

INDUSTRIAL

RELATIONS-

STRIKES

1989

SEP - DEC

Wage strike: SAB slams 'union violence'

SAB yesterday expressed concern about alleged escalation in violent incidents relating to the week-old wage strike by 5 500 Food and Allied Workers' Union (Fawu) members

A spokesman said a second stabbing, following one on Friday, had been reported from the Prospecton brewery in Natal, that casual workers had allegedly been attacked and there had been intimidation of salaried black employees

He added sales representatives had been

threatened and the company had received reports of homes being petrol bombed. Police were investigating all criminal charges, the spokesman said

The company, he said, had called on Fawu to renounce "these senseless acts"

A Fawu spokesman said the union would respond to these allegations and other strike developments at a press conference tomorrow

Business Day 18/11/89

ALAN FINE

(152) (150A)

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SAB: strikes no threat to beer supply

SA BREWERIES management stressed yesterday beer supplies would not dry up as a result of the national wage strike at seven of its 11 breweries

SAB public affairs manager Adrian Botha described reports that beer was running out as "panic reaction"

Beer outlets in Cape Town last week reported shortages

Between 5 000 and 6 000 workers downed tools on Wednesday to back demands for a 38% increase in the

ADELE BALETA

minimum wage

□ The SAB reported several incidents in a statement to Sapa on Friday, including the alleged stabbing of a casual labourer by a unionist in Kimberley.

SAB and Southern Associated Maltsters also won a Supreme Court order to evict about 1 500 workers from SAB's Rosslyn, Alrode and Isando plants after alleged intimidation.

6/10/89
OVERTIME BANS (152) FMail

Union weapon

In rejecting SA Breweries' appeal last week in a test case against the Food & Allied Workers' Union's overtime ban, Justice Smalberger of the Appellate Division states "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

"It assists them to organise their labour power effectively in negotiations with their employer. They would be deprived of this right, at least for a period of time, and their bargaining power would be correspondingly weakened, if the word 'work' was interpreted to encompass voluntary overtime"

The landmark judgment (in concurrence with Chief Justice Corbett and Judges Van Heerden, Milne and Steyn) follows conflicting findings in both the Industrial Court and the Supreme Court on the definition of the word "work"

The judgment would seem to strengthen the position of the Cosatu unions, which have staged overtime bans as part of their protest against the Labour Relations Amendment Act

For employers, it raises the question of whether overtime should be written into employment contracts. In labour law, however, it remains to be seen whether the Industrial Court could yet find overtime bans to be unfair labour practices in certain cases — even though they're not unlawful

A cardinal point in the judgment centred on "the proper meaning to be ascribed to the word 'work' in the phrases 'to continue to work' and 'to resume their work'"

The Act does not define work. So the judge wrestles with whether its usage and meaning in the strike definition "cover only activities which a worker is contractually obliged to perform, or whether it includes activities which a worker can be said to perform habitually (or normally or usually), even though he is not bound by contract to do so, for example, voluntary overtime work regularly done"

The company naturally argued for the wider definition, while the union sought to

limit the meaning to contractual work

The employees were not contractually obliged to work overtime in the SAB case. Nor was it disputed that they have in the past regularly worked overtime when required to do so. A long-standing practice of working overtime, the judge observed, could conceivably give rise to a tacit agreement between an employer and an employee that the latter will work overtime whenever required to do so. The employee would then be contractually obliged to perform such overtime.

"In the present matter, the existence of any such tacit agreement has been expressly ruled out by Breweries' acceptance in its founding affidavit that the employees were not contractually bound to work overtime. If the concept of work in the definition of 'strike' only encompasses work which an employee is contractually obliged to perform, the refusal to work overtime cannot constitute a strike as defined"

In cases where contrary judgments were reached (the Plascon Evans case against CWIU last year and East London Furniture against Ppwawu earlier this year), Smalberger said the judges "were primarily swayed by the view that the definition of 'strike' contemplated all manner of work habitually performed, whether contractual or not". And Judge Landman last year concluded that it would be anomalous and contrary to the legislature's intention, if overtime bans in respect of non-contractual work alone were excluded from the statutory conciliation process which the Act makes provision for, because they did not fall within the statutory definition of a strike.

Grey areas

However, Judge Smalberger's most important consideration for giving the word "work" a limited meaning was that "vagueness would be imported into the definition of 'strike,' if the word were not confined to activities an employee is contractually obliged to perform

"In the case of voluntary overtime work, where would one draw the line in determining whether it has been habitually performed? What criteria would one apply? How long would the practice of working overtime have to be established to make it habitual (or normal or usual)? With what frequency must it have occurred? Must it have permeated the whole work force, or would it suffice if only part of the work force engaged therein?

"In the latter instance, must it have prevailed among the majority or a substantial minority of the work force? Must it have prevailed in a particular factory, or in the industry generally? What if workers were required to perform overtime substantially in excess of the limited overtime previously done? The grey areas would be legion"

Also, since the strike provisions are penal, they must be strictly construed. "A construction is, therefore, called for which does not render criminal (that) conduct which at

common law is perfectly lawful. This would be the inevitable consequence of including voluntary overtime in the meaning of the word 'work'." Though there are cogent arguments to support the contrary view, says Smalberger, the principles and considerations he mentions are "decisive"

"Furthermore, the worker loses no common law rights which affect his negotiating position. Nor will the employer be prejudiced, because he can protect himself from the consequences of a voluntary ban on overtime by contracting with his workers to do overtime, or supplementing his work force where necessary"

The companies argued on appeal that the employees' conduct could have "retarded or obstructed" the progress of work. However, the judge saw this provision as aimed at a go-slow strike or work-to-rule — "a situation where work is done, but at substantially reduced levels of activity and productivity". A ban on voluntary overtime did not fall into either of these categories.

As it was in the nature of a test case and since the parties agreed, no costs were awarded.

BEER SHORTAGE as strike bites

CVT 7-7 JS
14/10/89
1512

Favours negotiation with



By CHARL de VILLIERS
Labour Reporter

BEER supplies in the Peninsula could run dry by next week as a strike by SA Breweries workers spreads.

Most liquor outlets canvassed late yesterday seemed confident that SAB brands would last the weekend, but the outlook for next week seemed dry. The shortage follows the legal strike by 6 000 SAB workers who remained unyielding yesterday in their demand for a R1 80 wage hike.

Seven plants and 15 distribution centres — including the Newlands brewery and Pinelands depot — were still strike-bound yesterday, three days into the stoppage by members of the Food and Allied Workers' Union (Fawu).

'Customers mad'

Bottle store managers reported a widespread shortage of pints, erratic — if any — 'drops' of supplies and concern that a beer drought might grip their industry.

Echoing sellers' fears of the looming beer drought, Gardens bottle store co-manager Mr Farrell Hessen said: 'Beer — whether it be pints, dummies or cans — is very low and I had to arrange a special drop'.

'Next week? Whew I've received no

complaints yet, but stocks will never last'.

While some city hoteliers and bottle store managers had stocked up beer supplies on hearing "rumours" of a strike and "tip-offs" from agents, others were caught unawares.

'Customers are mad' city centre bottle store manageress Ms Brenda Abrahams lamented last night.

Like a number of other outlets in the city bowl, northern areas and southern suburbs Ms Abrahams's store had not received its scheduled drop of beer supplies on Thursday, leading to a shortfall of 6 300 litres.

'Lose situation'

The manager of a large retail liquor chain in Bellville said that, barring hotels and clubs, no SAB brand pints (450ml bottles) were available to city outlets. Those who had received wind of the brewers' strike immediately arranged special unscheduled drops by the beer grant, and others were making use of SAB's offer to fetch supplies themselves.

A Fawu official said strikers' remained set in their demands for a 38% increase on the R4,70 minimum hourly wage, but added: 'We will consider any approach from management for further negotiations, the strike is a lose-lose situation for both parties'.

In Cape Town, drivers and their assistants were yesterday locked out of the company's Pinelands depot.

THOUSANDS of food workers are on strike throughout the country over wage demands. They include about 300 Bokomo workers who downed tools early this week more than 5 000 South African Breweries workers who went on strike last Thursday

A Fawu spokesperson said workers were on strike at Bokomo in Epping and Atlantis

The strikers were demanding an across the board increase of R35 a week but the company was offering R30, he said

The union had applied for a conciliation board hearing for a wage dispute at Bokomo in Malmesbury where it was in deadlock

Beer supplies

Meanwhile, seven SAB plants and 15 distribution depots, including SAB's Newlands breweries and Pinelands depot in Cape Town, are affected by the national strike at the company which threatens to curtail beer supplies

All the strikers at the Pinelands depot were locked out from the company premises late last Thursday afternoon

The workers wanted a 38 percent increase on the current minimum wage of R4,70 an hour, said the Fawu spokesperson

Negotiations had broken down at an early stage after the company tabled demands which Fawu said would hamper its ability to take industrial action

The spokesperson said there were several plant-level demands

These included a dispute over SAB deducting six hours pay after workers took part in a two hour demonstration against the LRA last month and the right to picket — a key demand in the anti-LRA campaign.

STRIKES



Striking SAB workers outside the factory gates in Ndabeni this week

An SAB spokesperson said the company was sticking to its offer which it regarded as "more than fair"

He said SAB was concerned at incidents of intimidation particularly at Prospecton plant in Natal where two workers were stabbed

The SAB asked customers to be patient but was optimistic that it would be able to meet demands

About 100 Bellville South workers, who downed tools last week to demand recognition of their union, are also still on strike

The workers, members of the National Union of Metalworkers of South Africa, also want Shellco Shelving to give them an across the board increase

And in Parow Industria where the

marathon National Panasonic strike entered its eighth week, about 6 000 people marched through the area last Thursday in support of the 186 strikers

An Electrical and Allied Workers' Trade Union spokesperson said the union intended to challenge a dispute declared by the company over the strikers seeking support from the South African Council of Sport

Frivolity

The union regarded the dispute as "frivolous" and intended declaring a dispute with the company because it had "negotiated in bad faith", said the spokesperson.

He said workers had received a letter of support from the Japanese con-

Tramways employees at the Arrow-gate depot ended after City Tramway met with officials from the Transport and General Workers' Union (TGWU) this week

A TGWU spokesperson said all the workers were back at their jobs and the union was holding further talks with management

An appeal hearing over the dismissal of a Tramways employee which triggered the stoppage is due to take place this week

In the Transvaal, about 8 000 Sasol miners returned to work this week after a strike which lasted more than a fortnight

A spokesperson for the Chemical Workers Industrial Union (CWIU) said the parastatal firm had agreed to pay workers a R40 food allowance which will be implemented in two stages

About 250 CWIU members at SA Cyanamid downed tools this week to demand a union-initiated provident fund

Provident fund

A CWIU spokesperson said the workers did not want an in-house provident fund

Strikers at De Beers diamond mines this week suspended their four-day strike pending the outcome of mediation

A National Union of Mineworkers (NUM) spokesperson said the workers decided to take the unusual step after management approached the union last Friday with a proposal for further negotiations

The union is demanding wage increases of between 18 and 37 percent while De Beers has offered increases of between 16 and 17 percent

The Num spokesperson said the strike would be resumed if the dispute was not settled.

S/ Times 22/10/89.

30c discount to beer strike

beat

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By Robyn Chalmers

SA BREWERIES distribution lines were hit by a strike this week, forcing retailers to queue at depots to ensure drinkers of their weekend beer.

As compensation, SAB lowered its beer price by 30c a case for the many retailers who preferred fetching supplies to facing the wrath of pintless tipplers

Retailers reported that some of the more popular brands of beer were in short supply, causing them to stock up on slower-moving lines.

Casuals

All hands in SAB were called in to help keep production going SAB hired hundreds of casual workers to fill in for the 5 500 strikers

SAB spokesman Adrian Botha said temporary staff were hired from all sections of the population Black and white were working side by side in bottling plants to meet demand.

Mr Botha said: "The strike means that we cannot deliver as effectively as we would like

"Unfortunately, we received widespread allegations of violence, some casual workers receiving bomb threats and monthly paid black staffers and sales representatives being intimidated

"In some cases we were forced to call in the police to restore order among rowdy strikers We regretted having to use the police, but circumstances forced our hand"

The strike started on October 11 after wage negotiations between the Food and Allied Workers Union (Fawu) and SAB broke down

Members of Fawu demand a R1,80, or 38%, across-the-board increase in the hourly minimum wage of R4,70 The SAB final offer is 16%, boosting the minimum monthly wage to R1 063

Violence

Police were called in at various plants to evict strikers carrying pangas, knobkieries and wooden replicas of AK47 rifles A casual labourer was allegedly stabbed in Kimberley and several delivery trucks were stoned in Soweto

Fawu said it rejected violence If SAB could provide it with the names of union members allegedly involved, it would call on them to stop

Fawu branch organiser Ernest Buthelezi said the company had to realise that the strikers had many sympathisers over which the union had little control

If the company had not locked out workers and had allowed union members to remain on the premises, there would have been better control over them

A NATIONAL beer drought is looming following a strike by between 3 000 and 4 000 South African Breweries workers

The strike is one of several involving more than 20 000 workers in different sectors throughout the country

The SAB workers were due to down tools on Thursday after attempts at mediation failed to resolve a dispute between the company and the Food and Allied Workers Union (Fawu)

The dispute was declared on the second day of annual wage negotiations when the company presented a set of demands which Fawu claims would

Beer drought as thousands strike

seriously impede the union's ability to take industrial action

The workers have called on the community and taverners to support them

Another 5 000 Fawu members are on strike at the milling, feed and oil divisions of Premier throughout the country

The workers downed tools last Thursday after wage talks deadlocked the previous day

They are demanding an across the board increase

of R33 a week. The company has offered R28 to milling workers, R24 to Epic workers and R23 to Epol workers

The workers are also demanding that the agreement cover Tando Milling, a Premier subsidiary in the Transkei

Meanwhile in Atlantis, sources said that an industry-wide workstoppage is due to take place today

The stoppage is in support of more than 400 motor workers who have

been on strike at the ADE factory for about three weeks

The strikers are demanding an increase of 90 cents or 24 percent

Management is holding out for 15 percent or 56 cents

A spokesperson for the National Union of Metalworkers of South Africa (Numsa) said management had given the strikers until Friday this week to return to work or face dismissal

ON RELIGION AND PEACE AFRICAN CHAPTER

Co-ordinator

with organisation whose led to their own religious deep respect for that of mobilize our religious struggle for a non-racial, non-ocratic South Africa

Co-ordinator to ordinate and expand s and activities, programmes, ous and progressive

the production of a her publications mitted to the idea of d be able to operate flexible hours Successful e duties from January be based in Cape Town,

de a CV with the names es and must reach PO py 31 October 1989



UNIVERSITY OF CAPE TOWN

Centre Co-ordinator SHAWCO (w/o no 0002)

This progressive student run health and welfare organisation is seeking a Centre Co ordinator for a new large community centre in Khayelitsha, to assume duties as soon as possible.

Skills required • Broad range of administrative and organisational skills • Interpersonal skills • Basic financial skills • Research ability • Fluency in Xhosa and English

Experience in and commitment to community based structures assertiveness and creativity are essential. Appropriate training or a university degree in a related field would be a recommendation

The salary is R30 000 + per annum with fringe benefits

Applications to include a full curriculum vitae and the names, addresses and telephone numbers of two contactable referees should be submitted by 31 October 1989 to The Khayelitsha Centre Working Group c/o SHAWCO Headquarters, 155, 12th Avenue Kensington 7405 Telephone (021) 593-2420 for further details

Applicants are considered irrespective of gender, race or creed

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Community leaders last week delivered a letter of protest to the company and several demonstrations have taken place outside the factory

The Numsa spokesperson said local schools and sports organisations sponsored by ADE have threatened to return the company's money

He denied company claims that most strikers have returned to work

A company spokesperson said management had warned workers that they would not have their increases backdated to July 1 unless they returned to work

About 180 workers are also on strike at the National Panasonic factory in Parow Industria

More than 10 000 members of the Chemical Workers Industrial Union and the National Union of Mineworkers in the Transvaal are also on strike

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Striking SAB workers evicted

ALAN FINE

EMPLOYEES at SAB's Isando brewery and other locations were evicted from the premises yesterday, on the second day of their wage strike, in terms of a court order granted to the company.

An SAB spokesman said workers had been occupying the sites and interdicts had been applied for where necessary. Their removal had been peaceful, he said, although police were reported present in some cases.

Food and Allied Workers' Union (Fawu) assistant general secretary Mike Madlala confirmed there had been no incidents. He said members at a number of other plants and transport depots had been locked out yesterday morning. He said four unionists were arrested in Alrode yesterday and were expected to appear in court today.

The seven strike-hit breweries are at Alrode, Rosslyn, Pietersburg, Durban, Cape Town and Bloemfontein, SAB said.

Madlala disputed management's view that its 16% wage increase offer was fair, while the union's demand for a 38% minimum wage increase and other improve-

ments was unrealistic.

"What is fair to management is not necessarily fair to workers — it is a relative term. Any manager would think his offer reasonable," Madlala said.

He said Fawu's position remained negotiable, and the entire purpose of the strike was to compel management to negotiate further.

8/10/89 Mediation
Responding to SAB accusations that the strike had been planned and timed for the company's peak summer season, Madlala said the action was, in fact, due to management's rigid approach to negotiations.

He said there had been no direct contact between the union and management since the strike began, although he had been informed by officials of the Independent Mediation Service of SA that management had contacted them with a view to possible mediation.

'Shotgun' guards after beer driver murdered

By EDDIE KOCH

THE South African Breweries has employed armed guards to "ride shotgun" on its delivery trucks after a driver was gunned down in Durban this week during a bitter wage strike at beer depots around the country.

The 29-year-old driver, Ivan Rungiah, was shot dead near SAB's Prospecton plant on Tuesday evening while driving back to the brewery. Rungiah had accepted the post of temporary driver to stand in for striking workers.

Ragin Naicker, national organiser for the Food and Allied Workers' Union (Fawu), said the union was conducting an investigation into the killing.

Naicker said he was discussing the possibility of reopening talks with management and this would help defuse the tension.

A representative for SAB said the decision to put armed guards on delivery trucks was "a measure neces-

National Taverners Association, has expressed support for the striking workers, said Naicker.

About 50 members of the National Union of Metalworkers of South Africa (Numsa) protested outside the Stock Exchange in Johannesburg on Wednesday against the sacking of 500 workers at the Barlows Appliance plant in Kew. A Numsa shop steward said the company had called in police who used dogs to evict the workers. "This would not have hap-

pened if we were white," he added.

Some 500 members of the Transport & Allied Workers Union at Lebowa Transport have been on strike for the last week leaving thousands of commuters stranded. The workers are demanding the reinstatement of 10 colleagues dismissed on September 11.

About 1 000 members of the Paper Print Wood and Allied Workers' Union struck this week at the Kohler plants in Springs and Brakpan, Consol Corrugated Packaging in Benoni and a number of smaller factories.

19/10/89

SAB strike hits black retailers

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The Argus Correspondent

JOHANNESBURG — Small liquor retailers, mostly black, who depend on beer for over 90 percent of their trade, could face financial trouble as the strike by 5 500 South African Breweries workers continues

SAB had up to now been able to meet its production demand, but there were distribution problems, public affairs manager Adrian Botha said yesterday

In most areas SAB is now offering a 30c a case discount to licensed liquor retailers who collect their own beer

But small retailers fear a huge increase in costs of staff and transport.

Mr Zanusi Kunene, national vice-president of Ukhamba Liquor Association, which represents black liquor traders, said small retailers were not geared to collect their stock from SAB depots.

What was worse, said Mr Kunene, was that beer accounted for more than 90 percent of the liquor business in black townships

Beer strike ends - and union wins no extra concessions

THE labour dispute between SAB and Food and Allied Workers Union, which began more than seven weeks ago, ended after the parties reached agreement last Friday. According to a brief statement issued jointly by the company and the union, the strike stopped with immediate effect.

Although the statement provided no details, it appears the workers did not win any concessions from the company around their wage demands.

In addition, the workers have been forced to waive their rights not to work overtime unless they chose to do so. The overtime issue has been a long-standing point of contention at SAB, which has a monopoly over beer production and needs to keep its breweries running for 24 hours a day to meet demand.

However the end of the strike came as a relief to taverners and bottle store owners in the black townships

The dispute was accompanied by a boycott of beer in the townships and thousands of people who made a living from selling the liquid in informal taverns or shebeens were unable to work because of the strike.

At least a dozen people died in the dispute. Most had been brought in to replace the strikers. Three of those killed were the victims of shebeen owners who opposed the boycott.

SAB and Fawu said the end to the conflict would allow both parties the opportunity to call in mediators whose job it will be to devise a method of improving relations between the company and union members

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Beer strike hits pubs

By PETER DENNEHY

PUBS and hotels had begun to "experience problems" in maintaining their supplies of pint bottles (350ml) of all brands of beer because of the breweries strike, SA Breweries spokesman Mr Adrian Botha said yesterday

Mr Botha would not say where these shortages had taken place. He said they were due to distribution rather than production problems.

Fedhasa's Western Cape regional director Mr James Vivier said he had not yet heard of any such shortages in Cape Town

Meanwhile, the union claimed

that the wage strike kept growing as it entered its second week

A Food and Allied Workers' Union (Fawu) spokesman said that 22 plants at which the workers were unionised by Fawu were all out on strike

On Friday the Chamdor beverages plant near Soweto, organised by another union, Food and Beverages, had joined the strike and on Monday another plant at Butterworth had joined in too, the union said

SA Breweries expressed concern yesterday about "an escalation in reported incidents of violence relating to a strike at seven of the company's breweries"

A SAB spokesman said in a statement issued yesterday that "a second stabbing has been reported from our Prospecton brewery in Natal"

Mr Sam Tutubela, chairman of the Western Cape Taverners' Association, declined to say how or whether his organisation was being affected while it was engaged in talks with "the workers, SAB, and community leaders"

Drop Inn also declined to comment. But Mr Pat Veary, who owns several Solly Kramer outlets, said all his bottle stores had "come back on line" after receiving slightly late deliveries of all brands and packs

C.M.C. Times 18/10/89

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Strike by 5000 at SAB goes on

THE strike by 5 500 SAB employees continued yesterday with management reporting an upsurge in strike-related violence at seven of the company's breweries

A SAB spokesman said two workers had been stabbed at the Prospecton, Durban, brewery, casual workers attacked; homes belonging to certain staff members petrol-bombed and some employees intimidated.

The strike follows a wage deadlock between SAB and the workers' representatives, the Food and Allied Workers Union (Fawu)

Wages

The company urged Fawu to denounce "these senseless acts." But the union has rejected company's allegations, saying management "is, instead, provoking our members."

The SAB spokesman said management stood by its wage offer of R1 063 a month for the lowest-grade worker

* About 8 000 members of the National Union of Mineworkers have suspended their wage strike at De Beers mines pending the outcome of fresh talks between management and the union today

Production has almost come to a standstill at six Van Leer plants following a strike by about 1 600 members of the National Union of Metalworkers of SA (Numsa), a spokesman for the

Sowetan 18/10/89

BEEER battles

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 Traps
 2/10/89

By CHRIS BATEMAN

AS violence erupted in Cape Town's beer strike yesterday, some hotels reported problems with deliveries and beer stocks started to dwindle

The strike by South African Breweries (SAB) workers entered its sixth day yesterday and violence broke out at Newlands station near Ohlsson's Cape Brewery.

A casual labourer who had been working at the brewery for the past week was yesterday stoned and knocked unconscious soon after getting off a train at Newlands station.

Mr Ismail Davids, 42, of Woodstock was treated by SAB factory staff before being driven to Woodstock Hospital where he was bandaged X-rayed and later discharged.

The injured Mr Davids said he was one of several labourers attacked by striking workers. He said he and co-workers had just emerged from the subway under the Newlands railway station about 6am yesterday when a group of men began

stoning them. One rock hit him on the forehead and as he fled another struck him behind the head knocking him unconscious.

His fellow SAB casual worker and younger brother Mark, 21, said he was also beaten up by striking workers on Wednesday night as he arrived at work. "I was punched and kicked. The SAB people gave me treatment. When I saw that the person hurt today was my brother I nearly went mad," he added.

The two criticised the SAB for not providing sufficient security or transport for stand-in labour "from the beginning of the strike".

They said that only since yesterday morning had the SAB begun providing transport to and from Woodstock station. "We didn't report it to the police because we don't know the area there," Mr Davids said.

Mr Sam Monts, SAB general manager Western Cape said the brothers were welcome to come and see him about their complaints. He rejected allegations that his company was providing insufficient security or transport.

Deliveries 'erratic'

Hotel and bar owners canvassed last night said they were now buying from bottle stores after being unable to run their businesses and fetch supplies from the SAB Newlands depot.

Deliveries had been erratic but sufficient to keep them from getting into a crisis situation, they said.

"I'm right out of 750ml Cashes and Lions - I'm filling in with dummies from the bottle stores," one said.

A minority said they had to stack their own orders on delivery but had experienced no other problems.

Mr Alan Calquhoun, co-owner of the Crowbar, said that while he was "coping" at the moment, he would be in "real trouble" within 10 days if the strike continued.

"I'm very pro-breweries but I can't go to Newlands and get my car stoned. I'd rather go to Windhoek or Mitchells," he said.



SET FOR 100 Daryll Cullinan plays his favourite pull over mid-wicket to chalk up one of his 12 boundaries on his way to an unbeaten 95 at Newlands yesterday. He could well have reached his century but for bad light stopping play seven minutes early. **PICTURE: GLENN SHERRATT**

Cullinan key man in Northerners' humiliation

By MICHAEL OWEN-SMITH
DARYLL CULLINAN started and finished the first day humiliation of Northern Transvaal in the Castle Currie Cup cricket match at Newlands yesterday. It was only the third over of the morning after Lee Barnard had won the toss in humid conditions and taken the normal Newlands decision to bat first. Northerners opener Vernon du Preez pushed into

the covers and coasted down the pitch for what he thought was an easy single. But Cullinan, who is as quick off the mark as Peter Kirsten in his prime, raced in from point, picked up cleanly and with only one stump at the bowler's wicket as his target. He knocked the stump clean out of the ground with du Preez well short.

Later he took two catches as Northerners crumbled

to 154 for four and then made an almost flawless unbeaten 95 as Western Province consolidated a match winning position.

Western Province lead by 30 runs and Cullinan should score his sixth first-class century today.

● Full report — Back Page



STRIKE VICTIM Mr Ismail Davids, 42, of Woodstock

SAB strike giving retailers problems

THE nine-day-old SAB strike is causing major cash-flow and manpower headaches for retail liquor outlets, spokesmen for two of the largest liquor chains said yesterday

And, said SAB, a "pretty effective" boycott of SAB products had been imposed in East London

Solly Kramer's Boetie Rietoff said while there were shortages of certain lines, including Amstel 375ml bottles and Castle dumpies, there was an adequate supply overall

But all stores were still trying to build up as much stock as possible, and were forced to take large supplies of slow-moving lines

"The big problem will come on November 15 when payment to SAB is due. Many bottle stores will not have sold sufficient of their stocks to be able to

Alan Fine

pay," Rietoff said

Both he and a spokesman for the Rebel group said another major problem was that bottle stores were forced to arrange the unloading of delivery vehicles themselves

Handling

"We are taking people off the streets and paying them casual rates," the Rebel spokesman said. But, he said, deliveries were often late and the casual labour could not perform as efficiently as normal SAB crews

Rietoff said SAB was paying a small handling charge for this, but the amount did not add up to the time and effort involved

SAB spokesman Adrian Botha declined to comment on these matters

He disclosed that a beer boycott had taken hold in East London. Leaflets calling for such action had been circulated in many black townships but, other than East London, had had no noticeable effect so far

Botha said the SAB welcomed the statement by the Food and Allied Workers' Union on Wednesday distancing the union from alleged acts of violence and intimidation.

Fawu said it was collecting a mandate from its 5 500 striking members on whether to take the initiative in arranging talks with management

National organiser Rajun Naicker said a decision would be made next week. Until then, the union remained open to approaches from management

Strike knocks beer sellers



SMALL liquor retailers, mostly black, who depend on beer for over 90 percent of their liquor business, could face financial trouble as the week-old wage strike by 5 500 workers at the South African Breweries continues

SAB has up to now been able to meet its production demand but there are distribution problems, SAB public affairs manager Adrian Botha said yesterday.

In most areas the SAB is now offering a 30 cents discount per case to licensed liquor retailers who come and collect

The distribution problem has worsened because of threats to independent distributors who are contracted to the SAB, according to Durban liquor consultant Mr Jonathan Miles

Small retailers fear a huge increase in their costs mainly due to increased staff and transport

The national vice-president of Ukhamba Liquor Association,

SOWETAN REPORTER

which represents black liquor traders, Mr Zanusi Kunene, said small retailers were not geared to collect their stock from SAB depots.

"They rely on the SAB delivering to their liquor outlets. Collecting from the SAB depots will increase their overheads as they will have to pay transport and more labour."

What's worse, said Kunene, was that beer accounted for over 90 percent of the liquor business in black townships. Blacks are mostly beer drinkers and latest figures indicate that they account for over 80 percent of all beer consumed in South Africa

Sowetan 19/10/89

REPRODUCED BY THE NATIONAL ARCHIVES OF SOUTH AFRICA



A delegation of strikers meet with a tavern owner in Langa after a group of workers had marched from Salt River

Beer strike drama

THE wave of strikes, involving about 1 700 workers, which has hit the Western Cape continued this week with more poised to down tools

This week hundreds of strikers from the South African Breweries plants in Pinelands and Newlands marched from Community House in Salt River to the township to demand that taverners take support action for the strike which involves about 5 000 members of the Food and Allied Workers' Union (Fawu) throughout the country

The marches followed a statement by the National Taverners' Association expressing support for the strikers

The only black liquor distributor, Sivukile Liquor Wholesalers has decided to stop supplying SAB products.

Meanwhile, several retailers this week reported a shortage in beer supplies but an SAB spokesperson said the company was confident it could meet demand.

SAB is using "scab labour" to continue pro-

duction and several violent clashes have occurred between strikers and "scabs" since the strike began

About 400 workers were locked out from the Newlands breweries on Monday. Workers at the Pinelands depot were locked out when the strike began a fortnight ago

Another 90 Fawu members were locked out from the Bokomo Weetbix factory in Atlantis at the beginning of this week.

Lock out

A Fawu spokesperson said the company had threatened to lock out a further 150 strikers at the company's Epping plant.

The workers are demanding an across-the-board increase of R35 a week.

The company is holding out for a R30 increase

Negotiations are continuing at bakeries which form

part of the Tiger group of companies

Fawu members at the bakeries are poised for strike action if their demands are not met, according to sources.

About 700 construction workers are on strike at Concor sites in the Boland and Cape Peninsula.

Down tools

A Construction and Allied Workers' Union (Cawu) spokesperson said about 200 workers downed tools last Thursday at the company's site in Caledon to demand the reinstatement of 148 retrenched workers

The workers were also opposed to the company's threat to discontinue transport to the site from Cape Town the union spokesperson said

The workers wanted to be paid on a fortnightly, not monthly basis

Workers at Concor sites in Grabouw, Worcester, Hout Bay and Rosebank subsequently downed tools

A meeting between the company and Cawu is due to take place later this week.

Daily bonus

A two-day strike by about 200 Cawu members at Martin & East construction company ended last Friday when the company agreed to provide protective clothing to employees working on a tar site.

A Cawu spokesperson said the company had also agreed to provide the workers with a R2,50 daily bonus

Members of the National Union of Metalworkers of South Africa (Numsa) are on strike in support of

wage demands at Van Leer in Epping

The strike is part of a national strike at the company

And in Parow Industria, the marathon National Panasonic strike has entered its ninth week with the 186 strikers rejecting a revised offer from management because the offer did not apply to contract workers

Dispute over fund

MORE than 1 000 chemical workers are poised to down tools around the country to demand that their employers agree to join a national provident fund initiated by their union, the Chemical Workers' Industrial Union (CWIU)

A CWIU spokesperson said about 250 workers have been on strike at SA Cyanamid over the fund for more than two weeks

Workers at 15 other plants were planning action over the fund, he said

South - 26/10 - 1/1/89

SAB strike violence rises

Labour Reporter

Violence continues to rise in the South African Breweries (SAB) strike.

The company said yesterday that new incidents have been reported on the Reef. They include the stabbing of a bottle-store employee, an assault on a casual work-seeker, and firebomb attacks on homes of monthly-paid.

They come after the death of an SAB driver in Durban

SAB public affairs manager Mr Adrian Botha said he welcomed a union statement condemning violence.

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Beer demand swamps new Cape brewery

BEER drinkers cannot turn to the new Waterfront Brewery to quench their thirst if the SA Breweries' three-week-old strike results in a nationwide beer drought

This news comes from Mr Don Ball, a partner in the independent beer-making venture in Cape Town harbour

Mr Ball said Mitchell's beer had proved so popular, they were struggling to meet present demand.

"We can't cope with what we are selling at the moment and are supplementing our stock from Knysna," he said yesterday.

"We haven't benefited by the strike at all. We will be increasing our capacity from the end of this month just to supply the people we committed ourselves to before the opening

"It is comforting to know we enjoy public awareness," he added

CONSULTING STRIKERS

● By yesterday, there was still no sign of an end to the strike

A spokesman for the Food and Allied Workers Union (Fawu) said last night no decision had been reached on the reopening of wage negotiations but Fawu's national organiser, Mr Rajin Naiker, was consulting strikers to obtain a mandate to do so

SAB public affairs manager Mr Adrian Botha said "absolutely nothing" was happening regarding negotiations

"We would like to resolve the matter. Now we are just waiting for the union."

He said SAB had responded in writing to a list of demands handed to them by strikers during a protest last week

● SAB is using armed escorts for their delivery trucks following the gunning down of a driver in Durban this week

An SAB spokesman said "Because of the increasing incidence of violent attacks, and particularly in the light of the recent killing of one of our drivers, we have been obliged to take every precaution possible to ensure the safety of our employees" — Staff Reporter, The Argus Correspondent

Beer strike goes on but output 'is high'

CAPT. TRUF
26/10/89

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Own Correspondent

JOHANNESBURG. — There was still no end in sight to the strike by 6 000 SA Breweries workers yesterday but management said production was soaring and that sales were almost higher than last year.

The breweries' public affairs manager, Mr Adrian Botha, said that although the strike was dragging on, the company had embarked on contingency plans that were helping it cope well under the circumstances.

"It is absolutely clear production is at least equal to the same period last year. I reiterate we are confident we will not have a dry festive season," said Mr Botha.

The company's use of casual labourers was working well and in some cases SAB customers were fetching supplies from the breweries.

He said the company had also deliberately curtailed runs on certain packages like pints in order to meet market demand more exactly.

SAB's reasoning is that pints are not essential in bottle stores as they are in

bars. And the company is producing only enough pints to meet demand and the rest of the beer is bottled in quarts, dumpies and cans.

However, Mr Botha admitted that the company was experiencing shortages of particular packs and brands but said the problem was short-term.

The Cape Times Labour Reporter writes that black tavern and shebeen owners will meet representatives of the striking SAB workers in Johannesburg today to work out plans for sympathy action with the strikers.

Confirming this yesterday, Food and Allied Workers' Union assistant general secretary Mr Mike Madlala said SAB faced losing up to 70% of its customers if black beer drinkers shunned SAB products.

Mr Botha said this week that the company would await further developments before commenting on moves by black liquor distributors.

In Cape Town members of the Western Cape Taverners' Association have potentially forfeited nearly R3 million monthly turnover by refusing to sell SAB beer.

No end in sight to SAB strike

The strike by 6 000 workers at South African Breweries shows all the signs of developing into a protracted war of attrition

Now in its third week at seven breweries countrywide, the strike followed months of negotiations, including two conciliation board hearings and mediation.

Since workers downed tools, there have been no national-level talks between SAB and the Food and Allied Workers' Union (Fawu)

Management says it has proposed fresh mediation, but the union insisted this week it knew nothing of the offer. Fawu's Mr Mike Madlala said "I understand SAB has no intention of shifting its position. If that is true, mediation will be useless"

Mounting violence

SAB has complained of mounting violence against staff, casual workers manning strike-hit plants and the liquor trade. Fawu denies its members are involved.

In the latest move, the union is seeking the support of black taverners' associations. Leaflets urging consumer action have been widely distributed, and a beer boycott is already under way in East London.

The most visible gulf is over wages. SAB has offered a 16 percent rise in minimum pay against Fawu's demand for 38 percent and, management says, a total package amounting to 150 percent.

SAB's human resources director, Mr Rob Childs, argues that the proposed basic monthly minimum of R1 063 is among the highest offered by a major employer in the country.

For Fawu, the beer division's profits — R268 million in the last financial year, up 28 percent on the year before — are a key consideration.

Its national organiser, Mr Rajan Naicker, adds that the union's pay demand is negotiable and that "anti-union" SAB proposals on working conditions also lie at the core of the dispute.

These included Saturday working and contractual overtime, he told a press conference last week.

On one issue management and the union agree their relationship throughout this year

The wage strike at South African Breweries looks as intractable as ever. And the dispute appears to have claimed its first life this week. **DREW FORREST** re-

has been highly problematic.

Fawu's Mr Madlala traces the breakdown to moves for a continuous shift system at SAB's Rosslyn brewery.

"Management was not interested in the social inconvenience of weekend work for workers," he said.

SAB attitudes had hardened noticeably since last year's controversial amendments to the Labour Relations Act, he added.

For Mr Childs, the central problem has been Fawu's persistent flouting of agreements. This year had seen unprocedural strikes in Port Elizabeth, Alrode and Rosslyn, he said, while the union appeared to have set its heart on the current national strike from the start of negotiations.

To remedy the situation, management had proposed a "relationship-building programme" earlier this year.

Firebombing

A danger inherent in a protracted dispute is that strike-related violence will intensify. This week SAB reported that the homes of monthly-paid staff had been firebombed and casual workers had been attacked.

In what appears to be the first fatality linked to the dispute, an SAB driver was shot dead in Durban on Monday.

Mr Childs believes the violence springs from the "contrived" character of the strike and consequent need for coercion. He adds "It's one thing for Fawu to denounce violence, but practically, we see little effort to restrain it."

Fawu says SAB has not supplied the name of any member involved in violence. "Some of these things happened. But when we investigate we find that the incident was not strike-related, or that our members know nothing about it," said Mr Madlala.

He added that SAB's eviction of strikers from breweries had simply made it harder to exercise discipline.

Armed guards for beer delivery trucks



SOUTH African Breweries have resorted to armed escorts for their beer delivery trucks following the gunning down of a driver in Durban this week

An SAB spokesman has confirmed that armed guards would "ride shotgun" on all SAB beer trucks following increasing violence blamed on the current strike

"It's not because we want to resort to Wild West tactics but that we have an obligation to our employees," he said.

"Because of the increasing incidence of violent attacks, and particularly in the light of the recent killing of one of our drivers, we have been obliged to take every precaution possible to ensure the safety of our employees"

The driver, Mr Ivan

Rungiah (29), was gunned down at the Joyner Road traffic lights near the SAB Prospecton plant on Tuesday evening as he was returning to the brewery. A car drew up next to him and four shots were fired through the window, one hitting him in the head and two in the chest. He died instantly. A fellow employee, Mr Sivajee Moodley, who accompanied him, was uninjured.

Driver

Mr Rungiah was employed as a temporary driver after 6000 SAB workers went on strike for higher wages and better working conditions two weeks ago.

The strike has been marked by increasing violence, including the killing of Mr Rungiah, the knifing of another employee and the stoning of buses carrying temporary workers. SAB has linked the killing of Mr Rungiah to the strike. Police have launched a manhunt for the gunman, but so far no arrests have been made.

Meanwhile Durban is suffering from a shortage of "pints" but otherwise beer is freely available as SAB contingency plans managed to cope with the demand.

Mthakathi

Mrs Monica Mthakathi (68) of 6535 Motlounge Section, Kaitshong, will be buried at the Schoeman Cemetery in the township tomorrow at 2pm.

Mrs Mthakathi died last week after a long illness. The funeral service will start at her home

starting at 10am.

Sowetan 27/10/89

Black business throws weight behind strikers

Besieged SAB faces nationwide boycott

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for 28/10/89



DREW FORREST

LABOUR conflict at South African Breweries has escalated to new heights with an announcement that a national beer boycott is to be launched next week.

At a press conference in Johannesburg yesterday, organisations representing thousands of black taverners countrywide said they had agreed to support SAB wage strikers "by withdrawing their buying power from SAB".

Blacks consume 80 per cent of South Africa's beer.

The SAB public affairs manager, Mr Adrian Botha, said he would not comment until it was clear "if there is a boycott and how widespread it is".

This week, SAB announced that it had beefed up security measures round the country in response to rising strike-linked violence.

In Durban, armed security guards are being used to escort drivers following the fatal shooting of a temporary worker on Tuesday.

Hit list

The company also says an anonymous telephone caller warned its Rosslyn brewery that five senior black employees were on a hit list.

Prospects of an early settlement of the three-week strike dimmed when, at yesterday's press conference, the Food and Allied Workers Union (Fawu) appeared to reject a management proposal of mediation.

Describing SAB as a "rigid and stubborn giant", Fawu said management had offered to discuss the wording and make-up of the wage agreement, but had indicated that it would not move from its pre-strike pay offer.

Mr Botha said SAB had received no formal response to its proposal.

Dismissing reports that SAB planned to limit production to Lion and Castle as "nonsense", he said beer production was increasing all the time.

Yesterday's boycott announcement followed a meeting between Fawu and a range of black business and community organisations.

These included the 9 000-member National Taverners' Association, the South African Taverners' Association, the National Soccer League, the National Stokvel Association of South Africa, the Soweto Youth Congress and the Soweto Stu-

● TO PAGE 2.

P.T.O.

Boycott

OF UMLAGEIL

dents' Congress Also
 at the meeting was a
 representative of Uk-
 hamba, an umbrella
 body of 600 black li-
 quor dealers, who said
 members' views on the
 boycott would be can-
 vassed at a meeting in
 Soweto at the weekend.

Congress of SA
 Trade Unions
 vice-president Mr John
 Gomomo said the SAB
 strike had been widely
 discussed in township
 community organisa-
 tions in the Eastern
 Cape and that an ex-
 tensive boycott was al-
 ready in force

At the press confer-
 ence, Fawu also an-

nounced that it planned
 to put pressure on
 management by peace-
 fully persuading work-
 ers not to "scab" and
 by urging other unions
 to "withdraw their la-
 bour power from SAB":

Seven of SAB's 11
 breweries are current-
 ly strike-bound, and ca-
 sual workers are help-
 ing maintain produc-
 tion.

Fawu's president,
 Mr Chris Dlamini, said
 attempts to link the
 union to violent inci-
 dents were "a ploy to
 put us in a bad light".

Stressing that it was
 impossible for the
 union to monitor the
 6 000 SAB strikers, he
 said "We have done
 our level best to co-or-
 dinate the strike in a
 peaceful way"

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SAB strikers join city march

Staff Reporter

STRIKING SA Breweries workers joined a march of unemployed workers to the headquarters of the Department of Manpower in Cape Town centre today

About 500 workers gathered at the corner of Darling and Sir Lowry Streets shortly after midday to march to the Thomas Boydell building to deliver demands including a freeze of prices on basic foods

Other demands were jobs for all, a living unemployment benefit, no rents, free education, free medical care, an end to evictions, the withdrawal of troops from the townships, the unbanning of all political organisations, an end to police/army violence and the meeting of the demands of the SAB and Bokomo strikers

The majority of marchers were youths from KTC, New Crossroads, Green Point and Khayelitsha, many of whom had not had a job since leaving school

Behind the main body was a group of SAB workers, 500 of whom are on strike in the Western Cape as part of a national legal strike

Placards read "Freedom from SA We demand a living wage De Klerk", "Socialism means jobs for all", "40 hour week means 10 000 jobs", "Freeze all prices on basic food"

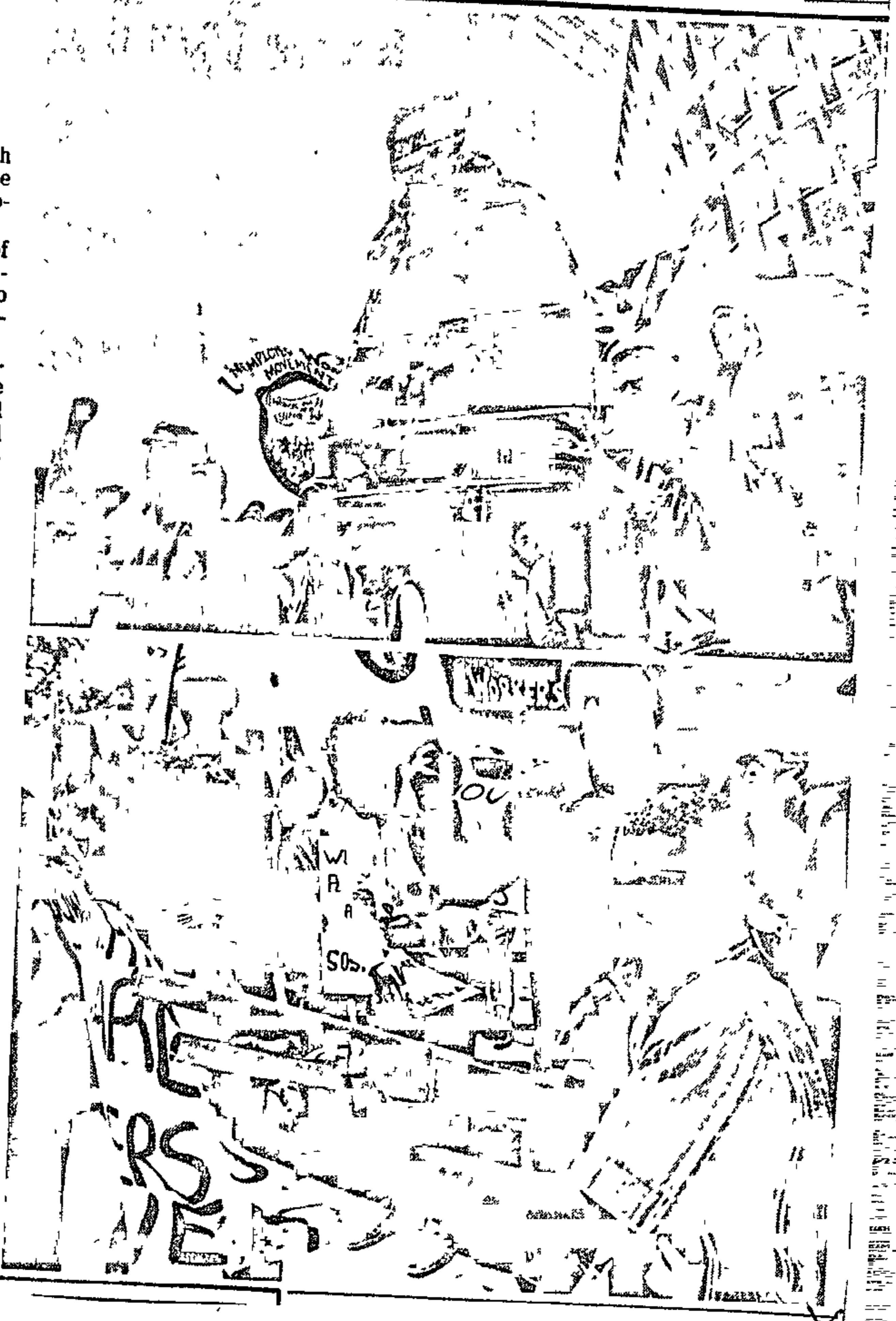
SAB workers carried placards saying "Bosses robbed us of hours" and "Forward with a living wage, down with beer"

The Regional director of Manpower, Mr Wilhe Marais, accepted a list of demands handed to him by a representative of the chanting and singing group at the Thomas Boydell building

He told newspaper reporters that he would convey the grievances to the Minister of Manpower, Mr Eli Louw

Pictures BRENTON GEACH, The Argus

UNEMPLOYED MARCH: A poster, top, advertising the American Roots television series on slavery was cut out and hoisted high by unemployed workers on their march through Cape Town today. Below: Toting a gun made out of wood and metal, a marcher mimics a gun battle.



Nationwide boycott to hit SAB

Own Correspondent

JOHANNESBURG — A nationwide consumer boycott faces South African Breweries from today because of the beer giant's failure to meet a 38% wage-increase demand by its 6 000 striking workforce

Negotiations have virtually stalled, with the company saying it is not prepared to revise its wage offer of 16%

SAB spokesman Mr Adrian Botha declined to comment, saying the company would wait to see if there was a boycott and how extensive it was

More than 65 000 liquor traders represented by the National Taverners' Association and the South African Taverners' Association, which account for about 80% of SAB's custom, announced at a press conference on Friday that they would

30/10/89
withdraw their buying power in support of the strikers

The National Stokvels Association of South Africa, representing more than 7 000 beer-consuming groups in the country's black townships, also pledged to withdraw its consumer power. The stokvels are fast-growing small financial co-operatives whose members consume thousands of litres of beer in weekend parties

Also present at the press conference were representatives of Ukhamba, an organisation of black liquor store owners representing more than 600 members countrywide

The announcement came as management claimed production was soaring and sales were higher than last year

Although hundreds of Ukhamba members in Natal and the Eastern Cape have pledged their support for SAB strikers,

leaderships in other provinces are still to hold meetings to seek mandates from members

Organisations represented at the conference were the Food and Allied Workers' Union, which represents the 6 000 strikers, the National Soccer League, the Congress of South Trade Unions and the Soweto Youth Congress

Fawu assistant general secretary Mr Mike Madlala said the union viewed SAB as rigid and stubborn, and boastful of super-profits which resulted from the "exploited labour and buying power of our people"

He announced that in most parts of the country, the traders had already withdrawn their buying power from SAB

The work stoppage has been marred by reports of alleged violence in which a driver was shot dead in Durban last week

Labour Reporter

A CHILD was critically injured when the home of an SA Breweries (SAB) worker was firebombed, the company said.

This latest act of violence in the three-week-old strike took place in Pietersburg on Thursday.

SAB public affairs manager Mr Adrian Botha also said a casual worker was attacked in East London.

The Food and Allied Workers' Union (Fawu) national organiser, Mr Ragin Naicker, said yesterday that SAB had failed to substantiate its claims of violence by strikers.

However, he said Fawu had called on strikers not to resort to violence.

● No end to strike yet — Page 9

Home of

beer

*Call Trip
3/11/87*

worker

bombed

REAC 152



Beer workers fired as strike starts 4th week

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Staff Reporter

NINE workers have been dismissed at the SA Breweries Rosslyn plant in Johannesburg as the strike of 6 000 Food and Allied Workers' Union (Fawu) members drags on into its fourth week.

The dismissed workers were all monthly paid employees and "not party to the bargaining" according to SAB spokesman Mr Adrian Botha

In the meantime Fawu has rejected an offer by SAB for mediation while the company remains inflexible on its final wage offer of 16 percent across the board

Fawu is demanding a 38 per-

cent increase on the basic minimum wage.

SAB has not responded to Fawu's rejection because it is waiting to hear from the union, Mr Botha said today.

The Cosatu Witwatersrand branch said in a statement "With the strike entering its fourth week, SAB is still reluctant to come before the negotiating table and address the demands of workers. This attitude is not new We also believe that SAB had a hand in the drafting of the new Labour Relations Act which is responsible for the industrial conflict in the country"

● The Argus Correspondent in Johannesburg reports that the strike by railway workers

escalated today and South African Transport Services now estimates that 6000 workers — about a third of the total black workforce — are now refusing to work in the Southern Transvaal

Sats labour director Mr Jan Bredenkamp said the strike had spread to Johannesburg's Kazerne depot and the Eastern Transvaal coalfields The East Rand is also affected

Indications are that Durban is also hard hit, although Mr Bredenkamp had no figures Sats says 700 workers were on strike in the area yesterday

Yesterday the SA Railway and Harbour Workers' Union estimated 10 000 were on strike nationally.

Beer strike to intensify after deadlock — union boss

16/11/89
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By ANDREA WEISS
Staff Reporter

AN official of the Food and Allied Workers' Union has declared that the nationwide strike at the South African Breweries will intensify following a deadlock at a meeting between the two warring parties.

They met in Johannesburg yesterday — for the first time since mid-September — in an attempt to find ways of ending in the five-week strike. However, the talks ended after four hours.

In a Press statement SAB condemned Fawu for being "obdurate" and "unimaginative" and said no progress was made because Fawu "offered too little, too late"

Dropped

According to SAB, Fawu dropped six percent on its 38 percent increase demand but was not prepared to discuss other demands which included benefits such as additional compassionate leave and increases in shift allowances.

In the statement SAB said it was "dismayed at Fawu's reticence to include violence as an issue"

"In the face of such obduracy

any attempt at successful collective bargaining is futile"

The company announced that employees had returned to work at the Welkom depot and claimed there were "many more" workers wishing to return to work

"Cheap"

Fawu general secretary Mr Rajin Naiker said SAB was using a "cheap tactic of trying to sow confusion and division amongst the workers"

There was no dissension within Fawu ranks, he said.

Responding to reports of violence and intimidation by Fawu members, he said this was "an attempt by SAB to make Fawu responsible."

He added "Until we are certain Fawu membership has been involved, we're not prepared to enter into negotiations with SAB over violence"

He said that in some cases Fawu members had been provoked and that the union could not call on its members to desist from violence when attacked.

The union was not accepting lower wage offers from other employers, as alleged by SAB, and, in fact, some smaller companies had settled for even higher increases this year, said Mr Naiker

30c discount to beer strike

beat

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By Robyn Chalmers

SA BREWERIES distribution lines were hit by a strike this week, forcing retailers to queue at depots to ensure drinkers of their weekend beer.

As compensation, SAB lowered its beer price by 30c a case for the many retailers who preferred fetching supplies to facing the wrath of pintless tipplers

Retailers reported that some of the more popular brands of beer were in short supply, causing them to stock up on slower-moving lines

Casuals

All hands in SAB were called in to help keep production going SAB hired hundreds of casual workers to fill in for the 5 500 strikers

SAB spokesman Adrian Botha said temporary staff were hired from all sections of the population Black and white were working side by side in bottling plants to meet demand

Mr Botha said: "The strike means that we cannot deliver as effectively as we would like

"Unfortunately, we received widespread allegations of violence, some casual workers receiving bomb threats and monthly paid black staffers and sales representatives being intimidated.

"In some cases we were forced to call in the police to restore order among rowdy strikers We regretted having to use the police, but circumstances forced our hand"

The strike started on October 11 after wage negotiations between the Food and Allied Workers Union (Fawu) and SAB broke down

Members of Fawu demand a R1,80, or 38%, across-the-board increase in the hourly minimum wage of R4,70 The SAB final offer is 16%, boosting the minimum monthly wage to R1 063.

Violence

Police were called in at various plants to evict strikers carrying pangas, knobkerries and wooden replicas of AK47 rifles A casual labourer was allegedly stabbed in Kimberley and several delivery trucks were stoned in Soweto

Fawu said it rejected violence If SAB could provide it with the names of union members allegedly involved, it would call on them to stop

Fawu branch organiser Ernest Buthelezi said the company had to realise that the strikers had many sympathisers over which the union had little control

If the company had not locked out workers and had allowed union members to remain on the premises, there would have been better control over them

Wage offer ended beer strike

Labour Reporter

A "REASONABLE" wage offer, escalating strike violence and a faltering beer boycott had edged the Food and Allied Workers Union (Fawu) into final settlement with SA Breweries, company public affairs manager Mr Adrian Botha said yesterday.

About 6 000 beer workers who engaged in a nine-week legal strike will return to work over the next week without having won any gains on basic wages.

Fawu assistant-general secretary Mr Mike Madlala yesterday described the settlement as "fair", but said SAB had to ensure fair labour practices were also practised at plant and shopfloor level.

Mr Botha said the union had not anticipated the high level of violence fomented by the strike, which was "extremely" disruptive for the company, strikers, township shebeeners and the black community.

A "good" 16% wage offer — bringing the minimum monthly earnings to R1 063 — and violence had already induced some workers to break the strike in the week preceding final settlement on Friday

night, he said.

The company's monopolistic position in the industry combined with well-laid contingency plans are regarded by commentators as adding to its ability to weather the strike.

In this regard the union leadership had "underestimated" SAB, which Mr Botha described as a company with a good reputation for its wages, social responsibility programmes and political stance.

The company still had to form the mechanisms to retrench casual labourers employed during the strike as permanent employees started returning to work, he said.

The settlement was reached at 10 30pm on Friday after SAB, Fawu and a representative of the Mass Democratic Movement, acting as an external facilitator, met in Johannesburg.

Denying that "outside factors pushed the union into settlement", Mr Madlala said Fawu had never exhausted its mandate on wages and was still willing to negotiate the issue.

Cosatu call for backing of SAB strikers



COSATU yesterday called upon all beer consumers, shebeeners, taverners and their associations to support the South African Breweries (SAB) workers who are on strike over wages by withdrawing their buying power from the brewery.

In its monthly Wits Regional Executive Committee meeting held at the weekend Cosatu resolved to call for the boycott of all SAB products.

With the strike entering its fourth week, SAB is still reluctant to come to the negotiating table and address the demands of the workers, Cosatu said.

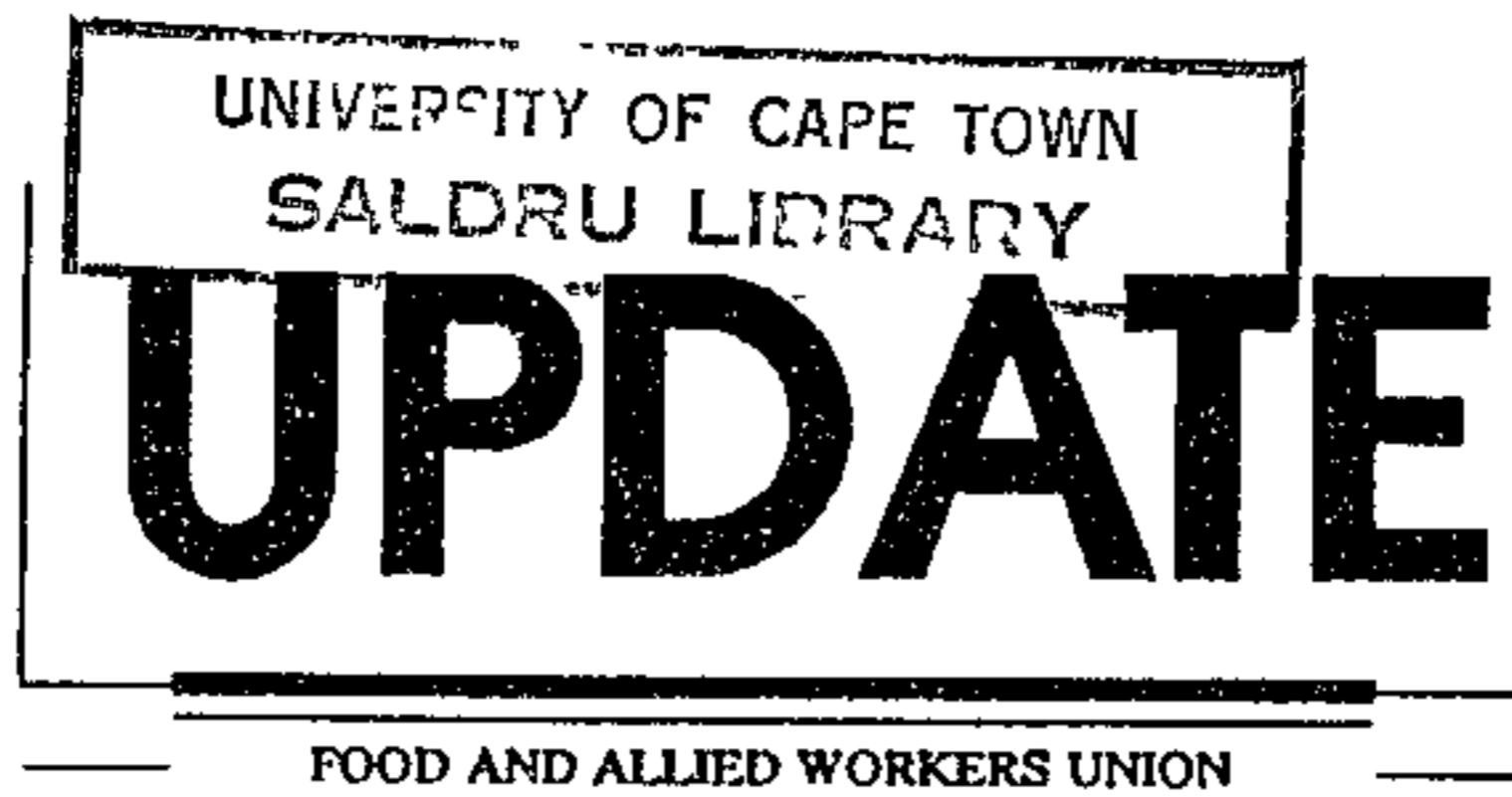
Sowetan
7/11/89

This attitude is not new it has been seen in the past and we also believe that SAB had a hand in the drafting of the new LRA (Labour Relations Amendment Act) which is responsible for the industrial conflict in the country," a union spokesperson said.

We call on all our people to conduct this campaign in a peaceful and disciplined method and give the reactionary forces no loophole. The boycott will not end unless the demands of the workers are met," the spokesperson said.

Cosatu condemned the dismissals of about 300 workers in Windhoek, Namibia by SAB. "We stand in solidarity with those workers and we will force the SAB to reinstate them unconditionally."

**UPDATE is an
information sheet
which will appear
every six weeks.**



Number 1

July / August 1989

PREPARE FOR NEC AND ANNUAL CONFERENCE

Two important meetings of the union will take place in the next few weeks. Delegates and officials make their way to Bloemfontein soon for the Fawu national executive committee meeting. The meeting will be held at the Four Ways Hotel on 3,4,5 and 6 of August.

The meeting will mainly concentrate on preparing for our unions most important gathering - the annual national conference. This years conference will be held in East London. The venue will be announced later. The conference will start on September 5 and end on September 10. Branches and regions must start preparing for the national conference. Comrades must start having discussions and get together resolutions.

The theme for the conference will be decided on at the NEC meeting in Bloemfontein. All branches and regions are required to submit their proposals on budget increases and their monthly statements for June. Failure to do so will mean that your proposals cannot be entertained at the NEC.

BREWERIES DECLARE DISPUTE

The South African Breweries and Southern Associated Malsters have declared a dispute with Fawu regarding the present wage negotiations.

SAB says that Fawu's demands are unreasonable.

They say the union does not want to consider their proposals and demands.

They say the union does not want to compromise on 'generous and reasonable' offers.

Management has proposed that the dispute meeting be held on August 2 in Cape Town.

The wage talks took place on 18-21 July in Durban.

The Fawu delegation represented more than 6 000 workers in the industry.

National organiser Rajin Nalcker told UPDATE "Management put a thick document with many proposals on the table.

We believe this was wrong. They have to give us proposals in advance. We told them we have no mandate to discuss their proposals.

We have a list of 15 demands which are clear and to the point. Management is being unreasonable."

Fawu is demanding a minimum wage of R10 an hour. The present minimum is R4,70. Management has offered a 60c an hour increase.

NEW OFFICES FOR FAWU?

Our union could have smart new headquarters by January next year.

The union wants to buy hostels in Cape Town for R650 000. This would be a great bargain for the union as the hostels are worth millions.

Fawu treasurer Irwin Perreira told UPDATE. Workers do not have to be worried. The money will not come from the subscriptions."

A Trust has been set up which will finance the building. The Trust, he said, can get back money from rent for office space.

A conference hall and hostel rooms can also be hired out to other organisations.

Perreira said the union can also get organisations to rent our present offices in Woodstock.

Branches and regions must make the final decision.

WORKERS KEEP UNION ALIVE

The union cannot survive without the subscriptions paid by members each week. Through our subs, offices throughout the country manage to stay open and organisers can be employed to help in strengthening the union.

Recently our subs went up from 75c to R1,50. It was the first increase in two-and-a-half years. The increase means that the union can survive on its own funds. It does not have to get help from overseas. Many Fawu members say the union must be self-sufficient. This means that the union must raise its own funds.

They say that if the government stops overseas funding then the union will be in serious trouble.

Presently Fawu gets overseas funds for its legal, education and relief projects. With the cost of living going up, FAWU's expenses increase all the time. We have to look at ways of raising more funds.

RELEASE COMRADE MPETHA

The South African Government is keeping an old sick comrade in prison. He is Comrade Oscar Mpetha, a former general secretary of our union.

Comrade Mpetha turns 80 on August 5. He has only one leg. His other leg was removed because of illness. Comrade Mpetha is serving five years for terrorism. When he is released at the end of next year, his wife and son will not be at home to meet him.

Comrade Mpetha's wife died in 1986 and his son Karl died in an accident last year. The government did not allow him to attend their funerals.

Comrade Mpetha is well known among the membership of the union for his dedication, commitment and hard work. Fawu has started a fund which will assist our comrade now and after his release.

Fawu executive members have made contact with the United Democratic Front. Comrade Mpetha is a former president of the UDF. Fawu wants to work with the UDF and other organisations to demand comrade Mpetha's release.

Fawu says Release Oscar Mpetha now.

COSATU NATIONAL CONGRESS... THE WORKERS PARLIAMENT MEETS

Here are some of the major decisions at the Cosatu Congress which was attended by 1 882 delegates from 15 national trade unions representing 924 497 paid up members and over a million signed up members.

• On the Labour Relations Act.

To oppose it in every possible way. National action will start on September 1 if the act is not changed. The action will start five days before the racist general election on September 6.

• On trade union unity

To establish one union, one industry under the slogan one country, one federation. A timetable to be agreed on between Cosatu, Nactu and the independent trade unions.

• On Natal violence

Cosatu to host a joint peace conference of all affected organisations and to set up peace committees in affected areas.

Cosatu to attend a meeting of presidents of Cosatu, UDF, Inkatha and the ANC.

• On a workers Charter

Cosatu to launch a campaign to draw up a workers charter. The campaign must involve many people in our country.

The campaign must end with a workers charter conference attended by Cosatu, Nactu and other organisations of the people.

• On negotiations

Cosatu says that if the South African Government wants real negotiations, it must show it is genuine by first doing the following.

*unban the people's organisations like the ANC

* release all detainees and political prisoners

* let our people return from other countries

* lift the state of emergency

* end political trials and hangings

* scrap all security laws

* confine the SAP and SADF to their barracks

• On the Mass Democratic Movement..

Cosatu will encourage youth, women and student organisations to strengthen and build national structures with strong branches and regions.

Cosatu women members must participate in the formation of the Federation of South African Women (Fedsaw).

SPLIT IN EASTERN CAPE

A new union has been formed in the Eastern Cape region by Fawu's former regional secretary Elliot Nduzulwana. The union is called the East Cape Food and Allied Workers Union.

Nduzulwana was dismissed from the union by the Fawu NEC. He and F Kawa, the former regional chairperson did not want the region to attend the workers summit in March. He issued a statement condemning Cosatu for holding the summit.

Nduzulwana went to the Industrial court while the Fawu NEC was being held in Johannesburg. The court will hear Fawu's side of the story in Port Elizabeth on 7 August.

What Fawu cannot understand is why Nduzulwana wants his job back but at the same time forms another union. This move is dividing and causing confusion amongst our members.

On Wednesday 25 July management at one of the plants of Cadbury contacted the union. They said Fawu no longer has a recognition agreement with Cadbury's. They claimed that many workers had joined the new union and 41 percent of the workers now belong to Fawu.

Fawu knows that we still have a majority. Most workers at Cadbury have denied they signed up with the new union. Cadbury is using this opportunity to weaken Fawu.

Thousands of Fawu workers in all the regions are worried about the actions of Nduzulwana and Kawa. Fawu believes in worker unity.

FIKILE KOBESE FROM ONE PRISON TO ANOTHER

Fawu Eastern Cape organiser Fikile Kobese was released in May this year.

But comrade Fikile was heavily restricted on release. It is like he is in another prison.

Vlok, the minister of law and order issued Kobese with a restriction order.

Kobese cannot:

- * be outside his Kwa Nobuhle home between 5 in the evening and 9 in the morning

- * take part in the activities of the Uitenhage Residents Civic Organisation and the United Democratic Front

- * attend a gathering of four or more people

- * take part in any interview with any journalists

- * enter any educational institutions

In addition, the comrade must report twice a day to the Uitenhage police station (between 9am and 11am and between 3pm and 5pm). Fawu condemns these restrictions. We say Lift the restrictions on our comrade.

ATTACK ON FAWU MEMBERS

Fawu workers in Maritzburg were attacked by other workers in April this year. The workers were members of the FBWU.

The majority of workers at Willowton oil and cake had joined Fawu. They were dissatisfied with the other union.

Management refused to recognise Fawu. The workers went on strike.

Management agreed on a process which could lead to a recognition agreement.

Management went against this by dismissing Fawu members without proper discussion. The workers went on strike again.

The minority members of FBWU went on strike. They demanded the dismissal of Fawu members. Fawu members were dismissed.

They are still out of work.

Fawu's official newsletter is coming out next month. If you have any news, photographs or information about events in your factory, branch or region, send it to the Media department, at the head office. Also suggest which languages you would prefer. Your participation is vital!

NEW MEDIA DEPARTMENT IN FAWU

Fawu wants to build a media department in the union. Fawu has already employed a co-ordinator for the department. He is based at the head office. The duties of the media department will be:

- 1 to bring out a regular union newsletter as well as pamphlets, posters, stickers, calendars, etc

- 2 to set up media structures in the union

- 3 to give information to the newspapers

- 4 to do media training amongst our membership

- 5 to start a resource library at the head office

If members do not participate in the department, it will collapse. Members have to help to gather news and distribute the publications. This must be discussed at the NEC and the national conference.

Members must suggest a name for the newsletter. Send all suggestions to the NEC and national conference or the Fawu Head office in Cape Town.

FAWU OFFICIAL HARRASSED

In the early hours of Sunday, 23 July, Comrade Henry Koopman was awoken by loud knocks at his door. It was the police who had come to search his home in Lamberts Bay, Western Cape.

Comrade Koopman is the chairperson of the local Fawu branch.

The eight policemen took some documents as well as Cosatu newsletters from his home.

They told Comrade Koopman that Cosatu News was banned. When the Fawu head office checked with the Cosatu office in Johannesburg, they said the newspaper is not banned.

We urge all comrades who are harassed or intimidated by the police to immediately contact branch officials, the regional office or the head office to report the matter.

DISCUSS THE CONSTITUTIONAL GUIDELINES

The African National Congress last year came up with some ideas for a new constitution. A constitution for a free and democratic South Africa.

The constitutional guidelines, as it is called, must be discussed by all the people of our country.

We must decide what our country's final constitution must look like.

It is very important for us in Fawu to discuss the guidelines. We must make suggestions. We must say what we want added and what we want removed.

Ask our education structures to meet and organise workshops. Ask officials in branches and regions to get us copies of the guidelines.

We also see that the government is talking a lot about negotiations. At the last NEC, we discussed this at length. Get a report from your representatives.

FAWU PRESIDENT ELECTED FOR COSATU

The president of our union Comrade Chris Dlamini, was unanimously re-elected vice-president of the giant Congress of South African Trade Union last month.

Comrade Dlamini is the first vice-president of Cosatu. He has been serving in this position since the launch of Cosatu in 1985.

Other executive members elected are, Elijah Barayi (President), Jay Naidoo (secretary), Sydney Mafumadi (assistant general secretary), John Gomomo (second vice-president), and Ronald Mofokeng (treasurer).

BUILD UNITY - SMASH THE LABOUR RELATIONS ACT

5 000 SAB
STAR (2/10/89)
workers strike
after dispute (152)

By Drew Forrest

A national strike involving more than 5 000 employees of South-African Breweries erupted yesterday following a protracted wage dispute between the Food and Allied Workers' Union and SAB.

More than half the beer division's workforce downed tools at seven of the group's 11 breweries and 15 of its distribution centres

SAB's human resources director, Mr Rob Childs, said as a result of stockpiling and the implementation of contingency plans the company would be able to meet demands for beer

He added, however, that distribution in some areas, particularly the black townships, was likely to be problematic

Mr Childs said management had offered a "fair" minimum wage increase of 16 percent, as against the Fawu demand for a 38 percent minimum wage rise and a total package amounting to 150 percent

Mr Childs also confirmed that because of sit-ins by workers, the company had applied for interdicts ordering strikers to vacate strike-bound breweries. All the sites had been peacefully cleared, he said.

Strike by 5 500 at breweries

By DICK USHER

Labour Reporter

A NATIONAL wage strike, so far involving about 5 500 employees, has begun at South African Breweries.

Plants in the Transvaal, Durban and Bloemfontein went out yesterday, and the Cape Town operation joined the strike today.

The company is in dispute with the Food and Allied Workers' Union over wage demands.

According to a SAB spokesman, the union "demands totalled more than 150 percent in compensation" including a 38 percent increase on the minimum wage.

Against this the company offered a 16 percent across-the-board increase

MINIMUM WAGES

The spokesman said this would bring minimum wages at SAB to R1 063 a month.

Union spokesmen in Cape Town were not available late yesterday, but it is understood that SAB operations in Cape Town — the brewery at Newlands and the Pinelands depot — joined the strike today.

The spokesman said operations affected in Transvaal were breweries and depots at Isando, Alrode, Rosslyn and Pietersburg.

About 5 500 out of 12 500 employees were on strike.

He said contingency plans were in place and the company was confident it would meet the demand for beer.

**SAB workers
set to strike**
CAPE TOWN 12/10/87
Labour Reporter

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ABOUT 1 000 SA Breweries (SAB) workers in the Western Cape are set to march off the job today to join another 5 000 colleagues striking nationally over wages and conditions of service.

Confirming the dispute yesterday, an SAB (Western Cape) spokesman said the beer giant would "ensure all that is possible that stocks do not run out".

The strike by 6 000 members of the Food and Allied Workers' Union (Fawu) follows about three months of negotiations involving Conciliation Board hearings and mediation, a Fawu spokesman said.

The parties remained deadlocked.

MANPOWER
MIRROR by
ROBYN
CHALFERS

MANPOWER

PEOPLE AT THE TOP
ARE ON THE MOVE
SEE PAGE 13

PAGES AND PAGES OF THE BEST JOBS IN SOUTH AFRICA

Employers hit back at the strikers

THE recent upsurge in industrial action has caused a distinct hardening in the attitudes of managers, many of whom say enough is enough.

Labour relations have been in almost continual turmoil since before the September general elections, and there are few indications that they are improving.

After the two-day stayaway by workers on September 5 and 6, major organisations have been hit by widespread and lengthy strikes — Sasol, South African Breweries (SAB) Premier Food Industries and De Beers. Many other companies have experienced industrial action on a smaller scale. Among them are Volkswagen,

Management attitudes have become markedly tougher since the two-day stayaway shortly after the stayaway. Asscom manpower secretary Vincent Brett said bosses had taken a fairly sympathetic approach to workers.

He believed the fact that the protest was aimed at the elections and not against the LRAA was probably the primary reason for their attitude.

However, as President De Klerk's programme for change moves into top gear, and management sees tangible evidence of it in the release, for example, of ANC prisoners, labour analysts say trade unions and bosses are increasingly at odds with one another.

On the one hand management is less

sympathetic to the political agenda of unions, arguing that the Government is sincere in its intention to bring about reform.

On the other, unionists believe now is the time to step up the pressure, to ensure their own position in the political arena and force the Government to move as speedily as possible.

The SAB reaction to the strike involving about 5 500 Food and Allied Workers Union (Fawu) members is evidence of the hard-line approach being adopted by management.

SAB has placed advertisements in several newspapers showing what workers are paid and the firm's wage

The advertisements say the SAB offers a grade one worker — an unskilled labourer — R1 063 a month.

This is not an unknown tactic. SAB used it to break the 1987 strike by showing strikers' colleagues what they really earned and causing them to lose credibility.

The economy is also an important factor. High interest rates and inflation give the unions a good weapon when entering wage negotiations. Managers are having none of it.

Hit by the first major strike in its history, De Beers implemented a pay offer which had been rejected by the National Union of Mineworkers (NUM).

De Beers told workers on Monday "The company is informing all employ-

ees affected by the dispute that the offer on wages is being implemented. "Employees are also being informed that if they return to work by Wednesday, 25th October, they will receive a lump-sum payment of the backdated value of the difference between the old and new pay rates from the relevant increment dates."

"If they return to work after 25th October, they will not qualify for this additional benefit."

Labour analysts do not foresee an early downturn in the number of strikes. If anything they believe the political situation could heighten conflict.

Brewery strikers defy the bosses

Apply for large company benefits
Bentel Abrahamson & Partners Inc
Tel (011) 484-3930

(011) 908-4255
between 08h00
12h00 for an
appointment

SAB strike turns into court battle

Pretoria Correspondent

The strike by more than 5 000 South African Breweries workers — which erupted on Wednesday following a protracted wage dispute — turned into a legal battle in the Pretoria Supreme Court when SAB approached the court to obtain an interdict.

This follows a series of countrywide strikes by Food and Allied Workers Union (Fawu) members which affected breweries in Isando, Alrode, Rosslyn, Pietersburg, Durban, Cape Town and Bloemfontein.

Mr Justice Kriegler granted an interim interdict late on Wednesday, evicting striking SAB workers from SAB premises.

The workers were also interdicted from attending any SAB premises, save for the execution of their duties.

They were further ordered not to intimidate or assault any SAB employee who returned to work.

In an affidavit Mr Andries Hendrik Jooste, SAB's industrial manager for the northern Transvaal and the Free State (beer division), said the brewery had a contingency plan which incorporated the use of casual workers, but if the strikers were allowed to intimidate these people it could foil the contingency plan.

Mr Jooste said the strike resulted from a deadlock in wage negotiations which started in May this year.

Mr Justice Kriegler ordered Fawu and the striking workers to show cause on November 7 why a final interdict should not be made against them.

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13/10/69

Ban on overtime work only a partial success

By Drew Forrest (15)

What impact has the labour movement's national overtime ban — now officially a week old — had on industry?

The answer seems to be some, but less than the unions would like

Part of a campaign against the Labour Relations Act (LRA), which includes a consumer boycott, the ban is indefinite but subject to review. It is meant as background to union-employer talks aimed at joint submissions to the State on the LRA.

Its launch sparked a backlash from the employer body, SA Employers' Consultative Committee on Labour Affairs (Saccola), which pulled out of the talks to consult members. Its decision whether or not to resume discussions will be made

known this week. Unions will review the ban on Friday

Mrs Chris Bonner of the Chemical Workers' Industrial Union says the ban is being widely applied at Transvaal and eastern Cape chemical plants

Employer responses ranged from the declaration of a dispute (Shell) to threats to cancel union recognition (Field Rubber on the East Rand) and the refusal to release shop stewards for seminars

According to the Paper, Printing, Wood and Allied Workers' Union, workers refusing to work overtime have been interdicted at Transvaal Mattress and Printpak Gravure. A Port Elizabeth firm has cancelled pay talks and Carlton Paper in Roodekop has declared a dispute, the union says

Sasol staff reinstated with R3m backpay

Own Correspondent

THE Industrial Court yesterday ordered the reinstatement, with six months' backpay worth an estimated R3 million, of 730 Sasol employees dismissed during a wage strike in October 1987.

The matter was brought in Johannesburg by the South African Chemical Workers' Union (Sacwu).

Sacwu general secretary Mr Humphrey Ndaba, describing the judgment as a major victory, declined to release a copy of the 102-page judgment till after a media conference this morning.

A Sasol spokesman said management had not yet had an opportunity to study the judgment thoroughly, and would react once this had been done. A copy was not available. Industrial Court judgments are released only through the contesting parties.

The workers, employed at Sasol 1 at Sasolburg, were among 1 300 dismissed a week after going on strike.

Strikes loom over call for central fund

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3/10/89 STN-P
By Drew Forrest,
Labour Reporter

Widespread labour unrest looms in the chemical industry over demands that employers join an industrywide provident fund.

Chemical Workers Industrial Union general secretary Mr Rod Crompton said strike ballots would be completed by the end of this week after disputes with a range of firms, including Ciba-Geigy, SA Cyanamid and two Shell subsidiaries

Because of the many small firms in the sector, the union wanted to bring all employers into the Chemical Industries National Provident Fund, an industrywide fund under joint management-union control.

This would bring administrative savings and make it possible to maximise asset earnings.

Mr Crompton said management reluctance to move away from in-house funds had already triggered one strike. Completed ballots showed an overwhelming desire for industrial action.

Sasol and Natref played foul, says court

B/Dan 4/10/89

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SASOL and Natref "used rough and ugly tactics, played foul, and deserve to be shown the red card"

That was one of the hard-hitting criticisms of management made by the Industrial Court in ordering the reinstatement, with six months back-pay, of 730 SA Chemical Workers' Union (Sacwu) members unfairly dismissed during an October 1987 wage strike

The 102-page judgment, published in Johannesburg on Monday by advocate M A E Bulbulia with advocate V W Apostoleris concurring, was released yesterday by

Sacwu

Sasol yesterday announced its intention to appeal against the judgment, and declined to comment on its contents

Bulbulia found management had used every means at its disposal — including unfair means — to paralyse the strike

It had established a special "labour unrest task force" which used informers to monitor union activities, and secured the presence of the police to induce or intimidate strikers to return to work

ALAN FINE

The strike, he said, had been a legitimate, economic strike. Management had shut its eyes to the root cause of the action and was unable to resume wage negotiations after the strike began. Instead, "they had concentrated their efforts on securing the capitulation of the union"

It was, he said, incumbent on the parties to resume negotiations as soon as possible after the commencement of the strike — which management had refused to do

This case, he said, was an illustration of diametrically opposing schools of thought on the purpose of economic strikes

2 to Oct 2

4/10/89
STAR

Sasol ruled out of order in Industrial Court finding

By Drew Forrest

Sasol seemed to be paranoid about strikes and like Rip van Winkél had "slept through and entire revolution in industrial relations", the Industrial Court has said.

The criticisms are contained in a judgment reinstating 865 Sasol and Natref workers dismissed and not rehired after a pay strike in October 1987.

The court also awarded the workers six months' back pay, estimated by the SA Chemical Workers Union to total R3 million.

APPEAL

Sasol and Natref are to appeal against the ruling. Sasol declined further comment yesterday.

In their judgment, Mr A E Bulbulia and Mr V W Apostoleris said the firms had also used "unfair means" to break the strike.

Among the tactics were the creation of a "labour unrest task force" and the use of informers.

Ruling the dismissals unfair, the court said the strike had been legitimate, despite irregularities in balloting.

Management should have considered alternatives to firing, such as a lockout. During the strike little attempt was made to negotiate on the union's pay demands.

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Strikes due to tough climate

Own Correspondent

JOHANNESBURG. — The current wave of strikes involving at least 23 000 workers at 13 firms — who may soon be joined by another 8 000 at De Beers — is largely a consequence of the toughening economic conditions, labour commentators says.

Gavin Brown said at the weekend a further factor could be the mood of militancy created by the mass democratic movement and trade union campaigns against the general election and the Labour Relations Act.

Brown noted most of the wage disputes followed extremely protracted negotiations which, in previous years, were normally wrapped up by August. However, 1989 had been a tough year economically and was getting tougher, with employers becoming more resistant to granting the types of increases won by unions earlier in the year.

23 000 down tools

He said a number of the strikes were being driven at a local level, not as national campaigns. This was similar to the regional differences in the success of the consumer boycott.

Consultant Stuart Pennington said the wave of strikes, particularly those related to wage issues, showed there were tough times ahead for SA's labour intensive industries.

The gap in wage levels at capital and labour intensive industries respectively was growing noticeably, and was a major issue facing employers.

"It was relatively easy for the motor manufacturers — where wages represent 15% to 18% of overheads — to grant the large increases they did last month," Pennington said

Food producers, where the figure was closer to 40% and mining where it was even higher, faced much greater difficulties.

Food producers, for example, were being squeezed on both sides — by the supermarket chains, their main customers, and by employees facing increasing inflation levels, Pennington said.

Mining wages, even in those sectors like diamonds where wage were high relative to goldmining, lagged behind those in SA's manufacturing sector.

The beginning of a wage strike at De Beers, originally expected today, has been delayed so the parties can meet today to begin talks on strike rules. A De Beers spokesman said the corporation remained available for further

negotiations in the hope of reaching agreement prior to any strike.

The most prominent strikes include actions by 8 000 Sasol coalminers, 1 400 Consolidated Murchison and 5 700 Premier Foods employees over wages and other financial matters.

Some 1 000 Cargo Carriers truckers have received an ultimatum to return to work by Monday, while 700 Barlows Manufacturing employees are well into the second week of their strike. Another 3 000 NUM members at Messina mines were still out on Friday protesting over a variety of grievances.

Workers at several smaller metal sector firms were involved in actions triggered by wage issues and dismissals.

The week-old strike by 70 Chemical Workers' Industrial Union members at Shell depots in the eastern Cape, over disciplinary action against a shop steward, is threatening shortages at petrol stations due to disruptions in deliveries.

WHITE PAGES

May 1 is now a public holiday

IN A major concession to black worker power, the Government has recognised May Day as a public holiday

New Minister of Manpower Mr Eli Louw announced yesterday that from 1990, Workers' Day would fall on May 1 — instead of on the first Monday in May.

The move, which Mr Louw said was "for practical and productivity reasons", is likely to upset conservative white unionists, who dislike May Day's socialist connotations.

Workers' Day was introduced in 1987, as a partial concession to black worker

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DREW FORREST

demands that May Day be recognised. Workers have since stayed at home on both Workers' Day and May Day — at immense cost to the economy.

Mr Piroshaw Camay, general secretary of the National Council of Trade Unions, said the latest policy shift was inevitable, given the "hundreds" of employer-union agreements granting May 1 as a paid holiday.

Mr Louw said so long as Workers' Day was not on May 1, "it would not only create uncertainty, but disrupt the

economy".

In a comment directed at white unions, Mr Louw said associating May Day with socialism "is becoming irrelevant because of the economic failure of that ideology". May 1 was already a holiday in most of the West.

Mr Louw said the question of May Day being a compulsory paid holiday had been referred to the National Manpower Commission.

Sources say the policy change shows the differing political styles of Mr Louw and predecessor Mr Pietie du Plessis.

CAP/67/7ES
7/10/89

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Garbage workers protest over LRA

Labour Reporter

NUMEROUS Peninsula households suffered erratic garbage removal this week as City Council dustmen joined countrywide protests against the controversial Labour Relations Act (LRA).

And as a nationwide two-week consumer boycott against the amended LRA was called off in most regions yesterday, it is reported that similar action has been launched in the Western Cape.

City Town Clerk Dr Stan Evans yesterday said certain refuse beats were not completed on their allotted days over a three-day period following industrial action by cleansing branch workers

Suburbs "affected to some degree" ranged from Camps Bay via Sea Point to Matland, Surrey Estate and the Southern Peninsula district Services returned to normal by yesterday, he said.

The action is believed to have been taken in line with a call for a national overtime ban by Cosatu, Nactu and some independent unions.

Bosses get tougher

D/1-2006
7/10/89
15/3/89

A REPORT from the Institute for Industrial Relations this week hinted at the emergence of a "tougher" management attitude in negotiations with unions

The report said that one trend the institute had identified for the first three-quarters of this year was that average wage increases were "moderately" ahead of inflation as opposed to being "more firmly ahead" of inflation during 1988

It said various observers had credited this to a tougher management attitude as well as management becoming more skilled in bargaining which was said to have brought about "union restraint"

Although the report suggested that the lower level of wage increases might also be attributed to workers above the lower grades having attained, or at least being in sight of attaining, some form of moderately respectable standard of living, there are other indicators that management is adopting a tougher attitude

One such is that several strikes, in the Western Cape anyway, have been much longer than normal, indicating management resistance to union demands

Among those that spring to mind are the Everite strike by Cawu which lasted 12 weeks, the Hextex strike by Actwusa which lasted about seven weeks, and two strikes involving Electrical and Allied Workers' Trade Union (EAWTUSA) — the eight-week Plessey strike and the strike at National Panasonic now in its sixth week

Compare this with figures from the National Manpower Commission's annual report for 1988 which said that the average duration of strikes last year was 5,6 days, down from 9,9 days in 1987

Union spokesmen said that managements had definitely started taking a tougher line on industrial action and were also seeking stronger tactics to break strikes

An EAWTUSA spokesman said that National Panasonic, for example, had now cut off medical aid facilities to strikers

Another illustration of a more hardline management position is that lock-outs appear to be increasing

Cosatu has mentioned this several times in statements on industrial relations and in this region it was used most recently by Atlantic Diesel Engines in the Numsa strike ADE instituted a lock-out of all Numsa members the day after the strike started, which effectively threatened union solidarity

Members who accepted the company offer were allowed into the plant to work and ADE said in a statement on September 27 that 325 union members had accepted the offer in their individual capacities and returned to work

LABOUR
AFFAIRS



DICK
USHER

Sacwu case breaks new ground

8/Day 6/10/89

ALAN FINE

AMID the football analogies (the red card) and colourful metaphors (os-triches, Achilles heel and Rip van Winkle), this week's Sacwu vs Sasol and Natref Industrial Court judgment contains an important discourse on the right to strike in SA

Court member M A E Bulbulia has added substantially to the body of court opinion on the protection from dismissal of strikers

However, his views differ from those in the previous key judgment on the subject, leaving for managements and unions some uncertainty as to their rights and obligations

Bulbulia's main conclusion is that "it is unfair to peremptorily dismiss, on the shortest of ultimatums, strikers who strike for higher wages or better working conditions, have observed the conciliatory procedures of the (Labour Relations) Act, and have conducted themselves peacefully"

In Sacwu vs Sentrachem, delivered in February 1988, member David John seemingly made protection from dismissal for lawful strikers absolute

John, who recently rejoined the court as a full-time member, argued that, since the law grants unions and strikers immunity from penal and civil sanctions if legal conciliatory procedures are followed, "it would be anomalous if workers were nevertheless penalised by dismissal for striking"

The key word in Bulbulia's judgment is "peremptorily" — a partial

retreat from the Sentrachem judgment — suggesting that dismissals may, at some stage, become justified

The question is When? What is clear is that it is impossible arbitrarily to set a time limit Bulbulia has, however, tried to set out certain basic principles

Possible options

He does this by quoting from an article by prominent advocate John Myburgh SC who, as it happens, appeared for Sacwu in this case

Dismissals, says Bulbulia, may take place only after all other possible options have been exhausted

The judgment, and Myburgh's article, suggest a number of such options These include, firstly, an obligation to continue negotiations, suggesting a preparedness to improve on the pre-strike offer Mediation is another possibility

Myburgh also proposes efforts to lessen the impact of the strike, including more overtime by those not on strike and the use, where feasible, of temporary labour

Attempts can be made to persuade strikers to return to work either through propaganda or the imposition of a lock out, although the latter carries with it its own problems

But eventually, the judgment says, quoting from Myburgh, "the day will

dawn when, despite the steps I have mentioned, the strikers are steadfast in their determination not to return to work while their demands remain unsatisfied and the employer is no longer willing or able to tolerate a strike

"The employer's level of tolerance will be exceeded when, for example, loss of production and concomitant loss of profits become unbearable"

Of course, an objective definition of the word "unbearable" is not easy to come by, and one can envisage future cases fought on this principle becoming battles between accountants

Bulbulia, in line with John before him, refused to throw out Sacwu's case on the grounds of the alleged "unreasonableness" of the union's demand for R200-a-month wage increases But he did give some attention to the parties' pre-strike proposals — which may provoke criticism from that school of thought which believes it is not the court's function to pronounce upon the merits of substantive proposals made in disputes of interest

Bulbulia says he could not find that the union demand was a "final" one And Sasol's refusal to negotiate after the strike began on October 1 1987, made it impossible for the union to moderate its demand

He added Sasol's R100 offer for the affected Sasol 1 plant was lower than that paid by other comparable companies in the region, and also compared unfavourably with offers at its Secunda plants

8 000 Sasol workers strike as court reinstates 730

EIGHT thousand workers at four Sasol plants in Secunda embarked on a legal strike on Wednesday, two days after the industrial court ordered Sasol to reinstate 730 workers involved in a legal strike in 1987.

The Chemical Workers Industrial Union said in a press release this week that the 8 000 miners at the coal-to-oil plant were striking because the company had refused to grant a food allowance to workers who did not stay at the hostels.

Workers were also dissatisfied with the "exorbitant reissuing costs the company charged workers for lost company badges" — from R60 for a first offence to R180 for a third loss.

This week's industrial court judgement reinstating 730 Sasol employees — who were members of the South African Chemical Workers Union — marked a milestone labour victory, reaffirming the right of workers to

By CASSANDRA MOODLEY

strike, said the union's general secretary, Humphrey Ndaba.

The judgement released this week said: "It is unfair to perpetually dismiss on the shortest of ultimatums."

And "strikers who strike for a legitimate cause such as improved wages ought not to be seen as trouble-makers", the judgement said.

In terms of the order, workers who wish it must be reinstated on October 16. And from this date the reinstatement shall be "operative retrospectively for a period of six months", with back-wages being calculated accordingly.

Ndaba praised the court order, saying it would "boost the confidence of workers and encourage the labour movement as a whole to embark on industrial action in order to secure their rights".

The judgement also exposed the company for showing "a velvet glove to the outside world while wielding an iron fist against workers", he added. During the strike the company had evicted strikers from their hostels, he said, called the police and formed a special "Labour Unrest Task Force" to monitor the strikers.

The judgement accused the company of "using rough and ugly tactics, playing foul" and deserved "to be shown the red card", he said.

Sasol media manager Jan Krynanu said this week that the company's legal representative believed "there are solid grounds for an appeal" and Sasol had instructed them to appeal.

The dispute began when about 2 000 Sacwu members went on strike at Sasol and National Petroleum Refineries of South Africa plants in October 1987.

The industrial action followed man-

agement's refusal to grant a union demand for a R300 across-the-board wage increase. At the conciliation board hearing a stalemate was reached and the company dismissed the striking workers.

The union submitted to the industrial court that the dismissal was unfair and asked that its members be reinstated with six months back-pay.

Management maintained the strike was illegal.

Meanwhile 5 000 Food and Allied Workers Union members at Milling, Edible Oils and Animal Feed Division branches nationally have gone on strike over a wage dispute.

The workers are demanding an increase of R35 a week.

● About 1 000 members of the Transport and General Workers Union went on strike at 26 branches of Cargo Carriers this week over the dismissal of 280 workers last month

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WINDY

6-12/10/89.

Miners strike



ABOUT 8000 mineworkers downed tools at Sasol's Secunda mines on Wednesday night, the Chemical Workers Industrial Union said in a statement yesterday.

OVER 2000 miners at Messina's copper mines are on strike over wages, a spokesman for the Black Allied Workers Union of South Africa announced yesterday.

Sowetan



Wage strike by 5 000 hits top SA food producing company

By DICK USHER

Labour Reporter

WORKERS at plants of Premier Food Industries, one of the big three food producers, have gone on strike to back wage demands.

The strike has affected three divisions of Premier — milling, oils and fats and animal feeds — at plants of Premier Milling, Epic Oils and Epol in Cape Town, the Transvaal, Port Elizabeth, East London and Durban.

A spokesman for the Food and Allied Workers' Union (Fawu) said at least 5 000 employees were involved.

Deadlock

He said deadlock occurred with the union demanding increases of R33 a week across-the-board for workers on the grades and 16 percent for those above the grades.

The company's milling division offered R28 a week, Epic Oil offered R24 a week and Epol R23.

He said the minimum at Epol ranged from R152 to R182 a week, depending on region, month

and Fawu wanted to close that gap. The minimum at Epic was R182 a week and in the milling division R184.

Another point in the dispute was that Fawu wanted a Premier operation in Transkei, Tanda Milling, to be included in the national agreement.

The Fawu spokesman said Premier had refused this.

Premier said in a statement that the strike followed five months of negotiation, including a conciliation board and mediation.

Premier said the milling division had offered 16,3 percent on the minimum, which would have brought the minimum in urban areas to R214 a week.

If the offer had been accepted, the average minimum would have been R247 a week, approximating wages paid in the motor and pharmaceutical industries, considered the highest payers.

The overall average wage for unionised workers in the division was R1 163 a month, in oils and fats R1 131 a month and in animal feeds R1 099 a month.

NGAS 6/10/89

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THANKS to some hard work and a bit of luck, Numsa has contrived to subvert utterly the entire purpose behind the employee share aspect of the Iscor flotation.

The plan, as reported earlier this week, is to set up a trust fund financed by the profits of up to 10-million staged preferential shares — employee shares will be sold immediately and the money used for the "collective benefit" of members at Iscor.

This could hardly be more contrary to the state's intention of using the privatisation process as an opportunity to educate a broad mass of the population, including employees, to the advantages and benefits of individual and long-term share-ownership.

It could be argued that holding on to the shares, if long-term financing could be arranged, may make better financial sense. But Numsa's plan is more a political than a financial one. All it would take to complete the

What kind of share the workers want

Alan Fine, 13/10/89

picture is the trust being used one day as a strike fund

This assumes, of course, that the plan does not run into difficulties as did the same union's efforts at Samcor last year.

It appears Numsa is highly conscious of possible problems. Organisers spent much time discussing the matter with membership, which is why its resolution took so long.

This is not to say the Iscor employee share scheme will be a total failure. Numsa represents, after all, only a minority of the workforce. But the development has important long-term political implications.

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-
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WHY did it turn out this way? For a start, those who managed this aspect of the Iscor flotation acted in precisely the way the new President has

ALAN FINE

argued is not the way to resolve SA's problems

The employee share structure was not the subject of consultation, much less negotiation. The offer of 10% of the equity to employees was announced as a fait accompli with the assumption that it would be gratefully received.

Privatisation is not a simple economic transaction. It is an important facet of economic policy. And if we are all talking about the need to negotiate the country's political future, the same applies equally to its economy.

Therefore the argument put forward in defence of this approach, that share ownership is simply a matter of individual choice, simply does not hold water.

It seems, rather, a disingenuous way of avoiding the need to negotiate with an important, organised, constituency.

As this column has argued before, Iscor was an opportunity to engage in the privatisation debate with one of SA's most sophisticated unions. The sophistication is shown in the fact that Numsa did not take the unimaginative course of simply rejecting the share scheme through rhetoric.

There would doubtless be hostility towards the privatisation process in SA following a different course to that, say, in the UK, with concessions being made to socialist-tinged organisations.

But, as people like JCT's Ronnie Bethlehem have argued, SA will have to find some kind of economic middle road between the pure free marketeers and the socialists.

Numsa is not wedded to the idea of a nationalised command economy. The union's education officer, economist Alec Erwin, is on record saying "Nationalisation is not a solution in itself. More complex ownership structures are necessary — ranging from nationalisation, to state-capital partnerships, to worker-controlled enterprises, to co-operatives and to private enterprise."

Read this with Numsa's reason for opposing the Iscor scheme

"Numsa was not consulted at any stage in the move towards privatisation. Numsa deplores the selling of the nation's wealth cheaply to major business interests. Financially this (worker) participation will be worth very little and it would not give workers any say in the policy of the company."

Does any of this lay the basis for discussion before the next major state corporation is privatised? Perhaps it is something for the Privatisation Unit to think about.

REVIEW

A high price

It's unusual to hear a union leader say, after winning a long court battle. "You wouldn't believe it, it was terrible. Sure, it's a victory, but to us the whole thing was so unnecessary."

This was how SA Chemical Workers' Union (Sacwu) general secretary Humphrey Ndaba described Monday's Industrial Court (IC) ruling. The IC slammed two companies, Sasol 1 and Natref, for firing 2 000 legal strikers. Advocates M A E Bulbulia and V W Apostoleris ordered the companies to reinstate 865 employees, who are also to get six months' backpay (which could amount to some R3m).

Ndaba's comments follow a particularly brutal two-year strike at the Sasolburg plants. In August 1987, Sacwu brought its members out on strike over the employer's refusal to grant more than R100 across the board, or a minimum wage of R570.

"Since then, 22 workers have died in clashes with non-strikers, diseases related to hunger and deaths from natural causes and suicide followed, four workers are invalided or crippled," says Ndaba. He says 100 workers were detained for periods of up to three months. "If Sasol was an equal opportunity and nonracial company, people would not have suffered like this. Never have so many people died in a legitimate wage dispute in the labour history of the chemical industry."

Bulbulia and Apostoleris, in their 102-page judgment, say the "peremptory" dismissal of the unionists who had "embarked on a legitimate strike for higher wages" was an unfair labour practice. They ordered their re-employment in conditions no less favour-

able than at the time of their dismissal. Employees wishing to return to the firms have until October 14 to do so, or be excluded from the order. No order was made on costs.

In a statement, the union said two conciliatory board hearings, after the strike had commenced, brought the offer to re-employ half the strikers. The offer was refused in the interests of the strikers' unity.

The advocates describe as "astounding" a comment by a Sasol 1 official who said: "It did not strike me as a factor at any stage that there are people with so many years' service. It is not something that worries me. The age of people does not bother me." The union pointed out that 22 of the strikers had more than 30 years' service, 161 had between 20 and 30 years, 420 had between 10 and 20 years and 175 had 6 to 10 years' service.

Sasol says it will appeal against the decision. Meanwhile, the two parties are back before the IC over this year's wage negotiations.

The union has applied for a conciliation board hearing on its demand for R150 across the board, compared to Sasol's offer of R120 or a minimum wage of R810. ■

Sacwu case breaks new ground

8/Day 6/10/89

ALAN FINE

AMID the football analogies (the red card) and colourful metaphors (ostiches, Achilles heel and Rip van Winkle), this week's Sacwu vs Sasol and Natref Industrial Court judgment contains an important discourse on the right to strike in SA.

Court member M A E Bulbulia has added substantially to the body of court opinion on the protection from dismissal of strikers

However, his views differ from those in the previous key judgment on the subject, leaving for managements and unions some uncertainty as to their rights and obligations

Bulbulia's main conclusion is that "it is unfair to peremptorily dismiss, on the shortest of ultimatums, strikers who strike for higher wages or better working conditions, have observed the conciliatory procedures of the (Labour Relations) Act, and have conducted themselves peacefully".

In Sacwu vs Sentrachem, delivered in February 1988, member David John seemingly made protection from dismissal for lawful strikers absolute.

John, who recently rejoined the court as a full-time member, argued that, since the law grants unions and strikers immunity from penal and civil sanctions if legal conciliatory procedures are followed, "it would be anomalous if workers were nevertheless penalised by dismissal for striking"

The key word in Bulbulia's judgment is "peremptorily" — a partial

retreat from the Sentrachem judgment — suggesting that dismissals may, at some stage, become justified.

The question is When? What is clear is that it is impossible arbitrarily to set a time limit Bulbulia has, however, tried to set out certain basic principles

Possible options

He does this by quoting from an article by prominent advocate John Myburgh SC who, as it happens, appeared for Sacwu in this case

Dismissals, says Bulbulia, may take place only after all other possible options have been exhausted.

The judgment, and Myburgh's article, suggest a number of such options These include, firstly, an obligation to continue negotiations, suggesting a preparedness to improve on the pre-strike offer Mediation is another possibility

Myburgh also proposes efforts to lessen the impact of the strike, including more overtime by those not on strike and the use, where feasible, of temporary labour.

Attempts can be made to persuade strikers to return to work either through propaganda or the imposition of a lock out, although the latter carries with it its own problems

But eventually, the judgment says, quoting from Myburgh, "the day will

dawn when, despite the steps I have mentioned, the strikers are steadfast in their determination not to return to work while their demands remain unsatisfied and the employer is no longer willing or able to tolerate a strike.

"The employer's level of tolerance will be exceeded when, for example, loss of production and concomitant loss of profits become unbearable"

Of course, an objective definition of the word "unbearable" is not easy to come by, and one can envisage future cases fought on this principle becoming battles between accountants

Bulbulia, in line with John before him, refused to throw out Sacwu's case on the grounds of the alleged "unreasonableness" of the union's demand for R200-a-month wage increases But he did give some attention to the parties' pre-strike proposals — which may provoke criticism from that school of thought which believes it is not the court's function to pronounce upon the merits of substantive proposals made in disputes of interest.

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REVIEW

Cargo hit by ¹⁵² national strike

By Drew Forrest

Road transport giant Cargo Carriers has been hit by a national strike involving 700 workers at 24 depots, says the Transport and General Workers Union

Cargo's industrial relations manager, Mr Nick Pretorius, said some branches were hit by "unprocedural sympathy action" yesterday. ^{See 5/10/84}

The union says workers are demanding the reinstatement of 280 colleagues at the Vanderbijlpark depot, fired in August after striking

Mr Pretorius said management was arranging a meeting with shop stewards.

American mining man pays tribute to chamber

B/Day 5/10/87
THE supply of gold available is not keeping up with the world's population growth, an American mining executive, Harry Conger, said in Johannesburg yesterday

Conger, chairman and CE of the Homestake Mining Company of San Fransisco, speaking at a banquet to celebrate the Chamber of Mines's centenary, said he found this a challenge

"There are a lot more people out there in the world who would enjoy gold and can afford it, but they need some tactful stimulation"

Conger credited the chamber with having established the basis for the current strong promotion of gold by the World Gold Council, which now had the backing of a large majority of gold producers in the US, Australia and Canada "We should not lose sight of how small the gold market is in dollar terms," he said.

Research

"The total gross revenue of all newly mined gold last year was less than \$25bn — the same amount that an American firm raised in 48 hours to buy a cigarette company"

US mining companies had greatly benefited from SA's research into the problems experienced in deep-level mines, and from other research by the Cahmber of Mines Research Organisation, Conger said

"The studies the chamber has supported on rock mechanics and on how to design mines using this data have been of great assistance to our staff at the Homestake Mine.

"The research on ventilation in hot, deep mines also has been of great help

"There are many, many other examples of the benefits of your research to the members of the chamber as well as to the rest of us in the mining industry"

Conger said the fact that the chamber had survived and prospered during the political, social and economic turmoil of the past 100 years, was a testimony to its quality and strength

"It is an organisation which we in the industry outside South Africa hold in high esteem". — Sapa.

Strikers lobby consul

Own Correspondent

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CAPE TOWN — A delegation of striking National Panasonic workers and representatives of anti-apartheid organisations yesterday met Japanese consular officials in a bid to muster support for the strike

Members of the delegation said that because of the Japanese government's policy of discouraging Japanese companies from trading or investing in SA, they had turned to the consulate for help The workers are all members of the Electrical and Allied Workers Trade Union of SA (Eawtusa) *B/Day 5/10/89*

Vice-consul K Nakajawa undertook to report the meeting to the Japanese embassy in Pretoria, but said diplomatic staff were unable to intervene

About 190 workers at National Panasonic's Parow plant have been on a legal strike in support of wage and other demands since August 24

The union expected a reply by next Thursday, the Eawtusa spokesman said

National Panasonic manufacturing manager M S Tiffin could not be reached for comment

5 000 at Sasol vote to strike

~~2023~~ ALAN FINE ~~152~~ 152

THE Chemical Workers' Industrial Union (CWIU) said yesterday 5 000 members at Sasol's Secunda mines had voted to strike over demands for a food allowance for miners living outside hostels and because of "exorbitant" penalties when workers lost their company badges.

The union also expressed concern about members' allegations that certain hostel managers and indunas had asked another group of workers to arm themselves so they could attack union members should a strike take place.

A Sasol spokesman said after a meeting with union representatives on Monday a search had not turned up any dangerous weapons. Allegations about the hostel managers had been investigated and found to be unfounded. B1 Day 4/10/89

He said Sasol recovered R20 — the replacement cost — for lost badges.

He refused to comment on union allegations about management condoning certain action against strikers, saying they could be regarded as libellous.

Cops like wild dog pack

RIOT policemen with quirts and batons "fell over each others feet in their eagerness to attack like a pack of wild dogs," Mitchell's Plain policeman Lieutenant Gregory Rockman told the Wynberg Regional Court yesterday

He was giving evidence in the case in which riot policemen Major Charles Roger Brazelle and Lieutenant David Johan Roos have pleaded not guilty to a charge of assault

At the start of yesterday's hearing State prosecutor Mr T J Prins read out the charge before a courtroom crowded with journalists, senior policemen and riot squad police as well as members of the public

The two policemen were asked to plead to the charge that on September 5 at Mitchell's Plain Town Centre they gave orders that their men should use quirts and batons in an unlawful manner against a crowd

Brazelle was regional officer commanding Western Province Number 10 riot control unit and Roos was commander of Platoon 3 of the unit at the time the court heard

In evidence Rockman said he had seen riot policemen beating innocent people at the Town Centre on September 5 the day before the general election

He said he had responded to a radio message about a demonstration in the Town Centre and had found a group of 20 to 30 pupils with placards on a podium in Harmony Square

They had been singing but he could not say if the words were of freedom songs

He spoke to the crowd and gave them 20 minutes to disperse

Answering questions from the prosecutor Rockman giving evidence in English said he had not been carrying an officer stick a quirt or a baton



Gregory Rockman

Court hearing case against riot unit men told

He regarded the demonstration as peaceful and did not believe it was a threat to public safety or the maintenance of law and order

The protesters had only placards in their hands and no damage had been reported There had been no complaint about the demonstration he said

After telling the protesters to disperse he said he had turned away and walked to where two colleagues and four or five riot policemen were standing and told them they should move out of sight of the demonstration so as not to incite the crowd

They had moved away

Minutes later someone ran around the corner shouting "Lieutenant, lieutenant come and look the police are beating us You gave us 20 minutes to disperse"

Rockman said he went back on to the

square and saw a pack of men charging the crowd

"I saw them They were brutally attacking the people beating at them They couldn't care how they were hitting the kids

He had not heard any warning from the riot police

He said he had intervened and told the men to stop

He ordered them to withdraw and they did but he could see they were quite angry about it

The riot squad had moved a couple of metres away and people in the crowd began asking him very difficult questions

They wanted to know how it was possible that he could not control the other policemen

I explained that they were riot police and that we were the local police and had no contact

They did the damage but I must answer the questions," he said

Rockman said he saw Roos arrive on the scene still within the 20 minutes which he had given the protesters to disperse The pupils were still standing on the podium and some were still singing

A crowd of curious onlookers was gathering

He saw that about 10 to 15 riot police were about to charge the crowd again

He stopped them and said "Leave the people alone I am in control of the situation"

Roos used a megaphone and said "You people must disperse"

Rockman called him aside and they walked away and Roos questioned Rockman's discretion in allowing the protesters time to disperse

Roos left the scene but Rockman said he remained because he "knew the riot unit would try to intervene"

Some protesters were still standing on the podium and at about 10:01 they began moving

into the crowd "For me the protest was over they were moving away," Rockman said

He then saw Roos and about 20 to 30 men advancing on the square

They started running and attacked the people with no warning

People standing under the shelter of buildings were attacked and Rockman said they were just beating indiscriminately,

running and attacking Some even fell over their colleagues feet in their eagerness to attack like a pack of wild dogs

Rockman confronted Roos and asked what he was trying to prove He

said Brazelle was in charge and when Rockman asked him where Brazelle was he pointed at a police van and said "Go and look in that van."

(proceeding)

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Wage disputes blamed as strike-action trigger

WAGES were the trigger for nearly two-thirds of the 847 170 workdays lost through strike action in the first nine months of 1989, figures released yesterday by consultants Andrew Levy, Johan Piron and Associates show

The figures were based on a survey of 168 strikes recorded in this period.

After wage strikes, responsible for 64,4% of workdays lost, the next most prevalent triggers were retrenchment and recognition (11%), discipline and dismissals (5,8%) and grievances (3,1%).

81 Dec 4/10/89
ALAN FINE

Numsa was the most strike-prone union, accounting for 31% of workdays lost and involved in 28% of the 168 strikes

Next came the Commercial, Catering and Allied Workers' Union which contributed 17% of workdays lost and the Construction and Allied Workers' Union, 15%

Chemical Workers' Industrial Union members participated in 10% of the

total number of strikes while Paper, Printing, Wood and Allied Workers' Union was involved in 9% (REDA)

This is the first year the company has provided quarterly statistics, so comparisons with the first nine months of 1988 are unavailable. (VS2)

The 847 170 workdays lost are more than double the 348 000 midyear figure, probably largely due to the large numbers of wage negotiations

The total in lost workdays for 1988 was about 1,5-million

SAB, union to talk about strike

Labour Reporter

South African Breweries and the Food and Allied Workers Union are to meet today for the first time since the beer strike started five weeks ago.

However, prospects for progress at the meeting, to be held in Johannesburg, do not look promising

SAB's Mr Adrian Botha said yesterday that the company's 16 percent wage offer was not

up for negotiation. The position on backpay — management insists the pay deal will take effect from the date of acceptance — was also unchanged

DEADLOCK

Today's encounter would not be a negotiating meeting but would look at "alternative ways of resolving the dispute"

However, Fawu's Mr Mike Madlala said a management re-

fusal to negotiate on the union's key demands "will very soon land us in deadlock".

Mr Madlala also rejected claims of divisions among the strikers.

According to SAB, 127 strikers returned to work yesterday at its Welkom brewery after accepting the 16 percent offer

Workers at three other breweries and a depot had indicated a willingness to end their strike

SP

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15/11/89

Police raid SATS union building on East Rand

CME 10/13/11/87
JOHANNESBURG — The SATS strike by between 20 000 and 40 000 employees erupted yesterday after a confrontation between police and workers at Springs' Palladium building

Lieutenant Ida van Zweel said police raided the building housing Cosatu-affiliated trade unions and confiscated knives, knobkerries, steel pipes, sjamboks and similar weapons from about 220 workers. No one was arrested.

East Rand police could not confirm SA Railway and Harbour Workers' Union (Sarhwu) allegations that they fired teargas into the building and beat workers, who had to jump out of windows.

A meeting planned for yesterday between the two parties never came off after management informed the workers' representative committee their proposals made before the scheduled talks were non-negotiable.

Management yesterday dismissed 150 workers at Langlaagte, Springs and Sentra Rand.

About 8 000 workers have until today to furnish reasons for their industrial action and to return to work or be dismissed.

The return to work deadline for more than 10 000 striking SATS workers in Natal was extended yesterday until Friday. — Sapa, Own Correspondent

Rail trucks crush man

CME 10/13/11/87
DURBAN. — A pensioner who was employed as a casual worker by the South African Transport Services during the labour strike was crushed to death on Monday night while sleeping under a railway truck.

Police have identified the man as Mr Petros Johannes Jacobsen, of Rutherford Street.

Lieutenant Bala Naidoo, police public relations officer for Port Natal, said Mr Jacobsen had fallen asleep under one of the railway trucks at a pier.

When the shunters came on duty they inspected the lines but did not see Mr Jacobsen.

They discovered his body after examining the rails to find out why the trucks were not running freely.

The railway trucks were loaded with steel — Sapa

Sowetan 11/1/81

Council strikers still out

THE strike by over 600 Tzaneen Municipality workers entered its second day yesterday with the town clerk saying that no negotiations would take place until the workers returned to their post.

The strike over wages, has affected all divisions of the council operation, according to the regional organiser of the National Union of Public Service Workers, Mr Ernest Malematja.

Malematja said workers with over five years service earned R150 a

month

(152)
He said workers were demanding a minimum wage of R400 a month. He said the town clerk, Mr J de Lange, had refused to open negotiations with the union.

De Lange told *Sowetan* in a telephone interview that the council had adopted a resolution on Monday night regarding wages. He declined to disclose the contents of the resolution until the workers returned to work.

Beer strike: Worker attacked

By ANDREA WEISS, Staff Reporter

A CASUAL worker at the Newlands SA Breweries plant was attacked on his way to work today and a Food and Allied Workers' Union member has allegedly been arrested

Mr Peter van Zyl, 25, of Rugby, was attacked as he walked through the Newlands station subway at 5 55am, just before a picket, organised by union members, began

Mr Van Zyl, who has been working at the plant for a week as a boilermaker, said "As I came out of the station a couple of men attacked me from behind As I was trying to get away others attacked me from the front I ran up the road towards the gates and then they stopped"

Mr Van Zyl was bloodied around the face and on the knuckles

LEGAL STRIKE

Today is the 22nd day of a national legal strike at SAB plants by 6 000 Fawu members

Negotiations between the union and the SAB are deadlocked, with the breweries offering a 16 percent increase across the board and the union demanding a 38 percent increase on the minimum wage

After 6am about 100 brewery workers gathered in Letterstedt Road and jogged up it singing and chanting towards Main Road, where a large group of police were watching

The workers then moved down Main Road towards Boundary Road, brushing past a group of policemen who tried to stop them

When they arrived at the main gates of the SAB plant they streamed past the security guard on to SAB property and stopped outside a second set of gates inside

At this stage police asked journalists to leave the premises and they moved in with a dog However, the police, too, left and waited outside as the SAB management were arriving for work

According to shop steward Mr McWellington Mtiya, the workers were refusing to leave the premises because one had allegedly been arrested for attacking a casual worker

Mr Mtiya said earlier that the intention of the pickets had always been to show the public peacefully that the union had a problem with the SAB He said the workers had not seen the attack.

● Police spokesman Major Jan Calitz confirmed that a man was arrested and released after being told to appear in the Wynberg court tomorrow on an assault charge

By ANDREA WEISS, Staff Reporter
SA BREWERIES strikers in the Western Cape are beginning to feel the pinch

Without a strike fund and without pay, the 500 workers have to rely on friends and supporters to see their families through the lean period

As the Food and Allied Workers' Union is a "food union", strikers are collecting food from members in other sectors of the industry to help them.

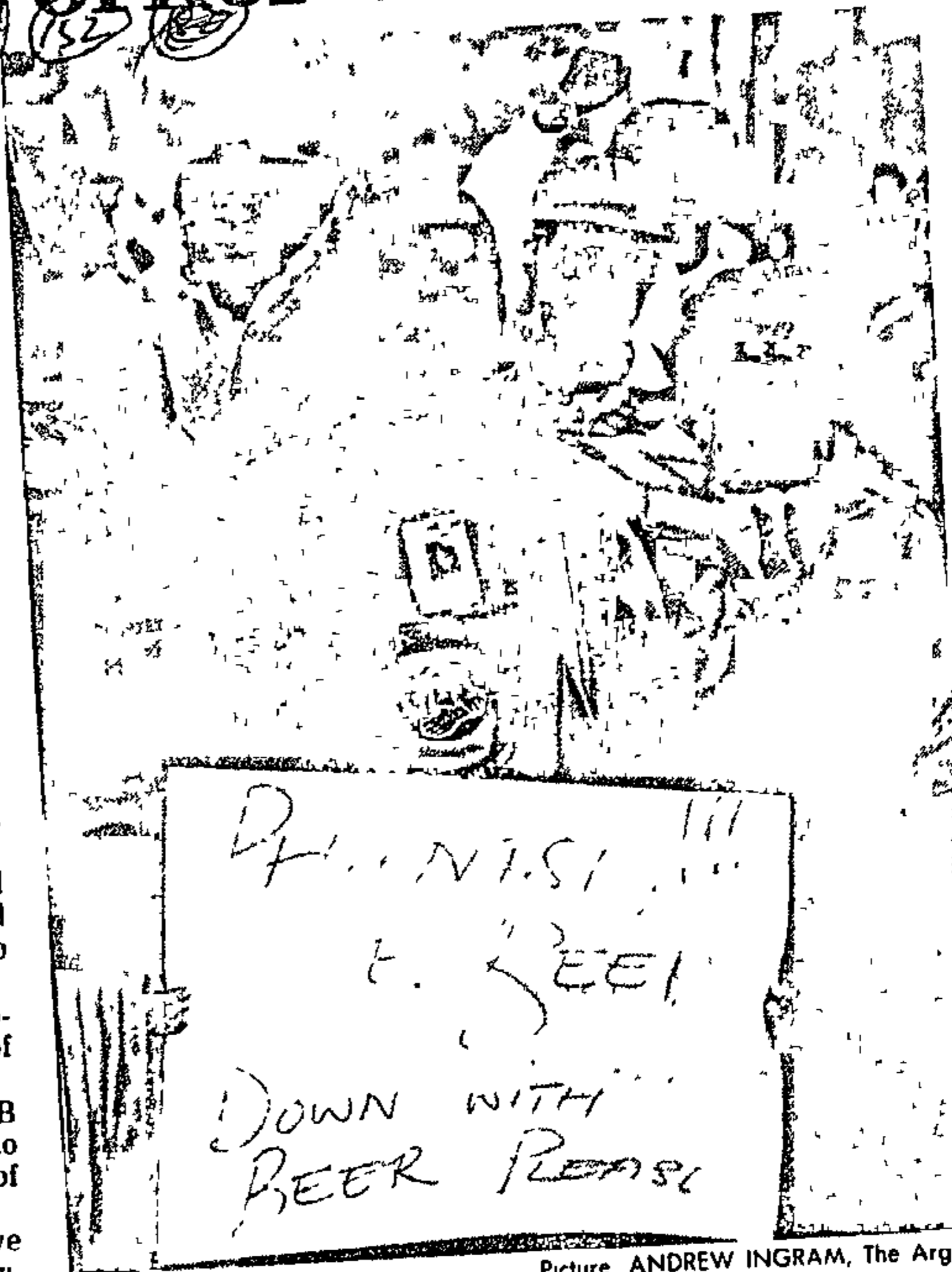
Members of sympathetic organisations and of the Congress of South African Trade Unions are being asked to give

money

All money and food is distributed according to need to workers who meet daily at Community House in Salt River to plan activities in support of their strike

"We are the beggars right now," shop steward Mr McWellington Mtiya said when asked how he and others were making ends meet.

"We have problems financially but we are prepared to sacrifice for our struggle as long as management is not prepared to listen to our demands."



Picture ANDREW INGRAM, The Argus

CHANTING WORKERS: Members of the Food and Allied Workers' Union protest outside the Newlands SA Brewery plant today

No money: 'We're the beggars ...'

Sats counts out any early talks on strike

TALKS between Sats management and striking employees were unlikely at this stage and dismissals would be reviewed this week, Sats spokesman Alan Lubbe said yesterday.

"No talks are on the cards and we will be seriously review the dismissal situation today," he said.

However, SA Railway and Harbour Worker Union (Sarhwu) assistant general secretary David Moeti said on Friday strikers were prepared to continue with their action no matter what the cost

ADELE BALETA

He accused Sats of having adopted a "very aggressive line" and of having harassed and threatened workers.

"We are prepared to fight no matter what the consequences even if it means the strike lasts three months or more," he said

A further 792 workers were dismissed on Friday, according to Sats spokesman Frikie Stevenson. This brings the total number of workers fired to 2 600

He said 493 people had now been dismissed in Natal, 158 in the Free State, 109 in the Southern Transvaal and 32 in the Northern Transvaal.

"We are monitoring the situation on a daily basis. Each case is looked into individually," Stevenson said. Sats said productivity and service levels were being maintained

Police confirmed on Friday that a Sats employee shot in a clash between striking workers and police in Germiston on Thursday had died in hospital

152
Bday 29/1/89

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Argus 31/10/87
Union clashes: 3 die
JOHANNESBURG. — Three workers have been killed and others injured in union clashes at Haggie Rand's Germiston plant. The conflict involves Cosatu's National Union of Metalworkers and the Inkatha-linked United Workers' Union. — The Argus Correspondent.



By MATSHUBE MFOLOE



*sowetan
12/11/89*

THE South African Breweries and the Food and Allied Workers Union meet tomorrow, against the backdrop of a six-week-old strike in the beer industry

Fawu spokesman Mr Mike Madlala the said meeting was requested by SAB to discuss "relationships between his union and management".

He said it was unclear whether talks would centre around the strike and wage negotiations, but that the union's negotiators and office bearers would be present at the talks

"If management wants to negotiate we will excuse ourselves and leave everything to our negotiators," he said

Madlala reiterated the union's stand to continue the strike until SAB management "showed some flexibility to negotiate" on the R1.80 an hour demand.

A spokesman for the SAB, Mr Adrian Botha,

Fawu to meet with SAB bosses

said workers' demands were unreasonable.

Botha said workers had already lost R10 million since the strike began. Above all, he said, the company was concerned about the degree of violence against "innocent employees" of the company.

He also claimed that the distribution of a pamphlet at the Rosslyn plant was "an indication

of worker dissatisfaction".

Fawu however dismissed these claims and said the pamphlets were "the job of management".

Link

Asked to comment on the recent attacks on scabs and several employees of the SAB, Madlala said "our members should not be linked to any violence because they only want to negotiate with the company".

Fawu also disputed a claim by the company that the majority of workers at one plant had accepted the 16 percent wage offer and were willing to return to work.

Meanwhile, the Soweto Taverners Association will hold a meeting at Uncle Toms Hall from 1pm today to discuss Fawu strike.

Bid to resolve beer strike

Staff Reporter

Arbiter's 14/11/87
152
THE Food and Allied Workers' Union (Fawu) and SA Breweries meet tomorrow for the first time since mid-September in an attempt to resolve the strike which started on October 11

According to SAB spokesman Mr Adrian Botha, Fawu has agreed to attend the meeting for "discussions"

However, negotiations are not expected to resume

PERCENTAGES

In another move SAB have said that 75 percent of employees at an unnamed plant have signed their acceptance of a 16 percent across-the-board wage increase offered by the company

Mr Botha said that SAB had negotiated "till exhaustion" the position on wages

and the time for trading percentages had long passed.

"It would be highly irresponsible of Fawu now to negotiate minor percentage increases," he said.

Tomorrow's meeting will be the first time SAB and Fawu have met since mediation broke down in mid-September, triggering the strike on October 11

DEATH TOLL

Their last official wage negotiation meeting was on August 23

The death toll in the bitter strike involving 6'000 Fawu workers reached six by the end of last week. Fawu members and casual workers have been among the casualties

Fawu's demand is for a 38 percent wage increase but the union has indicated a willingness to negotiate this demand

Some strikers back at work?

CAP 16/11/87
Own Correspondent

JOHANNESBURG — The majority of SAB strikers at a small Free State brewery are expected to return to work today, SAB personnel director Mr Rob Childs said yesterday

If they do, this would represent the first crack in the five-week-old strike by 6 000 workers

Mr Childs said 75% of the 120-strong workforce at the Welkom brewery had signed their acceptance of the company's 16% wage offer

He said employees at another three breweries — two large and one small — and three transport depots had shown an interest in ending their strike

Food and Allied Workers' Union spokesmen could not be reached for comment

The parties are scheduled to meet tomorrow for talks aimed at resolving the dispute

SAB, ^{Call. T-114} ^{13/11/89} Fawu ⁽¹⁵²⁾ to meet on beer strike

Own Correspondent

JOHANNESBURG. — Beer strikers and brewery owners will meet this week for talks amid claims by SAB that the strike is crumbling.

The union organising the strike, Fawu, and SA Breweries will meet on Wednesday to discuss the "overall situation"

Fawu disputed the SAB claim that the strike was crumbling, saying it had worked out plans at an executive meeting to intensify the strike

The strike, involving 6 000 SAB workers, has been on for six weeks and the death toll reached six at the end of last week. There is also no sign that SAB is prepared to negotiate its 16% wage offer

SAB claimed at the weekend that workers at one of the seven strike-hit breweries had indicated their desire to return to work today. The company did not name the brewery "to prevent victimisation of employees" "This is a definite indication that the strike is crumbling," a spokesman said

However, Fawu described this claim as false and said it planned to seek broadened support for the strike. This would include seeking assistance from workers at other SAB subsidiaries and from the Mass Democratic Movement. The union reiterated that its 38% wage demand, although reasonable in the light of SAB profit levels, remained negotiable

SAB announced on Friday that two more deaths had been reported. The sister of a salaried employee had died during a grenade attack on her home in Tembisa and a casual worker was attacked and killed near a Durban station

It said three strikers in Durban had been arrested with petrol bombs in their possession and there were many reports of intimidation of shebeeners

152 ~~152~~ ~~152~~ B. Day 13/11/89

SAB strike heads for a turning point this week

THE sixth week of the violent and stalemated strike by 6 000 Food and Allied Workers' Union (Fawu) members at SAB could prove to be a dramatic turning point if the plans and hopes of either side are fulfilled.

As the death toll in the strike reached six at the end of last week, SAB claimed the strike was crumbling, while Fawu announced plans, worked out at an executive meeting, to intensify its fight.

The two parties have agreed to meet on Wednesday to discuss the "overall situation", although there is no sign the company is prepared to negotiate its 16% wage offer.

SAB claimed at the weekend that workers at one of the seven strike-hit breweries had indicated their desire to return to work today

The company did not name the

ALAN FINE

brewery "to prevent victimisation of its employees"

"This is a definite indication that the strike is crumbling," a spokesman said

However, Fawu described this claim as false, saying it planned to seek broader support for the strike.

Negotiable

This would include seeking (unspecified) assistance from workers at other SAB subsidiaries and from the mass democratic movement for those in the beer division

The union reiterated that its 38% wage demand, although reasonable in the light of SAB profit levels, remained negotiable

SAB said on Friday that two

more deaths had been reported

The sister of a salaried employee had died during a grenade attack on her home in Tembisa, and a casual worker was attacked and killed near a Durban station

It added that three strikers had been arrested in Durban with petrol bombs in their possession, and that there had been many reports of intimidation of shebeeners

Sapa reports that after four days of union meetings in Johannesburg last week, Fawu national organiser Ragin Naiker said the organisation had "consistently stated its desire to negotiate an end to the dispute

"We believe that SAB's refusal to negotiate has created conditions for the deep conflict which exists

"Yet in the interests of reopening talks, we are saying our demand is negotiable"

Seven people now dead in SAB strike

By SELLO SERIPE

SEVEN people have now died since the SA Breweries strike began four weeks ago, with two more killings reported in Natal

But the figure released yesterday by Food and Allied Workers' Union (Fawu) national organiser Rajin Naicker at a press conference in Johannesburg was five - two union members in Soweto, one sympathiser in Katshehong on the East Rand and two scab workers in Natal.

During the earlier days of the strike an SAB truck driver was shot dead in Natal while in Tembisa on the East Rand the sister of an SAB employee died in grenade attack on her home.

Fawu also announced yesterday that the union was willing to renegotiate its R1,80 an hour wage demand. SAB has agreed to meet the union on Wednesday.

Naicker said the SAB was trying to criminalise the union by making false press statements, and accusing the union of intimidating taverners and she-beeners.

The Fawu national executive committee resolved to intensify and strengthen the strike

In the light of this, Fawu would do the following:

- Initiate a meeting of all workers in the SAB group to formulate ways in which they could support the workers in the beer division;
- Initiate meetings with all the components of the Mass Democratic Movement to obtain their support for the striking workers, and
- Strengthen the structures of the union to ensure more effective co-ordination at a national, regional, and branch level

SAB management was not available for comment yesterday.

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Breweries, Fawu trade accusations

152.
CAPT TH 15 10/11/89

JOHANNESBURG — Talks between SA Breweries and the Food and Allied Workers' Union (Fawu) reached deadlock yesterday, with the breweries accusing the union of being "obdurate and unimaginative" and the union saying SAB had no intention of trying to resolve their dispute.

"Fawu offered too little, too late, coming down from a 38% increase to 32%, and was not prepared to discuss its additional demands which totalled 150%," SAB said in a statement.

However, Fawu spokesman Mr Regin Naiker said that the key to negotiating the dispute — an offer of R1,50 — had been put into SAB's hands.

SAB responded by having a caucus which "did not last 15 seconds", then just reiterated their position.

Mr Naiker said SAB would not address demands on working conditions and "seemed to block all moves" by Fawu towards negotiation. — Sapa

~~152~~ 152 ~~152~~ Fmawu
10/11/89

SAB STRIKE

Digging in

The strike by at least 5 500 SA Breweries (SAB) workers at nine plants and 13 depots has moved into its fifth week. At least one black liquor trading association says it has been hit "very hard" by calls for a national beer boycott.

The boycott was called in support of the demand by Cosatu's Food & Allied Workers Union (Fawu) for a minimum wage of R6,50 an hour (38% more than the present R4,50). SAB's offer is R5,45 (16%) and beer division MD Graham Mackay says emphatically that the offer won't be raised simply to help the union "save face".

The boycott seems to have affected trade mainly in Soweto — where a backlash among the black liquor traders seems imminent. As the National Taverners Association (NTA) prepared to meet on Tuesday, sources said the likely decision would be "to tell Fawu that they are being unreasonable".

The NTA, which claims a membership of 80% of SAB clients, together with the SA Taverners' Association (Sata) and the National Stokvels Association, came out in support of the boycott last week — but business has been affected. Only one major black trader group, the Ukhamba Liquor Association, declined to join the boycott.

Meanwhile, SAB Public Affairs manager Adrian Botha repeats SAB's position that production has not only been unaffected by the strike, but, along with sales, is actually up on last year. He says the East London boycott (which had had some effect) "appears to be cracking". Despite a "strict" boycott in Soweto, he stresses that it has had "no noticeable effect" on overall sales.

An explanation of this apparent contradiction comes from Ukhamba vice-president Zanosu Kunene. He says that while his members' sales are suffering, this does not apply to SAB. "I believe black consumers are still drinking beer, but either at home or in town." Clearly, they are buying it at white outlets, or drinking in town.

Kunene claims harassment of black traders has been prevalent. "We have had a mixture of types walk into our stores and demand to know why we are selling beer. Without giving traders an opportunity to explain, unemployed looters and hooligans have smashed or taken beer. Fawu members (and high school pupils, believing the boycott is 'for the struggle') have also been enforcing the action."

Fawu refused to comment this week on the effectiveness of the boycott, but last week assistant general secretary Mike Madlala claimed SAB lost two days of production at Isando. He says that on one day casual labourers (a major part of SAB's contingency plan) ran away from the plant after "two groups of scabs — one group in a bus which was late for work and the other outside the plant gates — mistook each other to be Fawu strikers and got so scared that both ran

away"

Madlala says another day of production was lost when casual employees demanded to be paid SAB's current wage offer.

Reacting to claims that the boycott is a ploy to break SAB's monopoly by creating space for a black-led independent brewery, Madlala says the opposite is true. "Black liquor traders have agreed in talks with us that we all depend on SAB's produce."

Nor was it conceivable that Fawu would get involved in setting up an independent brewery. "We have no capital or links with those who do have."

Commenting on the high rate of anti-SAB violence, Madlala says "Any strike is a life or death affair with workers, who depend solely on selling their labour."

With SAB claiming that its contingency plans have been working so well that it can hold out indefinitely, Fawu members are reported to be taking strain. Fawu concedes it costs R15 a day to fund a striker (R630 000 per week, based on Fawu's figure of 6 000 strikers) — money which he says is not provided by outsiders.

These factors will weigh heavily on Fawu's national committee, which meets this week to discuss the strike and hear a shop stewards' report-back. They will also have to consider the fact that the Pan Africanist (as opposed to Charterist) Food & Beverage Workers' Union has not come out in sympathy. This means that breweries such as Chamdor near Soweto are operating above normal capacity. SAB has also calculated that by January 1 the lowest-paid striker would have lost R4 060.

Fawu has in effect said it is prepared to lower its demand, if SAB is prepared to resume negotiations. Mackay said this week that he was prepared to discuss shift work and overtime, "but we regard our wage offer as final."

It looks as though Fawu has decided to dig in for a while. But a way out of what Madlala calls "the war" may well be founded on the offer to talk about conditions. ■

Strike crumbling

Two more die in violence linked to stoppage

DREW FORREST

TWO more people have died in violence linked to the four-week South African Breweries strike — one in a grenade attack — while SAB has reported "definite indications" that the strike is crumbling.

The Food and Allied Workers Union (Fawu) denied the claim, adding that it was looking at ways of intensifying strike action.

An SAB spokesman said yesterday the sister of one of its monthly-paid employees was killed when a hand grenade was thrown at her home in Tembisa on the East Rand.

And in Durban a temporary SAB worker, Mr ZA Gumedi, was stabbed to death at the Reunion railway station while on his way to work.

The Saturday Star's Durban correspondent reports that another casual worker was admitted to hospital after being shot in the back when crowds went on a rampage outside SAB's Prospecton plant.

Return to work

Police said R31 500 damage was caused when the crowds stoned vehicles on three occasions.

Elaborating on its claim that the beer strike was crumbling, SAB said yesterday that workers at one of its plants had accepted its 16 percent wage offer and asked to return to work on Monday.

It declined to name the plant "to prevent victimisation of its employees".

SAB also said that discussions were under way with workers at other plants and that a pamphlet distributed by workers at its Rosslyn brewery was a further indication of shop-floor dissatisfaction.

The pamphlet accuses Fawu of being weak and undemocratic, and its officials of "sitting back while workers starve".

A Fawu spokesman said the union would respond fully at a press conference today.

However, he insisted that the strike was still strong and that Fawu was investigating ways of intensifying it.

Reacting to the pamphlet, the spokesman said the Rosslyn brewery was a union stronghold. "This thing can't be authentic," he said. "Where would workers get printing facilities?"

SAB's public affairs manager, Mr Adrian Botha, confirmed yesterday that Fawu had formally rejected the company's offer of mediation.

The process would serve no purpose, the union said, because of SAB's "inflexible position" on the wage issue.

SAB said that in the light of the apparent disunity within union ranks, it had written to Fawu proposing a meeting next Wednesday to discuss the overall situation.



TOGETHERNESS: National Party MP Dr Johann Vilonel, shakes hands with Swapo leader Mr British Liberal-Democratic Party's Mr David Steele looks on.

Kotze names environment watchdogs

OWN CORRESPONDENT

ENVIRONMENTAL Affairs Minister Mr Gert Kotze has named the members of the new environment council, which will act as an advisory body to the Government.

The chairman is Professor Roelf Botha, formerly of the department of architecture at the University of Pretoria.

Mr Eric Hall, a consultant engineer and the former city engineer of Johannesburg, is the vice-chairman.

Other members include Professor Richard Fuggle, Professor Raman Soni, Mr Jeffa Legetho, Mr Gawie Fagan, Dr Allan Heydorn, and Professor Roy Siegfried.

● See Page 5.

Lawyers wait for go-ahead on mock hangings campaign

PAT DEVEREAUX

PERMISSION to stage mock public hangings in city centres throughout the country, to bring home to the public the "barbarism" of the death penalty, is still being awaited from the authorities, says the National Association of Democratic Lawyers (Nadel).

Nadel has organised a week-long anti-death penalty awareness campaign.

Three more people were hanged in Pretoria on Thursday this week, bringing the total number of executions in South Africa this year to 52.

Nadel says the awareness campaign coincides with the 25th anniversary of the first political execution.

Tomorrow at midday, recently released African National Congress leader Mr Ahmed

Africa questions how many people have been hanged in South Africa for crimes they did not commit, because they had no proper legal representation.

The society urged State President F W de Klerk and the Minister of Justice, Mr Kobie Coetsee, to institute an immediate moratorium on all executions, set up a judicial inquiry into the use of the death penalty and investigate methods of punishment, "which seek to cure rather than destroy".

A Nadel employee said the organisation's offices had been inundated with requests for petition forms calling for the abolition of the death penalty.

Forms are also available from trade union offices.

WINDHOEK
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CASH WATCHES

Director for 20's to 1950's

PRINCE R4000 PAID



OYSTER PERPETUAL

SAB strike erupts in violence in Natal

Cape Times 10/11/89

152 Own Correspondent

DURBAN. — The SAB strike erupted in violence again yesterday with reports of at least one employee killed, two others injured and four beer delivery vehicles gutted by fire outside the depot at Prospection in Amanzimtoti.

SAB spokesman Mr Adrian Botha said a casual worker was attacked, beaten and stabbed to death at Reunion railway station while on his way to work early yesterday morning. Crowds, armed with fire bombs and stones, went on the rampage, causing damage to vehicles estimated at more than R70 000.

● Taverners withdraw strike support — Page 3

Taverners call on SAB to resume talks with union

By Stan Hlophe
10/11/89

As the beer boycott in support of the South African Breweries strike continues, the National Taverners' Association and Ukhamba Traders have decided to call on SAB to resume negotiations with the Food and Allied Workers' Union (Fawu)

Seven organisations attended a meeting in Johannesburg on Wednesday night to discuss ways of defusing violence associated with the boycott and strike.

They were the Fawu, the UDF, Cosatu, Soweto Youth Congress, Soweto Civic Association, NTA Ukhamba and National African Stokvel Association of South Africa.

Fawu's assistant secretary-general, Mr Mike Madlala, said shebeen owners and bottle store owners would be allowed to buy stock, not to sell it

The boycott would be monitored and assessed on a weekly basis, Mr Madlala said

He added that he believed the organisations which had attended the meeting would eliminate any form of violence in future

● Estimated damage of R31 500 was reported when a crowd attacked vehicles on three different occasions outside the SA Breweries plant at Prospecton near Durban yesterday

A police spokesman said the first incident occurred at about 8 am in Joyner Road, when about 30 people stoned an SAB truck, causing damage of about R1 500

About 10 minutes later when the crowd had swelled to about 40, a mechanical horse was set alight — with damage estimated at R20 000

Then at about 10 am a truck belonging to Broadway Cartage, which had been hired by Khawam bottle store, was struck by petrol bombs

The damage was estimated at R10 000

2 taverners withdraw beer strike support

Labour Reporter

TWO of the country's largest black taverners' associations have withdrawn their backing for 6 500 striking SA Breweries (SAB) workers, aggravating conflict between community organisations and shebeens

The Ukhamba Liquor Association and National Taverners' Association announced this decision at a meeting with the Food and Allied Workers' Union (Fawu) and representatives of community organisations in Johannesburg on Wednesday, a Fawu spokesman said

Ukhamba represents about 1 500 black bottle store owners in the Southern Transvaal and Eastern Cape

The union, which earlier mustered taverners' and shebeens' support for a ban on selling SAB brands, had been forced to mediate between the liquor distributors and community groups pressing for a beer boycott, the spokesman said

Meanwhile, a crisis "how to survive" meeting to be held in Guguletu by the SA Taverners' Association (Sata) was yesterday called off

And as the strike moved into its second month yesterday, SAB subsidiary Amalgamated Beverage Industries (ABI) granted 4 700 Fawu members an 18% wage increase, the union spokesman said

SAB, however has refused to reconsider its final 16% wage offer to Fawu

The call from the shebeens: Settle the beer strike

By PHIL MOLEFE

THE sooner the Food and Allied Workers Union and South African Breweries solve their dispute the better. That's the clear message coming from Soweto shebeens.

Shebeen patrons this week expressed a wish to return to the good old days as their drinking wells run dry as a result of the month old strike of 6 000 SAB workers and the call for a beer boycott.

A snap survey in Soweto showed a remarkable decline in beer sales. Patrons have turned to spirits and wine.

Some people are keeping away from shebeens out of fear following Fawu's boycott call. Soweto shebeens were deserted on Wednesday evening, a sight that belied the usual mid-week drinking sessions that continue late into the night.

"I am scared of selling beer, although I do not know what this boycott is all about," said Tabitha Letsoalo, a well-known shebeen queen.

As we settled down for whisky and soda, Tabitha said she would be closing shortly "because *tsotsis* are taking advantage of the situation".

Shebeeners are scared after reports that groups of youths went on the rampage attacking shebeen queens and smashing beer bottles. In Orlando West a bootlegger and shebeener were attacked and beer worth more than R4 000 was smashed.

Lucy Mahlangu, who runs a shebeen known as Ha-Mmathabo, watched in horror last Friday as more than 200 youths smashed 100 cases of beer in her yard and in the street.

"I tried to plead with the youths that I had heeded the call and I would not sell the beer until I have been told to do so, but they would not listen," said Mahlangu.

"They broke down the garage door and smashed cases of beer. Others removed a freezer containing beer from my bedroom and threw it into the street," she said.

She sustained a cut on her right ankle and had bruises on her left arm when the rampaging

●To PAGE 2

P.T.O

The shebeeners say: Settle the strike

10-16/1989 W. Wall
youths attacked her with beer bottles and sjamboks.

"If the striking workers could have approached us it would have been better. Now they just issue orders and we are expected to carry them out," she said.

Bheki Mhlongo, a well-known Orlando West bootlegger, lost more than 200 cases of beer when the boycott-supporting crowd invaded his place.

"I do not work for the breweries so I do not know how I got involved in that dispute," said Mhlongo.

A member of Fawu, who did not want to be named, said although the union called for "the most disciplined action" at the start of the strike, the longer the strike continued the less the union could guarantee control over strikers.

In another development, two SAB workers were killed on Wednesday when they demonstrated against the sale of beer in Zola township.

According to Fawu the workers were killed by a gangster who was hired by "bootleggers" in the area.

Said Puleng Ndebele, another well-known Soweto shebeen queen and mother to film star Muntu of *eLollipop* fame: "I have resigned myself to watching TV with my kids and waiting until these people are over with their dispute."

In other parts of Soweto shebeeners are selling beer only to their best customers.

"I still have some stock left and this is only reserved for my own people," said a Meadowlands shebeener who did not want her name mentioned.

In a well-known Diepkloof shebeen patronised by journalists, doctors, lawyers and other professionals, it was action as usual.

"Once you lose customers it's not easy to get them back, so I have kept something for my people," said the shebeener, who did not want to be named.

"These people should understand that we make

From PAGE 1
a living off liquor and we will be left stranded, when they go back to their jobs after the strike," she said.

Added Moss, a patron of the establishment: "How do we get involved in the strike? We support their demand but they should not involve us in their dispute.

"Do you mean if people who work at Mobil go on strike we should not buy petrol, or are you going to stop passing cars and drain the petrol," asked Moss as the house burst into laughter.

"*Hai khona* (no guys), we can't stop buying mealie-meal if people at the milling company go on strike," he said.

"Get me right fellows, we do support our brothers, but strategies need to be worked out."

The National Tavern Associations announced yesterday that they intend to start selling beer following a meeting on Wednesday night with Fawu, the Congress of South African Trade Unions and youth organisations at Century Plaza in Hillbrow.

NTA president Lucky Michaels said his organisation will continue to support the striking workers in whatever way it could, provided it was not destructive to its members.

"We have kept out for two weeks with the hope that Fawu and the SAB would solve their problems, but now we are dying in the process," he said.

● Last night there were no signs of an end to the beer strike. Fawu said the two workers were killed after demonstrating against the sale of beer in Zola had been attacked by thugs hired by "bootleggers" and called on SAB to disassociate themselves from the incident. The company responded by calling on the union to restrain members who were allegedly intimidating shebeen owners.

Cape Times 9/14/84

Beer boycott unshakeable despite losses

By CHRIS BATEMAN

TOWNSHIP liquor dealers in the Peninsula have lost an estimated R16 million in beer sales and several could face bankruptcy within a month — but their boycott of SAB products will continue.

This was said yesterday by Mr Sam Tuntubele, chairman of the SA Taverners' Association, Sata. Mr Tuntubele, the "father" of liquor trading in the Peninsula's townships, said Sata's support of the striking Fawu workers at the Newlands SAB factory was a pragmatic long-term decision.

A Cape Times tour of shebeens and taverns yesterday yielded several stories of roving bands of youths raiding shebeens for any sign of SAB products and smashing full beer bottles.

Mr Tuntubele said Sata's position was painful but unavoidable.

"I cannot risk the lives and properties of my people. If we sold we'd rouse a sleeping giant which would crush us."

"We do not want the Hippos and Casspirs that the government's beer outlets had for protection in past years — we all saw those outlets burnt down despite the state's power," he said.

Tuesday's decision by the National Taverners' Association to begin selling beer in Soweto again was "tantamount to suicide" and he predicted widespread violence in the Reef township.

Mr Tuntubele said his own liquor wholesale outlet in Guguletu, Sivukile Liquors, had an average monthly turnover of R2.2 million — 80% from beer. He estimated the total Peninsula township liquor monthly turnover to be at least R20m, 80% of this from beer.

"I have sleepless nights over how this is hurting the black business image and what it will do to potential investors. The banks will be afraid — but they don't understand our situation," he said.

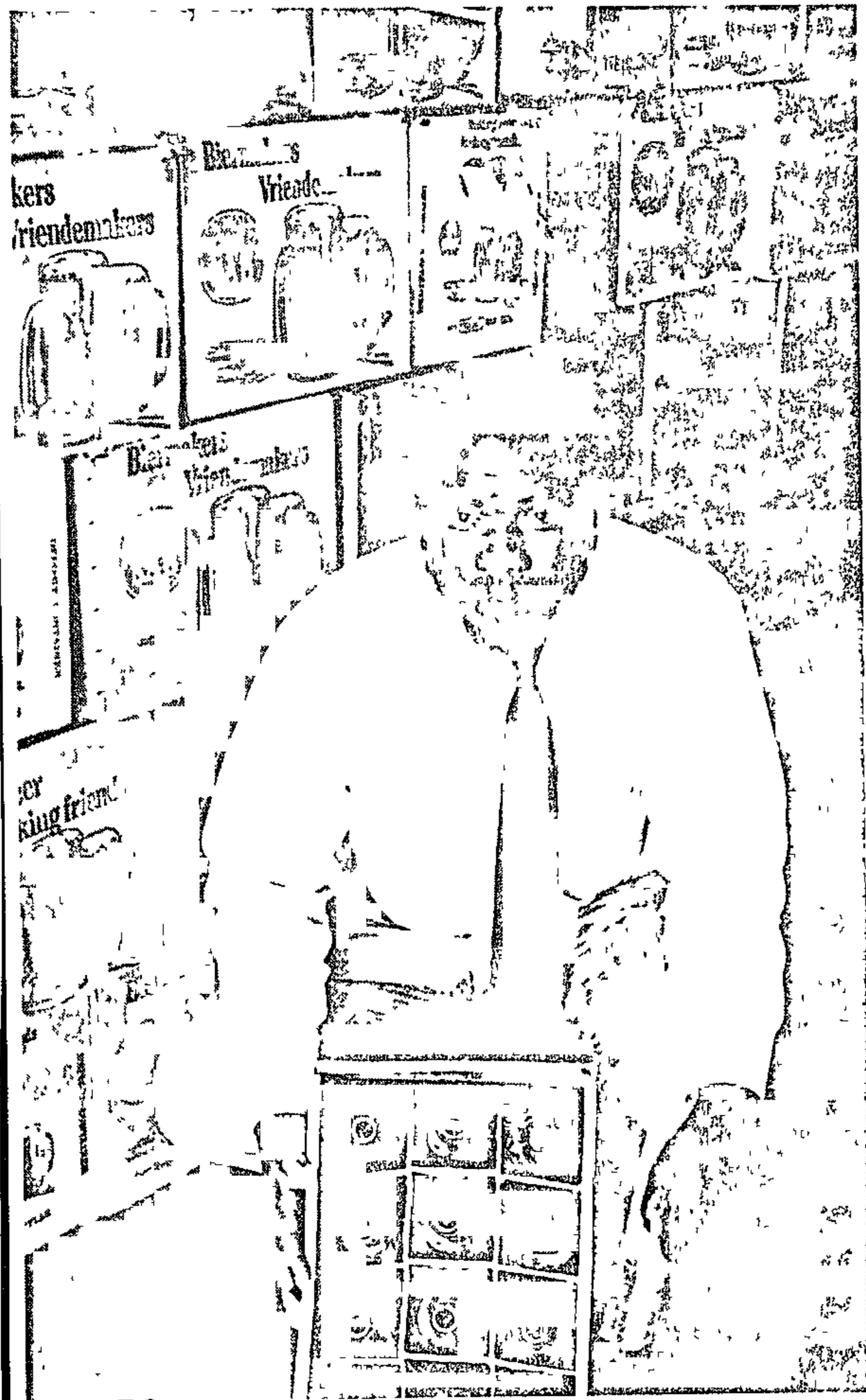
His views were independently supported by taverners in Langa and Guguletu.

Guguletu's Mr Thabo Matuka said he was losing about R4 000 a week and had "put off" 18 casual labourers.

One Langa backyard shebeener said "thugs" had smashed every bottle of beer in his home last week. "We go with the flow, you can't swim against it," he said.

The boycott has embraced even Windhoek Lager, which consumers perceive as being SAB-linked, while sales of apple cider made by Gilbeys and SFW have soared in the beerless vacuum.

● Sata will hold a "How to Survive" meeting at Sivukile Liquors at 2pm today.



BEERLESS MOUNTAIN. Mr Tuntubele with some of his 10 000 empty and uncollected SAB crates "I cannot risk the lives and properties of my people," he said. "If we sold we'd rouse a sleeping giant which would crush us."

Picture CHRIS BATEMAN

8 500 NUM members (the union claims 10 000, including about 2 000 sympathisers) Five mines and the De Beers geology division were affected.

The strike was suspended for a few days at the end of last month after the parties agreed to mediation The union said De Beers had indicated it would improve its offer, which it did, from 17% to 18% The union rejected this and resumed the strike

It eventually settled, however, for the 18% increase together with a lump-sum payment backdated to May and recognition of June 16 as a paid holiday The NUM also agreed to withdraw its demand for March 21 (Sharpeville Day) and October 1 (Kinross mine disaster) to be paid holidays

Golding says that backing down on the wage demand was unimportant "What is important is that, for the first time, we successfully shifted management's pre-strike position" He says concessions were a result of the NUM demonstrating it could bring out 98% of the work force and had the ability to use the strike weapon in a disciplined and tactical manner

He says it was the company's agreement to backdate the offer, and grant the labour holiday, that made accepting 18% "a decision we could live with"

He adds the union was aware De Beers had stockpiled diamonds worth R4,8bn — enough to maintain sales for half a year — "but the company still responded to labour pressure This included, at the height of negotiation, our refusal to endorse the company's exemption from the Basic Conditions of Employment Act — which provides that workers should have specific tea and lunch breaks

"Normally, in terms of the exemption, they work up to nine hours at a time without these" However, the union continues to accept De Beers' exemption from the Act

De Beers' industrial relations consultant Shane Leisegang says 8 100 employees went

on strike "There are 9 900 employees in the bargaining unit, of whom 8 200 are NUM members, meaning that 82% of employees struck

"At the final stage of negotiations, the NUM came down nearly 10% in its wage demand, while De Beers went up 1%, NUM had opened talks at 60% and De Beers at 10% Obviously, the NUM will claim a victory, but it is untrue to say we offered June 16 as a paid holiday because of strike pressure In fact, we made the June 16 offer before the conciliation board hearing

"The strike cost them They lost six shifts in pay All the union got after resuming the strike was a uniform calculation of the lump sum, and not their demand to backdate the offer in its entirety — which would have included overtime pay, allowances, accumulated leave transmuted for cash, and pension contributions The availability of the lump sum was conditional upon an early return to work"

Leisegang adds "It is totally untrue to say De Beers' employees work nine-hour shifts without a break For years they have been getting at least a 20-minute lunch break and two 10-minute tea breaks It is a fairly informal arrangement as it is not possible to stop certain operations

"De Beers is among the highest payers in the mining industry"

DE BEERS STRIKE

Claiming the spoils

The wage dispute between De Beers' mines and Cosatu's National Union of Mineworkers (NUM), which caused a national diamond mine strike, has been settled The union accepted an 18% increase to bring the minimum wage to R653 a month

In the final stages of negotiation the NUM had been pushing for a 26,6% increase It started at 60% but assistant general secretary Marcel Golding claims the strike improved the confidence of union members; they have realised they can force De Beers to make small moves — away from a tradition of "making none at all"

The dispute prompted two three-day strikes (or six eight-hour shifts) by about

Strike costs millions — but who is losing?

By ANDREA WEISS
Staff Reporter

MILLIONS of rands are being lost in the bitter wage dispute between the Food and Allied Workers' Union and South African Breweries — but each claims the other is the bigger loser.

Fawu believes SAB must be losing millions as the strike moves into its second month. The SAB in turn has sent strikers letters pointing out how much they stand to lose financially if the strike drags on into the new year.

It says that in spite of a national boycott of its products, sales are up on last year. It also says the boycott is crumbling.

For the strikers, the personal sacrifices have been great. Because there is no strike fund, they have to rely on friends and fellow-unionists.

However, in spite of hardships, strikers appear to be firm in their resolve to see the strike through even while there is no end in sight.

According to an SAB Press statement, strikers have lost R10 million in wages.

If the strike continues until January 1 the lowest-paid employee will lose a minimum of R4 060 in wages and R480 in back pay "forfeited when the strike started on October 10," the company says.

Five percent

Fawu says its members knew the strike would bring them hardship but they believed SAB would lose more.

Besides, the union argues, the dispute is legitimate and the increases for it is asking will amount to only five percent of the company's profits.

The consumer boycott was still strong in the Eastern Cape and Western Cape, he said.

The SAB denies vehemently that it is incurring losses.

● Sapa reports from Johannesburg that the Congress of South African Trade Unions Wits region has condemned the killing of three SAB workers who were demonstrating against the buying and selling of SAB products in township shebeens.



DO-IT-YOURSELF: Mr Brian Ashby makes his own beer and remains unconcerned about the brewery strike.

Who's bitter? Not these home brewers

By PAT CANDIDO
Argus Bureau

PORT ELIZABETH — There are a healthy bunch of beer drinkers who are still laughing all the way to the refrigerator — brewery strike or not.

They are the home-brew men, who are sitting pretty, completely unconcerned about strikes and the like.

Most are retired men who had already decided prices of beer were too heavy to be handled on pensions. So, instead of paying as much as R2,20 a pint they started making the good stuff themselves.

A good pint made from top ingredients costs them 24c. Starter kits can be bought — at a city paint store, would you believe? — for between R11,90 and R20,99, and will make 25

pints.

The apparatus costs a little more — R20 for a special container with tap and R26 for a special bottle top machine.

A spokesman for a shop selling the kits said home brewing was catching on fast among retired men. Younger chaps still enjoyed a pint in a pub.

Homemade beer takes about a month to mature. A veteran brewer is Mr Brian Ashby, 74, of Humewood.

"I must have made thousands of litres of pilsener and lager since I started many years ago."

He admits his brew is somewhat potent and likely to kick drinkers sky high, but he can also make a less potent variety and has already bottled 50 pints for the festive season.

South
9-15/11/89

Preschool welcome for 'union father'



**Bid
to end
Parow
strike**

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~~152~~
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THE Electrical and Allied Workers' Trade Union (Eawtu) is to meet with National Panasonic management next week in an attempt to resolve a marathon 12-week strike involving almost 200 workers at the company's factory in Parow Industria

An Eawtu spokesperson said the union had agreed to a company proposal of mediation

This follows the refusal by the strikers of an offer by National Panasonic of a one-off R250 bonus

This week National Panasonic sent letters to the strikers asking them to return to work

The Eawtu spokesperson said the major obstacle to a settlement was the company's refusal to agree to bigger increases than that negotiated with a minority union at the factory.

Bridging the gap: Veteran trade unionist Oscar Mpetha surrounded by a sea of "baby faces" who came from creches in the Guguletu/Nyanga area to pay homage after his release from imprisonment about two weeks ago
PIC. YUNUS MOHAMED

Some strikers want to return to work — SAB

Labour Reporter

South African Breweries was receiving many calls from disgruntled strikers who said they wanted to return to work, a SAB spokesman said yesterday.

"We are hopeful that the calls are an indication that the true value of our wage offer is being recognised," the spokesman said, adding that strikers had already lost R10 million in pay.

However, the assistant general secretary of the Food and Allied Workers Union (Fawu), Mr Mike Madlala, rejected the statement as "propaganda" and "a tactic to sow division among workers".

"We assess our strength on a daily basis and the strike is as firm as ever," he said.

Mr Madlala said strikers had been shot dead in Zola, Soweto, on Monday while demonstrating against the selling of beer in the township.

The union had also heard that a student had been killed and two others injured when a shebeen owner fired on demonstrators in Katlehong this week.

The demonstrations were decided on at a regional meeting of the Congress of SA Trade Unions at the weekend.

'Gangsters' kill strikers

CAPT TINTS 9/11/89

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THE death toll in the beer strike rose to three this week when gunmen fired on workers picketing shebeens in Soweto and Katlehong, killing a striking SA Breweries worker and a pupil.

The Food and Allied Workers' Union (Fawu) said all three were killed while taking part in peaceful demonstrations aimed at getting support for the beer boycott.

One striker died when a group demonstrating in Zola, Soweto, were accosted by a "gangsters presumably hired by a bootlegger in the area", the union claimed.

A pupil who joined Fawu members demonstrating outside a shebeen in Katlehong was killed when the shebeen owner opened fire. Two others were injured.

Both incidents happened on Monday when workers staged demonstrations outside township shebeens selling SAB beers in defiance of a consumer boycott, Fawu said yesterday.

The union, which represents about 6 500 striking SAB workers, charged that the assailants were "gangsters" and "known thugs".

Fearing further attacks on its members, the union has provisionally sus-

pending all pickets against taverners and shebeens, the spokesman said.

The Cosatu Wits region condemned the deaths and blamed SAB as it was "reluctant" to negotiate with the union and end the strike.

An SAB driver was also shot dead near the company's Prospecton brewery in Durban on October 23.

The company, meanwhile, has urged Fawu to call off the "self-appointed vigilante gangs who are terrorising shebeens".

According to an SAB spokesman, striking workers lost about R10 million in pay.

Fawu representatives and the Ukhamba Taverners' Association and National Taverners' Association met in Johannesburg last night to discuss ways of extending the boycott, the Fawu spokesman said.

The union's Anglo American shop stewards' committee and SAB worker representatives will discuss possible sympathy action for the breweries strike at a meeting to be held in Johannesburg on Saturday, the Fawu spokesman said. — Labour Reporter and Sapa

● Beer boycott unshakeable — Page 3

Lawaaikamp reprieve?

CAPT TINTS 7/11/89

LAWAAIKAMP, the squatter camp outside George which has been threatened by forced removals since 1985, could be reprieved.

Last night George mayor Mr Wim Kiers said that he was confident that the squatter camp will be upgraded.

He was interviewed after meeting with the George Civic Association (GEOCA) on Thursday. Mr Kiers said no final decision had been taken about the future of the settlement.

"I am confident that Lawaaikamp will be upgraded, but this depends on

the cooperation of the community. It has to happen, they live under dreadful conditions," he said.

A GEOCA spokesman said Lawaaikamp's estimated 1 200 residents, living under fear of forced removal to the Sandkraal township for the past four years, believed that they had been granted a reprieve.

"Our meeting with the mayor, deputy mayor Mrs Hilda Burnett and town clerk Mr Carel du Plessis was very positive. Once funds are made available by central government upgrading can start," he said.

2 SA Breweries workers killed by 'hired gangster'

Two SA Breweries' workers who were demonstrating against the sale of beer in Zola township in Soweto were killed by a gangster who had been hired by "bootleggers" in the area, the Food and Allied Workers' Union claimed yesterday.

The violence follows the imposition of a beer boycott at shebeens in townships in support of SAB workers who are striking for improved wages.

Fawu called on SAB to dissociate itself from the incident.

The SAB, however, has in turn called on Fawu to call off the self-appointed vigilantes who are terrorising shebeeners.

Fawu said in a statement the two workers had been approached by a panga-wielding gangster while demonstrating against the buying and selling of

SAB products.

After a fight, in which the strikers tried to defend themselves with beer bottles from a nearby stack, the strikers fled but the alleged gangster apparently fired two shots, hitting them, and then stabbed them.

Incidents of violence were also reported in Katlehong on the East Rand where shots were fired at workers demonstrating outside shebeens, Fawu said.

● The eight-day pay strike at GEC Machines in Benoni was nowhere near resolution, National Union of Metalworkers' organiser Mr Alfred Woodington said in a statement yesterday.

The union had softened its demand for centralised bargaining but management had refused to budge on the issue, he said.

Beer boycott holds firm in Cape Town, eases on Reef

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8/11/87

THE beer boycott on the Reef and in Pretoria is threatening to collapse under pressure from township liquor retailers and nightclub owners but is still in force in the Western Cape

Members of the National Taverners' Association (NTA) decided in Johannesburg yesterday to tell the Food and Allied Workers' Union (Fawu) that they were planning to start selling beer in Soweto today

However, in the Western Cape, most shebeens and taverners belong to an organisation affiliated to a rival body, the South African Taverners' Association (Sata), who have not backed down on their decision to suspend beer sales

Guguletu

The biggest liquor wholesaler in Cape Town townships, Sivukile Liquor Wholesalers in Guguletu, confirmed today that they were not selling SA Breweries products nor were any other members of the WC Taverners' Association affiliated to Sata

In Johannesburg, vice-chairman of the NTA, Mr Ray Mollison, said a meeting about the boycott was held yesterday by the NTA and Fawu

It was decided that liquor retailers could no longer afford to back the boycott in support of Fawu

"The NTA had to take practical measures, although reluctantly," said Mr Mollison

Another meeting will be held tonight

NTA's chairman, Mr Lucky Michaels, said NTA members had more to lose than the SAB workers and other organisations

He said that in the week since the boycott started several members had been assaulted and had their property and stocks damaged by gangs of youths. He said only black shebeen owners were affected, while liquor traders of other colours benefited from the boycott

SA Breweries said violence was continuing. The latest victim was a supervisor at the Wadeville depot who had been admitted to the Garden City Clinic with a brain haemorrhage

SAB yesterday obtained a final interdict against Fawu

The Pretoria Supreme Court granted SAB an interim interdict on October 11, evicting the striking Fawu members from SAB premises and restraining them from interfering in any way with normal operation

The interim order issued by Mr Justice Kriegler calling Fawu to show cause why a final interdict should not have been made against them, was yesterday confirmed by Mr Justice Van Dyk after Fawu failed to furnish a cause — Staff Reporter and The Argus Correspondent

2 SAB workers killed in clash

Sapa
TWO SA Breweries workers who were demonstrating against the sale of beer in Zola township were killed by a gangster who had been hired by bootleggers in the area, the Food and Allied Workers' Union claimed yesterday.

The violence follows the imposition of a beer boycott at shebeens in black townships in support of SAB workers who are striking for improved wages.

Fawu called on SAB to disassociate itself from this criminal action

The SAB, however, has in turn called on Fawu to call off the self-appointed vigilantes who are terrorising shebeeners

Fawu said in a statement the two workers had been approached by a panga

9/11/89
carrying gangster while demonstrating against the buying and selling of SAB products

The workers had found a stack of beer bottles with which they attempted to fight off an attack from the man. They then fled but the alleged gangster apparently fired two shots striking the workers, who were then stabbed.

Incidents of violence were also reported in Katlehong on the East Rand where shots were fired at workers demonstrating outside shebeens, Fawu said.

Meanwhile, SAB yesterday said its strike-affected plants were receiving many calls from workers who wanted to return to work. - Sapa

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B. Day 8/11/89

Violence prompts tavern owners to end beer boycott

SOWETO shebeen-owners told the Food and Allied Workers Union (Fawu) at a meeting yesterday they were ending — with immediate effect — the beer boycott many had supported for the past week

And the 350 Soweto Taverners Association (STA) members who attended the meeting at Soweto's Uncle Tom's Hall appealed to the union to take schoolchildren, who had been using strong-arm tactics, out of the controversy

About 100 shebeen operators had their stocks damaged and were assaulted and robbed by youths enforcing the boycott of SAB products, STA secretary Ray Mollison said last night

Last week the STA agreed to support a call by black organisations for a national "withdrawal of buying power from SAB" to support the union's 6 000 members who are on strike at SAB

Yesterday's meeting was called to discuss the accompanying violence which Mollison said had worsened over the past weekend as youths went from shebeen to

THEO RAWANA

shebeen destroying stocks and assaulting people

By the time Fawu assistant general secretary Mike Madlala arrived at the meeting, it had already been decided that operators would open up again, while the STA executive would report to Fawu and try to work out alternative ways of supporting the strikers

Exorbitant

Arguments put forward were that taverners had given Fawu support for a week whereas SAB workers at Chamdor had never stopped working; bottlestore owners' association Ukhamba had declared it was opening its shops, Fawu was doing nothing to stop youths from harassing shebeen keepers, and coloured liquor operators in neighbouring Eldorado Park and Nancefield were servicing Soweto

Speakers also claimed that cafe owners in the city were stocking up more than they had ever done before, and were charging

exorbitant prices

Madlala said there had been problems with other organisations as well, and a meeting would be called to work out alternative strategies. Shebeen owners then called on him to defuse the situation by releasing a statement permitting them to open while this was being done

He said, however, he could not make a unilateral decision as the resolution to boycott had been taken in conjunction with other organisations

The STA executive agreed that a meeting would be held with Fawu and other organisations at the same hall tomorrow

SAB said in a statement yesterday that Fawu's threat to prolong the strike until next year would cost the lowest-paid employee a minimum of R4 060 in lost wages by January 1

"Excluding benefits our grade one employees have already lost R480 in back-pay which they forfeited when the strike started on October 10. In addition, by January 1 they will have lost 58 working days. Obviously, our higher-grade employees stand to lose far more"

Breweries strike claims 3 more lives

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ALAN FINE
B. Day

THE SAB strike has claimed three more lives with the deaths of two strikers and a student supporter, in two separate incidents, the Food and Allied Workers' Union (Fawu) said yesterday.

Fawu said all three were killed while participating in peaceful demonstrations aimed at garnering support for the boycott of SAB products.

Two strikers were among a group demonstrating in Zola, Soweto, when they were accosted by a "gangster presumably hired by a bootlegger in the area".

And a student who joined Fawu members demonstrating outside a shebeen in Katlehong was killed when the shebeen owner opened fire. Two were injured.

Fawu national organiser Rajin Naicker said the union was collecting statements from witnesses and, after consultations with union attorneys, would probably pass the information on to the police.

Police spokesmen said they had no information on the alleged killings. The first fatality of the strike was a Durban SAB driver, killed while making a delivery.

Fawu said "Workers have a belief SAB is involved in the hiring of these tsotsis," and called on the company to confirm its opposition to intimidation and violence.

SAB spokesman Adrian Botha said the company treated "with contempt" any suggestion that it had supported violence. SAB's views had been made clear from the beginning, he said.

Naicker said Fawu's NEC would meet this weekend to discuss the strike.

SAB warns strikers



Editor of Sapa makes statement in court

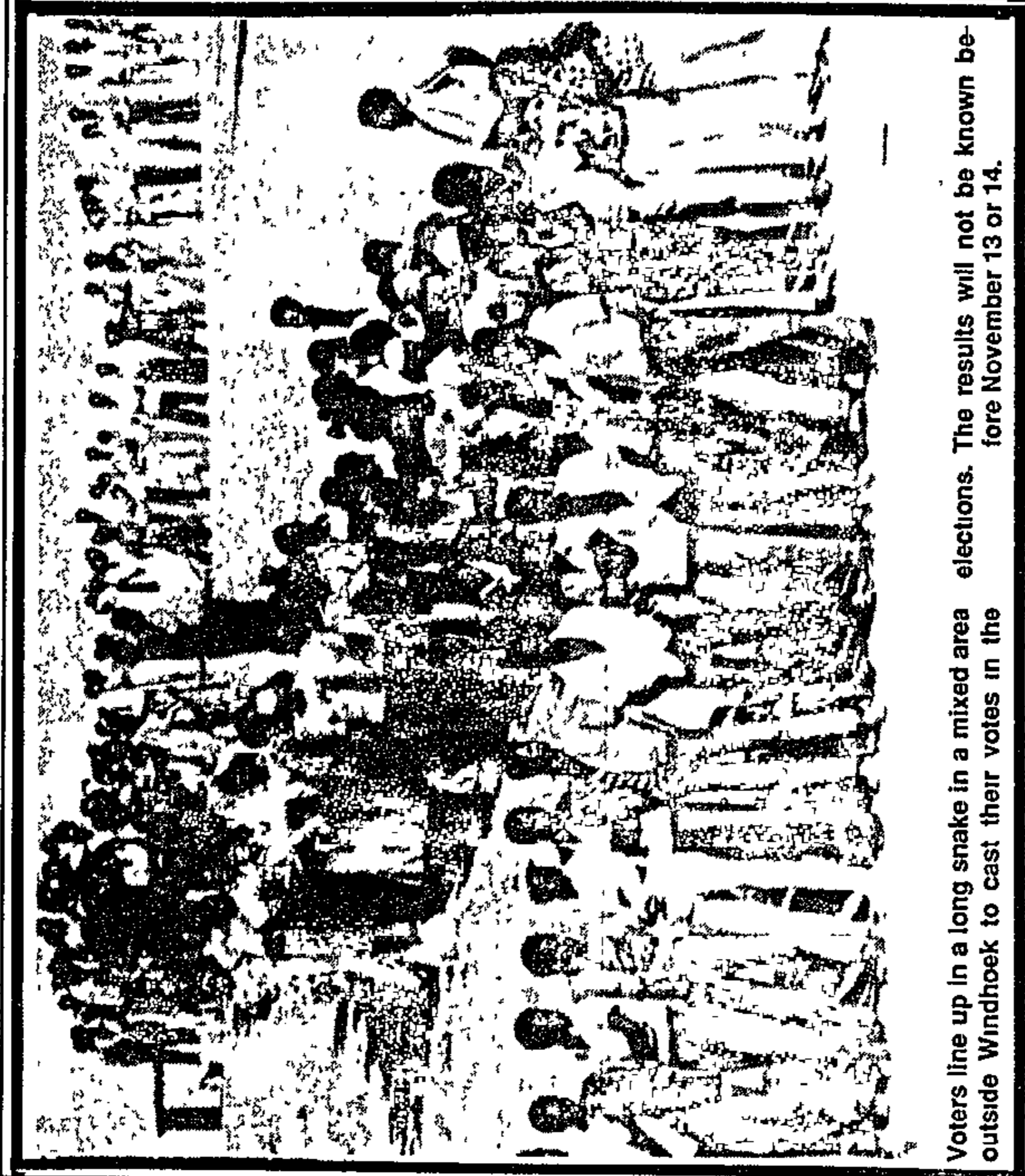
THE editor of the South African Press Association, Mr Edwin Linington, made a statement before a magistrate yesterday in terms of Section 205 of the Criminal Procedure Act.

Linington, who had been subpoenaed to make a statement about the receipt and transmission of a Press release from Cosatu in July this year, told the magistrate, Mr J F Zeelie, he was making the statement most reluctantly.

After making the statement under oath, prosecutor Mr A van Wyk told the court that Linington had satisfied Section 205 of the Criminal Procedure Act and no further information was required from him.

Cosatu

Linington told the magistrate he had been



Voters line up in a long snake in a mixed area outside Windhoek to cast their votes in the elections. The results will not be known before November 13 or 14.

Durban bathing puzzle

SUNBATHERS face an apartheid puzzle in South Africa's premier beach resort this summer after Durban City Council decided to retain beach segregation.

News in brief

Mr Mogomola recently joined Sabia as marketing chairman.

THE Food and Allied Workers Union threat to maintain its 6000-strong worker strike at SA Breweries plants countrywide until next year will cost the lowest paid employees at least R4060 in lost wages by January 1, the company said in a statement yesterday.

Excluding benefits such as meal subsidies and long-service allowances, Grade One employees had already lost R480 in back-pay - because strikers forfeited their back-pay when they embarked on the strike on October 10, the statement said.

There was still no noticeable effect overall of the beer boycott and the company foresaw no major interruptions of supplies.

The company again expressed concern for liquor traders who were being forced to lose their livelihoods for the sake of people who were refusing one of the highest wage packages in the country.

Soweto shebeeners unanimously decided yesterday to resume operations in defiance of the boycott call.

BY KENOSI MODISANE and SONTI MASEKO

Spokesman Mr Lucky Michaels said it was suicidal for shebeeners to stop selling beer.

He however urged Fawu to look for an alternative way of calling for support.

Other shebeeners expressed support for the decision taken by STA. They urged boycott organisers not to involve students in the on-going fracas.

Fawu spokesman Mr Mike Madlala said his association was against the violence that led to two deaths on the East Rand and two serious injuries in Soweto at the weekend.

An SAB spokesman said "We have received calls from shebeeners who have been attacked and their beer supplies destroyed."

Strike-related violence continues - the latest reported victim, a supervisor at SAB's Wadeville depot, has been hospitalised at Garden City Clinic with a brain haemorrhage following an attack on him over the weekend, the company said.

Sowetan 8/11/89

Firing of strikers labelled unfair

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Stor 8/11/89

Labour Reporter

The three-week strike by South African Cyanamid workers had been marred by intimidation, assaults on supervisors, firebombing of non-strikers' houses, and threats to management, the company said yesterday.

It confirmed that it had fired the strikers, who downed tools over demands that the firm join an industry-wide provident fund.

PROTEST

Yesterday the Chemical Workers Industrial Union said the management had acted "unfairly, if not illegally" by warning workers to return to work by Monday — then, when they complied, telling them that they had been fired three days earlier.

Cyanamid said it had consistently offered to negotiate a company provident fund with workers' representatives.

CAT T-115

1, November 8, 1989 3

Shebeen beer boycott ended

JOHANNESBURG. — Soweto shebeen owners told the Food and Allied Workers' Union (Fawu) yesterday they were stopping the beer boycott many had supported for the past week.

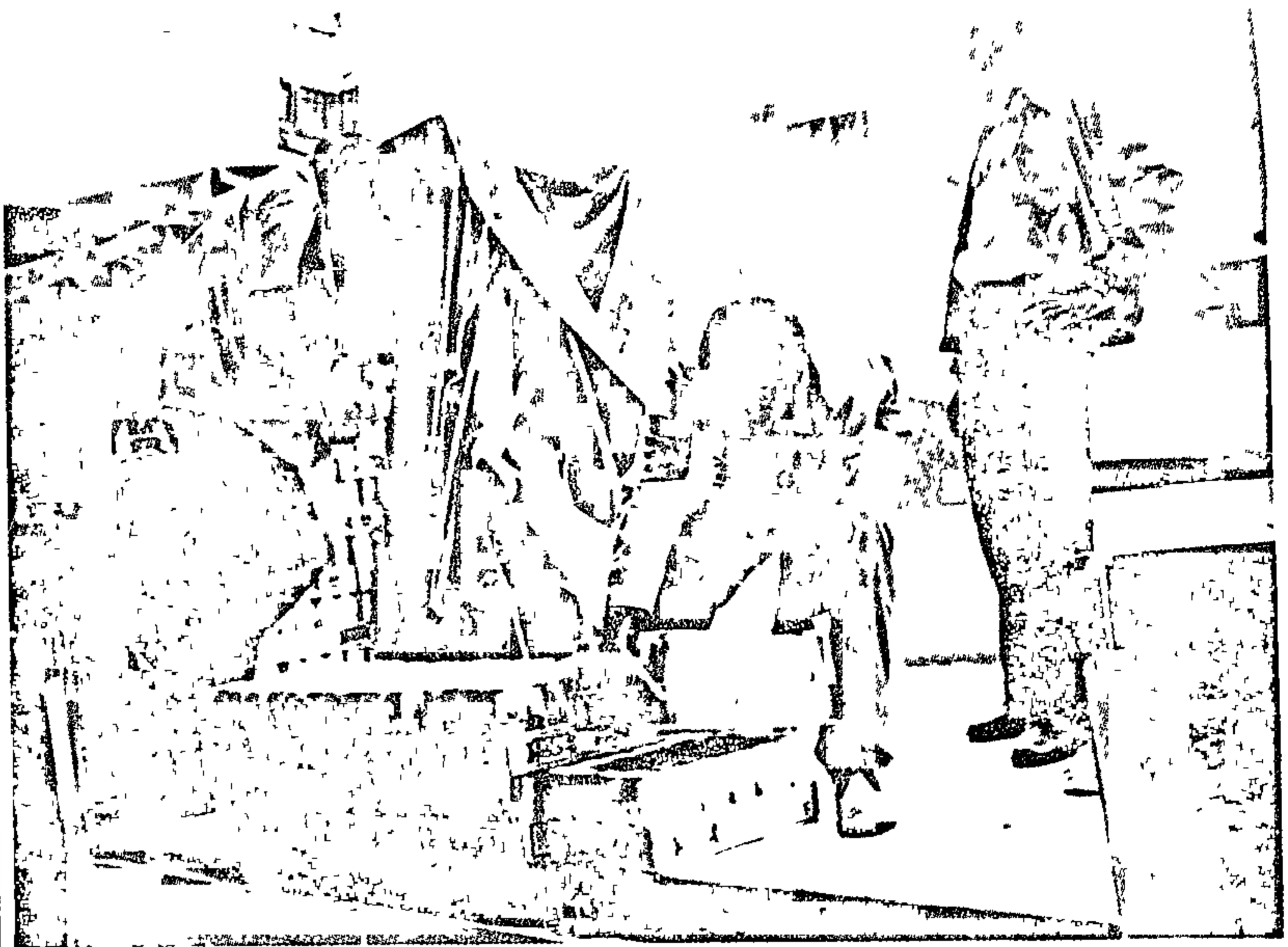
And the 350 Soweto Taverners' Association (STA) members who attended the meeting at Soweto's Uncle Tom's Hall, appealed to the union to stop schoolchildren, who had been using strong-arm tactics, from participating in the controversy.

About 100 shebeen operators had their stocks damaged and had been assaulted and robbed by youths enforcing the boycott of South African Breweries' (SAB) products, STA secretary Mr Ray Mollison said last night.

Last week the STA agreed to support a call by black organisations for a national "withdrawal of buying power from SAB" to support the union's 6 000 members who are on strike.

Yesterday's meeting was called to discuss the accompanying violence which Mr Mollison said had worsened over the past weekend.

By the time Fawu assistant general secretary Mr Mike Madlala arrived at the meeting, it had already been decided that the operators would open up again.



BITTER . . . Strike-bound SA Breweries has appointed armed guards — like the one here — to “ride shotgun” on beer trucks after an SAB driver was shot dead near a Durban brewery.

SOUTH AFRICAN Breweries' four-week-old strike by 6000 employees could become South Africa's longest ever, Food and Allied Workers' Union assistant general secretary Mr Mike Madlala said in Johannesburg yesterday

And, another union spokesman said, the longer the strike continued, the less Fawu could guarantee control over strikers. He said the union's accountability for strike-related violence “lessened as the strike drags on”

By last night there was

SAB strike 'could become longest ever'

Cape Times 7/11/89 152

no sign of either party resuming talks, with Fawu stating that it was not prepared to meet SAB management for mediation, while the company remained inflexible on its final wage offer

At a weekend meeting of union office-bearers and SAB shop stewards in Cape Town, the union

decided to reject the company's conditional attitude towards mediation as a way of resolving the wage dispute

SAB human resources manager Mr Rob Childs last night reiterated that the company would not negotiate back-paying strikers, nor its final wage offer

In a further incident of

alleged strike violence, a supervisor at SAB's Germiston plant was stabbed and his Tembisa home attacked at the weekend, the SAB said yesterday

Nine Fawu members have been dismissed during the strike, they confirmed — Sapa, Own Correspondent, Labour Reporter

Defy beer boycott

calls

OWNERS of nine Soweto bottle-stores last

call to boycott SAB products as the wage strike by the members of the Food and Allied Workers' Union entered its fifth week yesterday.

Mr Martin Sebesho, spokesman for the owners, who are operating independently from the National Taverniers Association (NTA), said although they sympathised with the striking workers, they felt obliged to resume beer sales from tomorrow "in order to keep our businesses operating".

The decision was taken at an emergency meeting yesterday as Soweto was experiencing one of the driest periods in many years

By Kenosi Modisane and Sy Makarlinge

Sebesho said beer contributed 80 percent of their trade

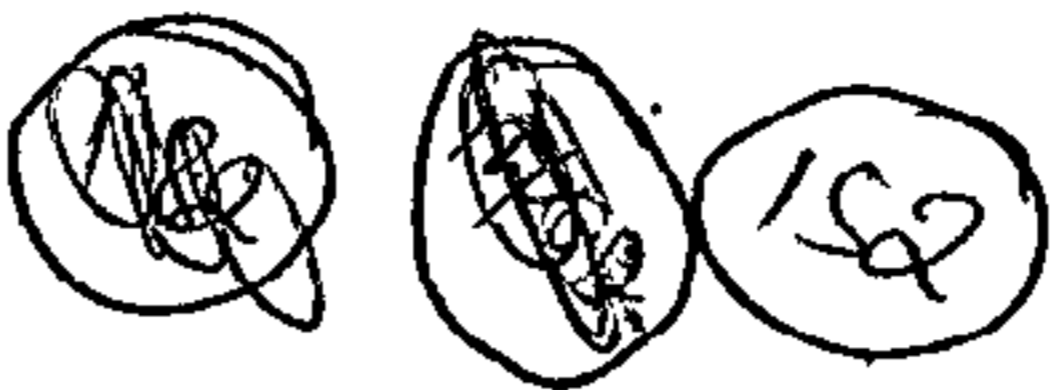
He said the "continued non-supply of beer" might jeopardise their licences as the Liquor Act stipulated that bottle-store owners must supply all brands of beer

"Bottle stores are owned by individuals who are independent of any company as far as financial backing is concerned Unless plans are advanced on how we could recover our costs, we would have no choice but to resume beer sales," Sebesho said.

Meanwhile, many people had to cancel stokvels and parties at the last minute due to the scarcity of beer.

● See page 5.

Sowetan
7/11/89



Beer boycott: Taverners to meet Fawu

Labour Reporter

Black taverners are to meet the Food and Allied Workers Union (Fawu) in Soweto today after reports of mounting harassment of liquor outlets since the launch of the national beer boycott

The boycott, which started 10 days ago, arose out of the month-long wage strike by 6 000 workers at South African Breweries (SAB).

Confirming the Transvaal meeting, National Taverners' Association representative Mr Caleb Zulu said thugs had smashed beer bottles in raids on at least 11 Soweto shebeens since the boycott began.

A shebeen owner in the East Rand township of Tembisa had lost 56 cases of beer at the weekend. Fawu had promised to investigate, he said.

Fawu officials remained tight-lipped about the outcome of a national strike committee meeting last week. It was expected to yield a formal response to SAB's proposal of mediation to end the dispute.



Star 7/11/89

SAB rules out face-saver for union

SAB was not going to improve its wage offer to the 5 500 striking Food and Allied Workers' Union (Fawu) members simply to allow the union to save face, SAB beer division MD Graham Mackay said at the weekend

Mackay said he believed the company had negotiated to exhaustion at negotiations, conciliation board and mediation proceedings. By yesterday no word had yet been received from Fawu on decisions made at its weekend meeting on the strike

SAB's Adrian Botha confirmed that seven monthly paid employees at the Rosslyn Brewery had been dismissed.

He said the seven, laboratory technicians, were not part of the bargaining unit affected by the wage dispute and therefore there was no legitimate reason for their absence from work.

He said the industrial court had recently

ALAN FINE

ruled in favour of the company on a similar dismissal which had occurred during a strike in Port Elizabeth earlier this year.

Mackay said the company was prepared to discuss with Fawu other issues in its proposal, such as shift work and overtime

"But we regard our final wage offer as final. If they are looking for a face-saver, we will not co-operate," he said in response to union statements that it was prepared to substantially reduce its 38% wage demand.

Mackay said SAB's contingency production plans, which had been well-laid long ago, had proved "extraordinarily successful". The company was building up stock for its summer peak season, partly due to raising production at one brewery by a round-the-clock operation.

● Picture: Page 3

Handwritten notes and scribbles on the right side of the page, including a circled 'S', a vertical scribble, and the date '5/1/89'.

Wage rows 'chief cause of strikes'

Cape Times 3/11/89
Own Correspondent

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JOHANNESBURG — At least half the 205 strikes recorded by the Institute for Industrial Relations (IIR) in the nine months to September 30 were triggered by wage issues, an IIR report issued yesterday showed

IIR senior professional officer Adrian Hersch said he expected wages to remain as the largest single cause of strike for some time as it would still take a number of years before historical racial wage imbalances were fully corrected

The second largest category of strikes, 15%, were over dismissals and other disciplinary issues

Hersch noted a slow decline over the years in this figure, attributable to a greater realisation that disputes of right were more equitably settled by adjudication than by economic force

The "other" category accounted for such issues as racial incidents, disinvestment, inter-union rivalry and stop order facilities, he said

He noted the proportion of sympathy strikes had declined significantly in 1988 and this year, and said one factor causing this was probably the Labour Relations Amendment Act which decreed such strikes an unfair labour practice

The majority of strikes, 54%, had occurred in the PWV area, with the eastern Cape (13%) and Natal (12%) next in line

ing facilities, a downturn in the world economy can have a negative impact on SA steel's export performance."

BEER INDUSTRY

Frothy tussle

On the face of it, the strike at SA Breweries and the painful beer boycott that has come in its wake creates an ideal opportunity for rival SW Breweries to grab a bigger share of the SA beer market (see *Currents*).

Not so. SW Breweries has problems of its own. The company, it turns out, is recovering from its own strike and related consumer boycott.

The action against the Windhoek brewer was called by Swapo two months ago after a Namibia Food and Allied Union member was fired. During the 45-day stoppage, drinkers in the two main Namibian beer markets, Katutura, north of Windhoek, and Owambo,

Fruel 3/11/89. 83

in the far north, were intimidated into not buying the brewery's products.

That was the cue for SAB to make a big push for the 45m l/year Namibian market. Castle, Lion and Amstel, known among black beer drinkers as *boerebier*, quickly replaced the local brew

So, not only has SW Breweries missed a heaven-sent opportunity to dent SAB's share of the SA market, it's actually losing ground to its chief rival at home

SW Breweries marketing director Ernst Ender believes that SAB may now have as much as 15% of the Namibian market compared with little more than 10% a few months ago

"Our strike was heavily politicised," says SW Breweries' MD Bernd Masche "It started because we dismissed one man in terms of our disciplinary code. The union, which is Swapo aligned, objected and eventually we dismissed 192 workers. Of those, 30 have returned and production and deliveries are now back to normal"

The boycott is also over except for small pockets in the north where there is still resistance to the company's products

SAB sales in SW Breweries' backyard are not letting up. An official at Stellenbosch Farmers' Winery in Windhoek, which distributes SAB products, says. "Our sales have shot up and it doesn't appear as if they are tailing off"

Unhappily, there's little SW Breweries can do to retaliate. Ender says it's not feasible to "exploit the situation in SA from our plant in Windhoek in the same way SAB did in Namibia, SAB's products were well known because it provided all the beer for the SADF before hostilities in Angola ended. We thought that was unfair"

Ender adds "When we had our problems, SAB came on strongly and delivered beer to the black market, offering incentives — which we won't do in SA. We supply on demand and penetrate the premium beer market in direct competition with Amstel"

SW Breweries is at least reaping some benefit from SAB's troubles. Ender says the National Taverners' Association, which supports the SAB boycott, asked it to supply its members

"It's a way of launching our Windhoek Lager and Special into a new segment of the market. They started buying only two days ago, so I can't say if that development is having a significant effect on our penetration. I do know it will be good for the quality beer market"

SW Breweries estimates it has 1% of the 2bn l/year SA market, SAB puts the share much lower, at 0.02%

Beer importers appear to be having even more difficulty in taking advantage of SAB's problems. Inge Nubel, joint MD of N M K Shulz, probably the biggest importer of beer, says it's tough to sell beer from overseas because of the 60% surcharge, "but we bought more when we knew SAB was running into trouble". However, "orders from our clients haven't increased, which indi-

cates SAB is still catering for demand"

SAB marketing director Peter Savory says he's more concerned with the effects of the boycott on workers than with SW Breweries selling more beer in SA

"There are 1 400 licensed black liquor outlets and no one knows how many she-bens. Each of those probably employs six people, which means that just the licencees employ 8 400 people. What the union is saying is that all those people must starve. That concerns me much more than SW Breweries pushing its share of the SA market higher"

SAB mediation offer: Workers meet today

CAT 10763 3/11/89

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Labour Reporter

REPRESENTATIVES of 6 500 striking SA Breweries (SAB) beer workers will meet in the city today to consider a company offer that the turbulent three-week dispute be referred to mediation.

Confirming the meeting yesterday, Food and Allied Workers' Union (Fawu) national organiser Mr Rajin Naicker said it would be attended by the union's national office-bearers and SAB shop stewards' committee

But the strike-bound beer giant would not move from its final offer of a 16% wage increase, SAB spokesman Mr Adrian Botha said yesterday

And as management proceeded with civil actions against alleged strike-related violence, the union "unequivocally" renounced the use of violence

Fawu had called on the beer giant to "review its mandate" regarding the final 16% offer, but SAB had refused to consider this, Mr Botha said

Meanwhile, 150 Ohlsson's Brewery workers were arrested in Butterworth in Transkei on Wednesday following "severe intimidation", SAB said

About 300 striking workers at the company's Newlands brewery are set to stage their second picket in three days this morning

On Wednesday the company was awarded an interim interdict, in consent with union lawyers, restraining

Newlands workers from assaulting or intimidating other employees

A striker was arrested, but immediately released and warned to appear in court, after a casual worker was allegedly beaten up by strikers outside the brewery on Wednesday

Outlining its position on strike violence, Fawu noted with concern "aggravating factors" such as casual workers openly carrying weapons, the continued police presence and the company's ban on picketing on its premises

Fawu said it believed that striking workers had the right to picket peacefully under the then existing strike code, but management had refused to negotiate the issue

Commenting yesterday Mr Botha said: "It is not our problem if they (strikers) are picked up by police"

He dismissed "as absolute nonsense" claims that some casual workers were armed, adding that the police would not be present if there was no violence.

● Lawyers acting for Fawu said yesterday that SAB had not "won" an interdict on November 1, as was reported in the Cape Times yesterday

The interim order was granted by consent, with Fawu and the other respondents being given the right to oppose the order and anticipate its return date

(S2)
Winn
3-9/4/89

A somewhat bitter festive season as beer strike brews

By EDDIE KOCH

THE Food and Allied Workers' Union (Fawu) yesterday said its nation-wide strike at SA Breweries — by far the most bitter labour dispute this year — would continue beyond Christmas unless the company accepted a union call for renewed wage talks

"We have sent a letter to management saying that we are open to renewed talks on the wages. We have a mandate to be flexible from our members," said Fawu assistant general secretary Mike Madlala

SAB's board of directors yesterday announced it was keen to call in a mediator to resolve the dispute but would not increase its wage offer. Company representative Adrian Botha said management was prepared to talk about improving employment conditions other than wages

The carefully worded statements, which come against a background of escalating violence around the strike, indicate both parties may be seeking a way out of the deadlock.

Although Fawu has received pledges of solidarity from SAB's biggest customers, the National Taverners' Association (NTA) and the Ukhamba Liquor Association, the prospects of a successful consumer boycott seem doubtful.

A beer boycott in the townships is not likely to be received with widespread enthusiasm. Already Ukhamba, which represents 1 500 black bottle store owners, has announced it would not call a boycott as this would be "self-defeating". A number of shebeen owners in Soweto are opposing the boycott which they feel could lead to spiralling violence between supporters and opponents of the boycott.

SAB claims that it is currently producing more beer than at this time last year and appears to have stockpiled supplies in order to sit out an extended strike. However, there are signs that the strike is disrupting supplies of certain brands and this could push the company into renewed talks.

Some 6 000 striking workers at seven breweries and hundreds of depots around the country are demanding a wage hike of R1,50 an hour (38 percent). The company is offering an increase of 75 cents (16 percent) which it says will take the minimum wage to R1 063 a month.

Last week SAB said it was using armed guards to ride shotgun on its delivery trucks after a driver was shot dead in Durban. SAB now reports a child of a staff member is in a critical condition after a fire-bomb attack in Pietersburg.

There have been a series of other violent incidents and at least seven union members are under arrest and face assault charges.

Mandela free in January?

SOUTH Africa has pro- visional plans to free Nelson Mandela in January, Government sources said on Thursday.

The planning is for January, one source said, but emphasised no specific date had been set for the release of the world's best known political prisoner.

Mandela, in jail since 1962, is serving a life term for plotting to overthrow the Government.

The sources said the Government of new President FW de Klerk was also looking at the possibility of other reforms long demanded by leaders of South Africa's voteless black majority and the world community.

These included lifting a ban on the African National Congress (ANC) and ending a three-year-old state of emergency.

While no timing has been fixed for any of these actions, the fact that Pretoria is considering them underlines the transformation in South African politics since De Klerk ousted former president PW Botha in August.

Sowetan 3/11/89



Sowetan 3/11/89



SAB wants mediation with Fawu, but not about wages

152 (152) (152) B. Day 3/11/89

SAB yesterday proposed mediation with the Food and Allied Workers' Union (Fawu) aimed at resolving the three-and-a-half week strike — but on the understanding that an improved wage offer was not on the agenda

The move was in response to a Fawu letter earlier this week proposing talks provided the company was prepared to bring a new mandate on its 16% offer

Fawu national organiser Rajin Naicker said the union's national office bearers and SAB shop stewards committee would be meeting in Cape Town today to consider the company's communication

He believed, however, wages were the main point in dispute. Resolution, without movement on this issue from the company, was most unlikely

Naicker repeated Fawu's 38% demand had been, and remained, negotiable. "We are prepared to move substantially on this and other issues. We have just not had a forum in which to do so," he said

An SAB spokesman said the board

ALAN FINE

had met on Wednesday and decided it was not prepared to increase the wage offer, which was considered fair and reasonable

Naicker rejected as weak SAB claims that it was among the highest payers in industry. "Minimum wages at ABI, Cadbury's and UCT are all higher than at SAB," he said

The SAB spokesman reiterated the company's "total rejection of intimidation and violence, and to that end we are collecting evidence and will be acting against all perpetrators".

Violence

Naicker said the company appeared more concerned with putting the union in a bad light than in attempting to resolve the problem of violence

"In view of what is happening around the country — and in particular the assault on a worker in Cape Town (on Wednesday) — what must we do to substantiate our claims?" SAB responded

Naicker said in the one case when

plant management had called him in to address the issue — at Prospecton, Durban — he had taken a number of steps in consultation with, and on suggestion of, management

This included a public address to workers calling on them to desist from violent acts if they had indeed been involved in any; issuing a written memo to members in Durban and elsewhere; and issuing a press statement. This was done without evidence of Fawu involvement.

Naicker said he was prepared to meet with SAB at a national level to discuss the issue. He believed, though, that a more positive attitude by SAB to negotiation would do a great deal to create a more relaxed situation

Labour observers said it appeared SAB's contingency production plans were sufficiently good to hold out for three to four months if necessary

SAB's Adrian Botha agreed this was quite feasible. He said there were no thoughts at this stage of issuing an ultimatum to employees to return to work or be dismissed, nor to institute an official lock-out

Union says no to SAB offer

South African Breweries' conditional offer of mediation to settle the three-week wage strike at the company was unacceptable, the Food and Allied Workers' Union said today.

SAB announced yesterday it would propose mediation.

Fawu's Mr Ernest Buthelezi said, "They say they will only discuss the wording of the existing agreement."

● SAB has obtained a Supreme Court order restraining Fawu from intimidating temporary workers at its Newlands plant — Labour Reporter.

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SAB
2/11/89

Strike at Van Leer is settled

Labour Reporter

The month-long wage strike by about 1 000 workers at nine plants of the Van Leer group was settled yesterday.

Van Leer personnel director Mr. Gerald Thompson said workers had agreed to go back to work on Monday after talks between management and the National Union of Metalworkers.

Workers had accepted a 70c/hr increase back-dated to July and a further 20c from January.

● The pay strike by 430 workers at GEC Machines, Benoni, went into its third day yesterday.

MAJOR trends identifiable in the 205 strikes which the Institute for Industrial Relations noted for the nine months ended September 30 are of wage issues being the largest single cause

The chemical sector followed by the metal and allied sectors experiencing the most activity

The PWV area accounted for more than half of all the strike action

In 1986 strike issues compiled by the IIR revealed that wages accounted for 29% of strikes. In 1987 it was 32% and in 1988 it rose sharply to 48%

The 48% figure for the year up to the third quarter of 1989 is thus very exactly in line with the trend of 1988

Wage issues are expected to remain the largest single cause of strikes for a number of years because as mentioned in previous articles regarding strikes it will take a number of years before historical racial wage imbalances are fully corrected

As far as dismissal/disciplinary matters are concerned the decline over the years at a lower rate between 15% and 16% from 19% in 1986 has been maintained

There has been a tendency towards a greater realisation that disputes of right (e.g. unfair dismissal) are more equitably settled by adjudication than by economic forces

It is interesting to note that the figure went as low as 12% for the first quarter of 1989. As pointed out at the time unions tend to favour private adjudication because they have some say as to who the

Wage issue main cause of strikes

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Sowetan
3/11/89



Demonstration by striking workers

Historical imbalances not yet fully corrected

adjudicator shall be Where employees refuse this the Industrial Court is the alternative

The Industrial Court per se is not objected to as it is seen as a useful forum. But at present it is seen as having disadvantages

For example John Copelyn of Sictwa says that in order to overcome the disadvantages labour and management need to apply joint pressure for a say over the way the court functions - including the right to veto appointments

It appears that for as long as the perceived disadvantages in the Industrial Court exist there will still in some cases, be strikes over disputes of right

There have been an ever increasing number of recognition agreements concluded where the parties have agreed that private arbitration will be compulsory in disputes of right ruling out strike action

But agreements of this nature are at present relatively few

Their effect in terms of numbers as well as influencing legislation in this specific regard will probably only be felt in a number of years. Further it could also take a number of years for labour and management to effectively have a say over the way the Industrial Court functions

Consequently strike action in this area - while remaining a minor cause will probably not decrease dramatically in the near future

Recognition accounted for 5% of strikes in both 1987 and 1988. Until the end of the third quarter of 1989 it stands at 4% and thus the trend over the years is maintained. In the first quarter of 1989 the figure was 12%

At the time it was noted that many unions (despite the proportionally increased administration involved in such a venture) were making efforts to gain recognition at smaller businesses

It was noted that many of these employers, often knowing little of IR tend to resist very strongly the

FOCUS

Report issued by Institute for Industrial Relations

entry of a union in a workplace which often leads to strike action

A possible explanation behind the non-escalation of recognition strikes at these plants could be that unions are slowing down efforts to organise at these factories (the extra administration could be beginning to be felt) and/or that smaller employers are beginning to become more knowledgeable about IR

Recognising the problem which the smaller employers encounter employer bodies have indeed done much to inform them about IR

For example Assocam has this year compiled a revised edition of "Industrial Relations for the Small Businessman"

The above factors therefore could point to strikes over recognition remaining at low levels

Sympathy strikes continue to remain at low levels. In 1987 they were responsible for 14% of strikes, in 1988 5% and at present 3%

The effect of the Labour Relations Amendment Act (LRAA) - pro-nulgated

on September 1 1988 - ruling a sympathy strike an unfair labour practice has probably contributed towards this

Strikes over retrenchment continue to be minor being 6% at present. Over the last few years the figure has been around the 7% mark. It is likely to remain at low levels

There have been a number of large-scale retrenchments not only over the last four years but also during 1989. The low strike rate over this matter appears to be an indication that the parties were to a large extent left to conclude their own agreements

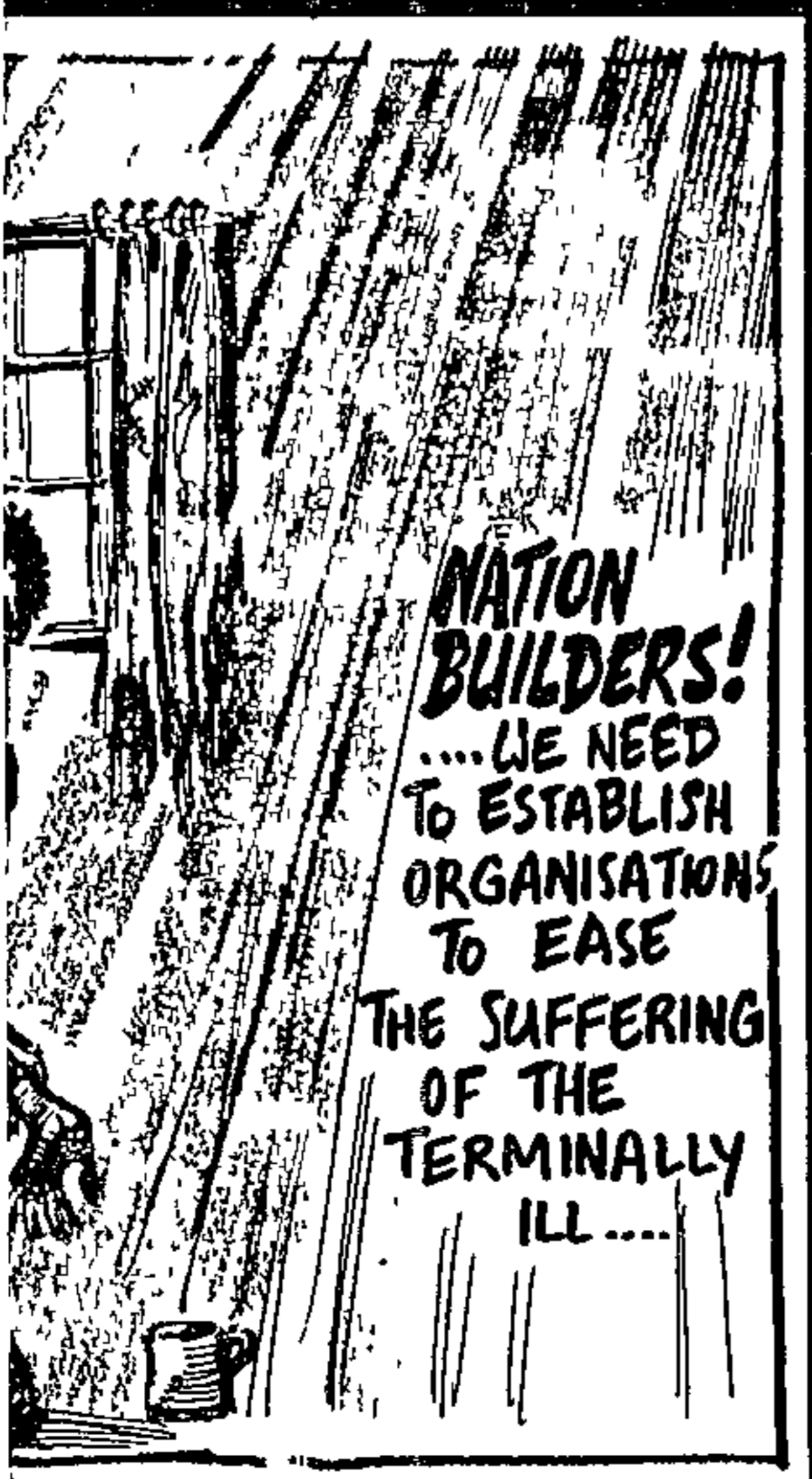
It is surely a sign that - despite all the problems that have been encountered this bodes well for the future climate of industrial relations in South Africa

As far as strikes by sector are concerned chemical (20%) metal and allied (17%) and services (13%) account for most strike action

The strikes at Plascon Mobil Sasol and BP feature prominently in the Chemical sector. Action in the metal and allied sector includes the spate of wildcat strikes which occurred on the East Rand in May

In terms of the LRAA, Section 79(2) widened the scope for employers to sue for damages incurred in unlawful strikes by assuming that unless the union could prove otherwise, that members or officials were acting in such circumstances with union authority

The intention of the legislation was to discourage wildcat strikes but it was having the opposite effect. In many instances the union refused to become involved delaying the settlement of the disputes and companies were using unwieldy court interdicts against hundreds of industrial workers



Political comment in this issue by Aggrey Klaaste and Joe Thlolo. Sub-editing, headlines and posters by Sydney Mathaku. All of 61 Commando Road, Industria West, Johannesburg

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Court rules for Premier

Supreme Court Reporter

IN TWO separate applications yesterday, Premier Milling Company obtained a final interdict and succeeded in having an interim interdict against striking workers — members of the Food and Allied Workers' Union (FAWU) — extended

Mr Justice S Selikowitz ordered Mr Ralph Dibela and 105 fellow workers, alleged to be engaged in an illegal strike at the company's Epping plant, not to interfere with or intimidate Premier Milling employees or temporary staff and not to damage their property

or obstruct normal operations of the factory

Human resources manager Mr Andre Els said in an affidavit that the day after an illegal strike was started at the factory, three men who had arrived on a truck to load flour, maize and mielie meal were chased off the premises by the striking workers.

The company feared that the workers would continue their "illegal and criminal activities" and cause irreparable harm if an interdict were not granted

In the second application, Mr Justice Selikowitz extended an interim interdict, granted on Oc-

tober 6, against Mr Raymond Sasha and 107 other workers at Premier's factory in Malta Road, Salt River, till November 8

Factory manager Mr John Waterhouse said in an affidavit that the workers, all members of FAWU, started an illegal strike on October 5

On that day a delivery truck from an oil company was prevented from entering the premises

The next day six men on a truck which had arrived to load bran were forced off the premises and loading could not take place

Mr R Brusaer instructed by Mr P C Faber of Sonnenberg Hoffmann and Galombik, appeared for Premier Milling in both applications.

SAB workers suffer as strike enters 23rd day

Own Correspondent

CAPE TOWN — The 500 striking SA Breweries workers in the Western Cape are beginning to feel the pinch as the national legal strike enters its 23rd day today.

With no strike fund and no pay, workers have to rely on friends and supporters to see their families through the lean period.

Because the Food and Allied Workers' Union is a "food union", strikers are collecting food from fellow members in other sectors of the industry to help them

Members of sympathetic organisations and other Cosatu unions are also being asked to donate money.

All money and food is distributed to workers according to need at Community House in Salt River where the strikers gather daily to meet each other and plan activities in support of their strike.

FINANCIAL PROBLEMS

"We are the beggars right now," explained shop steward Mr McWellington Mtiya, when asked about how he and others were making ends meet.

However, the union members appeared firm in their resolve to see the strike through

Said one striker. "The hungrier I get, the more energy I have. I grew up with hardship. I am used to it."

He explained that there were seven members of his family living in Guguletu who relied on two breadwinners. With him earning no money, the family was struggling

Mr Mtiya summed up the feelings of the strikers: "We have problems financially but we are prepared to sacrifice for our struggle as long as management is not prepared to listen to our demands."

Liquor traders



See 2/11/89

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Wages trigger most strikes

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NEARLY half the 205 strikes recorded by the Institute for Industrial Relations (IIR) in the nine months to September 30 were triggered by wage issues, an IIR report issued yesterday showed.

IIR senior professional officer Adrian Hersch said he expected wages to remain the largest single cause of strike for some time, as it would still take a number of years before historical racial wage imbalances were fully corrected.

The second largest category (15%) of strikes were over dismissals and

ALAN FINE

other disciplinary issues

Hersch noted a slow decline over the years in this figure, attributable to a greater realisation that disputes of right were more equitably settled by adjudication than by economic force

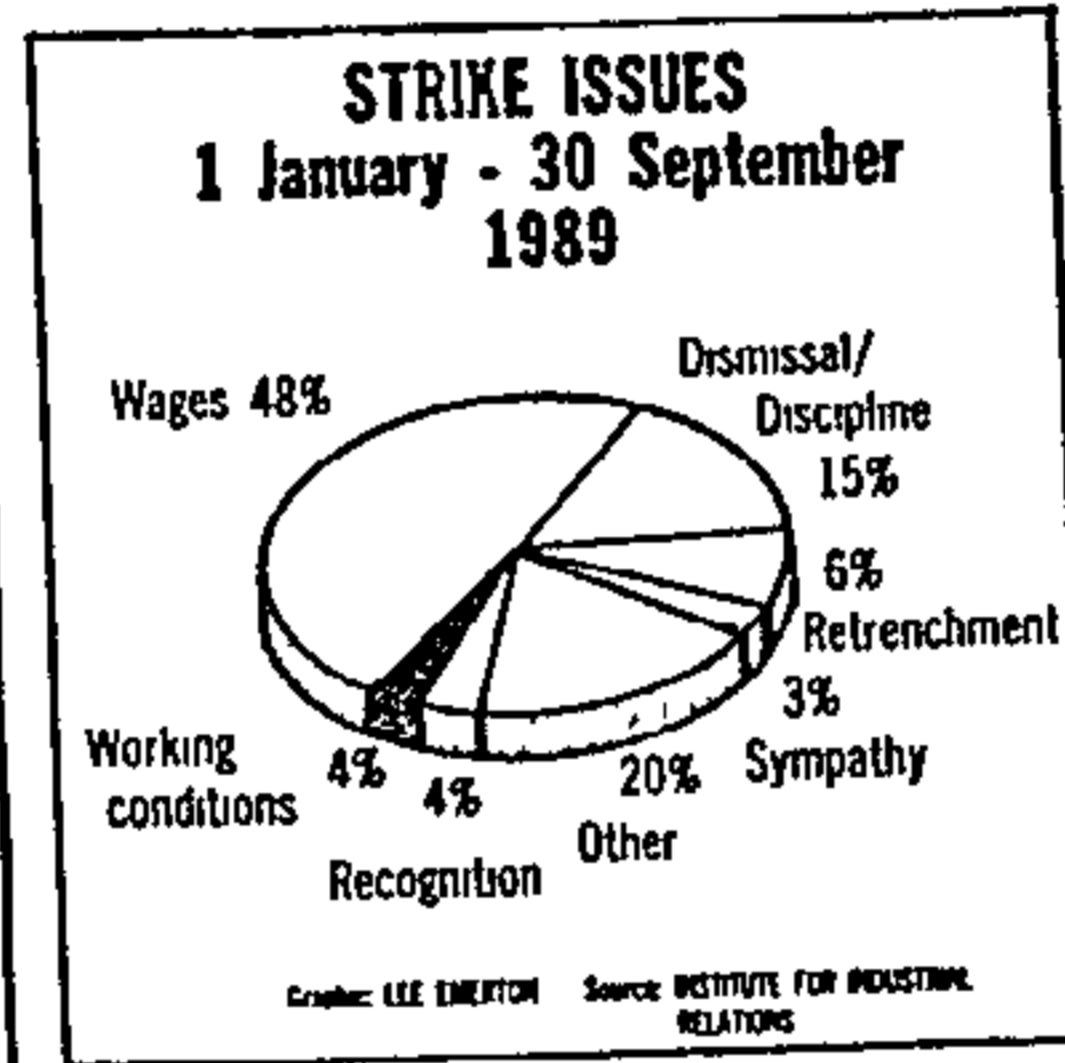
However, he said, as long as unions perceived disadvantages in the use of the Industrial Court, such strikes would continue to occur

The "other" category accounted for such issues as racial incidents, disinvestment, inter-union rivalry and stop order facilities, he said

He noted the proportion of sympathy strikes had declined significantly in 1988 and this year, and said one factor causing this was probably the Labour Relations Amendment Act which decreed such strikes an unfair labour practice.

The majority of strikes (54%) had occurred in the PWV area, with the eastern Cape (13%) and Natal (12%) next in line

The IIR study also found that 20% of the strikes had been in the chemical industry, 17% in metal, 13% in services (mostly black municipalities) and 11% in commerce and catering



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Fired after stoppage

From MAKHAYA MANI
OUDTSHOORN.— About 115
workers at an Oudtshoorn leather
factory downed tools this week in
protest against being penalised for a
work stoppage last week.

Waving a Mass Democratic Move-
ment banner, the workers marched
out of the factory last Monday.

The strike followed a work stop-
page at the plant, part of the Klein
Karoo Agricultural Co-operative,
last Thursday when management re-
fused to allow South African Cloth-
ing and Textile Workers' Union
(Sactwu) organiser, Phillip Goliath,
to brief the workers at lunch time.

Shopstewards said that although
Goliath was eventually allowed ac-
cess to the plant, workers were upset
that money had been deducted from
their weekly wages for the stoppage
and that they wanted to be reim-
bursed.

Management has asked for seven
days in which to respond because
they have to consult with officials
from the Co-operative.

The workers also protested against
management's refusal to accept their
resignation from the National Union
of Leatherworkers (NULW).

Shopsteward Ben Mapoe said
workers had given their resignation
forms to management in mid-July.

"Management told us the forms had
gone missing in the post," he said.

Mr P Yzelle, manager of the facto-
ry's leather section, said workers
were acting "unprocedurally".

He said the resignations from the
NULW were not done in the correct
way and that he had told workers
they would have to wait a month be-
fore their resignations could be con-
sidered.

South 2-8/11/89



Assault
Cape Times 2/11/89
**on casual
worker:
SAB
man held**

A STRIKING city beer worker was arrested by police yesterday after a casual worker on his way to work at Ohlsson's Breweries in Newlands was allegedly assaulted by strikers

There were also scuffles outside the brewery in Main Road when picketing strikers tried to force their way into the grounds

The attack on the casual worker came hours before a Supreme Court judge indicted more than 300 striking SAB workers and their union from intimidating, assaulting or harassing permanent and casual employees

And as company allegations of strikers' complicity in violence and intimidation continue, the Food and Beverage Workers' Union (FBWU) has reacted "with alarm" to reports of threats of violence against its members at SAB plants in Krugersdorp and Pretoria

FBWU members are not party to the dispute over wages and conditions of service between SAB and about 6 500 members of the Food and Allied Workers' Union (Fawu) at seven breweries and 12 depots

Approached for comment, a Fawu official in Cape Town said such claims had to be treated as an "unsubstantiated allegation till tested in court"

Early yesterday morning commuters at Newlands station were greeted by a peaceful picket of about 40 SAB strikers, which later swelled to a singing, placard-waving crowd of about 150

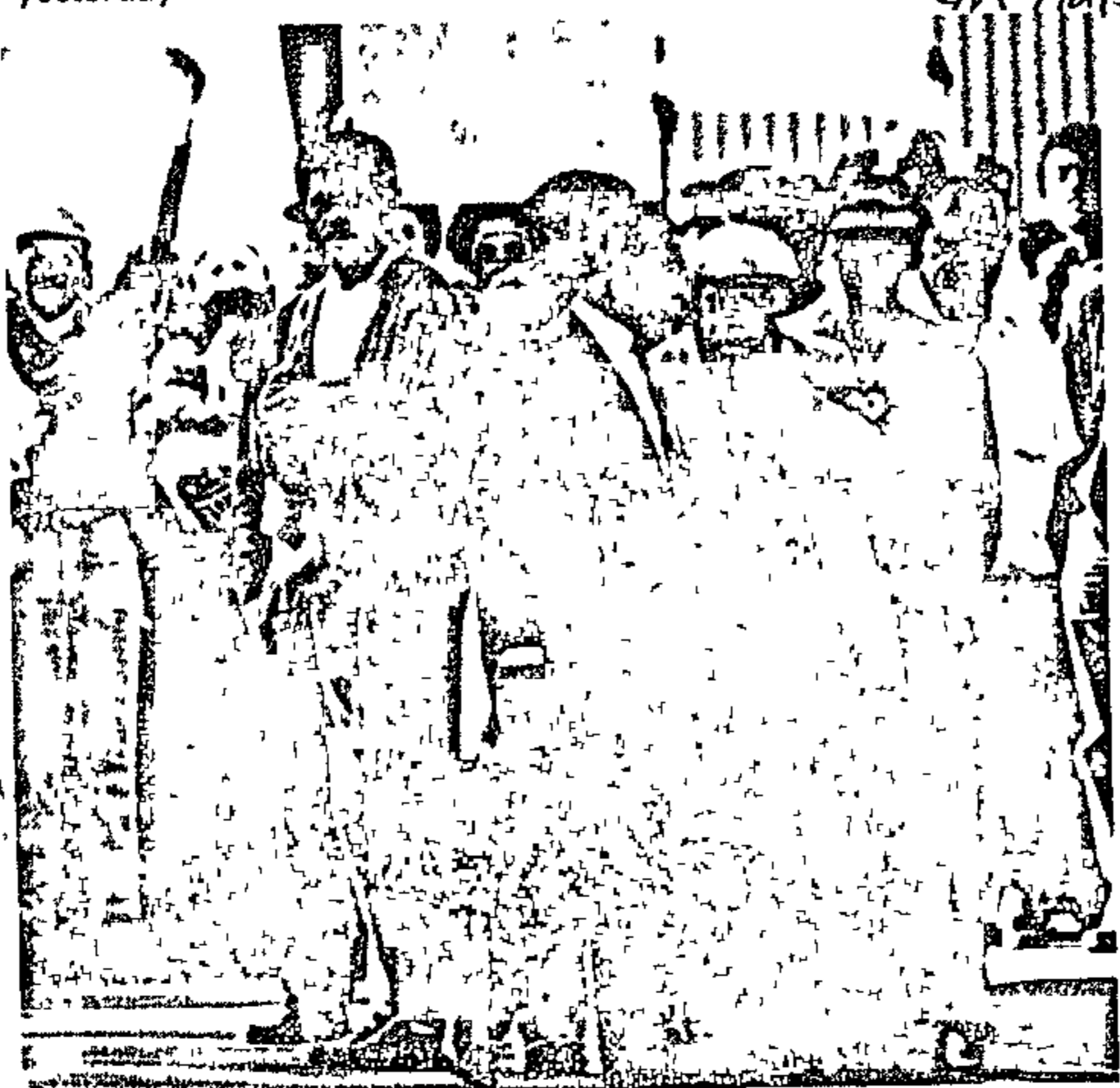
"We are using a picket to show people that we are peaceful and that we have problems with SAB," senior shop steward Mr MacWellington Mtiya said

Company security officer Mr Dave Kimmet vainly tried to block the workers from surging into the company premises after they marched to the brewery's main gate in main Road, Newlands

A large contingent of police stood outside the gates Senior management personnel asked them to leave the vicinity — Sapa



ABOVE Striking SA Breweries workers force their way past SAB security officer Mr Dave Kimmet into the company's Newlands plant yesterday BELOW SA Breweries general manager Mr Sam Montsi (second from left) and shop steward Mr Mac Wellington Mtiya discuss the picket at the company's strike-bound Newlands plant yesterday



Cape Times 2/11/89
**Pinelands SAB
workers indicted**

Supreme Court Reporter

STRIKING members of the Food and Allied Workers' Union (Fawu) employed by South African Breweries (Ohlsson's Cape Brewery) at its Pinelands distributing depot have also been interdicted and restrained from in any way interfering with or obstructing the normal operations there

Mr Justice S Selikowitz made final an interim interdict granted on October 12 against the union and 92 workers who have been on strike following a wage dispute

In terms of the order the union and the workers were evicted from the premises, interdicted and restrained from entering the premises except to work

In papers before the court Mr Robin Varian, industrial relations manager, said there were 1 500 000 litres of beer on the premises, of which 310 000 litres were scheduled to be delivered to 150 customers daily If SAB was unable to make the deliveries customers were likely to run out of stock

The continued presence of the strikers meant SAB was unable to introduce contingency plans which would result in losses which could not be quantified

Mr R P Hoffman, instructed by Mr L B ignat, of Silberbeurs, appeared for SA Breweries. The union and the workers were not represented

Court orders strikers to stop violence

By RONNIE MORRIS
Supreme Court Reporter

SOUTH AFRICAN Breweries (Ohlsson's Cape Brewery) yesterday won an urgent interim interdict in the Supreme Court preventing striking workers — all members of the Food and Allied Workers' Union (Fawu) — from intimidating, assaulting, harassing or interfering with temporary or casual workers

Mr Justice J Foxcroft issued an order indicting and restraining Fawu, Mr Miles Hartford and 307 striking workers from in any way interfering with or obstructing the normal operation of the Breweries

The respondents will have to show on November 21, the return date of the interim interdict, why a final order should not be made

In an affidavit before the court, Mr Mark Blackenberg, human resources manager, Western Cape, said the workers went on strike on October 12 after a wage dispute

On October 11, Mr Sam Monts, general manager, addressed representatives of the workers and said the striking workers would be allowed to remain on the premises on condition they stay in the canteen area and not interfere with operations

Threatened

The worker representatives gave a written undertaking to that effect, but on October 18 the workers left the canteen area and confronted, assaulted and threatened the substitute workforce, who were leaving the premises

Several incidents of harassment and violence had subsequently been reported

A meeting was held on October 23 Mr Hartford and shop stewards were told of the acts of intimidation and violence and requested to address the striking workers and instruct them to refrain from further acts of violence, assault or intimidation

The union was also asked to dissociate itself from acts of intimidation and violence. However, this request was refused, as was that for a written undertaking

Because of this the striking workers were asked to vacate the premises on October 23, but a number of strikers gathered at the Newlands premises daily, Mr Blackenberg said.

The strike was characterised by intimidation, violence and a boycott of SAB products, he said

In one instance a driver was shot dead in Natal, and in another a monthly paid worker in Pietersburg had his house firebombed

Since the start of the strike, SAB's supervisors and other monthly paid employees at Newlands who are not on strike had received threatening telephone calls

As a result, these employees were

concerned for the safety of their families and they feared for their lives and those of their families

The monthly paid workers received an anonymous threatening letter on October 30, he said



Mr Pieter van Zyl

Yesterday morning, a substitute worker, Mr Pieter van Zyl, was assaulted by strikers from the ranks of FAWU while on his way from Newlands Station to the SAB premises

His face was lacerated and his nose possibly broken. Later in the presence of the police he identified his attacker

As a result of the strike, SAB's production had been severely reduced. The union and the strikers' intimidation further hampered and interfered with the current limited production process at Newlands, Mr Blackenberg said

Mr R P Hoffner, instructed by Mr L Bignaut of Silberbauers, appeared for SAB

Booze strike hits East Rand

A high powered delegation of East Rand liquor traders is to meet the executive members of the Food and Allied Workers Union tomorrow to discuss violence sparked by the boycott of beer in the area.

At a meeting in Natal spruit yesterday attended by representatives of the Ukhamba Liquor Association, the National Taverners Association, the South African Taverners Association and independent liquor dealers delegates expressed fears of the spread of violence if they bought liquor from the SAB.

Among the issues raised at the Natal spruit meeting are fears that more than 18 000 people employed by black liquor operators might lose their jobs if they stopped selling beer.

Some delegates who did not want their names mentioned for fear of reprisal said they have been terrorised by youths who ordered them to stop selling beer in support of the striking SAB workers.

Meeting

At a Press conference after the meeting, the local chairman of Ukhamba Mr Napo Mosala said no decision had been reached by delegates on the boycott. He said the meeting pledged support with the striking workers. He said they would present their problems to the union on Friday.

SAB's public affairs manager Mr Adrian Botha yesterday said the proposed national boycott of beer had not yet had an impact nor had the strike action had any effect on the company. Some areas in the Cape Province had effected the boycott but the company has not measured the extent of the protest action.

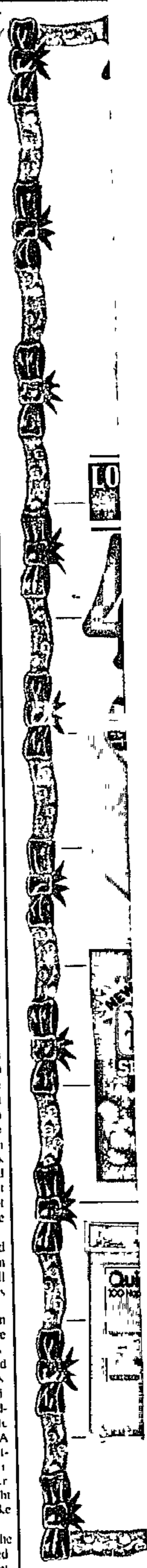
We have to wait and see. The union has written a letter to us and we shall respond to their demands this week, he said.

A union spokesman yesterday said they were prepared to discuss the issue with community and business organisations.

Meanwhile the president of SATA Mr Sidwell Fourboys Molele and a delegate from NTA yesterday said they reaffirmed their earlier decision to boycott beer while reserving the right of individuals to make their own decisions.

Other meetings by the same groups are scheduled to take place in Pretoria and the Vaal Triangle area today to formulate strategies for tomorrow's meeting, sources have disclosed.

Sowetan
2/11/89



PRICES VALID UNTIL 31

Chris

11/1/89

SAW Labour Reporter

South African Breweries has written to the Food and Allied Workers' Union (Fawu) indicating that it may resort to court action over violence linked to the current beer boycott.

Fawu's Mr Mike Madlala said the letter was "yet another attempt to implicate the union in whatever violence is taking place".

In a statement, SAB said it had told the union it reserved its rights to possible action regard-

Breweries threaten court action

ing intimidation and violence in support of the boycott.

The company said there was no clear evidence of a boycott — launched as the SAB strike moved into its fourth week — or signs of division among black taverners on the issue.

This, it said, was borne out by the Ukhamba Liquor Association's statement yesterday that it had obligations to its 12 000 employees and "to provide the community with the goods and services it requires"

Fawu's Mr Madlala confirmed that the union had written to SAB urging it to resume negotiations "with a flexible mandate".

SAB has proposed mediation, but has indicated that it is not prepared to move from its pre-strike pay offer

Beer strikers ordered to stop assaults

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Staff Reporter ARBUS 2/11/89

STRIKING Food and Allied Workers' Union (Fawu) members have been interdicted from "intimidating, assaulting, harassing or interfering with" temporary or casual workers at SA Breweries plants.

The interim interdict restraining Fawu, Mr Miles Hartford and 307 striking workers from interfering with or obstructing the normal operation of the Breweries was handed down in the Supreme Court, Cape Town, yesterday by Mr Justice J Foxcroft

A return date of November 21 was set for the respondents to show why a final order should not be made

FATAL SHOOTING

The interdict comes in the wake of alleged attacks on casual workers, including Mr Pieter van Zyl of Rugby outside the Newlands brewery yesterday

Other incidents of violence reported by SAB have been the fatal shooting of a driver in Natal and the firebombing of a worker's house in Pietersburg.

● A final order evicting striking beer workers from SAB premises in Pinelands has been granted in the Supreme Court.

The order further restrains the workers from interfering with or obstructing normal operations at the plant

PREMIER MILLING

● An order against 105 striking Food and Allied Workers' Union workers at the Premier Milling factory in Salt River after an illegal strike on the premises last month has been made final

Mr Justice Foxcroft ruled that the interim interdict obtained by Premier against the workers on October 6 be made final

The order interdicted and restrained the workers from in any way interfering or intimidating employees or temporary staff

Hefty pay deal averts clothing worker's strike

Strike action has been averted with the conclusion of a pay deal granting hefty increases to the Transvaal's 16 000 clothing workers.

The industrial council agreement is the first between the 185 000-strong SA Clothing and Textile Workers Union and the Transvaal Clothing Manufacturers' Association (TCMA)

Effective from January 1, the deal gives minimum pay rises of between 17 percent for skilled and 25 percent for lowest-paid employees. Most will get rises of between R22 and R26 a week

Its other features include benefits for death, disability, retrenchment or retirement of up to six weeks' pay, the extension of unpaid maternity leave to six months, paid leave of 25,5 days a year, including public holidays

Star 2/11/89

9:45-10:15
11/11/54

Beer strike row goes to court

By MARIUS BOSCH
SAB Breweries, whose workers have been on a three-week strike, are taking legal action against the trade union. In another strike development, 500 workers who are members of the Food and Allied Workers' Union (Fawu) are planning a picket at the Newlands brewery today.

Negotiations between Fawu and SAB are deadlocked, with the breweries offering a 16% increase as their final wage proposal and the union demanding a 38% increase.

A Fawu spokesman said yesterday that about 500 workers from the Newlands brewery would hold a picket in front of the plant from 6.15am today.

Lawyers acting for SAB will ask today that an interim order granted two weeks ago against the union be made final and will also apply for another interdict — believed to prohibit Fawu calling for a boycott of beer.

Violence

SAB public relations manager Mr Adrian Botha said yesterday the company had also taken exception to a letter received from Fawu in which the national organizer stated "SAB alleges that the current strike has created incidents of violence in view of this allegation we believe that a responsible attitude is necessary to resolve the present dispute and curb any further incidents of violence".

The empty beer fridges of a Guguletu tavern yesterday testified to the sympathy elicited in SAB workers' strike in the black community. Mr Sidney Chiloane, president of the Cape Town Tavern Association, said that "beer is still available from bottle stores — but we are not buying or selling any in sympathy with the striking workers". Tavern shelves were loaded with wine and spirits, however.

152 (182) (182)

Bottle store owners in talks on SAB strike

THEO RAWANA

UKHAMBBA Liquor Association, umbrella body of the 1 500 black southern African bottle store owners, will meet the Food and Allied Workers Union (Fawu) — whose 6 000 members at SAB are on strike — tomorrow to decide whether or not to support the strikers.

The association issued a statement earlier this week saying although it aligned itself with Fawu's struggle for better pay and working conditions for its workers, Ukhamba had obligations in its community in respect of meeting its contractual obligations to its own employees and providing its community with the goods and services it required

Ukhamba's Transvaal executive held a meeting with about 300 East Rand liquor traders in Katlehong, Germiston yesterday and a decision on whether to support the strikers by withdrawing purchasing power was shelved pending the outcome of tomorrow's meeting in Johannesburg

B. Day 29/11/89

Affidavit

Our Cape Town correspondent reports that SAB (Ohlsson's Cape Brewery) yesterday won an urgent interim interdict in the Supreme Court preventing striking workers — all Fawu members — from intimidating, assaulting, harrasing or interfering with temporary or casual workers

Mr Justice J Foxcroft issued an order interdicting and restraining Fawu, Fawu official Miles Hartford and 307 striking workers from in any way interfering with or obstructing the normal of the breweries.

The respondents will have to show on November 21, the return date of the interim interdict, why a final order should not be made

In an affidavit before the court, Mark Blackenberg, SAB human resources manager, Western Cape, said the workers went on strike on October 12 after a wage dispute

The strike was characterised by intimidation, violence and a boycott of SAB products, Blackenberg said A driver was shot dead in Natal and in another incident a worker in Pietersburg had his house firebombed

Yesterday morning, a substitute worker, Pieter van Zyl, was assaulted by strikers while on his way from Newlands Station to the SAB premises, said Blackenberg

His face was lacerated and his nose possibly broken. Later, in the presence of the police, he had identified his attacker, said Blackenberg

500 Numsa members on strike at GEC in Benoni

ALAN FINE

NEARLY 500 Numsa members employed by GEC Machines in Benoni went on strike yesterday to back demands for an improved company wage offer and a centralised bargaining forum.

Numsa official Alfred Widdington said union members, having acceded to a management request that they give five hours notice of their proposed action, found themselves locked out when they arrived at the plant in the morning.

He said the strike was partly triggered by a demand that future wage talks for the entire Reunert group — a Barlow Rand subsidiary — be conducted in a single forum.

The Barlow group strongly supports decentralised bargaining.

A spokesman for the company said GEC had offered its workforce a 20% wage increase, an incentive bonus which could also double the increase, and a disability insurance scheme.

Numsa was demanding 30% plus additional housing assistance which would make the total increase worth 33%.

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bs/ll/1/m

Union in new dispute over pension rules

By Drew Forrest

Star
31/10/89

The Chemical Workers Industrial Union push for an industry-wide provident fund has sparked a fresh dispute — this time with the Pilkington group

The CWIU yesterday accused the group of unilaterally altering its pension fund rules in a bid to undermine demands that it join the Chemical Industries National Provident Fund.

The union said it had launched an unfair labour practice case in the Industrial Court. About 2 000 workers in five plants were affected

"Pilkington did not even consult, never mind negotiate the changes to the pension fund, despite its undertaking to negotiate changes to conditions of employment," said the CWIU.

Pilkington said it would respond in due course to the union's claims, which "contained a number of inaccuracies".

About 250 CWIU members are currently on strike at SA Cyanamid over demands that the firm join the industry-wide fund.

Negotiate or we'll strike, union warns

(152)

A dispute over retrenchment procedures has sparked trade union threats of a national strike at Ellerines Holdings.

The Commercial Catering and Allied Workers Union yesterday said it had declared a dispute over demands that the company negotiate, and not merely consult, over retrenchments

It also wants Ellerines' Lesotho employees included in any agreement.

The union said it would give the group 10 days before setting statutory strike procedures in motion.

Ellerines' Mr Pierre de Villiers yesterday denied union claims that large-scale retrenchments were in the offing at the group — Labour Reporter.

Star 31/10/89

Overtime ruling a setback for unions

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By Drew Forrest

In a setback for the trade unions, the Industrial Court has granted an urgent interdict against an overtime ban at Silverton Tannery in Pretoria

As reasons were not given for the order — which falls against the backdrop of a national overtime boycott — lawyers say its full significance cannot be assessed

It was hoped that the case, heard last Friday, would highlight the Industrial Court's stance on the fairness of overtime bans in the light of an earlier Appellate Division ruling that a non-contractual overtime ban was not a strike

The SA Clothing and Textile Workers Union argued that the Silverton Tannery ban could thus not be an unfair labour practice. The return date for the case is October 11.

Union in new dispute over pension rules ^{Star}

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Labour Reporter

PROSPECTS for a quick settlement of the legal wage strike by 6 500 SA Breweries (SAB) workers are still dim as the strike enters its 21st day today.

SAB public relations manager Mr Adrian Botha confirmed yesterday that SAB would not backdate workers' wages to the original implementation date, July 3, once final settlement had been reached with the Food and Allied Workers' Union (Fawu)

This was an added obstacle to creating the conditions for negotiation, Fawu national organiser Mr Ragin Naicker said

Commenting on SAB's drive to advertise its final wage proposal of 16% — bringing the minimum monthly wage to R1 063 — Mr Naicker said that if the company's "record" profits were taken

**No end
in sight
for SAB
wage strike**

*GMT
Times
31/10/89
1520*

into account, it was able to afford the union's demand for a 38% wage rise

In the financial year ending May 1989, SAB recorded turnover exceeding R10 billion, working profit exceeding R1bn and attributable earnings exceeding R500 million. Meanwhile, SAB has disputed press reports that 30 000 black liquor outlets had imposed a ban on selling SAB brands in solidarity with the strikers

There were only 1 400 licensed

township outlets which accounted for about 30% of the beer giant's sales, Mr Botha said

Most of Soweto's beer was produced at the Chamdor brewery in Johannesburg, which was not affected by the strike since it was organised by the Food and Beverage Workers' Union, he said

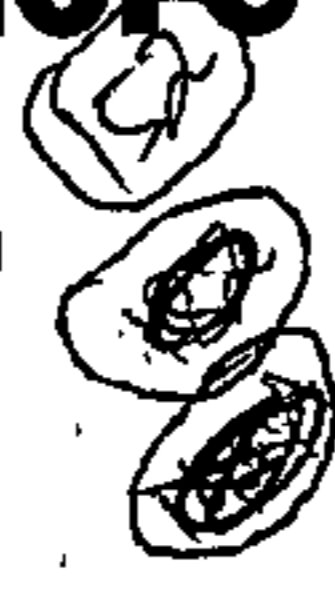
It was still too early to gauge the effects of a national beer boycott implemented last week by taverners and she-beeners, but a boycott in East London had had "some effect", he said

Disputing the company's assessment of the boycott's impact, Mr Naicker said blacks comprised at least 80% of SAB's clientele

Mr Botha said beer production remained steady, but added that there were limited distribution problems with certain brands and packs

Press 29/10/89

No more beer, say taverns



LEADING beer manufacturer South African Breweries faces massive losses in sales in coming months

Striking workers announced this week they had lobbied for support from black traders and community organisations, who agreed to shun SAB's products countrywide

"No beer will be on sale from Monday at all township bars around the country," a spokesman for the National Taverners Association said in a statement

The Food and Allied Workers' Union, locked in a wage dispute with the SAB, told a press conference full-scale community action would begin on Monday

The union did not issue an official boycott call as this would contravene emergency regulations

The announcement followed a meeting on Thursday between the Food and Allied Workers Union, the South African Taverners' Association, the National Taverners' Association, Ukhamba and other community organisations

The union also said the National Soccer League, which gets sponsorship from SAB, had given the strikers its support

Management this week claimed production was soaring and sales were higher than last year

An SAB driver was shot dead earlier this week in Durban - Sapa

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Black bar owners agree not to sell SAB beer

BLACK bar owners countrywide agreed yesterday to stop selling South African Breweries beer on Monday in support of the wage strike by about 6 500 SAB workers

The beer giant faces massive losses if black beer drinkers, who comprise more than 70% of SAB's patronage, refuse to drink the company's brands.

The ban on drinking SAB products followed a meeting between the Food and Allied Workers' Union (Fawu), the Transvaal-based National Taverners' Association (NTA) and the South African Taverners' Association (SATA), which operates mainly in the Cape.

A Fawu spokesman said the National Soccer League, which gets sponsorship from SAB, had also given the strikers its support.

"No beer will be on sale from Monday at any township bar in the country," an NTA spokesman said in a statement.

The announcement followed a meeting on Thursday between Fawu, SATA, NTA and Ukhamba, a national black bottlestore owners' association.

"The organisations committed themselves to a non-violent means of pressurising SAB and also reiterated their commitment to a negotiated settlement of the dispute," he said.

Meanwhile, sources said last night that SAB's beer production had definitely been affected by the strike, with a shortage of pints for the hotel trade and a general shortage of 'fast-moving lines' such as Lion Lager and Castle. They said SAB was also having problems with inexperienced scab labour, who were slower than the usual workers, and was suffering from escalating costs because of break-ages — Sapa and Own Correspondent

More evidence about police death squad

LAWYERS this week gathered further evidence which appears to support claims by Death Row prisoner Butana Almond Nofomela that he was part of a police death squad which assassinated civil rights lawyer Griffiths Mxenge and other suspected ANC members

The findings, published in the *Weekly Mail* yesterday, include three photographs of suspected guerillas which were allegedly found under a mattress in Nofomela's home by Lawyers for Human Rights (LHR) members.

Though the paper was unable to identify the three, the report said the men in the pictures were either assassinated or were targets for assassination before Nofomela's arrest in 1986

Nofomela was given a last-minute stay of execution last Thursday — the day he was due to hang — after he said in an affidavit he was part of a security police assassination squad which in 1981 killed Mr Mxenge and a number of other suspected ANC members

Attempts to get copies of the photographs yesterday failed and LHR spokesmen said the photographs were no longer in their possession.

● The Durban lawyer acting on behalf of the family of Mr Mxenge is waiting

for a reply from the Natal Attorney-General's office to his request for the inquest into the assassination to be reopened following Nofomela's claims.

He said yesterday that the departmental inquiry — under OFS Attorney-General Mr G P McNally and the head of the SAP detective branch, Lieutenant-General A B Conradie — which was appointed after Nofomela's allegations was not satisfactory and an independent investigation was necessary

About 21 months after the assassination, an Umlazi inquest magistrate found Mr Mxenge had been murdered by a person or persons unknown. No one has been charged with the murder.

Mr Mxenge's wife Victoria, convinced her husband was slain for political reasons, tried to establish the identity of the killers. Four years later she was hacked and shot to death by unknown assailants outside her home.

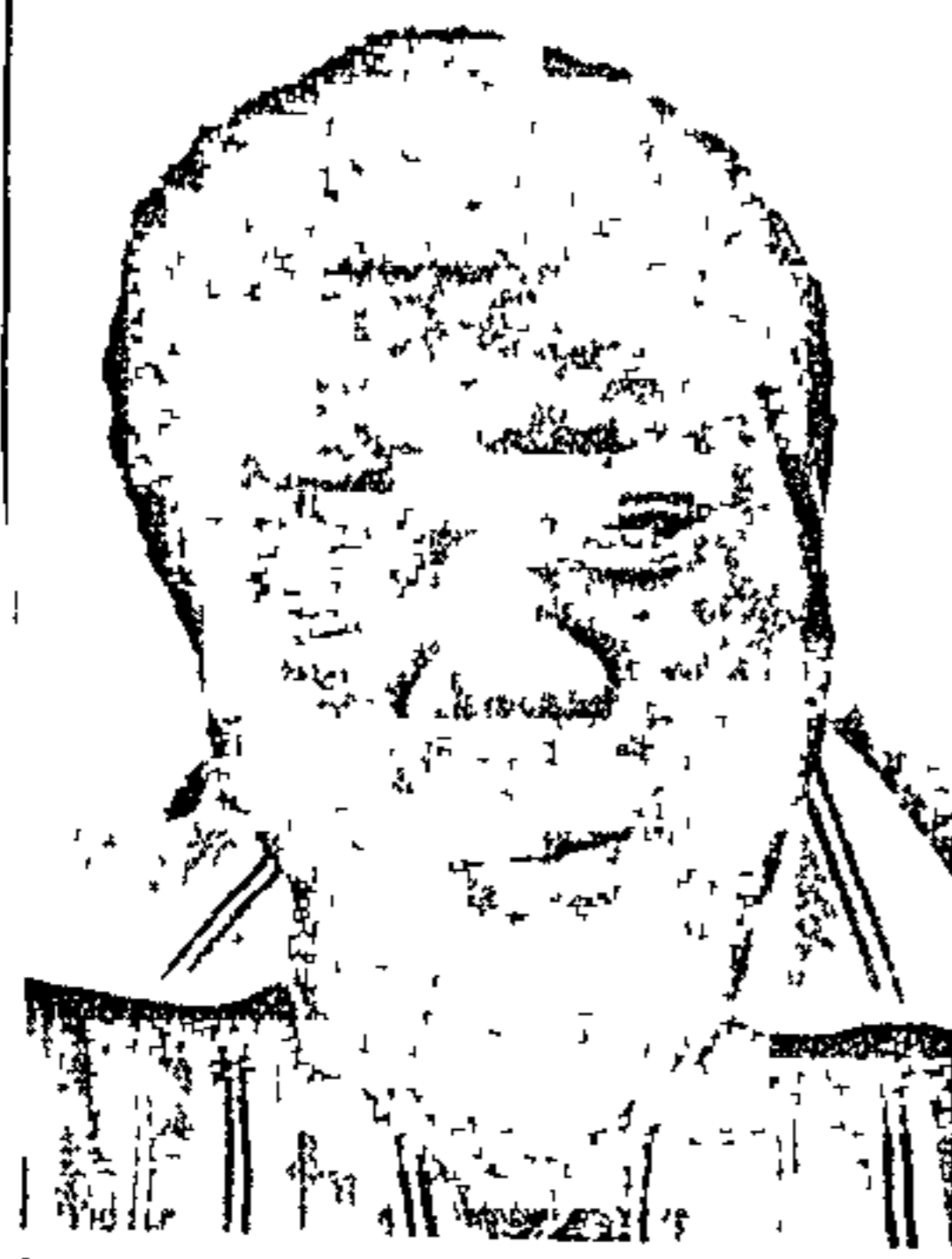
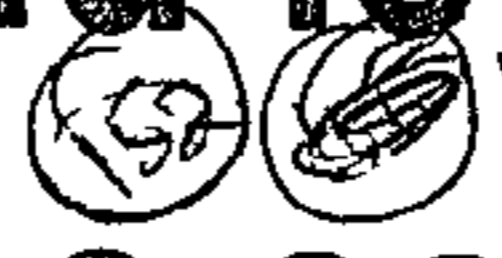
Mr Ahmed Motala, who works at the LHR's Johannesburg office, was reluctant to comment on the *Weekly Mail* disclosures because he feared for the safety of LHR members investigating Nofomela's allegations.

Star 28/10/89
JANET HEARD



Sowetan 09/10/84

Should legal strikers be sacked?



Leonard Sikhakhane, general-secretary of the Food and Beverage Workers Union

EMPLOYERS are adopting an extremely cautious approach to the dismissal of workers following significant Industrial Court judgments

This is the observation of labour consultant Mr John Howard who says the reinstatement of dismissed strikers has been the subject of discussion since the Marievale, Natal Die Casting and Sentrachem judgments* - and more recently the Sasol and Natref case

The topical issue is whether managements can dismiss workers who are on legal strikes?

"More than six years ago the Industrial Court postulated in the Council of Mining Unions vs the Chamber of Mines of South Africa that it would be feasible in appropriate circumstances to regard

By LEN MASEKO

the dismissal of lawfully striking workers as an unfair labour practice," Howard says

Reinstated

This view was entrenched in the South African Chemical Workers Union vs Sentrachem when it was found that it would be anomalous if workers engaging in a lawful strike were nevertheless penalised by dismissal

In the Marievale case the court reinstated workers dismissed by Gencor during the 1985 miners strike. It was found that, since its wage offer was lower Gencor was out of step with the rest of the Chamber of Mines affiliates. The company had not heeded the union's sustained attempts to keep negotiations going

In another case the Industrial Court ordered Natal Die Casting to take back legal strikers whom it had dismissed. The court found that the company had not bargained in good faith with the union

Fairly

Both the Marievale and Natal Die Casting managements took the cases to the Supreme Court but the judges in both cases upheld the Industrial Court decisions

"The primary issue in both cases was not whether the company was entitled to dismiss the individual applications but whether it had acted fairly," said Howard

The recent Hercules Cold Storage vs Food Beverage Workers Union (FBWU) has now thrown the cat among the pigeons, according to the consultant. "The case has illustrated that, in economic strikes, the circumstances may be such that the strike is legal but not fair and that dismissals from a legal strike may be justified

Dispute

The Hercules judgment Howard says addresses the criteria for the dismissal of legally striking workers following several previous Industrial Court decisions

The dispute between the FBWU and Hercules stemmed from a wage deadlock in 1987. When such dispute resolution methods as the conciliation board and mediation failed to resolve the dispute between the two parties the union's members went on strike

Howard who acted for the company during the dispute says "Before the strike further meetings at conciliation board level were proposed by the company and rejected by the union. The company suggested referring the dispute to the Industrial Court for arbitration but this suggestion was also rejected

Ultimatums

After issuing several ultimatums the company dismissed the strikers ostensibly to break the strike. The strikers were offered re-employment but this overture was rejected by the union

With hindsight management concedes that the ultimatums may have been issued too soon

However a number of workers accepted the offer of re-employment in spite of real intimidation, according to management

Legal

After the dismissals the union demanded the reinstatement of the dismissed legal strikers - but the company stuck to the original offer of re-employment. The matter was then referred to the Industrial Court which found it "fair and equitable to dismiss the union's application for reinstatement of its members

The main feature of the court finding was that the strike, though legal, was not fair

The union has appealed against the court's decision. The matter is set for hearing early next month

Genuine

Throughout the dispute management appeared bent on manipulating the process of negotiations - that is if the company's wholehearted willingness to explore other ways to resolve the dispute prior to the strike action were anything to go by. This, argues labour sources, management did so they could go to court "with clean hands"

The lessons from the Hercules judgment are that employers faced with strike action by their employees first have to explore alternatives before dismissals

As the Industrial Law Journal says "As strikes are regarded as a corollary to collective bargaining in South Africa it follows that an employer's decision to dismiss legal strikers should be evaluated against the resilient concept of fairness"



Strike over 'R20 a week- wage'

DOZENS of KwaNdebele workers employed by a Johannesburg cane company have downed tools in protest against R20-a-week wages they earn, *Sowetan* learnt yesterday.

According to the Commercial Catering and Allied Workers Union of South Africa (Ccawusa), the workers stopped working at Bramley Cane's Siyabuswa branch last Thursday.

The company's managing director, Mr Barry McNamara, yesterday declined to comment saying the newspaper was "reporting a pack of lies about my company."

Union official Mr Mathabatha Seema said union members employed by the company decided to go on strike to force management to start wage negotiations with the union.

Yesterday the two parties started negotiations with the union demanding a R110-a-week wage, recognition of June 16 and March 21 as paid holidays and a 40-hour working week, according to Seema.

The union official said management agreed in principle to recognise the two commemorative days but complained that the union's wage demands were "too high."

Earlier, McNamara told *Sowetan* he was paying "higher than average wages" compared to other firms in the bantustan's industrial areas.

86/14/89

Sowetan

Holomisa ~~152~~ pledge (152)

A WEEK-long strike by workers at 37 Butterworth factories ended this week following a meeting between worker representatives and Transkei's military head, General Bantu Holomisa

Holomisa promised the workers a new labour policy and an investigation into their grievances.

The workers conveyed their grievances through a labour advice centre since no trade unions are illegal in the Transkei.— EL-
NEWS

South 26/10-1/11/89

TOWNSHIP SHEBEENS RUN DRY

By CHIARA CARTER *South* ~~400~~ 152 26/10-11/11/89
DESPITE soaring summer temperatures, township beerlovers have little chance of slaking their thirst this weekend.

They face a beer drought as a result of a ban on South African Breweries products declared earlier this week by black taverners in support of more than 5 000 SAB workers on strike countrywide over wage demands.

Face losses of millions

Hundreds of the SAB strikers marched from shebeen to shebeen in Cape Town this week to ensure that the beer ban declared by the National Taverners' Association was being enforced.

Cape Town's only black liquor distributor, Sivukile Liquor Wholesalers, subsequently said it will not supply SAB products for the duration of the strike.

The township taverners, who are SAB's biggest customers, face losses which could run into millions of rands.

● See page 4

Transport strike mounts

By MATHATHA TSEDU

THE strike by over 500 Lebowa transport workers in Pietersburg and Tzaneen entered its seventh day yesterday with no end in sight. Transport and Allied Workers Union (TAWU), officials said management was refusing to negotiate until all workers returned to work. Workers on the other hand had offered to resume work if 10 dismissed colleagues were reinstated pending a "proper inquiry". As the strike escal-

ated, leaving thousands of commuters in Pietersburg and Tzaneen stranded with no transport to work, management yesterday informed TAWU that losses of R25 000 incurred in Lenyenge so far would be reclaimed from the striking workers.

In a telex message, Lebowa Transport general manager Mr G Kloppers also said the

company would claim the R6 000 costs of a Supreme Court application last month from the TAWU members employed at Seshego

The company said in a press release yesterday that all 190 buses operating from Seshego were grounded. The situation

would remain unchanged for some time, they said. The statement said grievances that caused the strike were unclear and added that the strike had occurred despite a standing court interdict preventing such action. Workers said 10 members had been dis-

missed unprocedurally on September 11. Two of the workers were fired for refusing to work in an area where a driver was killed by an unknown assailant. Four others were fired for intervening in the matter while the rest were accused of theft, workers said

08/01/79
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Bottlestore association declines to call beer boycott

By ANDREA WEISS
Staff Reporter

THE Ukhamba Liquor Association, representing 1 500 black bottlestore owners, has agreed to give verbal support to South African Breweries strikers, but declines to call for a beer boycott

This is the latest development in response to a call for a national boycott of SAB products in support of Food and Allied Workers' Union (Fawu) strikers at SAB plants throughout the country

"NO CHANGE"

Fawu and SAB have reported no change in the strike, which has seen the National Taverners' Association and the Southern African Taverners' Association suspend sales of SAB products

Fawu workers are demanding a 38 percent increase on the minimum wage and SAB has made a final offer of an across-the-board 16 percent increase, bringing the minimum monthly wage to R1 063.

Fawu assistant general secretary Mr Mike Madlala said yesterday there had been no correspondence between Fawu and SAB and the strike was continuing

Ukhamba president Mr V E M Tshabalala said today that while Ukhamba aligned itself with the 6 000 strikers struggle for better pay and working conditions for its Fawu workers, it should be noted that Ukhamba had an obligation in its communities

VIOLENCE

Ukhamba also had to meet contractual obligations to its 12 000 employees, most of whom were labourers paid far lower wages than brewery workers

A source said Ukhamba had also expressed concern about the escalating violence and felt that the Fawu should settle the dispute with SAB around the negotiating table

It also felt that a beer boycott would be self-defeating as shebeen operators would simply turn to white-owned stores for their supplies.

The suggested beer boycott has also been rejected by some Soweto shebeens and night-clubs, which fear it could result in black-on-black violence and that the market would simply shift to white outlets.

QUESTION

SAB has also questioned the effectiveness of a national consumer boycott of its products.

In a Press statement an SAB spokesman said "At this stage there is no clear indication as to how effective the boycott is. It will take some time for us to gauge

"It is possible that many black liquor traders could lose their businesses, as beer accounts for a large proportion of their income."

● Charges have been laid against two strikers who allegedly attacked a casual worker, while the child of an SAB superintendent is in a critical condition following an attack on his Pietersburg home

Offer rejected: NUM to resume De Beers strike

Chf. rpt. 23/10/89
Correspondent *(S20)*

JOHANNESBURG. — The National Union of Mineworkers (NUM) will resume the strike at five De Beers' diamond mines and at the company's geology division after rejecting a wage offer this weekend.

De Beers said the union had told the company that members had decided not to accept the offer on improved wages and other conditions of employment made at a mediation meeting last Wednesday. NUM suspended its four-day strike last Tuesday, pending a report-back to members on the outcome of the mediation attempt.

De Beers are offering increases ranging from 16,5% to 18%, while the union is demanding 26,6%

Transkei leader in bid to end labour crisis

The Argus Correspondent

JOHANNESBURG — Transkei's youthful military leader, General Bantu Holomisa, determined to draw industrialists to his country and create much needed job opportunities for the people, is locked in a major labour crisis

Factories in Transkei's industrial hub — Butterworth — closed following a breakdown in negotiations between workers and employers last week

There were also reports of looting and there were rumours that whites were leaving the country until the strikes were resolved and the tension eased

General Holomisa spent much of last week meeting both workers — who do not have trade unions — and industrialists, some of whom were threatening to remove their factories if "trouble" continued

NEW POLICY

The President of Transkei, Mr Tutor Ndamase, is expected to announce a new labour policy this week to co-incide with the celebrations of the 13th anniversary of the state

Last week, however, General Holomisa, was in the thick of the fray, discussing problems with both sides

Workers were demanding another look at minimum wages, ill-treatment by employers, job security, workmen's compensation, sick leave, salary disparities between Transkeian companies and their sister companies in South Africa, lack of recognition of service and experience, unlimited working hours, lack of training and lack of communication between employer and employee

The industrialists had their problems too. A number had established factories in the Transkei because labour is traditionally cheaper in the independent states and there are fewer problems with trade unions. Some factory owners complain that labour may be "cheap" but productivity is low and skills limited

General Holomisa and his government, in the words of an Umtata businessman, walked a tightrope. They had to find a way of ending the strikes without sacrificing workers' rights — or frightening away potential investors

At the end of the week, General Holomisa admitted the Transkei would not be able to "escape" trade unions forever

"Workers want representation," he said

Fired after legal strike

ABOUT 360 workers were fired from the Bokomo Border Roller Mill in Aliwal North this week after they downed tools in a legal strike.

The workers were demanding a R40 across the board increase. Management offered R18.

About 420 bakery workers went on strike in the Border region following deadlock in annual wage negotiations.

The strikers are all members of the Food Workers' Council of South Africa — a breakaway from the Food and Allied Workers' Union which recently obtained a court order restraining the new union from operating under the name "Fawu East Cape".

Meanwhile, in Queenstown, charges have been dropped against 58 Albany bakery workers arrested last Thursday.

A company spokesperson said all workers had returned to work following an agreement reached between the bakery and the union in terms of which the workers will receive a R21 across the board increase on the weekly wage backdated to July and a further R7 next year.

Settlement was also reached at Albany bakery in Grahamstown where workers last week took part in a sit-in at the company premises.

The workers agreed on Tuesday to accept a R22 across the board increase backdated to July with a further R5 from April next year.

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South 30/11 - 6/12/89

Argus 30/11/89

Many injured, 200 arrested as police and strikers clash

The Argus Correspondent

PRETORIA — Clashes between police and strikers at a factory here left scores of people injured early today

At least 200 strikers were arrested at the Boerstra Bakery in Pretoria West

Cosatu claimed that people had been killed, including two pregnant women, but this could not be confirmed by the police or the bakery

BATONS AND TEARGAS

Major Reg Crewe, police liaison officer, said between 200 and 300 people had been arrested

"After being attacked by the workers, police moved in with batons and teargas. At least two policemen were injured — one with a broken nose and the other a broken ankle."

Mr Robin Kitchin, director of Boerstra Bakery, said he believed people had been injured and taken to Kalafong Hospital in Atteridgeville, but could not confirm this

"It started with a wildcat strike yesterday afternoon with staff staying on the premises and refusing to negotiate. We have yet to determine the reasons for them striking

"In the early morning members of the public in the vicinity of Boerstra apparently complained to the police, who then spoke to the senior trade union leaders

"The workers then apparently attacked the police with anything they could lay their hands on, forcing the police to retaliate," Mr Kitchin said

A formal statement would be issued later, he said. Police said they were still sorting out the details

15 hurt as strikers cops clash

JOHANNESBURG. — A policeman was stabbed three times and at least 15 people were injured when police and striking workers clashed in Johannesburg yesterday.

Several hundred workers were gathered for a solidarity march with striking SATS and SA Breweries workers when the clash broke out.

Police claimed they teargassed workers after they refused to disperse. Workers claimed police baton-charged and began teargassing them and firing buckshot as they gathered for the march in Wanderers Street.

Doctors said three of injured treated had extensive birdshot injuries. The policeman was not seriously injured.

Star 22/9/89

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Union overtime ban, consumer boycott start

By Drew Forrest

A nationwide trade union overtime ban and consumer boycott in protest against the Labour Relations Act (LRA) has been called for today.

The action, the latest phase in a campaign decided at last month's "worker summit", coincides with talks between the unions and the employer body Saccola aimed at producing joint proposals to the Government on restructuring the LRA.

Cosatu's Mr Neil Coleman said seven out of nine Cosatu regional secretaries had been detained or sought by police since the summit. Mr Swayi Mokoena, western Transvaal secretary of Transport and General Workers' Union, was detained this week and seven officials of the National Union of Mineworkers were also being held.

Cosatu and Nactu, the union bodies spearheading the action,

stated that the overtime ban was indefinite but subject to monthly review. The consumer boycott, directed primarily at white businesses, would end on October 6 but could be extended.

EMPLOYERS REACT

Early indications are that the overtime ban could spark a flood of employer interdicts.

Yesterday, Cosatu said a Nampak company, Printpak Gravure, and an Afcol subsidiary, Transvaal Mattress, had used the courts to stop worker action.

About 300 workers at Northern Transvaal Sawmills were fired for refusing to do overtime, Cosatu said. Company confirmation could not be obtained.

NUM press officer Mr Jerry Majatladi, detained under the emergency at the weekend, has been released, said Mr Coleman.

See Page 12.

RWB fires striking workers

By Drew Forrest

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The Rand Water Board (RWB) fired about 400 workers at its Zuikerbosch pumping station near Vereeniging after they downed tools over the detention of a trade union shop steward.

RWB spokesman Mr A Carstens said the mass dismissal yesterday came after numerous pleas to workers, ending with a return-to-work deadline. Water supplies would not be affected.

Mr Carstens said management had made representations "at the highest level" to secure the detained unionist's release.

Mr Steven Kolisang of the Municipal, State and Allied Workers Union said the workers were demanding the release of shop steward Mr Richard Ramagabe who was detained under emergency regulations on Tuesday after a union meeting.

The union was also demanding the dismissal of the compound manager, whom they believed was responsible for the detention. Star 22/9/89.

LABOUR MOVEMENT

PAGES AND PAGES OF THE BEST JOBS IN SOUTH AFRICA

HANPOWER
MIRROR by
ROBYN
CHALMERS



Unions scent victory in labour law battle

SOUTH Africa could be rid of certain sections of the controversial and costly Labour Relations Amendment Act (LRAA) by next year

Employer organisation Saccola and union federations Cosatu and Nactu have until the end of the month to make submissions about the LRAA to the National Manpower Commission

The reaction of union members and employers to the LRAA is almost unprecedented. Last weekend more than 150 000 people took part in Cosatu-organised marches at 17 centres to protest against it

Port Elizabeth had by far the biggest march, 40 000 people walking peacefully



Nic Wehahn
pressure
for change in
labour laws

through the streets. In Conservative Party controlled Secunda 6 000 marchers defied the town council

Two major stayaways have cost the economy almost R1 billion and one shudders to think what companies have

lost through strikes go slows the two-week consumer boycott and the overtime ban launched recently

Two worker summits were organised to discuss union reactions to the LRAA and it was a major topic of debate at this year's Cosatu national congress

Such a far reaching and intense campaign could not have been expected when the Act was promulgated in September last year but it has had the desired effect for the unions

Manpower Minister Eli Louw has invited interested parties to make submissions to the NMC about the LRAA. Although he does not foresee the law's

being scrapped he thinks it can be modernised and simplified

Mr Louw says existing principles will therefore mostly be retained but it is inevitable that certain matters will be considered afresh

Reacting to the announcement, Saccola Cosatu and Nactu have resumed talks which were suspended about three weeks ago when the two union federations called the boycott and the overtime ban

Saccola complained that the federations were not fighting fairly. Negotiations about the LRAA were in progress and Saccola members believed the unions should refrain from taking action until certain issues had been resolved

Cosatu and Nactu wanted employers to agree not to resort to the LRAA when negotiations between individual companies and unions broke down but to move to mediation

Among other things they demanded that all labour legislation undermining job security be scrapped. They also asked for entrenchment of the right to strike and engage in sympathy strikes. All workers excluded from the LRAA should be covered by the law say the unions

Talks among the three parties have been difficult and prolonged but one of the major breakthroughs is agreement to ask for scrapping of Section 79 (2) of the Act

It deals with the right of companies to sue unions in the event of damage caused by strike action. Although most

employers in Saccola agree that the section should be abolished some wish to retain it. This hampered progress in the discussions

Now that October 31 is the final deadline for submissions to the NMC the parties will have to make a concerted effort to come to an agreement over the rest of the issues

Negotiations are progressing well says Saccola secretary Frieda Dowe who is confident that consensus will be reached

Although Cosatu and Nactu are not as confident as Saccola about the outcome both organisations have pledged to be reasonable

The director of Unisa's Business Management School and architect of the original LRA, Nic Wehahn believes a review of labour legislation is a must

He told a labour relations seminar in Pretoria that changes in labour relations were causing SA to break with existing legislation

Professor Wehahn said unions were moving into a new era in which they were trying to act as mediators for change and concentrating more on socio-political questions

Professor Wehahn is highly regarded in the labour arena and considering he drafted the legislation which changed the face of labour relations in SA his opinion is important

Dry festive season looms for beer-lovers



ACTION GALORE There was lots of drama for Roof of Africa competitors

● Photograph Jacob Rykliff.

Day of high drama in Roof of Africa Rally

MOTOR cyclists and their bikes had to be airlifted from inaccessible parts of Lesotho yesterday during the second day of The Star-Lesotho Sun Roof of Africa Rally that saw about half the competitors eliminated by sunset and one missing in rugged terrain.

In a day of high drama, competitors were blitzed by hail, three cars crashed and rolled and bikers had to carry their machines down the Baboons Pass.

Heavy thundershowers and electrical storms added another dimension of danger to the race and reduced media communication from Lesotho to almost nil. Riders waiting to be airlifted sat shivering as temperatures dropped dramatically.

**DAWN BARKHUIZEN
and STEVE KEALY**

ly in the late afternoon

German enduro champion Jurgen Maier was slightly injured when he tried to avoid hitting a Basotho child. The child stood up and ran away.

Last night a helicopter was scouring the Thaba Bosiu area for the missing rider.

"It was rough, there were boulders the size of armchairs and it was damn frightening," said Craig Draper who flipped his R2 000 imported American Nissan on a hairpin bend.

This is the first year that the "Com-

rades Marathon" of motor racing has been routed across the Lesotho lowlands instead of the highlands.

But nothing could have been further from the truth, according to navigator Jacques Purchase, who was first across the line yesterday with driver Errick Pinnoy after a gruelling 450 km.

Navigator John Angus hung over the side of his space-frame special for 120 km of rocky mountain terrain as driver Klaus Degener steered the vehicle home on three wheels.

The two, who had been ahead of the field survived somersaulting down a 10 m embankment and lay out of sight.

● TO PAGE 2.

Breweries strike may drag on for months

STAFF REPORTERS

SOUTH African Breweries has warned liquor outlets that the current strike by beer workers could last into the festive season.

Dealers told the Saturday Star yesterday SAB representatives had said the strike — now in its second week at seven breweries countrywide — was the most serious to hit the group and might continue until mid-December.

Retailers also said they had received a circular from SAB announcing a shortage of pint bottles. These would only be supplied to licensed on-premise outlets, and would be temporarily rationed.

There are signs that action in black communities in support of the strikers is getting off the ground, with reports that outlets in East London had been hit by a beer boycott.

Boycott leaflets have been distributed in many black townships.

It is understood that SAB is to place advertisements in major newspapers on Monday explaining its wage offer to workers.

Glimmer of hope

Yesterday saw the first glimmer of hope for beer-drinkers when SAB management sent a letter to the Food and Allied Workers Union (Fawu) proposing independent mediation of the protracted wage dispute.

This followed a placard protest by hundreds of dancing, singing strikers at SAB's offices in Sandton, at which a letter was handed to management calling for wage talks to be re-opened.

SAB's public affairs manager Mr Adrian Botha said yesterday he was hopeful the dispute would be settled with a mediator's help. The strike erupted after earlier mediation and two conciliation board hearings had failed to break the deadlock.

Asked whether management was willing to give ground on pay, Mr Botha said SAB's final offer of a R1 063 monthly minimum wage was "more than fair".

SAB was optimistic of being able to produce enough beer for the duration of the strike, he added, although distribution problems had led to shortages of certain brands and packs.

Fawu could not be reached for comment, but at a press conference this week its national organiser, Mr Rajan Nalcker, said the union's 38 percent minimum pay demand was not final.

He added that "anti union" SAB proposals on working conditions were also at the heart of the dispute.

Workers at yesterday's breweries' head office pro-

21/10/89 ● TO PAGE 2 Star

Big issue for house hunters

Today's Property Guide, including the Property Association's Easyfinder and the Home Buyer's Circle supplement, is a bumper issue of 180 pages.

This is one of the biggest issues of the Saturday Star's popular Property Guide.

Beer

CONTROL PAGE

test called for the lifting of interdicts evicting strikers from SAB premises and changes in the management negotiating team "that led to the early breakdown of negotiations".

"We want to talk to the plant managers, who understand the shop floor, not to the intellectuals in SAB's human resources department," said Fawu's Mr Goodman Seahlodi

Dealers, hotels and clubs contacted yesterday have been affected in different ways by the strike

The resident manager of Braamfontein's

Devonshire Hotel, Miss Ria van Zyl, said beer supplies had been normal, while the general manager of the Kyalami Country Club, Mr Cyril Katz, complained that he had been rationed to 41 cases a week

"This is not enough to meet normal demand," he said

Mr Katz said he had been told by SAB's order department that the strike could last "anything up to 10 weeks".

Earlier this week, small bottle stores in Johannesburg reported losing turnover because of delivery problems Dealers said had to queue for up to a morning to collect beer.

Said 2/10/89

(152) (133)

By LEN MASEKO

IN one of the few strikes in KwaNdebele, more than 400 workers employed by Strata Control Systems have

'Firms abuse union-free zones'

The two reached agreement after months of bitter negotiations

Control Systems have downed tools in protest against management's refusal to recognise their union

Their union, the Metal and Electrical Workers Union of South Africa (Mewusa), has been battling for months to gain recognition at the Anglo American subsidiary

Management insists that they cannot enter into any recognition talks with the union because of the bantustan's laws which prohibit union activities, according to Mewusa

Strata Control Systems is a subsidiary of an Anglo American firm, Bort International

The company relocated from Heidelberg to the homeland in 1987, laying off dozens of workers in the process

Mewusa official Mr Johnny Mokoena says the move was nothing but a "clever ploy" by Bort to take advantage of the cheap labour in the area.

But Bramley management refuses to meet the union "We will not negotiate with Cawusa, simply because we don't want to break KwaNdebele laws," they say.

The company claims it pays "higher than average" wages compared to other firms in KwaNdebele's industrial areas.

The union claims that some of the Bramley employees had their pay halved soon after they were transferred from the company's Sandton headquarters to the homeland

But McMore denied this, saying "one worker only had been transferred and with full pay"

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Under the National States Constitution Act, trade unions are not allowed to operate in trust areas such as KwaNdebele.

In general, unions are not permitted to operate legally in the bantustans, and the one exception - Bophutatswana - requires

the union to be registered in the homeland

A legal source in the KwaNdebele government says there is nothing authorities can do about the row between Cawusa and company

"It's a matter between the employer and the employee," he said.

The only forum they could use to articulate their grievances is the works council or hason committee, he says

Only whites or coloureds, under the South African labour legislation, are allowed to belong to trade unions in the self-governing states, the source said.

Even then, whites and coloureds can belong only to unions which registered between 1967 and 1981," the government source says.

In another case, the Chemical Workers Industrial Union (CWIU) has finally reached agreement with Marthey Rustenburg Refinery on the company's planned relocation from Germiston to Bophutatswana.

The company intends to close down its local plant and move to the bantustan, where South African-based unions are banned

The move is expected to affect 400 Marthey Rustenburg employees, who will receive severance pay

CWIU official Ms Chris Bonner said "We eventually came to an agreement whereby the company will be given a retrenchment package"

The company intends to close down its local plant and move to the bantustan, where South African-based unions are banned

The move is expected to affect 400 Marthey Rustenburg employees, who will receive severance pay

Workers at the company earn as little as R20 week

Cawusa has been

Grievances

But Bort management refutes this claim, saying the move was part of rationalisation within the group. Three companies were "consolidated" and relocated to the bantustan, according to management

Strata employees' grievances - apart from the row over the recognition of Mewusa - range from low wages and racial discrimination to what they described as bad working conditions at the firm.

Last week, a busload of the company's employees "crossed the border" to picket and deliver a petition at Bort headquarters in Sandton

Their placards read: "Homeland managements pay peanuts"; "Working like slaves at Strata"

Management and worker representatives started negotiations in an attempt to resolve the row.

Investors

KwaNdebele, like any other homeland not governed by such labour laws as the Labour Relations Act and Wage Determination Act, seems to have become an attractive option to investors facing a strong labour movement in other parts of South Africa

"What is frustrating is that companies duck unions by relocating their subsidiaries in bantustans, where they pay low wages," says Mr Mathabatha Seema of the Commercial Catering and Allied Workers Union of South Africa (Cawusa).

Seema's union is presently involved in a row with a Johannesburg company, Bramley Cane, over wages and working conditions at its KwaNdebele subsidiary

Workers at the company earn as little as R20 week

Cawusa has been

Star 20/9/89

152

Order on hospital stoppage postponed

Staff Reporter

The finalisation of an interim order against 1 500 workers on a work stoppage at the Johannesburg Hospital last month was postponed to November 7 in the Rand Supreme Court yesterday.

A huge crowd of hospital workers had packed the courtroom to hear the case.

Mr LS Weinstock, SC, who appeared for the Administrator

of the Transvaal, told Mr Justice P J van der Walt some of the workers had opposed the matter while others had not.

He said a postponement was needed to sort out the situation.

The interim interdict against the workers, brought by the hospital superintendent, was granted on August 18.

The workers were restrained from being at the hospital except to work or as genuine patients, from gathering at the hospital's branches and from interfering with the free movement of any person within the hospital.

The hearing yesterday followed a planned protest march by about 1 500 hospital workers from the Johannesburg Hospital to the Rand Supreme Court.

The workers were stopped by police only a few blocks from the hospital and were told the march was illegal in terms of the state of emergency.

They returned to the hospital and waited all day for their lawyers and buses to transport them to the city centre.

They dispersed when no one arrived to inform them whether permission for the march had been granted.

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Labour consultant Professor Johan Piron says the number of strikes increased tremendously since February "This is because of the normal causes — wage demands, conditions of employment demands and overtime bans — but we might see a further increase in industrial action as President De Klerk's initiatives get under way This would be a way of pressuring government to do more but such actions may also be undertaken as a way of keeping up the momentum of solidarity action."

Piron says the presence of the NUM's Cyril Ramaphosa at recent talks between the UDF's Soweto leadership and government is evidence of the unions' growing role in politics

The employers alliance, Saccola, was to meet Cosatu and Nactu on Wednesday to thrash out a position on proposed amendments to the Labour Relations Act They have less than two weeks to make submissions to the National Manpower Commission.

As the *FM* went to press a week-long national strike by 6 000 Breweries workers had lapsed into stalemate The Cosatu-linked Food and Allied Workers' Union (Fawu) wants a minimum wage of R6,50 an hour (38% more than the present minimum of R4,70), while SAB has offered R5,45 (16%) to take the minimum monthly wage to R1 063

Fawu assistant general secretary Mike Madlala says his members are out at 22 plants, leaving unaffected only the four plants organised by Nactu's Food and Beverage Workers' Union He expects the Nactu union to join the strike soon in solidarity

SAB human resources director Rob Childs says the number of plants as defined in the agreement is 42 (comprising breweries, distribution depots and malting plants). He says Fawu is recognised at only seven plants, including one brewery Madlala says Fawu controls 6 000 of the 7 000 unionised SAB workers

So far SAB has obtained a series of interim court orders for strikers to vacate plants in the Transvaal, Free State, northern and western Cape

Madlala claims the strike has left SAB without the necessary expertise to operate capital-intensive plants and the imminent summer has placed strikers in a good position "Unless SAB has stockpiled we are certain the beer in circulation will last only a week"

Childs, however, denies supplies will be severely disrupted He says the company has over the years developed "pretty sophisticated" contingency plans, which it put into action last week Childs also asserts that, while at no stage were police called to eject strikers (5 000 left after being requested by management and 1 000 left after a court order) there is sporadic strike-related violence all over the country He says outlet managers and non-strikers have been threatened "Don't sell beer or we will burn your house down"

He says a senior Fawu shop steward in Kimberley, who allegedly stabbed a casual worker, has disappeared and police have opened an attempted murder docket Fawu's Madlala emphatically denies union involvement in the violence He says stonings of SAB vehicles in Soweto could be the work of "dependants and sympathisers, but it is definitely not by us or directed by us."

Childs maintains the union planned a strike at the outset to coincide with SAB's summer peak, Madlala rejects this, saying the union would not have gone on strike if SAB had "bargained in good faith" He says the strike was decided on two weeks after the final conciliation board hearing failed

Childs responds: "What have we done? We had three rounds of negotiation talks, two conciliation board hearings and a lot of mediation We have a 16% offer on the table which we think is reasonable and warrants a response. The union has chosen to respond to it in various terms, which we regard as delaying tactics" Childs says there are no immediate plans to end the strike but Madlala says SAB has tried to make informal contact through mediator Charles Nupen.

Whether the strike was planned at the outset or not seems to make little difference. What counts now is a race against time for both sides the unions must find finance for 6 000 strikers and their dependants while SAB has the difficult task of trying to quench the beerlust of a nation

In another labour development the National Mineworkers' Union has suspended its first national strike at De Beers diamond mines after four days NUM assistant general secretary Marcel Golding says the offer by De Beers to return to negotiations persuaded the 8 000 strikers to return to work pending an increased offer

Golding says members felt they had shown their strength and made their point NUM is demanding between 18% and 37%, depending on grade, while the company has offered 16% to 17%

SAB STRIKE

152 Fawu
20/10/89

A dry season

As employers moved into vital talks with unions on labour legislation, at least one analyst linked the upsurge in labour action to the urgent need for political reform

Wildcat strikes wave pushes 'Kei to redraft labour laws

A WAVE of strikes has surged through the Transkei in the last 10 days, forcing military ruler Major General Bantu Holomisa to redraft the territory's outmoded labour laws.

Wildcat strikes, which began with stoppages at three Umtata factories last week, have now hit at least eight plants in Umtata and Butterworth, the Transkei's two industrial centres.

In the midst of this labour unrest, the Transkei Department of Manpower last Friday issued a statement that new labour legislation would be announced at the homeland's independence anniversary celebrations next week.

On Wednesday Holomisa held talks with worker representatives and he was yesterday locked in talks with both worker and employer delegates over the issue.

Workers plan to hold a march through the streets of Umtata on Monday to demand trade union rights.

The Transkei, like most independent "homelands", is governed by outdated labour legislation that existed in South Africa in the 1950s. It lays down basic conciliation procedures, but excludes the right of workers to bargain collectively or strike. There is no industrial court in the territory.

A wave of strikes sweeps the country. In Transkei, they push General Holomisa into liberalising the labour laws, reports EDDIE KOCH

It is believed that Holomisa, who recently met with the African National Congress and distanced himself from Pretoria, will allow unions to operate and give them the right to bargain collectively.

"At a time when his credibility is being questioned by workers who perceive a silent bias towards capital, he has indicated that no striking workers will be dismissed and that trade unions may be legalised," according to a legal representative for the union.

While most of the strikes were spontaneously organised, there are signs of attempts to set up a trade union for workers in the territory. Violence has marred some disputes

Management staff at Sun Manufacturers in Umtata are due to appear in the magistrate's court in connection with an alleged assault on 120 striking workers. Employees at Vulindlela were teargassed by the Transkei police last Friday, the legal representative said.

Other factories hit by the strike wave include Ohlsson's Breweries in Butterworth, Tally Clothing Industries in Butterworth, Wild Coast Diamonds in Umtata and the Ingloplex plant in Umtata.

Workers at Vulindlela have been dismissed and baton-wielding police were called in to disperse 150 workers who this week occupied a clothing factory in Butterworth to back their demand for a 25 percent wage hike.

● Meanwhile, a bitter strike by more than 5 000 Food and Allied Workers' Union (Fawu) members continued at SA Breweries plants around the country without any sign of a resolution

Management has reported high levels of worker violence, including the stabbing of casual workers, petrol-bombing of the homes of non-strikers and threats to SAB custom-ers. Union organiser Rajin Narcker said the union did not support or condone violence and called for a halt to such acts.

SAB says production had not been affected but the strike had disrupted deliveries in some areas.

● A 10-day strike by 5 700 Fawu members at Premier Food's milling, Epic and Epol plants was settled yesterday after agreement was reached over wages and conditions of employment. The company lifted a lock-out imposed on the workers during the strike. Workers will receive a R30 or 16 percent increase on minimum wages of R184.

● A strike by 1 600 members of National Union of Metalworkers of South Africa has brought production to a halt at six Van Leer plants around the country.

● More than 8 000 members of the National Union of Mineworkers will meet on Saturday to discuss resuming their wage strike at De Beers diamond mines after 10-hours of talks on Wednesday failed to break the deadlock. The strike was suspended on Wednesday.

However both parties shifted position with management increasing its minimum wage offer from R647 to R653 and its maximum from R1 858 to R1 866 a month. The union revised its demand from R761 to R700 for the lower grade, but stuck to its demand of R1 890 for higher grades.

● A strike by some 800 members of the Chemical Workers' Industrial Union at Sasol Collieries in the Eastern Transvaal was resolved this week after workers accepted a management offer of increases in their food allowances.

● The Witwatersrand region of Cosatu has announced it is planning a protest march in Johannesburg to back demands for the release of their education secretary, Amos Masondo. Detained under the Emergency regulations a month ago, Masondo has embarked on a hunger strike.

Zwelinzima Vavi, a member of Cosatu's executive committee detained last month, started a hunger strike on Saturday.

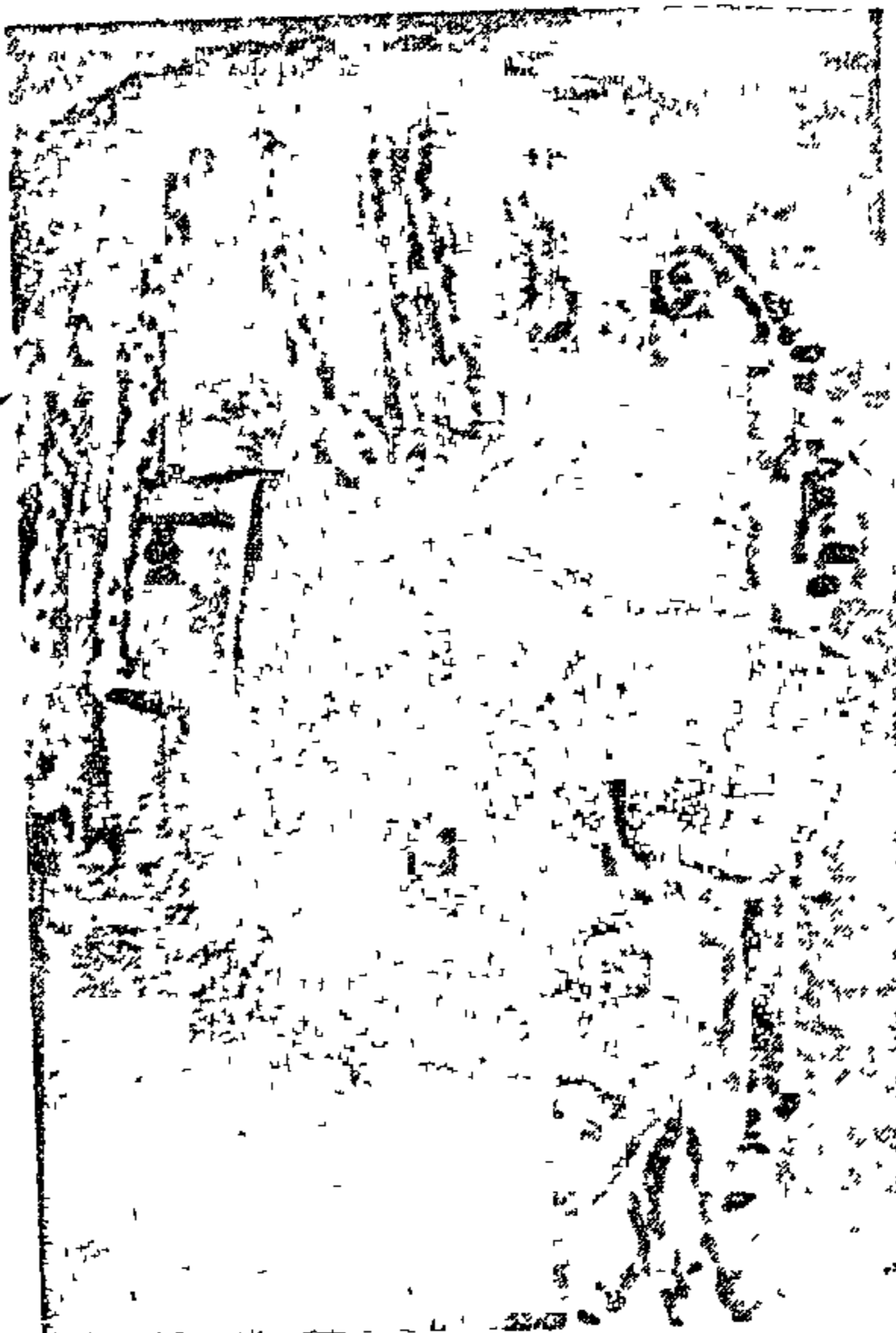
● An industrial court application by the Paper Print Wood and Allied Workers' Union (Ppwawu) for an order compelling the SA Print and Allied Industries Federation to reverse its plans to withdraw from the industrial council for the printing industry was rejected this week.

Court member David John acknowledged that the federation's move was designed to avoid bargaining with Ppwawu at industrial council level. However, he said, three large companies had indicated they would resign from the employer federation if it remained on the council and this would have the practical effect of dissolving the council.

John said membership of an employer federation was voluntary and the union had failed to show *prima facie* evidence of an unfair labour practice.

Roadshow cancelled over strike

152
Smit



By KENOSI
MODISANE

THE strike by 5000 SAB employees has led to the cancellation of the Lion Lager Roadshow, which was planned for next Sunday at the Okwethu Pleasure Resort.

A spokesman for the organisers said the festival was cancelled to show sympathy with striking workers.

It would serve no purpose to continue with the show while the majority which always supports such events is involved in a crucial matter that affects their livelihood he said.

The festival was to feature big acts like Brenda Fassie, Chico, Lazarus Kgagudi, Splash

and many more.

However, fanlovers will get a consolation in another festival which will take place on the same day at Sebokeng. The Sebokeng show will feature almost the same bill except for Chico and Splash.

Lazarus Kgagudi, whose latest album *If You*

Don't Know Me Now has already achieved a platinum status, is set to thrill revellers at the show. The album features disco tracks like *Makarapa* and *Xipitjawa*.

Other artists billed for the show - from 10am to 6pm - are Princess Mthemba, F Touch and Cokes and Cola.



20/10/89

THOUSANDS of food workers are on strike throughout the country over wage demands

They include about 300 Bokomo workers who downed tools early this week more than 5 000 South African Breweries workers who went on strike last Thursday

A Fawu spokesperson said workers were on strike at Bokomo in Epping and Atlantis

The strikers were demanding an across the board increase of R35 a week but the company was offering R30, he said

The union had applied for a conciliation board hearing for a wage dispute at Bokomo in Malmesbury where it was in deadlock

Beer supplies

Meanwhile, seven SAB plants and 15 distribution depots, including SAB's Newlands breweries and Pmelands depot in Cape Town, are affected by the national strike at the company which threatens to curtail beer supplies

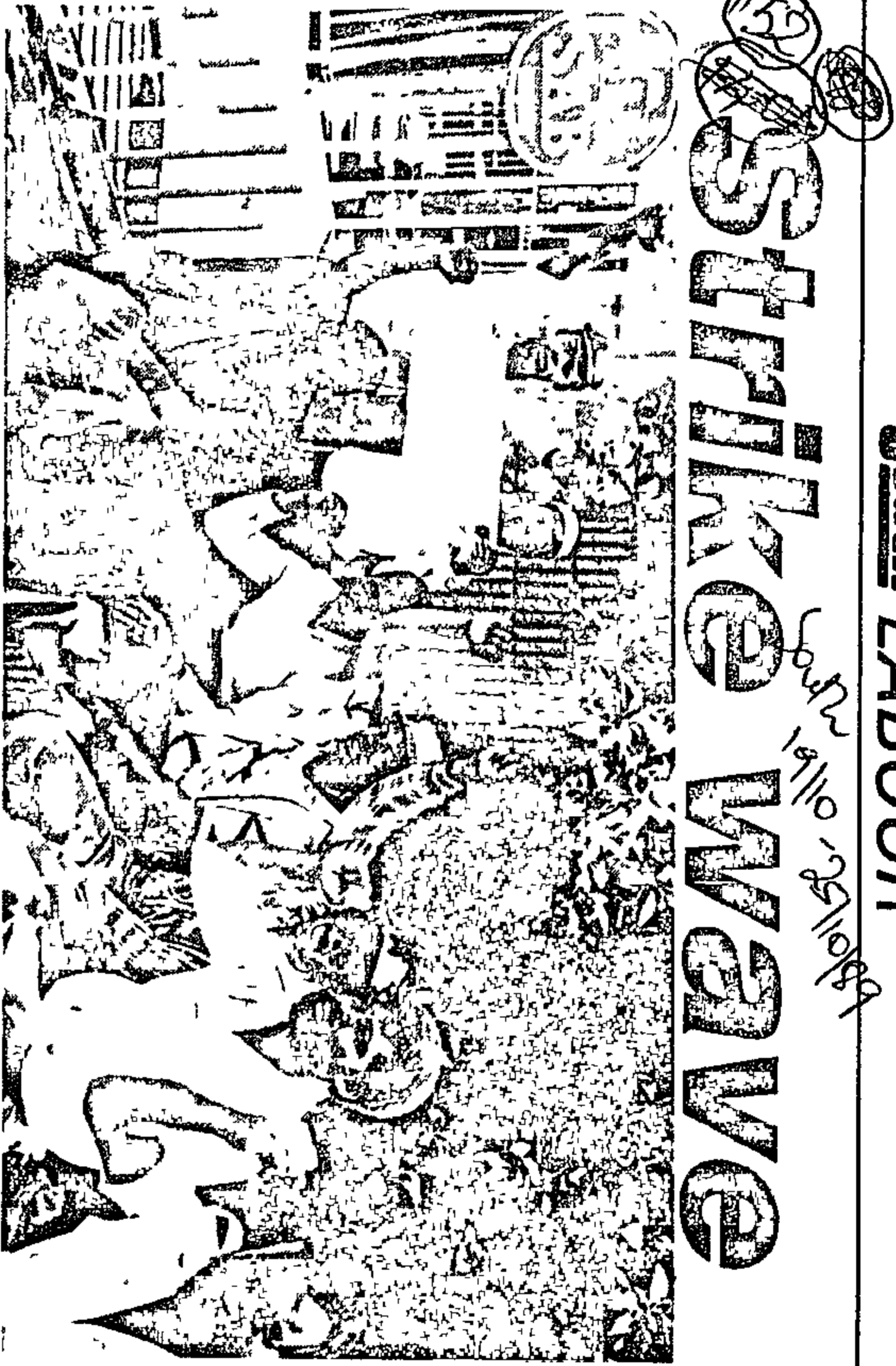
All the strikers at the Pmelands depot were locked out from the company premises late last Thursday afternoon

The workers wanted a 38 percent increase on the current minimum wage of R4,70 an hour, said the Fawu spokesperson

Negotiations had broken down at an early stage after the company tabled demands which Fawu said would hamper its ability to take industrial action

The spokesperson said there were several plant-level demands.

These included a dispute over SAB deducting six hours pay after workers took part in a two hour demonstration against the LRA last month and the right to picket — a key demand in the anti-LRA campaign



Striking SAB workers outside the factory gates in Ndabeni this week

An SAB spokesperson said the company was sticking to its offer which it regarded as "more than fair".

He said SAB was concerned at incidents of intimidation particularly at Prospecton plant in Natal where two workers were stabbed.

The SAB asked customers to be patient but was optimistic that it would be able to meet demands.

About 100 Bellville South workers, who downed tools last week to demand recognition of their union, are also still on strike

The workers, members of the National Union of Metalworkers of South Africa, also want Shellco Shelving to give them an across the board increase

And in Parow Industria where the

marathon National Panasonic strike entered its eighth week, about 6 000 people marched through the area last Thursday in support of the 186 strikers

An Electrical and Allied Workers' Trade Union spokesperson said the union intended to challenge a dispute declared by the company over the strikers seeking support from the South African Council of Sport

Frivolity

The union regarded the dispute as "frivolous" and intended declaring a dispute with the company because it had "negotiated in bad faith", said the spokesperson

He said workers had received a letter of support from the Japanese con-

Tramways employees at the Arrow-gate depot ended after City Tramways met with officials from the Transport and General Workers' Union (TGWU) this week

A TGWU spokesperson said all the workers were back at their jobs and the union was holding further talks with management

An appeal hearing over the dismissal of a Tramways employee which triggered the stoppage is due to take place this week

In the Transvaal, about 8 000 Sasol miners returned to work this week after a strike which lasted more than a fortnight

A spokesperson for the Chemical Workers Industrial Union (CWIU) said the parastatal firm had agreed to pay workers a R40 food allowance, which will be implemented in two stages

About 250 CWIU members at SA Cyanamid downed tools this week to demand a union-initiated provident fund

Provident fund

A CWIU spokesperson said the workers did not want an in-house provident fund

Strikers at De Beers diamond mines this week suspended their four-day strike pending the outcome of mediation

A National Union of Mineworkers (NUM) spokesperson said the workers decided to take the unusual step after management approached the union last Friday with a proposal for further negotiations

The union is demanding wage increases of between 18 and 37 percent while De Beers has offered increases of between 16 and 17 percent

The Num spokesperson said the strike would be resumed if the dispute was not settled

Sowetan

9/10/89

Mineworkers on pay strike



Cyril Ramaphosa

ABOUT 13 000 mineworkers are on strike at five mines in various parts of the country.

And 10 000 more mineworkers, all members of the National Union of Mineworkers (Num), are poised to embark on a legal wage strike at De Beers' diamond mines this week.

The mines affected are Sasol's Secunda mines (8 000 workers), JCI-controlled Consolidated Murchison (1 500), Messina Copperbelt and Campbelt (3 000).

The members of the Chemical Workers' Industrial Union (CWIU) downed tools at Sasol's Secunda mines on Wednesday night, a spokesman for the union said. They are protesting against the company's alleged refusal to provide a food allowance to mineworkers living outside the hostels.

The dispute between Num and De Beers revolves around the union's demand of a 37,6 percent minimum increase against management's offer 17 percent. The conciliation board has failed to resolve the dispute.

At Consolidated Murchison, Num members demand a minimum wage of R400 a month and recognition of such days as June 16 and October 1 (Health and Safety Day)

The strike at Messina Copperbelt and Campbelt mines, both owned by Messina Development Corporation, enters its second week today.

Num official Mr Jerry Majatladi said workers at the mines were dissatisfied with "low wages and poor working conditions". Management has given Num members an ultimatum to return to work or face dismissal, according to Majatladi.



Taxi drivers converge on the Baragwanath taxi rank, where they held a meeting with taxi association officials.

Commuters are stranded after Soweto taxi strike

9/10/89 SOWETAN REPORTER
SOWETO taxi drivers went on strike on Friday morning, leaving thousands of commuters stranded in the area.

Commuters who turned to railways for alternative transport discovered it was just not their day - trains were running late, thanks to a technical fault in the South African Transport Services' rail system.

Townships affected by the one-day strike were Senaoane, Protea, Tshiawelo, Dlamini and Naledi.

The drivers, who parked their kombis near Baragwanath Hospital, Diepkloof, were protesting

against what they termed "bad working conditions". Their grievances included ill-treatment by taxi owners, who they claimed often called them "boys".

The strike was suspended after Soweto Taxi Association officials, addressing the drivers at the AME church in Tshiawelo on Friday, promised to investigate the complaints. The two parties will hold another meeting on Wednesday.

"One of our grievances is that whenever there is a disciplinary case against a driver only the complainant and taxi association officials are allowed to attend the hearing," a taxi driver told the *Sowetan*

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18 000 transport employees on strike

1 500 transport workers are fired

By Drew Forrest, Labour Reporter

About 1 500 striking transport workers have been fired in the last week, while at least another 18 000 workers remain on strike in a range of industries across the country

Yesterday, Cargo Carriers fired 1 000 workers on a national strike who ignored a return-to-work deadline. The strike centred on the earlier dismissal of 280 colleagues

The Transport and General Workers Union said the company had agreed to meet union officials over both sets of dismissals. Describing this as a "breakthrough" the TGWU spokesman said Cargo had earlier insisted on talking at Industrial Council level only. Management was not available for comment.

Alleged corruption

The TGWU said 500 workers were fired last Tuesday at Interstate Bus Services in Bloemfontein after striking over "unfair" disciplinary measures and alleged corruption in the firm's pension fund

Interstate's chairman, Mr Fred Kinear, said the insurance company managing the fund had assured workers their money was in safe hands.

The service was running normally with temporary staff

Several strikes remained unresolved yesterday:

- Management confirmed that 5 700 workers in three divisions of Premier Food Industries were still on strike over pay.
- The situation at Sasol's collieries in Secunda, where 8 000 workers struck over food allowances, was unchanged said a Sasol spokesman
- The strike by 1 400 miners at Consolidated Murchison continues, according to the National Union of Mineworkers.

Attacking the "terribly low" wages at the mine, NUM said it was demanding a R400 minimum for workers at level one.

- Mr Attie du Plessis, a director of Messina Ltd, confirmed the strike at the firm's copper mine. He declined to give details, but the NUM says 3 000 workers "spontaneously" struck on Monday last week over wages.

kwaNdebele ^{STAR} workers in ⁽¹⁵⁾ Sandton demo ^{10/10/89}

By Drew Forrest ⁽¹⁵⁾

About 300 workers travelled from kwaNdebele to Sandton yesterday to stage a placard protest outside the headquarters of Anglo American's Boart International ⁽¹⁵⁾

The workers, from Strata Control Systems, near Bronkhorstspuit, were fired after downing tools on Thursday over the disciplining of a colleague. Boart has a controlling interest in the firm.

Mr Zithulele Cindi, of the Metal and Electrical Workers Union, said the root problem was management's refusal to recognise the union on the grounds that the factory was located in a homeland. The union represented 90 percent of the workforce, he said ⁽¹⁵⁾

Boart public relations manager Mr Ted Scannell confirmed a dispute at Strata.

ONE of the country's largest transport companies, Cargo Carriers, has dismissed more than 800 employees taking part in a national strike at its depots.

The workers, all members of the Cosatu-affiliated Transport and General Workers Union, were sacked after ignoring an ultimatum to return to work on Monday.

The dispute between workers and management revolves around the dismissal of 280 workers at Cargo's Vanderbilpark depot on August 3. The TGWU members had been participating in sporadic work stoppages at the plant in protest against the sacking of a colleague, according to the union.

The Cargo employee was apparently sacked after being involved in a

Cargo sacks 800 strikers

fight with a white colleague.

TGWU official Kelly Forrest said the more than 800 strikers had resolved not to go back to work until management attended to their grievances. Their grievances included demands that their 280 colleagues be reinstated unconditionally and that a manager at the branch be transferred.

"Our members want the Vanderbilpark depot manager to be removed because he is the one who

created the climate in which our member got assaulted," Forrest said.

Talks between the union and management reached a deadlock at the industrial council on August 29.

Cargo industrial relations manager Mr. Nick Pretorius, was not available for comment this week.

Earlier Pretorius told Sapa that the strike was of such a scale that it was regarded by Cargo as a "total" strike.

"Cargo regards this national strike as illegal and we have met with the Industrial Council," the Cargo manager said.

He said between 700 and 800 workers were involved in the strike.

The two parties are scheduled to meet soon in a bid to resolve the dispute.

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12/10/89

— Daily Telegraph

CWT 11/15 13/12/89

Sasol strike still unresolved

SECUNDA — Negotiations on Wednesday night failed to end the two-week-old strike by 8 000 Sasol coal miners at Secunda, the Chemical Workers' Industrial Union said yesterday

Strikers are demanding a food allowance for workers not living in company hostels. The CWIU said Sasol was now threatening to withdraw hostel services.

A meeting is scheduled for today — Sapa

(152)
(152)

Workers to march tomorrow in 17 centres

SEVENTEEN marches organised across the country by two major labour federations representing over 1,2-million workers, to protest against the Labour Relations Amendment Act, will take place tomorrow

NUM general secretary Cyril Ramaphosa said at a Press conference yesterday it was expected the marches would also celebrate the release of the eight political prisoners (152)

National Council of Trade Unions (Nactu) first assistant general secretary Cunningham Ngcukana said Nactu "does not believe in applying for permission to march to resist oppression, exploitation and

EDYTH BULBRING

repression by the ruling class".

Nactu had chosen to defy rather than comply by refusing to apply for permission for any march, he said.

In a statement to Sapa, Cosatu general secretary Jay Naidoo said over a quarter of a million workers countrywide were expected to march tomorrow

The 17 marches would take place in Johannesburg, Pretoria, Pietersburg, Secunda, Nelspruit, Standerton, Witbank, Durban, Maritzburg, Port Shepstone, Empangeni, Bloemfontein, Welkom, Kroonstad, Port Elizabeth, Cape Town and an-

other western Transvaal town still to be named

"These peaceful marches will demonstrate the degree of opposition among workers to the anti-worker LRAA," Naidoo said

The marchers would present memorandums setting out objections to the LRAA at Manpower offices, employer associations, state sector employers, courts and police stations, Naidoo said.

A Cosatu spokesman said 50 000 people were expected to take part in the Johannesburg march for which permission was

To Page 2

Marches

given by the chief magistrate and the Johannesburg City Council

A spokesman for Law and Order Minister Adriaan Vlok said yesterday police would maintain a low profile to ensure law and order was maintained

However, in cases where permission was not granted, the police would stop the marches

The spokesman said illegal marchers would be warned to disperse. If this did not happen action would be taken

He said police would "try to use the absolute minimum force" to stop an illegal march

Naidoo said the rules laid down for tomorrow included that the marches would be disciplined and peaceful. All marchers

were to walk abreast in rows of between eight and 12

All members of the crowd were to immediately obey instructions of marshals — identified by arm-bands. Anyone acting provocatively would be considered to be acting in the interests of the enemy, Naidoo said

Workers should not respond to provocative actions but report the problems to the marshals

Our Cape Town Correspondent reports that the Cape Town City Council yesterday gave the go-ahead for a march tomorrow to Parliament by members of unions affiliated to Cosatu and the National Council of Trade Unions, council spokesman Ted Doman said yesterday

From Page 1

13/10/81

Public support for workers

IN a massive display of public support for striking National Panasonic workers, an estimated 2,000 people yesterday joined the workers in a march from Tygerberg Hospital to the company's Parow Industria factory.

A Parow magistrate and the Parow municipality granted permission for the march to be held.

A company spokesman could not be reached for comment last night.

Bus drivers halt work in protest

By DICK USHER *Dick Usher*
Labour Reporter *13/10/89*

BUS drivers from the Transport and General Workers' Union at City Tramways Arrogate depot have stopped work over a disciplinary dispute.

Workers claim at least 200 drivers are involved. City Tramways spokesman will not comment and a union spokesman says the situation is not clear.

Drivers said they stopped work yesterday in protest at a driver being dismissed without a disciplinary hearing.

SHOP STEWARDS

He allegedly refused to attend a hearing without a union representative, but Transport and General shop stewards refuse to take part in disciplinary hearings outside working hours.

The union spokesman said Tramways previously allowed shop stewards from the Tramways and Omnibus Workers' Union time off for hearings, but Transport and General did not have the same facility.

After the driver refused to attend the hearing he was dismissed and colleagues stopped work in protest.

A Tramways spokesman said the company did not discuss labour problems through the media, but negotiations to settle the dispute were under way.

No more 'Maybe Day'



Eli Louw taking an important decision

MANPOWER MINISTER Eli Louw's decision that Workers' Day be celebrated on May 1 in future is an important and enlightened one

Reasons for the announcement include that workers would benefit from a long weekend, that a large number of workers regard May 1 as a holiday in any event and that it is the norm in most Western countries

Mr Louw said any association between May 1 and the socialistic and communistic ideology was becoming irrelevant because of the economic failure of that ideology

"Workers' Day will therefore increasingly stand separate from any specific ideology. To perpetuate this point of dispute would be artificial and not in the interests of peace in the labour field"



Clive Knobbs the wishes of the majority

The decision has been welcomed by the Association of Chambers of Commerce and Industry (ASSOCOM), saying the Government is to be congratulated on the announcement, which "the association has urged since 1985 and given evidence thereon to the President's Council investigation into public holidays in 1987"

Chamber of Mines vice-President Clive Knobbs said in a statement the announcement indicated that Government was attentive to the wishes of the majority of employers and employees in SA, many of whom had reached agreement to recognise May 1 as the appropriate day to pay tribute to labour

May 1 has been a controversial and emotional issue for years, and Mr Louw has certainly set himself a high standard to live up to for the rest of his term of office

STimes 15/10/89

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150 000 march countrywide

B/DM 16/10/84

MORE than 150 000 people took part in Cosatu-organised marches in 17 centres countrywide on Saturday to protest against the Labour Relations Amendment Act

The largest march was held in Port Elizabeth. There an estimated 20 000 people gathered at their march starting-point at 10 30am, but were joined by at least another 20 000 by 12 30pm as the march proceeded.

The march was led by the Anglican Bishop of Port Elizabeth Bruce Evans

Refusal

Apart from Maritzburg's march, during which shop and bus windows were smashed and people were arrested for looting, no incidents of violence were reported.

At Secunda, a march by 6 000 protesters went ahead in spite of a refusal by the town's CP-controlled council to sanction it.

Shocked conservative residents watched the members of Cosatu-affiliated unions march through the streets.

The workers decided to go ahead with the march even after the CP City Council refused permission for it.

Earlier in the week the local chief magistrate granted permission for the

march provided the Town Council approved.

At the march in Witbank, which was attended by about 5 000 people, one banner was confiscated by police.

In Cape Town, demonstrators tore down the SA flag outside Parliament and draped the ANC colours and the SA Communist party flag over a statue of former PM Gen Louis Botha.

About 5 000 protesters joined this march which, in spite of these incidents, went off peacefully.

An estimated 4 000 protesters joined the Pretoria march which went off peacefully.

The colourful crowd which joined the march in Johannesburg was estimated at about 15 000. The march ended peacefully at the University of Witwatersrand.

Four speakers addressed the enthusiastic crowd, but police ordered that they disperse.

Between 2 000 and 3 000 protesters joined the march in Pietersburg, which was conducted in good spirit.

In Durban, marchers numbered between 3 500 and 5 000. The march ended without incident shortly after midday.

About 15 AWB members were seen standing next to the local police station in Nelspruit showing live bullets to marchers — Sapa

Workers down tools over fund

By Drew Forrest

About 250 workers launched a legal strike at SA Cyanamid yesterday in the first of a threatened wave of strikes over a national provident fund in the chemical industry

The Chemical Workers Industrial Union has declared disputes with at least six other firms over demands that they join the Chemical Industries National Provident Fund

Jointly run by the CWIU and management, the fund has seven employer members

The union says an industry-wide scheme will maximise earnings and strengthen workers in negotiations with insurance companies over benefits

BACK AT WORK

Confirming a strike at its Isando and Witbank plants, Cyanamid said it was willing to negotiate an in-house fund

However, it had not been party to the creation of the fund nor the negotiation of its rules

● About 8 000 striking Sasol colliery workers in Secunda returned to work yesterday

The CWIU said workers living outside Sasol hostels had won a R40-a-month food allowance, half to be paid next year and half in 1991



Stew

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School indaba off

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A meeting between the Diepkloof Parent-Teacher-Student Association and Soweto police chief Major General J J Viktor scheduled for yesterday did not take place.

According to a spokesman, Mr Danny Maimane, Viktor could not meet the delegation at Protea police headquarters where a memorandum was handed to the police.

Maimane said Viktor sent a mediator.

In the memo, the association had asked for the release of the eight pupils so that they could sit for their final examinations, starting tomorrow.

+To discuss steps taken by the police to track down criminal ele-

ments responsible for acts of violence

+The fate of restricted pupils whose bans have had a serious effect on their studies.

Security talks

THE Minister of Foreign Affairs, Mr Pk Both, held talks on the security situation in Angola and Namibia with his Angolan counterpart, Mr Loy van Dunmen, in Maputo on yesterday.

A statement issued by the Department of Foreign Affairs said the talks, which lasted about 2 1/2 hours, were a follow-up to those held last month with Mr van Dunmen in Maputo.

Num strikes

By LEN MASEKO

ABOUT 8 000 members of the National Union of Mineworkers went on a pay strike at De Beers' mines at the weekend.

The strike follows a wage deadlock between the Num and management. The union demands increases of between 18,6 and 37,6 percent while the company has offered hikes ranging from 16 to 17 percent.

De Beers spokesman Mr Sej Motau said the mine company was among the highest paying employers in the industry.

"The Num is also reported to have said that De Beers is pursuing a policy of 'poverty wages'. This allegation is untrue."

He said the Num had yet to respond to a management proposal that negotiations resume with a view to settling the dispute.

* The Sasol Collieries strike at Secunda by more than 8 000 mineworkers has been resolved, the Chemical Workers Industrial Union (CWIU) said yesterday.

A CWIU spokesman said the company had finally agreed to a food allowance to workers living outside the mine hostels.

Any further improvements on the allowance would be discussed by the two parties at their annual negotiations, he said.

* About 250 SA Cyanamide workers, who are members of CWIU, began a legal strike yesterday demanding that the company negotiate and join a provident fund initiated by the union.

CWIU said in a statement the company wanted to negotiate an in-house provident fund

The strike involves two plants, one in Witbank and the other at Isando.

17/10/89

Sowetan



Mwasa 20 down tools at Perskor

By MATHATHA TSEDU

ABOUT 20 members of the Media Workers Association of South Africa employed by Perskor in Pietersburg yesterday downed tools for seven hours after the regional manager allegedly assaulted a worker on Monday

The work stoppage affected the distribution of all Perskor stable papers including *Citizen* and *Beeld*

Perskor's manager, Mr Piet Swanepoel, confirmed the stoppage and said the workers had complained of "working conditions".

Workers said Swanepoel assaulted Mr Obed Masemene on Monday after alleging that the latter had been involved in an accident in a company car

It was alleged Masemene had not reported the accident

Abusive language

The workers also said Swanepoel used abusive language when speaking to them. Assault of workers were also very common, they said

Masemene yesterday laid charges of assault at the Pietersburg police station.

During the work stoppage, police were called in but left after speaking to the workers, according to Mwasa regional secretary, Mr Peter Mohlaka

Mohlaka said a meeting was held between Mwasa officials, Swanepoel and shopstewards which resolved the dispute

Swanepoel undertook to stop "his unbecoming behaviour", Mohlaka added.

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1 000 Van Leer workers strike

In a new twist to the spiral of pay strikes across industry, about 1 000 workers at nine plants of the metal and plastics firm Van Leer have downed tools.

More than 35 000 workers have downed tools over pay in recent weeks.

A Van Leer spokesman said the strike, now in its second week, followed pay talks with the National Union of Metalworkers. Workers were demanding a 90c an hour increase, as against the 70c offered by the company, he said.

● The Food and Allied Workers Union officials said the union had called for a peaceful strike at South African Breweries. SAB reported that buses carrying casual workers had been attacked. — Labour Reporter.

Stew
19/10/89

(15) ~~1/11/89~~ B. Day 7/11/89

Sats strike claims conflict

ADELE BALETA

THOUSANDS of Sats employees are on strike in the southern Transvaal and in Durban over wages, working conditions and in protest against privatisation

And the Cosatu-affiliated SA and Railway and Harbour Workers Union (Sarhwu) warned yesterday the strike was likely to spread if workers' demands were not met and management continued to refuse to recognise the union

Sats labour relations director Jan Bredenkamp said full recognition would not be granted until the union had registered and proved it had substantial membership, but management was already dealing with the union on local issues.

Bredenkamp said the strike, which began on Wednesday at the Braamfontein and Springs depots, had spread to 10 Sats centres in Johannesburg and the East Rand and involved 1 200 workers. Over 700 employees had downed tools at Durban harbour and other Sats centres in the city

But Sarhwu general secretary Martin Sebokwane said the number of workers on strike early yesterday was between 10 000 and 13 000. The union and management also gave conflicting accounts of the ef-

fects of the strike.

Bredenkamp said services were marginally affected and contingency plans were in place. The strike was localised and there was no indication of it spreading

Sebokwane said commuter services from Soweto were disrupted yesterday and ticket offices closed. He said "gangs" of ticket collectors backed by management had attacked three striking workers at Mzinhlope station in Soweto

Management comment on the alleged assaults was not available at the time of going to press

Workers are demanding a wage increase to R1 500 a month minimum. The current minimum is R600

Sebokwane dismissed Sats' claim that between 2% and 4% of the 178 000-strong labour force were on the bottom rate. It was about 90%, he said.

Workers were also objecting to the company's use of disciplinary and grievance procedures to "get rid of employees" to pave the way for privatisation to which workers were ideologically opposed

SAB

QVL TUDS 4/11/59

wage

offer

'final'

SA BREWERIES (SAB) was not going to improve its wage offer to the 6 500 striking Food and Allied Workers' Union (Fawu) members simply to allow the union to save face, SAB beer division MD Mr Graham Mackay said at the weekend

He said he believed the company had negotiated to exhaustion at negotiations, conciliation board and mediation proceedings

The company was prepared to discuss other issues in its proposal with Fawu, such as shiftwork and overtime

"But we regard our final wage offer as final. If they are looking for a face-saver, we will not co-operate," he said in response to union statements that Fawu was prepared to substantially reduce its 38% wage demand

Meanwhile, Fawu said it would first report back to its national executive committee on Friday before finally deciding on a management offer that the dispute be referred to mediation

Mr Mackay said SAB's contingency production plans, which had been well laid long ago, had proved "extraordinarily successful". The company was building up stock for its summer peak season — Own Correspondent and Labour Reporter

Thousands on strike at Premier Food Industries over pay increase

By Drew Forrest
Premier Food Industries was hit yesterday by a national pay strike involving 5 700 workers in the group's milling, edible oils and animal feeds divisions.

Premier said most of

the affected plants would continue operating using casual labour

The strike is the sequel to five months of pay talks between the company and the Food and Allied Workers Union. These culminated in con-

ciliation board hearings, which included mediation

In a statement, the union said workers were demanding a R33 minimum pay increase and the inclusion of a Transkei operation, Tanda Milling, in the national agreement

It said the company had offered different increases in the three divisions, ranging from R23 to R28 a week

Premier said its offer for the milling division, by far the largest in the group, would bring the average minimum wage to R247 a week.

This approximated to rates in the motor and pharmaceutical industries, considered South Africa's highest payers.

The union had rejected a management proposal of further meetings.

S. TIMES 5/11/06

No pints as strike hits beer supplies

By ROBYN CHALMERS

PINTS are out for beer lovers this week, but drinkers in search of cans or dumpies should have no problems if they go to the big liquor outlets.

The SA Breweries beer strike is now well into its fourth week with little hope of an immediate settlement.

Contingency plans have enabled SAB to supply liquor stores with stocks, although there have been widespread distribution problems.

The only major affect the beer strike has had on bottle stores has been the unavailability of pints.

Rebel managing director Trevor Pearman said deliveries had been severely disrupted.

Boycott

The chain has been buying stock from South West Breweries in order to boost depleted stocks.

Magnum manager Chris van der Merwe said he had been unable to buy any pints at all. Otherwise, Magnum had sufficient stocks, but Mr van der Merwe said smaller liquor outlets had been badly hit.

They have had to either collect supplies direct from SAB or get them from the larger stores.

A mediation proposal by SAB was this week rejected by the Food and Allied Workers' Union.

Violence must stop, say beer strikers

W/C 1/1/64
By ANDREA WEISS
Weekend Argus Reporter

THE Food and Allied Workers Union, representing 6 000 striking South African Breweries workers, has unequivocally renounced the use of violence

In a Press statement issued by its lawyers Fawu said it renounced violence but noted with concern aggravating factors including

- Dangerous weapons openly carried by casual workers,
- The continued presence of the police, and
- The refusal of SAB to allow picketing on its premises

The union said it believed that striking workers had the right to picket peacefully

Because they were not allowed to picket on SAB premises, in accordance with a

code drawn up at the start of the strike, strikers were forced to picket outside, where they had daily been confronted by police

The release said "Fawu believes in the principle of freedom of association and the right of strikers to organise support for their struggle in a disciplined and peaceful manner.

Own choice

"In line with this principle Fawu believes strikers have the right to freely associate outside the company's premises and to explain by peaceful means the reasons for the strike to casual and permanent SAB workers

"The individuals concerned are free to make their own choices"

SAB spokesman Mr Adrian Botha said on the question of a strike code "We have tried to get strike rules at all plants. We have only been successful at a few and even at the few, strike rules are ignored"

He denied that casuals were carrying dangerous weapons

Police were only called in if there was violence, he said

Our Durban correspondent reports that Fawu national organiser Mr Rajid Naicker said the time had come for both parties "to take a more responsible attitude" towards violence

Mr Naicker also said SAB claims that the union was not prepared to re-assess its demands were not true "Our position is open to negotiation and our demands are not a final offer"

BEER BOYCOTT blues

STAN HLOPHE

TOWNSHIP nightclub and shebeen owners have expressed deep concern over a call by Food and Allied Workers Union (Fawu) to boycott SAB products in support of its striking members, as they fear it could force them to close shop.

Although taverners' associations countrywide and community organisations have agreed in principle to support the four-week wage strike a number of businessmen admitted this week they were feeling the pinch.

After a meeting last week with Fawu, a range of black business organisations — including the 9 000-strong National Taverners' Association (NTA), South African Taverners' Association and the National Stokvel Association of South Africa — agreed to "withdraw their buying power" from SAB.

Since then, the black liquor traders' association, Ukhamba, has expressed

solidarity with the strikers but declined to endorse the boycott. "The association has contractual obligations to its 12 000 employees nationally, and to provide the community with the goods and services it requires," it said.

Ukhamba and Fawu were locked in a meeting in Johannesburg last night. Mr Peggy Senne, president of the NTA, said the boycott was hurting shebeen owners, but they were prepared to make the necessary sacrifice.

NTA vice-chairman Mr Ray Mollison added that the Soweto Taverners' Association would hold an urgent meeting at Uncle Tom's Hall on the dispute. Among the topics for discussion were intimidation and damage suffered by shebeen owners since the strike began, Mr Mollison said.

"The sooner the strike is settled, the better for everybody concerned. Nobody is a winner in this game."

Nightclub owner, shebeen king, taxi owner and sports promoter Mr Godfrey "Godfather" Moloi expressed fears that the boycott would result in black-on-black violence.

Mr Moloi, owner of the R500 000 Blue Fountain International complex, said the black liquor trade was a huge industry. There was concern that thousands of people could lose their jobs as a result of the boycott.

"What happens to the people we supply who depend on selling beer to educate their children? They will suffer because of people who can't or won't reach agreement with their employers."

Boycotting SAB was not the answer, because the beer giant would target its products at alternative markets.

"Since you can't keep the drinking man thirsty, the guzzlers will follow wherever there is a well," he said.

"We in the business sector are doing our part in the struggle by trying to uplift the lot of our fellow blacks. You don't take the whole community to war. You take the soldiers to war while others keep the home fires burning."

Meanwhile, SAB has reported further incidents of strike-related violence this week, including the fire-bombing of a house in Pietersburg which left a child in a critical condition.

The company won a Supreme Court order restraining Fawu from intimidating or harassing temporary workers at its Newlands brewery in the Western Cape.

Fawu complained of persistent SAB attempts to link the union to the violence, despite the fact that it had done its utmost to ensure the strike was peaceful.

Settlement remained a distant prospect this week, after Fawu rejected an SAB proposal of mediation. The company stressed that it would not revise its wage offer.

Fawu's Mr Ernest Buthelezi said the union had no objection in principle to mediation, but expected the company to enter the process with an open mind.

for 4/11/89
SAB strike could force us to close shop — taverners

How strikers keep going

ONE of the Western Cape's longest running industrial actions this year has been the strike by workers at National Panasonic — now in its 11th week

The strike started August 24 following extended negotiations, which included a tussle with management over recognition of the Electrical and Allied Workers' Trades Union (EAWTUSA) during which the union declared a dispute over the company's unwillingness to negotiate with it.

Negotiations with a second worker organisation, the Radio, Television, Electronic and Allied Workers' Union, were completed and EAWTUSA members started a go-slow action in support of their union

A union memorandum on the dispute said National Panasonic threatened to sue EAWTUSA for damages arising from this action and, without admitting liability, called on members to stop the go-slow

This was followed by the signing of an interim recognition agreement but the company would not grant Electrical and Allied members higher increases than already negotiated for Radio and Television members

According to the memorandum the union was told by management that "although it can afford bigger increases it refuses to do so".

In attempts at settlement the parties went to mediation and the industrial council and, following a strike ballot on August 18, went on strike

Currently the two parties are in a stand-off situation.

A union spokesman said that survival for the 195 workers on strike was very much a matter of community and mutual support

Their need is for both financial and moral support. To meet these needs a series of committees, co-ordinated by a strike committee, organise fund-raising, education and counselling

Funds are received from the union's head and regional offices and the fund-raising committee also collects food and money from stores in the community, organises activities such as discos and sports events, collects money at major worker gatherings and drums up support from other plants organised by EAWTUSA

Members also go to community meetings to explain their cause and appeal for assistance

What is collected is distributed according to need, determined by a finance committee, and the strike committee has written to local authorities and other organisations to explain why members are temporarily unable to meet commitments and appealing for understanding

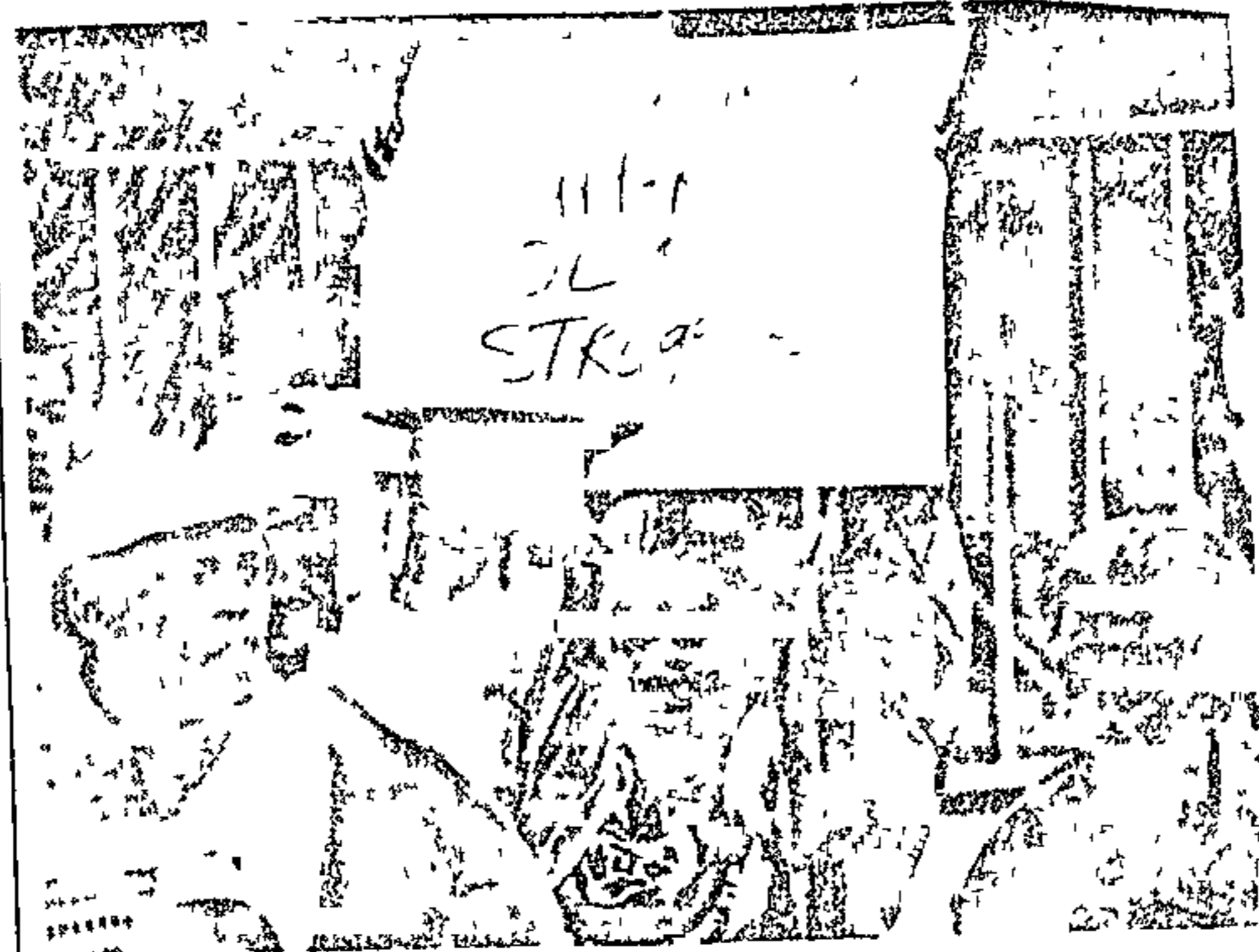
National Panasonic cut off strikers' access to medical aid, but through the Health Workers' Union arrangements for health care were made with doctors living in the same areas as members



Strikes often cause intense domestic stresses which can weaken morale. To help obviate this a counselling committee assists with home problems and counsels members and their families

An educational committee, in conjunction with Sached (South African Council for Higher Education) and CAP (Community Arts Project) organises discussions and courses for strikers on matters such as basic worker rights and the structure of society

Strikers also propagandise their cause locally with marches through their industrial area and internationally through links with overseas unions and international federations



Picture ANDREW INGRAM, The Argus

STANDING FIRM. A striker holds her poster up high in the face of police warnings that the picket was an "illegal gathering"

Strikers picket Newlands brewery

AR 643
3/11/59
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By ANDREA WEISS
Staff Reporter

STRIKERS held a peaceful picket outside Ohlsson's Brewery in Newlands for more than an hour this morning

The picket came two days after SA Breweries were awarded an interim interdict restraining workers from "assaulting or intimidating" casual employees

The strikers lined up outside the front and back entrances of the brewery and displayed posters to dissuade casual workers from taking their jobs

Vehicles leaving the SAB grounds ferrying casual workers to other transport points were greeted only with raised posters

Elsewhere, casual workers were spotted climbing over a fence to avoid the picketers

Shortly after 7am police arrived at the main entrance in Boundary Road and warned the strikers to disperse. They responded by calling the other group of men from the back entrance to join them

Together, the group numbered about 60

Nobody was arrested and the strikers returned to Community House in Salt River shortly after 9am

Food and Allied Workers' Union representatives meet in Cape Town this evening to discuss the latest move by the SAB in the strike of 6 000 workers nationwide

The breweries have proposed a mediator and a date of mediation to end the strike. However, they have refused to budge on their 16 percent wage offer. The offer will be one of the chief points of discussion

Police ordered an Argus reporter and photographer to leave the scene at the brewery early today. Asked for an explanation, a police spokesman later said the picket was an "illegal gathering", the strikers had been warned to disperse and the police had been about to take action against them in terms of emergency regulations

INSIDE

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The test of taste

Are 80% of SA's beer drinkers committed enough to the black political struggle to abstain from their cherished habit?

The answer could determine who will win the bitter — and violent — wage dispute between SA Breweries (SAB) and Cosatu's Food and Allied Workers Union (Fawu). About 6 000 Fawu members are on a legal strike at seven breweries, two malting plants and 13 depots nationally. The action entered its fourth week on Wednesday.

The union has appealed to the townships to refuse to drink beer until the company pays its workers a minimum of R6,50 an hour (up 38% on the current R4,50). SAB has offered R5,45 (16%). At least 80% of SA's beer drinkers are said to be black.

Last week, after being canvassed by the union, key township liquor traders and organisations came out in support of a black consumer boycott of beer. Major SAB clients, the National Taverners Association (NTA) and the SA Taverners Association (Sata), said that, from Monday, they would withdraw their buying power from SAB while the strike lasts. The National Stokvels Association of SA also joined the action.

Taken together, the groups control large numbers of licensed and unlicensed shebeens (township pubs and drinking clubs) which

Frail 3/11/89⁴⁷

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supply township consumers. However, it is debatable whether the NTA controls 65 000 traders and 80% of SAB's customers — as it claims it does. Some sources say there are 14 000 licensed black traders, of which the NTA controls 15% and 30% of SAB's sales.

Nonetheless, the test of the boycott strength will be known only on Monday, according to Fawu assistant general secretary Mike Madlala. He says the union hopes to slash township consumption by at least half (or 40% of beer consumption nationally).

SAB, however, continues to state that union agitation has left it unperturbed. Public affairs manager Adrian Botha says "We have seen no visible effect on our sales. Production is increasing and previous shortages of brands and packs are almost resolved in some areas."

Not monolithic

He adds that it looks as if the township taverners are "less than totally unified." However, Botha does admit that sales have been lost in East London where a boycott has been in place for over a week.

Botha's comments are reinforced by the response of the Ukhamba Liquor Association which, on Monday, declined to support the boycott, saying it had "contractual obligations" to its 12 000 employees and was also bound to provide the community with the required goods and services. Ukhamba, however, undertook to "interact" with various communities and to ensure "maximum support for all workers," particularly those employed by SAB and Ukhamba.

Reported outbursts from irate shebeeners indicate that protests against the boycott could become violent. However, the number of violent incidents favouring the strikers has been excessive, with one non-striker shot dead at the wheel of an SAB truck in Durban.

In another incident, a worker was stabbed, allegedly by a Fawu shop steward, in Kimberley.

SAB says the child of a non-striker has been critically injured in a fire-bomb attack on his home in Pietersburg. Fawu denies involvement but concedes that "dependants and sympathisers" may be involved.

Unfortunately for SAB, the townships have a history of violently enforcing liquor boycotts. Mob attacks on government-owned beerhalls were so effective that most have been burned to the ground or privatised. The State has almost totally withdrawn from this market.

During the 1984-1986 unrest, gangs of youths forced liquor drinkers to swallow buckets of water and washing powder solutions — termed the "Omo treatment."

Efforts to resume negotiations are under way with the parties both stating they are willing. As summer approaches, the pressure on both sides must be enormous. It is of course open to SAB to pay the strikers what they want — and raise the price of beer to fund the raise. ■

Frail 3/11/89

3 000 in wildcat work stoppage at Mercedes-Benz plant

REPRESENTATIVES of Mercedes management and employees held several hours of talks yesterday to resolve a wildcat work stoppage by 3 000 hourly-paid employees at the company's East London plant

A Mercedes spokesman said it was hoped the dispute, sparked by disciplinary action taken against eight people who had embarked on a go-slow, would be resolved by tomorrow

The stoppage, which began on Monday, is the first in several months to

mark a period of labour peace at the plant, which suffered industrial action almost monthly during 1987 and 1988

It is also the first strike since July when Mercedes and Numsa signed a new and advanced procedural agreement designed to extend to the workforce the same collective bargaining rights enjoyed by their West German counterparts

ALAN FINE

Mercedes industrial relations manager Ian Russell said while management was disappointed that a breach of the agreement had occurred, it recognised the reality that such breaches would take place from time to time

"We are committed to resolving the problem through our procedures," he said. He added relationships between management and the workforce had "genuinely improved"

Numsa spokesmen could not be reached for comment

SAB and Fawu to meet for first time since strike began

Day 15/11/89
ALAN FINE (SAB)

TOP SAB and Food and Allied Workers' Union (Fawu) representatives are to meet in Johannesburg today for the first time since the bitter strike by 6 000 union members began more than five weeks ago.

- While the meeting is designed to discuss ways of resolving the dispute, there is no sign yet of possible avenues for overcoming the impasse.

SAB yesterday reiterated it was not considering improving the value of its offer, saying the solution did not lie in negotiating over minor percentages.

"There comes a time in collective bargaining when it is constructive, and indeed necessary, for final positions to be taken," a spokesman said.

Fawu assistant general secretary Mike Madlala reiterated that the union's position was flexible.

But he said he did not believe that reshuffling the remuneration package — for example decreasing shift allowances to increase wages — was an option. "You cannot reduce existing benefits," he said.

The union had not yet considered extending the life of the agreement to allow for a higher basic wage for the extended period.

He said he did not think recent management statements had helped bring the parties closer together. He described as untrue SAB claims that nearly 100 workers at the Welkom brewery had returned to work and that others were considering following suit.

He felt management's repeated statements about not increasing the 16% wage offer had not helped matters.

□ A meeting of the National Taverners' Association (NTA) held in Soweto yesterday resolved to seek a meeting with Fawu after the union's talks with SAB today.

Strikers must leave hostel

By Brendan Templeton

Dismissed National Union of Metal Workers of SA (Numsa) strikers at Haggie Rand have until November 28 to vacate their hostels after the company brought an urgent interdict against them in the Rand Supreme-Court yesterday.

The 92 workers were dismissed for embarking on an illegal strike on October 23, causing Haggie Rand to lose about 2 550 tons of steel wire production, after losing pay for time lost when they held a meeting to

discuss an overtime ban.

Mr Justice G Leveson ruled their dismissal on October 23 was lawful.

The dismissed workers refused to leave the hostel

The company feared this would make it more difficult to employ new staff

The original application called for the workers' immediate eviction, but after a pre-trial agreement between Numsa and Haggie Rand the judge ruled that the workers need only leave the premises on November 28.

STOW 15/11/89



Deadlock in SAB strike talks

ADELE BALETA

THE first round of talks aimed at ending the five-week wage strike by 6 000 SAB workers ended in deadlock yesterday in spite of a drop in the Food and Allied Workers' Union's (Fawu) minimum wage demand.

Fawu's movement in coming down on its demand from a 38% (R1,80 an hour) minimum increase to 32% (R1,50 an hour) was described by management after the four-hour talks as "too little and too late"

In a statement, SAB condemned Fawu as "obdurate and unimaginative" and said the union had not been prepared to discuss its additional demands totalling 150%

SAB said it was "dismayed" at Fawu's reticence to include the issue of violence in talks

However, Fawu national organiser Ragin Naicker told a Johannesburg press conference, attended by shop stewards from SAB complexes countrywide, the key to negotiating

the dispute had been put into SAB's hands.

He said Fawu attended the talks at SAB's invitation as a way of finding alternative ways outside mediation to ending the dispute which has claimed seven lives so far

Fawu's new demand was made to prompt negotiation, without which the dispute could not be resolved

Naicker added SAB would not address demands on working conditions and "seemed to block all Fawu's moves toward negotiation"

Fawu's initial demand was an increase of R1,80 an hour taking the present minimum to R6,50 an hour while the company's continued offer remains an increase of 75c an hour

(16% or R5,45 an hour) which it says will push up the minimum wage to R1 063 a month

Naicker said the strike would be intensified "What other options are open to us," he asked. A meeting would be held this week with community organisations including the National Taveners Association to discuss the boycott

He stressed that there was no dissension within Fawu ranks regarding the strike.

Reports of violence by Fawu members, he said, was an SAB attempt to make Fawu responsible "Until we are sure our membership is involved, we're not prepared to enter into negotiations with SAB over violence"

Naicker stressed Fawu was not accepting lower wage offers from other employers, as alleged by SAB, and, in fact, some smaller companies had settled for even higher demands this year.

8/10/89
16/11/89
Demands
152
R1,50

SAB, union stalemate after talks

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By Drew Forrest,
Labour Reporter

A four-hour meeting between South African Breweries and the Food and Allied Workers Union, the first since the six-week beer strike began, ended in stalemate yesterday.

At a press conference later, Fawu accused SAB of seeking to smash the union, while SAB condemned Fawu as "obdurate and unimaginative".

Both sides confirmed that no progress had been made towards settlement. Fawu warned that it is to meet sympathetic organisations this week in a bid to intensify the strike.

16/11/29
In a statement SAB said the union offered "too little, too late", reducing its demand for a 38 percent pay rise to 32 percent and refusing to discuss other demands totalling 150 percent.

On Tuesday SAB stressed it would not revise its 16 percent pay offer.

Fawu's Mr Rajin Naicker said the union had dropped its demand and proposed that the meeting become a bargaining forum in a sincere bid to spur negotiations.

Claims that workers had indicated a willingness to return to work were a ploy to sow division, he said.

Foundation calls for June 16 holiday

MR TUNIS 14/11/89

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THE chairman of the Urban Foundation, Mr Jan Steyn, yesterday proposed that June 16 be declared "a day of nationwide dedication to building a new South Africa".

Addressing the annual general meeting of the Urban Foundation, Mr Steyn said it was hoped that those in power in South Africa would be sensitive to the widely differing perceptions of life in South Africa "if they wish to succeed in their goal of achieving a more just society".

Mr Steyn noted that May 1 — May Day — had already been declared a workers' holiday. He proposed that June 16 should also be

declared a public holiday to "acknowledge how black people feel about the sacrifices and the suffering of black communities in the struggle for better housing, education and urban conditions".

The chief executive officer, Mr D L van Coller, said last night that in the past year the Urban Foundation's housing utility companies around the country had sold 5 877 houses and 5 575 serviced stands for a total sales value of R245 million — a 60% increase on the previous year.

He said that while the rate of increase in sales had been impressive, he felt it important to draw attention to the 60% increase in home

loan interest rates and the 30% current inflation rate in the home provision industry.

"These two factors have made enormous inroads into affordability levels, with a consequent severe impact on housing sales."

He said in developing an overall strategy to address the housing crisis, the Urban Foundation had focused on three key areas over the past year — end-user finance, subsidies and informal housing.

"The major breakthrough is securing a commitment from the home loan institutions to make substantial sums of finance available for bonds down to R12 500 following the establishment of a loan guarantee fund, has re-

ceived considerable publicity already. This step will facilitate access to housing for up to an additional 35% of black households.

"The challenge now is to address the needs of those unable to finance the minimum loan that will become available in the conventional market."

Mr Van Coller said the foundation's proposals for a new once-off capital subsidy on land rather than on buildings would, if supported by the authorities, provide access to land with security of tenure for the poor — "an absolute prerequisite to a successful housing process".

— Own Correspondent and Sapa

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SATS fires 600 rail workers

JOHANNESBURG — South African Transport Services dismissed 600 striking black rail workers yesterday in a bid to break an 11-day-old stoppage over pay

SATS spokesman Mr Alan Lubbe said the workers had been laid off because they failed to meet an ultimatum to return to work by November 14

He said SATS, which also controls harbours and airports, would continue to fire workers until the estimated 20 000 strikers ended their action

"Let's hope the strike is resolved before we have to fire all of them," Mr Lubbe said

Mr Martin Sebakwane, general-secretary of the South African Railway and Harbour Workers' Union, which represents the strikers, put at 40 000 the number of black workers taking part in the strike

Strikers are demanding a minimum monthly wage of R1 500, more than double the present average wage of R600 per month. The company has refused to recognise the union and has rejected the pay demand

The union condemned police for raiding union offices on Tuesday

Police said they seized dozens

of knives and whips in the raid. Union and management have accused each other of violence and intimidation after a growing number of assaults and attacks on trains in recent weeks by unidentified groups

"It is becoming very difficult to understand the concept of labour relations with regard to the way SATS is conducting itself," said Mr Sebakwane, adding that workers would not bow to "strong-arm" tactics

Unionists said the strike was growing and could spread to airports and key harbours. — Sapa-
Reuter

The top intelligence officers
The hearing continues.

Railway worker shot, claims striking union

Star 16/11/89 Labour Reporter

A South African Transport Services employee shot and wounded a railway striker in Johannesburg yesterday, the SA Railway and Harbour Workers' Union (Sarwhu) has claimed

Sarwhu's general secretary, Mr Martin Sebakwane, said the incident occurred at Jeppe station after an argument between the two men.

Mr Benjamin Mamakoko was being treated at the Natalspruit Hospital after being shot in the hand

Mr Sebakwane said he was appalled by the dismissal of 476 more strikers in Johannesburg yesterday. Sats has fired more than 600 workers in phases and thousands have been warned their jobs were at risk.

However, the strike showed no sign of abating yesterday Sats estimated there were 20 000 on strike


HÄGAR the Horrible



Bid to ease beer embargo

South 16-22/11/89

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TOWNSHIP taverners, who face financial ruin after a failed bid by the Food and Allied Workers' Union (Fawu) and the South African Breweries (SAB) to resolve their dispute on Wednesday, hope the union will give them the go-ahead to sell an alternative brand of beer.

Fawu said the breakdown in talks meant that the beer boycott in support of 6 500 strikers would be "intensified".

Western Cape Taverners' Association secretary Malchi Dyan said the taverners intended pushing for Fawu to clear Windhoek Lager for sale

Alternative

He said taverners had investigated the links between the South West African Breweries and SAB and would present their findings at a meeting with Fawu next Tuesday

Unless an alternative were provided, many taverners would have to close their doors, Dyan said

"Taverners will go hungry over the festive season because beer accounts for between 80 and 90 percent of sales," he said

Taverners had no option but to stand behind the strikers, he added

"We live in the community. History has shown us that we cannot risk becoming targets of community anger, as in 1976 and 1985"

Fawu national organiser Rajin Naicker said the union shared the taverners' disappointment at the breakdown in talks

Naicker said the union had hoped Wednesday's meeting, which took place at the request of SAB, would be a means of negotiating an end to the five-week strike. As a "sign of goodwill" the union had dropped its wage demand by 30 cents from R1,80 an hour to R1,50—still negotiable, he said

SAB, however, refused to budge on its offer of 75 cents

Strikers and police hurt in Germiston clashes

By Drew Forrest,
Labour Reporter

Two striking railway workers were shot and six policemen injured in further clashes at trade union offices in Germiston yesterday afternoon.

Police said they raided World Centre, which houses offices of the SA Railway and Harbour Workers' Union (Sarhwu), after reports that workers intended making petrol bombs.

Police were attacked by workers armed with planks, iron pipes and knobkerries, said a spokesman, Major Reg Crewe. Two men were shot and five arrested in the ensuing conflict.

According to the Congress of SA Trade Unions, scores of policeman cordoned off the area, forced entry into the building, and baton-charged workers.

Earlier yesterday, six policemen and an unknown number of workers were hurt in clashes in the city.

The violence coincided with further mass dismissals of strik-

ers by SA Transport Services (Sats), whose senior labour manager, Mr Victor van Vuuren, said 1 300 workers were fired in Johannesburg and Durban yesterday, bringing total dismissals this week to more than 1 800.

About 20 000 workers are still on strike.

Labour unrest spread to Cape Town yesterday. Sats said about 300 workers marched to the harbour director's office to present pay and other demands.

Commenting on yesterday morning's clashes between police and strikers, an SAP spokesman said three policemen were hurt when they were attacked at Germiston station after warning workers to pay their fares. The spokesman said three other policemen were injured when dispersing a group of 150 armed men outside World Centre.

Cosatu said workers were attacked by police without provocation while on their way to a union meeting.

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SAB STRIKE

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No surrender yet

SA Breweries and Food & Allied Workers' Union representatives were to meet on Wednesday to discuss the six-week strike and two-week partial beer boycott. About 5 500 union members have been striking for an increase to R6,50 an hour to put 38% on the current minimum of R4,50.

SAB has dug in at a minimum R5,45 an hour.

The company has maintained its image as a non-repressive employer.

It has resorted to a handful of court orders to evict striking workers and prevent violence against casual employees and non-strikers. It says it has figures to prove that it has kept up production, distribution and sales. The union claims these figures have been slashed by half.

SAB said Wednesday's talks would dis-

cuss "alternative ways" of resolving the dispute.

The union ended negotiations eight weeks ago, protesting at SAB's refusal to grant its wage demand, and proceeded to lobby for a township boycott of beer (80% of beer sales are to blacks). While township political organisations and sympathisers were willing to support the boycott, it took a great deal of arm-twisting to persuade black liquor traders. One refused.

Now both sides claim the liquor merchants for themselves. SAB says it has not heard more than a statement by the black liquor organisations two weeks ago in which they said they had changed their minds and were not prepared to support the boycott. The union says they all again agreed at a meeting last week to resume support for the boycott.

It may not matter much because at least one major black liquor trader has said township residents are buying in the cities or have stocked up.

SAB public affairs manager Adrian Botha says Wednesday's meeting was called to reassess the union's "continued rejection of SAB's mediation offer. The time for trading percentages has long passed. We believe that it is highly inappropriate at this stage to negotiate minor percentages when the strikers and the community have suffered enormous financial losses, through lost wages, lost business and violence."

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mail

Botha says "There comes a time in collective bargaining when it is constructive, and indeed necessary, for final positions to be taken." The company points out the union was not only demanding a 38% wage increase but demanded additional annual leave, an increase in a leave bonus and annual bonus, an increase in long service allowances, additional compassionate and paternity leave, an increase in shift allowances and a 100% subsidised medical aid scheme for all employees.

"This total package is an increase of more than 150%, the equivalent of an additional R5,25 an hour. It is in the light of this ludicrous demand that SAB was obliged to make its final offer.

"We believe the meeting is also particularly significant because one plant has already accepted SAB's offer and has returned to work and others are on the brink of following suit," Botha adds.

SAB personnel director Rob Childs said earlier 120 union members at a small Welkom brewery were to accept SAB's offer and return to work.

The union calls these comments untrue and cheap propaganda. Assistant general secretary Mike Madlala says the national Fawu and Cosatu executives, township political organisations and the black liquor traders are firmly out in support of the strike and boycott.

He says the national executive decided to

attend Wednesday's meeting with SAB but, he claims, this is because the executive wants to "see for themselves SAB's approach" and not because it wants to oversee the union's SAB shop stewards.

B/Day

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14/8/89



Sats employee Peter Mhlangu, 45, was hit on the back of the head, allegedly by a kitskonstabel, during clashes between police and striking workers in Germiston yesterday.

Picture ROBERT BOTHA

Sats strikers, police hurt in clash

ADELE BALETA

AT LEAST 300 Sats employees at Cape Town's Table Bay harbour stopped work yesterday, while strikers and police clashed at Germiston station in the Transvaal.

Sats spokesman Alan Lubbe said yesterday it was not yet clear whether the Cape Town harbour workers were on strike, as talks in the region were in progress.

The union was unavailable for comment late yesterday.

A further 1 207 employees were dismissed in Johannesburg, and 46 at Sats' catering department in Durban, for ignoring a return-to-work deadline. This brings the total number of dismissals nationwide so far to 1 879, Lubbe said.

He could not say if Sats was still considering new proposals for negotiation with the workers representative committee, but confirmed no talks had taken place yesterday.

Police and the SA Railway and Harbour Workers' Union (Sarhwu) gave conflicting accounts of the confronta-

tion at Germiston station on the East Rand early yesterday.

Sarhwu Germiston office organiser Tozanile Taai said police attacked and beat 50 Springs workers at the station after they alighted from a train to attend a meeting at Cosatu's regional office.

He said policemen and ticket examiners attacked the group with batons. A worker had three fingers chopped off, allegedly by a panga-wielding ticket official.

Later about 200 striking workers from Delmore hostel, East Rand, were attacked at the Cosatu offices, he said.

He claimed police chased the workers from the station to the offices, where they took knobkerries from workers and beat the Sats employees.

Five people were taken to hospital: three Sats employees, an SAB employee and a bystander.

Pretoria police spokesman Maj Marius Bonthuys said six policemen were injured in the incident.

He said the Springs workers armed with sticks and sjamboks had not paid their fares. Police gave them five minutes to pay up or travel on.

Police then tried to make arrests but were attacked by workers who pelted them with stones from the railway line.

Three policemen were injured. Police fired two shots with a pistol and the group scattered. No injuries other than those to the police were reported.

Bonthuys said that at about 10 30am police received information Sats workers were being attacked at Cosatu's offices.

They found about 150 people in front of the building and in the street, singing, dancing and holding knobkerries and iron pipes.

The police warned them to disperse, but instead they charged, injuring three policemen. No arrests were made.

B/day 17/11/89³

Union willing to have further talks with SAB

ADELE BALETA

THE Food and Allied Workers Union (Fawu) said yesterday it was still prepared to negotiate with the SAB although the first round of talks this week, aimed at ending the five-week-old dispute, failed.

Fawu national organiser Rajin Naicker said the union was now trying to explore alternative ways to resolve the dispute but said he could not be more specific.

He said Fawu hoped for a speedy resolution to the strike, which had so far resulted in seven deaths.

He said there were no new developments.

SAB management was unavailable for comment yesterday.

Wednesday's talks between the two parties ended in deadlock in spite of Fawu tabling a new minimum wage increase demand which was 6% down on its initial 33% demand.

Naicker said management claims that striking employees had returned to work at certain depots were "lies".

"Management is trying to sow division among workers. In Welkom, for example, members of management have tried to persuade striking workers to return to work."

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"As far as we are concerned no one has gone back to work," he said.

Naicker said the union was planning to meet community organisations this week to report back on the unsuccessful talks with management and to call for support for the 6 000 workers.

Our Durban Correspondent reports that the SA Taverners' Association in Natal and KwaZulu (Sata), representing thousands of shebeen-owners, has called for an end to the violence and intimidation surrounding the strike.

At a Press conference at Umlazi yesterday, Sata national public relations officer Menzi Ntsala said members of the organisation had been intimidated at Umlazi and KwaMashu, and these included Natal branch chairman Sylvester Ntuli.

He said Sata gave support to striking workers on a long-term basis.

"We don't want our fellow Africans to harrass us while we are committed," Ntsala said.

He said some of the intimidators were not even SAB workers but Fawu could not be held responsible for that. "We are saying to those involved — stop it."

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Two shot as police swoop on railway strikers

By PHIL MOLEFE and EDDIE KOCH

POLICE shot two men inside the offices of the Congress of South African Trade Unions (Cosatu) in Germiston while breaking up a meeting of striking railway workers yesterday afternoon.

The police swoop was part of the escalating violence that has accompanied the nationwide strike by up to 40 000 railmen as it spread to new areas of the country this week.

The two men shot in the raid were taken to hospital by ambulance, said Cosatu press officer Neil Coleman. Scores of workers were hurt after being beaten with batons and many required medical attention.

A trail of blood, shards of broken glass and shattered doors were left in the wake of the raid. Many members of the SA Railway and Harbour Workers' Union (Sarhwu), were hurt as they broke through window panes to escape the police.

Earlier in the day eight workers were injured in a clash with police in Germiston while a ticket examiner shot a young woman at the Johannesburg station yesterday morning.

Sarhwu says 40 000 of their members are on strike to back demands for a minimum wage of R1 500, the reinstatement of about 400 workers dismissed during a strike in East London last year and recognition of the union. Sats says 20 000 black workers of all grades have downed tools.

Last night union lawyers were busy taking statements from injured workers and witnesses to the police operation. The lawyers, who had apparently received an undertaking that police would not interfere with indoor union meetings on the premises earlier in the day, are planning legal action to protect union members from further attacks.

Attorney Halton Cheadle said the commander of the police station in Germiston had informed him that the police acted after receiving reports from a nearby bottle store that workers were planning to make petrol bombs in the Cosatu offices. However, when lawyers visited the bottle store the attendants said they had no knowledge of such a call.

Said Cosatu general secretary Jay Naidoo "This is part of conscious strategy on the part of the state to smash the strike. Cosatu and Sarhwu are committed to re-

● TO PAGE 2

P.T.O.

Bloodshed, broken glass in railway strike fracas

solving the strike "

Police liaison officer Major Reg Crewe said the police acted because they had cause to believe a crowd of workers outside the Cosatu officers were planning to make petrol bombs. Two officers had opened fire only after they were attacked by knobkierie-wielding workers.

Six policemen were taken to hospital, including one who was beaten over the head with a club. Five workers were arrested on charges of public violence and a number of knobkieries and steel pipes were confiscated, said Crewe

The strike has spread to Cape Town harbour and goods at the huge Sats depot in Kaserne, Johannesburg, piled up. Management resorted to using administrative staff to drive trucks in a bid to clear the backlog.

Thousands of commuters on the Reef rode the trains for free as many stations were left without ticket collectors. Sats has confirmed that arson attacks on railway carriages have cost them at least R9-million.

A Tuesday deadline for workers to return to work or face dismissal went unheeded and by yesterday some 1 500 strikers had been fired

The police raid in Germiston followed an earlier, less serious, incident. Workers said South African police and municipal police stopped workers who had come by train from the East Rand to attend a meeting at Germiston station

"The police ordered us to go back and we refused. They told us we only had five minutes to disperse. When we refused, explaining that we were attending a meeting, the police attacked us with batons and we ran into the union offices and they followed us," a Sarwhu shop steward said

The police then apparently went back to the union offices at midday and were refused entry by workers who barricaded the doors. They returned with reinforcements at 3pm and mounted the raid that left scores of workers injured.

Sarwhu general secretary Martin Sebakwane has announced that 17-year-old Elizabeth Rankuwa was admitted to hospital yesterday after being shot in the leg by a white man in plainclothes who fired wildly into a crowded platform while chasing two commuters who had not paid their fares at the Johannesburg station

Sebakwane said armed policemen were being used as ticket collectors at stations where the strike has left commuter exits unmanned and their provocative behaviour was responsible for the spiralling violence at stations.

At Mlamlamkunzi station and Orlando station in Soweto yesterday commuters spilled out of the trains

without paying their fares.

At the New Canada depot on the outskirts of Soweto, employees outside the gates said work had slowed down dramatically inside the plant.

Sats public relations officer Frikkie Stevens said many ticket collectors had joined the strike and police were manning the stations to "enforce law and order"

Police headquarters in Pretoria said an SAP patrol retaliated after being attacked by striking workers at Germiston station yesterday morning and that six policemen were hurt. The clash erupted after police warned workers, travelling from Springs to the Sarwhu office in Germiston, to pay their fares.

Liaison officer Eugene Opperman said a ticket examiner had shot Rankuwa while chasing two men who had assaulted him on the platform at Johannesburg's Park station. "The two black males then ran away and it is alleged the examiner then fired a shot into the platform. The bullet ricocheted and hit a passer-by — a black female 17-years-old — in the left leg just below the knee"

The railway strike began on November 1 after talks between Sarwhu and Sats over recognition for the union deadlocked

152 W. Mod 17-18/11/89
●From PAGE 1

Sowden 17/1/89 **Sats fires** 
workers

South Africa's state-owned transport company has dismissed 600 striking black rail workers in a bid to break an 11-day-old stoppage over pay

Police raid strikers' village

CH + TWA H

17/11/89

 Own Correspondent

KEMPTON PARK — Police helped by members of the SADF yesterday raided the SA Breweries village at Tembisa, where most of the company's striking workers live

A police spokesman said the raid was to follow up allegations of attacks on shebeen owners by SAB workers, apparently because the owners were selling beer in defiance of the national boycott

Cosatu said in a statement the security forces invaded the village about 5.30am, breaking doors and windows, assaulting workers and searching homes

"In the process watches, money and other belongings of workers disappeared," Cosatu said, adding that the raid had apparently been initiated by SAB management

Police said a number of weapons, including knobkerries, iron pipes and axes and union literature were confiscated

They rejected Cosatu's allegations that workers' possessions were stolen or that they were assaulted during the raid

Prepared to negotiate

"On occasions entry was refused and in terms of the Criminal Procedures Act the necessary force was used to enter," the spokesman said

Our Johannesburg correspondent reports that the Food and Allied Workers Union (Fawu) said yesterday it was still prepared to negotiate with SAB, despite the failure of the first round of talks this week aimed at ending the five-week-old dispute

Fawu national organiser Mr Rajin Naicker said the union was now trying to explore alternative ways to resolving the dispute

SAB management was unavailable for comment

Wednesday's talks between the two parties ended in deadlock, in spite of Fawu tabling a new minimum wage increase demand which was six percent down on their initial 38% demand

Mr Naicker said management claims that striking employees had returned to work at certain depots were "lies"

"As far as we are concerned no one has gone back to work," he said

300 harbour workers down tools

cmc 7/11/89 (152)

Own Correspondent

JOHANNESBURG — At least 300 SATS employees at Table Bay harbour stopped work yesterday, as strikers and police clashed at Germiston station in the Transvaal.

About 600 workers at the SATS Salt River mechanical engineering work shops also downed tools yesterday. SA Railway and Harbour Workers' Union (SARHU) regional organiser Mr Suleiman Isaacs said.

At the Culemborg container depot more than 300 workers embarked on a hour-long work stoppage yesterday, he added.

More than 20 000 SATS workers countrywide are demanding a R1 500 minimum wage — more than twice the present average wage.

SATS spokesman Mr Alan Lubbe said a further 1 207 employees were dismissed in Johannesburg and 46 at SATS catering department in Durban for ignoring a return to work deadline.

This brings the total number of dismissals nationwide so far to 1 879, he said.

He could not say if SATS was still considering new proposals for negotiations with the workers' representative committee, but confirmed no talks had taken place yesterday.

Sarwu and the police gave conflicting accounts of the confrontation at Germiston station yesterday.

Sarwu spokesman Mr Tozanile Taai said police attacked and beat up 50 Springs workers at the station after they alighted from a train to attend a meeting at Cosatu's regional office.

He said special constables, policemen and ticket examiners attacked the group with batons. A worker had three fingers chopped off allegedly by a panga-wielding ticket officer.

Mr Taai said about 200 striking workers from Delmore hostel, East Rand, were later "brutally attacked" by police at Cosatu regional offices.

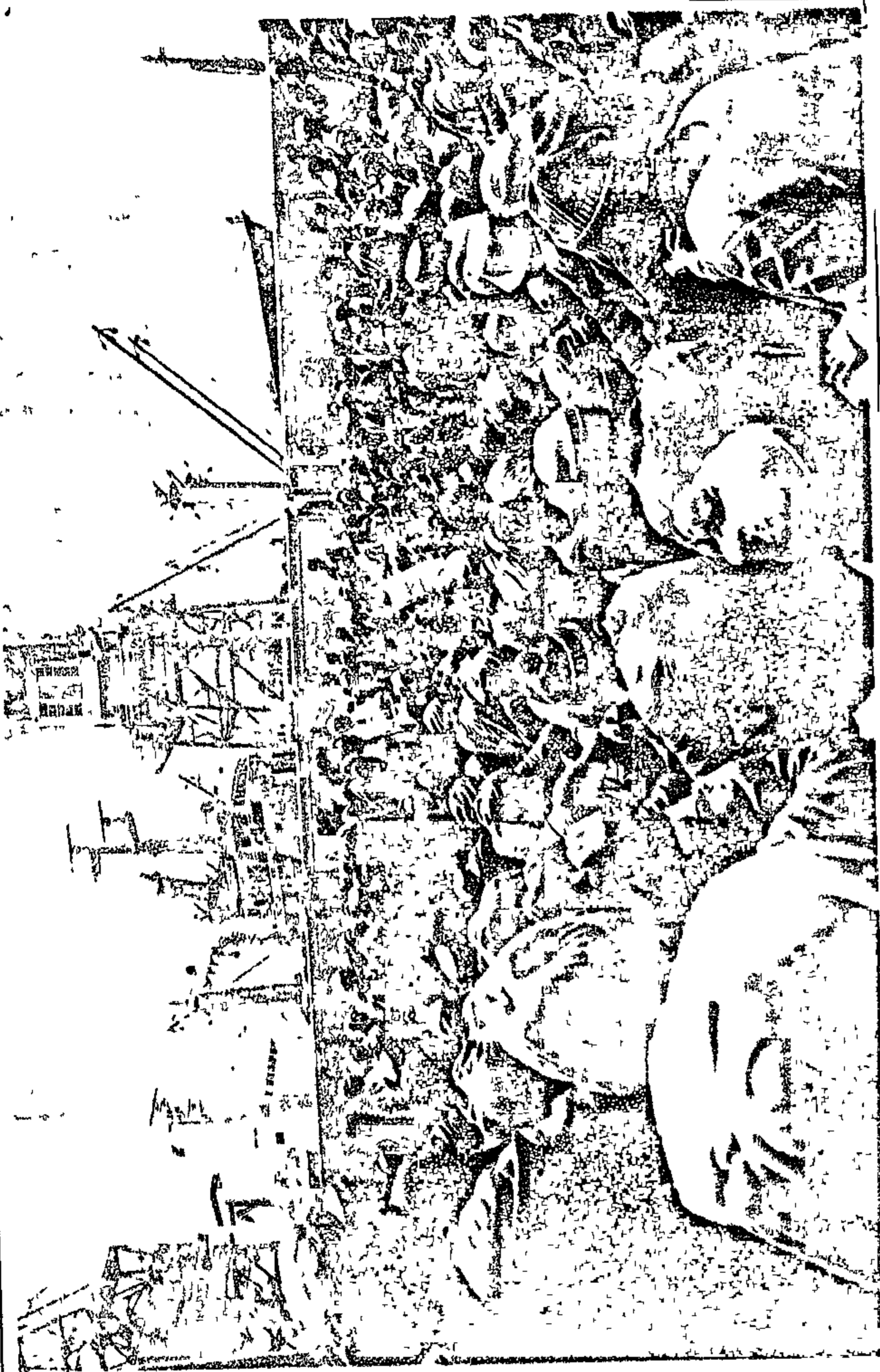
Five people were hospitalised for injuries. Three SATS employees, an SAB employee and a bystander caught up in the violence.

Pretoria police spokesman Major Marvus Bonthuys said six policemen were injured in the incident.

He said the Springs workers armed with sticks and sjamboks had not paid their fares. Police gave them five minutes to pay up or travel on.

Police then tried to make arrests but were attacked by workers who pelted them with stones from the railway line.

Three policemen were injured. Police fired two shots with a pistol and the group scattered. No arrests were made.



ON STRIKE About 250 harbour workers of a workforce of 1 200 yesterday downed tools and joined the strike by SATS employees throughout the country. The workers, seen here at a meeting in Table Bay harbour addressed by Mr P Muller, assistant to the port director, stopped work from 6am.

Picture GLENN SHERRATT

Runaway train 17/11/89

Management at SA Transport Services, astounded by a sudden union demand for an increase of R900 on the minimum wage of R600, has started firing hundreds of striking blacks

Labour relations director Jan Bredenkamp says the wage demand was unexpected

"We had already completed our wage negotiations in May/June; we considered the living-wage demand and the minimum was increased by 26%"

Bredenkamp adds soon after the demand a strike broke "almost simultaneously" on November 1

This week union and Sats strike figures varied wildly The SA Railways and Harbour Workers' Union says 40 000 are out Management puts the figure at 17 000

Bredenkamp says the only explanation Sats can think of for the stoppage is the current climate of political protest and negotiation He adds workers have also demanded a new disciplinary procedure and no privatisation of Sats.

The union claims it is not taking a leading role in the strike, which is being run by local workers' committees, but Bredenkamp claims the union has been the logistical centre for the strikers by making its facilities available

The union was locked in a meeting and unable to comment on Tuesday when the first 150 strikers in the southern Transvaal region were fired

General secretary Martin Sebakwane claims some Sats workers had time off to join police in intimidating strikers He says members across the country have acted in a disciplined manner

Sebakwane says "Until now management has not even made an offer They just say our demand is ridiculous We hope they will now enter into serious negotiation Once they have made an offer it is up to the workers to decide"

Sats spokesman Alan Lubbe says the dismissals followed an ultimatum given on November 8 to return to work by November 14 The fired employees are from the Langlaagte, Sentra Rand and Springs depots — where the strike started

Bredenkamp says more dismissals are expected this week and could continue until all 17 000 strikers are affected He adds: "I sincerely hope we can get them back to work" He says the Sats figure of 17 000 must be believed because "it is not in our interests to lie about them Our managers must depend on a daily basis on the figures to

~~152~~ / small 17/11/89.

ing men at Geldenhuys Station near Johannesburg Police say riot police intervened to stop eight workers breaking windows and seats at Johannesburg Station

The strike has affected Kimberley, Port Elizabeth, Durban, Bloemfontein, Pretoria and the Witwatersrand On Monday 400 strikers marched on the regional office to present their demands

(152) ~~152~~

see that our employee complement is filled "

He says 40 000 strikers would mean half the black work force was out and this is not reflected in disruptions in services "The harbours and railways are working fine In fact, we had a couple of thousand superfluous workers on our lists "

Lubbe admits services have been "marginally affected" At Durban harbour shifts have had to be lengthened Work at Durban's Bayhead goods depot and at Kazerne and City Deep in the Transvaal has also been disrupted He says administration personnel and casual labour are being used

Bredenkamp is concerned that "false expectations" are being raised by union claims that negotiations are possible He says "In terms of Sats' Conditions of Service Act, further demands for salary increases cannot be considered before 12 months have elapsed" Bredenkamp adds the Act also forbids strikes without authorisation from the Supreme Court So this one is illegal

Sats says it is prepared to talk to the strikers — about "ways and means of ending the strike" — but this does not mean dismissals will stop

Thus far there have been no strike-related deaths though Sats claims R7m damage has been caused by arson Three suburban motorcoaches and two carriages have been gutted The union vehemently denies strikers were involved and has accused police of beat-

Beer strike is crumbling - SAB

SA Press
17/11/89

~~SA Press~~

~~SA Press~~

GIANT beer producer South African Breweries yesterday claimed workers at two more plants had accepted the company's wage offer in what it said was a further indication that the six-week strike was crumbling.

Mr Bob Childs, SAB human resources director, also said in a statement a shop steward at the Maritzburg depot had been charged with attempted mur-

der after he allegedly fired a shot at casual workers on Tuesday.

"We are convinced that the majority of SAB workers have grown weary of the strike and wish to return to work," Childs said.

SAB says workers at Welkom, Kimberley, Bloemfontein and Port Shepstone have accepted the offer.

Spokesmen of the Food and Allied

Workers Union could not be reached for comment yesterday as the organisation's assistant general secretary, Mike Madlala, and union official Mr Ragin Naicker were in Natal. Their comment will be published as soon as they are available.

Childs said the beer boycott in East London "which was the only area where it was having any impact, has broken and sales are soaring."

Saying violence was continuing, he

appealed for a non-violent and democratic resolution to the strike.

He added that four strikers arrested a few weeks ago on charges of violence and intimidation at Alrode would appear in court today.

At least six people have died during the strike - one of two major labour disputes this year.

Strikers and SA Transport Services met on Tuesday in a search for a resolution to the three-week stoppage.

Railway striker shot by police dies

ONE of the two railway strikers shot by police yesterday has died in hospital, a police spokesman confirmed yesterday.

And in other developments linked to the two-week strike

● South African Transport Services fired another 792 workers, bringing to 2 600 the number of dismissals this week

● An estimated 300 riot policemen surrounded Johannesburg's Central Methodist Church, where strikers had joined journalists planning a protest march. The workers dispersed without incident

Police also massed at the Germiston Station before a meeting at nearby union offices, but no confrontations were reported. Twelve policeman and 11 strikers were hurt in clashes in the town on Thursday

● Sats reported that another motor coach had been destroyed

DREW FORREST

by fire at Parkhill station on the East Rand. Three motor coaches, each valued at R2 million, and five passenger coaches have been destroyed since the strike began.

● Sats started evicting dismissed workers from Johannesburg's Kaserne hostel, according to Sarhu. Management could not be reached for confirmation

Strike unabated

Despite the dismissals and police action, the strike continues unabated, with Sats reporting that over 20 000 employees refused to work yesterday

This week, strike action escalated in Pretoria and Kimberley, flared anew in Richards Bay and spread to Cape Town.

Workers are demanding a

R1 500 minimum monthly wage, recognition of Sarhu and changes in the application of a newly introduced disciplinary code

Sarhu general secretary Mr Martin Sebakwane confirmed that a striker shot in Thursday's clashes died yesterday in the Natalspruit Hospital. Two workers were shot, one with a shotgun

He said the union would withhold the man's name until his next-of-kin had been informed.

Conflict at Germiston Station had only been averted because strikers had alighted from trains at the next station, he said. Mr Sebakwane has urged the authorities to respect workers' democratic right to meet

Mr Sebakwane also said the union's lawyers were looking at possible court action, both in relation to the dismissals and the eviction of workers from hostels

Workers lay siege to factory

C76
Tamps
13/11/88
152

BY MARIUS BOSCH and BELINDA BERSFORD
STRIKING workers at a Parow electronics factory broke through the factory fence and laid siege to the administration block yesterday.

After members of the Electrical and Allied Workers' Trade Union of SA (EATUSA) broke through, they attacked a guard dog with steel pipes and "occupied the company's administration offices", Mr Richard Burger, production manager of National Panasonic's Parow factory, said.

National Panasonic will "approach the court for urgent relief to protect the company and its employees from further intimidation and violence".

He said workers had also prevented other employees from entering or leaving the premises during the course of the day and had disconnected computers and other office equipment.

A union spokesperson said about 70 workers took control of the building. The workers intended to stage a "sleep-in" through the weekend.

The workers had been on strike for the past 13 weeks since the union rejected management's offer of 20% wage increases. About 200 other workers, however, accepted the offer.

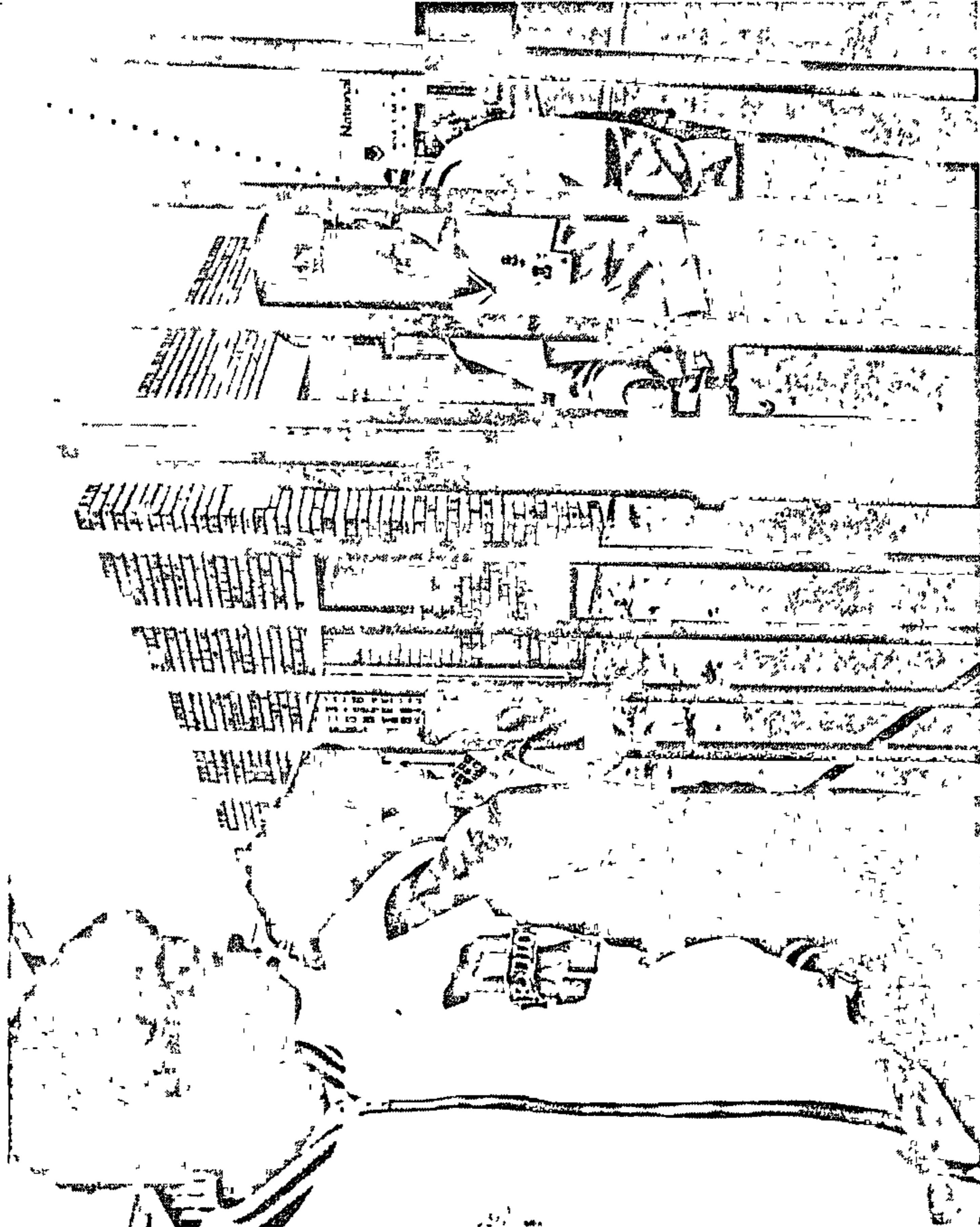
Management had offered to pay the workers for the day on condition they vacated the offices, union officials said.

Yesterday security guards tried in vain to open the gates of the factory which had apparently been jammed by the workers.

All telephone lines at the factory had been disconnected, Mr Burger said, adding that management had requested an urgent meeting with the workers.

EATUSA secretary-general Mr Tommy Oliphant said he was also in the dark.

"The workers decided to do this by themselves, because management was not moving on their demands," he said.



LOCKED IN ... A security guard at the National Panasonic factory in Parow tries to open the factory gates yesterday. Earlier in the morning striking workers jammed the locks so they could not be opened.

Picture ANNE LAING

JOHANNESBURG — A striking SATS worker shot in a clash between striking workers and police in Germiston on Thursday has died in hospital, police liaison officer Major Reg Crewe said yesterday

Nine policemen and an unknown number of strikers were injured in Thursday's violence

Workers' option to hand in their reasons for going on strike expired on Thursday night, with the result that 450 workers were dismissed in Durban yesterday, according to public re-

Shot SATS worker dies, 450 dismissed

Capt Tants 18/11/89

lations manager Mr Mike Asefovitz. He said the dismissed workers, who would be receiving letters of dismissal, were among the first group who went on strike

However, SATS strikers are prepared to continue with their action no matter what the cost, a union spokesman, Mr Dave Moeti, said in Durban yesterday — Sapa

152

One dead, 10 hurt in strike clashes

By **CONNIE MOLUSI**

VIOLENT clashes erupted this week between police and striking South African Transport Services (Sats) workers, leaving one worker dead and policemen and workers hurt

Six policemen were injured when police forced their way into South African Railways and Harbour Workers' Union (Sarhwu) offices to break up a meeting

A police spokesman said two strikers were wounded by gunfire after police, acting on information that the group intended to make petrol bombs, were attacked with sticks and iron bars as

they entered the building

Five strikers were arrested

In another incident, three policemen were injured after strikers disembarked from a train at Germiston and refused to pay their fares. Police who tried to arrest them were stoned.

A Cosatu spokesman said the workers were indiscriminately attacked by police on the station platform en route to a meeting at Sarhwu offices.

He said police manning ticket collection points in the absence of striking workers had provoked commuters by refusing to return change

C.P. 19/11/89



Sats strike seems set to continue

Staff Reporter *Alus 20/11/79*

THE national strike by Sats workers is continuing today, but both union and management officials were waiting for figures this morning to see whether it had escalated.

The six-week, nationwide strike at SA Breweries' plants is also continuing, following a deadlock between SAB and the Food and Allied Workers' Union at a meeting last Thursday.

Mr Adrian Botha, SAB's manager, public affairs, said today there was "nothing new" and that no further meetings had been scheduled.

Fawu spokesmen were not available.

Last week at least 300 Sats employees stopped work in Cape Town harbour and another 600 downed tools at Sats' Salt River mechanical engineering workshops.

A Sats spokesman said from Johannesburg today that management was waiting for absenteeism figures from the regions.

Sats has so far dismissed nearly 2 000 workers, who are among more than 20 000 Sats' employees demanding a R1 500 minimum wage.

us

Civil Times

20/11/89

(152)

Talks now unlikely — SATS

Own Correspondent

JOHANNESBURG. — Talks between SATS management and striking workers were unlikely at this stage and dismissals would be reviewed this week, SATS spokesman Mr Alan Lubbe said yesterday.

SA Railway and Harbour Workers Union (Sarhwu) assistant general secretary Mr David Moeti said on Friday that strikers were prepared to continue with their action no matter what the cost.

He accused SATS of having adopted a "very aggressive line" and of having harassed and threatened workers.

A further 792 workers were dismissed on Friday, bringing the total number of workers fired to 2 600, said a SATS spokesman.

He said 493 people had now been dismissed in Natal, 158 in the Free State, 109 in the Southern Transvaal and 32 in the Northern Transvaal.

CAT 7/14/83
21/11/81

Parow strike

over soon?

Staff Reporter

STRIKING workers at a Parow electronics factory, who broke through the factory fence on Friday and laid siege to the administration block appear to be nearing a settlement with management.

Mr Richard Buerger, production manager of National Panasonic's Parow factory, told the Cape Times yesterday that workers had left the premises "of their own accord" on Friday night.

Mr Buerger said yesterday that management had made a new offer to union officials and shop stewards on Saturday which seemed acceptable.

This was confirmed last night by a union official.

worth more than R300 000.

CPM 7.45 21/11/87
Mercedes strike ends

152
EAST LONDON — Some 3,000 workers at the Mercedes-Benz plant here yesterday returned to work after a week-long stoppage, a company spokesman said

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

B. Bay 22/11/84

More Sats workers fired as talks go on

(152) *(120)* *(125)*
ADELE BALETA

TALKS between Sats and the SA Railway and Harbour Workers Union (Sarhwu) yesterday failed to end the national wage strike by about 18 000 workers

Sats said workers who ignored return-to-work ultimatums would continue to be fired

Sats spokesman Alan Lubbe said last night various proposals aimed at resolving the strike were tabled by both sides at two meetings yesterday. "The meetings failed to resolve the strike, but talks are due to continue," he said.

He refused to divulge details of the discussions but said there was a possibility new proposals would be put forward by Sarhwu representatives. Union comment was unavailable late yesterday

Lubbe said 112 employees were fired from Sats road transport depots in Durban and the Southern Transvaal yesterday, bringing the total number of workers dismissed countrywide to 2 929

"Dismissals are a slow procedure but we will continue with them," he said.

A total of 840 workers had returned to work. On Monday 1 032 employees in Kimberley had resumed duties, leaving 49 Sats workers on strike in the town, Lubbe said.

Railway ticket examiner J Grobelaar, who was set alight on Monday, allegedly by a group of people believed to be linked to the Sats strike, was in a stable condition at Kenridge Hospital, Lubbe said

A suburban coach was destroyed by fire late on Monday at Mzimhlope station in Soweto.

Food workers locked out as disputes grow

Labour Reporter

ABOUT 70 workers were locked out at Jungle Oats in Matieland in a further food industry dispute

The lock-out yesterday followed a breakdown in wage negotiations which started in August with the Food and Allied Workers Union (Fawu).

Meanwhile, wage negotiations at Fattis and Monis are scheduled to go to mediation after management and Fawu failed to reach agreement.

27 DISMISSED

Union spokesmen were not available last night for comment

In a third dispute, involving the South African Dried Fruit Co-operative, 27 workers dismissed last week over a dispute about working hours and overtime have been reinstated and will return to work today, according to a Fawu spokesman

He said the union and management had reached agreement on changes management wanted to make in hours of work, and all those dismissed would be taken back under certain conditions

The company's manager, Mr J Kirsten, was not available for comment.

Jungle Oats managing director, Mr Michael Paddick, said workers had been given statements on Monday night detail-

ing the company's wage offer and warning that those who did not accept would not be allowed on to the premises

He said the company had decided to approach employees directly because union representatives had failed to take part constructively in negotiations, and it wanted to make sure they fully understood what the company considered to be a "most reasonable wage offer"

At Fattis and Monis, Fawu demanded a minimum of R235 a week against a company settlement proposal of R202,22 a week, plus benefits, according to a company spokesman.

Proposals about mediation had been sent to the union and management was waiting for a reply.

Fine for 'drunk' cat killer halved

The Argus Correspondent
MARITZBURG — A 27-year-old Pinetown man who was convicted of throwing two cats from the eighth floor of a block of flats on January 8 this year, has had his sentence effectively halved on review to a R1 000 fine (or six months' imprisonment).

Bruce French was originally convicted under the Animal Protection Act and sentenced to a R2 000 fine or two years.

French claimed he was intoxicated at the time.

SAB boycott goes on in spite of sellers' wishes

April 22/11/74
152

By ANDREA WEISS
Staff Reporter

CAPE taverners and shebeeners will still not sell South African Breweries products in spite of their growing dissatisfaction with the beer boycott

This decision comes amid increasing dissatisfaction with a boycott of SAB products because of the national legal strike by 6 000 workers at SAB plants

Mr Makhli Dyani, secretary of the Western Cape Taverners Association, confirmed last night that the Food and Allied Workers Union (Fawu) met liquor dealers late yesterday

Resume sales

Taverners asked that they be allowed to resume selling SAB products to rescue their faltering businesses from excessive losses

But the outcome of the meeting was that no SAB products would be sold by taverners who are members of the Western Cape Taverners Association or Cape Town Taverners Association

Alternative sales of Windhoek beers and Mitchell's beer were approved

It is understood that township liquor sellers are extremely unhappy about the beer boycott, which is severely affecting business

"Tired of strike"

"People are now tired of the strike," said one source.

The beer boycott is reported to be still in force in certain areas of the Transvaal although shebeeners in parts of Soweto have resumed SAB sales.

● The order interdicting striking SAB workers from intimidating, assaulting, harassing or interfering with temporary workers, has been extended in the Cape Supreme Court

The interim order, which was granted on November 1 with the consent of Fawu, followed attacks by strikers on casual and temporary workers employed by SAB

Mr Justice A J Burger extended the order, which also prohibits strikers interfering with normal company operations, to December 14

Abas 23/11/89

SAB claims partial ~~break~~ 152 break in 182 beer strike

The Argus Correspondent

JOHANNESBURG — Strikers at a South African Breweries' Bloemfontein brewery and Kimberley depot have accepted management's 16 percent pay offer and more are soon expected to follow suit, according to SAB.

Food and Allied Workers Union national organiser Mr Rajin Naicker said he knew nothing of these developments. Even if the claims were true, the mass of SAB workers remained determined to pursue the strike, he said.

SAB's public affairs director, Mr Adrian Botha, said the Kimberley workers were already back at work, while workers in Bloemfontein were likely to return tomorrow.

Depot employees in Welkom had returned recently and SAB's south/central region was now returning to normality, Mr Botha said. Talks were under way with workers at a number of other plants, which he declined to name.

ATTEMPTED MURDER

SAB also said that the beer boycott in East London — "the only area where it was having an impact" — had broken.

According to Mr Naicker, the boycott as a whole was being reviewed so it could be intensified in a non-violent way.

Commenting that violence linked to the seven-week strike continued, SAB said a union shop steward in Maritzburg, Mr P Zondi, had been charged with attempted murder after a shot was fired at temporary workers on Tuesday.

Four people arrested on charges of violence and intimidation at Alrode would appear in court in Germiston today.

In Cape Town the situation remains unchanged with workers still on strike.

● Meanwhile Sapa reports South African Transport Services has received a counter proposal for resolving the strike from the South African Railways and Harbours Workers' Union and a meeting would soon be set up to continue negotiations.

The deputy director of media relations for Sats, Mr Allan Lubbe, said Sats was studying the proposal made by SARHWU and a meeting would be arranged.

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Ex-Sats man shot dead

A DISMISSED Sats worker was shot dead at Johannesburg's Langlaagte station on Tuesday after allegedly attacking a policeman and ticket controller with a baton, police said yesterday

Sapa reports that the incident, the latest violence in the three-week-old national strike which has claimed at least one life and left at least 29 injured, has again prompted police to appeal for a peaceful settlement to the dispute

The latest shooting happened at 5.35pm after a man armed with a heavy rubber baton apparently attacked ticket controller J de Wet from behind and hit him on the head. A policeman ran to De Wet's assistance but was attacked.

The policeman tried to fend off the attacker, but was hit on the head, suffering two deep gashes. He drew his gun and fired a shot, killing the man instantly.

"The striker really seemed to be off his head and the policeman

seemed to have no other choice but to defend himself," said Capt Eugene Opperman, Witwatersrand police spokesman

He said the dead man had a South African Railway and Harbour Worker's Union (Sarhwu) sticker on his clothes. It was later established he was fired from Sats

Sats has received a proposal for resolving the strike from the Sarhwu and a meeting will soon be set up to continue negotiations

The deputy director of media relations for Sats, Allan Lubbe, said Sats was studying the proposal.

About 160 labourers striking at Cape Town harbour in demand for a 250% wage increase faced disciplinary action after not returning to work yesterday, Sats said.

Our Durban Correspondent reports that Sats has fired 1155 striking workers in Natal and will continue dismissing strikers.

Union spokesmen could not be reached for comment last night

SAPA

Plant sit-in ends dispute

A DRAMATIC takeover of a Parow Industria factory was the turning point in a marathon 14-week long strike.

This is the view of more than 180 strikers at the factory who are due to return to their jobs this week

A spokesperson for the strikers said the takeover came after workers had decided to break the stalemate in the strike

Last Friday about 90 strikers cut through a fence surrounding the factory and "took over" the administration block for more than 12 hours

They left after being threatened with a Supreme Court interdict

The spokesperson said that the takeover, which he described as a "siege", came after mediation failed earlier in the week

A spokesperson for the Electrical and Allied Workers' Trade Union (Eawtu) said the workers had agreed on Wednesday to end the strike following two meetings with management this week

He said the company had agreed to permanent status for workers currently employed on a contract basis

They had also agreed that workers' annual bonuses would not be affected by the strike and that union members would be excluded from certain disciplinary measures relating to time

The spokesperson said the strikers had agreed to drop their wage demands. They would, however, be paid a lump sum which equalled an extra 12 cents an hour in addition to the 80 cents increase on the minimum wage offered by the company

OVERTIME B SPARKS STRIKE

Violence as Sats strike continues

A MARATHON all-day meeting between South African Rail and Harbour Workers' Union representatives and management of South African Transport Services on Tuesday failed to resolve the national strike which has entered its third week amid reports of escalating violence

According to police unrest reports this week, 15 strikers were injured when police used live ammunition to disperse about 3 500 strikers at Umhlangeni on Tuesday morning and a Sats supervisor, Koos Grobelaar, was set on fire at Johannesburg station on the same day

Two coaches were set alight at Mazimhlope station in Soweto also on Tuesday

Last week, several strikers were injured and one striker died after police stormed the Sarhwu offices in Germiston

2 800 strikers have been fired so far

Sats has placed the number of strikers at 18 000 while Sarhwu claimed that 40 000 workers are on strike

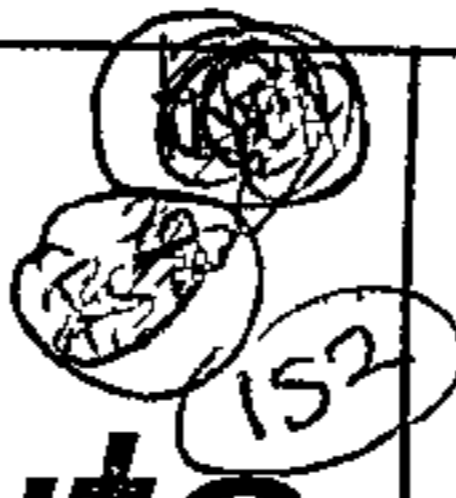
About 800 SATS employees are on strike in Cape Town



Striking Sats workers gather at K-berth in Cape Town docks for a daily meeting

Plant sit-in ends dispute

South 23-29/11/89



A DRAMATIC takeover of a Parow Industria factory was the turning point in a marathon 14-week long strike

This is the view of more than 180 strikers at the factory who are due to return to their jobs this week

A spokesperson for the strikers said the takeover came after workers had decided to break the stalemate in the strike

Last Friday about 90 strikers cut through a fence surrounding the factory and "took over" the administration block for more than 12 hours

They left after being threatened with a Supreme Court interdict

The spokesperson said that the takeover, which he described as a "siege", came after mediation failed earlier in the week

A spokesperson for the Electrical and Allied Workers' Trade Union (Eawtu) said the workers had agreed on Wednesday to end the strike following two meetings with management this week

He said the company had agreed to permanent status for workers currently employed on a contract basis

They had also agreed that workers' annual bonuses would not be affected by the strike and that union members would be excluded from certain disciplinary measures relating to time

The spokesperson said the strikers had agreed to drop their wage demands. They would, however, be paid a lump sum which equalled an extra 12 cents an hour in addition to the 80 cents increase on the minimum wage offered by the company

OVERTIME B SPARKS STRIKE

South 23-29/11/89

Violence as Sats strike continues

South 23-29/11/89



A MARATHON all-day meeting between South African Rail and Harbour Workers' Union representatives and management of South African Transport Services on Tuesday failed to resolve the national strike which has entered its third week amid reports of escalating violence

According to police unrest reports this week, 15 strikers were injured when police used live ammunition to disperse about 3 500 strikers at Umlazi on Tuesday morning and a Sats supervisor Koos Grobelaar, was set on fire at Johannesburg station on the same day

Two coaches were set alight at Mazimhlope station in Soweto also on Tuesday

Last week, several strikers were injured and one striker died after police stormed the Sarhwu offices in Germiston

2 800 strikers have been fired so far

Sats has placed the number of strikers at 18 000 while Sarhwu claimed that 40 000 workers are on strike

About 800 SATS employees are on strike in Cape Town



Striking Sats workers gather at K-berth in Cape Town docks for a daily meeting

SAB death

sparks

CAP
7/12/75

'child

27/11/87

labour'

(scribble)

probe

(152)

(scribble)

Staff Reporter

THE death of a 14-year-old casual worker at the Newlands plant of South African Breweries (SAB) is to be probed by both the company and the Food and Allied Worker's Union (Fawu).

Fawu have accused SAB of using "child labour" to break the national strike by breweries workers.

Shaun Applegreen of Rocklands, Mitchells Plain, died on Saturday when he was overcome by carbon dioxide fumes inside a brewing tank.

He was employed by the breweries as a casual worker for the past three weeks — contrary to labour legislation forbidding child labour.

According to SAB spokesman Mr Adrian Botha, "employing children is contrary to SAB rules. A full-scale investigation will be launched today."

Shaun and another casual worker were working on top of the tank when a tool fell in. When he climbed into the tank to retrieve it, he was overcome by the gas.

The other casual worker climbed down to assist Shaun, but was also overcome by the fumes. Shaun was already dead when rescue personnel entered the tank.

The Fawu spokesman said it was obvious that safety regulations had not been followed at the plant.

Dry festive season for Umlazi drinkers

By S'BU MNGADI.

DRINKERS in Umlazi, Durban, face a dry festive season following this week's closure of 17 bottle stores in the face of pressure to heed the nationwide beer boycott.

The fate of other liquor outlets in the greater Durban townships and informal settlements will be decided today at two separate meetings in Umlazi and Clermont, according to Ukhamba president Vuka Tshabalala.

The meetings take place at 10am and 1 30pm respectively.

Ukhamba, a national association for African liquor traders, and the SA Taverners' Association (Sata) will also hold a regional meeting in Durban next week to formulate a common strategy concerning the Food and Allied Workers' Union's beer boycott campaign.

Tshabalala said sporadic incidents of violence had forced the bottle store owners to close their businesses. Even traders who had stopped selling SA Breweries products were not exempted from attacks.

However, he said Uk-

hamba continued selling beer and would give only moral support to the striking SAB workers:

At a meeting of Umlazi liquor dealers on Tuesday night, Sylvester Ntuli, the Natal president of the SA Taverners' Association, told the meeting his organisation had committed itself to stop stocking beer until the SAB-Fawu dispute had been settled.

Ntuli and the organisation's liaison officer, Menzi Ntsala, said she-beeners who disregarded Sata's stand were frustrating the commitment of their organisation.

2 stabbed, hacked to death in Natal

CAPL Times 24/11/89
152

PRETORIA — The bodies of two men who had been stabbed and hacked to death were found in Hammarsdale, Natal, by police after their patrol had been fired on, yesterday's police unrest report said.

A woman suffering from stab wounds was also found by the police, who took her to hospital.

In another incident in the area, a mob attacked a private dwelling with petrol bombs and also fired shots at it. Four men and a girl were injured.

And at Ntuzuma, Durban, a private house was extensively damaged in a petrol-bomb attack. No injuries were reported.

Other incidents were reported at Kallehong, Germiston, where arsonists caused serious damage to a squatter shack, and at Croesus railway station, Johannesburg, where it was discovered that two railway coaches were on fire. Extensive damage was caused.

At Roodekop, Germiston, a group of strikers from a timber company allegedly attacked two workers. Another worker, who apparently attempted aid the two, was wounded and arrested — Sapa



Tearing the social fabric

Only in an ideal world do the antagonists in a labour dispute quietly consult their constituents, consolidate their position and settle down at the bargaining table to make all ends meet. Instead, violence often erupts

At Johannesburg Station this week a group of strikers attacked a superintendent — seconded from elsewhere — and vented their rage at his presence by setting him alight. In Durban police fired at a huge crowd of transport strikers, said to be chanting: "Kill them! Kill them!" — wounding at least 15. In the Breweries strike, at least nine people have died (see *Current Affairs*).

The anger felt by unionists in a strike is directed at perceived scabs and officials like the police who are meant to keep the peace

This is hardly new. In SA, however, the spur to desperate action is the actual hardship suffered by strikers. At the beginning of this decade, in a protracted consumer boycott, the deaths of strikers from hunger became a grim statistic

Furthermore, as the unions are aware, after a period in which employers were more than normally compliant in meeting wage and condition-of-work demands, there has been a certain hardening of attitude.

The miners' strike two years ago was a turning point. There was serious violence then, too, at a time when foreign corporations were departing en masse, leaving both employers and workers in a contracting, recessionary environment.

The convergence of recession and a new employer tough-mindedness is far from being the whole of the story, there is now, too, the fresh blade of economic restructuring of which

privatisation is the cutting edge.

The Sats strikers, among other things, don't want privatisation. It will, as they fear, compel a reduction in the work force, and an immediate political implication of that would be a narrower grasp of job security and privilege — among those who enjoy them — than many union leaders might wish.

For a while, unions were where black political leaders not only emerged, but had a legal avenue of expression. With President F W de Klerk's reforms — specifically, with the release of the ANC old-timers — this base of support for broad political ambitions has been eroded and the unions are required by history to revert to being negotiating bodies.

There is no conspiracy in any of this — it is just the way events have gone, including those events which might be described as being welcomed in advance by politicised unionists: the effects of the economic pain of sanctions

The wave of labour violence needs to be stemmed by the police and by union leaders. A *laissez-faire* attitude — exemplified by the transport union leader who told the *FM* that "we are prepared to fight no matter what the consequences and even if it means the strike lasts three months or more" — will invite a strong police response, and we all know where that leads

Workers who are hungry will soon enough resort to desperate measures if the strike is that long. Why encourage them? Because they are expendable?

The real loser in this strike is likely to be the negotiation process itself — and that tears at the social fabric. ■

Taverners call for lifting of beer ban

Staff Reporter

MBW 24/11/89
THE SA Taverners' Association (Sata) has publicly appealed to the Food and Allied Workers Union (Fawu) to lift a ban on the sale of South African Breweries products.

The appeal comes in the seventh week of the strike affecting about 6 000 workers at SAB plants around the country and amid SAB claims that strikers are returning to work.

A meeting earlier this week between taverners and Fawu

failed to end the beer boycott in force in the Western Cape.

But in a statement yesterday, Sata (the governing body of the Western Cape Taverners Association) appealed to Mr Mike Madlala, assistant general secretary of Fawu, to "review the ban on SA Breweries products".

"SAB are pressuring the taverners and bottle-store owners to pay up what they owe or face legal proceedings and even liquidation," Sata said.

However, Sata reaffirmed its

support for Fawu in its dispute with SAB.

● Sapa reports from Johannesburg that the South African Railways and Harbours Workers Union (Sarhwu) has demanded recognition and the reinstatement of all dismissed workers as a precondition for ending the two-week South African Transport Services strike by about 18 000 workers.

A Sats senior labour relations manager, Mr Victor van Vuuren, said about 4 000 strikers countrywide had been dismissed.

Strikers ready to walk to the bitter end

THE Mass Democratic Movement (MDM) warned last night that its members will begin a set of protest marches next week unless steps are taken to end bitter labour disputes on the railways and in the beer industry.

Thousands of railway workers remain on strike across the country despite 18 hours of intense talks between management and the railmen's union this week aimed at ending the violent dispute.

SA Transport Services (Sats) yes-

Next week could see the beginning of a series of protest marches if there is no solution to the beer and railway strikes
By EDDIE KOCH

terday afternoon rejected a document drafted by the South African Railway and Harbour Workers' Union (Sarwhu) saying it had problems with the union's proposals.

South African Breweries (SAB) says about a thousand strikers at depots in Kimberley, Bloemfontein, Welkom and have accepted management's offer of a 16-percent wage increase and have returned to work. Some 6 000 members of the Food and Allied Workers' Union (Fawu) began a nation wide wage strike, seven weeks ago.

"The leadership of the MDM is concerned about the brutal violence and intimidation being used against strik-

ing workers, and the counter-violence which has been the result of these tactics," said a press release from the anti-apartheid coalition.

"The MDM is discussing a programme of action to put pressure on management and the state to resolve the strikes at the negotiating table.

The movement announced plans for a series of marches and protests that will begin on Wednesday next week on the Witwatersrand unless the strikes are settled.

The four-week rail strike has claimed the lives of two strikers, shot dead by police in separate incidents, and a ticket collector is being treated for serious burns after being set alight at the Johannesburg station.

Some 4 000 strikers have so far been sacked. At least 10 railway carriages, worth more than R10-million, have been destroyed in arson attacks and Sats is losing revenue on its commuter lines as black passengers refuse to pay fares in solidarity with the workers.

At least nine workers have died in the beer strike. At least six of the dead were casual workers while three union members died in clashes with shebeen owners in Soweto.

Sarwhu and Sats met on Tuesday and Wednesday in a bid to break the deadlock. After the meetings, Sarwhu general-secretary Martin Sebakwane submitted new proposals that were rejected by Sats yesterday.

The union document includes suggestions that management to recognise the union and appoints a conciliation board to deal with the workers' demand for a R1 500 monthly minimum wage. The union undertakes to get workers back to work in exchange for these concessions.

The union also proposes that Sats reinstates all those dismissed as a result of the strike and undertakes not to victimise workers who have taken part in the stoppage.

Once an agreement to settle the current dispute has been signed, the union suggests that a date can be set for negotiations on worker grievances that relate to disciplinary procedures on the railways, plans to privatise Sats and the dismissal of about 400 strikers in East London last year.

Victor van Vuuren, senior manager for labour relations, said Sats was not in a position to negotiate substantive issues with Sarwhu until the union was registered and a recognition agreement had been drawn up.

SAB representative Adrian Botha said about 1 000 beer workers had resumed work and the beer boycott in East London, the only area where consumer action has affected sales, had been broken. Raigin Naucker, national organiser for Fawu, said he was not aware of this.

Asked to comment on reports that SAB planned to use ambulance drivers and firemen as part of its plans to ensure the delivery of beer supplies, Botha said "I have no knowledge of that."

● See PAGES 6, 7 and 8

B/day 24/11/89 152

MDM calls for end to Big 2 strikes before Christmas

THE mass democratic movement (MDM) has appealed for a resolution to the SAB and Sats strikes before Christmas.

In a statement yesterday the MDM said it had met to discuss the escalating violence following the two strikes.

The movement said it was discussing a programme of action to put pressure on management and the state to resolve the strikes.

The first step in the programme would be a series of marches and mass meetings on Wednesday to protest at the use of violence. They are scheduled to take place in various townships on the Witwatersrand.

Sapa reports that in new proposals placed before Sats management on Wednesday, the SA Railway and Harbour Workers Union (Sarhwu) demanded recognition and the reinstatement of all dismissed Sats workers as a precondition for ending the three-week old strike.

The demands include that striking workers are not victimised and that they return to work as soon as a settlement has been signed.

The union also suggested that Sats appoints a conciliation board to deal with its wage demands or agree on a date for wage negotiations.

Both parties should also agree to discuss disciplinary issues, working conditions, privatisation and maternity and paternity leave.

Sarhwu general secretary Martin Sebakwane said acceptance of the proposals would solve the dispute, but he

ADELE BALETA

warned continuing dismissals were jeopardising the possibility.

A Sats spokesman said Sarhwu's proposals concerned "substantive issues" which management would not consider because Sats had no recognition agreement with the union.

But he also said problems could be overcome because Sats was "not averse" to recognising Sarhwu.

Sats dismissed 988 workers in Natal, Free State and northern and southern Transvaal yesterday, bringing the total number of workers fired to 4 866. There were 16 341 employees still on strike.

Management said a motor coach was destroyed by fire and a suburban coach was damaged after it had been set alight at Croesus station, near Langlaagte, late on Wednesday night.

SAB and the Food and Allied Workers Union (Fawu) said yesterday there were no new developments in the more than six-week old strike by about 6 000 workers.

Sapa reports from Cape Town that four policemen were injured yesterday morning when action was taken against about 70 SAB workers.

The demonstrators, who were armed with batons, sticks and stones, refused to disperse when told to do so by the police and a fight broke out. They were later dispersed by teargas.

In another incident in Cape Town, a march by striking Sats workers was broken-up before they could leave the harbour where they had gathered.



WHILE 'PEACE-TALKS' AND NEGOTIATIONS DOMINATE THE POLITICAL SCENE, THE LABOUR FRONT IS TORN BY UNPRECEDENTED VIOLENCE

A bloody war breaks out on the labour front

South African strikes have often been bitter and brutal, but never quite as bitter as this month, when tensions have exploded into open war, including shootings, stabbings, petrol bombs and burning to death **EDDIE KOCH reports**

WHFN police gun down workers inside trade union offices when a man is set alight for "scabbing" on strikers then something must be amiss in the country's system of industrial relations

Violence has always been a feature of labour action in South Africa. On the mines, it is commonplace for private paramilitary units and police to take action against striking workers. And, as in most countries, labourers who keep machines running during a stoppage are traditionally targets of brutal retribution by union members. But the current strike wave, in which up to 45 000 beer workers and railmen have been out for more than a month, has been accompanied by at least a dozen deaths and violence of such ferocity that sectors of industry have literally been turned war zones.

On Tuesday evening a sacked railway worker was shot dead by police after he clashed with a ticket controller at the Langlaagte station near Johannesburg.

This followed an incident on Monday at a station in Durban where 15 workers were injured after police opened fire on a group of striking railwaymen. The official version says police were fired on by an "unknown" gunman in the crowd. The union says the police attacked without provocation.

On the same day a white ticket collector ran from Johannesburg station in flames after being set alight by a mob. He is being treated for serious burns. Two other men escaped.

Last week police opened fire with revolvers and shotguns inside the offices of the Congress of South African Trade Unions (Cosatu) in Germiston. One of two workers seriously injured in the shooting has since

died in hospital. Police say they acted on reports that the strikers were making petrol bombs. Lawyers for the union have denied this.

In the South African Breweries (SAB) strike, at least nine workers have died. Most of the victims were casual labourers who had been attacked by enraged strikers. Others were union members killed by Soweto shebeen owners opposed to the call for a consumer boycott of beer.

What is the cause of all this? In each of the strike bound industries there are particular factors that aggravate conflict. On the railways, the most immediate cause of tension is a long-standing animosity between police and members of the South African Railway and Harbour Workers' Union (Sarhvu).

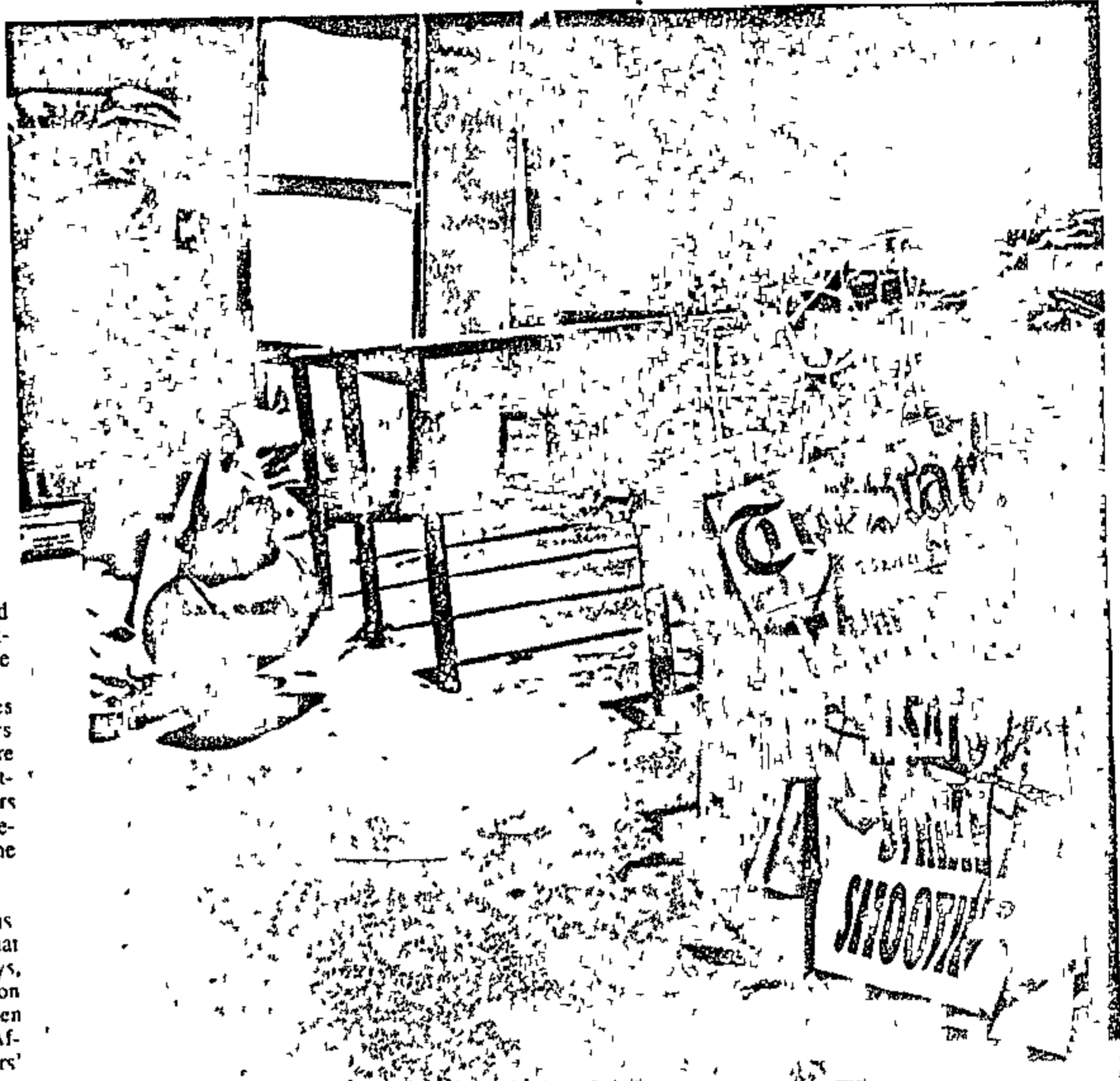
During the marathon railway strike of 1987 a police raid on the Germiston offices of Sarhvu set in motion a cycle of repression and worker resistance that culminated in a military-style siege of Cosatu House in Johannesburg, where hundreds of unionists were detained and assaulted.

Authoritarian methods of running the railway stations have also whipped up public hostility to officials of the South African Transport Services (Sats) during the strike.

Last week an armed ticket collector shot an innocent bystander in Johannesburg while firing at two men who had not paid for their train ride. Sarhvu general secretary Martin Sebakwane says plain-clothes police are being used to replace ticket collectors who are on strike. The *Weekly Mail* this week saw shotgun-wielding municipal police manning a number of railway stations on the Reef.

This is the context in which the horrific attack on the white railway official took place this week. For the mob it was, no doubt, seen as an act of vengeance.

Then there is the frustration felt by Sarhvu members who, for more than



Signs of violence are everywhere but this commuter strolls through

Picture CEDRIC NUNN, Afrapix

three years, have been negotiating for the recognition of their union without success. While the government talks of negotiating a political settlement, it has failed to achieve this with its own employees. The irony cannot be lost on black railway workers.

In the beer industry, SAB has a monopoly and this makes it difficult for legitimate strike action to affect production. Asked for his view on why the wage dispute was so violent, SAB public relations officer Adrian Botha said: "Maybe it's because they (the strikers) have come to realise that industrial action cannot stop us from producing and selling more beer now than we were last year."

Shop stewards of the Food and Allied Workers' Union (Fawu), at a recent press conference in Johannesburg, also focused on SAB's monopoly over beer production to explain the bitterness of the dispute.

"They (management) know they can do what they like. From the start they have not been serious about talking about our demands. They *sommer*

to show us who's the boss," said a worker from Cape Town.

While the company rejects allegations of intransigence in wage talks, there is a widespread belief among Fawu members that, if SAB did not provoke the strike, the company is using it to roll back inroads that the union has made over the years into managerial control on the factory floor.

The company denies it had anything to do with a police raid on a hostel near Tembisa near Johannesburg last week in which workers were injured and there is little evidence to back the union's claim that the company collaborated with the police.

But there are signs of collusion between SAB and other government departments to undermine the strike. A company memorandum, leaked to the *Weekly Mail*, says contingency plans drawn up to ensure delivery of supplies included the use of drivers from the fire department and ambulance services.

The difficulties of organising a boy-

cott in townships, where there are no sources of supply other than SAB, also explain the violence.

Says Botha: "Basically they want shebeen owners, some of whom earn far less than they do to cut their throats by not selling beer."

The ineffectiveness of the boycott could have prompted workers to vent their anger on casual labourers as well as shebeen owners.

Some Cosatu officials privately acknowledge that the beer boycott has been imposed from the top down and this lack of consultation has helped turn the strategy into an explosive issue in the townships.

These aggravating factors specific to each of the strikes operate in South Africa's broader political context. And here there is a basic paradox at play.

While the government now allows peaceful forms of political protest, such as street marches and mass rallies, businessmen are vigorously blocking the avenues in which where the labour movement can express its

Applications are invited from suitably qualified persons



SAB workers show their muscle but are traders as enthusiastic? Picture BENNY GOOL, Afrapix

JOE MAKHALIMA, owner of a small store in Soweto, describes himself as an avid supporter of worker struggles. Although he keeps informed by reading about strikes in newspapers, he can usually go about his business without being affected by the troubles in far away factories.

The latest upsurge of labour unrest is different. With industrial disputes under way in both the railway services and the beer industry, township residents are being asked to support simultaneous consumer boycotts that reach deep into their daily experiences.

Black consumers have been asked to stop drinking beer while thousands of commuters are riding the trains to work and back without paying their fares. This has generated a heated debate in shebeens and crowded commuter trains that criss-cross the Reef. "The call to support Sarwhu... the profit-making of the masses... the well being of people who make a living from selling beer," said Mak-

grievances. By using the amended Labour Relations Act (LRA) employers can sue unions for damages lost in illegitimate strikes, obtain court interdicts to stifle industrial action and prolong interminable proceedings in the industrial and civil courts.

Picketing on factory premises during strikes, the classic method of defusing antagonisms directed against replacement labour is outlawed. So are consumer boycotts and solidarity strikes by workers in other factories.

Who's hurt: the big guys or the little

halma. "If you say people should not buy train tickets, surely they will support you. But if you say an old pensioner, who lives on selling beer, should stop selling then what you are saying is that she must die. How do you expect to get support that way?"

But during one of the impromptu debating sessions that take place every day in crowded train compartments, Makhalima pushed a different line.

"They (the train and beer boycotts) and the same thing. In the struggle you need to sacrifice. Those who claim they live on beer sales should stop for a while and sell non-SAB products. That is the price they

Thus it is no coincidence that features of the insurrection that raged between 1984 and 1986 — police shootings, petrol-bomb attacks on the homes of people labelled as "traitor" and the burning alive of those defined as "collaborators" — have shifted from the townships to the industrial arena.

At the end of last year, in the wake of an outbreak of industrial violence, Cosatu general secretary Jay Naidoo warned: "If there is one thing that will cause violence during strikes in this

have to pay for liberation."

A young activist, who wanted to remain anonymous, felt differently. "We can't afford an action that divides our community. Who is the target? The SAB or the old lady who feeds and sends her children to school on money from beer?"

There are indications that the coexistence of two boycotts, each with different prospects of success, will be debated in a more formal way by organised labour.

At a press conference in Johannesburg last week, Fawu officials insisted that, as far as they know, the beer boycott is continuing.

However, they acknowledged a need to consult with civic groups as well as the National Lawyers' Association and the National Students' Association about the tactic.

"After that we will report back to the trade union structures and reassess the question of a boycott," said Fawu national organiser Raigin Naidoo.

Phil Molefe and Eddie Koch (coming) year it will be the LRA."

The political flux reshaping South African politics has thrown up many anomalies. One of these is that businessmen, many of whom are opponents of apartheid, are now looking to the government for methods to defuse the conflict raging in their factories.

Until this happens and the labour laws are amended to facilitate rather than stifle legitimate forms of industrial protest, Naidoo's grim prediction will continue to come true.

Film them, then fire them

By EDDIE KOCH

PRIVATE security firms and police action were common features of industrial disputes this year, says a report by the National Union of Metalworkers of South Africa (Numsa).

In an analysis of strikes at Numsa factories on the Witwatersrand between May and October, the union claims violence has been employed against strikers even by companies that have had a long standing relationship with the union.

"The videotaping of strikes by security firms is clearly one of the services offered — 'identify your agitators, dismiss and then selectively re-employ'," says Numsa.

"Outside consultants are also being employed to exploit the advantages of the Labour Relations Act particularly the provisions which allow for the interdicting of strikers."

Mass dismissals and selective re-employment, often on condition that workers agree to obligatory overtime, was another key trend identified by the union in its analysis of management's handling of strike action.

"Companies are also becoming better equipped to handle strikes particularly the big concerns like Barlows who are able to transfer production very quickly from plant to plant."

Numsa says the trends confirm the union's analysis of the way metal companies have reacted to shrinking markets for their products. "Capital has had to turn inwards instead — towards increasing productivity in the workplace," the report says. "This process would involve capital intensification/

retrenchments and efforts by management to increase the ambit of unfettered decision making over the labour process."

The analysis is confirmed by strike trends in the industry, says Numsa. The report notes that disputes over discipline in the factory, trade union recognition and retrenchment together accounted for 62 percent of all strikes at Numsa factories on the Witwatersrand between May and October this year. Wage disputes accounted for the remaining 38 percent of strikes.

The statistics show a relatively high success rate for the union during strikes over wages (53 percent) and dismissals (51 percent) but a high loss rate in strikes over retrenchment (27 percent) and recognition (33 percent).

"It is noteworthy that 10 years after Wicahahn recognition disputes should feature so highly. This is indicative of the extreme backwardness of employers in large sections of industry," says the report.

Less than two percent of all strikes complied with the Labour Relations Act. "This suggests that in as far as the Act is intended to order and regulate conflict it is a complete failure."

The union explains the high rate of strike action over dismissals as the result of a lack of confidence among workers that disciplinary disputes will be handled by the industrial court within a reasonable time frame.

"For these members it makes sense to confront the issue at the time and point of origin."

injuring eight others.

23/11/87
Panasonic strike ended

7:15
AN AGREEMENT has ended the 14-week strike of some 185 workers at National Panasonic's Parow factory and workers will be back at their posts today. The agreement includes an across-the-board 20% wage increase, a shorter work week, increased overtime rates, death benefits, long service awards, a cash bonus and "back pay" since the strike began in July.

Cape Times 23/11/84

SAB strike closes bottle stores

152

DURBAN — Bottle store owners in Umlazi near Durban yesterday decided to close their businesses indefinitely until the South African Breweries strike is resolved

The Umlazi Liquor Traders' Association, part of the black bottle store owners' union Ukhamba, announced this at a meeting of the National Taverners' Association to discuss the effect of the two-month-old strike

The Taverners' Association, which represents more than 500 shebeens in the areas surrounding Durban, has not sold beer since last month in soli-

arity with the SAB workers.

● Sapa reports from Johannesburg that SAB claimed yesterday that workers at two more plants had accepted the company's wage offer.

Mr Bob Childs, SAB human resources director, also said that a shop steward at the Maritzburg depot had been charged with attempted murder after allegedly firing a shot at casual workers on Tuesday.

SAB says workers at Welkom, Kimberley, Bloemfontein and Port Shepstone have accepted the offer

Savimbi^⑤ CT 28/5/91 confident of poll victory

From PATRICK COLLINGS

PRETORIA — Unita leader Dr Jonas Savimbi was last night confident of winning the Angolan general election which will follow Friday's signing of the historic peace accord with the MPLA government in Lisbon

Dr Savimbi met President F W de Klerk here last night hours before he was to fly to Portugal for the signing with Angolan President Jose Eduardo dos Santos

Angola's first elections after 15 years of civil war are scheduled for 1992

Dr Savimbi predicted that he would win the scheduled elections. If he lost he would "not go back to the bush", he said. He would return to Luanda as soon as it was confirmed that the last Cuban troops had left Angola. Unita had already bought a hotel and several houses in Luanda for members.

He described the accord, brokered by Portugal, the United States and the Soviet Union, as "the end of a long journey".

The three nations will form a joint political and military commission with representatives from the two Angolan factions to oversee the elections.

● Sapa-AP reports from Lisbon that UN Secretary-General Mr Javier Perez de Cuellar arrived there yesterday to attend Friday's signing of the peace accord. US Secretary of State Mr James Baker and Soviet Foreign Minister Mr Alexander Bessmertnykh are also due at the peace meeting.

Tamil woman held in Gandhi killing

MADRAS — A Sri Lankan Tamil woman is being held for questioning in southern Tamil Nadu state in connection with the assassination of former prime minister Mr Rajiv Gandhi, police said yesterday

The 40-year-old woman, identified only as Vasanthi, was picked up in Cuddalore town, about 150 kilometres south of the state capital, Madras, police said

"We are questioning the woman," a police official said, without giving details

Police are looking for a fair-skinned woman and two men, suspected to be accomplices of a woman bomber who blew up Mr Gandhi in a suicide mission last Tuesday during an election rally in Sriperampudur, near Madras

Witnesses at the rally said they saw

(29) 0728/5/91
a dark-complexioned woman wearing glasses rush to garland Mr Gandhi moments before the blast. They said she arrived in a car with a fair-skinned woman and two men, who then fled.

Police said they believed the assassin was wearing a belt packed with an American-made plastic explosive called RDX and hundreds of steel pellets, which were detonated with a toggle switch as she bowed down to touch Mr Gandhi's feet in a gesture of respect

The woman, whose face was intact after the blast, is the only one of 17 people killed with Mr Gandhi who has not been identified

Police said the woman held for questioning was a prostitute who operated in a Madras suburb — Sapa-
Reuter

W/maj 315-9/5/91

Subsidy loan for farmers

A FIVE percent a year subsidy on approved Land Bank loans to average farmers was announced by President FW de Klerk this week. He said this would bring the interest rate from 17 percent to 12 percent and would cost government about R150-million — Sapa

Govt prompts another schools crisis

By BARRY STREEK

THE government had once again precipitated a serious crisis in black schools in the Cape peninsula, a DP education spokesman, Mr Ken Andrew, said yesterday.

The arrest of the chairman of the National Education Co-ordinating Committee, Mr Monde Tulwana, and scores of principals, teachers and pupils would greatly exacerbate an extremely tense situation, he said in a statement

"The incompetence and shortsightedness of the government has to be seen to be believed.

"Ministers plead for children to go back to school, yet inadequate steps are taken to provide even the basic essentials

"How are matrics supposed to prepare for their mid-year examinations if they do not have access to textbooks?

"It is madness to expect teachers, parents and students to wait patiently while the students' prospects of passing are being seriously jeopardised.

"The government has enough money to donate R1 million for bibles. It should get its priorities right and supply textbooks

"Apartheid education has already cost SA dearly. It should be scrapped without delay — it remains a major destabilising factor," Mr Andrew said

28/5/91

Acting the drama of education

YOMELELA Primary School stands neat and four-square amid a sea of Khayelitsha shacks. In the otherwise bare foyer a poster declares "Education is the salvation of the nation". From a nearby dump wafts the acrid smell of burning plastic.

Inside one of the classrooms, about 50 expectant pairs of eyes focus on the three strangers standing before them.

Mpumuti Malulela introduces her colleagues, Buyiswa Bala and Dudu Luthuli, to the class. "We would like to speak to you in English today, and we would like you to answer us in English, okay?" she says.

The kids roar, "Yes!" and the lesson is underway.

It's an English lesson unlike any the children have had before. No textbooks, no laborious copying of notes from the blackboard, no rote recitations. Instead, they watch Luthuli and Bala enact a simple drama, involving the sale and purchase of a pair of shoes.

Flashcards with key words and simple sentences get stuck up on the blackboard. The unfamiliar words stumble off the children's tongues.

Then it's time for them to do the buying and the selling. Within minutes, the classroom has become a bustling market and each of the children a stallholder. "What are you selling?" asks Malulela. A forest of hands. Soon the blackboard is covered with lists of wares.

Down the corridor, Vukhile Handula and Sipho Vanga are guiding their class through the tricky business of deciding their market's name.

The vote goes to *Nceduluntu* — Help the People — and trading is soon underway.

In another class, Sticks Mdidimba and Ammesh Ramklown have presented their stallholders with a problem to solve. For months,

W/E Mail 315-915191

A new education project is using spontaneous theatre to teach English to schoolchildren — a series of lessons not quite like any other. **GAYE DAVIS** reports from Cape Town

The authorities have failed to clear away the rubbish. What to do? The market committee needs ideas from its stallholders.

Foreheads furrowed with concentration, the children write out their ideas, which are later presented to the class.

Participation is the name of the game and the game is let's pretend. But the children aren't so much playing, as learning. In this kind of lesson, no-one is ever right or wrong and the teacher is not the fount of all knowledge.

Phyllis Klotz, who trained in speech and drama at the University of Cape Town "before the Boer War", founded the Young People's Educational Trust in 1985 to use theatre and drama as a medium for teaching.

"I had always seen theatre and drama as an incredibly powerful educational tool, but totally underused," said Klotz.

The trust's Living English project, which involves Yomelela and 21 other Khayelitsha higher primary schools, has a two-fold aim — teaching children English and honing the skills of teachers being trained by the trust.

Said Mpumali Malulela. "We have all worked in theatre. Some of us have BA degrees in drama, others have worked in theatre groups for a long time. We see our work as very important. For a long time, our people have been talking about people's education, but not much has been done."

"We work in the classroom and teachers can see what we do. We cover syllabus work and try and get every child participating — whether

by speaking, reading or writing."

"It's a very hands-on, practical training and we have to keep adapting models for the South African situation," said Klotz. "Here you've got large numbers of children in classrooms, many of them hungry or suffering from malnutrition, so it's hard for them to concentrate."

"We develop lessons so that their content is applicable and not divorced from the children's experience. Hopefully, by the end of the year, we'll be able to publish some of the lessons for English teachers to use."

Drama in education emerged as a technique in England during the Sixties. One of its main aims is to stimulate children's imaginative thinking. Through role-playing, the teacher creates a learning environment in which children can make use of and build on what they already know.

"We're teaching English as a second language — building confidence is our major aim," said Klotz.

It's an important intervention because, although English is used as a medium of instruction in black schools, few children hear it often enough to understand it really well.

"We introduce the children to words and phrases they've never heard before, and at the end they're using them. Because they're acting out roles, they have more confidence. It's not them making a mistake, but their character," said Vukhile Handula.

"Each time we develop a lesson, we have got to take the whole history of black education into account," said Klotz.

"We're fighting against the whole tradition of rote learning. The children are never expected to think for themselves, they have their thinking done for them."

For Mziwakhe "Sticks" Mdidimba, former drama co-ordinator of the Nyanga Arts Centre

and an actor in his own right, drama in education offers "a new way of developing a child's mind".

"It makes things easier for the kids to understand — the teacher isn't the one who knows everything. By using theatre, you can stimulate, entertain and educate. It's more a question of facilitating, letting what the children do know come out, rather than telling them what they should know."

Initially, the trust operated on an ad hoc basis — doing projects as funds came in. Now it has a resource centre in Athlone and a full-time co-ordinator, although funding is still a problem.

"We've got permission from the Department of Education and Training to work in its schools, but we don't get any funds from it," said Klotz.

In addition to working in schools, trainees attend daily lectures in linguistics, pedagogics and the theory of drama in education. "Ultimately we hope our facilitators will train others — teachers, and people running community programmes," said Klotz. "There are only a handful of drama specialists in South Africa and they're all white — it's a ridiculous situation."

DET teachers' response has been varied, according to Klotz. "Some are supportive, some not. Some feel threatened — we're working with a system that has ground them down into nothing, they're completely demoralised."

The way we teach empowers the child. Learning becomes active, rather than passive. We're moving from top-down, teacher-orientated learning," said Ammesh Ramklown, who joined the trust after completing a BA degree at the University of Durban-Westville.

For trainee Sipho Vanga, the "best part" is the children's reaction. "They always say how much they have enjoyed it and they always ask when we are coming again."

DP appoints Gastrow to law and order post

Political Correspondent

THE Democratic Party yesterday appointed Mr Peter Gastrow, MP for Durban Central, as its new spokesman on law and order

The former spokesman, Mr Tian van der Merwe, died after a road accident earlier this month

Mr Gastrow, an advocate, has considerable experience in the areas of justice and law and order

He will be succeeded as manpower spokesman by the MP for Wynberg, Mr Robin Carlisle.

The MP for Simon's Town and currently deputy spokesman on home affairs, Mr Jannie Mom-



Mr Peter Gastrow

berg, will become the DP chief spokesman in that portfolio, DP leader Dr Zach de Beer announced yesterday

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Namibia planning R280m refinery

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Own Correspondent

JOHANNESBURG —
Namibia is planning a R280m refinery capable of processing 10 000 barrels of oil a day.

The refinery is to be built in South Korea under the guidance of London-based development group Enerkor.

On completion it will be transported to Usakos in central Namibia.

There are no details of other companies involved.

Yesterday Enerkor chairman Frank Atherstone said the refinery would be financed by public subscription. Initially Enerkor expected to process crude oil from SA, though Atherstone could not confirm this as oil was "a strategic commodity".

There is no indication that Angolan oil will be refined.

Namibia itself has discovered comparatively large off-shore gas fields.

Bidding for the first on-shore oil exploration licences was recently initiated by Mines Minister Andimba Toivo ya Toivo.

Atherstone said the refinery would be built by the Sunk Jong group in conjunction with Yukon of South Korea and Montan Engineering of Germany.

Exports boosts clothing industry

16/12/82 184

JOHANNESBURG — Increased exports, especially from the Western Cape, contributed to exceptional growth of 4,5% in the SA clothing industry last year, measured by production volume.

The SABC reports that the executive director of the Cape Clothing Manufacturers' Association, Peter Clegg, says R77m, or 14% of the R540m increase in clothing manufactured last year, was contributed by exports.

He says the government's export incentive schemes as well as fashionable, high quality products were behind the increased exports.

However, Glegg says, in spite of the volume growth in the industry, the number of manufacturers decreased with the resultant loss of jobs.

Own Correspondent

PRETORIA. — The Transvaal Agricultural Union (TAU) and the National Maize Producers' Organisation (Nampo) yesterday slated Agriculture Minister Dr Kraai van Niekerk for a claim he made last week that farmers had squandered R5 billion of their R17bn debt on non-agricultural expenditure.

Both organisations said the claim damaged the image of agriculture and called on him to substantiate his claims.

Dr Van Niekerk told Parliament last week that the money had been spent on unproductive ends such as coastal holiday homes, cars, imported saddle horses and gambles.

The TAU said in a statement that the government had enough information at its disposal to know the accusations were false.

These arguments were being used by the government to avoid its responsibility towards agriculture, it charged.

"The TAU challenges the minister to support his accusations

"It is general knowledge that no Land Bank loan or government funds are granted without severe conditions and details of how the funds would be spent," the statement said.

Dr Van Niekerk also said in Parliament last week that he had been told by commercial bank representatives

Farmers slate ^{3 GEN} claim by minister

CF 28/5/91

that his R5bn estimate was conservative.

The government has recently tightened up the granting of credit Aid is now granted strictly on merit.

Nampo chairman Mr Cerneels Claassen said Dr Van Niekerk's claim was "extremely irresponsible".

Mr Claassen said Dr Van Niekerk had told Parliament on Thursday that it was not possible to determine what part of farmers' debt was with commercial banks and what part with the Land Bank.

Although a small minority of farmers were perhaps guilty, there was no justification for tarring all farmers with the same brush, Mr Claassen said.

CT 28/5/91

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Absa pays maiden dividend

Own Correspondent

JOHANNESBURG — Amalgamated Banks of SA (Absa), the recently created banking group, has reported attributable income of R321m for the year to end-March and expects the fuller benefits of the merger to start flowing through by next year.

Absa was formed in January when United Building Society (UBS) acquired the total assets of Allied Group, Volkskas Group and certain interests of Sage Financial Services in a deal worth R1,76bn.

The results, which take into account the contributions of Allied and Volkskas with effect from October

1990, and those of Sage from January 1991, therefore cannot be strictly compared with those of the previous year.

A breakdown of the R321m attributable earnings figure shows banking accounted for R210m (or 65%) of the total, for R92,6m (29%) and the "other" category for the balance of R18,9m (6%).

Earnings, based on the weighted average number of shares in issue during the period under review, were 93,4c a share. A dividend of 36c a share was declared, covered 2,6 times.

Absa CEO Piet Badenhorst said at the detailed presentation of the results in Johannesburg that the group would seek to increase this cover to

three times

On the operational level, income from interest and investments exceeded interest paid out by R1,35bn. This net margin was reduced by provisions for bad and doubtful debt of R175m.

He cautioned against reading too much into the doubtful debt figures at this stage, saying Absa had made "ample provisions" based on a very conservative policy.

On the general implications of the merger, Badenhorst said accounting policies had been brought into line with UBS's own conservative policies. Thus costs like computer software would be written off in the year they occurred, and in-

vestments like gilts would be valued at market rates.

The issue of trimming Absa's 26 583 staff complement would be addressed from June onwards "with sensitivity for the people concerned", he said.

On future trends, he said Volkskas was set to benefit most from the merger, followed by Allied.

He spoke of a good spirit of co-operation at board level. "There are no signs of any petty jealousies," he said.

Absa's total assets as of end-March stood at R51,8bn. Its return on average assets was 1,01%, while the return on average shareholders funds was 15,4%.

Training facilities 'a high priority'

Political Staff (179)

A GROWING economy could be a better guarantee for order and peace than a well drawn-up constitution, the Minister of Manpower, Eli Louw, said last night.

However, economic growth could only be activated and maintained if training of people kept pace with market needs, he said at an annual trade test function in Johannesburg.

Reference was often made to the "little dragons of the East", Korea, Taiwan and Singapore, and what they had achieved, but they had trained people.

The objective of training should always be prepare people for self-development and achievement.

The utilisation of the limited training abilities of the country needed to be addressed and a national convention to start such a strategy is considered a high priority, said Louw.

The National Manpower Commission had identified a number of professions, such as engineers, metal and engineering artisans, building artisans, electrical and electronic artisans, engineering technicians, and accountants as critical.

Only 2% of all degrees, diplomas and certificates which were awarded in 1989 were in engineering and engineering technology and only 4% were in science subjects.

"This definitely does not answer the market needs, as indicated in the National Manpower Commission investigation."

"The training of a sufficient number of qualified artisans is disturbing."

The number of artisans who qualified between 1985 and 1989 declined, but although 7 132 people completed artisan training in 1990, and this was about 2 000 more than in 1989, this was regarded as insufficient for SA's manpower needs, said Louw.

Business Report

Pepkor to expand offshore operations

30 028/5/91

By PIETER COETZEE
Financial Editor

THE Pepkor group's overseas arm, Pep International, is making significant progress, said chairman Christo Wiese at the Mount Nelson Hotel last night

"We expect to draw a substantial part of Pep Ltd sales and income from international markets in the 1990s"

He said the company is making significant progress in its mission to promote exports of clothing and textiles and to apply Pep technology abroad by setting up stores in other parts of the world

An agency agreement has been concluded with an European associate to apply the Pep concept elsewhere in the world

For obvious reasons he did not want to elaborate on where these stores are based or plan to be based

"We are well aware of the risks

and problems in international dealings and we are being very cautious in our approach, we have put in the infrastructure and the systems to form a solid base, capable of handling rapid growth that we anticipate over the next few years"

For the group as a whole, Wiese said, he expects further real growth in dividends in the current year and all divisions are expected to make a positive contribution to profits

Shoprite turnover is expected to top R1,1bn and management is determined to ensure profitability reflects a growing realisation of the potential

We believe Smart Centre will improve turnover in the year ahead and produce real growth over last year's earnings

He said the Pepkor group's outlets are expected to reach 1 500 in 1991 from the present 1 000

outlets

The group will nevertheless adhere to certain disciplines such as a 25% return on capital employed, a similar aim for earnings on shareholders funds and a 50% debt equity ratio

Referring to Smart Centre, he said, "we will not allow credit sales to exceed 15% to 20% of turnover"

On expansion plans, he said, "we firmly believe our current business can generate enough organic growth to satisfy our shareholders, we are not looking to acquisitions to achieve this, we will, however, continue to pick our targets"

Answering a question on recent share transactions in Pep Stores, Wiese said 8% of the issued share capital of Pep Stores was sold in the market and Pepkor now holds 86% of Pep Stores against 95% earlier this year

said

CML Trans 28/11/89

(152)

Bus strike: R4-m loss

DURBAN — Durban's month-long bus drivers strike, now settled, cost the Durban Transport Management Board about R4 million

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

Death at

^{Cart Trip}
SAB: 28/11/89

Family's
fears of
foul play

Staff Reporter

SHAUN APPLGREEN, the 14-year-old Mitchells Plain boy who died in a huge tank at Ohlssons Breweries in Newlands in the early hours of Saturday morning had a broken neck, according to his family

His father, Mr Edmund Applegreen of Rocklands, Mitchells Plain, at a meeting he had yesterday with the SAB general manager in Cape Town, Mr Sam Montsi, voiced his fears that something untoward might have happened to his son

Mr Adrian Botha, a spokesman for SAB in Johannesburg, said yesterday that Mr Montsi had explained that Shaun had tried to retrieve a nozzle that he had dropped to the bottom of a tank that was full of carbon dioxide

Instead of opening the door at the bottom of the tank, which would have let the gas out, he used the hose with which he had been cleaning the deep tank as a rope to climb down into it.

On the way down, he was overcome by carbon dioxide fumes

Miss Denise Applegreen, Shaun's 25-year-old sister, said "something else" might have happened to her brother, as she had heard that his neck had been broken, there had been a "boot mark" on his clothing and his shirt had been torn

Textile strike ends

By Drew Forrest

About 3 000 Western Cape textile workers, who downed tools last Friday over an industry sick pay fund, returned to work yesterday — but further industrial action appears imminent.

A spokesman for the SA Clothing and Textile Workers Union (Sactwu), Mr Ebrahim Patel, said the one-day strike was part of an ongoing campaign which included a three-hour stoppage on Monday last week and an overtime ban.

The strike, at nine plants, virtually paralysed the cotton tex-

tile industry in the region.

It follows a deadlock in long-running negotiations and centres on Sactwu's rejection of employer proposals relating to the fund, including the exclusion of Boland workers from benefits and a cut in annual sick leave from 30 to 15 days.

Employers have cancelled their industry-wide recognition agreement with the union in response to the overtime ban.

Mr Patel declined to say when the next strike would be, saying the element of surprise was crucial to union strategy.

Aids: 'education is the key'

Pretoria Correspondent

Education, starting with children of eight, is the keyword to containing the spread of Aids.

Briefing the press after an Aids indaba in Pretoria yesterday, the Minister of National Health and Population Development, Dr Rina Venter, said a decision had been taken at the

meeting to focus on a co-ordinated education effort to stamp out the spread of Aids.

She said statistics showed that over the past six months the number of diagnosed cases in southern Africa had doubled.

Health and education officials and representatives from the self-governing states attended the indaba.

28/11/89
152-548

Own Correspondent

JOHANNESBURG — Concerned at the continuing township conflict arising out of the SAB strike and boycott, the Food and Allied Workers' Union (Fawu) yesterday announced two new initiatives

**Moves to
resolve**

SAB strike

Ch't Times 28/11/89

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aimed at resolving the seven-week-old strike

Fawu president Mr Chris Dlamini said yesterday he was trying to set up a meeting this week between leaders of the Mass Democratic Movement (MDM) and SAB management in the hope such a meeting would facilitate further negotiations based on open minds and an absence of rigidity on both sides.

He said he hoped SAB, said to be a liberal and socially responsible company, was equally concerned about the situation

"I know both Fawu and SAB are worried about damage to their reputations should they give in to the other side. But resolving the violent situation overrides this," Mr Dlamini said

Fawu national organiser Mr Rajin Naicker said the national SAB Shop Stewards' Council is to meet tomorrow to review the strike and he was confident the meeting would come up with a proposal which would create room for a settlement.

B / pay 28/11/89

Fawu in new attempt to resolve SAB strike

CONCERNED at the continuing township conflict arising out of the SAB strike and boycott, the Food and Allied Workers' Union (Fawu) yesterday announced two new initiatives aimed at resolving the seven-week-old strike.

Fawu president Chris Dlamini said yesterday he was attempting to set up a meeting this week between leaders of the mass democratic movement (MDM) and SAB management in the hope such a meeting would facilitate further negotiations based on open minds and an absence of rigidity on both sides.

The MDM, he hoped, could play a conciliatory role.

"The strike has given rise to a degeneration of the whole social situation, and conflict between taverners and supporters of the boycott will continue so long as the strike continues," he said.

Dlamini said he hoped SAB was equally concerned about the situation and would be prepared to help resolve it.

"I know both Fawu and SAB are worried about damage to their reputations should they give in to the other side. But resolving the

ALAN FINE

violent situation overrides this," he said.

Fawu national organiser Rajin Naicker said the national SAB shop steward council was to meet tomorrow to review the strike and he was confident the meeting would come up with a proposal which would create room for a settlement.

He said he expected, in a spirit of compromise, a substantial decrease in Fawu's wage proposals. SAB, he hoped, would view this in the same light.

Invitation

Naicker said the meeting would also discuss the strike-related violence and ways of curbing it.

SAB spokesman Adrian Botha said he could not give a formal response to the proposed meeting with the MDM until a formal invitation had been received. But, he said, he and the MDM had always had a good relationship.

The company, which considered itself enlightened, did not like being lumped together with Sabs as an MDM statement last week had done, he said.

Our Cape Town correspondent reports that the 14-year-old Mitchell's Plain boy who died in a huge tank at Ohlssons Breweries in Newlands in the early hours of Saturday morning had a broken neck, his family says.

His father, Edmund Applegreen, voiced his fears that something untoward might have happened to his son at a meeting he had yesterday with the SAB general manager in Cape Town, Sam Montsi.

SAB spokesman Botha said yesterday that Montsi had explained that Shaun had tried to retrieve a nozzle that he had dropped from the bottom of a tank that was full of carbon dioxide.

On the way down, he was overcome by carbon dioxide fumes and he fell to the bottom. By the time his fellow workers got to him he was dead.

Shaun's 25-year-old sister, Denise Applegreen, said yesterday "something else" might have happened to her brother as she had heard that his neck had been broken, there had been a "boot mark" on his clothing, his shirt had been torn, and there was some blood on it.

The police are investigating.

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Ivory Coast opens door to links with SA

PARIS — Ivory Coast President Felix Houphouet-Boigny opened the door to diplomatic relations with South Africa in an interview published yesterday

He told the influential French daily *Le Monde* it was up to Pretoria, which is campaigning to end black Africa's diplomatic boycott, to make the first move.

"South Africa has not yet asked us, it is not up to me to do it," said Mr Houphouet-Boigny, interviewed in Abidjan on December 19.

Africa's longest-serving leader said his conservative West African country's policy was to have relations with any foreign state provided it respected the Ivorian regime

President de Klerk said earlier this month after a meeting at Mr Houphouet-Boigny's home town of Yamoussoukro that he hoped to establish diplomatic ties.

REALITY

"I do not think that it (diplomatic ties) is a dream, it can become a reality but I do not want to bind the government of President Houphouet-Boigny and I do not want to make specific predictions," Mr de Klerk told a news conference on his first foreign trip since taking office in September.

At that time the Ivorians had no comment to make on their relations with Pretoria

The establishment of diplomatic links with the Ivory Coast would be a political coup for Mr de Klerk, who has vowed to end racial discrimination in South Africa.

President Houphouet-Boigny has earned criticism from most African states for his long-standing policy of dialogue with Pretoria. — Reuter

Only 2 800 managers are black — survey

Staff Reporter

There were only 2 860 blacks in managerial, executive and administrative positions in the country, compared to 180 000 whites, according to the recently released "Race Relations Survey".

Published by the South African Institute of Race Relations, the survey documents social, economic and political trends in 1988/9.

The chairman of the National Manpower Commission, Dr Hennie Reynders, said one of the reasons for the lack of black managerial progress was the attitude of white personnel. Although they paid lip service to black advancement, they displayed an unwillingness or inability to do so in practice.

On the labour front, the number of man-days lost in strike action during 1988 was 914 388, against 5,8 million in 1987 — an 84 percent drop.

Strike action in the first six months of 1989 was up by almost 200 percent compared with the same period the previous year

Workers' wages increased an overall average of 22,5 percent in the first five months of 1989. However, there was a downward trend in wage settlements between unions and employers. The increases averaged 16,7 percent in the first five months of 1989 — lower than the 1988 average of 17,9 percent

There were an estimated one million registered unemployed people, but the real unemployment figure was probably closer to three million

HAGAR the Horrible

By Dik Browne

IN A SITUATION LIKE THIS,

ORDINARILY.

police after he fell ill. He was taken to hospital where surgeons removed 52 heroin pellets

Cart Tills 19/12/59 (152)

Brewery workers fired

UMTATA. — Three hundred Ohlsson's Brewery Transkei workers were yesterday dismissed at the Butterworth brewery "because of persistent, illegal and unprocedural industrial action".

Cape Town 19/12/89
**Sit-in
at Sappi**

11
Labour Reporter

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ABOUT 60 workers at Sappi Cape Kraft in Montagu Gardens have staged a sit-in strike in support of wage demands since Saturday, a Paper, Printing, Wood and Allied Workers Union (PPWAWU) spokesman said yesterday.

Workers were demanding a R1,30 and R1,20 across-the-board hourly increases for lower and higher paid employees, respectively.

According to the PPWAWU spokesman, the company implemented a lockout on Saturday afternoon.

Provided the strike was ended by today, the company would implement its final offer on January 1 next year.

Service and shift allowances are also at dispute.

3-million man-days lost due to political stayaways in 1989

Star 28/12/89

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Strike action on the increase

By Janet Heard

There was an overall increase in the frequency, size and ferocity of strike action this year and a total of 3 097 220 man-days were lost as a result of strikes, according to the annual Review on Labour Relations in SA conducted by Levy, Piron and Associates

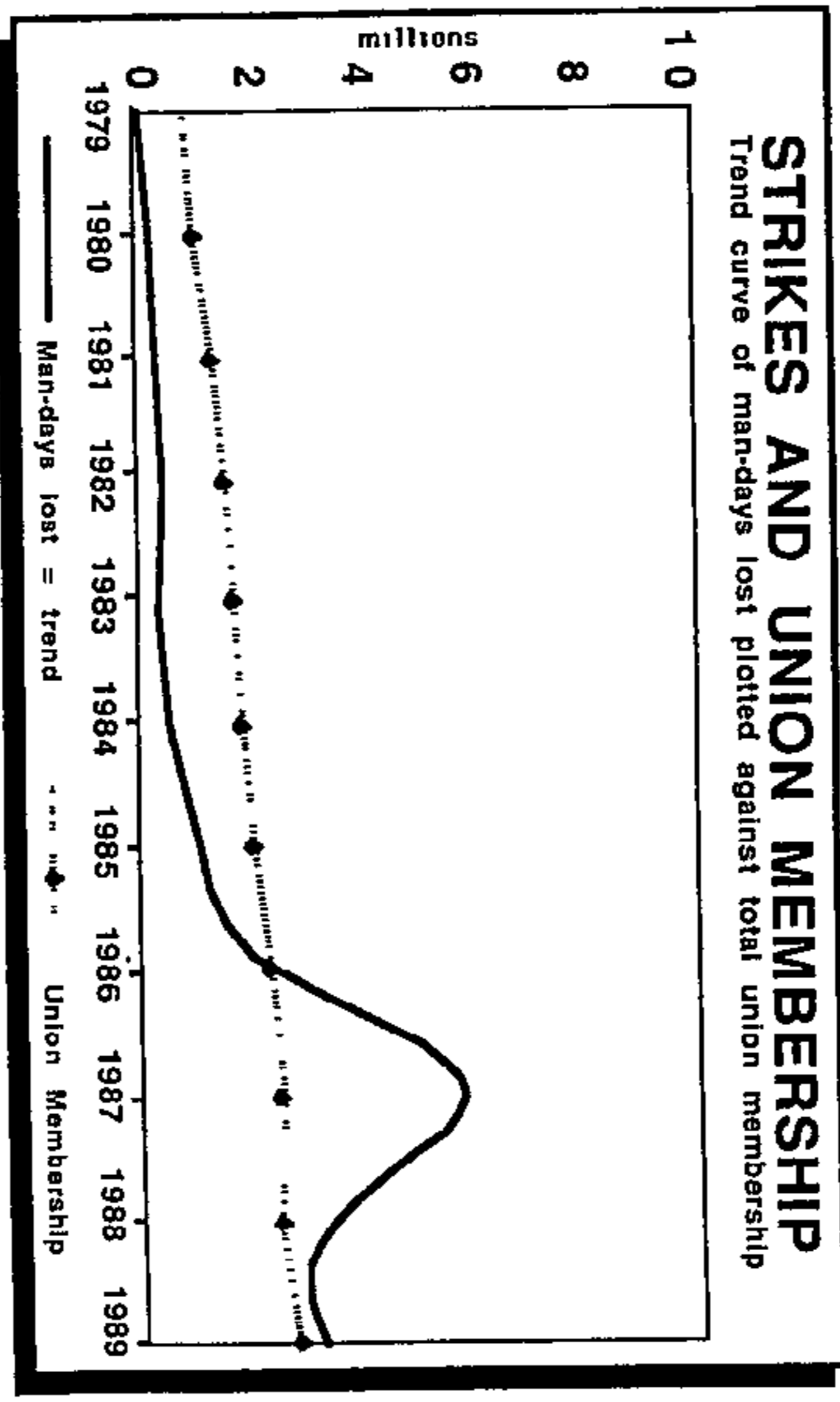
In addition, 57 830 man-days were lost because of lockouts and 3 million man-days were lost because of political stayaways, most of which related to the campaign against the Labour Relations Act which culminated in a three-day national stayaway at the time of the September elections

Large clashes

The report says that large clashes on a national scale such as those between SA Breweries and the Food and Allied Workers' Union, and the South African Transport Services and the SA Railway and Harbour Workers' Union, as well as minor disruptive forms of industrial action continued this year.

Periods of rapid union growth and the climate of political change and uncertainty were two factors which influenced the incidence of strike action this year, the report says

Union membership is estimated to be in the region of 2,5 million, with the Congress of South African Trade



Union membership and strike action have both increased steadily over the past decade, although 1987 showed a dramatic increase in man-days lost due to strike action.

Unions having close to 1 million members

The report says the rate of increase of strike action over recent years was showing little sign of slowing down.

It adds that one of the important underlying observations was the growing resolve and tenacity on the part of employers to ride out strike actions, especially where wages were concerned

For example, the confrontation be-

tween SA Breweries and Fawu showed "every sign of being carefully planned and managed by the company"

Even though the strike showed signs of crumbling after several weeks "it was clear the company had made its final offer and was not going to allow the 'face saver' which the union was desperately seeking

"As with other confrontations during the year, the strike was character-

ised by high levels of violence and serious injuries and even death was reported among temporary 'scab' labour"

The duration of strike action this year was characterised by a fairly high percentage that lasted more than 10 days — accounting for 15,2 percent of man-days lost, while 40,5 percent were lost because of one-day strikes

The tactical use of lockouts continued, although there were indications that employers were being slightly more selective in the application of this form of counter-action

Wage demands

A total of 76,9 percent of strikes were triggered by wage demands, 5 percent over recognition and re-trenchment, 3,5 percent over dismissal, 2,3 percent over grievances and discipline and 12,3 percent over other issues

The report says there was a growing sophistication and maturity on the part of unions and management this year

In conclusion, the report says that strikes were likely to continue to be a commonly identifiable feature of the South African economy. And organised labour would be one of the most important forces in any future negotiations regarding a new political order in the country

Strike talks in new year

152
Sawetaw
28/12/89

TALKS to resolve the eight week old rail strike are unlikely to resume before the new year, according to officials of the SA Railway and Harbours Workers Union.

The union and SA Transport Services have been locked in a dispute which has resulted in a total of 21 438 workers being dismissed countrywide

Sats' Mr Ian Bleasdale said yesterday that management was waiting to hear from the union on the question of talks

Mr Elliot Sogoni, national treasurer of Sarhwa, said the union was still awaiting the results of a meeting held over the weekend to thrash out a mandate for further talks with Sats.

Postal workers go back

STRIKING postal workers returned to work yesterday and regional negotiations continued in the morning between Posts and Telecommunications (P and T) management and the Posts and Telecommunications Workers Association.

But although present at various workplaces, Potwa members were not working, according to a Potwa spokesman.

“Over 1 000 technicians, electricians, clerks and general assistants are present but are waiting for the outcome

of today's negotiations,” he said

Post office workers downed tools last week complaining of intimidation and harassment on trains.

P and T management arranged alternative transport as an “interim measure” and approached Sats who said there were no major problems on the specific rail routes, a P and T spokesman said.

But on Tuesday Potwa president Mr Floyd Mashele said assurances no further intimidation or harassment would occur because police and the

SADF would man every train were of “little value.”

Most of the intimidation and harassment had been in full view of police and the SADF, he said. Potwa workers are allegedly being intimidated by non-striking Sats workers, according to reports

Meanwhile, reports that postal services have been disrupted on the North Rand have been dismissed as untrue.

“All the workers involved in the strike were on the telecommunication side, none were on

the postal side,” a P and T spokesman said.

She also denied accusations that P and T were using delaying tactics by sending in negotiators who had no mandate

“Our regional manager has been involved in negotiations all the time. He does have a mandate”

National negotiations are scheduled to begin again on January 5 at the request of Potwa.

The talks will focus on wages and the re-employment of workers dismissed during the 1987 postal strike.

SOWETAN
28/12/89

(15)

Police

Capt Tuit 13/12/89

fire on

152

strikers:

14 hurt

By CHARL DE VILLIERS

POLICE yesterday opened fire on 1 000 SATS strikers at Salt River station, wounding 14

However, unofficial sources said 54 strikers were wounded, one of them critically.

Police fired birdshot at the strikers.

The shooting followed the death of two people in one of two Johannesburg explosions — which were linked to the violence-torn strike — and another blast between Bishop Lavis and Bonteheuwel stations yesterday

Attorney Mr Essa Moosa confirmed last night that at least five wounded men were being treated under police guard in Grootte Schuur Hospital following the police action at Salt River station.

And police spokesman Colonel H B Heymans confirmed that 14 people were injured after police used rubber bullets and birdshot to disperse the group

He said a large group of blacks "wanted to board a train at Salt River without paying".

The group was armed with knives and iron pipes and were allegedly aggressive

"They ignored police warnings to disperse and stones were thrown at the police," Colonel Heymans added

He said of the 14 people injured, eight were hospitalised

Police were investigating reports of members of a private security firm employed by SATS allegedly

● Bomber's arms cache found — Page 3

To: [unclear]

From page 1

firing at the group

According to a South African Railways and Harbours Workers' Union (Sarhwi) spokesman, police opened fire "without warning" on the crowd of workers returning from a union meeting in Salt River.

Denying that there had been any "clashes", the Sarhwi spokesman said he was "adamant" that no warning had been given by police and that shots had been fired at men who were fleeing

A Grootte Schuur Hospital spokesman said yesterday that 15 men with wounds resembling those inflicted by birdshot were admitted to the hospital.

One was in a critical condition.

Six more people were injured yesterday afternoon in one of the Johannesburg blasts, which occurred at New Canada Railway station in Soweto. A handgrenade exploded after it was thrown from a moving train.

Police said four of those hurt were engine

Capt Tuit 13/12/89
drivers. Damage to the station was not extensive.

Early yesterday another blast ripped up a section of track between Bishop Lavis and Bonteheuwel stations, but there was no proof linking it to the strike.

Thousands of early-morning commuters were left stranded after 30 trains were cancelled and repair crews battled to fix the section of line destroyed by the explosion at 2 08am, SATS spokesman Mr Brian Lotter said yesterday

All train movements between Langa and Kapteinsklop and Langa and Khayelitsha were stopped until about 7.30am, as was the service between Bonteheuwel and Bellville.

● SATS continued its crackdown on strikers yesterday when another 1 073 were dismissed, ac-

Staff Reporters

Further arson attacks on rolling stock were reported today by South African Transport Services as the Sats strike continued

Widespread strike violence continues

Countrywide outbursts of violence coincided yesterday with the sacking of a further 1073 Sats workers, bringing to more than 13 000 the dismissals during the six-week strike deadlock involving Sats and the South African Railway and Harbour Workers' Union (Sarhwu)

Sats spokesman Mr Frikkie Stevenson said 10 642 workers remained on strike

DESTROYED

A motor coach had been destroyed by fire and a suburban passenger coach damaged in Wadeville, Germiston, last night, he said At New Era station on the Soweto line, another passenger coach was burnt out and a motor coach damaged

early today

Mr Stevenson said a total of 24 coaches, with a replacement value of close to R25 million, had been destroyed since the strike began

Police said that at Salt River station in Cape Town at least 14 people were injured after rubber bullets had been used to disperse a crowd

However, other reports alleged that as many as 54 workers were injured, three serious-

On the West Rand, four train drivers and two passengers were injured when a grenade was thrown from a train at New Canada station

In Natal, many striking rail-

men were injured when non-strikers led by white supervisors attacked a union meeting in Empangeni yesterday. Congress of SA Trade Union (Cosatu) members alleged

Police confirmed there had been a clash Reacting to allegations that policemen stood by during the raid, a spokesman said he could not confirm that police had been present

OVERALLS

Cosatu's Mr Vusi Sibuya said about 300 men wearing Sats overalls and armed with knobkerries and bush knives attacked SA Railway and Harbour Workers' Union members at union offices in Empangeni yes-

terday morning They were led by about 20 white men who were known railways employees, he said

At least four workers had been taken to hospital

The Salt River shootings occurred when Sarhwu members were on their way to the station after attending a meeting at the nearby Sactu Hall

Groote Schuur Hospital confirmed that 14 people had been admitted

One was in a critical condition and two were serious, a spokesman said

Six would require surgery, three would probably be discharged and by 6 pm yesterday three had not yet been assessed

A further 39 strikers were treated by private practitioners for wounds caused by birdshot and rubber bullets A doctor said none of the men had been seriously injured

A cafe owner said shooting lasted for three to five minutes

Holiday week to

Springs bus workers strike

152 (152) ~~Stow~~ Labour Reporter 12/12/89
A strike by 150 workers at Putco's depot in Springs has left the nearby townships of kwaThema and Daveyton without bus transport for a week.

The strike started last Tuesday, said the Transport and General Workers' Union (TGWU). A spokesman said workers had handed management a list of 43 grievances, most relating to company discipline. One demand was for the local depot manager to be excluded from inquiries into union members.

Mr Charl Beyleveld of Putco confirmed the strike. The TGWU spokesman also said the dismissal of 500 strikers from Interstate Bus Lines in Bloemfontein in October had sparked violent conflict in townships such as Botshabelo and Thaba Nchu.

Last week five workers were taken to hospital, one in critical condition, after vigilante attacks on 20 houses. Strike-breakers' houses had also been burnt.

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152
Workers agree to toyi-toyi at tea-time

Supreme Court Reporter
WORKERS engaged in an overtime ban at a Bellville textile firm have agreed to toyi-toyi, demonstrate, sing and dance only in "designated areas" during recognised tea and lunch breaks

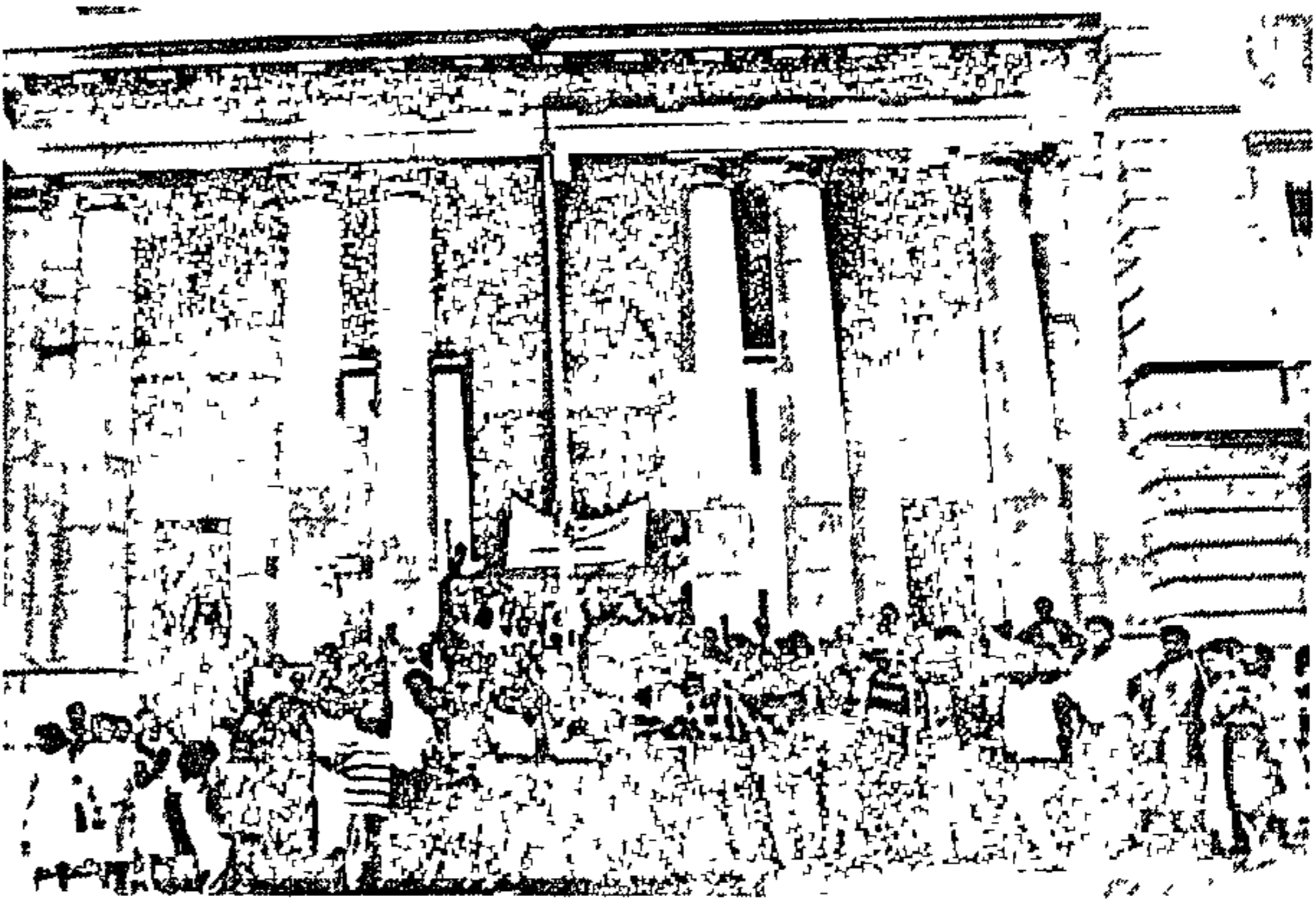
Their agreement with management came after an interim court order was granted on November 27 by Mr Acting Justice B Hoberman interdicting and restraining them from performing these acts on the factory premises except in designated areas

They were also interdicted and restrained from interfering with normal operations of the factory or intimidating other workers

The interim order was discharged in the Supreme Court this week when legal representatives of both sides held discussions

In granting the order, Mr Justice CT Howie congratulated the parties — Table Bay Spinners Ltd and the South African Clothing and Textile Workers' Union — on the settlement.

The union agreed that its members would only be allowed to participate in toyi-toyi demonstrations, singing and dancing in the designated area located between the factory and the store during recognised breaks



AGREEMENT REACHED . . . Textile workers engaged in an overtime ban are pictured outside the Supreme Court where an interim order, interdicting and restraining them from demonstrating on company property, was discharged. Picture GLENN SHERRATT

Journalist jailed for keeping sources secret

PORT ELIZABETH — Port Elizabeth journalist Miss Keri Harvey was sentenced to an effective 30 days imprisonment yesterday for refusing to disclose the names of her sources for an article she had written on illegal abortions

Miss Harvey, who was not given the option of a fine, refused to disclose her sources on the basis of "the journalistic code of conduct"

The article appeared in the Algoa Sun of August 31 this year, under the heading "Difficult to detect illegal abortions".

Miss Harvey was convicted and sentenced at an inquiry at which she was called upon to disclose her sources under the Criminal Procedure Act. She had been called upon in a sub-

poena to disclose the names of the Greenacres Hospital sister and "the well-known general practitioner" who had made allegations in the article on illegal abortions

Asked by Mr TC Goosen, for the state, if she knew that in law she had no right to refuse to disclose her sources, Miss Harvey replied she did know.

She said she could not provide the court with the names of her sources because of the journalistic code of conduct.

When the magistrate asked if she knew she could be sent to prison for up to two years, she replied "I do"

She was granted R50 bail pending the outcome of her appeal against her conviction and sentence — Sapa

ARGUS 12/12/70

Sats sacks another 2 461 railway strikers

The Argus Correspondent

JOHANNESBURG. — Another 2 641 railway strikers have been sacked — the largest single number since the strike started six weeks ago.

And in another development yesterday Sats confirmed that fresh labour unrest had erupted in Kimberley, where workers appeared to have ended their strike. About 300 workers downed tools.

Mr Martin Sebakwane, SA Railway and Harbour Workers' Union secretary, warned that the Mass Democratic Movement had noted the dismissals and would be discussing them.

He referred to a resolution of the Conference for a Democratic Future pledging support

for strikers

Mr Sebakwane also said the union was considering legal action on the dismissals "now that Sats has abandoned the path of negotiation".

According to Sats spokesman Mr Frikkie Stevenson, 11 544 strikers have now been dismissed.

A total of 13 179 workers remained on strike, although included were more than 2 000 in the Pretoria area who were "too frightened" to come to work.

Bomber blows himself up as two men die

Station blast tied to railway strike

152 Star 12/12/89

Staff Reporters

Police have linked the explosion at Johannesburg Station late last night in which two men were killed to the strike by members of the South African Railway and Harbours Workers' Union.

The fatal blast brings to at least seven the number of people who have died in strike-related violence in the six weeks of the strike.

Sats has also suffered losses of at least R20 million in coaches burnt out in strike violence. A passenger coach was destroyed by fire at Angus station on the East Rand last night. Two derailments of rolling stock have also occurred that have been blamed on strike action.

At least 11 000 strikers have been dismissed, of whom 2 641 were sacked in the Transvaal and Natal yesterday, and strikers have lost at least R16 million in pay since the strike began.

Sats and Sarhwa remain deadlocked. Sarhwa general secretary Mr Martin Sebakwane said the Mass Democratic Movement would meet today to plan new initiatives in the strike.

In the Johannesburg Station explosion, one man was badly mutilated and could not be identified. In the second explosion near the financial headquarters of Sats, damage was minimal and confined to shattered windows.

Picture on Page 2.

The first explosion, near the entrance to the station, took place at 11.25 pm.

The second happened 12 minutes later.

The second limpet mine to explode was apparently placed first and police believe one of the men who died in the blast was responsible.

The two dead men have not yet been identified. One of them, a black man, was badly mutilated. The other, believed to be

Indian, sustained severe burns.

Witwatersrand police liaison officer Captain Eugene Opperman said one of the dead men at the station was suspected of carrying the bomb, while the other man was apparently a passerby.

Police were at the station about 10 minutes after the explosion, and later cordoned off the Rissik Street bridge near the station and the building to the public.

A man who was on the scene of the explosion minutes after it occurred told The Star. "The one man was totally mangled — his head and his leg are off."

A resident who lives on the corner of Bok and King George streets said he was asleep when he heard a huge explosion.

"I went to the scene and saw the body and a man's head. It was horrible."

A young couple who live in Jeppe Street, three blocks from the station, also heard the blast. "Since we have lived here there have been about six bomb explosions, we know the sound by now."

Sats boots out more strikers

Sowetan 12/12/89

152

THE South African Transport Services yesterday fired about 2 600 railway strikers, bringing the total of dismissals since the strike started last month to 11 500.

Sats has threatened to fire all their Durban workers unless they return to work, Natal regional manager Mr Andre Fourie said yesterday.

A Sats spokesman said 2 295 of the railway strikers were staying away from work in Pretoria "because of intimidation".

By LEN MASEKO and Sapa

He said these employees had indicated that they would not return to work unless police protection has been arranged for them.

SA Railway and Harbour Workers Union official Mr Elliot Sogoni said his union was not aware of the incident.

Sogoni said Sarhwu did not recognise the dismissals because the union was still in dispute with Sats.

Fourie said at a Press conference that Sats

would not negotiate wages under any circumstances.

He said Sats was investigating the possibility of suing unions for the R20 million damage Sats had suffered nationwide since November 6.

Sats would dismiss those still on strike as fast as the administrative work could be completed. Dismissed workers would not be given their jobs back but could apply to be rehired.

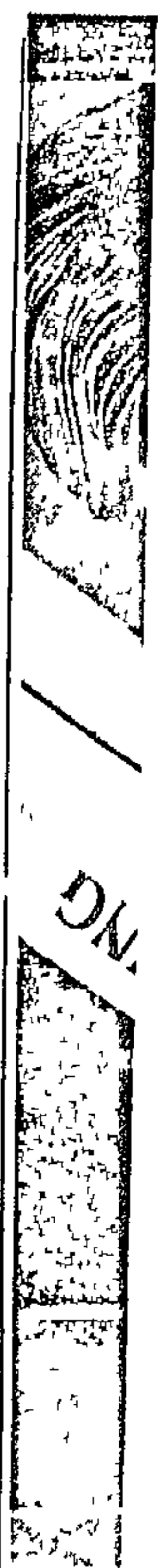
Mr Vic van Vuuren, Sats' director of labour relations, said from Johannesburg that under

no circumstances whatever Sats would discuss the wage situation as it was not negotiable.

This was because the current wage agreement has been negotiated with the recognised trade unions - which represented 150 000 members - and because the current strike had been called by the unrecognised SA Railways and Harbours Workers' Union.

The minimum wage is between R575 and R620 a month for a 45-hour week.

Sarhwu is demanding R1500



SATS ^{Capt}
^{Trip}
fires 12/12/89
another
2 600 ¹⁵² ²⁷⁰

JOHANNESBURG — South African Transport Services fired another 2 641 striking workers yesterday and reiterated its threat to fire the remaining 10 884 strikers.

SATS spokesman Mr Alan Lubbe said damage to the company's property had exceeded R20 million

The number of strikers did not include 2 295 workers from the Northern Transvaal region who downed tools on Friday demanding protection from SATS and the SAP against intimidation, he said

"These people are not part of the Railway and Harbour Workers' Union strike

"They demanded nothing else but protection and did not arrive for work today," Mr Lubbe explained

● In Cape Town police allegedly prevented striking workers without valid railway tickets from boarding trains at two Khayelitsha stations. — Sapa

**Strike
clashes
flare
in city**

Cape Times 9/12/89

RAIL strike violence flared sharply in the Peninsula yesterday as police clashed with strikers at Salt River and Cape Town stations, and at least two coaches were gutted on Cape Flats lines.

An estimated 1 600 SATS workers in the Western Cape have joined the strike over recognition of the SA Railways and Harbour Workers Union (Sarhwu) and wages. More than 300 striking dock workers were fired on Wednesday, and another 66 dismissals "would follow", SATS harbour spokesman Mr Roger Farley said.

At Salt River station police used birdshot, rubber bullets and tear gas to disperse about 200 workers getting off a train at about 11 am, eyewitnesses said. And two striking workers from SATS Bellville goods yard who were on their way to a union meeting were injured by rubber bullets, a Sarhwu spokesman said yesterday. Police liaison officer Major Reg Crewe confirmed the incident. Police also intervened when fights broke out between strikers and ticket collectors in the third-class hall at Cape Town Station early yesterday. Two railway coaches were yesterday burnt out by arsonists at Netreg station and on the Khayelitsha-Philippi line.

Another 1 885 workers were fired yesterday bringing the total number of dismissals to 8 903.

Sarwhu men granted an interdict

(152)
SIX men who allegedly abducted and assaulted five striking SA Transport Services workers - all union members - were this week restrained by the Supreme Court from assaulting, threatening, intimidating, harassing or interrogating the workers.

19/12/89 C. Press
Acting Judge I Farlam called on Lennox Mpoyiya, George Ziyange, Linda Ndzingwe, Patrick Khuphe, a Mr Malongwe and a Mr Hem to show cause on December 27 why an order should not be made.

Earlier, in an affidavit, Wilson Mthendeni said that last Monday a group of about 30 armed men, including the six, forced him out of his house into the street, where he was beaten.

Putco drivers strike



COMMUTERS of Kwa-Thema on the East Rand have been hard hit following a strike by 150 Putco bus drivers who are protesting against "poor working conditions"

The stoppage started last Tuesday

Hardest hit were those commuters who had bought weekly tickets. They had to dig deeper into their pockets for taxis.

The Transport and General Workers Union said in a statement that the workers were unhappy about the disciplinary procedures at the Springs depot and were demanding that their grievances be tackled by senior management and not by the local manager.

The statement said talks between the union and Putco will resume today.

The union said no workers had been dismissed but their salaries and wages would be affected because the company operated on a "no work, no pay" basis.

Sowetan

11/12/89

SATS man hurt in blast

CNA Times 11/12/89 Staff Reporter *(152) (270)*

A SATS worker was admitted to Woodstock Hospital yesterday morning after he was injured when an explosion rocked the SATS bus he was apparently loading at Langa railway station.

It is believed the bus was petrol-bombed. The worker, Mr Frederick Snyman, sustained burns on one arm and his back. A hospital spokesman said he was not seriously injured.

The incident is believed to be related to the strike by an estimated 1 600 SATS workers in the Western Cape, concerning the recognition of the SA Railways and Harbours Workers Union (Sarhwu) and wages.

Sats sack another 2 641 striking staff

Ston 12/12/89
Labour Reporter

South African Transport Services yesterday sacked another 2 641 railway strikers — the highest single number since the strike started six weeks ago.

In other developments:

- A goods train was derailed near Stanger in Natal on Sunday. Police suspect sabotage.
- Sats confirmed that fresh labour unrest had erupted in Kimberley, where workers had seemed to have ended their strike.

Mr Martin Sebakwane, SA Railway and Harbour Workers Union (Sarhwu) general secretary, warned that the Mass Democratic Movement had noted the dismissals.

Mr Sebakwane also said the union was considering legal action on the dismissals.

Sats spokesman Mr Frikkie Stevenson said 11 544 strikers had been dismissed.

More than 13 000 were still on strike including about 2 000 in the Pretoria area "too frightened" to go to work.

9 injured as groups battle at station

STRIKERS IN CLASH

152 (152) (152)

Sowetan 2/12/89

NINE people were injured - four of them seriously - during a clash between railway strikers and employees who are not on strike at Braamfontein station yesterday.

Police found the body of an unknown man on the scene but could not confirm whether his death was linked to the strike violence.

A spokesman for the SA Transport Services said trouble started when a group of armed men tried to abduct railway employees at the station. Several commuters and railway employees were injured during the skirmish.

Pangas

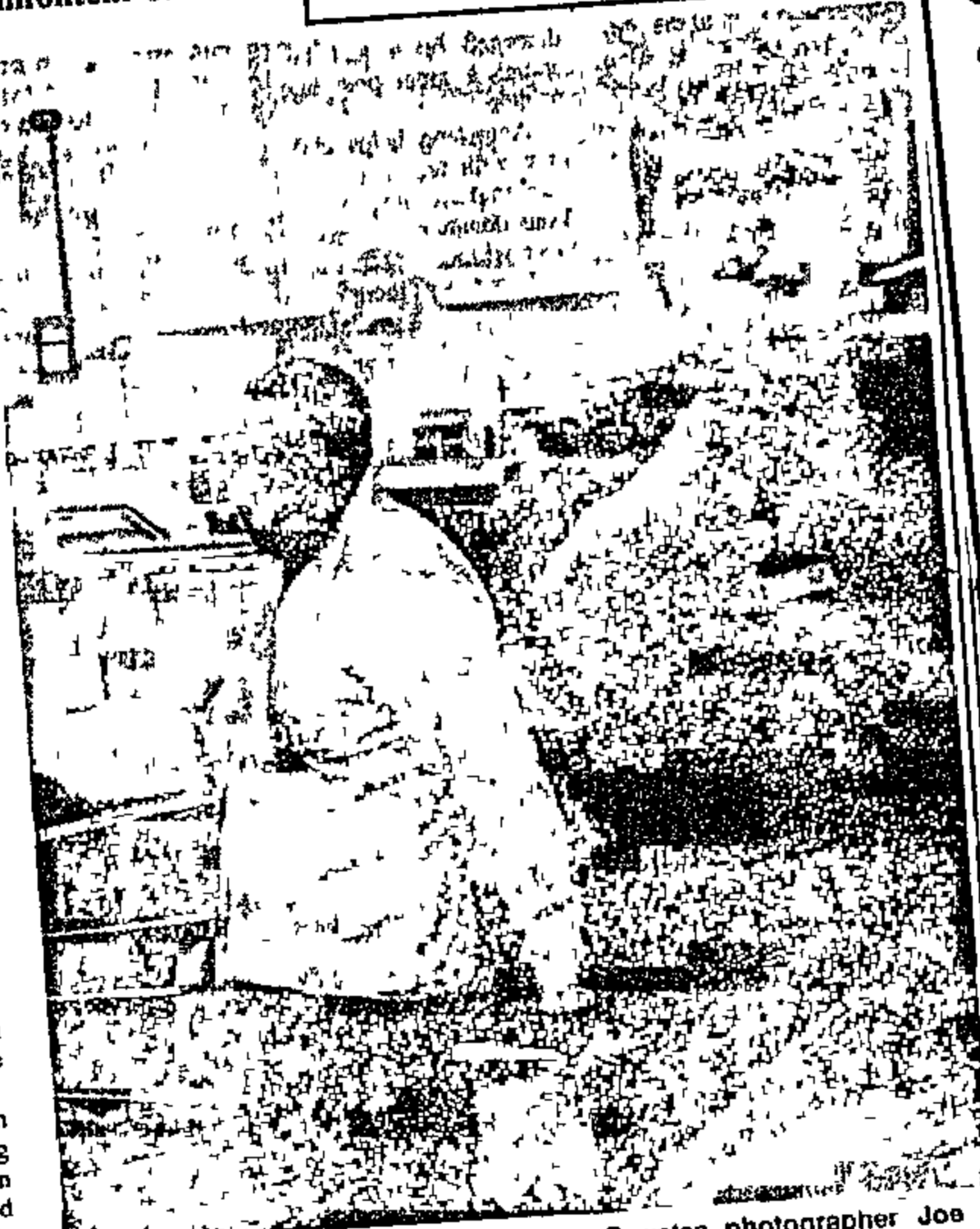
Fifteen of those injured were admitted to the Hillbrow Hospital with stab wounds. The injured were escorted to hospital under police guard. The incident occurred about 9am.

Police confiscated an assortment of weapons which included pangas, axes and knobkerries on the scene. No arrests were made.

A police spokesman said about 500 striking workers arrived by train at the station and "intimidated other people on the platform not to board the train. The clash

• To page 2

By MATSHUBE MFOLOE
and
LEN MASEKO



A Paramedic (foreground) objects to Sowetan photographer Joe Molefe taking pictures of one of the people during a clash at Braamfontein station yesterday

Strikers

• From page 1 started after the people on the platform resisted."

Most of the injured had multiple stab wounds and one was hacked with an axe.

Meanwhile, Sats spokesman Mr Allan Lubbe said a further 1 411 strikers were dismissed yesterday, bringing to 7 012 the number sacked since the strike began.

Lubbe said coaches were damaged in three separate incidents on Tuesday. He said damage to Sats property since the strike started could be more than R19 milion.

Sowetan 2/12/89

(152)

(152)

R195 - R240 p.m.
(24 Months)

Strike violence on trains, stations

Weekend Argus Reporter 9/2/81
SEVERAL incidents of vandalism and violence at rail stations and on trains have been reported as Sats workers enter the fifth week of a national strike.

Police report that a first class passenger coach was set alight at Netreg railway station near Cape Town yesterday, causing extensive damage.

The train was en route from Cape Town to Kapteinsklop. It is believed that the fire started inside the carriage as the seats were quickly engulfed in flames. No one was hurt in the fire which is suspected to be related to the strike. The fire brigade was called to douse the fire.

At Khayelitsha a crowd threw stones at a train. Police on the train dispersed the

crowd. A youth was slightly wounded by pellets.

Passengers commuting between Kapteinsklop and Langa were stranded when two other trains were delayed and a further two cancelled.

In a statement today a spokesman said Sats apologised for disrupted services "due to circumstances beyond our control."

An indication that striking and non-striking Sats employees have locked horns in several violent confrontations emerged in the Cape Town Supreme Court yesterday.

An urgent application to restrain six non-strikers from assaulting or otherwise interfering with five strikers was granted late yesterday.

The temporary interdict brought by Mr N M Arendse instructed by E Moots & Associates followed violent eruptions between Sats strikers and non-strikers.

The five applicants, all members of the South African Railway and Harbour Workers' Union (Sarwhu) are Mr Wilson Mthendeni, Mr Mfontsha Mhakhathwana, Mr Nomlakane Nogwegwe, Mr Colin Buzani and Mr William Mkwata.

The application was brought against Mr Lennox Mponyiva, Mr George Ziyage, Ms Linda Ndzingwe, Mr Patrick Khabe, Mr Malongwe and Mr Hem.

Mr Justice Ian Farlam granted the application.

■ Pictures — Page 3

SAW
5/12/84

Sarhwu to challenge evictions

By Drew Forrest

The SA Railway and Harbour Workers Union is to launch further court actions this week, challenging the eviction of fired strikers from railway hostels.

Sarhwu general-secretary Mr Martin Sebakwane said yesterday the actions would be test cases with key implications for 500 workers evicted from hostels in Johannesburg, the Reef, Bloemfontein and Pretoria.

Papers were served on SA Transport Services last week over two evictions, he said.

Sats had withdrawn one and denied the other had taken place.

Mr Sebakwane confirmed Sats had rejected a union proposal of mediation on its demands for pay talks and the reinstatement of 4 900 dismissed strikers at a meeting yesterday.

Sats spokesman Mr Alan Lubbe said the meeting had ended in deadlock and that the dismissal of strikers could resume. Dismissals were suspended last week during negotiations.

producers ^{B/Dam 5/12/89}
Interest payments comprise a

pressing farmers on marginal land to
switch to pastures.
In the two years the target of 25 000

average
between
least three

Cape textile strike still on

CAPE TOWN — About 3 500 textile workers from six western Cape manufacturers were still on strike yesterday after the intermittent strike action, which followed a dispute over the industry's medical aid fund, was resumed last Friday

A separate dispute over annual wage increases in the textile industry is expected to go into mediation today, while a third dispute called by the SA Clothing and Textile Workers' Union (Sactwu), has been relegated to the back-burner.

The prolonged dispute between Sactwu and the employers' representative, the Cape Province Textile Manufacturer's Association (CPTMA), began when the two parties failed to agree on proposed changes to the cotton and textile industry's medical aid fund.

The dispute took a new turn recently when the CPTMA cancelled an industrial council agreement with Sactwu which, it claimed, the union had breached by prejudicing one employer more than another in an overtime ban it had called

In effect, the cancellation of the agreement nullified the industrial council This

^{B/Dam 5/12/89}
LESLEY LAMBERT

meant that, in future, CPTMA members would have to conduct separate wage negotiations

Sactwu rejected the cancellation, claiming that it constituted an unfair labour practice.

The CPTMA subsequently made itself available for further discussions on the future of the medical aid fund and the industrial council

152 Agreement

A further complication in the medical aid dispute is that a number of companies which were CPTMA members when the industrial council agreement was signed have subsequently resigned

Sactwu still regards them as being bound by the agreement

A spokesman for the CPTMA said the industry's labour affairs were in a state of upheaval but said he expected more clarity and direction early in the new year.

New body for quality controllers

THE 10 000 black quality controllers employed by commerce and industry are to fall under the protective wing of a new organisation, the Institute of Black Quality Management ^{B/Dam 5/12/89}

Institute director Henry Sambane says members of this "useful sector" of SA's labour force are often denied the opportunity to advance in their careers, and for this reason the Consumer Institute for Research and Promotion (CIRP) felt the need to establish this wing

Sambane says research conducted by the institute shows that despite the fact that 60% of these potential quality engin-

THEO RAWANA

eers have more than 10 years' experience, they are denied the opportunity to expand in their chosen career.

The CIRP will, among other things

- Train and prepare future quality engineers,
- Organise courses for members and maintain a central library of books, documents and papers,
- Hold conferences and meetings for dissemination of information, and
- Organise awards for members.

Durban area hit by massive stayaway

8 Day 5/12/89
DURBAN — An almost total black worker stayaway in Kloof, Pinetown, New Germany and Hammarsdale, yesterday saw white men collecting refuse and removing sewage.

Natal Chamber of Industries' executive director John Pohl said his organisation canvassed major industries and employers yesterday and found there had been a stayaway of between 80% and 100%.

The one-day stayaway was called by

Own Correspondent

Mpumalanga residents as a sign of respect for those killed in recent unrest-violence and to bring attention to allegations of police partisanship in the violence.

Another aim was to highlight the need for businesses to do more work for peace in the township, according to a statement.

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□ To Page 2

Stayaway 13 Day 5/12/89 152 □ From Page 1

issued by the Mpumalanga and Hammarsdale communities

Trade union spokesmen said they had tried to bring the planned stayaway to the attention of as many people as possible by circulating pamphlets in the townships and informing employers and their members.

However, not all black workers were aware of the stayaway until they were prevented from going to work yesterday.

People who did attempt to go to work were stopped by groups of youths in several areas, and taxis, buses and private cars were stoned when they tried to leave townships, police said.

Police later used teargas to disperse the groups.

Transport services were suspended and

businesses and industries ground to a halt as workers failed to arrive.

Kloof Town Clerk Hercules Hattingh said not one of the 86 council workers had arrived for work.

But they had been warned of the stayaway, he said, and none of the municipal services was affected.

He said white municipal health inspectors, mechanics and administrative staff were yesterday responsible for vital municipal services.

Durban Transport Management Board GM Marshall Cuthbert said DTMB buses operating in the western areas were badly affected.

He said one of the board's two new articulated buses worth about R450 000 had been hijacked and later set alight.

Strike as five more die in Natal unrest

DURBAN. — Five deaths were reported in the Natal conflict yesterday as tens of thousands of workers staged a crippling stayaway from work in Kloof, Pinetown, New Germany and Hammarsdale.

A man was killed and at least 13 people, including eight policemen and DP MP Mr Pierre Cronje, were hurt when officers clashed with hundreds of people trying to attend a protest meeting in Edendale, near Maritzburg, on Sunday.

At Mphumulange, between Durban and Maritzburg, a 30-year-old woman was killed by a group who beat her and set her alight. And in nearby Camperdown the body of a man was found.

At Imbali, outside Maritzburg, an unidentified gunman shot and killed a 24-year-old man and injured a 16-year-old youth.

The bodies of two men were found at KwaMashu near Durban.

A statement issued by the Mphumulange and Hammarsdale

communities said the one-day stayaway was called by residents as a sign of respect for victims of the violence.

Other aims of the strike were to bring attention to recent allegations of police partisanship in the violence and to highlight the need for businesses to do more to help work for peace in the townships.

The almost total black worker stayaway in Kloof, Pinetown, New Germany and Hammarsdale yesterday saw whites collecting refuse and removing sewage.

Mr John Pohl, executive director of the Natal Chamber of Industries, said they canvassed major industries and employers and it was clear there had been a stayaway of between 80% and 100%.

Mr Pohl said the Natal Chamber of Industries was concerned with the residents' need to call for the stayaway. — Own Correspondent and Sapa

152

CAPE TOWN 5/12/89

18 injured as SATS strikers attacked

JOHANNESBURG — About 18 striking SATS workers were apparently assaulted by ticket collectors as they alighted from a train at Johannesburg station yesterday morning, according to a Cosatu spokesman.

Cosatu's Witwatersrand regional secretary Mr Ariel Mabalane said the workers were on their way to a South African Railways and Harbour Workers' Union (Sarwhu) meeting when they were attacked by about 20 ticket collectors.

"Weapons such as knives, pangas and kieries were used by the ticket collectors," Mr Mabalane alleged.

He added that though police were at the scene they did not intervene till fighting between the two groups had stopped.

Eighteen injured workers were taken to Hillbrow Hospital, according to Mr Mabalane.

"We are calling on SATS to stop this violence on our membership and negotiate with the authentic body of the workers," Mr Mabalane stated.

SATS' deputy director of public relations, Mr Alan Lubbe, said he knew nothing of the incident and added it was a "police matter". — Sapa

Strike over violence in township

By Drew Forrest,
Labour Reporter

The major Pinetown-New Germany industrial complex was crippled yesterday by a one-day stayaway called to protest against vigilante violence in the township of Mpumalanga.

The Natal Chamber of Industries executive director, Mr John Pohl, said the stayaway had been called by the Congress of South African Trade Unions.

It involved between 80 and 100 percent of the workforce.

He said the action was apparently to express sympathy for victims of long-running political violence in Mpumalanga.

Mr Cobs Pillay of the National Union of Metalworkers said the protest had been sparked by a vigilante rampage in Mpumalanga, a Mass Democratic Movement stronghold, on November 28. This had left about 10 people dead and many injured, he said.

Sapa reports that a pamphlet calling for a stayaway "to mourn the deaths of the Hammarsdale people" was distributed in Clermont, Klaarwater, Shongweni, St Wendolin's and other townships.

Buses, private cars and taxis trying to leave Clermont had been stoned by youths who sealed off all exits.

Sowetan 6/12/89

Sats strike denial

POLICE and the SA Transport Services have denied any knowledge of violence between striking and non-striking Sats workers at the Johannesburg railway station on Monday morning.

According to a Cosatu spokesman, Mr Arnel Mabalane, about 18 striking workers were assaulted by ticket collectors as they alighted from a train at the station at about 9am.

Mabalane said the workers who

SA Press Association were on their way to a South African Railways and Harbours Workers Union meeting were attacked by knife- and panga-wielding ticket collectors while police looked on.

He added that police took no action until the fighting had stopped and only then were people ordered to disperse.

A spokesman for the SAP Public Relations Division, Captain R Bloomberg, said that "nothing was reported and police have no record of the inci-

dent."

Sarhwi's Press officer, Mr Martin Sebakwane, said however that "workers were injured at the station and taken to various hospitals and clinics."

Confrontation

He added that railway stations around Johannesburg had become a "flash point" for confrontations between striking and non-striking Sats workers.

He said a trend had arisen where

workers were frequently attacked as they alighted from trains to attend union report-back meetings.

A spokeswoman at the Hillbrow Hospital said 10 Sats workers and three train passengers were treated there yesterday morning

She said two of the injured were admitted while the others were treated for light injuries and discharged.

A senior Sats spokesman said he knew nothing of Monday's incident and added that it was a "police matter."

Dispute Hit squads

SATS set to sack 16 000

CAPE Times
7/12/89

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Own Correspondent

JOHANNESBURG. — SATS is poised to fire more than 16 000 striking workers following the breakdown in talks this week between management and the union.

The five-week strike has been marked by violence.

Yesterday a SATS spokesman, Mr Alan Lubbe, said 16 motor and suburban coaches had been gutted by fire resulting in a loss of about R17,2 million.

There have been conflicting reports of escalating violence and intimidation.

SATS had suspended dismissals pending the outcome of Monday's talks which reached a deadlock after the SA Railway and Harbour Workers' Union (Sarhu) rejected SATS's proposals aimed at ending the industrial action, and management refused to accept counter proposals that the matter of wages and dismissals be mediated.

Mr Lubbe said 254 workers were fired in Natal Free State and the Western Cape yesterday bringing the total number of employees dismissed since the start of the national strike to 5 601. He added there were 16 484 workers still on strike.

Allegations and counter-allegations of violence and intimidation were made by SATS and Sarhu.

Evictions

Mr Lubbe said management was "very concerned" about the situation. "Intimidation is rife, especially on trains." He said Sarhu was using violence as a tactic to force SATS to negotiate wages.

Although prepared to continue talks, SATS would not consider wage negotiations. Mr Lubbe reiterated SATS's proposal that the question of dismissals be referred to arbitration.

Sarhu general secretary Mr Martin Sebakwand has said violence, dismissals and evictions were part of an attempt by management to break the strike. He condemned "those parties condoning violence, especially when the perpetrators are in SATS uniform on SATS property during working hours."

He recalled an incident this week where 10 striking workers had to be hospitalised for injuries after they were allegedly attacked at Johannesburg station by ticket collectors.

About 1 000 people marched to the New Canada Police station in Soweto yesterday to protest alleged intimidation of workers on trains by police and SADF members.

A police spokesman said a group of people set alight two coaches at Ellispark station yesterday. There were no reported injuries and no arrests were made.

Sapa reports police believe sabotage may have caused the derailment of a goods train on the Umias River Canal Bridge in Durban yesterday.



CANNED CAPE DOCTOR

... Mr Jacques Cronje holds up a can of "genuine fresh and healthy Cape Town air", the latest gimmick to hit Greenmarket Square. Ms Anke Oosthuizen, who turns 18 today, enjoys the sun and the "fresh" Cape air at the flea market. Picture: ALAN TAYLOR.

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1989

Man killed,

17 hurt as strike conflict intensifies

By Drew Forrest, Labour Reporter

A man believed to be a striking SA Transport Services worker was shot dead by a Sats security guard following an alleged attack on him, police said last night.

The man was part of a group who allegedly attacked the guard who fired a round of bird shot, fatally wounding one man according to the police.

Sats dismissed another 1 400 strikers and at least another 17 people were hurt in violent clashes at Braamfontein Station as conflict in the five-week rail strike intensified yesterday.

ATTACKED

The SA Railway and Harbour Workers Union (Sartwuy) said non-strikers boarded a train in Braamfontein and indiscriminately attacked commuters. The Congress of SA Trade Unions alleged that police had been present but had not intervened.

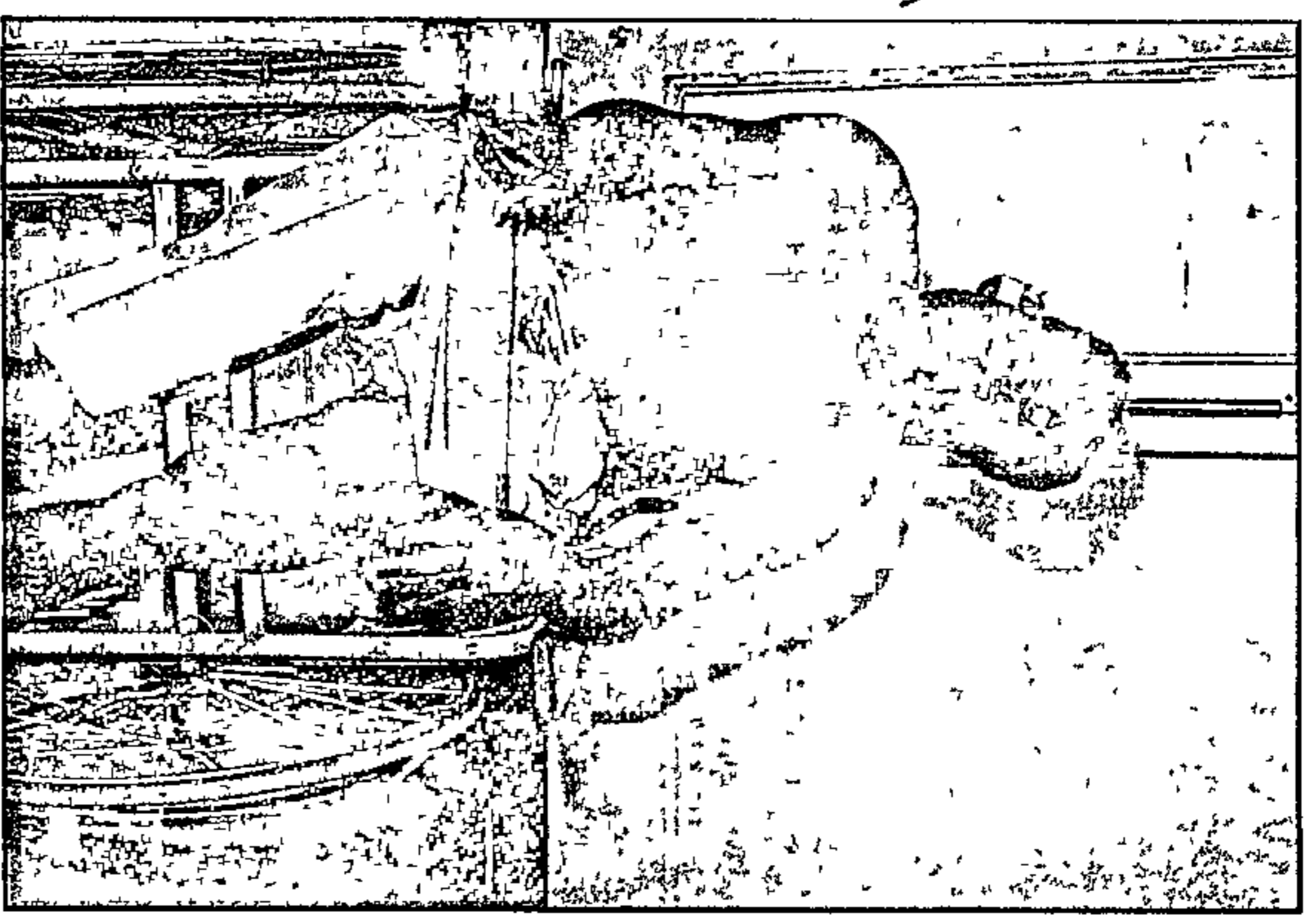
Police said they arrived after the incident had taken place in other developments.

● Sats won Supreme Court interdicts against strikers in Durban and Mantzburg, the area worst hit by labour unrest.

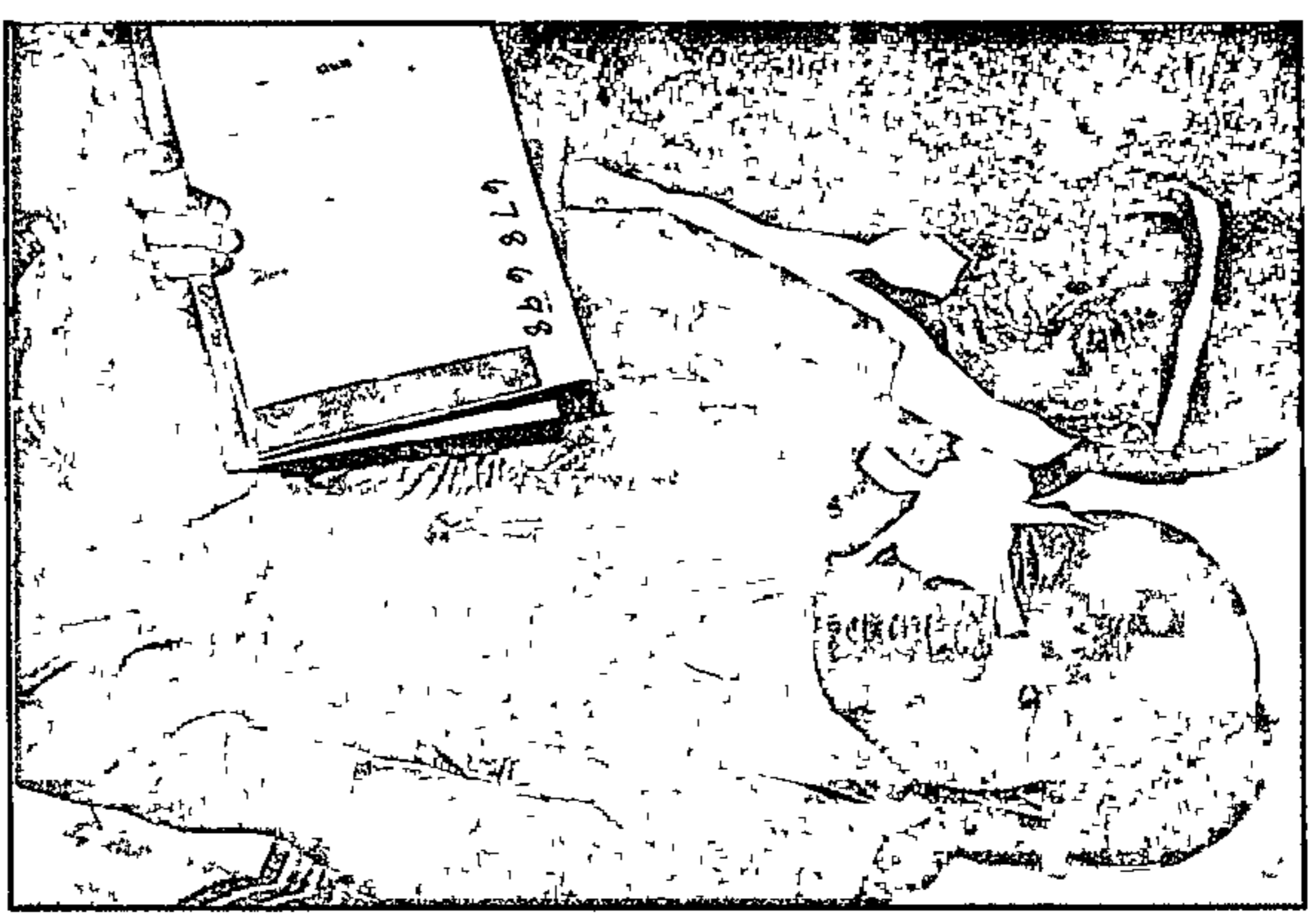
● Sats agreed to allow two evicted workers to move back into its hostel at Delmore, Germiston after the workers challenged the evictions in the Rand Supreme Court.

● Two railway coaches were destroyed and two damaged in arson attacks on Wednesday in Daveyton and kwaDangaza in Natal, Sats said.

● See Page 13



Mr George Modise (50), a Sats striker, was among the injured when train commuters were attacked at Johannesburg's Braamfontein Station yesterday.



Sats striker Mr Samuel Ndlovu nearly lost one eye when he was injured in an attack on train commuters at the Braamfontein Station

Train travellers and strikers tell of clashes

By Jovial Ramiso

Commuters and South African Transport Services (Sats) strikers who were injured in an attack on a train at Braamfontein Station in Johannesburg yesterday described their ordeal to The Star from Hillbrow Hospital.

At least 17 people were injured when a group of men dressed in brown overalls, believed to be non-strikers and strike-breakers, pounced on a Johannesburg-bound train and attacked commuters.

The injured were taken to hospital in ambulances and police vans. Mr George Modise (50), a striker, said he was attacked by colleagues not on strike.

My friends, who I used to drink tea with, attacked me with axes and iron bars I tried to talk to them but they would not listen." Mr Modise has multiple head injuries.

Mr Oupa Moniso (29), who is not an employee of Sats, received a head injury. He said that as the train moved into Braamfontein Station, scores of armed white and black men dressed in brown overalls attacked the train.

"They were armed with axes, pangas, knives and iron bars, and attacked everyone at random. There was blood everywhere."

Mr Joseph Mokomela had both his arms broken in the attack. Mr William Maboko, who was stabbed in

the head, said "They attacked us for no reason. We are innocent people who were going to work."

An employee of a car hire company, Mr Joseph Ramocha (33) said that after he was attacked he was taken to a warehouse where he was interrogated and assaulted again. He was released after his assailants had confirmed his employment with his manager.

Captain Eugene Opperman, police liaison officer for the Witwatersrand, said "Police heard about the incident, and when we arrived at the scene it was all over. A number of weapons lying around were seized."

Star 8/12/89

12 weeks
8-14/12/87

Armed vigilantes attack passengers without tickets

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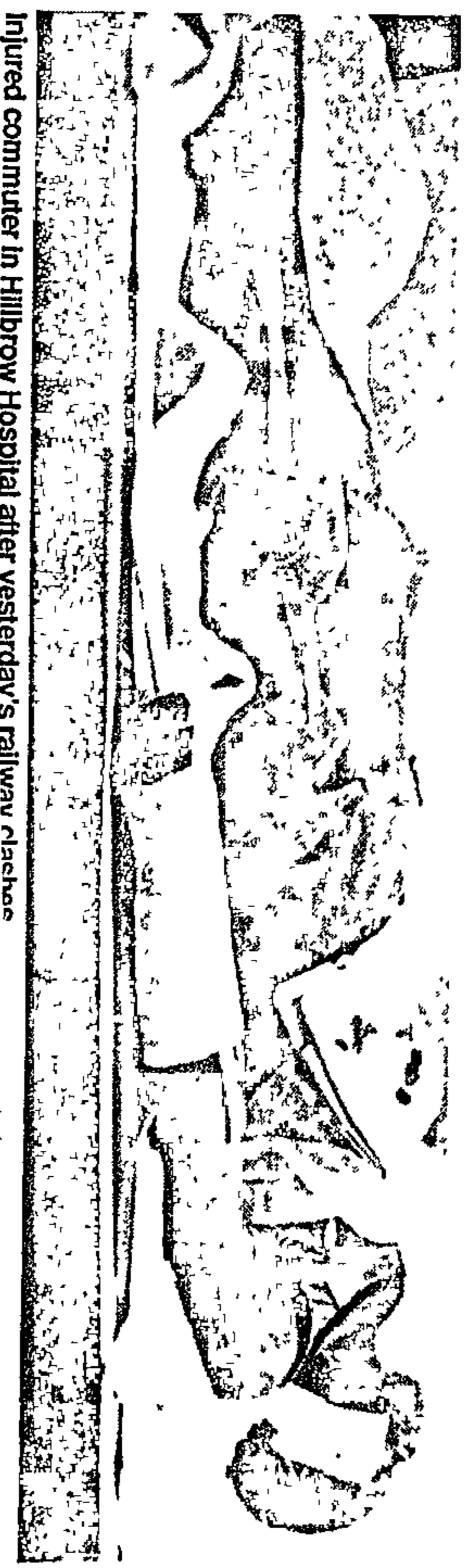
SCORES IN RAIL VIOLENCE

By EDDIE KOCH and MZINKULU MALUNGA

SCORES of train passengers were injured at a Johannesburg station yesterday as violence during the five-week strike by thousands of railwaymen reached a new peak.

Martin Sebakwane, general secretary of the South African Railway and Harbour Workers' Union (Sarhwu), said about 16 commuters and striking workers had to be admitted to hospital after "vigilante" groups attacked people in coaches as a train pulled into Braamfontein station.

The attack follows a week in which about 1 000 workers marched on a police station in Soweto to protest against alleged teargas attacks on train commuters by members of the South African Defence



Injured commuter in Hillbrow Hospital after yesterday's railway clashes

● To PAGE 2

Scores injured in new railway violence

GUY TILIM AFRAX

● From PAGE 1

Force. The South African Transport Services warned that industrial sabotage had caused a derailment in Durban on Wednesday.

A reporter, who was hacked with a pangas across the forehead at Braamfontein station, said that armed men attacked the train's passengers while ticket collectors looked on. The reporter, who asked not to be named, said the mob singled out people who did not have tickets and appeared intent on terrorising commuters into paying their fares.

"When the train pulled up to the platform, these vigilantes attacked anybody who could not show a ticket to prove they had paid for the train trip," he said. "There was a group of white ticket collectors watching the whole thing from the background."

The strike is supported by township residents who refuse to pay train fares and riding the trains for free. A doctor at the Johannesburg Hospital told reporters that injured com-

muters had reported the presence of uniformed ticket collectors during the operation.

"Vigilante types obviously operating on Sats property in working hours were responsible," said Sebakwane. "They appear to have been given time off to undertake violent acts. They rushed through the coaches and started indiscriminately hacking and stabbing. This is no longer an issue between the Sats and strikers. The public is now involved."

A Sats representative rejected the union version of events. He said the violence began after striking workers had pulled non-strikers into the carriages in a bid to stop them from working. The non-strikers retaliated.

Yesterday Sats obtained an interdict in the supreme court to bar striking workers from entering railway premises in Durban as well as the North and South Coasts. A similar applica-

tion in Pietermaritzburg was being heard yesterday afternoon.

Sats labour manager Jan Bredenkamp said yesterday that industrial sabotage during the dispute had reached new highs and that 11 rail trucks were derailed in Durban after the lines had been uncoupled.

On Wednesday a coach on a Reef train was torched and the driver had to make an emergency stop near the Doornfontein station.

Sats deputy director of public relations Alan Lubbe said yesterday that the parastatal was prepared to "go all the way" and fire 16 000 striking workers. So far more than 7 000 strikers have been dismissed and Sats estimates that the workers have collectively lost R12-million in wages.

But Sarhwu yesterday protected its members from being evicted from Sats hostels when management agreed in an out-of-court settlement to allow two workers back in to the Delmore hostel near Germiston.

The pair had filed an application in the Rand Supreme Court asking for their eviction to be declared illegal. The union's attorney, Joe Nxusani, said the settlement meant Sats could no longer evict workers without first obtaining a court order.

According to Sarhwu more than 1 000 workers have been evicted from railway hostels across the country. The strikers said they had been given only 24 hours notice to leave the premises and that police had been called in to "chase us out".

One of the applicants, Elias Mudznanani, said he had to sleep in the veld for four nights after being thrown out of Delmore hostel.

Talks between Sats and Sarhwu early in the week failed to resolve the strike. The management of Sats is refusing to negotiate with the union on its wage demands saying the labour organisation must first register with the government and obtain formal recognition from Sats.

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BEER STRIKE

(152) ~~(152)~~ ~~(152)~~ ~~(152)~~
8/12/89

Back in line

Employers will have noted the Mass Democratic Movement (MDM)'s role in ending the strike at SA Breweries, along with the sometimes violent township beer boycott

The union's emphatic denials that it settled because of MDM pressure do not hold up. According to an MDM spokesman, the broader thrust of the movement — specifically, its major political Conference for a Democratic Future, set down for this weekend — had to take precedence over the strike-cum-boycott

It seems that the MDM's drive for unity was not to be jeopardised by the indulgent behaviour of a few thousand members of a labour aristocracy, in what was a straight wage battle with no "political" profile. After all, the *minimum* wage at SAB is R1 063 a month, which does not seem at all bad when compared, say, to the starting salary (R1 387) for a male teacher with four years of training

However, the 5 500 strikers of the Food & Allied Workers' Union maintained throughout that their demand (for a 32% increase on the minimum R4,50 an hour) had to be seen against SAB's beer monopoly, its healthy profits and "the needs of workers."

In the end, the struggle simply petered out. The last days of the nine-week stoppage saw union shop stewards being assisted, first by the union's national executive and, in the end, by MDM leaders, in looking for a way out of a strike which had effectively collapsed

Cosatu, in the shape of vice-president Chris Dlamini, who is also Fawu's president, withdrew its support for the strike. It said that the chaos caused by the boycott could not be allowed to continue disrupting the townships. This sounded like a reference to the damage being caused by thuggish boycott enforcers, who, incidentally, got as good as they gave from township liquor traders. The strike claimed eight lives

Following Dlamini's announcement that the MDM was to intervene, the parties quickly settled when the union accepted the company's 16% increase offer
Fawu assistant general secretary Mike

frail

Frail 8/12/89

(152)

Madlala, who might have been thinking he was merely prosecuting Cosatu's living wage campaign, is philosophical about the turn of events "Sometimes there has to be contradictory pulling back movements to enable you to make the train go forward. It's a necessary contradiction"

He says the settlement is fair — "neither party won or lost" But he is slightly less generous towards the MDM, which, he says, adopted a "very passive stance," only getting active to persuade the parties to settle

An SAB source says "What did they get in the end? Nothing but a few fish-and-chip items" On the other hand, no union members were dismissed during the strike

Among the union's concessions a remarkable undertaking to waive its legal right to enforce overtime bans, as well as the accompanying right to institute dispute procedures. This is a major defeat for Fawu. The Appeal Court recently ruled that overtime work is entirely voluntary

SAB will place 50 strikers under investigation for disciplinary breaches relating mainly to violence — for instance, the stabbing of a non-striker by a shop steward in Kimberley. It was also agreed to establish a forum to discuss ways of improving industrial relations

SAB public affairs manager Adrian Botha says the strike was disruptive, yet SAB "surprised itself" by its ability to cope. It relied mainly on casual labour

"If there is a lesson to be learnt," says Botha, "it is that when the company says 'this is the final offer' they mean it. They aren't playing games. We made a reasonable offer"

In realigning itself towards the black market (comprising 80% of its beer sales), SAB has been liberalised. It has managed to withstand almost everything a militant black union had to throw at it, without calling in the police. It has also emerged with a measure of township approval ■

Beer strikers licked

S/ Times 10/12/89

RELIEF on many sides greeted this week's settlement of the strike at SA Breweries

Beer drinkers are assured of their pints over Christmas and SAB management is slowly letting out its breath, but members of the Food and Allied Workers Union (Fawu) are quietly licking their wounds

At the end of one of the most violent strikes for some time, the concessions they gained were not large, and their losses were heavy

The 6 000 workers who walked out on strike on October 11, hoping to secure wage increases of up to 32%, lost between R15-million and R20-million

in wages and benefits in 8½ weeks

The strike, which included a shaky nationwide beer boycott by blacks, did not budge SAB from its initial wage offer of 16%

WORST

Fawu assistant general secretary Mike Madlala describes the settlement as fair. Financial gains for union members amounted to an increase of a cent an hour in long-service allowances for some

The agreement included an across-the-board pay increase of 16%, backdated to November 17 and provided for the establishment of a joint indus-

trial relations initiative to help prevent a repeat of the violence which erupted during the strike

SAB spokesman Adrian Botha says the cost of the strike to the company was minimal because of contingency plans laid by management to shield it from the worst of the walk-out

"Sales were considerably up on last year during the strike, so it is impossible to estimate what we might have lost

"Part of the settlement included that workers would return between December 6 and 11. We expect the company to be in full production by tomorrow"

ADRIAN BOTHA cost to SAB minimal

3

Beer strike ends — but who really won?

The nine-week strike at South African Breweries was an impressive display of collective worker muscle — but there can be no real doubt about which side came off best.

Food and Allied Workers Union (Fawu) president Mr Chris Dlamini said yesterday that both parties had gained by the settlement agreement signed last week.

An inspection of the agreement suggests otherwise. The union accepted the 16 percent final offer tabled before the strike — it originally demanded 37 percent — and lost its demand for backdating the award.

SAB estimates that workers lost about R20 million back-pay and wages during the strike.

COVETOUS EYES

Fawu also made a key concession on overtime work, the subject of a prolonged court battle. It undertook to follow agreed procedures before launching an overtime ban, thus limiting a right to refuse non-contractual overtime upheld by the Appellate Division earlier this year.

The settlement of the protracted strike at South African Breweries looks like a defeat for the union. But it may herald a new era in a strife-torn relationship.

DREW FORREST reports.

Star 5/12/89

The only substantive union gain appears to be a 1c-an-hour increase in the long-service allowance for workers with less than five years' service — about 25 percent of the workforce.

SAB also refused a demand for the immediate signing of a provident fund agreement. This will only be concluded when satisfactory progress has been made in a relationship-building programme involving third-party facilitators.

SAB has always argued that its wage offer — bringing the basic minimum to R5,45 an hour — was fair and the strike contrived. But workers can be forgiven for casting covetous eyes at pre-tax profits of R250 million for the last half-year, and a 25 percent increase in dividends.

In fairness to Fawu, it was pitted against a powerful, determined and sophisticated adversary.

Beer distribution did suffer, but carefully-laid contingency plans — involving stockpiling and the use of temporary labour — meant that production remained largely unaffected.

There can no doubt that worker frustration at continued SAB output lay behind much of the violence which marred the strike.

PRODUCT BOYCOTT

The cards were also stacked against workers in their second-line strategy of a product boycott. SAB's virtual monopoly in the beer market, and the fact that many black people depend on beer sales for a living, were potent obstacles.

Fawu evidently believed that black solidarity would make the boycott stick. But except in some areas — SAB says sales were only hit in East London — shebeeners and township

liquor dealers paid no more than lip-service to the ban.

The boycott sparked township violence, alienating potential strike support. Mass Democratic Movement concern over the divisive effect of the action appears to be one reason why Fawu settled.

It would be wrong, however, to see the strike as a complete failure. Industrial relations consultant Mr Theo Heffer believes the union has not necessarily lost face or power.

"Unions use a far more democratic decision-making process than management's top-down style, and one should not ignore the effect of pent-up feelings and group frustrations on their decisions."

The most gratifying aspect of the settlement, Mr Heffer said, was the joint commitment to the relationship-building programme. This will investigate ways of reaching common goals on issues such as the Labour Relations Act, the current recognition agreement and employee welfare.

The hope is that the initiative will usher in a new labour relations era.

Sats fires more strikers

ST-31 (148) By ANDREW GILLINGHAM

SATS strike violence has diminished over the Christmas period but more strikers have been dismissed.

Sats spokesman Ian Bleasdale said that altogether 22 380 strikers had been paid off and R20,5-million in wages had been lost.

Damage from violence during the strike is estimated at R39-million. But Mr Bleasdale said Sats was hopeful that the strike would be resolved early in the new year.

Maureen Tladi ran to her neighbours for help, but when she returned her husband was dead, with four bullet wounds in his chest.



He was killed for working to pay off his house bond

By **CONNIE MOLUSI**

A MAN who put the needs of his family first paid with his life when he decided not to join the seven-week-old black railway workers' strike

Sais worker Joseph Tladi was shot dead by unknown gunmen on December 5, apparently because he continued working after the strike began on November 10.

After staying in a backyard room and in a dingy Hillbrow flat, Joseph and his family had just moved into their dream house in the smart Marimba Gar-

dens area near Vosloorus on the East Rand. For Joseph it was a dilemma whether to join the strike or not. He had to find R800 a month to meet his bond repayments

He had worked for Sais for 17 years, was dedicated to his job and the welfare of his family and paid with his life when three assailants stormed into his house on that

fateful night. His grieving widow, Maureen, vividly recalled the attack.

"It was raining that afternoon and he had just come back from work. A man knocked on the kitchen door and before he was told to come in, he was already inside the house carrying a plastic bag."

When she asked him what he wanted, the man

retorted arrogantly that he was selling, but had no time to show what his business was.

As Joseph emerged from the bedroom, half dressed with his shirt still in his hands, the man said "Ja, jy werk maar ons werk nie" ("Yes, you work but we are not working"). The man grabbed Joseph and the two began fighting.

Maureen told City Press she dashed out of the house to alert her neighbours, but on her way back she heard gunshots and saw three men running away. Joseph lay on the ground dead with four bullet wounds in his chest.

He had died for his dream of owning a house - and his two children, aged 14 and 11, were fatherless. Sapa reports that the strike will enter 1990 with 22 380 striking workers fired, following the dismissal of another 109 strikers on Friday.

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C. Press
21/12/89

The fire brigade was notified at 12 24 pm by a Mr W G Jooste who works at the neighbouring Joubert Park post office when he saw smoke coming from the roof of the building

The first pump arrived from Berea fire station three minutes later.

A total of five pumps, two hydraulic platforms and two emergency vehicles from four fire stations were used and the blaze was extinguished within half an hour

The fire was contained in the top storey of the building and lower stories suffered only slight water damage.

Acting director for the Johannesburg Fire and Emergency Services Mr A F Cloete said officials did not know what caused the blaze but the fire prevention branch was investigating

"It was a big fire. If it had been at night we might have had problems," he said

"By the time the fire brigade arrived everyone had evacuated the building"

No major structural damage was immediately reported. Sats

22 000²⁷
Sweets
fired by
Sats

SA Transport Services yesterday dismissed another 669 striking SA Railway and Harbours Workers Union members bringing to 22 112 the total number of dismissals since the start of the wage and recognition-related dispute, Sats public relations head Leon Els said

Members of Sarhwa's national executive committee met at the weekend and a set of proposals for further talks aimed at ending the almost eight-week-old strike is to be formulated and presented to Sats management later this week, Sarhwa's publicity secretary Martin Sebakwane, said yesterday

According to Sats there are still 3984 workers still on strike who have not been dismissed

The situation nationwide was "particularly quiet" at the weekend and the only incident reported was the burning of a railway carriage at Capetown on Saturday

Star 28/12/89 (152)

More dismissed as Sats strike goes on

Staff Reporter

Talks to resolve the eight-week rail strike are unlikely to resume before the new year, according to officials of the South African Railways and Harbour Workers' Union (Sarhwu).

It and South African Transport Services have been locked in a dispute which has led to the dismissal of more than 20 000 workers.

Mr Ian Bleasdale of Sats said yesterday that its management was waiting to hear from the union on the question of talks.

Sarhwu national treasurer Mr Eliot Sogoni said the union was still awaiting the results of a meeting at the weekend to thrash out a mandate for further talks. "It is unlikely that any further development will take place before the new year."

Sapa reports that Sats dismissed another 669 Sarhwu strikers yesterday, bringing to 22 112 the number of dismissals since the start of the wage and recognition dispute, according to Sats public relations chief Mr Leon Els.

Members of Sarhwu's national executive committee have set proposals for further talks, but they have to be formulated to be presented to Sats management, Sarhwu publicity secretary Mr Martin Sebakwana told Sapa yesterday.

According to Sats, there are still 3 984 workers on strike who have not been dismissed.

The situation nationwide was "particularly quiet" at the weekend.

The only incident reported was the burning of a railway carriage at Cape Town on Saturday. There was minor damage, Mr Els said.

No date for the next round of discussions between Sats and the union has been set, said Mr Els, but Sarhwu said talks would continue in the near future.

The loss in salaries, not counting overtime and allowances, is estimated by Sats to be in excess of R20 million, but the loss to Sats through strike-related damage has been estimated at R37 million.

Post Office agrees to give workers transport

By Joe Openshaw

The Post Office yesterday agreed to transport workers — who fear harassment on trains due to the Sats strike — to and from their homes in Randfontein, Soweto, Evaton and Kagiso.

Agreement was reached at a meeting yesterday between the senior regional manager of the Post Office in Johannesburg, Mr Trevor Olsmdahl, and the Post Office and Telecommunications Workers' Association (Potwa).

On Tuesday and Thursday last week 4 000 postal workers downed tools and demanded that the Post Office arrange transport for them because they feared harassment on trains from "vigilantes" — non-striking members of the South African Railways and Harbours Workers' Union (Sarhwu) — who intimidate strikers and postal workers on trains.

"The vigilantes assault striking Sats workers and others indiscriminately. Potwa members who work on the North Rand and have to come in by train refuse to travel by rail to work," said Mr Siswe Mshuki, media representative of Potwa.

NEGOTIATIONS

The post offices affected when the postal workers downed tools during negotiations on Tuesday and Thursday last week stretched from Yeoville to Lanseria and included Sandown, Bryanston, Fourways and Halfway House.

The Post Office management also agreed yesterday to pay overtime wages to drivers of the buses transporting postal workers to their homes, and to report back to Potwa by January 3 on long-term arrangements to provide transport for workers.

/ Potwa wants management to agree to transport workers to and from their homes for the duration of the Sats strike.

22 380 strikers fired by end of year

JOHANNESBURG — The SATS strike will enter 1990 with 22 380 striking workers having been fired, following the dismissal of another 109 strikers on Friday. The remaining 3 466 workers on strike are also set to lose their jobs unless the dispute is resolved early next year. SATS public relations chief Mr

Leon Els said the situation regarding dismissals would remain "static" until Tuesday, when dismissals are expected to resume. Mr Els said SATS would continue with its programme of firing strikers in 1990 unless the SA Railway and Harbour Workers' Union (Sarhwu) contacted SATS with a set of "acceptable propos-

als Sarhwu is expected to contact SATS next week to discuss ways of ending the eight-week-old dispute, which has been characterised by a high degree of violence. Mr Els said no incidents of violence had been reported to him yesterday. — Sapa

CAPL Times 30/12/89 (152)

Court interdict against ¹⁵² 'toyi-toyi' dancing at work ^{28/11/89}

CAPE TOWN — Bellville workers engaged in an overtime ban were yesterday interdicted and restrained in the Supreme Court from "toyi-toyi" dancing, demonstrating, or singing on the factory premises, except in certain areas.

The interim order was granted yesterday afternoon by Mr Acting-Judge Hoberman in an application by Table Bay Spinners Limited against SA Clothing and the Textile Workers' Union, five of its shop stewards and 451 workers.

The workers were further interdicted and restrained from in any way unlawfully interfering with or obstructing the normal operation of the factory

They were also interdicted and restrained from intimidating, assaulting, harassing or unlawfully interfering with any employee.

In an affidavit, Table Bay Spinners personnel manager Edward George Arnott said two 12-hour shifts operated and employees did

Own Correspondent

two hours compulsory overtime per day. Overtime by these two shifts had been compulsory for the past 30 years.

Since November '13 the employees on the two 12-hour shifts had embarked on an overtime ban in support of the union's demands regarding the change of rules of the Industrial Council Sick Fund, Arnott said.

The overtime ban had been accompanied by singing and toyi-toying, and in March this year the company concluded a verbal agreement with the shop stewards that the workers could toyi-toyi in a designated area.

In spite of the agreement the workers had demonstrated and toyi-toyed inside the factory and caused disruption of the production process. Defamatory remarks had also been made about the MD on placards, Arnott said.

Return to work or leave docks, strikers told

ARC 43 28/1/89
By JOHN YELD

Staff Reporter

MORE than 300 striking South African Transport Services workers at Cape Town docks have been told to return to work or to leave the harbour area because of "intimidation".

In another development in the countrywide strike by about 18 000 Sats workers, 13 ticket examiners at Langa station have refused to work.

Sats harbour spokesman Mr Roger Farley said today that 321 workers in the docks had been given an ultimatum after being paid yesterday for the previous month's work.

DISPERSED

"If they don't continue to work or return to work, they must remove themselves from the harbour because of intimidation and so on"

He said the workers had dispersed after being paid and the harbour management was still assessing the situation.

South African Railways and Harbour Workers' Union (Sarhwu) representative Mr Suleiman Isaacs said today that 500 Sats workers were still on strike at the Salt River workshops, in addition to those in the docks.

He also said that 13 ticket examiners at Langa had refused to work since Saturday and that Sarhwu was negotiating with them.

Sats passenger services spokesman Mr Brian Lotter confirmed that black commuters had been "asked, commanded, use what terminology you will" not to pay their train fares in support of the striking workers.

Court restrains workers from factory toyi-toyis

Capt. Tombs 28/11/69
Supreme Court Reporter

BELLEVILLE workers engaged in an overtime ban were yesterday interdicted and restrained in the Supreme Court from toyi-toying, demonstrating, singing or dancing on the factory premises except in designated areas.

The interim order was granted late yesterday afternoon by Mr Acting Justice B Hoberman in an application by Table Bay Spinners Ltd against the SA Clothing and Textile Workers' Union, five of its shop stewards and 451 workers.

The workers were further interdicted and restrained from interfering with the normal operation of the factory or intimidating other workers.

In an affidavit, Mr Edward George Arnott, personnel manager of Table Bay Spinners, said employees did two hours compulsory overtime per day.

Since November 13 the employees on the two shifts had embarked on an overtime ban in support of the union's demands regarding the change of the rules of the Industrial Council Sick Fund, he said.

Day of solidarity

TODAY has been declared a day of solidarity with striking workers from South African Breweries, SA Transport Services, Haggie Rand and SA Cynamid by the Southern Transvaal affiliates of the United Democratic Front.

"We join in declaring November 29 as a day of solidarity with the striking workers," a statement from the UDF said on Tuesday.

"We give our unqualified support to their demonstrations outside the factories and mines and call on the masses of our country and the international community to make donations to the strike committees," the UDF said. - Sapa.

Sowetan 29/11/89

'Real progress' in new SAB and Fawu talks

REPRESENTATIVES of SAB and the Food and Allied Workers' Union (Fawu) met last night for the third in a series of so far unpublicised meetings aimed at finding ways of ending the seven-week-old strike. (152)

Fawu president Chris Dlamini disclosed plans for last night's meeting. SAB personnel director Rob Childs confirmed the company was "working with lawyers to make contact with union representatives" (152)

He believed some real progress

ALAN FINE

had been made. Neither he nor Dlamini would divulge details.

Disclosure of these contacts followed optimistic statements by union officials earlier this week that a possible resolution of the bitter and violent dispute was closer than it had been until now. (152) 29/11/89

The national SAB shop stewards council is to meet in Johannesburg today to review the strike and the union's position. (152)

9-week beer strike over

By JACQUELYN SWARTZ
Weekend Argus Reporter

THE NINE-week South African Breweries strike, which caused a huge boycott of beer sales, has ended.

The dispute between SAB and the Food and Allied Workers Union was resolved in Johannesburg last night where a settlement was reached.

The nationwide strike, which began because of a pay dispute, was marked with outbreaks of violence with many deaths and arrests being made.

The first outbreak occurred on the sixth day of the strike

on Newlands station near the Ohlsson's Cape Brewery, where a casual labourer who had been working at the brewery for a week was stoned and knocked unconscious. This was the start of several incidents of violence at the brewery, resulting in an interdict being sought in the Supreme Court by SAB.

The interdict order was granted, banning all striking workers from intimidating, assaulting, harassing or interfering with temporary or casual workers.

In another incident, the child of a Maritzburg worker was in-

jured when his house was fire-bombed because of his continued work at the breweries.

Violence was also reported in Durban with several deaths and injuries being reported.

One casual worker was stabbed and beaten to death on his way to work.

Delivery vehicles were also gutted by fire outside the Amanzimtoti depot.

Crowds of strikers also went on the rampage in Durban, causing damage to vehicles estimated at R70 000.

Outbreaks of violence were also reported in Johannesburg.

AR&W 2/12/87

152

Strikers restrained from 'intimidation'

CPA. Insts 27/11/89
Supreme Court Reporter

STRIKING South African Transport Services (SATS) workers were yesterday afternoon interdicted and restrained in the Supreme Court from intimidating any employee or preventing any employee from continuing normal duties.

Mr Acting-Justice B Hoberman ordered the 348 workers to show cause on December 8 why they should not be interdicted and restrained from entering or remaining in Table Bay harbour for any purpose other than working, and why the workers opposing the application should not be ordered to pay the costs of the application jointly and severally.

In an affidavit, Mr Richard Cornelius Miller, manager of the Manpower Department, said the workers had been involved in a work stoppage in Table Bay harbour since November 13.

Yesterday morning about 80 strikers gathered at J-Berth, Duncan dock, and remained there all day.

Police at
factory 'to
enforce
court order'

CHT 7/15 29/11/87

Staff Reporter

POLICE were outside the Jungle Oats factory in Maitland yesterday to "enforce a Supreme Court order" issued against striking Food and Allied Workers' Union members, according to Jungle Oats management

A union spokesman said workers, interdicted from "interfering" with casual workers, were prevented from picketing

In addition, a police truck had brought casuals into the factory, the spokesman said.

Mr J Paddick, deputy-managing director of Jungle Oats, said about eight policemen were outside the premises to enforce a Supreme Court Order served on Monday.

ORDERLY MANNER

"The police requested the workers to move away from the gate, which they did in an orderly manner, after which the police withdrew," he said.

The company had made no arrangements with the police or any other party for transport of casuals

"It is possible that casual workers sought and were given protection by the police in order to apply for work," said Mr Paddick

Eight hurt as police stop docks meeting

Staff Reporter
EIGHT harbour workers were injured and two arrested when police used rubber bullets to disperse striking workers who had been told by Sats they were not allowed to meet in the harbour area.

And, in a further development on the Sats strike, about 500 workers at the Salt River mechanical engineering yard downed tools yesterday when they heard that 12 of their colleagues had been dismissed.

Regional organiser of the South African Harbor and Railway Workers' Union, Mr Suleiman Isaacs, said the eight workers did not go to hospital, but were treated by a private doctor.

RETURN TO WORK

According to Mr Isaacs workers met at K-berth in the harbour yesterday as usual, but police arrived and told them they either would have to return to work or disperse

While the workers' committee was talking, police started firing rubber bullets, he said

Later, workers were stopped at Salt River station while on their way to Community House in Salt River for a meeting

Mr Isaacs intervened and workers were allowed to go ahead on condition they walked quietly and did not sing

The workers from the Salt River mechanical yard joined docks workers for the meeting.

● Captain R Bloomberg of the South African Police said the men at the harbour had "gathered illegally" and were warned to disperse within five minutes.

Police use birdshot on Jo'burg protesters

A POLICEMAN was stabbed three times and at least 15 people injured when police and protesters clashed in central Johannesburg yesterday. *BIDay 30/11/89*

Police have not yet released the name of the injured policeman but said his condition was not serious.

Several hundred workers, marching in solidarity with striking Sats (Sarwhu) and SA Breweries (Fawu) workers, were involved in a clash with police that led to hundreds of people fleeing through central Johannesburg while police fired teargas and birdshot.

CHARLENE SMITH

Police and worker versions of the incident differed. Police said they teargassed workers after they refused to disperse. Workers said police had begun teargassing and beating them with batons as singing workers gathered for the march in Wanderers' Street. *(152)*

Doctors who treated some of those injured said most injuries were minor, but three of those treated had extensive birdshot wounds. *(152)*

To Page 2

Protest clash

BIDay 30/11/89
The march was planned to protest at violence surrounding the strikes and as a gesture of solidarity with striking Sarwhu and Fawu workers. The Sarwhu strike is in its fourth week, while the SAB strike has dragged into its eighth week.

There have been numerous allegations from all sides of violence and intimidation, and at least 10 workers have died in strike-related incidents.

Sapa reports that police said an "unknown explosive device" was detonated next to the SA Breweries head office in Johannesburg early yesterday.

From Page 1

(152)
The blast, at the intersection of Jan Smuts Avenue and Ameshof Street, did only slight damage. No casualties were reported.

Fawu president Chris Dlamini said: "It is regrettable that an explosion, from whatever source, had to take place at the SAB head office at a time when the wage dispute negotiations between Fawu and SAB have made significant progress."

"These talks which have been in progress with Fawu, SAB and their respective lawyers since Thursday last week have reached a critical point."

Beer strike: Taverners 'hold thumbs'

AN end to the marathon seven week beer strike might be on the cards

This week the Food and Allied Workers' Union (Fawu) met with management from the South African Breweries for two days of secret talks aimed at reaching a settlement in the strike which has meant a beer drought in many townships

Sources said the meeting was arranged through lawyers representing the two parties but both sides denied the talks were taking place

The details of the negotiations were presented to the SAB shop stewards' council on Wednesday and the union was due to meet with SAB again later this week.

With the festive season approaching, there is considerable pressure on both sides to resolve the strike by about 6 000 workers

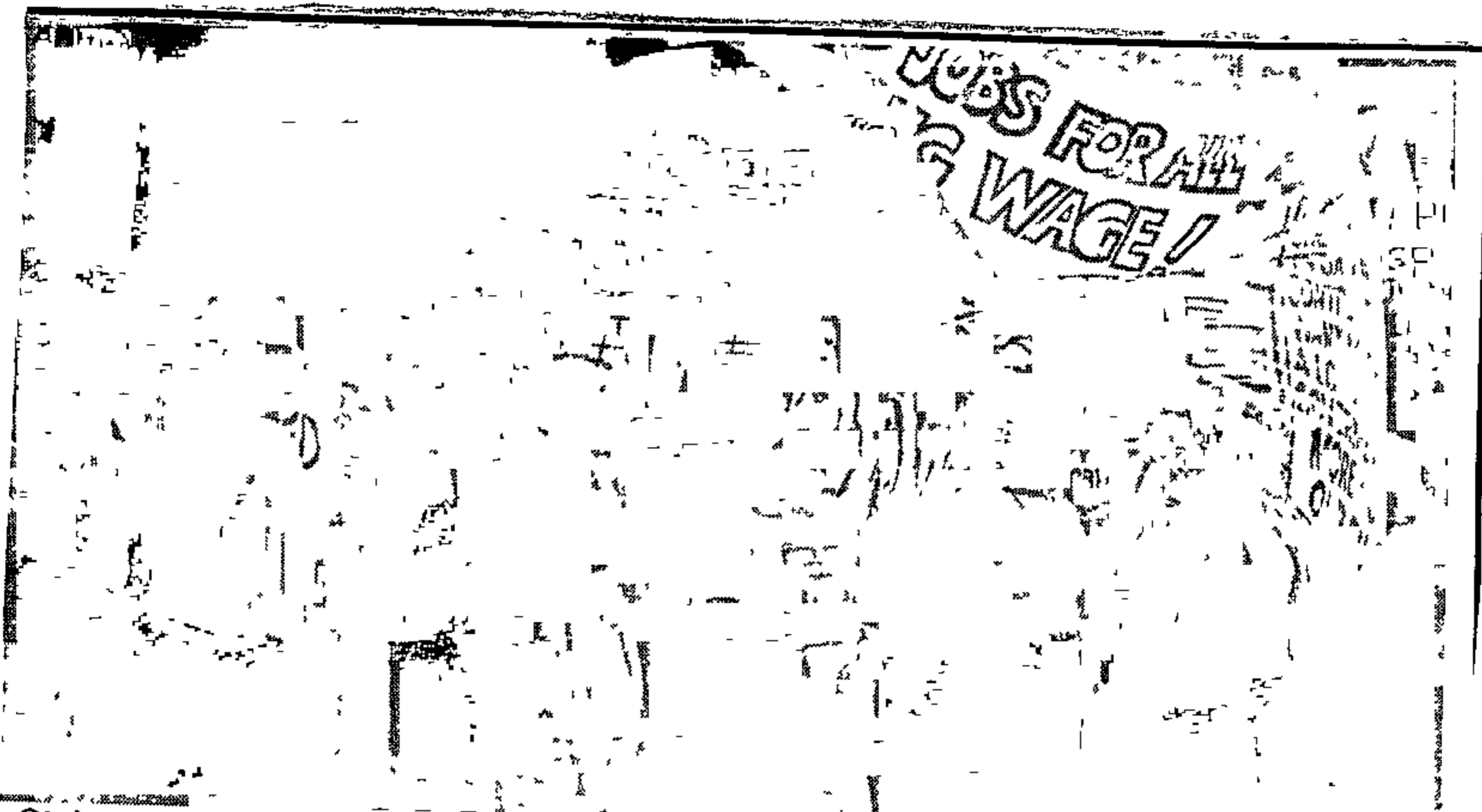
Malchi Dyani, secretary of the Western Province Taverners' Association, said taverners were "holding thumbs" that the strike would end soon because the decision not to sell SAB products meant "financial disaster" for most shebeens

Dyani said he had already been forced to lay off 22 employees

Members of the Mass Democratic Movement this week offered to meet the company to discuss the strike.

SAB spokesperson Adrian Botha said the company had not yet been formally approached by the MDM.

South 30/11-6/12/89
152



Strikers from SAB and SATS were among about 600 people who took part in a march through the city centre to protest against the high cost of living and unemployment. The march was organised by the National Unemployed Workers' Co-ordinating Committee.

South 30/11-6/12/89

PIC. YUNUS MOHAMED

Police act against dockyard strikers

THE South African Transport Services (Sats) strike in Cape Town took a violent turn this week with police taking action against strikers.

Sarhwa organiser Suleiman Isaacs said eight strikers were injured by rubber bullets in the confrontation in the Cape Town docks

Later the same day strikers "broke out" of Salt River workshop and marched to the union's offices in Community House to meet with the dock workers.

An order issued by the Supreme

Court, Cape Town, on Tuesday, 348 restrained workers from entering the docks unless for the purposes of work.

They were also restrained from intimidating other workers or preventing them from carrying out their duties

In another development this week several ticket collectors joined the strike

Isaacs said that six strikers were dismissed this week. More than 300 workers in the Cape Town docks were warned in writing that they could be fired.

Meanwhile national negotiations have stalled over the reinstatement of an estimated 5 000 strikers dismissed throughout the country since the strike began more than a month ago.

Sarhwa general secretary Martin Sebakwane said the union's minimum demands were the reinstatement of the workers and a commitment by Sats to engage in wage negotiations.

Sats spokesperson Brian Lotter said commuters were being instigated not to pay their fares.

December 6 1989

South LABOUR

Sactwu tested

Sactwu 20/11/89 6/12/89



By CHIARA CARTER

AN urgent meeting is due to take place this week between textile employers and the giant South African Clothing and Textile Workers' Union (Sactwu) following the union's first industry-wide strike.

In the past fortnight, textile factories in the Western Cape have been rocked by stoppages — described by a Sactwu spokesperson as "interrupted strikes" and employers have cancelled their recognition agreement with the union.

About 4 000 workers downed

tools last Friday forcing many factories to close early.

Employers cancelled the recognition agreement last Wednesday after a two hour work stoppage the previous Monday and a widespread overtime ban.

The ban was over a dispute about sick benefits

Graeme Poynton, secretary of the employer association, said employers cancelled the recognition agreement because the industrial action contravened its terms

He said in terms of the agreement, industrial action had to be industry-wide.

Poynton claimed a strike ballot taken by the union last month had not been completed before the industrial action began

A Sactwu spokesperson said the

union did not agree that the ban was a breach of the agreement and that employers had declined to supply the union with details of which plants had not taken part in the ban

He said the union had rejected a proposal by employers to reduce the amount of sick leave by half.

Employers have also said they want workers at Boland factories, which are not part of the Cotton council, excluded from the fund and all workers at new factories organised by Sactwu to join the fund

The Sactwu spokesperson said the union could not agree to exclude members from the fund or compel them to join it

He said the union had demanded that all workers were paid from the first day of sick-leave and that the percentage of sick pay was increased from 50 percent to about 65 percent.

Blast at SAB office

30/11/89 Soweto
SOUTH African
Breweries head office
in Braamfontein, Jo-
hannesburg, was the
target of an early
morning explosion yes-
terday.

According to Wit-
watersrand police liai-
son officer Major
Eugene Opperman a
small explosive device
was apparently placed
next to a wall outside a
fence. Damage was
slight.

Police are investigat-
ing.

SAB officials were
not available for com-
ment.

Strikers dismissed

MORE than 150 members of the National Union of Metalworkers of South Africa have been dismissed by a Benoni company after taking part in a strike apparently triggered by racial conflict within the firm.

Racial tension at Astas company has apparently led to occasional fights between black and white employees on the shop-floor, according to Numsa official Mr Alfred Woodington

But Astas management denies that there is "such a thing" as racial strife in the company

He said relations between the two groups went sour this month when a white worker allegedly

By LEN MASEKO

assaulted a black colleague

The white employee was subsequently fired by the company

"Even then, our members had to take part in a brief work stoppage to force management to haul the man before the disciplinary hearing," Woodington said

He said the union was in possession of a derogatory pamphlet titled "Die Kaffirs se Psalm 27" allegedly distributed by a white employee on the plant

He said the company's white workforce, angered by the dismissal of their colleague, petitioned

management to take action against the employees who participated in the stoppage

As a result, he said, 15 Numsa members who already had final warnings for previous offences were sacked

The Numsa official said "The dismissal of the 15 workers led to a strike by their fellow union members on November 22

"More than 150 strikers have now been dismissed by the company"

Numsa demands the unconditional reinstatement of its members. But the company intends only re-employ some of the workers in January next year, according to the union

Numsa has called for a meeting between itself and the East Rand Yster en Staal Vakbond, a union which represents Astas' white workforce to discuss racial tension between their members

The Cosatu affiliate has proposed that the two parties and management establish a joint committee to deal with racial prejudice on the plant. Management has rejected the proposal, Woodington said

Astas human resources manager Mr Piet Kruger said management was not aware of any racial strife within the company

"We have a system through which grievances are channelled inside the company," he said

1/12/89
Saw'etaw

Batons Used On strikers

Sowetane 11/2/89 152

Soul singer Isaac Hayes In secret visit to SA



Isaac Hayes . . . talks with MDM Culture Desk

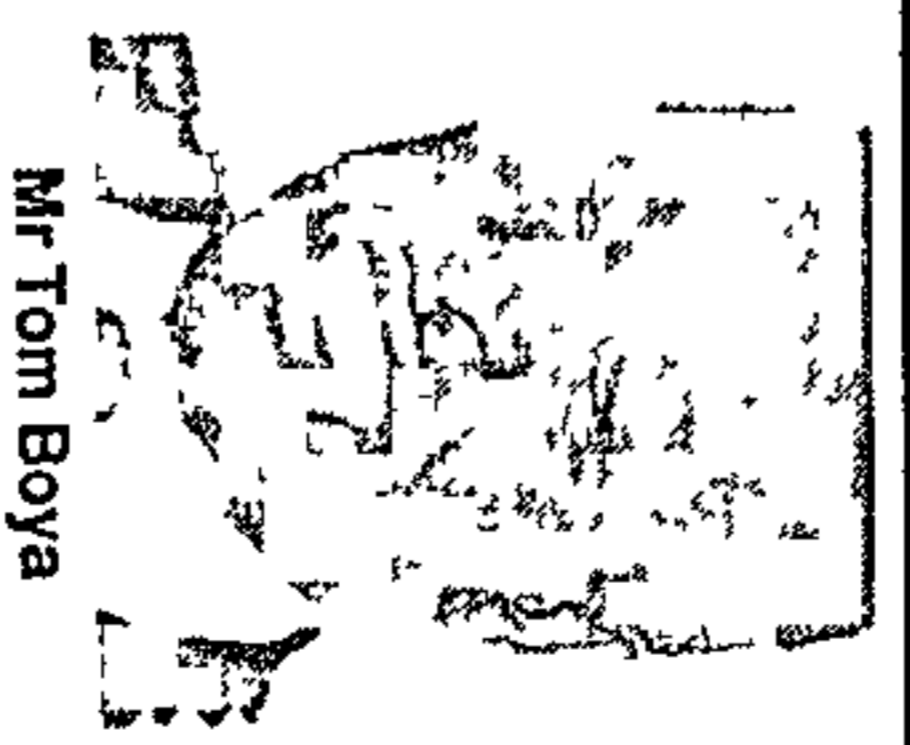
LEGENDARY American soul singer Isaac Hayes arrived secretly in the country on Saturday to re-ignite with

SEVERAL striking workers suffered serious head and body injuries after police used batons and tearsmoke to evict them from a bakery in Pretoria West early yesterday morning.

Scores of workers at Boersira Bakery who are all members of the Food and Allied Workers Union were found at Kalafong Hospital's outpatient department with their clothes blood-spattered and others bare-foot having lost their shoes while fleeing from the police. Amid unconfirmed reports that one or two employees had died during the attack, police yesterday said 200 people had been arrested. They could not confirm or deny if any of the employees had been killed. The workers downed

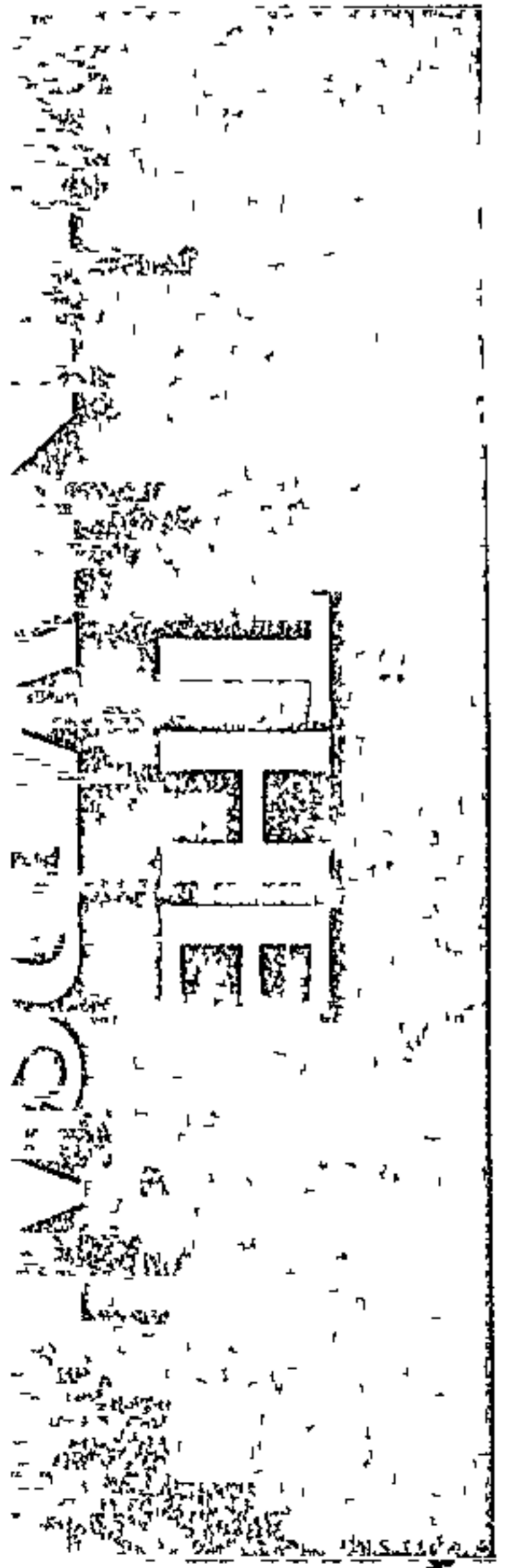
BY MONK NKOMO
tools on Thursday in protest against the non-payment of commission to drivers and their assistants

In a statement released yesterday, a spokesman for Boersira said an illegal strike took place at 5pm. Negotiations between management and trade union representatives continued until 10pm when it was agreed that the meeting would resume the following day. The spokesman said management received complaints at about 10.30pm from neighbouring residents that workers were disturbing the peace. Neighbours informed the police



Tom Boya mayor again

CIVIC leader and businessman Mr Tom Boya was yesterday elected mayor of Daveyton. The charismatic Boya ousted his rival Mr Shadrack Sinaba from the "hot" seat he has held for the past year. Boya defeated Sinaba by nine votes to six. Mr Martin Mthumunye was unanimously re-elected deputy mayor. Speaking after the election, Boya declared 1990 as "a year of action in Daveyton". He called on councillors to address the rent issue with all interest groups "before it was too late." There was jubilation among Daveyton Town Council staffers after the announcement



try that Vlok's assertions are justified ■

SAB STRIKE

152 (152) (152) fm
Thirst to settle 1/12/8

The townships boycott of SA Breweries' products has degenerated into chaos and will probably be called off soon

Chris Dlamini, Food & Allied Workers' Union president and Cosatu vice-president, says that not only has the boycott, in support of 5 500 SAB strikers (all union members) disintegrated but the stoppage "has given

39

rise to a degeneration of the whole social situation"

Dlamini adds that a meeting between leaders of the Mass Democratic Movement and SAB is expected this week. The reason for bringing in the MDM is to open minds and reduce rigidity, he explains. SAB sources suggest the MDM has become involved because of concern over the anarchy resulting from what it calls the union's clumsy boycott efforts.

The company is not hostile to meeting the MDM. Company sources suggest dealing with it is far more productive than dealing with the union which, one source says, is so paranoid that it sees a "management plot under every bed." SAB's good links with the MDM were confirmed by congenial talks between a company spokesman and the ANC in Lusaka a few months ago.

The union's national SAB shop steward council was due to meet on Wednesday. Thus far in the eight-week-old wage strike no union official has spoken out of turn so it is presumed Dlamini's comments indicate the union wants to call it a day.

Wage moves

Since negotiations opened on July 22 SAB has, however, altered its wage offer only once — from 14% to 16% — on the minimum wage of R4,50 an hour. It is unlikely to do so again. The company says its contingency plans — mainly the hiring of casual labour — have worked well with no production or sales losses. It concedes certain brand packages were slightly disrupted. The rationale is that if it's not being hurt there is no reason to capitulate.

The union has come down from a package demand of a 300% increase to 145%. Its 34% wage demand, which would take the minimum to R6,03 an hour, fell from 38% in last week's talks. It is likely to drop further when talks resume.

SAB's willingness to rework the overall agreement might be a way out — for the union — but it won't contemplate granting hidden increases in the overall demands.

The strike has been violent and divisive. The death of 14-year-old casual worker Shaun Applegreen, who died in a brewing tank at the Ohlsson's plant in Cape Town, has not reflected well on the company. This is despite company assurances that it has not employed child labour, that Applegreen lied about his age in his application form, and that, when asked for proof, said his ID book was still being processed. The union says it has reservations about safety regulations being followed at the plant.

Ten other people have died in the dispute including the killing of a strike-breaker driving an SAB delivery vehicle in Natal. At least three deaths occurred when armed shebeen owners clashed with boycott enforcers. The union concedes the level of conflict is too high but there must also be pressure on the company to see peace before Christmas.

□ Little progress has been made in the strike by 17 000 SA Transport Services

40

workers over pay and union recognition. Talks last week ended with employers saying developments were positive.

Negotiations between them and the SA Railway & Harbour Workers' Union were due to resume on Thursday ■

80 strikers hurt in clashes 152

Staff Reporters
and Own Correspondent

About 80 people were injured in violent clashes between striking workers and police at the Boerstra Bakery in Pretoria early yesterday *Star 11/2/89*

Colonel Vic Haynes, police liaison officer, confirmed the incident, saying about 200 people had been arrested during the police operation

According to Food and Allied Workers Union organiser Mrs Ella Mnguni, about 900 workers went on strike yesterday over commission for drivers and other grievances, which were first raised with management in January this year

After four meetings with management failed to settle the dispute, striking workers decid-

ed to sleep in the factory.

Mrs Mnguni said a supervisor had called police after complaining that strikers' singing was disturbing residents in the area

More than 50 policemen arrived at the factory and tear-gassed and baton-charged workers without first warning them to disperse, she said

"The operation lasted 1½ hours. People were lying everywhere and being beaten"

Colonel Haynes said police had reacted to a complaint of workers disturbing the peace and asked the large group of singing and shouting strikers to disperse

"After being attacked by the workers with, among other

things, bread crates, police moved in with batons and tear-gas. At least five policemen were slightly injured," he said

Of the 80 strikers treated at the Kalafong Hospital, 50 had already been discharged, said superintendent Dr J A Kunzmann

"The others are being treated for aches and pains and 'bruising,'" he said, adding that all the injuries appeared to be minor.

In a statement Boerstra management said the strike had been illegal.

"It started as a wildcat strike with staff members staying on the premises and refusing to negotiate with management. We have yet to determine the grievances which prompted the strike"

MIKE MADLALA & GRAHAM MACKAY

Across a table



Final
1/12/89

After almost eight weeks of unprecedented violence, court applications and a beer boycott, it seems the SA Breweries strike could be nearing its end. Reports suggest that workers at various plants are accepting the company's offer and are returning to work.

Mike Madlala, assistant general secretary of Cosatu's Food & Allied Workers Union (Fawu), insists there is no prospect of resolving the crisis while negotiations remain deadlocked. The union is demanding a minimum wage increase of 38%, while SA Breweries refuses to budge from its offer of 16%.

Neither side will take responsibility for the crisis, says Madlala. "We believe we are open to negotiations and can't be accused of causing the deadlock. We don't regard our demand of 38% as final — we understand negotiations as being give and take." He believes there's still a test of strength going on.

Madlala is no newcomer to the labour negotiating process. He has served the union full time in his present position since 1986. He has also learnt the art of patience. After a conviction for sabotage during the 1976 unrest, he entered Robben Island at the age of 18, serving a five-year sentence. During this time he passed matric.

Finding work after leaving prison was not easy. "Employers soon regretted employing me when they realised I was still under police surveillance. But soon the police realised it was easier to keep track of my movements if I was permanently employed." He worked as a dispatch clerk for a pharmaceutical company for six months, before joining Royal Beech-Nut (then Royal Planters).

During his three-year stint with Royal Beech-Nut, he became a shop steward and chaired the shop-steward committee. He also became involved with the Sweet, Food & Allied Workers' Union at a regional and national level. When the union merged with others to become Fawu in 1986, he was elected assistant general secretary.

Though the strike and the boycott (which Madlala insists was not called for by the union) have resulted in several deaths and much violence, Madlala stresses that Fawu tried to ensure that the strike would remain peaceful.



Madlala ... losing face



Graham Mackay ... determined

Madlala stays in Tembisa and is married to Susan, a general office assistant; they have a six-year-old son, Lwazi.

The union's judgment was questionable when it picked on SA Breweries, says Graham Mackay, MD of the beer division that produces nearly 100% of the country's beer.

"Number one, we are a liberal, enlightened company that does a lot for our workers and the community," he says. "Number two, they picked the wrong issue: our workers are universally acknowledged to be highly paid. And number three, they underestimated our resolve and they weren't listening to what we were saying."

Mackay (40) was promoted to head the beer division three years ago, after working his way through nine years of management. His pale blue eyes blaze when asked if the company plans to raise its offer of a 16% wage increase. "No, under no circumstances. We are not going to move on wages."

Mackay says that

when the two sides began bargaining five months ago, the union put a package on the table that would have seen members' wages and benefits go up 300%. They knocked it down to 150%, including a 38% wage increase and hikes in paid leave and bonuses. But Mackay says demands are still way out of line. He believes that the union wanted a strike and a consumer boycott in an attempt to bring the company to its knees.

"A beer strike is always attention-grabbing. However, I don't think we've yet lost significant sums of money because of the strike. But there is a huge cost in effort." And in lives: several people have been killed and injured over the past two months. Mackay says the company will seek out the instigators and, if they are employees, subject them to disciplinary hearings.

He dismisses the idea that the company relishes the chance to teach the union a lesson by breaking the strike. "Who relishes the sadness and hurt that goes with this? We can't teach the union a lesson without hurting our own employees." He thinks it's unlikely the strike will last past mid-December.

Mackay was born in Swaziland and educated at St Andrew's in Grahamstown. He then went to Wits on an Anglovaal scholarship, and graduated with a degree in electrical engineering; he also earned a B Com through Unisa. He and his wife, Brigid, have three sons: Gavin (15), Bruce (11) and Alistair (5).

SELWIN HURWITZ



Hungry hotelier

Karos Hotels offers couples who use its facilities a free honeymoon suite and chauffeur-driven Rolls-Royce for brides on their wedding days. The idea has been a winner.

Karos chairman and joint MD Selwin Hurwitz (46) might be a hands-on manager but he stops short of donning a chauffeur's cap and taking the wheel of the company's 1961 Silver Cloud on his free Saturday mornings. Suffice to say the promotion was his idea.

It's that kind of innovation that has seen Karos grow from a tiny, family-owned hotel company into a listed chain with 10 three-star hotels and assets worth more than R110m.

More surprising is that the company has found a profitable niche in an overtraded market. In the six months to end-September (in April the company was reversed into the New Bernica cash shell so figures are adjusted) Karos showed a 36% improvement in

152

Star 1/17/84

Sats makes new offer to strikers

By Drew Forrest,
Labour Reporter

SA Transport Services tabled new proposals at a meeting with unionists yesterday, but the four-week-old rail strike shows no sign of ending.

At the meeting, the SA Railway and Harbour Workers Union (Sarhwu) conveyed members' continued demands for the reinstatement of 4 900 dismissed strikers and for pay talks, said Sarhwu general secretary Mr Martin Sebakwane.

Sats proposed.

- It would not talk about pay as Sarhwu was not yet recognised. A 10 percent increase had been negotiated with recognised unions this year.

- It offered to refer the reinstatement issue to an arbitrator who would decide on the fairness of the dismissals.

- Offered to recognise Sarhwu where it was 40 percent representative.

Mr Sebakwane said that as the law stated that recognised rail unions had to be "substantially representative", this was no concession. Sarhwu would report back to its members on the proposals before the next negotiating session, set for Monday.

In a statement yesterday Sats said 16 025 workers remained on strike countrywide.

7/15/81
750

36 people arrested in march to city meeting

Labour Reporter

POLICE yesterday arrested 36 striking workers and trade union officials who were marching from Community House to a meeting in Industria House, Victoria Road, Salt River.

The marchers, who were arrested in terms of the Internal Security Act about 12.30pm, appeared individually in the Cape Town Magistrate's Court, an attorney acting for them said.

The hearings were in camera. No charges were put to them and they were warned to appear again on January 30, he said.

The group was on its way to a mass meeting attended by, among others, about 1 000 striking Jungle Oats, beer and railway workers in the Industria House headquarters of the SA Clothing and Textile Workers' Union.

ANC leader Mr Govan Mbeki, Mass Democratic Movement leader Mr Dullah Omar and trade unionists addressed the gathering.

● Meanwhile, Fawu yesterday brought an application in the Industrial Court contesting the lockout of 70 Jungle Oats workers from the Maitland factory on November 21, an attorney confirmed.

And an SAB spokesman said more than half the 200 striking workers at the Pinelands depot had returned to work and accepted the company's 16% wage offer yesterday.

Too Late for Classification

DEATH

GOV

Dolly, my beloved sister-in-law, passed away peacefully on 1st Dec 1989. Mourned by myself, Girle, Gordon and Adie

Elbows up as beer strike ends

~~It's~~ going to be elbows up for the Charles Glass Society in what was threatening to be a dry festive season?

The good news came on Friday that the long dry nine-week beer strike ended when the Food and Allied Workers' Union (Fawu) and SA Breweries settled *C. P. U. S.*

A joint Fawu-SAB statement yesterday said efforts by both parties in tough negotiations resulted in settlement. The strike was immediately called off *3/12/89*

(152)

(153)

(154)

Southern

4/12/89

Racial tension sparks strike

at Benoni plant

MORE than 150 members of the National Union of Metalworkers of South Africa have been dismissed by a Benoni company after taking part in a strike apparently triggered by racial conflict within the firm.

Racial tension within the Asias company has apparently led to occasional fights between black and white employees on the shopfloor according to Numsa official Mr Alfred Woodington.

But Asias management denies that there is such a thing as racial strife within the company.

Woodington said relations between the two groups became worse this month when a white worker allegedly assaulted a black colleague. The white employee was subsequently fired by the company.

Even then our members had to take part in a brief work stoppage to force management to haul the man before the dis-

By LEN MASEKO
He said the union was in possession of derogatory pamphlet titled Die Kullins se Pahn 27 allegedly distributed by a white employee on the plant.

He said the company's white workforce angered by the dismissal of their colleague petitioned management to take action against the employees who participated in the stoppage. As a result he said 15 Numsa members who already had final warnings for previous offences were sacked.

Meeting

The dismissals led to a strike by fellow union members on November 22. More than 150 strikers have now been dismissed by the company. Woodington said Numsa is demanding unconditional reinstatement of its members. But the company intends to re-employ only some of them in January next year according to the union.

Numsa has called for a meeting between itself and the East Rand Yster Staal Vahbond, a union which represents Asias white workforce to discuss racial tension between their members.

Problem

The Cosatu affiliate has proposed that the two parties and management establish a joint committee to deal with the problem. Management has rejected the proposal. Woodington said Asias human resources manager Mr Piel Kruger said management was not aware of any racial strife within the company.

We have a system through which grievances are channelled inside the company but this has never been brought to our attention, he said.

Mopeli says 'group' concept hinders talks

THE Chief Minister of Omdara Di T K Mopeli yesterday said the group concept to which the Government was still tenaciously clinging remained the greatest impediment to negotiations in South Africa.

Addressing the annual conference of the ruling Dikwankwela Party Mopeli said only a strong unitary or federal form of Government would guarantee lasting political stability in this country.

Groups will always get at each other's throats and exercise their right to veto to a point where seeds of discord and

points of friction will permanently be generated at our peril, he told the conference.

The groups concept is the greatest impediment to negotiation envisaged to achieve the ideal of genuine power-sharing.

Emergency

Noting that political events in South Africa were unfolding at a most bewildering pace Mopeli said the country was headed for a very stormy political constitutional

The dramatic release of seven important ANC figures and the similarly dramatic announcement that the Separate Amenities Act would be scrapped meant that South Africa can never be the same.

Yet it does not make sense to release these prisoners without at the same time lifting the state of emergency and unifying the political organisations they belong to, he added.

He called for the repeal of the Group Areas Act and the Population Registration Acts in order to make the climate more favourable to negotiations. - Sapa



D T K Mopeli

President F W de Klerk to "put a little schparkie into your cabinet"

CH/TF Traps 4/12/89 (152) (152)

Strikes being considered

JOHANNESBURG. — Members of the 32,000-strong Paper, Printing, Wood and Allied Workers' Union are considering a series of work stoppages in protest against the detention of their general secretary, Mr Sipho Kubheka, who they say is being held in terms of the emergency regulations. Mr Kubheka was arrested during a march on Thursday with other Alexandra community leaders, four of whom are allegedly on a hunger strike in protest against their detention.

Sighs of relief as beer strike ends



SHEBEENS and taverns swamped liquor supplies over the weekend as they battled to replenish after a nine week strike over pay increases which has left several people dead.

The strike, which resulted in township liquor supplies boycotting South African Breweries (SAB), has caused huge rifts in both black and white communities.

The dispute between SAB and the Food Allied Workers Union (Fawu), was resolved in Johannesburg on Friday night.

According to a joint statement issued by the two organisations, the agreement came into effect immediately and applied to 22 of SAB's 30 operations nationwide

SOWETAN Correspondent

No details of the agreement were released and some strikers said they were not even aware of the announcement

An SAB employee from Guguletu in Cape Town, who spoke on condition of anonymity, said he was "very happy" that the "whole ordeal" was over.

He said he had been worried about how he would spend his festive season without his normal pay.

"But this was so dear to us that we did not even think of Xmas. I had told my children that they would have to go without

niceties this festive season," he said.

A tour of Cape townships taverns, the hardest hit in the SAB products boycott, revealed that most taverners rushed to bottle stores as early as 6am on Saturday to buy beer and patrons were visibly relieved

Guguletu tavern patron Mr Lungile Goxa, who had switched to wine after the strike, said, "We are happy, it's now all over. We didn't even know what it was all about in the first place. I even drank wine for the first in my life."

The president of the Cape Town Taverners Association, a National Taverners Association affiliate, Mr Sydney

Chiloane, said taverners had been hardest hit by the strike and many of his members were on the brink of going under. He said they had written on Wednesday to the Western Cape UDF president, requesting an urgent meeting.

Violence

"Although the strike is now over and we are happy, we are still going to meet them because we feel very strongly about the way the whole thing has been handled," he said. "Violent behaviour" by youths enforcing the boycott had put about five of his members out of business for the entire period of the strike.

They had been found with some cases of beer and all their products had been destroyed, he said.

SAB and FAWU said the agreement they had reached provided for the appointment of a joint industrial relations initiative, a programme involving third party facilitators to improve relationships between them.

On the list of priorities was an investigation into the causes of the high level of violence.

Sowetan 4/12/89

Breweries get best deal in beer-strike pact

The Argus Correspondent
JOHANNESBURG — The nine-week strike at South African Breweries, among the most bitter labour disputes this year, has been settled on terms highly favourable to SAB

This emerges from the settlement agreement signed last week after an intensive mediation process which provides for strikers at 22 of SAB's operations to return to work between Wednesday and next Monday

Workers are to receive SAB's pre-strike offer of a 16 percent pay increase. The Food and Allied Workers' Union's most recent demand was for 32 percent

Backdated

The union also lost its demand for the rise to be backdated to July 1. The agreement is effective from November 27. The only substantive management concession appears to be a one-cent-an-hour increase in the long-service allowance for some of the workforce

The deal also provides for a "joint industrial relations initiative", involving facilitators from the Independent Mediation Service, to improve relations between the parties

A priority would examine

the high level of strike-linked violence, with a view to preventing its recurrence, said a joint union-management statement. Also to be examined are the current recognition agreement, the Labour Relations Act and worker welfare in housing and health.

Fawu has agreed not to ban overtime without following agreed procedures

Disputes arising out of disciplinary action against strikers will be subject to voluntary arbitration. About 50 workers are apparently affected.

Fawu lost its demand for the immediate signing of a provident fund agreement. This will be concluded only when the industrial relations initiative has made adequate progress.

SAB's bargaining strength sprang from carefully laid contingency plans which maintained production at satisfactory levels throughout the strike

Sources indicate that there was a further crumbling in strike solidarity last week, with strikers returning to work in Pinelands, Cape Town

Guguletu back to drinking beer

Staff Reporter

THREE hundred cases of beer were finished off in "three or four hours" in Guguletu on the weekend as thousands of township residents celebrated the end of the strike with glass after glass of the amber liquid.

Mr Sydney Chiloane, president of the Cape Town Taverners' Association, said that his organisation had been able to get hold of only about 300 cases on Saturday after hearing over the radio that the strike was over.

"We phoned the student leaders to tell them about it. Most of them already knew."

Almost everyone he contacted then went to go and fetch supplies, Mr Chiloane said, but there was only a limited amount available "and they all ran out". More supplies will be fetched today.

"We were all involved in this thing, we were jeopardising our business. Instead of the strike affecting S A Breweries, it was mostly affecting us, the taverners and shebeeners."

News that the strike was over had spread fast and he had not heard of any incidents of tavern patrons being attacked anywhere in the township.

"Most of my customers are back," he said. He had sold wine during the strike, but it was not nearly as popular as beer.

The strikers had indicated that they would not object to the sale of Wind-

hoek beer, "but we still did not sell it. We were not happy," he said. Meanwhile, customers in his tavern were delighted that they could drink beer again in peace.

A Food and Allied Workers' Union member at the Johannesburg office said he did not have the details of the settlement, but he expected that they would be made known this week.





STRIKERS OVER . . . Delighted tipplers (from left) Ms Ruth Ngumbela, taverner Mr Sydney Chilcane, Mr Benjamin Masize, Mr Mike Duze and Mr Theo Ntuli celebrate the end of the beer strike in Bra Syd's Tavern at the weekend.

Picture GLENN SHERATT

Beer flows strike ends

JOHANNESBURG. — The 6,000-beer workers who go back to work this week after a nine-week strike have failed to win an increase in basic wages.

This emerged at the weekend when the strikers' union, Fawu, and SA Breweries disclosed some details of the settlement.

The strike, which ended on Friday night, had affected 22 of SA Breweries' 34 plants.

The strike was also marked by a boycott of beer sales in the townships and incidents of violence which led to some deaths.

About 50 strikers face disciplinary inquiries related to alleged incidents of intimidation, according to an SAB spokesman.

On Saturday the Cape Town Taverners' Association, to which most shebeen owners belong, was able to buy only about 300 cases of beer when it heard the strike had ended. The supply ran out in about four hours in Guguletu.

● Full report — Page 9

Assault on Sats strikers alleged

ABOUT 18 striking SA Transport Services workers were allegedly assaulted by ticket collectors as they alighted from a train at Johannesburg station yesterday morning, according to a Cosatu spokesman.

Cosatu's Witwatersrand regional secretary Mr Ariel Mabalane, told Sapa the workers were on their way to a South African Railways and Harbours Workers Union meeting when they were attacked by about 20 ticket collectors.

Sats' deputy director of public relations Mr Alan Lubbe said he knew nothing about the incident and added it was a "police matter."

"Weapons such as knives, pangas and kieres were used by the ticket collectors," Mabalane alleged.

He added that although police were at the scene they did not intervene until fighting between the two groups had stopped. "They then ordered people to disperse but no arrests were made," he said.

Eighteen injured workers were taken to the Hillbrow Hospital, according to Mabalane.

"Cosatu condemns the attack on their workers. We view this as an at-

• To page 2

Assault on Sats strikers

• From page 1

tempt to intimidate workers in their struggle against exploitation

"We are calling on Sats to stop this violence on our membership and negotiate with the authentic body of the workers," Mabalane said.

Talks between South African Transport Services and the SA Railway and Harbour Workers Union collapsed yesterday - plunging the railways in a crisis only days before the peak Christmas period.

Lubbe said the two parties had reached deadlock and no further talks were planned to end the nationwide strike by thousands of Sarhwu members.

More than 16 000 railway employees have been dismissed since the beginning of the strike on November 2.

Sarhwu rejected management's fresh proposals at yesterday's meeting and instead reiterated its demand for recognition, wage increases and unconditional reinstatement of the dismissed workers.

In addition, the union proposed that these issues be referred to mediation - a demand which was rejected by management. The Sats has, instead, proposed that the dispute over the dismissals be referred to an arbiter.

*5/12/89
Cosatu*



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B/Daw 5/12/89
**Sats: strike set
to continue
into new year**

~~(S)~~ ADELE BALETA (152)

THE four-week-old Sats strike was set to continue beyond Christmas after two-hour talks between management and the SA Railway and Harbour Workers' Union ended (Sarhwu) ended in deadlock yesterday, Sats spokesman Alan Lubbe said.

But Sarhwu, which rejected management's proposals tabled last week, insisted talks had not stalemated. Sarhwu general secretary Martin Sebakwane said: "We still believe the matter can be resolved through mediation." (H/11)

Sats's proposals, conditional on a return to work by striking workers by noon today, included that there be no further dismissals and that the cases of 5 177 workers who had been fired be referred to arbitration.

Conditions were also set for recognition, including registration, representativeness and a recognition agreement.

Sarhwu turned down Sats's proposals as they did not include the possibility of wage negotiations. Sats rejected Sarhwu's counter proposal yesterday that the issue of dismissed workers and wage negotiations be resolved through mediation.

Lubbe said the dealock resulted after management turned down Sarhwu's mediation proposal. He added Sats would today consider firing more workers.

He said it had already been pointed out that salary increases would not be negoti-

□ To Page 2

B/Daw 5/12/89
Sats strike

ated with the unrecognised Sarhwu and that wage hikes had been negotiated earlier by the 12 recognised trade unions

Sebakwane said "Throughout talks Sats refused to discuss the issues of wages and the subsequent dismissals and changed the tack of the talks to recognition"

He accused management of trying to use the question of recognition as a way out of dealing with wages, disciplinary issues, dismissals and privatisation

"They have shifted from their position of refusing to negotiate wages and working conditions for technical, legal and econom-

(152) ~~(S)~~ □ From Page 1
ic reasons to one where they are refusing outright to address the question of a living wage for workers," he said

Sarhwu is to report back and seek a new mandate from striking workers

□ Sebakwane claimed about 18 striking workers were assaulted by about 20 ticket collectors as they alighted from a train at Johannesburg station yesterday morning, on their way to a union meeting. He said injured workers were taken to the Hillbrow Hospital. A Sats spokesman said he had no knowledge of the incident.

No wage gains for strikers

CAP-TINA
4/12/87
150

JOHANNESBURG. — The 6 000 beer workers who agreed on Friday to end their strike, return to work over the next seven days without having won any gains on basic wages.

In a joint statement, Fawu and SA Breweries said the settlement reached on Friday night had come into effect immediately. The strike affected 22 of SAB's 34 operations nationwide and was accompanied by a boycott of beer sales.

The workers have also agreed to waive their legal right to embark on overtime bans without first complying with dispute procedures.

Two concessions were made by SAB on its pre-strike offer in the agreement reached with the Food and Allied Workers' Union (Fawu).

Employees with less than five

years' service are to receive an extra 1c an hour as part of their long-service allowance, and the company has undertaken that those who choose not to work on March 21, Sharpeville Day, would be treated on the basis of no work, no pay, no discipline.

Fawu's concession on overtime bans is particularly significant in that it was in a matter between Fawu and SAB that the Appeal Court earlier this year decided a company had no legal remedy against a collective overtime ban unless the parties had a separate contract on the issue.

An SAB spokesman said about 50 strikers are liable to face disciplinary inquiries related to alleged incidents, such as intimidation, which had occurred during the strike.

It was agreed any dispute arising from the hearings may, by agreement, be referred to arbitration.

A major feature of the settlement was agreement on a "joint industrial relations initiative" designed to establish "a sound foundation for a healthy future relationship".

The initiative is to be facilitated by four members of the Independent Mediation Service of South Africa's panel of mediators and arbitrators.

The process, according to the agreement, is to address a post-strike review, future approaches to negotiation, a revised recognition agreement, the Labour Relations Act, employee welfare and SAB's shift system.

The joint SAB/Fawu statement said a priority of the initiative would be an investigation into the causes of "the very high level of violence which accompanied the strike with a view to preventing recurrence". — Own Correspondent and Sapa

December 4 1989

Workers accept pre-strike pay offer

SAB scores most from settlement

ster 4/12/89 (152) ~~152~~ ~~152~~

By Drew Forrest, Labour Reporter

The nine-week strike at South African Breweries has been settled on terms highly favourable to SAB

This emerges from the agreement signed last week after an intensive mediation process which provides for strikers at 22 SAB operations to return to work between December 6 and 11.

In terms of the agreement, workers are to receive SAB's pre-strike offer of a 16 percent pay increase. The Food and Allied Workers Union's most recent demand was for 32 percent.

Joint initiative

The union lost its demand for the rise to be backdated to July 1. The agreement is effective from November 27. The major concession by SAB appears to be a 1c-an-hour increase in the long-service allowance for some of the workforce.

- The deal also provides for:
- The launch of a "joint industrial relations ini-

tiative" to improve the relationship between the parties.

A priority would be to examine the high level of strike-linked violence with a view to preventing its recurrence, a joint union-SAB statement said. Also to be examined are the current recognition agreement, the Labour Relations Act, and worker welfare in areas like housing and health.

- Fawu has agreed not to ban overtime without following agreed procedures.
- Disputes arising out of disciplinary action against strikers will be subject to voluntary arbitration, about 50 workers are apparently affected.
- Fawu lost its demand for the immediate signing of a provident fund agreement. This will be concluded only when the industrial relations initiative has made adequate progress.

SAB's bargaining strength sprang from carefully laid contingency plans which kept production at satisfactory levels throughout the strike.

Sources indicate there was a further crumbling in strike solidarity last week, with strikers returning to work at SAB's Pinelands depot.

Sats fires hundreds of striking workers

15/11/89 16/11/89
SATS management continued firing striking workers for failing to respond to return-to-work calls in the Transvaal and Durban yesterday

And it appeared the two-week old strike by at least 20 000 had spread to the Western Cape.

Sats spokesman Alan Lubbe said Sats dismissed an additional 522 striking workers yesterday — 46 in Natal and 476 in the Transvaal — bringing the number of dismissals countrywide since Tuesday to 672.

The organisation sacked 150 workers from the Sentra Rand, Springs and Langlaagte complexes after issuing ultimatums on Tuesday.

ADELE BALETA

More workers were fired from Sentra Rand, Durban and Johannesburg catering departments, and the Transvaal Road Transport Harmony depots yesterday

The sackings would continue this week, Lubbe added.

He said there were "rumblings" of strike action in the Western Cape, but no definite reports of action had been received.

SA Railway and Harbour Workers' Union (Sarhwu) general secretary Martin Sebakwane confirmed the reports but could give no further details.

Management said it was still consider-

ing new proposals by the workers' representative committee for negotiations aimed at ending the dispute

A meeting scheduled between the two parties failed to take place on Tuesday.

Although Sats was talking to workers on the ground "when we have the chance", there had been no talks with the committee, and the company would not negotiate salaries, Lubbe said.

It was "sad" management was resorting to dismissals at this stage, as it was ignoring the massive support for demands for increased wages and improved working conditions, Sebakwane said

□ To Page 2

Sats strike

152
He alleged a striking worker was shot in the hand by a white Sats employee after the two men alighted from a train at Jeppe Station yesterday

Management claimed another two coaches were destroyed by fire yesterday at Katlehong and New Canada stations. The estimated cost of damage to motor and suburban coaches since the start of the strike was R9m

Sebakwane said he had no knowledge of a report that harassment of some passengers, plus incidents of stone-throwing involving Natal South Coast train services, caused police to provide protection on some trains operating in the area

Our Durban Correspondent reports that police have in fact placed armed guards to

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□ From Page 1
to protect passengers on Natal South Coast train services who have been harassed during the past few days

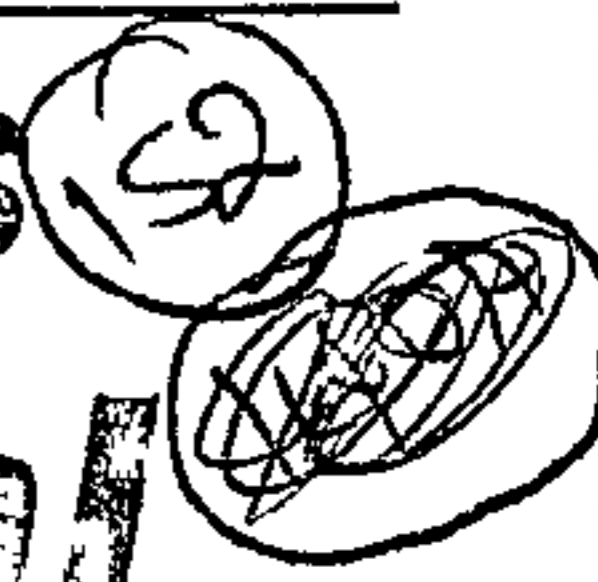
A police spokesman said yesterday incidents of stone-throwing were also involved. He added that a young girl was also reported to have been sjambokked by an unknown person near Warner Beach Station, but police were unable to identify the girl. 15/11/89

After receiving requests from frightened commuters, police decided to provide protection to stop the harassment

Police appealed to anybody who could provide information about the whipping incident to contact their nearest police station

South
16-27/11/89

SATS workers face dismissal



THE strike by thousands of railway workers throughout the country escalated this week as an ultimatum for the strikers to return to work or face dismissal expired.

A spokesperson for the South African Railway and Harbour Workers' Union (Sarhwu) in the Western Cape said about 600 workers had downed tools at the South African Transport Services (Sats) workshop in Salt River on Wednesday morning.

A further 1 500 workers were poised to join the strike in the Western Cape, he said.

Meanwhile, Sarhwu remained hopeful that the dispute could be resolved.

Sarhwu general secretary Martin Sebakwane said the union remained "committed to negotiations".

He said a meeting planned for this week was cancelled after the South African Transport Services (Sats) informed the union that they were not prepared to go over the grievances outlined at a meeting between the two groups last Thursday.

The union had proposed a further meeting and Sats responded on Tuesday saying they were examining the union's proposals.

Sats last week issued an ultimatum that workers should return to work by November 14 or face dismissal procedures.

At least 600 strikers have been dismissed.

Sebakwane said a conservative estimate of the number of workers on strike was 40 000.

Sats spokesperson Alan Lubbe put the figure at 17 000.

Lubbe confirmed that the strike involved workers in the Transvaal, several parts of Natal, Bloemfontein, the Northern Cape and Port Elizabeth.

In Kimberley, workers marched to the offices of the Sats regional manager on Monday after they had joined the strike.

Sebakwane said the union had presented several proposals about dismissal procedures and wages to Sats.

Earlier this week, Sats described the workers' demand for an increase of more than 200 percent as "unrealistic" and said the matter was non-negotiable because in terms of the South African Transport Services Act, a wage increase is only due next year.

Sebakwane claimed that police had taken action against workers on several occasions.



Rochelle Plastics workers outside the factory after being locked out

Plant shut after demo

MANAGEMENT at a Kensington plastics firm closed the factory doors and left with a police escort on Tuesday following a demonstration by workers dismissed earlier in the day.

South African Chemical Workers' Union (Sacwu) organiser, Mr Peter Roman, said 27 workers — the entire workforce — were fired from Rochelle Plastics for taking part in a two-day work stoppage.

Roman said the stoppage was to demand the reinstatement of four workers fired a fortnight ago because of a shortage of work.

He said Sacwu began organising at the factory last month but management had not responded to the union's requests for a meeting.

Management could not be contacted for comment.

600 strikers fired

MORE than 600 striking workers of the South African Transport Services have been fired since Tuesday.

A spokesman for Sats, Mr Alan Lubbe, warned that further dismissals were possible unless workers returned to work. He said Sats fired the workers after they ignored the Tuesday ultimatum to return to work.

Lubbe said more than 20 000 members of the South African Railways and Harbours Workers Union were involved in a wage dispute with Sats.

Sarhwi is demanding a minimum wage of R1 500 a month. Southern Transvaal workers' representatives walked out during the talks, according to the Sats spokesman.

Lubbe said Sats workers had received an increase in July and the present demand was un-

By MATSHUBE MFOLOE

reasonable

Areas affected by the strike are Southern Transvaal region, Durban, Bloemfontein, Northern Transvaal and Kimberley

Sats also confirmed that two tram coaches were vandalised and extensively damaged in separate incidents on Tuesday bringing to five the number of trains attacked since the strike started.

Motor coaches were torched in Kaitleng on the East Rand and at New Canada station outside Soweto

No one was injured. A Sarhwi spokesman, Mr Martin Sebakwane, said his union was concerned by Sats action in dismissing workers who had a right to negotiate for a living wage.

He said if Sats felt workers demands were unreasonable nationally, then it (Sats) should suggest a counter offer and "unfortunately we have not heard from them".

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16/11/89

Thousands of SATS workers on strike

Cpt. T. W. 7/11/87
Own Correspondent

JOHANNESBURG. — Thousands of SA Transport Services employees are on strike in the Southern Transvaal and in Durban over wages and working conditions, and in protest against privatisation.

And the Cosatu-affiliated SA Railway and Harbour Workers' Union warned yesterday that the strike was likely to spread if workers' demands were not met and management continued to refuse to recognise the union.

SATS labour relations director Mr Jan Bredenkamp said the strike began on Wednesday at the Braamfontein and Springs depots.

Kaserne workers join strike

ADELE BALETA

THE strike by thousands of railway and harbour workers in the Transvaal and Durban is spreading amid conflicting reports of violence by Sats and the SA Railways and Harbours Workers' Union (Sarhwu).

Workers in the Eastern Transvaal downed tools yesterday at several depots and employees at the Kaserne depot in Johannesburg joined the strike

Sats labour relations director Jan Bredenkamp said the number of strikers had increased to 6 563 at 20 complexes in Durban and the Transvaal, while Sarhwu general secretary Martin Sebakwane said 20 000 had stopped work.

Bredenkamp described the union's figures as a "gross exaggeration" and Sebakwane accused management of trying to "hide the real figures"

This month's strike to back demands for increased wages, improved working conditions, recognition of Sarhwu and to protest against privatisation began last Wednesday at the Braamfontein and Springs depots

Services were "almost normal" and

where there had been problems administrative staff had been pulled in to help out, Bredenkamp said.

Sebakwane, however, said commuter services, especially between Soweto and Johannesburg, had been disrupted. There were no cleaners or ticket collectors and ticket offices had closed

He listed incidents of alleged violence perpetrated by groups of armed ticket collectors in uniform. Sebakwane said eight workers were beaten on the central Rand yesterday and a striker was attacked without provocation by a group of people at Dunswart station near Benoni

On Monday three strikers were attacked at Mzimhlope station in Soweto, he said.

A Sats spokesman denied these claims, saying instead workers wearing Sarhwu T-shirts and brandishing knobkerries, iron rods and sjamboks had attacked non-strikers who attempted to go to work at depots on the central Rand.

Strike spreads

Sarhu 9-15/11/89

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NATION IS NEXT YEAR!!

ing and writing skills, science and health, together therefore looking for the following staff to join us

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experience and preferably have some experience in the

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13 NOVEMBER 1989.

A REPEAT of the bloody 1987 railway strike is looming as industrial action by South African Transport Services workers in the Transvaal and Natal threaten to spread countrywide

About 13 000 workers have so far downed tools in the Witwatersrand and Durban in the eight-day strike which was sparked off when Sats' management refused to meet a committee of worker representatives to discuss grievances.

Sources said the strike was rapidly escalating with about 500 workers poised to join the strike at Richards Bay and a further 6 000 workers in the Eastern Cape

They claimed there was substantial disruption of essential services and said Sats was diverting traffic from Durban to other harbours

South African Railways and Harbour Workers' Union (Sarhu) general secretary, Martin Sebakwane, said the union was alarmed at several violent attacks on strikers by what he described as "organised gangs of armed strike-breakers".

Sebakwane said these attacks included:

- An assault on a worker at the Delmo hostel in Germiston resulting in the worker being hospitalised,
- The hacking of a worker with a sharp instrument by gate attendants at Germiston station,
- The shooting of a worker by a ticket conductor at Mahlope station and
- The stabbing of a worker with a reinforced steel rod at the same station

Four other workers were seriously assaulted at a station on the East Rand

He said Sarhu was seeking an urgent interdict to prevent Sats staff from assaulting strikers.

Meanwhile, Sats has also expressed concern over the violence which it has blamed on the strikers

Sebakwane strongly denied Sats' claims that strikers were to blame for the violence. He said the strikers had exercised "extreme restraint despite being provoked".

Sebakwane said workers' chief grievance was wages

The strikers are demanding a minimum wage of R1 500. This is more than double the current minimum wage

Workers assaulted, claims union

of R600

Sebakwane claimed that about 95 percent of Sats employees received the minimum wage but Sats placed the figure at between two and four percent

He said Sarhu rejected claims that Sats was operating at a loss and had evidence to prove that Sats was making a "considerable profit".

Another key issue is the new disciplinary procedures introduced by Sats at the beginning of September.

Most previous strikes in the industry were sparked by the old disciplinary code

According to Sebakwane more than 1 000 workers have been dismissed under the new code

He said workers felt that these dismissals were "hidden retrenchments" linked to the process of privatisation which Sarhu is opposing

Sats has refused to allow Sarhu stop-order facilities for its estimated 60 000 members until a recognition agreement is signed.

Wage Increase

Sats refused to accept an interim recognition agreement which the union submitted at the beginning of September

The strikers have demanded to meet with Sats' general manager Anton Moolman. He has refused this request

The strike is the fourth major strike since the union was launched in 1986.

A strike by about 10 000 workers just over a year ago ended when Sats agreed to implement wage increases and discuss recognition of Sarhu.

In 1987, 14 000 strikers virtually paralysed transport in the greater Johannesburg area in a marathon strike which cost eight lives and ended with Sats agreeing to reinstate dismissed strikers.

By the time of going to press, Sats' labour relations manager had not responded to requests for comment

ARGUS (152) (152)
s, Friday November 10 1989 3

Coaches burnt as Sats strike action spreads

The Argus Correspondent

JOHANNESBURG. — Strike action by black railway workers intensified as coaches were burnt in Soweto — and there were claims that police had beaten, teargassed and harassed strikers.

South African Transport Services (Sats) deputy PRO Mr Alan Lubbe said a coach was burnt out between Merafe and Inhlanzane stations in Soweto yesterday, but a fire on another coach at New Canada station was extinguished.

A third coach was set alight near Soweto on Wednesday. He could not say if the incidents were strike-related.

Yesterday, South African Railway and Harbour Workers' Union (Sarhu) general secretary Mr Martin Sebakwane claimed police used teargas on a train full of strikers at Park Station, Johannesburg, and that the strikers were beaten as they poured on to the platform.

Cosatu said strikers on their way to a meeting at Geldenhuys station on the East Rand were beaten by police.

Police spokesman Major Reg Crewe confirmed police took action at Geldenhuys station, but said full details were not available.

Mbeki to get

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Coaches burnt as violence erupts as

rail strike spreads

Staff Reporters

Strike action by black railway workers intensified yesterday as coaches and a locomotive were burnt in Soweto, trains damaged at Johannesburg station and violence erupted on the East Rand

Claims that police had beaten, teargassed and harassed strikers have also been made

In Daveyton on the East Rand, a group of blacks gathered at the station. They allegedly refused pay for tickets and boarded trains. Police were called to the station and 14 people were arrested

At Welgedacht, Springs, a man was critically injured when he was allegedly attacked by a group of strikers at the railway compound. A man was arrested

South African Transport Services (Sats) deputy director of public relations said a coach was burnt out between Merafe and Inhlazane stations in Soweto, but a fire on another coach at New Canada station was extinguished. He could not confirm the burning of the locomotive

A third coach was set alight near Soweto on Wednesday. He could not say if the incidents were strike-related

Yesterday, South African Railway and Harbour Workers' Union (Sarhwu) general secretary Mr Martin Sebakwane claimed that police used teargas on a train full of strikers at Johannesburg Station and that the strikers were beaten

Cosatu said strikers on their way to a meeting at Geldenhuis station on the East Rand were beaten by police. Police spokesman Major Reg Crewe confirmed that police took action at the station

The strike, over wages and union recognition, gathered momentum yesterday. There was a sharp increase in the number who stopped work in Durban, and fresh unrest in East London. Sats estimates that 13 000 are now on strike, while Sarhwu puts the figure at about 35 000

Mr Jan Breidenkamp, Sats' senior labour manager, confirmed that a meeting last night between management and a Southern Transvaal workers' committee in Johannesburg had failed to resolve the dispute



Inferno . . . this train was set alight near Merafe station, Soweto, yesterday, as the railway strike escalated. ● Picture by Hector Maema

Crisis talks as thousands join railway strike

By EDDIE KOCH

A STRIKE by thousands of black railwaymen rolled into stations and depots across the country this week with claims from the union that 40 000 workers had downed tools by yesterday afternoon

The South African Railway and Harbour Workers' Union (Sarwhu) and management were locked in talks last night in a bid to resolve the escalating industrial dispute

Workers are demanding recognition for Sarwhu and that management begin talks on the union's demand for a living wage of R1 500 a month. The South African Transport Services acknowledges that 13 000 workers are out and that the strike is growing.

Although there are conflicting claims about its size, railway strikes have shown a tendency in the past to spread dramatically

Sarwhu general secretary Martin Sebakwane said the strike had fanned out from the PWV area to the Eastern Transvaal, Northern Natal, Durban, Bloemfontein and the Eastern Cape.

Sats said the strike was strongest in the Transvaal and Durban.

Sebakwane says the dispute has its origins in recognition talks with Sats in August this year when management declined to discuss wages and other employment conditions. Management says it cannot negotiate any substantive issues until the union has been fully recognised and registered.

The workers have since added calls for the reinstatement of 400 workers sacked in a strike last year and a halt to the privatisation of Sats.

Meanwhile Sebakwane says strikers have been attacked by armed ticket collectors and white supervisors in Johannesburg, Soweto and on the East Rand. He alleges that union member Labius Chihawe was admitted to hospital after being shot by a white supervisor at Mzimhlope station in Soweto yesterday.

Sats has denied the allegations of violence and says armed strikers have been harassing non-strikers.

10-16/10/89
152 W. May

Striking workers get Sats ultimatum

B. Bay *13/11/87*
ADELE BALETA

SATS management has given thousands of striking employees an ultimatum to return to work by tomorrow, after which management will consider dismissing them

Sats labour relations director Jan Brendenkamp said this was conveyed to the striking workers' representative committee at a meeting with management in Johannesburg last week

There was no progress at another round of talks held in Durban on Friday, where discussion was cut short, said Sats

SA Railway and Harbour Workers Union (Sarhwu) general secretary Martin Sebakwane said police in Soweto and northern Natal were preventing workers from meeting, making it impossible to get a mandate from workers on the return to work call

At the weekend police would not comment on the union's allegation

An advert placed in daily newspapers last week by Sats announced it was in the process of implementing the dismissal procedure for some strikers. It added management was seriously considering implementing the process with others as well

Workers were urged to reconsider their decision to strike. The statement added "Some of you may recall how painful the 1987 experience was." For three months of that year Sats was hit by a strike of 18 000 employees, who were all dismissed

The strike was called to back demands for a wage increase, improved working

□ To Page 2

Sats strike

□ From Page 1

conditions, recognition of the union and in protest against privatisation

Sebakwane said Sarhwu was in the process of applying for registration. But management said attempts to discuss recognition of the union at the meeting were sidestepped by the workers' committee

Sats spokesman Alan Lubbe said on Friday more than 16 000 workers were on strike nationally. Sebakwane said the figure had moved up marginally from more than 40 000 when about 400 East London workers stopped work on Friday

Lubbe said "There is a slight disruption of service, but we can cope. We fill in with staff from other departments and temporary staff to help"

He stressed that passenger trains were running smoothly

A further 500 workers were on strike in places like Richards Bay, Capital Park in Pretoria and in Bloemfontein, he said

Both the workers' representatives and Sats reported they were prepared to hold further talks

B. Bay
13/11/87

Sats begins dismissing strikers

150

By Drew Forrest

South African Transport Services started dismissing striking railway workers in the southern Transvaal today.

Sats's Mr Jan Bredenkamp said 150 workers who had been among the first to strike had been sent notices of dismissal. The figure could rise to about 300 today, he said.

Thousands of other strikers have been warned to return to work tomorrow.

Yesterday Sats said a motor coach had been destroyed by fire near Umlazi on Sunday night, bringing to over R7 million the damage caused by arsonists since the strike began.

Three motor coaches and two passenger coaches have been gutted in the past week.

About 12,000 employees have stopped work countrywide.

68/11/89

S/S

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Police harass strikers claim

Sowetan
14/11/89

SOME South African Transport Services workers are being given time off to join police in intimidating their colleagues who are on strike.

This allegation was made by a South African Railways and Harbour Workers Union spokesman yesterday.

Martin Sebakwane said union members across the country had conducted a disciplined strike action.

Referring to the burning of a Sats coach last week, he said striking workers had been in a meeting when the incident took place.

The union deplored allegations in the Press that strikers had been responsible for the arson.

Reportbacks indicated Kimberley and Port Elizabeth had joined the strike, which had spread country-wide since it began on the East Rand on November 1.

The union is hoping Sats will soften its stance on worker demands at a meeting today.

"Until now they have not even made an offer, they just say our demand is ridiculous," said Sebakwane.

"We hope they will now enter into serious negotiation. Once they have made an offer, it is up to the workers to decide."

The union is asking for a R1 500 monthly wage.

Sacked

Sawetan 15/12/89



THE South African Transport Services fired more than 2 200 striking workers yesterday, the SABC-TV news reported last night



This brings to more than 10 000 the number of sacked employees so far since the bloody strike started more than a month ago



More than 8 000 other workers are still on strike



Workers are demanding a minimum monthly salary of R1 500 -Sapa

Hawkers' party

THE South African Black Hawkers and Informal Business Association will host a party for its members in Daveyton tomorrow

It will be held at Timken swimming pool

mail 15/12/89.

mail 15/12/89.



ire ... singing the anthem

changes, he is responding to the situation on the ground created by our people. Thus he opens the beaches after our people have already done so; and he is going to unban the ANC, but we've done so already."

The conference further "sends a very clear message to De Klerk rejecting his idea of a great indaba, as well as a black election, to choose leaders."

"He can't escape our demand for a constituent assembly based on one person, one vote." We'll see

SATS STRIKE

152

Season of ill will

In the end, the Sats strike will probably see the SA Railway and Harbour Workers' Union negotiating simply to regain the jobs of about 12 000 fired members.

If so, it will mean that a second major strike by a Cosatu-affiliated union will have

proved almost futile.

It has achieved little more than economic hardship, chaos, pain and the loss of life

The eight-week Breweries strike ended recently after the Mass Democratic Movement intervened, withdrawing its support for 5 500 striking Food & Allied Workers' Union members, and effectively ending a somewhat pointless strike and beer boycott that fizzled out

The strikers got no more money than the company offered and even conceded to waive an Appeal Court ruling that overtime work was voluntary. At least eight people died

Will the Sats strike echo this? Sats certainly won't be granting a wage increase — it already did so after negotiations in June with 12 unions representing 130 000 out of 177 000 employees (The union on strike says it represents 45 000 employees but Sats' figures show only 22 500 are involved)

A union spokesman says the violence surrounding the six-week strike has claimed the lives of four unionists while 12 have been seriously injured and more than 100 suffered minor injuries.

The spokesman says that "every day" union leaders call on members not to compromise strikers' discipline and the chances of negotiation. He accuses the police of supporting vigilantes who have attacked strikers and travellers

Sats, like SAB, believes its increases are generous. Spokesman Alan Lubbe says they averaged 10% with "the general worker" getting up to 27%.

The union, meanwhile, has begun a climb-down on wage demands. Spokesman Elliot Sogoni says it has decided to make its demand for R1 500 a month (up from a R600 minimum) flexible — which means that it will take less.

The MDM is also poised to intervene again though, at its Conference for a Democratic Future at the weekend, it resolved to support any union opposing privatisation for fear of lay offs.

Recognition of the union, originally an issue, is now also apparently history. It has applied to register — 14 months after Sats got the union to sign an agreement that it would do so, and proposed to recognise the union on a regional level on condition it had more than 40% representation

"For some reason they don't want to follow the standard path and register like most of the Cosatu unions have done," Lubbe says. He suggests the union wants "a short-cut to recognition"

Sogoni says the union still wants Sats to grant maternity leave for the "lady comrades," to negotiate a grievance and retrenchment procedure, and provide better safety measures

All this at a cost of seven deaths, hundreds of injuries, R20m in lost pay, R20m-worth of torched railway coaches, the derailing of two goods trains and the indirect costs of at least three bomb blasts, one of which killed a passer-by

Sogoni says the union is prepared to return to work immediately but Sats must agree to reinstate strikers and not use its disciplinary procedure against them. Lubbe says Sats has

already proposed arbitration — with the mutually agreed arbitrator's decision as final — but that those who used intimidation and harassment are still to be subjected to investigation.

Sats, meanwhile, says it has felt the effects of the strike but that all main lines and services are operating adequately. It adds this should be maintained over the Christmas holiday period

CAP TIPS 15/12/89
15/12/89

17 000 fired in 7-week SATS strike

Own Correspondent
JOHANNESBURG. — More than 17 000 SA Railway and Harbour Workers Union (Sarhwu) members have been fired and damage to SATS property has reached R37 million.

The strike today enters its seventh week with prospects of an early settlement apparently remote.

Management yesterday dis-

missed 2 221 workers in the southern Transvaal, Natal, northern Transvaal and Western Cape.

SATS spokesman Mr Frikkie Stevenson said 8 902 workers were still on strike

The figure included more than 2 000 workers in Pretoria who had stopped work for fear of intimidation, he said.

Earlier SATS said 72% of 80 108 black employees were at work.

Natal has been hardest hit by the strike with 64% of workers on strike, followed by northern Transvaal 31%, southern Transvaal 30%, Western Cape 12%, Kimberley 11%, Bloemfontein 10% and northern Natal 7%. The percentages include workers who have been dismissed.

Sarhwu has consistently claimed higher strike figures.

● Salt River shooting — Page 9

Sats strike: Violence goes on as coaches set alight

16/12/89 (1020) (152) (150)
Weekend Argus Reporter

VIOLENCE centred around the SA Transport Services strike is continuing to escalate.

Train coaches have been set alight in Khayelitsha and near Wellington and have been derailed near Pinetown.

Already the strike has claimed four lives and scores of people have been injured

Nearly 20 000 workers have been fired since the start of the six-week-old strike.

According to Sats, workers

want a minimum wage of R1 500 a month.

Sats says it cannot negotiate wages with the strikers because:

- A salary increase of up to 27 percent for general workers was granted on July 1 after negotiations with 12 recognised unions representing 130 000 employees.

- It was not practical to have wage negotiations more than once a year, and

- The strikers' union, Sarhwu, was not recognised

Dismissals fail to break

Sats strike



DREW FORREST

Close to 20 000 black railway workers have now been sacked by SA Transport Services — but the dismissals strategy shows no signs of breaking the six-week rail strike.

And although the strike has had no major impact on Sats services, the cost in lives and property represents mounting pressure on management to find a negotiated solution.

The strike has already claimed 11 lives, according to Sats figures. Strikers are increasingly the victims of violent attacks by non-striking railworkers.

Sats spokesman Mr Alan Lubbe has revealed that total damage to Sats rolling stock during the strike amounts to R37 million. Twenty-six coaches have been destroyed by fire and 36 damaged.

Re-employment

Yesterday Sats fired another 2 352 workers, mainly in Natal, but Mr Lubbe conceded that fired strikers had not re-applied for their jobs in large numbers.

He said management was considering re-employing dismissed workers. No decision had been taken on whether re-employment would be selective and the criteria for selection.

The director of the SA Association of Freight Forwarders (SAAFF), Mr Alan Cowell has confirmed that no major backlogs had developed at the Sats terminals in Johannesburg.

The only way forward appears to be through negotiations between Sats and the SA Railway and Harbour Workers Union (Sarhwu).

This week, there were reports of low-profile contact between the parties.

Sarhwu is demanding pay increases and the unconditional reinstatement of strikers. Sats has refused wage talks — arguing that it has already negotiated increases with recognised unions this year.

'No police warning'

Cnr. 717H 15/12/89

Witnesses tell of city clashes

Labour Reporter

WITNESSES to Tuesday's shooting at Salt River station — in which 54 people were injured — claimed this week that they heard no warning before police fired on railway strikers at "at close range"

The witnesses, all people who work within sight of the scene, near the corner of Foundry and London roads, Salt River, gave their accounts in interviews with the Cape Times on Wednesday

One said that after police had fired on the crowd, items of clothing, shoes and packets were left strewn on the road. It looked like a scene from (the film) Gandhi

According to the official police unrest report issued on Wednesday police warned a crowd who were intent on boarding trains without buying tickets, to lay down their weapons

The crowd ignored the warning and stormed forward. Police opened fire with birdshot and rubber bullets

Police also fired at a smaller group who had broken through the ticket barrier and were throwing stones and bottles at policemen

Replying yesterday to witnesses' allegations, police spokesman Major Reg Crewe said police "abided by the official unrest report" issued on Wednesday

Recounting their impression of events on Tuesday, witnesses said they saw police, some armed with shotguns, standing at the Foundry Road entrance to Salt

River station about 1pm

They said they saw a large group, some of whom were singing and dancing, walking down London Road towards the station

Some in the crowd — estimated by the SA Railways and Harbour Workers' Union at 1 000-strong — were seen wielding "planks" and sticks while others waved rolled up newspapers

Witnesses said they saw no pangas or knives. The crowd was blocked at the station gate and shots rang out

"Without issuing a warning, police suddenly shot at the people in front at close range," a witness claimed

The crowd scattered, some fleeing up London and Foundry roads and others running into nearby shops for shelter

Police were then seen firing at people throwing stones from a nearby pedestrian bridge spanning the railway lines

One person who was shot is in a "fairly stable" condition in Groote Schuur Hospital's surgical intensive care unit, a hos-

pital spokesman said

The spokesman said some of the wounded had been hit from behind, and others had injuries "consistent with birdshot fired from close range"

The unrest report said private security guards hired by SATS had also fired shots from revolvers

SATS spokesman Mr Brian Lotter confirmed yesterday that armed security guards from CIPS Security Guarding had been on duty at Salt River station on Tuesday

CIPS managing director Mr Kenny Uytendogaardt refused to comment

Commenting on the witnesses' claims, Major Crewe said police rejected allegations that nobody in the crowd was armed "In our unrest report we stated that police took possession of numerous weapons."

Police had admitted that birdshot was used and had "no argument" with witnesses' claims in this regard

Reiterating that police had first

warned "the mob" to lay down their weapons and move through the ticket barrier in an "orderly fashion", Major Crewe said the warning was ignored and "the mob stormed the control point"

"At this stage no further warnings were given as the police were forced to act to ward off the attack and disperse the mob"

If bystanders were caught up in the situation they could lodge complaints with police, Major Crewe assured

The unrest report of December 13 reads "A large group of blacks approached a control point with the apparent intention of boarding a train without paying (this has been a tactic of some strikers)"

"The group was aggressive and armed with an assortment of weapons (sticks, pangas, knives etc) Police warned them to lay down their weapons and move through the control point in an orderly fashion"

"Instead of obeying, they stormed the control point. Police used rubber bullets and birdshot to disperse them. Members of a private security firm employed by SATS also fired a number of shots"

"The majority of the crowd fled towards the main road but a smaller group broke through the control point and threw stones and bottles at the police. Birdshot was again used to disperse this group. Police took possession of numerous weapons after the group had dispersed. A total of 14 injuries were reported to the police"



DISPUTED WEAPONRY . . . Constable C J de Jager of Woodstock police station examines an assortment of weapons allegedly retrieved by police after 54 people were wounded by police gunfire at Salt River station on Tuesday

Picture RICHARD BELL

Shooting:
Injured 8

Two kids burnt to death as rail strike spreads



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VIOLENCE continued to characterise the six-week-old strike by SA Transport Services workers with two limpet mine blasts on Cape Town suburban railway lines and a fatal firebomb attack on the home of a Pretoria railways employee on Friday.

Another 2 352 strikers were sacked on Friday bringing the total number of dismissals to 19 667 since the start of the strike, Sats said. *C. Press*

About 10 000 workers downed tools seven weeks ago, demanding recognition of the SA Railways and Harbour Workers' Union and a R1 500 monthly wage.

There were still 6 863 workers on strike of which 2 300 were Pretoria workers who walked out on Thursday "demanding police protection from intimidators", a Sats spokesman said.

17/12/89

Damage to Sats property had exceeded R26-million and workers had so far lost R17-million in wages.

In Cape Town a man was arrested following two explosions which caused slight damage to railway lines early on Friday, police said.

In Albridgeville near Pretoria two children were burnt to death when the home of a Sats public relations officer was razed, police added.

They said the incident appeared to be strike-related.

The Sats employee was not at home during the attack, but his mother and a relative were in a "serious condition" with burns.

The strike had moved to Durban harbour on Friday, where shifts were slashed by half and schoolchildren were employed to clean railway lines and coaches, a Sats spokesman said.



Sats strike is in bad odour with commuters

CP Correspondent

152 C. Press

THE Sats labour strike, now in its fifth week, is taking its toll on commuters. The dispute, which has been marked by dismissals, violence and allegations of intimidation on both sides, is now forcing commuters to use other forms of

transport to get away from the smell of trains and stations which have not been cleaned for days.

Worst affected are third-class coaches, township stations and the more isolated areas where non-striking workers fear to tread.

Commuters have complained about the unhygienic conditions, but Sats says it is experiencing manpower problems because of the strike.

Sats Pretoria spokesman and transport manager Marius Butler said the problem could not be solved overnight and appealed to commuters to be patient.

To alleviate the problem, Sats was using white employees to do menial work abandoned by the strikers, but he denied they were "scabs".

"There has been a good response from Sats employees who help with cleansing and other jobs. I can assure you they are full-time employees of Sats," Butler said.

They did their normal jobs during working hours and took over the jobs of striking workers as overtime he said.

Taxi operators are making a killing as train commuters switch to road transport to avoid the smelly trains and stations. Many commuters said they were also unhappy about the heavy presence of the police and Defence Forces who

Death and misery in wake of strike

By CONNIE MOLUSI

THE six-week-old Sats strike has left a trail of death, destruction, bitterness, misery and losses to both the company and striking workers.

The strike, which was sparked by workers' wage and recognition demands, has developed into one of the worst incidents of industrial violence in recent years.

Parties have become deadlocked over the issue of wage increases, which Sats has stated categorically it is not prepared to negotiate with the SA Railways and Harbours Workers' Union (Sarlhu).

Sats says it is prepared to talk about ending the strike, but will not negotiate with Sarlhu on wages or a disciplinary code because it does not recognise the union, which is unregistered.

Strike violence has caused damage to motor coaches and commuter carriages estimated at R26,3 million, and there are other losses which cannot be calculated easily.

Sats spokesman Allan Lubbe said such losses were, for example, when commuters did not buy tickets. He said although there were people manning ticket checkpoints, there were not enough of them to check all commuters.

Sats has called in police at stations to protect workers not on strike and the public, while several court orders have been granted preventing strikers from intimidating other workers at goods depots or entering the premises.

To date 19 667 people have lost their jobs and 6 863 are still on strike, but Lubbe said these figures represented only 28 percent of the Sats black labour force.

Seventy-two percent of black workers are still working and, as a result, there has not been any major disruption of operations as passenger, mail and goods services are operating well.

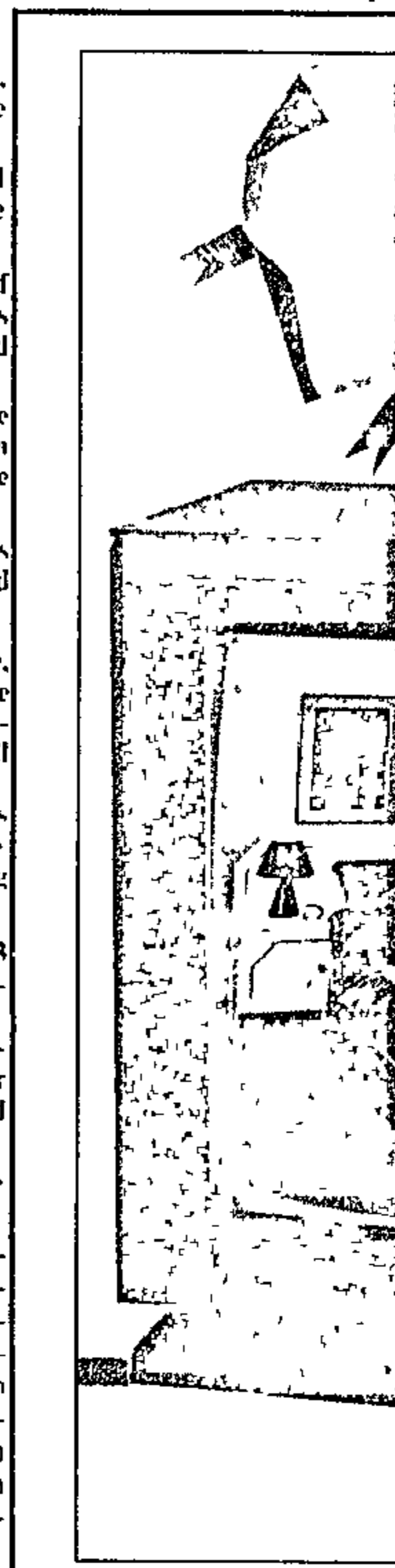
Lubbe said workers had lost R16,7 million in wages, excluding bonuses and overtime.

"turned railway stations and platforms into parade grounds.

Butler said apart from the smell, several factors drove commuters off trains, particularly at this time of year.

"There has been a lot of intimidation. Certain elements are confiscating tickets from commuters and there are violent incidents. Sats normally experiences a drop in commuters. It is difficult to link the drop in commuters directly with the prevailing conditions," said Butler.

These commuters appear undecided on which transport to use for the journey home. The Sats dispute has created a situation where the lack of cleaning staff is making it impossible for the average travellers to use the smelly trains and stations.



More die in strike

CAP TOWN 15/12/87

SATS does paperwork for mass dismissals

Own Correspondent

JOHANNESBURG — Violence continued to mar the seven-week SATS strike by thousand of workers with two limpet-mine blasts in Cape Town and the deaths of two children in a fire at a SATS employee's house

SATS paid out another 2 352 strikers on Friday — 2 327 in Natal, 14 in Southern Transvaal and 11 in the Western Cape — bringing the total number of dismissals to 19 667 since the start of the national strike in November

A total of 6 863 are still on strike. The figure includes 2 322 workers in Pretoria who stopped work for fear of intimidation

All 27 000 striking SATS workers will have been fired by this afternoon before a massive re-employment programme to fill vital skilled positions begins tomorrow

Our Durban correspondent reports

SATS public relations manager Mr Mike Asefovitz as saying the strikers were being dismissed as quickly as paperwork could be completed and an advertisement for new workers had already been placed in one black newspaper

Two children were burnt to death in Atteridgeville, near Pretoria, when the home of SATS public relations officer Mr Ephraim Mohale was razed on Thursday, police said

At first a firebomb attack was suspected but it is now thought an electrical fault — cause by overloading — was the cause of the fire

Eleven people have died in strike related violence so far

In Cape Town police said a man was arrested following two explosions which caused slight damage to lines at Athlone and Observatory stations early on Friday. Damage was slight and rail services were

not disrupted following the blasts

Two goods trains were derailed near Pinetown on Thursday

Police said two passenger coaches were set on fire and destroyed on Friday, one at Khayelitsha station and the other at Mbekweni station near Paarl

Our Durban correspondent reports police said the body of a SATS employee Mr Petros Gcicane, was found at a rubbish dump in Umhlatazana Road on Thursday

It is believed he and another SATS worker, Mr Siphon Mthetwa both hunters at Bayhead, were abducted by strikers near the Clermont Hotel on Monday

Mr Mthetwa was pounced on by a group of men, stabbed and assaulted. He pretended to be dead and the mob then chased after Mr Gcicane

Mr Mthetwa walked to a nearby truck depot and called for an ambulance. He was discharged from hospital yesterday

Police act against strikers



TERRIFIED bystanders, including small children, ducked for cover as police took action against striking Sats workers on Cape Town station on Wednesday

The group had earlier taken part in a march by about 200 workers from St George's Cathedral to the City Park Hospital in Long street.

The march was to demand the reinstatement of workers dismissed from the hospital earlier this year after a work stoppage.

On Tuesday afternoon more than 50 people were injured when police opened fire with birdshot and rubber bullets at Salt River station

Twelve workers are presently being held under police guard at Groote Schuur Hospital. At least three are believed to be seriously injured

Police confirmed that birdshot and rubber bullets were fired and that 14 people were injured

Talks between Sarhwa and SATS reached a deadlock two weeks ago

The workers are demanding a minimum wage of R1 500 a month — more than double the current minimum

C. U. H. 14-11/12/89

Mob burns man to death in day of Sats violence

By ANDREA WEISS and JOHN YELD
Staff Reporters

152
13/12/89
EMERGENCY UPDATE

A MAN was burned to death by a mob, several people were wounded in clashes with police and three railway coaches were set alight in incidents in Cape Town yesterday.

According to the police unrest report the unidentified man was burned to death by a mob at Salt River station yesterday afternoon.

About the same time, police and employees of a private security firm employed by Sats opened fire on a group of striking Sats workers at Salt River station, wounding 53. Three were seriously hurt.

Three railway coaches were set alight — one on platform 17 at the main Cape Town station, one at Netreg station, near Bonteheuwel, and one at Lentegeur station, Mitchell's Plain. Damage was reported to be slight.

The clash between police and railways workers at Salt River occurred when members of the South African Railways and Harbour Workers' Union, were on their way to the station about 1.30 pm

yesterday after attending a meeting at the Sactu hall in Salt River.

According to police spokesman Major Reg Crewe, a large group of men with sticks, knives and pangas approached control points at Salt River station and tried to force their way through without tickets.

"They were warned to put down their weapons and to go through in an orderly manner. They ignored this and stormed the control point while displaying their weapons," he said.

Major Crewe said police used rubber bullets and birdshot while employees of the private security firm fired live ammunition from revolvers.

● Unrest report, page 3.

Press curbs

In terms of the emergency regulations reports, comment and pictures may be restricted.

17 000 Sats strikers have been dismissed

SAW 15/12/89
More than 17 000 railway strikers have now been fired by SA Transport Services, after the dismissal of another 2 221 workers across the country yesterday

Sats said 8 902 workers remained on strike but stressed that strikers and dismissed workers together constituted only 28 percent of Sats' general worker complement.

● It is reported that police dispersed a meeting of about 1 000 Sats workers at union offices in Pretoria yesterday

● Two houses in Daveyton, Benoni, which belong to two non-striking Sats employees, were petrol bombed on Wednesday — Labour Reporter

Salt River station shootings: Strikers reject police version

AR66-1
14/12/89

By ANDREA WEISS
and JOHN YELD
Staff Reporters

THE South African Railway and Harbour Workers' Union (Sarhwu) has rejected a police version of events at Salt River station earlier this week when more than 50 people were injured — three seriously — after police and private security guards opened fire on striking Sats workers

According to the police version of Monday's events, a large group of men carrying sticks, knives and pangas approached the control points at the station and attempted to force their way through without tickets

Police said the men "stormed the control point displaying their weapons" and that police used rubber bullets and birdshot while employees of the private security firm

fired live ammunition from revolvers

However, Sarhwu said in a statement that about 1 800 strikers had been returning from their normal daily meeting in a peaceful manner and that riot police had allowed many of them onto the station before opening fire without warning

POLICE GUARD

Twelve of the injured are under police guard in Groote Schuur Hospital and those who are fit enough are expected to appear in court tomorrow, according to Sarhwu lawyers.

● The Sats strike needed to be resolved "urgently" as it was doing "incalculable harm" to industrial relations in South Africa, according to Democratic Party spokesman on manpower Mr Tony Leon

The DP deplored in the

strongest possible terms the "violence and lawlessness" which had characterised the strike in the past month and was also dismayed at the "intransigence" of Sats management, he said

The strike could also pose long-term damage to related issues such as the privatisation of Sats, Mr Leon added

"Strike violence against Sats property and rolling stock, now estimated to have exceeded R25-million in damage, should be seen as misdirected, since it has damaged assets of state which belong to all the people of South Africa"

"According to our information, there have also been individual acts of violence and harassment by strikers against non-strikers and by vigilante groups of Sats workers against strikers. This cycle of violence must end," said Mr Leon

Durban port operations hit by strike



Labour Reporter

Durban harbour is operating only 12 hours a day and shipments are being delayed by a labour shortage due to the SA Transport Services workers' strike shippers told a businessman who contacted The Star yesterday

This is the first clear sign that the strike is hitting strategic services

Sats and the SA Railway and Harbour Workers' Union (Sarhwu) are believed to have met last night in a fresh bid to break the strike logjam Sats would not comment on the reports.

In another development, a further 2 477 strikers were fired yesterday, mainly in the Natal region More than 15 000 workers have been fired in all but the dismissals tactic does not seem to be weakening the strike

Mr Colin Cormack, who described himself as a "one-man business", said a shipment due to leave Durban for Europe on December 10 had been delayed to today and then December 19.

STEVEDORES

"The shippers wrote to me to say that the port was only operating between 6 am and 6 pm and that their stevedores were having to organise casual workers to prevent a total collapse of port operations"

In a subsequent telephone conversation, the shipping company had said the situation in the port was chaotic, he said Sats had not commented at the time of going to press

● The Democratic Party's deputy manpower spokesman, Mr Tony Leon, yesterday attacked the "intransigence displayed by Sats' management" over the rail strike and called for the urgent resolution of the dispute

He also deplored the "violence and lawlessness" which had marked the strike



Star

14/12/89

ation

WELTO BUSINESS

Another 22 SATS workers dismissed

EMP 717/15
20/12/87

(152)

Own Correspondent

JOHANNESBURG
SATS dismissed a further 22 workers yesterday, bringing the total number of workers fired countrywide to 20 488. There are now only 5 765 employees on strike, SATS spokesman Mr Ian Bleasdale said.

Twelve of the strikers were fired in the Southern Transvaal, five in Natal and five in the Western Cape.

Mr Martin Sebakwane, SA Railway and Harbours Workers' Union (Sarhwu) general-secretary, said there had been no substantial difference in the proposals put down by SATS at Monday's talks compared with those tabled when negotiations deadlocked two weeks ago.

Few fired Sats strikers reapply for jobs

152

Labour Reporter

Less than 20 of the 11 000 dismissed railway strikers in Natal have re-applied for their jobs, SA Transport Services senior labour manager Mr Victor van Vuuren revealed yesterday

After the conclusion of the dismissals in Natal — the region hardest hit by the rail strike — Sats placed advertisements in the local

press calling on strikers to apply for re-employment

Yesterday a further 22 strikers were fired. Over 20 000 have been dismissed countrywide and 5 765 workers remain on strike, according to Sats

Mr van Vuuren said there was a possibility of a further meeting between management and the SA Railway and Harbour Workers Union tomorrow

On Monday the parties' legal representatives exchanged fresh proposals in the first official contact since talks deadlocked a fortnight ago

"We are looking at structuring a long-term relationship with Sarhwu, and see this as the way to break the deadlock," Mr van Vuuren said

No further incidents of violence had been reported, Mr van Vuuren said, adding that this was the pattern when negotiations were under way

20/12/89

More down tools, but some strikes settled

By Drew Forrest

In a new twist to the spiral of pay strikes across industry, about 1 000 workers at nine plants of the Van Leer metal and plastics firm have downed tools.

A spokesman said the strike, in its third week, followed company-wide pay talks with the National Union of Metalworkers. Workers are demanding a 90c-an-hour rise. The company is offering 70c.

● The wage dispute which led to a two-week strike by more than 5 000 Premier Food Industries workers has been settled.

Premier said yesterday that it had ended the lock-out of 2 000 Epic and Epol workers on condition that they returned to work. Milling workers would receive a minimum R30 weekly increase, and Epic and Epol workers a minimum R27,50.

● Fawu had called for a peaceful strike at South African Breweries and did not condone violence by members, union officials said at a press conference. But the eviction of strikers from plants made it harder to exercise control.

STAR • ● See Page 14.

2d/12/89.

19/12/89
Sweetan

Sats tries to woo strikers back to work

SOWETAN Correspondent
and Sapa

IN A bid to encourage fired strikers to reapply for their jobs, SA Transport Services yesterday launched an advertising campaign in the Natal Press.

Sats PRO Mr Leon Els said another 500 strikers were due to be paid off in Natal yesterday, rounding off the dismissals process in the region.

Natal has been hardest hit by the rail strike, with more than 11 000 workers being fired there. Close to 20 000 have been dismissed countrywide.

Els said 6 000 workers remained on strike elsewhere in the country, and that as dismissals were concluded in other areas, further Press advertisements would be placed.

Re-employment would be selective, he said.

The advertising campaign is a sign that the dismissals have so far not had much effect in weakening the strike. Els confirmed that few dismissed strikers had reapplied for their jobs.

On the prospects for fresh negotiations between Sats and the SA Railway and Harbour Workers Union, Els said management was waiting for proposals from the union.

Meanwhile, an explosion on the railway line near Wittebome Station rocked surrounding neighbourhoods at about midnight on Sunday night.

A police spokesman said the explosion happened about 100m from the station, on the Simon's Town side.

It caused unspecified damage to the lines and there were no injuries, he said

Sats dismisses another 427 striking workers

By Drew Forrest

A further 427 striking SA Transport Services workers were dismissed yesterday.

Sats said 4 813 workers were still on strike after the sackings, which had taken place mainly in the southern Transvaal. Close to 21 000 strikers have been dismissed in phases.

At the same time, SA Railway and Harbour Workers Union general secretary Mr Martin Sebakwane has poured cold water on Sats optimism about a meeting last Monday.

Management's description of the meeting — the first official encounter since talks deadlocked two weeks ago — as "fruitful" was premature, he said.

"The only substantive change in their position is that they want to re-employ dis-

missed workers selectively," he said.

Sarhwu's national executive committee would meet today to formulate a mandate for further discussions, he said.

Mr Sebakwane also hit out at the transport tariff increases announced by Sats on Tuesday, saying they appeared to be a prelude to privatisation.

There had been no consultation with the wider community on the rises, which could only erode the living standards of workers, he said.

"As Sats' own employees will be affected, management should be more receptive to workers' pay demands," Mr Sebakwane added.

Although the rail strike is essentially about union recognition, pay has been a key bone of contention.

2/12/89
stop

Sats fires 21 500 ~~(21 500)~~ strikers ~~(21 500)~~ (152)

ABOUT 21 500 striking SA Transport Services (Sats) workers have been fired in the seven-week-old strike. ~~(21 500)~~

Sats spokesman Mr Leon Els said the dispute would "definitely not" be resolved before Christmas, but dismissals had slowed down over the Christmas period.

Sats had not been approached by the SA Railways and Harbours Workers' Union (Sarhwu) since last Monday's talks between the union and Sats, Mr Els said.

Sarhwu officials attended a national executive committee meeting on Thursday to discuss the strike.

Mr Els said 4 200 workers were still on strike and that the re-employment programme in Natal was proceeding "very slowly".

He added that strikers had lost close to R19 million in wages. Damage to Sats property stood at almost R38 million. — Sapa. ~~(Sapa)~~

SATS 23/12/89.

CNT Times 23/12/87
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No Christmas settlement in sight for SATS strikers

JOHANNESBURG. — The seven-week-old SA Transport Services (SATS) strike, during which about 21 500 striking workers have been fired, is set to continue past Christmas

SATS spokesman Mr Leon Els said the dispute would "definitely not" be resolved before Christmas

Dismissals had slowed down over the Christmas period, with 56 striking workers sacked yesterday

Mr Els said SATS had not been approached by the South African Railways and Harbours Workers' Union (Sarhwu) since Monday's talks between the union and SATS, adding he

hoped talks would resume next week. Meanwhile, Sarhwu officials attended a National Executive Committee meeting on Thursday to discuss the strike, but they could not be reached for comment yesterday

According to Mr Els there are still 4 200 workers on strike

SATS' re-employment programme in Natal was proceeding "very slowly", with only 52 applications by fired workers to be re-employed, Mr Els added

Strikers have lost close to R19 million in wages, and damage to SATS property stood at almost R38m, he said. — Sapa

Only 1 600 still on strike, says Sats

ONLY 1 611 Sats workers were still on strike following the dismissal of 20 195 workers in just more than a month, Sats spokesman Alan Bleasdale said yesterday.

At the peak of the seven-week-old strike, Sats said 22 000 workers were involved in the industrial action, while the SA Railway and Harbours Workers' Union (Sarhwu) said 40 000 members had stopped work.

Bleasdale said 427 workers were fired yesterday — 314 in the southern Transvaal, 62 in northern Cape, 48 in the western Cape and three in Natal

Blom 2/12/89
ADELE BALETA

The breakdown of the number of workers still on strike was 864 workers in the western Cape, 548 in northern Cape, 93 in northern Natal, 58 in the southern Transvaal and 50 in the Free State.

The figures do not include more than 2 000 Pretoria employees who stopped work fear of intimidation.

Sats management said only a few work-

(152) To Page 2

Sats strike

Blom 2/12/89
ers in Natal had responded to a Sats advertisement by reapplying for employment.

Early yesterday a Sats train was derailed when a truck left the rails in a shunting incident at Durban's Bayhead yard. A Sats spokesman ruled out sabotage, adding the "minor mishap" happened at 5 15am and the line was clear an hour later.

Police said a clash between strikers and non-strikers at Tembisa on the East Rand left one man dead and three others injured.

(152) From Page 1

Since the reopening of talks on Monday no date has been set for further talks between the parties

Sarhwu pointed out yesterday that Sats had not at any stage agreed to discuss wages — one of the strikers' key demands. When talks deadlocked on December 4 Sats rejected Sarhwu's proposal to refer all matters on the agenda to mediation. Sarhwu had earlier turned down a proposal that dismissals be arbitrated.

● See Page 4

CMT Tent

November 23, 1989 3

SATS

man dies

as strike

deadlock

continues

152

WITH at least one death, 29 injuries, R10-million damage from arson attacks and 1 155 jobless people in its wake, the still unresolved SATS strike could turn out to be one of the worst in SA history.

While the SA Railways and Harbour Workers' Union (SARWHU) has yet to comment on the latest developments, Captain Eugene Opperman, spokesman for the Witwatersrand police, said after a worker was shot dead during an attack on a policeman on Tuesday: "People are now being killed in this strike when the whole thing can be sorted out peaceably. We must appeal for calm."

He added that two railway coaches were burnt out at Croeses Railway Station near Johannesburg yesterday.

Amid police appeals for calm, SATS management is studying a counter-proposal from SARWHU aimed at resolving the conflict and laying the foundation for continued negotiations.

But about 160 strikers at Table Bay Harbour, who did not return to work yesterday, face disciplinary action which could lead to their being fired, as happened to 1 155 Natal workers this week. — Sapa

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SATS STRIKE *Final* 24/11/89

Taking its toll

The striking SA Railways & Harbour Workers' Union and Sats management were locked in crisis talks on Tuesday. The meeting, convened at the union's request, was the first since the strike started on November 6. Sats says 18 000 are out but union claims 40 000.

One striker was killed in a clash with police at Germiston on Thursday. Six policemen were hurt when strikers fought with sticks, sjamboks and stones. In Natal 16 strikers were injured when police opened fire on 3 500 people at Umlazi. One policeman was injured after a shot was apparently fired from among strikers.

Set alight

On Monday a 50-strong mob, presumed by police to be linked to the strike, attacked two Sats ticket examiners (one a senior financial superintendent, seconded from Sats' head office to take a striker's place). Superintendent Koos Grobler was set alight with petrol. He has serious burns on most of his upper body. The other man escaped unharmed.

The cost of damage to property has been put at R10,5m. Four motor coaches and six passenger coaches have been burnt out. Sats spokesman Alan Lubbe says three

24/11/89

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demands are being put forward by the strikers
 A minimum wage of R1 500 (up 150% from R600) a month,
 Recognition of the union, and
 Cancellation of the planned privatisation of Sats

Non-negotiable

Lubbe says the wage demand is non-negotiable because annual wage talks were completed in June and, in terms of the Conditions of Service Act, wages can be negotiated only once a year. Lubbe says Sats offered to recognise the union two years ago on the usual condition that it must register with the Department of Manpower and then show proof of membership (as most Cosatu unions

have done)

So far Sats has fired 2 817 strikers from the rail, road, catering and airport sectors after giving the required warnings. The areas mainly affected are Natal, Free State and southern and northern Transvaal. Lubbe says 644 strikers have returned to work. He adds "Let's hope the strike is resolved before we have to fire all of them."

Union general secretary Martin Sebakwane condemns police for interfering in "purely labour relations matters." Assistant general secretary Dave Moeti says "We are prepared to fight no matter what the consequences and even if it means the strike lasts three months or more." Moeti accuses Sats of taking "a very aggressive line" and believes it will eventually have to take back all

fired workers

Lubbe admits rail services have been affected but are "coping very well under the circumstances."

Injuries as police, strikers clash in Newlands streets

Staff Reporter

FIVE people were arrested and several workers and policemen injured in strike-related violence in Newlands yesterday.

About 100 workers arrived at Claremont station about 10 30am to march along Main Road and establish a strike picket outside the gates of Ohlssons Breweries in Newlands. The workers included striking South African Breweries and Italtile employees as well as members from the South African Railways and Harbour Workers' Union.

Captain Hendrik Opperman said information was received of a large group "armed with wooden batons and stones, gathering at the station".

"When the police warned them to disperse they attacked, injuring several policemen. Police dispersed the crowd and arrested three men and a woman."

The injured policemen were identified as a Major Dodd, who was allegedly struck on his chest with a brick and hit with a wooden baton; a Constable Lavery, hit in the face with a brick; Warrant-Officer F J de Klerk, struck on the neck with a baton, and WO F Barnard, struck in the face with a brick. They were treated at hospital for their injuries and released.

The workers regrouped in Main Street and continued their march to the breweries.

According to a union spokesman "it was a peaceful march, but the police were waiting for us and when we were about 200 metres from the gates we were warned to disperse". "Seconds later police fired teargas canisters and baton-charged, severely beating up and arresting one man."

A bystander said he saw two policemen holding a man while a third beat him over the head with a teargas launcher. "The man looked badly injured and was taken away by the police."

Captain Opperman said anyone who had complaints should "come forward" and give a statement to police.

Those arrested are expected to appear in the Wynberg Magistrate's Court soon. *no*

MDM marches in support of Sats and SAB strikers

By CONNIE MOLUSI

THE Mass Democratic Movement (MDM) has scheduled a series of protest marches at Witwatersrand townships in support of striking Sats and SAB workers.

The marches are to protest against the use of violence against strikers, to express support for their demands and to put pressure on managements to settle the disputes.

The MDM said in a statement that both Sats and SAB workers have legitimate grievances, relating to their demand for a living wage and recognition of their union.

They accused management of using a range of tactics which have led to violence instead of negotiation

The four-week-old Sats strike has led to the death of two workers, shot by police in separate incidents, while there have been three casualties as a result of the SAB action.

■ This week a white ticket examiner was admitted to hospital suffering multiple burns after he was doused with petrol and set alight;

■ A dismissed Sats worker was shot dead at Langlaagte station on Tuesday for allegedly attacking a policeman and ticket controller with a baton;

■ A Fawu shop steward was charged with attempted murder after a shot was fired at casual workers on Wednesday in Maritzburg; and

■ Five people were arrested and several workers and policeman were injured in strike-related violence in Newlands

C. Press 26/11/89

OVERTIME BAN SPARKS STRIKES



Striking Sats workers gather at K-berth in Cape Town docks for a daily meeting

By CHIARA CARTER

A BAN on overtime sparked industrial unrest at several companies in the Western Cape this week

At the Jungle Oats factory in Ndabeni near Maitland, an overtime ban was one of the reasons given for a lockout affecting about 100 workers

A Fawu spokesperson said the workers were given notices stating they faced a lockout if they did not agree to the company's wage offer and undertake not to take part in go-slows and a ban on overtime

The company declared a dispute with the union after a breakdown in wage negotiations which began in August

Jungle Oats managing director Michael Paddick said the company decided to approach the workers directly to explain what he described as 'a most reasonable wage offer'

Those who did not accept the offer would not be allowed onto the premises

Paddick said the company felt the union representatives had failed to participate constructively in negotiations

He said the letter given to workers also referred to workers participation in go-slows and an overtime ban

About 35 workers at the South African Dried Fruit Co operative (SAD) in Epping downed tools last Tuesday after six workers were dismissed following a clash with management over working hours

SAD senior shop steward Andrew April said the workers had refused to accept new working hours introduced by management earlier this month after the workers began an overtime ban

Transport problems

April said that workers were unhappy about beginning work an hour later because of transport problems

He claimed that management had interfered with their cards after they had clocked in

SAD's personnel manager Solly Osnabruck said the company had extended the terms of its national agreement with Fawu to the Epping plant after the union gained majority membership at the plant in August

He said workers had subsequently demanded a lunch hour which meant their working hours had to be adjusted

They had then refused to work overtime, necessitating a further change in working hours

The workers had refused to begin work an hour later and had received final disciplinary warnings

Six workers were dismissed last week and the rest of the Fawu membership had downed tools

Reinstate

The workers were reinstated on Wednesday and returned to their jobs today (Thursday)

The Chemical Workers' Industrial Union (CWIU) met with management of Dunlop Products this week after a row over working hours at the company's factory in Benoni

The CWIU claimed that workers had been locked out at Dunlop Industrial Products on Monday morning after they refused to work overtime

Dunlop Industrial Relations manager Glen Sutton denied that the workers were locked out

Sutton said the company had introduced a new shift system after the workers began an overtime ban

A CWIU spokesperson said the new system meant transport problems for workers

The union is to meet with the company this week

WOMEN'S COMMISSION

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WUTATA STREET,

Landmark deal for mothers

THE University of the Western Cape (UWC) will kick off the new year with a landmark maternity agreement.

In terms of the agreement reached between the personnel department and the university's Women's Commission, women employed at UWC for more than a year will be entitled to a maximum of six months paid maternity leave

They also have the right to return to the same position at the end of that period

Maternity benefits will be worked out on a sliding scale

An employee taking the full six months will be eligible for 77 percent of salary for four months and 50 percent for the other two. Male staff members will get seven days paternity leave

Previously, women were entitled to four months unpaid maternity leave and were paid a month's salary after delivery

Another change is that all members of staff are entitled to insure their spouses

The new maternity benefits were instituted after the university's Women's Studies group protested at discrimination against women on campus

Union slams 'fake' T-shirts

THE Post Office and Telecommunications Workers Association has disassociated itself from T-shirts with the organisation's logo being sold in Cape Town

Potwa media officer Sirwe Matshikiza said the union had nothing to do with the T-shirts which have the faces of the Rivonia trialists on the front

He said Potwa viewed the sale of the T-shirts as 'political opportunism'

PRETORIA. — Police used shotguns, rubber bullets and tearsmoke to disperse a crowd of about 3 500, apparently striking SATS workers, at Reunion station, Unmlazi, on Monday, according to yesterday's police unrest report.

The crowd had surrounded a ticket examiner and police on duty at the station to guard against intimidation.

One of the crowd allegedly incited others to kill the police, the report said, and a shot was fired at the police from among the crowd.

Twelve men and three youths were wounded.

At Muzimhlope station in Soweto, a group set

Police
fire on
station
crowd

1520
CAPE TIMES 22/11/81

fire to a passenger carriage. Damage was extensive.

Two private homes at Mpumalanga, in Natal, were damaged in petrol-bomb attacks. A number of shots were fired at a third house. Two occupants of the house, a man and a woman, were wounded. — Sapa

30418

MP unsure of decision to leave LP

CONFUSION reigned last night about the future political home of the MP for Bonteheuwel, Mr. Patrick McKenzie, who appears torn between remaining with the Labour Party and joining the National Party.

The former chairman of the LP in the Peninsula, Mr. Gerald Morkel, told a press conference on Friday that Mr. McKenzie had informed him that he (Mr. McKenzie) would be defecting from the LP and joining the NP.

However, Mr. McKenzie made a surprise appearance yesterday at a press conference called by LP MPs apparently loyal to party leader Mr. Allan Hendrickse.

When questioned about his political allegiance, Mr. McKenzie said the issue was in the hands of his constituents.

"It's anyone's bet where he will eventually end up — he seems to be under a lot of stress," one LP MP said last night.

18/1/82

Farmworkers to continue action (4)

■ Nactu's National Union of Farmworkers lost last week's supreme court challenge to the dismissal of 1 300 strikers at the Sapekoe Tea Estate, near Tzaneen — but plans further action challenging their eviction from company housing. *W/Mail 315-915/21.*

NUF secretary Chaka Moletsane said the action would be based on the lack of adequate notice of the evictions.

The strike was allegedly sparked by harassment of unionists at Sapekoe, but also centres on recognition and a R600 minimum wage demand. Management had consistently refused to meet the union on the dispute, Moletsane said.

Reports by Weekly Mail staff

85 arrested in attempt to enter DET building

(S2) (275)

Staff Reporter ET 28/5/91

PRINCIPALS, teachers and students who tried to enter the Department of Education and Training building on the Foreshore yesterday were arrested. Mr Monde Tulwana, chairman of the National Education Co-ordinating Committee and one of the 85 arrested, said last night that the group had tried to "visit" the DET offices to discuss the "serious problems" in high schools in Western Cape townships. Mr Tulwana said doors were locked to the group. Police spokesman Major Jan Calitz said the group was arrested after they ignored a police order to disperse. Major Calitz said 10 youths were released on a warning. The other 75 people were issued with a R50 admission of guilt fine, alternatively to appear in court on charges of holding an illegal gathering.

Peace-advert campaign flops

CT 28/5/91 Political Staff (274)

THE government's R4-million peace advertising campaign has fallen flat, a new public opinion survey has found

Recall of the advertising, measured throughout the country, was relatively low; the survey of 2 600 blacks and whites found. The finding was released yesterday by Research Surveys.

"Only about half of whites questioned were aware of the campaign, and only 45% of black men and a low 35% of black women could actually remember seeing the commercials."

The response among the whites who

remembered the advertisements was lukewarm while the response among blacks was low, given their traditionally more positive reactions than whites', Research Surveys said.

There was also a significantly more positive reaction in both race groups among those who were already well-inclined towards President FW de Klerk.

"These were respondents who thought he was doing a good job as president of the country and who thus viewed government action aimed at creating peace in a positive light," Research Surveys said.

Sats strike erupts in Springs 152

15/11/89
B/Dom
THE Sats strike by between 20 000 and 40 000 employees erupted yesterday after a confrontation between police and workers at a building in Springs on the East Rand

Lt Ida van Zweek said police raided a building, housing Cosatu-affiliated trade unions, confiscating knives, knobkerries, steel pipes, sjamboks and similar weapons from about 220 workers. No one was arrested.

East Rand police could not confirm SA Railway and Harbour Worker Union (Sarhwu) allegations that teargas was fired into the building and workers beaten

ADELE BALETA

Sarhwu general secretary Martin Sebakwane alleged police informed workers that in future they had to produce a magistrates' permit to be on the premises.

Asked if union claims that workers were photographed were true, Van Zweek said photographs were available at the East Rand police headquarters

Sebakwane said the police action was proof of a systematic programme to break the strike

He said workers traditionally carried

□ To Page 2

Sats strike erupts

15/11/89
B/Dom
knobkerries, but he could not comment on other "weapons"

A meeting planned for yesterday between the two parties did not happen after management informed the workers' representative committee its proposals made prior to the talks were non-negotiable

These related to an increase in the minimum wage from R600 to R1 500 a month and the current disciplinary procedure

Sats said yesterday it was considering new committee proposals aimed at ending the strike

According to Sebakwane, the new proposals showed workers were not in conflict with the current disciplinary procedure or the labour council wage agreement.

From Page 1

Sats said in a statement yesterday a general salary increase was granted in July this year and, in terms of Sats legislation, further demands for salary increases could not be considered before 12 months had elapsed

"This makes the union's demands for a salary increase in excess of 200% non-negotiable"

Management yesterday dismissed 150 workers at Langlaagte, Springs and Sentra Rand — three days after receiving their dismissal notices

The workers were fired after failing to heed a return to work call yesterday and about 8 000 workers have until today to furnish reasons for their industrial action and to return to work or be dismissed

■ PRESS WATCH

.....
What the Afrikaans papers are saying

Grave concern at strike violence

THE violence and intimidation which mark strikes lately, is a matter of grave concern, says *Beeld* in an editorial.

During the the strike at South African Breweries, people were killed and a petrol bomb was thrown at the house of a non-striker.

And since members of the South African Railway and Harbours Union have stayed away from work, somebody has been set alight while damage worth millions has been done to trains.

South Africa's labour legislation is among the most modern in the world. It is widely accepted as an example of the progress made with reform.

The legislation has demanded huge adaptations and sacrifices from employers.

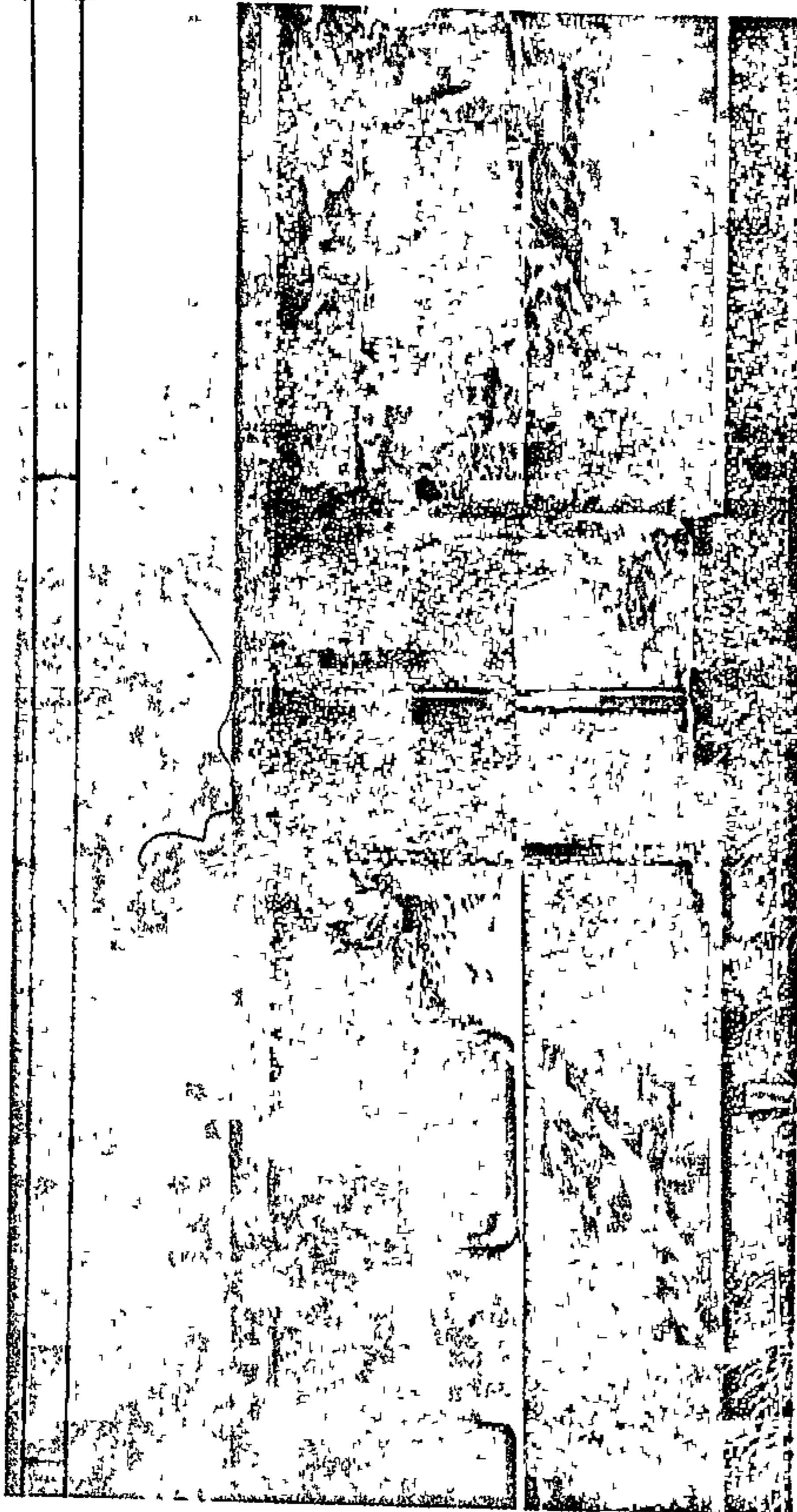
Employer and trade union bosses must learn to accept - and trust - each other.

Nowhere in the world can terror be justified as a means to to solve labour disputes.

How can you destroy the property of your employer and expect at the same time that he will have money left to pay you increased wages?

"We have no sympathy with the striking Sats workers. Decent people despise their methods and we hope the police apprehend those who are guilty so that the courts can punish them thoroughly."

157 Rail strike erupts into violence



By CONNIE MOLISI

THE SA Transport Services strike enters its sixth week tomorrow - leaving in its trail four people dead, many more injured and damage estimated at R17.2 million. Observers fear more trouble could erupt if the SA Railways and Harbours Workers' Union (Sarthwu) and Sats do not reach a settlement.

The strike started when Sarhwu and Sats reached deadlock over wage and recognition demands. Sats deputy director of public relations Allan Lubbe said seven motor coaches and nine passenger coaches had been destroyed and their replacement would cost about R17.2 million.

In another incident, a train was set alight near Ellis Park station destroying one coach and causing more than R500 000 damage. So far 5 001 workers have been dismissed and another 16 464 are facing dismissal.

Sats was granted court interdicts barring striking workers from entering company property in Durban and the Natal north and south coasts.

Lubbe accused strikers of resorting to violence to force Sats to negotiate on wages.

One worker was shot dead at Johannesburg Station for allegedly attacking a security guard employed by Sats and about 15 others were treated at Hillbrow Hospital after being assaulted by other Sats workers.

Gruesome attacks were reported on Friday as workers who had gone back to work launched indiscriminate attacks.

Workers gathered at Westgate station waiting for those on strike. When the strikers arrived in town, the workers attacked them.

Later, the workers moved to New Canada where they searched trains.

When they found strikers, they assaulted them and allegedly handed them over to the police.

Three strikers were assaulted at New Canada when the attackers spotted them and gave chase.

The regional organiser of Sarhwu in Southern Transvaal, Darkey Africa, said any person who got off the train at New Canada was assaulted.

Africa said the claim by Sats that strikers were attacking non-strikers was absolutely false. He said that at Braamfontein station on Thursday, several workers had massed at the running shed and moved to the platform with one aim - to attack commuters and strikers.

Sats was using a two-pronged strategy to break the strike, he said. They were dismissing workers and at the same encouraging others to raid trains.

SA prisons based on violence, says ex-Death Row man

By CONNIE MOLISI

THE government is calling on people to abandon violence but at the same time is running a prison system based on violence, according to recently released Death Row inmate Menza Thafeni.

He made the comment at a meeting organised by the Society for the Abolition of the Death Penalty in South African (SADPSA) to protest against the continued use of capital punishment.

'The worst time for us in the condemned section is when our fellow brothers are going to the cells where they must wait for seven days before they go to the gallows.'

Thafeni said it was painful when loved ones died because of accident or illness but the pain was terrible when a mother said goodbye to a child knowing he was not sick but would soon be dead.

SADPSA executive member and Wits law professor Etienne Murenk, said the death penalty was the fourth evil - along with slavery, colonialism and racism - uniting the modern world in condemnation.

He said the abolition of the death penalty was becoming the standard by which to judge whether a country was civilised.

He said South Africa had one of the highest judicial execution rates in the world, despite having cut executions by two thirds in the past two years.

'Racial psychology begets the kind of contempt for people that makes it possible to hang seven human beings at a time,' he said.

He called on the government to put a moratorium on further hangings while investigating the system of capital punishment.

Lawyers for Human Rights (LHR) member Shucks Selanyiso said little co-operation has been received from the Department of Justice since Butana Nofome-la's claims on death squads were exposed.



Menzi Thafeni

Court order restrains priest, police and chief

By SELLO SERIPE

RESIDENTS of Acornhoek near Bushbuckridge have been granted a court order restraining a local priest, a tribal leader and Lebowa police from assaulting and harassing them.

The order against the Rev P Pako chief Nkotobana Chilcane and the police follows an incident a fortnight ago when an armed mob allegedly burnt seven homes belonging to members of the local youth congress.

Other residents thought to sympathise with the Mass Democratic Move-

ment, were allegedly assaulted.

The interim order was granted last Sunday by the Pretoria Supreme Court in favour of Langson Modipane and Prince Lekoba - whose homes were burnt - and to Lawrence Mogaikane and local Lebowa MP Lenios Mashile - whose homes were targeted by the mob.

The respondents have until December 27 to show cause why the order should be declared void.

Other homes burnt by the mob belonged to Jacques Modipane, Tumelo Mashogo, William Searane, Sello Mogaikane and Patrick Malebe.

Trains burn

Damage to trains vandalised in the six-week-old railways strike has been estimated at R17.2 million. Four people have died and several have been injured.

Above, a train burns in Johannesburg. Left, firemen battle to extinguish the blaze.



22 more fired after strike talks re-open

ADELE BALETA (152)

SATS dismissed a further 22 workers yesterday bringing the total number of workers fired to 20 488, leaving only 5 785 employees on strike, Sats spokesman Ian Bleasdale said.

He said 12 strikers were fired in the Southern Transvaal, five in Natal and five in the Western Cape yesterday.

SA Railway and Harbours Worker' Union (Sarhwu) general secretary Martin Sebakwane said there was no substantial difference in the proposals put forward by Sats at Monday's talks compared to when negotiations deadlocked two weeks ago.

On December 4 Sats had proposed the that the issues of wages and dismissals be arbitrated. This was turned down by the union. *B/Dam 20/12/89*

He said Sarhwu's national executive committee would discuss the industrial action this week and would then give the union's negotiating team a mandate for further talks.

Sebakwane said Monday's session was merely to re-open talks in an attempt to find a solution to the strike that has claimed at least 11 lives.

□ To Page 2

Sats strike

He said the two parties had not "covered any new ground" *B/Dam 20/12/89*

Sats was still considering Sarhwu proposals put on the table at Monday's meeting, Bleasdale said

He said the suspension of dismissals was not on the agenda at Monday's talks. Further discussion between the parties would be held sometime this week but a date had not yet been set.

Bleasdale said the home of a non-striker was petrol bombed in Mamelodi near

Pretoria yesterday Pretoria police could not confirm the incident. *(152)*

Sapa reports Cape Town police were investigating possible malicious damage to property, and not arson, in connection with a Sats passenger coach which was damaged by fire on Friday night near Wellington station.

This was confirmed by a Western Cape police spokesman Capt Attie Laubscher

Damage to the passenger coach between Mbekweni Station and Wellington Station, was estimated at R150 000, Laubscher said

□ From Page 1

Strike: SATS use children

CAC Traps 14/12/89 (152)

Own Correspondent

JOHANNESBURG — Schoolchildren have been hired by SATS to clean railway tracks and coaches as the violence which has characterised the six-week-old strike escalated and SATS continued firing striking workers

A special constable died after he was thrown from a moving train near Katlehong on the East Rand, where two coaches were also extensively damaged

SATS spokesman Mr Frikkie Stevenson said 82 children over the age of 16 — most of them matriculants — were employed for the Christmas holidays to help carry parcels in SATS' depots and to clean trains and tracks.

The children were taking the place of unskilled striking employees

Mr Stevenson stressed the youths were being protected by security guards

A total of 2 477 strikers were dismissed in Natal and Johannesburg yesterday, leaving 8 379 workers still on strike

Mr Stevenson said the figure did not include 2 211 workers in Pretoria who had stopped work "for fear of intimidation"

Altogether 15 094 have been dis-

missed since the start of the nationwide strike on November 2

In Athlone, three trains were set alight in separate incidents, but little damage was caused.

In Johannesburg, police dispersed a crowd of about 50 at Mayfair railway station. There were no incidents and those who had gathered left peacefully

Our Durban correspondent reports a suburban train was derailed yesterday on Natal's North Coast after the line had been tampered with. No one was injured but there were delays of up to four hours on the line

SATS said nine motor coaches valued at R13,5million and 16 suburban coaches worth R12m had been destroyed by fire. Four motor coaches and 29 suburban coaches had been damaged.

Sapa reports one person was in the intensive care unit of Groote Schuur Hospital in a "fairly stable" condition after police fired rubber bullets at a group of strikers at Salt River station on Tuesday

A hospital spokeswoman said 14 patients were seen and three were discharged after treatment. Eleven patients were admitted, but five were discharged later

Sats strike set to continue in 1990

The eight-week-old SA Transport Services strike is set to continue into the New Year with 22 271 strikers dismissed in the dispute, which has been characterised by a high incidence of violence resulting in several deaths and scores of injuries.

Another 159 workers were sacked yesterday, leaving 3 557 workers still on strike, according to Sats public relations head, Mr Leon Els.

Mr Els told Sapa that incidents of violence had "quietened down" over the festive period but Sats had lost R39 million in damages to property so far.

Striking workers had lost R20,25 million in wages since the beginning of the strike on November 2.

"There are no indications when Sats and the South African Railway and Harbours Workers' Union (Sarhwu) will continue with negotiations," Mr Els said.

He added both parties would "very much like to have the strike resolved".

The Sats re-employment programme in Natal had been "very slow" with very few respondents to a newspaper advertisement calling for sacked strikers to apply for re-employment.

Mr Els said of the 3 557 workers currently on strike, at least 2 220 were from the Pretoria region and had downed tools about two weeks ago demanding protection against intimidation. (152) (SARHWA) (SARHWA)

● Members of Sarhwu's national executive committee met at the weekend to discuss ways of ending the strike and are expected to present Sats with a set of proposals in the near future.

This follows the last round of talks between the two parties on December 18 in which Sarhwu told Sats they would "get back to us after their executive meeting", Mr Els said. — Sapa.

VIOLENCE continued to mar the seven-week strike by railways workers, with two limpet mine blasts on city suburban railway lines and a fatal firebomb attack on the home of a Pretoria railways employee

Another 2 352 striking SA Transport Services (SATS) workers were fired yesterday — including 60 in the Western Cape — bringing the total number of dismissals to 19 667 since the start of the seven-week-old strike, SATS said.

An estimated 10 000 workers downed tools seven weeks ago, demanding recognition of the SA Railways and Harbour Workers' Union (Sarhwu) and a R1 500 monthly wage

There were still 6 863 workers on strike, of which 2 300 were Pretoria workers who downed tools on Thursday "demanding police protection from intimidators", a SATS spokesman said.

Damage to SATS property had exceeded R37 million and workers had so far lost R17m — excluding overtime and bonuses.

The spokesman said SATS had not been approached by Sarhwu since talks deadlocked last Monday. Sarhwu had not replied to requests for comment by late yesterday.

In the city a man has been arrested following two explosions which caused slight damage to lines at Athlone and Observatory stations early yesterday, police said

Rail services were not disrupted following the blasts about 2.10am

In Atteridgeville, near Pretoria, two children were burnt to death when the home of a SATS public relations officer was razed, police said

The incident appeared to be strike-

Violence, sackings continue in 7-week rail strike

related The employee was not at home during the attack.

The strike had moved to Durban harbour yesterday, where shifts were slashed by half and schoolchildren were employed to clean railway lines and coaches, a SATS spokesman said

● SATS yesterday placed advertisements in three daily newspapers countrywide outlining "central issues" to the strike and the railways' reasons for sacking workers.

While SATS would "gladly" see Sarhwu as a recognised trade union, it could not negotiate until the union was registered with the Department of Manpower.

"Sarhwu's persistence with unrealistic conduct has therefore left SATS with little alternative but to embark upon the course they are currently pursuing (dismissing striking workers en masse)," the advertisement said — Labour Reporter and Sapa

Strike costs Sats R37m

PROPERTY losses incurred by the South African Transport Services since the beginning of the strike by about 22 000 railway workers totalled a staggering R37 million, a Sats spokesman said yesterday

Mr Alan Lubbe said the strikers, all members of the SA Railway and Harbour Workers Union, have lost R16 million in wages to date

Three railway trucks were set alight on Wednesday as the number of dismissed strikers rose to about 17 315 Yesterday, SATS management fired a further 2 322 workers

Sarhwu's general secretary, Mr Martin Sebakwane was not available for comment. The union

has rejected the dismissals saying it is still in dispute with the parastatal over wage demands and the issue of its recognition

Lubbe said 8 902 railway employees were still on strike

A total of 24 coaches, with a replacement value of close on R25 million, have been destroyed since the strike started on November 2

Negotiations between Sarhwu and Sats have deadlocked, with Sarhwu accusing management of failing to make any wage offer. No further talks are planned between the two parties

15/12/89

15/12/89

Sebakwane
15/12/89



Times 17/12/84

No end seen to bitter rail strike

By ANDREW GILLINGHAM

SA Transport Services and the union Sarhwu are locked in bitter confrontation as a crippling strike enters its sixth week

And while there seems little hope of a settlement, both sides admit there is room for compromise

A Sats spokesman said "We have reached deadlock. There have been no new initiatives or meetings"

Previously Sats estimated the number of strikers at about 20 000, but the numbers grew to 26 530 this week

Sats said it had dismissed 19 667 strikers since the strike began on November 2, leaving 6 863 strikers still officially employed

Angered

Sarhwu vice-president Mr Johnny Potgieter said "Despite the dismissals we are not losing the strike. The violence being used against strikers has angered workers throughout the country and they are joining the strike"

"Sarhwu is willing to negotiate. We have said we want a minimum wage of R1 500 and talks about the disciplinary code. We have never said the demands were not negotiable"

Sats said it would not negotiate with Sarhwu, the South African Railway and Harbour Workers' Union, until it became a "recognised" union. Sats said the union had either to register with the Department of Manpower or provide proof of membership

Killed

- Seven people have so far been killed and hundreds injured in battles between strikers, non-strikers and passengers,
- A bomb exploded at Johannesburg Station on Monday. Two men were killed, one of whom is believed to have been carrying the device when it exploded. Police said the bomb was connected to the strike,
- Houses belonging to non-strikers have been petrol-bombed,

● Damage to Sats property has been extensive with 26 carriages destroyed and 36 damaged. The cost is estimated at R37-million. The strike is also proving costly to striking workers — they have lost R17-million, not including bonuses, since the strike began

SATS strikers in court interdict

Supreme Court Reporter

SIX men who allegedly abducted and assaulted five SATS strikers were yesterday restrained in the Supreme Court from assaulting, threatening, intimidating, harassing and interrogating the strikers

Mr Acting Justice I Farlam issued a rule nisi. It affects Mr Lennox Mpoyiya, Mr George Ziyange, Mr Linda Ndzingwe, Mr Patrick Khuphe, a Mr Malongwe and a Mr Hem. The return date is December 27

In an affidavit, Mr Wilson Mthendeni said he had been employed by SATS as a labourer in the city's docks for the past nine years and earned R600 a month.

He was a member of the South African Railways and Harbours Workers Union (Sarhwu).

About 6pm last Monday a group of about 30 men, including the six, armed with axes, assegais, iron pipes, knobkerries and pangas barged into his house and forced him out into the street where he was beaten over his head, back and buttocks

In supporting affidavits, four other workers, Mr Mfontsha Mhakatwana, Mr Nomlakane Nogwegwe, Mr Colin Buzani and Mr William Mkwata, told of similar experiences.

● Strike violence in Peninsula — Page 3

SATS strike: No end in sight yet

JOHANNESBURG. — The five-week-old South African Transport Services strike has left at least four workers dead, 7 012 workers fired, scores injured and led to court action by SATS effectively preventing striking workers from entering its premises in most of Natal, Cape and Transvaal.

And the end of the strike does not seem to be in sight, with talks between SATS and the South African Railway and Harbours Worker's Union (Sarhwu) ending in deadlock on Monday and SATS threatening to dismiss the remaining 16 000 strikers.

In yesterday's latest strike developments — which so far have cost SATS R20 million in damages to property and workers R12 million in lost wages — 1 417 strikers were sacked and court interdicts

granted to management against strikers. The interdicts prevent any SATS employee from encouraging, influencing or forcing workers to:

- Take part in any strike, or continue striking;
- Damage SATS' or SATS employees' property, or
- Injure, intimidate or threaten other workers.

The interdicts apply to SATS premises and property in Table Bay Harbour, Durban, the entire North and South Coasts, Maritzburg, Kimberley goods depot and Koedoespoort workshops in Pretoria.

SATS' deputy public relations director Mr Alan Lubbe said: "These interdicts prevent striking workers from entering our premises in these areas and will facilitate that those people who want to go to work can do so."

The strike has been characterised by violence, the most recent of which occurred yesterday morning when about 17 people were admitted to hospital after a violent clash at Braamfontein railway station in Johannesburg.

Mr Lubbe accused striking workers of pulling non-strikers into a train and beating them, while Sarhwu blamed the incident on an attack by non-strikers on union members who were travelling to a meeting.

The strike began on November 2 in Johannesburg and spread to Durban four days later.

Workers downed tools demanding a minimum monthly wage of R1 500 — more than double the current minimum — and recognition of Sarhwu. — Sapa

Worker violence often a response to oppression, says expert

VIOLENCE has escalated sharply in what is fast becoming South Africa's worst strike to date

With no end in sight to the 40-day old strike by an estimated 30 000 South African Transport Services workers, not only jobs but lives are being lost

This week 1411 more Sats employees lost their jobs, bringing to 7 012 the number dismissed. The death toll stands at five

Since the countrywide strike began, the parastatal — which is to be privatised next year — has suffered an estimated R20 million in damages including the destruction of 18 railway coaches

Clashes

In daily clashes between SA Railways and Harbours Workers' Union (Sarhwu) strikers and Sats employees or police, nearly 100 people — mainly strikers — have been injured

The main issues of dispute include protest by workers against Sats' privatisation. Sats management has also refused to get involved in pay talks with Sarhwu as it does not recognise the union. Sarhwu has rejected

When strikers go off the rails

Sats' proposals and reiterated its demand that the union be recognised. It has also demanded the reinstatement of workers — some dismissed during the 1987 strike — and a minimum wage of R1 500. It has been estimated that workers have lost R9 million in wages since talks between Sarhwu and Sats broke down.

Labour experts and a psychologist have provided insight into the reasons for the violence.

The violence of workers is one small part of a violent whole, and cannot be understood in isolation. Worker violence is often a response to other kinds of violence or oppression or an attempt to strengthen their bargaining position against overwhelming odds," said

South African Labour Bulletin editor, Mr Karl von Holdt.

Most would agree that resorting to violence by any party in a labour dispute can only escalate the conflict. But there is no agreement on what violence is, or why it happens. The Government, it is argued, uses violence in the form of apartheid and the state of emergency — which allows it and employers to act with almost total impunity to crush strikers' resistance.

And worker violence is often used by the Government and employers to justify 'union bashing'.

Director of the Project for the Study of Violence at Wits University Mr Lloyd Vogelmann said "Hostile and violent reactions often develop as a

PAT DEVEREAUX

result of inadequate industrial relations and political mechanisms.

"Prior to 1987, Sats workers experienced depriving work conditions but had little hope and few expectations of improving them.

The Government's reform initiatives, as well as Sarhwu's push into the railway sector, led to a belief that their work and living conditions would improve. Short term expectations were raised."

Arduous

Mr Vogelmann pointed out that legal restrictions which make political protest arduous — and the fact that it is an offence to picket or en-

gage in secondary strike action — could make the strengthening of a strike difficult.

Thus, when there was heightened fear that a strike would be unsuccessful, workers might resort to more aggressive measures to ensure the strike's success.

"Often in SA, striking workers are deprived in a number of areas. They are economically deprived — their wages are low and it is sometimes difficult to ensure their own and their families' physical survival.

"Apartheid deprives workers because they are black of basic political rights and political power. On a day to day level they are deprived of human dignity through racism. Their living con-

ditions, particularly if they are living in old compounds, as many Sats workers do, deprives them of privacy, adequate sleeping conditions and living space. It may even inhibit the development of serious heterosexual relationships.

"Workers may seek to overcome this intense deprivation by joining unions and resisting what they see as unfair treatment of workers. Resistance can manifest itself in strike action."

The Congress of SA Trade Unions has highlighted the Labour Relations Amendment Act and the state of emergency as main factors contributing to the dramatic increase of violence on the factory floor.

Cosatu's Jay Naidoo

said recently. Frustration and resulting violence could be reduced if workers had some form of security as well as channels to express grievances during disputes.

"Instead, attempts to picket are usually smashed by police. The only outcome of meetings being banned, and leadership being placed in detention, can be violence."

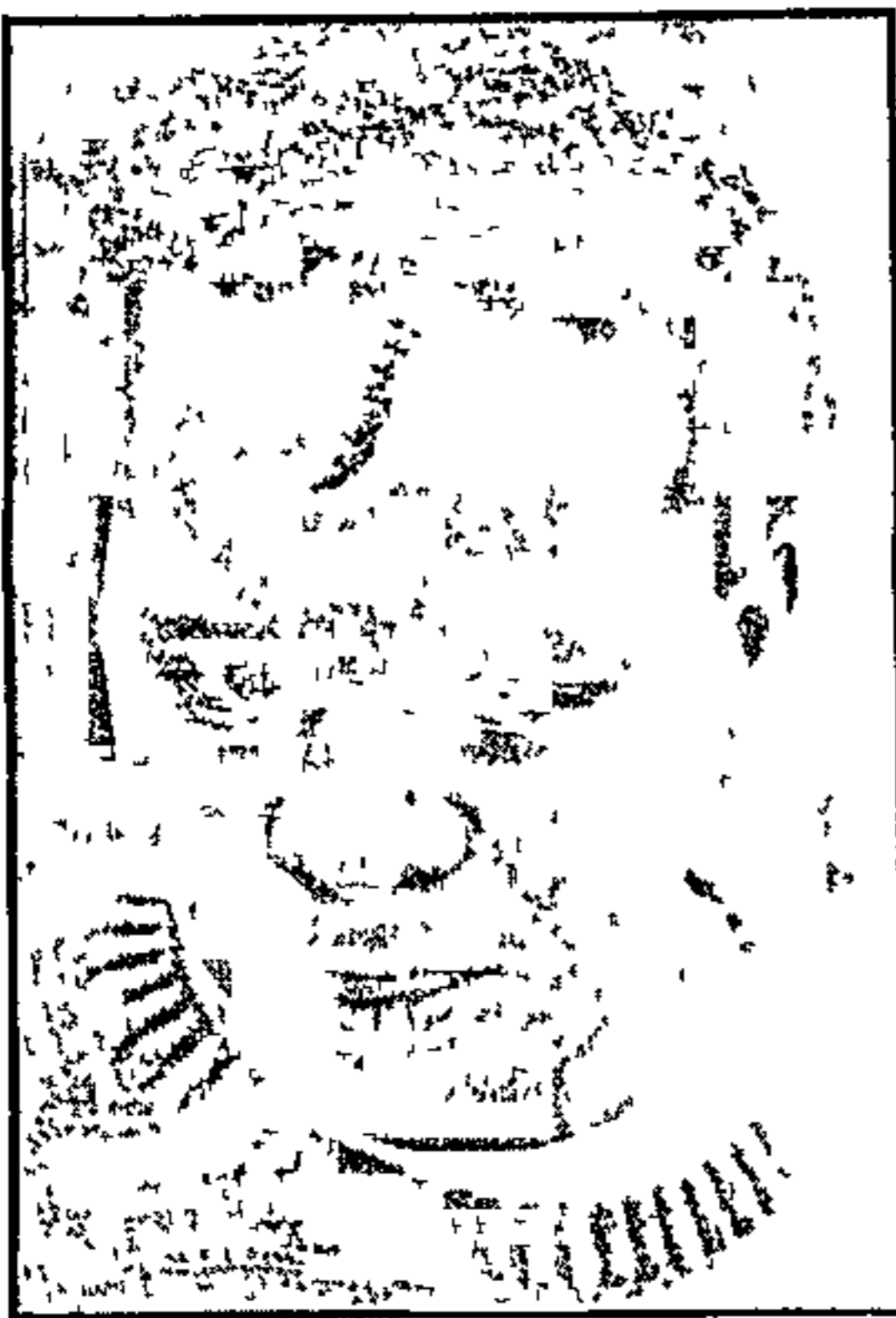
Dismissal during a strike may mean being sent back to homelands where there is nothing but poverty and hunger.

Cosatu recently noted that

● Employers often use police and security forces when there is an industrial action and dismissals of workers. Vigilantes and detention are often used against strikers.

● Unfair dismissal, sending workers back to homelands, and harassment in the factories are also forms of violence against workers.

● Management provokes workers by repression of union organisation and industrial action, refusal to negotiate over low wages, dismissal of striking workers and employment of scabs, eviction of workers from hostels, the use of spies, and false charges of intimidation.



PAINFUL JOURNEY Commuter Mr Oupa Montsho stitched up after Thursday's clash between strikers and guards

● Photograph Herbert Mabuza

'We worry, we may die without food'

Mzaman Mabonde (45): "I am a migrant worker from Venda land and I have been working for Sats for 10 years as a labourer, sweeping floors at Kaserne in Johannesburg. I earn R600 per month.

I have four children, all at school. I don't know how life will be for us now because things aren't going very smoothly.

I use about R300 of my salary for my self — for rent, transport and food — and I send the rest home. I usually manage to send about R150 to my family. I pay R85 per month for a room in Soweto.

The last time I received pay was on November 27. Strikers are worrying about the fact that we will have no money, but what can we do? We are worried because we have to feed ourselves and our families but it seems as though we are going to have to die. Strikers and their families may die if there is no food but we are committed.

While on strike most of my days are spent either attending court cases as a show of solidarity, or attending meetings.

On December 7, some strikers were injured by scabs (non strikers) and members of the SAP. It seems we are victims of the SAP and ticket collectors. The ticket collectors victimise us with knives, pangas and knobkerries and they are backed by the guns of the SAP.

UP to 30 000 South African Transport Services workers began a countrywide strike over a month ago to press for higher wages, better working conditions, recognition of their union, Sarhwu, and to protest against the privatisation of the railway in an attempt to find out how individual strikers are affected, PAT DEVEREAUX and SUE OLSWANG spoke to some of them this week.

"We are peaceful strikers. We have said and been told we must be disciplined. We just want our demands not trouble. We believe R1 500 is a living wage. We also want all those who were dismissed — even as far back as 1987 — to be reinstated.

Beatings are happening every day. I travel by taxi now but those who still travel by train often find armed ticket collectors waiting for them.

Sats have also evicted workers from hostels and they are evicting people without giving them a chance to claim their possessions.

Dalingobo Ndhlazi (34): I have one child, age three years at home in the Transkei. I earn R600 and I send money home every month. I stay at Delmore hostel at a cost of R18 per month. I have

worked for Sats for five years.

"I am waiting here (at the Supreme Court) to hear what the outcome of our eviction from the hostel is. Sats has deducted rent from hostel dwellers wage packets but they then evicted us from Delmore hostel. Many of us are sleeping in the veld.

I was beaten up last week Wednesday at the Johannesburg station and had to have stitches put in over my one eye. Scabs beat me. I was fixed up at the Johannesburg Hospital.

Ms Sandile Mazibunko (28): "I come from Natal. I have one child of my own and I also care for my dead sister's four children. I am the only breadwinner. I live in a room in Soweto.

I have worked for Sats since 1985. I am employed as a cleaner — I wash the trains. I started at Sats on R182 per month and I now earn R575.80.

The last time we were paid was on November 27. Insurance and pension deductions were made and money was also taken off for hostel fees even though many workers were later evicted."

● South African Railway and Harbour Workers Union which represents the striking Sats workers has listed a number of major demands including an increase in wages from the present minimum of R600 to R1 500 a month.

Bloody conflict intensifies as the strike takes hold

● **November 6:** Three strikers are attacked at Soweto's Mzimhlope station according to general secretary of Sarhwu, Mr Martin Sebakwane.
● **November 7:** Mr Sebakwane reports more violence by groups of armed uniformed ticket collectors toward workers. Eight workers are beaten on the central Rand and a striker is attacked at Dunsward station. A Sats spokesman denied both claims and said Sarhwu workers had attacked non strikers re-

porting for work.
● **November 9:** Sats reports a motor coach has been set alight in Soweto. On the same day police claim a large group of black youths went on the rampage and damaged railway coaches at Park Station.
● **November 10:** A police spokesman denies union claims that police beat striking workers at Geldenhuys station, east of Johannesburg. The spokesman said riot police intervened when a group of about eight

SINCE November 1 when the railway workers' strike began there has been a dramatic escalation in violence involving arson, attacks and confrontations between the police, Sats employees and striking union members. SUE OLSWANG compiled a list of the incidents.

workers allegedly damaged a train at Johannesburg station.

● **November 11:** A motor coach and suburban coach are destroyed by fire on the Umlazi line in Durban. Sats spokesman Mr Alan Lubbe says this brings the number of coaches destroyed nationwide since the start of the strike to five.

● **November 20:** The

strike reaches its ugliest. Another railway coach is destroyed by fire at Soweto's Mzimhlope station. Police confirm the death of a Sats employee who was shot in a clash between striking workers and police in Germiston on November 16. Railway ticket examiners Mr C van Blerk and Mr J Grobelaar are set alight at Johannesburg

station by a group of about 50 people presumed to be linked to the Sats strike.

● **Same day:** Police say 15 men suffered gunshot wounds and a policeman was injured when police returned fire after being surrounded by about 3 500 people at Reunion station near Durban.

● **November 21:** A dismissed Sats worker is

shot dead at Johannesburg's Langlaagte station after allegedly attacking a policeman and ticket controller with a baton.

● **November 22:** Two coaches are gutted by fire at Croeses station.

● **December 6:** A limpet mine is found at the Ikwezi station in Soweto. Two coaches are destroyed and two damaged in arson attacks in Davyton and KwaBengaza in Natal. A Sats spokesman says 18 coaches have been destroyed

since the strike began.

● **December 7:** A major clash in which at least 17 people are injured at Johannesburg's Braamfontein Station and two more coaches are destroyed is reported. Attempts by saboteurs to uncouple rail lines are discovered in Durban. This follows an 11-truck derailment in Durban. Sats wins Supreme Court interdicts against the strike in Durban and Maritzburg, the area worst hit by labour unrest.



Picture: ANDREW INGRAM, The Argus.

PROTEST BANNERS: Chanting City Park Hospital workers and union members demonstrate outside the hospital in support of 113 workers dismissed in August.

Dismissed hospital workers stage city protest march

By STEWART ALCOCK
Staff Reporter

ABOUT 200 chanting City Park Hospital workers and union members, waving banners and placards demanding a "living wage", marched through Cape Town in support of 113 workers dismissed in August.

Yesterday's march was called by the National Education, Health and Allied Workers' Union, whose representatives presented a petition listing the dismissed workers' grievances to City Park Hospital manager Mr Alan Matthews.

They have had no financial support since their dismissal on August 22 for striking over claims of low pay and poor working conditions

The union claimed that since their dismissal the management had stalled attempted reconciliation talks.

The march was organised when the latest talks, due to be held with a representative of the hospital's executive committee next Monday were postponed until January.

The hospital claimed there were no flights available from Johannesburg for executive committee members, the union said

Mr Matthews declined to comment on the dispute.

The march, sanctioned by the chief magistrate of Cape Town, started at St George's Cathedral and proceeded to the hospital.

Four union representatives were allowed into the hospital

to present their petition to Mr Matthews.

The petition was signed by hundreds of workers and union supporters, including at least 60 doctors who are members of the National Medical and Dental Association, demanding reinstatement of all the workers and a living wage.

An association spokesman described the pay as "starvation wages".

"The way the administration has handled this episode reflects badly on the whole medical profession," said association chairman Dr Stanley Levenstein.

He said the least they were asking for was immediate negotiations between the hospital and the dismissed workers.

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Go back, workers urged

POST and Telecommunications workers have been ordered to return to work on today or face a cut in their wages, the president of Post and Telecommunications Workers Association (Potwa), Mr Floyd Mashele, said yesterday

Mashele said the post office management said they would not pay workers or continue negotiations over transport difficulties faced by the Potwa workers on the North Rand unless they returned to work.

Talks between region-

al representatives of Potwa and the senior regional manager of Posts and Telecommunications, Mr Trevor Olmsdahl, are scheduled for today

After several weeks of transport problems experienced by Potwa members travelling to work on the North Rand the workers engaged in a work stoppage, Mashele said

"The work stoppage was to insist on alternative transport arrangements because of the continuing harassment and violence by scab la-

bourers on the railways and police intimidation of our members which has increased since the railway strike.

"The transport was granted on Tuesday after a work stoppage by the north rand workers.

"On Wednesday management withdrew the transport without proper consultation with the shop stewards," he said

Mashele said workers from PO yards at Sunninghill Park, Bryanston, Randburg, Orange Grove, Bramley, Linden, Rose-

bank and Benmore Gardens then converged on the yard at Milner Park and negotiations were reopened.

"Management only agreed to provide transport for Thursday"

He said they gave their assurance that no further intimidation or harassment would take place because the police and the SADF would man every train but workers felt this was of 'little value' since much of the intimidation had been in full view of the police and SADF.

Lowered 27/12/89

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Strikes: ^{CMA-Trent's} 27/12/89 50% more 152 mandays lost in '89

From ALAN FINE

JOHANNESBURG. — The incidence of strike action resumed its upward trend in 1989, with 50% more mandays lost than in the previous year, Levy, Piron and Associates' annual report on labour relations in SA shows.

The report recorded 3 097 220 mandays lost compared to about 2m last year. Another estimated 3m mandays were lost in political stayaways — the bulk in the two-day election stayway in September. Lock-outs cost 57 830 mandays.

The increase this year supported the contention that the two factors which most influence strike action are periods of rapid union growth and periods of political change and uncertainty, the report argued.

The extent of industrial action was still below the "atypical" record year of 1987 which saw major strikes in both the mining and engineering industries.

A notable feature of 1989 was the length of strikes. No fewer than 15,2% lasted for longer than ten days, while the ten longest lasted for five to ten weeks. Eight of these were triggered by wage demands "and few resulted in major gains for unions".

This, the report said, indicated the "growing resolve and tenacity on the part of employers to ride out strike action, especially where wages are concerned."

"It shows too that unions which strike at levels way in excess of the going rate of wage settlements in the belief that they can realistically hold out for such increases may need to review their strategies," it added.

Strikes triggered by wage disputes accounted for 76,9% of mandays lost, and the fall-off of strikes related to discipline and grievances continued.

Such strikes were also of shorter duration. Although they represented 12% and 17% respectively of all strikes, they accounted for only 5% and 2% of mandays lost.

The use of lockouts by management declined this year, showing employers were being more selective in the use of this "particularly damaging form" of response.

"It is clear that the future (of SA) is to be negotiated, and that one of the most important voices and forces in those negotiations will be those of organised labour.

"Under these circumstances, it can only be expected that the man on the factory floor will not only express his view, but will also exert his muscle — both economic and political — in support of that view," the report concluded.

Strike damage ^{19/12/88} R38-m, says Sats

By ANDREA WEISS, Staff Reporter

THE cost of damage to SA Transport Services property during the six-week nationwide strike was today put at R37,9-million.

The major part of this damage had been to suburban commuter trains, Sats public relations spokesman Mr Ian Bleasdale said.

Other damage included minor blasts on lines, the most recent being two near Wellington and one at Khayelitsha.

To date, 20 464 workers have been paid off and 6 008 strikers are still in the employ of Sats, but face dismissal.

Talks between Sats and the South African Railways and Harbour Workers' Union took place in Johannesburg yesterday while Sats embarked on a recruitment campaign in Natal.

The recruitment drive is aimed at about 12 000 Sats workers dismissed in Natal.

They will be given first option on their jobs until Tuesday next week but then risk having them given to newcomers.

The first advertisements in the campaign were placed yesterday.

Mr Bleasdale said each area was being considered separately but it was possible that the recruitment campaign could be extended to the Cape and Transvaal.

By ANDREW GILLINGHAM

THOUSANDS of transport workers and their families are facing a bleak Christmas as the SA Transport Services' strike enters its second month.

In the four-and-a-half weeks ending December 2, the striking workers lost R12-million in wages.

Adding to the Christmas gloom is the violence which has erupted since the strike. Neither Sats nor the South African Railways and Harbour Workers' Union accepts responsibility.

Each blames the other for the estimated R20-million damage to property, as well as deaths and injuries that have marred the dispute.

The strike began in the southern Transvaal on November 2, but has since spread throughout the country. Sats deputy public relations director Alan Lubbe estimates about 16 000 workers are on strike.

But behind the statistics are families who face Christmas with

BLACK CHRISTMAS LOOMS FOR THE 16 000 STRIKING SATS WORKERS

out money and no prospect of "living it up" during the festive season.

Mr Morris Khwidzihli, 38, a shop steward with Sats, has worked for Sats for 13 years. As a "general worker" he earns R600 a month before deductions.

With this he has to support his wife Martha and their five children. The union is calling for a R1 500-a-month minimum wage for general workers.

"When I first heard of the strike call I was against it. I am against strikes. But the wages paid by Sats

are just too low," he said. "I am also scared that they are able to dismiss workers so easily."

Mr Khwidzihli lives with his wife and two of their children in a five-metre-square tin shack — his three other children stay in a homelands near Louis Trichardt.

"It will be a bad Christmas for our family. I had planned to buy the children clothes and to cook a sheep. Now there is no money for anything. The last pay I had was for two weeks in November," he said.

"But it is worth the sacrifice now for better wages in the future."

"Sats is always saying its door is open. They should remember this and negotiate with the workers in good faith."

Mrs Khwidzihli said she supported her husband's action.

"It is hard on the family but the money he is getting is too little. We can't do anything. We grow vegetables ourselves but still we can't afford clothes for the children," she said.

But there is little hope for the striking workers as Sats and Mr Lubbe said Sats was pre-

pared to talk about ending the strike but would not negotiate with Sats about wages and the disciplinary code because it does not recognise the union, which it says is not registered.

"They must either register or produce proof of membership," Mr Lubbe said that Sats did not regard the 16 000 strikers as proof of union membership.

"They have been intimidated," he claimed.

"We negotiated wages with the 12 recognised unions earlier in the year. It is not good policy to have wage talks more than once a year."

"We would like Sats to become a recognised union. If it does not, it will be left out of next year's negotiations as well."

Mr Lubbe said the image of Sats in the marketplace as a result of the strike was a cause for concern. Given that it will be privatised.

"However, there is still some time to go before that will happen. Workers are worried that they will lose their jobs when Sats is privatised but their jobs are safe."

"We are willing to submit the issues to independent arbitration, to be agreed by both parties. Whether the workers' demands are fair would also be subject to arbitration."

More than 7 000 workers have been dismissed since the strike began.

Sats made a profit of R148-million this year — compared with R163 million in 1988 — and has reduced staff levels from 202 770 in 1987 to 177 000 this year.



GLOOMY Morris Khwidzihli and two of his sons. Picture MARGOT WILLIAMS

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Brewery strike is called off

~~SP~~ Own Correspondent (152)

EAST LONDON — The eight-week-old strike by 350 workers at Ohlsson's Brewery, Transkei (OBT) ended yesterday and the beer boycott was lifted with immediate effect.

A joint statement by OBT management and the committee representing workers said the strike was called off after a meeting between them, the deputy-director of the Manpower Department and a Transkei Development Corporation official.

The workers said beer sales would resume, and their representatives would travel around Transkei announcing the end of the boycott.

"Negotiations on the 12 grievances will start on December 6, once a full return to work has been established," the statement said. *B. Dem 5/12/69*