory in Maitland.

This was corrected in the Final edition, which reported that there was no police action.

Police spokesman Lieutenant Attie Laubscher said today: "Police were present but kept a very low profile. There were no arrests and no action was taken."

CONTINUING

Mr Tjaart Minnaar, human resources manager of Renown, said the wage strike by Food and Allied Workers' Union members was continuing without incident.

He said 52 percent of the workforce had voted in favour of the strike.

Fawu had demanded a 45 percent increase on the minimum wage and the company was offering increases ranging between 16 and 52 percent.

The parties had negotiated on wages and conditions for 15 weeks and had twice gone to mediation on outstanding issues.

determine the
death

month.

Zulu 5 at 10am.

Talks on N Tvl strike

THE strike by over 1 200 Zebediela citrus workers enters its 15th day today with management having agreed to negotiate with legal representatives of the workers, the union announced yesterday.

Nactu's Pietersburg organiser, Mr Moss Mphahlele, said the two, with worker representatives and possibly the union, were to meet at a hotel in Potgietersrus last night.

The meeting followed

By MATHATHA TSEDU

a Supreme Court application on Monday in which the workers restrained management from evicting them from the compounds.

Lawyers

A team of top black advocates, including Mr Dikgang Moseneke, Mr M C Motimele, and Mrs Francis Davis, assisted by the litigation officer of

the Black Lawyers Association (BLA), arrived in the Northern Transvaal yesterday afternoon for the meeting.

The workers stopped working on May 3 demanding the recognition of their union, the National Union of Farm Workers, and wage increments. The workers say they earn R60 per month with those having over 30 years experience earning R165 per month.

18/5/67
152
Sowetan

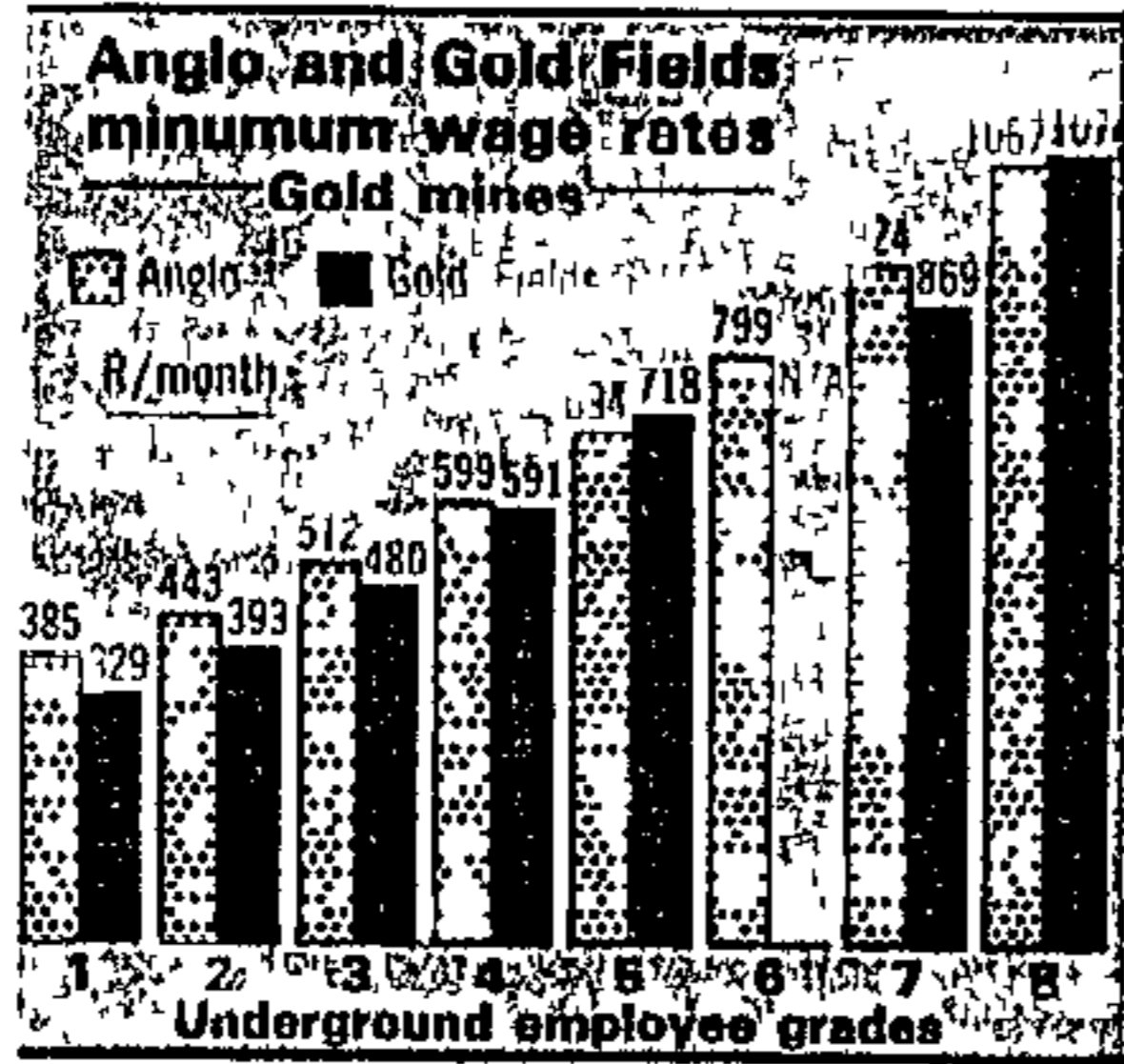
DO YOU HAVE MONEY AVAILABLE?

Anglo black wages higher than GFSA

ANGLO American black wage levels are higher, and its attitudes to union organisation policies historically freer, than those at mines administered by GFSA, in which ConsGold holds a 38% interest

As part of its defence against the failed Minorco takeover bid, ConsGold criticised Anglo's black staffing policies and accused it of deriving profits from apartheid

Minimum wages in the lower job categories at Anglo mines are up to 20% higher



Graphic: FIONA KRISCH Source: ANGLO AMERICAN & NUM

ALAN FINE

than the same grades at GFSA. At Anglo most black miners fall into these grades.

Anglo confirmed wage statistics supplied by the NUM. GFSA was unable to do so, or to comment on other matters, by the time of going to press.

NUM national organiser Gwede Mantashe said yesterday union organising rights at Anglo mines had deteriorated markedly since the 1987 wage strike — a matter documented in the NUM's controversial report on repression released this year.

However, he said previous to that the union officials had enjoyed at most mining groups, apart from GFSA, open access rights for organising purposes. They were also entitled to operate union offices next to hostels.

The NUM claims a total 111 000 members at Anglo. Membership at GFSA had only recently begun to climb and had now reached 24 000, he said.

Both Mantashe and Anglo said Anglo's freer attitude to allowing organisers to enter hostels for organising purposes explained the NUM's vastly quicker progress at Anglo, although Mantashe repeated the

□ To Page 2

Higher wages

NUM had had difficulties since 1987. Neither would comment on whether progress had been made towards normalising the relationship in the past two months' "Code of Conduct" talks.

Mantashe said GFSA, in contrast to such groups as Anglo and Gencor, allowed access by union organisers only once the union had achieved majority membership in bargaining units. Office accommodation was granted at

GFSA only temporarily and in special circumstances, for example earlier this year when due to an increase in subscriptions each member had to sign a new stop order form.

He said a dispute had arisen in this period when NUM activists at West Driefontein had used the temporary office for organising purposes. Management had closed the office and threatened disciplinary action against offenders, he said.

□ From Page 1

Workers gear up for oil strike

Smith
18-24/5/87



By CHIARA CARTER
MULTINATIONAL
oil companies could
face a nationwide
strike as the row
grows over their re-
fusal to negotiate terms

of disinvestment with
their workers.

Members of the
Chemical Workers' In-
dustrial Union (CWIU)
are presently discussing
whether to go ahead

with a strike ballot at
several companies.

The Minister of Man-
power last year refused to
appoint a conciliation
board after CWIU declared
a dispute with 39 multina-
tionals which refused to

negotiate disinvestment.

The companies maintain
that since they have no
intention of disinvesting, it
is not necessary to discuss
the terms of disinvestment
with the union

About 400 CWIU mem-
bers this week went on
strike at Mobil depots in
the Transvaal and Eastern
Cape. More workers, in-
cluding those at the Mobil
refinery in Durban, are
likely to join the strike

CWIU petroleum sector
national organiser, Martin
Jansen, said the workers
were demanding that Mo-
bil negotiate the terms of
its disinvestment before
the proposed sale to Gen-
cor went ahead.

Mobil SA has indicated
that it wishes to meet with
CWIU this week

A company spokesperson
said Mobil SA was willing
to discuss matters over
which it had control with
the union, but that the de-
cision to disinvest came
from the Mobil Corpora-
tion in the United States.

Both Shell and Caltex
said they knew nothing
about the possibility of a
strike over disinvestment.

Court issues 'directive' against Mobil strikers

ALAN FINE

THE Industrial Court yesterday issued a "directive" against the Chemical Industrial Workers' Union (CWIU) to end the strike by union members at 15 Mobil depots.

Court vice-president Pierre Roux directed if the strike did not cease within 24 hours, the court would hear argument tomorrow on why "urgent" interim relief should not be granted to Mobil.

A union spokesman said it was unprecedented for the court to issue a directive in such circumstances. *8:10 am 18/1/89*

The CWIU has said about 350 workers were on strike against Mobil's failure to negotiate the terms of its disinvestment.

A Mobil spokesman said the company urged employees to co-operate. He put the number of workers involved at 240.

...company would be in line
with Minorco's strategic objectives.
The same argument applies to

...ings, he refused to lift
the injunction which caused
Minorco's bid for ConsGold to lapse.

● See Page 6

Mobil, union plan to meet ⁽¹⁵²⁾

REPRESENTATIVES of Mobil Oil SA and the Chemical Workers' Industrial Union (CWIU) have scheduled a meeting for today to discuss union demands and concerns related to the sale of the company to Gencor.

Strikes at 16 Mobil depots continued yesterday and a CWIU spokesman said their course, and possible action by Durban refinery employees, would be determined by the outcome of the meeting today.

The union plans to oppose an application for an interim interdict by Mo-

~~ALAN FINE~~ ALAN FINE ~~ALAN FINE~~

bil, if it goes ahead, which is set down for hearing in the Industrial Court later today. 810641915787

A CWIU spokesman said the meeting became possible after discussions with management revealed it was possible there were areas where progress could be made.

A Mobil spokesman confirmed the planned meeting. He said 99% of delivery backlogs caused by the strike had been remedied.

Mobil strike: 400 more may join

ABOUT 400 workers at 15 Mobil depots in the Transvaal and Eastern Cape stopped work this week in protest against the multinational's decision to disinvest from South Africa without negotiating with their union.

Mobil acknowledged the strike had caused some of its stations to run out of petrol on Wednesday, but said it was confident the situation would return to normal.

Chemical Workers' Industrial Union (CWIU) general secretary Rod Crompton said the union was yesterday counting a ballot at the Mobil Refinery in Durban, where another 400 workers could join the strike before the end of the week.

The Durban workers are currently refusing to work overtime in protest against the company's reluctance to negotiate the terms of its sell-out to Gencor.

Meanwhile an industrial court hearing in Cape Town on Wednesday urged the strikers to return to work. Court president Pierre Roux said that if the strike did not end within 24 hours, he would allow the company to file an application in court today for the strike to be declared unlawful.

Roux also directed the workers to "refrain from interfering unfairly with the company's normal business activities".

Crompton said the CWIU had not been able to send its legal team to the court hearing, as it had not been informed that proceedings would take place. "We will contest Mobil's application if it takes place on Friday."

However, the union was planning to send a team to conduct negotiations with Mobil in Johannesburg, and it was possible that the outcome of the talks would make the court application unnecessary, he added.



W. mail
19-25/787

(152) w mail
19-25/5/89

Over 5 000 on strike as wave of militancy sweeps SA

By MUSA ZONDI
and EDDIE KOCH

MORE than 5 000 workers were involved in work stoppages and strikes this week, as a spate of militancy surged through factories across the country

The strike wave coincided with the start of a new round of wage talks in the mining industry, and there were indications this week that negotiations in the metal industry — which last year led to a strike by 70 000 workers — are heading for deadlock.

Major strikes in progress this week included:

- A legal stoppage by 1 500 members of the the South African Chemical Workers Union (Sacwu) at seven Plascon plants around the country. The union is demanding a wage hike of R300 a month across the board

- On May 11 workers at Plascon's Tarranova plant in Alberton were locked out after staging a sit-in on company premises.

- A strike by about 1 200 members of the National Union of Farmworkers (NUF) at the Zebediela Citrus Estates in the Northern Transvaal

- A stoppage by more than 500 members of the Food and Allied Workers Union (Fawu) at South African Breweries.

- A strike by more than 1 000 workers at the Mondi paper mill in Durban, which began last week.

- Three strike actions by National Union of Metalworkers of South Africa (Numsa) members.

- About 300 workers have been on strike at Thorn Lighting near Johannesburg for three weeks

- About 500 workers at Genrec on the East Rand have staged a series of stoppages.

At Cinqplast in Denver, about 50 workers are on strike.

Union sources also say tension is mounting at the Standard Telephone Cables (STC) plant near Boksburg, which was hit by a strike by 1 000 workers last week.

- A lawful strike by about 600 workers at 80 branches of the Edworks shoe chain, which went into its fourth week this week.

Ccawusa is involved in a series of wage disputes with other leading chain stores.

- A stoppage by Chemical Workers' Industrial Union members at 15 Mobil petrol depots in the Transvaal and Eastern Cape this week over the company's plans to disinvest without consulting workers. Another 400 workers at the Mobil refinery in Durban are poised to join the action.

- A lawful strike by some 700 members of the National Union of Mineworkers (NUM) at Rustenburg Platinum Refineries Workers, who have been locked in a wage dispute with management for nearly three months, yesterday agreed in talks with management to resume work next Monday

The 200 000-strong NUM began annual wage talks with the Chamber of Mines yesterday.

Annual wage talks in the metal industry appear to heading for deadlock. On Tuesday Numsa reduced its wage demands to a minimum increase of 26,5 percent, while employers made a final offer of 15,9 percent.

(152) 19-25/5/89

Dogs set on farm workers as 1 200 strike

Farm workers on the Zebediela state-owned citrus estate continue their two-week strike over demands for higher wages and recognition of their union.

By EDDIE KOCH

PRODUCTION at Africa's biggest citrus estate, near Zebediela in the Northern Transvaal, has been halted by a 16-day-old strike by about 1 200 orange pickers.

A supreme court application by the National Union of Farmworkers (NUF) for an order restraining farm management from evicting strikers and calling on police to intervene in the dispute was postponed on Monday, said a union official.

In the interim, the state-owned Zebediela Citrus Estates agreed to try and settle the strike in talks with the workers' legal representatives. It also undertook not to evict the workers or call in the police until the court hearing resumed.

Tshaka Moletsane, NUF general secretary, told the *Weekly Mail* the workers had downed tools on Wednesday two weeks ago in protest at refusals by the state-owned Zebediela Citrus Estates to recognise the union.

Last week 12 of the strikers were treated at the Groothoek Hospital after management called in police to disperse a crowd of workers.

"The youths managed to run away but many of the workers were older people who could not escape," said Moletsane. "The were bitten by dogs and beaten with batons."

A routine unrest report issued by police headquarters in Pretoria on Tuesday said: "A large group of blacks refused to disperse when requested to do so by both management and police. Police used quirts and patrol dogs to disperse them. Twelve people were slightly injured."

Moletsane said workers, who receive wages of between R65 and R165 a month, were also demanding a 45 percent wage hike. "The farm owners have refused to talk to us. They say they don't want a third party involved and will be able to handle their own domestic problems."

Cornell van Rooyen, public relations officer for Zebediela Citrus Estate, had not replied to *Weekly Mail* queries at the time of going to press.

The estate is owned by the SA Development Trust Corporation, which encourages investment in "homeland" areas. Union sources said the corporation plans to hand the farm over to the Lebowa government.

"The farm has come to a complete halt," said a NUF organiser in the union's Pietersburg office. "Oranges are just dropping off the trees. Every black person who works on the farm — pickers, labourers, security guards and drivers — are out on strike."

NUF, an affiliate of the National Council of Trade Unions (Nactu), is the largest of South Africa's unions for black farmworkers.

Manpower director-general Joel Fourie this week announced the government was planning to introduce legislation to govern conditions of employment on South Africa's farms. He also pointed out that farm labourers were free to join unions of their choice.

Mobil strike to spread

CAPE TIMES 20/5/89 152
DURBAN — The workers' strike at Mobil Oil plants looks set to grow following the overwhelmingly vote in favour of strike action by two of the company's Durban divisions

A spokesman for the Chemical Workers' Industrial Union said yesterday that 97% of the 300 workers at the refining and marketing divisions of Mobil's Island View plant voted to strike

The results were announced yesterday after three days of balloting which began on Wednesday.

Workers at nine Mobil distribution depots in the Transvaal have been on strike for five days. This week they were joined by their fellow workers in the Eastern Cape

Subsequent to the strike ballot, Durban could be the next to join the industrial action

Meanwhile, the strike of about 1 000 workers at Mondi Paper Mill in Merebank ended yesterday, the sixth day.

And more than 350 workers who have been on strike for over a week at Blaikie-Johnstone in Mombem also returned to work yesterday — Sapa

Bus union pay talks in dispute

By **CONNIE MOLUSI**

■ A JOINT negotiating committee of the Transport and Allied Workers Union and the Transport and General Workers Union have declared a dispute at Highveld Bus-lines

■ Trador Cash and Carry and the Commercial and Catering Workers Union of South Africa have reached a wage agreement

■ DOGS were set on 1 200 members of the National Union of Farmworkers on a 16-day strike at the Zebediela Citrus Estates.

■ 1 500 members of the South African Chemical Workers Union are on a legal strike at seven Plascon plants across the country.

■ A work stoppage by 500 members of the Food and Allied Workers Union at the South African Breweries' Alrode plant continued this week.

Political comment and newshills by K Sibiso Headlines and sub-editing by C Fram. of 204 Hill Street P.M. Johannesburg

152
Press
2/15/72

11

High drama as Mobil ponders

152
CP news
21/5/89

By **CONNIE MOLUSI**

THE Chemical Workers' Industrial Union strike at Transvaal, Eastern Cape and Free State Mobil depots has left many filling stations dry throughout the country

However, in dramatic last-minute developments, the union decided to suspend the nationwide strike after Mobil made certain commitments and gave some information to the union.

This week 97 percent of workers at the Durban refin-

ery voted in favour of the strike.

The strike is suspended until midnight on Wednesday, with the undertaking that Mobil South Africa will canvass urgently with Mobil Corporation in the United States to meet the union's demands

The union is protesting against Mobil's refusal to negotiate a fair disinvestment procedure and the fact that the company has withheld information on its pull-out plans despite various inquiries from the union.

The union said Mobil lied when it rebuffed previous attempts to negotiate a disinvestment procedure - by insisting that the company had no plans to pull out

The union is demanding a year's notice of Mobil's withdrawal and employee benefits

The union says the belief that disinvestment hurts black workers most is a self-fulfilling prophecy because of the way in which deals have been structured

Local management can look forward to debt-free shares and profitable companies at bargain prices

However, workers experience a refusal to recognise the union, a change for the worse in working conditions and no job security

The union has discounted the view that its opposition to the Mobil withdrawal contravenes the disinvestment policies of Cosatu

"Our campaign is aimed at exposing manoeuvrings of multinationals to maintain a foothold in SA"

Talks end
citrus
strike

152

THE strike by over 1200 Zebediela citrus workers is expected to end this week following negotiations between lawyers representing workers and management, highly informed sources said yesterday

The sources said agreement was reached late on Saturday night in Pretoria where the talks ended after starting in Potgietersrus on Wednesday. The agreement, to be made an order of court tomorrow, provides for an across the board increase of R30 for all workers, the source said

All the workers, who were dismissed on May 5 following the work stoppage that started two days earlier, are to be re-employed.

152 42001 280 1665

Union suspends Mobil strike

Sowetan 22/5/87

SOWETAN Reporter

THE Chemical Workers' Industrial Union has suspended a week-long strike by members at 16 Mobil installations in the Transvaal and the Cape after an out-of-court agreement with management.

The strike was meant to induce Mobil to negotiate with the union workers' pre-conditions for disinvestment, following the American oil company's decision to sell off its southern African assets.

A CWTU statement said out-of-court discussions on Friday between the union and management — just before Mobil's industrial court application to halt the strike was heard — had led to the suspension of the strike until midnight on Wednesday.

The suspension of the strike followed "significant progress" made in talks between the parties on Friday morning. In that meeting some of the information sought by

the union had been provided by management, although the agreement of sale had been withheld.

"Mobil has agreed that the suspension of strike action in the Transvaal and Eastern Cape will not preclude the union recommencing strike action," said the union, adding that without such an undertaking, resumption of the strike "would have been illegal under

apartheid law"

In terms of the agreement, Mobil also undertook to "urgently canvass" its parent company on the union's demand for a meeting with the company's New York head office, and the union's claim for compensation, the CWIU said.

Local management is to report back to the union this evening after a meeting in London, scheduled for last weekend.

Bl Day 22/5/89

Strike against Mobil suspended

THE Chemical Workers' Industrial Union (CWIU) had suspended its strike action against Mobil's sale to Gencor until midnight on Wednesday following certain guarantees by Mobil, the union said at the weekend

It said significant progress had been achieved in the course of negotiations with Mobil at a meeting held in Johannesburg on Friday

"Guarantees given by Mobil have resulted in the union agreeing to suspend the strike until Wednesday, May 24. Mobil has also agreed that the suspension of strike action in the Transvaal and eastern Cape will not preclude the union recommencing strike action"

Mobil (SA) had also undertaken to canvass urgently with Mobil Corporation the

SIPHO NGCOBO
and ALAN FINE

union's demand for a meeting with Mobil Corporation (US) and the claim for compensation

Mobil SA is to report back to the union this evening after the weekend's meeting in London between Mobil SA's legal team, Mobil SA's CEO Bob Angel and Mobil Corporation (US) representatives

A Mobil spokesman said the meeting had been extremely positive

The CWIU said "Union members have agreed to suspend strike action in expectation that Mobil will deliver"

This agreement was reached in talks pre-empting an Industrial Court hearing on Friday in which Mobil was to apply for an interdict against the strike

stances transported
to the Far East

IVASS

tt said he could ca, reports Reuter.

CWIU suspends Mobil strike after agreement

By Mike Siluma, Labour Reporter

The Chemical Workers' Industrial Union (CWIU) has suspended a week-long strike by members at 16 Mobil installations in the Transvaal and the Cape after an out-of-court agreement with management.

The strike was meant to induce Mobil to negotiate with the union workers' pre-conditions for disinvestment, following the American oil company's decision to sell off its southern African assets.

A CWIU statement said out-of-court discussions on Friday between the union and management — just before Mobil's Industrial Court application to halt the strike was heard — had led to the suspension of the strike until midnight on Wednesday.

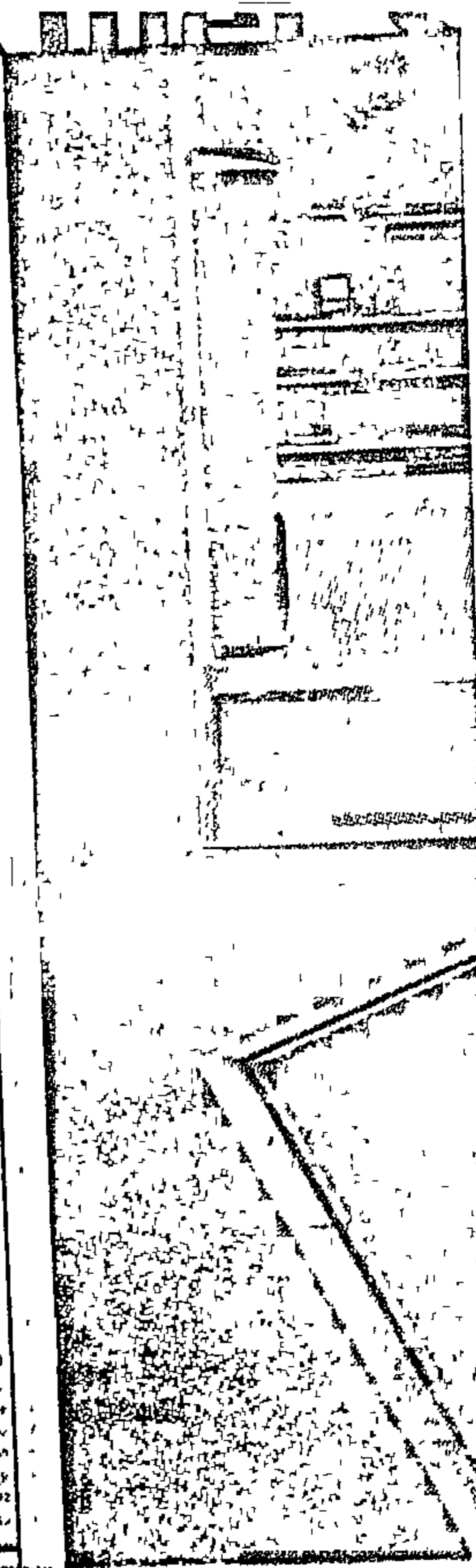
'SIGNIFICANT PROGRESS'

The suspension of the strike followed "significant progress" made in talks between the parties on Friday morning. In that meeting some of the information sought by the union had been provided by management.

"Mobil has agreed that the suspension of strike action in the Transvaal and Eastern Cape will not preclude the union recommencing strike action," said the union, adding that without such an undertaking, resumption of the strike "would have been illegal under apartheid law".

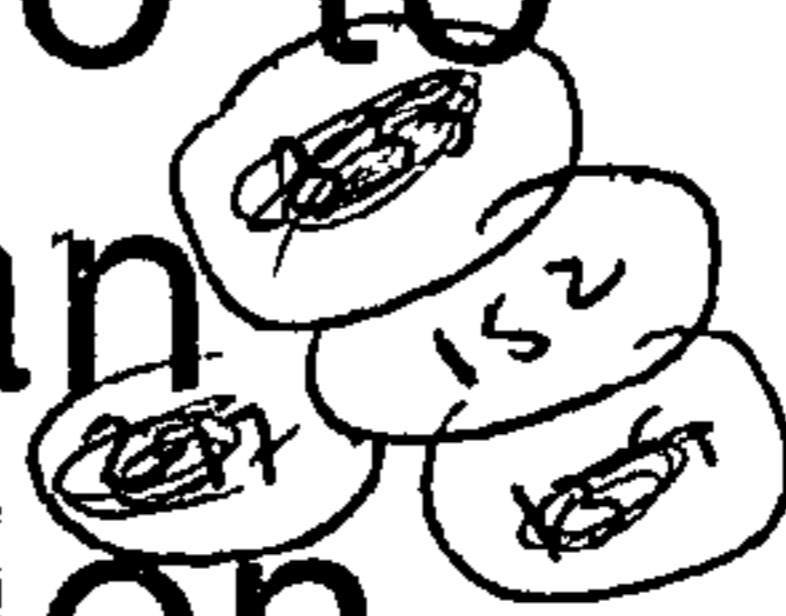
In terms of the agreement, Mobil also undertook to "urgently canvass" its parent company over the union's demand for a meeting with the company's New York head office, and the union's claim for compensation, the CWIU said.

Local management is to report back to the union this evening after a meeting in London.



Khumalo to go for an arbitration

Sowetan 22/5/89



THE dismissal of Mr. Bongani Khumalo as assistant regional director of the South African Red Cross Society southern Transvaal region, has been referred for arbitration.

This follows a special regional council meeting held last week to discuss Mr Khumalo's fate which ended in a deadlock.

Tension

Sources within the society told the *Sowetan* that there was high tension between black and white members of the organisation during the meeting. The black members threatened to walk out of the meeting.

Mr. Khumalo was dismissed on May 2 in what has been termed a racist dismissal. He is

By ALI MPHAKI

president of the Henri Dunant Coalition (HDC), a union of volunteers, members and employees of the Red Cross Society. His termination of services sparked off a strike by some of the workers in the southern Transvaal which is still continuing.

Mr Khumalo said he was going to contact his lawyers and the HDC to decide his next step of action.

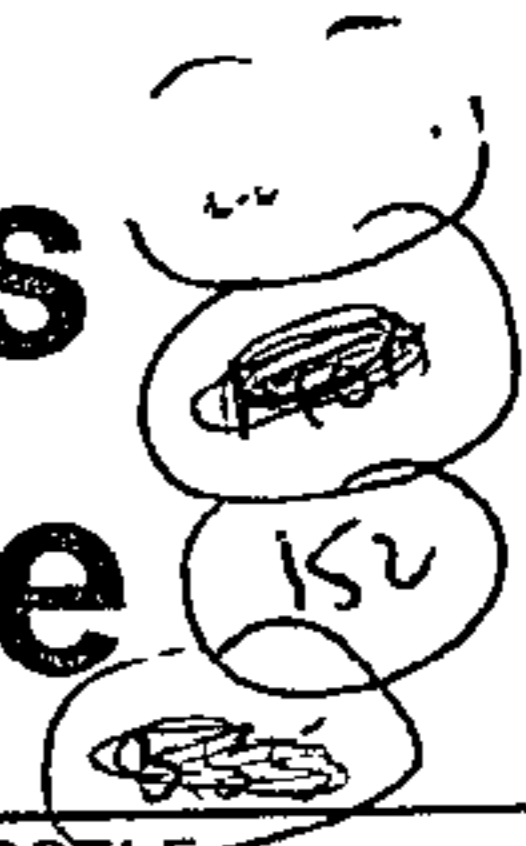
"I had expected the meeting to absolve me or dismiss me," he said.



Mr Jackie Masuku, Miss Ellen Ngcobo, Mr Wesley Maluleke, Mrs Vicky Majozi and Mrs Poppy Gezani who started a hunger strike today.

6 Ccawusa workers go on hunger strike

Power 27/5/89



SIX Ccawusa workers have embarked on a hunger strike to highlight "starvation" wages which are allegedly paid by Edworks

This is in addition to a legal strike that has lasted 36 days. About 800 workers at 80 Edworks stores are on strike for better wages.

Workers' demands include an across-the-board increase of R125 a month backdated to July 1, 1988. The company is offering R105 from July 1989.

The agreement is to cover workers in Bophuthatswana. Management says this would

By NTHABI MOREOSELE

jeopardise trading rights and antagonise the homeland government.

A statement issued by the Edworks support committee, says "The hunger strike will initially involve three Edworks workers, a union official and a support committee member. The strike will be indefinite and more workers are expected to participate."

A spokesman for Edworks, Mr Deon van Wyk, said the company would issue a Press statement later.

Strike by citrus workers is over

By MATHATHA
TSEDU

THE twenty-day-old strike by northern Transvaal citrus workers formally ended when workers accepted the contents of an agreement reached in negotiations between lawyers of both parties.

Announcing this, Nactu's Pietersburg regional organiser who was in charge of the affair, Mr Moss Mphahlele, said the acceptance of the agreement coincided with its presentation to the Pretoria Supreme Court where it was made an order of

court
Jubilation

There was jubilation all round as the agreement was read to the workers at a meeting held at the Moletlane chief's kraal. Workers danced and chanted as the clauses were read to them. Workers were later given pockets of mealie meal by the union officials.

The workers went on strike on May 3 and were dismissed on May 5 and in terms of the agreement

- all workers dismissed on May 5 shall be re-employed on the same conditions and rights and privileges which prevailed prior to April 30.
- all workers are to receive an immediate wage increase of R30 a month.
- the workers have up to May 10 to return to work;
- both management and the workers have also agreed to draft a new employment code which will encompass a grievance procedure, a disciplinary code and a retrenchment procedure.

The workers said they were earning R60 a month but this figure has been denied by the Zebediela Citrus Estate spokesman who put the figure at R120 minimum a month.



Nactu's Northern Transvaal organiser, Mr Moss Mphahlele.

Police disperse strikers

POLICE yesterday dispersed a demonstration outside the Johannesburg headquarters of Mobil, a spokesman from the Chemical Workers Industrial Union said.

He said the demonstration was to "protest Mobil's refusal to negotiate a fair disinvestment procedure with the union."

Police liaison officer, Lieutenant-Colonel F. Malherbe, said there was "no disruption from the police side."

He said police on the scene had asked for reinforcements — by the time the reinforcements arrived, the demonstration had already left the scene on their own.

Star 23/5/89

Red Cross strike in third week

By Sue Valentine

The dismissal of the Red Cross southern Transvaal assistant regional director, Mr Bongani Khumalo, has been referred for arbitration while a strike by workers at Red Cross House enters its third week.

This follows a special meeting last week in which it is understood heated discussion took place and three council members left the meeting. No decision was taken on whether to support or reject regional director Mr Neil Ross's decision to fire Mr Khumalo.

The Star has it on good authority that during the meeting, one white council member, later followed by two black members, walked out of the discussions.

ATTITUDES

Mr Khumalo said he was taking advice from the Henri Dunant Coalition (a group of volunteers within the South African Red Cross) of which he is president, the International Red Cross and his lawyers.

"The position of the HDC is that the issue should not be a personal one about my dismissal, but rather a matter of principle regarding attitudes within the SARC and its policies," he said.

The National Education Health and Allied Workers Union said it had 48 paid-up members in the Red Cross and all of them were on strike.

Union demands include Mr Khumalo's reinstatement as well as "an end to discrimination", payment of a "living wage" and maternity rights for women workers.

'End strike'

A RAND Supreme Court judge, made an order yesterday calling upon the estimated 500 Lascon Lighting industries employees in Robertsham and Langlaagte to end their strike

The order interdict and restrains the workers from instigating, inciting or taking part in the continuation of the strike

The workers, in their overalls and dustcoats, had packed the court's public gallery when the order was made by Mr Justice Spoelstra. The workers, all members of the National Union of Metalworkers of South Africa (Numsa), went on

strike last month after they had signed a petition against the participation of two members of management in the disciplinary inquiries

According to papers before court, the workers did not in their petition lodge a grievance complaint in terms of the company's grievance procedure and to date no dispute has been declared in terms of the 1987 agreement concerning this or any other issue. The papers further state that investigations by management did not find that Mr Heyns and Mr Kubheka acted unfairly or unjustly at the disciplinary inquiry

25
20/5/87
Soweto

Municipal police in wage dispute

50000
24/5/89
150

ABOUT 400 Dobsonville municipal policemen yesterday embarked on a brief work stoppage in protest against the local council's failure to increase their salaries

The policemen called off the stoppage after the municipality promised to raise their pay by 15 percent next Tuesday, a spokesman for the council employees said

Both the town clerk, Mr Alec Conn, and mayor Mr Steve Nkatlo were not available for comment yesterday.

• Six members of the Commercial Catering and Allied Workers' Union of South Africa (Ccawusa) continued with their fast yesterday, in protest against Edworks management's refusal to accede to their wage demands

The six, one a Ccawusa official and five Edworks employees, have embarked on a hunger strike to highlight "starvation" wages allegedly paid by the retail company

Edworks management yesterday refuted allegations that they were paying "starvation" wages, saying their minimum wage offer represented a 25 percent increase

"The company believes the strikers have been misled into believing that their strike is lawful, despite the Supreme Court order to the contrary," Edworks management said

The company obtained a Supreme Court order on Monday, restraining the six hunger strikers from staging a sit-in outside an Edworks outlet in Johannesburg.



LABOUR

Handwritten: *AAW 25/5/89*

Handwritten: *152*

Strike deal offer from national textile union

By DICK USHER, Labour Reporter

THE major union in the textile industry will exempt employers who meet its demands about the Labour Relations Amendment Act from a possible national strike

Mr John Copelyn, general secretary of the 74 000-member Amalgamated Clothing and Textile Workers' Union (Actwusa) gave this undertaking at a briefing of textile employers in Cape Town yesterday

The briefing was one of a series planned by Actwusa, an affiliate of the Congress of South African Trade Unions (Cosatu), to inform employers about the union's basic demands around the Act and the reasons for them

Mr Copelyn said Actwusa had taken this almost unprecedented step in the hope that af-

ter negotiation employers could reach "substantive compliance" with the union demands

He said acceptable agreements covering about 19 000 Actwusa members had already been reached

The union demands that employers

- Guarantee fair disciplinary procedures for all workers,
- Give minimum protections against arbitrary retrenchment,
- Negotiate minimum dispute procedures which would include arbitration for disputes of right and protection against selective dismissal of strikers,
- Renounce the right under the Labour Relations Amendment Act to sue unions for damages resulting from industrial action,
- Negotiate all changes in collective conditions of employment with the majority union,
- Undertake, when operating

in homelands, not to use relevant legislation to refuse recognition to a majority union, and

- Support union efforts to extend union rights and facilities to workers presently excluded

Mr Copelyn said the union movement's objections to the changes to labour law contained in the Amendment Act were that, based primarily on employer opinion, they rolled back gains made by workers in the past 10 years

SUE UNIONS

They made it possible to sue unions for financial losses resulting from industrial action, allowed employers to retrench at will, excluded from fair and agreed disciplinary procedures employees with less than six months' service, set up a long series of required procedures for legal strikes, and created legal procedures which, if applied fully, negated any possibility of swift dispute resolution

He said these were sticks with which to beat the union movement and encouraged ir-responsible actions rather than promoting responsibility

RESPONSIBILITY

"We have a joint responsibility to promote negotiation as an approach to solving problems," said Mr Copelyn

Meanwhile, employer bodies and employers in other industries will be served with similar demands by Cosatu affiliates some National Council of Trade Union affiliates and some independent unions later this month for negotiation

If negotiations deadlock strike ballots are likely during July

The results and employer responses will go to a Cosatu national congress in July

This will be followed by another worker's summit which will assess the ballots and co-ordinate strategy for a national strike around the beginning of September

Stayaways and confusion at Soweto mid-year exams

152 By Sue Valentine,
Education Reporter

Mid-year exams started in 21 Soweto schools on Tuesday, but at 41 others nothing was done.

Regional director of the Department of Education and Training, Mr P Struwig, said of the total of 62 schools in the area, pupils at 22 schools wanted to write the exams, "but were prevented from doing so", while at 19 other schools there had been a stayaway.

There has been a call by the Progressive Teachers' Committee and the Soweto Students' Coordinating Committee for exams to be postponed until after the holidays because in many schools not enough work has been completed to enable

students to write a standardised exam set by the DET

The DET has said that the standardised exams will only be written in schools which have had teachers since the start of the year. Otherschools will set individual tests.

The Southern African Catholic Bishops' Conference has warned that the "constantly burgeoning crisis in black schools could culminate in a disaster worse than that between 1984 and 1986"

The SACBC said it was concerned by "reports of retrenchment of Soweto teachers".

The DET has denied any retrenchments. It said some teachers had been transferred to schools where there was a need

day May 25 1989

Edworks strikers vow not to eat

By Mike Siluma, Labour Reporter

Six members of the Commercial, Catering and Allied Workers' Union (Ccausaha), on strike over wages since Monday, have vowed not to eat until Edworks management "changes its attitude".

At a press conference at the union's offices yesterday, Ccausaha official and one of the hunger strikers, Mr Jackie Masuku, said management had withdrawn wage offers it made during previous talks.

Mr Masuku said the union was demanding individual increases of R125 a month and that the wage agreement reached be extended to Edworks stores in Bophuthatswana. He added that the lowest-paid Edworks employee in Johannesburg earned R415 a month, while his counterparts in Cape Town and Newcastle were paid R340 and R190 respectively.

Edworks' managing director, Mr Stewart Dodo, rejected the figures given by the union, saying employees in the areas mentioned earned more.

He said the company had withdrawn its offer to the union because the union had failed to arrive at a pre-arranged meeting. "The company does not believe the resolution of the wage dispute can be effectively undertaken through the medium of the press, and therefore has no further comment to make at this stage," said Mr Dodo, maintaining that only 200 workers were on strike.

Edworks strike to continue

152
Lawton 25/5/88

CCAWUSA has pledged to continue its strike action against Edworks and the hunger strike of five Edworks workers and a union official after management withdrew all offers made during negotiations with the union since they began in August last year

At a Press conference yesterday, union official and hunger-striker Mr Jackie Masuku said management's decision, which was communicated to the union on Tuesday night, "makes us resolve to continue"

He said management had withdrawn all offers because of the failure of workers to return to work on Tuesday after an ultimatum by management

Masuku said management should not only reinstate offers, but also agree to "withdraw threats to workers who were striking peacefully"

He said the Edworks strike was one of the most peaceful strikes in the country — with no violence and no detentions

The strike action had affected 800 workers in 80 Transvaal stores. Seven Edworks stores, which include Pick 'n Pair and Coco, had closed down, Masuku said

The issues of the strike involved a demand by the union of a R125 across-the-board increase backdated to July 1, 1988. Edworks management offered R105 to be backdated to July 1, 1988

The minimum wage for workers in the Johannesburg area was R450, management's increase would raise it to R520

AWB sticker

provokes work

(152) stoppage at

B. Lion Match

TIM COHEN

PRODUCTION was stopped at the Lion Match Rosslyn plant for about three hours this week after a white staff member threatened to "shoot the heads off" workers who had defaced an AWB sticker on his car, MD Bert Heilbron confirmed yesterday.

Employees had told him one of the engineering staff was alleged to have had an AWB sticker on his car.

The staff member was instructed by management to remove the sticker some time ago, but either he or someone else replaced the sticker.

Someone had then defaced the sticker and in so doing had damaged the car.

Suspended

The staff member then approached one of the shop stewards and reportedly threatened to "shoot the heads off" the people who had damaged his car.

Workers downed tools for about three hours, until a member of management assured them the staff member had been suspended.

A full inquiry into the incident would be held, Heilbron said.

He denied Press reports that the staff member had chased workers out of the factory at gun-point.

"We under no circumstances allow firearms on our factory premises," he said.

If the staff member or any other person was found to have brought inflammatory matter onto the premises, he would be dismissed, he said.

Mobil strike suspended for yet another 24 hours

ALAN FINE

152 100A 101 102
15787

THE resumption of the strike at Mobil by members of the Chemical Workers' Industrial Union (CWIU) was suspended yesterday for another 24 hours after "a hard but reasonably fruitful day of negotiations"

Mobil and CWIU representatives said the talks, over matters related to the US-based parent company's disinvestment exercise, could continue into the early hours of this morning

The main point at issue at the meeting in Pretoria was the amount, and distribution, of compensation payments to be made by the departing company to employees Mobil earlier countered the CWIU demands of one month's pay a year of service with an offer of two weeks pay for each employee

The union rejected the offer but then, according to a Mobil spokesman, both sides revised their positions. Neither Mobil nor the CWIU were willing to divulge their latest proposals

A week-long strike at 16 distribution depots, with Durban refinery workers threatening to join in, was initially suspended on Friday until midnight last night by a mutually agreed Industrial Court order

The CWIU's urgent Industrial Court application for the sale of Mobil SA to Gencor to be halted pending the completion of negotiations was adjourned until today. Papers filed before the court relating to the agreement of sale show that, although Gencor is entitled to use the name Mobil for the next five years, the purchaser will not pay any royalties to the Mobil Corporation

They also show there is no provision for the transfer of new technology from the Mobil Corporation to Gencor from the time the sale goes through, scheduled for July 1

15787
SISI

Fined R500 for stayaway call

UCT law student and former secretary of the Gardens Youth Congress, Julian Snitcher, has been fined an effective R500 by a Cape Town magistrate for distributing pamphlets on June 2 last year that contravened the emergency regulations

Snitcher (24), of Tamboerskloof, son of a prominent Cape Town attorney, pleaded not guilty to a charge that he distributed pamphlets containing a subversive statement on the Strand Street footbridge on June 2.

Protest at Bill

The pamphlets, produced under the auspices of the Gardens Youth Congress of which Snitcher was secretary at the time, called for a work stayaway on June 6, 7 and 8 last year in support of a protest at the Labour Relations Amendment Bill then before Parliament.

Snitcher's evidence was that he was not aware of the contents of the pamphlets before they were delivered to his home and that he was not aware the pamphlet's wording contravened the emergency regulations

Magistrate Mr M J C Tolken rejected this evidence on Tuesday saying "The accused before the court is not an uneducated person. He is a final-year law student and he was the secretary of the Gardens Youth Congress

"I find it strange that the contents of the pamphlet were never discussed at the meeting. The decision was taken two weeks before June 2"

Mr Tolken said he was satisfied beyond reasonable doubt Snitcher not only scattered the pamphlets but also knew they contained a subversive statement and were illegal



Inn:  Holiday Inn

Killer's appeal dismissed

BLOEMFONTEIN. — The Appeal Court here has dismissed the appeal of Nicolaas Booyen, no address given — against the death sentence he received for the murder of Mr Vincent Africa at Steenberg, Cape, on September 6, 1986.

Mobil strike suspended

JOHANNESBURG. — A strike by the Chemical Workers' Industrial Union has been suspended for a week after offers from Mobil.

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

copy from 26/8/89

152

[Faint, illegible text, possibly bleed-through from the reverse side of the page]

[Vertical text on the right margin, possibly a date or reference number]

Strikers score a first on Africa's biggest farm

By EDDIE KOCH

STRIKERS at the Zebediela Citrus Estate in the northern Transvaal have scored a first for South African farmworkers by winning demands for wage increases and union recognition.

Some 1 200 workers at the estate — the biggest of its kind in Africa — began trickling back to work on Monday after staging a three-week strike to back demands for a wage hike and recognition of the National Union of Farmworkers (NUF).

The strike was settled on Friday last week after union lawyers had threatened to bring an urgent application in the Pretoria Supreme Court for an order restraining the farm's management from evicting the strikers from the compound on the estate.

In an out-of-court agreement, management of the state-owned farm agreed to raise the labourers' wages by R30 a month and instruct their lawyers to discuss a draft recognition agreement with the NUF's legal team.

The Zebediela estate is owned by the SA Development Trust Corporation, a state body designed to promote investment in "homelands".

Union organiser Moses Mpahlele said the lowest paid workers, who before the strike were paid R65 a month, would receive an increase of about 50 percent.

"As far as we are aware, this is the first time that farmworkers on strike in South Africa have won a wage increase," said Mpahlele. "This represents a major victory, not only for the NUF, but for all farmworkers in South Africa."

A representative for Zebediela Citrus confirmed the strikers had been reinstated without any loss of benefits and that a wage increase of R30 had been granted. "The average wages were between R120 for unskilled workers and R2 500 for skilled workers," he said. About ten retired pensioners received R65 plus accommodation.

Early on in the strike, management called in police to break up worker meetings, and just days before the supreme court hearing was due to take place told the strikers they had been sacked.

Management's abrupt about-turn could be linked to the fact that the strike may have embarrassed the government at a time when it was planning to reform the system of labour relations on the farms.

Soon after the strike broke out, director-general of manpower Joel Fourie announced his department intended introducing laws to protect farmworkers in the near future. He also noted that farm labourers were free to join trade unions of their choice.

Farms in this country are not covered by legislation governing labour relations and minimum conditions of employment. The Labour Relations Act makes no provision for the recognition of farmworkers' unions.

The NUF, an affiliate of the National Council of Trade Unions (Nactu), is the biggest of a number of trade unions that have made minor inroads into the farming sector in the past two years.

26/5-1/6/89
wma

152

Red Cross docks pay of strikers

By Sue Valentine

Striking workers at Red Cross House in Johannesburg have been paid only for the days worked this month, leaving many with reductions of up to 80 percent of their wages.

This follows a letter to strikers from southern Transvaal regional director Mr Neil Ross that they would not receive any pay for days not worked.

Workers went on strike three weeks ago following the dismissal of assistant regional director Mr Bongani Khumalo.

A spokesman for the South African Red Cross said workers were still on strike, but "every effort" was being made to resolve the dispute.

The SARCS denied earlier reports that council members had walked out of last week's council meeting in protest. The spokesman said three council members left the meeting early because of prior arrangements.

In a statement, the workers expressed their disappointment at the failure of regional chairman Mr Nigel Carman to meet them on Monday.

Police clash with 200 city strikers

Staff Reporter

POLICE yesterday baton-charged about 200 striking workers outside a Maitland meat factory, arresting a man and injuring about 20 others, a Food and Allied Workers Union (FAWU) spokesman said yesterday.

Police spokesman Colonel Steve van Rooyen last night said that workers armed with sticks or knobkerries resisted, hitting and "slightly injuring" four policemen in the fracas.

Workers, gathered outside the locked factory gate, ignored a five-minute warning to disperse, telling the police they worked at the factory. They demanded to be let in, FAWU spokesman Mr George Xashimba said.

Trying to avoid the baton charge, some workers stumbled, suffering grazes and bruises when trampled by fleeing colleagues, while others were beaten by the pursuing policemen.

Twenty injured workers were treated in hospital afterwards, a spokesman for the Congress of South African Trade Unions (Cosatu) said.

A 60-year-old man was arrested and will appear today in the Cape Town Magistrate's Court on charges of assault and attending an illegal gathering, an attorney confirmed last night.

Criticising the police action, FAWU and Cosatu said "The strike is fast becoming a political issue, with the intransigence of the Renown management and the intervention of the police. This confrontation could have been avoided had the Renown management not locked striking workers out."

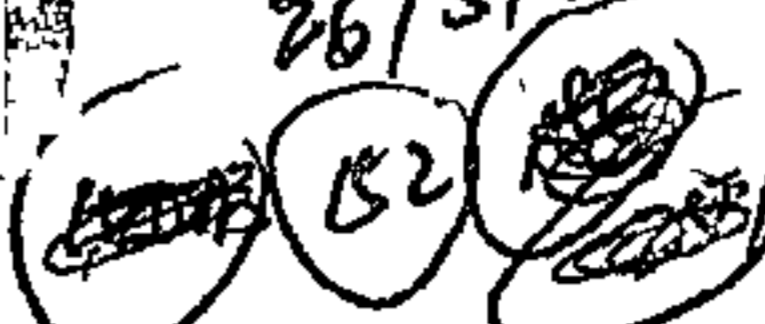
Disputing the claim that workers were locked out, Renown spokesman Mr Tjaart Minnaar earlier this week said workers were barred from the premises for "health reasons".

"Regretting" the incident, Mr Minnaar said police had taken action "without the company's knowledge".

"The company had negotiated at length with both the police and the union to try and ensure that no such incident would take place," he added.

Saying police had acted in terms of the Internal Security Act, Colonel Van Rooyen said "Police would not have intervened unless called on to do so."

Cape Times
26/5/89



9/1/7/1/8
27/5/87
52

Bail for striking meat worker

A MAN who was arrested when police dispersed about 200 striking meat workers this week has been released on R50 bail after a brief appearance in the Cape Town Magistrate's Court. No charges were put to Mr William Ngxowa, 60, yesterday and he was warned to appear in court on June 12, an attorney yesterday said.

A worker injured during the police baton charge on Thursday was yesterday still in hospital, a Food and Allied Workers Union (Fawu) spokesman said.

By late yesterday no further incidents had been reported.

Company human resources manager Mr Tjaart Theron yesterday confirmed that "constructive" talks had been held.

It's strike talk time again

152

152

THE NEXT few weeks will tell whether SA is to face a major strike this year. The metal industry wage talks reached a critical stage this week, the NUM and the Chamber of Mines yesterday began their own annual tussle for supremacy and, despite some minor delays, Cosatu, Nactu and a dozen independents are expected to kick off their 1989 Labour Relations Act (LRA) campaign soon.

Thanks mostly to the unpredictable negotiating tactics of Numsa — the most likely source of a metal strike threat — the gap between the union and Seifsa proposals narrowed remarkably on Tuesday. Numsa is now demanding a R3,82 an hour minimum and Seifsa offering R3,50 — a 26,5% vs 15,9% increase — with the percentage gap closing to four percentage points in the artisan grade.

100% and directors' fees and management salary increases mostly above 25%, the union would not accept increases just on or below the inflation rate

By the sound of it, Seifsa's earlier agreement in principle to change the pension fund to a "flexible benefit" fund — a significant concession — was insufficient to make the current wage offer acceptable. These negotiations evidently have a long way to go

THERE are two ways of looking at the NUM's wage proposals

On one hand they can be viewed with outrage. In gold mining they represent increases of close to 100% on Chamber minimum rates in the lower categories. They represent not much less

than this on the actual minimum rates paid by those mining groups with the lowest wage structures

On the other hand, they can be viewed as nothing out of the ordinary. For the mining houses whose wage rates in the unskilled job categories are relatively high, the NUM demands range from 37% to 61% — not at all out of line with the opening demands of the last few years.

As was argued in this column three weeks ago, the crucial issue will be how the problem of marginal vs wealthy mines is approached.

NACTU, Cosatu and the independents are still finalising details and strategies related to their

planned talks with Saccola on the LRA. Whether these talks lead to a historic nationwide union/employer agreement, or end in something approaching a national strike, is only partly in the hands of the parties to the deliberations

Union proposals on existing legislation are likely to address, mostly, the same issues that were discussed last year until the bringing into force of the amendments to the LRA caused a breakdown

These included aspects of the unfair labour practice definition, particularly those relating to the right to strike and dismissal, time limits for resolving disputes, and the now notorious section 79(2), which requires unions to disprove responsibility for unlawful actions by members.

On at least some of these matters there appears a strong chance of agreement. Far more difficult to resolve will be the demands for the inclusion of agricultural, domestic and public sector employees under the ambit of the Act.

REVIEW



Members of the Chemical Workers' Industrial Union (CWIU) demonstrating in front of Mobil's Johannesburg city offices.

Mobil workers clash with police at demo

ABOUT 40 Chemical Workers' Industrial Union (CWIU) shop stewards clashed with police yesterday during a half-hour placard demonstration outside Mobil's Johannesburg city offices.

The singing and chanting demonstrators, employees of a range of chemical sector multinational companies, were demanding that Mobil negotiate the terms of its disinvestment from SA with the union.

Police used a dog to try to disperse the gathering after about 20 minutes.

After talks between police and a Mobil management representative, demonstrators moved from the pavement and to the forecourt of the Plein Sreet building.

An SAP spokesman said an official account of the incident would probably be included in today's unrest report.

Meanwhile Gencor energy division executive director Bernard Smith said yesterday he did not envisage any rationalisation programmes once ownership of Mobil Southern Africa passed

ALAN FINE

into its hands on July 1.

"With our involvement in projects like Mossgas we will be creating jobs rather than destroying them, and Mobil employees will enjoy the advantages of Gencor's expansion.

"Any contraction of Mobil operations is most, most unlikely," he said.

Feedback

Smith said he would not get involved in the CWIU/Mobil dispute at this stage, but was prepared to give this assurance on employees' job security and repeat that Gencor intended maintaining the *status quo* regarding other conditions of employment.

A CWIU spokesman said the union was expecting, possibly last night, feedback from a London meeting between representatives of Mobil SA and its parent company, at which union proposals were to be discussed.

coffers.

Mobil faces a huge bill

5 Times 28/5/77

MOBIL is making concessions which could cost it hundreds of thousands of rands to the Chemical Workers Industrial Union.

By Robyn Chalmers

The CWIU has demanded that Mobil agree to its proposals on disinvesting companies or face a resumption of strikes were suspended for the second time on Friday.

On May 15, 240 employees at nine Mobil installations in the Transvaal stopped work. By May 17, the strike had spread to 16 installations and involved between 800 and 1 500 workers.

Workers are protesting against Mobil's failure to negotiate with them when disinvestment became an issue. They demand that negotiations on the CWIU proposals

on disinvestment submitted in 1987 take place and that agreement be reached before Mobil quits.

The proposals include a demand that Mobil make adequate provision for workers in the form of severance pay, social security, pension-provident and trust funds.

In addition the social wealth embodied in the SA company — assets or proceeds of sale — must remain the property of the people as plant, profits or a fund.

The strike was suspended last Friday after negotiations. Mobil gave numerous guarantees at a meeting which the union described as positive.

Mobil also agreed to talk to

● To Page 2

152

● From Page 1

Mobil

Mobil Corporation in America about setting up a meeting with representatives of the US multinational. This was one of the CWIU requests when workers first went on strike.

Talks with the union are continuing. Items on the agenda to be settled are the question of severance pay, a trust fund for the workers and outstanding information on the agreement of sale between Mobil and Gencor.

CWIU spokeswoman Pat Horn says "Mobil will have to settle outstanding requirements over the course of next week, otherwise the union will have to resort to strike action."

Mobil employs about 2 800 workers in SA.

Mobil could well give in to the union's demands because the concessions it has made indicate that it is desperately trying to avoid a bitter dispute on the eve of its departure.

The multinational has always stressed that it would

not sell out in SA. In its most recent report, chairman Georges Racine said Mobil was committed to maintaining its operations here.

"Walking away from SA and its problems may make some people feel good. But we cannot accept that we should walk away from an active role that promotes change — and thereby surrender to those who are trying to hold back the process of change and those who are trying to push us into a future of violence and disorder."

"Mobil will not disinvest from SA, because it is obvious that this will not benefit SA, any of its peoples, Mobil's employees or its shareholders."

"We know that the freedoms that Mobil has created within its own organisation after 87 years in this country are an effective reply to the indefensible ideologies that exist within SA at large — and to those who would have us leave."



'Racism' and strike in Red Cross for debate

By Sue Valentine

skv
29/5/84
An extraordinary general meeting of the South African Red Cross Society has been called for June 7 following a requisition by 31 members of the southern Transvaal region

This follows heated meetings between Red Cross workers and members of the executive in the region over allegedly racist practices within the organisation and the dismissal of regional assistant director Mr Bongani Khumalo at the end of last month.

A strike by black workers at Red Cross House in Johannesburg is now in its third week, with workers demanding improved wages, maternity benefits and the re-instatement of Mr Khumalo.

The issues on the agenda at the extraordinary meeting include discussion on the "desperate financial state of the region"

Also listed on the agenda is the "poor state of labour and human relations throughout the structures of the Southern Transvaal Region among volunteers and employees, especially from the point of view of unfair distribution of resources".

The meeting will be held at the Drysdale-Lewis Centre, Ersiswold Road, Saxonwold, at 5.30 pm

People entitled to attend and vote are members of the society in good standing who are resident in the area of jurisdiction of the region

Everite employees go on strike

By Mike Siluma,
Labour Reporter

Between 2 200 and 3 000 members of the Construction and Allied Workers' Union (Cawu) yesterday went on strike at Everite plants in the Transvaal, the Cape and Natal.

A Cawu spokesman said 3 000 workers struck after 98 percent voted for industrial action in support of a R1,03 an hour across-the-board increase. The strike decision followed the "exhaustion of all negotiation procedures, including a conciliation board".

The spokesman said other unions affiliated to the Congress of SA Trade Unions, as well as community organisations, had pledged support for the strikers.

According to an Everite spokesman, 2 200 workers were on strike at plants in Brackenfell, Durban, Kliprivier and Port Elizabeth.

He said management had unilaterally effected its final wage offer of between 50c and 75c an hour, the new minimum rate being R3,35 an hour.

The company believed its final offer to be fair and "compatible with the average wage increase of 17 percent awarded by the manufacturing sector".

● The Edworks group is to ask the Supreme Court today to enforce an earlier ruling which rendered a strike by hundreds of employees illegal, according to a Commercial, Catering and Allied Workers' Union spokesman.

He said the hunger strike by six union members in support of a wage claim against the company was continuing.

3 000 on strike at Everite

Sowetan 30/5/77

152

BETWEEN 2200 and 3000 members of the Construction and Allied Workers' Union yesterday went on strike at Everite plants in the Transvaal, the Cape and Natal in support of a wage demand.

A Cawu spokesman said 3000 workers are on strike after 98 percent voted for industrial action in support of a R1,03 an hour across-the-board increase. The strike decision followed the "exhaustion of all negotiation procedures, including a conciliation board."

Support

The spokesman, said other unions affiliated to the Congress of SA Trade Unions, as well as community organisations had pledged support for the strikers.

SOWETAN
Reporter

According to an Everite spokesman, 2200 workers were on strike at plants in Brackenfell, Durban, Kliprivier and Port Elizabeth.

Compatible

The company believed its final offer to be fair and "entirely compatible with the average wage increase of 17 percent awarded by the manufacturing sector".

• The Edworks group is to ask the Supreme Court today to enforce an earlier ruling which rendered a strike by hundreds of employees illegal, according to a Commercial, Catering and Allied Workers' Union spokesman

Wage talks
over strike
Staff Reporter

OFFICIALS of the Food and Allied Workers Union (FAWU) yesterday held wage talks with management at Renown Fresh Meat, in Maitland, where about 180 workers embarked on a strike on May 17.

A wage dispute involving 250 workers at the African Products plants in Bellville and Meyerton is set for mediation later this week, a FAWU spokesman added.

FAWU members at Jungle Oats and Renown Food Products, both in Maitland, yesterday staged sympathy strikes, the spokesman said.

1520
Staff Reporter 30/5/89
Textile workers strike into 12th day

A LEGAL strike involving more than 1 000 workers at the Worcester-based Hextex textile mill yesterday entered its 12th day, an Amalgamated Clothing and Textile Workers' Union of SA (Actwusa) spokesman said yesterday. Workers are demanding a 50c weekly bonus for each year of service to be implemented after the first year of employment, said Actwusa regional secretary Mr Ibrahim Patel. The company, a Barlow Rand sub-

sidiary, was offering a 25c weekly bonus to be implemented after four years' service, he added. He said workers only qualified for a lump sum weekly bonus after 20 years' service. Workers met daily on the factory premises to conduct "cultural and educational" programmes and the company had allowed picketing. Hextex general manager Mr R D Clapperton could not be reached for comment.

Room

~~152-100-199~~
800 locals join
~~Everite strike~~
Everite strike

ABOUT 800 workers at the Everite plant in Brackenfell downed tools yesterday in support of a national wage strike affecting four plants and 2200 workers

The workers are demanding a R1,03 across-the-board increase on the hourly minimum of R2,85. The company is offering 50c, increasing to 75c for higher grades

152

30 FACE SERIOUS CHARGES

THIRTY-ONE men appeared in the Johannesburg Magistrate's Court on several charges of murder, attempted murder, assault with intent to do grievous bodily harm, abduction and intimidation. Relating to a strike by furniture employees last year.

Their appearance is a sequel to a strike by furniture workers last year. They are facing 17 counts of abduction, five of intimidation, five of murder, four of attempted murder and three of serious assault.

They appeared before Mr P H Bredenkamp and were not asked to plead. Twelve were released on bail of R500 each and the rest will remain in custody until June 30. Those out on bail were warned not to interfere with state witnesses.

4

Red Cross 6 flies in to see problems

A SIX-MAN delegation of the International Red Cross is to arrive in South Africa today for a four-day visit to look at problems in the local movement.

Their visit comes in the wake of recent developments within the Southern Transvaal region of the Red Cross which resulted in the dismissal of Mr Bongani Khumalo, assistant regional director.

As a result of the dismissal 37 workers of the region have been on a strike for more than four weeks

The workers' demands include The unconditional reinstatement of Khumalo, recognition of their union, the National Education, Health and Allied Workers' Union (Nehawu), the reimbursement of 80 percent of their salaries deducted while on strike and an assurance that no worker would be victimised when they return to work

A source in the Henri Dunant Coalition (HDC) — a union of volunteers, members and employees of the

By NKOPANE
MAKOBANE

SARCH — said that while in the country, the delegation from the United Kingdom, West Germany, Sweden and Sierra Leon, will acquaint themselves with questions related to the mandate of the International Red Cross and the Red Crescent Movement and the adherence by the national society of the ideals of that movement

The source said the delegation will meet with the leadership of the SARG at national level and in the Southern Transvaal region

Red Cross strike: officials due to arrive in SA today

Star 11/6/89

157

Staff Reporter

~~157~~

A six-man delegation of the International Red Cross was due to arrive in South Africa today for a four-day visit to look at problems in the local branch.

Their visit comes after recent developments within the Southern Transvaal region of the Red Cross, which resulted in the dismissal of Mr Bongani Khumalo, assistant regional director. The dismissal has resulted in 37 workers in the region going out on strike for more than four weeks.

The workers' demands include: the unconditional re-instatement of Khumalo, recognition of their union, the National Education, Health and Allied Workers' Union,

the reimbursement of 80 percent of their salaries deducted while on strike and an assurance that no workers would be victimised when they returned to work.

A source in the Henri Dunant Coalition (HDC) — a union of volunteers, members and employees of the SARCH — said that while in the country, the delegation from the United Kingdom, West Germany, Sweden and Sierra Leone would acquaint itself with questions related to the mandate of the International Red Cross and the adherence by the national society of the ideals of that movement.

The source said the delegation would meet the leadership of the SARCH at national level and in the southern Transvaal.

3/Day 1/6/89

Edworks strike finally ends

SIPHO NGCOBO 152

THE six-week "starvation wage" Edworks strike — which had resulted in the closure of at least seven of the company's stores and caused a nine-day hunger-strike protest by some workers — had ended, Edworks Group MD Stewart Dodo said yesterday.

He said the strike ended on Tuesday after an agreement between the company and the Commercial Catering and Allied Workers Union (Ccawusa).

The union had accepted the company's initial offer of a minimum monthly rate of R520 and R105 and an across-the-board increase back-dated to July 1 last year.

The union had been pressing for R125 "across-the-board" salary hikes, accusing the Edworks Group of paying minimum "starvation wages" of as little as R190 a month in areas such as New Castle, R320 in Pietersburg and R415 in Johannesburg.

Dodo said: "The company and the union have reached an agreement at which the union agreed to withdraw its appeal against the Supreme Court decision that the strike, started by its members on April 17, was unlawful."

The company wanted to place on record that it believed the strike was most damaging to those who participated.

Vertical text on the left margin, including "Allan Swart & Associates 20141", "NEW", "Tu", "re", "St", "ARCI", "t", "ac-", "ep-", "nich", "on".

A WAVE of industrial unrest has hit the Western Cape with more than 2 000 workers on strike at several factories.

In the most recent strike action, hundreds of militant strikers did the toy-

toy through the gates of the Everite factory at Brackenfell after about 700 workers downed tools on Monday morning over a national wage dispute.

The workers, members of the Construction and Al-

lied Workers' Union (Cawu), have rejected management's offer of 50c an hour and are holding out for R1,03. The current minimum wage is R2,85.

The workers are also demanding a 40-hour work-

ing week and that the productivity target of 90 per cent be lowered to 65 per cent.

A Cawu spokesperson said 3 500 workers were on strike at the Fibre and Cement division of Everite

Industrial unrest sweeps W Cape

Limited in Port Elizabeth, Durban, Kliprivier and Brackenfell Everite has put the figure at 2 200.

The Everite branch in East London was shut down this week after Cawu lost a last-minute

application for an interdict to prevent closure.

Everite public relations spokesperson Brian Gibson said the strike was "unfortunate", but the company respected the right of employees to "withdraw their labour".

TO PAGE TWO

RICTON MAKES SA COMEBACK

Strikes

FROM PAGE 1

"However, we remain firm in our conviction that our final offer is fair. Our average wage of R4,30 an hour is good by building industry standards," he said.

The Cawu spokesperson said Everite had put up posters advertising for temporary workers and about 100 "scabs" had been bussed in to the Brackenfell factory.

About 900 members of the Amalgamated Clothing and Textile Workers' Union of South Africa have been on strike at the Hex Tex factory for over a fortnight, following a dispute over service bonuses.

And in Cape Town, about 200 workers are continuing with a three week old strike at African

Products in Bellville

At Renown Fresh Meats in Maitland where a confrontation with police last week resulted in 20 workers being injured and one arrested, settlement has been reached.

The bitter two week strike by about 200 members of the Food and Allied Workers' Union at Renown Fresh Meats in Maitland ended on Tuesday night.

Workers accepted management's offer of an R18 increase in the minimum weekly wage of R110 backdated to the beginning of March in return for another increase being implemented in October.

A spokesperson for the Chemical Workers' Industrial Union confirmed that workers at Shell subsidiary Petrocol this week voted in favour of a strike.

(S2) *sent 7/6/89*

wmail
MAIL, June 2 to June 8 1989

3

Cosatu plans peace protest as violence in Natal rises

By CARMEL RICKARD,
Durban

WITH the death of leading Pietermaritzburg unionist Jabu Ndlovu yesterday, the crisis in Natal's townships has taken a serious turn for the worse and widespread protest in the city is expected next week.

Officials of the Congress of South African Trade Unions yesterday said that in the face of continuing attacks on their members, and the inability of the police, the army and the courts to halt the killings or provide protection to township residents, members of the Pietermaritzburg community would observe June 5 to 7 as a period of "peaceful protest action".

During the attack on Ndlovu's home 10 days ago, her husband and child were killed. She died of her injuries yesterday morning.

Ndlovu was a key figure in the National Union of Metalworkers of South Africa and a prominent campaigner for an end to the violence.

The funeral of her husband and child did not go ahead last weekend because of anonymous threats to the Impendle chief in whose area the ceremony would have taken place. Instead it took place in Mountain Rise during the week.

Announcing Ndlovu's death yesterday, Cosatu criticised the minister of law and order for not taking steps against those believed to be responsible, while "(obscuring) the unacceptable conduct of his police force and 'warlords' by making false allegations against Cosatu and the UDF".

Cosatu described the situation as "intolerable" and said the continued killings and the alleged misconduct of the police in handling the violence had "finally frustrated the people of

Pietermaritzburg to the extent that they believe some effective protest has to be made to bring home to everyone that violence must stop".

The planned action will be aimed at protesting against the killing of Ndlovu and others. It is also intended to back a call for alleged police misconduct to stop and for an independent commission of enquiry into the role of the police in the city.

Protesters are also calling for "warlords" to be jailed, the right to bury the dead without fear of restrictions and the lifting of restrictions on ex-detainees to ensure their safety.

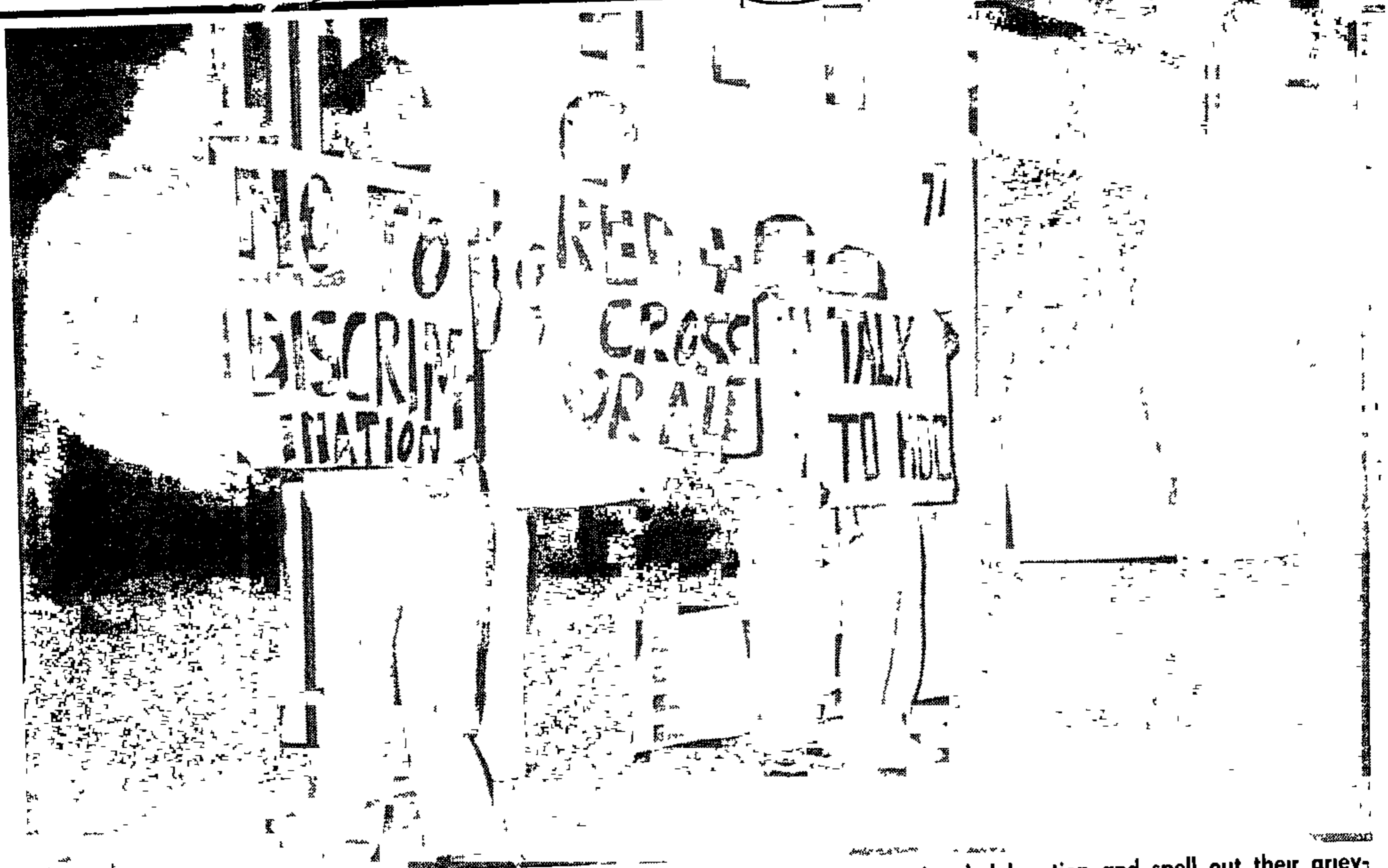
Cosatu has advised their counterparts in Britain, many of whom know Ndlovu, of the planned protest, and has asked them to take action in support of local peace calls.

Cosatu said they had once more contacted Inkatha President Mangosuthu Buthelezi appealing that he agree to join in renewed negotiations for a peace conference and an effective peace process.

Previous attempts at organising peace talks were wrecked after Buthelezi insisted they had to take place in his headquarters in Ulundi while Cosatu and the UDF said it should be at a neutral venue.

"The constituencies of Cosatu/UDF and Inkatha have to be drawn into this process and that is why a neutral venue is needed," union officials added.

Unrest monitoring groups have detected a rise in the violence in the weeks since the talks were called off.



Red Cross workers, who have been on strike for four weeks, welcome the international delegation and spell out their grievances during a picket outside Red Cross House in Johannesburg last night. ● Picture by Ken Oosterbroek.

International Red Cross delegation arrives in SA for talks

By Sue Valentine

The five-member delegation of the International Red Cross and Red Crescent landed in Johannesburg yesterday — and within hours met representatives of the Southern Transvaal Regional Council of the South African Red Cross (SARC)

The leader of the visiting delegation, Mr Tom Buruku, who is head of the Africa department of the League of Red Cross and Red Crescent Societies, said they would also be talking to staff in the region and organisation volunteers

This, he said, included members of the Henri Dunant Coalition (HDC), which is led by Mr

Bongani Khumalo, who was fired from his position as assistant regional director in the Southern Transvaal last ago

"We have not come here to solve problems. They will be solved by people in the SARC. This is a fact-finding mission. We've come to express our concern and anxiety at what has been happening," said Mr Buruku

He added that the delegation had not been invited to South Africa by any particular group within the SARC

"When a member of the family of the Red Cross has problems, we are in constant touch"

Mr Buruku said the group had

not come to discuss the expulsion of the SARC from the international movement, adding that it was premature to ask such questions

Other members of the delegation, which is likely to remain in South Africa until Sunday, are Mr Thomas Klemp of the West Germany Red Cross, Mr David Wyatt of the British Red Cross, Mr Govan Buckstrand of the Swedish Red Cross, and Mr Michel Martin of the International Community of the Red Cross

A delegate from Sierra Leone, who was due to join the delegation, did not arrive

Meanwhile, 37 workers at Red Cross House in Johannesburg

who have been on strike for four weeks demanding the reinstatement of Mr Khumalo and recognition of their union — the National Education, Health and Allied Workers Union (Nehawu) — said they were distressed at the use of what appeared to be scab labour

A member of the HDC who picketed Red Cross House during the talks last night, said employees of Supervision Services had been seen cleaning the building on Tuesday. A new typist had also been working at the desk of one of the strikers.

"It remains to be seen, if these measures are temporary or permanent," he said



Red Cross workers, who have been on strike for four weeks, welcome the international delegation and spell out their grievances during a picket outside Red Cross House in Johannesburg last night. Picture by Ken Oosterbroek

International Red Cross delegation arrives in SA for talks

By Sue Valentine

The five-member delegation of the International Red Cross and Red Crescent landed in Johannesburg yesterday — and within hours met representatives of the Southern Transvaal Regional Council of the South African Red Cross (SARC)

The leader of the visiting delegation, Mr Tom Buruku, who is head of the Africa department of the League of Red Cross and Red Crescent Societies, said they would also be talking to staff in the region and organisation volunteers

This, he said, included members of the Henri Dunant Coalition (HDC), which is led by Mr

Bongani Khumalo, who was fired from his position as assistant regional director in the Southern Transvaal last ago.

“We have not come here to solve problems. They will be solved by people in the SARC. This is a fact-finding mission. We’ve come to express our concern and anxiety at what has been happening,” said Mr Buruku

He added that the delegation had not been invited to South Africa by any particular group within the SARC

“When a member of the family of the Red Cross has problems, we are in constant touch.”

Mr Buruku said the group had

not come to discuss the expulsion of the SARC from the international movement, adding that it was premature to ask such questions

Other members of the delegation, which is likely to remain in South Africa until Sunday, are Mr Thomas Klemp of the West Germany Red Cross, Mr David Wyatt of the British Red Cross, Mr Govan Buckstrand of the Swedish Red Cross, and Mr Michel Martin of the International Community of the Red Cross

A delegate from Sierra Leone, who was due to join the delegation, did not arrive.

Meanwhile, 37 workers at Red Cross House in Johannesburg

who have been on strike for four weeks demanding the reinstatement of Mr Khumalo and recognition of their union — the National Education, Health and Allied Workers Union (Nehawu) — said they were distressed at the use of what appeared to be scab labour

A member of the HDC who picketed Red Cross House during the talks last night, said employees of Supervision Services had been seen cleaning the building on Tuesday. A new typist had also been working at the desk of one of the strikers

“It remains to be seen if these measures are temporary or permanent,” he said

Gunmen attack 152 strikers

Gunmen attack
GUNMEN attacked the homes of two striking Plascon workers in separate shootings on the East Rand, the SA Chemical Workers' Union said yesterday.

The union said in a statement the attackers opened fire from a moving minibus at Mr Joseph Kubheka's house in Natalspruit and Mr Lucas Maseko's house in Katlehong.— Sapa.

Sturtevant 2/6/84 152

Self-help project put food on the tables of Perskor strikers

WHEN striking Perskor workers lost hope of negotiations with their employers ending quickly, they sought ways of earning a living while they waited.

They started self-help projects. The African Women's Organisation gave the women three sewing machines and an overlocker, which they now use to sew African print dresses.

The men formed a handcrafts group and made artificial flowers.

The dresses are sold for between R75 and R80 and the flowers are R35 for a set of three.

Both projects were started in August last year, two months after 212 workers went on strike. The dispute has not been settled and only 28 workers have been reinstated.

Mr Siphso Khoza, who received training in handcrafts, came back to teach the others. He said the project alleviated the financial problems he had.

No salary

"I did not receive a salary for two months," Khoza said.

"I was beginning to feel the strain. My father and I were the only ones working at home."

"He could not afford to carry us all and there were no signs we would be reinstated. I had accounts to pay and my debts were escalating."

"I consulted social workers who told me about the programme. A colleague and I went on a two-day course and then started our own project."

They contributed R10 each to buy soap, safety pins and raffia to start off. They made more than R200 in profits. They used the money to buy more material and the profits went into the project's coffers. The group draws from the bank when they need money.

"We have not only found a solution to our financial problems. We

By SIZA KOOMA

have found a trade that we can use on a full-time basis. We could make more money from this than we get from our employers.

"If I could get enough money I would leave my job and concentrate on the project," Khoza said.

Right: The Transvaal Association for Blind Black Adults had cause to celebrate when the National Beverage Services gave them a cheque for R20000. Mrs Eunice Sibiyi (In Jersey) presented the money to Mr Seadom Tlotleng, Mrs Ruth Machobane and Mrs Elda Oliphant.

SWISS
2796 LUTON RD, BENONI

WHO
SUNDAYS

WE CATER FOR FUNERALS, UNVEIL
HAIR PRODUCTS
FOR YOUR CONVI
NEW SHOPPING HOURS:

	SUGAR 2,5 kg R2,99	
	ALL GOLD TOMATO SAUCE 500 ml R1,99	
	WILLARDS CHIPS 48s R16,99	
	COLGATE 100 ml R1,49	

VASELINE	100 g	R1,89	SUNLIG
BLACK CAT PEANUT BUTTER	270 g	R1,99	DOOM
TEASPOON TIPS TEABAGS	128 s	R2,99	NUGGET
MR MIN	250 g	R2,29	JEWEL
BARBEQUE & STEAK & CHOPS		R1,99	BLEACH
TOPPERS	120 g	R1,89	ORCHAR

152

EDWARDS STRIKES AGAIN

EDWORKS and the Commercial Catering and Allied Workers' Union of South Africa have reached agreement, ending a seven-week-old strike by the company's employees

Edworks' managing director, Mr Stewart Dodo, said the union had accepted the company's offer of a minimum rate of R520 a month and a R105 across-the-board increase

Cawusa official Mr Jackie Masuku said the strike revolved around economic issues as well as "matters of principle"

BY LEN MASEKO

Action

These matters included the extension of the wage agreement to the company's employees in Bophutswana, proposed disciplinary action against strikers, picket protests during the strike and the controversial Labour Relations Amendment Act

Damaging

Mr Dodo said the strike was "most damaging to those who participated"

Cawusa has called off a hunger strike by some of its members Mr Masuku and five Edworks employees embarked on the strike a fortnight ago, to highlight the dispute between the company and staff during the



Edworks employees celebrate the settlement of their dispute with a march through Johannesburg streets yesterday. PIC PAUL TSHABALALA

Shop steward charged with intimidation

A SHOP steward of the Hotel Liquor and Catering Union near Pilgrim's Rest in the Eastern Transvaal was arrested at the Blypoort

He is Mr Nelson Mashile Nactu's regional organiser in Tzaneen, Mr Moss Mahasha, said Mashile, who is the chairman of the shop

Help us find top seller

SOWETAN is looking for the Top Street Seller — and we need your help in finding the best street seller of our newspaper.

All you have to do is answer a few easy questions and tell us why you think your street seller is the best of

all Sowetan's street sellers.

The first prize for the top street seller — and the reader who nominates the top street seller is R1 000 each. Entry forms in Sowetan every Friday.

SOWETAN 'TOP STREET SELLER' COMPETITION

We want you to choose the "Top Street Seller". In this easy competition, all you have to do is answer easy questions and write a sentence on why you think your street seller should be voted "Top Seller".

PRIZES ARE AS FOLLOWS:

~~152~~ 152

Wage, food strike ends after month of picketing

By **CONNIE MOLUSI**

THE MONTH-LONG Edworks wage dispute – involving a hunger strike to support demands for a living wage by the Commercial, Catering and Allied Workers' Union (Ccawusa) – ended this week.

Edworks' managing director Stewart Dodo said the union had accepted the company's minimum offer of R520 a month and an R105 across-the-board increase.

Initially the strike took the form of pickets but, when these were not persuasive enough, five workers and one union official started a hunger strike.

It was the first time that such a collective bargaining strategy had been used by a union in a dispute.

The strike was characterised by pickets outside Edworks stores, resulting in the closure of seven shops.

The union pointed out that the strike was peaceful but that strikers had been subjected to rightwing intimidation – including actions by managerial staff members at Edworks.

A spokesman for the union, Jackie Masuku, said the strike revolved around economic issues as well as "matters of principle".

He said the strikers had remained disciplined despite provocative action by Edworks, which issued cameras to staff members to photograph picketing workers.

"The strike has been extremely peaceful. The company has not suffered any damage to property, yet it threatens pending disciplinary action against workers."

"This implies a threat to the rights and freedom of workers – such as the right to picket – which the company sought to prohibit by resorting to court action," Masuku said.

The hunger strike was symbolic on the part of the union and was aimed at getting public attention.

The union said the tactic had been adopted because of the long lists of workers which the company intended to dismiss. This called for increased pressure on the company, a representative said.

An independent arbitrator has been appointed to investigate whether workers intimidated customers or staff during the picketing.

The company has also agreed to extend the negotiated wage to workers in Bophuthatswana – a landmark victory for workers in an area where union rights have so far been denied.

Dodo said the company welcomed the settlement as the basis for a return to normal. However, the strike had been most damaging to those who participated, he added.

Stayaway to protest killed trio

Sowetan 8/6/89 152

By SONTI MASEKO

HUNDREDS of workers yesterday stayed away from work in Maritzburg's troubled townships during the first day of a three-day peaceful protest called by the local community.

The Maritzburg Chamber of Commerce estimated that less than 10 percent of the area's workforce participated in the stayaway.

Mr Anton Leisegang, president of the organisation, said the stayaway was "sporadic" with industry operating as usual.

The protest action follows the death last week of Mrs Jabu Ndlovu, a senior shop steward of the National Union of Metalworkers of South Africa (Numsa).

The Numsa official died in a local hospital

after she and her family were attacked at their home last Thursday. Her husband and daughter died during the attack.

The Maritzburg communities, protesting against the rising death toll in the Natal midlands, demand — among other things

- Action to prevent further killings — more than 1300 people are reported to have been killed since violence erupted in the area about three years ago,
- An independent commission of inquiry into the role of police in the Maritzburg violence,
- Prosecution of warlords, and
- Restrictions on ex-detainees to be lifted to ensure their safety.

trial continues today.

Anti-violence work stoppage starts quietly

CAC Tmp 7/6/89

10
1000
152

DURBAN. — Union-backed calls for a mass work stoppage to protest against black-on-black violence in Natal have received a lukewarm response, independent monitors said yesterday.

They said the three-day stoppage in Maritzburg, supported by the Congress of South African Trade Unions, had a patchy start on Monday and tailed off on its second day.

A survey of local firms yesterday showed about 27% of industrial workers and 17% of commercial employees observed the stoppage.

The call for the protest was made shortly after Mrs Jabu Ndlovu, a key figure in the National Union of Metalworkers of South Africa, died in hospital last Thursday. Her home had been attacked about 10 days before her death.

Shop stewards were "incensed" at the continuing violence and members of the community felt that pressure had to be brought to bear on business to do something to end the violence. — Sapa-Reuter

ne
ced
pree
itted

UIC moves to ban

Strikes continue to grip W Cape

STRIKES involving almost 1 500 workers in the Western Cape continued this week

At Worcester, the strike by about 900 Hex Tex workers has entered its fourth week with no settlement in sight

The workers, members of the Amalgamated Clothing and Textile Workers' Union of South Africa, are demanding a 50 cents service bonus for each week of service. Management has offered 25 cents.

About 700 workers at Everite in Brackenfell have been on strike for more than a week

The strike is part of national industrial action by more than 2 000 members of the Construction and Allied Workers' Union at the fibre and cement divisions of Everite Limited throughout the country

The workers are demanding a minimum wage increase of R1,03 an hour. Management has offered 50 cents.

A three-and-a-half week national strike at African Products ended on Wednesday this week after workers accepted management's offer of a 58 cents increase on the minimum hourly rate

This brings the minimum weekly wage to R185,64. Workers had originally demanded R200

A week-old strike by about 25 workers at Shell subsidiary Petrocol ended on Wednesday

A Chemical Workers' Industrial Union spokesperson said the workers decided to return to work following indications that management was willing to make concessions on the workers' demands for wage parity

Workers geared for June 16 holiday

By LEN MASEKO

THOUSANDS of black workers throughout the country are geared to take a day off work on June 16, in accordance with agreements reached between their trade unions and employers.

Institute for Industrial Relations spokesman, Mr Adrian Hersch, said his organisation had noted at least 161 firms that recognised the day — commemorated every year since June 16, 1976 after the Soweto upheavals — as a paid holiday.

He said employers in the metal industry, represented by the Steel and Engineering Industries Federation of South Africa (Seifsa), had negotiated a different arrangement with unions. Their agreement allowed employees, through ballots, to swap Founders Day (April 6), for June 16

Majority vote

A Seifsa spokesman said, however, his organisation did not monitor the outcome of the ballots conducted during the week of March 6 to test employees' response to whether they preferred to observe June 16 or Founders Day as a paid holiday. Tens of thousands of workers in the industry participated in the ballots, in which a 75 percent majority vote plant-by-plant was required before the holiday swop occurred

The right-wing Confederation of Metal and Building Workers' Union, which represents mostly skilled, white employees, and the White Workers' Union have dissociated themselves from June 16, saying they did not identify with the commemoration

The employer body, Assocom, has indicated that it would discuss the issue at its meeting next week. In the past years, the organisation has adopted the principle of "no work, no pay" as a guideline for its members

152

group in the republic of Uzbekistan.

CAPE TOWN 8/4/89
Oil workers strike

(152)

JOHANNESBURG. — About 120 workers at Cera Oil in Boksburg, a wholly-owned subsidiary of Shell, downed tools on Tuesday demanding that the company agrees to industry-wide bargaining in the oil and petroleum industries.

Matie workers strike

WMA 9-14/6/89

By GAYE DAVIS, Cape Town

154 152

ABOUT 1 000 Stellenbosch University workers went on strike yesterday in protest against a 1985 ban imposed by the administration denying peaceful protest on the campus

As workers gathered in the student centre, at the sports grounds and at other places on campus, students in residences — in the midst of exams — had to prepare their own meals. Rector Professor Mike de Vries was in Pretoria. A source said he had been "summonsed" earlier this week, but could not say by whom.

At a meeting this week, university workers discussed the implications of the ban on their right to picket or protest. The meeting was called after a letter was sent last week by the university to local Transport and General Workers' Union organiser, Ronnie Robinson. The letter said Robinson had been seen greeting workers with a clenched fist salute and referred him to the 1985 ban.

The union signed a recognition agreement with the university four weeks ago after year-long negotiations. Robinson said yesterday that the workers had decided on yesterday's action of their own accord.

The rector's assistant, Douglas Davis, confirmed the contents of the letter. "They (the administration) didn't mean anything by it, they just wanted to point out to (the workers) for their own sake that council had made such a rule," he said.



Strike at Cera Oil continues

Star 9/6/89
152 Labour Reporter

A strike by 130 members of the Chemical Workers' Industrial Union (CWIU) at Cera Oil in Benoni entered its third day yesterday, with workers demanding the company agree to industry-wide bargaining

The union said the parties were also in dispute over wages and working conditions, as well as the company's refusal to participate in the chemical industry's provident fund, set up by the union

Cera Oil managing director Mr Kevin Chomse confirmed the strike. He said CWIU had rejected the company's final offer of a R125-a-month pay increase

So where are the class of '76 now?

Success divides former youth leaders

By SANDILE MEMELA

AS South Africa braces itself to commemorate the 13th anniversary of the June 16 uprising, an examination of the socio-economic scenario reveals that the "class of 1976" has splintered into different camps

The past decade has witnessed the scattering of the youth initially regarded as the vanguard of the struggle to military camps and university campuses throughout the world

Thousands of those who stayed behind to pursue their education in bush colleges and open universities have since been swallowed up by apartheid economics

These have grown into the emergent buppies - the black upwardly mobile urban professionals regarded by some as "achievers in black communities - and recognised



Soweto residents gather at the grave of Zoliso Hector Petersen, the 13-year-old boy whose killing marked the start of the '76 uprising

by their expensive cars and designer clothes
More blacks are being recruited into key positions by industry and commerce
A host of these are apprentices for student activists and supporters of the struggle who were active during 1976
Former comrades-in-the struggle find them-

Since the violent eruptions of June 1976 there has been a low profile but intense drive to recruit more blacks into the middle class
This has been borne out by the mushrooming of prestigious townships throughout the country built to satisfy increasing middle-class aspirations

The absorption of blacks into the economic mainstream is reflected in the growing number of blacks that have been appointed to senior man-

State President Botha mentioned in Parliament recently that there was an urgent need to build a rich black middle class

The absorption of blacks into the economic mainstream is reflected in the growing number of blacks that have been appointed to senior man-

agement and executive positions
The conversion of the angry young men of the '70s to the doctors, lawyers, lecturers and other professionals of the '80s has left its mark on black politics

Today there is no better symbol to force South Africa to think about the past decade than June 16
Much has been said about the events that took place on that day but after thirteen years, the day still stands with nothing more to offer than a memorial for black aspirations and hopes

Immediately after the deep rumbles of discontent burst into the anger and violence that changed the course of South African history, thousands of youths from throughout the country fled into neighbouring states like Angola, Zambia, Botswana and Lesotho

The consequence was the swelling of the ranks of the African National Congress's military wing, Umkhonto we Sizwe

As a result, the past decade has witnessed a steady rise in the number of military attacks inside South Africa

Cities throughout the country and towns in the plateau regions have been the scene of major political trials as the militant '76 generation face charges of murder, terrorism, treason and sabotage

Lest we forget the day SA caught fir



JUNE



Death sparks

pupils fury

By SOL MORATHI
WEDNESDAY JUNE 16 1976 was to be the day of the black pupils - but not in the way it ended.

It was intended that thousands of Soweto pupils would march peacefully to Orlando stadium, hold a protest meeting against the use of Afrikaans as a medium of instruction in schools and then go home.

There was an atmosphere of tense excitement. Little did anyone know that after the events of that day South Africa would never be quite the same again.

Pupils from various schools joined the march, which started at Naledi and moved through Central Western Jabavu swelling as it progressed towards Orlando West. Many carried placards.

Shortly after passing Orlando West High, the procession was confronted by policemen from the nearby police station who ordered them to disperse. The children kept walking. Somewhere a rifle-bracketed and Hector Peterson fell down dead. He had been shot in the back.

That incident unleashed a hellish fury in Soweto. By mid-afternoon the township was ablaze. Administration blocks, beerhalls, shops and cars were stoned and burnt.

As the day progressed, the death toll mounted and the destruction intensified. Within 24 hours the township was sealed off. Police reinforcements were brought in and troops were placed on standby.

It is estimated that 600 pupils died and more than 1,500 people were injured. Within 10 days more than 150 schools had been burned down.

Thirteen years later the events of that winter morning are commemorated by communities all over the country.



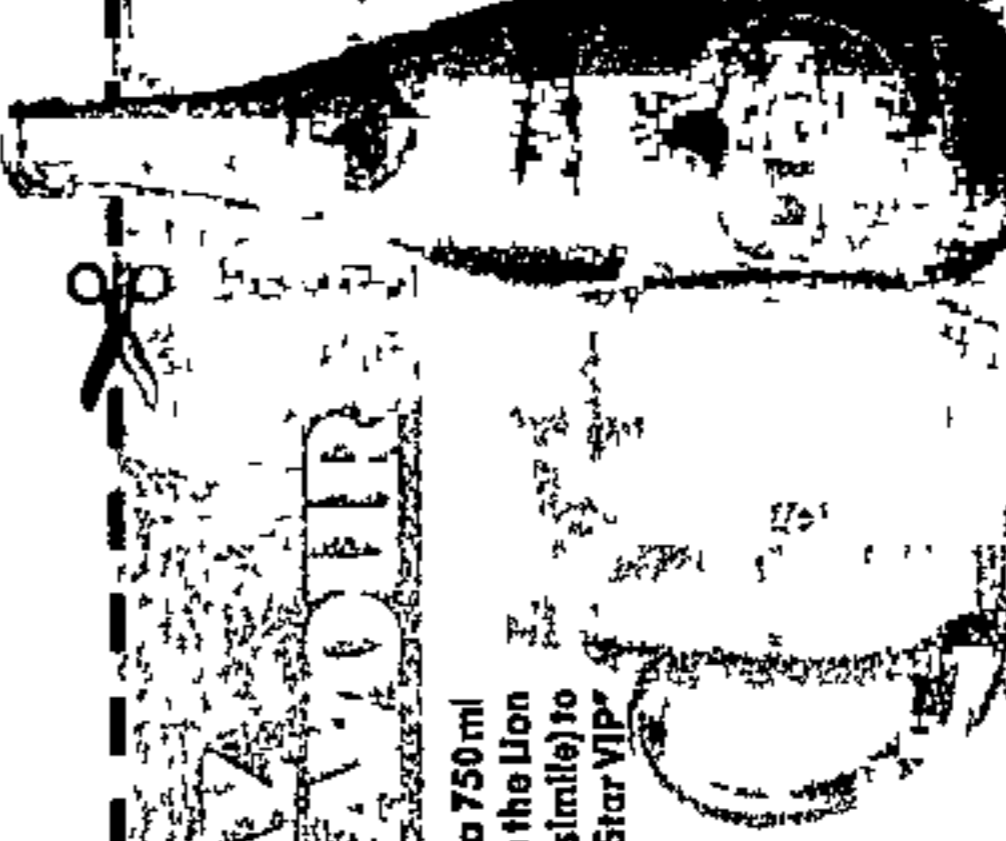
MEET THE STARS

NOW GO ALL THE WAY TO THE STARS IN THIS EXCITING NEW LION LAGER COMPETITION

OVER 50 FIRST PRIZE WINNERS will be given R400 in spending money and a Fantastic Lion Lager bomber jacket.

PLUS! 100 SECOND PRIZE WINNERS will tune into their favourite Stars with a new Telefunken PCR55 Radio/Cassette player!

AND! 500 THIRD PRIZE WINNERS will take the Stars everywhere with their K.I.C. personal cassette players!



How To Enter: 1. Check the underliner everytime you buy a 750 ml bottle of LION LAGER at your favourite outlet. 2. If you find one with the Lion Lager Roadshow logo, remove the underliner, attach it (or a drawn facsimile) to the entry form, fill in the details and post it without delay to "The Roadshow Star VIP" Competition, P.O. Box 4155, RIVONIA, 2128. 3. You can even use a plain sheet of paper but you must give us your name and address PLUS the name and address of your favourite Lion Lager supplier and complete the slogan below. 4. Competition closes 30 June 1989.

Please print clearly!

NAME _____

ADDRESS _____

PHONE NO. _____

**POST YOUR ENTRIES TO: "The Roadshow Star VIP" Competition,
PO Box 4155, RIVONIA 2128**

CODE _____

MY FAVOURITE LION LAGER SUPPLIER OR DRINKING PLACE IS _____

GO ALL THE WAY SUGAN GO ALL THE WAY

RULES OF ENTRY

1. The competition is open to all South African citizens aged 18 years and over. 2. The competition is open to all South African citizens aged 18 years and over. 3. The competition is open to all South African citizens aged 18 years and over. 4. The competition is open to all South African citizens aged 18 years and over. 5. The competition is open to all South African citizens aged 18 years and over. 6. The competition is open to all South African citizens aged 18 years and over. 7. The competition is open to all South African citizens aged 18 years and over. 8. The competition is open to all South African citizens aged 18 years and over. 9. The competition is open to all South African citizens aged 18 years and over. 10. The competition is open to all South African citizens aged 18 years and over.

More companies give workers paid holiday

By SOL MORATHI

THE number of companies that realise the significance of June 16 has risen considerably.

At least 161 major companies now regard "Soweto day" as a paid holiday, according to Adrian Hersch of the Institute for Industrial Relations.

Other business groups like the Steel and Engineering In-

dustry Federation of South Africa, allow employees to substitute June 16 for Founders Day (April 6) - in effect this leaves open the possibility of full recognition by the federation in the near future.

In Natal, about 50 percent of companies shut down on June 16, with many of the others refusing to discuss their position. However it is difficult to assess the exact number of workers who enjoy the paid holiday privilege.

Over the years, workers have waged consistent battles to commemorate "Soweto Day", without fear of harassment or loss of pay. They have succeeded, according to the figures supplied by Hersch.

But in the homelands, June 16 is not officially commemorated. Schools and factories

remain open. That Soweto Day has become part of black South Africa's heritage is evidenced by the continued clamour by youth, Church and other national groups for the day to be placed in its proper perspective.

When pupils in Soweto marched in protest against the compulsory use of Afrikaans in their schools, they were met

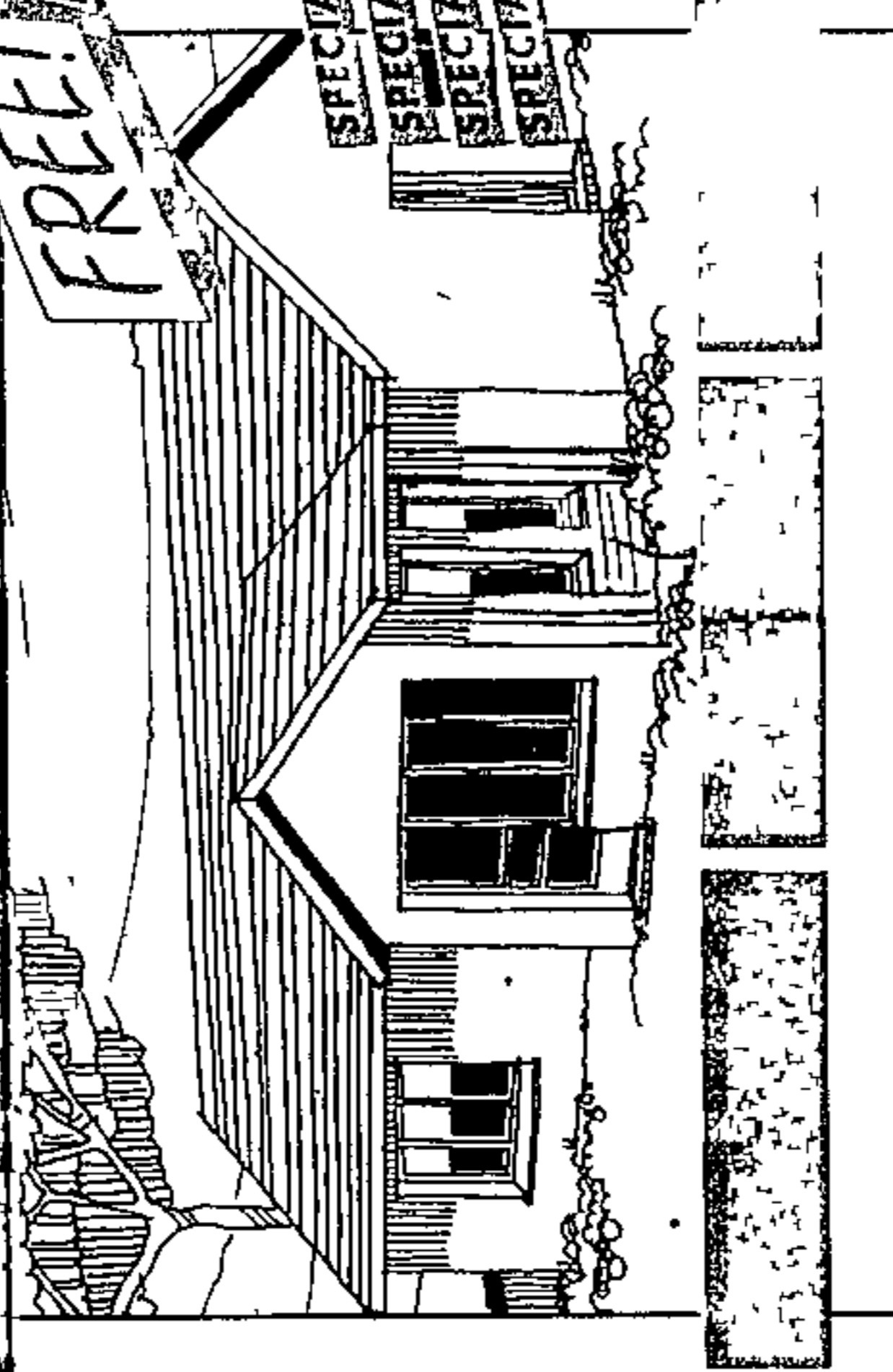
with the might of the SA Police who shot and killed hundreds of them.

Government statistics say 600 young people died in the uprising, but the community puts that figure as high as 1 000 people.

Since 1986 the authorities have clamped down heavily on commemoration meetings, using the emergency regulations to suppress any foment.

Speculation is rife that commemoration services planned for next Friday will also be banned.

Tri-Timne Housing offers more than a home!



Free stove and semi-face brick finish worth R3000

Next 20 buyers only!

Prime sites available in Dobsonville, Tokosa and Vosloorus. Subsidies for first time home buyers! Semi-faced brick finish! No Deposit!

PHONE NOW: 869-2201-4

Houses You Can Call Home

TRITINNE

HOUSING

Response Media 1765/R



PEOPLE'S PRESS

Where City Press readers speak out
 Preference will be given to short, neatly written or typed letters. While all letters may be used all letters must include writer's full name and address.

The Editor
 PO Box 57473
 Springfield
 2137

New labour laws leave workers in the lurch

I WOULD like to draw to the attention of your readers a recent development in the labour movement in South Africa.

Sections of the trade union leadership in Cosatu refuse to assist striking workers because bosses refuse to guarantee the trade union that it won't be sued for damages suffered by bosses because of the strike.

The recent Haggie Rand strike where Numsa leadership refused to assist striking Numsa workers is but one example.

There are other examples which include the NUM.

In doing this, trade union leadership is of course merely abiding by the new Labour Relations Act. The Act empowers bosses to sue trade unions for damages resulting from a strike by trade union membership.

The Act was rejected by the majority of South African workers at the recent Cosatu/Nactu workers summit.

It has opened the way for mass retrenchments without negotiations and has removed the right of workers to organise themselves.

While the workers fight the union leadership, abides by the law and abandons the workers who, after all, are the trade union.

By abandoning the trade union worker membership the leaders of course abandon the trade unions.

Should this practise continue the trade union leadership will really be no worse off than the bosses who use the Act to smash union organisations and the worker movement.

Instead of fighting for the right to strike and the union's right to assist striking workers the union leadership actively contributes to the smashing of the worker movement.

It stands by watching the bosses smash workers organisations refusing to come to the assistance of striking workers.

Are we seeing before our very eyes the union leadership become part of the apartheid system which all workers hate? - Worried Worker, Soweto

We must share

IMPORTANT RELATIONSHIP BETWEEN EDUCATION AND REALITY OF COMMUNITY LIFE

The key problem in the development of community education is that it has remained vague, argues SEDUPE RAMOKGOPA, executive director of Soweto's Funda community centre.

That was the gist of his recent talk - Education and Community Reconstructing the Relationship - which was delivered at an Educational Opportunities Council forum.

THE combination of the words 'community education' is relatively meaningless. We should avoid making the mistake of believing that 'community' plus 'education' equals 'community education', says Sedupe Ramokgopa.

Change - social, economic political and technological - is continuous and, if community education is not a response to change it is nothing.

However it is not a neutral or automatic response to change.

Community education should be a clear statement of how the education system as a whole relates to its different target groups in their various residential areas.

In terms of current usage I would suggest that the linking of 'community' with 'education' at the very least implies a readiness to negotiate - perhaps even to reverse - some of the traditional role relationships between the 'us' and 'them' of the educational process: producer and consumer, teacher and student/parent, professional and lay person.

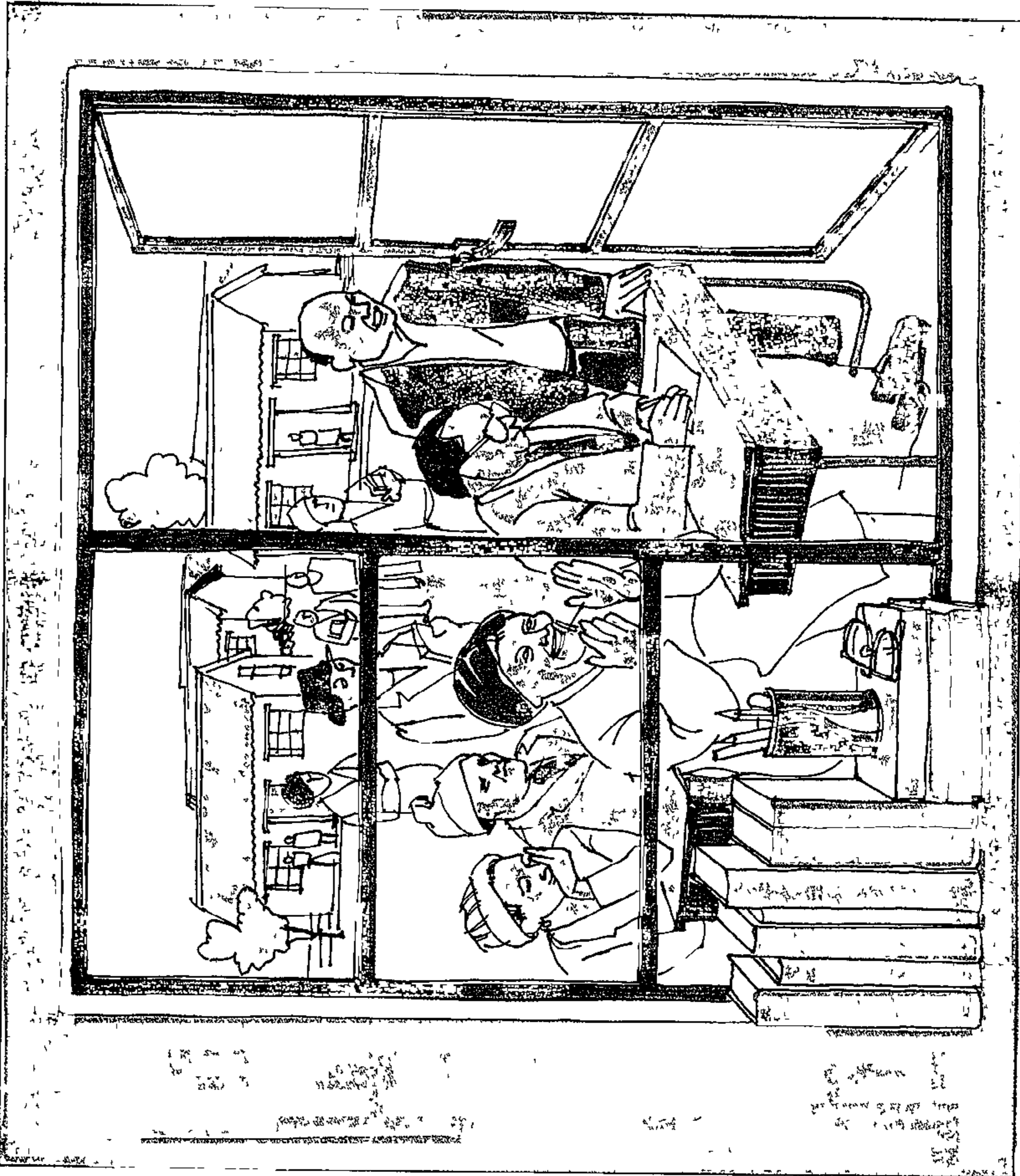
WORKING WITH PEOPLE

The reciprocal quality of these relationships is crucial: community educators claim to work with people - not for them.

In this sense, community education must be about partnership and solidarity rather than paternalism and manipulation.

This fundamental element of role definition and reversal has wide-ranging implications for the nature of educative relationships, the contexts of learning and the potential for the redistribution of

colony 11/6/89



Education aims for

at the potential for the reconstruction of educational opportunity — both vertically within the individual's life-time and horizontally across the social structure.

The dynamic and always problematic relationship between education and the changing reality of life in the community should be at the heart of community education.

It should deliberately seek to reflect changing and often grim reality of people's experiences and engage purposefully with it.

Education should be about the social, economic and political implications of new patterns, not only of learning and living — including the state of emergency, forced removals, mass unemployment and sanctions — but also of demography, race relations, family life, domestic and public gender roles.

If community education is to remain relevant to the experience, expectations and aspirations of the people in the community, it is essential that it is continually reconstructed to respond positively to the changing definitions of "community" reflected in the social reality of experience.

In this sense, we are talking about a radical approach or orientation and a

street credibility

way of working with the people, based on definite value choices, rather than a particular educational package labelled 'community education'.

Consequently, in trying to resolve the problem of definition it may be more productive to change the question from "What does it mean?" to "How is it used?"

SHARED INTERESTS

This indicates that "community education not only reflects its different historical roots in schooling, adult education and social action but also its concern to cut across the traditional professional/agency and statutory/voluntary divisions which have been outdated by change in society.

Community education is a way of bringing together various people involved in education who share common and competing interests and concerns. It should provide a basis for the sharing of interests and differences as well as the definition of priorities, coordination of activities and possible collaboration in new initiatives at the local level.

In practice, this means recognising that people continue to learn, change and develop throughout their lives. Education is not exclusive to schooling. Sadly the reality of schooling for many remains the most anti-educational experience they ever had.

Community education should aim to compensate for this and to prevent it from happening.

If community education seeks to engage continuously and purposefully with people's changing experience in the community it must incorporate in the learning process the educational dimensions of what happens outside the classroom.

STREET CREDIBILITY

In a sense it could be said that community education is about giving education 'street credibility'.

This involves an understanding of both formal and informal educational processes and settings, as well as a clear commitment to co-ordinated work between appropriate agencies.

Formal schooling becomes part of the beginning rather than the end of education.

Community schools should, therefore, be regarded as a necessary rather than a sufficient condition for community education.

In short, community education is an attempt to make education open and inclusive rather than closed and exclusive, which is why in organisational terms comprehensive education had to come first.

As such, its basic aim is to make the educational system 'user-friendly'. How this happens depends on the nature of the local communities it serves.

What matters is that community education is happening wherever there is a conscious and consistent attempt to put people back at the centre of education.

Indeed it is all to the good that many practitioners are doing it without ever calling it 'community education'. It is of no use to regard it as some kind of educational patent medicine let alone a universal remedy.

Consequently the essence of community education is to be understood as ideological rather than programmatic, reflecting essentially humanistic values which cannot be reduced to a prescriptive formula.

Community education is still treated as a discreet objective and static reality which can be exported and imported like some kind of pre-packed educational commodity.

It is something that must be worked on and worked out with local people. This means developing a new quality of relationship between educators and their public based on common ground and solidarity.

BREAKING BARRIERS

It involves a systematic attempt to break down attitudinal and institutional barriers that have been erected between home and school, the youth and adults male and female, black and white and perhaps most significantly, the individual and collective — the personal and political dimension of people's experience.

Given this core commitment of bringing education into a closer relationship with the community it is possible to identify key themes which inform recent initiatives in several areas and help to show what community education today should be about.

opportunity, not only wealth

AT the recent Idasa conference held at the Braamfontein Hotel on May 13 Dr F Van Zyl Slabbert called for all actors in the struggle for a democratic South Africa to start the process of creating conditions for negotiation without delay.

He said people should not sit back and expect an economic "radical rupture", but should all start to build a new South Africa now. He said economic changes in South Africa would change the attitudes of people and prepare the ground for political transformation.

We should take note of Dr Slabbert's statements. He faces considerable resistance from the wealthy white South African community. For instance the outrageous attitude expressed at the conference by Mr Michael Coulson — deputy editor of the *Financial Mail*, was a direct affront to Dr Slabbert's call.

In his speech he argued that the redistribution of wealth was "nonsense". In this statement he was reacting to redistributive ideas contained in the Freedom Charter and also to the recent ANC guidelines for a new constitutional dispensation.

It should be noted that the guidelines advocate the concept of 'affirmative action' — one of the few realistic solutions to the present economic polarisation between black and white South Africans. The concept has been long advocated by eminent scholars like Prof John Dugard. Now, the question is to what extent are Mr Coulson's views shared by the average white South African?

What people like Mr Coulson fail to realise is that redistribution of wealth does not necessarily entail a taking away of money from the haves and giving it to the have-nots.

Redistribution of wealth can be achieved by redistributing opportunities and not just hard cash. This is what affirmative action is all about. This is certainly what every responsible South African opposed to apartheid ought to be advocating instead of contending that redistribution of wealth is nonsensical. — Jeffrey J. Bla, Institute of Public Interest Law and Research.

Apartheid justice defies God's will

'DO not kill! These are among the words which were drummed into me as a child.

These words were repeated in church and I was also patiently taught them by my father.

I accepted these words of wisdom without question but am shocked by the sentencing to death of God's people by the South African judiciary in the name of justice.

Are the South African administrators of justice prepared to perpetuate the evils of apartheid at the expense of defying God's will?

Administering such justice is paradoxical and unacceptable. If the South African courts have forgotten that their jurisdiction is inferior to God's will, I take this chance to remind them. Stop the senseless killing of ANC cadres before it's too late! — Yolile Mazabane, Wits University.

emphasis on technical knowhow

SAMKELO KUMALO

to overuse the so-called liberal white universities.

Kambole suggests blacks students break through and attend Afrikaans universities.

"I was amazed when I saw the number of black students last year at Potchefstroom University and at RAU. Potchefstroom has about 400 black students.

The number of black students at Afrikaans universities should double, he said, but few bother to apply.

"You can't remove the resistance against the Afrikaner who, by and large, is in the police force government offices and is associated in black people's minds with the system."

"And yet they don't see that things are actually changing and that the Afrikaner, too, is willing to change. And the pace of change at the Afrikaans universities is very rapid.

"The greatest shock for the black community is that Wits is not taking sufficient black students.

"They maintain that any pupil who passes matric should be admitted to university. The points system at Wits is a form of exclusion and should be scrapped," he said.

"Black parents do not understand the points system or that government funding is linked with the pass rate.

"Students would accept an entrance exam system as fairer than the points system.

At least they would be satisfied that it was fair if they failed. Even then, the universities should not pitch entrance levels too high.

"There are many school children perfectly capable of university work, but who have missed the fundamentals."

BRIDGING THE GAP

Kambole said he would like to see problematic black students helped through the college system, as in the United States, where there is a bridge between school and university.

"At present, many students are put straight into the morass of university life. Some of them are destroyed."

The State has no vision in education, said Kambole. It has produced a revolt and this is going to carry on until the State collapses.

"We want an education system which is geared for an entirely different set up. The alternative has been called People's Education."

The people are saving they want to have a say in their education, which has so far been denied. They want to say what inputs are needed to best serve the interests of their future, said Kambole.

The government has denied this right because the government has a different view of the future for blacks.

Speaking on the crisis in education, Kambole said too many schools were

academically oriented. Half of these should have been technicians, professional schools or trade schools.

Some students ask him to find them jobs but the only skills they offer are writing and reading.

Kambole hopes to make an impact as a member of the Wits Council by challenging the university to do something for blacks.

"When I become operative as a councillor I'm going to say 'Just look at the vast reservoir of black people and see what you can do, because we've served the white people for too long.'"

The prospects for peaceful education depend on a resolution of the political situation. "The people are waiting," he said.

Pace is the only Soweto school running normally. "Even school inspectors don't know how we manage it."

Kambole tells the story of a group of youths who came to see him when all other Soweto schools had shut down. He told them why Pace existed and that they should not interfere with the school.

"When change comes 'you'll be saying 'We followed the revolution, we completed it but nobody knows about us'. Because you'll be uneducated", he said.

"We are educating people now. You boys can run around and disgrace the schools but if you study privately at night and read — I'm waiting."

UNIVERSITIES SHOULD BE PREPARING STUDENTS FOR A NEW SOCIETY

Thousands expected to treat June 16 as a holiday

By Mike Siluma,
Labour Reporter

Thousands of black workers are expected to observe June 16 as a holiday in commemoration of the 1976 student uprisings, despite Government's reluctance to recognise the day.

In recent years, black trade unions have stepped up a campaign for the recognition of the day as a paid holiday, with an increasing number of employers acceding to the demand.

The National Union of Mine-workers is demanding a June 16 holiday in its wage talks with the Chamber of Mines.

In terms of last year's wage agreement, metal industry employees have to decide through a ballot whether they wish to observe June 16 in exchange for Founders' Day.

However, the industry's biggest union, the National Union of Metalworkers, is demanding during the 1989 wage talks that June 16 be recognised "unconditionally" as a paid holiday.

The Commercial, Catering and Allied Workers' Union says June 16 is recognised by "the vast majority" of firms organised by the union.

National Council of Trade Unions (Nactu) assistant general secretary, Mr Mahlomola Skhosana, said June 16 remained important to workers because the demands made by students in 1976 remained "by and large" unattended to by Government.

Members at firms where Nactu-affiliates had recognition agreements had won the right to observe a paid June 16.

Assocom's manpower secretary, Mr Vincent Brett, yesterday said many companies, including the major ones, had already made arrangements with employees to observe the day.

...in the past three years, MITI data show. — Sapa-Reuter

Workers observe Soweto uprising

GM Times 14/6/89 (183) 19.

JOHANNESBURG. — Workers are expected to commemorate the 13th anniversary of the June 16 Soweto student uprising today, while overseas demonstrations have been arranged too.

Political bodies, trade unions and youth organisations have appealed for June 16, generally known as Soweto Day, to be observed with dignity, and restraint. Prayer services have been planned by various groups throughout South Africa.

A number of firms have announced they will be closed on Soweto Day. Many of the larger companies, particularly those with a union presence, have said they accept today as a paid holiday.

However, it is expected that a number of employers, whose staff are not union members, will adopt a no work, no pay attitude.

The Soweto Divisional Commissioner, Brigadier JJ Viktor said: "My men will go on with their normal crime-prevention operations. However, if people break the law we will act."

Police spokesman Captain R Bloomberg said "We are prepared for any eventuality and intimidation will not be tolerated."

Police said they would mount a three-day security operation in Natal townships to curb any violence.

● In Cape Town, police said they would take strong action against any form of intimidation against workers who go to work today.

● The leader of the Labour Party, Mr Allan Hendrickse, said June 16 marked the turning point in South Africa's history and his party would continue to honour it. — Staff Reporters and Sapa

150 000 stranded by strike

Southern 14/11/89
PUTCO's Durban North operations ground to a halt as about 900 workers, including 550 bus drivers withdrew their labour yesterday demanding the dismissal of a white employee who allegedly assaulted his black colleague

The strike by members of the Transport and General Workers' Union affected the whole company in Natal, including engineering, administration and operations department, said Putco's operations executive, Mr Ashley Milanese.

The action stranded more than 150 000 passengers travelling from north of Durban

A TGWU shop steward said that the workers were demanding the dismissal of the white employee.

The day teenager Poppy 'died' and was reborn ...

FOR Poppy Buthelezi June 16 1976 marked the death of her dreams — but the start of her political growth

That afternoon the 16-year-old girl was on her way to visit her aunt when she was shot in the spine. Thirteen years later, Buthelezi, confined to a wheelchair, is a member of the restricted Azanian People's Organisation (Azapo) and was secretary and a founding member of its women's wing, Black Women Unite.

She is also a community worker involved in counselling other disabled people and the sole supporter of her younger brother and sister.

This year, like the past 12 years, she will spend her "death day" in church, praying.

There is a shadow of pain in her eyes as she recalls that fateful day. "I was young and unaware. After that day I started asking questions."

During June 1976 they were writing exams and boycotting the Afrikaans papers, Buthelezi said. That morning she arrived late at Senoane Junior

Weekly Mail Reporter

School and found pupils sitting down to write examinations. Up to this point she did not know of the impending doom but remembers the tense silence en route to school.

But some students were obviously in the know — "when the question papers were handed out these students just stared at them and did not start to write."

Suddenly, pupils from Sekano/ntoane High School entered the classroom. Buthelezi recounted how they tore up question papers and then joined the march to Ibhongo High and Morris Isaacson High, their numbers increasing as they descended on schools.

Pupils carrying placards which read "Away with Bantu education" and "We don't want Afrikaans", led the singing and chanting students.

It was at Morris Isaacson that they heard that Hector Petersen was shot

— he was the first pupil killed on that awful day.

Buthelezi shudders as she recalls their rage and the consequences. "When we heard the news we decided that everything that belonged to the government must be destroyed. We began throwing stones at bottles, cars, offices — everything that belonged to the white man. And the police were ready to start shooting teargas and setting the dogs on us."

June 16 changed her life. Her mother died in 1981 heartbroken to see her eldest daughter paralysed from the waist down. Her eyes fill with tears and her head is bent low when she talks about her mother.

"My mother pretended to be brave but she was very hurt," whispers Buthelezi.

Shortly before her mother's death her father abandoned them. Buthelezi, the eldest, was forced to work to support the family. Gone were her dreams of becoming a lawyer.

Slumped awkwardly in her wheel-

chair she talks of her fellow students with pride. "They were brave. It was as if they knew what was going to happen to them — they were either going to be alive or dead."

"I took courage from these people," she says modestly. "I was not afraid."

But Buthelezi's most bitter memories are of later that afternoon when she was shot from behind. She awoke two days later in Baragwanath Hospital and she could not move her legs — "I'll never forgive them."

At first, unable to reconcile herself to her physical affliction, she wanted to commit suicide. But realising her paralysis is a result of the struggle against the apartheid system has given her strength.

Eight months later she was discharged. She tried to pick up the pieces of her life by finishing school.

"But life will never be the same after June 1976. Yet I would live that day again. I would stand up for what is right, if I had the chance."



Flashback to June 16 ... confrontation between student and police

between Lagos, Gaborone and Lusitane Movement of South Africa (and later of Azania)

He settled in Monrovia in 1978 and the following year married Liberian beauty queen Wilma Campbell.

The years have not been kind to the three presidents of the 1976 Soweto SRC, leaders of the June uprising. The first vanished into exile and infamy. The second is serving a 10-year jail sentence on Robben Island. The third is under Emergency restrictions, after joining the recent prison hunger strike. **GAVIN EVANS** reports on the fate of the '76 leaders

the process would be short and sharp, and that he would be back as key political leader within a few years.

"If South Africa doesn't change within the course of this year and next year and one other year, it means South Africa will have riots as its daily meal," said the man described by the *Rand Daily Mail* at the time as a "baby-faced but brilliantly articulate schoolboy".

On August 23 he left his hiding place in Alexandra and crossed the border to Botswana, and from there to London and later Amsterdam.

The international media, hungry for a symbol of the rebellion, adopted Mashumi as its principal representative.

After a brief flirtation with the ANC he balked at its discipline, and linked up with the Trotskyist Workers' Revolutionary Party, which spirited him through a "school for revolution" in Derbyshire.

In 1977 he returned to Botswana, where he worked for an American Trotskyist group.

On a visit to the United States he vowed to return to South Africa to take up arms, but the international interest faded as the rebellion was quashed.

Mashumi's persistent attacks on the ANC led to his ousting from the anti-apartheid circuit in Britain. He moved



ON THE ANNIVERSARY OF THE JUNE UPRISINGS ...

Thirteen years on, what's happened to the June 16 generation?



From the Soweto SRC to the UDF Murphy Morobe and Dan Montsitsi
Picture: GISELLE WULFSOHN, Afrapix

THIRTEEN years ago tomorrow, the students of Soweto launched the country's youth into the frontline of anti-apartheid opposition.

Less than 12 months later, up to 1 000 students had been killed and hundreds more had fled into exile.

Among the key leaders of the uprising were the three men who succeeded one another, in quick succession, as presidents of the Soweto Students' Representative Council (SSRC). The first two left the country. The third was detained, tortured, and later jailed.

The first was Tsietsi Mashinini, 32, whose star flared so brightly and briefly. Today he is almost forgotten, a discredited playboy, believed to be living in exile.

The second was Khotso Seathlolo, 32, now on Robben Island, serving a 10-year sentence for activities on behalf of a now-dormant, would-be guerrilla group.

The third was Dan Sechaba Montsitsi, 31, now a key UDF youth leader living under a severe Emergency restriction order, having been released from detention after a prolonged hunger strike.

Six weeks after Hector Petersen was gunned down by police, high school students launched the Soweto Students' Representative Council, which was to guide the fledgling movement for much of the uprising's duration.

A charismatic 19-year-old matriculant, Tsietsi Mashinini, was elected its first president.

A school prefect at Morris Isaacson High and an executive member of the South African Students' Movement, (Sasm) he became known as the "lieutenant-general" among his comrades when he displayed his leadership abilities during the second Soweto march.

For 22 days he became the chief voice of the rebellion, and in its heady early days was carried shoulder-high by students through the streets of Soweto.

Soon he became the most wanted man in the country.

Police appealed for him to give himself up, and when that failed put a R500 price on his head.

In his three weeks underground, he would occasionally emerge from hiding to give interviews to the foreign media. But with scores of his colleagues being killed or detained, Soweto's "Scarlet Pimpernel", as he was known, decided to leave.

"My staying behind means I'm offering one more target for the system," he said in an interview at the time.

"My going out has a lot of advantages, the major one being that I could come back again and work with the people."

Like many at the time, he thought

Montsitsi said he had been tortured and successfully sued the minister of law and order for the assaults suffered during this period.

"The security police thought we had been working for the ANC," he said in an interview three years ago. "They couldn't conceive of students planning and executing a demonstration — to them it had to be orchestrated by communists from outside."

In May 1979 Montsitsi was sentenced to an effective four years' imprisonment on Robben Island for sedition. After his release in May 1983, he played a central role in the building of the Soweto Youth Congress.

In 1985 he was elected to the UDF Transvaal executive and served as its youth organiser. He also played a central role in the Soweto Civic Association and in the launch of the South African Youth Congress in March 1987.

He was detained under the Emergency regulations on January 15 and was released after 16 months, following his participation in the hunger strike.

He is currently living in Soweto under a stringent restriction order.

His image declined further when he granted an extensive interview to the Info-Department-funded *Pace* magazine. He was quoted as naming himself as the "man who would lead blacks to freedom", and that his wife would be at his side to "free the women" 6/5/02/89

As a result of his behaviour, the Youth Revolutionary Council, which claimed the mantle of the SSRC, officially ousted Mashinini as its leader.

In 1982 Mashinini visited Zimbabwe in an attempt to make a comeback into exile politics, but faded soon afterwards.

His mother, Virginia Mashinini, said she had no idea where he was living. "I've had no contact with him for many many years," she said.

In September 1976 19-year-old Seathlolo took over from Mashinini as SSRC president and remained at the helm for four months.

The first major action under his presidency was a demonstration against a visit to Johannesburg by Henry Kissinger.

He also helped spearhead a number of campaigns, including the Black Christmas protest of December 1976.

On January 7 1977 he was shot by police during a car chase at night, and was wounded in the left arm. Soon afterwards, he fled to Botswana, and later took over the SA Youth Revolutionary Council (SAYRCO) leadership, travelling around the world on its behalf.

In late 1981 he returned on a SAYRCO military mission to South Africa, but was captured at the home of a girlfriend, former Soweto beauty queen Masabata Loate.

In March 1982 he was sentenced in the Vanderbijl Park Magistrate's Court to an effective 10 years imprisonment. Loate was sentenced to effective five years.

Seathlolo is currently imprisoned on Robben Island.

Dan Montsitsi took over the SSRC reins in January 1977 and held them until his detention five months later.

By that time he had already spent over five years as an activist, having joined Sasm as a 13-year-old in 1972.

By 1977 the elation of the early days of the revolt had given way to hard times.

Students were divided over whether to sit for exams or boycott in support of their martyred and exiled comrades. The SSRC ensured unity with a ceremonial burning of Bantu Education textbooks.

Later they organised a successful march on the Urban Bantu Council offices, which led to the resignation of its members and a reduction in rents.

In June that year Montsitsi and his vice-president, Murphy Morobe, were detained and held by police as awaiting-trial prisoners for nearly two years.

Labour
briefs

**Oil strike
in Boksburg**

ABOUT 120 workers have been on strike at Shell subsidiary Cera Oil in Boksburg for more than a week

The workers, members of the Chemical Workers Industrial Union (CWIU), downed tools last Monday to demand that the company agree to industry-wide bargaining

The union is also in dispute with Cera Oil over wages and conditions of employment and the company's refusal to allow workers to join the CWIU provident fund

152
68/19/10-51
South 15-2/16/89

152

By HENRY LUDSKI

THIRTEEN years later, Mrs Rebecca Truter is still unable to come to grips with the death of her youngest child — the first victim of unrest in the Western Cape in the wake of the June 1976 Soweto uprisings

"Not a day goes by without me thinking of him," says 59-year-old Truter.

Unable to hide the pain of Christopher's death (he was 15 at the time), she cries quietly as she relives the tragedy

At work on August 25 1976, she heard a news broadcast that a schoolboy had been shot in Bonteheuwel. "I remember asking myself I wonder where my child is today."

Devastated

"When I got the call that Christopher had been shot, I became hysterical."

A short while later, Truter was devastated by the sight of her critically injured son lying in the hospital across the road from the Pinelands nursing home where she worked.

Two days later, Christopher died of his injuries.

"My husband and I were healthy before Christopher's death, but we haven't been the same since that day," says Truter.

Christopher was a pupil at Bonteheuwel Senior Secondary School. But on August 25, curiosity drew him to school grounds of the Arcadia Senior Secondary School.

When policeman Captain Albert Voskuil shot towards a crowd which had gathered near the school, Christopher was in the direct firing line.

An inquest court found that nobody could be held responsible for his

The pain that

The events of June 16 1976 left an indelible impression on South African politics and the lives of thousands of ordinary people. For Christopher Truter's mother, Rebecca, and Hector Pietersen's sister, Antoinette, '76 was a year of intense heartache that still clouds the present. For activists Murphy Morobe, Dan Montsi and Obed Bapela, it was the year they "graduated" from the smoke and ashes of Soweto:



A ROSE FOR CHRISTOPHER Mrs Rebecca Truter remembers her son

death. In spite of this, Truter still clings to the hope that the circumstances surrounding her son's death will be reviewed.

"Maybe one day they will re open the case," she says, riffling through copies of the inquest court records.

Mention the name Christopher in the Truter household and everybody has something to say.

Says his sister Roseline "He would always joke with me that one day when he was a lawyer I could be his tea girl."

Truter's face lights up as she recounts fond memories of her son and she treasures the mementoes she has of him, his school Bible and a small viewfinder.

My neighbour tells me that whenever she sees children playing in the street outside, she is always reminded of Christopher running with a soccer ball under his arm. That's also

the way I always remember him."

A rose bush planted in her front garden 13 years ago occupies a special place in her heart. It blooms a rose for Christopher.

The Truter family were deeply moved when youth in the area decided to organise a soccer tournament involving 16 teams in honour of Christopher.

The tourney will be held under the auspices of the Metropolitan Football Board and will take place over two weekends on June 25 and July 2. The family hope to be at the field and at the prize-giving ceremony.

Mr Gesant Petersen, president of the football association, witnessed the shooting of Christopher.

"I believe his death conveys a particular message for the youth of today in that they have a very positive role to play in our struggle for freedom," said Petersen.

The power of youth

By CHIARA CARTER and GAIL REAGON

ORGANISE, unite and continue the struggle.

These are the three key tasks which Sayco president Peter Mokaba sees as facing South Africa's youth.

Mokaba acknowledges that Sayco, like other organisations in the mass democratic movement, has been adversely affected by state repression.

But this in turn, he says, has created new arenas of action.

The challenge is for the mass democratic movement to rebuild its structures.

"Detentions restrictions, the death and disappearance of activists leaders being forced underground or into exile have all meant that in some areas our organisations have been seriously hampered," says Mokaba.

"In some places our structures have in effect, been wiped out."

"Those forced underground face no easy task. They cannot lead a normal life and they are limited in their effectiveness in organisation."

Evading police

"State repression has a draining effect on us. Instead of doing our work, we have to waste time and energy evading the police or, in some cases vigilantes."

"Opposition to the state of emergency, detentions, and the fight against vigilantes is gaining momentum."

The success of the hunger strike by detainees is serving as a source of inspiration in these battles, says Mokaba.

"The fight against long term detentions by the detainees themselves has meant they are now on the outside of cells as a result of their own struggle."

"The hunger strike proved a unifying force both for people and

organisations outside, who rallied round the hunger strikers, and for the detainees themselves, who through their common experience forged links and defied the regime's attempts to divide its opponents."

Mokaba sees a similar onslaught being waged against restrictions.

To be effective in struggle, the youth must concentrate on building organisation, says Mokaba.

"We have to rebuild our structures and ensure maximum unity while being constantly alert to attempts to destroy us."

"We must make sure we have sound activists and good leaders."

The Young Pioneers is part of this process of strengthening organisation.

"In organising our youth into the Young Pioneers we would be instilling patriotism and undoing and challenging a racist and individualistic culture."

We would replace this with collectivism, nonracism and democratic practices.

"This would result in youth being better armed and prepared to enter Sayco structures. It would ensure the reproduction of the cadres and leadership of Sayco."

Mokaba sees one priority for the MDM as being the building of a broad anti-apartheid coalition as envisaged by the banned anti-apartheid conference last year.

"We as youth have a role to play in the creation of a broad anti-apartheid coalition encompassing all opponents of the racist government."

It is important that all who are like-minded come together and build unity in their ranks.

"The only criteria for being part of the MDM is that we share the same beliefs."

"We call upon our white compatriots to make a decisive move against apartheid and join the democratic forces in our country."

"We must not only make this call but make sure the structures exist in the MDM to accommodate all who



Peter Mokaba

wish to join our ranks.

Should white youth in a suburb form a youth congress which upholds the same beliefs as us Sayco in the region must support their efforts and accommodate them in the organisation.

"Our constitution says we exist for all youth irrespective of colour, race, creed or sex. This means it is possible for a white youth congress to affiliate to the region."

"Then we must go beyond those who belong to the mass democratic movement and forge links based on opposition to apartheid."

"It is possible to build alliances against apartheid based on a minimum programme of demands, a minimum consensus."

"The basis for entering such alliances should be how people perceive steps they are prepared to take to end apartheid."

the basis of the ending of apartheid.

"The non violent struggle is aimed at wearing down the might of the government. Similarly, the Vietnamese won their victory by winning the moral high ground. It is a dialectical process."

While youth are often the group most visibly engaged in opposition this does not mean they are leading the opposition, says Mokaba.

"Youth is a sector of the community, not a class. We come from various classes — working class, bourgeoisie and petty bourgeoisie."

"A simple analysis of society shows us that our society is dependent on the labour power of the workers. It is the workers who produce the country's wealth, the people's culture."

"It is often the case that in society youth who are in the process of socialisation, who do not have responsibilities to dependents are the ones who ask the questions."

Leading struggle

"They are the conscience of the society. Because of their position they are able to be the most active opponents of apartheid."

"This should not lead people into thinking that youth, no matter how active are leading the struggle."

Youth like all in society must either develop the standpoint of the oppressed or the oppressor. They have to have the viewpoint of one of the major classes.

In developing this viewpoint we are dependent on the efforts made by the various classes to mobilise and nationalise their ideals so that all in society can recognise their demands.

The task of youth during the struggle and the fight beyond that to create an even better society is to be guided by the aims and ideals of the most oppressed and yet most powerful class, the working class.

The youth must articulate the cry of the most oppressed, the working masses.

Won't heal

Class of '76 rise above the ashes

SOWETO. June 16 means many things to many people, but for Mrs Antonette Sithole, it always means a painful flood of memories

As the sister of Hector Pietersen, the young schoolboy whose death from a police bullet has come to symbolise the Soweto uprising, Sithole knows the events of June 16 will always be a part of her

In a picture taken on that day and published around the world she is seen weeping and running alongside Vuyo Makhuba, who is carrying her slain brother.

"Before, I used to go to commemoration services every June 16," said Sithole, 31

"Now I no longer go. There is always teargas and even at times bullets I don't think I can take it any longer."

Instead, this June 16 Sithole will visit Hector's grave to pay her respects and to reflect on what might have been

Thirteen years ago, Sithole was 18 and a Std 8 pupil at Thesele Secondary School

Like thousands of other Soweto students, she was angry about the introduction of Afrikaans as a medium of instruction at schools

Plane flew low

On June 16, she was on the assembly ground of her school in White City, Jabavu, when a plane flew in low over their heads. It was Sithole's first inkling that something dramatic was to happen.

The atmosphere at the school had been tense all morning because of a protest demonstration planned for later that day

At the demonstration at Orlando West High School, about 10 000 students of all ages gathered to sing and chant, including Hector and a group of other primary school pupils

When Sithole saw the police approaching with dogs, she called Hector over to her side and held his hand

But Hector broke away from her grip and disappeared into the crowd

"A white police officer gave us five minutes to disperse. There was no response from the pupils. The next thing the policeman fired a shot from his stengun and all hell broke loose when the other policemen opened fire too," recalled Sithole

"In the confusion I called out for Hector and ran about looking for him. I fell down during the stampede but got up again to find everyone crowded around a boy who'd fallen.

Spotted a shoe

"Not for a second did I think the boy was my brother. I was horrified when I spotted a shoe similar to Hector's lying next to the crowd"

"I forced my way into the crowd and saw it was Hector lying there, with blood oozing from his mouth. I slumped over his body, crying for help"

"A tall youth, whom I later came to know as Vuyo, took Hector in his arms and ran towards some cars parked nearby"

"Vuyo was crying and angry and not at all concerned about his own safety even though the bullets were flying," she said, as she began weeping

A journalist rushed Hector to a clinic nearby. Two teachers later took Sithole home to inform her parents

"My mother arrived home later that day. She received the news calmly. She shed no tears. The only time she had cried was at the graveside"

Hector had been the "darling" of the family, said Sithole.

"He was an only son and clever at school. He wanted to be a doctor and



Mrs Sithole with her two sons

I've no doubt that he would have made it

"Every time I see that famous picture I feel the pain again. It brings back vividly those frightful moments but at the same time it gives me courage. Although Hector isn't with us anymore I get solace from the fact that I was with him until his very last moment."

Sithole said she believed Hector had died for a good cause

I firmly believe our protests were justified. Our march was not in vain. We could not tolerate being taught mathematics in Afrikaans. Our education has not improved one bit"

For nearly two years after the June 16 unrest schooling in Soweto virtually came to a standstill and Sithole only returned to school in 1979

Today, Sithole is married and the mother of two sons. Her eldest son is named after Hector

"They look so much alike, too," she said, smiling for the first time



Hector's mother Mrs Dorothy Molefe



The world famous picture with Sithole, then a young school girl, running alongside Vuyo Makhuba, carrying the dying Hector in his arms

From MONO BADELA

SOWETO — In 1976 they marched as pupils at the head of one of the most momentous protests in South African history

Thirteen years later, they have "graduated" from that uprising and head another protest movement

Former UDF publicity secretary Murphy Morobe, youth activist Dan Montsitsi and Alexandra township's Obed Bapela were among the class of '76

"The march of June 16 1976 was a demonstration by students expressing their abhorrence of the system of education in South Africa," said Morobe

"No one expected the police to respond so harshly to what was meant to be a peaceful protest"

As a student at Soweto's Morris Isaacson High Morobe was active in organising some of those marches

Today, he is involved in negotiations to restore peace to Natal's war-torn townships

Indelible Impression

The '76 shootings left an indelible impression on Morobe

As a teenager he was a member of the Soweto Students Representative Council (SSRC) which was formed in August 1976 with Tsitsi Mashunini as founding president

Morobe was convicted in 1977 of sedition along with several other student leaders of the Soweto uprising

On his release from Robben Island prison in 1982 he became involved in trade union and community affairs

He was an organiser for the General and Allied Workers Union when he helped launch the Soweto Youth Congress

In the first half of 1984 Morobe became an organiser for the UDF's Million Signature Campaign

In March 1985, he was elected rural secretary for the UDF but following Patrick Lekota's detention in April 1985, Morobe became the acting national publicity secretary

American Consulate

He was detained under the emergency regulations on January 22 1986. He was held in solitary confinement at John Vorster Square and released when the state of emergency was lifted on March 12

Morobe and Mohammed Valli Moosa were arrested again in July 1987 while on a trip to Port Elizabeth

They were later transferred to the Diepkloof Prison from where they escaped in September last year along with Vusi Khanyile to start a sit in at the American Consulate in Johannesburg

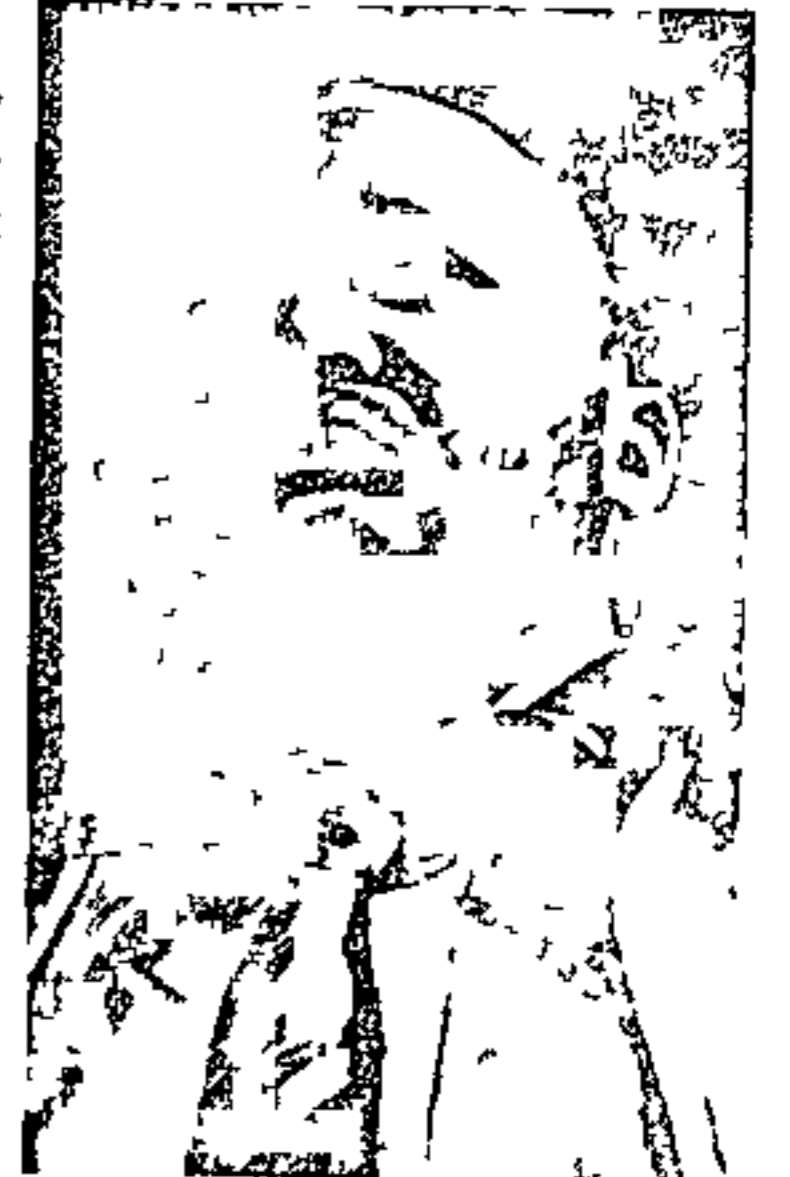
Montsitsi is another anti-apartheid campaigner who "graduated" from the smoke and ashes of June 1976

He is restricted and is forbidden to talk to the media

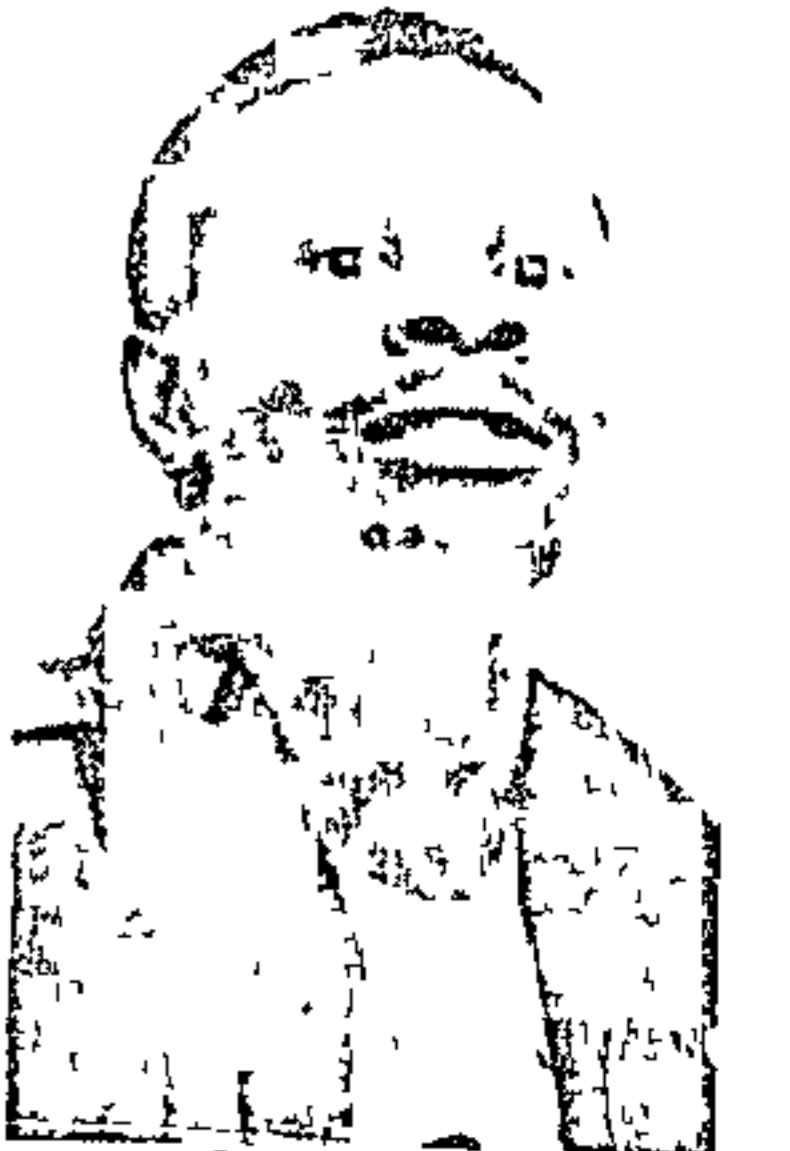
Now 30 he has been involved in political and community organisations since he was 13 when he joined the South African Students Movement (Sasm)

By the '76 student uprising Montsitsi was already a youthful "veteran"

He served on the first executive of the Soweto Students Representative Council (ESSRC) and when



Murphy Morobe



Obed Bapela

Tsitsi Mashunini and other student leaders fled the country. He was elected president of the SSRC in January 1977

He was detained soon afterwards and held in solitary confinement for many months before being charged for sedition with other students including Morobe

Convicted in 1979, Montsitsi was sent to Robben Island for an effective four year prison sentence

At the time of his detention in December 1987 he was a member of the Soweto Civic Association

Montsitsi was one of the first detainees to go on a hunger strike earlier this year

Restricted upon his release he cannot leave the magisterial district of Johannesburg and is confined to his home from dusk to dawn

Since 1976 Alexander activist Bapela has developed a knack for getting out of tight corners

Speaking about his experiences in 1976 Bapela said he had attended a meeting at a stadium in Alexandra township called by members of the SASM on the eve of June 16

At the meeting assignments were given to each and every student to write placards and we decided on a boycott. It was for the first time I had heard people openly criticising the government and slowly I began to question things," he said

On that day I took my books to school because I wasn't confident that the demonstration would succeed

He said June 16 had opened his eyes

It's a day I will never forget. But the problems and the system we fought against are still there today

(S2)

South LABOUR

South 15-21/6/89

Factory battle

By CHIARA CARTER
STRIKING workers at Everite in Brackenfell were this week excluded from company premises following violent clashes with "scabs".

On Monday, about 100 strikers fought with about 300 casuals bussed in by the company.

The clash, which resulted in 17 workers being injured and two hospitalised, was the result of "extreme tensions" which had built up over the past fortnight, a spokesperson for the Construction and Allied Workers' Union (Cawu) said

Similar clashes occurred at the Everite factory in Klipriver last week

Cawu has appealed to workers not to become involved in confrontations

with the scabs
An Everite spokesperson said that following the clashes, management and shop stewards had met and negotiated for strikers to remain in a demarcated area outside the factory

This was not a lock-out situation but was to prevent further violence, he said

The company was continuing to use casual labour to maintain production

About 700 Cawu members at the factory have been on strike for more than a fortnight

The strike is part of national industrial action by between 2 000 and 3 000 Cawu members at the Fibre and Cement Division of Everite Limited

The workers are demanding a minimum wage increase of R1,03 an hour Management has offered 50 cents

Meanwhile, a marathon

strike by about 900 Worcester textile workers has entered its fourth week

The strike, which stems from annual wage negotiations, is over a service bonus dispute

The workers, members of the Amalgamated Clothing and Textile Workers' Union of South Africa, have rejected Hex Tex management's offer of 25 cents and are holding out for 50 cents for each week of service



Evente workers protest to highlight their strike

The 5pm protest rally chugs home from work



Workers at Elandsfontein station dance along the platform as they wait for the Tembisa train

Activists find a mobile solution to the Emergency clamp on meetings

WHILE it hurtles across the industrial landscape of the East Rand at dusk, ferrying workers from their factories to their homes in Tembisa, the 5pm train from Germiston becomes the vehicle for an ingenious response to the State of Emergency

On the station at the Elandsfontein industrial estate, labourers from a nearby chemical factory discuss plans for a strike to protest at the sacking of seven colleagues while they wait for the train

At 5.10pm it arrives on the platform. The workers break into a chant before crowding into a second-class coach, from which the sounds of song reverberate

A young man, carrying a hand-written poster that proclaims "People remember June 16" pushes his way through the crowded passages. Fingers point into the air — an indication that the singing should stop — and a young woman at the far end of the compartment gets up to make a speech

"Comrades," she says "When these meetings started late in 1985, it was because of the need to meet. The State of Emergency made it difficult for us to hold meetings in the townships so this alternative was necessary to maintain our unity. It is here, in these coaches, that we will make decisions about the rent boycott, stay-aways and many other things"

At 5.30pm the train pulls into the station at Isando, another big industrial township. Workers from the surrounding factories have been told in advance which coach for the week will be *emzabalazweni* — "a place of struggle"

Comrade Jabu — he asked for his real name not to be used because police have mounted raids on the train lines to a number of Witwatersrand townships — told the *Weekly Mail* how union members and youth activists have, under Emergency conditions, turned train coaches into effective platforms for trade union and township campaigns

On the Germiston-Tembisa line, he says, support was won among commuters for striking metalworkers during the national strike last year. The rent boycott in Tembisa, the mass three-day protest in June last year against the new labour Bill, and a boycott of a fish-and-chip shop near Elandsfontein which sold rotten Russian sausages to workers

"Train committees" have been established to co-ordinate these campaigns. Another of their tasks has been to stop "thugs and tsotsis" from

The 5.00pm train pulls out of the platform. All aboard know that the fourth coach from the end is 'the place of struggle' where the train committee will be holding a meeting. For 'railway rallies' do not contravene Emergency regulations. And police are finding these moving meetings difficult to monitor

EDDIE KOCH reports



It looks like a typical June 16 memorial meeting. The difference is that it's being held in a train coach

Pictures: STEVE HILTON BARBER, *Afrapix* harassing people at stations on the route. Jabu says this is a major reason for the blessing that commuters have given the committees

"They trust us because we have cleaned up the stations," says Jabu. "But it is not always easy to keep their attention — especially if the speeches are too long. If you speak from here to the next station you're in big trouble. So we sing and dance to keep them interested"

Comrade Jabu, sacked last year from the company in Elandsfontein where he had been an active shop steward, now describes himself as a "cultural worker" on the trains

"In 1987 I saw that interest in the train meetings was beginning to die down. So I decided to make a play to show on the trains. Most of our peo-

ple like to sing and dance and act. If we entertain the people, they are more likely to support our struggle"

One of the plays devised and acted out in the coaches was called *Workers' Lament*. Another popular play on the 5pm train to Tembisa is called *Women Stand Up For Your Rights*

"It shows the threefold exploitation that black women suffer as wives, workers and community members," says Jabu. "We wanted to persuade the men in the train to treat their women better. At first some of us (men in the train committee) acted out the parts of women. We had to put on squeaky voices. But later some women passengers expressed interest. They rehearsed with us in the township and then came and acted on the train"

Trade unionists report that similar happenings have become commonplace on Witwatersrand lines where large groups of workers commute to and from work. Shop stewards often arrange what is increasingly becoming the workers' answer to the businessmen's breakfast: a quick meeting in the carriage to discuss strategy while the union members are travelling to work

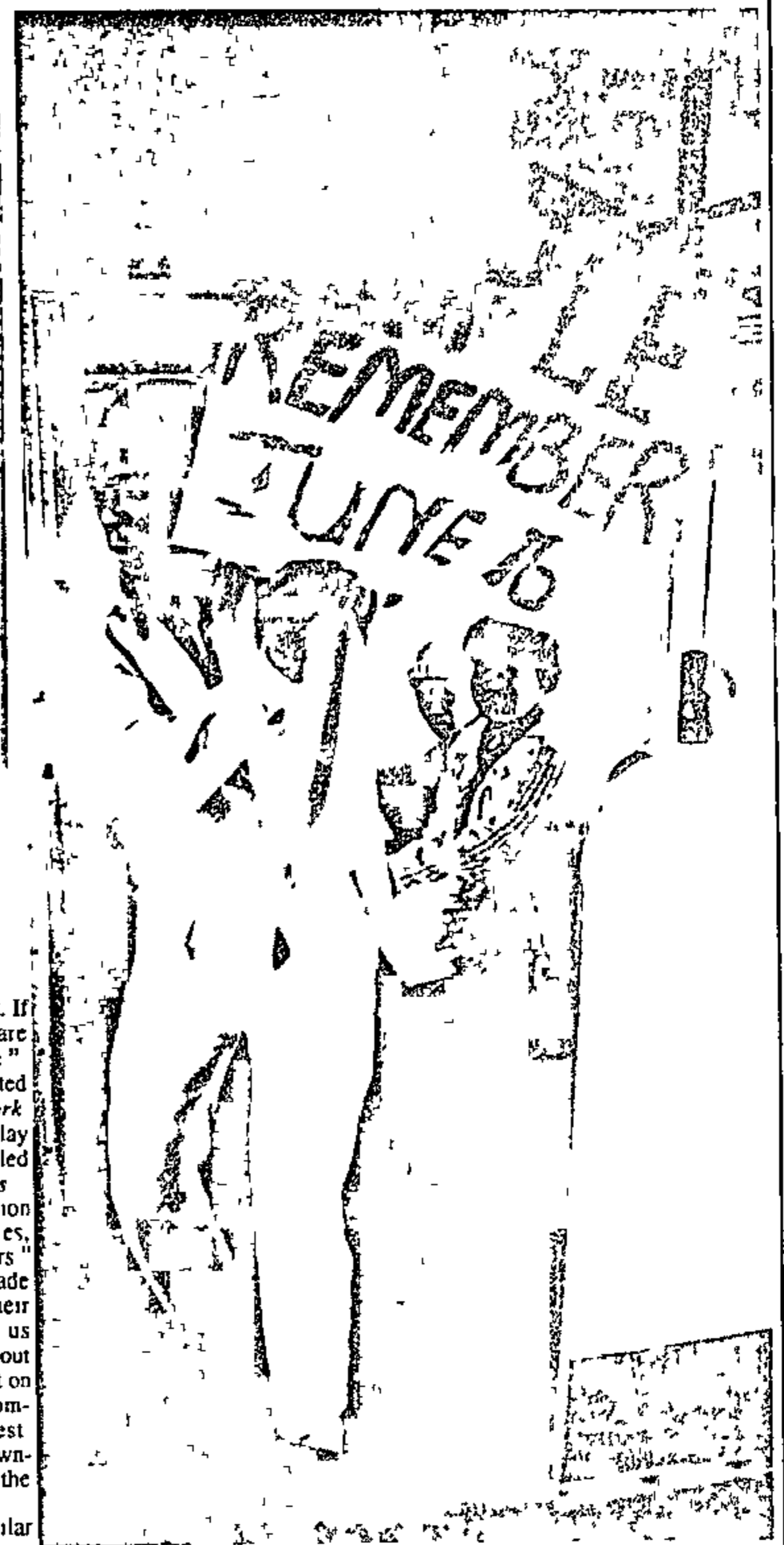
In a recent edition of the *Labour Bulletin*, researcher Kehla Shubane argues that trains have become the major venue in which the political culture that developed in the townships during the 1984-1986 insurrection is being kept alive

"Workers on the trains are singing the same songs, accompanied by stamping feet, as those sung by the youth in township revolts. The slogans chanted in *emzabalazweni* are the same as those heard in township meetings. After four years of the State of Emergency the government has still failed to crush this political culture"

Reasons for the resilience of these railway rallies lie in the unique strategic advantages the trains offer to union activists

Meetings in the coaches take place "indoors", thus protecting participants from prosecution under Emergency regulations, the trains are highly mobile vehicles for building solidarity between factories and for rolling strikes from one industrial area to another, and they are extraordinarily difficult for security forces to monitor and control

But there are indications that police are aware of the extent of *emzabalazweni* meetings on the trains and have now begun to crack down on them. Unions report that daily raids on main



Placard in hand, a protestor enters a coach on the Tembisa train

commuter lines from Germiston to Tembisa, Springs, Katlehong and Johannesburg have taken place in the run-up to June 16

Charge sheets in the possession of the *Weekly Mail* indicate that most of those arrested have been prosecuted for behaving in a violent and aggressive manner in public. Police headquarters in Pretoria said it could not supply comment on the raids until the

names of those arrested were supplied to them

"We asked them why they did not arrest the born agains who sing gospel songs on the trains," said one of those held in the raids. "They said because they are singing for God and you are disturbing people who want to read." Our reply was to ask 'Since when have trains become li-braries?'



UNIVERSITY OF CAPE TOWN

Dept. of History: Lecturer

Applications are invited for the above post vacant as from 1 January 1990

Special interest and qualifications in South African history and/or African history will be an advantage, but candidates well qualified in other fields will not be excluded from consideration. The appointee may be required to assist in the teaching of the first-year survey course. Candidates should either have completed or be nearing completion of a Ph.D. degree.

Appointment according to qualifications and experience will be made within the lecturer salary scale R26 316 - R44 016 per annum with attractive staff benefits.

Applicants should submit a full curriculum vitae and the names and addresses of three referees not later than 31 July 1989 to the Appointments Officer, University of Cape Town, Rondebosch 7700 (telephone (021) 650 2192 telefax (021) 650-2138) from whom further information should be obtained. Applicants should give referees copies of cvs and list of publications.

Applicants are considered irrespective of gender, race or creed.

Bates Wells Revue 11/1/89 11

Star 15/6/89

OK workers to hold strike ballot

By Mike Siluma, Labour Reporter

The Commercial, Catering and Allied Workers' Union (Ccawusa) is to hold strike ballots for members at OK Bazaars outlets countrywide, following the failure of 3½ months of wage negotiations between the union and management, the union said yesterday.

Ccawusa says:

A Ccawusa spokesman said the decision to hold strike ballots was taken after deadlock was reached in conciliation board talks on Friday. Mediation had failed to resolve the dispute.

He said the union was demanding

- A R135/month across-the-board increase, effective for 12 months from April 7.
- A monthly minimum wage of R635 for workers who have completed three months service
- A guaranteed annual bonus of 10 percent, multiplied by number of years worked
- That May Day (May 1) be a paid holiday. In return, members would work on the Government-declared Workers' Day

According to the spokesman, management was offering individual increases of R100/month, also effective for a year from April 7, a minimum rate of R525/month for all workers with more than a year's service, that the year-end bonus be granted at the discretion of the board of directors. Management

had rejected the demand for a paid May Day holiday.

"The present minimums (at OK) are hundreds of rands below most living level estimates. These wages are resulting in a struggle for survival for OK workers and their families," said the Ccawusa spokesman. "The union's demands are extremely modest."

The OK says:

OK's personnel director, Mr K B Hartshorne, said the company could not adopt a wage policy with only the interests of Ccawusa members in mind, "but also has to consider the long-term interests of the majority of OK employees who are not members of Ccawusa and the wider constituency of shareholders, customers and suppliers, to which (OK) is accountable".

He said OK Bazaars was a listed company whose financial reports were public documents, which were freely available.

"Ccawusa's analysis of this information can most kindly be described as innovative," he said.



Soweto Day call ends in worker dismissals

Labour Reporter

EMPLOYEES of Premier Wire at Epping who stopped work over demands to swop June 16 for the Kruger Day holiday have been dismissed.

The workers, members of the Electrical and Allied Workers' Trades Union, also asked to be paid today instead of tomorrow

The management said it was willing to pay them on Monday and would not take disciplinary action against them if they did not work tomorrow. However, it would apply a no-work, no-pay policy and insisted that June 16 was a normal workday.

About 120 employees were dismissed when they refused to return to work until the management had met their demands.

Worker spokesmen said last night that the night shift had started a go-slow in protest at the dismissals.

● Tomorrow will be all but a public holiday in the greater Cape Town area where unions

have negotiated a day off for thousands of workers in commemoration of Soweto Day.

For the first time it will be a paid holiday for employees in the clothing industry, the major employer in the region, since this was added to the Industrial Council agreement last year.

Employees covered by the Cotton Textile Industrial Council agreement also have a paid day off.

Many other unions in the two major federations, the Congress of South African Trade Unions and the National Council of Trade Unions, have negotiated plant-level agreements which give employees either a paid day off or a swop for another agreed holiday.

Thousands of other workers not covered by an agreement are unlikely to be at work tomorrow, and many employers have recognised the pressures on them through no-work, no-pay deals which do not involve disciplinary action if workers are absent.

● Seven-Eleven Holdings has agreed to re-hire five former employees and make ex gratia payments to 61 other workers dismissed after a strike in March.

The employees went on strike claiming that the company had been obstructive about negotiating a recognition agreement with the Hotel, Liquor, Catering and Allied Employees Union.

Attorneys

After their dismissal, they applied to the Industrial Court for reinstatement, claiming they had been unfairly dismissed.

A statement from attorneys acting for them said the action had been settled and the payments would be made without admitting liability.

The parties had agreed to bear their own costs.

Mr A Freund, instructed by K G Druker, represented the applicants. Miss M de Swardt, instructed by Leonard Hotz and Associates, represented Seven-Eleven.

300 strike at Reckitt factory

252

Labour Reporter

About 300 members of the Chemical Workers' Industrial Union (CWIU) are on strike at Reckitt and Colman's plant in Isando, Kempton Park, over the claimed unfair dismissal of eight colleagues

A CWIU statement said the eight were dismissed without a hearing for singing and blowing hooters in the factory. It accused the company of "grossly violating all accepted practices relating to discipline, as well as violating the recognition agreement"

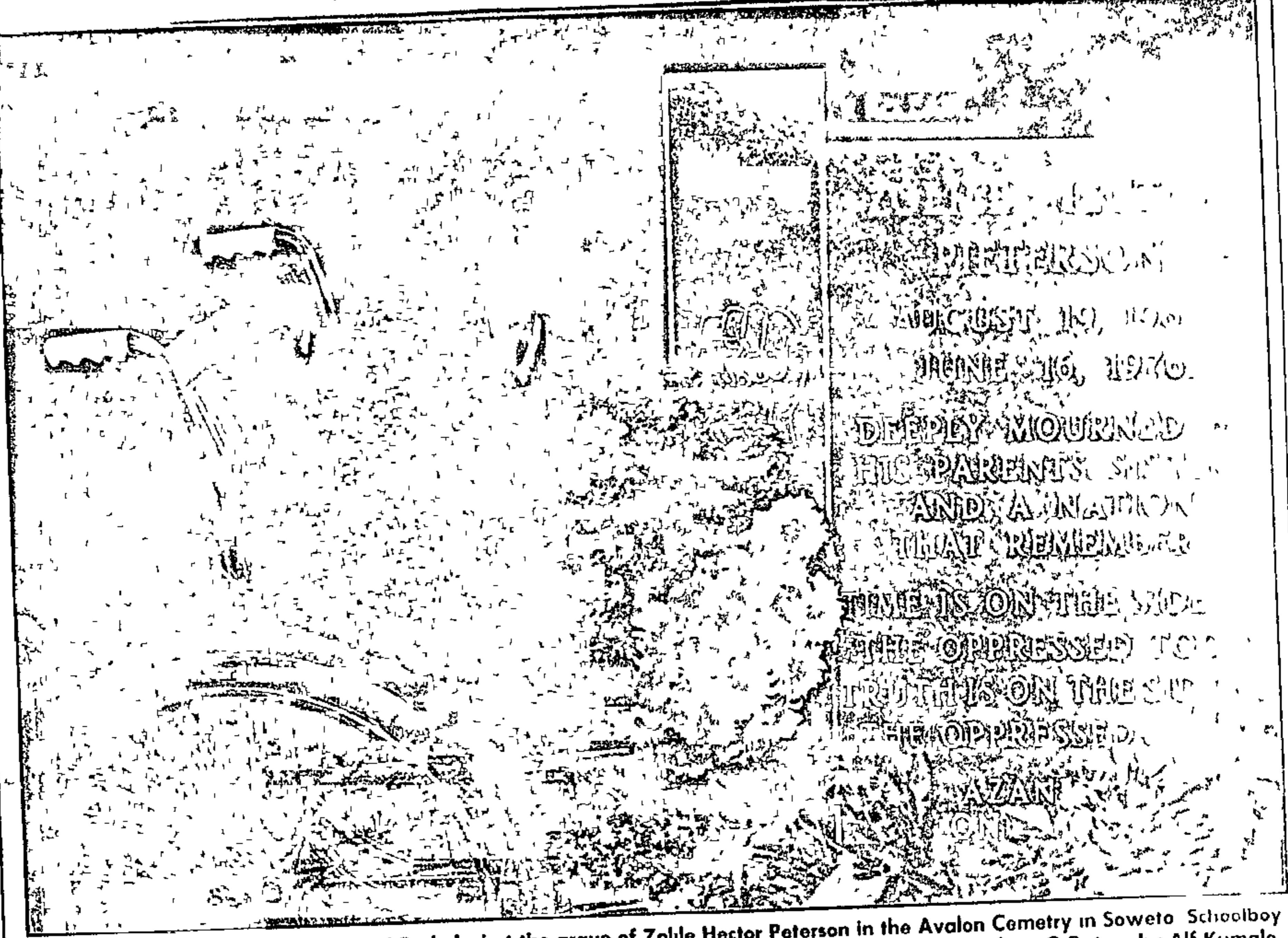
"No doubt Reckitt and Colman intends to take advantage of the dismissal provisions in the hated new Labour Relations Act

"Once more a multinational company reveals its true colours and openly supports the South African Government in its union-bashing campaign," said the CWIU

Attempts to get company comment were unsuccessful

● The strike by 120 CWIU members at Cera Oil, a Shell subsidiary, in Boksburg, entered its 10th day, yesterday. The workers and management are in dispute over wages, the company's alleged refusal to participate in a provident fund scheme for workers, and disinvestment.

Stars
16/6/87



First victim remembered . . . Miss Popi Buthelezi at the grave of Zolile Hector Peterson in the Avalon Cemetery in Soweto. Schoolboy Peterson was the first fatality in the June 1976 Soweto shootings. Miss Buthelezi was herself a casualty. Picture by Alf Kumalo

Workers stay at home to observe Soweto Day

Star 16/6/89

152

Staff Reporters

Tens of thousands of workers stayed at home today, Soweto Day the 13th anniversary of the township shootings

Johannesburg was a ghost town compared with its normal Friday bustle and in Soweto police patrolled deserted streets

The usually heavy early morning traffic to the city on the Soweto Highway and the Old Potchefstroom Road was reduced to a trickle

Bus and taxi ranks stood empty. Many stores were closed, with many workers having an official day off, and some firms adopting a no-work, no-pay policy

A spokesman for South African Transport Services (Sats) said today's early morning figures (taken at about 7 am) showed a 5 percent occupancy rate on trains from Germiston to Elsburg, a 15 percent occupancy rate on trains from Kaalfontein to Leralla, a 10 percent occupancy rate on trains from Naledi to New Canada, and a 25 percent occupancy rate on trains from Midway to New Canada

FINAL FIGURES

The spokesman said final figures (taken at 8 am to determine peak hour traffic) showed 15 to 20 percent occupancy rates on trains from Germiston-Elsburg and from Kaalfontein-Leralla, a 10 percent occupancy rate on trains from Naledi-New Canada, a 20 to 25 percent occupancy rate on trains from Midway-New Canada, and a 2 percent occupancy rate on trains from Daveyton.

Political bodies, trade unions and youth organisations appealed last night for the day to be observed with dignity and re-

straint. Police however are on standby, and today Natal police began a three-day security swoop to forestall any violence in the province

Prayer services and meetings are taking place throughout the country with most being held at mid-morning

Youth groups appealed for "a focus on the heroic ideals" of June 16 but stressed the need for prayer

Johannesburg's railway stations and taxi ranks, which are usually bustling with commuters during the early morning peak hour, were deserted

Trains arriving at the stations were almost empty and only a few taxis, carrying mostly nurses, were seen offloading passengers at the taxi ranks

In Pretoria, the central business district was virtually deserted by blacks and rush-hour traffic was much quieter than usual. One of the main reasons was that no taxis were running

The situation in Tembisa today was also quiet as hundreds stayed at home

Commenting on the situation generally on the Witwatersrand, Captain R Bloomberg of the SAP Public Relations Division in Pretoria said "We are prepared for any eventuality and intimidation will not be tolerated"

He added that, so far according to police reports, the situation was calm on the Witwatersrand

Major-General Johann van Niekerk, coordinator for the control of unrest in Natal, said a "very large contingent of policemen" had been deployed

In the US, children will lead a march in Washington DC on the White House tomorrow as thousands of members of churches gather to protest against apartheid

Pick 16/6/89

Rhino

man

Satu Save

CAMEO

SHEER

em
er
d-
e-
m
on
ni-
in-
nd
ge
did
we
was
the
l
ego-
ped
d to
and
in-
ve-
ate-
not
put
e re-
to 60
s be
annual
de to
and
at 80

th
ch
su
wi
gu
wi
zop
In
pu
you
du
you
h
day
w
th
D
L

A
A
a
s
G

At least one person dies in unrest

152

Violence flares in Soweto Day

KAIZER NYATSUMBA

SPORADIC incidents of violence claimed at least one life yesterday, as tens of thousands of black South Africans countrywide stayed away from work and attended commemoration services to mark the 13th anniversary of the Soweto riots:

In Soweto, several people were arrested and others injured after police fired tear-gas and then stormed the Regina Mundi Catholic Church — where an emotionally charged four-hour commemoration service was held — with sjamboks and batons

In the pandemonium in the church, a white priest fell and was dragged as he tried to prevent police from baton-charging youths. Foreign and local journalists had to dash for cover as the police tried on them and ordered them to leave the area.

The service, which was attended by members of the foreign diplomatic corps, was one of two in Soweto.

Members of political organisations with different ideologies at the Regina Mundi service called for "unity in action" in the fight against apartheid.

Also in Soweto, the tombstone of 13-year-old Hector Peterson, the first victim of the 1976 riots, was found badly desecrated yesterday morning.

In the Transkei, at Ngangelizwe township near Umtata, an undisclosed number of youths were arrested after they took to the streets singing freedom songs in commemoration of the Soweto uprisings.

Work attendance figures at large firms ranged from as low as seven percent to nearly 100 percent, and the stayaway was most acutely felt in the Transvaal.

Sixty percent stayaway

In the Pretoria area, at least 60 percent of blacks stayed away from work, according to Pretoria Chamber of Commerce chief executive Mr Alec de Beer.

In Cape Town, police prevented a commemoration rally from taking place at the SAMAJ Centre in Athlone.

In Guguletu, Cape Town, a group of people barricaded a road with burning objects, and an occupant of a car which was forced to stop was attacked and stabbed to death, according to police.

In Johannesburg, people gathered in the Central Methodist Church at lunchtime to express their anger "at the continued repression of our people, at the intransigence of those who presume to be our rulers, at the apathy of those who continue to live in comfort, at the consistent abuse of power and the denials of justice and freedom".

A group of about 20 security policemen stood at the church entrance at the start of the service.

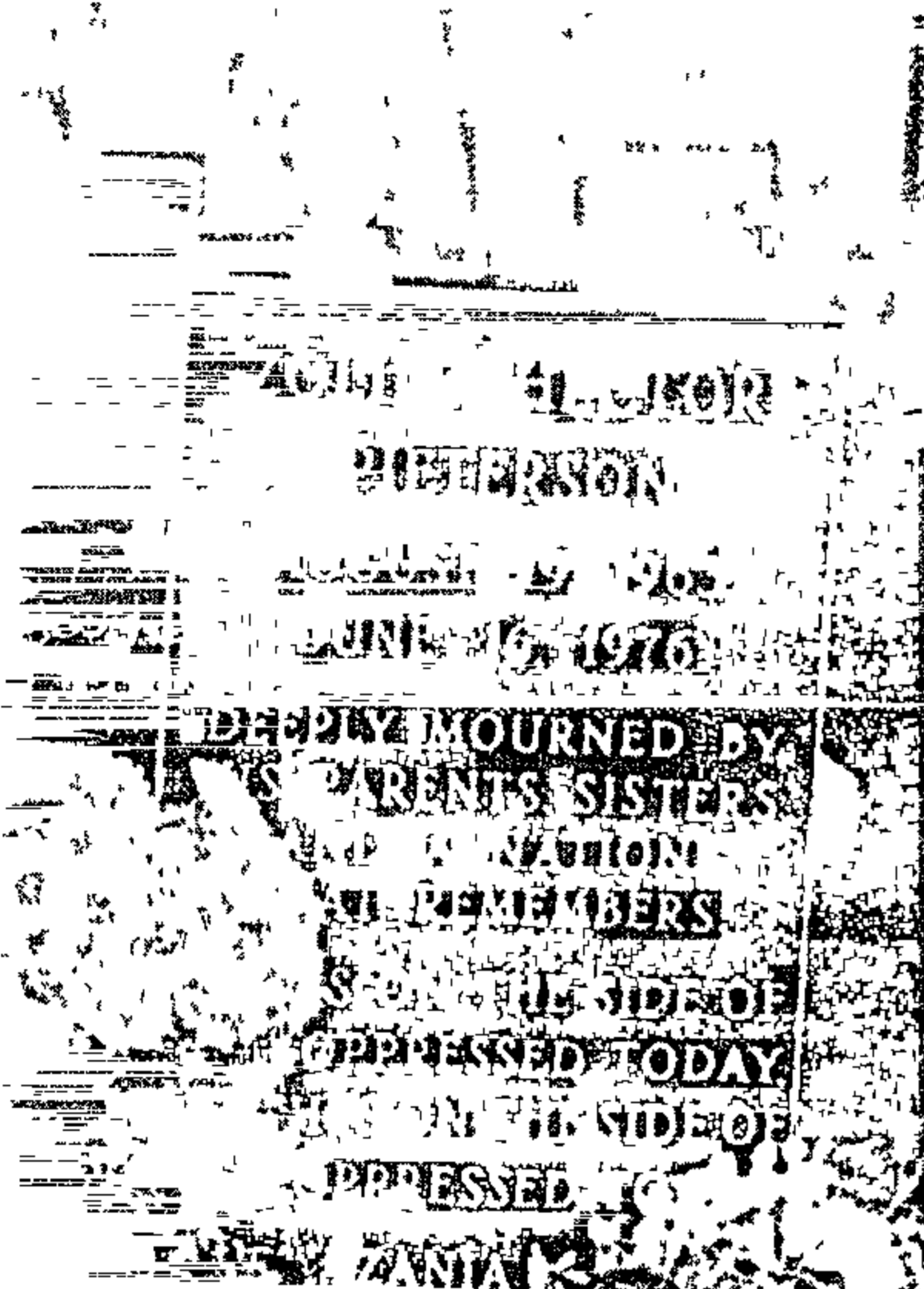
On the East Rand, at the Vosloorus township outside Boksburg, petrol-bombs thrown at a butchery caused serious damage, police reported.

A number of stone-throwing incidents and widespread petrol-bomb attacks were reported in Port Natal, the eastern and western Cape, and the East Rand. In townships around Durban, Cape Town and Port Elizabeth, buses were stoned and set alight.

In Pietermaritzburg, two electricians who were seriously injured in an explosion at a substation yesterday afternoon were rushed to Grey's Hospital. At the time of going to press last night, neither their condition nor the extent of their injuries was known.

However, townships around trouble-torn Pietermaritzburg were reported to be extremely quiet.

Sporadic violence on Soweto anniversary



Miss Popi Buthelezi puts flowers on the grave of Zolile Hector Peterson in Avalon Cemetery, Soweto. Hector, 13, was the first fatality of the shootings in Soweto on June 16 1976. Miss Buthelezi, now confined to a wheelchair, was also a victim of the shootings. Below: Hector's grave was desecrated by vandals late yesterday.

the
ID
ar-
of-
as-
for
two
u
s
of
a



Absent Getty in final liquidation

By ANDREA WEISS

Weekend Argus Reporters

THE commemoration of June 16 did not pass peacefully yesterday, according to an interim unrest report released last night by the police

A motorist was forced out of his vehicle in Guguletu, which had been stopped at a barricade of burning objects, and stabbed to death, police said

Attempts to establish the identity of the person killed or the time of the incident were unsuccessful

But, it is believed it occurred near Lansdowne Road

Tombstone

Stone-throwing and petrol bombing were recorded in various parts of the country and in Soweto the tombstone of the reported first victim of the 1976 riots, 13-year-old Hector Pietersen, was desecrated by vandals

Yesterday morning traffic was redirected in Lansdowne Road

Police said that in another incident a bus was stoned and badly damaged in Khayelitsha

Yesterday, police took action against chanting youths making their way to a June 16 commemorative service in Athlone

A three-hour commemorative service at the African Methodist Episcopal church in Hazendal was attended by about 400 people. The service passed without incident, although a heavy police presence was maintained outside the church grounds

A number of stone-throwing incidents of a "minor nature" where damages were minimal and no injuries recorded were reported in Port Natal, Western Province and the Eastern Province, according to police

Petrol bombs were also thrown in these areas, but no

damage was recorded, police said

More serious incidents were reported in Umlazi, Durban, where buses were fairly badly damaged and stoned. No injuries were reported, police said

At Kwadengezi, near Pine-town, a group of blacks stoned a police vehicle. They were dispersed with birdshot. A woman was wounded and admitted to hospital for treatment, police said

In other incidents a black man was injured when a group stoned a bus in Kwamashu. A bus was extensively damaged when it was set alight at Inanda, Durban, and at Vosloorus near Germiston, petrol bombs were thrown at a butchery causing serious damage, police said

Townships surrounding Durban were quiet, although the previous night in Kwamashu, Clermont, Lamontville and Umlazi, groups of youths went from street to street urging people not to go to work

Bus ranks, railway stations and minibus loading points were almost deserted and there was no peak-hour traffic into Durban

Almost all people manning essential services had reported for duty, however, especially hospital staff who had been alerted to stand by to treat victims of violence

Sapa reports that sporadic incidents of violence across South Africa marked the 13th anniversary of the Soweto riots as tens of thousands of blacks stayed away from work and large contingents of police remained on alert for any illegal activity

Soweto

In Soweto a passenger coach was set alight and extensively damaged at Naledi railway station, police reported

Witnesses said armed police gathered at Soweto's Regina Mundi Catholic church where a

crowd sang and shouted for the release of Nelson Mandela

The South African Transport Services said trains showed a marked reduction in occupancy rate on the Reef

Many shops in central Johannesburg were closed. Some workers had an official day off while other firms had adopted a no-work, no pay policy

Businesses in Pretoria found that 60 percent of black employees had stayed at home, according to the Pretoria Chamber of Commerce

UN ceremony

It is reported from New York that South Africa's "intransigent" response to Security Council resolutions calling for the elimination of apartheid and the establishment of a non-racial state based on majority rule was denounced by the world body's president at a UN ceremony marking the anniversary

Speaking for the Security Council members, Mr Thomas Pickering, the chief US representative, expressed their "deep concern about the continuing situation in South Africa"

He said it was "with the deepest regret that it must once again be observed that South Africa remains intransigent and persists in its unjust policies in flagrant defiance of the council's resolutions"

Mr Pickering said, "It is my profound hope that the present auspicious international climate will provide the momentum for a trend towards the abolition of apartheid and that South Africa will heed its charter obligations and implement the principles enshrined in the universal declaration of human rights"

As far as is known, it was his first statement on the situation in the Republic since he became President George Bush's UN ambassador

June 16: Man killed in city

CAPR 7/6/87

152

A MOTORIST was stabbed to death by a group of people in Guguletu after his car was forced to stop at a burning barricade on Thursday night, the eve of the anniversary of the bloody Soweto uprising

The murder was recorded in yesterday's unrest report, which also said a bus in Khayelitsha was badly damaged in a stoning incident. Police would disclose no details on the murder.

It was the only unrest death reported in South Africa as hundreds of thousands of people nationwide stayed away from work in observance of the 13th anniversary of the uprising on June 16, 1976, when police shot and killed two Soweto students in a crowd of some 15 000 protesting the introduction of Afrikaans as a compulsory language of instruction.

Many businesses yesterday shut down voluntarily despite the government's refusal to declare an official holiday.

Johannesburg as well as East and West Rand towns came to a virtual standstill while in Dur-

ban, Maritzburg and East London, bus ranks, railway stations and mini-bus loading points were deserted.

In Cape Town industry experienced a 10 to 15% absenteeism rate, while the effect on the commercial sector was "negligible", according to a Cape Town Chamber of Commerce spokesman.

More reports on June 16 — Page 3

Businesses in Pretoria found that 60% of black employees had stayed at home, according to the Pretoria Chamber of Commerce.

In the Durban townships, youths stood on main roads, apparently urging people not to go to work.

A spokesman for KwaZulu Transport, Maritzburg, said there had been a total stayaway of bus drivers in the capital.

About 700 people died during the student-led '76 riots, according to the South African Institute of Race Relations — Own Correspondents, Sapa and UPI

Police disperse Soweto Day meet in Rylands

Staff Reporter

A SOWETO Day meeting in Rylands was yesterday dispersed by police as many city workers observed a public holiday marking the 13th anniversary of the June 16 student uprising

Cape Town Chamber of Commerce spokesman Mr Tommy Brand said industry had experienced a 10 to 15% absenteeism rate, while the effect of the June 16 holiday had been "negligible" in the commercial sector

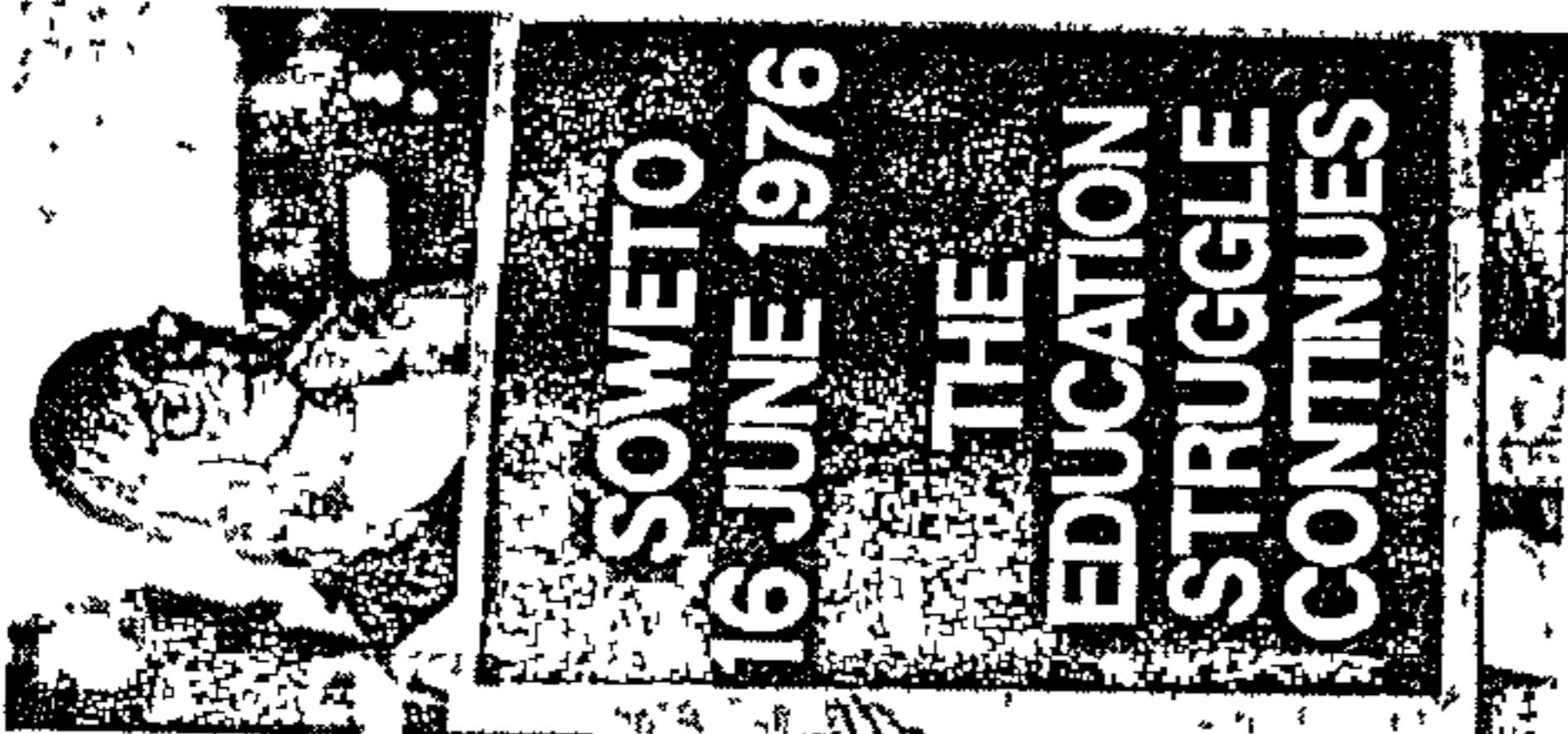
About 900 people attended a commemorative service in the Hazelwood AME Church and Archbishop Desmond Tutu addressed about 200 people at the Church of Reconciliation in Manenberg.

A youth gathering in the Sa-



... Archbishop Desmond Tutu addresses about 200 people who to Day sermon in the Church of Reconciliation, Manenberg yesterday

Picture: ERIC MILLER



PROTEST ... Black Sash member Ms Cassandra Parker stages a June 16 commemorative picket on High Level Road, Sea Point

Unrest: Train coach burnt

PRETORIA — A passenger coach was set alight and extensively damaged at Naledi railway station in Soweto yesterday, the 13th anniversary of the Soweto riots

The police unrest report recorded 12 incidents of stone-throwing and petrol-bombing overnight

At KwaDengezi, near Pine-town, a group stoned a police vehicle. They were dispersed with birdshot. A woman was wounded and admitted to hospital for treatment.

A man was injured at Kwa-Mashu in Durban when a group stoned a bus

Buses at Umlazi, Durban, were fairly badly damaged when they were stoned and a bus at Inanda, Durban, was extensively damaged when it was set alight

At Vosloorus, near Germiston, petrol bombs were thrown at a butchery, causing serious damage to the property, and at Zwijve in Port Elizabeth a bus was extensively damaged in a petrol-bomb attack.

No injuries were reported, the report said — Sapa

Firms bow to worker muscle

CP Reporter

THOUSANDS of South African blacks have shown growing industrial muscle by securing paid leave to commemorate the 1976 Soweto uprising

Employers' groups say June 16 holiday agreements have increased markedly in recent years

"If that is what the workers want, employers are increasingly inclined to go along with it," said Vincent Brett, spokesman for the Association of Chambers of Commerce and Industry

Barbara Beste of the giant Premier Group agrees

"If companies refuse to listen to black demands about June 16, workers see them as supporters of apartheid."

Workers get very emotional about the day."

Many of those awarded paid leave this year are members of young black trade unions which did not have legal status in 1976. Black union activity was legalised only in 1979

National union membership rose from 677 000 in 1976 to 2,1 million in 1987, with 835 000 of them blacks. Black labour federations say their rank-and-file membership is now over 1,5 million.

These members were among millions of people estimated by employer groups and trade unions to have stayed away from work on Friday

Despite this show of force, the government has refused repeated demands that June 16 be made a national day of remembrance. — Sapa

■ See Page 2

Red Cross strikers given 8 am deadline

By Sue Valentine

Striking workers of the Red Cross in Johannesburg were given until 8 am today to return to work or face disciplinary measures

The workers have been on strike for six weeks at Red Cross House in Johannesburg in protest against the dismissal of the assistant regional director, Mr Bongani Khumalo, as well as against "racist" practices and policies in the organisation

The regional chairman of the southern Transvaal region of the Red Cross, Mr Nigel Carman, who has been negotiating with the workers, has resigned and the regional director, Mr Neil Ross, has taken several weeks' leave of absence

The administration is now in the hands of acting director, Mr Dame Jacobs, but workers are reluctant to accept his ultimatum to return to work.

"How can we be expected to respond to an ultimatum from an acting director when all along we have been negotiating with Mr Carman?" asked a spokesman for the Henri Dunant Coalition, Ms Beledile Mzwai.

She said an executive member of the HDC had pleaded with Mr Carman to resume his position as chairman because he was an approachable person with whom workers could negotiate.

Mr Carman was unavailable for comment

Red Cross issues an ultimatum

Soweto 19/6/89

152

By LEN
MASEKO

THE South African Red Cross Society has issued an ultimatum to striking employees to return to work today — or face disciplinary action

The ultimatum follows a six-week work stoppage by 37 employees of the society's Southern Transvaal branch

Mr Danie Jacobs, acting regional director of the branch, said in a statement that the "illegal strike" was no longer acceptable and warned that further steps "must now be taken"

Crisis

He said no disciplinary action would be taken against those employees who heeded the ultimatum

The 37 workers downed tools last month, demanding the unconditional reinstatement of Mr Bongani Khumalo, assistant regional

director of the Red Cross' Southern Transvaal branch

They also demanded, among other things, an end to discrimination in the organisation and recognition of their union, the National Education, Health and Allied Workers' Union

Meanwhile, the 37 workers, meeting in Soweto yesterday, said they noted with concern "an apparent leadership crisis" within the organisation following the strike action

They said Mr Nigel Carmen, chairman of the branch, had resigned unexpectedly and that Mr Neil Ross, regional director of the branch, was no longer manning his post

The striking employees resolved to meet at the Johannesburg offices of the Red Cross today where they hope to hear the outcome of representations made to management

SA-wide unrest reported after June 16

PRETORIA — Police reports after the 13th anniversary of the Soweto riots noted numerous incidents of unrest country-wide

According to Saturday's report, groups of people stoning police vehicles at Seatemba, Balfour, and the University of Zululand were dispersed with birdshot

At Shangwani, Pine-town, eight men were arrested after they threw stones at a police base, and at the Regina Mundi Church, Soweto, four men were arrested after incidents of stone-throwing at police vehicles

At Lynville, Witbank, 48 men were arrested by police during an illegal gathering.

Two men were wounded and one was arrested at Mpumalanga during faction fighting. Three others were injured when they were shot at

Buses and vehicles were damaged in stone-throwing and petrol-bombing incidents at Khayelitsha, KwaMashu, Umlazi, Guguletu and Nyanga. A bus was set alight at Inanda

Yesterday's unrest report reported that a policeman at Dambuza, Maritzburg, was struck on the jaw when his vehicle was stoned.

Three buses were slightly damaged at Khayelitsha and Nyanga in stone-throwing incidents. — Sapa

**Union threatens
to strike again**

Call this 196/89

REDFIS C

JOHANNESBURG

The Chemical Workers Industrial Union yesterday threatened further strike action against Mobil if the disinvestment dispute is not settled soon. The union also said it would take up dispute with the company's headquarters unless issues concerning the withdrawal from South Africa are resolved before the scheduled June 30 date of withdrawal. —

Sapa

Red Cross strikers will return to work today

~~By Sue Valentine~~ By Sue Valentine 152

Striking workers at Red Cross House in Johannesburg have expressed reservations about dealing with the newly appointed acting regional director of the Southern Transvaal branch of the Red Cross, Mr Danie Jacobs, but have decided to return to work. Stev 20/6/89

In a memorandum, the workers — on strike for six weeks and given an ultimatum by Mr Jacobs to return to work by 8 am yesterday or face disciplinary action — said they would not speak to Mr Jacobs, but their black regional council members would meet the region's vice-chairman.

In a statement issued yesterday afternoon, Mr Jacobs said workers had agreed to return to work today.

Strike goes on claim ¹⁵²

Swetten 20/1/67
STRIKING South African Red Cross Society workers will not return to work today, the man over whom workers went on strike six weeks ago, said yesterday. ~~SA~~
Bongani Khumalo, a sacked Sarc's assistant regional director, said a statement earlier yesterday by the acting director of the Southern Transvaal region of the Red Cross, Danie Jacobs, asserting that workers would return tomorrow was "an attempt at misinformation".

Cawu wage strike continues

The wage strike by about 3 000 members of the Construction and Allied Workers' Union (Cawu) at Everite plants in the Transvaal, Natal and the Cape continues, following the failure of the parties to reach agreement, the union said yesterday.

A Cawu statement said the deadlock remained despite the union's reduction of its demand for individual increases of R1,03/hour to 85c. Management had stuck to its final offer of increases of between 50c and 70c/hour. Star 21/6/89

The Swiss multinational was presently using "scab" labour, said the union.

Conciliation Board hears mine dispute

Star 21/6/67
~~163~~ Labour Reporter 152

A Conciliation Board hearing to resolve the wage dispute between the National Union of Mineworkers (Num) and the Chamber of Mines, potentially affecting at least 500 000 black mineworkers on Chamber mines, was held in Johannesburg yesterday

Spokesmen for the Chamber and Num declined to comment. The board meets again tomorrow

The Chamber applied for a hearing after declaring a dispute with Num on Thursday

At the time, Num, representing about 210 000 members on Chamber mines, was demanding a monthly national minimum rate of R543 for surface workers and R600 for underground workers

It had rejected a Chamber offer of increases of between R33 and R117/month

The Chamber's opening offer was an across-the-board increase of 11 percent

● The Chamber has already reached agreement with four unions representing mainly white workers in the semi-skilled and skilled categories

Red Cross strike: steps against workers

Disciplinary procedures are to be instituted against almost 40 workers of the South African Red Cross Society who ignored an ultimatum to return to work yesterday, according to the society's acting director, Mr Danie Jacobs

Mr Jacobs said he could not as yet disclose what steps would be taken against the workers — who went on strike six weeks ago in protest against the dismissal of assistant regional director Mr Bongani Khumalo, as well as against alleged racist policies in the organisation

Commenting on the charge of racism in its policies, Mr Jacobs said the movement did not accept or acknowledge its conduct was racist. It was an organisation committed to non-racialism

Mr Jacobs confirmed yesterday that Mr Khumalo's former chief, Mr Neil Ross, had taken a leave of absence.

Mr Ross had been encouraged to "stand back from the immediate problem situation"

Mr Khumalo, who is also the president of the Henri Dunant Coalition, yesterday said while the coalition was challenging the Red Cross on its "racially dominant structures, leadership and activities," he still believed the SARCS had "a place in the South Africa of today and of tomorrow".

Responding to Mr Jacobs' denial of racism within the society, he said: "Claims and actions are two different things."

The focus of the society's services was on white facilities such as old age homes and creches, and the executive body was largely white, he said. — Sapa

RED CROSS TO TAKE ACTION AGAINST 40

152

DISCIPLINARY procedures are to be instituted against 40 workers of the South African Red Cross Society who ignored an ultimatum to return to work yesterday, according to the society's acting director Mr Danie Jacobs.

Mr Jacobs said he could not as yet disclose what steps would be taken against the workers — who went on strike six weeks ago in protest against the dismissal of assistant regional director Mr Bongani Khumalo, as well as against alleged racist policies in the organisation

Commenting on the charge of racism in its policies, Mr Jacobs said the movement did not accept or acknowledge its conduct was racist. It was an organisation committed to non-racism.

Asked what steps had been taken to resolve the strike, Jacobs said the strikers had not followed the society's internal procedures and while the situation was damaging, the society felt there was little it could do

"We do not acknowledge the basis of the strike I have a very strong feeling that the striking workers hold the answer to the situation"

Jacobs confirmed yesterday Khumalo's former chief, Mr Neil Ross, had taken a leave

of absence. Ross had been encouraged to stand back from the immediate problem situation after he indicated he was under pressure

Khumalo, who is also the president of the Henri Dunant Coalition, yesterday said while the

coalition was challenging the Red Cross on its 'racially dominant structures, leadership and activities', he still believed the Sars had 'a place in the South Africa of today and of tomorrow

The Red Cross was

"the greatest humanitarian movement on earth", he said, adding he fully supported the international movement's philosophy of humanity, impartiality, neutrality, independence, voluntary service and unity — Sapa

152



South
22-28/6/89.

Post office strike

By CHIARA CARTER

WORKERS at 10 post offices in the Transkei this week downed tools against what they called "victimisation" by the Transkei government.

And in Pretoria about 100 workers at the city's central post office were locked out after they stopped work on Tuesday.

The stoppage was to protest the transfer to Mamelodi of Mr Johannes Marishane, the local chairperson of the Post and Telecommunications Workers' Association (Potwa), said a spokesperson for Potwa.

The Transkei strike is over the transfer of several workers from Transkei to Butterworth, 160 kilometres away, a Transkei Post Office Workers' Association (Trapowa) spokesperson said.

Those transferred were all key members of Trapowa, he said.

The Transkei Minister of Post and Telecommunication, Mr CGK Notts, confirmed that "a substantial number" of workers were on strike.

"We are asking the public not to be alarmed. The situation is under control," he said.

Notts said the association had not been harassed by the authorities and that the transfers were part of a process of decentralisation of the post office.

Oil workers plan strike ballot 152 ~~151~~

OIL GIANT Mobil SA could again face a national strike if a dispute over the terms of the multinational's impending disinvestment is not resolved

Members of the Chemical Workers' Industrial Union (CWIU) have decided to go for an immediate strike ballot if agreement is not reached at a conciliation board hearing later this month

Mobil workers from throughout the country met last weekend to discuss the dispute

The CWIU declared a dispute with Mobil earlier this month after talks broke down over the company's refusal to provide the union with a copy of the agreement of sale and to form a trust fund for workers to be administered by the union

There was also disagreement over compensation to

be paid to workers. *South 22-28/89.*

The CWIU last month suspended strike action at several Mobil plants throughout the country pending the outcome of the talks

Mobil in turn dropped its application for a court interdict to prevent the strike action.

The union plans to meet Mobil representatives later this week

Meanwhile Caltex Oil SA has issued a flat denial to rumours that it is considering a purchase offer by a Durban based syndicate of black South African business men who tried to oubid Gencor for Mobil SA

"We are not for sale Caltex and its shareholders, Texeco and Chevron, are determined to remain in South Africa," Caltex managing director Jock Mackenzie said

SA Breweries
denies lock-out
at Rosslyn plant

By Mike Siluma,
Labour Reporter

152

About 900 members of the Food and Allied Workers' Union (Fawu) have been locked out of SA Breweries' Rosslyn plant after stopping work in support of a demand for the suspension of a colleague who allegedly made false allegations against union members, a Fawu spokesman said yesterday.

The spokesman said the worker in question, Mr James Masing, claimed to have been threatened by union members with violence. This resulted in the suspension of a union member, Mr James Mokgatha, who was subsequently reinstated.

Strikers were now demanding the suspension of Mr Masing and the institution of an independent inquiry into the matter.

However, a SAB spokesman denied that the Fawu members, who were engaged in "an illegal and unprocedural strike", were locked out.

Sowetan 22/6/89

(S2)

Doore MD slams union

THE managing director of the Joshua Doore group, Mr David Sussman, has lashed out at the Commercial Catering and Allied Workers' Union of South Africa and denied about 2 000 workers have been on strike since Tuesday.

Sussman also claimed some of the strikers were intimidating workers at other stores into downing tools. This had been reported to him by workers from many branches, he added.

Furthermore, the strike was not a legal one as claimed by the union but "strictly illegal", Sussman said. A valid strike ballot had not been conducted and the matter had not reached a conciliation board level.

Sussman said about 300 workers were on strike yesterday "and Tuesday there were even less". Approximately 30 stores were affected by the worker action, he said.

"A lot of people have been allowed to believe the strike is legal. Unfortunately, they will not be paid. They are going to have to pay the price."

He said all workers had been informed the strike was illegal.

Commenting on the retrenchment of 500 workers following the

company's closure of 10 stores, Sussman said the company did not need to negotiate with anyone about the matter — it was only necessary to consult and advise.

The stores had been closed because of "geographical duplication".

Sussman warned the company would take disciplinary action if

strikers tried to stop people from entering the stores and for intimidation of workers who were not on strike.

The company showed a R41 million profit before tax, Sussman said, and did not have an operating profit of R400 million or an overall profit of close on R50 million as alleged by the union.

Strike hits SAB plant

152

Spwefun 22/6/89

ABOUT 900 workers have downed tools at South African Breweries Rosslyn plant, a SAB spokesman said yesterday.

The SAB employees, all members of the Food and Allied Workers' Union (Fawu), demand the dismissal of a fellow worker, according to the company.

The company's spokesman said "Management, acting within the terms of agreement, has asked the workers to refrain from illegal work stoppages and to follow mutually agreed procedures

"Workers need to retract their demands and make use of the legal and procedural channels. Management is adamant that proper industrial relations principles

By LEN
MASEKO

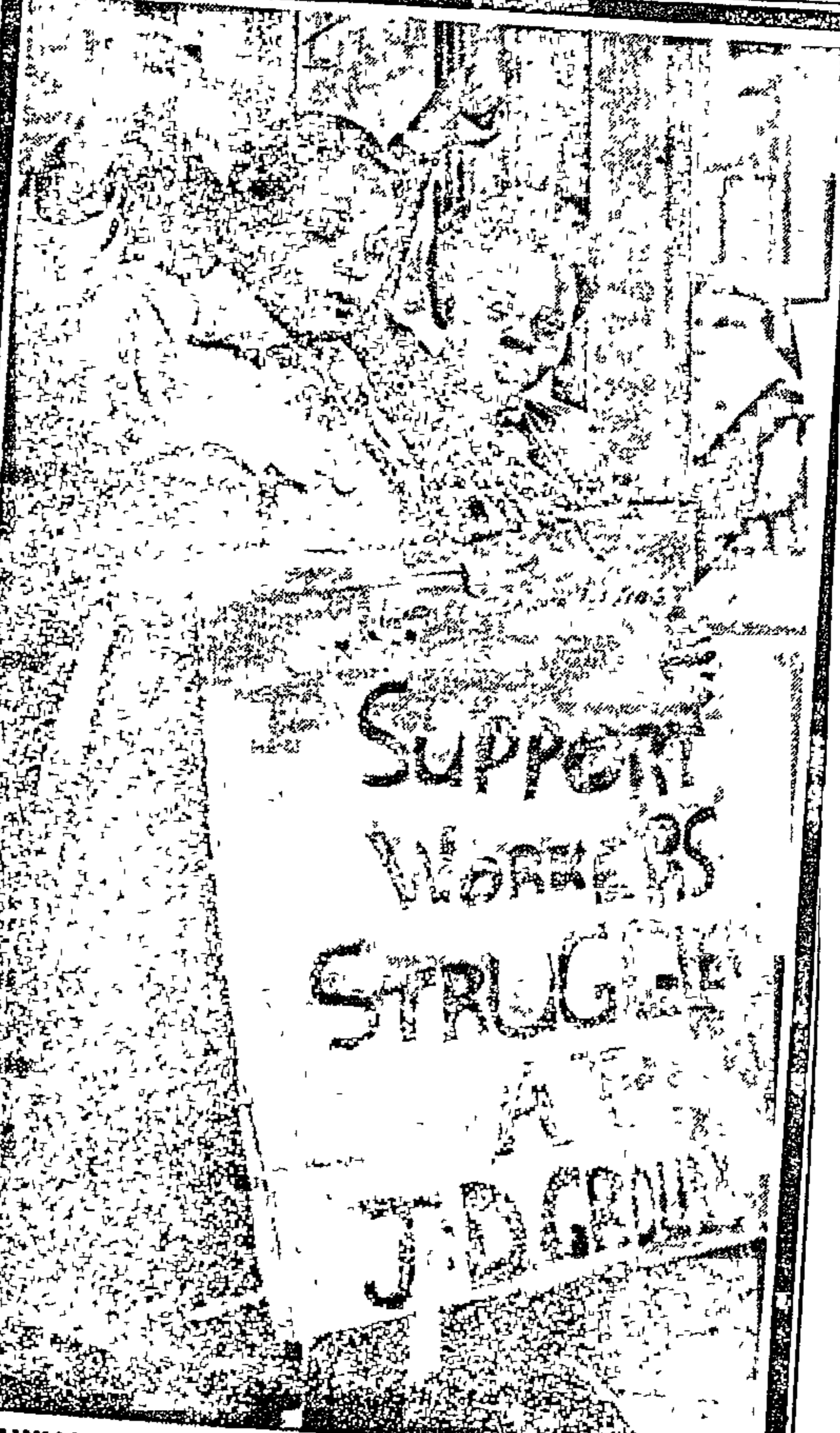
should be used to resolve the issue," he said

Fawu spokesmen could not be reached for comment last night. The SAB spokesman said management had been informed that further strike action would be taken unless management acceded to workers' demands.

He said the stoppage had not affected beer deliveries

SAB's national negotiating team is apparently scheduled to meet Fawu representatives in Port Elizabeth today (Thursday), to discuss — among other issues — "the ongoing series of wildcat strike action at SAB"

Sowetan 22/6/89



CCAWUSA members picket Score Furnishers in Johannesburg. Yesterday's picket was in solidarity with 500 workers retrenched by management. A meeting between the union and management of the Joshua Doore group is scheduled for Friday. Over 2500 workers in over 100 Joshua Doore stores countrywide are on strike as a result of the retrenchments. See page 14 ~~13~~

152

Wave of strikes hits retailers

Weekly Mail Reporter

FURNITURE store chain Joshua Doore became the latest retailer to be hit by strike action this week when more than 2 000 employees downed tools. The workers are members of the Commercial Catering and Allied Workers' Union of South Africa (Ccawusa).

The strike follows the retrenchment of 500 workers at Score and World Furnishers on the Witwatersrand at the end of last year. After about six months of negotiation and a conciliation board stalemate, Ccawusa members opted to strike.

Despite the splits which have bedevilled the union, Ccawusa achieved high wage increases, averaging 19,7 percent, between March and May this year, according to a survey conducted by Andrew Levy, Johan Piron and Associates.

In recent months, its members have been involved in a spate of strikes and disputes.

At the beginning of June the union won recognition at Edworks' stores in Bophuthatswana following a six-week strike over wages.

About 1 000 union members at 65 Beares Furniture stores in the Transvaal are currently on strike over how

negotiations with the union should be conducted on behalf of subsidiary companies.

A strike ballot involving 1 000 workers at three branches of Air Chefs RFA is imminent following a wage dispute.

Ccawusa is balloting 9 000 workers at over 100 OK branches nationally about whether or not to strike over wages.

In addition, a mediator is seeking to resolve a dispute between Ccawusa and Checkers over a number of issues, including a demand for an across-the-board increase of R160. Management's current offer is R95.

Salim Vally, Ccawusa's education officer, said there was a high level of consciousness among workers in the retail trade.

He said many shop stewards had been involved in the Soweto 1976 uprising, and that this had probably contributed to their awareness.

The union had taken a conscious decision not to be intimidated by the Labour Relations Amendment Act, which aimed to curb worker militancy, Vally added.

152



wmail 23-29/6/89.

Bid to resolve Ccawusa strike

152 By Mike Siluma, ~~Staff~~
Labour Reporter

Representatives of Joshua Doore and the Commercial, Catering and Allied Workers' Union (Ccawusa) meet today in a bid to resolve a retrenchment dispute which sparked a four-day strike at the furniture group's stores

Management and Ccawusa spokesmen confirmed yesterday that the meeting would look into a company offer to re-employ some of the several hundred workers retrenched in April

Meanwhile, Ccawusa accused

management of intimidating strikers and calling police to arrest picketing workers in an effort to break the strike. Twenty-three workers were arrested in Randfontein and Springs

Ccawusa insisted the pickets were peaceful and the strike legal

Joshua Doore's deputy managing director, Mr Ray Schur, said management had called police "at one or two stores" where strikers prevented clients from entering stores. He rejected as "absolute nonsense" the claims of intimidation

23/6/89

~~Staff~~ ~~Staff~~

152

23/6/59

Councillors act on Red Cross strike

By Sue Valentine

Disciplinary procedures have been instituted against workers at Red Cross House in Johannesburg who have been on strike for seven weeks, the acting regional director, Mr Danie Jacobs confirmed yesterday.

Although Mr Jacobs said it was prejudicial to say anything at this stage, it was possible that some of the 37 strikers would lose their jobs as a result.

Black regional councillors have said they will resign after repeated attempts to reach an agreement with authorities within the Southern Transvaal region.

They have also resolved to take over the leadership of efforts by striking Red Cross workers to redress their grievances.

Spokesman for the councillors, Mrs Beledé Mazwai, said they were awaiting ratification for these actions from the national executive of the Henri Dunant Coalition.

Ms Mazwai appealed to members of the Red Cross throughout the country to support their call "for an end to racism and racial domination" within the humanitarian organisation.

She said the strike was continuing. This week, Mr Danie Jacobs had claimed that an agreement had been reached.

Mr Jacobs said the strike had started without grievances being stated and it had never been clear what issue was being addressed.

Slogans, songs, sjamboks. It's just another Soweto Day

By MZIMKULU MALUNGA
 MOVING into the Regina Mundi Church yard last Friday, one did not have to be an expert on township commemorations to forecast the likely conclusion to the end of the service. As they had learned in the past 12 commemorations of June 16 — Soweto Day — the people attending the service knew they might end up confronting teargas, sjamboks and perhaps even bullets.

A police water cannon tanker was parked just across the street with its barrel pointing at the church door. Next to the tanker was a Hippo filled with policemen and *kitskonstabels*. Behind the two vehicles, a group of policemen leaned on the many police vans and Ford Sierras.

Unity was the theme of the meeting as United Democratic Front and Black Consciousness Movement supporters called for joint action.

The main sermon was delivered by president of the South African Council of Churches Bishop Manas Buthelezi. He also announced that the grave of Hector Petersen, the first victim on June 16, had been desecrated.

The last hymn was sung and the crowd began to chant slogans and sing freedom songs. Activists from UDF affiliates and the BCM replaced the priests and speaker after speaker called for unity.

But the possibility of unity was threatened when an official of the restricted Azama People's Organisation, Muntu Myeza, stood up to speak and the chanting crowd refused to let him.

For a moment it appeared as though organisations to "join hands" and

the meeting would return to normal but after Myeza had shouted "Amandla" and "Mayibuye", the "roaring young lions" surged forward chanting "ANC! ANC! UDF! UDF! Swapo! Swapo!"

This week the BCM said it was "angered and disgusted by the undisguised act of political banditry by the delinquent youth of the Charterist movement which disrupted the Regina Mundi commemoration service."

The BCM said it had invited other organisations to "join hands" and

participate in the service.

The BCM also rejected the allegations made against Myeza — that he was an "agent of the system."

The crowd tried to leave the building but the main entrance was still blocked by police and people were forced to use two smaller gates.

A group of policemen entered the church and started hitting people. The sneezing machine began vomiting its poisonous gas.

Within half-an-hour, most of the crowd had dispersed and police cars



A victim vandalised: The abiding symbolism of the Hector Petersen — he was the first student to die in the 1976 Soweto uprising — drove some desperate soul to desecrate his grave on June 16

Picture: GILL DE VJIEG, Afrapix

continued to roam. It was another Soweto Day, just like all the others.

● The police unrest report on Friday read "Seven incidents of stone throwing and five in which petrol bombs were hurled at private homes and vehicles were reported overnight. All incidents were of minor nature — damage caused was minimal and no injuries were reported. The only serious incident reported was as follows: At Naledi station, Soweto a passenger coach was set alight and extensively damaged."

OK Bazaars and union deadlocked over wages

Star 23/1/89
By Mike Siluma, Labour Reporter

The results of a strike ballot among nearly 9 000 members of the Commercial, Catering and Allied Workers' Union (Cawusa) at OK Bazaars outlets may be known today.

A union spokesman said yesterday that OK management had "engaged in an intense campaign of intimidation of workers in an attempt to persuade them to accept, as individuals, the company's offer of a R100 increase ...

"Under the circumstances, Cawusa does not accept the va-

lidity of any management claim that any of our members has accepted their offer

"Our demand, if accepted by OK, will only raise wages up to a minimum of R635, already far less than the R750 achieved with Pick 'n Pay ... The current economic situation affects all retailers. We see no justification for OK Bazaars paying a lower increase than its competitors," said the spokesman.

An OK spokesman said the union had been asked to provide management with specific instances of intimidation, but had failed to do so. Management was unable to comment on the allegations in the absence of further information.

"About 2 300 workers have accepted (OK's offer) and acceptances are still coming in. It indicates that there is a substantial number of members who want to accept," he said.

The union had been given details of OK's financial position. Any comparison with Pick 'n Pay showed that Cawusa did not seem to want to accept the realities of OK's financial situation.

Speak
Out!

ON
SATURDAY



Mrs Elize Botha, wife of the retiring State President, was recently given a tea-party which has caused widespread controversy. The Air Force has admitted spending R100 000 on transporting guests, a submarine was used to salute her and Simonstown naval base was used as a venue for the farewell. Mrs Botha has long been a patron of the Defence Force Ladies' Association. What does the ordinary member of the public — the taxpayer — feel about this? Is it a scandal or a well-deserved tribute? Give your views to *Speak Out!* (011 834-7747) between 5 30 and 7 pm this evening. Your opinions will appear in tomorrow's Saturday Star

Source
23/6/57

Final warning for workers

152

TWENTY-FIVE members of the Food and Beverage Workers Union employed at Sasko Bakery in Tzaneen were given final warnings on Monday for not coming to work on June 16, a union official said yesterday.

Management first

dismissed two of the workers but reinstated them after other workers downed tools and the intervention of the union, Mr Moss Mahasha, regional organiser of the National Council of Trade Unions (Nactu), said

According to Mahasha, the company claimed the workers were in breach of their contracts. A company spokesman, a Mr Coetzer, said he had no comment on the matter. "You can speak to the Food Beverage Union about that," he said

Mahasha also made an appeal to all union shop stewards in the Tzaneen area to attend a meeting at the Nactu offices on Saturday. The meeting, to elect an executive committee for Tzaneen, will start at 12 30pm. Mahasha said

Strike indaba

Sowetan 23/6/81

REPRESENTATIVES of Joshua Doore and the Commercial, Catering and Allied Workers' Union are to meet today in a bid to resolve a retrenchment dispute which has sparked a four-day strike at the furniture group's stores. Management and Cawusa spokesmen confirmed yesterday that the meeting would look into a company offer to re-employ some of the several hundred workers retrenched in April.

152

2 500 workers still on strike

THE strike by over 2 500 workers at Everite plants countrywide over wages entered its fourth week on Wednesday

The Construction and Allied Workers Union is demanding R1.03 an hour for its members while the company offered 50c and 70 cents an hour on a graded basis

Last week Cawu revised its demand to 85 cents an hour but management refused to budge. The workers then decided to continue with the strike

A Cawu spokesman said it was against this background that the workers and the union have resolved to continue with the strike

By ALIMPHAKI

The spokesman said "the union and its members have noted an influx of scabs in all the plants and see it as another attempt by

management to pay low wages

"Management is also sowing disunity among the people as the scabs are doing jobs which belong to the striking workers" the spokesman said

The personnel manager of Everite Mr F Klaasen said what his company had offered was reasonable. He said they were not using scabs to try and sow disunity but to keep essential operations going

3/6/57

Mill strike to be mediated

CAP-7ms 24/6/89
Staff Reporter ~~...~~ ~~...~~ ~~...~~

A LEGAL strike by more than 1 000 workers at the Worcester-based Hextex textile mill has been referred to mediation in a bid to resolve the 37-day deadlock over service bonuses

Confirming this, Amalgamated Clothing and Textile Workers Union regional secretary Mr Ibrahim Patel yesterday said the company had employed about 100 casual labourers "in an attempt to undermine the strikers' morale"

Hextex personnel manager Mr J M Marx last night declined to comment and referred inquiries to the company general manager, Mr R D Clapperton, who could not be reached

Better stone for Hector

By SELLO SERIPE

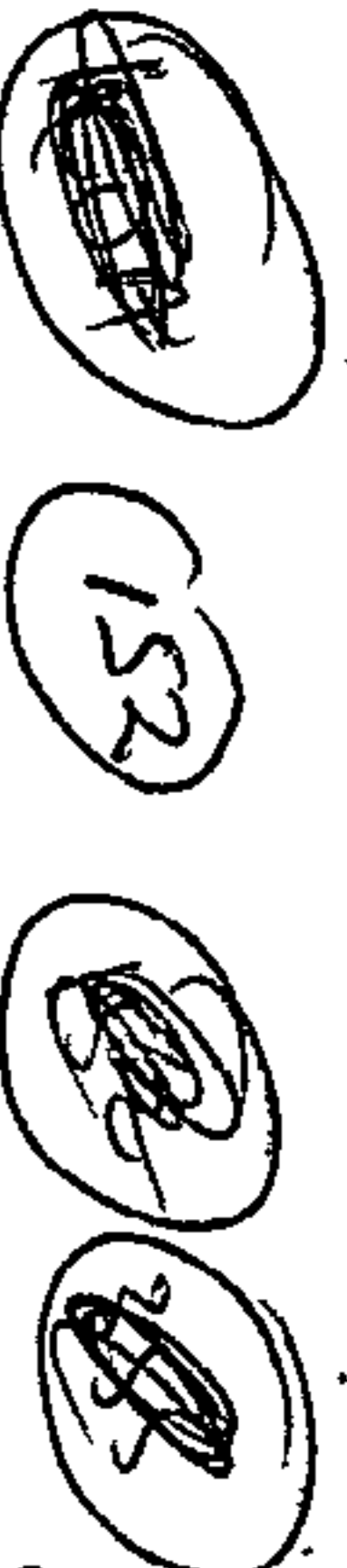
A NEW and bigger tombstone will be erected to replace the desecrated tombstone of Hector Pieterse.

The 13-year-old Soweto schoolboy was the first victim when police fired on protesting pupils on June 16, 1976. He was buried at the Avalon cemetery.

Two black consciousness-orientated organisations – the Azanian Students Movement and the National Youth Co-ordinating Committee – have pledged to rebuild the tombstone after the headstone was smashed by vandals on the eve of the 13th anniversary of the uprising.

Spokesmen for the organisations said it had not yet been decided whether the entire tombstone would be replaced.

A Soweto Council spokesman said the family would need a permit from the cemetery administration to re-erect the tombstone.



CITY PRESS, June 25, 1989

PAGE 5

By DAN DHLAMINI

POTCHEFSTROOM
A businessman appeared in court this week charged with under-paying his employees

Edwards Hardware Store director J van der Merwe pleaded not guilty of failing to pay his work-

Inspectors bullied me - accused

A Department of Manpower inspector told the court of a case where a general assistant, was

paid R30 a week instead of a minimum of R42
Van der Merwe told the court he had been bullied by Department of Manpower inspectors who seemed to have a personal grudge against him
The case was adjourned until August 21 for further evidence

Strike ballot follows, pay talks

CCAWUSA workers at OK Bazaars are being balloted over strike action after a Conciliation Board meeting failed to break the deadlock in the annual wage talks.
The union has accused the company of "intimidating workers in an attempt to persuade them to accept the company's offer individually"

Cawusa is demanding a R135 across-the-board increase and a R635 minimum wage for all workers who have completed three months' service

Striking workers out on the street

Labour Reporter

(152) Cameron 25/1/84

MEMBERS of the National Union of Farmworkers (NUF) continue to challenge employers, despite a lack of protection under the Labour Relations Act.

The 120 NUF members at Braaks Indoor Plants in Pretoria, who have been on strike for two weeks following a deadlock in wage negotiations, have been thrown out of the company's hostels and dumped on the streets.

The NUF had demanded a R100 across-the-board increase back-dated to January. Workers now earn between R120 and R550 a month.

The general secretary of the NUF, Tshaka Moletsane, said the union had lowered its demand to R50 but the company had offered R30.

The union then suggested a package deal, accepting the company's offer of R30 until June and proposing a further increase of R20 from July.



By DAN DHLAMINI

Inspectors bullied me - accused

A POTCHEFSTROOM businessman appeared in court this week charged with under-paying his employees

Edwards Hardware Store director J van der Merwe pleaded not guilty of failing to pay his work-

ers minimum wages

A Department of Manpower inspector told the court of a case where a general assistant was

paid R30 a week instead of a minimum of R42

Van der Merwe told the court he had been bullied by Department of Manpower inspectors who seemed to have a personal grudge against him

The case was adjourned until August 21 for further evidence

Strike ballot follows pay talks

CCAWUSA workers at OK Bazaars are being balloted over strike action after a Conciliation Board meeting failed to break the deadlock in the annual wage talks

The union has accused the company of "intimidating workers in an attempt to persuade them to accept the company's offer individually"

Ccawusa is demanding a R135 across-the-board increase and a R635 minimum wage for all workers who have completed three months service

Checkers reaches wage agreement with Ccawusa

151 By Mike Siluma, Labour Reporter

Checkers and the Commercial, Catering and Allied Workers' Union (Ccawusa) have reached a wage settlement guaranteeing a new monthly minimum rate of R630 and individual increases of R120 a month for 15 000 of the retail chain's employees

A weekend statement by Checkers said the agreement would be effective from July 1 1989 to June 30 next year

The agreement also stipulated

- The recognition of May Day on May 1 as a public holiday
- Workers are entitled to take off March 21 (Sharpeville Day) on a no-work, no-pay and no-penalty basis.
- Four weeks' annual leave for all staff with at least seven years' service by July 1 1990
- Substantial improvements to the company's long service award scheme.

Strike over sackings at Boksburg factory for hooting called off

152 Labour Reporter

About 300 members of the Chemical Workers' Industrial Union (CWIU) have ended a four-day stoppage at Reckitt and Colman's Boksburg plant, the union said

The workers were protesting against the unfair dismissal of eight colleagues for blowing hooters and singing on company premises, said the union.

Although the eight were not reinstated, strikers resumed duties after the company "threatened to interdict the workers" The union would continue to pressure the company to reinstate those dismissed.

At Cera Oil, a Shell subsidiary on the East Rand, a strike by about 120 CWIU members is due to enter its third week this week The Cera dispute relates to wages, the company's alleged refusal to negotiate at industry level and to participate in the chemical industry's national provident fund

● Members of the Federated Mining Union (FMU) employed by Samancor's Mooimooi Chrome Mine are to receive a 16 percent increase as from next month under a wage agreement between the union and the mine, the FMU said

Where the 16 percent increase failed to raise workers' pay to the new minimum rates, workers would get a further raise to make up for the shortfall. In terms of the agreement, the monthly minimum rate for surface workers would range between R370 and R1 092, while the underground rates would be set between R416 and R1 247

In addition to the recognition of June 16 as a holiday in exchange for January 1, improvements will be made to working conditions and job security.

152

By Mike Siluma, ~~1907~~
Labour Reporter

The results of a ballot among Commercial, Catering and Allied Workers' Union members at OK Bazaars have sparked a row between the union and management over whether workers want a strike or not ~~(255)~~

Announcing the results yesterday, a Ccawusa spokesman said "the majority of Ccawusa members voted for industrial action in spite of a propaganda campaign by OK management"

Union, OK management in row over strike ballot

"The majority 'yes' vote is unprecedented considering just two years ago OK workers embarked on the longest strike in retail history. This is clearly due to unenlightened attitudes held by management and management's insensitivity towards the economic plight of OK workers," said the spokesman

In a statement, OK said the results "show the union has failed to secure a majority in favour of strike action" OK will meet the union this week to discuss the ballot results and the union's revised offer.

Star 27/6/89
"The company urges the union to heed the wishes of the

majority of its own members to bring the current wage dispute to a speedy and peaceful conclusion," said the statement

Neither side would give figures of the ballot results

Ccawusa is demanding individual increases of R135 a month, with a minimum wage of R635 for all workers with more than three months' service. OK has offered an across-the-board increase of R100, plus a minimum rate of R525 for workers with more than a year's service

5/10/27/6/8-7

Trade unions gaining clout

152

By Jabulani Sikhakhane

Membership of registered trade unions has risen sharply since 1980 from an approximate 810 000 to just under 2,1 million in 1988, representing an average annual growth rate of almost 12,6 percent.

According to the Sanlam Economic Survey union membership in 1988 increased by 205 000 or 10,9 percent and the number of trade union members expressed as a total percentage of the economically active population increased to 19,5 percent last year from 13,5 percent in 1985.

The bargaining power of the unions has also been strengthened by the merger of smaller unions into bigger industry-based unions following the Congress of South African Trade Union (Cosatu) policy of one union per industry. This policy, however, resulted in a net increase of only 4 unions in 1988.

The average size of

trade unions increased from a mere 4 300 members in 1980 to 10 000 in 1988, the report adds.

The number of workers involved in strikes decreased from 591 400 in 1987 to 161 700 in 1988 and the number of man days lost amounted to 5,8 million in 1987 (due to extensive strikes in the mining industry) and only 914 000 in 1988.

TOUGH BARGAINING

Wage negotiations this year could be tough. Trade unions have intimated that they will be demanding sizeable increases.

Employers, on the other hand, are unlikely to readily bow to these demands owing to the deceleration in the economy.

Quoting National Manpower Commission figures the report says salaries and wages rose by an average of 19 percent in 1988 whilst the inflation rate was 12,9 percent.

Blind workers down tools

152

ABOUT 200 people, most of whom are blind, at the Natal African Blind Society in Umlazi south of Durban are on strike over demands for more pay.

The director of the NABS, Mr John Randles, said yesterday that the workers had been on strike since last Wednesday when they withdrew their labour and demanded more pay.

Sowetan 27/6/89
He said that the workers had been told to go back to work and await the executive committee meeting, scheduled to take place today. However, the

attitude of the workers was that they would not work before then, he said.

Randles said that the committee would be able to give them money if there were any available.

He said it was illegal for the workers to go on strike, but he did not want to bring in the law.

By MATHATHA
TSEDU

Soulton 27/6/87
TENSION is mounting
at the Zebediela Citrus
— the scene of a recent
strike over dismissals of
10 workers

The 10 workers were
dismissed in two
groups, one on June 5
and the other one on
June 22

One of the workers
was allegedly ordered
to collect rotten
oranges from 420 trees
in one day. When she
could not complete the
job, she was fired, it was
alleged.

Others said they were
simply told that there
was no more work.
They alleged that
management was hiring

Workers fired at citrus estate

new workers to replace
them

The Zebediela Citrus
Estate spokesman, Mr
C van Rooyen, said in
response to an inquiry
that the dismissals had
"no connection with
union membership
and/or participation in
the recent strike
actions".

Van Rooyen said
dismissals were dealt
with "in accordance
with disciplinary
procedures and codes"

United States

9th time 27/6/89 152

400 workers down tools

ABOUT 400 workers at Consol Glass in Bellville yesterday stopped work during countrywide negotiations with the company. Striking workers at the Bellville plant accused the company of "racially discriminatory" labour practices

News in Brief

CPA Times 27/6/89

Industrial action vote

152

JOHANNESBURG. — The majority of members of the Catering and Allied Workers' Union of SA have voted in favour of industrial action against the OK Bazaars, a union spokesman claimed yesterday. But a statement from the OK Bazaars said the results of the strike ballot indicated the union had failed to secure a majority of its members in favour of strike action.

UNION POWER GROWS

MEMBERSHIP of registered trade unions has risen sharply since 1980 from an approximate 810 000 to just under 2.1 million in 1989. This represents an average annual growth rate of almost 12,6 percent.

According to the Sanlam economic survey, union membership in 1988 increased by 205 000 or 10,9 percent and the number of trade union members expressed as a total percentage of the economically active population increased to 19,5 percent last year from 13,5 percent in 1985.

The bargaining power of the unions has also been strengthened by the merger of smaller unions into bigger industry-based unions following the Congress of South African Trade Union policy of one union per industry.



This policy, however, resulted in a net increase of only 4 unions in 1988.

The average size of trade unions increased from a mere 4 300 members in 1980 to 10 000 in 1989, the report adds.

The number of workers involved in strikes decreased from 591 400 in 1987 to 161 700 in 1988 and the number of man days lost amounted to 5,8 million in 1987 (due to extensive strikes in the mining industry) and only 914 000 in 1988.



Wage negotiations this year could be tough. Trade unions have intimated that they will be demanding sizeable increases.

Employers, on the other hand, are unlikely to readily bow to these demands owing to the deceleration in the economy.

Quoting National Manpower Commission figures, the report says salaries and wages rose by an average of 19 percent in 1988 while the inflation rate was 12,9 percent.

152 200 157
Court Reporter

Four charged with intimidating workers

FOUR men appeared in separate hearings at the Cape Town Regional Court yesterday in connection with charges of intimidating Nampak workers to strike in January

Mr Isaac Adams, 35, of Bishops Lavis, Mr Andries Pinkoko, 39, of Khayelitsha, Mr Neil Thomas, 23, of Beacon Valley, and Mr Dumies Abels, 22, of Belhar were not asked to plead

Mr Adams allegedly threatened Mr Pieter Marais with a knife, Mr Pinkoko allegedly hit and threatened Mr Karel Goliath with a klerie, Mr Thomas allegedly hit Mr Steven Zeelie in the face, while Mr Abels allegedly hit Mr Yunus September with a stick

The hearings were postponed to dates in August

NOW is the time for church, mosque, synagogue and temple to discover the Spirit of God in the movement for the liberation of the oppressed.

And as we respond to the Grace of God, we submit to the judgment of God as well. So we do not claim God's baptism for all that happens in the struggle for a new South Africa. That kind of arrogance we leave to the oppressors.

We do, however, on the basis of our theological self-understanding, insist that God is at work among those who reach out in resistance and struggle for their liberation.

There is no specific Christian solution to our political problem. In the South African context there is presumably also no "pure" Jewish or Muslim solution. Theologically speaking there is, for example, no such thing as "Christian politics" or "Christian economics". There are only good or bad politics, liberatory or oppressive economics, helpful or harmful social practices and so on.

Nuts and bolts

Christians are not theologically or politically equipped to impose a separate, "third solution" as an alternative to the democratic struggle. The church and church leaders need to beware lest, in their evangelical fervour, they bedevil the liberatory process — God's liberatory process — by simply getting in the way. History is cluttered with the wreckage of failed theocracies and well-meaning but misguided "Christian" political solutions.

At a social level, religion is about visions, goals and new horizons. It is not about the nuts and bolts of politics — that is the task and responsibility of the community as a whole. In our situation, it is the task of the mass democratic movement and such political groups with whom it may choose to forge alliances. The best way for Christians, Jews, Muslims, Hindus and other religious people to make their contribution to the solution of our conflict is to join the democratic struggle.

There is a lot of interest in church and other circles in reconstruction in the post-apartheid period. For the church and others to be eligible to play a role then, they are obliged to be engaged in destroying the



If we as people of faith are to be obedient to God, we are obliged to be involved in the struggle against apartheid and for a new and just South Africa, PROF. CHARLES VILLA-VICENCIO (right) told a June 16 commemoration meeting. The following is an extract from his speech:

structures of oppression now. It is not enough for us to simply go about our "sacred" rites and practices while the nation burns.

We remember and recall into our presence those who have died in the struggle. We do not do this in sentimentality, or out of morbid revenge, but in order that we may take courage from their examples, gain strength from their witness and new determination from an enduring tradition.

Only as we look back do we discover that struggle, commitment and suffering are the transforming ingredients of history. As people of faith, and more especially people of the Book (Christians, Jews and Muslims) gathered in this act of remembrance, we witness that within the suffering of our people we have discerned the presence of God.

The Bible, in addition to all else that it may be, consists of a series of stories of how people came to learn who God is. In these stories we discover that God made Himself known not suddenly, spectacularly or miraculously on a particular day.

These stories tell us that people — essentially oppressed — rather came slowly, fearfully and often reluctantly to discern a liberating presence in the ordinary and mundane affairs of their lives, which eventually they came to associate with the presence of God. They came to learn that God is the God of liberatory events, which occur amid suffering and resistance.

Reaching beyond the confines of a parochial and closed religiosity, Abraham and Sarah found a God calling them into new perceptions of manhood and womanhood. In Egypt slaves gained a new understanding of

God in the exodus event. In Babylon exiles found that God was sharing in their struggle to return home.

In resisting tyrants and oppressive rulers, the people of the Bible discovered that God was among them. In the New Testament, it was in the suffering of the people of Palestine that God made Himself known as a God of redemption and salvation, against which even death could not prevail.

Who or what then, according to the Bible, is God? God is a liberatory presence among the captives and exploited of each successive generation. God is a sustaining presence among those who suffer most. God is a God who is for the poor and oppressed and against rich and powerful oppressors.

We are obliged to confess that

often it is not this God who is worshipped in many of our churches. But this is the God of the Bible. To remember that God and recall the events of the past within which that God has been made known is a liberative and subversive activity.

If what the Bible teaches is true, we are theologically obliged to say that God is also present within the liberation struggles of the oppressed today also. As the people of the Bible, often only in hindsight, saw God within the exodus, the exile and the ministry of Jesus, so we will one day look back on Sharpeville, Soweto, deaths in detention, the 40 000 people detained since the declaration of the state of emergency was declared in June 1986 and similar events, realising that the God of liberation was there to be found (Villa-Vicencio is head of the department of religious studies at UCT).

STRIKE ACTION

PO strike called off

South

A STRIKE by more than 100 Pretoria Post Office workers has ended

A spokesperson for the Post and Telecommunications Workers' Association (Potwa) said the strike ended last week because of a "technical problem"

The workers downed tools to protest the transfer of a Potwa official to another post office.

29/6-5/7/89

No change in strikes

152
South
29/6-5/7/89

TWO marathon strikes involving more than 3 000 workers are continuing

A national strike by more than 2 000 workers at Everite Cement Division has entered its sixth week

The strikers, who include about 700 workers at the company's factory in Brackenfell, have established support committees which include representatives from community organisations

The Hex Tex strike in Worcester involving about 1 000 members of the Amalgamated Clothing and Textile Workers' Union of South Africa began almost two months ago

The workers are striking over a service bonus dispute.

Union representatives met with management this week but no settlement was reached.



South LABOUR



152



29/6-5/7/89

Workers in 'guerilla strike'

ABOUT 400 workers downed tools at a Bellville glass factory this week in protest of "unfair labour practices"

A senior shopsteward at Consol Glass described the 24-hour stoppage as a "guerilla strike".

He said it was the result of "unbearable frustrations" among workers

The workers' chief grievances are over company hiring policies

The shopsteward claimed Consol followed a "coloured labour preference policy" About 60 percent of the work force is "coloured"

Workers were also angry that four whites who were employed earlier this year as operators had been promoted to supervisors above black workers who were long-time employees of the company, he said

The workers also allege that the factory's labour relations officer accepts bribes from job applicants

The factory manager, Mr Jan Singleton, said that all the workers' allegations were being investigated internally and that he could not comment further

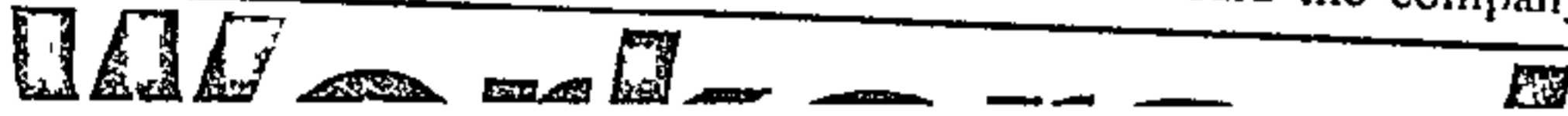
He said the company would be meeting

with the Chemical Workers Industrial Union (CWIU) later this week

CWIU is in dispute with Consol nationally over several issues, including wages and conditions of employment

In terms of the Labour Relations Amendment Act, it is illegal for workers to strike more than once over the same issue within a year

Workers at Consol Glass plants at Clayville, Pretoria and Wadeville also went on strike at the same time as the Bellville workers



stolen yesterday morning from an office at the
ERPM Gold Mine, police said

CAPL 7.5.61 29/6/89 (152)

Interdict against strike

JOHANNESBURG — The Rand Supreme Court has issued an interdict preventing the Commercial, Catering and Allied Workers' Union from calling a strike at OK Bazaars until it can prove that the decision to strike was reached by majority vote

Violence flares as furniture store strikers hold pickets

W mail
30/6-6/7/89
152

Weekly Mail Reporter

THE week-old Joshua Doore strike turned violent this week when strikers at various branches were shot at, interrogated, locked in a strongroom, arrested, assaulted and intimidated with firearms.

And the Commercial Catering and Allied Workers Union of South Africa reports that between June 21 and June 23, 43 picketers were arrested in the PWV area

One of those arrested, Peter Kolohe, is currently being held at Pretoria Central Prison in terms of the Emergency regulations

On Wednesday at Score Furnishers in Germiston a fracas between workers and management led to the store manager opening fire on striking workers, the representative said. Education officer of Ccawusa, Salim Vally, said the manager fired two shots — one over picketing workers' heads and another at the store's roof

Joshua Doore MD David Sussman said the shots were fired by a security guard who was defending himself against an unknown person who had threatened him with a knife

At the Klerksdorp Score Furnishers workers alleged that two days ago the regional manager and the store manager were seen pointing firearms at picketers.

Vally said Joshua Doore's management was guilty of breaking an agreement that they would not call in the police before consulting the union. At the Price 'n Pride in Benoni workers alleged plainclothes police were sitting at the manager's desk "calling in workers to question them". At the same store police "pushed strikers and destroyed their pickets".

At a Bradlows Store in Randfontein union members were locked in the strongroom by the manager. Police in plainclothes were also present

Sussman said it was strictly against company policy to call the police without consulting Ccawusa and it was against company policy for members of staff to carry weapons

Police had advised the company that by allowing picketers outside stores the Emergency regulations were being contravened, he added

●Colonel Haynes of the South African Police Public Relations division in Pretoria said. "We could not make meaningful enquiries in the limited time at our disposal, with particular regard to the fact that it is not easy to ascertain from the information furnished in your message, in which police stations areas some of the many alleged incidents are supposed to have occurred

"However, if any person has legal cause for complaint, such person has every right to lodge a complaint through any one of the existing channels. We give the assurance that such complaints will be fully investigated. The fact that people go to the press with complaints of alleged criminal behaviour, instead of apparently lodging their complaints with the police, tends to raise the suspicion that it is done for propaganda purposes rather than a desire to seek justice"

●Ccawusa this week continued to ballot its members at OK Bazaars stores around the country over the possibility of national strike action

A dispute over the results of the ballot led OK management to file a supreme court application on Tuesday to prevent the impending strike by about 9 000 workers from taking place. The application was held over until yesterday afternoon so that mediations and further balloting could continue

Dayeyton bus
20/6/89
drivers go on
short strike 152

Dayeyton municipal bus drivers who went on strike yesterday in protest against a council decision to privatise the financially struggling bus service returned to work later in the day, said the mayor, Mr Shadrack Sinaba

Many commuters were left stranded when bus drivers, without notice, parked their buses and went to a meeting to discuss privatisation —
East Rand Bureau



'Disquiet among white workers'

Protest at giant plant

Sowetan 30/6/87

152

MILITANT protests in which workers carried ANC and South African Communist Party banners and brandished cut-outs of AK47 assault rifles has caused disquiet among white workers and management at the giant Volkswagen plant in Uitenhage.

Mr Ronnie Kruger, public affairs director for Volkswagen said the protests at lunch-times were part of nation-wide "living wage" negotiations.

Kruger said some of the workers got carried

away and had thrown in some political statements. He said it was felt that these statements were best ignored and everything had settled down again.

Agitated

White workers at the plant were agitated when workers displaying banners supporting the African National Congress, the South African Communist Party and the National Union of Metalworkers of South Africa.

Some workers carried replica AK47 rifles, rubber mallets and pieces

of wood. One poster showed Mr P W Botha in a coffin. There were other posters bearing the words "Viva ANC", "Viva SACP", "Botha is a dog", and "Searle and Rautenbach are dogs", referring to the company's managing director, Mr Peter Searle and employee relations manager, Mr Johan Rautenbach.

The demonstrations took place during a two-week period when Numsa members were demonstrating for wage increases and national bargaining power —
Sowetan Correspondent

'Disquiet among white workers'

Protest at giant plant

MILITANT protests in which workers carried ANC and South African Communist Party banners and brandished cut-outs of AK47 assault rifles has caused disquiet among white workers and management at the giant Volkswagen plant in Uitenhage.

Mr Ronnie Kruger, public affairs director for Volkswagen said the protests at lunch-times were part of nation-wide "living wage" negotiations

Kruger said some of the workers got carried

away and had thrown in some political statements. He said it was felt that these statements were best ignored and everything had settled down again

Agitated

White workers at the plant were agitated when workers displaying banners supporting the African National Congress, the South African Communist Party and the National Union of Metalworkers of South Africa.

Some workers carried replica AK47 rifles, rubber mallets and pieces

of wood. One poster showed Mr P W Botha in a coffin. There were other posters bearing the words "Viva ANC", "Viva SACP", "Botha is a dog", and "Searle and Rautenbach are dogs", referring to the company's managing director, Mr Peter Searle and employee relations manager, Mr Johan Rautenbach.

The demonstrations took place during a two-week period when Numsa members were demonstrating for wage increases and national bargaining power —
Sowetan Correspondent

11 th demonstration at VW

The Argus Bureau

Argus 30/6/89

152

PORT ELIZABETH. — There has been another lunchtime demonstration at the Volkswagen factory in Uitenhage — the 11th at the plant since May 26.

But this time the demonstration was peaceful and without wooden imitations of AK 47s, South African Communist Party or ANC banners which featured in earlier protests.

The demonstrations coincided with demands by the members of the National Union of Metalworkers for a "living wage".

CPA-7/mks 30/6/89 152

Strikers locked in safe, union claims

JOHANNESBURG — Twelve striking workers at the Bradlows store in Randfontein were locked in a strongroom — a massive safe — for most of the day on Wednesday, a spokesman for the Commercial, Catering and Allied Workers Union said yesterday.

A union official, Mr Salim Vally, said the union had phoned the store's manager about the issue. He had said he only took "instructions from the human relations manager at Joshua Doore's head office."

Yesterday was the ninth day of the strike action at Joshua Doore group stores, which include Bradlows, Score and Price 'n Pride.

The group's managing director, Mr David Sussman, said personnel at the Bradlows store had said they didn't know anything about strikers who were locked in a strong room.

In another incident, a manager at a Score store in Germiston allegedly fired two shots over the heads of 16 striking workers, Mr Vally said. Sapa

(152)

'Strikers locked in strongroom'

TWELVE striking workers at the Bradlows Store in Randfontein were locked in a strongroom for most of the day, a spokesman for the Commercial, Catering and Allied Workers Union claimed yesterday.

Mr. Salim Vally, Ccawusa's educational official, said that when the union phoned the store manager about this, "he insisted he only takes instructions from the human relations manager at Joshua Doore head office". Yesterday, was the

Saga

ninth day of the strike action at Joshua Doore group stores, which include Bradlows, Score and Price 'n Pride.

The managing director of the Joshua Doore group, Mr David Sussman, said the Bradlows store had said they didn't know anything about strikers at their store who were locked in a strongroom. "The police are manning the store and the police station commander at the Randfontein police station refused to talk to us," Vally claimed

Shots

Another incident happened in Germiston at a Score store where a store manager allegedly intimidated 16 striking workers by shooting twice — one over their heads and the other into the roof, Mr Vally said "This happened after a sort of an argument"

Mr Sussman said "It was not a store manager but a security guard at the shop who fired two shots at a person. Apparently he was attacked by somebody with a knife

"We don't know if it was a striker with the knife," he added

"In Klerksdorp at the Score store, the store manager and regional manager were seen pointing a firearm at nine strikers," Vally also claimed

Pushed

Sussman said he could not say if this had happened or not, but "it is not policy for staff members to carry firearms around"

Vally also referred to Joshua Doore, Score and Price 'n Pride stores in Springs where the altogether 31 strikers were prevented from going into the store from 8am until 4pm yesterday

Vosloorus to celebrate

TOMORROW is Vosloorus Day — when people of this fast-growing township will celebrate their achievement.

Mr O S Mndebele, chairman of the Vosloorus Day committee, told the *Sowetan*: "We intend to make it something like the Rand Easter Show

and have arranged for karate, gumboot dancing, body building and music

Master of ceremonies for an occasion which will be held at the civic centre from 7pm, will be internationally famous actor Ken Gampu. Guest speaker will be Mr Justice Radebe, chairman of the local Chamber of Commerce

Steel House
11 Street
(Corner), Johannesburg

providing housing

STANTS or people
d to work indepen-
Property Sales
phone Mr Ridderling
appointment only
S 1035

Furnishers cc

ST., INDUSTRIA
47, INDUSTRIA 2042

COME IN AND SEE OUR HUGE
RANGE OF GOODS AT
UNBEATABLE PRICES

enlyte kitchen table
and chairs only

R149,95 ALL COLOURS
AVAILABLE

1 YEAR GUARANTEED

THE SUPA DINING ROOM SUITE
complete 6 chairs, table and
sideboard

ONLY
499,95

CASH OR LAYBYE
with GST and deliveries

COURSES IN

- SHOE REPAIRS
- ELECTRONICS
- UPHOLSTERY
- WELDING
- SECURITY
- DRESSMAKING
- TAILORING
- TYPING

AVING
BRAIDING
MADE TEST (Most courses)

SOWETAN 'TOP STREET SELLER' COMPETITION

We want you to choose the "Top Street Seller" In this easy competition, all you have to do is answer easy questions and write a sentence on why you think your street seller should be voted "Top Seller".

PRIZES ARE AS FOLLOWS:

For the first best entry	R1 000
For the second best entry	R 300
For the third best entry	R 200

AND

The "Top Seller" will receive	R1 000
Second seller will receive	R 300
Third seller will receive	R 200

Twenty lucky entrants and their street seller will win a Sowetan T-Shirt! Entry forms in Sowetan every Friday

ENTRY FORM

SOWETAN "TOP STREET SELLER" COMPETITION
Answer the following questions

- 1) What does the Sowetan poster say today?
- 2) Is your Sowetan seller on time every day?
- 3) Where does he sell Sowetan?
- 4) Is he always friendly?
- 5) Is his area tidy?
- 6) Does he always have enough Sowetan for his customers?
- 7) What is his name?

Complete the following sentence (not more than 20 words) I believe that my Sowetan Street Seller should be voted Top Street Seller because

RULES The editor's decision is final and no correspondence will be entered into. The use of facsimiles and other forms of copies will not be allowed. The winners will be notified by post. The winners will be photographed for publication in Sowetan. The closing date of the competition will be July 21 1989

Name _____
Address _____

Send your entries to
PO BOX 60141, LANGLAAGTE

he is now totally dependent on a dialysis machine.

CAT 6 7/89 152

Second OK strike ballot

JOHANNESBURG. — A second strike ballot is to be held among employees at OK Bazaar branches country-wide in terms of an agreement reached between management and the Commercial Catering and Allied Workers Union in the Rand Supreme Court on Friday.

Order ends three-day court wrangle with Ccawusa

Agreement over OK strike ballot

A SECOND strike ballot is to be held among employees at OK Bazaar branches countrywide in terms of an agreement reached between management and the Commercial Catering and Allied Workers' Union (Ccawusa) in the Rand Supreme Court on Friday.

The agreement, which was made an order of court by Mr Justice van Niekerk, ended a three-day court wrangle over the results of the strike ballot held during current wage negotiations between OK and Ccawusa.

In terms of the agreement Ccawusa also undertook not to call a strike or take part in a strike by its members employed by OK

SUSAN RUSSELL

81 Day 31/1/81

during the next two weeks

Last week's court action coincided with OK's winter sale which, according to submissions made before Mr Justice van Niekerk, represented about 12% of the company's annual turnover. After giving the union about 10 minutes notice on Tuesday, OK launched an urgent application against Ccawusa.

Disputed

OK initially asked the court for an order interdicting the union from holding a strike until it had complied with Section 65 of the Labour Relations Act. In terms of the Act a

union may only call a strike if it polls a majority "yes" vote amongst members

Ccawusa claimed last week that the strike ballot had gone in its favour. However OK disputed this and also alleged there had been irregularities in the way the ballot was conducted at some stores

After initially going to court seeking an order for an interdict prohibiting what would amount to an illegal strike, the matter was stood down until Thursday after the union undertook not to call a strike until 12 noon on that day

When the matter resumed OK submitted a new notice of motion which went further by asking for an interim interdict pending the application for an order declaring the

first ballot invalid. The new ballot will be held in stores where OK alleged irregularities had taken place as well as those about which no allegations were made.

OK's application was postponed sine die and the company was ordered to pay the legal costs incurred up until 1pm last Thursday. The balance of the costs was reserved.

Print-out

OK also undertook to furnish Ccawusa with the names and numbers of members of good standing by July 5. The names and number of members will be determined from OK's computer print-out.

152

46-day strike ends
after agreement on
bonus for workers

152 LESLEY LAMBERT

CAPE TOWN — Workers at the Worcester-based textile manufacturer Hextex returned to work yesterday after agreement that they would receive a service bonus in addition to an annual wage increase which is negotiated in May

The strike, one of the longest in the Western Cape and Boland area, lasted 46 days.

It began on May 18 after Hextex, owned by Barlow Rand's textile subsidiary Romatex, and the Amalgamated Clothing and Textile Workers' Union of SA (Actwusa) reached agreement on the wage increase — but not on service bonuses

Of the 1 060 weekly paid workers at the factory, 1 020 went on strike, bringing production to a virtual standstill. Management had to recruit casual workers to supplement the remaining weekly and monthly staff.

An Actwusa spokesman said in terms of yesterday's agreement Hextex workers would receive a service bonus of 50c a week for each year of service, in line with their demands. This is in addition to the R25 wage increase, which represents a 26% increase on the minimum wage.

Also, in terms of the early May agreement, the workers will be granted paid maternity leave, and May Day and June 16 as paid holidays.

Numsa sit-in at Goodyear

ALAN FINE

4/7/89

SEVERAL hundred Goodyear employees went on strike yesterday after a deadlock over Numsa's demands on the disinvestment of the company's US parent.

A Goodyear spokesman said 700 of Numsa's 1 000 members staged a peaceful sit-in. Management met shop stewards and a union official, but the company was still awaiting official, written notification from the union on its position, he said.

Numsa has demanded a minimum R5 000 in "separation pay" for each employee, assurances on job security, maintenance of past levels of social responsibility expenditure, the liquidation of the existing pension fund and the payout of proceeds to workers, and the establishment of a provident fund.

"There will be no concessions to these demands," the spokesman said.

He said last week's settlement between Mobil and the Chemical Workers' Industrial Union, in terms of which employees would receive at least R2 000 each from the departing parent company, had raised Goodyear employees' expectations.

But, he added, Goodyear's view was that the sale of the local company to Consol involved merely a change in the ownership of equity. The employment relationship would not change, and there was no reason for employees to receive separation pay.

He said the company had been informed by Numsa that almost 100% of members had voted to strike in a ballot last week.

"We have no reason to doubt this," he said. Numsa spokesmen could not be reached for comment. (152)

Unions' split on May Day holds up Seifsa wage talks

By Alan Fine

THE refusal of the mainly white Confederation of Metal and Building Unions (CMBU) to accept the institution of May 1 as a public holiday in exchange for Workers' Day appears to be the only significant stumbling block in the way of a metal industry wage settlement.

Seifsa director Brian Angus confirmed yesterday the CMBU had refused to accept the offer made in response to demands by the mainly black Numsa and Nactu metal sector unions.

~~151~~ Holiday ~~152~~ ~~153~~

The CMBU has accepted Seifsa's 13% to 18.5% wage offer. There were strong indications yesterday that Numsa was about to do the same.

Numsa apparently wishes to broaden the terms of reference of an investigation into the use of temporary labour, but this is not expected to cause serious problems.

The CMBU position on Workers' Day is based on the argument that members hold no allegiance to May Day, but feel strongly they wish to spend public holidays — such as Workers' Day — with their families.

The employer view is that to allow employees to make individual choices about which day to take as leave would effectively mean the loss of two days' production.

Survey shows 200% strike action increase

STRIKE action in SA in the first six months of this year was up by almost 200% compared with the same period last year, but still way down on the record 1987 levels, a survey by consultants Andrew Levy, Johan Piron and Associates has found

A total of 348 614 man-days have been lost in 87 strikes so far this year. This compares with the 120 035 man-days lost last year, and 1,1m in 1987

A feature of the survey is that wage disputes triggered 68,4% of this year's strikes. Historically, such disputes have been the trigger behind 30% to 40% of

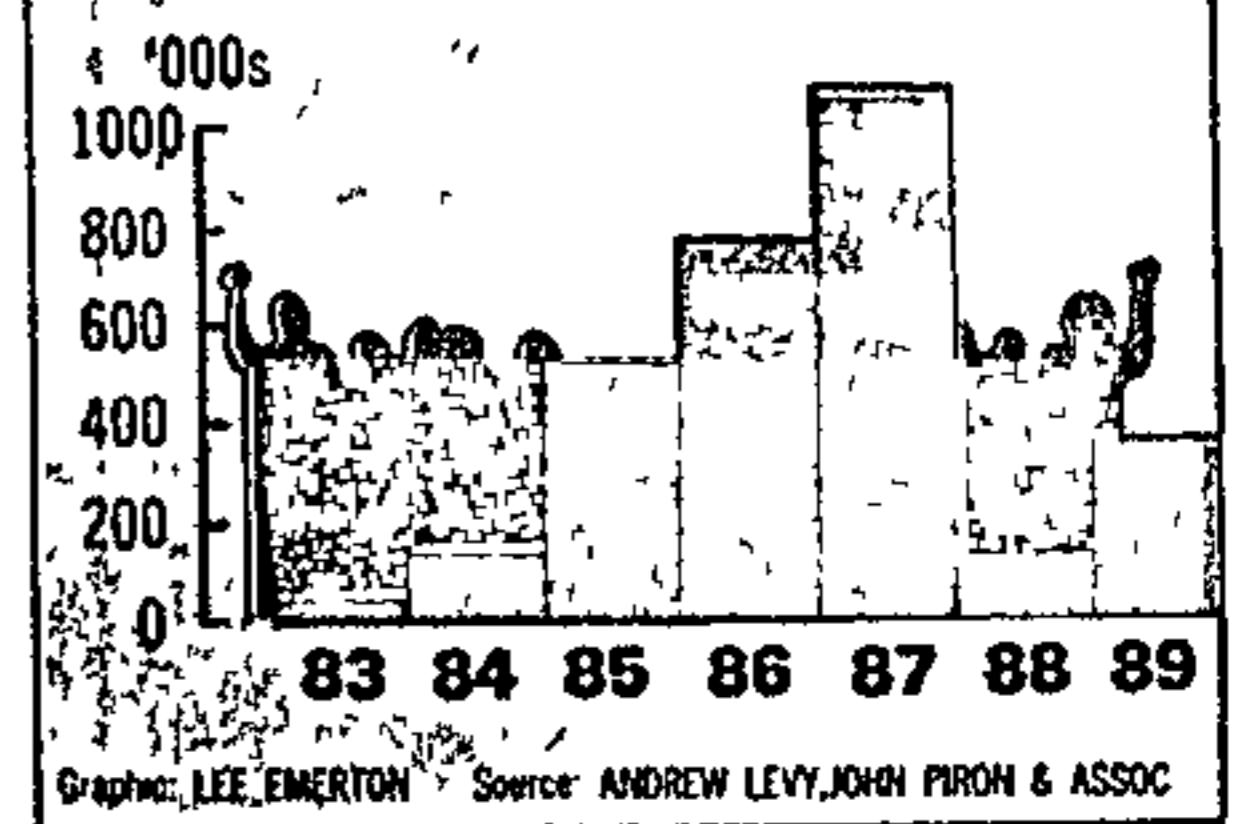
~~ALAN FINE~~ ALAN FINE

industrial action ~~152~~ 152
Retrenchment and recognition disputes sparked 8,5% of strikes and dismissal disputes 8%

More than a quarter of the man-days lost have occurred in the building industry, almost solely as a result of the one-month-old strike by 3 000 Construction and Allied Workers' Union members at Everite.

The lengthy, now resolved, strike by NUM members at Rustenburg Refinery was the major factor which made mining the second most strike-prone sector.

Man-days lost Jan to Jun



11/6/89 6/7/89 152

Transkei suspends post office workers

UMTATA. — The Transkei Postmaster-General, Mr G G K Madabane, has suspended with immediate effect 214 post office workers from Engcobo and Umtata, following an alleged strike.

Extracts from the pamphlets read. "If Bebeza (executive member) were to lose his job tomorrow he could get employment within two weeks because of his qualifications.

Most of the suspended workers have been arrested and many are members of the newly-formed Transkei Post Office Workers Association (Trapowa), which has been formed to bargain for better conditions

"Hundreds of postal clerks, if they were to lose their jobs, would wait for more than two years before they get another job because they have ordinary Standard 10

Anti-Trapowa pamphlets, which attacked some of its executive members, were scattered at various townships around Umtata at the weekend.

"Wake up postal workers How long are you going to be misled by the likes of Vusi Kumalo" (an executive member of the Black Postal Workers in South Africa who visited Umtata recently) — Sapa

3 000 striking Samcor workers end strike

152

By McKeed Kotlolo,
Pretoria Bureau



hour

Stw 5/7/89

About 3 000 striking workers at the Samcor plant near Pretoria returned to work yesterday

The strike over the workers' demand for the liquidation of the pension fund or its conversion to provident fund and pay increases, began on Monday

Sources at the motor corporation plant said the workers demanded an increase for all workers to R7 an hour. Most were earning between R4 and R5 an

A spokesman for the National Union of Metalworkers of South Africa confirmed yesterday's walk-out at the giant motorcar plant near Mamelodi and described it as a "minor work stoppage"

The company's media officer, Mr Dirk de Vos, confirmed the stoppage and the return to work, although he would not say if staff had started working

He said management and workers had met, but no demand was put to the company

Star 5/7/89

Strike action increases 200 pc (152)

Eighty-seven strikes were staged in the first six months of this year, resulting in a loss of 348 614 man-days, labour analysts Andrew Levy said yesterday. This represents an in-

crease of about 200 per cent in strike action compared with the same period last year. Last year 120 035 man-days were lost as a result of 78 strikes between January and June

More than 60 percent of the stoppages this year were triggered by wage demands. Fifteen and half percent of the strikes occurred in the mining industry. — Sapa.

Judge's order curbs strikers

DURBAN. — An urgent application was brought by Everite against striking employees yesterday, asking they be prevented from threatening other workers and damaging company property.

Mr Justice Howard heard the application against the Construction and Allied Workers' Union, 10 shop stewards and a number of employees.

The judge issued an interim order restraining the strikers from intimidating or assaulting employees or interfering with the working of the company.

The respondents were called on to show by August 22 why a final order should not be issued.

— Sapa

COUNCIL SLAPS

152

BAN ON PHONING

Sowetan 6/7/89

By MZIKAYISE EDOM

ABOUT 800 employees of the Daveyton Town Council on the East Rand are on a go-slow strike following a ban on them using the council's telephones.

The workers also claim they have to get permission before leaving the council's premises even during the lunch break

These new rules were introduced on Monday

The strike started on Tuesday after a white council official had allegedly told the workers they had to get permission to make business or private telephone calls

The acting town clerk, Mr R Coetzee, yesterday confirmed workers were barred from using the council's telephones as from Monday

"In the past months the council's telephone bill was very high. We had to cut our costs and to achieve this workers had to be stopped from making private calls," said Coetzee

Strike

They were only allowed to make business calls and these had to be approved by the council

Workers said the strike would continue until their demands for better working conditions were met. They said a delegation would be meeting the council soon to discuss their grievances.



6-12/7/89

Strikers win at Hex Tex

MORE than 1 000 Boland textile workers returned to their jobs this week after a marathon 47-day strike which saw them win their demand for an annual service bonus of 50 cents a week for each year of service.

The workers, members of the Amalgamated Clothing and Textile Workers' Union of South Africa (Actwusa), downed tools at the Hex Tex factory in Worcester in mid-May.

The strike, the first in 33 years in the company, was the longest ever in the Western Cape textile industry, in the Romatex group of which Hex Tex is part, and in Actwusa.

It was also one of a handful of protracted strikes to have taken place without dismissals or lockouts.

Throughout the strike the workers retained access to company premises, canteen facilities and picketing rights.

Watershed

Actwusa regional secretary Ebrahim Patel described the agreement reached with the company as "a victory for workers".

He said the strike was a watershed in the history of workers in the Boland.

Its success was due largely to the determination and discipline displayed by workers and the strong support strikers received from the Worcester community, from people elsewhere in the country and from abroad.

In terms of the final wage package negotiated with the company, workers will get a R25 weekly wage increase and an annual weekly service bonus of 50 cents for workers with more than four years' service, and 25 cents for those with less service.

Workers also get a three-months' paid maternity leave — the first such maternity leave agreement in the Boland — and June 16 and May 1 as paid holidays.

86 dismissed strikers accuse company of abusing code

152
wall
7-13/7/89

A WEST GERMAN subsidiary company near East London has fired all its workers after a brief dispute over dismissals and unionists have accused it of violating an agreement for companies operating in South Africa.

The dispute started last month when August Laepple (Pty) Ltd demoted a shop steward. Days later two more shop stewards were suspended and the workers downed tools in response. The company then fired all 86 strikers.

August Laepple is a subsidiary of a West German company and makes parts for the motor industry. Its German parent company agreed to a 14 point set of guidelines for companies operating in South Africa that was drawn up by the German metalwork-

By LOUISE FLANAGAN,
East London

ers union IG Metall last year. The document provides guidelines for in-plant agreements with unions in the subsidiaries.

Although the South African subsidiary has not yet signed the agreement, the National Union of Metalworkers of South Africa (Numsa) has accused them of violating the spirit of the agreement in the latest dismissals.

Numsa claimed that the shop stewards were victimised because they were members of the union. Numsa has also accused the company of refusing to negotiate over the dispute.

— Elnews

Cosatu talks

the Labour Relations Amendment Act" Cosatu, Nactu and a number of independent unions will meet major employer groups and government officials at the end of this week for a top-level summit aimed at negotiating revisions to the Act.

If these talks fail the labour movement plans to mobilise for a national strike and will hold a workers' summit in August as a build-up to this possibility. Delegates from Nactu and the independent unions have been invited to the congress and will use the meeting as a forum to co-ordinate their plans to fight the labour law.

The UDF/Cosatu peace initiative in Natal will come under scrutiny at the congress

"We will examine the role of the state in the violence and the need for an independent commission of enquiry into the police in Natal," said Naidoo.

Other crucial items will be the need to build unity between the country's main trade union groupings; the need for the creation of a broad anti-apartheid coalition; solidarity with Swapo and the National Union of Namibian Workers during the run-up to independence elections; and a review of the federation's stance on sanctions and disinvestment.

One fast begins as another ends

ANOTHER Emergency detainee has launched a hunger strike — a week after six hunger strikers were released from detention.

Yesterday Daveyton Students' Congress member Aubrey Nxumalo, 23, started refusing food in protest against his detention under the Emergency regulations.

Last Thursday six Soweto students — Paul Chauke, Solly Dolamo, Norman Makhabuki, Blessing Ndlovu, Joel Letlape and Morgan Raboshage — were all released without restrictions after a protest fast in Bloemfontein's Grootvlei Prison.

Nxumalo, a part-time student, was detained for the second time on May 25 this year. He was detained under the Emergency regulations for two years between 1986 and 1988.

Asked for comment, the prisons department referred the *Weekly Mail* to the police. A police representative in Pretoria said in terms of the Emergency regulations he could not comment.

Workers strike over 'corporate camouflage'

Weekly Mail Reporter

A ONE-WEEK strike by some 1 200 workers at the Goodyear tyre plant in Port Elizabeth is the latest in a series of protests by workers at the way in which foreign companies are selling off their subsidiaries in South Africa

Last month Goodyear told workers at the plant that the sell-out to a local company, Consol, a member of the Anglo Vaal group, involved a mere change in share ownership

The National Union of Metalworkers of South Africa disagrees

"As far as we understand it, the disinvestment, like that of many other disinvesting companies, is corporate camouflage," Numsa organiser Gavin Hartford told the *Weekly Mail*

"Licencing arrangements, most other agreements and the supply of rubber, it seems, will come from the parent company in the United States."

The workers want separation pay of at least R5 000 for each worker, guaranteed conditions of employment, maintenance of existing labour agreements, pay-out of pension benefits and the writing off of housing loans before the sale goes through.

The National Union of Metalworkers of South Africa held two sets of talks with management over the dispute. After both deadlocked and the industrial council failed to resolve the conflict, a ballot was held which voted in favour of downing tools

A company official this week told reporters: "There will be no concessions because we consider there has been no change in the position of employees because of disinvestment"

Workers are also calling on Goodyear to set up a trust fund for community projects and want a meeting with Goodyear in the US.

The Numsa demands are much the same as those pursued by the Chemical Workers' Industrial Union, whose members went on strike to protest at the terms of the recent Mobil disinvestment.

Both strikes reflect widespread discontent at the way in which disinvestment has taken place in South Africa. Unions argue that the sell-outs strengthen local capital, which can acquire plants at bargain prices and use the opportunity to retrench workers and alter their terms of employment. Foreign firms often continue to benefit by licencing arrangements that ensure they continue to profit from an involvement in South Africa.

152
wmail 7-13/7/89

Retailers fight legality of strike

THE two-week Joshua Doore strike, involving 2 000 workers, is to be challenged in the industrial court on Monday.

Joshua Doore is seeking an urgent interdict against the Commercial Catering and Allied Workers' Union declaring the strike illegal and unfair.

Ccawusa members began striking on June 21 in protest at the retrenchment of 500 employees at Reef branches of World and Score Furnishers, subsidiaries of the Joshua Doore group.

Joshua Doore is claiming that the union failed to conduct a strike ballot in a fair and lawful manner. Information on the ballot form which implied that retrenchments were continuing at all Joshua Doore branches, distorted the facts, the company alleges. The company also disputes union claims that 500 workers were retrenched.

Managing director of Joshua Doore David Sussman said: "The union by its own admission accepted the ballot was unprocedural by agreeing to a second ballot. But then they went on strike."

Ccawusa education officer Salim Vally denied the union had agreed to a second ballot. Ccawusa plans to oppose the firm's court application.

251
152

Wm

7-13/7/87

Star 7/7/89

Offer rejected: OK workers ¹⁵² to decide on strike action

Strike ballots are to be held among OK workers today after their union rejected a fresh wage offer from management.

The Commercial, Catering and Allied Workers Union (Cawusa) yesterday said management's offer, made on Monday, did not involve any change to the company's position on an across-the-board increase, May Day and a guaranteed bonus.

It only involved raising their minimum wage offer from R550 to R600 a month for members with six months' service. Cawusa said this constituted no real improvement. The company's present across-the-board offer was R100.

PROPAGANDA

The offer was rejected after the union consulted with its members and decided to proceed with the strike ballots planned for today.

The union claimed that management had renewed their attempts to persuade Cawusa members to accept their wage offer by supplying workers with a "fresh set of propaganda pamphlets and posters".

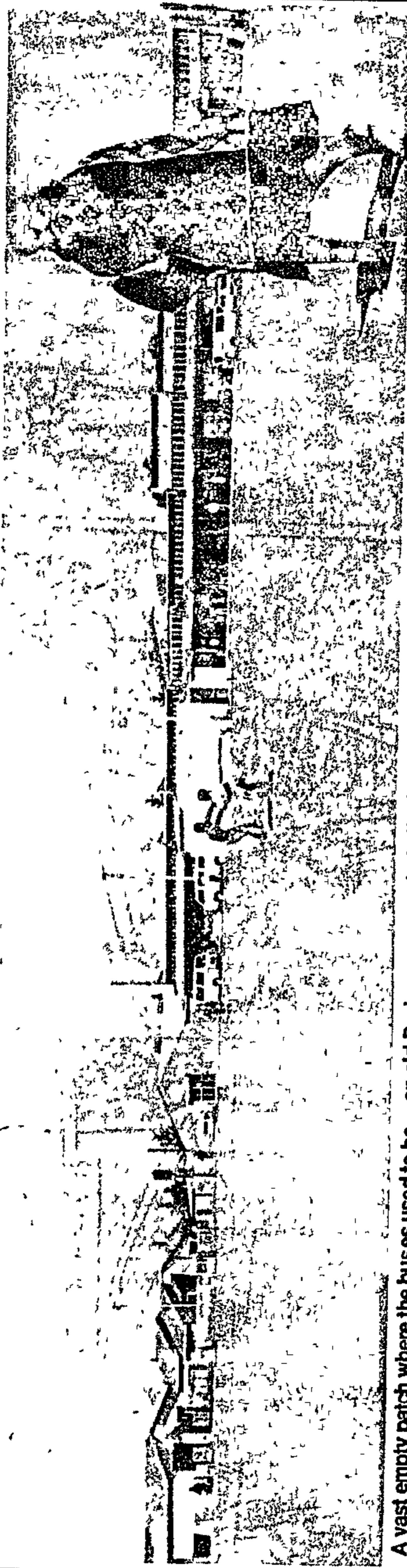
The union has issued a pamphlet which includes the following points:

- OK's claim that R100 across-the-board is as much as they can afford and is reasonable, is "pure nonsense". OK's main competitors, Checkers and Pick 'n Pay, both signed wage agreements with Cawusa involving far higher increases (Checkers R120 and Pick 'n Pay R146,87).
- OK is the only large retailer that is refusing to agree on May 1 as a paid commemoration day for all members.
- OK's refusal to pay anything more than R100 has nothing to do with affordability. Last week OK spent thousands of rands in a court case trying to prevent the union from exercising its right to fight for decent wages. This money could have been better used on increases, the union said.

Management was not immediately available for comment — Sapa.



A long, long, walk in the no-bus town of Duduza



A vast empty patch where the buses used to be ... an old Duduza woman starts the long trudge to work

RESIDENTS of Duduza face an unpleasant choice as the bus boycott in the East Rand township starts to bite — to walk kilometres to work in neighbouring Nigel or wait in long queues for taxis or private cars.

Commuters began refusing to use the local buses after the Nigel municipality increased fares for trips between Duduza and the white town by 25 percent at the beginning of this week. Passengers were required to pay 75c a trip instead of 60c. When the *Weekly Mail* visited Duduza this week, there was not a bus in sight. The bus-stop looked more like an unused football ground.

Across the road from the bus-stop many commuters stood waiting for taxis or lifts from private cars.

According to a representative of the boycott committee, the action was taken because the 25 fare percent increase would be used for the benefit of the white community of Nigel, rather than township residents.

Picture: CEDRIC NUNN, Afrapix

dation of commuters. "We are prepared to make sacrifices, even if it means waking up early every morning. We cannot afford these hikes," said a couple waiting for a taxi.

According to E de Bruyn, a representative of the Nigel municipality transport department, the increase of fares was not the cause of the boycott because "the majority of the community would like to use the buses".

"This is evident with the increase of the numbers using the buses since Monday, despite the fact that they are being intimidated."

On the question of meeting community representatives on the fares issue, De Bruyn said the transport department was prepared to discuss the matter.

"I have faith and hope that the people will use the buses, because it's cold and they can't afford to walk to work," said De Bruyn.

Weekly Mail Reporter

The boycott, initiated by the Congress of South African Trade Unions' local council, has been successful despite problems encountered by residents, who have to get up two hours earlier to walk the enormous distances to their workplaces. The action is being supported by the civic association and youth and student organisations.

According to the representative, the boycott is almost 100 percent successful — only elderly people who can't afford to wait long periods for taxis or walk long distances are using the buses.

On Tuesday, Bus 106 arrived in Duduza with only 15 passengers, all of them elderly. One bus driver said he had only had 11 passengers since his shift started that morning.

According to the committee representative, there is no intimi-

Star 7/7/89

Offer rejected: OK workers ^{15.2} to decide on ~~2.8~~ strike action

Strike ballots are to be held among OK workers today after their union rejected a fresh wage offer from management.

The Commercial, Catering and Allied Workers Union (Cawusa) yesterday said management's offer, made on Monday, did not involve any change to the company's position on an across-the-board increase, May Day and a guaranteed bonus.

It only involved raising their minimum wage offer from R550 to R600 a month for members with six months' service. Cawusa said this constituted no real improvement. The company's present across-the-board offer was R100.

PROPAGANDA

The offer was rejected after the union consulted with its members and decided to proceed with the strike ballots planned for today.

The union claimed that management had renewed their attempts to persuade Cawusa members to accept their wage offer by supplying workers with a "fresh set of propaganda pamphlets and posters".

The union has issued a pamphlet which includes the following points.

- OK's claim that R100 across-the-board is as much as they can afford and is reasonable, is "pure nonsense". OK's main competitors, Checkers and Pick 'n Pay, both signed wage agreements with Cawusa involving far higher increases (Checkers R120 and Pick 'n Pay R146,87)
- OK is the only large retailer that is refusing to agree on May 1 as a paid commemoration day for all members.
- OK's refusal to pay anything more than R100 has nothing to do with affordability. Last week OK spent thousands of rands in a court case trying to prevent the union from exercising its right to fight for decent wages. This money could have been better used on increases, the union said.

Management was not immediately available for comment — Sapa

News in Brief

AP 1948
Police arrest 97 strikers *8-7-48*

152

PRETORIA — Ninety-seven strikers were arrested by police at a firm in Olifantsfontein, near Pretoria, yesterday. They will appear in court on July 10, on charges of intimidation and participating in an illegal strike.

5/Tues 9/7/89

152

Joshua deadlock

By Robyn Chalmers

THE strike by hundreds of employees at Joshua Doore enters its third week as the company's profitability dives.

The strike began on June 20 in protest against re-trenchments. A total of 469 employees were laid off in a rationalisation move.

Group managing director David Sussman says workers are striking about an issue on which the company has no room to manoeuvre.

"It is not possible for us to reinstate the 469 workers. We should initially have re-trenched about 750 workers, but we worked out that we could afford to carry about 300.

"We cannot carry on indefinitely. We have employed about 100 part-time workers. We have to have a cut-off point, but we hope that workers will come back. We will gladly accept them."

Illegal

Mr Sussman claims the strike is illegal. Although the Commercial and Catering Allied Workers Union (Cawusa) did hold a strike ballot, he says the union did not go through the procedures outlined by the Labour Relations Act.

He denies the union claim that more than 2 000 of the workforce of 4 200 are on strike, saying about 700 in 34 PWV stores have stopped work. The strike affects Bradlows, Score Furnishers, Price & Pride as well as Joshua Doore itself.

Reports of intimidation

and misconduct on the part of the strikers has led to police intervention. Cawusa official Salim Vally says close to

40 workers have been arrested since the strike started, although most have been released.

Goodyear say no to 'disinvestment pay'

By Joe Openshaw

152

Several hundred Goodyear employees staged a peaceful sit-in strike on Monday after a deadlock over demands by the National Union of Metalworkers of South Africa (Numsa) for a minimum of R5 000 "separation pay" on the disinvestment of the company's US parent.

A company spokesman said yesterday that management met union officials when 700 of the company's 1 000 employees staged the sit-in.

The company opened its gates yesterday with a limited working schedule and a skeleton staff and by mid-morning 400 employees had arrived in dribs and drabs and continued their sit-in on the premises. Many union members did not come to work at all.

"There will be no concessions because we consider

there has been no change in the position of employees as a result of disinvestment," the company spokesman said.

He said last week's settlement with the Chemical Workers Industrial Union in which employees of Mobil would receive at least R2 000 from the departing parent company had raised Goodyear employees' expectations.

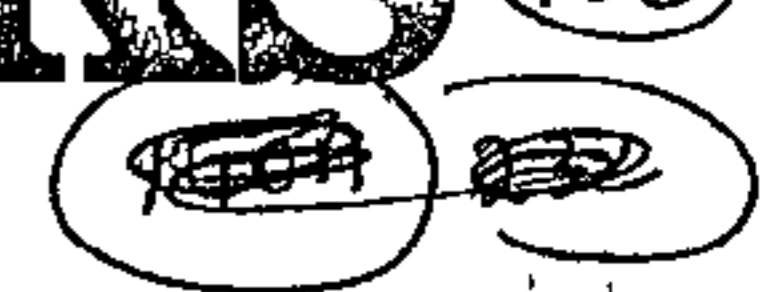
"Goodyear's view is that the sale of the local company to Consol involves merely a change in ownership of equity. The employment relationship will not change and there is no reason for employees to receive separation pay," he said.

● The National Union of Metalworkers of South Africa has accepted the offer of a minimum 56 cents per hour wage increase following negotiations between the union and Seifsa yesterday.

Union wrecks No 3 shoe firm

S/Times 9/1/89

(152)



Business Times Reporter
EDWORKS, South Africa's third-largest shoemaker, has gone into provisional liquidation — the first large company to be broken by a strike.

Creditors said a strike lasting from April to late June was the last straw that broke the back of the heavily indebted 85-year-old company. The strike involved a claim which would have added about R20 a month to the pay packet of each worker.

Devastating

Members of the Commercial Catering and Allied Workers Union (Ccaawusa) demanded an increase of R125 a month, but Edworks would offer them no more than R105.

The strike involved 800 employees in 80 stores and was devastating for both parties.

Strikers staged a hunger strike in a shop in Eloff Street, Johannesburg. Nine strikers were protesting against 'starvation wages' and one was taken to hospital. The company obtained a Rand Supreme Court order to evict strikers from its premises.

The strike was settled on the company's terms in June. Even though they were defeated, union members staged a march with banners down Eloff Street after the matter was resolved. Their action chased away millions of rands of business from the country-wide chain. Now, unless someone is

prepared to take over the company's factories and its 250 branches, staff may have to start looking for other jobs.

Squabbling among three brothers — Stuart, Neville and Ralph Dodo — who inherited the company from their father was reportedly another factor in the company's slow demise. Mr Stuart Dodo said he could not comment.

Edworks has underperformed its rivals for years. Papers before the Supreme Court in Grahamstown claimed Edworks owed R57-million — R26-million to banks and R31-million to trade creditors. Its assets are not known to creditors.

First National is the lead creditor with a claim of R12-million. Standard is owed R5-million. Trust Bank R6.2-million and French Bank, Corbank and UAL R1-million each.

Edworks has three factories in Port Elizabeth and three chains with 250 outlets.

Jaguar

First National Bank senior general manager Jimmy Mackenzie said his bank was trying to save the company. The bank would pay workers until Friday. The company's fate would be decided this week.

The banks said in their affidavit in Grahamstown they would consider providing finance to permit Edworks from being sold as a going concern.

There was also a prospect that Edworks could be saved by an offer of compromise.

Branches of Edworks operated as usual after the court

order. Sales personnel said they had no idea what was going on.

Jaguar Shoes executive chairman Roy Eckstein said his company and its holding company Amshoe were owed R4.5-million. They also had large orders from Edworks.

He said first prize for Jaguar and Amshoe would be getting their money back. Jaguar would consider making a bid for the remnants of Edworks manufacturing activities — if that would facilitate getting its money back. Jaguar would be reluctant to pick up debt. He said the doubtful debt would not affect Amshoe's earnings significantly whatever happened.

Pickings

Mr Eckstein lamented the failure of Edworks. His father ran Edworks' factory in Maritzburg before starting Jaguar, which prospered from day one and is now second in shoes after SA Breweries' Conshu.

In its affidavit, Jaguar said that little of the debt was secured. It had called a meeting of banks and creditors and had proposed that a joint committee be formed to confront the company. The banks had insisted on seeing the company alone. The banks submitted a separate urgent affidavit ahead of Jaguar's submission to the Rand Supreme Court.

Observers say the best hope for the staff of more than 3 000 is that the manufacturing and retail arms

• To Page 2

• From Page 1

will be sold as going concerns.

The Port Elizabeth factories produce an estimated 11 000 to 12 000 pairs of shoes and slippers a day.

The 400 retail outlets are in practically every town and dorp.

The main Edworks chain sells budget-bracket men's, women's and children's shoes. The Marcello and Dodo chains sell more up-market shoes and the Pick a Pair shops retail low-cost footwear by self service.

Edworks

Potential buyers are showing interest in the retail arm. If the group goes into liquidation bidders are expected to come from shoe retailers and from the growing number of speciality retailers.

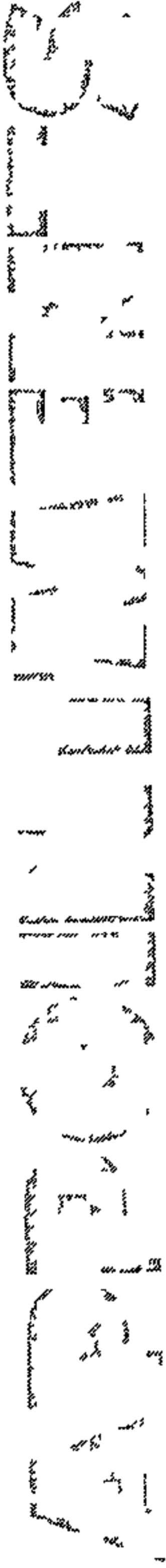
Market sources say one of the leading contenders for the retail chain is likely to be fast growing Focus Holdings, which has nearly 80 shops in niche markets, including men's and women's clothing and bedding.

(1404) (152)
 (187) (232)

PEOPLE AT THE TOP ARE ON THE MOVE — SEE PAGE 13



MANPOWER MIRROR by ROBYN CHALMERS



PAGES AND PAGES OF THE BEST JOBS IN SOUTH AFRICA

OK and union wary of another strike

COUNTRYWIDE strike action by 9 000 Commercial, Catering and Allied Workers Union (Cawusa) members employed at OK Bazaars stores is likely this month.

A Rand Supreme Court ruling last Friday set the scene for a possible repeat of the bloody 1986-1987 strike. But with the memory of this still fresh in their minds, both sides are treading warily.

The court confirmed an agreement between the two parties that Cawusa would not initiate strike action before July 14 and that it would repeat the ballot, which was at the core of an urgent application brought by OK.

OK launched the application against

dispute between the two parties about the results of a national strike ballot in terms of the Labour Relations Act the union has to obtain a 50% yes vote from its members before it can go ahead with a legal strike.

Cawusa maintained that 55.97% of its members voted in favour of the strike but OK insisted that the figure was below 50%.

The ballot was conducted after negotiations went to dispute in April. The parties deadlocked over OK's final wage offer of R160 across the board.

Cawusa national organiser Jeremy Daphne criticises OK for taking the matter to court. He says it was an attempt to thwart the union's right to strike.

OK's refusal to make an improved

offer on R100 is not based on economic considerations and is an example of its union bashing approach. Cawusa will not be deterred by OK.

A full scale strike will depend on the response of members when the next ballot is completed by Friday.

OK personnel director Keith Hartshorne welcomes the fact that the court case resulted in the ballot being repeated.

Managing director Gordon Hood hopes that wage negotiations will be resolved without the union's resorting to strike action.

Many members will remember the previous strike and will think hard be-

fore casting their votes. The 10-week strike was at that stage the largest ever outside the mining industry and the longest ever in the retail trade. It involved between 7 000 and 10 000 union members (depending on whether you listen to OK or Cawusa) at 137 OK shops.

The strike cost the company about 432 000 manhours in comparison to a total of 1.2-million for all of 1986. Sales plummeted in January 1987 and the settlement cost OK an additional R19-million in wages.

Hundreds of the union's members were detained or arrested. It sent representatives to Europe to raise money for the thousands of people on strike over Christmas.

The strikers lost an estimated R1 000

each in wages.

Cawusa gained R15 on the initial OK offer R85 across the board and various other concessions including a minimum wage of R400 a month, improved maternity leave benefits and a rise in staff discounts from 10% to 12%.

The losses and the gains of strike action will have to be weighed by union members. The union and OK are much closer to an agreement than they were before the previous strike, and settlement may yet be reached before drastic action is taken.

When Cawusa members launched a mass stayaway in the last months of 1986, the union was demanding R160 a

month across the board against OK's offer of an R85 increase an individual.

Mediation proceedings this year broke down when Cawusa reduced its demand from R135 a month to R125, but OK did not raise its offer on individual increases.

It increased its minimum wage offer from R525 to R550 and the union reduced its demand from R635 to R625.

Other areas of dispute include the union demand of a guaranteed annual bonus of 10%, multiplied by the number of years worked and that May Day be a paid holiday.

Management has rejected the May Day demand and contends that the year-end bonus be granted at the discretion of the board.



Gordon Hood hoping another strike will not hit OK Bazaars

Cawusa on June 27 to try to stop the union from organising a strike which would coincide with its winter sale.

The application was initiated after a

Unions reject public holiday offer wording

^{Monday 10/7/89}
METAL industry employers and trade unions had still not reached a final settlement in the annual wage negotiations for the industry, Seifsa said at the weekend.

Parties failed to reconcile the "disparate demands" of the different union groups on the issue of public holidays, Seifsa said in a statement issued after a meeting on Saturday.

"The Confederation of Metal and Building Unions (CMBU), Yster-en Staal-en Verwante Nywerhede Unie, and Mineworkers Union rejected the wording of the proposal made in the final employer offer for the substitution of the 1st of May for Workers' Day."

All other trade union parties had accepted the wording of the proposal, the statement said.

The trade union parties had agreed to respond to the employer offer at a meeting of the National Industrial Council for the metal industry on July 11, it said. — Sapa

OK workers vote for strike action

CCAWUSA achieved an undisputed majority vote in favour of strike action among its 9 285 members at the OK Bazaars in the second ballot held on Friday

A company spokesman said it was now for the union — restrained by a court order from striking until July 14 — to make the next move. A union spokesman said a change of attitude by management and a willingness to pay wages more in line with competitors could avert a strike.

Ccawusa said 5 350 "yes" votes gave a 58% majority favouring action.

An OK spokesman put the majority at 56% to 58%. But, he added, this was "hardly a ringing endorsement for strike action. It is one of the lowest strike ballot majori-

~~ALAN FINE~~ ALAN FINE 152

ties in recent labour history"

Responded the union spokesman "The ballot result must be seen in the context of the massive logistical problems of reaching all corners of SA, the amount of time that has passed since dispute was first declared, and the fact that no management has ever run a propaganda campaign of this magnitude against a 'yes' vote"

The OK spokesman said about 2 500 unionists had accepted their wage offer.

The OK would consider a lock-out against Ccawusa undesirable.

Both parties have rejected each other's revised wage proposals.

6/10/91 10:37 AM

5 000 workers vote ~~152~~ for action against OK

More than 5 000 members of the Commercial, Catering and Allied Workers' Union (Ccawusa) have voted to take industrial action against OK Bazaars to press the union's demands for higher wages and improved working conditions. ~~152~~

According to a statement issued by Ccawusa, the result of the strike ballot was an indication that members would not tolerate OK management's attitude and low wage offer.

The statement said 9 285 workers at all OK outlets were union members. This was calculated by using the June computer printouts made available by management. *Star 10/7/89*

"The total 'yes' vote to date was 5 350. This gave a 'yes' majority of 58 percent."

The statement said negotiations for a wage increase began on March 1 1989, with a dispute being declared on April 13. — Sapa.

Attempt to save Edworks is launched

Star 10/17/84 152
Finance Staff

Negotiations have begun between First National Bank and creditors of Edworks to save the company from liquidation.

Edworks was placed under provisional liquidation in the Grahamstown Supreme Court on Friday, but Mr Justice van Rensburg ordered interested parties to show cause by August 17 why the company should not be liquidated.

Edworks owes creditors over R50 million, but two of the four liquidators indicated over the weekend that a number of prospective buyers were investigating an acquisition of Edworks, which would save the company.

First National Bank's senior general manager, Mr Jimmy McKenzie, also confirmed his bank's assistance to Edworks "We will find a way to keep Edworks operating," he said.

Edworks is South Africa's third largest shoe manufacturer and retail chain, but a three-month strike by members of Commercial Catering and Allied Workers Union (Ccawusa), involving 800 employees at 80 stores, caused disastrous financial losses at the group.

Ccawusa demanded an increase of R125 a month, but Edworks was only willing to offer R105, and while the dispute ended with the strike being settled on management's terms, the lengthy stoppage and a subsequent boycott action caused millions of rands of losses.

Creditors also indicated in weekend newspaper reports that management differences between the three brothers running Edworks, Stuart, Neville and Ralph Dodo also contributed to the demise of the group.

CSA Times 10/7/89

Union gets majority poll in call for strike

152 Own Correspondent

JOHANNESBURG. — The Commercial and Catering Workers' Union of SA (Ccawusa) achieved an undisputed 58% majority vote in favour of strike action among its 9 285 members at the OK Bazaars in the second ballot held on Friday.

A company spokesman said it was now for the union — which is restrained in terms of a court order from striking until July 14 — to make the next move. A union spokesman said the possibility of avoiding a strike hinged on management's willingness to pay wages more in line with competitors.

In response to allegations that the majority was very low, the union spokesman said: "The ballot result must be seen in the context of the massive logistical problems of reaching all corners of South Africa, and the amount of time that has passed since dispute was first declared."



OK STRIKE BALLOT

The Commercial Catering and Allied Workers Union of South Africa is involved in a wage dispute with OK Bazaars. *152* *1500*

A second strike ballot was conducted at the weekend after the first ballot was nullified in

court. Results of the strike ballot were not available by late yesterday, but union spokesman indicated a majority YES vote. *56 votes*
101 718

In the picture from left are shop stewards Johannes Ralufuluvhi, Osmond Yokwe and Boshof Magabane were at the Alrode Warehouse keeping an eye on the ballot boxes.

Goodyear and Numsa report little progress in strike talks

152

~~152~~ ALAN FINE

~~152~~

ONLY minor progress has been made in talks, between Goodyear and Numsa, aimed at resolving the eight-day-old disinvestment strike at the company's Uitenhage plant

Spokesmen for both parties confirmed the company remained unwilling to make any concessions on the central union demand for separation pay and on a proposal that housing loans to employees should be written off.

The dispute arose over a number of union demands lodged after the announcement in May that the US-based Goodyear had agreed to sell off its SA interests to Consol.

Numsa spokesman Gavin Hartford said the union had clarified its proposals on job and pay security.

The Goodyear spokesman said the company had already given assurances to workers on these matters but was willing to reword its undertakings if this would resolve the problem.

He added the union had been told its demand for liquidation of the company pension fund, and the payout of proceeds to workers, could be examined.

Hartford said Goodyear yesterday proposed that the dispute should be referred to mediation. The union's view was that there was no point in this while negotiations had not properly begun.

The Goodyear spokesman said the strike continued peacefully yesterday while a skeleton staff kept limited production going.

B7DAM 11/7/89

Union claims workers were attacked by SAP

Staw 11/7/89
(52) By Mike Siluma, Labour Reporter

About 19 workers were injured, one seriously, when police took action against workers locked out of Dunlop Industrial Products' Benoni factory yesterday, says the Chemical Workers' Industrial Union (CWIU)

A union statement claimed that the police, called by management, had dispersed about 500 workers outside the factory gates by beating them with sjamboks. Nineteen workers were injured and one was taken to hospital.

The CWIU said the "illegal" lock-out appeared to be connected to a dispute over worker demands for the dismissal of a white worker who allegedly assaulted a union shop steward. Management allegedly refused to take disciplinary action against the white worker

"CWIU members believe this to be racist and discriminatory treatment as many black workers have been subjected to tough disciplinary action for much lesser crimes," said the union.

Comment from Dunlop and the police was unavailable at the time of going to press.

● The union said a strike by about 150 members at Gillette (SA) in Springs had entered its second week. The dispute centred on the alleged unfair dismissal of a shop steward.

Gillette managing director Mr John Ford said only 50 workers were on strike and that the dismissal of the shop steward last October had not been unfair. Mr Ford alleged that strikers had been threatening people on company premises.

2 Sash workers get threats

Staw 11/7/89. By Dawn Barkhuizen

Death threats from an anonymous "Wit Wolf" have been received by Black Sash workers in the southern Cape.

Mrs Lu Harding of Knysna and Mrs Jill Dugmore of George recently received letters saying "Death awaits you next" signed by and a depicting a "Wit Wolf".

Both letters were postmarked Mossel Bay.

The women are active Black Sash workers and have been involved in the fight against the relocation of squatters of Lawaakamp, George.

Mrs Harding will report the matter to the police today.

Major
Leg
Bei
Pol
ery
Pr
fte
C
uc
ion
lie
ki
in
4
7
6
6
7
5
8
0
2
1
7
2
3
3
11
21
7
w.

Identity crisis

Union, store make claims on intimidation

Little hope for quick end to furniture strike

Staff Reporters

As the Joshua Doore strike enters its third week there seems little hope of a swift resolution to the dispute.

Members of the Commercial, Catering and Allied Workers' Union (Ccawusa) went on strike, demanding the reinstatement of about 500 workers retrenched in April after Joshua Doore acquired World Furnishers and Bradlows.

More than 2 000 workers are on strike at about

The workers' view

Ccawusa spokesman, Mr Mike Tsotetsi, earlier told The Star that the strike would continue after the parties met last week

Management had offered only 40 vacancies for which retrenchees could apply. However, many of those retrenched were turned away when management discovered that they were retrenchees, he said.

He accused management of "collaborating" with the police by causing the arrest of scores of picketing strikers and union officials. Some of the workers had been charged with trespassing or intimidation.

The union wanted all retrenched workers to be reinstated.

Ms Jennifer Kalaote, a Ccawusa shop steward, said although they were feeling the pressure of the strike, the workers were coping and were not prepared to go back to work until their problems had been resolved.

Ms Kalaote, a credit clerk at Score. Furnishers in Johannesburg, was paid half her salary before the strike began and has so far managed to survive on it.

TRANSPORT

"I have been able to buy my child food and to pay for transport to come to the union offices in Johannesburg," she said.

She said her mother had given her financial assistance.

Ms Kalaote, who lives in Siluma View, Natalspruit, Germiston, said the determination of workers was reflected in the way they took turns to picket outside the stores.

Responding to management's allegation that picketers intimidated customers, she said "Usually, picketers do speak to customers about the strike but we do not intimidate or harass customers."

According to Ms Kalaote another source of determination was public sympathy. This had been illustrated by the moral support as well as the financial support received. The strikers had also received support from community organisations and trade union federations.

Regarding her colleagues who are not on strike, she said some of them were sympathetic but others were very harsh.

Ms Kalaote hoped the strike would end soon.

100 stores of Brad-lows, Price 'n Pride, Score and Joshua Doore.

The strikers claim retrenchments were unnecessary in view of Joshua Doore's R400 million operating profit and its R50 million overall profit. Joshua Doore maintains it could not afford to keep the retrenched workers.

The Star spoke to union members and to Joshua Doore managing director, Mr David Sussman.

Management's view

The chairman and managing director of the Joshua Doore group, Mr David Sussman, said the retrenchments were inevitable.

"When we took over World Furnishers we discovered that we needed to restructure the company. We decided that outdoor selling was inefficient," he said.

This decision led to retrenchments.

Mr Sussman emphasised that his company did care for its workers.

"We were supposed to retrench more than 750 workers, 95 percent of whom are salespeople, but we only retrenched 469 workers."

He said he found the decision to strike strange because the retrenched workers had received a retrenchment package which included 14 weeks' wages, depending on experience, and a month's notice and leave pay.

Mr Sussman added as far as he was concerned there was a lot of intimidation of workers.

"I know that if there were no intimidation, there would be no strike," he said.

CUT OFF

To prove his case, he said one man who wanted to work had one of his ears cut off.

"At the end of the day, we are working with people and their lives. I am not only concerned with shareholders, but I am also concerned about the people who work for us."

He said he was worried that if the strike did not come to an end soon the company might be unable to renew leases on some of the stores hit by the strike. This, he said, could lead to more jobs being lost.

If the union were concerned about the welfare of its members it should be concerned about the welfare of the company, he said.

"If the company is not doing well, obviously the workers might lose their jobs."

Although he was not opposed to a union, workers had previously done well without one.

Union-management talks should continue but he thought the strike would not end soon.

Regarding union claims of intimidation of strikers, Joshua Doore management has maintained that police had been called only where strikers prevented clients from entering stores. Retrenchees would be re-employed if they had the potential to be retrained for other jobs.

ABOUT 19 workers were injured, one seriously, when police took action against workers locked out of Dunlop Industrial Products' Benoni factory yesterday, the Chemical Workers' Industrial Union said.

A union statement said the police, called by management, had dispersed about 500 workers outside the factory gates by beating them with sjamboks. Nineteen workers suffered injuries, one of whom was sent to hospital. *Soverin*
11/7/89

The CWIU said the

Workers hurt in Dunlop strike dispute

"illegal" lockout appeared to be connected to a simmering dispute over worker demands for the dismissal of a white worker who assaulted a CWIU shop steward. Management allegedly refused to take disciplin-

ary action against the white worker.

Comment from Dunlop and the police was unavailable at the time of going to Press

152

The union also said a strike by about 150 members of Gillette (SA) had entered its second week. The dispute centred on the alleged unfair dismissal of a shop steward.

**STOP YC
AND RO
FREE 1**

Ccawusa to hold strike ballots at OK stores around SA today

CCAWUSA is to hold new strike ballots at OK Bazaars stores countrywide today after revised proposals made by each party were rejected by the other.

An OK spokesman said the company would decide on a further course of action after the ballot results were made known to it. The second ballot is being held in terms of an agreement made an order of court last Friday.

The order also restrains Ccawusa from striking until July 15, but does not prevent the OK from instituting a lock-out.

The new company offer did not make any advance on its R100 across-the-board increase, but upped the minimum monthly wage to R600 from the previous R550.

The OK also offered a "no-strike" annual bonus of up to one month's pay, payable to employees who do not engage in strike action during the year, and paid leave on May 1 for employees in stores operating on Workers' Day.

Ccawusa said it rejected the re-

152 ALAN FINE

vised offer on the grounds that it did not involve any change to the company's position on an across-the-board increase and May Day, and a guaranteed bonus for all workers.

The minimum wage improvement would not benefit existing members, the union said.

Meanwhile, the OK spokesman disclosed Ccawusa had offered to reduce its wage demand to R105 across-the-board. But, he said, the company stood by its position that there would be no advance on the existing offer.

A Ccawusa spokesman said the move had been a "without prejudice" offer made during the court hearing. It no longer stood and the official union demand remained at R125.

OK employees this week got a flood of leaflets from management and the union urging them to accept or reject the company offer.

One of the union's main weapons was to compare the OK offer with the more favourable deals already achieved at the company's two main competitors.

Employers, unions to meet again Friday

Stev
12/7/89

By Mike Siluma,
Labour Reporter

152

Engineering industry employers and trade unions are to meet again on Friday after failing yesterday to conclude a wage agreement for 1989.

A statement from the employer body, the Steel and Engineering Industries Federation (Seifsa), said progress was made in reconciling disparate union demands on the issue of public holidays for metalworkers.

Seifsa said that although most unions had accepted the employers' final wage offer, the Electrical and Allied Workers' Trade Union and the

Electrical and Allied Workers' Union had "reserved their positions".

No agreement had been reached on the implementation date of the proposed wage increases.

About 300 workers at 200 Multiserv outlets have been on a wage strike since Monday, the Commercial, Catering and Allied Workers' Union said. Workers had been given until today to return to work. Management comment was unavailable.

Workers were seeking across-the-board increases, a 13th cheque and holidays on May 1 and Sharpeville Day (March 21)

Argus 12/7/89.

Strike put shoe firm on road to liquidation

The Argus Correspondent
DURBAN. — The Edworks strike from late April until June cost the company about R3-million in turnover, according to company secretary Mr Donald Hedge.

This contributed "significantly" to cash-flow problems leading to an action in a Grahams-town court last week when the long-established shoe manufacturer and retailer was placed in provisional liquidation.

But the company had financial problems before the strikes. The last set of accounts for the year to June 30 last year reflected an operating loss of R2,5-million on a turnover of R112-million. In the previous year the company had shown a profit of R2,7-million. Gross assets were shown as R56-million.

Mr Hedge said sales had fallen off during the strike. He cited intimidation of shoppers by the strikers, graffiti on shop walls and "distorted statements about starvation wages".

This tipped the scales against the company's ability to meet its commitments and when accounts were frozen last Friday an "embarrassing" situation arose where no bills could be paid, including the Port Elizabeth offices' telephone account.

Four provisional liquidators have been appointed Westrust, Syfrets, Arthur Young and Eastern Cape Trustees.

Trevor Tutu gets into strike row

Sowetan 12/7/89

152

TREVOR Tutu, the son of the Anglican Archbishop Desmond Tutu, is embroiled in a blazing row over his involvement in the Joshua Doore strike.

The Commercial Catering and Allied Workers' Union of SA (Ccawusa), which represents the Joshua Doore strikers, yesterday claimed Tutu made an offer on behalf of the company to the union "without any mandate from management."

Dozens of the furniture company's employees went on strike last month, in protest against the retrenchment of 500 of their colleagues.

Ccawusa said it was strange that "certain personalities" had entered the fray.

Tutu, a director of Tumult advertising agency, confirmed yesterday he had made certain proposals to the union, but said he got involved in the dispute because the company was one of his clients.

Another personality, Mr Yusuf Surtee, who was the subject of a commission of inquiry into an

By MANDLA
NDLAZI

ANC newspaper advertisement about three years ago, is alleged to have also been involved at one stage in attempts to resolve the dispute between the union and the company.

Surtee was not available for comment yesterday.

According to Ccawusa, Tutu proposed selective re-employment of the 242 retrenched workers on July 6. In a

letter to the union, Tutu said he had been assured the proposal "will be acceptable to management."

The following day, management informed the union that Tutu had "no mandate to represent the company; no power of authority to enter into negotiations on behalf of the company and that for any offer to be entertained by the company, that offer must come from Ccawusa."

Tutu said "at no stage" did he say he represented management in the talks between him and Ccawusa.

19 INJURED AS POLICE TAKE ACTION

Sowetan 12/7/89 (152)

SOWETAN CORRESPONDENT

ABOUT 19 workers were injured, one seriously, when police took action on Monday against workers locked out of Dunlop Industrial Products' Benoni factory, the Chemical Workers' Industrial Union said.

A union statement said the police, called by management, dispersed about 500 workers outside the factory gates by beating them with sjamboks.

Nineteen workers suffered injuries and one was taken to hospital.

Dispute

The CWIU said the "illegal" lockout appeared to be connected to a simmering dispute over worker demands for the dismissal of a white worker who allegedly assaulted a union shop steward. Management allegedly refused to take disciplinary action against the white worker.

Reacting to the union statement, the police said: "Members of the SA Police spoke to the workers and eventually warned them to disperse. When they refused to comply, quirts were used to disperse them. No injuries were reported to the SA Police and no persons were arrested."

Strike

• The union said a strike by about 150 members at Gillette (SA) in Springs had entered its second week. The dispute centred on the alleged unfair dismissal of a shop steward.

Gillette's managing director Mr John Ford, said only 50 workers were on strike.

He said the dismissal of the shop steward had not been unfair, and had, in fact, occurred last October.

Star 14/7/69

~~152~~

Strikers ignore ultimatum

39 Red Cross workers sacked

152

By Dawn Barkhuizen

Thirty-nine South African Red Cross workers on strike since early May have been fired after ignoring an ultimatum to return to work.

The International Red Cross has expressed concern, saying they would be forced to view the matter from an international perspective and take a position once in possession of all the details.

Dismissed workers have protested strongly and declared that their dismissal illustrates the "racial bias" of the South African organisation.

The action was announced yesterday with effect from July 11 by Mr Danie Jacobs, acting regional director of the Southern Transvaal Region.

The group — all employees of the Southern Transvaal Region of the South African Red Cross — is the largest to be fired from this branch.

The strike started nine weeks ago in protest against alleged racist policies in the organisation and the dismissal of an assistant regional director, Mr Bongani Khumalo. Mr Khumalo's case is still under arbitration.

Mr Jacobs said yesterday "We re-

gret the need for this action, but it was done through a process which was "more than fair" and after much compassion in allowing time for workers to return to work voluntarily."

Attempts to resolve the situation through a process of informal talks, written reprimands, an ultimatum and a series of individually scheduled disciplinary hearings had failed and it had been decided that their only action was summary dismissal, he said.

Ms Beledi Mzwa, Red Cross councillor and spokesman for the Henri Dunant Coalition of which the sacked workers are members, said "This illustrates the racist nature of this organisation and that blacks were employed as mere tokens."

She said appeals to delay disciplinary hearings had been turned down and the workers had been fired without the knowledge of black councillors.

Workers were yet to receive notification of their dismissal in the mail, she said.

A five man delegation from the International Red Cross looked into the matter in June and made recommendations, the acting head of delegation, Mr Meinred Shuter said.

M
b
d
e
R
c
a
b

S
f
Z
n
d
M
c
p
f
t
t
c

B
N
t
N
t

c
o

S
r
h

b
d

S

Murder probe after autopsy

the international body, operates autonomously

ment to a point where it acknowledged that it had to negotiate

workers of SA are among the issues being discussed at the meeting.

Over 300 Ccawusa workers on strike

OVER 300 workers in several Multi-Serve outlets in the Transvaal are on strike following a wage dispute with management.

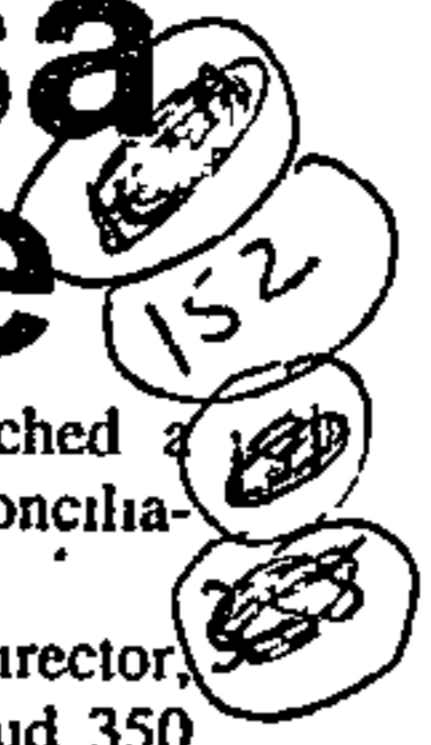
The workers demand a R200 across the board increment. Management is offering split increases of between R80 and R100. The strike began last

14/7/76
50 pages

week after worker representatives from the Commercial, Catering and Allied Workers Union (Ccawusa) reached a deadlock with management over the increases. The workers also demand the recognition of March 21 and May 1 as paid public holidays and also a 13th cheque.

Both parties reached a deadlock in the conciliation board in May.

The company director, Mr Clive Stein, said 350 workers were on strike but 80 of them were at work yesterday. He said the strike has affected 139 units of the company in the Transvaal, of which 72 have been closed.



39 Red Cross men are fired

Sowetan 14/7/89



152

SA Press Association

THIRTY-NINE South African Red Cross workers on strike since early May have been fired after ignoring an ultimatum to return to work.

The International Red Cross has expressed concern — saying they would be forced to view the matter from an international perspective and take a position once in possession of the details.

Dismissed workers have protested strongly and declared that their dismissal illustrated the "racial bias" of the South African organisation

The action was announced yesterday with effect from July 11 by Mr Danie Jacobs, acting regional director of the Southern Transvaal region

The group — all employees of the Southern Transvaal region of the South African Red Cross — is the largest to be fired from this branch.

The strike started nine weeks ago in protest against alleged racist policies in the organisa-

tion and the dismissal of an assistant regional director, Mr Bongani Khumalo. Khumalo's case is still under arbitration.

Jacobs yesterday said: "We regret the need for this action, but it was done through a process which was 'more than fair' . . . and after much compassion in allowing time for workers to return to work voluntarily."

Attempts to resolve the situation through a process of informal talks, written reprimands, an ultimatum and a series of individually scheduled disciplinary hearings had failed and it had been decided that the only action was summary dismissal, he said

Ms Beledé Mazwai, Red Cross counsellor and spokesman for the Henri Dunant Coalition of which the sacked workers are members, said: "This illustrates the racist nature of this organisation and that blacks were employed as mere tokens."

She said appeals to delay disciplinary hearings had been turned down and the workers had been fired without the knowledge of black counsellors.

Workers were yet to receive notification of their dismissal in the mail, she said.

A five-man delegation from the International Red Cross looked into the matter in June and made recommendations, the acting head of delegation for the Red Cross, Mr Meinred Shuter said

The local organisation, although recognised by the international body, operates autonomously

Over 300 workers

OVER 300 workers in several Multi-Serve outlets in the Transvaal are on strike following a wage dispute with management.

The workers demand a R200 across the board increment. Management is offering split increases of between R80 and R100.

The strike began last

STRIKE WAVE BINDS UP AS OK WORKERS WAIT

RETAILERS have been hit by a wave of strikes, costing workers and companies hundreds of thousands of rands.

A national strike, could start at OK Bazaars tomorrow. A six-week strike at Beares ended last week, Joshua Doore is entering its fourth week of disruption and a stayaway at Multiserve continues.

Creditors of Edworks claim that the two-month strike at the company this year played a part in causing it to be placed in provisional liquidation.

The strike involved about 800 workers protesting against a wage offer of R105 compared with a union demand of R125. The strike was settled in June, but the company suffered severe damage.

Largest

The Commercial, Catering and Allied Workers Union (Ccawusa) is involved in all the strikes. Workers are striking not only because of wage disputes, but over recognition agreements and retrenchments.

By Robyn Chalmers

The estimated loss of 12 000 mandays at Beares is believed to have been the largest in the retail trade this year, but it could be overtaken by OK Bazaars if workers walk out.

Ccawusa held a strike ballot last Friday after a Rand Supreme Court ruling which ordered it union to call another poll of members. The original ballot was challenged on the grounds of its alleged irregularity.

Tutu

The court confirmed an agreement between OK and Ccawusa that the union would not initiate a strike before July 14. Between 56% and 58% of workers voted in favour of taking industrial action against the OK in the new ballot.

OK is offering a R100 pay increase across the board. The union, after having an initial offer of R105 rejected, now wants R125 a month more.

If workers do decide to go on strike tomorrow, the OK could experience a repeat of

the bloody 1986-87 action which cost it about 432 000 manhours and each striker an estimated R1 000 in wages.

Joshua Doore employees are striking in protest against the retrenchment of almost 500 workers. Ccawusa organiser Mike Tsotetsi says 2 000 workers are on strike, but Joshua Doore managing director David Sussman puts the figure closer to 700.

Earlier this week the union came out strongly. Against the company for using Trevor Tutu and Yusuf Surtee as intermediaries in the strike.

Joshua Doore has denied that it gave a mandate to the two to mediate, and Mr Tsotetsi says the union has refused to talk to them.

OK and Ccawusa have not met for six days. No meeting is scheduled.

OK strikes suspended for talks

51 Day 177789
WORKERS at dozens of OK Bazaars stores went on strike on Saturday in support of Cawusa wage demands, but are expected to be back at work today as representatives of the parties meet to try to resolve the dispute.

Cawusa made new proposals, described by management as creative and conciliatory, late last week. An OK spokesman said the company had inferred from union communication the strike had resulted from a "misunderstanding", caused by the absence of leaders at the Cosatu congress

152 ~~151~~ ~~150~~
ALAN FINE

A Cawusa spokesman confirmed yesterday the union had suspended the strike. Workers, he said, had gone out due to a "groundswell of anger" at OK's previous refusals to reconsider its stance.

"We received on Friday an unexpectedly positive response from management to our new proposals. It was the first time they had shown a willingness to move. But by

To Page 2

OK strikes ~~151~~ ~~150~~ *152*

From Page 1

then it was too late to prevent Saturday's action," he said.

The OK spokesman said 2 000 employees at 30 to 40 stores on the Witwatersrand went on strike. Cawusa said it had also received reports of actions in the eastern Cape, and the northern and western Transvaal.

The OK spokesman said despite having had the right to implement its own industrial action for the last six weeks, it had so far refrained from doing so.

Despite Saturday's strike the company would proceed with Monday's meeting under the auspices of a mediator. But man-

agement would carefully monitor the behaviour of union members to ascertain whether Cawusa was, in fact, acting in good faith. *61 Day 177789*

Neither party would disclose their latest negotiating positions. Prior to the latest communication, Cawusa's demand for an across-the-board R125 a month increase, as opposed to the R100 offered by the OK, was the main obstacle in the way of a settlement.

Paid leave on May 1 for all workers, and an annual bonus, are the two other issues in dispute.

Workers plan week-long action against labour laws

PR645
17/7/89
152

The Argus Correspondent
JOHANNESBURG — Employers and the State face a week of worker action at the beginning of September in protest against labour laws and the general election, the Congress of South African Trade Unions has warned.

After a three-day congress of the country's biggest labour federation, general secretary Mr Jay Naidoo said Cosatu had decided to recommend to next month's workers' summit that workers take "sustained" action if their demands regarding the Labour Relations Amendment Act were not met by September 1.

This action would coincide with the "racist elections on September 6" which Cosatu believed would not contribute to peace. Mr Naidoo would not specify the kind of action envisaged.

In related resolutions Cosatu decided to initiate discussions on a future democratic constitution for South Africa, revolving around the African National Congress's constitutional guidelines. This would be coupled with the "urgent" drafting of a "workers' charter" reflecting workers' specific interests.

Coalition

Cosatu committed itself to taking part in building an anti-apartheid coalition of organisations supporting a political democracy and freedom of the Press and of association in a unitary South Africa.

Regarding a negotiated political settlement, Cosatu rejected "reformist solutions" as those failed to address "our fundamental social and economic needs".

It said it was imperative for government to create a suitable climate for negotiations, by, among other things, lifting restrictions on banned organisations, freeing all detainees and political prisoners unconditionally and confining the police and army to barracks.

The international community, including the Organisation of African Unity and the front-line states, would be urged to increase pressure to force the government to create conditions for negotiations.

Against violence

Other resolutions adopted by the more than 1 800 delegates included:

- Steps be taken to heal the split in the Cosatu-affiliated Commercial, Catering and Allied Workers' Union by November.

- The death penalty be abolished and that armed anti-apartheid cadres be accorded prisoner-of-war status.

- A campaign be launched against violence against and among workers.

- A timetable be agreed to between Cosatu, the National Council of Trade Unions and independent unions for the establishment of a single national federation and one union for each industry.

(News by M Siluma, 47 Sauer Street, Johannesburg)

The Red Cross tries to do the impossible . . .

STRIKING has become such a common phenomenon these days that I remember with nostalgia the year I took my job and career in my hands and joined the strikers.

The journalists' strike that I joined took place in 1983, when acts like industrial arbitration or court action was not too common. So we had to sweat it out for close to three months sans money, with the threat of losing our jobs, with the threat of the government closing the newspaper.

It was traumatic. Still even with the useful tools that workers and employers have today to reach speedy resolutions, going on strike is positively nerve racking. Nerves during the strike snap, people become desperate, some betray their fellows, some try to break the strike, there are fights and people have died.

On May 8 this year, a group of workers from an organisation that seems to have excluded itself from the sea change in socio-political movement in South Africa and perhaps the mega trends in the world, the South African Red Cross, went on strike.

THE action was spurred by the dismissal of the assistant regional director of the Red Cross in the Southern Region, Mr Bongani Khumalo.

While the strike, like most such acts, was caused by disenchantment of the workers with various alleged acts of commission and omission of the South African Red Cross (Sarc) the strike was caused by a more profound reason.

This thinking came from Mr Khumalo who had started what he termed the Henri Dunant Coalition.

The Coalition which managed to get support from community leaders, who are today part of its membership, had serious problems about the almost old fashioned manner in which the Sarc was conducting its mission.

The Sarc is part of the larger international Red Cross movement, which has principles that deal specifically in conflict. The Red Cross tries to do the impossible job of resolving conflict while remaining neutral or at least unswayed by ideological or other interests, by the national or international. It is easier for the international movements to assume such neutrality in cases of conflict or war between nations. It



Mr Bongani Khumalo who is working on a doctorate.

becomes profoundly difficult for the autonomous national Red Cross organisation to be neutral in cases of national or state conflicts.

What is strange about the Sarc is that it was sheltered from controversy while it holds perhaps one of the most controversial positions for a national body under the International Red Cross organisations.

SOUTH Africa is typified by conflict, some would say even cases of civil war, South Africa is a divided society and the actors involved in organisations, be they political or philanthropic such as the Red Cross, have to deal with awesome contradictions to resolve conflict

For many years, it would seem, the Sarc, has kept almost a timid low profile in such matters. But this could not go on forever. History has caught up with the movement, and the good thing is that the man behind the action for change, is black. It had to be a black man, even if that sounds racist.

The extraordinary thing about Red Cross strike -- and we have heard that it is firing the strikers - is that they are on strike not only for better working conditions, but on a question of principle.

Mr Kumalo is a student of philanthropy in fact he holds a senior degree in Communications and Philanthropy.

I MUST declare an interest in this matter Bongani Khumalo is also a good friend of mine and our thinking is fairly identical.

makes such movements possible, ubuntu

While I am not a member of the Coalition, I am deeply involved in the thinking espoused by Bongani. It strikes a familiar chord in my mind, this distancing, this attempt at transcending the petty differences that make life so harsh for individuals

It is an impossible job in South Africa, that is why it must succeed. It must succeed not only for those who are on strike today and might be losing their jobs, but because we will then use this effort as a reflection to overcome conflict situations nationally and internationally.

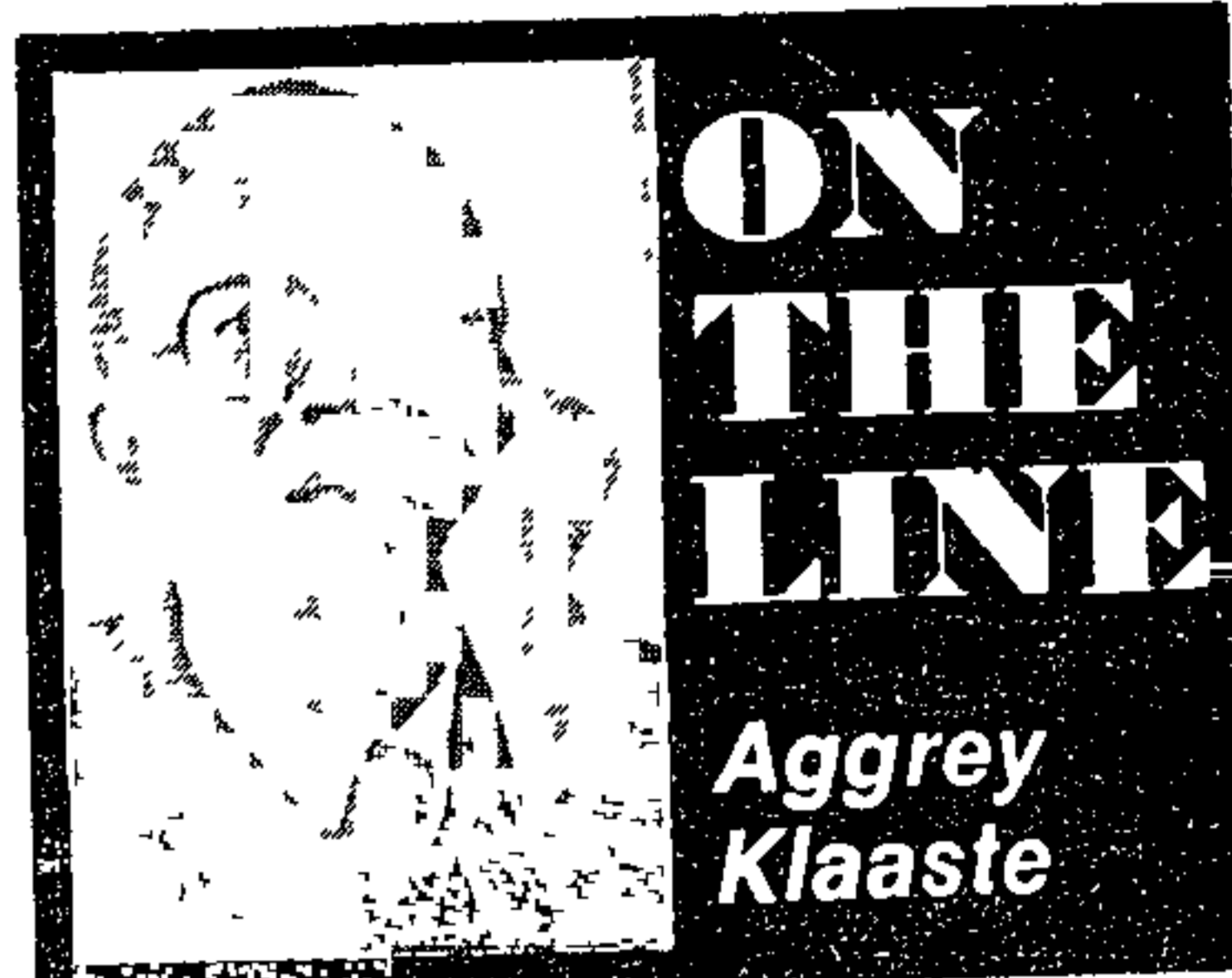
We are always discussing the deeper philosophic elements in humanitarian endeavours. We both believe in the dignity of the individual. We are both striving to reach at an understanding to demonstrate our love for humanity. We are both black and we believe we have that ethic that

THE last thing Bongani Khumalo wishes to see is for the Red Cross in South Africa to collapse

He desperately wishes to reach a resolution, that must include some dramatic change in the way the organisation is run today

His job is in a way more difficult and yet easier that say mine. He is using the principles laid down by the International Red Cross and Red Crescent Movement (IRCRCM) to fight his case.

I am surprised that the international movement is being so timid, almost intimidated by what is



ON THE LINE

Aggrey Klaaste

happening here

It seems to me the battle of the Red Cross in South Africa is the battle of the Red Cross in the world. It is the battle for men of good faith to run the type of movement, to assume the type of status

that transcends petty differences in world affairs

I have only touched the tip of this argument. I will perhaps ask Bongani Khumalo to be my guest in next week's On The Line



152
181-7187
Own Correspondent

Cosatu's plan 'tragic' — Godsell

JOHANNESBURG. — Union plans for industrial action in the first week of September appeared "tragically irresponsible" and put at risk employer-union discussions aimed at producing mutually acceptable labour legislation, Saccola chairman Mr Bobby Godsell said yesterday

He was responding to the decision of the Cosatu congress to propose to other unions that industrial action be taken to protest against the Labour Relations Act, the election and "apartheid repression"

Mr Godsell said it was "regrettable that . . . Cosatu is coming to the precipitous judgment that our talks are not going to produce progress".

Mall picket ends after ¹⁵² police action

STRIKERS blocking the entrance to Joshua Doore in Commissioner Street's Nedbank Mall dispersed after a police directive yesterday

Police spokesman Capt R Bloomberg said a court interdict had been issued against the strikers, ordering them to leave the premises ^{blown 11/7/89}

This had been read out to the strikers by a policeman, and they had then dispersed

Meanwhile, the Commercial, Catering and Allied Workers Union (Ccawusa) said Joshua Doore management had "seen fit" to lock all striking workers out of Witwatersrand stores.

Ccawusa spokesman Mohamed Vally said about 2 000 workers countrywide were striking to demand the reinstatement of about 500 workers retrenched a month ago.

He said Ccawusa's Sunday meeting with management had ended in a deadlock.

The strike was legal, said Vally, and he could not understand why the workers had been locked out of the stores yesterday, a move he said was in contravention of the picketing agreement the union had with management.

He condemned the calling in of the police. — Sapa.

EMERGENCY UPDATE

Gang tension: Police on alert

7.22.63
19/7/89

152

The Argus Correspondent
DURBAN. — A strong contingent of police is standing by in Howick to prevent simmering tension between rival groups exploding into open street warfare.

They have cordoned off a street and posted men to enforce strict separation of would-be combatants in a huge peace-keeping operation. In one incident more than 1 000 people were involved.

There have been clashes this week between B T R Sarmcol workers, who took the jobs of workers who lost their positions four years ago, and youths from nearby Mpopomeni, focal point of trouble in recent years, who have been ferried into the town, allegedly to encourage confrontation.

Major Peter Kitching, police public relations officer for the Maritzburg district, said today that police had to intervene to prevent serious problems when youths stopped workers on Monday afternoon and evening.

The two factions have names, reminiscent of the American gang-warfare tale *West Side Story*. The Sarmcol workers are known as "Rats" and the youths are called the "Cats". They are 14 to 18 years old and are connected to workers put off by Sarmcol, according to a Howick businessman.

Minister asks for review of 'complicated, clumsy' Act

ALAN FINE 152

ACTING Manpower Minister Eli Louw, confirming earlier reports, formally announced yesterday he had asked the National Manpower Commission (NMC) to review the Labour Relations Act.

A Manpower Department spokesman said the Act had become "complicated and even somewhat clumsy", and there was a need for its consolidation.

He added the NMC had also been asked to give more urgent attention to certain aspects, including the controversial section 79 (2) which shifts the burden of proof to respondents in damages claims arising from unlawful strikes.

Illegal strikes 152

The spokesman noted "this arrangement caused practical problems as trade unions sometimes did not want to assist with the settling of the dispute because of fear of this provision".

The NMC had therefore been asked to determine whether the status quo should be retained, or whether there were other methods of discouraging illegal strikes, lock-outs and intimidation.

It would also examine the role of civil court interdicts in such unlawful actions.

He said most existing principles would be retained when the Act was modernised and simplified.

The spokesman said wide consultation would be an important element of this investigation. It would be a time-consuming process, and it was not possible to indicate when it would be completed.

B/Dam 20/7/89

Major losses for strike-hit companies 152

SIPHO NGCOBO

TWO strike-hit companies, Swiss multinational Everite and local furniture retail giant the Joshua Doore group, have both had severe production and turnover losses, their industrial relations spokesmen said.

A third, Plascon, is to be taken to court for allegedly firing about 300 of its estimated 700 striking workforce, an SA Chemical Workers' Union (SACWU) spokesman said yesterday. A company spokesman could not be reached for comment.

A total of 4 000 workers at the three companies are still on strike.

A Joshua Doore spokesman said the 35 stores affected by the strike had done no business for four weeks, which had led to dramatic turnover losses, while picketing at the stores had severely affected collections.

The dispute between the workers, all Cawusa members, and Joshua Doore is a result of the company's retrenchment of 469 workers. The union has demanded their reinstatement.

Everite industrial relations spokesman Brian Gibson said production was still being adversely affected as the wages strike by an estimated 3 000 workers, all Construction and Allied Workers' Union (Cawu) members, entered its eighth week.

(25)



Wmale
18/7/89
21-27/8-12

Bus boycott over

THE two-week Duduza bus boycott ended at the weekend following the Nigel municipality's suspension of a 25 percent fare increase

But the fare rise was reinstated two days later — raising the prospect of renewed boycott action

The municipality last week issued a statement saying ticket prices would be reduced. However, according to a representative of the boycott committee, fares were dropped from 75c to 50c over the weekend — only to rise again on Monday.

A meeting by the Duduza Civic Association (DCA) was planned for yesterday to decide whether to continue the boycott

A previous meeting, planned for last Thursday, failed to take place because the commissioner of police refused to allow any meeting to discuss the boycott

Rethink on Labour Act damages

152

AKG

21/7/89

The Argus Correspondent

JOHANNESBURG — The government has confirmed it is looking into the possibility of revising South Africa's labour laws, with urgent attention being given to changing the clause enabling employers to sue unions for damages arising from industrial action

This was confirmed today in a statement by the office of the Minister of Manpower

According to the statement, the minister had, in line with a long-standing programme to "restructure and consolidate" the Labour Relations Act, requested the National Manpower Commission (NMC) to give "urgent attention" to Section 79 (2) of the Act, which placed the burden of proof on the respondent

The inclusion of this section into labour legislation last year "caused practical problems, as trade unions sometimes did not want to assist with the settling of the dispute because of fear of this provision", said the statement

SPARKED SERIOUS DISPUTE

The NMC has been directed to look into, among other things, the possibility of retaining the status quo regarding the liability for damages in the case of illegal strikes and lockouts, whether the burden of proof should be shifted, and whether other methods can be found to "discourage illegal actions such as illegal strikes, lockouts and intimidation"

The promulgation of the new Act sparked one of the most serious disputes between unions and employers, leading to a three-day national work stayaway last year. The unions, presently locked in talks with employers, have threatened to declare a national dispute — and possible industrial action — if their concerns are not addressed by September 1

152
www.27/7/89

Two years on, 300 hospital workers still fight for jobs

By BELINDA BÈRESFORD

A ONE-DAY strike at Natalspruit hospital two years ago has resulted in more than 300 people losing their jobs, three court actions and more than R1,5-million has been wasted by the Transvaal Provincial Administration. Now, a fourth application for workers to be reinstated is planned.

Since the strike and until the third court action in August last year, the state had to pay two sets of wages: one for dismissed workers and one for the people who replaced them. This has cost the TPA an estimated R1,5-million, according to lawyers.

The state has also had to pay the legal fees for the first and third applications, which were successful. The sacked workers, members of the National Education Health and Allied Workers Union, lost their jobs after protesting the dismissal of a co-worker.

An urgent application in the Rand Supreme Court to set aside the dismissal of a worker, Siphwe Sifumba, was granted, but the TPA refused to reinstate other workers, claiming the court decision did not affect them. Unlike Sifumba, the others had signed a contract of employment that gave the health administration the right to dismiss workers on 24 hours notice.

During the strike some of the workers had been mistaken in thinking they had been sacked. Despite this misunderstanding, they were all fired anyway on their return to work the same afternoon.

A second court action for their reinstatement was dismissed, but a third application was launched after similar successful cases at another hospital.

A supreme court judge finally granted the application on the grounds that the dismissed workers had a right to a hearing before being fired because such action removed their rights to a pension. This is now on appeal in the Appellate Division.

The workers returned to work but were dismissed once again after an internal investigation into the strike.

After yet another legal battle, they were reinstated six weeks later and given back pay. After further hearings they were fired again.

The workers were classified as "temporary", but many had worked at the hospital for years. Maria Pale, 60, was employed for eight years.

In an affidavit she alleged on arriving on the evening of the strike, her clock-in card was missing and she was unable to report for duty. When she returned the following day she was told by police all temporary workers had been sacked.

These allegations were denied by hospital superintendant Norman Kernes, who said the cards were only removed the following evening, and the police had not said all workers were fired.

Labour amendment ¹⁵² is under Govt review



By Mike Siluma,
Labour Reporter

21/7/89

The Government confirmed in a statement from office of the Minister of Manpower yesterday it is looking into the possibility of revising South Africa's labour laws, with urgent attention being given to changing the clause enabling employers to sue unions for damages arising from industrial action

According to the statement, the Minister had, in line with a long-standing programme to "restructure and consolidate" the Labour Relations Act, requested the National Manpower Commission (NMC) to give "urgent attention" to Section 79(2) of the Act, which placed the burden of proof on the respondent

The inclusion of this section into labour legislation last year "caused practical problems, as trade unions sometimes did not want to assist with the settling of the dispute because of fear of this provision", said the statement

The NMC has been directed to look into, among other things, the possibility of retaining the status quo regarding the liability for damages in the case of illegal strikes and lock-outs, whether the burden of proof should be shifted, and whether other methods can be found to "discourage illegal actions such as illegal strikes, lock-outs and intimidation".

The promulgation of the new Act sparked one of the most serious disputes between unions and employers. The unions, presently locked in talks with employers, have threatened to declare a national dispute if their concerns are not addressed by September 1.

● Joint mass meetings on the issue have been called by the Congress of SA Trade Unions, the National Council of Trade Unions and other labour bodies for this weekend at Sebokeng (Vereeniging), Potchefstroom and Klerksdorp

Striking a harmonious chord for democracy

INDUSTRIAL democracy will never occur until management accepts the need for strong trade unions, says Christo Nel, a director of PG Bison

Mr Nel, writing in the latest edition of the IPM Journal, published by the Institute of Personnel Management, said that by bringing unions into national forums as equal partners with employer associations to negotiate parameters of social policy and basic bilateral agreements, union members would start believing that their effort

today would bring a better future

Mr Nel's remarks strike a harmonious chord with this week's announcement that government is reconsidering the controversial aspect of the Labour Relations Amendment Act that would allow unions to be sued for damages arising from unlawful strike action



The idea has always seemed somewhat silly, especially in the South African situation where industrial democracy struggles to emerge from a 100-year-old Dark Age in labour relations, because it sanctioned a most certain means of provoking worker discontent — destroying their organisation by rendering it bankrupt

It originally appeared to be an attempt to regulate in-company conflict by punitive measures, and also as a back-up to other clauses in the Act which prohibited sympathy strikes

But it has two underlying problems: denial that industrial unrest is a symptom of basic ill-health and a denial of the humanity of workers

The two inter-relate

Strikes and other forms of industrial action occur because the workforce has a problem with some type of management action or inaction

Prefer peace

They are often problems that have been around many years but which, by combining in unions, employees are now able to do something about through active expression of their collective discontent. But, and this is where the first connects with the second, workers and union officials are part of the human race and generally prefer peace and quiet to strife and grief

Bearing in mind that because protection for strikers is still relatively limited industrial action poses a threat to employees' jobs and livelihood, often strains family relationships and can cause psychological stress, and is not something embarked on lightly or out of sheer bloody-mindedness

Making it possible for employers to sue unions seems to imply the opposite

Stressful hours

But in general most trade unionists, while being dedicated people who will do their utmost to serve their members' interests, would far rather go home at night than spend long, stressful hours coping with people in the midst of industrial action

They don't cause strikes for the sake of causing strikes. In many instances members strike in spite of officials, who are deeply aware of the possible consequences, advising them not to

But if there is a problem there is a problem, and it seems far more fruitful for everyone concerned to get together and create a solution than to sue the union because bad blood has caused the body corporate to break out in boils



OK settles, but tension lingers

By Robyn Chalmers

A NATION-WIDE strike was averted by a 5 a.m. settlement between OK Bazaars and Ccawusa this week — but tension between the union and retailers remains.

A strike at Joshua Doore is entering its fifth week in a labour climate which is becoming increasingly militant, possibly in a run-up to the September general election.

The Congress of SA Trade Unions (Cosatu) is gearing up for a week of protest action involving up to a million workers in September. The action was decided on at Cosatu's third national congress. It still has to be endorsed at a labour summit.

The Commercial, Catering and Allied Workers Union of SA's negotiations with retailers have been lengthy and tough, contrasting sharply with the more amicable talks between employers and the

National Union of Mineworkers (NUM) and the National Union of Metalworkers of SA (Numsa).

Settlement between OK and Ccawusa came after a 15-hour bargaining session.

Under the mediation of Charles Nupen of Independent Mediation Services of SA, the two parties battled to come to a compromise which would end the five-month wage dispute.

It appears that Ccawusa rejected an offer to bring forward the date for implementation of an improved minimum wage in favour of a slight increase on the symbolic R100 — the OK's final offer.

Ccawusa organiser Jeremy Daphne says little progress was made in the negotiations before 3 a.m. on Tuesday, when the OK made an offer which led to the final settlement.

Union members will receive an increase of R100 a month with effect from April 1, 1989, and R8 from February 1990

In addition, the minimum wage will increase to R620 a month from February.

An OK spokesman says the company is satisfied with the settlement, but members would have received far more than R100 a month if the union had agreed to an offer to bring the date of the minimum wage forward.

There is antagonism between the two parties. OK accuses the union of being amateurish, unorganised and unrealistic. The union replies that OK is patronising and dictatorial.

An OK statement says its relationship with the union will not improve "until such time as Ccawusa, in keeping with national trends, understands that confrontational rhetoric will have to be replaced by an informed and constructive approach to the negotiation process."

Ccawusa counters with examples of the company's alleged dictatorial approach. Mr Daphne relates an incident at

SPOTLIGHT ON A MILITANT UNION

the start of this year's negotiations which set the mood for what turned out to be headline talks.

"Before the negotiations even started, we had a huge row over seating arrangements. For the past six years we have sat in a specific manner — as a team around a table.

"We arrived at the venue for the first round of talks to discover that the OK had seated us in two rows, one behind the other. We protested, but received a haughty response from OK. We had to sit like that throughout the negotiations.

"It may appear insignificant, but its psychological impact is huge, and immediately there was antagonism."

An OK spokesman defends the action, saying the seating arrangements were done by a secretary. It was not considered a major issue. He says Ccawusa

insists on having 20 representatives — too many to be accommodated around a table.

Differences between the two sides run far deeper than this, however. Two years ago there was a split between two factions in Ccawusa and it still plagues the union. The split came at the union's congress when the so-called Kganare faction wanted to adopt the Freedom Charter. The Mtwa faction opposed it.

A unity conference is expected to be held in November in a bid to end the division, although success in this regard is doubtful.

Now that Ccawusa has settled with OK, attention has been switched to other retailers. Apart from organising the lengthy and increasingly militant strike at Joshua Doore, the union will soon begin talks with Metro Cash & Carry and Edgars.

Both disputes revolve around wages. A Joshua Doore spokesman says no progress was made at two meetings last week, and a decision on whether or not to fire the strikers will be taken in 10 days.

Plessey staff face lockout

(152) (152)
LESLEY LAMBERT

CAPE TOWN — More than 400 factory employees at electronics manufacturer Plessey SA face a legal lockout today if they do not accept a final offer of an average 17% annual wage increase.

Up to 450 of the 700 workforce at Plessey's factory in Retreat, all members of the Electrical and Allied Workers' Trade Union of SA (EAWTUSA), could be affected. *Blam 25/7/89*

Their demands, which Plessey has not acceded to, are for an average 25% increase in basic minimum wages. This means the lowest paid employee with five years' service will earn R955 a month on a 44-hour week, and a technician, also with five years' service, R3 000 a month.

The offered increase compares with the average 13% and 14% already granted in related sectors of industry.

Plessey has also offered a one-hour reduction in the work week to 44 hours and a commitment to 43 hours on July 1, 1990, improved service and annual leave bonus provisions, a new housing scheme and a legal counselling service.

These conditions have been accepted by

120 non-union and union employees belonging to unions affiliated to the Confederation of Metal and Building Unions. Others belonging to the Radio and Television Electrical and Allied Workers Union and EAWTUSA have accepted the conditions individually.

The legal lockout of EAWTUSA members comes after weeks of wage negotiations which ended in deadlock a month ago, and failure to reach settlement over a subsequent 30-day period provided for in terms of the Labour Relations Act.

Plessey SA MD John Temple said yesterday the company had gone as far in the negotiations as it was prepared to in an environment of economic downturn.

More difficult trading conditions expected by the electronics industry would be worsened by the severe spending cutbacks being introduced by its major customer, SA Posts and Telecommunications. The cutbacks had already forced several other suppliers to close down or lay off employees.

Strike warning after deadlock

~~152~~
152
Star 25/7/89

~~152~~

Labour Reporter

The Amalgamated Clothing and Textile Workers' Union (Actwusa) has warned of a possible national wage strike in the textile-manufacturing industry, after several rounds of talks with employers reached deadlock.

Actwusa spokesman Mr John Eagles said employers rejected the union's demands on wages and the recognition of June 16 as a paid holiday.

The union wanted a minimum increase of R13 a week for the first six months of the agreement, plus another R13 from January 1990.

Employers had offered an R11,50 increase from this month, and R10 in January next year. They also offered six months' maternity leave, three of which would be paid.



Sacked hospital workers picket the Morningside Clinic, in Sandton, to protest at the dismissal of at least 60 workers.
 ● Picture by Herbert Mabuza

Management of Morningside Clinic in Sandton has given dismissed workers until today to return to work

A spokesman for the clinic said yesterday management had given the workers two options to work today and apply to be re-employed, or to report for duty and be reinstated

The workers, dismissed on July 14 after a demonstration on clinic premises, were yesterday meeting their union — the National Education, Health and Allied Workers Union — to resolve the issue

The spokesman said the demonstration began before the dismissal of a worker for

Dismissed clinic workers given chance to return

using a telephone reserved for patients, and not afterwards as some news reports claimed

“There are about eight public telephones in the clinic’s entrance hall and one other set aside for the exclusive use of patients. Doctors and nursing staff have

been told not to use this phone

‘On June 2 the workers, including the shop steward and the worker in question, were told about this ruling, but in spite of this the woman worker repeatedly used the patients’ telephone in front of management members and when she was questioned admitted the call was not urgent’

The spokesman said the woman was given a warning and said she would not use the telephone again. Two days later she was using the same telephone

She was then suspended and the union informed — Sapa

156.43 23/7/89

Pay dispute sparks factory lock-out

By DICK USHER, Labour Reporter

SEVERAL hundred employees of Plessey at Retreat were locked out today in the wake of a wage dispute with their union.

Management claimed about 400 workers were affected while the Electrical and Allied Workers' Trade Union said about 500 were involved.

Plessey managing director Dr John Temple said the dispute was over a company wage offer of 17 percent on the minimum against which the union had demanded about 25 percent.

A union spokesman said it had not tabled a demand but had been made an offer of increases at the industrial council rate.

Dr Temple denied this and said union demands were documented.

He said in addition to being already the highest payer in the industry, Plessey had offered a one-hour reduction in the work week to 44 hours with a commitment to another one-hour reduction in 1990.

He said the one-hour reduction alone represented a further 2.25 percent wage increase.

The union spokesman accused Plessey of using the wage issue to break the union at the plant, which Dr Temple denied.

3 000 ON STRIKE IN MAMELODI

Sowetan 25/1/89

152

ABOUT 3000 Mamelodi City Council employees yesterday went on strike demanding a 15 percent across the board salary increase.

A spokesman for the workers said the 15 percent increase was to have

By MONK NKOMO

been paid in January following an agreement between the council and the workers' trade union.

The increase was only paid out to senior officials including heads of


departments, the spokesman added.

The majority of strikers are members of the Transvaal Association of Employees of Black Local Authorities (TAEBLA).

Mr Zikhali Ndlazi, the mayor of Mamelodi, yesterday confirmed the strike but blamed the employees for not bringing their grievances to his attention before going on strike.

"The workers forget that they are supposed to serve the interest of the community. The correct procedure was for them to first inform me about their grievances which I am prepared to investigate.

Ndlazi said the council would hold an urgent meeting to discuss the strike.



Plessey workers in wage face-off

Labour Reporter

ELECTRONICS manufacturer Plessey SA will today legally lock out more than half of its Retreat workforce of 700 unless workers accept the company's final offer on wages, managing director Dr John Temple said yesterday.

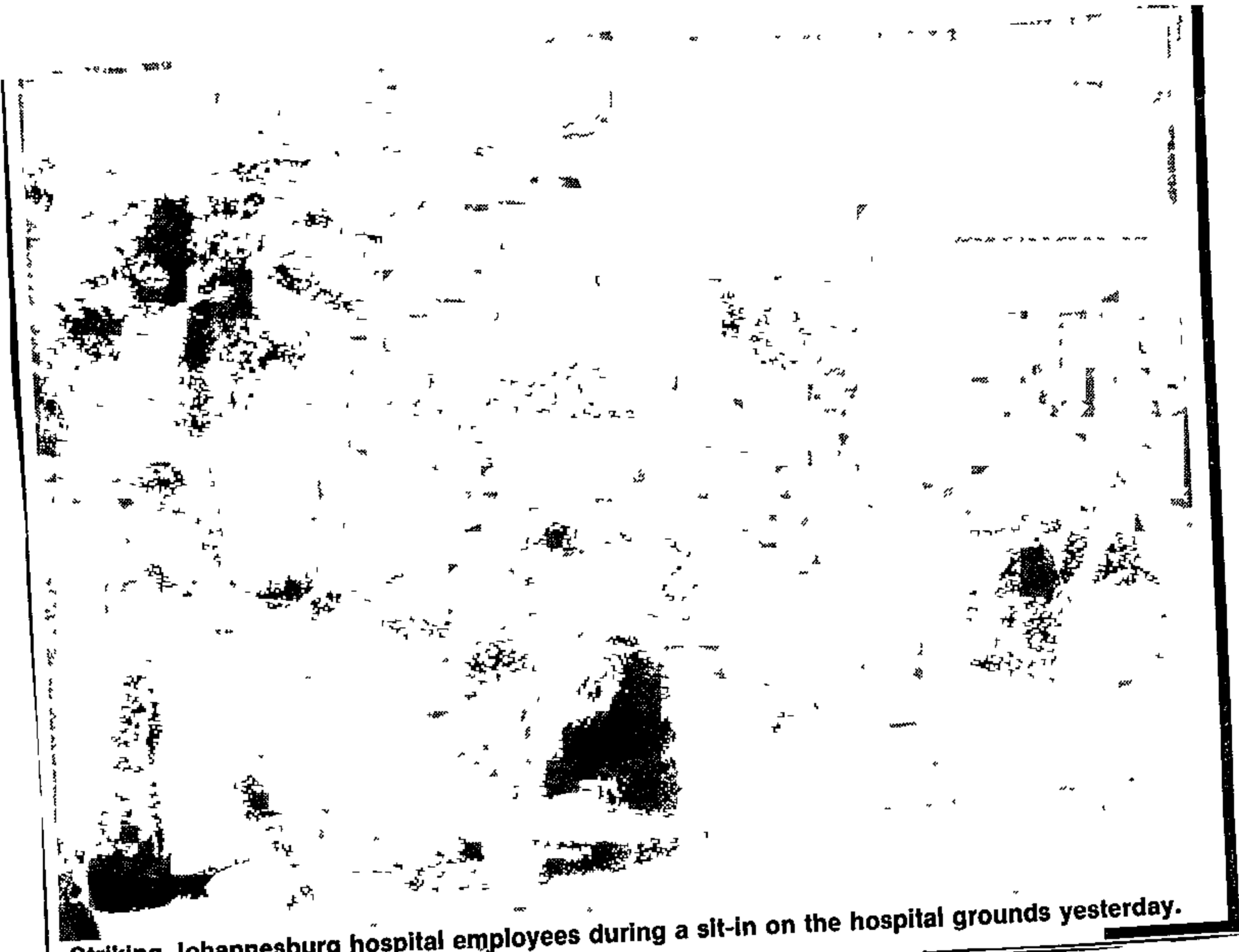
About 400 workers, all members of the Electrical and Allied Workers' Trade Union of SA (Eawtusa), will be affected if they do not accept the average 17% increase offered by the company for 1989-1990, he said.

A union spokesman yesterday said the company had acted unfairly by trying to impose a settlement which was unacceptable to the majority of workers.

Management is offering a 71-cent raise on the minimum hourly wage of R4,02, while workers are demanding 26% or R1,05 on the minimum.

Apart from the graded increases, the company had offered a one-hour reduction in the working week to 44 hours with a commitment to 43 hours on July 1, 1990, improved service and leave bonuses, a new housing scheme and a legal counselling service.

The lockout follows a dispute declared by Plessey in late June and the union soon after declaring a separate dispute.



Striking Johannesburg hospital employees during a sit-in on the hospital grounds yesterday.

Workers strike at JHB hospital

South Africa 26/7/89
152

By MATSHUBE MFOLOE

HUNDREDS of workers at the Johannesburg hospital yesterday downed tools in protest against the conditions of service and alleged corruption when people are employed.

Picketing workers - mainly kitchen staff, ward assistants and cleaners - displayed placards calling for an end to their being classified as temporary staff.

They demanded the abolition of tax deductions made from their salaries, segregation at the hospital and the "sale" of jobs at the hospital.

The workers, all members of the National Education Health and Allied Workers Union (Nehawu), presented the hospital with a petition listing their grievances.

The hospital refused to comment and referred all inquiries to Pretoria.

A spokesman for the Transvaal Provincial Administration, Mr Erno Botes, confirmed that about 300 workers had gone on strike at a hospital in Johannesburg over general service conditions. He said he believed one of the issues was maternity leave.

According to Mr Monde Dlitsha, an official of Nehawu, the workers would return to work today and await a response from the authorities. He also said that some of the workers accused of being ring-

leaders had been victimised.

He did not say how

The workers' classification as temporary workers, thus excluding them benefits enjoyed by other workers, is at the core of the strike. They also alleged that jobs were being sold to prospective employees and those who did not pay were kept on the waiting list. An amount of R50 was demanded to be "fixed with a job".

Workers also voiced complaints about deductions made from their salaries. Kitchen and cleaning staff said they earned between R280 and R500 a month while the ward assistants earned around R500.

Wage strike over

SCORES of Mamelodi City Council employees who downed tools on Monday over a wage dispute returned to work yesterday after the council agreed to meet their demands.

26/7/89
Sowetan
A spokesman for the Transvaal Association of Employees of Black Local Authorities (TAEBLA) yesterday said the council had agreed to pay increases which should have been paid in 1987 when the council moved from grade 8 to grade 9 status.

The council, after a lengthy meeting with executive members of TAEBLA on Monday, also agreed to pay a general increment of 15 percent at the end of next month. This increase will be paid retrospectively to January this year.

A spokesman for the council yesterday said workers resumed work after the council agreed to pay out the increases which were described as "long overdue" by the workers. The spokesman said the council resolved in April this year to pay the 15 percent general increase.

"We were just waiting for the date to implement the increase" He added that the 1987 increases would vary from person to person because these were actually salary adjustments"

News in Brief

Hospital staff on strike

CP 717P 26/7/57 (152)
JOHANNESBURG. — About 300 workers went on strike at the Johannesburg Hospital yesterday and displayed placards demonstrating against working conditions.

Dr F Bowie, a medical superintendent at Schuur Hospital, said he could not comment because he did not have all the facts at his disposal.

PAINFUL EXPERIENCE
operation. The X-Ray plate alongside shows w

Namibia focus at OAU summit

CAPC Times 26/7/89

ADDIS ABABA. — For the second day running, the topic of Namibia dominated the Organisation of African Unity summit here yesterday. The OAU is calling for an increase in the number of United Nations troops deployed in Namibia to 7 500.

At the opening of the summit in the Ethiopian capital on Monday, UN Secretary-General Mr Perez de Cuellar and Swapo head Mr Sam Nujoma displayed a divergence of opinion over the situation in Namibia.

Mr Nujoma appealed to the UN to increase its troop presence on the basis that this was the only way to stop South Africa from installing a puppet government there.

But while condemning police units for intimidation, Mr Perez de Cuellar avoided the issue of increasing the number of UN troops. Yesterday a Western diplomat here described Mr Perez de Cuellar's criticism of the South African authorities as "muted".

The chairman of the frontline states, Zambia's President Kenneth Kaunda, described Namibia as a test case for South Africa itself. "Dismantling apartheid is the OAU's only immediate task after Namibia," he said. "It

will be the most complex battle, not only of the bullet, but of wit. It will be the OAU's final battle for liberation."

Dr Kaunda warned that if the OAU — which has arguably played little or no role in settling the Namibia question — got left behind in the "fast-moving political developments" in Southern Africa, it would be "completely ineffective to influence the direction of the final events in South Africa".

He too urged the OAU to give Swapo another lump sum "for the material help it so badly needs in the run-up to the November elections". The OAU pledged Swapo \$5 million (about R13.5m) last February.

On Monday, President Mengistu Mariam of Ethiopia surprised everyone by mentioning his own war against the Eritreans, and the Sudanese leader, Lieutenant-General al Bashir, has also referred to Sudan's civil war.

Dr Kaunda — in an aside from his prepared speech — followed suit, asking the new OAU chairman, President Hosni Mubarak of Egypt, to dissuade Middle East countries from backing the rebels in Eritrea. Saudi Arabia, Iraq and Syria have all been suspected of funding various rebel factions — Daily Telegraph

Plessey 'out to smash us'

Cape Times 26/7/89
union
THE Electrical and Allied Workers' Trade Union has accused Plessey SA of trying to "smash" the union after more than 400 workers were yesterday lawfully locked out of the Retreat electronics plant.

And at Renak, a subsidiary of the British-owned Plessey, about 100 EAWTUSA members yesterday downed tools for an hour in support of Plessey workers.

Union members at Plessey SA have rejected the company's average increase of 17% and other benefits relating to conditions of work, instead demanding a 26% wage increase.

Plessey SA managing director Dr John Temple yesterday warned that the company would "soon" employ temporary labour.

EAWTUSA Western Cape branch secretary Mr Brian Williams yesterday said "The lock-out has little to do with the negotiations and more with smashing the union."

Transport union members charged

PIETERSBURG — Two members of the Transport and Allied Workers' Union appeared in the Pietersburg Magistrate's Court yesterday

Mr Abram Malatji (40) and Mr Daniel Sekele (39) pleaded not guilty to a charge of instigating and participating in an

unlawful strike at Lebowa Transport in 1987. (152)

The case was postponed until December 4.

The two allegedly participated in a strike where workers demanded wage increases and the reinstatement of nine co-workers who were fired. — Sapa.

Hospital strike - three suspended

THREE staff members in the Johannesburg Hospital's personnel office have been suspended at the request of dissatisfied domestic staff.

Some 300 hospital

cleaners and kitchen staff went on a four-hour strike on Tuesday in protest against conditions of service.

Workers said they were very worried about the hospital's policy of "selling jobs."

"If you apply for a job they ask you for R50 and if you pay it you will get the job," several cleaners said.

At a meeting between hospital authorities and

officials of the National Education, Health and Allied Workers Union (Nehawu) it was agreed that three personnel officers would be suspended until an inde-

pendent committee of inquiry had examined workers' grievances.

A Nehawu spokesman said yesterday the committee would be appointed next week.

152

Health Minister's stance on defiance

THE Minister of Health, Dr Willie van Niekerk, said everything would be done to maintain health services during a planned disruption by a "large number" of people descending on hospitals and clinics as part of a campaign of mass

defiance.

He said he believed protesters would express resistance to the September 6 general elections by being transported to hospitals and clinics to clog them.

It formed part of a "general confrontation"

to embarrass the Government, "especially on a sensitive issue such as the management of persons requiring medical treatment".

Dr van Niekerk gave the assurance that any patient suffering acute ill-

ness would not be turned away, regardless of their race.

"Hospitals and clinics are provided for the treatment of sick persons," he said. "Normal access to hospitals should not be disrupted by persons who are not suffering from any

disease or who may need other forms of treatment.

"Such persons will be requested to leave the premises in an orderly fashion so that persons normally utilising these facilities may receive the necessary attention," he said

Sowetan 27/7/89

152

RE

Sunday 27/7/87

Strike over R60 wage

152

ABOUT 400 workers at Gomma Gomma, a major furniture factory, now situated in Garankuwa, Bophuthatswana went on strike yesterday over wage demands.

A spokesman for the workers, who include women, said they downed tools in protest against management's failure to increase their salaries as promised three months ago.

The spokesman said their average weekly pay was R60 - "far less than what the company paid its employees in Johannesburg before they trekked to the homeland", the spokesman for the workers said.

Mr M Delport, a director of the company yesterday confirmed that there was a strike but said he did not know the reason for this action. "The workers just walked out of the premises this morning".

Delport declined to comment about the "meagre wages" being paid out to the workers. "We did pay them increases" said Delport.

he workers yesterday dismissed as "lies" claims by Delport that he did give them an increase.

A
S
f
o
d
h
i
n
p
u
b
A
th
th

MATTER OF FACT

THE SA police have complained about a Sapa story headlined "Strikers locked in strongroom" published in the *Sowetan* on June 30.

In the report, the Commercial Catering and Allied Workers' Union of South Africa claimed that twelve striking workers at Bradlows stores were locked in a strongroom for most of the day.

The union also said police were manning the store.

~~SA~~
~~SA~~
Denial
152

Police said: "The SA police deny that they are in any way involved with Bradlows store, Randfontein or that they were 'manning the store'. The manager denies all of the allegations contained in the article. In fact, he denies that there was a strike at his store or that he even contacted the police in connection with a strike.

"The shots fired at Score, Germiston were fired by a security guard. He alleges that when six men approached the store, (one of whom was armed with a knife) he fired the shots over their heads in order to scare them off. To date, no one has filed a charge with the police regarding the shooting but management reported the shooting to the police.

1914/277167

Charge

"A member of the SA police had an interview with management and no evidence can be found that he spoke to the strikers. The member is unavailable at present and cannot be contacted.

"There is no Score in Klerksdorp. The existing store, which is known as New World, was visited. Management denies that there is, or was, a strike at the store. To date, no charge has been filed with police regarding the pointing of a firearm," he said.

LOCKED OUT

By CHIARA CARTER

INTERNATIONAL support is being sought for more than 500 workers who were left standing outside the gates of a Retreat electronics factory this week after a lockout by management.

Workers at the factory, which is part of the British sub-

sidary Plessey SA, have been warned that they will be dismissed if they do not accept the company's wage offer by August 8.

The lockout is legal in terms of the Labour Relations Amendment Act, since the company declared a dispute with the Electrical and Allied Workers' Trade Union (EAWTU) over the union's refusal to accept the company's wage offer

EAWTU spokesperson Brian Williams said the workers had been promised assistance by the British labour movement which opposed the use of apartheid legislation by British multinationals

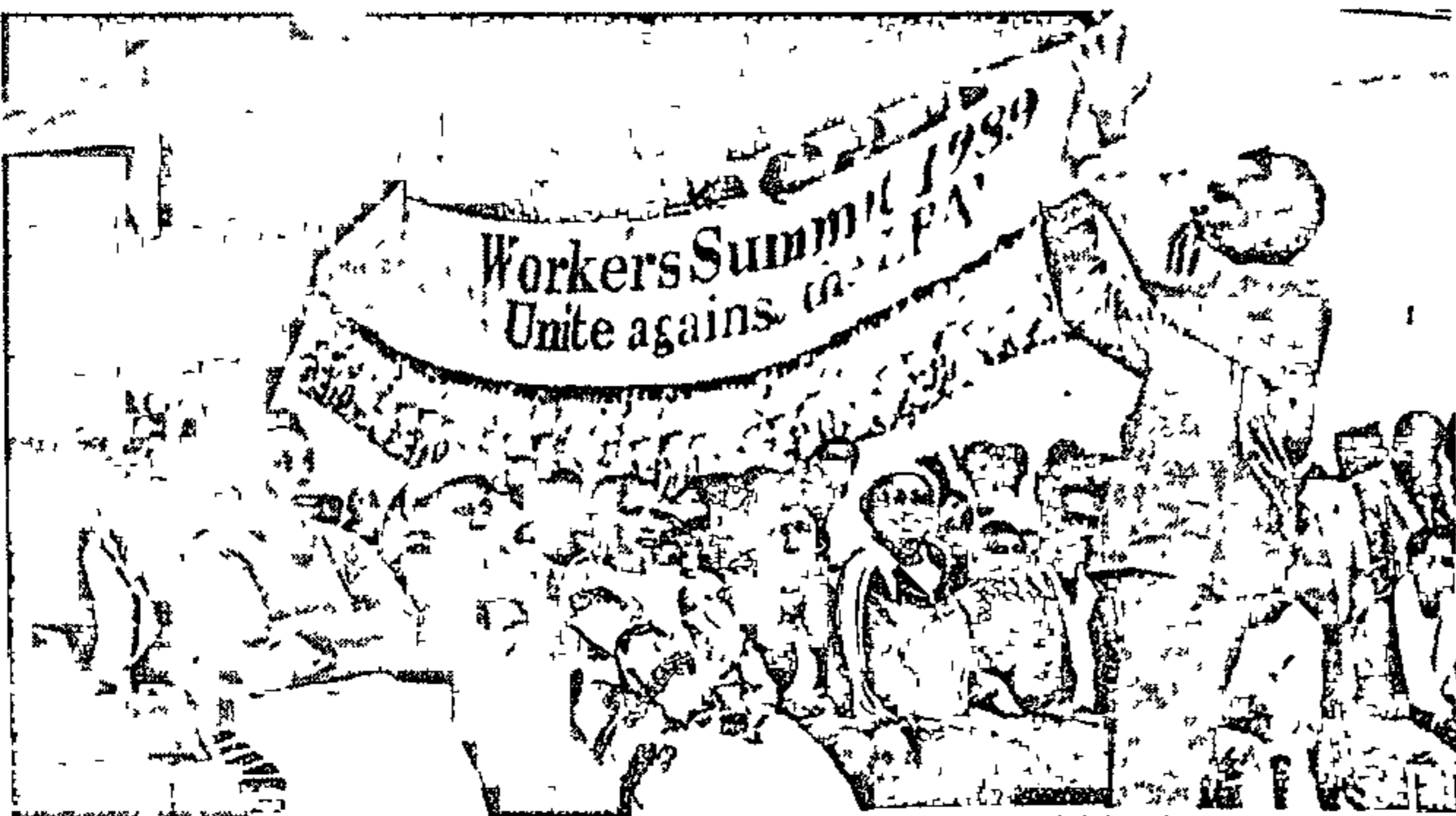
The workers claim the lockout represents a bid by management to "break the union" They also claim management has adopted an "aggressive approach" from the outset of the wage talks

This was denied by a Plessey spokesperson, who said half the workforce had returned to work.

The company has offered workers the 17 percent increase negotiated by the industrial council

Management has also agreed to a 44-hour working week with working hours reduced by another hour from January next year

In a pamphlet distributed to workers, the company claimed it had the best record of wages and working conditions in the industry



Part of the crowd at the anti-LRAA rally at Shareworld in Johannesburg

State, unions set to clash

UNIONS are gearing up for action over the controversial Labour Relations Amendment Act and the September parliamentary elections

Balloting for national industrial action which Cosatu has proposed should coincide with the September elections, began at several factories throughout the country this week.

In addition to discussion at factories and within locals, unions are planning to mobilise workers at anti-LRAA rallies

Several rallies took place in the Transvaal last weekend and rallies are being planned for other parts of the country.

It seems likely that the planned action will lead to a showdown between the labour movement and the state.

Minister of Law and Order Adriaan Vlok this week released details of what he claimed was the action proposed by the Cosatu congress.

A spokesperson for the minister said security police were investigating whether the Cosatu proposal contravened the security laws or the state of emergency

A rally which was to take place in Sebokeng last weekend was banned

The order was served on the Cosatu regional secretary for the Western Transvaal, Zwelanzima Vavi, hours before the rally was due to begin.

Vavi said that the last-minute banning almost resulted in violence, as thousands of workers

who flocked to the meeting were loathe to disperse

Another rally in Klerksdorp was banned by police after the meeting had begun.

The bannings were condemned at a joint Nactu-Cosatu rally held at Shareworld outside Soweto last weekend.

Nactu general secretary Piroshaw Camay told the meeting that the proposed industrial action could involve between three and five million workers.

Meanwhile, employers last week warned that the proposal for industrial action was detrimental to further progress being made in negotiations which have been taking place between employers and representatives of Cosatu, the National Council of Trade Unions and independent unions.

The deadline for a written response by employers to unionists' proposals is before the workers' summit, scheduled to take place next weekend

Nactu has not yet responded to a request from Cosatu that the summit be postponed until later next month.

An earlier summit held in February this year was attended by representatives from more than 40 unions.

The present course of action against the LRAA by the labour movement stems from recommendations made by delegates to the summit, described as a "significant move towards working-class unity" by Cosatu general secretary, Jay Naidoo.

Doubled profits

Williams rejected this as being like "comparing apples and potatoes"

"The company is making record profits and workers want a share in these profits," he said

"For the past four years there have been plant level negotiations and the settlement has always been significantly higher than that of the industrial council"

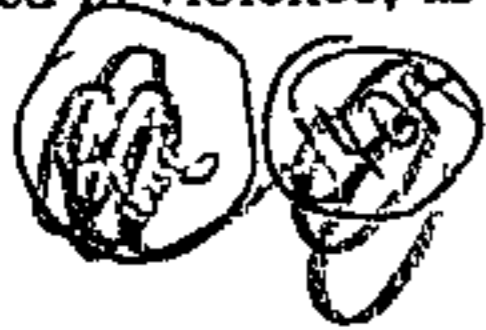
Plessey SA, whose profits increased by 11,8 percent last year, has doubled its profits in the past four years

A senior shopsteward at the plant said workers were especially angry that people in managerial positions had received an additional R156 000 in bonuses and that a "huge amount" was spent earlier this year on a banquet in Johannesburg to celebrate the company's 25th year in business

Meanwhile, workers at another multinational are continuing with a marathon nationwide strike over wages.

About 2 500 workers at Everite, a cement-manufacturing company which is part of a Swiss multinational, have been on strike for more than 10 weeks

The workers, who are mostly contract labourers, have dropped their demands to 85 cents an hour Management is holding out for 50 cents



South 27/7 - 2/8/89

South 27/7 - 2/8/89

Hospital job fraud: Probe

JOHANNESBURG

The Johannesburg Hospital administration has agreed to allow an independent commission of inquiry into allegations that jobs are "sold" to prospective employees, and that those who did not "pay" were kept on the waiting list.

This was said by an official of the National Education, Health and Allied Workers Union (Nehawu) yesterday.

More than 300 hospital workers — mainly kitchen staff, ward assistants and cleaners — went on strike for five hours yesterday, calling for an end to temporary staff categories, segregation and tax deductions.

Negotiations took place yesterday. — Sapa

152

**Council employees
stage work sit-in**

Pretoria Bureau

About 700 dissatisfied Atteridgeville Town Council employees staged a sit-in yesterday over alleged delays in implementing pay increases

At a meeting held yesterday, they voted unanimously for the sit-in

The workers resolved to report for work as usual yesterday but not take up tools

They said that they had been promised a 10 per cent pay increase last July

The workers last week submitted a petition calling for the immediate dismissal of town clerk, Mr Solly Rammala

Workers on strike 'locked out'

By Cathy Stagg

152

Everite Ltd, which has a factory in Kliprivier near Vereeniging, has been granted a court order in terms of which striking workers have to leave the factory premises

28/1/87

In papers it is alleged that buses transporting temporary workers were stoned and that one employee was stabbed and another hit with an axe.

Mr Steven Waterbo, who has sustained two stab wounds is in hospital in a satisfactory condition

The strike has lasted nine weeks and

results from a wage dispute

The urgent application was launched in the Rand Supreme Court late on Wednesday and a rule nisi was granted by Mr Justice M N MacArthur. The return date is August 15.

The respondents are the striking employees and their 16 shop stewards. The Construction and Allied Workers Union, a Cosatu affiliate, was cited because it may have an interest but no order will be sought against it.

Everite will allow workers to continue living in the hostel in terms of their contracts

Officials charged

TWO members of the Transport and Allied Workers Union who are facing charges of instigating and participating in an unlawful strike yesterday asked the magistrate to step down because he was not fair. *152*

Mr Abram Malatji (40), of Ga-Mamabolo and Mr Daniel Sekele (39), of Ga-Mashashane, Doornfontein, made the request because the magistrate, Mr A G H Bouer, was according to them, siding with the State.

20/1/41
They pleaded not guilty to all charges in the Pietersburg Regional Court.

Unionists bombed, receive death threats

Own Correspondent

PORT ELIZABETH — Prominent trade unionists in Uitenhage have been the victims of fire-bomb attacks which have left one dead. Several others have been threatened with death in the past week.

Mr Andile Sapotela, brother of Goodyear shop steward chairman Mr Joe Sapotela, was killed when Mr Sapotela's home was fire-bombed with a chemical substance at 1am on Thursday, a National Union of Metalworkers of South Africa official said.

A spokesman for Numsa said yesterday that the vice-president of the Congress of South African Trade Unions and Numsa official Mr John Gomomo and Numsa local co-ordinator Mr Jurie Harries had received death threats last week from "White Wolf No II".

At least four other leading Numsa personalities also received letters threatening them with death.

Numsa said in a statement that the killing and the threats could be linked to the 20-day-old strike at the plant over the terms of Goodyear's disinvestment and were part of organised attack on worker leaders and their organisations.

Plessey SA

workers ^{CAT TAD} ^{25/7/37}

'trickle back'

 Labour Reporter

LOCKED-OUT workers at Plessey SA were "slowly trickling back" to work to accept the electronic manufacturer's average increase of 17% on the minimum wage, company managing director Dr John Temple said yesterday.

About 330 workers, all members of the Electrical and Allied Workers' Trade Union of SA, still stood by their demand for a R1,05 (26%) increase on the minimum hourly wage of R4,02.

Union charges that Plessey SA was trying to "smash" the union were "absolute nonsense", Dr Temple said.

Production had been affected, but the company had embarked on an "internal" recruitment drive to appoint temporary labour.

Parts of factory may close

Can Times 27/7/59
Labour Reporter

ELECTRONICS manufacturer Plessey SA may be forced to close certain sections of its Retreat factory if between 300 and 400 locked-out workers do not accept the British-owned company's final wage offer.

Company M D Dr John Temple yesterday said Plessey SA had gone as far in the negotiations as it was prepared to in an adverse environment, where products such as components were becoming uneconomic even at current wage levels.

But Electrical and Allied Workers' Trade Union of SA (Eawtusa) branch secretary Mr Brian Williams earlier this week said the company had registered its highest profits in many years.

Cement workers are evicted

CAPE TOWN 24/7/87 Labour Reporter

HUNDREDS of striking Everite workers in Kliprivier, Vereeniging, have been evicted from the factory premises and restrained from intimidating employees by order of the Rand Supreme Court

The interim order against more than 800 workers was granted on Thursday, after the company alleged that strikers were intimidating or assaulting employees and disrupting the work operation.

The legal strike, now in its 10th week, involves about 2 080 workers at four fibre-cement plants.

Workers have rejected management's final offer of a 50c across-the-board-increase on the basic hourly wage of R2,85, tabled on June 22.

Mr Du Plessis faces an alternative
theft.

His bail of R1 000 was extended and the hearing was postponed till August 14 for trial.

Cape Times 1/8/57
Workers in consulate protest

THE labour dispute between employees and management of Plessey South Africa took a new turn yesterday when members of the Electrical and Allied Workers' Union protested at the British Consulate in attempt to gain support from the British government.

Three-hundred-and-thirty of the company's 700 employees have been locked out of the Plessey factory since wage negotiations broke down last week. If the employees do not return to work by August 8 they will be dismissed.

Fifteen union members delivered a letter of protest to Mr D A McKellar, acting consul of the British Consulate in Cape Town. Mr McKellar agreed to pass on the letter to the Foreign Office in London. Plessey South Africa is a subsidiary of Plessey UK.

From page 1

XV: CAP-7/MS (111) (54)

(152)

Red Cross turmoil

AFTER three-and-half hours of heated debate and pleas for a restructuring of the organisation, the extraordinary meeting of the Southern Transvaal branch of the South African Red Cross ended when the majority of the house walked out on Monday night. ~~152~~

Responding to a suggestion by the former assistant regional director,

Mr Bongani Khumalo, that it was a sad night but it was futile to continue, the crowd of more than 500 left the Linder Auditorium at the Johannesburg College of Education singing "Senzeni Na" (what have we done). 152

The agenda of the meeting, called by 31 requisitionists, included the composition and role of

the region in carrying out the mandate of the International Red Cross and Red Crescent movement. informed us about the strike "Sowetan 2/8/89".

Public relations officers for both Nissan and BMW, Mr Sarel Liebenberg and Mr Seth Phalasi, respectively denied any work stoppages at their plants

Workers 'have right to protest against elections'

By Mike Siluma, Labour Reporter
A prominent industrial relations expert, Mr Bobby Godsell, cautioned the Government yesterday against suppressing peaceful anti-election protests

Addressing an SA-German Chamber of Commerce and Industry luncheon in Johannesburg, the Anglo-American industrial relations and public affairs director referred to the "enormous responsibility" of unions in particular to ensure that the protests remained peaceful

Mr Godsell said businessmen had to "observe a deep distortion" where everyone but blacks would be allowed to vote

"It is expected that this would evoke anger and frustration (on the part of blacks) There is a challenge to employers and the State to demonstrate that peaceful protest is possible in South Africa, and for black South Africans

"Protesting peacefully is a basic right in a democratic society' and has basic obligations The State has to think carefully before banning meetings," he said

PROGRESS

"The challenge to unions is to make peaceful protest peaceful It should not be an exercise in confrontation and polarisation"

Mr Godsell expressed the hope

that talks between the SA Employers' Consultative Committee on Labour Affairs (Seccola), of which he is chairman, and black unions on changes to South African labour law would lead to progress

He said South Africa was now "formally and irreversibly on the march towards a non-racial democratic future

"I believe the current talks will begin to show positive results in the weeks ahead on at least some of the issues," said Mr Godsell, adding that it was in the interests of Saccola, the unions and the Government that the parties devised labour legislation accepted by all three parties



Mr Bobby Godsell
Anglo-American industrial
relations director.

5/18/89

~~SECRET~~ (S)

1527

3 000 down tools

2/8/89
fear

ABOUT 3 000 Samcor employer near Mamelodi, Pretoria, are on strike demanding more pay.

The strike started yesterday.

Samcor's director of communications, Mr Reuben Els, said the strike was illegal.

Sources at the plant said workers were angered by the management's refusal to give them a R2 and hour across-the-board increase. It offered to pay 60 cents instead, they said.

The striking workers are members of the National Union of Metalworkers of South Africa (Numsa).

Els said: "We have an illegal work stoppage and up to now we do not know the reason for his action. The union has not

VW plant closed over 'absenteeism'

Own Correspondent

PORT ELIZABETH — Volkswagen closed all production lines in Uitenhage plant because of "high absenteeism and unprocedural industrial actions", a company spokesman said yesterday.

But this was disputed by a trade union official, who attributed the closure to strike actions by workers in other allied motor trade industries.

Samcor in Pretoria also closed down after about 3 000 workers went on strike yesterday

to back demands for higher pay.

A VW spokesman said that in the interest of productivity and effective and economic functioning of the plant, there was no alternative but to close the plant.

Mr Phumzile Gomomo, a spokesman for National Union of Metalworkers (Numsa) and Cosatu vice-president, denied that VW workers had gone on unprocedural industrial action.

He said VW management

had felt it would be uneconomic to continue production since the company had been affected by strikes in Good-year, now entering the fifth week, Bosal Afrika and at Hella plant also in Uitenhage.

Mr Gomomo said workers had demanded a report-back meeting on the ongoing wage negotiations, but found production lines already closed when they went back to resume duties on Monday.

The union felt strongly about this, he said, adding

that Numsa had challenged management about the closure of the production lines.

Mr Gomomo said workers were committed to resume duties any time the production lines were opened.

A spokesman for the workers at Samcor said the stoppage began because workers demanded an increase of about R1,50 an hour while the company offered 45c.

National wage negotiations are currently taking place in Port Elizabeth.

Workers at Samcor stage 'illegal strike'

By Mckeed Kotlolo,
Pretoria Bureau

11/8/84

152
About 3 000 Samcor employees near Mamelodi, Pretoria, are on strike demanding more pay

The strike started yesterday and was illegal, said Samcor's director of communications, Mr Reuben Els

Sources at the plant said workers were angered by management's refusal to agree to a R2-an-hour increase Management had offered 60c.

The striking workers are members of the National Union of Metalworkers of South Africa (Numsa).

Mr Els said the union had not informed management about the strike

Spokesman for Nissan, Mr Sarel Liebenberg, and for BMW, Mr Seth Phalatsi, denied any work stoppages at their plants despite reports that production was halted after workers heard of the Samcor strike.

Motor industry pay strike now affects 13 000

By Mike Siluma, Labour Reporter

The wage strike in the motor industry, already affecting Volkswagen and Samcor, yesterday spread to Toyota plants in the Transvaal and Natal, bringing to nearly 13 000 the number of workers involved.

Confirming the closure of the company's Uitenhage plant, a Volkswagen spokesman said "as a result of high absenteeism and unprocedural industrial action", it had become impossible to continue production.

Production lines would remain closed "until shop stewards confirm employees are prepared to follow agreed-to rules and maintain acceptable production standards". About 5 500 workers are affected.

In Pretoria, a two-day strike by about 3 000 workers at Samcor's assembly plant led to a lock-out and plant closure yesterday.

Samcor's managing director, Mr Spencer Sterling, said the decision to close the plant and lock workers out followed the failure of the National Union of Metalworkers (Numsa) to give assurances that workers would not engage in further stoppages if they were allowed to return to work.

A worker spokesman at Toyota said 3 000 workers were on strike at the company's Prospecton, Durban, assembly plant. A further 1 000 had withdrawn their labour at Toyota's subsidiary, Rowen SA, also in Natal. About 400 had downed tools at Toyota's marketing division, near Sandton, Transvaal.

Although Numsa spokesmen could not be reached for comment, worker spokesmen said the strikers were demanding, among other things, a 40-hour working week, individual increases of R2 per hour and a minimum rate of R6,58 per hour.

Mineworkers Un
P.O. Box 31525
Braamfontein
2017

6 000 to strike

trib. & Allied Wo
10168
burg

THE National Union of Metalworkers of South Africa has called for a strike in all Dorbyl plants from Monday. 152

Dorbyl is one of the largest private sector employers in the metal industry Sowetan 3/8/89

A statement by Numsa said deadlock had been reached after 18 months of negotiations on four demands put to Dorbyl by union members.

"Numsa members in 50 Dorbyl factories voted last week for strike action over the dispute. Voters numbered over 6 600 for strike action, 312 voted against and there were 49 spoilt papers.

"The strike ballot follows negotiations which have dragged on for more than 18 months Dorbyl has avoided proper negotiations by oscillating between its divisions and the head office," the Numsa statement claimed.

● About 400 general workers went on a lightning strike at the Park Lane Clinic this week over a pay grievance, according to a spokesman for the National Education, Health and Allied Workers' Union.

General secretary Sisa Njikelana said the workers had downed tools

over a discrepancy in wage increases.

Park Lane is the third hospital to be embroiled in a dispute with workers in recent weeks. Morning-side Clinic and the Johannesburg Hospital have been in the news in connection with workers' grievances over pay, working conditions and workers' rights.

Strikers in Kempton get ultimatum

By Abel Mabelane,
East Rand Bureau

The 1 200 striking Kempton Park municipal workers served with an ultimatum to return to work today or face dismissal have appealed to Cosatu for help.

(251)

The workers have no union to represent their interests. They pulled out of the SA Black Municipal Workers' Union about two years ago.

(scribble)

The workforce of 1 200 (not 12 000 as reported yesterday) went on strike on Monday in protest at what they termed insufficient salary increases.

They claimed the council had promised them a 20 percent increase but gave them less.

(scribble)

Yesterday, the workers were given an ultimatum to report for duty at 7 am today or face dismissal.

Kempton Park town clerk Mr H Muller denied the council promised the employees a 20 percent across-the-board increase.

Shopkeepers said refuse had not been collected since Monday. Several expressed fears that the strike, if it continued, could affect their businesses adversely.

68/8/8

Motor industry pay strike now affects 13 000

3/8/89
By Mike Siluma, Labour Reporter

The wage strike in the motor industry, already affecting Volkswagen and Samcor, yesterday spread to Toyota plants in the Transvaal and Natal, bringing to nearly 13 000 the number of workers involved.

Confirming the closure of the company's Uitenhage plant, a Volkswagen spokesman said "as a result of high absenteeism and unprocedural industrial action", it had become impossible to continue production.

Production lines would remain closed "until shop stewards confirm employees are prepared to follow agreed-to rules and maintain acceptable production standards". About 5 500 workers are affected.

In Pretoria, a two-day strike by about 3 000 workers at Samcor's assembly plant led to a lock-out and plant closure yesterday.

Samcor's managing director, Mr Spencer Sterling, said the decision to close the plant and lock workers out followed the failure of the National Union of Metalworkers (Numsa) to give assurances that workers would not engage in further stoppages if they were allowed to return to work.

A worker spokesman at Toyota said 3 000 workers were on strike at the company's Prospecton, Durban, assembly plant. A further 1 000 had withdrawn their labour at Toyota's subsidiary, Rowen SA, also in Natal. About 400 had downed tools at Toyota's marketing division, near Sandton, Transvaal.

Although Numsa spokesmen could not be reached for comment, worker spokesmen said the strikers were demanding, among other things, a 40-hour working week, individual increases of R2 per hour and a minimum rate of R6,58 per hour.

New car deliveries delayed by strikes

CNA Times 3/8/84 (152)

Own Correspondent

JOHANNESBURG. — The supply of new cars to customers could be delayed after wildcat strikes at four motor plants this week.

The strikes by more than 10 000 workers at Volkswagen in Uitenhage, Toyota's Prospec-

ton factory and Samcor's Pretoria and Port Elizabeth plants has caused the shutdown of production lines this week.

A VW spokesman said after talks with worker representatives that it had been agreed normal production would restart today.

CAI 7/27/73 3/1/73 (EAWTUSA) 152

Locked-out workers set to strike

Labour Reporter

LOCKED-OUT Plessey SA workers are set to strike on Tuesday in a bid to pre-empt the mass dismissal of more than 400 members of the Electrical and Allied Workers' Trade Union of SA (Eawtusa)

Eawtusa assistant general

secretary Mr Brian Williams said yesterday that workers were determined to remain united in their demand for a 26% wage increase "no matter what the cost"

The company last Tuesday legally locked out more than half of its 700-strong Retreat workforce after Eawtusa members rejected a wage increase averaging 17%

Plessey MD Dr John Temple earlier warned that workers who did not accept the company's wage offer by Tuesday would be sacked

Mr Williams said the strike would be held in terms of a dispute the union declared with Plessey SA in June

RED CROSS HIRES PR FIRM

Sowetan 3/8/84
152

SOUTHERN Transvaal region Red Cross chairman, Jean Roberts, yesterday said a "fair amount of damage" had been done to the society through "having to react" to allegations of racism by former employee, Bongani Khumalo, and a public relations company had been enlisted to prepare a response to reports made in the media over the last three months.

Mrs Roberts said the

SA Red Cross was in danger of being "turned out" of the world body because of persistent allegations from black staff of racism.

Khumalo, a former assistant director of the southern Transvaal region of the Red Cross, was dismissed about three months ago. Thirty seven Red Cross workers, who staged a strike in protest against his dismissal have also been dismissed.

On Monday night 500



Mr Bongani Khumalo

black members of the southern Transvaal region walked out of an extraordinary meeting of the Red Cross in Johannes-

burg. Mr Khumalo later told Sapa the members had walked out because their challenge to the body's executive committee over charges of racism were dismissed.

He said black members of the Red Cross would begin working independently of the white-controlled executive in black areas, using "whatever Red Cross equipment we can lay our hands on."

FACTFILE by Morris McWhirter

152

Sowetan
3/8/89

Car firm closes plant

SAMCOR has closed its plant following an "illegal" work stoppage by about 3 000 workers sparked off by a wage increase disagreement.

Before the closure, workers were given a circular in which they were warned to report for duty on August 1 and commence work in a normal manner or face disciplinary action.

The circular, signed by Mr E Bezuidenhout, the company's labour relations manager, said that the "illegal and unfair" work stoppage would be recorded on workers' conduct record as a further warning.

The circular added the plant would be closed with immediate effect.

The strike started on Monday following a pay disagreement between the workers, represented by Numsa, and the company, represented by the Steel Engineering Industries Federation of South Africa (Seifsa). The workers demanded R1,50 an hour increase whereas Seifsa offered them 45c. The negotiations are in Port Elizabeth

to August 9 1989



south LABOUR

3-9/8/89



Ready to strike

By CHIARA CARTER

WORKERS locked out by a Retreat electronics factory since last week have voted to go on strike in an attempt to prevent the company from dismissing them.

More than 400 members of the Electrical and Allied Workers' Trade Union (Eawtu) have been locked out of the Plessey SA factory since last Tuesday

This follows a dispute being declared by the company, a subsidiary of a British multi-national, over the workers' refusal to accept the company's wage offer.

The lockout ends next Tuesday morning and the company has warned workers that they will be dismissed if they do not return to work before then

Union spokesperson Brian Williams said 99,4 percent of the locked-out workers had voted in favour of strike action

This week the company placed recruitment advertisements for temporary workers in several Cape Town newspapers

In the advertisements, Plessey appealed to the locked-out workers to accept the company's offer and to return to their jobs, and claimed to offer good wages and working conditions

Components

SOUTH refused to place the advertisement

Williams said the union doubted if the advertisements would have much effect since workers were determined not to accept the offer.

He said it was difficult for the company to use "scabs" because it took considerable time to train someone to work with electronic components

Williams also denied Plessey's claims that workers were steadily returning to work, saying that those who had returned were "less than a handful" of workers.

The union has appealed to organisations abroad for assistance in its battle with the multi-national

Meanwhile, Plessey managing director John Temple flew to London this week for consultation with the company's head office, while on Tuesday an Eawtu delegation delivered a letter to the British consulate in Cape Town, appealing to the British government to exert pressure on the company.



LOCKED-OUT: Union official Brian Williams and locked-out workers outside the Plessey factory gates

13 000 strikes for pay at three motor companies

AR 45 3/8/81



The Argus Correspondent
JOHANNESBURG — The motor industry has been hit by strikes involving nearly 13 000 workers

The wage strikes already affecting Volkswagen and South African Motor Corporation (Samcor) spread yesterday to Toyota plants in the Transvaal and Natal

Confirming the closure of the company's Uitenhage plant, a Volkswagen spokesman said that "as a result of high absenteeism and unprocedural industrial action" it had become "impossible to continue production"

Production lines would remain closed "until such time as shop stewards confirm that the affected employees are prepared to resume normal work, follow agreed-to rules and procedures and maintain acceptable production standards"

Discussions with the trade unions were continuing. The spokesman said about 5 500 workers were affected by the closure

In Pretoria a two-day strike by about 3 000 workers at Samcor's assembly plant led to a lock-out and plant closure yesterday, said Samcor's managing director, Mr Spencer Sterling.

Mr Sterling said the decision to close the plant and lock

workers out followed the failure of the National Union of Metalworkers to give assurances that workers would not stage further stoppages if they were allowed to return to work

He said the main issue was the union's demand for immediate national negotiations with all the motor manufacturers. There was no direct dispute between the union and the company yet

A worker spokesman at Toyota said 3 000 workers were on strike at the company's Prospecton, Durban, assembly plant. A further 1 000 had withdrawn their labour at Toyota's subsidiary, Rowen SA, also in Natal. About 400 had downed tools at Toyota's marketing division, near Sandton, Transvaal

A Toyota spokesman confirmed that workers had been on an "illegal work stoppage" at Prospecton since Tuesday. He said similar work stoppages took place at other Toyota facilities in Durban and Sandton, but would not elaborate

Although union spokesmen could not be reached for comment, worker spokesmen said the strikers were demanding, among other things, a 40-hour working week, individual increases of R2 an hour and a minimum rate of R6,58 an hour

500 locked out

More than 500 workers at Toyota's Sandton marketing division plant in Johannesburg were locked out early yesterday after wage talks between worker representatives and management reached a deadlock this week.

Workers had demanded an increase of R2 across the board while the company offered 50 cents an hour.

By MATSHUBE MFOLOE

During an outdoor meeting which was

addressed by National Union of Metalworkers of South Africa shop stewards workers resolved not to return to work until the company conceded to their demand.

Union spokesman Mr Fani Siweya said workers were asked by

management to sign an undertaking not to resume strike action, go-slows or overtime bans. This had also been rejected by workers and talks with management were continuing at the time of going to press.

Attempts to obtain comment from the company spokesman, Mr Theo van den Bergh in Durban, drew a blank yesterday.

According to workers others had returned to work in spite of an earlier resolution not to do so. They also alleged that "coloured" workers had brought knives and guns to the plant yesterday to fight the black staff.

Two workers who refused to be named said they were threatened by groups of "coloureds" on separate occasions yesterday. One alleged he was chased in the streets of Johannesburg while on his way to a taxi rank in Brce Street.

"They said we (blacks) had intimidated them at a meeting on Wednesday when we resolved to strike," he said.

Meanwhile, strikers at Toyota's Prospecton plant in Natal were served with an industrial court order directing them to resume work, according to a company spokesman. He said the company would remain closed until Monday, "as a precautionary measure".

INCR	AND	INCR	MAIN	AND	INCR	AND	INCR	AND	AND	AND	
11/75	B/77	10/78	1/80	7/81	12/82	1/84	5/85	1/86	3/87	1/88	B/88
23.15	26.05	28.35	33.30	38.25	60.00	65.00	73.00	82.00	92.50	103.00	108.00
39.04	36.64	35.35	35.77	33.15	42.67	41.35	37.57	38.14	36.79	37.16	36.71
Hourly Change 1975 to date: Nominal +388.2% Real -5.7%											
Current Hours: 43											
Dfvr 454-2722											
31.60	35.55	38.70	45.45	52.25	75.00	80.00	90.00	101.00	113.50	126.00	131.00
53.29	50.00	48.25	48.82	45.28	53.34	50.89	46.32	46.98	45.15	45.45	44.53
Hourly Change 1975 to date: Nominal +333.8% Real -16.2%											
Current Hours: 43											
Dfvr 2722-4540											
36.45	41.00	44.65	52.45	60.30	90.00	100.00	112.50	126.50	142.50	158.50	163.50
61.47	57.67	55.67	56.34	52.25	64.01	63.61	57.90	58.84	56.68	57.18	55.57
Hourly Change 1975 to date: Nominal +369.4% Real -9.3%											
Current Hours: 43											
Dfvr >4540KQ											
Real Weekly Wage at 12/88: R 35.19											
Real Weekly Wage at 12/88: R 42.68											
Real Weekly Wage at 12/88: R 53.27											

Eveready workers strike

CMA 4/8/87

152

PORT ELIZABETH. — Workers at Eveready here, who have been protesting against the Labour Relations Act recently, downed tools for several hours yesterday to protest against the display by a foreman of a severed baboon's head with a trade union sticker across its forehead.

Several hundred workers, some carrying placards and AK-47 replicas made from exhaust pipes, stopped working after the incident.

They chanted slogans and sang as they paraded around the Sidwell factory premises, monitored by four plainclothes policemen in a vehicle outside the factory gates.

There were no incidents.

Two officials from the Nature Conservation department of the Cape Provincial Administration arrived to take statements and photograph the grisly head of the animal. They said they were investigating whether the animal had been "legally hunted" or not.

One worker said "We have stopped working because management are telling us by this that we are baboons, and baboons cannot work."

'Laughing at it'

A spokesman for the workers said a white foreman, a Mr Frank Barnard, had shot the baboon on his farm and then brought the animal's severed head to the plant yesterday.

"They were taking pictures and people were laughing at it because it had a union sticker on its forehead, calling for an end to the Labour Relations Act," the spokesman said.

Shop stewards said the head was taken away and burned after the Nature Conservation men had left.

A senior industrial relations spokesman, in the presence of shop stewards, said the company would launch an inquiry into the cause of the work stoppage.

The company said it would wait for a statement from the Nature Conservation Department before releasing an official statement. — Sapa

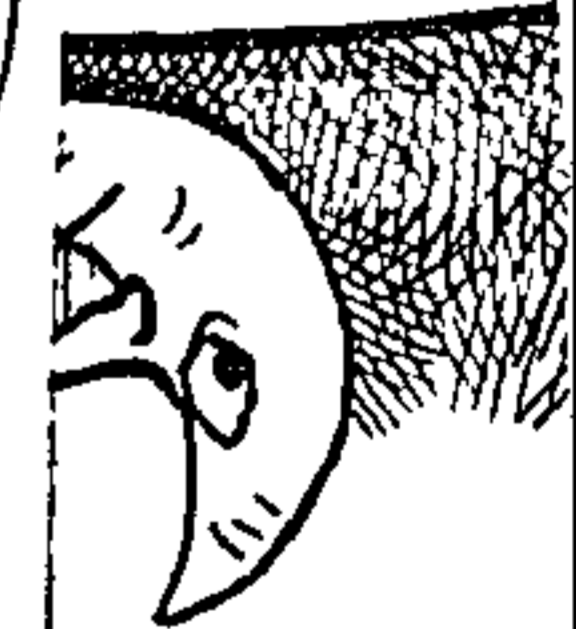
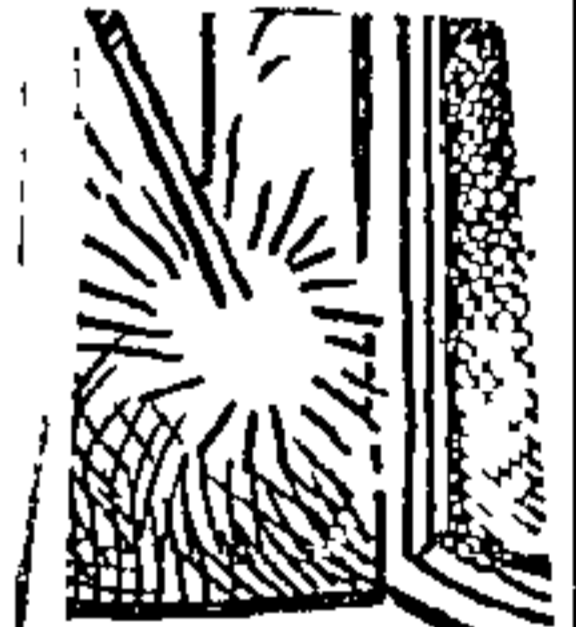
to

ir

n

bel

r



ad

CPA 7/25 4/18/89
152

Court to decide on strike bid

ENGINEERING giant Dorbyl has brought an urgent application in the Industrial Court for an order declaring a planned national strike by more than 7 000 workers unlawful and unfair, a National Union of Metalworkers of SA (Numsa) spokesman said yesterday.

The court action follows 94% of Numsa's members at 50 Dorbyl plants country-wide voting in favour of a legal national strike, set to start on Monday, Numsa's Dorbyl national organiser Mr Bobby Marie said.

Between 900 and 1 000 Numsa members at four Dorbyl engineering and automotive plants in Cape Town are affected by the dispute, he said.

Numsa is demanding that the company agrees to refer all disputes the right to private arbitration; to negotiate a service allowance; to negotiate severance pay in the event of unavoidable retrenchment, and to grant shop stewards 10 days paid training leave.

A strike ballot was held last week after Numsa failed to reach a settlement with Dorbyl, Mr Marie said.



Workers down tools over baboon sticker

The Argus Bureau

PORT ELIZABETH. — Workers at a factory here downed tools for several hours to protest against the display by a foreman of a severed baboon's head with a trade union sticker across its forehead.

Several hundred workers at the Eveready factory, some carrying placards and AK-47 replicas made from exhausts, stopped working after the incident yesterday.

They chanted slogans and sang as they paraded around the Sidwell factory premises, monitored by four plainclothes policemen in a vehicle outside the factory gates. There were no incidents.

Two officials from the Nature Conservation department of the Cape Provincial Administration arrived to take state-

ments and photograph the head of the animal.

They said they were investigating whether the baboon had been "legally hunted" or not. They took statements and photographs and the head was returned to the man who had shot the animal.

A spokesman for the workers said a white foreman, a Mr Frank Barnard, had shot the baboon on his farm and then brought the animal's head to the plant.

Workers noticed the head in Mr Barnard's office first and then it "did the rounds" in the factory.

"They were taking pictures and people were laughing at it because it had a union sticker on its forehead, calling for an end to the Labour Relations Act," the spokesman said.

He said "They are always

telling us, the black and coloured people, that we are baboons. We are always wearing these stickers and the sticker was put on the baboon's head to resemble us."

Shop stewards said the head was taken away and burned — it was not clear by whom or for what reason — after the Nature Conservation men had left the plant.

A senior industrial relations spokesman, in the presence of shop stewards, said the company would launch an inquiry into the cause of the work stoppage.

All "rumours" would be investigated and the situation would be resolved in a "fair" manner, he said.

The company would wait for a statement from the Nature Conservation Department before releasing an official statement.

Mr Barnard was not available for comment.

ARGUS
4/8/89
152

Victory for Joshua Doore picketers

By **CONNIE MOLUSI**

152 copies 6/8/89

PICKETING Joshua Doore workers emerged victorious this week as management agreed to re-instate retrenched workers at the rate of 26 workers a month, starting this month

The company also granted a R110 across the board increase, bringing the minimum wage to R720 a month

■ Afcol and the Paper, Printing, Wood and Allied Workers' Union have reached agreement on their wage negotiation, ending a dispute involving 1 100 workers at Transvaal plants

■ A joint negotiating committee of the Transport and Allied Workers' Union and Transport and General Workers' Union have referred their dispute with Eastern Bus Lines to the Industrial Court after a conciliation board failed to resolve it

■ Food and Allied Workers' Union members at Amalgamated Beverage Industries went on strike this week against new rules calling for reports on how long workers spend in toilets

■ About 500 Sandton Toyota marketing division workers were locked out this week after the company pulled out of motor industry wage negotiations. An Industrial Court ordered them to resume work from Monday

■ The Pretoria Supreme Court this week acquitted nine NUM members of a murder charge arising from the 1987 mine workers' strike

6 000 Volkswagen staffers back to work

Cape Times 7/18/88
(152)
Own Correspondent

PORT ELIZABETH — More than 6 000 workers at the Volkswagen plant in Uitenhage return to work today after the factory was closed for a week.

Strikes and factory closures last week affected three manufacturers and resulted in more than 13 000 workers at Volkswagen, Toyota and Samcor being out of work for at least four days.

And, coupled to this, is further strike action by Numsa (the National Union of Metalworkers), planned to start today, which involves workers at 50 Dorbyl factories throughout the country.

A spokesman for Volkswagen said production was stopped last week due to "high absenteeism and unprocedural industrial actions".

However, Mr Phumzile Gomomo, a spokesman for Numsa and Cosatu vice-president, attributed the closure to strike action by workers in allied motor industries.

14 000 on strike

Cape Times 8/18/89

Own Correspondent

PORT ELIZABETH — About 14 000 workers are now affected as strikes for higher wages at several factories continue to escalate — 4 000 were dismissed at one factory yesterday, while lock-out notices were served on 2 000 at two other plants

Nearly 4 000 workers at the Prospecton assembly plant of Toyota in Durban were dismissed yesterday after they did not resume their duties

Meanwhile, nearly 1 200 National Union of Metalworkers of South Africa members on strike at Goodyear are to be served with lockout notices today, following the more than 800 Numsa members locked out of Eveready yesterday

At the Volkswagen plant in Uitenhage and the Samcor plants

in Pretoria and Port Elizabeth, there was also no production

At Volkswagen the factory was closed because of the high absenteeism — affecting almost 5 000 workers — and at Samcor workers struck for the fifth consecutive day, affecting more than 3 000 workers

At Goodyear it was stated in a notice that contracts of employment would be terminated and workers would not be allowed access to the company's premises

Goodyear set out its proposals on the disinvestment dispute and attached it to the notice. Public relations manager Mr Mike London said "If an employee does not sign the acceptance form and return to work by 9am on Friday, August 11, the company's offer will lapse and the termination of employment will stand"

Meanwhile, at Eveready Numsa members were locked out while office workers were told they could take a day's leave if they wanted to stay away or could be met at Greenacres and bussed into the plant

According to Numsa, workers assembling outside the company gates were met with a show of force from armed police, two Hippos and four other police vehicles yesterday. They were told by a policeman using a loud-hailer that the company had resorted to a legal lockout.

● It was reported earlier that nearly 4 000 workers at Toyota were dismissed yesterday after not resuming duties. This follows the shutdown of the Prospecton plant on Thursday when Toyota obtained an urgent Industrial Court order calling workers to end unlawful action

Strike averted at Dorbyl 52

Cvt. Temp 8/8/89 Down Correspondent

JOHANNESBURG. — A threatened strike by 7 000 Numsa members at 50 Dorbyl plants has been averted by a last-minute settlement.

A Dorbyl spokesman announced yesterday that the company had accepted union proposals. The company agreed to grant a paid leave for the training of shop stewards.

Another sit-in over official

ABOUT 700 employees of the Atteridgeville City Council staged another sit-in yesterday calling on the council to immediately fire the town clerk, Mr Solly Rammala, because they could not work with him anymore.

And in another development that could determine the fate of the council itself, a local civic group, the Atteridgeville People's Party, said they had obtained permission to hold a public meeting on Sunday to seek a mandate from residents calling on the 12 councillors to resign because of their inefficiency.

Mr PAJ Burger, Chief Magistrate of Pretoria, informed the party's

chairman, Mr John Rafadi, that they could hold a public gathering at the Super Stadium from 8am to noon "to obtain a mandate from the residents for a vote of no-confidence in the council."

Rafadi said issues to be discussed included rent and the township's R9 million deficit.

The council has, for the past seven months, been pressurised by its employees to dismiss Rammala.

The town clerk was recently acquitted by Mr Justice Hiemstra on all 12 counts of irregularities levelled against him by the council.

5/1/80

3600 strikers fired

A major car manufacturer yesterday dismissed 3 600 employees for ignoring an ultimatum to call off their wage strike and return to work

By LEN MASEKO

A Toyota spokesman said the workers, all members of the National Union of Metalworkers of South Africa (Numsa), had flouted an industrial court order requiring them to report to work yesterday.

Those dismissed were hourly-paid employees at the Toyota's Durban assembly plant, which was closed last Thursday as a result of the strike. About 350 workers at the company's Sandton plant suspended their strike and returned to work last Thursday.

According to the company, Numsa had also failed to ensure that the strikers returned to work.

Toyota and two other car manufacturers, South African Motor Corporation (Samcor) and Volkswagen South Africa, have been affected by work stoppages involving 13 000 Numsa members since last week. Numsa spokesman, Mr Les Kettleidas, was not available for comment yesterday.

Samcor and Volkswagen have been forced to suspend production and close their plants due to what they have termed "high absenteeism".

Numsa members are taking part in the strikes in support of their demands that car manufacturers should agree to set up a national bargaining forum. A Samcor spokesman said negotiations between Numsa and motor companies would continue in Port Elizabeth on Thursday.



Police nail hold-up gang

POLICE arrested one of Johannesburg's largest and most sought-after gang of suspected armed robbers after a supermarket holdup in the city at the weekend, a spokesman said. Witwaterstrand police liaison officer Lieutenant-

152
S2

Labour disputes spread, 5 000 workers fired

The Argus Correspondent

DURBAN — Police stood by today as about 4 000 workers at the Prospecton assembly plant of Toyota filed in to collect their pay.

This follows heightened conflict between the motor industry and the National Union of Metalworkers of South Africa (Numsa) which has resulted in more than 5 000 workers countrywide being dismissed and locked out.

Numsa negotiator, Mr Les Kettledas said that the Toyota workers did not consider themselves as having been dismissed. He said the workers were insisting that the company participate in the negotiations from which it withdrew last week.

They were also insisting that it withdraw the court order it obtained against them last week.

Mr Kettledas said the workers were willing to go back to

work provided the company did these things

From Port Elizabeth it is reported that production at some Eastern Cape factories has come to a standstill as labour disputes spread.

Eveready management locked out 800 workers yesterday while Goodyear warned 1 200 striking workers that they would be locked out unless they returned to work today.

Absenteeism

Volkswagen in Uitenhage and Samcor in Port Elizabeth and Pretoria continue to lose production in a dispute involving 8 000 workers

Volkswagen closed its factory because of high absenteeism, affecting about 500 workers. About 3 000 workers were affected at the local Samcor plant where workers refused to work for the fifth consecutive day

At Eveready, Numsa members were locked out and office workers were given the option of leave or being taken by bus

to the plant. A Numsa official said there had been a strong police presence at Eveready. Workers assembling outside the gates were told they had been locked out.

Mr Barry Easton, industrial relations manager for Eveready, said the lockout was an attempt to induce employees to accept the company's final proposal on improved conditions of employment.

The lockout follows months of negotiations and a failure to resolve a dispute at a conciliation board on Friday, according to a Numsa official.

2645
SP/SF
152

Goodyear imposes lock-out as general labour talks intensify

TOYOTA management and worker representatives met for several hours yesterday in an ongoing effort to resolve the dispute which led to the dismissal of 3 600 employees on Monday.

The proposed lock-out of 1 200 Goodyear workers began, and management's industrial action over wages at Eveready entered its second day.

Toyota group personnel director Theo van den Bergh said talks had focused on ways of accommodating Numsa demands for the company to rejoin the industry wage negotiations and the company's desire for a return to normal operations at its Prospecton plant.

ALAN FINE
He said the company had told representatives it would find it difficult to return to the negotiations until the situation had normalised. It also required undertakings that good faith bargaining occurred in future.
"The possibility of a settlement cannot be ruled out, but I cannot put it more strongly than that," Van den Bergh said.
Spokesmen for Samcor and Volkswagen reported no change in the situation at their plants, which have also been closed since Tuesday last week.

Mercedes reported a lunch-hour demon-

Bdey 9/8/89 To Page 2

Lock-out

stration by workers against the Labour Relations Act at its East London plant.

Eveready industrial relations manager Barry Easton said "some" of the nearly 1 000 locked-out employees had responded to the lock-out by accepting the company's wage offer.

He denied claims by Numsa and the SAP, reported yesterday, that management had called in police on Monday.

He said police told management that because people were dancing and chanting

in a public street, traffic could be disrupted. They had had to come in to remove them. Workers gathered on company property yesterday, he said.

A Goodyear spokesman said employees had spent the first day of the lock-out at a union meeting in KwaNobuhle. All had been quiet at the Uitenhage plant.

He said events on Friday — the day by which workers had to accept Goodyear's disinvestment offer or face dismissal — would be crucial.

Bdey 9/8/89 From Page 1

Own Correspondent
PORT ELIZABETH —
Goodyear locked out
1 200 striking workers
yesterday as disputes
continued between the
motor industry and the
National Union of Metal-
workers of South Africa
over wage negotiations
affecting 14 000 workers

This follows the action
of Eveready, where man-
agement locked out 800 workers, and
the Toyota firing of 3 600 workers at its
plant at Prospecton, Natal

Meanwhile the shutdown — involv-
ing 8 000 workers — continued at the
Samcor plants in Port Elizabeth and
Pretoria and the Volkswagen plant in
Uitenhage

Mr Mike London, public relations
manager at Goodyear, said a number
of workers turned up at the plant yes-
terday but were informed by shop ste-
wards that they were not allowed in
"It was peaceful and there were no
police present."

They were told to report to the Jubi-
lee Hotel in KwaNobuhle for a meet-
ing to discuss the lockout, he said

It was reported earlier that Numsa
negotiator Mr Les Kettleidas said they
were still considering steps

Goodyear in lockout move against 1 200

152
Cape 14 25 9/8/89

Mr London said there was limited
production at the plant as workers
returned in "in dribs and drabs"

Mr M J Rautenbach, employee rela-
tions manager at the Volkswagen
plant in Uitenhage, said the plant was
closed down indefinitely because
workers had failed to resume work

Toyota management and worker re-
presentatives met for several hours
yesterday in an inconclusive effort to
resolve their dispute

Toyota group personnel director Mr
Theo van den Bergh said talks had
focused on ways of accommodating
Numsa demands that the company re-
join the industry wage negotiations,
and the company's desire for a return
to normal operations at its Prospecton
plant

Sapa-Reuter

City Times 9/3/87
Workers' strike

152
~~Labour Reporter~~ *157*

THIRTY-TWO workers at the Allcast Foundry in Parow Industria yesterday struck in support of higher wages.

A worker said labourers, who earned R3,02 an hour, were demanding R4,50 and artisans, currently earning R6,59 an hour, demanded R7,20.

Workers back demands with hunger strike

Labour Reporter

WORKERS at a City electronics manufacturing firm have gone on a hunger strike to back wage demands.

The 430 locked-out Plessey SA workers started a hunger strike to back their reduced wage demands yesterday, according to Mr Brian Williams, assistant general secretary of the Electrical and Allied Workers' Trade Union of SA (Eawtusa).

Fasting would be done on a relay basis with participants taking no food or drink for 24-hour stretches while stationed in a van outside the Retreat factory's gates, Mr Williams said.

The protest would be lifted only when Plessey SA acceded to union proposals which would be revised today and submitted to management in writing.

The latest move by Eawtusa members affected by the two-week lockout follows the company's withdrawal of its threat to sack workers who did not accept its offer by yesterday.

Mr Williams said: "Workers on hunger strike demand justice at the work place, reject Plessey's use of the hated Labour Relations Amendment Act and want to protest against the existence of that Act"

Plessey SA managing director Dr John Temple said the company was offering an average 17% increase on basic minimum wages, moving up to 19,4% for the "bulk" of the workforce.

He denied that the company had "bowed" to any community or international pressure and also denied that Plessey SA had resorted to the Labour Relations Amendment Act in the dispute.

400 workers in Sandton on strike

Star 9/8/89

152
~~152~~

By Mike Siluma,
Labour Reporter

In an apparent deterioration of relations between the National Union of Metalworkers (Numsa) and Toyota, about 400 workers at the company's Sandton marketing division struck yesterday in support of 3 600 colleagues fired by the motor manufacturer on Monday.

A worker spokesman said workers had stopped work after learning of the dismissal of strikers at Toyota's car assembly factory in Prospecton, Natal.

Sandton workers demanded that the company rejoin industry-wide wage talks due to resume in Port Elizabeth tomorrow.

The workers initially took part in the industrywide strike, but resumed work on Friday.

Toyota management could not be reached for comment on the situation at Sandton.

In addition to demanding the return of Toyota to the national talks, Prospecton workers wanted management to withdraw a court order served on workers last week, directing them to end the strike.

PLANTS CLOSED

The latest developments came as the strike by more than 12 000 motor industry workers entered its seventh day yesterday.

Union spokesmen have declined to divulge the details of the claim and the employers' offer while negotiations are in progress.

A spokesman for Samcor said the companies' assembly lines in Port Elizabeth and Pretoria remained closed as a result of the strike.

Volkswagen said its Uitenhage factory, which employed about 5 500 workers, would be closed indefinitely while talks with the union were continuing.

Besides Volkswagen and Samcor, other companies taking part in the national pay talks are BMW, Nissan and Mercedes Benz.

● The Azanian Students' Movement said yesterday the lock-out and dismissal of workers in the industry showed the "insensitivity of capital towards labour".

Black workers were being "exploited and abused by capital in its quest for profits", said Azasm.

Toyota challenged

By LEN MASEKO

THE National Union of Metalworkers of South Africa is to challenge the dismissal of its 3 600 members by Toyota for ignoring the company's ultimatum to return to work on Monday.

Numsa spokesman Mr. Les Kettleidas said the workers - who were employed at the company's assembly plant in Durban - have rejected management's decision to sack them and were con-

sidering steps to force management to review its action.

The dismissed Numsa members are among the 13 000 workers presently on wage strikes in the car manufacturing industry.

They demand - among other things - an across-the-board increase of R2 an hour, a 40-hour week, a minimum rate of R6,58 an hour and that manage-

ment commit itself to a national bargaining forum.

Companies affected by the strikes are the South African Motor Corporation (Samcor), Volkswagen and Toyota.

Samcor, Volkswagen - two companies that have been forced to temporarily close their plants as a result of the strikes - and Numsa will continue with national wage negotiations in Port Elizabeth tomorrow - without Toyota, which has pulled out of the talks.

Toyota pulled out of the talks "because they are not being conducted in good faith".

Kettleidas said: "Toyota is one of the companies which have consistently resisted national wage negotiations, and the dismissals were part of the company's strategy to force workers to abandon their struggle for national talks".

Storm in a loo bowl

Stewart 9/18/57

152

ABOUT 500 employees at the Amalgamated Beverage Industries plant in Hercules, Pretoria, have downed tools in protest against new working methods which include the reporting of time spent by each worker in the toilet.

The workers, all members of the Food and Allied Workers Union, went on strike on Tuesday. Employees said

they were "provoked by the outdated and racist" instructions introduced by a Mr Bekker, that they note the time they spent in relieving themselves in the loo.

The employees also complained about the introduction of a new method of overloading trucks and said they could not offload the crates. They said the overloading was a risk on the roads due to the massive weight.

Drivers have been

provided with new sheets of distribution methods wherein they must also fill in times they spent when stopped by a traffic officer or when they asked someone for directions during deliveries

A spokesman for the company, Mr Neville Barber, yesterday confirmed the strike and said negotiations with the workers were continuing.

Barber said the workers went on strike on Tuesday

Countrywide strikes close more motor plants

Staff Reporter
COUNTRYWIDE strikes in the motor industry enter their eighth day with about 12 000 members of the National Union of Metal Workers' (Numsa) having downed tools during national pay talks

A deadlock over wage negotiations has brought productivity at four Eastern Cape plants to a standstill

Yesterday, Goodyear in Uitenhage locked out 1 200 striking workers. On Monday, Eveready closed its doors to 800 workers and the Volkswagen plant, where about 5 000 people

have stopped working, was still closed today

At Samcor about 3 000 workmen are affected at its two plants.

A spokesman for Volkswagen said the plant had been closed indefinitely because workers had failed to resume work. Talks were continuing in an effort to normalise the situation

Goodyear has warned that if employees did not sign an acceptance form and return to work by 9am on Friday, the company's offer of employment would lapse and the ter-

There was a low police presence at the Eastern Cape plants

In Natal, workers dismissed from the Toyota manufacturing plant at Amanzimtoti have been given the opportunity to reapply for their jobs

About 3 600 hourly-paid employees were fired on Monday after a dispute between management and Numsa

A spokesman for Toyota said the workers have until 4 30pm today to reapply for work

A major recruitment drive

In Johannesburg, in an apparent deterioration of relations between Numsa and Toyota, about 400 workers at the company's Sandton marketing division downed tools yesterday in support of 3 600 colleagues fired by the motor manufacturer on Monday

A worker spokesman at the plant said workers had downed tools after learning of the dismissal of fellow strikers at Toyota's Prospecton, Natal, assembly plant

Besides Volkswagen and

Samcor, other companies taking part in the national pay talks are BMW, Nissan and Mercedes Benz

In Cape Town, workers at a city electronics manufacturing firm have gone on hunger strike to back a demand for a 26 percent wage increase

Locked-out Plessey SA workers, members of the Electrical and Allied Workers' Trade Union of SA (Eawtusa) started the hunger strike outside the factory gates from midnight

The strike is being carried out on a relay basis with those taking part taking no food or

(Turn to page 3, col 1)

Strikes hit more plants

(Cont from page 1)

drink for 24-hour stretches while in a van outside the Retreat factory gates, according to Eawtusa spokesman Mr Brian Williams

Mr Williams said workers were also on hunger strike in defiance of the company's "intimidatory attitude and its use of the hated provisions of the Labour Relations Amendment Act"

WAGE OFFER

He said more than 400 workers were affected when Plessey threatened to dismiss the workers if they did not accept the company's final 17 percent average wage offer

The threat was withdrawn on Monday

Mr Williams said reasons why the company had not carried out its threat were because the workers were determined and refused to be intimidated. He also said there was international trade union pressure on Plessey

"The company's decision not to contribute in a meaningful way to the resolution of the crisis is condemned in the strongest possible terms," Mr Williams said

Dr John Temple, managing director, said Plessey were unable to up their offer of 17,7 percent on the lowest level to 19,4 percent for a typical factory worker as they had signed with five unions on this offer

The intention of the lock-out was not to fire workers, but to get them to return to work, he said. This is why the deadline was dropped

"We are simply using it as a technique to get the people to accept our offer," he said

DOORS OPEN

"There has been a steady trickle of people coming back to work, and the strikers are down to about 300. We want to give people time to come back and will hold the doors open as long as possible"

At Rex Trueform factories in Salt River and Wynberg, approximately 2 000 workers stopped work yesterday, according to Mr Lionel October, Garment Workers' Union (Gawu) spokesman

About 1 700 Salt River workers stopped work on lunchtime on Monday till lunchtime Tuesday to protest against management's refusal to allow ballot facilities. In Wynberg, 300 workers stopped work for the day yesterday

116 42 117
152

VW pulls out of talks, shuts plant

CML brief 10/18/87

152

PORT ELIZABETH — Volkswagen (SA) has withdrawn from wage negotiations and has closed its Uitenhage plant indefinitely

In a statement released yesterday, Human Resources Director Mr Brian Smith said the company had withdrawn from negotiations with the National Union of Metalworkers' Association (Numsa) as it considered the strike by its members at its plant in Uitenhage to be a breach of the good faith required in wage negotiations

Mr Smith said the strike was totally unacceptable and that the plant would remain closed till the company received an undertaking from Numsa that employees would resume their duties in accordance with their contracts of employment

At Samcor's Port Elizabeth and Pretoria plants the situation remained unchanged with 8 000

workers still on strike

A spokesman for the company said the Port Elizabeth and Pretoria plants were still closed

At Goodyear, everything was quiet with the gates still locked and only those workers not on strike being allowed in

Goodyear has fired more than 1 000 workers but told them they would be reinstated if they reported for work no later than 9am tomorrow and signed an acceptance form binding them to certain conditions of employment

The incident at the company follows the action at Eveready on Monday when management locked out about 800 workers over a wage dispute

Only a trickle of workers arrived at the Toyota plant at Amanzimtoti, north of Durban, yesterday to reapply for work, SABC radio news reports

Management has given the 3 600 workers who were dismissed on Monday till 4 30pm to-

day to reapply

Recruitment tables outside the Toyota manufacturing plant in Prospecton remained vitually unused when workers who had been fired failed to reapply for their jobs

"As far as we are concerned, we have not been dismissed but are still on strike," said a Numsa shop steward

"We are quite prepared to go back if management re-enters national negotiations with Numsa, withdraws the Industrial Court interdict obtained against us and retracts its termination of employment circular"

Motor components manufacturers will have to begin cutting back on production if the industrial action at four assembly plants does not end soon, according to the National Association of Automative Components and Allied Manufacturers (Naacam) — Sapa, Own Correspondent

Strikes hit major firms



By CHIARA CARTER

MORE than 400 workers, locked out from the Diep River plant of British multinational electronics company Plessey SA for more than a week, have gone on a hunger strike.

Meanwhile, thousands of workers throughout the country face lockouts and dismissals in a wave of industrial unrest

A spokesperson for the Electrical and Allied Workers Trade Union said the Plessey workers intended maintaining a round-the-clock presence outside the gates of the Diep River factory.

The protest came hours after management withdrew a threat to dismiss the workers and the lockout notice was renewed

At the Cape Bag factory in Woodstock, 44 workers have been locked

out since last Wednesday

Production ground to a halt at five of the country's largest motor manufacturing plants for the second consecutive week with about 14 000 members of the National Union of Metalworkers of South Africa (Numsa) standing around outside factory gates.

About 3 000 members of the Construction and Allied Workers Union are involved in a nationwide marathon strike over wages at Swiss multinational, Everite

In Port Elizabeth, about 800 workers were locked out from the Eveready battery factory following a wage dispute

A spokesperson for the National Union of Metalworkers of South Africa (Numsa) said the company told workers last Saturday that it intended to lock out all employees who refused to accept management's wage offer.

She said there was a large police presence when workers gathered outside the factory gates on Monday morning.

Mr Barry Easton, Eveready Industrial Relations Manager, confirmed that the workers had been locked out in terms of the Labour Relations Amendment Act

"The purpose of the lockout is to induce the employees to accept the company's final wage and employment proposals," Easton said

In Uitenhage, 1 200 Goodyear Tyre workers were served with lockout notices this week

The workers have been on strike since last month to demand that the company negotiate the terms of its disinvestment with the union

Closure

The Volkswagen factory in Uitenhage closed its gates on Monday after opening briefly following a week-long closure. More than 5 000 workers did not arrive for work

Management blamed last week's closure on a "high absentee rate and unprocedural industrial action"

A Numsa spokesperson said the closure was a result of strikes at three of the company's major suppliers in the town

There were demonstrations this week at the strike-prone Mercedes Benz factory in East London

Workers at the South African Motor Corporation plants in Pretoria and Port Elizabeth were locked out late last week when about 5 000 workers stopped work to demand national wage negotiations in the industry

About 4 000 workers were dismissed from Toyota's Prospecton plant in Natal after the company obtained an urgent court interdict declaring a strike at the plant illegal

Dismissal

Workers also went on strike last week at the Toyota manufacturing plant and marketing division in the Transvaal and at Rowen SA, a Toyota subsidiary.

A Numsa spokesperson said these workers also face dismissal

In Cape Town, a spokesperson for the South African Chemical Workers Union (Sacwu) claimed that the workers locked out at Cape Bag had been evicted from the company premises

The lockout followed a work stoppage to demand that management allow union representatives immediate access to the premises.

In terms of Sacwu's recognition agreement with the company, two days notice must be given before union officials can enter the premises.

The lockout was confirmed by a company spokesperson

5xw 10/2/89



New car stocks are running short

Staff Reporter

Delivery of new cars from strike-bound motor plants could drop to a trickle if the wrangle over wages between employers and the National Union of Metalworkers (Numsa) drags on.

Spokesmen for the three companies — Volkswagen, Toyota and Samcor — said yesterday that there were long waiting lists for some models and delivery could be delayed. The strike, they said, had already affected dealers.

The week-old strike involves more than 12 000 motor industry workers who are asking for wage increases and improved service benefits.

Mr Brian Smith, VW's human resources director, said "It is regrettable that VW customers should be let down when there are long waiting lists for the company's products."

Mr Brandt Pretorius, managing director of Toyota, said in Johannesburg yesterday that there were waiting lists for Corollas, top-of-the-line Cressidas and all commercial vehicles.

"Dealers have some stock at present to service most customers but not enough to act as a buffer if the strike is prolonged and there has already been loss of production."

Those on the waiting list who will now have to wait even longer for delivery need not worry about price increases, says Mr Pretorius. The price of Toyotas will not go up before November.

Mr Ruben Els, a spokesman for Samcor in Pretoria, said deliveries would be affected because of plant shutdown.

There was a waiting list for Ford Sapphires.

Employers won't bargain

Motor industry strikes could derail wage talks

By Mike Siluma, Labour Reporter

National wage talks are scheduled to resume today between the National Union of Metalworkers and motor industry employers in the midst of unprecedented industrial action in the industry.

More than 12 000 motor industry workers have been on strike at assembly plants owned by Samcor, Toyota and Volkswagen since Monday last week to back a wage claim.

And yesterday a second strike-hit company, Volkswagen threatened to discontinue negotiations with Numsa if workers continued the strike at the company's Uitenhage factory, which has been closed indefinitely.

Volkswagen's human resources director, Mr B K Smith, said yesterday that Numsa shop stewards had informed management that members would remain on strike until demands for an across-the-board increase of R150 an hour and improvements in benefits were met.

Mr Smith said the "illegal" strike by Numsa members was unacceptable. Volkswagen was not prepared to continue with the national wage talks, which resume today in Port Elizabeth, while workers were on strike, he said.

Numsa spokesman Mr Les Kettleidas said about 3 600 members dismissed by Toyota at its Prospecton, Natal, plant on Monday had resolved not to re-apply for their jobs because they did not recognise the dismissals.

Another union spokesman said 400 workers at Toyota's Sandton marketing division had come out in solidarity with their Natal colleagues.

A Toyota spokesman confirmed the Sandton strike.

A Samcor spokesman said the companies' assembly plants in Port Elizabeth and Pretoria were still closed.

Besides Volkswagen and Samcor, other companies taking part in the national pay talks are BMW, Nissan and Mercedes Benz.

Toyota management has described the continuing strike in the motor industry as the worst ever, and blamed workers for failure to find a settlement.

Workers have accused management of resisting wage negotiations, but management says the issue at the centre of the troubles is the forum of the negotiations.

In a statement, Mr Theo van den Bergh, Toyota's director of public relations said Toyota was prepared to negotiate in any forum to achieve stability in the industry.

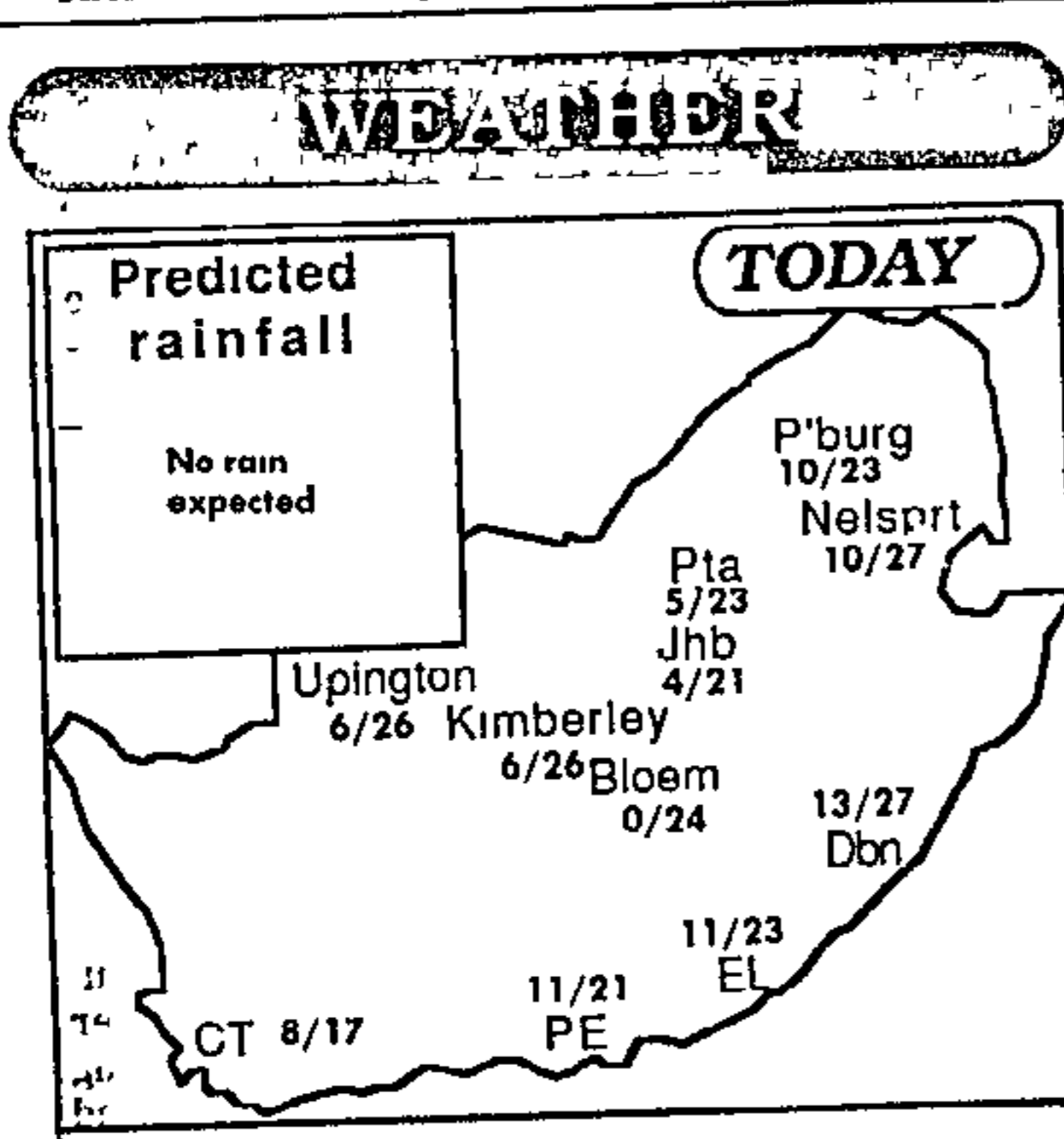
He accused the National Union of Metalworkers of persistently blocking attempts to find a solution.

Toyota fired about 3 600 workers at its manufacturing plant in Prospecton, on Monday for defying a court interdict to return to work.

The statement said Numsa had continuously refused to talk directly to Toyota.

Toyota subsequently entered the (national) negotiations as a sign of good faith, on the condition that the employees, with the union's support, refrain from industrial action during the period of negotiation.

"Unfortunately the style of the negotiations made it a one-sided affair. Employer offers were rejected outright."



Delivery of new cars hit as strikes bite

ARW
10/18/89
152

The Argus Correspondent
JOHANNESBURG — Delivery of new cars from strike-bound motor plants could drop to a trickle if the wrangle over wages between employers and the National Union of Metalworkers (Numsa) drags on

Spokesmen for the three companies — Volkswagen, Toyota and Samcor — said yesterday that there were long waiting lists for some models and delivery could be delayed. The strike, they said, had already affected dealers with low stocks.

The week-old strike involves more than 12 000 motor industry workers who are asking for wage increases and improved service benefits.

Mr Brandt Pretorius, managing director of Toyota, said there were waiting lists for the company's cars and all commercial vehicles whose deliv-

ery would be affected if the strike was prolonged.

Talks between the National Union of Metalworkers of South Africa and car manufacturing company Toyota were scheduled to resume again today at the Prospecton plant near Durban.

The company set up recruitment points at the plant yesterday for workers who wished to apply for rehiring. While workers turned up yesterday, very few had applied, a union official said today.

A Toyota spokesman said today that the situation at the Durban plant was unchanged and that recruitment stations had been set up at various points again for the benefit of

the workers who wished to resume work.

"Further discussions have been scheduled with union members today by management and a number of issues relating to re-employment and the national negotiations are on the agenda," he said.

About 20 percent of the work force had been re-engaged, he said.

However, Numsa's negotiator, Mr Les Kettledas, said it was "absolute nonsense" that 20 percent had been re-engaged. "Our information is that only 36 people, all women, have re-applied."

Mr Kettledas confirmed that negotiations would resume today.

Volkswagen pulls out of wage talks

Stawiff 8/89
152
By Mike Siluma,
Labour Reporter

Volkswagen yesterday withdrew from the motor industry wage talks between the National Union of Metalworkers (Numsa) and motor manufacturers, as strike action by more than 12 000 workers continued for the eighth day.

A company spokesman said the decision was taken because of a strike which had forced the indefinite closure of the Uitenhage assembly plant.

Numsa members have been on strike at assembly plants owned by Samcor, Toyota and Volkswagen since Monday last week to back a wage claim.

Toyota and Numsa have clashed publicly over the company's decision to dismiss 3 600 strikers at its Prospecton car factory on Monday.

Reacting to an earlier Numsa

statement, Toyota's industrial relations director, Mr Theo van den Bergh, said the strikers were fired after refusing to resume work and ignoring instructions to resume work

A separate company statement said about 25 percent of those dismissed had been "re-engaged" and that negotiations between management and workers were scheduled for yesterday to discuss workers' re-employment and the question of national wage negotiations

Numsa spokesman Mr Les Kettledas said, however, that workers had decided not to re-apply for their jobs because they still regarded themselves as Toyota employees. Toyota workers wanted the company to rejoin the national pay talks, from which it withdrew last week in the wake of the strike

3 000 opt to return at Samcor

152
102

CME units 11/8/89

Own Correspondent

JOHANNESBURG. — In the first sign of progress towards ending the 10-day-old motor industry strikes, 3 000 striking Samcor workers in Pretoria and Port Elizabeth have decided to return to work from Monday

The industry's wage negotiations, due to resume yesterday, were postponed until Wednesday as the Volkswagen and Toyota pullout meant that the employer side was unable to provide a quorum for the meeting

Numsa's Mr Les Kettleidas said yesterday that the Samcor workers' decision had been facilitated by management's "positive approach" to the problem, which he contrasted with VW's and Toyota's withdrawal from talks and Toyota's dismissal of its workforce

Toyota personnel director Mr Theovan den Bergh said Toyota had decided not to implement its 4pm deadline yesterday after which the company was to have begun recruiting workers on the open market.

He said this was to allow the company and the union more time to reach a mutually satisfactory solution, and to allow representatives of the 400 workers dismissed from the Johannesburg parts and distribution centre to join discussions. No new deadline had been set

Mr Van den Bergh said 25% of the 3 600-strong Prospecton workforce had reapplied for their positions by yesterday on the basis that they were willing to resume work

Mr Kettleidas, however, said "Our information is that only 36 people, all women, have reapplied"

Mr Van den Bergh said "some further ground had been covered" in yesterday's discussions but some thorny issues remained to be resolved. Talks would continue today

VW human resources director Mr Brian Smith said shop stewards had requested and been granted facilities for a mass meeting on company premises today. They had said they would try to persuade members to return to work.

But Mr Kettleidas said the meeting was simply to review the situation

NEW-CAR
buyers
face long
delays

*Cape Times 11/18/89
152*

By DI CAELERS

NEW-CAR buyers, who already wait up to six weeks for delivery of popular Toyota and Volkswagen models, now face indefinite waiting periods with factory production at a standstill.

Volkswagen South Africa's stock yard is empty, according to Mr Ronnie Kruger, the company's public affairs general manager, who said the shortage would soon hit local agents.

Toyota have produced no vehicles at all for the past week when they would normally produce 400 each day, said Mr Brand Pretorius, managing director of Toyota SA Marketing.

The shortages follow a week-old strike at the plants, and at Samcor, involving more than 12 000 motor industry workers who are asking for wage increases and improved service benefits

First sign of thaw in motor strike

IN THE first sign of progress towards ending the 10-day old rash of motor industry strikes, 3 000 striking Samcor workers in Pretoria and Port Elizabeth have decided to return to work from Monday.

Wage negotiations, due to resume yesterday, were postponed until Wednesday as the Volkswagen and Toyota pullout meant that the employer side was unable to provide a quorum for the meeting.

The wildcat strikes began as an expression of dissatisfaction by workers at the slow progress of the first-ever in-

LAN FINE

dustrywide wage negotiations.

Numsa's Les Kettleidas said the Samcor workers' decision had been aided by management's "positive approach" to the problem, which he contrasted with VW and Toyota's withdrawal from talks and Toyota's dismissal of its workforce.

Toyota personnel director Theo van den Bergh said Toyota had decided not to im-

11/8/89
152 To Page 2 *By day.*

Strike talks

152 *By day* From Page 1
plement its 4pm deadline yesterday after which the company was to have begun recruiting workers on the open market.

This was to allow the parties more time to reach a mutually satisfactory solution, and to allow representatives of the 400 workers dismissed from the Johannesburg parts and distribution centre to join discussions. No new deadline had been set.

Van den Bergh said 25% of the 3 600-strong Prospecton workforce had reapplied for their positions by yesterday on the basis that they were willing to resume work. But, said Kettleidas, "workers are

not flocking to the recruitment stations". Van den Bergh said "some further ground had been covered". Talks would continue today.

VW human resources director Brian Smith said shop stewards had requested and been granted facilities for a mass meeting on company premises today.

Gerald Reilly reports that the National Association of Automobile Manufacturers said total vehicle sales in January/July increased by 1 839 to 206 745 compared with the same period last year.

Strike action will dent new car sales

PRODUCTION losses in the motor industry will result in lower vehicle sales this month, the National Association of Automobile Manufacturers said this week.

Announcing the July new car sales figures, Naamsa said recent industrial action in sectors of the component supply industry and at vehicle manufacturing plants would put further pressure on the industry's ability to supply. Dealers' stock positions were already "precarious", it said.

New car sales totalled 19 847 in July, 0,6 percent down on the June figure and slightly below the figure for July last year.

January to July new car sales increased marginally by 0,4 percent to 132 730. Total new vehicle sales for the seven months to July were 0,9 percent up at 207 745

Naamsa said replacement demand for corporate fleets and rental cars remained the dominant influence in the market. Many corporations had resorted to forward buying to pre-empt price increases. — Sapa

Wall 11-17/8/89.
152

VW workers back on Monday

W/EAR645 12/8/89

182

Weekend Argus Reporter

NORMAL production resumes at the Volkswagen plant in Uitenhage on Monday after negotiations between the company's management and the National Union of Metalworkers.

The plant was closed by management on Wednesday after a wage dispute

Volkswagen management and the union have agreed the plant will re-open

A company spokesman said that as a result of the agreement — and if normal production continued — Volkswagen would take part in wage negotiations which would resume next Wednesday.

• Our Port Elizabeth bureau reports that a few strikers trickled back to work at Goodyear yesterday.

Recruiting new staff

The company dismissed strikers this week and said they would be reinstated if they returned to work by 9am yesterday and signed an acceptance form agreeing to conditions of employment.

Public relations manager for the company, Mr Mike London, said about four percent of the strikers turned up

He said the company had sent a letter to em-

ployees stating that the deadline for reinstatement had been extended indefinitely, provided their positions at the company were not filled. He said the company would start recruiting new workers on Monday

• Delta Motor Corporation intends taking legal action against the motor industry's regional industrial council over alleged unconstitutional procedures in the wage dispute with the metalworkers' union.

Delta refuses to take part in the present national wage negotiations and is going ahead with legal action threatened six weeks ago

The company believes bargaining should take place only through the council, a regional bargaining forum made up of Delta, Volkswagen and Samcor, Port Elizabeth

Motor strike cost is R350m — and rising

152.

5/Time 13/8/89

NATIONWIDE strikes in the motor industry in the past two weeks have cost manufacturers an estimated R350-million in lost turnover — so far.

The 12 000 wildcat strikers have forfeited more than R5-million in wages. More than 160 000 component workers are in dispute with their employers as well. Depending on how quickly industrial problems can be resolved, the strikes are expected to extend waiting lists for several makes of cars. They could also lead to price increases.

Strikes instigated by the National Union of Metalworkers of SA (Numsa) have occurred at Toyota's Prospec plant near Durban, Samcor's at Steeldale, Pretoria, Volkswagen's Uitenhage factory and at Goo-dyear, Port Elizabeth.

Employers have reacted toughly. Toyota and Goo-dyear fired 4 800 workers between them.

After lengthy negotiations, Volkswagen and Samcor workers agreed to return to work tomorrow, but storm clouds hang over much of the industry.

Industry sources believe that lost production at Toyota, Volkswagen and Samcor amounts to about R45-million a day, or a total of 1 100 cars and trucks. The manufacturers say damage to profits will not be severe. They hope to make up some lost production when work resumes, but earnings will be down for some time.

Issues

resumes, but earnings will suffer if the illegal strikes continue.

On Friday, the strike ended its ninth day at Toyota. The director of Toyota Marketing, says the strike was illegal and the workers were fired only after three ultimatums had been given.

Delta pulled out of the national negotiating forum in July this year. It has awarded employees a 50c-an-hour pay increase, effective from August 1, upgraded minimum wages and promised another 50c an hour from February 1, 1990.

This leaves BMW, Nissan, Samcor and Mercedes Benz in the forum. Volkswagen is expected to rejoin the talks if workers return tomorrow.

By Don Robertson and Robyn Chalmers

Negotiations scheduled to begin on Thursday were postponed until next Wednesday because there were insufficient representatives from the four manufacturers to form a quorum.

About 160 000 workers in the component industry declared a dispute last week after discussions between Numsa and two employer bodies broke down. Numsa demands a minimum wage of R4,50 compared with current rates of R1,24 to R1,45.

Dorbyl, which supplies about 30% to 35% of the industry's components, avoided a strike this week, but Goo-dyear fired 1 200 strikers on Friday.

Goodyear workers stopped work six weeks ago in connection with the company's disinvestment from SA. Pub-lic relations officer Mike London says production has been severely affected, although the plant has maintained limited production.

Nico Vermeulen, executive director of the National Association of Automobile Manufacturers of SA (Naamsa), says "domestic cost pressures on manufacturers are way ahead of the consumer price index, partly because of work stoppages and industrial action.

It is feared that if wage demands are met, workers in allied industries will ask for similar increases which will put further pressure on production costs. Labour in these industries makes up about 40% of input costs.

If the strike continues, it

● To Page 3

● From Page 1

could influence production programmes at component industries.

The introduction of Phase Six of the local content programme will help to reduce foreign-currency pressures, but domestic price rises will play a more important role.

Mr Vermeulen says the motor industry pays some of the highest wages in SA. The

Strike toll

152
512
minimum is between R4,85 and R5,50 an hour compared with other industries where pay is from R2,50 to R3 an hour. *S/Times 13/8/84*

Toyota says its lowest wage is R5,67 an hour, equivalent to R1 105 a month. This compares with R950 a month for a matriculated clerk starting in the public service.

Motor strike agreement

A PROVISIONAL agreement on a return to work was thrashed out on Saturday between Numsa and Toyota, and the entire motor assembly industry is likely to be back to normal production by tomorrow.

However, the focus will shift to Goodyear where management has vowed to recruit a new workforce from today to replace many of the 1 200 employees on strike since June 30 over the terms of the former parent company's disinvestment.

Toyota personnel director Theo van den Bergh said yesterday that on Saturday he and union representatives had worked out a solution to the 12-day-old strike at the Prospecton and Johannesburg plants.

All that was required for resolution was a mandate from their respective principals and constituencies, he said. While Toyota recruited some outsiders last week, Van den Bergh said this was to fill pre-strike vacancies. He declined to supply details of the proposals. By Friday the main issue standing in the way of a settlement was the question of proposed disciplinary

14/9/89
ALAN FINE (S)

plinary action against individuals alleged to have been involved in intimidation.

The provisional settlement follows decisions late last week by workers at Samcor and Volkswagen to return to work today, and opens the way for wage talks between Numsa and six of SA's seven motor assemblers to resume on Wednesday.

Delta is the one company which has refused to participate in the talks and is to bring an Industrial Court action in defence of its position.

Goodyear announced on Friday that only 38 workers had met the 9am deadline to accept the company's disinvestment proposals or be dismissed.

The deadline has been extended "until further notice", but the company will, from today, also recruit outsiders for positions and had placed advertisements to this effect in eastern Cape newspapers.

A spokesman for the Uitenhage com-

□ To Page 2

Motors

14/9/89
p/day
(S)

pany said almost 100% of the firm's pre-strike workforce lived at KwaNobuhle. Numsa official Les Kettleas predicted the close-knit nature of the community meant Goodyear would be unable to recruit a single "scab" from the township.

If recruits were taken from PE townships, Kettleas warned of conflict. "If violence results, the company will have to bear the blame," he said. Goodyear said it was still prepared to listen to new union proposals.

□ From Page 1

In the other major case of industrial action in the eastern Cape, Kettleas said the union had made a fresh wage proposal to Eveready, where 800 workers have been locked out since last Monday.

Numsa was now proposing increases totalling R1,50 an hour over the next 18 months, while the company's previous offer was R1 for the same period.

Kettleas said he believed the union proposal formed a basis for settlement.

There are two sets of clues but the answers are the same

Toyota, union thrash out agreement

JOHANNESBURG. — A provisional agreement on a return-to-work was thrashed out at the weekend between Numsa and Toyota, and the entire motor assembly industry is likely to be back to normal production by tomorrow.

However, the focus will shift to Goodyear, where management has vowed to begin recruiting a new workforce from today to replace many of the 1 200 employees on strike since June 30 over the terms of the former parent company's disinvestment

The provisional settlement follows decisions late last week by workers at Samcor and Volkswagen to return to work today and opens the way for wage talks between Numsa and six of South Africa's seven motor assemblers to resume on Wednesday

Delta is the one company which has refused to participate in the talks and is to bring an Industrial Court action in defence of its position.

Goodyear announced on Friday that only 38 workers had met the 9am deadline to accept the company's disinvestment proposals or be dismissed. The deadline has been extended "until further notice", but the company will, from today, also recruit outsiders for positions

It said it was still prepared to listen to any new proposals the union may make

Pay strike expected to end today

152 By Mike Siluma,
Labour Reporter

About 8 500 members of the National Union of Metalworkers (Numsa) are expected to end a 10-day wage strike today at car factories owned by Volkswagen and Samcor, following negotiations between the union and management.

Numsa spokesman, Mr Les Kettleidas, said the workers had agreed to resume work at Samcor's plants in Port Elizabeth and Pretoria, and at Volkswagen's Uitenhage plant.

Mr Kettleidas said further negotiations would be held

Star 14/8/89
today between the union and Toyota management in an effort to resolve a dispute at the company's Prospecton assembly plant and its Sandton marketing division.

Following a strike at its Prospecton operation, Toyota announced the dismissal of 3 600 workers. It also withdrew from the national pay talks between Numsa and motor manufacturers.

Numsa said workers did not recognise the dismissals.

Mr Kettleidas said today's meeting would discuss the dismissals.

The company had put forward preconditions for a return to work, including disciplinary action against those who took part in the strike. These were rejected by workers.

At the time of going to press, Toyota management comment was awaited.

The strike in the industry, which at one stage involved more than 12 000 workers, resulted from workers' apparent dissatisfaction with progress during the national wage talks, postponed last week, and due to resume on Wednesday.

6/8/85
6/day
(25)
(4)

Toyota and Numsa try to iron out strike

Own Correspondent

DURBAN — Talks between the National Union of Metalworkers of SA (Numsa) and Toyota's Prospecton plant management continued late yesterday.

About 3 600 workers were fired last week when they ignored an Industrial Court ruling and various verbal and written instructions to return to work.

A Toyota spokesman said yesterday the plant was closed but discussions to resolve the strike were continuing.

"We ironed out a basis for an agreement and it is up to management and workers to accept what is being put forward," said the spokesman.

Sapa reports that production at Samcor in Pretoria resumed yesterday after strikers returned to work.

About 3 000 Sigma Park plant workers downed tools over demands for a national negotiating machinery and higher pay.

They were locked out after two days' disrupted production.

Samcor public affairs manager Ruben Els said everything was back to normal after management reached agreement with Numsa late last week.

8 500 workers at VW and Samcor return

15/8/89
By Mike Siluma,
Labour Reporter

152
About 8 500 members of the National Union of Metalworkers (Numsa) yesterday ended a 10-day wage strike at car factories owned by Volkswagen and Samcor, company spokesmen said.

A Numsa spokesman, Mr Les Kettleidas, confirmed earlier that workers had agreed to resume work at Samcor's plants in Port Elizabeth and Pretoria, and at Volkswagen's Uitenhage factory, after talks with management.

Toyota and Numsa were due to meet again yesterday to resolve a dispute at the company's Prospecton assembly plant and the Sandton marketing division.

A Toyota spokesman said the negotiating teams had "ironed out the basis for agreement" at a weekend meeting. It was now up to workers and management to accept the terms of the agreement.

Following a strike at its Prospecton operation, Toyota announced the dismissal of 3 600 workers last week. It also with-

drew from the national pay talks between Numsa and motor manufacturers.

Mr Kettleidas said yesterday's meeting would discuss the dismissals and the possible return to the pay talks.

The strike in the industry, which at one stage involved more than 12 000 workers, resulted from workers' dissatisfaction with progress during the national wage talks, postponed last week and due to resume tomorrow.

Following the end of strike action at its car factory, a Volkswagen spokesman said the company had rescinded its decision to withdraw from the national talks.

● Sapa reports that production resumed yesterday at Samcor motor manufacturing company following the return to work of hourly paid employees who were locked out.

Mr Ruben Els, Samcor's public affairs manager, said the workers returned to work early yesterday and everything was back to normal.

Wage negotiations are set to resume

Motor industry 11-day strike ends

Star 16/8/89

152

By Mike Siluma, Labour Reporter

The 11-day motor industry strike, at one point involving up to 13 000 workers, has ended, opening the way for the resumption today of national pay negotiations between the National Union of Metalworkers (Numsa) and car manufacturers.

Spokesmen for Toyota and Numsa confirmed yesterday that 3 600 workers dismissed by the company following the strike had returned to work at Toyota's Prospecton, Natal, assembly plant. An additional 400 strikers resumed duties at the company's marketing division at Sandton in the Transvaal.

An agreement reached between Toyota and Numsa provides for the reinstatement of the Prospecton workers and for Toyota's return to the national pay talks, from which it withdrew in the wake of the strike.

According to Numsa spokesman Mr Les Kettleidas, the company undertook to withdraw an industrial court interdict granted about a week ago directing workers to end strike action.

Toyota's personnel and industrial relations director, Mr Theo van den Bergh, said the agreement "addresses the crucial issue of good faith bargaining and the obligation on Numsa and its members to refrain from illegal industrial action".

The Toyota-Numsa agreement follows the decision on Monday by 8 500 Numsa members to end strike action at car factories owned by Volkswagen and Samcor in Uitenhage, Port Elizabeth and Pretoria.

Volkswagen, which also withdrew from the talks in the wake of the strike, is to return to the negotiation table. Negotiations were postponed because of insufficient employer representation.

Own Correspondent

JOHANNESBURG — Toyota will rejoin national motor industry pay talks when they resume in Port Elizabeth today, following a settlement between the company and the National Union of Metalworkers of SA (Numsa)

And Mercedes-Benz will also be present despite production grinding to a halt at the company's East London assembly plant from Monday until late yesterday

In another development Eveready issued an ultimatum to workers to accept the company's final wage offer by 4pm tomorrow or face dismissal

Toyota's agreement with Numsa yesterday to rejoin the pay talks means that Delta is the only one of the seven major South African motor assemblers who will not take part in the national negotiations with Numsa

Toyota to rejoin pay talks with Numsa

(152) (152) (152)
Capl. T. 16/8/89

which are due to end on Friday

Delta is to bring an Industrial Court action in defence of its position

Numsa has demanded a R150-an-hour across-the-board increase over 12 months while motor manufacturer employers have offered between R1 and R160 an hour over the same period

A Mercedes Benz spokesman said last night after extensive discussions between management and Numsa shop stewards it was agreed workers would resume normal duties and production levels today

Numsa was unavailable for comment.

Motor industry strikes over

Obit from 16/8/87

152

PRODUCTION has resumed at Volkswagen, Toyota and Samcor as about 13 000 members of the National Union of Metalworkers of SA reported for duty at the companies' assembly plants after a 10-day-long wage strike.

Numsa members returned to work on Monday at Samcor and Volkswagen plants while production resumed yesterday at Toyota.

Under the agreement between Numsa and Toyota, the dismissal of 600 workers has been nullified and the workforce reinstated immediately.

Toyota's group personnel director, Mr Theo van den Bergh, said his company would now re-join national wage

By LEN
MASEKO

negotiations of the automobile manufacturing industry.

The industry's wage talks were scheduled to continue today.

Van den Bergh said: "From the Toyota point of view, the agreement addresses the crucial issue of good faith bargaining and the obligation on Numsa and its members to refrain from illegal industrial action."

He stressed that the reinstated employees would retain full service benefits.

Volkswagen spokesman said production had resumed at the company's Uitenhage plant following

the return-to-work by Numsa members. The company has now resumed wage negotiations with the union.

Toyota, Samcor and Volkswagen re-join such firms as Nissan, BMW and Mercedes Benz in the motor industry's wage talks.


Numsa demands - among other things - an across-the-board increase of R2 an hour, a 40-hour week and a minimum rate of R6,58 an hour.

Delta pulled out of the national bargaining forum in July this year, and awarded its employees a 50-cents-an-hour increase effective from August 1, upgraded minimum wages and promised another 50 cents in February next year.

Thousands left ¹⁵² stranded by strike

^{Star 16/8/84}
DURBAN — Thousands of commuters were left stranded today as drivers of the Durban Transport Management Board went on strike over a wage dispute.

It is estimated that more than 150 000 commuters were affected by the strike. However, many passengers made alternative arrangements to get to work.

Mr Marshall Cuthbert, general manager of the Durban Transport Management Board, said the work stoppage affected more than 700 buses. ^{Own}
Correspondent 



Car industry wage dispute still unresolved

ADELE BALETA

NATIONAL pay talks for the motor industry will continue in Port Elizabeth today after six major car manufacturers and the National Union of Metalworkers (Numsa) failed to reach a wage agreement yesterday.

Numsa official Les Kettledas said a number of issues had been dealt with but the main obstacle to a settlement remained wage increases from July 1.

In another labour matter, Numsa has accused Goodyear of acting unlawfully by not giving union members the required notice period before dismissing them.

Kettledas said three days had been set down for the industry-wide negotiations in Port Elizabeth, but this could be extended if necessary.

He said there was no change in the employers' offer of a R1-an-hour increase for the lowest paid workers and R1,60 for the highest paid workers over a year.

Numsa's demand remains at R1,50 an hour across-the-board over the same period.

Comment from the car manufacturers — Toyota, BMW, Mercedes-Benz, Nissan, Samcor and Volkswagen — was not available at the time of going to press.

'Acted illegally'

Toyota rejoined the pay talks after an agreement with Numsa which also provided for the reinstatement with full service benefits of about 4 000 dismissed workers in Natal and Johannesburg.

Numsa spokesman Gavin Hartford said Goodyear had acted illegally by dismissing workers without giving them the required notice.

He said Numsa did not regard the more than 1 000 workers who failed to heed a return-to-work ultimatum as dismissed.

The company, involved in a disinvestment dispute with Numsa, announced it would begin recruiting new workers from Friday as only about 40 workers had responded to its call by accepting its disinvestment proposals.

Hartford said the company would have to consider the losses involved in training new workers. "The alternative is for the company to return to the negotiating table."

Goodyear spokesman Mike London said the company was processing about 1 000 job applications.

□ About 800 Eveready employees who have been locked out have until 4pm today to accept the company's wage offer of a R1-an-hour increase over 18 months or be dismissed. Workers are demanding R1,50.

First strike hits Southern Cape

MORE than 600 workers downed tools in three Oudtshoorn factories this week to demand a recognition agreement from their employer, the Klein Karoo Landbou Kooperasie.

The strike is the first ever in the Southern Cape

The workers began a sit-in at the ostrich feather and meat factories on Tuesday after management refused to recognise the Garment and Allied Workers' Union (Gawu)

Gawu organiser Phillip Goltath said the workers were also demanding a wage increase.

A Saamstaan reporter, Makhaya Mani, was threatened with arrest and escorted from one of the factories after he attempted to photograph the strikers

KKLC manager Mr A de Waal refused to comment on the stoppage.

Port Elizabeth News reports that in Uitenhage, Goodyear has begun recruiting labour to replace 1 200 workers fired from the factory last Friday

The workers were dismissed after a strike over the terms of Goodyear's US disinvestment.

At Eveready in Port Elizabeth, where 800 workers were locked out last week, management is preparing a response to a revised proposal from the National Union of Metalworkers of South Africa.

The union is demanding a R1 an hour increase — half its original demand.

Workers have returned to work at Samcor in Port Elizabeth and Pretoria and at the Volkswagen factory in Uitenhage after a fortnight of work stoppages which cost the companies about R350 million.

152

17-23/8/89. South

'Fedics strike could spread'

By Louise Burgers

The strike at the catering company, Fedics, could spread if the company does not engage in "constructive negotiation" with the Commercial Catering and Allied Workers Union (Ccawusa) to resolve the wage dispute involving more than 1 000 workers, a union spokesman warned.

Mr Mike Tsotetsi, said Ccawusa was willing to negotiate with management if Fedics negotiated directly with the union's head office and not with each depot separately as they had been doing *star 17/6/87*

"We expect the strike to spread if constructive negotiation does not take place. We could use our manpower resources effectively if both head office's speak to each other."

The union says 1 500 workers are on strike at Jan Smuts Airport, two Archef plants and nu-

merous canteens on the Reef. The group personal director for Fedics, Mr John Moore, says 919 workers are on strike.

"And 380 workers at the staff canteens outside Jan Smuts are conducting an unlawful strike."

The union disputes that some strikers are taking part in unlawful action.

Mr Moore said no action was planned against the illegal strikers and Fedics would prefer to resolve the dispute through negotiation.

Fedics says it has put "contingency plans" into action and all its restaurants and services are running normally.

The union is demanding an across-the-board increase of R180 and a minimum wage of R800. Fedics is offering a R90 increase and a R400 minimum wage. The union wants direct negotiation with Ccawusa's head office in future industrial action.

152

Plessey workers carry on strike

Staff Reporter

MEMBERS of the Electrical and Allied Workers' Trade Union of SA (Eawtusa) at Plessey SA will remain on a hunger strike till their demand for a 26% wage increase has been met, union members said yesterday.

About 300 locked-out workers started the hunger strike at midnight on August 9 outside the factory gates in Retreat. The strike is being carried out on a relay basis with participating groups taking no food or drink for 24 hours.

041-
T-25
1989
152

MOTOR INDUSTRY

Not content with strikes

152 Email 18/8/89

The recent spate of motor industry stoppages is likely to torpedo manufacturers' attempts to hold down vehicle prices this year

Benefits flowing from the latest local content programme, introduced in March, had convinced some companies they could hold price increases below predicted levels. Now problems caused by that same programme, combined with the strike action, may push prices higher than ever

The Phase Six local content programme is intended to balance manufacturers' foreign exchange spending against exports and completed vehicle production values. The Board of Trade & Industry (BTI) devised a system of duties and rebates encouraging manufacturers to adhere to minimum local content levels

Production stoppages have exposed a major flaw in the system. Industry officials estimate some manufacturers have lost up to R2m a day because, while they continue to pay duties on imported components and technology, they are unable to build the vehicles that earn them rebates

They estimate that each day of lost production reduces a company's local content levels, in terms of the programme formula, by 0,5%. With some companies losing up to nine days production, their local content levels could drop 4,5%

In theory the penalties incurred by this should be balanced out later when production is increased to make up the backlog caused by stoppages. In effect, that may well not happen. Some manufacturers aren't convinced the programme is clear how this would work

Equally important, they are unhappy that, through circumstances beyond their control, they could go millions of rands into the red while they wait for the BTI programme to balance out. The current stoppages may blow over before too much damage is done. A prolonged stoppage, lasting several weeks, could force some companies out of business — not through lost profits but through government-imposed penalties

Manufacturers' representatives met on Monday and plan to ask the BTI for changes to the programme. Penalties must now be paid in the following quarter. Companies believe it would be fairer to assess duty-rebate levels over several quarters

That's one problem why car prices may not be held down. Another is the level of wage increases that may emerge from the current industry-union confrontation. With manufacturers still split on how to handle the latest negotiations, some officials fear the union may be able to exploit the employer split to force through their demands

They say that would be unfortunate. Toyota this month announced an average price increase of 3%. Not only was the increase a month later than expected, but it was also the company's lowest quarterly price hike for four years. Other companies have also delayed announcing new price lists, raising hopes that they were taking advantage of the new supply flexibility contained in the local content programme, to reduce sourcing costs and, ultimately, prices

Toyota had hoped to keep price increases to 15% this year. That was before the industry disputes. Such a target may no longer be attainable

Complains an industry source "Prices were once a direct result of inflation and the exchange rate. Now they are affected by local content, excise duties, export performance, production losses and industrial action. Pricing is being taken out of our hands"

On the credit side, the latest industry



Car manufacture ... temporary standstill

stoppages are unlikely to cost manufacturers any sales

As latest sales figures confirm, corporate and fleet demand for new vehicles remains strong. With much of that demand being the result of replacement needs rather than new business, the main effect of the stoppages will be to delay sales, not prevent them

Manufacturers complain recent events have disrupted production and cut vehicle stocks, both at the factory and on showroom floors. They warn the industry's ability to meet demand will be hampered

It is true that some producers may lose sales to rivals because of limited stocks, it is also true that stoppages have been fairly general through the industry and that all manufacturers are likely to face similar problems. What they lose to one rival, they may pick up from another

□ The latest industry sales figures, compiled by the National Association of Automobile Manufacturers (Naamsa), show car sales remained strong in July, despite a fractional

decrease from June. Sales of new light commercials rose by 2,3%, while medium and heavy commercials fell by 11,3% and 14,4% respectively

Naamsa predicts sales will probably be lower in August because of recent industrial action and its effect on vehicle stocks. But, it adds, underlying demand should remain steady for the rest of the year

DEREGULATION ~~152~~ Email 18/8/89

Rough diamonds

Government wants to legalise trade in unpolished diamonds. But it seems that nobody but government supports the idea — and this after being accused of not deregulating the economy fast enough

Laws allowing diamond mines to search employees have been in place since last century. For just as long, trade in rough stones has been illegal. With such entrenchment, government's proposal poses a rather special problem. Or does it?

Diamond producers — along with cutters, traders and retailers — say the special attribute of diamonds is size. Stuff a 10-carat stone up your nose and you may be worth US\$50 000. To smuggle, or conceal, the same amount of gold, for example, you would need Jimmy Durante's nose

Anti-deregulators argue, further, that De Beers controls the industry and they have long appreciated and supported that control. De Beers, the world's only successful long-term monopoly, has maintained stability and profitability for all involved in a tough international market

Moreover, De Beers and other large producers already maintain a large security staff. Independent miners, of which SA has hundreds, simply don't have the resources. The argument concludes by insisting that the mere knowledge that trade in uncut stones is illegal, discourages trade

Government's counter is classic, faultless deregulation talk: The State should not have to finance protection of a private producer's assets. The retort that government already raises substantial imposts on the industry and can, therefore, easily afford the special diamond police task force, fell on deaf ears

The anti-deregulators say that if trade in roughs is legalised, the market could become chaotic. And that much of the "new" trade would be off the books and government's diamond taxbase would contract substantially

Yes, the diamond market is highly controlled. But everyone knows that deregula-

18-2 4/8/89
wmaice
152

Anti-strike act only prolongs the bus strike

By CARMEL RICKARD,
Durban

THOUSANDS of commuters left stranded by a bus drivers' strike in Durban should direct their irritation at the new Labour Relations Act.

Its controversial new provisions have made negotiations in the strike more difficult and could have delayed a back to work settlement.

Hundreds of drivers and other employees of the Durban Transport Management Board have refused to work since Wednesday morning, leaving an estimated 200 000 commuters a day without transport.

The strike, which is costing the city R500 000 each day in lost revenue, concerns wages and related issues as well as the forum in which the dispute should be settled.

General manager of DTMB Marshall Cuthbert said the dispute was referred to the industrial court after a conciliation board failed to solve the problem. The industrial court was to hear the issue on August 31 and September 1 and he said he knew nothing of union or worker discontent about using the court to settle the matter.

However, the workers said they did not want to go to the court and had indicated this to management some time ago.

They said the court could take "up to 12 months" to give its ruling, and then would make an order retrospective for only six months.

However, initial contact by management with the workers' unions produced a strong disclaimer from the unions whose officials insisted they were not responsible for the strike.

They said they would approach their members on the question of returning to work only if management put in writing that they accepted the unions were not responsible.

Drivers are also insisting the unions were not involved in the strike.

"There were no officials when we took the decision to stop work," said one. "We did not want them there as it would cause problems for us and them."

He said that under the new Labour Relations Act management could claim compensation from unions for losses sustained through a strike. To avoid this the drivers acted without the involvement of the union.

Late yesterday the strikers were given an ultimatum to return to work by today or be dismissed.

152

treme frustration among manufacturers. Numsa (the largest union in the country) has at short notice managed to get six employers together in a single negotiating forum — no mean feat in a sector renowned for its fierce individual competitiveness

As the initial talks progressed it became obvious that things were not going well. Workers at Volkswagen, Samcor and Toyota struck mid-way into the talks. Nissan had a work stoppage before the negotiations to pressurise it into joining the national negotiating committee and BMW and Mercedes experienced lunchtime demonstrations

The talks broke down after no quorum could be reached. Only seven company men attended. Management responses differed. BMW and Mercedes-Benz, who recently signed liberal plant-level agreements, deny that the demonstrations affected them. Samcor, Nissan, VW and Toyota closed their plants. Toyota Durban went further. After obtaining an industrial court order declaring the strike illegal, it fired more than 4 000 strikers. VW withdrew from the talks calling the strike action unprocedural.

But the 4 000 plant workers were fully reinstated, after agreement to end the dispute (sparked off at the beginning of the month when Numsa members rejected Toyota's wage and working conditions offer made at the national wage talks) was reached on Monday.

Numsa members were taken back without prejudice, while Toyota dropped earlier threats of disciplinary action and agreed to rejoin the wage negotiations. A spokesman for the union in Durban said he was confident any remaining problems at the Prospecton plant could be "sorted out".

Toyota, on the other hand, was happy to get an undertaking from Numsa that they would resume bargaining in what group personnel and industrial relations director Theo van den Bergh called "good faith" and that members would not engage in any further "illegal strike actions".

The motor group's production loss after dismissing their work force and closing their Durban plant was about 3 000 units, Van den Bergh says.

It means that all the original manufacturers, barring Delta, are back at the negotiating table, a fact which industry sources regard as miraculous.

Delta, meanwhile, says it won't be forced to take part in the new bargaining committee. A company spokesman firmly denies Delta experienced any labour demonstrations as a result of the industrial unrest. The union says it did.

Director of personnel and public affairs George Stegmann says that while Delta has no objection to others forming a negotiating forum, it will bring a legal challenge to the right of the committee to make any agreement reached binding on Delta. If successful, this could have a bearing on the legal powers of the committee.

It all indicates a large measure of sensitivity in the industry over the forum. The com-

152

mittee is an offshoot of the Industrial Council which originally served the eastern Cape three — Delta, Samcor South and VW.

The union reckons the committee has been set up in terms of section 25 of the Labour Relations Act and is legally enforceable on its participants, including the original members on the eastern Cape industrial council. Manufacturers, however, are loath to see the committee in such rigid terms.

Mercedes-Benz says that against a "difficult" background, the national negotiations, in the main, proved to be constructive. "We believe that an agreement will be reached between the parties and that the future negotiations will prove easier as the parties become used to the new forum."

Others in the industry feel the committee is an imposition, but preferable to the original Numsa proposal that it negotiate with the Automobile Manufacturers Employer's Or-

ganisation, a loose subcommittee of the industrial relations directors.

A source says "There are still a lot of legalities, but the fact that the employers could come together in a single negotiating forum is little short of a miracle." Numsa says the committee will serve to "standardise" unacceptable gaps in wages and conditions in a "compact" industry. It sees centralised bargaining as protection against an employer tendency to opt for deregulation in the face of centralisation. "Deregulation would take us back to the historical experience of exploitation and oppression where the gains, benefits and rights obtained by the workers would disappear."

Meanwhile, Delta has unilaterally implemented an across-the-board wage increase of 50c an hour, backdated to August 1, to be followed by a further 50c an hour on February 1. It bears a striking resemblance to the

MOTOR INDUSTRY WAGES

Crossing the T's

The strikes and demonstrations by an estimated 14 000 workers in the motor industry may have ended — but a final deal has yet to be officially struck.

This should occur at the weekend. Volkswagen, BMW, Nissan, Toyota, Mercedes-Benz of SA and Samcor were due to sit down with Cosatu's National Union of Metal Worker (Numsa) for three days of national negotiations (see *Business*). Only the PE manufacturer, Delta, will be absent. Delta rejected a centralised negotiating committee at the outset.

The talks won't be easy. But they should be smoother than in the turbulent past six weeks. The resumed talks take place in the lee of the recent turmoil which saw workers and manufacturers lash out at each other (some manufacturers saw it as a necessary catharsis, or purging of the emotions, to bring matters to a head).

Industry sources confirm there was ex-

current employer offer which is backdated to July 1 with another 50c on January 1. Meanwhile, Numsa's Les Kettleas predicts the current talks will be tough. Wages remain the key issue. The union wants a settlement on the central wage demand, without any "clouding over" of negotiations with "other issues". An industry source says Numsa's demand for R1,50 an hour is out of the question; the split offer of R1 is final. Kettleas maintains "even the final offer is subject to negotiation".

Workers hurt in shotgun accident



MR SILBER: "We are very disturbed."

AT LEAST 19 people from Mama's Pies bakery in Malvern, Johannesburg, were injured yesterday after 450 workers had been locked out by management and police used firearms to restore order *stan 19/8/89*

A police spokesman said later that "shots were fired with shotguns", but the workers were injured when a constable tripped and fell

Mama's Pies managing director Mr Louis Silber said that after talks between the management and the Food and Allied Workers' Union (Fawu) became deadlocked, the company had exhausted all legal procedures

152
~~152~~
JOVIAL RANTAO

"We had no option but to institute a legal lockout. This morning (Friday) the workers were banging on the front door and windows. Office staff were jostled on arrival.

"A customer was mobbed and rocked in his car and was so afraid he drove off.

"Our delivery vehicles were unable to get out of the yard.

"Out of a very real fear for the safety of our staff and our property, we

● TO PAGE 2.

Shop stewards were 'agitated'

152
~~152~~
● FROM PAGE 1. *stan 19/8/89*

had no choice but to call the police."

Mr Silber said that while management was talking to workers, the shop stewards became "agitated" and the police commander ordered his men to charge.

Mr Silber said "The incident was a very unfortunate one and management is disturbed about it. It is in our interest to investigate the matter fully."

He added that the injured were brought into the offices and treated.

"We called paramedics and they were treated further, then taken to hospital by ambulance.

"At least 15 policemen were involved."

He agreed that firearms were used to disperse the workers, but referred to the injuries as "scratches and bruises."

An East Rand police spokesman said four workers were injured when a shotgun went off. She said police had not fired intentionally at the crowd, but in all probability the shot went off when a constable tripped and fell.

Another 15 workers complained of minor injuries sustained when they ran away from police.

A statement issued by police headquarters in Pretoria said some workers hurled stones as they fled from the scene after an order to disperse.

The workers were warned to disperse and were given time to do so. When they did not, they were dispersed with horsewhips, the statement said.

"Shots were fired with shotguns," it added.

Late yesterday, Fawu representatives were locked in a meeting with management to seek explanation for the police action. While the talks were going on, some workers were collecting their wages.

A spokesman for the Food and Allied Workers Union said in a statement that a number of workers were arrested after police took action against those who ignored a lock-out.

He added that the wage dispute remains unresolved.

100 held in City Park Hospital strike

ARC 2
22/8/89

152

By DICK USHER
and JOHN YELD
Staff Reporters

ABOUT 100 general assistants at the City Park Hospital in the centre of Cape Town demonstrating for higher wages were arrested today when they appeared to ignore a police order to disperse.

However, an order, given by a police lieutenant speaking through a megaphone, was totally inaudible over the workers' singing.

The workers had downed tools earlier, citing grievances over wages and working conditions as the reason for the stoppage.

Their duties were spread between nurses and other staff as the assistants, members of the National Education, Health and Allied Workers' Union (Nehawu) gathered in the street.

"LIVING WAGE"

Police sealed off Longmarket Street as the singing workers, waving placards stating "We demand a living wage" and other slogans, crowded the pavement outside the hospital. However, the entrance, closely monitored by the private hospital's security staff, remained open.

After an hour 30 policemen were deployed in two groups in Longmarket Street, and after the apparent warning, the workers were herded into police vehicles.

At least two Press photographers were also arrested.

A spokesman for the union said he did not know about the stoppage.

OVERTIME

Hospital shop stewards said grievances included low pay, no pay for overtime or weekend duty and ill-treatment by supervisory staff.

They also rejected the Labour Relations Amendment Act, they said.

Mr Alan Matthews, general manager at City Park, said he had no formal knowledge of the employees' grievances.

He said Clinic Holdings, of which City Park is part, had an interim recognition agreement with Nehawu.

FURTHER MEETINGS

"We had a meeting with the union early this year and since then have made unsuccessful attempts to hold further meetings," he said.

"About three weeks ago Nehawu said it wanted a meeting with members and this finally happened yesterday evening.

"After that I was told there would probably be a stoppage today," he said.

Mr Matthews said he had contacted the union early today in an attempt to find out what was going on.

He had told workers he would not negotiate until they went back to work.

Several work stoppages at hospitals in the Clinic Holdings group have occurred in Johannesburg in the past few weeks.

Union studies new motor pay offer

Argus Bureau

PORT ELIZABETH

Wage talks between Numsa and motor manufacturers will resume on Thursday. No agreement was reached at the wage talks held last week.

A spokesman for Numsa said the motor industry had made a revised offer which would be discussed today by the National Automobile Shop Steward Council to be held in Pretoria.

A report-back on today's meeting will be held tomorrow with union members.

A recruitment programme to hire new staff continues at Goodyear.

Goodyear still regards the workers who were locked out last week as dismissed.

Numsa is demanding R5 000 separation pay for each worker because the company has been taken over by South African interests. A spokesman for Good-

year said management would reconsider reopening negotiations if the union approached them.

The position at Eveready is still unclear where 1 000 workers were locked out last week.

A spokesman for Eveready said the union had not accepted the company's wage offer, which remained unchanged. Workers have been given until 3pm today to return to work.

CAM-7141's
23/8/89

152

113 held after hospital demo

By MALCOLM FRIED

ONE hundred and thirteen protesting workers were arrested and three press photographers "interviewed" by police after a demonstration outside City Park Hospital yesterday

Police confirmed the arrests, made in Longmarket Street about 10 30am as members of the National Education, Health and Allied Workers Union (Nehawu) at the hospital waved placards, sang and chanted

The 113 were released in the afternoon, police said, but added that a docket would be sent to the attorney-general concerning

gatherings illegal in terms of the Internal Security Act

The photographers were Anne Laing of the Cape Times, Adil Bradlow of Associated Press and freelancer Hettie Zandman

Police said the three were accompanied to Caledon Square, where they were "interviewed" Their film was confiscated and then returned and they were allowed to go after an hour

"The police took more than 45 minutes just to write down our details," said Ms Laing "And then they lost the key to the room where they were keeping our cameras

"One policeman had to force the lock with a crowbar "

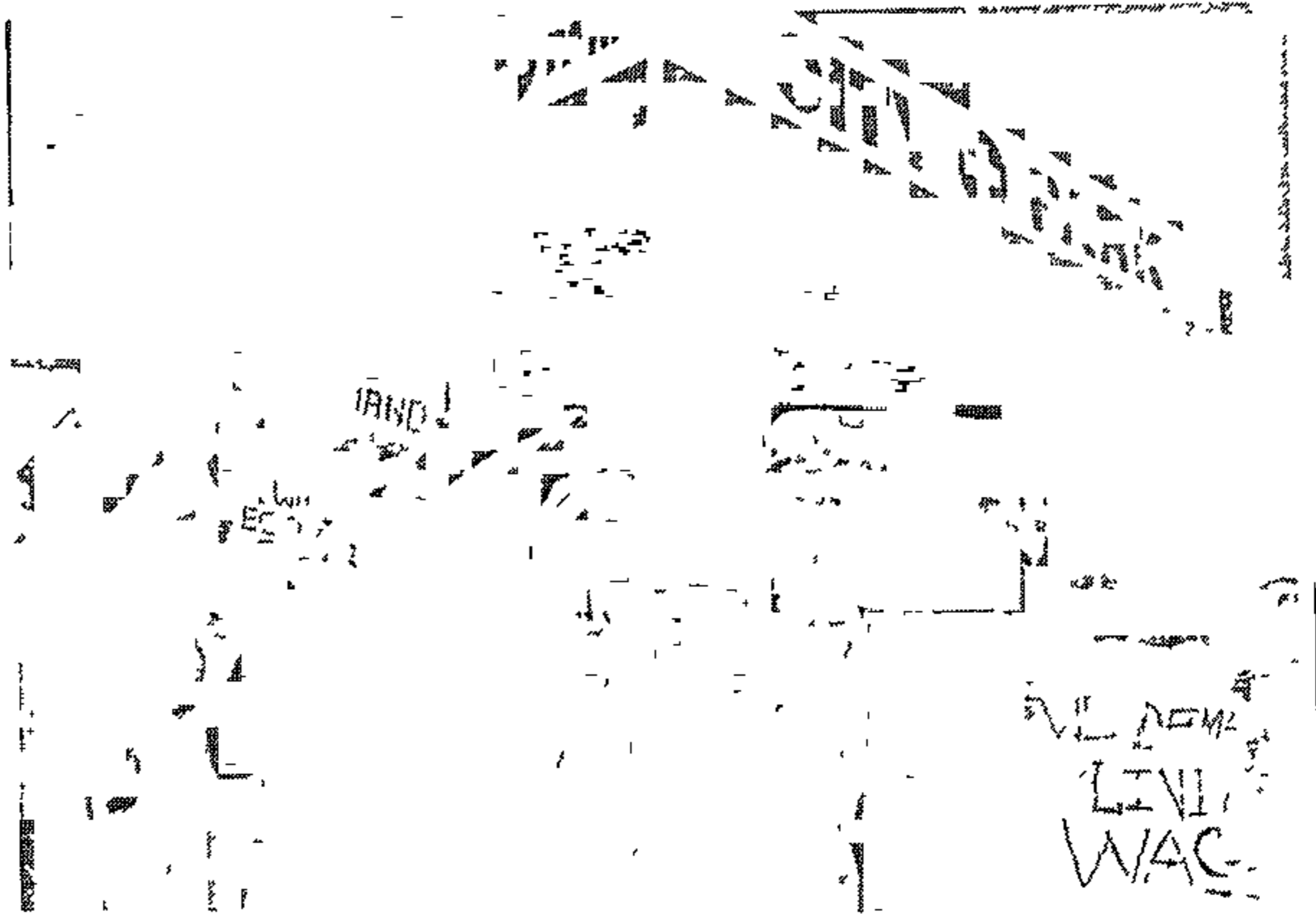
The work stoppage was staged over a pay dispute, said a union spokesman He had no further comment

But the manager of City Park, Mr Alan Matthews, said he had "absolutely no idea" why the stoppage had taken place

"We have been trying to speak to the union since January and have had no response," he said

The workers were housekeeping, laundry and kitchen staff who will be temporarily replaced by nurses and extra security personnel

City Park was considering a general dismissal, said Mr Matthews "But we're still waiting to hear from the union "



PROTEST . . . City Park Hospital workers demonstrate during a work stoppage shortly before being arrested.

Picture ANNE LAING

Union and steel giant deadlocked over wage increases

By Mike Siluma,
Labour Reporter

Wage negotiations between the National Union of Metalworkers of South Africa and the management of Highveld Steel have broken down, raising the possibility of industrial action affecting 3 000 of the steel-making giant's labour force.

A Numsa spokesman said a meeting with management had "failed to make any progress" on wage increases for 1989.

Numsa had demanded an hourly individual increase of R1 or a 25 percent raise, whichever was the greater.

OFFER TURNED DOWN

It rejected a management offer of increases ranging from 56c/hour at the bottom rate to R1,48 at the top. This would set the new hourly minima at R3,60 and R8,97 respectively.

Other demands related to housing benefits, time off for shop stewards, technical training, paid holidays and improvements to service allowances.

The Numsa spokesman severely criticised management for unilaterally granting bonuses to workers while negotiations were still in progress.

"The company said this was paid out because of excellent profits made, yet the company has refused to improve its wage offer. Numsa views this action as extreme-bad-faith bargaining and an attempt to undermine the union," the spokesman said.

A Highveld Steel spokesman confirmed the dispute but could not comment further at the time of going to press.

● About 1 000 Numsa members yesterday continued a wage strike which began at Metal Box's Vanderbijlpark operations on Thursday last week, a worker spokesman said. Now that agreement had been reached on the actual increase, the dispute now centred on the implementation date, the spokesman said.

Company comment was not available.

● Numsa will respond tomorrow to a management wage offer affecting thousands of motor industry workers employed by six car manufacturers, a union spokesman said.

The spokesman declined to discuss details of the management offer. Companies taking part in the talks are Toyota, BMW, Nissan, Mercedes-Benz, Samcor and Volkswagen.



Picture DOUG PITHEY, The Argus

CITY STRIKERS: These singing and dancing demonstrators were part of a group of about 100 general assistants at the City Park Hospital in Longmarket Street who downed tools yesterday in support of higher wages and other grievances.

Weekend offer ing 'winner'

an who
win a
prom-
bloured
week-
e Cape
oloured
ire"
ms. of
ordino

International, the Cape's largest timeshare brokerage, yesterday offered Mrs Abrahams a free weekend at a timeshare resort at Sedgefield to demonstrate that coloured people could buy timeshare

"Several timeshare resorts in the Cape and in Natal are open to people of all races," Mr Spilkin said

Argus 23/8/89

Workers dismissed after City Park Hospital strike

Labour Reporter

ALL staff who stopped work at City Park Hospital have been dismissed, according to the general manager, Mr Alan Matthews.

About 100 general assistants at the hospital stopped work yesterday, citing low pay and other problems with working conditions.

Mr Matthews said they had been told of their dismissal yesterday while at a police station after their arrest while demonstrating in the street. They were released later.

He said hospital management, officials from the National Education, Health and Allied Workers' Union and shop stewards met last night and a further meeting was scheduled for today.

Eveready fires 1 000 Numsa members

JOHANNESBURG. — At least 1 000 National Union of Metalworkers of SA (Numsa) members were fired by Eveready management at the Port Elizabeth plant yesterday after they ignored a return-to-work call.

And in Pretoria a Numsa national shop stewards' council meeting was held to discuss a revised offer placed on the table by car manufacturers before the adjournment of national pay talks for the motor industry in Port Elizabeth on Friday.

Eveready spokesman Mr Barry Easton said management considered employees who had not accepted the company's pay offer by 3pm yesterday as dismissed.

But he said management would meet with Numsa officials today.

I'd do it all again says striker

Sowetan, 23/8/89

201
152

A FORMER prison detainee who participated in a 33-day hunger strike said he would do it again, even though he now suffers permanent physical effects as a result of his long fast.

"Hunger strikes are the only weapon available to detainees," said Mr Tozamide Taai (45), of Tembisa.

"My body is weak and my life has changed dramatically since my hunger strike, but I still believe I did the right thing."

One of the first prison detainees to go on a hunger strike, Taai said his eyesight and concentration had deteriorated as a result of doing without food and essential nutrients for 33 days.

"I find it very difficult to concentrate and I forget things quickly. I'm also not as strong as I used to be. I'm continually tired and lethargic, and I've suffered fits for the first time in my life. My eye-

SOWETAN Correspondent

sight has deteriorated and I no longer see very well, even though I'm wearing a stronger pair of spectacles."

Taai, who suffers from diabetes, said he is now unemployed and living as a pensioner after being declared medically unfit by South African Transport Services (Sats).

Reason

"They (Sats) cited my diabetes as the reason for declaring me medically unfit, but I have always been a diabetic. My health really deteriorated after the hunger strike."

Describing the agony of doing without food for a long time, Taai said he

began his long fast on December 14, 1987.

"The first day was not too bad, but on the second day I was very hungry and thirsty. The third day, however, was better because I did not feel as hungry, and by the fourth day I had started to feel nothing."

"After three weeks I started suffering from terrible stomach cramps, and by the fourth week I was so weak I could

hardly move. Walking had become very difficult, and I felt dizzy and light-headed from the smallest physical exertion."

One of the doctors involved in the treatment of detainees who participated in this year's massive hunger strike confirmed that Taai could be suffering from permanent physical side effects as a result of his long period without food.

"Vitamin deficiencies can cause all sorts of medical problems, some of which can be permanent. Mental changes, such as a loss of memory, can be permanent and so can a deterioration in eyesight. Diabetes, if uncontrolled, can affect a person's eyesight, but so can a hunger strike."

DIERKLOOF.

128 August 1989

Union Edgars to meet

152

WORKERS at the clothing giant, Edgars have applied for a conciliation board hearing in a bid to resolve the wage dispute with the company, the Commercial Catering and Allied Workers' Union said yesterday.

Ccawusa and the Federated Council of Retail and Allied Workers are conducting joint negotiations with Edgars.

They are scheduled to meet management tomorrow for further talks.

The unions are demanding a R230 across-the-board increase and the company has offered R130. *Sowetan 23/8/89*

Last week Ccawusa signed a wage agreement with Woolworths involving an across-the-board increase of R152,50 per month.

Ccawusa alleged yesterday management locked out workers in Johannesburg and Pretoria last week allegedly for poor dress. "Management claimed that workers were deliberately dressing in a shabby manner and that the unions orchestrated this. The unions have denied this allegation." - Sapa

0
11/13
CAG
23/11
152
22/11
22/11

Striking bus drivers sacked

DURBAN — All striking bus drivers have been dismissed and the Durban Transport Management Board has begun interviewing new applicants for positions as drivers, reports said

The board's general manager, Mr Marshall Cuthbert, said none of the 900 striking drivers had responded to an ultimatum to return to work on Monday — Sapa

600 workers down tools over firing

Sowetan
25/8/89 By MONK NKOMO

152

ABOUT 600 workers at the African Telephone Cables factory in Brits have downed tools in protest over the arrest of a colleague accused of stealing from the company.

The workers, all members of the National Union of Metal Workers of South Africa, went on strike on Monday. A spokesman for the workers said the strike action was sparked off by the arrest of Mr John "Sparks" Mpande on Monday night.

The spokesman said Mpande was arrested by police following instructions from management. "This action by management is a breach of a grievance procedure we have with the company - that an employee suspected of a crime should first appear before a disciplinary committee before police are involved," he said.

He added management refused to discuss Mpande's arrest with shop stewards.

Mr Jan Nel, the company's Human Resources Manager, confirmed that the strike followed the arrest of Mpande. He also confirmed that the company had an agreement with the union which stipulated that a disciplinary hearing should be held before police are called in.

Marathon Everite wage strike ends

152

Cape Times 29/8/87
Labour Reporter

THE marathon Everite wage strike involving more than 2 000 workers at four plants has ended

In a joint statement yesterday, Everite and the Construction and Allied Workers' Union (Cawu) said 1 227 of the 2 087 striking workers returned to work yesterday

The remaining workers at the Kliprivier plant are expected to go back to work next Monday

The legal strike began on May 29 after conciliation board hearings and mediation failed to nar-

row the gap between the parties

Workers demanded an 85-cent across-the-board increase on the minimum hourly wage of R2,85, while the company's final offer tabled on June 22 was set at 50 cents

The statement said the dispute ended after lengthy negotiations between Cawu and Everite

The company's Kliprivier, Brackenfell and Durban fibre cement manufacturing plants, along with the Port Elizabeth branch, were affected by the three-month strike

Sept 6 stayaway anticipated

Own Correspondent

JOHANNESBURG. — A range of employers said yesterday they were anticipating anything up to a three-day work stayaway leading up to election day, September 6.

This follows the weekend worker summit which was prevented by restrictions from discussing details of what the July Cosatu congress termed a "week of action" against the election and the Labour Relations Act.

Anglo American director and Saccola chairman Mr Bobby Godsell said he hoped the unions would keep separate planned actions against the act and the elections respectively.

Consultant Mr Andrew Levy said employers were expecting stayaways and demonstrations. Most had taken the attitude that it was "expected and par for the course", although smaller employers were more likely to react strongly.

29/8/87 (272) (152)
A retail group spokesman, who asked not to be named, said his company was expecting a "two or three day stayaway" up to and including September 6. However, he stressed, this was speculation.

He expected mass dismissals as had occurred after the June 1988 stayaway. "But maybe some will be more relaxed and understanding given the wider political context" of the anticipated action, he said.

Toyota personnel director Mr Theo van den Bergh, recalling the two-day stayaway at the 1987 election, said it would be "unrealistic" not to anticipate a repeat next week.

• A Vereeniging magistrate yesterday prohibited a planned meeting of shop stewards representing Cosatu, Nactu and independent union affiliates scheduled for last night in the town.

Gold Strike Oil Strike

More than 90 staff members at Gold Reef City are on strike for higher wages, the Commercial Catering Workers' Union of South Africa said today.

In a statement Ccawusa said 93 workers at the entertainment complex, all members of the union, embarked on the strike last Saturday fol-

lowing failure to reach agreement on wages.

A conciliation board meeting on July 6 failed to resolve the dispute as did an attempt on August 26.

The company has offered a R70 per month increase across the board and a minimum wage of R290. The union is demanding R115 and

R440 pm.

BP Southern Africa today rejected as "untrue" allegations by the Cosatu-Affiliated Chemical Workers Industrial Union that different wage scales applied by the company were based on race.

BPSA was responding to a union inference that

the company was practicing racial discrimination through its slow approach to the removal of differentials within grades as well as spending less of its payroll on such moves

Salary

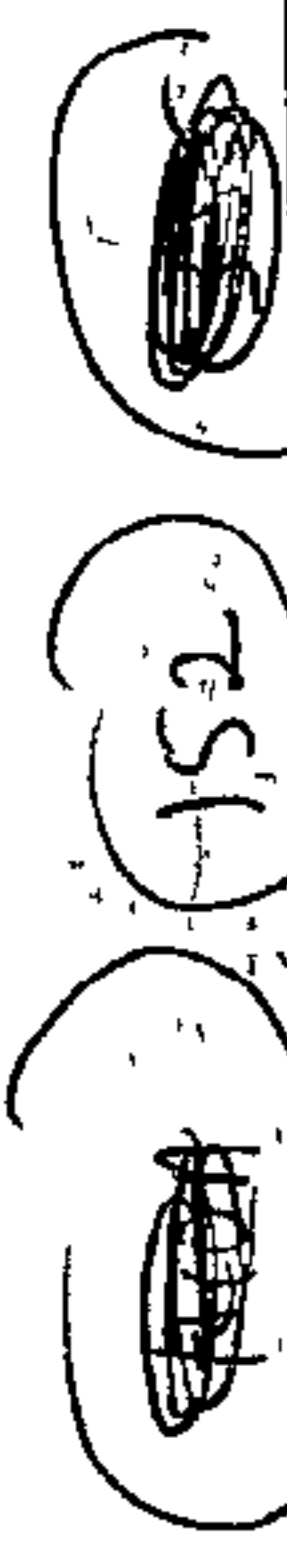
"The salary structure applicable to all employees within BPSA is completely non-racial," con-

tended the company. The CWIU represents employees in job grades 1-7. One of the issues in the national negotiations has been the establishment of a rate for the job within each of the seven grades.

The company pointed out that the union has already agreed to the equalisation programme.

"The only difference between the two parties is the time period over which the equalisation programme should be achieved," said BPSA.

The CWIU is currently conducting a strike ballot over sticking points in the negotiations. The ballot is expected to be completed by Monday next week.



Aspect of protest

After two weeks of crippled public transport and congested traffic, there is no clear indication of when the Durban municipal bus drivers' strike might end 1/9/89

In fact, some Durban Transport Management Board officials, who are involved in trying to negotiate a settlement, believe that the strike will continue until after the September 6 election, with little hope of any constructive dialogue before then

The high profile strike has had a marked effect on Durban, with more than 200 000 commuters having to make alternative arrangements to get into the city. One effect has been a marked increase in the number of private vehicles and taxis converging on the city, leading to massive snarl-ups and parking shortages

This week, after a series of meetings with reconstructed offers being made to the close to 900 dismissed drivers, the board is now publicly accusing the drivers of using their 20% wage increase demand as an excuse for supporting the nation-wide defiance campaign. They are also questioning the sincerity of the forum of three unions representing the drivers who have been taking part in discussions.

In response, a shop steward says drivers regarded the board's accusations as "defamatory," adding that union members had made it clear at the beginning of the strike that their basic demand of a 20% increase was non-negotiable.

"We rejected their latest offer last Friday (a range of between 16,5% to 18,8% linked to employee's gradings) and are still waiting for their response to the 20% demand. It should be remembered that other municipal employees were awarded a 20% increase, and drivers want the same," he said

On Tuesday, union representatives were also meeting with lawyers to consider their response to an Industrial Court hearing scheduled for Thursday. Most of the board employees (more than 400) are represented by Cosatu's Transport & General Workers' Union, with the balance evenly divided between the Durban Integrated Municipal Employees Society and the National Association of Municipal Transport Employees

The board's general manager, Marshall Cuthbert, is recruiting new staff and taking on part-time drivers. He said little interest had been shown by dismissed drivers in re-applying for jobs. A skeleton fleet of about 20 Mynah buses, the smaller buses which service inner city areas, is running

"This strike has been one of the saddest points of my career. More than 60% of my staff had over 15 years service with the board — that represents a lot of benefits they have

lost." 1/9/89.
On the board's side, the strike has cost an estimated R2m, though this is off-set by savings in fuel costs and wages. ■

Thousands stop work in picket against AACT

By DICK USHER, Labour Reporter

WORK stoppages to protest against labour legislation took place at dozens of plants and factories across the Peninsula and in the Boland today.

The stoppages arise from decisions taken at last weekend's workers' summit in Johannesburg at which unions decided on a programme of peaceful protest against the Labour Relations Amendment Act and the tri-cameral elections.

Union offices in Cape Town and the Boland reported that stoppages were taking place in most of the plants at which they were organised.

Spokesmen for the unions said these were mostly two-hour stoppages planned to start when staff arrived at work.

Picketing and demonstrations were planned to take place later in the day.

Callers to The Argus reported stoppages at workplaces across the industrial spectrum including the Western Province Cricket Club.

Unions also reported stoppages at Metal Closures in Paarden Island and Montague Gardens, Marley and Gohin in Bellville and Prices Candles in Observatory.

Further stoppages were reported from the municipal authority and municipal workers in Maitland and Ndabeni were reported to have held marches early today.

A City Tramways spokesman said there had been a substantial decrease in passengers carried today.

Media workers

About 10 members of the Media Workers of South Africa (Mwasa) picketed briefly outside Newspaper House in St George's Street.

Riot police and vans took up positions on De Waal Drive opposite the University of Cape Town early this morning as university canteen and residence workers downed tools and marched through the campus.

A member of the SRC said about 100 workers were involved in the protest.

He said an open air protest meeting would take place at the university shortly after midday.

The Cape Chamber of Industries reported a series of calls from employers in all industries, and throughout the Peninsula where stoppages were occurring.

A spokesman for the National Council of Trade Unions in the Boland said most factories in the region where the federation's affiliates were organised had planned action.

From Johannesburg it is reported that more than 8,000 Nactu members staged peaceful placard demonstrations against the LRA at plants owned by major employer groups in the Transvaal.

A police presence was evident at several plants in and around Johannesburg.

Unions plan industrial action

By GAYE DAVIS and CASSANDRA MOODLEY (52)

LEADERS of the mass democratic movement and the National Council of Trade Unions have both announced plans for nationwide industrial action.

After an emergency summit in Cape Town yesterday MDM representatives said the action would climax on September 6, polling day, and called for a month-long consumer boycott starting on September 13.

They said the action was aimed at bringing about the abolition of the Labour Relations Act, the repeal of apartheid laws, the lifting of the State of Emergency and the dissolution of the tri-cameral parliament.

The announcement — after the two-hour summit at the Bishops court residence of Archbishop Desmond Tutu — was made hours after police raided the Congress of South African Trade Union's Johannesburg headquarters.

Nationwide shop and factory floor action, ranging from sit-ins to demonstrations and overtime bans, is expected to take place today by workers protesting against the LRA.

The week's programme will climax in "two days of peaceful national

● TO PAGE 4

OK
OK
Dunal
7/8/89

ITE LIVES

PAGE 11

Unions reveal plan for industrial action

protest" against the elections on September 5 and 6. Cosatu's second vice-president, John Gomomo, said he estimated between 85 and 90 percent of the federation's 1.5-million members would "fully engage" in taking action.

Cyril Ramaphosa, general secretary of the National Union of Mineworkers, said he expected mineworkers to respond to the call in various ways.

The Stand for the Truth campaign in the Western Cape was asking church leaders to spend September 6 fasting and praying "for the ending of unjust rule", said Tutu. A vigil in Cape Town's St George's Cathedral has been planned.

The call on people to "withdraw their buying power" from September 13 forms part of a campaign against the LRA, enabling the "broader community" to show its support.

Guidelines for the action were professed by Cosatu vice-president Sidney Mafumadi, who said the action was aimed at "those who have the right to vote and who have said nothing about our not having that right".

It is planned to extend until October 13, but this will depend on the situation around the country.

Specific details of action to be taken in the next week, leading up to the October 7 Conference for a Democratic Future, would be announced by organisations later.

According to a statement yesterday from Nactu, a day of countrywide protest action is being planned for next Wednesday.

The Nactu statement was released

A DAY OF PAGE
From PAGE 1

after police prevented a press conference, called by Nactu, Africanist and black consciousness groups to launch the campaign in Johannesburg.

In a statement yesterday, Nactu said the decision to declare September 6 a "national day of protest" followed consultations earlier this week.

At last weekend's summit, it was decided that the different groups would meet to decide on a programme of action for election day.

According to the Nactu statement, the summit unanimously agreed that

Workers would protest at plant level on September 1.

A month of national action would be launched against companies in central business districts on September 13.

Nactu, the BCM and Africanist organisations are also calling for September 12 to be observed as a day of non-violent resistance. A representative said "This will also serve as a tribute to Steve Biko", who died in detention on September 12 1977.

Reading from a prepared statement, MDM representative Murphy Morobe said the Cape Town meeting had dealt with reports on "successful action" taken under the defiance campaign banner as well as the state's attempts

to "smear and distort our struggle". "Anyone with access to a full and true picture of the campaign is able to see that the fundamentally violent nature of the regime has asserted itself in its own response to our campaign."

"A violent campaign is not in our interests. Political discipline is a key factor in our struggle."

"The regime's elections are in themselves disruptive calling an election automatically results in a boycott in most communities and we are not interested enough in tricameral elections to want or need to disrupt them."

When police stayed away from peaceful protests there was no violence, Morobe said.

There was also concern at evidence that police were using *agents provocateur* "to spark violence and give them an excuse to deal with dissent in the only way they know".



W. M. M. 1-7/9/89.

Strike-busting is big business

(152)

THE stronger trade unions become, the more ways businessmen are finding to circumvent them or at least lessen the effects of their actions. *S/Times 3/9/87*

One personnel consultancy is doing good business by supplying strike-hit organisations with temporary workers — quickly Classic Personnel has been operating for almost three years now, but business really began to boom in May this year

Classic Personnel director Danie Lewis says the company's directors saw that organisations were being paralysed by strikes, go-slows and sit-ins, and thought they could do something about it

In the recent unrest in the motor industry, Classic supplied Toyota with about 52 white employees to work in the plant

"Toyota needed good people in the shortest time possible. We have extensive contacts in industry, and managed to produce them in four days," says Mr Lewis

(21)

This week, he was called in by Frasers International, Volkswagen and Plascon, all of which were facing industrial action. The consultancy is still on standby for Consol, which faced strike action three weeks ago

"We find we mainly use whites and coloureds in these temporary positions. In this way we avoid intimidation by the unions

"We supply mainly unskilled and semi-skilled people to strike-hit companies. Sometimes they stay for a couple of days, other times they can remain for a month or more"

Mr Lewis says he can easily find temporary workers through contacts in manpower departments, social welfare and unemployment agencies

"Lascon Lighting recently wanted 60 coloureds. I had them at the factory within 36 hours, working steadily

"The union can say nothing to me or the workers because I work purely as a sub-contractor. My company is saving organisations hundreds of thousands of rands in lost production. We offer a good service"

200m dumpies a year

BEER dumpies will be produced at the rate of 420 a minute when Consol's computerised furnace gets into full swing at Clayville, Olfantsfontein

That makes 200-million a year *S17ms 3/1/89*

Consol expects large savings because the new bottle will weigh 15% less than the old model. In addition, this could lead to a rise in dumpie sales. At the wholesale level, dumpies are about 50c a case cheaper than cans.

Consol reported an in-

By Julie Walker

crease in earnings of 26% to 102,3c a share in the year to June. Turnover added only 16% in that time, and the profit growth was attributed to a fine performance from manufacturing.

Consol is not pinning all its hopes on growth in beer and soft-drink sales, although these are projected to grow well. It recently bought Goodyear Tyre & Rubber for R176-million.

Production has been hit at

the Uitenhage plant where 1 200 members of one union are striking for disinvestment compensation of R5 000 an employee for every year's service (152)

The plant is operating at 60% capacity, 100 of the 1 200 having returned to work, plus 130 temporary workers and the 500 workers not belonging to the striking union.

The shares are 1 350c, 150c off the June high, but more than double the low of September 1988 before the share split.

Star 5/9/84

152

Few heed MDM stayaway call

Business as usual as firms report 'normal turnouts'

Staff Reporters

Workers commuting from black areas to central business districts and industrial townships today largely ignored a Mass Democratic Movement call for the start of a two-day protest action against the general election

Initial assessments by South African Transport Services (Sats) indicated commuter rail traffic was not as seriously affected as first feared

A Sats spokesman said computer figures were awaited

Barricades of burnt tyres blocked some Soweto streets and some shops were shut, but significant numbers of commuters travelled in to work and pupils went to school as there appeared to be uncertainty whether the protest, called jointly by the Congress

of South African Trade Unions and the National Council of Trade Unions, was scheduled for tomorrow only.

At two primary schools in Zola, Soweto, pupils arrived in large numbers, and nurses alighted, as usual, from buses and taxis at the Baragwanath bus and taxi terminals

Rail traffic appeared normal at Naledi and Ikwezi stations.

In Johannesburg, companies with huge work forces said they preferred to wait until later in the day for accurate attendance figures, but Gold Fields of South Africa (GFS) reported normal turnouts at its mines.

The Star's Pretoria Bureau reported normal attendance at the workplace and schools in black areas

NORMAL ACTIVITY

The only significant stayaway was staged by Numsa members at the Samcor factory near Silverton. Numsa took a decision earlier to support the MDM's call

Activity appeared normal in Atteridgeville, Mamelodi and Soshanguve, where taxis, buses and trains were running normally with about the usual number of passengers

It is understood some workers were told by employers yesterday that failure to report for work today would result in the deduction of a day's pay. Others were told they would have to work overtime

About 80 percent of the Tembisa workforce went to work today. Although bus stops and taxi ranks were less congested than usual, children in school uniforms were seen in their usual numbers

At the Kempton Park industrial area of Spartan, large numbers of workers alighted from buses for work

CAPE TOWN 5/9/89

Stayaways sour milk deliveries

152

Staff Reporter

WORKERS' stayaways are expected to throw milk deliveries into chaos today with the cancellation of home deliveries.

However, bakery staff were mostly working last night and bread deliveries are expected to be close to normal.

Dairybelle ceased home deliveries of milk yesterday and said they would resume them on Thursday morning.

Homestead said last night that customers were required "to collect their supplies themselves".

This was confirmed by cafe and supermarket owners, who said they had stocked up in advance and would have no problems keeping up with public demand.

● Members of the Western Cape Traders' Association plan to close shop tomorrow.

vans around the building.

People arriving for the Cape Democrats meeting were told that it had been banned.

Police confirmed that Dr Boesak had been arrested but would not comment further.

Witnesses said police formed a cordon around the group of clerics, separating them from the rest of the crowd, who were warned to leave the area.

Archbishop Tutu urged people to leave the area, but said he himself would not move and was taken into custody.

There were heated scenes at the police charge office when police tried to confiscate notebooks from reporters.

Range of reporting comments on the Cape Times

Mosgas: 100 down tools

Ch. Tink SM/12
Labour Reporter

ABOUT 100 artisans working on the Mosgas off-shore drilling project downed tools over a wage dispute yesterday, a spokesman for the strikers said.

The boilermakers, welders and pipe-fitters involved in the stoppage are subcontracted to a city firm, Ical Offshore.

The strikers demanded a R25 basic hourly wage, R32 an hour for overtime work and R37 an hour for Sunday work, the spokesman said.

As subcontracted labour, the artisans did not enjoy the same benefits as full-time employees, he said.

Streets quiet as workers heed call for stayaway ^{Stw. 6/9/89} (152)

Staff Reporters

Streets in Soweto and Johannesburg were quieter than yesterday as more workers heeded the call by the Mass Democratic Movement for a two-day work stayaway in protest against today's general election.

The stayaway, sponsored by the Congress of South African Trade Unions (Cosatu) and the National Congress of Trade Unions (Nactu), did not rise to expectations yesterday. In protest against today's elections, it was largely ignored as many workers thought it was planned for today only.

An Associated Chambers of Commerce spokesman, Mr Vincent Brett, said today "The stayaway is quite obviously very, very substantial."

South African Transport Services reported a drop in rail services and many trains were running empty through Soweto stations. Putco did not have figures at the time of going to press, but services were expected to be much diminished from yesterday.

Many Soweto shopping centres, retailers and service stations closed their

businesses today. In Dobsonville, taxis stood idle and buses ran 98 percent empty. The Baragwanath bus and taxi terminals were deserted and only nurses were seen reporting for duty.

All secondary schools in Soweto and Alexandra were empty today as pupils stayed away for the second day.

NO VIOLENCE

Regional director of the Department of Education and Training, Mr Peet Struwig, said there had been no incidents of violence. He said reports from primary schools in the two townships indicated classes were continuing and there would be no disruption. Secondary school pupils were expected to return to school tomorrow.

Tembisa workers stayed home in greater numbers today. Buses and taxis did not operate and trains were virtually empty. Hospital staff were picked up by a TPA bus.

Some taxi owners who operated yesterday said they were warned by youths yesterday to cease services at 5 pm and to keep off the roads today.

Pretoria townships were quieter today than yesterday. In Atteridgeville there was a local taxi service only. Security forces patrolled the streets at Soshanguve, where people were seen going to work, and taxi and bus services were normal. Most of Pretoria's major industry comes under Cosatu and most of the big plants are shut until Friday after an agreement with employers.

At Witbank, Numsa said, coal miners failed to report again for today's 6 am shift at Kriel, Goedehoop, Bank, Vandyksdrif, Matla and Douglas mines.

● See Page 5.

Our action will be disciplined-union

'PEACEFUL

PROTEST'

Sowetan 5/9/89

152
[Handwritten marks]

By Themba Molefe and Len Maseko

Bosmont scene



Pupils of C.L. Botha High School in Bosmont protesting against the elections yesterday Sowetan 5/9/89

(52) (327)

THE first day of a national protest action against tomorrow's general election begins today with employers bracing themselves for another massive work stayaway.

An employer body, the South African Consultative Committee on Labour Affairs (Saccola) said its members would be guided by the effect of disruptions, if any, in their particular industries before deciding on any action against workers.

Saccola chairman Mr Bobby Godsell said "Employers take a dim view of protests that result in the disruption of production and the economy."

He said that for example, the first day of the sustained industrial action - called by Cosatu, Nactu and independent unions against the Labour Relations Amendment Act last Friday had been peaceful and not a costly form of protest.

The lunch-hour protests on the first anniversary of the Labour Relations Amendment Act were not costly, not only to the employers but to the workers as well, Godsell said.

Saccola hoped that there would be a society that would allow such peaceful protests in future.

The Association of Chambers of Commerce

● To page 2

Sowetan 5/9/89

Protest action

● From page 1

(Assocom) indicated to Saccola that its members would be adopting a no-work-no-pay principle.

The two-day protest action against the tricameral Parliamentary elections and the controversial LRAA has been called by the Mass Democratic Movement (MDM) and an alliance of Nactu, the Black Consciousness and Pan Africanist movement.

The Ministry of Law and Order yesterday reiterated its warning that the police would be on the alert against any disruptions at polling stations.

A spokesman said the normal police quota would be deployed.

Cosatu said yesterday: "We have called for national peaceful protest on September 5 and 6. Our action will be disciplined and peaceful. We call on Mr Adriaan Vlok (Law and Order Minister) in particular, to act with restraint and allow us to exercise our right to peaceful protest."

The National African Federated Chamber of Commerce (Nafcoc) said its members would close businesses between 11 am and 3 pm in solidarity with the action on the two days.

(Report by Themba Molefe and Len Maseko both of 61 Commando Road, Industria)

E A B S



Stayaway — the silent demo

By DICK USHER
Labour Reporter

MORE than a million workers and students stayed at home on the first day of a two-day stayaway called by the MDM to demonstrate opposition to apartheid and minority rule.

It is thought that the number will grow today, according to employer sources and a statement by the Congress of South African Trade Unions

Cape Town streets presented a holiday-like quietness today with appreciably fewer people in the city than normal


Major industrial areas such as Epping, Bellville South and Salt River were quiet and most industrialists surveyed reported higher than normal absenteeism

NO WORK, NO PAY

Some plants closed for the duration of the stayaway and made arrangements with staff to work in lost time, but most employers appeared to have adopted a no-work, no-pay, no-discipline policy

South African Transport Services reported a substantial decline in the number of passengers, with the Cape Flats and Bellville lines particularly affected.

Few Sats staff stayed away, said Sats spokesman Mr Brian Lotter

AR645 6/9/89 (152) 
Fewer passengers were using buses but the stayaway had not affected the staff of City Tramways, said the chief public relations officer, Mr Bob Krause

"There is a substantial decline in bus passengers, but it is impossible to quantify because demand varies from depot to depot and route to route," he said

PASSENGER DEMAND

Only one of the five operating depots experienced a higher than normal absentee rate, but in spite of this Tramways was geared to run normal services and had no difficulty meeting passenger demand

Garment and engineering industry workers were expected to take part in the stayaway in greater numbers than yesterday

The food industry appeared to be most affected, but bakery spokesmen said bread supplies were not affected

In spite of absenteeism almost all regular deliveries were made, said the manager of Duens Cadora, Mr Johan Geysler

Stocks were not affected and supplies reached all the regular outlets

Many regular bread outlets were closed and had cancelled their orders during the night, said a spokesman for Enterprise Bakery

Some workers did not arrive but almost every delivery was made

According to the National Union of Mineworkers about 80 000 miners at gold, coal and diamond mines either refused to go on shift or organised underground sit-ins yesterday

About 12 000 miners were sitting in at Winkelhaak

The independent Labour Monitoring Group found stayaways at large companies in the PWV region, in Natal and the Eastern Cape. There appeared to be less support in the Western Cape

Yesterday dairies cut home deliveries but supplied large outlets

● Thousands of black workers in Durban and the surrounding areas stayed away yesterday

The executive director of the Durban Chamber of Industries, Mr John Pohl, said indications were that the stayaway was more extensive than first reported

Today's figures are expected to match yesterday's

Mr Pohl said it was not possible to assess financial cost, even though the "no-work, no-pay" policy would offset some losses

In Johannesburg, too, thousands of workers stayed away as voters streamed to the polls

Star 6/9/89

(152)

57 000 NUM members down tools in protest

By Mike Siluma, Labour Reporter

About 57 000 members of the National Union of Mineworkers at more than 28 mines and refineries downed tools yesterday, the first day of protest action against the Labour Relations Amendment Act and today's election, the NUM said.

It accused management of forcing workers to go to work at gunpoint at Anglo's Elandsrand and Western Deep Levels gold mines on Monday night. Union spokesman Mr Jerry Majatladi claimed that at President Steyn gold mine, security personnel had surrounded compounds with Casspirs and herded workers underground.

Court interdict

Management served workers and the NUM with a court interdict to compel workers to resume work at Anglo-owned President Brand, President Steyn and Kriel mines.

Mr Majatladi said preliminary NUM figures showed night-shift workers at the Arnot, Kriel, Matla, Coal Estates, Bank, Blinkpan, TNC, Douglas, Van Dyk's Drift and New Largo collieries had refused to start work. Workers stayed away at Optimum, Goedehoop, New Denmark, Stitzkop, Ermelo and Usuthu.

About 11 000 workers downed tools at the Namaqualand, Finsch, Kimberley, Geology and Premier diamond mines, and 20 000 miners stopped work at Kinross, President Brand, Bracken, Marievale and Winkelhaak gold mines. Refineries affected were Impala, Rustenburg, Rand and Ergo.

An Anglo spokesman said 2 507 (28,5 percent) stayed away at the groups coal mines. The only gold mine affected was President Steyn, where 3 370 workers stayed away. About 33 percent of workers stayed away at Ergo Brakpan, 16 percent at Sunmergo and 59 percent at Daggafontein.

Gold Fields of SA reported normal turnouts. A Rand Mines spokesman said the Douglas mine had an 80 percent stayaway and Van Dyk's Rus 100 percent.

The Anglo spokesman denied allegations that workers were forced to work at gunpoint and that Casspirs were used. He said eight workers were taken away by mine security after "preventing employees from going to work".

De Beers said about 2 000 workers stopped work at Koffiefontein, Finsch and Geology mines.

Genmin said the entire morning shift at the Bracken gold mine stayed away yesterday, 94 percent at Kinross, 53 percent at Marievale, 10 percent at Leslie and 1 percent at Winkelhaak. About 44 percent of workers did not report for work at the Impala Refinery.

There was a total stayaway at Usuthu, Ermelo and Kilbarchan collieries and 80 percent at Matla. About 80 percent stayed away at Samancor's Witbank plant.

Cuba 'keeping to agreements'

BELGRADE — Cuba assured the non-aligned summit yesterday that it remained committed to the agreements on Angola and Namibia, and was following its troop withdrawal timetable "in strict detail".

The Cuban commitment was made by the first vice-president, Mr Raul Castro, brother of Cuban leader Dr Fidel Castro.

Dr Castro announced at the last moment that he would not be going to the Belgrade summit. His brother said economic and political tasks and international duties were the reason. — Special Correspondent

No-take

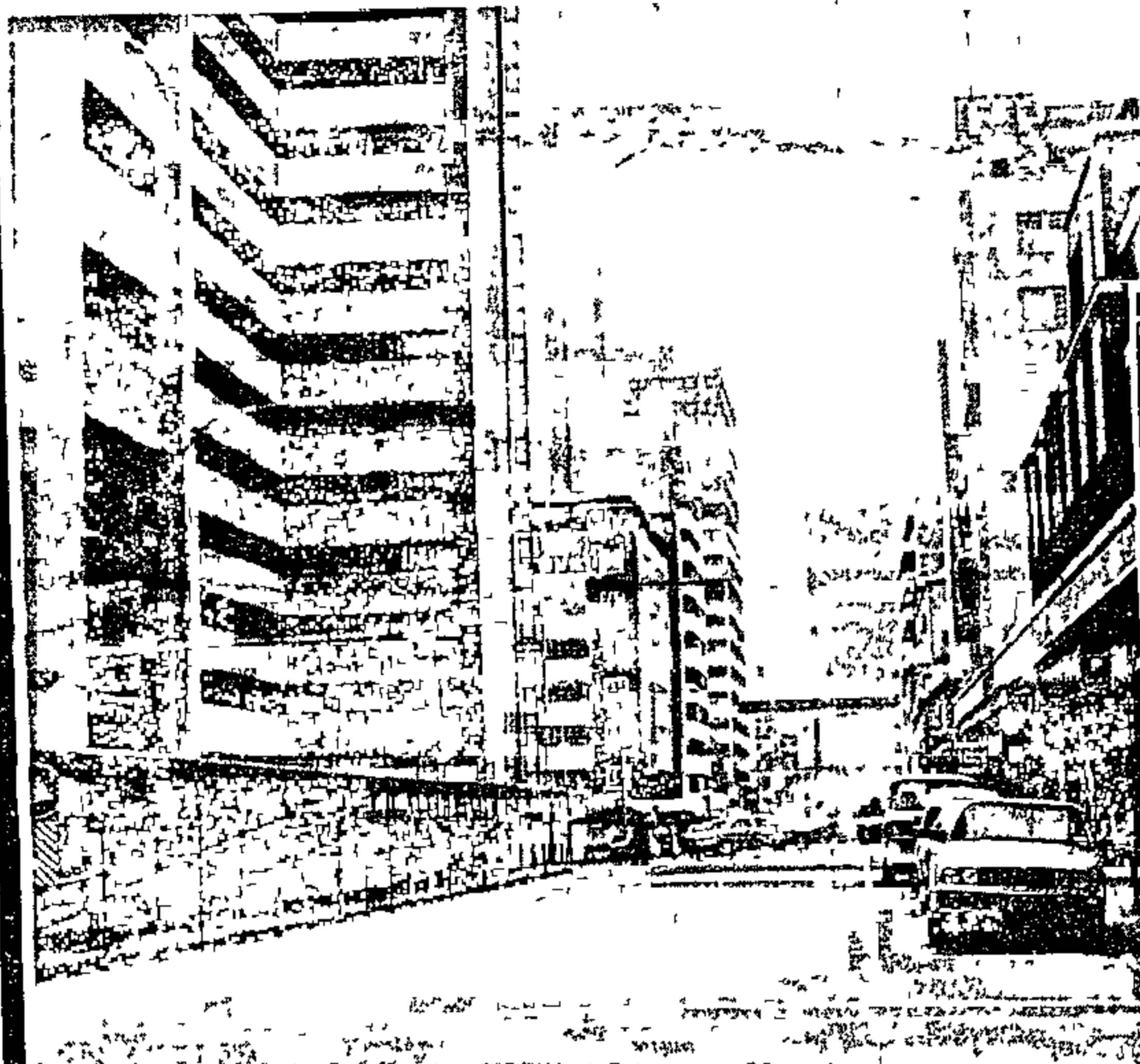
Police conditions spray Town Hu were water near The tester marc "It wash bland the p gered dye

ed
t
ed
d
t
s
e
e
r
a
n

THE NO VOTE

Massive stayaway by blacks on day of elections

Sowetan 7/9/89



This was the scene in the usually busy centre of Johannesburg yesterday Pic MBUZENI ZULU

OVER three million workers and students yesterday heeded a call by major trade unions and community organisations to stay at home in protest against the white elections

The protest called by the Congress of SA Trade Unions the National Council of Trade Unions and unaffiliated trade unions was decided on at their workers summit held two weeks ago

It was then endorsed by their political allies at meetings held last Monday and Tuesday. These allies are the Mass Democratic Movement the Black Consciousness Movement and the Pan Africanist Movement

But organisations failed to agree on Tuesday's stayaway, successful in

Sowetan reporters and Sapa

some areas and a flop in others and endorsed only by the MDM and Cosatu

From early yesterday it was clear that very few workers had gone to work. Trains were running empty and there were very few buses and taxis

The black community had withdrawn its labour and this cost the country millions of rands in lost production

Polls

Commenting on yesterday's stayaway an MDM spokesman said a 100 percent work stayaway was reported in many areas around the country as the country's white coloured and Indian electorate went to the polls

This was the biggest work stayaway in the history of this country, the

MDM spokesman said

An Assocom spokesman said the employer body did not monitor attendance figures over the two days of protest but added that a 100 percent work stayaway would have cost the country's economy R120 million a day

Pretoria was hit by a virtually 100 percent stayaway yesterday said Mr Alec de Beer the general manager of the local chamber of commerce

The sectors most affected by the worker stayaway were the metal, motor, engineering, textile and chemical industries, according to the Labour Monitoring Group (LMG)

The areas most affected by yesterday's stayaway were the Witwatersrand and Natal where a 72 percent stayaway was recorded

In the mining industry about 100 000 miners are estimated to have participated in the national pro-

test with mining houses reporting absenteeism of up to 60 percent on some of their mines

Over 78 000 members of the National Union of Mineworkers (Num) refused to work in the Transvaal and Free State mines on Tuesday according to Num

An Anglo American spokesman said 32 percent of the company's black workforce stayed away from work in its coal section 23 percent at President Brand goldmine in the Free State, and 60 percent at Ergo

Mine

At Goldfields 51 percent of the workforce at the company's Black Mountain mine in the northern Cape heeded the stayaway call. No absenteeism was reported at Goldfields Transvaal mines, a company spokesman said

• To page 2

REPORTS, pictures and comments in this edition may be censored in terms of the Government's state of emergency

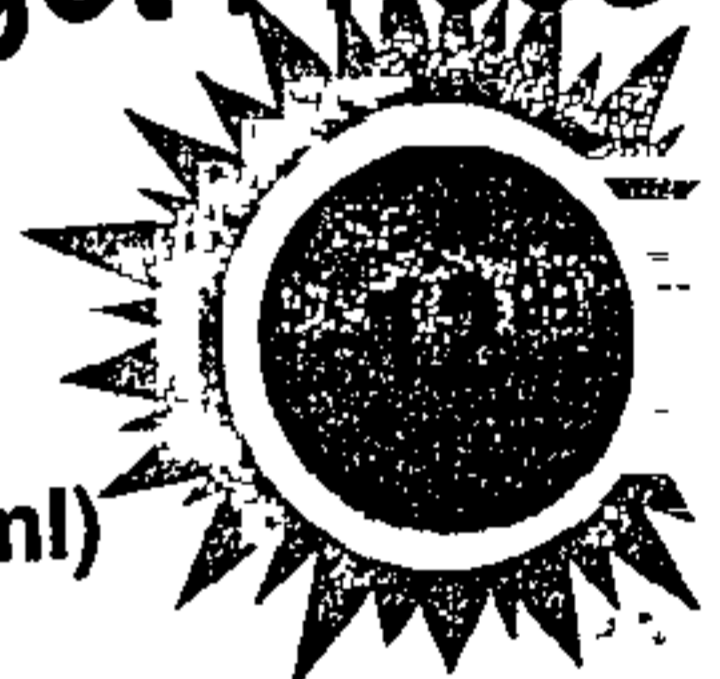
CHARLIE PARKERS
 233a BREE STREET (between Wanderers and King George Streets), JOHANNESBURG

YOUR WHOLESALE

Super Target Prices

tcb

TWIN PACK (500 ml plus 500 ml)



Stockists of
 SPECIAL FEELING
 CURL SENSE
 AMERICAN FLAIR
 SUPERKURL
 MAGIC CURL
 WORLD OF CURLS
 BLACK LIKE ME
 WAVY WAVES
 EXTRA CURL
 HOLLYWOOD CURL
 DYNAMIC CURL
 SOF 'N EASY
 SALON CURL
 WINNING TOUCH
 SOMETHING SPECIAL
 SILKY TOUCH
 WANDA WAVE
 T.C.B.
 2-CURL
 QUICK CURL
 PERFECTION
 LAS VEGAS
 AMERICAN CARE
 STA SOF FRO
 SOF 'N FREE
 CLASSIC CURL
 PLACENTA PLUS
 PROFESSIONAL PL
 DESIGNERS TOUCH

Early bird . . . One of the first people in rainbow to consent to a friendly battle in the marginal constituency, the candidates (inset) consented to a friendly School polling booth. From left are Mr Lester Fuchs of the Democratic Party, Mr T J F Tony Wasserman of the National Party.

Streets quiet as workers heed call for stayaway

Star 6/9/89

152

Staff Reporters

Streets in Soweto and Johannesburg were quieter than yesterday as more workers heeded the call by the Mass Democratic Movement for a two-day work stayaway in protest against today's general election

The stayaway, sponsored by the Congress of South African Trade Unions (Cosatu) and the National Congress of Trade Unions (Nactu), did not rise to expectations yesterday. In protest against today's elections, it was largely ignored as many workers thought it was planned for today only

An Associated Chambers of Commerce spokesman, Mr Vincent Brett, said today "The stayaway is quite obviously very, very substantial."

South African Transport Services reported a drop in rail services and many trains were running empty through Soweto stations. Putco did not have figures at the time of going to press, but services were expected to be much diminished from yesterday.

Many Soweto shopping centres, retailers and service stations closed their

businesses today. In Dobsonville, taxis stood idle and buses ran 98 percent empty. The Baragwanath bus and taxi terminals were deserted and only nurses were seen reporting for duty.

All secondary schools in Soweto and Alexandra were empty today as pupils stayed away for the second day.

NO VIOLENCE

Regional director of the Department of Education and Training, Mr Peet Struwig, said there had been no incidents of violence. He said reports from primary schools in the two townships indicated classes were continuing and there would be no disruption. Secondary school pupils were expected to return to school tomorrow.

Tembisa workers stayed home in greater numbers today. Buses and taxis did not operate and trains were virtually empty. Hospital staff were picked up by a TPA bus.

Some taxi owners who operated yesterday said they were warned by youths yesterday to cease services at 5 pm and to keep off the roads today.

Pretoria townships were quieter today than yesterday. In Atteridgeville there was a local taxi service only. Security forces patrolled the streets at Soshanguve, where people were seen going to work, and taxi and bus services were normal. Most of Pretoria's major industry comes under Cosatu and most of the big plants are shut until Friday after an agreement with employers.

At Witbank, Numsa said, coal miners failed to report again for today's 6 am shift at Kriel, Goedehoep, Bank, Vandyksdrif, Matla and Douglas mines.

● See Page 5.

Teargas to Red Cross

Star 6/9/89

CAPE TOWN — University of the Western Cape academics are planning to send samples of teargas used recently by police in dispersing students on the campus to the International Red Cross for analysis.

The 11 academics said they wanted to know why two different types of teargas were used during the incidents on campus — one type causing severe vomiting and the other affecting the bronchial system — Sapa

3/Day 7/9/89.

Two killed in unrest incidents

152

THE motor, engineering, chemical and textile industries were the hardest hit by the two-day anti-election stayaway which ended yesterday, a Labour Monitoring Group (LMG) survey has shown

In the same period police reported numerous unrest incidents in which two people died, about 12 were injured and about 368 arrested

The LMG said most employers had adopted a "no-work no-pay" policy. Others had, however, mentioned taking disciplinary action.

Part of the increased stayaway activity yesterday can be ascribed to the fact that yesterday's action was supported by Africanist and black consciousness groupings, which had not participated in Tuesday's action, in favour of a protest on September 12 — the anniversary of the death in detention of Steve Biko

The MDM, which called the two-day protest, put total participation on Tuesday at more than a million workers and students

Nactu general secretary Piroshaw Camay warned that the unions would take strong action against employers who took disciplinary action against workers

The MDM said it estimated the national stayaway average in urban areas was 80%. It said figures based on management responses such as the LMG's had to be treated with caution, as some companies had deliberately underestimated the extent of action

The stayaway, the MDM said, was far more than a symbolic rejection of apartheid. It also "demonstrated in action our people's determination to commit themselves to, and intensify, a programme of mass defiance" designed to eradicate apartheid

ALAN FINE, DAN SIMON
and SIPHO NGCOBO

Anglican Archbishop Desmond Tutu said yesterday he was not paying a great deal of attention to the election. "I'm more interested in how many people stay away," he said

Most unrest incidents, including many illegal gatherings, occurred in the Cape, followed by Natal and the Transvaal. None were recorded in the Free State

The number of arrests could be higher as police could not confirm whether 50 people were arrested in Rustenburg for playing soccer on a "whites only" field

Injuries

An NUM official said 200 MDM supporters had been playing for about 45 minutes when police surrounded the field and started beating them. The police neither denied nor confirmed the incident.

One of the recorded injuries was suffered by a policeman whose vehicle was stoned. Another was attacked at Duncan Village near East London, and one attacker was fatally wounded. A white woman received head injuries when she was hit by a rock at Khayamandi near Stellenbosch

Sapa reports trains were delayed when an "explosive device" caused damage near Bonteheuwel Station on Tuesday. And the track near Faure was damaged by a blast at 1 20am yesterday

□ Business Day yesterday incorrectly reported that Anglo's Scaw and Boart plants at Germiston and Alrode had suffered pronounced stayaway action on Tuesday. This was not the case

For black people, it's all a bit of a yawn

By Stan Hlophe (152)

To most blacks, yesterday's voting was irrelevant. While most whites and some Indians and coloureds went to the polls yesterday, blacks were excluded.

Ironically, the election was largely to decide the fate of the majority of the country's people.

Extra-parliamentary bodies predict this was the last poll in which blacks would not take part.

In protest against the tricameral election, the Mass Democratic Movement, the Congress of SA Trade Unions (Cosatu) and National Congress of Trade Unions (Nactu) called for a two-day stayaway.

On Tuesday, the response in the Transvaal was minimal, probably because of a difference of opinion between Cosatu and Nactu over whether the stayaway was to start on September 5 or 6.

Cosatu favoured a two-day protest on September 5 and 6 while Nactu called for a two-pronged protest on September 5 and 12, the latter to commemorate the 12th anniversary of Steve Biko's death

TERMINALS DESERTED

Both unions have agreed to support each other's protest day. Yesterday over 90 percent of blacks, Indians, and coloureds heeded the stayaway call.

Soweto and Johannesburg streets were quiet. Indian shops were closed in Johannesburg West and Fordsburg. Trains and taxis ran empty and Putco buses were suspended.

Baragwanath Hospital's bus and taxi terminals were deserted and only nurses and health workers were seen travelling to work. Schools in Soweto, Dobsonville and Diepmeadow were empty.

No incidents of violence were reported.

At railway stations, newspaper vendors and hawkers were conspicuous by their absence.

Police and SADF vehicles patrolled the empty streets and main roads. Local municipal personnel stood guarding strategic buildings.

At the payout point in Zola, Soweto, pensioners went to queue as usual for their monthly pensions but found gates locked and police on standby.

Few vehicle owners took the risk of doing rounds in the township, and shebeens were busy.

By the end of the day the anti-apartheid organisations had exercised their political muscle and sent a clear message to the Government.

54 arrested after election-linked protests

Votes cast amid massive stayaway

B/Day 7/9/89

152 327 309A

VOTERS went to the polls yesterday amid continuing unrest and a massive work stayaway

Police said they arrested 54 people in election-related unrest

Police unrest reports said one man was burnt to death, about 12 people were injured and about 368 arrested in unrest-related incidents in the 48-hour period to yesterday afternoon

There were also two railway line blasts in the western Cape. Nobody was injured and damage was minimal

Increased participation by black workers in the anti-election stayaway was most marked in the PWV region

Soweto and Alexandra pupils joined in the stayaway, with DET regional director Peet Struwig reporting a 100% absentee rate at the 62 secondary schools in the areas

The two-day anti-election stayaway appeared stronger than the May 1987 election protest, but less widespread than the June 1988 demonstration against the Labour Relations Amendment Act

The Labour Monitoring Group (LMG) said the stayaway rate in the PWV had reached 72% yesterday, compared to 39% on Tuesday. It was up from 68% to 80% in Durban, and from 24% to 41% in Cape Town. It remained constant in Port Elizabeth, where the LMG gave a revised figure of 90% for Tuesday

The survey figures for the PWV were backed up by figures supplied by passenger transport groups. Sats said trains to

MIKE ROBERTSON, ALAN FINE and TIM COHEN

Johannesburg carried only 35% to 40% of their normal passenger loads, compared to 70% on Tuesday. There had been little change in other areas, a spokesman said



Acting President F.W. de Klerk reaches out to shake hands with a supporter as he and his wife Marike arrive at the Randburg constituency. Picture: REUTERS

Putco said use of its Reef buses was "very low", yesterday, compared with almost normal the previous day. Its southern Transvaal region carried about 50% of normal loads. In Durban there was a 100% stayaway of passengers and staff for the second consecutive day

The cold snap affected early voting, except in key seats, but it picked up later in the day and because of changes to the special voting procedures, election officials expected a higher than average percentage poll

- Reports Pages 2 and 4
- Candidates Page 17
- Comment: Page 16

Before the close of polling the CP expressed confidence it would win more than 40 seats, while DP chief organiser Neil Ross said the party would win at least 30

In Randburg, where DP co-leader Wynand Malan was being challenged by former Foreign Affairs deputy director general Glenn Babb, Ross was confident of a comfortable victory for the DP. NP spokesmen said they were very optimistic about Babb's chances of victory

Ross said his figures showed the DP would also win Mooi River, Maritzburg North, Umbilo and Umhlanga in Natal, Alabany and Walmer in the eastern Cape, Simon's Town and Wynberg in the western Cape and Edenvale and North Rand on the

□ To Page 2

Stayaway B/Day 7/9/89

Witwatersrand

At 5pm, he said the DP was marginally ahead in Helderberg, the seat where former Constitutional Development Minister Chris Heunis beat Denis Worrall by just 39 votes in 1987. Maritzburg South, Durban Point and South Coast were too close to call, Ross said

CP spokesman Arthur Kemp said the party was well ahead in seats such as Hercules and Wonderboom in Pretoria, which the NP won in 1987 because the extreme right-wing vote was split

Kemp and NP organiser Abre Hanekom agreed that support for the HNP had almost disappeared in this election

152 327 309A □ From Page 1

Hanekom said the NP was extremely confident on winning back Soutpansberg, where a 70% poll had been recorded by midday, from the CP. Seats such as Lydenburg and Pretoria West (also won on a split vote in 1987) were looking "dicey", as was Roodeplaat

Kemp and Hanekom agreed that voting in Speaker Louis le Grange's Potchefstroom seat was running neck-and-neck

Hanekom was confident Deputy Education and Training Minister Sam de Beer would retain his Geduld seat. The NP would also win the neighbouring Springs seat, he said. The NP had an 884-vote majority over the CP in Springs in 1987

(152)

Zim people in stayaway

MORE THAN two million workers and pupils took part in a national stayaway yesterday as voters went to the polls

According to Congress of South African Trade Unions (Cosatu) general secretary Mr Jay Naidoo, the stayaway was the largest in South African history, with participation most marked in the PWV region

Associated Chambers of Commerce spokesman Mr Vincent Brett said "The stayaway is quite obviously very, very substantial

"The significant thing is that more people have taken action in opposition to apartheid than have voted in the elections," Mr Naidoo said

Pretoria was hit by a "virtually 100%" black stayaway yesterday, the general manager of Pretoria's Chamber of Commerce, Mr Alec de Beer, said Most of the big industry in Pretoria comes under Cosatu and most of the big plants are shut until tomorrow due to an agreement with employers Streets in Soweto and Johannesburg were yesterday quieter than on Tuesday as many big businesses came to a standstill

According to the Durban Metropolitan Chamber of Commerce, it appears that large companies were hardest hit with up to 95% of the black work force staying away in a few cases

Cape Town employers were reluctant to supply information to labour-monitoring groups, trade union organisers and the press on how many

Protest is biggest in SA history — Cosatu

people stayed away from work yesterday

However, estimates from Cosatu say that more than 50% of workers stayed away in the Western Cape

"This is the most significant worker action the Western Cape region has ever seen," a spokesman for Cosatu's local branch said

The Cosatu spokesman said the union has 132 000 members in the Western Cape, especially in the chemical and clothing industry, but employers refused to supply them with information

A joint survey by the SA Labour Development Research Unit and the Labour Monitoring Group found that there was a 19% stayaway on Tuesday and 49,2% yesterday

A spokesman for the two groups said the stayaway figure for June last year (protesting against the Labour Relations Amendment Act) was 9,4%

"We surveyed the retail sector, construction, transport, clothing, mental, chemical, food and leather industries.

"Yesterday retail had a 58% stayaway, manufacturing 43,6%, construction 52,5% and 9% in the transport industry

"Employers were very reluctant to divulge information and in many cases they were actually hostile A number of the big factories were closed, particularly in the chemical sector A number of firms closed early so they were unavailable to comment Stayaway figures could have been much higher than the current estimates"

Cosatu reported that in Worcester more than 2 000 workers stayed away from a large chicken farm and a dried-fruit company The workers held a march and were dispersed by police Three people were detained

A spokesman for the South African Transport Services reported that there was an overall passenger drop of 35%

There was a decline in bus passengers, Trams public relations officer Mr Bob Krause reported, but it was difficult to judge because taxis were not operating in the townships He said Trams staff was not affected by worker stayaways

Industry virtually ground to a halt in East London, with a Frame Group spokesman saying a 100% stayaway had cost the company two full production days

A spokesman for Mercedes-Benz of South Africa said the assembly plant had ground to a halt for two days

● Retailing giants Pick 'n Pay (up to 72% from 42%) and OK Bazaars (35% compared to 15%) both observed substantial increases in stayaway action

● Production at a number of Gencor gold mines in the Transvaal has been hard hit by industrial action by thousands of workers

A Gencor spokesman said workers had stayed away at three mines and at three others the absentee figure was 90% of the labour force

● Many Soweto shopping centres, retailers and service stations closed their businesses yesterday Only nurses, were seen reporting for duty

● All secondary schools in Soweto and Alexandra were empty yesterday as pupils stayed away for the second day running

Lenasia reported a major stayaway from schools and several students were involved in placard demonstrations outside polling booths They were dispersed by police

At Witbank, a Numsa spokesman said coal miners failed to report again for yesterday's 6am shift at several mines.

● There was either no or a very low percentage of stayaway action in South Western Districts, Western Transvaal, Northern Natal, Natal, Free State, Northern OFS, and Northern Transvaal, a police spokesman said — Own Correspondents and Sapa

ANC hails SA

152

Star 8/9/89

worker stayaway

S
1
ed
po
sh
ch
ck
nd
ge,
ng
ng
on
he
e-
e-
on
s,

LUSAKA — The African National Congress has hailed Wednesday's national stayaway in protest against the elections in South Africa.

An ANC spokesman said it demonstrated that the elections were "irrelevant to the oppressed majority".

In Maputo the Mozambique news agency carried an interview with the ANC's secretary-general, Mr Alfred Nzo, in which he commented on the MDM anti-election campaign. — The Star's Africa New Service.

X Report Restricted

Details of what Mr Nzo said have been cut from this report because Mr Nzo is banned in terms of the Internal Security Act, and may not be quoted in South Africa.

Stayaways cost

By Robyn Chalmers

THIS week's two-day stayaway, heeded by up to 3-million workers, is estimated to have cost the economy almost R250-million.

The stayaway was called by the mass democratic movement (MDM) in protest against Wednesday's general elections.

Depending on regions, between 22% and 100% of workers stayed at home on Tuesday and Wednesday, the metal, motor, engineering, textile and chemical industries believed to be the hardest hit

Turnaround

Workers lost millions of rands in wages as employers tended to adopt a disciplinary policy of no work, no pay. A few small companies sacked workers. This was a surprising turnaround from last year's three-day stayaway in June when employers reacted with widespread dismissals

Assocom manpower secretary Vincent Brett believes bosses were more sympathetic to workers this year because the protest was aimed at the election more than the Labour Relations Amendment Act (LRAA).

"In a way, management is getting used to this form of industrial action, it has become a factor of life

"On the other hand, businessmen in general are anx-

S/Times 10/9/89
R250m

ious to see constitutional reform and are prepared to be a little more relaxed about a national protest by the voteless"

Mr Brett says a conservative estimate of what the stayaway cost the economy in lost production is about R120-million a day.

Hampered

However, estimates from other monitoring groups and companies put the loss at about R250-million for the two days

The Labour Monitoring Group conducted a survey of how effective the stayaway was in various regions, but Unions (Cosatu) and the National Council of Trade Unions (Nactu) say the

stayaway proves that workers will never accept the present Government.

Perhaps the most surprising support came from mineworkers, who traditionally do not join protest action of this nature

Production at several mines was hard hit, the National Union of Mineworkers estimating that about 80 000 miners refused to go underground on Tuesday

In the Eastern Cape, Port Elizabeth appeared to be worst hit. Bus terminals, taxi ranks and schools in black townships were almost deserted for the two days.

Employer reports on Friday indicated that all was back to normal.

was hampered by employer reluctance to supply information.

The LMG believes that in the Pretoria-Witwatersrand-Vereeniging area, about 72% of workers took part in protest action on Wednesday compared with 39% on Tuesday. In Durban, the figures were 68% and 80% respectively, 24% to 41% in the Western Cape and 90% in the Eastern Cape on both days.

A spokesman for LMG says, however, that figures could have been much higher than these estimates.

"Employers were reluctant to divulge information and some were actually hostile. Several big factories were closed, particularly in the chemical sector. Some firms closed early and were unavailable for comment"

Confusion

The MDM has expressed its satisfaction with the support of workers. It says the low turnout on Tuesday was largely because of confusion about whether the protest call was for one or two days. The Congress of SA Trade

152

Bus strike ends in settlement

152 By Drew Forrest

Settlement has been reached in the three-and-a-half week Durban municipal bus strike, one of the largest and longest strikes of its kind in SA labour history

The dispute, which has reportedly cost the Durban Transport Management Board (DTMB) R4 million and which affected more than 200 000 commuters daily, paralysed municipal bus services in Durban's white suburbs and the neighbouring black townships

Workers have accepted a deal hammered out in mediation and agreed at a mass meeting at the weekend to return to work today, said the general secretary of the Transport and Gen-

eral Workers Union, Ms Jane Barrett

Involving 1 200 drivers and workshop staff, the strike centered on demands for a 20 percent pay rise and later the reinstatement of dismissed strikers

It was marked by a "remarkable degree of unity and discipline" according to Ms Barrett

PAY NEGOTIATION

While over half the drivers belonged to Cosatu's TGWU, 350 are Indian members of the Durban Integrated Municipal Employees Society and 250 members of the Inkata-linked Natal Municipal Transport Employees Association

The strike took off on August

16 after deadlock had been reached in pay negotiations. The unions rejected the DTMB's 16 percent wage offer, demanding the 20 percent recently awarded to other council employees in a wage arbitration

Although the final agreement reached in the early hours of Saturday stipulated that the terms of the settlement may not be disclosed, it is understood that all the fired workers are to be taken back.

Although by law municipal disputes must be referred to the courts for arbitration, Mr Barrett said the workers had taken direct action because they could not accept the delays entailed in using the courts

Intimidation claims in Sasol strike

140A By Drew Forrest 152

Strike action over pay escalated at Sasol's four plants in Secunda yesterday amid a welter of conflicting intimidation claims by both management and the Chemical Workers Industrial Union (CWIU)

Sasol's media manager, Mr Jan Krynauw, said

more than half the 3 200 workers at Sasol 1 and 2 and the company's explosives and fertiliser plants had failed to turn up for work yesterday

The figure last Monday, when the strike started, was 10 percent — suggesting that most workers accepted Sasol's pay offer and had not

star 12/9/87
voted to strike as the CWIU claimed

He said a meeting requested by workers to discuss alleged intimidation, had drawn 500 employees at the weekend.

In a counterblast, the CWIU's Mrs Chris Bonner said workers wishing to meet on hostel premises had been threatened with arrest under the emergency regulations, while Sasol security had tried to force workers to make statements falsely implicating colleagues in intimidation

star 12/9/87 INTIMIDATION

Three workers had been arrested and charged with intimidation, she added

The strike is the climax to a long-running dispute stemming from Sasol's annual wage review. Workers are demanding a R150-a-month across-the-board increase against the R120 offered by management in the lowest wage category

Confusion over stayaway 152

Thousands of workers yesterday streamed to work amid confusion about whether a stayaway had been called by Cosatu and Nactu *stew 12/9/89*

Buses, taxis and trains were full.

According to the *Sowetan*, Nactu has denied that a stayaway has been called for today.

Cosatu and the Mass Democratic Movement have distanced themselves from the stayaway call

Durban bus drivers begin strike again

DURBAN — The city's bus strike is on again, after returning drivers walked off the job yesterday morning when asked to sign new conditions of service

The workers claimed they had been promised reinstatement but found when they arrived for work that they were to be re-employed as new drivers.

Workers interviewed outside the depot of the Durban Transport Management Board claimed a lack of good faith on the part of the DTMB (270)

DTMB GM Marshall Cuthbert said management had acted according to an agreement signed by all the trade unions involved.

A meeting between workers, shop stewards and other union officials at Cosatu House was planned for yesterday. — Sapa.

B/Daw 12/19/89
152



INFORMATICS

ALTECH

AV AL/6227/1/REV

Comp Times 12/9/87

Durban bus drivers strike again over loss of benefits

DURBAN. — Durban's bus strike is on again, after returning drivers walked off the job yesterday morning when they were asked to sign new conditions of service

The workers claimed they had been promised reinstatement but found when they arrived for work that they were to be re-employed as new drivers

Workers interviewed outside the depot of the Durban Transport Manage-

ment Board (DTMB) were angry and bitter, claiming a complete lack of good faith on the part of the DTMB

The DTMB's general manager, Mr Marshall Cuthbert, said management had acted according to an agreement signed by all the trade unions involved

"I presume the trade unions were authorised to accept the agreement by their members", he said

"But the agreement is not being implemented by the drivers" — Sapa

Court overrules Minister

Supreme Court Reporter

17643 12/9/89 (152) 128
THE Minister of Manpower has had his decision not to appoint a conciliation board in the case of a dispute over 31 Railit workers who stayed away overturned on review before the Supreme Court, Cape Town.

In the case of Mr Kolekile Lawrence Dlali and 30 others versus the Minister of Manpower and Railit, Mr Justice H J Nel, with Mr Justice J Foxcroft concurring, ruled that the Minister's decision had been misdirected and ordered that he appoint a conciliation board to deal with the dispute.

Evidence was that the workers

stayed away on June 16 last year because they feared intimidation and there was no transport available.

They were fired, but reinstated by the industrial court, which ruled on September 19 last year that their dismissal was an unfair labour practice, pending a resolution of the dispute.

However, on November 8 last year the Minister refused to appoint a conciliation board.

Mr L J Krige, instructed by the Legal Resources Centre, appeared for the workers Mr A P Blignault, SC, instructed by Webber, Shepstone and Findlay, appeared for the respondents.

No stayaway ~~calls~~ today

sowetan 12/9/89 152

THERE is no stayaway call for today, the Black Consciousness Movement and the Mass Democratic Movement said yesterday.

The BCM said it would co-ordinate services to mark Biko Day today, the 12th anniversary of the death in detention of the founder of Black Consciousness in South Africa, Steve Biko.

Spokesman Mr Haroon Patel said the BCM had not called for a work stayaway and that its members would decide on what form of action to take as they deemed it fit. The BCM had called for the anti-election action on September 6, he said.

General secretary of

the Congress of South African Trade Unions Mr Jay Nardoo said the MDM and its allies had not called for a stayaway today.

"We have made no such call, nor have any other formations of the MDM, on our members."

Patel said the BCM intended to observe Biko Day in a peaceful and dignified manner.

The statement by the organisations is intended to quash rumours that there would be another stayaway by workers following last week's two-day action which, according to anti-government groups, saw three million workers and students heeding the call.

Inkatha, UDF and Cosatu 'breakdown' predicted

The Argus
Correspondent

DURBAN — A breakdown of communication between Inkatha, the United Democratic Front and the Congress of South African Trade Unions (Cosatu) is seen as a possibility following the break in the peace talks between the three groups announced by Inkatha at the weekend

At an Inkatha central committee meeting held at Ulundi, a resolution was taken to declare a moratorium on further talks with the UDF and Cosatu

However, Inkatha delegates will still attend a planned summit meeting in London a move agreed to by all the organisations earlier this year

Members of Inkatha's central committee expressed their concern that, although peace talks were proceeding, the violence in Natal continued

APOLOGY WANTED

Another resolution was also passed, calling for an apology from an African National Congress spokesman who had reportedly attacked the leadership credentials of Inkatha's president and the Chief Minister of Kwazulu, Dr Mangosuthu Buthelezi, calling him a "government stooge"

The Inkatha moratorium statement comes immediately after unity speeches by Dr Buthelezi and King Goodwill Zwelithini at a Shaka's Day rally held at Taylor's Halt

The black-on-black violence was condemned by King Goodwill, although he criticised Mr Mhlabunzima Maphumulo, the chief of the Table Mountain region, for suggesting that traditional Zulu leaders should not be incorporated into the Kwazulu government and Inkatha

28/09 - 4/10/89
South



ADE strike stalemate



THE National Union of Metalworkers of South Africa has appealed to management at Atlantis Diesel Engineering (ADE) to agree to further negotiations with the union

More than 400 strikers have been locked out from the Atlantis factory since last week after they downed tools following a dispute over annual wage negotiations.

A Numsa spokesperson said that shortly after the legal strike began, the workers informed management that they were prepared to revise their demands, but were told that management's offer of a 56 cents/15 percent increase was final

The workers had demanded an increase of 90 cents/24 percent on the minimum wage

Other issues in dispute are public holidays and retrenchment.

Meanwhile, the company has claimed that the strike is almost over

A company spokesperson said that more than 40 percent of the strikers had returned to work.

Sixteen percent of the total workforce were still locked out, he said.

The Numsa spokesperson said that a "small number of workers" had accepted the company offer.

He said that strikers were this week warned that their increases would not be backdated to July 1 if they did not accept management's offer

25 | 09 - 4 | 10 | 89

SOUTH NATIONAL



SOUTH, September 28 to October 4 1989 7

From MONO BADELA

JOHANNESBURG. — Women Against Repression (WAR) say they are planning a new march after police disrupted last week's protest to the Union Buildings in Pretoria, but a spokesperson for the Minister of Law and Order warned it will be halted again.

WAR, a coalition of several anti-apartheid women's organisations, announced in Pretoria this week that a march would be held as soon as possible and that — as was the case with last Saturday's march — permission to hold the gathering would not be sought. Miss Zenu Tshongweni of the Federation of Transvaal Women (Fedtraw), one of the 29 organisations which was to have marched under the banner of WAR, announced at a press conference this week that there had been a unanimous decision to organise a second march to the Union Buildings.

At the press conference held in the Martyrs' Chapel at St Alban's Anglican Church in Pretoria, scores of

We'll do it again, say defiant women ... and cops vow to stop them

men and women of all colours alleged that they had been victims of police brutality or had witnessed Saturday's incidents at the Union Buildings, Church Square and at Cosatu House.

A 12-year-old Lenasia schoolgirl claimed that she was among the 139 people arrested by police following the break-up of the women's march on the lawns of the Union Buildings.

The girl, who cannot be named in terms of the Criminal Procedure Act, appeared in the Pretoria magistrates court on Monday with 102 other people arrested on Saturday.

She was arrested in a park near the Union Buildings when police, accompanied by dogs, baton-charged a group of women.

The little dark-haired girl said she spent two hours in custody before she was released and warned to appear in court.

Two people who were among the 139 arrested were arrested again on Monday after a crowd began singing and dancing in the court complex.

One of them said he was hit on the head and was "still concussed." He had to sit down before describing what had happened.

"I was held by the legs and beaten with batons. I was also kicked in the kidneys and in the lungs," he said.

WAR organisers have "condemned out of hand" the arrests which led to 102 appearing in court this week for allegedly contravening the Internal Security Act.

Doctors and para-medics, who were attending to those allegedly injured by police, were also among those arrested.

It was the culmination of their 10-month march.

113
17/6/81 12/19/81

Calls for stayaway today go unheeded

The Argus Correspondent
JOHANNESBURG. — Calls for a stayaway today in protest against the Labour Relations Act and in memory of Black Consciousness leader Steve Biko seemed to have gone unheeded.

In an interview National Council of Trade Unions (Nactu) general secretary Mr Phiroshaw Camay confirmed that there had been a call for a national stayaway but it seemed as though the response to the call was not encouraging.

"There was a call for stayaway today, and it appears to have failed. Apparently the call has gone unheeded, there's confusion because of the position taken by various organisations," said Mr Camay.

CALL FOR PROTEST

Mr Camay said Nactu was closely monitoring the situation around the PWV area, and would make a detailed statement later.

A Press statement issued by Nactu first assistant secretary Mr Cunningham Ngcukana yesterday said the union federation and its allies had made a call for protest against the LRA today, but "communities and workers will decide on what form of action to take".

Mr Ngcukana said that besides the Workers' Summit call for a national day of protest against the Labour Act on October 6, there were separate calls for September 5 and 12 for protests.

"For all intents and purposes, (these) were not summit dates but calls by the Mass Democratic Movement and Nactu and its allies," he said.

The nation-wide commemoration services planned for today in honour of Black Consciousness leader Mr Steve Biko is expected to go ahead as scheduled

(152)
~~152~~

Petroleum workers on strike at BP, Sasol

By Alan Fine
12/9/81

ABOUT 2 000 petroleum sector workers, all members of the Chemical Workers' Industrial Union (CWIU), at Sasol, Secunda, and BP SA, were on strike yesterday in support of disputed wage demands.

The companies said production and deliveries were unaffected at this stage.

Sasol and the CWIU, who agreed that more than half of the 3 200 Secunda workforce were on strike, charged each other with acts of intimidation in the action which began in a small way a week ago.

A Sasol spokesman said management had met 500 workers on Sunday to discuss methods of safeguarding them against intimidation. He said employees were assured Sasol would strive to ensure that loyal employees were allowed to continue with their work.

A CWIU spokesman said Sasol security was going from room to room in company hostels urging employees to report for work, and trying to force members to make false statements alleging intimidation against strikers.

The union said it was open to further negotiation, and was attempting to set a meeting with management for this purpose.

CWIU members at a number of BP work sites began their strike on Friday. The parties are to meet today in an attempt to resolve the dispute. Issues in dispute include the equalisation of wages within job grades, maternity and paternity leave, hours of work, sports sponsorship, educational assistance for employees and their children and job security proposals.

The CWIU puts the number involved at 350, while a BP spokesman said 200 were on strike.

Union federations disagree on stayaway

B Day 12/9/89

110

113

152

113

NACTU and Cosatu publicly disagreed yesterday on a possible work stayaway today, as the two federations geared up for the resumption of their negotiations with employer federation Saccola on the Labour Relations Act

Nactu, which did not support last Tuesday's work stayaway, announced today's planned action "against the LRA" Today is also the 12th anniversary of the death in detention of black consciousness movement (BCM) leader Steve Biko Nactu said the August 26 worker summit had resolved on such action

However, Cosatu general secretary Jay Naidoo said there was no truth in "rumours" that Cosatu or the mass democratic movement had called for a stayaway today

The Nactu/BCM protest got underway yesterday with a picket by about 100 chanting Azapo support-

ALAN FINE and
SIPHO NGCOBO

ers outside a Johannesburg branch of First National Bank against the bank's sponsorship of the recent international rugby tour

The demonstrators, all waving anti-FNB posters and placards, had earlier gathered at the Johannesburg city library to mark the start of commemoration services for the late Steve Biko

Companies

They dispersed after a police warning that the gathering was unlawful

Saccola chairman Bobby Godsell said yesterday companies with which he had been in contact "do not expect a stayaway of any size"

Both Cosatu and Nactu announced they had postponed for nine days to September 22 other anti-apartheid and anti-LRA

protests

Cosatu said the delay was, to give Saccola and other employers the opportunity to meet union demands on the LRA, and to give members adequate time to prepare for these actions

Godsell and Nactu general secretary Piroshaw Camay confirmed a meeting between Saccola and the unions was scheduled for Thursday, with a further two days set aside for talks next week.

Camay said at Thursday's meeting unions would seek clarification on Saccola proposals and, where it existed, would confirm areas of agreement

Saccola has proposed urgent joint submissions to the National Manpower Commission on the deletion of section 79(2) of the LRA

The SA Agricultural Union, the NMC, the Commission for Administration and Sats have been invited to attend Thursday's meeting



A protest against First National Bank in Johannesburg yesterday included a placard protest to mark the death of black activist Steve Biko

Picture BRIAN HENDLER

Durban bus drivers begin strike again

DURBAN — The city's bus strike is on again, after returning drivers walked off the job yesterday morning when asked to sign new conditions of service.

The workers claimed they had been promised reinstatement but found when they arrived for work that they were to be re-employed as new drivers.

Workers interviewed outside the depot of the Durban Transport Management Board claimed a lack of good faith on the part of the DTMB (~~2/15~~).

DTMB GM Marshall Cuthbert said management had acted according to an agreement signed by all the trade unions involved.

A meeting between workers, shop stewards and other union officials at Cosatu House was planned for yesterday — Sapa

B/Deny 12/19/89.
152



INFORMATICS

ALTECH

/AV AL/6227/1/REV

Cosatu denies stayaway 'rumour'

JOHANNESBURG — Nactu and Cosatu publicly disagreed yesterday on purported plans for further protests timed for today, as the two federations geared up for the resumption of their negotiations with employer federation Saccola on the Labour Relations Act.

Nactu, which did not support last Tuesday's work stayaway, announced today's planned action "against the LRA". Today is also the 12th anniversary of the death in detention of black consciousness movement (BCM) leader Steve Biko. Nactu said the August 26 worker summit had resolved on such action. However, Cosatu general secretary Jay Naidoo said there was no truth in "rumours" that Cosatu or the mass democratic movement (MDM) had called for a stayaway today.

The Nactu/BCM protest got underway yesterday with a picket by about 100 chanting Azapo supporters outside a Johannesburg branch of First National Bank against the bank's sponsorship of the recent international rugby tour.

Saccola chairman Bobby Godsell said yesterday companies with which he had been in contact "do not expect a stayaway of any size".

Both Cosatu and Nactu announced they had postponed until September 22 other protests, including a two-week "withdrawal of purchasing power from white business" and an overtime ban.

Stayaway call ignored after disagreement

SIPHO NGCOBO

A WORK stayaway called by the Black Consciousness Movement (BCM) and Nactu did not materialise yesterday as a handful of the movement's members celebrated with low-key commemorations the 12th anniversary of the death in detention of BCM leader Steve Biko.

The failure of yesterday's stayaway followed public disagreements between Nactu and Cosatu, with Cosatu dissociating itself from Nactu's position.

Nactu had called for a stayaway yesterday in protest against the Labour Relations Act (LRA), while the BCM had called for the observance of the death of Biko.

Yesterday's stayaway failure was a repetition of September 5 which saw Cosatu's stayaway call failing as a result of Nactu's refusal to participate. B/Day 13/9/89.

Meanwhile, confusion reigned in the Reef townships over the stayaway as bickering continued between the two major union federations.

(152) Normal

Major employer organisations reported normal work attendance by their employees yesterday and hundreds of taxis from Reef areas like Soweto, Alexandra and the East and West Rand did business as usual.

Putco spokesman Robin Duff said business was normal for the organisation and Adrian Botha of SA Breweries said there were no stayaways at the brewery's major food and beverage sections.

AECI's Andre Botha also said his department had not had reports of stayaways.

Meanwhile, police remained in the background as about 100 people gathered at Soweto's Regina Mundi Church in what was supposed to be the main commemoration service.

BCM speakers said Biko's pronouncements gave rise to a new thinking that sparked off the June 16 uprising in Soweto in 1976.

"His body may be dead, but his spirit will live on in spite of attempts from various quarters to minimise his contribution," said one speaker.

18/Dec 13/9/89

Striking bus

drivers make fresh demands

152

Own Correspondent

DURBAN — The bus strike situation here was described as "absolutely chaotic" yesterday by union representatives, who said the drivers were giving them entirely new mandates

However, a meeting has been arranged between the Durban Transport Management Board (DTMB), the unions and legal advisors this morning, at which, it is hoped, "certain technicalities" will be sorted out

Durban Integrated Municipal Employees Society (Dimes) general secretary Nad Murrigan said, the unions were bound by the agreement signed

at the weekend with the DTMB and mandates could not be changed now

'If after today the drivers still won't return to work then each union will have to take its own stance'

At Cosatu Hall yesterday the drivers renewed their calls for re-instatement and a 20% increase

They also quoted extensively from a newspaper report quoting right-wing Durban City Councillor Arthur Morris saying the DTMB should be

disbanded and the bus service should either be privatised or controlled by the Durban City Council

There were cheers when a driver read from the article a quote from Morris, accusing the DTMB of incompetence and saying if he (Morris) was a driver and his boss got a 20% increase while he only got 17% he would have also gone on strike

It appeared that the drivers had appointed new leaders and the shop stewards were standing helpless on the sidelines

The drivers refused to allow the Press to take photographs at the meeting and after a vote it was agreed that the photographer and reporter should leave

Council management committee chairman Jan Venter said yesterday that Morris's comments had "unfortunately been made without the bene-

fit of the full facts of the situation"

'If he was correctly reported I must record that the committee does not share his views as I have said previously, the DTMB has the full support and confidence of the management committee'

DTMB general manager Marshall Cuthbert said he felt the agreement signed at the weekend, which gave drivers a 17,6% increase, was fair

"We have to be optimistic and hope that common sense will prevail — the agreement is enforceable but we are hoping that the terms will be met voluntarily," he said

Star 14/9/89

(152)

Strikes at Sasol, BP over wage demands settled

By Drew Forrest

Labour peace returned to the fuel industry yesterday when the strike at Sasol's four Secunda plants and the long-running dispute at BP Southern Africa were settled.

The 10-day Sasol strike, which at its peak involved more than 1 600 workers but which did not affect production, was settled after management improved its wage offer for workers in the middle grades from R110 to R120 a month, said Chemical

Workers' Industrial Union (CWIU) national organiser Mr. Muzi Buthelezi.

The union's opening demand in Sasol's annual wage talks had been for a R150 a month across-the-board rise.

The BPSA settlement followed a two-day strike by up to 350 workers at sites across the country.

At the heart of the dispute were union demands for equality of wages within particular job categories, said the CWIU's Mr Martin Jansen.

BPSA chairman Mr Ian Simms said the company had agreed "to move towards remuneration on a rate-for-the-job basis".

Mr Jansen said the deal also featured a unique management undertaking to give equal consideration to all applications for sports sponsorships.

"The company has favoured non-political bodies like the National Soccer League, mainly for marketing purposes," Mr Jansen said.

"We wanted funds redirected more closely to the demands of the politically oppressed."

The package also includes improved maternity, paternity and compassionate leave benefits.

CAPE TIMES 14/9/87



Pay rise after Sasol strike

JOHANNESBURG —
The 10-day strike by more than 2 000 workers at four Sasol plants in Secunda has ended, with the Chemical Workers' Industrial Union accepting a revised wage package from management

In a statement yesterday, Sasol management said the wage deadlock ended after two days of negotiations with the union

The CWIU's national organiser responsible for Secunda, Mr Muzi Buthelezi, told Sapa the minimum wage for the lowest grade remained the same as originally offered, but the rest of the grades received an extra R10, raising the offer from 13 to 14,1%

The average increase stood at 17,4% — Sapa

Better pay packages end strikes at Sasol and BP ⁽¹⁵²⁾

TWO petroleum strikes ended yesterday after the Chemical Workers' Industrial Union (CWIU) reached agreement with Sasol and BP

The 10-day strike by more than 2 000 workers at four Sasol plants in Secunda ended after the CWIU accepted a revised wage package from management *8/10/89 14:1189*

Sasol management said the wage deadlock ended after two days of negotiations with the union

"Both parties were prepared to make concessions for the benefit of the workers. Sasol amended their wage offer on the middle scales and the CWIU has accepted all conditions of service," the company said in a statement

The CWIU national organiser responsible for Secunda, Muzi Buthelezi, said the minimum wage for the lowest grade remained the same as originally offered, but the rest of the grades received an extra R10, raising the offer from 13% to 14,1%. The

Business Day Reporter

average increase stood at 17,4%

"It is a clear victory as we have won increases when management was saying they would not budge at all," said Buthelezi

Sasol said production had not been affected

BP chairman Ian Simms said BP and the CWIU reached agreement on a 1989 wage package, ending a strike by at least 200 workers which began on Friday. The parties settled on increases of 15% or R160 a month, whichever was higher

Simms said the parties also committed themselves to move towards remuneration based on a rate for the job basis. Provision was also made for maternity, paternity and compassionate leave for employees.

"BP salaries and conditions of employment, already among the best in the country, have thus been further enhanced," Simms said

Stayaway firings drop 85pc

By Drew Forrest

152

Not more than 300 workers have been fired in the aftermath of last week's protest stayaway against the elections and the Labour Relations Act (LRA), say preliminary figures supplied by Cosatu (Congress of SA Trade Unions)

This is in stark contrast to employer response to last year's three-day protest stayaway when at least 2 000 workers were fired

WARNINGS

But thousands of workers have been disciplined in other ways

The largest single case has been final warnings to 1 750 employees of Samancor's Tubatse and Waterkloof mines and ferrometals plant

Mr Sydney Mufamadi of Cosatu said it and the National Council of Trade Unions, which also took part in the protest, would work out a common approach to such disciplinary action.

Cosatu figures indicate that the largest mass dismissal was 81 municipal workers in Grahamstown

The National Union of Metal-

workers reports the dismissal of 65 workers at L and M Radiators in Rustenburg and Dryden Steel and Vacuum Heat Treatment in Spartan

In related developments

● The Commercial, Catering and Allied Workers' Union said it planned legal action over the dismissal of 65 employees who took part in a protest at Sun International's Riviera Hotel in Vereeniging

The union said the protest was peaceful and most of the participants were off duty or on leave

PROTEST

● Cosatu's paper affiliate said workers downed tools yesterday at Mondi Bruply in Ermelo in protest against the dismissal of three key members and warnings to others in the wake of the stayaway

● The union said the company sought an interdict against the strike and 43 workers were arrested and charged yesterday

The spokesman added that Nampak's Printpak Gravure in Industria had threatened to interdict an overtime ban by workers in protest against the LRA

Star 14/9/89

Wage dispute hits Game

152

SIPHO NGCOBO

THE Commercial, Catering and Allied Workers' Union of SA (Ccawusa) has declared a dispute with the retail and wholesale giant Game Discount World (Natal), Ccawusa spokesman Bukani Mngoma said yesterday.

Mngoma said a pay negotiation meeting on Monday between Game Discount management and Ccawusa ended in deadlock.

The union was demanding a monthly increase of R160 across the board and a minimum wage of R680 a month, he said. The company was offering R117 across the board, a minimum of R652 and a starting rate of R620 a month, he said.

Game Discount Stores' management could not be reached for comment yesterday.

Mngoma said other issues in dispute were the annual bonus and a staff discount.

He said the union was preparing to file an application to the Manpower Department for establishment of a Conciliation Board to hear the dispute.

□ Sapa reports that Ccawusa has referred the dismissal of 65 Sun International employees to its lawyers.

The union members were allegedly dismissed after taking part in a protest against the Labour Relations Amendment Act on September 1.

Durban bus strikers talk about terms

DURBAN — Officials of unions representing 900 striking Durban bus drivers spent yesterday explaining to their members details of a re-employment agreement with the Durban Transport Management Board (DTMB) *BIDun 14/9/89*

A spokesman for the Durban Integrated Municipal Employees' Society said its members had accepted the conditions of the agreement *(152)*

It is understood the same applies to the Natal Transport Employees' Association *(100)*

But the Transport and General Workers Union, which represents about two-thirds of the workers in the month-old strike, appeared to be having problems explaining the terms of the agreement to its members, according to the deputy GM of the DTMB, Manuel Sampaio — Sapa

id
t-
a
0
h
e
s
e
0
e
p
l
e
e
0
d

South Africa's story too.

● See discount coupon on right.

• Recommended retail price R59,95 + GST R7,79 = R67,74. Special Starreaders R49,00 + R6,37 GST + R4,63 postage and packaging =

Paper union attacks 'bid to break workers'

15/9/87 By Drew Forrest ~~152~~ 152

Cosatu's paper affiliate has accused management of trying to break worker resistance to the Labour Relations Act (LRA) after the arrest of 43 workers at the Mondi group's New Scotland sawmill, near Ermelo, during a strike this week

Paper, Printing, Wood and Allied Workers Union spokesman Mr Ernest Masala said the strike, by about 300 employees, followed the dismissal of three members after a stayaway last

week in protest against the elections

The arrested workers appeared in the Ermelo Magistrate's Court on Tuesday, apparently in connection with allegations of assault

In addition to calling in the police, management had brought an interdict against the strike.

● Sun International's (SI) George Lazley said management would be meeting the Commercial, Catering and Allied Workers Union over the firing of 65 workers who staged a sit-in at the Riviera Hotel as part of last week's stayaway.

Protest at SABC

ABOUT 250 people demonstrated outside a South African Broadcasting Corporation building in Silverton, Pretoria, yesterday following an unsuccessful meeting with management over the alleged dismissal of an announcer. *Sowetan 15/9/89*

The demonstrators - mostly members of the Media Workers Association of SA - were protesting against the alleged sacking of Mandlakayise Masanabo, regional chairman of Mwasa Northern Transvaal and an announcer with Radio Ndebele.

According to Mwasa members, shop stewards met SABC management representatives yesterday morning. At the meeting, "unconvincing" reasons were advanced for the treatment meted out to Masanabo on Monday.

Masanabo was reportedly sacked with immediate effect and "escorted" from the SABC building.

SABC management representatives, however, at their meeting with Mwasa shop stewards this morning, apparently said Masanabo had not been dismissed, but had been placed "on leave" according to an SABC staffer. *(152)*

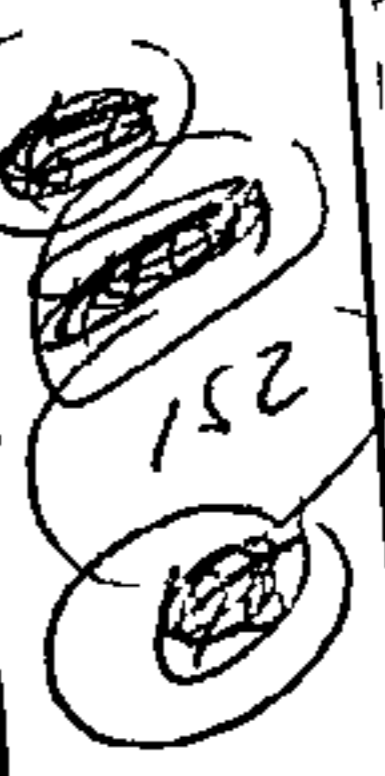
Management also reportedly said Masanabo had not been escorted from the building, but merely "assisted to go out". Sapa

due to their campaign for
sanctions against South Africa?"
Mr G Godfrey, Gardens: "This summer we wish
to peace walk our dogs unleashed on our beach-

DC
SE

Goodyear workers get cash bonanza

CME Times
15/9/89



Own Correspondent

JOHANNESBURG — Goodyear employees have won a cash bonanza which could average R6 000 each, and the company has also agreed to write off, over five years, housing loans to employees worth R3 000 to R5 000.

The deal arises from the settlement, announced yesterday, of the 11-week-old strike by 1 200 Numsa members over the terms of disinvestment of Goodyear's former US parent.

It also includes guarantees on employment conditions, jobs and union contracts, and effectively nullifies the dismissals during the strike.

The agreement provides that employees should return to work by Monday, although a number began streaming back to the Uitenhage factory yesterday.

According to Numsa, the cash payments are to be paid out through the company pension fund.

Each employee is to receive a one-off R1 000 payment as "compensation" Goodyear said it was to pay this money into the fund.

In addition, employees will be entitled to withdraw double their own contributions plus interest back to the date of their last entry into the fund. Numsa national organiser Mr Gavin Hartford said this would average R4 500 to R5 500 per person.

● Goodyear disinvestment was thinly disguised "corporate camouflage", Numsa said yesterday.

Lambasting the company and other large corporations, the union said in a statement that multinationals disinvesting from SA had tried to portray themselves as allies of the anti-apartheid struggle.

Numsa's experience with Goodyear had, however, revealed that this was not true.

(3) (3) (52) (3)

City strikers return to work

CHL-714H 15/9/87
ABOUT 400 workers of city electronics manufacturing firm Plessey, who have been on strike for nine weeks, returned to work yesterday.

The workers, all members of the Electrical and Allied Workers' Trade Union of SA, accepted the management wage offer and extracted major concessions.

As part of the agreement Plessey must donate R50 000 to the Cape Flats Distress Association, which helped workers during the strike. — Sapa

B1 Day 15/9/89 152

Sympathy strikes under scrutiny at LRA discussions

THE right to strike, including sympathy and intermittent strikes, the rights of agricultural and public sector employees, and homeland legislation are the most "problematic" areas in union/employer discussions on the Labour Relations Act.

This emerged at the resumption of talks in Johannesburg yesterday between employer federation Saccola and Nactu, Cosatu and several independent unions. National Manpower Commission chairman Frans Barker also attended the talks.

Although the talks were designed to allow each side to get clarity from the other on proposals already tabled, Nactu assistant general secretary Cunningham Ngcukana and Saccola secretary Freyda Dowie concurred on the major issues to be tackled.

Ngcukana said the "real negotiations" would begin next week. Dowie agreed, saying it was hoped that the next round, scheduled for Thursday and Friday, would produce something concrete.

Ngcukana said the most perturbing aspect was the non-participation of the SA Agricultural Union, Sats and the Commission for Administration.

The unions were taking the posi-

ALAN FINE

tion that any eventual written agreement with Saccola on changes to the Act must also be binding on the state and agricultural sectors, he said. Most employees in these sectors are not covered by the LRA and the Basic Conditions of Employment Act.

Dowie said the parties had agreed they would try swap a new set of written documents by Tuesday.

In its submissions to the unions on the rights of workers not covered by the LRA, Saccola agreed all employers and workers should have "their key rights defined in labour legislation".

It added the structures through which these rights should be exercised must reflect the economic and structural circumstances of the sector concerned.

Saccola rejected union demands that workers be entitled to participate in sympathy strikes, as it was unfair to take action against an employer not directly involved in a dispute.

In response to proposals that employers should ignore homeland laws disadvantageous to unions, Saccola said employers must operate within the law "as it currently exists".

152

~~21~~

Fmail 15/9/89.

DURBAN BUS STRIKE

All aboard?

After a brief respite on Monday — when striking bus drivers began to fill in application forms following a mediated settlement between union officials and the Durban Transport Management Board (DTMB), the month-old transport strike was on again

Having extracted from DTMB a 17,6% increase and an agreement to retain many long-term benefits, reinstatement rather than re-employment became the issue, particularly within Cosatu's Transport & General Workers' Union

When drivers filed back to work on Monday morning to re-apply for jobs, union members claimed they had been misled by the DTMB and believed they were to be reinstated, not re-employed. They claimed they would lose sick and annual leave allowances — and soon the dissatisfaction spread. This sparked the walk-out from DTMB

premises (where about 50 drivers had already completed their job applications) and the longest bus strike in SA history was on again

Amid the confusion arose the possibility of a split between the three unions representing the 900 drivers and 200 related workers

As the *FM* went to press, union officials were flying from Johannesburg to Durban for an emergency meeting with their Natal counterparts on the two other unions representing DTMB employees

It is understood all union officials are committed to the settlement struck at the weekend, as are about half of the strikers

While there was still a chance of the strike ending by the end of the week, it might only be members of the Durban Integrated Municipal Employees Society (Dimes) and the Natal Municipal Transport Employees Association who return to work. Union officials are concerned that if the agreement is not adhered to, they will be open to legal action by the DTMB

P.T.O.

Edging closer

If there is a lesson to be learnt from the current wage negotiations between SA Breweries and the Food & Allied Workers Union (Fawu) it is that, unless the unions are prepared to go for broke, there seems little point in making extremely high pay demands.

After almost three months of haggling the union has dropped its demand for R10/hour to R6,50/hour

FINANCIAL MAIL SEPTEMBER 15 1989

Enail 15/9/89

low payers, the situation would be different " The union denies it has been stalling and blames the company's intransigence for the deadlock

National organiser Rajen Naicker says Fawu based its demands on SAB's current profitability and the needs of its members He says an agreement reached with SAB is significant because it tends to set a trend for food sector wages

Union members are also threatened by diminishing annual increases They also feel a need to assert themselves or to be "trampled"

The union has until Monday to accept SAB's final offer or lose out on an offer to backdate it to July 3

During the second of two conciliation board hearings last Friday, the union also dropped its demand for 12 weeks' bonus leave to six weeks, and cut by half its demand of four weeks' paternity leave

Both parties are to return to mediation started three weeks ago

The possibility of an agreement being reached has improved after last week's concessions on both sides On Friday SAB made a final offer of R5,45/hour This is up 75,3c (16%) from the current R4,70

SAB says the union's initial overall demand amounted to 300% including ancillary benefits

Thus far the talks have been characterised by much across-the-table fist-thumping on the part of the union — and threats to seek fresh mandates from union members — while SAB has adopted a position of refusing

to be "milked" simply because it is a progressive employer

The company has also accused the union of wanting to extend the negotiations into the peak summer season when demand for beer is high, playing on fears of a "dry" summer

SAB human resources director Rob Childs says SAB's minimum wage, taking in the current final offer, is R1 063 a month Public affairs manager Gary May says SAB is among the top three payers in the food industry "It is against this backdrop that we reached a breakdown If we were notoriously

Will you hang? It all depends on which judge you get

W mail 15-21/9/89

THE stereotype of a "hanging judge" might be a reality: some judges are far more likely to impose the death sentence than others, according to new research.

Of 32 Cape judges who heard possible death penalty cases from 1986 to 1988, just three of the judges accounted for more than half of all those sent to death row. While some judges did not pass the death penalty at all, one judge imposed it in 44 percent of the cases he heard.

The research, published in the latest edition of the *South African Journal on Human Rights*, examines the imposition of the death penalty in the Cape Provincial Division from 1986 to 1988.

The authors, Christina Murray, Julia Sloth-Nielse and Colin Tredoux, all from the University of Cape Town, list the 32 judges who heard cases which involved the death penalty during that period.

They then tabulate the number of death penalties imposed by each. Taking into account that the judges might have had differing work loads, the researchers worked out the percentage of the total number of cases heard by each judge and the proportion of death penalties these cases could be expected to involve.

However, some judges passed the death penalty far more often than might have been expected.

Some judges are more likely to impose the death penalty than others, the latest research suggests. By CARMEL RICKARD

The five who passed the death penalty most often were judges PWE Baker, AJ Lategan, HC Nel, L van den Heever and DM Williamson.

One of the most startling results to emerge is that judges Baker, Lategan and Williamson, who heard only 15 percent of the cases among them, sentenced to death 51 percent of the accused during the two-year period.

By contrast, another group of three judges all of whom passed the death penalty at least once, heard 32 percent of the cases, but sentenced only 12 percent of all those condemned.

Sixteen of the 32 judges did not pass the death penalty during the two-year period, although some of these 16 were acting during the time, and were not given permanent appointments.

Other findings included.

● Mr Justice Baker heard 2,24 percent of all the cases but was responsible for 10 percent of the death penalties passed.

● Mr Justice Lategan heard 8,09 percent of the cases but was responsible for 21,25 percent of the death penalties.

● Mr Justice Williamson heard

4,98 percent of the cases, while handing down 13,75 percent of the death penalties.

● Mr Justice L Rose-Innes who heard 10,40 percent of the cases, passed 1,25 percent of the death penalties.

● Mr Justice EL King who heard 3,99 percent of cases, sentenced none to death.

The researchers say they believe that a judge's "personal predisposition to the imposition of capital punishment" plays a crucial role in explaining the statistics they unearthed.

However, another possible way of explaining the fact that some judges impose the death penalty so often is that they are "allocated" such cases more often. The researchers say they cannot discount such a possibility, but that it would in any case be unacceptable if this were so.

They found that in 18 cases, judges imposed the death sentence even where there was no obligation to do so. Sometimes these were linked to "mandatory death sentences" — in other words, where someone found guilty of murder with no extenuation and therefore "automatically" sentenced to death, was also sentenced to death on other counts like rape.

However, 11 of these "non-compulsory" death sentences were not linked to "mandatory death sentences", and of these 11, five were passed by Mr Justice Lategan and four by Judge President G Munnik.

The research also showed that chances are strong an accused, once sentenced to death, will be refused leave to appeal of the 120 people condemned by the Cape judges, leave was granted in 40 cases.

One of the alarming claims to emerge in the paper, is a reported interview by researcher David Bruck.

A Durban judge told Bruck he had sometimes imposed the death sentence "merely to frighten local criminals". The unnamed judge said that in such cases he imposed the death penalty "while fully intending to write to the Ministry of Justice to recommend clemency".

This judge said he did not know whether these death sentences had actually been commuted as he had never inquired. He claimed the state president commuted about 80 percent of death sentences every year. However, the actual rate the year before the interview was 15 percent.

Director of Lawyers for Human Rights Brian Currin said the findings highlighted the "question of inequality before the law" and said it strengthened the argument for abolition.

"Surely the life or death of someone should not depend on which judge is allocated the case."

Month-long bus strike may end

ABOUT 200 000 people in Durban have been without bus transport for exactly a month.

Thirty-one days ago some 900 drivers stopped work over a number of issues including wages.

Last week it appeared the strike was over and union officials signed an agreement with the Durban Transport Management Board. Workers were expected to return immediately.

However, after only a few dozen signed up early on Monday, there was a walk-out in protest over the way management was handling the re-employment procedure. Talks have continued all week to sort out these problems.

The strike has left some 200 000 commuters a day having to find alternative transport. It has also cost the city millions of rands in lost revenue.

Under tough labour laws it has been an illegal strike since passenger transport is classified as an "essential service" and employees are prohibited from striking at all.

The irony, according to some labour lawyers, is that the classification of passenger transport as an "essential service" could be seen as

By CARMEL RICKARD,
Durban

indirectly having provoked the strike.

He said collective bargaining could not occur properly where there was no pressure of possible industrial action. In the case of the Durban bus drivers and management, he claimed their bargaining relationship could have "atrophied" over the years.

"It is quite possible that if the drivers had had the right to strike, they would not have needed to do so."

Late yesterday talks were continuing after all-day discussions on Wednesday between management, union officials and lawyers.

After these talks, officials said they were "very promising" and that an end to the stoppage could be close.

They said the discussions were not about the settlement of the strike reached last week-end, but over the way it should be implemented.

In terms of the settlement workers will be re-employed rather than reinstated, but all workers will be rehired and they will not lose out on benefits accrued before the strike.

W mail 15-21/9/89

Strike over disinvestment settled

152

Employees at Goodyear win cash bonanza

B/Dum 15/9/89

GOODYEAR employees have won entitlement to a massive cash bonanza which could average R6 000 each, and the company has also agreed to write off housing loans to employees worth R3 000 to R5 000 over five years

The deal involving 2 600 employees arises from the settlement, announced yesterday, of the 11-week strike by 1 200 Numsa members over the terms of disinvestment of Goodyear's former US parent

It also includes guarantees on employment conditions, jobs, and union contracts, and effectively nullifies the dismissals technically carried out during the strike.

A union spokesman says Numsa members have "succeeded in defending and advancing the gains made at Mobil" where 2 800 employees won a R6,5m disinvestment package in June

The agreement provides that employees return to work by Monday, although a number have begun streaming back to the Uitenhage factory. The company expects to be back to full production within a week

A company spokesman said the guarantees were given, and housing scheme improvements proposed, at the time of the announcement in June of the sale of the company to Consol.

According to details supplied by Numsa, the cash payments are to be paid out through the company pension fund. Each employee will receive a once-off R1 000 payment as "compensation". Goodyear says it will pay this money into the fund. In addition, employees will be entitled to

ALAN FINE

withdraw double their own contributions plus interest back to the date of their last entry into the fund. They may alternatively transfer their benefits to a new provident fund whose establishment was agreed to in principle before the dispute.

Numsa national organiser Gavin Hartford says this will average R4 500 to R5 500 a person. A Goodyear spokesman has been unable to supply an estimate, but says he doubts the figure is that high.

Furthermore, it has been agreed the actuarial reserve, which includes pre-1985 employer contributions, will be calculated for employees back to the date of their first entry into the fund. These amounts will then be transferred to a new provident fund still to be established.

Most black Goodyear employees withdrew their contributions from the fund in the mid-1980s, and then rejoined.

A Goodyear spokesman says the company has become "increasingly concerned about the future welfare and retirement plans of some employees who have made two withdrawals from the pension fund in recent years".

The R1 000 payment is apparently a bid to discourage further withdrawals.

The other major financial benefit for employees will derive from improvements to Goodyear's housing scheme.

The company spokesman was unable to say last night how many employees already participated in this scheme.

□ To Page 2

Goodyear bonanza

Beneficiaries of the scheme, which is open to all employees, will be required to pay only 8% interest on the outstanding amount with the company bearing the capital repayments.

Employees have been guaranteed no retrenchments for 12 months, and that wages, benefits, other employment condi-

tions, and social responsibility programmes will be maintained at at least their present levels for the same period.

Hartford maintains Goodyear's disinvestment cannot be seen as an anti-apartheid move since Ohio-based Goodyear is maintaining a licensing contract and will continue to transfer technology

From Page 1

B/Dum 15/9/89

152

Biko Day (S2) stayaway is almost unheeded (S2) 15-2-1989.

By CASSANDRA MOODLEY

WORKER unity appeared to be strained this week when a reported call for a stayaway on September 12, Biko Day, went virtually unheeded.

However, union leaders insist that despite confusion regarding action on Biko Day, the Congress of South African Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu) remain committed to the unity of workers.

In a press statement released at the beginning of the month, Nactu, the black consciousness movement and the Pan Africanist Movement called for a day of "national protest action" to mark the 12th anniversary of the death in detention of political leader Steve Biko.

However, Nactu general secretary Piroshaw Camay told the *Weekly Mail* that at the meeting with Cosatu last Friday — held to evaluate the success of the stayaway on September 5 and 6 — they did not agree to a stayaway call for September 12. He said it was decided that protest demonstrations would be held instead.

A Nactu official said there were isolated incidents where workers did stay away but the number was negligible because the confusion made it difficult to obtain a mandate from workers.

A stayaway was reported at some schools in Port Elizabeth. The report added that the Port Elizabeth Student's Committee disassociated itself from the stayaway which was called "in the name of the mass democratic movement by Nactu and the BC groupings to mark the 12th anniversary of the death of Steve Biko".

Meanwhile, Cosatu said in a statement this week that the decision, taken at last month's workers' summit, to boycott white businesses and stage protests against overtime had been



Not forgotten: Johannesburg marchers recall the death in detention 12 years ago of Steve Biko Picture: STEVE HILTON-BARBER, Afrapix

postponed to September 22

●The 12th anniversary of Biko's death was commemorated on Tuesday at venues around the country.

On Monday, about 200 BCM supporters staged a placard demonstration in Johannesburg. The demonstration was aimed at observing Biko Day and continuing the campaign against the Labour Relations Amendment Act.

The demonstrators marched to the Kerk Street and Simmonds Street branches of First National Bank to protest against the bank's sponsorship of the international rugby tour.

Police armed with batons ordered the demonstrators to disperse in terms of the Emergency regulations. One demonstrator was arrested but later released, said a BCM representative.

APC 14/9/87
**Durban fleet
back on road**

Own Correspondent

THE entire Durban Transport Management Board (DTMB) fleet would be back on the road this morning, the general manager, Mr Marshall Cuthbert, said last night.

The majority of the dismissed drivers were yesterday re-employed after a strike that lasted more than a month.

He said there had been no intimidation and recruitment had occurred in a "good spirit".

Labour unrest mounts

(152)

By Drew Forrest

(4/8)

Industrial unrest is mounting in the run-up to the overtime ban called by organised labour to protest against the Labour Relations Amendment Act

The two-week ban is scheduled to start on Friday

Sapa reports Federated Chamber of Industries labour adviser Mr Gerrie Bezuidenhout as saying that an unofficial go-slow appeared to be underway in some companies

Star 19/9/87

Mr Vincent Brett of the Associated Chambers of Commerce and Industry said the protest was resulting in "different forms of action which are not co-ordinated from the top"

SACKED OVER STAYAWAY

OVER a thousand black workers have either been sacked or given warnings by management for staying away from work on September 5 and 6.

They heeded a call by the National Council of Trade Unions (Nactu), the Congress of South African Trade Unions (Cosatu) and independent unions to stay at home on those days in protest against the white elections.

Spokesmen for the two federations said the majority of employers had decided to apply the principle of "no work, no pay" in response to the stayaway - as suggested by Assocom.

Nactu official Miss Dale Tiffin said at least 1 500 workers belonging to the federation's unions had been given warnings. Nactu unions intended to contest the action, she said.

By LEN MASEKO

Among companies which took disciplinary action against their workforce were Murray and Roberts (950 workers) and Pretoria Portland Cement (500).

At least 135 members of Cosatu-affiliated unions were dismissed by various companies after participating in the two-day protest, a spokesman for the federation said.

Cosatu official Mr Neil Coleman said 36 of the dismissed workers were later reinstated after union officials intervened.

Of those dismissed 81 were employed by the Grahamstown municipality.

Catering labour strike intensifies

By Drew Forrest

Labour conflict in the Fedics contract catering group — where 1 000 workers have been on strike for six weeks — appeared to deepen yesterday with the workers' trade union accusing management of "stubbornly" refusing its mediation demand

Mr Kaizer Thibedi, branch secretary of the Commercial, Catering and Allied Workers Union, said management and the union had agreed to mediation in respect of three strike-bound Fedics' operations

However, the employers' insistence that strikers at Fedics Food Services (FFS) return to work as a condition of mediation was a major obstacle to settlement, he said

The strike centres on demands for pay increases — Ccawusa is calling for a R850 minimum wage, as against the R650 offered by the company — and centralised bargaining

Fedics' personnel director, Mr John Moore, said only the strikes involving Jan Smuts Airport and two in-flight operations were lawful

He stressed that the complexity of the group's operations countrywide precluded centralised wage negotiations

Hospital workers lawsuit must wait

JOHANNESBURG — Some 1 500 Johannesburg Hospital workers will have to wait till November 7 to find out whether an interdict restricting them from industrial action is to be made permanent or set aside.

The case of Mr Jeaneth Mpenyane and others versus hospital superintendent Dr Reginald Broekmann received a brief hearing in the Rand Supreme Court yesterday afternoon.

The proceedings were a sequel to a temporary interdict granted to Dr Broekmann on August 18, restricting hospital employees from industrial action. Workers are challenging that interdict while the superintendent is seeking to have it made permanent.

About 200 workers in court to hear the postponement decision were the remnants of 1 500 who gathered on the premises of Johannesburg Hospital early yesterday morning in preparation for a march to the Rand Supreme Court, where they were to "meet head-on with their management", according to the National Education, Health and Allied Workers' Union.

But a kilometre from the hospital most of them were turned back by police, who said that till they had permission from a magistrate their march was illegal.

Workers strike ^(S) over rape case ^(S)

ABOUT 200 City Tramways employees stopped work last week to protest against the findings of a disciplinary hearing over an alleged rape of a worker by a driver

A spokesperson for the workers, who are members of the Transport and General Workers' Union, said that the hearing had found the driver not guilty, but the workers wanted the case reopened.

He said the Transport and Allied Workers' Union was opposed to the hearing being reopened

City Tramways public relations officer, Mr Bob Krauser, confirmed that a stoppage had taken place over a disciplinary hearing.

"The matter was resolved to the satisfaction of both parties," he said

Souk 21-27/9/89

South
21-27/9/89.
152

Tile workers invited back

NINETEEN workers dismissed from the ItalTile Centre in Observatory after a wildcat strike at the beginning of the month are still without jobs

The workers, members of the Commercial, Catering and Allied Workers' Union of South Africa (Ccawusa), downed tools on September 1 in support of wage demands.

According to a Ccawusa spokesperson, the stoppage continued the following day.

The workers then stayed away from work on September 5 and 6 in support of the nationwide protest action against the Labour Relations Amendment Act

They were dismissed when they returned to work

Mr G le Roux, ItalTile spokesperson, said the company had issued written requests and warnings to the dismissed workers on five separate occasions

The company had not taken into consideration their absence on September 5 and 6 when making the decision to dismiss them, and all 19 workers had been given the opportunity to reapply for their jobs, he said

Meanwhile, the Construction and Allied Workers' Union (Cawu) plans to go to court over the retrenchment of 279 Cawu members from Corobrik in Stellenbosch last month, a Cawu spokesperson said.

350 nurses dismissed

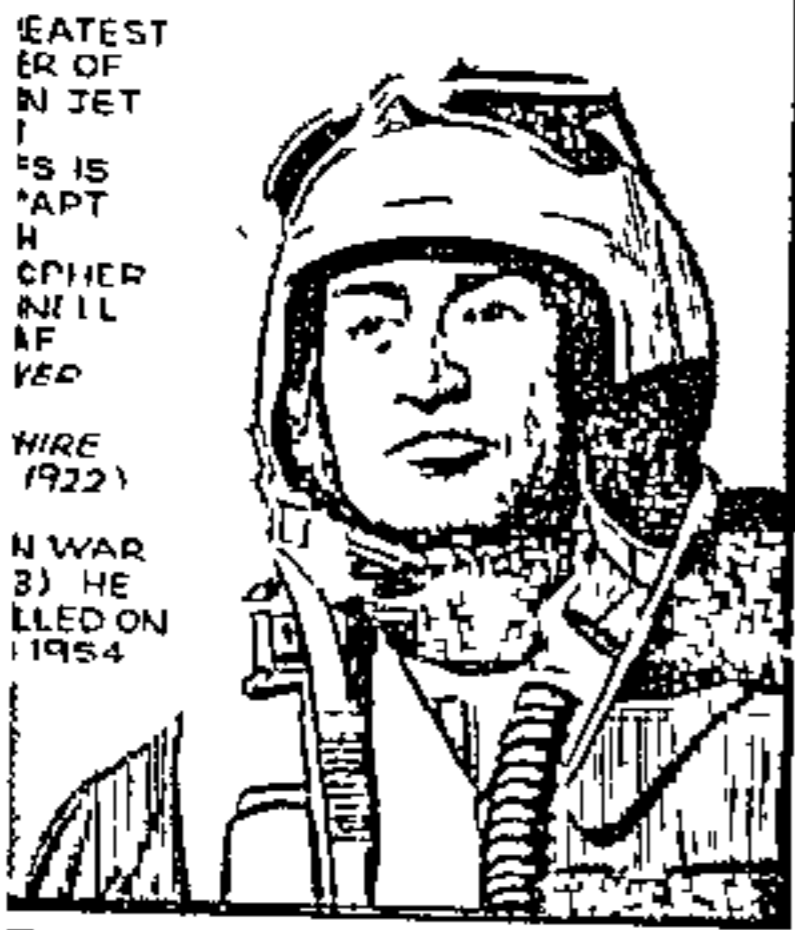
Sowetan 22/9/89

JSZ


THE 350 student nurses at Garankuwa Hospital who have been on strike since Monday over food were dismissed yesterday afternoon after failing to heed an ultimatum to go back to class and work.

By MONK NKOMO

Strike over hospital food



ful demonstration "

The students held talks with officials of the TPA on Wednesday on how to improve the system at the dining hall. According to Dr L van Heerden, a superintendent of the hospital, the TPA officials were to have reported back today or on Monday.

Dr R van Niekerk, medical superintendent of the hospital, said the male and female students failed to heed an order that they resume their duties at 2 00pm yesterday.

Van Niekerk said the decision to fire the students was a disciplinary measure following their disruption of medical services at the hospital.

Van Niekerk yesterday confirmed the presence of the police inside the hospital and said they only asked the students to leave the premises "and come back on Monday "

The students went on strike after some of their colleagues could not get food on Monday evening. The students then asked hospital authorities to introduce a coupon system which would enable them to eat at a place of their choice if food was not available in the dining hall.

Van Niekerk said it was imperative under the circumstance to take disciplinary action against the students. He did not know if the 350 student nurses would be reinstated.

A spokesman for the students yesterday denied that they disrupted medical services and accused the hospital authorities of having called riot police who "provoked a peace-

Van Niekerk said he did not know who had called the police. He suspected, however, that they were summoned by the TPA security guards "after they became frightened by the marching student nurses "

Bank eshego



820 people have died

Strike forces shut down

PORT ELIZABETH — Production operations were shut down yesterday at Volkswagen in Uitenhage after an unprocedural strike by workers in support of a demand for the unconditional reinstatement of a dismissed shop steward

CMT-7/23/87
152

Boycotting nurses sacked

PRETORIA — The chief superintendent of Garankuwa Hospital, Dr Louis van Heerden, has confirmed that 270 student nurses at the hospital have been dismissed following a boycott of classes and work since Tuesday

Own Correspondent

JOHANNESBURG — Employer federation Saccola has suspended its participation in talks on the Labour Relations Act with Cosatu and Nactu because of the union-initiated anti-LRA overtime ban and consumer boycott of white business

A major retailer said at the weekend that it was still too early to measure the impact of the actions officially launched on Friday. However, it has clearly taken a grip in the Eastern Cape, where a boycott began prematurely 12 days ago.

Saccola told the unions at meetings on Thursday night and Friday that it was unwilling

CAM-imp 25/9/87
**Employers
halt talks
with unions
over ban**

to continue negotiations on the act

The employer federation has resolved to seek mandates from its constituents — 11 of South Africa's largest employer organisations — as to whether it should continue talks in the face of these actions.

Saccola secretary Mr Friede Dowie said last week that employers considered the ban and

boycott an act of bad faith, coming as they did in the middle of negotiations.

At the weekend, Nactu general secretary Mr Piroshaw Camay defended the union initiative "They (Saccola) want us to lay down our weapons while they retain the ability to use the act against us," he said.

He said the overtime ban would be reviewed on October 6. He warned that the only way of ensuring that it ended was for employers to either reach agreement with the unions on amendments to the act by then, or to place a moratorium on the use of its repressive provisions.

The boycott is scheduled to end on October 6.

Boycott begins to bite in retail sector

B/Dam
26/9/89

SIPHO NGCOBO
and ALAN FINE

(152) (152)

THE trade-union backed consumer boycott of white-owned businesses, designed as a protest against the Labour Relations Act, was beginning to affect major retail stores, leading retailers said yesterday.

Stores that confirmed they were beginning to feel the effects of the boycott included Pick 'n Pay, Checkers, Dion and the Edgars Group.

Employer organisations and Cosatu and Nactu said the impact of the simultaneous call for an indefinite, national overtime ban was still being assessed.

At least one company has won an Industrial Court interdict against the ban, while other applications may be in the pipeline.

Cosatu Witwatersrand regional secretary Ariel Mabalane said it had been decided the boycott on the Reef would continue for an extra seven days beyond the scheduled two weeks. He added it had been decided to defy interdicts granted against the overtime ban.

Pick 'n Pay chairman Raymond Ackerman said the effect of the consumer boycott varied from slight to medium. Staff purchasing had dropped in a lot of areas and customer purchasing in some. He was unable to give figures of turnover losses.

Checkers MD Clive Weil said the effects of the boycott were noticeable only in East London and other eastern Cape areas. He said it was contrary to Checkers policy to divulge statistics.

Dion MD Jannie Els said his company's stores suffered an overall 10% loss in turnover on Friday and Saturday when the boycott began. He said he would be in a position to give yesterday's figures today.

Edgars Group MD Vic Hammond, whose group of stores includes Sales House and Jet, said the consumer boycott was noticeable in the Johannesburg CBD. "I do not have figures yet but from the look of things some people are adhering to the boycott. I was in the Johannesburg CBD on Saturday

Boycott (152) (152)

and noticed that it was empty."

Meanwhile, East London's CBD Association chairman Frank Bishop said his organisation was still prepared to negotiate with the boycott planners but said the task was almost impossible since the planners were faceless.

"Wanting a meeting with these guys is like wanting a meeting with God. Just like God, they do not have telephone numbers nor offices where they could be contacted," said Bishop.

Spokesmen for the FCI and Seifsa said they were still awaiting reports from

B/Dam

26/9/89

□ From Page 1

members on the extent of the overtime ban. And Cosatu and Nactu officials said they were awaiting feedback from their regions and affiliates.

Transvaal Mattress was granted an interdict last week against the Paper, Printing Wood and Allied Workers' Union.

Industrial Court spokesmen said another four notices had been received in respect of urgent applications against overtime bans. However, these had not been carried through and it was possible the matters had been settled out of court.

152

publ as - administ

Ccawusa on strike at Dion

Southern 26/9/89

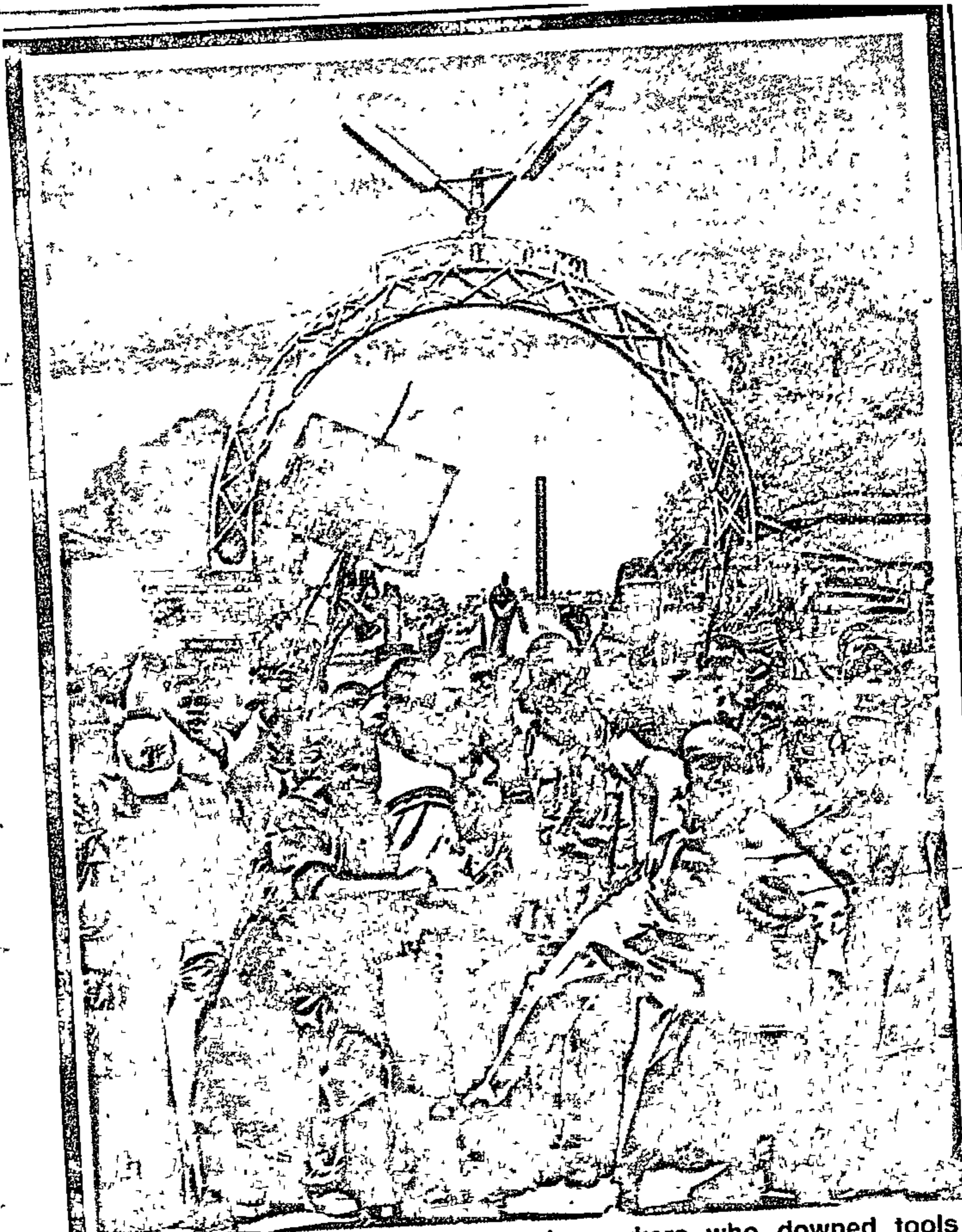
A NUMBER of Dion stores on the Reef and in Pretoria were hit by strike action yesterday, apparently over demands for the recognition of the Commercial, Catering and Allied Workers' Union (Ccawusa).

Mr Howard Davison, Dion human resources director said about 200 workers had downed tools at the Johannesburg City, Wynberg, Randburg, Springs and Arcadia (Pretoria) outlets, and at a warehouse in Denver.

The strike was partial and the stores remained operational, he said. Union comment was not available.

Davison said management considered the strike unlawful, and would be seeking to interdict it. The workers had been told they faced disciplinary action, including dismissal.

Reacting to Ccawusa's recognition demands, Davison said the union had failed on eight occasions to prove it was representative, while a recent validation exercise had shown it represented only 18 percent of the workforce.



Some of the 800 Fidelity Guards workers who downed tools yesterday. They are demanding the dismissal of a supervisor, Mr Wilson Kwenda. The workers claim the supervisor is against unions. They have vowed to continue their strike until he is dismissed.

Pic: ROBERT MAGWAZA

Sowetan 26/9/87
(152)

DE m l oboww frond

CAPE TOWN
sday, September 26, 1989

VW closed for indefinite time

PORT ELIZABETH. — Volkswagen production operations in Uitenhage will remain closed indefinitely following a Port Elizabeth Supreme Court order against the National Union of Metalworkers.

The company had applied for an urgent interdict and on Saturday was granted an order which declared illegal the "unprocedural strike" action by some employees, with the return date reserved for October 4

Employees would be restrained from entering the company premises till the matter was resolved

Today, several militant workers converged around the locked gates of the VW plant, but later dispersed

A spokesman for VW's public affairs department confirmed that the situation remained unchanged and that the plant would remain locked for an indefinite period, while negotiations be-

tween Numsa and management continued

Captain Bill Dennis, SA Police liaison officer for the Eastern Cape, said there was no march procession by VW employees yesterday. He said they had gathered at the company gates but soon dispersed

There had been rumours in Uitenhage that workers were going to march to the town centre, Capt Dennis said

Earlier, a VW spokesman had said some workers in the press shop had gone on strike on Thursday, following the dismissal and subsequent conditional reinstatement of a Numsa shop steward

He said management had no option but to take action, after a group of employees had refused to follow agreed procedures or to adhere to an agreement between the company and Numsa shop stewards regarding the conditional reinstatement of the dismissed worker — Sapa

Cosatu praises 'watershed judgment Overtime: Choice lies with workers

JOHANNESBURG — Cosatu has lauded as a "watershed judgment" a decision by the Appellate Division of the Supreme Court to uphold the right of workers not to work overtime

In its decision handed down yesterday morning, the Appellate Division in Bloemfontein ruled in favour of the Cosatu-affiliated Food and Allied Workers' Union (Fawu) and found that South African Breweries (SAB) could not force workers to work overtime if they were not contractually bound to do so.

A year ago, SAB took the union to the Supreme Court here, but lost the case. The company then appealed to the Appellate Division.

"Under the common law,

no employee can be directly or indirectly compelled to perform work he is not contractually obliged to do, no matter whether in refusing to do such work he acts individually or collectively with others, and irrespective of the reason or purpose for such refusal," said the judgment

The court said this right not to work overtime was an important weapon workers possessed in the bargaining process

Cosatu said the watershed judgment "vindicates our position on the overtime ban"

"The decision to call a national overtime ban taken at the second Workers' Summit was taken against the backdrop where the majority of workers are disenfranchised and many members

victimised through the new LRA (Labour Relations Act)"

Cosatu said it wished to warn employers who threatened legal action to heed yesterday's judgment

Earlier, SAB said the ruling highlighted a loophole in labour legislation

"We believe that any collective refusal to work, including voluntary overtime, to induce an employer to meet a union demand, should be preceded by negotiations and conciliation," said Mr Adrian Botha, a company spokesman.

"We hope the labour law will be amended in the interests of labour peace. We also hope that until it is amended, trade unions will agree to negotiate and conciliate before invoking overtime bans" — Sapa

... powers work together on a global ban for such arms

CAPL 7/11/81 (1) (2)

Student nurses sacked (152)

PRETORIA — A total of 151 student nurses have been sacked from the Garankuwa Hospital following a strike. The students have been striking since September 19 because they were allegedly dissatisfied with their food.

News in Brief

C.P. v. Imp. 7-7-48
Seven arrested in Joburg

JOHANNESBURG — Seven people, five men and two women, were arrested in terms of the Internal Security Act after 200 workers of the Wynberg branch of Dions here were involved in a clash with police earlier this week

Blackchain dispute

152

By MATSHUBE MFOLOE

MORE than 100 workers at the Blackchain Centre supermarket in Diepkloof, Soweto, were yesterday locked out by management after they allegedly refused to meet the deadline for submitting renewed job applications

According to workers, management issued them with application forms but no reasons were given for the reapplication. *Sowetan 27/9/87*

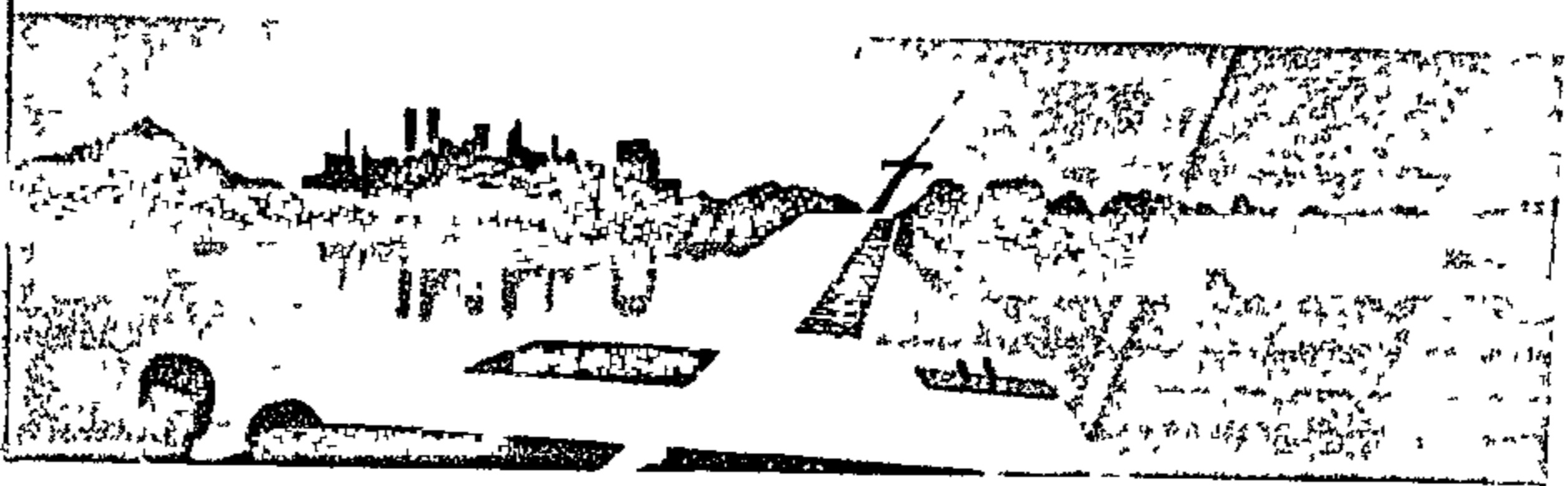
Workers' representatives from the Federal Council of Retail and Allied Workers of South Africa, (Fedcrow), alleged that management had refused shop stewards entry into the premises to discuss the issue since Monday

However, management scoffed at cl-

aims and said workers had been informed to reapply for their jobs because the supermarket had been leased to a new group of people.

The managing director, Mr Paul Gama, refused to name the company that has taken over.

Shop stewards claimed that on Monday casual workers were employed and yesterday notices were displayed on the doors informing workers to consult management to arrange for their pension and unemployment insurance funds today.



Court upholds overtime ban

Sowetan 27/9/89

152

THE Appellate Division yesterday upheld the right of the South African Breweries' employees to refuse to work overtime - giving impetus to the current national overtime ban by more than a million workers countrywide.

The judgment follows an appeal by the SAB against a Supreme Court ruling which dismissed with costs an application by the company

that an overtime ban by its employees be declared illegal.

The court held that under the common law "no employee can be directly or indirectly compelled to perform work he is not contractually obliged to do, no matter whether in refusing to do such work he acts individually or collectively with others, and irrespective of the reason or purpose for such refusal"

Mr Justice Smalberger, concurring with four other judges, added: "The right of workers to

withhold labour they are not contractually obliged to perform is an important weapon they possess in the bargaining process that underlies the theory of modern labour law."

The case stems from the decision by members of the Cosatu-affiliated Food and Allied Workers' Union to institute an overtime ban at SAB in an effort to force management to accede to their wage demands in September 1987.

Court rejects SAB appeal in major test case on union overtime bans

IN A major labour relations test case on the legalities of overtime bans, the Appeal- late Division yesterday rejected an appeal by SA Breweries (SAB) in the matter involving the Food and Allied Workers' Union (Fawu).

Mr Justice J A Smalberger found an overtime ban did not constitute a strike. The decision comes in the wake of a number of contradictory judgments by divisions of the Supreme Court and the Industrial Court.

SAB contended the ban on overtime amounted to a strike and that, if this was correct, such a strike would, pursuant to

the terms of the Act, and particularly section 65, be unlawful.

Mr Justice Smalberger's judgment — with Chief Justice Corbett and Judges van Heerden, Milne and Steyn concurring — hinged on whether the collective refusal to work overtime to pursue a demand constituted a strike as defined by the Act.

"What is essentially at issue is whether the refusal to work overtime by the employees amounted to a refusal or failure by them 'to continue to work' or 'to resume their work'," Mr Justice Smalberger said.

time, they were not contractually obliged to do so.

Though the definition of a strike was not limited to breaches of contract, it would be impossible to define what constituted work "normally or usually" performed.

Furthermore, he said, the term "work" should be narrowly interpreted because under common law no employee can be compelled to perform work he is not contractually obliged to do.

"The right of workers to withhold labour they are not contractually obliged to per-

form is an important weapon they possess in the bargaining process. It assists them to organise their labour power effectively in negotiations," Mr Justice Smalberger said.

Although there were cogent arguments that could support a contrary view, Mr Justice Smalberger said the principles and considerations he had mentioned were, to his mind, decisive.

Future decisions of the Industrial Court will have a crucial bearing on the effects of this decision.

Fawu attorney Kuben Pillay said it remained to be seen whether the court would

override this decision by determining that overtime bans could be unfair even if they were not unlawful.

Fawu assistant general secretary Mike Madlala lauded the judgment. However, SAB human resources director Rob Childs said the judgment highlighted a loophole in the LRA. SAB hoped it would not now be forced to make overtime contractually compulsory to overcome it.

He said any collective action to induce an employer to meet a union demand "should be preceded by negotiations and conciliation." He hoped unions would agree to do so before invoking overtime bans.

ALAN FINE

140A
152
178, 179

Fedics and union hit a stalemate over wage rise

Jowetan 27/9/89

THE strike by about 1 000 Fedics employees continued earlier this week, with both management and the work-force still locked in a wage stalemate

The industrial action revolves around the union's demand for pay increases of R850 a month, against the R600 offered by the catering company. The union, in addition, demands a centralised bargaining forum for all Fedics subsidiaries

Fedics management has rejected centralised bargaining, saying the complexity of the group's operations precluded such a structure

A Ccawusa spokesman said: "The bosses at Fedics, as a way of dividing and making our struggle more difficult, have insisted that we bargain with individual plants

"This would mean, for example, in Fedics Food Services' case, we would have to negotiate with over 500 plants. The company has canteens in many commercial, mining, chemical and manufacturing companies," he said

Meanwhile Ccawusa's Johannesburg branch is locked in dispute with Main Paper, a spokesman for the union said.

Ccawusa members employed by the company demand a minimum wage of R180 a week while management is offering R130 a week, according to the union.

A demonstration by the union's members at the company's Johannesburg plant was stopped by police last Thursday

Ccawusa official Mr Jackie Masuku said the dispute revolved around a wage deadlock between the two parties. The dispute has led to a strike by the union's members two Main Paper plants in Johannesburg and Pretoria.

Court ruling Star 2-7-1989 strengthens 152 unions' hand

By Drew Forrest

In a watershed ruling, the Appellate Division yesterday upheld workers' right to impose a boycott on overtime where there is no contractual duty to perform it.

The judgment, on an appeal by SA Breweries, will greatly strengthen the hand of the trade unions in their current national overtime ban. It has prompted SAB to call for changes in the Labour Relations Act "in the interests of labour peace".

Binding on all ordinary courts, it is likely to influence the Industrial Court in deciding whether to grant employers interdicts against the ban, lawyers said.

The appeal was against a Rand Supreme Court judgment last year. This had rejected an SAB application for an overtime ban by Food and Allied Workers Union members to be declared an unlawful strike.

Upholding that decision, the Appellate Division ruled that an overtime ban was not a strike and that employers could protect themselves against such action only through contracts with employees.

Reacting to the ruling, SAB said it hoped employers would "not now be forced to make overtime contractually compulsory" It called for amendments to labour legislation to plug the "loophole" highlighted by the ruling.

Faint, illegible text, possibly bleed-through from the reverse side of the page.

6 500 workers barred from plant (152)

Three-day lock-out at VW should end today

By Drew Forrest

The three-day lock-out of the 6 500-strong workforce at Volkswagen's Uitenhage plant is set to end today.

VW said, after talks with National Union of Metalworkers shop stewards, that it had agreed to lift a Supreme Court interdict barring workers from the plant.

'Violent intimidation'

The lock-out followed a strike over a dismissal last week, which management said was accompanied by "violent intimidation" Union comment could not

be obtained.

● Dion Stores has agreed to start recognition talks with the Commercial, Catering and Allied Workers' Union once it establishes that it represents company workers.

A "validation" exercise to test union membership is to start shortly. It follows Monday's strike by 550 workers at Dion's Johannesburg city, Wynberg, Randburg, Springs and Arcadia stores, and at its warehouse in Denver.

● National Union of Mineworkers members begin a strike ballot at five De Beers diamond

mines on Monday, after deadlock in annual wage talks. About 7 500 workers are affected.

Mr Neville Huxham of De Beers said the stalemate was mainly over wages for the lower-paid.

37 pc demand

De Beers had offered 17 percent at the bottom, as against the union's 37 percent demand.

● The Rand Water Board has given 400 workers fired after last week's strike at its Zuikerbosch pumping station, near Vereeniging, until October 6 to apply for re-employment.

SOWETAN BUSINESS

152 **Store changes owners**

MONUMENTAL WORK

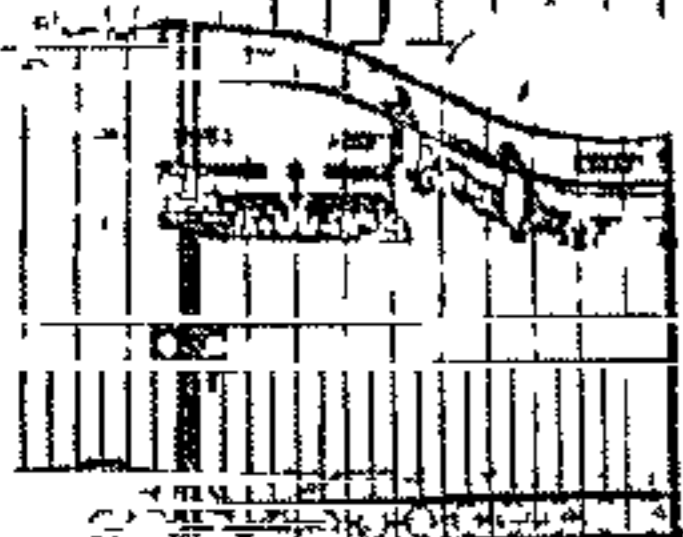
Come to us for your
 DEATHS * SYMPATHY * TOMBSTONE
 (any design) at
 16 MOSHOESHOE STREET,
 CIVIC CENTRE, KWATHEMA
 TELEPHONE
 736-8804 / 736-3207
 S 2149

TV & RADIO CENTRE

Centre
 to UBC)
 AND VCR SERVICES
 Come in for Prompt &
 Professional Service with
 Workmanship Guaranteed
 (Dust Free) Free of Charge

A & SONS

ALUMINIUM ROOFING STEEL FENCE
 GATE, SECURITY DOORS,
 AIRPORT, WASHING LINES



INDUSTRIAL No 25
 TEL 736-7908 S 2144

NIMAT & TAX ADVISORS cc

Tax Problems?
 SITE - IRP 5s
 Extensions, Rebates
 Travelling Expenses,
 Retirement Annuities
 Frustrated worried?
A TAX PARTNER!
 and photocopying of tax
 application for registration as tax
 IRP 5s
 Refunds
CALL ON US AT
 P O Box 77330
 Mamelodi West
 0101

By **JOSHUA RABOROKO**

BLACKCHAIN the country's major supermarket is now under new management - for the fourth time within two years. And the new management has a fight with the Federal Council of Retail and Allied Workers Union the union representing the store's plus/minus 100 workers.

Yesterday Mr Paul Gama, until Tuesday the managing director of Blackchain, said the Soweto



Mr Paul Gama supermarket had been leased to a group of business people after suffering a loss of thousands of rands in turnover since January this year. He refused to name the lessees.

However, the new owners are believed to be Ramushu and Associates MD R M Ramushu yesterday refused to confirm or deny the claim. A statement will be issued today.

Workers maintain the sale or leasing of the store to the new consortium was an unfair labour practice as they were not consulted.

Workers were told on Monday that the store was now under new management and they would

have to re-apply for their jobs.

They refused to sign reapplication forms.

On Tuesday they were locked out and told to come and fetch their pay, severance pay and other benefits later. Fedcrow has now decided to take their case to the industrial court.

At a press briefing in Johannesburg, the union's general secretary Mr Nat Ketele said they had various problems with Blackchain management regardless of a recognition agreement between them.

Management always failed to respond to their grievances.

According to Gama the store had lost between R20 000 and R30 000 monthly in turnover from the period January to May this year through theft fraud and other crimes.

As a result several employees were likely to appear in court to face different charges soon, he said.

He said most workers were informed about the take-over by the new company while others were retrenched.

Gama said "We were left with no option but to lease the business to other people whose identity I cannot release at this stage."

He refuted claims that a Ramushu, Mogali, Madikizela and Thebehal were involved.

The store was opened 10 years ago to pioneer black business into the big league. Jazz Stores initially took over manage-

ment of the store in 1985 when it ran into management and financial problems.

However Jazz was forced to abandon ship after squabbles between itself and the owners.

Paul Gama took the store over about two years ago.

He said for the past 10 years the store was not properly managed, resulting in many crimes being committed. "We wanted to keep the business running because we did not want to see black business failing," he added. "We still want to keep the business."

Ketele said the store's claim that workers committed theft were unfounded and was an act of "economic sabotage" because they had earlier delayed wage and conditions of employment talks. He accused the union of engaging in "trade union bashing" tactics.

He said the union had evidence that some senior employees actually committed theft but were later allowed to continue their work. "This is a wrong precedent and we have often challenged them on this issue and many others," he said.

He refuted claims that the store was losing thousands of rands because "they have claimed that both the Diepkloof and Kaitshong outlets were making profits."

Ketele said they have been sympathetic with black stores and business organisations in the townships because they wanted them to acquire economic power as a means towards their liberation. But, he added, the actions of some of them would force unions to fight them openly.

The union was considering applying for the unconditional reinstatement of the workers.



Workers on strike at Blackchain in Diepkloof, Soweto

Small businesses exhibit at Tembisa stadium

ABOUT 120 township exhibitors from the informal sector will participate in the first small business exhibition show to be held at Mehlareng Stadium, Tembisa, starting from October 5 to 10. *Sowetan 28/9/89*

The show which is to become an annual event, will coincide with the Small Business Week to be observed countrywide starting from October 2 to 10.

The chairman of the organising committee Mr Sello Namane, said they

The main aims of the exhibition are

- * To encourage a relationship between Tembisa residents and the business sector

- * To expose residents to business and provide them with entertainment,

assist in the improvement of local business, and

- * To establish informal and formal relationships with business in the neighbouring towns

He said the show will be a learning process which should see business hosting a bigger and bet-

'Overtime ban is ineffective'

ALAN FINE

152
A LIMITED survey of FCI members this week suggested the anti-Labour Relations Act overtime ban called by Cosatu and Nactu was "not very effective", the FCI's Gerrie Bezuidenhout said yesterday.

The FCI had so far received feedback from one provincial chamber, two national associations and nine large companies.

Members had noted some overtime bans, but in most cases there had been little difficulty in getting employees to work after normal hours. There were some cases where overtime bans were being used to back local demands unrelated to the LRA.

Cosatu and Nactu could not be reached for comment. *1/10/26/9/69*

VW still has 'relationship' problems

ALAN FINE

VOLKSWAGEN'S Uitenhage plant, shut down due to industrial action since Friday, is to reopen today after the conclusion of lengthy negotiations between management and Numsa shop stewards

However, both parties agreed serious "relationship" problems at the factory would have to be solved over the next few weeks. The plant has suffered at least four unprocedural stoppages costing 18 days production in the last two months

VW human resources director Brian Smith said agreement had been reached on the strike issues — disciplinary action against a shop steward

He said that based on these agreements, and an undertaking that workers would

refrain from the conduct that gave rise to the Supreme Court interdict last Friday, VW had agreed to lift the interdict against Numsa and its members

Numsa regional secretary Les Kettledas confirmed the settlement of the dispute, but said the use of court interdicts was not conducive to resolving problems.

The union's motor department secretary Fred Sauls said the court action and subsequent lock-outs were a worrying symptom of a new "hardline" management attitude.

Smith responded that violent acts on Friday had left the company with no choice but to use the courts.

(152)
B/day 28/9/67

Industrial court hears overtime ban case

5/11/89 29/9/89

By Drew Forrest

The SA Clothing and Textile Workers Union (Sactwu) is to meet a Pretoria firm in the Industrial Court today on the vital question of the fairness of an overtime ban.

This week the Appellate Division gave an indirect boost to the labour movement's national overtime boycott by ruling that the refusal to do overtime was not a strike.

The current case, in which Silvertown Tannery is seeking an interdict against an overtime ban by Sactwu members, is the first to go before the Industrial Court since the Appellate Division ruling.

DISPUTE DECLARED

The tannery's managing director, Mr Glen Manley, said the company would argue that the overtime ban was an unfair labour practice.

In a related development, Sactwu this week declared a dispute after industrial council talks with Western Cape cotton employers over demands that employers bypass controversial clauses in the Labour Relations Act (LRA). Sactwu's Mr Ebrahim Patel said demands included a management undertaking not to use section 79 (2) of the Act, which creates a presumption of union involvement in illegal strikes.

Sactwu has put the demands in over 150 bargaining forums. More than 20 000 members are already covered by agreements bypassing the LRA, it says.

Textile industry hit by stoppages

By Drew Forrest

152

Success in the recent Hextex, Worcester, strike has sparked a wave of industrial action in the western Cape textile industry, says the SA Clothing and Textile Workers' Union (Sactwu).

In its latest newsletter, the union says that since the July settlement of the seven-week Hextex strike, the longest in the sector, more than 20 stoppages have occurred.

● About 325 National Union of Metalworkers of SA members on strike at Atlantis Diesel Engines had accepted management's pay offer and returned to work, the company said.

stop 29/9/89

1 000 on strike

Sowetan 29/9/89

MORE than 1 000 Coke employees yesterday embarked on a work stoppage at plants in Pretoria and Johannesburg apparently triggered by a row over the current national overtime ban.

A m a l g a m a t e d
Beverage Industries'

By LEN MASEKO

plants affected by the stoppage were Midrand, Devland and Benrose.

ABI managing director Mr Alex Reid confirmed the industrial action but said only part of the workforce at Benrose were involved in the strike.

The company's employees, all members of Food and Allied Workers Union, were protesting against management's decision to "discipline certain drivers for not conducting their work in the manner in which they were employed to do," Reid said.

Fawu official Mr George Nene said the Coke employees would only return to work if

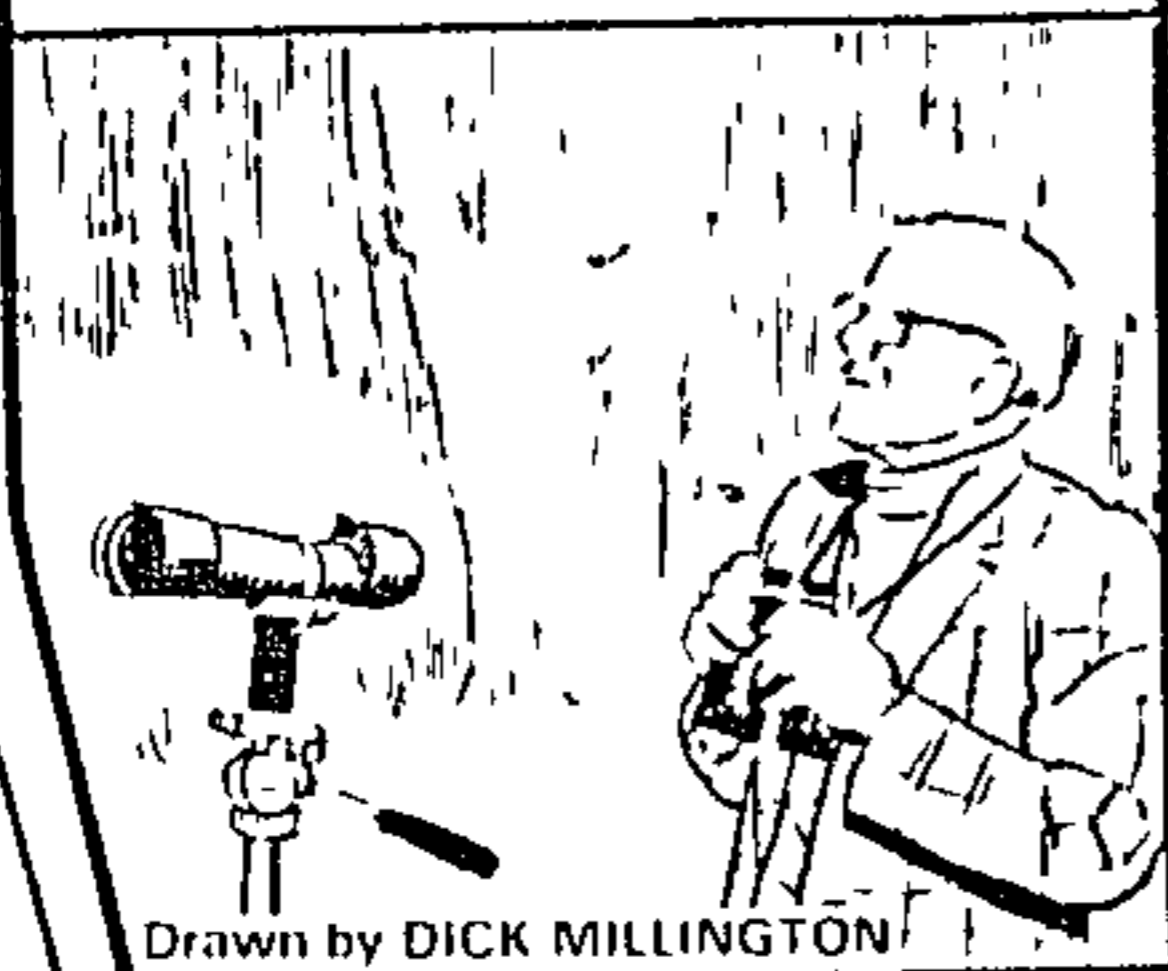
their grievances were attended to.

Fawu members demanded that management "recognise" the overtime ban called for by Cosatu and Nactu; reinstatement of 300 Sparletta employees fired by ABI after it took over the firm; cancel pending disciplinary hearings against union members.

*Scores of members of the Black Health and Allied Workers Union of South Africa (Bhawusa) have embarked on a go-slow strike at American company Warner-Lambert in protest against management's alleged refusal to reinstate a dismissed worker.

A Bhawusa spokesman said the union members wanted management to unconditionally reinstate their colleague, dismissed after he was alleged to have been involved in a theft. The said worker was later acquitted of theft charges by a magistrate, he said.

ONE OF THE WORLD'S MOST SUCCESSFUL BIRD SPOTTERS IS NORMAN CHESTERFIELD (CANADA) WHO BY MARCH 1987, AT THE AGE OF 74, HAD LISTED 6 220 SPECIES YET HE DID NOT BUY HIS FIRST PAIR OF BINOCULARS UNTIL HE WAS AGED 42



Drawn by DICK MILLINGTON

W