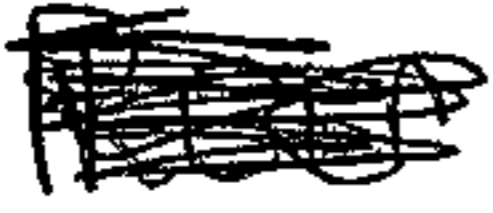


FORTUIN\$
CAPE



INDUSTRIAL RELATIONS - STRIKES

1994

JANUARY — JUNE

Strikers to decide if action goes on

STRIKING members of the Chemical Workers' Industrial Union (CWIU) at Rolfes in Elandsfontein on the East Rand would meet today to decide whether to continue the seven-week wage strike, a union spokesman said yesterday. *Biday 5/1/94*

The strike was called with management sticking to its 5,8% increase proposal in response to the union's 9,1% demand. Also on the table were the annual bonus and the question of backdating the increase, he said.

CWIU's major complaint about Rolfes was the company's continued practice of employing casual workers from a labour broker to replace the 319 strikers.

ERICA JANKOWITZ

"The union views the employment of scab workers as highly provocative and contrary to attempts to find solutions to the situation. It is feared this action will serve to heighten tensions in an already volatile situation."

the CWIU said ~~(15)~~ (152). The spokesman expressed fears that the company might start dismissing strikers, as it had indicated it was not prepared to move on its final wage offer. He said all attempts by the CWIU to resolve the strike had been met with Rolfes' unwillingness to compromise.

A Rolfes' spokesman declined to comment.

Union puts ABI boycott on hold

BIDAM 6/11/94
THEO RAWANA

SOWETO businessmen yesterday persuaded the Food and Allied Workers Union (Fawu) to postpone the consumer boycott of Amalgamated Beverage Industries (ABI) products called for by the union in their area.

And ABI, claiming that violence had entered the four-day-old strike by Fawu, said yesterday it had obtained an urgent interdict to prevent interference by the union (152).

About 2 500 workers are on strike in support of a 15% wage increase demand. Management has offered 10%.

ABI said it obtained the interdict to prevent interference by strikers in Pretoria after a casual worker was assaulted at the company's Fountain Division. Police were called to stop strikers blocking the plant entrance. The company said it was seeking the same interdicts in other areas.

The company urged Fawu to act with responsible constraint.

Fawu met representatives of the Greater Soweto Chamber of Commerce yesterday to discuss the proposed boycott, which would focus on the PWV and Natal townships.

After four hours of negotiations, the parties said they had agreed the consumer boycott and the return of ABI refrigerators would be suspended for seven days, starting today.

"The parties have agreed to continually hold discussions and will meet formally after seven days to review the whole situation," they said.

Chamber PRO Max Legodi said if the matter was not resolved after seven days, it would be taken to the general membership for a decision.

ABI plans to counter boycott threat

AMALGAMATED Beverage Industries (ABI), whose striking workers threatened a consumer boycott of its products, which include Coca-Cola, said yesterday it was planning an information drive to counter the tactics of the Food and Allied Workers' Union (Fawu). **Bidoy 7/11/94**

The company would prepare pamphlets for distribution in townships.

On Wednesday, Fawu and the Greater Soweto Chamber of Commerce agreed to suspend the proposed boycott for a week to give the parties time to resolve the dispute. The wage strike by about 2 500

ERICA JANKOWITZ

union members entered its sixth day today, with the union holding out for a 15% across-the-board increase in contrast to the company's final offer of 10%.

Meanwhile, ABI applied for and was granted urgent Supreme Court interdicts at its West Rand and Benrose plants to prevent further intimidation and disruption of operations. ~~(152)~~ (152)

The spokesman said interdicts were now in force at seven sites, but not in Natal, where about half the workforce returned to work yesterday.

Union plans more legal action against Rainbow

ERICA JANKOWITZ

THE Food and Allied Workers' Union (Fawu) intended to proceed with further legal action to oppose Rainbow Farms' decision to close two processing plants with the loss of 800 jobs, even though it had lost its Industrial Court application, its legal adviser said yesterday.

Cheadle Thompson and Haysom labour lawyer Stephen Hardie said although the Malmesbury and Ezhakeni plants would close on Sunday, according to union information, this did not necessarily mean future Industrial Court action would "not declare the resultant 800 dismissals to be an unfair labour practice". **7/11/94**

The action would be argued on the basis of the company's refusal to make management accounts available to Fawu "and that it consequently failed to consult meaningfully with the union concerning possible alternatives and ways of minimising the impact of the proposed retrenchment. Should this be the case, the Industrial Court may very well order the reinstatement of the dismissed employees". ~~(152)~~ (152)

Hardie disagreed with Rainbow attorney Willie Coetzee's interpretation of the possible reasons for Fawu's urgent interdict being refused on Tuesday, namely that the union had misread a recent court decision concerning information disclosure.

However, he said neither side could speculate accurately until the reasons were handed down.

He cited the Labour Appeal Court Cape provincial division case between Atlantis Diesel Engines and the National Union of Metalworkers of SA, which was "clear and unequivocal in its dictum in relation to disclosure of information by a company during a consultation process concerning possible retrenchment".

In this judgment, the court had held that sufficient information to make consultation meaningful should be made available, as should "information that will assist the employees or trade union in making contributions about ways of avoiding retrenchments".

He said Rainbow had not met the Labour Appeal Court's requirement that companies had to prove that requested information was not relevant to the union attempting to make such suggestions.

Mediation proposed

Bidoy 7/11/94
ERICA JANKOWITZ

IMPALA Platinum mine management yesterday proposed mediation to resolve a dispute with the NUM over the dismissal of two shaft stewards and retrenchments at the mine's Wildebeestfontein shaft near Rustenburg.

Union spokesman Roy Sewnarain said yesterday the union had requested a mass meeting of its members to put the proposal to them before replying to management. ~~(152)~~ (152)

He hoped this meeting would be held prior to the scheduled discussions — due to be held this morning.

However, he held out little hope of membership agreeing to mediation as it had never proved successful at Impala in the past.

A company spokesman said production had not been affected by the disruptions at the mine, and the situation at both the hostels and work areas was quiet.

Management said the working of additional shifts was also being discussed at the meetings.

Sewnarain said the parties would meet on Tuesday on the retrenchment issue.

Workers had demanded that downscaling be halted until after the meetings.

Patients moved as strike looms

INGRID SALGADO

PATIENTS at Tshepong Hospital near Klerksdorp were discharged and transferred to other provincial hospitals yesterday in anticipation of a hospital workers' strike due to begin today, the Transvaal Provincial Administration said yesterday. **Bidoy 7/11/94**

Workers were protesting against the R500 bonuses given to all Baragwanath Hospital workers for special contributions in adverse and violent conditions.

Tshepong staff demanded they be given the "departmental specific award" too.

Yesterday about 200 Tshepong patients were discharged and another 200 trans-

ferred to other hospitals.

The TPA said the hospital's casualty section would remain open for emergencies. ~~(152)~~ (152)

Negotiations between the Tshepong community and the hospital had been scheduled, but it was unclear when the hospital would begin operating again.

The dispute follows this week's strike by Sebokeng Hospital workers and threats by all provincial hospital workers to strike if they were not given the award

at strike-hit ABI plant

ERICA JANKOWITZ

TEN workers and two policemen were injured on Friday when violence erupted during a police search for illegal weapons at the strike-hit Amalgamated Beverage Industries (ABI) plant in Midrand.

The police fired rubber bullets after they were attacked by workers wielding bottles. Four of the ten workers injured in the skirmish were still being treated in Tembisa Hospital at the weekend. **BIDAY**

ABI shop steward council chairman George Nene said the condition of the four was serious. He alleged the police had attacked without provocation, a claim denied by the police. **10/1/94**

Police spokesman Zirk Gous said no weapons had been found, but an undisclosed amount of ammunition, dagga, stolen credit cards and forged banknotes had been confiscated. **(152)**

One man had been arrested and charged with assault. He would appear in the Kempton Park Magistrate's Court today.

Nene said a meeting with ABI's holding company, SA Breweries, would be held today in an effort to defuse the volatile situation at the plant. Cosatu general secretary Sam Shilowa would head the workers' delegation and SAB executive chairman Meyer Kahn was expected to lead the SAB team.

The police said Friday's search had been conducted after non-striking workers had complained they had been threatened at gunpoint and that illegal guns were being hidden at the Midrand plant.

Nene accused management of "looking for an excuse to harass workers".

"When we enter the premises we are searched from shoe to head, so how could we get such large guns into the plant?"

Gous said the confiscated items would form the basis of further investigations, and dockets had been opened. He said the police had reacted to a complaint about criminal behaviour at the plant and were not involved in the labour dispute.

ABI personnel manager André Parker said the strikers, who had failed to comply with strike rules for several days, had

To Page 2

ABI strike

From Page 1

chanted provocative slogans during Friday's incident. On Friday morning entrances to the Midrand plant had been barricaded by strikers in vehicles which were removed only after lengthy negotiations with management. **(152)**

He said there had been reports of intimidation and serious assaults of non-strikers. The company had been forced to obtain interdicts to contain the situation.

Nene said the strike, which started on December 31, was not only about wages. Workers were fighting years of bad management practice, including racist attacks, no training or career guidance, opposition to worker participation, ignoring workers' grievances and untenable workloads.

Parker denied this, saying ABI had the most advanced affirmative action programme in SA and the grievance procedure had been negotiated with the Food and Allied Workers' Union (Fawu).

Meanwhile, Cosatu and the SACP pledged their support on Friday for the more than 4 000 Fawu members involved in the dispute.

Cosatu said "ABI's claim that workers are well paid and that their demand for a

15% increase is unreasonable rings hollow in the light of the large profits being made by the company and the fact that directors of ABI, who earn more than R200 000 a year, voted themselves a 28% increase in 1993."

But Parker said the percentage increase calculated by the union was simplistic. A number of new members had been voted on to ABI's board last year.

Cosatu said the workers' demands were legitimate. Cosatu was investigating other ways of extending "solidarity to striking ABI workers, including the blacking of ABI products", which include Coca-Cola, Sparletta and Schweppes products.

SACP Johannesburg chairman Amon Ngulele condemned ABI's alleged police harassment of striking workers, saying they "have a democratic right to protest and hold demonstrations to further their cause".

Nene said the ANC, Cosatu and the SACP would meet today to discuss the proposed consumer boycott. He also accused ABI management of approaching the ANC to try to prevent the boycott, which was due to start on Wednesday.

TPA reclaims Bara workers' bonuses

CT 15/1/94

PRETORIA — The Transvaal Provincial Administration is to reclaim R500 goodwill bonuses paid to health workers at Baragwanath Hospital, saying it had no other option following demands for similar payments made by striking staff at other Transvaal hospitals

TPA director-general Mr Len Dekker said in a statement it had become clear at a 1994/95 budget meeting held yesterday that it would be impossible to pay R500 to all staff at

provincial hospitals

"The demand that all personnel at all institutions should qualify for the payments left us with the choice Pay all or pay no one"

The R500 bonuses were originally paid to Baragwanath Hospital health workers who did not join last year's hospital strike. The award was later extended to all Baragwanath staff.

Mr Dekker said the bonuses paid would be reclaimed over a period of time — Sapa

Rand.

Strike is on

Sowetan 17/11/94

By Mzimasi Ngudle
Political Staff

MUNICIPAL services are expected to stop in Diepmeadow today after more than 1 200 municipal workers decided at the weekend to go on strike until they were paid money they say is owed them by the local town council.

Workers' representative Mr Bheki Phakathi said the workforce — all members of the SA Municipal Workers Union — decided to down tools after the council reneged on its promise to pay back salary increases for two years.

Phakathi said MEC for Local Government Mr Piet Coetsee told workers last October that they would get their salary increases — which accrued to them after the upgrading of the council in April 1990 — after the signing of the Greater Soweto Accord in December last year (152).

"Coetsee told us the money would be released soon after the signing of the accord," Phakathi said. Instead, Phakathi said, money was diverted to capital projects (250).

"What incensed us most was the R2 million payment to lawyers for the prosecution of residents who defaulted on their payments for services," Phakathi said (216).

City Administrator Mr Howard Weale said he knew nothing about the promise and said the matter had been referred to the Local Government Negotiating Forum.

Hospital bonus decision slammed

Star 18/11/94
BY MONTSHIWA MOROKE
and SAPA

The National Health and Allied Workers' Union (Nehawu) yesterday condemned a Transvaal Provincial Administration decision to reclaim bonuses of R500 paid to Baragwanath Hospital staff.

The R500 payment was made to workers who did not down tools during the 1992 health strike. The TPA decided on Friday to take the money back after workers at other hospitals went on strike, demanding that they too receive R500.

"The decision to withdraw the R500 bonus was not in the interests of settling the dispute and the union condemns the move," a Nehawu statement said. It said the withdrawal had placed Nehawu shop stewards in the firing line and that their lives were being threatened by political elements manipulated by the TPA.

The union called for decisive action from the Transitional Executive Council, which has been asked to intervene in the matter.

TPA director-general Len Dekker said the TPA welcomed the referral of the matter to the TEC.

Theatre operations were cancelled at Kalafong Hospital, near

Pretoria, where workers went on strike yesterday over the controversial payment.

A TPA spokesman said about 300 employees stopped working at about 11 am and began a sit-in in the corridors.

Although operations could not be performed, basic health services were kept going.

Hospitals where labour unrest has taken place in the past three weeks include Tshepong, Sebokeng, Tembisa, Hillbrow, Johannesburg and Baragwanath.

Dekker said on Friday that the R500 payment, a goodwill gesture which "turned sour", would be recovered over a reasonable period, possibly 20 months. "The demands that all staff at all other institutions should receive the payment forced the TPA to choose between paying everybody or nobody," he said.

Nehawu rejected the decision, accusing the TPA of manipulating the situation.

Meanwhile, Baragwanath Hospital chief superintendent Dr Chris van der Heever appealed to staff to keep the hospital going.

"The community needs and depends on all of us to provide an essential service," he said.

Hospital strike talks continue

PRETORIA — Negotiations were still under way at the Kalafong Hospital near here yesterday afternoon after National Education, Health and Allied Workers' Union members occupied the building earlier in the day (15)

Between 200 and 300 workers — mainly general assistants and some nursing staff — went on strike at the hospital after handing the superintendent a memorandum demanding a R500 bonus — Sapa (16)

18/1/94

ABI strikers to return to work today

THE 2 500 striking workers at Amalgamated Beverage Industries (ABI) would return to work today after their month-long wage strike ended with the signing of a 15-month agreement, the company said yesterday. *BIDON 112194*

The wage dispute led to a strike at all nine ABI plants in the PWV and greater Durban areas.

Yesterday, management and Food and Allied Workers' Union officials settled on a 13.1% increase for workers over a 15-month period, effectively a 10.2% increase in wage costs for the year. *(152)*

JACQUIE GOLDING

It could also mean the parties would negotiate wages in March rather than during the Christmas period when the company was vulnerable to industrial action.

Negotiations broke down with the union demanding a 15% across-the-board increase and management offering 10%.

The company acknowledged turnover was down but said it was difficult to attribute this entirely to the strike as it could have been partly the result of traditionally slower sales in January, and bad weather



TOUGH WORLD, SOFT DRINKS . . . even without a strike, ABI delivers its shipments under ar

ABI strike *3 Times* talks stay *(BUSS)* on the boil

NEGOTIATORS were locked up in a Johannesburg hotel on Friday in a bid to end the four-week strike at Amalgamated Beverage Industries, writes ZILLA EFRAT. 30/1/94

It is the biggest strike ABI has had to deal with. Some 3 000 workers are involved, the Food and Allied Workers Union (Fawu) has called for a boycott of Coke and claims of intimidation are widespread. (152)

The dispute centres on wage increases. Fawu is demanding a 15% pay rise while ABI management moved its offer up by 0,5% to 10,5%.

ABI marketing director Mike Bind estimates that ABI turnover has dropped about 15% as a result of the strike.

Plants are producing soft drinks at usual levels and deliveries to white suburbs are almost normal. Those to the townships, however, have been halted because of violence and intimidation.

In other areas, ABI is maintaining deliveries to wholesalers and strategic supply depots.

TPA: Hospitals face collapse

152
ET 26/1/94
JOHANNESBURG — Leratong Hospital has been closed for the second time, and workers at two other Reef hospitals face dismissal or disciplinary action for an illegal strike unless they return to work today

Workers are also on strike at seven other TPA hospitals over the issue of a R500 bonus which was promised to hospital workers and later withdrawn

With the agreement of hospital workers union Nehawu, independent arbitrators will meet on Friday to solve the issue

However, TPA director general Mr Len Dekker said yesterday that workers were ignoring agreements reached between the TPA and the union in terms of which workers should return until the issue was resolved

Mr Dekker warned that unless

“discipline returned to the hospital floor, hospital services face collapse”

In issuing yesterday's warning to Ermelo and Vanderbijlpark hospitals, he said the action had been taken in terms of the Labour Relations Act

An ultimatum would be issued later in the week and they would have three days to give reasons why they should not be fired

Strike: (152) Patients in ICU die

Own Correspondent

JOHANNESBURG — As the TPA announced that two patients had died from inadequate care, two Transvaal hospitals were yesterday issued with ultimatums to return to work or face dismissal or disciplinary action

The TPA said two patients, aged 30 and 76, died in Leratong Hospital outside Pretoria due to "inadequate patient care" after being found unattended in the intensive care unit

National Education, Health and Allied Workers' Union (Nehawu) general secretary Mr Phillip Dexter blamed the TPA for the deaths

An agreement was reached at the weekend between Nehawu and the TPA that workers would return to work until the issue of a R500 bonus, promised to hospital workers by the TPA, and then withdrawn had been resolved

Meanwhile, workers at Ermelo Hospital and Hendrik van der Bijl Hospital in Vanderbijlpark did not respond yesterday to a TPA ultimatum telling them to return to work or face dismissal or disciplinary action

ABI says staff are being intimidated

BIDAY 5/11/94

ERICA JANKOWITZ

AMALGAMATED Beverage Industries (ABI) complained about the intimidation of non-striking workers yesterday as the wage strike by about 2 500 Food and Allied Workers' Union (Fawu) members entered its third day.

ABI human resources director Andre Parker said deliveries from its Fountains plant in Pretoria had been disrupted, with strikers restricting access to the premises. Other incidents had also been reported to management, he said. (152)

ABI said it was "preparing to take whatever measures prove necessary to counteract any acts of intimidation by strikers"

The company said seven of its nine PWV and Natal plants were on strike, but two Natal sites worked normally yesterday "and groups of union members were again at work at other plants".

There was also evidence that Fawu members had resigned from the union and accepted the company's 10% wage offer, it said.

By yesterday, there appeared to be no evidence of the threatened consumer boycott of ABI products despite the union saying it would be unable to guarantee the safety of workers delivering soft drinks to township areas

ABI shop steward committee

chairman George Nene said a Fawu delegation would meet the Soweto Chamber of Business executive committee today to discuss the union's proposed boycott and reports of township "young lions" demanding free drinks from dealers.

Nene also expected replies today to Fawu's letters to fraternal organisations concerning the boycott call. It was also preparing for supplies of soft drinks to townships to dry up from tomorrow.

Thereafter Fawu "had a plan for the whole PWV" as it was not only targeting black businesses, he said.

Reacting to ABI's contention that small black business would be severely affected by a boycott of Coca Cola which, the company estimated, accounted for up to 80% of many businesses' turnover, Nene said Fawu would not force anyone to join the ban on soft-drink sales.

He spoke of a white businessman on the West Rand who claimed he had contacted ABI and told them to remove all their fridges and products "until the company paid us a decent wage". He praised this isolated incident of solidarity and said it would be the first of many.

ABI said stock levels remained satisfactory and there had been no reports of consumer shortages

Fawu call to boycott ABI products

THE Food and Allied Workers' Union (Fawu) has called for a boycott of all Amalgamated Beverage Industries (ABI) products in support of its wage strike, and has said it will "not allow" deliveries to black townships. **BIDAY 4/11/94**

Fawu officials will meet representatives of the Soweto Chamber of Business to discuss the proposed boycott, which will focus on PWV and Natal townships and is to be effective from this morning. **(152)**

The union is demanding a 15% increase and has rejected management's 10% offer. About 2,500 workers in all nine ABI plants in the PWV and Natal embarked on a legal strike on Friday after nearly 70% of union members voted in favour of industrial ac-

ERICA JANKOWITZ

tion No meetings with management have been planned

Management said yesterday about 30% of the workforce was at work, production and deliveries were continuing with minimal disruption and retail outlets were unlikely to experience serious shortages

A sizeable number of Fawu members are accepting the realism of management's offer of a 10% wage increase.

The management offer would take the minimum pay of the lowest-paid worker to close to R1 900 a month, one of the highest

□ To Page 2

ABI strike

BIDAY 4/11/94

□ From Page 1

minimum wages in the country, a spokesman said in a radio interview

In a pamphlet calling for the boycott, Fawu said it would not allow deliveries of soft drinks in the townships with immediate effect. "We will not stop these deliveries, but cannot guarantee the safety of those taking ABI products into the townships," ABI shop steward committee chairman George Nene warned. **(152)**

In addition, Fawu called on all communities, "especially black consumers", to stop buying all cold drinks in the PWV and greater Durban areas.

Nene said letters requesting participation in the boycott would also be sent to "fraternal organisations" such as the ANC, SACP, civics and other Cosatu affiliates.

According to the boycott call, Fawu has put pressure on retailers to return their fridges to ABI, a move the company has described as "unrealistic".

An ABI spokesman said "Many small independent retailers rely on our products for much of their livelihood and they will recognise the unreasonableness, in these

times, of a 15% wage demand"

ABI human resources director Andre Parker, speaking on Radio 702, said it was unfair of the union to involve outside parties in the dispute.

ABI increased its wage offer to 10% at mediation, but negotiations finally deadlocked on December 15 after several months of talks, an overtime ban and a two-week strike in October.

Nene said this was the first time Fawu had called for a consumer boycott of ABI products and he expected this strategy to be successful. "We are ready for an indefinite strike until the company meets our 15% wage demand."

Meanwhile, ABI said it had maintained manufacturing and distribution by using non-striking workers and casual labour. The company said "pockets of employees at seven plants were working normally"

About 300 workers at ABI's East Rand plant joined the strike illegally yesterday, which a spokesman attributed to intimidation. These workers had not been party to the dispute or participated in the ballot.



SAME PRIVILEGES... Tshepong Hospital nurses on Wednesday went on strike demanding they be paid a special R500 bonus like nurses at Baragwanath Hospital. ■ Pic: DAN DHLAMINI

Striking nurses want bonus

By DAN DHLAMINI

"SAME sacrifice, same privileges!" proclaimed one of the posters wielded by Tshepong Hospital nurses as their strike entered its fourth day yesterday.

And it looks like there will be no speedy resolution of the strike.

The disruptions follow the TPA's decision

to award R500 bonuses to workers who worked during the strike last year

The strike comes in the wake of disruptions at other hospitals in the province, including at Sebokeng and Baragwanath.

TPA spokesman Dries van Heerden has called for calm from involved parties, saying the matter will re-

ceive urgent attention on Tuesday

Hundreds of patients had to be evacuated from Tshepong Hospital in the western Transvaal this week, as services ground to a halt after nursing staff went out on strike over the bonus issue

Tshepong was deserted on Thursday as nurses and ordinary workers toy-toyed

and loitered on the lawn while hundreds of patients were being transferred to neighbouring hospitals

Tshepong Hospital superintendent Dr Martin Prinsloo told City Press that more than 300 patients, some from the intensive care units, were evacuated on Wednesday night following threats that nurses would go on strike the following day

Dr Prinsloo said negotiation over the strike was now in the hands of the TEC

Nursing staff spokesman Cornelius Rantekane said the strike action was triggered by the news that they were not included in the department's specific awards package amounting to a R500 bonus for each nurse who "sacrificed" by working during last year's national strike.

CIPress 9/11/94 ~~152~~ ~~304~~ 152

Hospital workers out on strike again

JOHANNESBURG. — Baragwanath and Pholosong Hospital nurses and general workers have embarked on another strike because of unresolved differences with the Transvaal Provincial Administration over the repayment of bonuses.

A hospital spokesman said only a few nurses had reported for duty yesterday.

The situation had deteriorated to such an extent that it could be regarded as critical.

Further disruptions were also planned at other Transvaal hospitals by workers demanding a R500 bonus.

Their demands follow last year's payment of a special bonus to certain staff at Baragwanath Hospital to reward them for working under difficult conditions.

This led staff at other hospitals to demand a similar bonus. The TPA has since decided to reclaim the bonus from Baragwanath staff — Sapa

CT 211194 (152)

Hospitals furore over R500 bonus

Sowetan 11/11/94

By Musa Zondi

■ HOT MONEY Workers hopping mad over money not received:

A R500 bonus for hospital workers has sparked off protests and disrupted three Reef hospitals

The trouble started on Friday when some workers promised bonuses for "doing extraordinary work" during the 1992 hospitals' strike were paid the bonus and others weren't

National Education Health and Allied Workers' Union regional chairman Mr Siphwe Mazibuko said the Transvaal Provincial Administration agreed to the special bonuses to nurses for "doing extraordinary work" during the 1992 strike

The union warned the TPA that this could have far-reaching implications

First it was the nurses who wanted the money. Then workers from other departments also demanded the special

payment and were promised it

Nehawu members who had taken part in the 1992 strike were not to be recipients of this bonus. They then also demanded the money and in an agreement between the union and the hospital management on December 29 last year the TPA agreed to pay them too

Given no reason

Mazibuko said some of the workers were paid the bonus last Friday, the date agreed to but others, for no given reason, did not receive their money even though the cheques had been made out

"We tried to get hold of the superintendent for an explanation but to no avail," he said

At Baragwanath Hospital in Soweto, Nehawu members besieged the main administration building, demanding the money and preventing the superintendent from leaving until the matter was settled. The Internal Stability Unit had to be called in to defuse the situation

At Hillbrow Hospital, scores of workers toyi-toyed on the premises and also demanded that they be given the money

At Sterkfontein Hospital, about 150 workers downed tools in protest

Attempts to get comment from Hillbrow and Bara administrations were unsuccessful as security blocked the entrance

The TPA was said to be locked in a meeting until late yesterday



Hostages taken as hospital strike grows

ET 8/1/94 (152)

PRETORIA — Strikers kept Baragwanath Hospital's laundry manager and members of his administrative personnel hostage yesterday, a Transvaal Provincial Administration spokesman said

The strikers also blocked the entrance to the administrative building and prevented staff leaving

The dispute was apparently caused by workers' grievances about the selective non-payment of a special R500 award

Strikes spread to Tshepong Hospital in Klerksdorp where patients have

been evacuated and only casualties and out-patients are receiving attention.

Talks at Tshepong have deadlocked, the spokesman said.

A Transitional Executive Council spokesman said a sub-council would meet this weekend with those involved in the Tshepong Hospital dispute and would present a report on Monday

The strike also spread to Hillbrow Hospital yesterday, but a hospital source said talks were under way to address workers' grievances — Sapa

Hospital to re-open

CT 20/1/94
JOHANNESBURG —
Kalafong Hospital in
Pretoria will re-open
this morning after suc-
cessful negotiations be-
tween the TPA, the
National Education,
Health and Allied Work-
ers' Union and commun-
ity representatives on
Wednesday, the TPA
said (152)

The parties agreed to
help a commission of in-
quiry to examine the cir-
cumstances that led to
the hospital's closure

● A skeleton person-
nel staffed Baragwanath
Hospital yesterday as
workers continued pro-
testing over their Christ-
mas bonus — Sapa

Tvl hospitals. ¹⁵² Strikes still on

CT 1/2/94
JOHANNESBURG. — Workers at a number of Transvaal provincial hospitals are continuing protest actions following a dispute regarding bonuses given to workers at Baragwanath Hospital.

Meanwhile, the South African Medical and Dental Council (SAMDC) has received messages of concern from senior doctors at the Baragwanath and the medical superintendent of Makopane Hospital in Potgietersrus about the rendering of health services

The SAMDC pointed out although it was not responsible for salaries and working conditions in hospitals, it "appeals to all concerned to take every possible step to resolve the problems which impinge on the rendering of health services"

● The South African Nursing Association (Sana) yesterday said health employees who leave patients without care should be dismissed

This was in reaction to ANC spokesman Mr Carl Niehaus' alleged statement that he could see no reason why health services should be declared an essential service

Toy-toying strikers cause hospital chaos

PORT ELIZABETH — A patient died of a heart attack in the provincial hospital here yesterday when staff were unable to alert emergency services because of chaos caused by striking workers.

However, hospital sources said it was difficult to say with certainty that the delay in contacting the cardiac arrest emergency trolley was solely to blame for the patient's death.

Militant workers occupied administrative offices, toy-toyed in wards — including children's wards — chased out non-striking staff and disrupted communications.

● In Durban, hundreds of general assistants embarked on a strike at the King George Jubilee Hospital yesterday over failed wage negotiations — Own Correspondent, Sapa

Hospital chaos continues

Own Correspondent

PORT ELIZABETH — Striking male Nehawu workers allegedly urinated on female patients at the Provincial Hospital here and others paraded through the hospital armed with nail-studded sticks as chaos continued at the city's hospitals yesterday afternoon

By evening the situation at the hospital was calm, after police were called in earlier to prevent AWB members from entering the premises

Negotiations between the Cape Provincial Administration and Nehawu ended shortly before 4pm with little progress made and will continue today

CPA hospital services acting regional director Mr Louis Marais last night confirmed a statement by Cape MEC Mr Peter Marais that striking staff at the Provincial Hospital had been armed with nail-studded sticks. An inci-

Strikers 'urinated on sick'

dent of staff urinating on someone had been reported to him

Mr Peter Marais said the behaviour of Nehawu members at Cape hospitals bordered on "barbarism" and "cannot be condoned in any civilised society"

Staff at Livingstone Hospital were apparently moving patients into one ward last night so they could cope better as each ward only had one nurse

At the Provincial Hospital at visiting time last night there was a strong police presence, with Nehawu members still sitting in the foyer and AWB leader Mr Barend Mostert and about 30

CT3/2/94
people at the far edge of the parking lot

The hospital's switchboard was restored by 6pm yesterday after being out of action for most of the past two days

A senior paediatrician at the Provincial Hospital blamed the disruption of the hospital's switchboard by Nehawu strikers for the near-death of a Graaff-Reinet woman rushed to the hospital for an emergency operation yesterday

The doctor said the eight-month pregnant woman, a patient of a senior obstetrician at the hospital, was rushed to Port Elizabeth for an emergency operation but her doctors could not get through to the Provincial Hospital to notify staff

"The delays and failure to be able to use the hospital's telephones could have cost a life. We couldn't prepare ourselves properly for the operation," he said

● A Nehawu spokesman could not be reached for comment last night (S2)

Union, hospitals meet in effort ⁽¹⁵²⁾ ARG 3/2/94 to resolve strike

PAT CANDIDO
The Argus Bureau and Sapa

PORT ELIZABETH — Strike-hit hospitals in the city were still without staff today as Nehawu members, hospital officials and members of the Provincial Administration met in an effort to resolve the crisis

Acting regional health director Louis Marais said during a break in talks that he was hopeful the crisis could be resolved soon. He said no progress had been made and the parties had given themselves until late today to reach agreement

He said the demands put forward by Nehawu could not be met by local health officials

Today, the third day of the strike, the Dora Nginza Hospital was closed Livingstone Hospital was not accepting outpatients and services were cut to a minimum at the Provincial Hospital

There were allegations of doctors being prevented from carrying out an emergency operation at Livingstone

Volunteers from churches and other organisations helped clean floors and maintain hygienic standards

Administration offices at all striking hospitals were still occupied by strikers Patients at Livingstone claimed that toy-toying demonstrators had stolen their money

Police spokesman Henry Chalmers said today that police would not withdraw from the Provincial but would maintain a low profile

Hospital authorities called the police yesterday when about 30 AWB members threatened to enter the

building to guard sick friends and relatives

Captain Chalmers said police had been deployed inside the building and at entrances to check bags for firearms The AWB has been told to leave law and order to the police

The situation was chaotic yesterday, with the hospitals at a virtual standstill as strikers occupied wards and offices while vigilantes armed with spiked sticks prowled the wards and corridors, forcing workers and non-union members to leave

At the Provincial, male strikers allegedly urinated on a woman patient and a radiologist and assaulted people with nail-studded sticks

At a children's hospital in the townships, 60 children — some desperately ill — were eventually removed Earlier, strikers had refused to allow staff to tend to the children, feed the babies or change nappies

The attitude of strikers has caused widespread public anger and revulsion Doctors threatened to appeal to the Transitional Executive Council because, they said, strikers were endangering the lives of patients

A patient who left the Provincial said she had never been so frightened

"They were thugs I felt so sorry for the nurses who were trying to help us If this is the way negotiations are going to go in the future, I have very little faith or confidence"

Hospital corridors were scattered with rubbish, dirty laundry and used dressings, much of which, it was claimed, had been dropped by the strikers

Sit-in ends but strike goes on

PORT ELIZABETH — The sit-in by hospital workers at Provincial Hospital and Livingstone Hospital here ended last night with droves of weary demonstrators going home (152)

But the strike was not yet over, a spokesman for the National Health Education and Allied Workers' Union said

Police stood on standby at both

hospitals, but despite a direct appeal to them for help from the Livingstone Hospital, they took no action against strikers

In a dramatic telephone call to a local newspaper yesterday, Livingstone Hospital's senior medical superintendent Dr Herman Claasen reported scenes of "chaos and anarchy", with "musclemen" intimidating nurses and

overturning food trolleys intended for children

"I have called on the police and asked for the internal stability division to step in," Dr Claasen said

"The last of the nurses were physically removed from the general block this (yesterday) morning and badly frightened

"Very septic refuse is lying everywhere"

Court order curbs strike chaos at E Cape hospitals

(159)
APR 4/2/94

PAT CANDIDO
The Argus Bureau

PORT ELIZABETH — Six Eastern Cape hospitals have obtained an urgent interdict from the Industrial Court preventing striking National Education, Health and Allied Workers' Union (Nehawu) members from intimidating workers and disrupting essential health care services

The four-day strike — which has been marked by intimidation, violence and scenes of chaos — has provoked widespread anger

The SA National Civics Organisation has condemned the strike and intimidation of the workers. The organisation said Nehawu had embarked on the action without consulting other organisations

At Livingstone Hospital some strikers were still refusing to leave administrative offices and passages today and there were claims of further intimidation. Police were called to monitor the situation

There was chaos at Livingstone last night when strikers overturned trolleys of food

intended for desperately-ill children.

Senior medical superintendent Herman Claasen said he had seen chaos and anarchy, and that there was only soup left for the children to eat, that operating theatres were blocked by demonstrators and that urgent cases had been referred to private hospitals

He said it was possible the hospital could close today

Septic refuse, filth and laundry bags with septic sheets were lying everywhere. Rubbish bins had been overturned and staff still on the premises felt their lives were in danger, he said

Some doctors said Nehawu was responsible for deeds tantamount to murder and praised the work of a "handful of truly dedicated nurses" and volunteers who tried their best "to keep things going"

Today all was quiet at the Provincial Hospital, where police were still on duty

Dora Nginza Hospital was still closed early today, while authorities waited to see whether staff would come to work

Hillbrow Hospital's damage control

Wm 4-10/2/94

Hillbrow Hospital workers are on strike but, thanks to a skeleton staff system agreed to by management and unions, the service has not ground to a halt, writes **Ferial Haffajee**

FRANS DE KLERK takes one telephone call, puts another on hold and speaks urgently into a walkie-talkie "Sure you can come up and see me," he says to the caller, "if you can get through."

He means through the hundreds of toy-toying nurses, cleaners and clerks who clog the entrance to his office in the administration block of the Hillbrow Hospital.

Most of the workforce is on strike and the hospital has been turned upside-down for De Klerk, its head of security. Also affected are hospital administrators, patients, doctors and workers who have defied the strike call.

It's midday, and out-patients wait in a queue that grows longer and moves at snail's pace.

Two or three staffers deal with agitated patients who demand their attention. Most of the cubicles usually manned by at least 20 clerks stand empty.

"I'm suffering. I'm here from seven (this morning). It's difficult, the government must just give them the money because now we're going to die," says Annie Kau, a patient who says she has asthma, high blood pressure and an ulcer.

Another woman complains that she has to get back to work. "I was in a queue, I was at the window — now I'm back in the queue," she says before moving quickly into the next

seat as the long line inches forward.

A matron in the casualty section remains stoic. "A few of us remain and a few go out," she says, explaining the remarkable skeleton staff system agreed with trade unions which has enabled the hospital to keep operating.

This damage-control agreement appears to have worked at Hillbrow Hospital.

Apart from the queues of patients and the sense of disarray — the floors haven't been swept and many laundry bags litter the wards — things are running relatively smoothly. Patients are getting their lunches and there have been no strike-related emergencies.

Outside, workers wait for news from their delegation which is negotiating with hospital administrators. Some toy-toy, others loll on the grass under the palm trees, oblivious to the official notices pasted on all the hospital doors warning that the strike is illegal and that workers face dismissal if they fail to report for work by lunchtime the next day.

"The patients are suffering. The TPA must give us the R500," says a nurse at the hospital. She is referring to the spark for countrywide disputes in state hospitals, the bonus paid by the Transvaal Provincial Administration to some Baragwanath Hospital workers at the end of last year, and last week extended to all workers at Bara.

"Of course we are worried about our patients. But we do the very same job — if they give them (the Bara workers) the R500, they divide us and make us fight."

The patients are the major concern for Jan Bischoff, Hillbrow Hospital's labour relations officer. "A person coming out of an operation needs the help of nurses and doctors. They may



Snail's pace... Out-patients queue up patiently. PHOTOGRAPH RUTH MOTAU

need transfusions and they must be looked after.

"The stress is building up in us," he says, listening to a message on his walkie-talkie. A security guard's crackling voice comes over the air. "Hulle is op pad na die grasperk toe" (The strikers are moving to the

lawn.)

Bischoff's task is to make contingency plans: all hospital staff must be available for the most menial of tasks, from seeing that patients are fed to ensuring that cleaning is done and that the "hundreds and thousands" of pieces of laundry are washed.

He may have to employ voluntary workers who queue outside the hospital after hearing of the strike. "But we had a problem with voluntary workers (during the last strike) They work for one day and disappear," he says.

If the strike continues, he may have to call in the family members of patients to assist, while doctors will discharge as many patients as possible and group the seriously ill patients together to make it easier to treat them.

"It's a madhouse here," says Bischoff.

A no-nonsense cardboard sign at the entrance to the hospital answers him. It says "R500 now."

Coke adds life? No, say strike-hit traders

Mduduzi ka Harvey

THE Coca-Cola strike on the Reef is raising the spectre of poverty for thousands of small businessmen in the townships who depend on income from the sale of cold drinks manufactured by Amalgamated Beverage Industries

ABI has lost 10 percent of its production since 4 000 employees downed tools over a 15 percent wage claim a week ago. Management is offering a 10 percent increase in wages, which it says are already higher than average.

Spaza shop owners and other small township traders, who distribute 20 percent of ABI's production, say the bottler has not been accepting their orders and deliveries have come to a standstill.

Aggravating the situation is a boycott of ABI products called by the Food and Allied Workers Union. Traders fear that a boycott could ruin their businesses. The Soweto Chamber of Commerce said it was supporting the boycott. Traders have called a meeting with Fawu to try to find a solution to the deadlock.

Chairman of Fawu's shop stewards, George Nene, says the boycott was delayed for a week to accommodate the traders. "But although they promised to talk to ABI, they have failed to come up with a solution. The boycott is on."

Spaza owner Sibusiso Ntombela, of Orlando West, says he has started feeling the pinch and is running out of patience with unionists. "My profits are down because I depend on cold drink sales."

Ntombela also fears the effects of the consumer boycott. "My fridge is empty .. As business people we need the stock to survive."

Mandla Mdlalose, who owns a kiosk near Dube station, thinks the strike and boycott should be abandoned. "Instead of hitting at the white man, we 'darkies' will suffer most."

Mdlalose fears that any attempt to find supplies elsewhere may end in him being branded a traitor and targeted for attacks.

ABI management said township businesses were hardest hit. "Deliveries to other areas are less prone to interference or disruption." ABI is operating a call-and-collect facility. The company doubted the boycott would be effective.

Nene insists there will be no illegal enforcement of the boycott.

WM 14-20/1/94

(152)



Coca-Cola strike intensifies

By Ike Motsapi

COCA-COLA delivery trucks were prevented from leaving their depots as the strike by members of the Food and Allied Workers' Union entered its third day yesterday. *Sowetan*

This follows a plea by the executive of the union to the community, political, business and civic organisations to boycott Coca-Cola products

Fawu will meet officials of the Soweto Chamber of Commerce today to lobby support for the boycott

Sowetan yesterday visited three plants at Devland, Lea Glen and George Goch. Delivery trucks stood idle and members of Fawu who were locked out said they made sure that not "a single van went out". *5/1/94*

The legal strike started on Friday December 31 1993

ABI warned in a statement yesterday that innocent retailers stood to suffer most from the proposed boycott of their products. *(182)(152)*

The company urged Fawu not to involve "dealers in a wage dispute which had nothing to do with them"

"Thousands of small, independent dealers, particularly wholesalers, shop owners, spaza stores and hawkers in the township earn about 80 percent of their living from selling Coca-Cola"

Call for Coke boycott

Sowetan 4/1/94

By Ike Motsapi

THE Food and Allied Workers' Union has launched a consumer boycott of Coca-Cola products as the strike over wages entered its second day yesterday

The legal strike by more than 2 500 members of Fawu started last Friday. Coca-Cola is run by the Amalgamated Beverages Industries.

Mr George Nene, chairman of Fawu's national negotiating council, told *Sowetan* the union had also asked businessmen to order Coca-Cola to collect the fridges the company normally loans to them from their premises

Nene said "As from today we are asking the community to support us in our fight against the intransigent management which does not want to accede

to the basic workers' demand for a living wage

"We have tried to convince management that the 15 percent salary increase we are asking for our members is reasonable. (152)

"Management instead made a final offer of 10 percent which it said was non-negotiable. We are appealing to the people to support us because the company is not prepared to budge on our requests," said Nene.

Mr Neville Barber of Westcom Public Relations, which handles ABI's media relations, said he was not aware of the call for a consumer boycott called by Fawu.

Barber said: "I also want to point out that the strike is not national as claimed by Fawu.

"Eight sites are on strike and the East Rand is not affected," Barber said

Coke, strikers ^{Sowetans} strike a deal

THE month-long nationwide strike at Amalgamated Beverage Industries has ended following agreement on a 13,1 percent wage increase, ABI said in a statement yesterday 1/2/94

ABI management and the Food and Allied Workers' Union agreed workers would return to work today when the increase would become effective for a 15 month period

Fawu had originally sought a 15 percent increase and ABI management had offered 10 percent

The strike involved 2 500 employees at ABI's nine sites in the greater Johannesburg, Pretoria and the Durban areas

Soft drink deliveries were disrupted, particularly to township outlets, and a Fawu-instigated consumer boycott reduced cold drink availability in the townships, an ABI spokesman said —

Sapa.

(102) (152)

Star 18/11/94

Workers strike at VW over tax

Port Elizabeth — Workers at Volkswagen's Uitenhage plant have gone on strike over the taxation of a productivity bonus which was paid out last week.

The strike, which began on Friday, is unrelated to recent strikes at Toyota and Samcor over the taxation of a once-off gratuity payment last year (52)

The National Union of Metalworkers of South Africa (Numsa) said Volkswagen workers had been promised a R1 000 bonus if they reached certain production targets last year (353)

But because of increased overtime worked to reach the production target, as well as the bonus itself, most workers' earnings had been pushed to a higher tax bracket. On average, workers received between R600 and R700 after the R1 000 bonus was taxed, Numsa said (12)

A Volkswagen spokesman, George Platt, said production at the plant would resume today but negotiations on the dispute would continue — Sapa, Ecna.

Coke strikers turn to violence

By Josias Charle

STRIKING workers at Amalgamated Beverages Industries went on the rampage in Atteridgeville at the weekend targeting people selling or buying the company's products

A group of about 70 smashed soft-drink bottles and looted a petrol station belonging to Mr Bushy Makwakwa on Friday

They also smashed the glass doors of a three-door refrigerator during the attack at about 5 30pm

Makwakwa yesterday said the group threatened to burn down his garage if he did not stop selling Coca-Cola and other ABI beverages

Sowetan 17/11/94
"I had to shoot a warning bullet in the air to scare off the mob," he told *Sowetan (152)*
He said he bought stock last year

— months before the strike was declared

Several other general traders confirmed that they had been intimidated

They said groups of youths manned road blocks at the entrance to the township and searched light delivery vehicles suspected of containing ABI products

Officials of the Food and Allied Workers Union could not be reached for comment yesterday



Unemployed people flocked to ABI in search of work PHOTO GUY ADAMS

Bitter taste of Coke strike

THE Coke strike grew increasingly ugly this week, driving the warring parties to the negotiating table

At the time of writing, two days of negotiation had failed to resolve the wage strike at Amalgamated Beverage Industries by 2 500 Food and Allied Workers' Union workers, who are demanding a 15 percent increase. The company is offering 10 percent.

The dispute appeared to have claimed its first victim last weekend when a sales manager at ABI's Midrand bottling plant, Patrick Mogale, was shot dead at his Soshanguve home. His murder followed the ransacking of shops and spazas around Pretoria townships.

ABI's human resources manager, Andre Parker, says such intimidation is widespread. A survey of Soweto this

week indicates that most dealers are not heeding the Coke boycott call because they support the strikers, but because they fear intimidation.

Papie Ramasodi, owner of Snapples spaza in Moletsane, still has last year's leftover stock, but says he would not dare to buy more. WM 21-27/1/94

Pule, of Masters Inn tavern in Diepkloof, says he will not bow to intimidation. But not-so-brave shopowners have resorted to placing posters on their windows saying: "We don't sell Coke, please try and get used to juice."

The Midrand bottling plant, which has borne the brunt of the worst strike action, was relatively peaceful this week.

ABI says the company has been inundated with unemployed people looking for jobs.

(152)

Coke trucks hit the road

Sowetan 6/11/94

By Ike Motsapi

SEVERAL Coca-Cola trucks went out on deliveries yesterday after the strike by about 2 500 Food and Allied Workers members started four days ago.

About three trucks a plant went on the road after workers had agreed not to disrupt services to clients.

Other trucks stood idle in the yards and only white employees and a handful of black workers were on duty.

Otherwise, various plants of Amalgamated Beverages Industries, which runs Coca-Cola, looked deserted when *Sowetan* visited them. Some gates were locked (152)

For the first time yesterday workers were allowed to enter ABI premises to picket and demonstrate.

Earlier, workers who had been restricted to 20 metres from the company premises, were ready to prevent delivery trucks from leaving.

ABI public relations consultant Mr Neville Barber of Westcom Public Relations was not available for comment

Cosatu calls for boycott of Coke

THE Congress of South African Trade Unions this week called for a boycott of Coke, Schweppes and Sparletta products in support of a strike at Amalgamated Beverage Industries.

The six-day-old strike centres on Food and Allied Workers' Union demands for a 15 percent pay rise. ABI has offered 10 percent. *S. Times*

Police said that on Friday, the Internal Stability Unit fired rubber bullets at ABI's premises north of Johannesburg to disperse workers when one was threatened with a broken bottle. *9/11/94*

Four workers and two policemen were injured. Cosatu said in a statement that ABI management had refused to negotiate on its 10 percent offer.

"During negotiations, it appears no good-faith attempt was being made to resolve the dispute, as management was already telling suppliers of ABI products that there was going to be a strike."

Cosatu added it would consult South African Breweries, ABI's holding company, to find ways of solving the dispute. —

Sapa (152)
● See Page 19

The simmering battle between organised labour and the world's mightiest brand has resurfaced in South Africa. RAY HARTLEY reports

"YOU can't beat the real thing," says Coca-Cola's marketing mantra. Backed by a R4-billion global advertising campaign, the phrase has been heard over and over by consumers in 185 countries in the past decade.

But not everyone agrees with it. The nearly 4 000 employees who put the fizz into the sugary elixir at Amalgamated Beverage Industries factories in the PWV and Natal downed tools over wages on Monday this week. And then they made an astonishing appeal: Boycott Coca-Cola.

It was an announcement that was hard to take seriously. If it were a boxing match the incredulous ring announcer might have said: In the red corner, weighing in at 17.5-billion US dollars, the world's best-known brand, Coca-Cola. And, in the blue corner, 4 000 workers who want to reduce its sales.

But Food and Allied Workers Union shop steward chairman George Nene is confident the boycott will bring local Coke franchise holder ABI to its knees, giving workers the 15-percent increase they demand.

"It's going to work because of the muscle of Cosatu, because of the muscle of all our people, because of the muscle of the alliance, of the ANC, of the ANC Youth League," he says passionately.

And a pamphlet distributed in PWV and Natal townships issues the ominous instruction: "Do not buy Coca-Cola products. Do not allow Coca-Cola to deliver in our townships."

The ANC is, however, unlikely to support its union ally in a boycott which may have the unintended result of alienating black businessmen as its key feature.

This is not the first time South African activists have taken on the cola kings. In the early Eighties attempts to call a US boycott by Thandi Gcabashe, daughter of Albert Luthuli, fell flat after the company countered with a picture of Coke chief executive Robert Goizueta and Desmond Tutu with wide smiles on their faces.

Mrs Gcabashe had admitted privately that the company was one of the most enlightened investors in SA — but was too tempting a target to pass up. Coke pulled out when US sanctions were implemented. Since then the soft drink has been produced under licence by companies such as ABI.

Whether Coke chooses to forsake the stable labour market of Swaziland and formally return to less peaceful South Africa is moot. The boycott will no doubt be closely watched from the company's Atlanta headquarters in the US.

By taking on the giant corporation and threatening to draw political players such as the ANC into the labour conflict, Fawu is following in the footsteps of decades of political discontent with the mega-brand across the globe.

In 1986 the company refused to grant a franchise to an Israeli bottler and was accused of compliance with the Arab boycott of Israel. The American Jewish community reacted with a boycott and,



BATTLE LINE DRAWN . . Down tools, boycott Coke, says Fawu

You CAN beat the real thing, workers told

SITimes 9/11/94
(152)

when Coke gave in, Arab countries countered with their own boycott.

On another occasion a French right-wing politician called for a boycott of Coke because it was undermining the consumption of wine with cheap cola from convenient vending machines.

And an international halt to Coke production was almost achieved in 1980 by the International Union of Food and Allied Workers over the killing of Coke workers in Guatemala.

By Wednesday this week the two-day-old Fawu boycott had already hit its first political snag. After a meeting with the Greater Soweto Chamber of Commerce, the union suspended the boycott for a week in the Soweto area.

While Mr Nene is adamant that the chamber simply wants to consult its members over how the boycott can be bolstered, ABI paints a different picture.

In a statement issued on Tuesday morning, the company put it starkly: "Thousands of small, independent dealers — particularly wholesalers, shop owners, spaza stores and hawkers in the townships — earn around 80 percent of their living from selling Coca-Cola."

Unlike consumer boycotts traditionally directed at white traders to create pressure on white authorities, the Coke boycott could well end up hitting small black businesses in the townships the hardest.

For it is in the townships that young militants taking up the campaign will be in the best position to ensure that Coke trucks don't unload their politically incorrect refreshments and black retailers don't stock them.

The conflict around the boycott shows how old tac-

tics, which depended on a popular assumption that business and apartheid oppressors were bedfellows, simply do not work any more.

Underlying Mr Nene's backing of the boycott tactic is a simmering distrust of the "total monopoly" enjoyed by Coke and ABI, which make and can the controversial quencher for the local market.

In his "unauthorised history", *For God, Country And Coca-Cola*, Mark Pendergrast vividly illustrates the scale of the empire. About 40 000 Cokes are consumed every second around the world.

In 1991, Mr Goizueta earned \$86-million (R290-million) — or the annual salary of ABI's lowest-paid worker in half a working day. The company's minimum wage is around R1 800 a month.

In all cases efforts to take on the giant brand have ultimately failed, as have previous efforts to squeeze SA Breweries, which has a majority interest in ABI.

A consumer boycott aimed at SAB's beer sales to taverns was stifled after the company reacted with ruthless creativity and published the wages it paid to workers in full-page newspaper advertisements.

Tavern keepers — some of whom earned less than the lowest-paid worker — lost heart and the boycott fizzled out.

By attacking the Coke brand with a consumer boycott — rather than confining its labour action to a strike against the firm involved — the union is out of step with another development in SA labour.

For, instead of recognising that the welfare of both workers and management depends on the success of their products, the union is biting the brand that feeds.

Numsa renews pressure on Samcor

NUMSA announced yesterday that about 2500 Samcor workers would not report for work today at the company's Pretoria car manufacturing plant because of the continuing dispute over the taxation of year-end gratuities.

Numsa national organiser Gavin Hartford said an urgent meeting of the national bargaining forum had been called for today to review the dispute, which led to the early closure of Toyota and Samcor plants last year, both of which were hit by unprocedural strikes.

Hartford said Numsa members' action depended on the employers' response. In December, the Re-

ERICA JANKOWITZ

ceiver of Revenue confirmed that employers were correct in deducting tax from the ex gratia payments which formed part of the national bargaining forum wage agreement.

Hartford said Nissan, Delta and Volkswagen plants reopened last week after the year-end break and Toyota would follow suit today. 11/1/94

BMW and Mercedes-Benz would reopen on January 17 and 24 respectively.

"The situation in the industry remains tense in those plants which have resumed production as workers discuss an appropriate response to the decision of

the Commissioner of Inland Revenue," Hartford said.

Toyota human resources director Harry Gazendam said yesterday: "As far as we are concerned the issue which led to the illegal strike action last year has been clarified."

Manufacturing facilities would reopen as scheduled.

Nestlé hit by snap strike

BIDA 24/2/19
JACQUI GOLDING

ABOUT 3 000 Food and Allied Workers' Union members downed tools at seven Nestlé plants yesterday to support their demand for centralised bargaining and a minimum wage of R1 800, a union official said yesterday.

The affected plants are in Maritzburg, Estcourt, Bethal, East London, Mossel Bay and Bellville.

A company spokesman said the parties were to meet today in a bid to resolve the unprocedural stoppage.

The spokesman said wage increases of between 9% and 11% had been granted in most areas, close to the demanded minimum wage, but the union felt R1 800 for the lowest-paid categories was not excessive. (55)

He said negotiations had been continuing and it was unclear what the reason for the stoppage was. (152)

The union spokesman said the company had agreed in principle to centralised bargaining, but had split the divisions according to function and proposed three forums be established. The union initially agreed to this, but now felt one forum was more appropriate. (152)

NEWS 'Kaffir dog

^{Sowetan} No end to Reef strike

6/1/94

By Ike Motsapi

THE strike by 319 workers over wages at an East Rand chemical company entered its seventh week yesterday with no end to the dispute in sight.

The strike at Rolfes Limited in Elandsfontein by members of the Chemical Workers' Industrial Union arose over demands for better working conditions and wages. (152)

CWIU spokesman Miss Susan Tilley said: "Rolfes' management is offering an increase of 45c an hour, about 5,8 percent on the minimum wage.

"The union demands salary increases of 70c an hour.

"The other outstanding issues are those of a bonus and back payment," Tilley said

She said management had informed the union that the strike was illegal but had failed to prove this.

"All the correct procedures have been followed," Tilley said

She added: "The union views the employment of scab workers as being highly provocative. This is contrary to attempts made at finding a solution to the problem."

Tilley added that the union was still committed to continue working towards finding a solution to the problem.

Management spokesman Mrs Karin Jonker promised that the company would comment later on the CWIU's allegations. At the time of going to press he had not yet responded to the allegations

Pay agreement ends beverage strike

CT 1/2/94 Own Correspondent (152)

DURBAN — The month-long Amalgamated Beverage Industries (ABI) strike ended yesterday when ABI management and the Food and Allied Workers' Union agreed on a 13.1% wage increase.
The strike resulted in two deaths and the widespread disruption of soft drink sales

'Enough's enough', say Epping textile strikers

SHARON SOROUR
Labour Reporter

HUNDREDS of workers at SBH Cotton Mills (Pty) in Epping have gone on strike over wages

According to the SA Clothing and Textile Workers' Union (Sactwu), "workers have decided that enough is enough they are no longer satisfied with the meagre wage increases they have received in the past"

The union said about 360 workers had gone on strike after wage negotiations ended in deadlock

Company managing director N W Irvine said the wage offer was generous in view of the difficult trading conditions in the textile industry

The union said it wanted a 9,05 percent increase of R25 across the board, while the company "would not move from R21" — 7,6 percent

"Last year workers had to be

content with an increase of only seven percent — representing R19 on a minimum wage of R257," the union said.

Mr Irvine said lower wage offers had been accepted by other textile industry workers, who were represented by the same union. ARG 21/1/94

"It should be of interest to note that SBH employees are among the higher wage earners in the sector of the industry in which we operate," Mr Irvine said.

Workers went on strike on Wednesday, after 73 percent of workers who took part in a strike ballot voted in favour of industrial action.

Mr Irvine confirmed that the strike ballot had been held after a conciliation board hearing failed to resolve the dispute

He said many workers were being kept away through intimidation

Beef up ^{Sowetan} action call

By Glenn McKenzie

ABOUT 4 000 striking Coca-Cola workers are digging in their heels after talks between their representatives and Amalgamated Beverages Industries broke down late on Wednesday

Their union, the Food and Allied Workers' Union, turned down an offer of a 10,5 percent increase by ABI during the salary negotiations 2/11/94

Fawu national chairman Mr George Nene said yesterday the issue had been postponed to Monday but in the meantime the union would continue to intensify its strike. (152) (152)

He said in addition to the ABI strike, Fawu members employed by South African Breweries were attempting to "put pressure" on SAB, a major shareholder of ABI, to change the direction of negotiations. Nene called on consumers to "intensify their boycott of Coca-Cola products".

Meanwhile, ABI spokesman Mr Andre Parker said yesterday a casual labourer hired by ABI was stabbed in the arm by a union worker in Durban on Wednesday. Parker said there had been several reports of union employees harassing and intimidating dealers of Coca-Cola. "Even consumers are being harassed now," he said.

ABI strike: discussions Sowetan 20/11/94 continue

By Mzimasi Ngudle

FOOD and Allied Workers' Union and Amalgamated Beverages Industries were still locked in talks yesterday in a bid to resolve the strike by more than 3 000 workers demanding a 15 percent increase. The parties met for the second time and it was not clear what progress had been made as no statement had been issued by late yesterday.

The strike, which enters its 20th day today, had recently allegedly become accompanied by violence and charges of intimidation. A group of about 70 strikers reportedly smashed soft drink bottles and looted a petrol station in Attendgeville last weekend. (152)

Meanwhile, ABI spokesman Mr André Parker insisted early this week that the company's 10 percent offer was final. He said if the strike continued for a month, workers would end up gaining only a five percent real increase because of the wages lost during the month.

The lowest paid worker would earn R1 892 a month with the 10 percent increase. "With a 15 percent increase the lowest paid wage would be R1 978 a month."



Coke boycott hurting spazas

Star 20/11/94
BY ABDUL MILAZI

Shopowners in black townships are not supporting the consumer boycott of Coca-Cola, called by striking workers at the Amalgamated Beverage Industries (ABI) two weeks ago

But none dare to protest openly after several shopowners selling Coca-Cola were intimidated in Soweto, Atteridgeville and Mamelodi by members of the Food and Allied Workers Union (Fawu) (152)

Two major Coke distributors in Soweto said they had eight truckloads of Coca-Cola worth more than R100 000 still to be sold. (152)

Spaza owners said they would starve if the boycott continued

One shopowner, Patrick Soyaya, said business was bad because

residents did not support township shopowners

Soyaya said: "Township residents shop in town. When there is a boycott we are forced not to sell while the same people who call the boycotts continue to support white businesses in town.

"And when all is over they still buy in town and nobody thinks about us

"We are being used and discarded at will by unionists. When the ABI strike is over they will be counting their gains and we will be counting our loss," he said

Fawu shop steward council chairman George Nene disputed the claim that the business community was coerced into supporting the boycott

Meanwhile ABI marketing director Mike Bind said the company would be sympathetic to its customers affected by the boycott

Strike over at Tygerberg

Staff Reporter

TYGERBERG HOSPITAL was operating normally again yesterday after strike action on Monday had disrupted services

Top officials from the CPA Hospital Services, Tygerberg Hospital management and Nehawu met yesterday to discuss the strike. The hospital was granted an urgent Supreme

Court interdict late on Monday. Nehawu regional secretary Mr Alistair Charles said yesterday the strike was sparked by dissatisfaction with the way the hospital had dealt with the union/hospital "no work, no pay" agreement. He said Tygerberg's mainly white administrative staff had been given the day off in September because they had been "disturbed" by chanting

union demonstrators, whereas striking union members had had their pay docked.

A Tygerberg Hospital statement last night said the docking of pay and "no work, no pay" principle had been agreed to by both parties on September 29 and postponed till this month as a gesture of goodwill. Further negotiations would be held.

CT 19/1/94

Manager's death linked to strike

JOHANNESBURG — Amalgamated Beverage Industries junior sales manager Mr Patrick Mogane was shot dead in Soshanguve, north of Pretoria, at the weekend

In a statement condemning alleged violent intimidation by striking Food and Allied Workers' Union members, ABI said Mr Mogane was stopped on his way to a meeting on Saturday night and shot

Police are investigating the case
Meanwhile, Atteridgeville shopowners selling ABI products claimed striking workers had rampaged through their stores, looting and smashing their stock at the weekend

Fawu spokesman Mr Ishmael Ntamane said the union knew nothing about the allegations
Mr Ntamane said Fawu had, however, requested the black community's support in its labour dispute with ABI "and there is always a possibility that people not under our control might use force" — Sapa

CT 18/1/94

Hospital interdicts striking workers

ARG 18/1/94 (48) 152

Staff Reporters

TYGERBERG Hospital has been granted an urgent Supreme Court interdict against workers after strike action disrupted operating schedules and caused a shortage of linen

Urgent talks to halt the strike action take place today as top Cape Provincial Administration officials meet the National Education, Health and Allied Workers' Union.

Hospital authorities yesterday contemplated closing the trauma section and cutting down scheduled surgery, but all services were functioning today, according to senior med-

ical superintendent, labour relations, Japie du Toit.

"We are not closing beds, stopping admission or closing theatres, but it could yet happen," Dr Du Toit said.

He said everything was calm apart from "a small problem in the kitchen", which has now been resolved

Tygerberg authorities were meeting today to evaluate the situation after going to court last night.

The interdict forbids union members from taking part in any protest action which would disrupt the hospital's services

Dr Du Toit confirmed an urgent meeting of the dispute committee this afternoon

According to a hospital spokesman, the shortage of bed and theatre linen after the disruptions yesterday was so severe that patient care was being jeopardised

But claims that striking union members stormed into sterile operating theatres yesterday while operations were in progress have been denied.

"There have been a lot of claims of disruptive action — we deny going into theatres and intimidating non-striking workers," said union spokesman Wilfred Alcock.

150 (19) 1194
VW workers

end stoppage

Own Correspondent

PORT ELIZABETH —
Workers at Volkswagen's Uitenhage plant return to work today after downing tools on Friday in defiance of 41% tax deductions from last year's bonuses

Numsa senior shop steward Mr. S Williams said yesterday the workers had undertaken to return after the Receiver's rationale had been explained to them — overtime worked to earn a production bonus had placed them in higher tax brackets

Strikers march on ABI offices

HUNDREDS of Food and Allied Workers' Union (Fawu) strikers yesterday presented further demands to Amalgamated Beverage Industries (ABI) after marching on the company's headquarters in Wendywood, Johannesburg. **BIDOM 14/1/94**

The union demanded the "non-negotiable" expulsion of the ABI managers responsible for calling in the internal stability unit at the group's Midrand plant last Friday, when 10 workers were injured by rubber bullets fired by police.

It also called for affirmative action and voter education programmes at all plants and an end to ABI's practice of "racism, job reservation and union-bashing".

It reiterated its demand for an across-the-board 15% wage increase backdated to January 1. Management has offered 10%.

ABI evacuated the building before the march.

ABI MD Trent Odgers said management would respond to the union's demands by this morning.

Fawu's ABI shop steward council chairman, George Nene, said in a memorandum to management the 10-day strike would be intensified "as never before" unless workers' demands were met. He said ABI's

INGRID SALGADO

annual financial report showed the group could afford the 15% increase.

"We are generating massive profits for your company and we're not prepared to accept crumbs," he said.

The union said it would not resume negotiations until ABI ended the lockout of employees ~~(152)~~ (152).

It refused to attend a meeting proposed by management for this morning on the grounds that "management wants to talk about intimidation".

"There is no intimidation and we cannot talk until we are presented with an acceptable agenda," Nene said.

ANC PWV deputy chairman Obed Bapela told marchers management would have to give in to its wage demand "because come April 27 an ANC government will always support the workers". The dispute would be discussed by the ANC's national executive.

AP-DJ reports ABI said yesterday the strike had limited production and delivery to 50% of capacity. It declined to specify how sales had been affected.

● Comment: Page 4

Business decides to boycott ABI products

Sowetan 13/1/94

By Isaac Moledi

THE Soweto Chamber of Commerce and Industries has resolved to boycott all Amalgamated Beverages Industries' products in the wake of a wage strike by members of the Food and Allied Workers' Union.

This followed a three-hour meeting between Fawu and SCCI at the chamber's offices in Soweto yesterday.

SCCI executive director Mr Max Legodi said the boycott of ABI's products would start today and would be reviewed only after the dispute between Fawu and ABI had been resolved.

"The Soweto Chamber of Commerce and Industries has joined the

Congress of South African Trade Unions and other black organisations in support of Fawu in its quest for fair remuneration and just working conditions," a joint statement said.

Legodi said wholesalers, hawkers, spaza shops, taverners and other general traders had pledged their support for the boycott.

Severe hardships

In his response, ABI group human resources manager Mr André Parker said the company regretted SCCI's decision.

"Such a decision will impose severe hardships on the many black dealers who make their living out of Coca-Cola products

"We still believe that it is every person's democratic right to buy products of their choice and cannot have their individual needs and tastes dictated to by others," he said.

Parker said the ABI would keep its doors open for discussion to resolve the dispute. Every effort to continue to make the products available to whoever wanted to buy them would be made, he said.

Meanwhile, more than 4 000 Fawu members are expected to march from Alexandra Township to ABI offices in Wendywood, Sandton, today.

Fawu demands a 15 percent salary increase, while ABI is offering 10 percent.



Businesses in Soweto back ABI boycott

BY ERICA JANKOWITZ

THE Soweto Chamber of Commerce and Industry yesterday pledged its support for a boycott of all Amalgamated Beverage Industries (ABI) products as the Food and Allied Workers' Union (Fawu) strike entered its ninth day.

The chamber and Fawu said all Soweto wholesalers, general dealers, spaza shops, hawkers and other businesses would "close doors to all ABI/Coca-Cola products" until the wage dispute was resolved.

This followed declarations of support for the consumer boycott from Cosatu and the SACP. About 2 500 workers are on strike.

Fawu's ABI shop steward council chairman George Nene said all ABI products would be removed from dealers' shelves immediately. He could not say whether the ANC would back the boycott, although the ANC alliance met on Tuesday to discuss the issue. He expected the alliance to make a statement soon. He also alluded to possible foreign investment pressure.

An ABI spokesman said the company was disappointed with the chamber's decision to back the union in its 15% wage demand. The company is offering 10%.

"We deplore the introduction of a third level of potential conflict, especially as many dealers' livelihoods will be threatened by the boycott."

He thought Fawu's extension of the dispute to those not directly involved in negotiations flew in the face of democracy and entrepreneurship. He warned of escalating township violence, saying: "Once the dealers, many of whom have great influence, feel the pinch, battle lines will be drawn."

Nene said Fawu and the chamber would monitor the situation to ensure that there was no violence or intimidation.

However the conflict has been marred by several violent incidents.

ABI yesterday detailed violations of strike rules including delivery vehicles being stoned, looted and shot at, and an apparent arson attack on the home of an ABI client's staff member near Pretoria.

The company appealed for calm and restraint during today's protest march from the Alexandra Community Hall to ABI's head office in Wendywood.

Motor strike ends

Toyota South Africa's manufacturing plants nationwide opened for production yesterday despite speculation about continued strike action by 19 000 National Union of Metalworkers of SA members.

The strike began last month when the motor industry deducted tax on ex gratia payments, a spokesman for the industry said yesterday. Numsa said the deductions were not part of the wage agreement signed at the National Bargaining Forum. — Staff Reporter

Star 12/1/94
152

Union meeting to try to resolve strike

Sunday 18/2/74

JACQUE GOLDING

THE Paper, Printing, Wood and Allied Workers' Union (Ppwawu) will meet Carlton Paper management today to try to resolve a three-week strike at six plants countrywide.

Both parties had agreed to refer the dispute to mediation, Ppwawu general-secretary Ohed Zimande said yesterday. (152)

About 950 workers at four plants on the East Rand, one in Cape Town and one in Port Elizabeth — went on

strike three weeks ago for a 12% wage increase and three months' maternity leave. Management has offered a 5% wage increase.

A consumer boycott of Carlton products was organised by Ppwawu with the union meeting Sappi and Kohler to discuss withholding raw materials from Carlton. (152)

Mediators for strike at Nasionale Tydskrifte

SHARON SOROUR
Weekend Argus Reporter

MEDIATORS have been called in to resolve the wage strike by hundreds of Nasionale Tydskrifte employees which has stopped the presses and delayed the production of several magazines at a cost of R1,4 million

A total of 271 of the 750-strong workforce went on strike on Wednesday.

The workers are members of the Paper, Printing, Wood and Allied Workers' Union (Ppwawu), who have refused to accept a 10 percent weekly wage increase

According to Ppwawu spokesman Shahied Mahomed, the situation was "delicate" and a mediator of the Independent Mediation Service of SA had been called in

He said the union was available on a 24-hour basis to hold talks with the management, but was not prepared to accept an offer of 10 percent as Nasionale Tydskrifte had shown "massive profits" over the past three years

A 10 percent increase did not amount to much, especially for workers on the lower grades who earned R225 a week

Workers were demanding a R55-a-week increase

Nasionale Tydskrifte obtained a temporary interdict in the Supreme Court yesterday after strikers occupied the printing works and threatened to smash equipment with iron bars

Production manager Barend van As said "there were a lot of workers running around and obviously we called the police", but machines were not damaged

About 40 strikers occupied and paralysed the section of the Buitengracht Street printing works where printing cylinders are made up

Mr Van As said production had come to a standstill since the strike began on Wednesday

"We are not doing any printing at the moment and the production of You, Huisgenoot, Landbouweekblad and Sarie has been delayed," he said

The SA Typographical Union (Satu), which represents most of the workers, accepted the pay offer last week

Ppwawu accused the management of "playing up one union against the other"

■ Satu members began partial work stoppages at Printpak on January 4 They have rejected a seven-percent weekly increase

'US backing for strike-hit ABI'

ERICA JANKOWITZ

TWO top executives from Coca-Cola in the US were in SA advising local manufacturer Amalgamated Beverage Industries (ABI) in the current wage dispute and strike by 3 000 bottling plant workers, a source said yesterday. **BISON**

A source close to the Washington-based American Federation of Labour said the executives were from Coke's Atlanta holding company ABI human resources manager Andre Parker refused to confirm this.

The source said the Food and Allied Workers' Union (Fawu) had also called for outside help from the International Union of Food and Allied Workers - a Swiss-based federation it is affiliated to. The federation had agreed to send a representative to advise Fawu. **24/1/94**

The international representatives are offering behind-the-scenes advice to the parties in a bid to end the acrimonious

strike, which enters its 17th day today.

Reports of violence and production losses, as well as a township boycott and the effect on Coca-Cola's image, were behind the arrival of the US representatives, the source said.

Parker said three ABI executives met Cosatu general secretary Sam Shilowa and two Cosatu officials on Friday in "cordial and most constructive talks". The talks were not formal negotiations.

Negotiations are due to reopen today between the two parties' original negotiating teams. Fawu general secretary Mandla Gxanyana is expected to be on the union's negotiating team.

Meanwhile, it was announced on Friday that wholesale prices of Coca-Cola and its sister products would increase by an average of 7% from today. **(152)**

Magazine deliveries late

(152) (147)
THOUSANDS of readers will be without the latest editions of Huisgenoot and You magazines after Paper, Printing and Allied Workers Union members occupied the building housing Nasionale Tydskrifte's printing presses

CT 25/1/94
Production in the city has been paralysed for six days following a wage dispute

A union spokesman said the build-

ing was occupied because of management's reluctance to meet workers' demands

The publisher's general secretary, Mr Robert Crowther, could not say for how long production would be stopped or when delivery of the magazines would resume

Delivery of more than 1,5 million magazines, including Sarie, Cosmopolitan and Fair Lady, has been affected — Sapa

Magazine presses running after end to printing strike

ARLT 26/1/94

(152)

SHARON SOROUR, Labour Reporter

THE presses at Nasionale Tydskrifte are up and running after marathon mediation at the weekend ended the crippling strike which cost the company more than R1,4-million and delayed production of several magazines

A total of 41 hours of intense mediation by two mediators of the Independent Mediation Service of SA, Johann Maree and Jan Theron, brought an end to bitter conflict which had led workers to occupy the printing works, and threaten to damage expensive machines

The company in turn obtained a temporary court order declaring the occupation unlawful

About 270 of the 750-strong workforce, members of the Paper, Printing, Wood and Allied Workers' Union (Ppwawu) went on a wage strike on Wednesday, shutting down the presses

Company production manager Barend van As said workers returned to work on Monday about 7 30pm, after an agreement had been signed with the union

In terms of the agreement workers would get an increase of R40 a week or 10 percent, whichever was greater, Mr Van As said. A shift system would start operating at the printing works

Mr Van As said that although the company retained the right to discipline workers, it was not on a "witch hunt" and would only do so "where necessary"

Mr Maree said that in terms of the mediation both sides would agree on an independent chairman to convene the disciplinary hearings

Mr Van As said *You* and *Huisgenoot* magazines had had to be printed elsewhere and were available only on Monday, one day later than usual. They would be two to three days late in more remote areas

Some would also probably be late because the strike began in the middle of production

Mediators were called in on Thursday night and "intense" dual mediation began on Friday at 1pm and "except for two sleeping breaks, we carried on non-stop until 7 30pm on Monday" said mediator Johann Maree

Bara bungling sparks strikes

WM 28/1-3/2/94 (152) (18)

On again, off again bonus payments at Baragwanath have caused resentment among hospital workers and wildcat strikes.

Ferial Haffajee reports

TRANSVAAL hospitals again lurched towards chaos this week as a wildcat strike by Baragwanath workers, sparked by selective bonus payments, spread to nine other hospitals in the province.

And a crisis agreement reached with Bara workers to end the strike last weekend is so flawed that it could mean further conflict later in the year. Industrial action snowballed and health workers' trade unions appeared powerless to stop it. At Leratong Hospital on the West Rand, workers held some staff members hostage and police threw a ring of steel around the building before bursting in and arresting strikers. It was also alleged that two intensive care unit patients died at the hospital through inadequate care.

Other affected hospitals were Baragwanath Hillbrow Johannesburg, Pholohong (Brakpan), Ermelo, Sterkfontein, Tsepong (near Klerksdorp), Natalspruit, Secunda, Middelburg and Vanderbijlpark's Hendrik van der Bijl Hospital.

At the heart of the strike is a comedy of errors — or what one labour lawyer called "pre-Wiehahn labour relations". The strike was sparked by the payment of a R500 bonus to some Baragwanath workers by the Transvaal Provincial Administration, the retraction of that bonus and its eventual payment to all workers at the hospital. This has in turn ignited strikes at other institutions, where workers are demanding the bonus.

This week, the TPA began issuing warnings and threats of dismissals to



Payout ... Nurses and workers at Baragwanath Hospital queue to receive their R500 bonus cheques this week

PHOTO RUTH MOTAU

strikers. But Philip Dexter, the general secretary of the National Education Health and Allied Workers Union (Nehawu) warned "If they fire one worker, we take our gloves off. They (the TPA) initiated the problems. We told them not to make the payments in November."

Dexter added that disclosures of big increases for senior civil servants made it very difficult for trade union leaders to persuade their members to return to work.

The escalation of the dispute this week prompted the Transitional

Executive Council to appoint a commission of inquiry into a host of problems in the sector. These include "allegations of corruption, intimidation, poor industrial relations, employment of unqualified staff and strained race relations."

But a crisis agreement brokered by all players last weekend to end the immediate problem at Baragwanath hospital is flawed and may lead to further strike action later this year.

The agreement provides that all workers will return the money if an independent arbitrator decides that

the bonus was illegal. However, when Nehawu officials this week announced this part of the agreement, it was greeted with boos and jeers by Bara workers.

If the plans for the money of some Bara workers who received their cheques this week is anything to go by, it is going to prove a tall order to get the money back.

Dora Maloi, a cleaner at the hospital said "I am happy I had to stay hungry and we lost our furniture", while Jacobeth Mabuka said "I'm going to pay lots of instalments."

CT 28/1194

Striking cops defy order

UMTATA — More than 200 striking traffic officers in Transkeian towns defied an instruction by traffic authorities to resume duties yesterday. They are striking over a salary row.

Midwives granted cash award

(52) ~~2355~~
Staff Reporter

STAFF of the midwife obstetric units in Guguletu and Khayelitsha are to be paid awards amounting to 8,33 per cent of their annual salaries after a strike threat last week because they were overlooked when a one-off cash award was made to day-hospital staff in December

This was announced yesterday by Tom Sutcliffe, deputy director-general of the Cape's hospital and health services

The strike threat followed crippling work stoppages in the

Transvaal, where payment of a R500 cash bonus to Baragwanath Hospital staff sparked dissatisfaction elsewhere

At the Guguletu unit 46 staff members signed a letter to Groote Schuur Hospital management, which oversees five units in the Peninsula

The Guguletu maternity staff said they operated a 24-hour service and were as much at risk as day-hospital staff

Yesterday's announcement outlined the criteria for the award These include that

● The institutions be situated

in areas where violence and unrest prevail

● Personnel spend their full working day at the institutions

● Staff be subjected to intimidation and acts of violence to and from their places of work as well as in the workplace itself

Dr Sutcliffe also announced that the award was for the period January 1 to December 31, 1993, and that it was to be a non-pensionable, taxable cash payment

Staff should also have been in service on December 31

ARG 1/2/94



Municipal workers end wage strike

Star 2/2/94

■ BY MOKONE MOLETE
SOWETO BUREAU

A strike by Soweto City Council workers ended yesterday after management had promised to pay outstanding wages at the end of the month.

The agreement, made on the day the seven-year rent boycott ended, was struck after council workers had heckled and booed senior council staff at a meeting.

However, at midday the council and the South African Municipal Workers' Union met and agreed that:

■ The council will pay wage arrears dating between July last year and January this year at the end of the month.

■ A moratorium on rationalisation. This means no council employee will be victimised for taking part in a strike while the moratorium is in effect.

Workers from all three Greater Soweto councils will meet at the Orlando Stadium on Sunday to discuss recent developments. (152)

Meanwhile, Metropolitan Chamber chief executive Vic Milne said "major progress" had been made in negotiating for the TPA to provide funding to cover the debts of the three Soweto councils to their workers.

Charles goes walkabout in western Oz



Prince of the Outback . . . Prince Charles visited the remote area of Deep Gorge, in the far north of Western Australia, yesterday to see Aboriginal carvings. PICTURE AP

Maritzburg — The Sunday Star's retrenchment offer fell far short of its obligation to the SA Union of Journalists members who were being retrenched, SAUJ president Yvonne Grimbeek said yesterday.

This was particularly so "considering that Sunday Star's closure can also be attributed to a host of poor management decisions", Grimbeek said.

The offer was the barest minimum, one week per year of service, a month's notice and one month *ex gratia* payment.

Argus management has rejected the SAUJ's demand for an improved package, to the dismay of the affected members.

"There are strong signs of mismanagement, one being that the paper made losses of R22 million before it closed," said Grimbeek.

Paper 'mismanged'

Star 212194

The SAUJ would discuss future action, including obtaining legal advice.

The general manager of The Star, Graeme King, today declined to comment on the SAUJ allegations. — Sapa

Municipal

workers end

wage strike

Star 212194

BY MOKONE MOLETE
SOWETO BUREAU

A strike by Soweto City Council workers ended yesterday after management had promised to pay outstanding wages at the end of the month.

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Workers from all three Greater Soweto councils will meet at the Orlando Stadium on Sunday to discuss recent developments. (Sapa 1152)

Metrophlan Chamber chief executive Vic Milne said "major progress" had been made in negotiating for the TPA to provide funding to cover the debts of the three Soweto councils to their workers.

Strike hinders end to boycott

JOHANNESBURG — The eagerly-awaited end to the 10-year-old rent boycott did not materialise in greater Soweto yesterday because residents who went to pay found the municipal offices deserted — the entire workforce was on a pay strike.

South African Municipal Workers' Union (SAMWU) members in Diepmeadow city council were in the third week of their strike while Soweto and Dobsonville workers began theirs yesterday.

Workers in the three councils were collectively owed about R25,4m through the councils' failure to implement increases promised over the past two years, according to SAMWU.

Witwatersrand Metropolitan Chamber chief executive Mr Vic Milne said that the money was available but an agreement to advance it had not been signed by all 18 parties in the chamber.

The few residents who answered the call to end the rent boycott yesterday found township administration offices closed.

Some residents, such as those who came to pay at the separate Eskom office in the Diepkloof administration premises, did not even know the boycott was over, indicating that the back-to-pay call had not been well-communicated in some areas.

Strikes hit Soweto

Sowetan 21/2/94

By Joshua Raboroko

■ **BETTER PAY** Council workers

demand "overdue pay" rises:

MORE THAN 2 500 Soweto Council employees joined their Diepmeadow Council colleagues yesterday when they downed tools in support of a demand for better pay

Meanwhile, a strike by 2 500 Diepmeadow Council employees entered its 16th day yesterday

The new development came as officials of both councils expected thousands of residents to flock to their offices to pay rent after an eight-year boycott of service charges

The workers, most of them members of the South African Municipal Workers Union, demand that the two councils grant them "overdue pay" rises retrospective to 1988, a 7,5 per cent increase for 1993/94 and an additional 10 percent for non-graded staff

There were fears yesterday that essential services such as refuse removal and sewage disposal would collapse as throngs of chanting workers gathered at the headquarters of the two

municipalities at Jabulani Civic Centre and New Canada (152) ~~152~~

Soweto town clerk Mr Louis Geldenhuys told the workers at a meeting that the council would pay them the increases they were supposed to have received from 1988 immediately

Samwu's (Soweto) vice-chairman Mr Laiti Sethlapelo confirmed the council had agreed to meet most of the workers' demands

No one in to collect rent

Bl Day 2/2/94

THE eagerly awaited end to the 10-year rent boycott did not materialise in greater Soweto yesterday because residents who went to pay found the municipal offices deserted — the entire work force was striking over pay.

SA Municipal Workers' Union (Samwu) members employed by Diepmeadow city council were in the third week of a strike while Soweto and Dobsonville workers began theirs yesterday.

The three councils owed staff about R25,4m because of the councils' failure to implement increases promised during the past two years, according to Samwu.

Witwatersrand Metropolitan Chamber CE Vic Milne said yesterday the breakdown of arrears was: Diepmeadow R21,6m, Dobsonville R825 000 and Soweto R3m.

He said the money was available but an agreement reached in the chamber during December, to advance the money to workers, had not been signed by all 18 chamber parties.

Efforts were being made to get the parties to sign the agreement. A letter had been written to the TPA asking that the money be released.

Milne said he hoped the employees would be paid by today.

Samwu Soweto branch vice-chairman Laiti

THEO RAWANA

Setlhapelo said the assembly of 2 000 strikers at Soweto city council's chambers ended with the union and council management agreeing that money owed would be paid by February 28.

The strike caused the indefinite postponement of the symbolic payment of a R45 interim flat rate by the Greater Soweto Services Committee.

Milne said a new date for the symbolic payments would be announced soon.

The few residents who answered the call to end the boycott yesterday found township administration offices closed, with some doors bearing messages saying that staff would be back later.

Some residents did not even know the boycott was over, indicating that the call had been poorly communicated in some areas.

President F W de Klerk and ANC leader Nelson Mandela last month signed an agreement heralding the end of the boycott, which had accumulated a R1,8bn debt nationally.

The agreement was also meant to usher in a programme to upgrade black municipal facilities and install multiracial local government.

Carlton Paper hit by strike

ERICA JANKOWITZ

CARLTON Paper's attempt to introduce a low basic wage increase with a profit-sharing component sparked a strike by Paper, Printing, Wood and Allied Workers' Union members at its Wadeville, Springs and Cape Town plants yesterday, Carlton MD Keith Partridge said.

He said the company had offered 50% of profits made after a certain target was reached. The union had responded that after its 14% demand was met it would be prepared to talk about profit-sharing. *Biday*

Partridge said fewer than 1 000 members of the 1 600-strong work force were on strike. Not all union members had joined the action. Production was continuing, but "not at optimum levels". *312194*

Tough economic conditions had meant salaried staff had received small increases this year, calculated on merit. Some salaries had been frozen. Several competitors, "some paying a quarter of our wages", had forced the company to cut costs, Partridge said.

Profit-sharing would mean that all benefited from extra effort and all suffered "with the shareholders" when profit dropped. *(152) (152)*

He said Carlton's wages were high — an average worker received about R2 200 a month plus benefits.

Unilever action

set to spread

B/Day
ERICA JANKOWITZ

STRIKES at Unilever plants in Natal could spread after workers at the Wadeville Elida Ponds factory voted yesterday for industrial action over a wage dispute. *312194*

About 1 000 Chemical Workers' Industrial Union members at Unilever plants in greater Durban went on strike on Monday.

Union organiser Siphon Ntshaba said other plants, including SCI in Wadeville, had declared disputes.

Unilever confirmed strikes at Lever Brothers at Maydon Wharf, Quality Products in Moleni and SCI in Jacobs ~~(183) (255)~~

Contingency plans had been implemented "to ensure that critical contracts can be fulfilled", a company spokesman said.

Ntshaba said this was the first wage strike at the company. *(182)*

He claimed management was trying to cut costs because of fears of overseas competition.

Management has offered increases of between 6% and 8%. The union's demands include a R55 a week or 13% increase, whichever is greater. *(182)*

Venter goes for Nehawu

Sowetan 4/2/94

THE National Education, Health and Allied Workers' Union had lost control of its members and was acting in an irresponsible and totally unacceptable manner

Health Minister Dr Rina Venter said this yesterday with regard to the current hospital strikes (152)

"The Government is extremely concerned about the situation," she said at the National Party federal congress in Kempton Park

She said there had been reports of union members urinating on patients, emptying dustbins in hospitals, attacks on administrative staff and the damaging of staff cars

Essential weapon

"The African National Congress says striking is an essential weapon for negotiation. It says hospitals cannot be categorised as emergency services and that it wants to protect patients" — *Sapa*

Union threatens to extend Imperial strike

THE Transport and General Workers' Union (TGWU) threatened yesterday to escalate its strike at Imperial Car Rental by calling on its fellow Cosatu affiliates and political and other organisations to boycott the company's services. 4/2/94

TGWU general secretary Randall Howard said Imperial's intransigence on the issue of central bargaining had rendered the negotiations process ineffective. In

ERICA JANKOWITZ

addition, disturbing reports of "union bashing" had been received from the regions

"Imperial knows our goal is to establish an industrial council in the sector and has shown its total opposition by refusing to negotiate on the matter in a constructive manner," Howard said.

The company had employed "scab" labour to re-

place striking workers and TGWU, although it would not condone intimidation, could not guarantee these replacement workers' safety, Howard said. (152)

Imperial labour consultant Michael Bagram said temporary workers and frontline staff had been threatened by striking workers at the Jet Park depot in Johannesburg. The company was exploring its options in dealing with this

Sappi strike over wages

WHITE RIVER — Workers at Sappi Novobord in White River in the Eastern Transvaal went on strike yesterday in connection with a wage dispute.

Reports by Staff Reporter Own Correspondent Sapa Reuter AP and UPI

152

ET 5/21/94

By VICTOR KHUPISO

TOWNSHIP residents this week began heeding ANC president Nelson Mandela's call to end their rent boycott — but some were hampered by striking office workers.

At Soweto's Orlando East rent office, residents were happy to pay their rent for the first time in nearly a decade.

Among them was Mrs Sophie Ngwenya, who has lived with a "terrible stench" from her broken toilet for four years.

"Now I am optimistic it will be repaired," she said.

But at Diepkloof, a dejected group gathered outside the office left de-

Boycott 'goes on' with shut rent offices

SITINGO
612194
serted by striking workers.

Reef township residents have lived under appalling conditions since the boycott began in 1985.

Cash-strapped councils failed to fix blocked drainpipes and sewage spilled into the streets.

Some Transvaal Provincial Administration workers were retrenched because councils could no longer pay their salaries

A clerk at the Orlando East rent office said people had flocked to pay rent and service charges this week.

Mr Solomon Ngeayiya, of Naledi Extension, was happy to be the first to pay in his area. "I paid on the first day in February. I'm tired of living with a leaking roof."

The chief executive for the Witwatersrand Metropolitan Chamber, Mr Vic Milne, said negotiations were continuing to end the strike by members of the Municipal Workers Union. (152)

Mr Milne hoped a settlement would be reached this week.

He could not say how many residents had paid rent this week.

"But from what I've heard, I'm very pleased," he added.

Strike: Cosatu calls for boycott of beverages

JOHANNESBURG — Cosatu called yesterday for a boycott of Coke, Schweppes and Sparletta products in support of a strike at Amalgamated Beverage Industries (ABI) where police earlier in the day fired rubber bullets to disperse strikers

The six-day-old strike centres on the Food and Allied Workers' Union (Fawu) demands for a 15% pay rise. ABI has offered 10% ~~(12)~~ (15)

Police said the internal stability division fired rubber bullets to disperse workers when one was threatened with a broken bottle. Four workers and two policemen were injured — Sapa ~~(SAPA)~~

Talks on solidarity action against ABI

Biden 11 / 1994

ERICA JANKOWITZ

THE Food and Allied Workers' Union would hold discussions with Amalgamated Beverage Canners (ABC) about action in solidarity with striking workers at Amalgamated Beverage Industries (ABI), ABI shop steward council chairman George Nene said yesterday.

Nene said the union was also represented at ABC, whose three plants — in Wadeville, Pinetown and Epping — are jointly owned by all softdrink manufacturers and bottlers. The meeting was scheduled for Thursday at ABC's Wadeville plant. ABC workers had declared a wage dispute with

their employers and were considering national industrial action.

On the same day, the union planned a march from the Alexandra Community Hall to ABI's head office in Wendywood to highlight the grievances of the workers. (152)

ABI said yesterday that more reports of intimidation had been received as the strike entered its seventh day.

One casual worker was assaulted by a striker at the company's West Rand plant. At the weekend, a man-

ager's car was set alight at his home by armed men wearing balaclavas who claimed to be strikers.

Nene said a meeting today of the alliance would the proposed product boycott. To date the SACP and Cosatu had backed the boycott but the ANC had yet to make a decision.

The boycott is scheduled to start tomorrow, when the union will again meet the Soweto Chamber of Commerce to discuss progress.

ABI said two of the three workers injured in an altercation with police on Friday had been discharged from hospital at the weekend.

Hospital officials seized

PRETORIA — The chief superintendent of Soweto's Baragwanath Hospital and three hospital officials were taken hostage yesterday by striking health workers, but were released later

(152) (152)
The Transvaal Provincial Administration said the release of chief superintendent Dr Chris van der Heever and three officials at 7pm

followed negotiations between its departmental chamber of the Public Service Bargaining Council and labour unions. After their release the situation at the hospital returned to normal

CT 11/194
The strike by health workers at Baragwanath and other provincial hospitals began last week in protest against a special bonus paid to certain hospital workers — Sapa

Strike may cost Naspers 'millions' (52)

STRIKING workers occupying Nasionale Pers printing works in the city were holding up production of 1,2 million magazines worth millions of rands (018)

This was said yesterday by Mr Peter Maynard, general manager of the plant in Buitengracht Street. The workers had threatened to damage equipment worth millions of rands if they were evicted, he claimed. ET 21/1/94

Mr Maynard said that production runs of You and Huisgenoot magazine were "critically" affected along with the printing of other publications.

The Paper, Printing, Wood and Allied Worker's Union, which represents the striking workers, could not be reached last night for comment, but said in an earlier statement the strike was legal.

Workers were demanding a R55 increase on the lowest weekly wage of R225, against a company offer of 10%. Workers also wanted more time for general meetings.

Corobrick workers strike (152)

DURBAN. — Hundreds of Corobrick workers in Natal have embarked on a work stoppage to back their demand for salary increases. (13)

CT 12/4/74



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Transkei Nurses on Strike

UMTATA. — About 15 000 nurses have begun an indefinite pay strike in Transkei, forcing patients to leave hospitals.

Strike leaders said yesterday they had walked out to back two-year-old demands that their salaries be brought on a par with their counterparts in South Africa and added they would not return until their demands were met.

The strike has affected all 30 hospitals in the homeland. — Sapa

Police halt Sarhwu protest marches

POLICE blocked a planned SA Railways and Harbours Workers' Union march yesterday by refusing to allow protesters to leave stations in and near Johannesburg.

Workers were penned at the Park, New Canada and Germiston stations after travelling to the city in defiance of a ban by Witwatersrand regional police commissioner Lt-Gen Koos Calitz on any Sarhwu march or gathering in the Johannesburg magisterial district yesterday or today.

Calitz also banned a march yesterday by the Commercial, Catering and Allied Workers' Union in Johannesburg.

About 800 Sarhwu workers gathered at the intersection of Wanderers and Plein streets yesterday, watched by peace monitors. Police sealed off access.

The march was called off after negotiations by the police, Sarhwu and Transnet. Transnet assistant human resources GM Vic van Vuuren went to Wanderers Street to receive a protest memorandum and then, with union officials, travelled to the other stations to receive their protests.

On Tuesday, Transnet workers marched to the Union Buildings to present a demand to the Transitional Executive Council that retrenchments be halted. — Sapa.

Top police 'hit squads'

Gun-running, 'widespread destabilisation' in Kwazulu alleged.

ESTHER WAUGH
Political Staff

JOHANNESBURG. — Several hit squads, allegedly involving Kwazulu Police and Inkatha Freedom Party members, are operative in Natal

This is contained in a preliminary report submitted to the Transitional Executive Council (TEC) yesterday

It follows the release of the Goldstone Commission's report, which alleged that top police officers were involved in a gun-running network

The TEC was further informed of allegations of "a wider hit-squad network comprising elements within the police and private security firms". The network is allegedly involved in the "large-scale" training and deployment of individuals for hit-squad activities, and are allegedly preparing for "widespread destabilisation".

The report was compiled by

a three-member task force appointed by the TEC in December, consisting of Wits law professor Fink Hayson, Durban attorney Howard Varney and the SAP's Colonel Ivor Human

The report stated that hit-squad activity in Natal, "in particular in the area of jurisdiction of the Kwazulu Police", was rife

The number of deaths caused by the hit squads was unknown, but would represent "a significant proportion" of those killed in political violence in the province

The task force said "The KZP have been implicated in hit-squad activity in a number of areas throughout the North Coast, in the greater Durban area and in the Midlands"

It found that a group, trained by the SADF in the Caprivi Strip in 1986, was "specifically associated" with the hit squad "We are satisfied that the secret training received by the Caprivi trainees had little to do with the stated purpose of VIP

protection, but in fact equipped the trainees with a repertoire of deadly skills in offensive military techniques and guerrilla warfare," the task group said

The report added "Additionally, some officials and/or office-bearers of the IFP and employees of a certain Kwazulu government department are implicated in this hit-squad activity."

"Informants have alleged that certain Kwazulu government senior officials have been involved in directing and supporting hit-squad activity

"The evidence and information in some cases suggests that resources or directives appear to emanate from certain officials in Ulundi, allegedly located at the IFP head office and at the Department of the Chief Minister"

These resources allegedly included vehicles, arms and ammunition

Ballistic tests suggested that firearms used were from the

KZP armoury

The report said targets for assassination were UDF and ANC activists, and KZP members "who are perceived to have been disloyal to the IFP and those who have appeared to be enthusiastic in their investigations against other Kwazulu policemen and IFP members"

The task force told the TEC that "this weekend arms and ammunition were allegedly being distributed by KZP members to tribal chiefs"

According to the task force "the highest echelons" of the KZP have been involved in frustrating investigations into hit squads by the SAP and "certain diligent investigators" in the KZP

These KZP members have actively supported suspected KZP assassins by "supplying them with their salaries while officially denying any knowledge of their whereabouts"

Dr Hayson said this excluded KZP Commissioner Roy

During

The task force could not rule out the possibility that in "certain instances certain SAP officers" have frustrated investigations into hit squads

It recommended that

- A single, unified investigation team be established
- "Certain KZP officers" be placed on immediate compulsory leave
- KZP members and individuals implicated be questioned
- Caprivi trainees be removed from active policing duties during the election period and be given administrative duties

- Firearms of all Caprivi trainees and the entire arsenals of specific KZP stations be sent for ballistic testing
- An immediate audit of KZP weapons
- An immediate halt to the issue of firearms

(News by E. Waugh, 47 Sauer St. Johannesburg)

Carlton Paper raising tension, says union

THE Paper, Printing, Wood and Allied Workers' Union has accused Carlton Paper of increasing tension between strikers and the company by bringing court interdicts to prevent picketing although an agreement allows such action **Biday**

Police said that on Friday 10 people were arrested at the Cape Town plant for intimidation **7/2/94**

Union general secretary Obed Zimande alleged that those arrested were relatives trying to bring food to strikers occupying the plant. They had been arrested for trespassing, he said

ERICA JANKOWITZ

The union threatened to increase pressure by calling on Cosatu affiliates and the SA National Civic Organisation to back a consumer boycott of the company's products

It had also contacted "fraternal organisations abroad to organise international solidarity" This was particularly aimed at Kimberley-Clarke, part owners of Carlton **(K4) (152)**

Zimande said positive responses had been received to these requests, including one from the International

Chemical and Energy Federation

The union said at the weekend that the company had obtained the interdicts in Cape Town and Springs "to overturn rights workers have won previously"

The strike by about 950 union members at four Carlton Paper plants on the Reef and in Cape Town started on Tuesday after the parties deadlocked, with the union demanding 14% and the company offering 5% and a profit-sharing scheme

The union subsequently reduced its demand to 12%. It also demanded three months' paid maternity leave

STR 8/2/94

Strike ends at cerebral palsy home

■ BY STAFF REPORTERS

A crisis at the United Cerebral Palsy Association's Harry Kessler Centre in Rosettenville was averted when some of the 45 striking staff members returned to work yesterday.

The home's executive director, Eaton Daniell, said the workers had returned to work after being warned that they would be fired if they did not do so by 6 pm.

He added that in an effort to resolve the problems, negotiations would continue with the 45 non-medical workers who went on strike.

Daniell also said the response to an appeal for volunteers to temporarily replace the striking staff had been overwhelming.

"Fantastic public support meant that at times the 57 children were virtually assured of one-to-one care.

"Professional off-duty medical staff and laymen from as far afield as Germiston and Johannesburg's northern suburbs rallied and ensured that the children were not affected by the strike," said Daniell.

National Education, Health, and Allied Workers' Union negotiator Heather Huma said workers would continue to strike if their wage demands and other grievances were not addressed immediately. Workers demanded a minimum salary of R900 a month and accused management of "union-bashing".

Thursday's stoppage was the second at the home since December

Operation Hunger staff strike over Gold Rush

Star 10/2/94
By SHIRLEY WOODGATE

Operation Hunger staff went on strike yesterday after the country's largest private relief and development organisation decided to close its major fund-raiser, Gold Rush.

A statement by executive director Mpho Mashinini said talks had begun with the National Education, Health and Allied Workers' Union (Nehawu) over the inevitable closure of the 13-year-old competition, which was running at a loss.

"The landscape in which Gold Rush has historically operated has changed, and competition from scratchcards and lotteries has undermined the support it has received. Over time, the abil-

ity of Gold Rush to fulfil its function within OH has been eroded," Mashinini said.

"The situation was monitored carefully by OH management, but despite every effort to sustain the competition, Gold Rush 14 ran at a loss. While every effort was made for Gold Rush 15, it too will not make a profit.

"Management has exhausted alternatives, unfortunately, Gold Rush has outlived its worth.

"OH does not have resources to subsidise Gold Rush. Our main concern is for the close to 3 million vulnerable South Africans affected by the organisation every day. This cannot be compromised," said Mashinini.

Efforts had been made to ensure Gold Rush staff had a

range of options open to them. These included absorbing some staff into other OH departments, offers of retraining, and help in finding outside employment.

OH claimed Nehawu had not operated in good faith, cancelling three meetings at the last minute ~~(152)~~ (152).

Mashinini said OH staff had been on a go-slow strike for the past two weeks, and that threats of a large-scale demonstration and strike had been made repeatedly to management.

He added that since OH was unable to subsidise Gold Rush, retrenchment had become inevitable.

No comment was available from Nehawu spokesman Heather Huma at the time of going to press.

Carlton strikers march to head office

ABOUT 800 striking Paper, Printing, Wood and Allied Workers' Union (Ppwawu) members marched to Carlton Paper's Bedfordview head office yesterday, reiterating demands for a 12% wage increase and three months' paid maternity leave, union spokesman Phineas Masombuka said.

The company confirmed the march had passed without incident and a memorandum was handed to management.

The company offered a 5% basic wage increase plus a profit-sharing scheme whereby 50% of profit above an undisclosed target would be distributed to workers

ERICA JANKOWITZ

The strike by about 950 union members began on February 2 at Carlton plants in Cape Town and Springs **BINDY**

Court interdicts restraining workers were obtained at both plants. **11/2/94**

Masombuka said the company had indicated it was willing to meet workers but a date had yet to be set. **(152)**

He said 40 workers were arrested in Cape Town on Tuesday, but all had been released without being charged.

He described the community boycott of Carlton products as a success **(152)**.

Carlton MD impatient

ERICA JANKOWITZ

CARLTON Paper MD Keith Partridge expressed impatience on Friday with the two-week wage strike by about 900 Paper, Printing, Wood and Allied Workers' Union (Ppwawu) members at plants in Springs and Cape Town. *8/10/94*

He said the company had made a fair offer — 5% and profit sharing. *14/2/94*

Partridge said Ppwawu had accepted 5% wage increases at Sappi plants, but conceded this might have been prompted by poor results disclosed to the union.

Ppwawu spokesman Phineas Masombuka denied the 5% increase at Sappi plants, saying this might be the case in some plants. However, the strike at Novobord in White River was prompted by this low wage offer. Sappi confirmed this *(255) (152)*

□ The strike at Novobord, White River, continued on Friday *(15/2)*

Union set to accept Unilever settlement

THE Chemical Workers Industrial Union will today urge workers on strike at three Unilever plants in Durban to accept management's final wage offer of a 9,6% increase on the lowest grade and an 8% increase on the highest grade. *BNay*

Mediation between the two parties continued on Friday with union official Siphon Ntshaba saying the "union might have to accept their offer" ~~(SSS) (SSS)~~

Workers on strike at the three plants — Quality Products, Lever Brothers and Silicate and Chemical Industries — all fall

JACQUE GOLDING

within the lowest grade job classification. Management's offer is 1,4% less than the union's initial demand. *14/2/94*

About 900 CWIU members went on strike three weeks ago for better pay and working conditions. *(152)*

A mandate was expected from workers today, a union official said. But the Quality Products strike was expected to continue since management at the plant refused to re-negotiate by the end of last week.

Strike delays land probe

By Joshua Raboroko

THE commission of inquiry into irregularities in land transactions in Diepmeadow, Soweto, has been delayed because of the strike by municipal workers

The commission was supposed to sit this month to gather information, according to an official of the commission, Mr Van Gend Botha

The wage strike by 1 200 Diepmeadow workers ended last Friday

Botha said people had made sworn statements regarding the land transactions, but it had been difficult to get more information from the Diepmeadow Council offices because of the strike

The commission, appointed by the Transvaal Provincial Administration last November, will now sit early next month and hopes to present its findings to the TPA executive committee by mid-March

The appointment of the commission follows complaints by residents

15/2/94
that they had been promised homes by developers who claimed to have obtained council land

Property developers have allegedly ripped off hundreds of prospective home buyers after undertaking to build them homes on "promised land" in Diepmeadow and then disappearing with the deposit

Irregularities can be reported to Mr Van Gend Botha, at (011) 498-5132

They can also be reported to (016) 71-2982, or Victoria Mokone at (011) 474-2763 or (011) 474-1510

111
152
194

No meetings at Carlton

JACQUIE GOLDING

THE strike by Paper, Printing, Wood and Allied Workers' Union (Ppwawu) members in Cape Town and Springs looks set to continue indefinitely as no meeting with management has been arranged.

Strike action continued at the Carlton plant on the Reef yesterday, with Ppwawu refusing to approach management for further negotiations.

Ppwawu general secretary Obed Zimande branded the reopening of negotiations as "pointless".

"They (management) declared a deadlock when we refused to accept their 5% basic wage increase and now they want us to approach them, which we refuse to do," said Zimande.

A Carlton spokesman said the union had not approached them to open talks but that workers were "slowly returning to work".

Cape Town Ppwawu spokesman Mohammed Shahied said workers in the Cape were "prepared to strike until April 27 if necessary" but said that mediation between management and the union was in the pipeline. (152)

The strike began on February 2 with workers demanding a 12% wage increase and three months' paid maternity leave.

B/DA 15/2/74

Township clean-up marks end of strike

A BIG township clean-up campaign marked the end of Diepmeadow city council workers' two-month strike over unimplemented pay increases, acting town clerk Dave Mabalane said yesterday.

When the strike ended on Friday the parties decided that the first task would be an "all-hands-on-deck" campaign to clean up the refuse built up over the period.

Diepkloof was tackled yesterday and Meadowlands would be handled today.

THEO RAWANA

Central Witwatersrand Metropolitan Chamber Vic Milne said the success of the greater Soweto services crisis agreement, which was signed in December, depended to a large degree on a visible improvement in services. Greater Soweto city manager Howard Veale was still working out what services the municipalities of Johannesburg and Roodepoort should provide.

Strikers defy Lever Brothers' ultimatum

JACQUIE GOLDING

CHEMICAL Workers' Industrial Union members will continue their strike at Lever Brothers in Durban today despite a management ultimatum that the union should accept a "final wage offer" ~~BIDON~~

Management's offer to employees of a 9,6% wage increase on the lowest grade and an 8% increase on the highest grade covers a 15-month period, rather than the usual 12 months. 15/2/94

Union chief negotiator Siphon Ntshaba said yesterday that workers had not accepted the offer and reiterated that workers were demanding an 11% across-the-board increase (152) (152)

Ntshaba said the union compromised by lowering its initial demand for a 13% across-the-board increase to 11% last week. He said management threatened that the factory would operate at full steam, and temporary labourers would be employed, if the union did not accept the offer by later today. (255)

The union, however, requested yesterday that management extend its deadline because the meeting held by King Goodwill Zwelethini disrupted proceedings for union members.

Management was not available at the time of going to press.

About 900 union members went on strike at three plants — Lever Brothers, Silicate and Chemical Industries and Quality Products — three weeks ago for better pay and working conditions. They were also demanding a 40-hour week for all workers.

Ntshaba said Quality Brothers, which had earlier refused to renegotiate, approached the union at the weekend to reopen negotiations. However, management denied union claims that Quality Products had refused to continue negotiations.

Mossgas ⁽¹⁵³⁾
workers go ⁽¹⁵²⁾
on strike
over wages
FRG 15/2/94

SHARON SOROUR
Labour Reporter

OFFSHORE Mossgas workers, employed by Sopolog (Pty) Ltd, have gone on strike over wages and conditions of service

The workers stopped work at midday yesterday "because demands given to management over the past few years have not been attended to", according to their industrial relations consultant Richard Hoffman

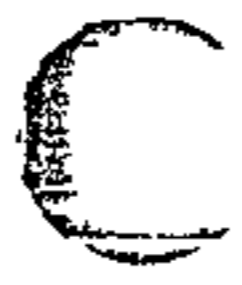
He could not say how many workers were involved, but said they were part of a crew on board the platform and involved in its "technical operation"

Workers declared a dispute with the company, and if a conciliation board hearing in about seven days failed to resolve the matter, the case would be heard in the Industrial Court

"Both parties worked throughout the night to relieve the tension, but to no avail, although both sides want to arrive at an amicable solution," Mr Hoffman said

The workers, all South Africans, had been working in Mossgas Bay for four years or longer

● A Sopolog spokesman refused to comment



Talks fail to end strikes

JACQUIE GOLDING

THE strike by Chemical Workers' Industrial Union members at Quality Products in Durban remained unresolved following yesterday's talks, a union spokesman said ~~17/12/94~~ 17/12/94

The union is demanding a R47-a-week across-the-board increase and management is offering R26 on the lowest grade

Union negotiator Siphon Ntshaba said talks would continue.

About 900 people went on strike at three plants — Lever Brothers, Quality Products and Silicate Chemical Industries — three weeks ago ~~(153)~~ (152)

Mediation at the Lever Brothers Maydon Wharf site in Durban broke down yesterday but another meeting was scheduled for today, a Unilever spokesman said yesterday

"Following the union's rejection of management's final wage offer, temporary labour has been recruited to ensure that full production can be resumed," the spokesman said.

At Silicate Chemical Industries at Mobeni, the R35-a-week increase offer by management was rejected by the union, which is demanding R47 across-the-board

Striking workers urge boycott

ABOUT 1 000 striking Carlton Paper workers have called for a boycott of Carlton products after talks on wage increases stalled last week.

The workers, all members of the Paper, Printing, Wood and Allied Workers' Union, are demanding a 12 percent wage increase, while the company has offered five percent. The union is also demanding

Sowetan 18/2/94
three months' maternity leave for women employees. PPWAWU national organiser Mr Phineas Masombuka yesterday said the union was also seeking solidarity action from Cosatu and the International Chemical and Energy Foundation.

Masombuka said 40 workers were arrested during the strike, which started three weeks ago. (152) (152)

National strike on the cards as tension mounts

SI Times 20/2/94

By RAY HARTLEY: Political Reporter
THE simmering tension between health workers and provincial administrations could boil over into a national wage strike in April — the month of South Africa's first democratic election.

National Education, Health and Allied Workers' Union official Neal Thobejane warned this week that politicians would have to make "strategic political decisions" to avert the impending strike (52)

He said his union was already mobilising its members around the country to protest against the disparity between the 3,4 percent pay increase for public sector workers and the 20 percent hike offered to senior civil servants.

Public sector wage increases are scheduled to take effect on April 1.

The Transitional Executive Council's sub-council on finance has been dealing with the projected public sector pay hike since January, but has failed to reach a resolution.

The new strike threat comes after several strikes, involving nearly 20 000 workers in the volatile health sector, recently ended.

The strikes were mainly over a R500 bonus paid to Baragwanath Hospital workers and administrative failures

regarding wages and promotions in the homelands.

Mr Thobejane said 21 shop stewards and a union official from Nehawu's Eastern Cape region had been suspended pending investigations into intimidation and failure to use correct union procedures.

A strike involving "renegade" members of the union, who called themselves the Action Committee was continuing in Lebowa, but the union was actively trying to defuse this, he said.

There have already been at least eleven wage strikes this year, according to statistics compiled by labour monitors for IR Network.

These have included work stoppages at companies as diverse as Amalgamated Beverage Industries, Carlton Paper, Under and Sappi.

IR Network's Wendy Dobson said the strikes appeared to be concentrated in high-paying industries which had not centralised their wage bargaining.

Most seemed to have been triggered by workers who believed signs of an improvement in the economy should translate into higher increases than those paid over the last two years, she said.

High-paying companies were now trying to reduce their wage bills to cope with increased international competition as the economy opened up to foreign competition, she added.

Foskor strikers will return to work tomorrow — NUM

BIDAY 22/2/94
ERIC A JANKOWITZ

THE 900 striking NUM members at Foskor's phosphate plant near Phalaborwa are to return to work tomorrow after a wage strike which began on January 27, union regional secretary Archie Pilane said yesterday.

A consumer boycott of Phalaborwa, called in solidarity with the striking workers, was called off yesterday after a community meeting. The wage dispute began on January 19 with management locking out workers when their final wage offer was rejected. The paid lockout lasted a week.

Pilane said the parties had resolved the dispute over the backdating of the effective date of wage increases with the NUM accepting a R400 ex gratia payment per member.

The 6% wage increase would be backdated to October 1, not July 1 as demanded by the union. A 1% shift allowance would be instituted from March 1 if a seven-day working week was implemented with the approval of the Mineral and Energy Affairs Department, which still had to ratify the agreement.

Other concessions made were the appointment of a full-time shop steward, agreement to negotiate a health and safety agreement and the conversion of the pension fund into a provident fund. In addition, lower-paid workers who were previously excluded from joining the pension fund would be eligible to join the provident fund, Pilane said.

However, one sticking point was that of disciplinary action against some strikers accused of intimidation and arrested by police during the strike. Seventeen NUM members were arrested and charged, although the decision whether to proceed with criminal charges had yet to be taken by the attorney-general, Pilane said.

The parties agreed company charges would be finalised within the next fortnight and any challenged by the NUM would be referred to arbitration. Pilane was concerned the process might spark further problems as accusations of intimidation were divisive.

Illegal imports of dairy products rise

BIDAY 22/2/94
MUNGO SOGGOT

ILLEGAL imports of dairy products had risen over the past year, Agriculture Department deputy director of marketing and administration Dennis Farrell said yesterday.

Most of the illegal imports came via Namibia and Botswana. As members of the SA Customs Union, they were free to export their own produce to SA, but could not export produce from other countries.

Farrell said Botswana had trade agreements with Zimbabwe which meant it could import Zimbabwean dairy products cheaply. These cheap imports could then be exported to SA. The department said 140 tons of

cheese, 170 tons of milk powder and 45 tons of other dairy products had been illegally imported.

Agriculture Department director-general Frans van der Merwe said although these figures appeared small compared with SA's annual consumption of 100 000 tons of butter, cheese, milk powder and condensed milk, the cheap imports could have a serious effect on prices.

Tight control of imports was needed especially since dairy prices were already low after good rains had boosted production, he said.

Union must respond today to Carlton offer

JACQUIE GOLDING

THE Paper, Printing, Wood and Allied Workers' Union has until 4pm today to respond to Carlton Paper's 7% across-the-board wage increase offer.

BIDAY 22/2/94
Agreement was reached at mediation last Friday but if management's offer is not accepted by workers, the union says it will revert to its initial 12% demand. Carlton Paper MD Keith Partridge said if the offer was not accepted by the union, management would also revert to its 5% across-the-board offer.

About 950 workers went on strike four weeks ago for a wage increase and three months' maternity leave. Four plants on the East Rand, one in Cape Town and one in Port Elizabeth have been brought to a near-standstill by the strike.

Carlton Paper and the union also agreed to three months' paid maternity leave but only after three years of employment with the company.

Management and the union agreed that shop stewards would be appointed at each of the company's six plants.

Shop stewards would be allowed to take part in a national job grading committee which would investigate problems of job grading in the company.

The company would also appoint representatives to the committee and both parties would be allowed to call on outside experts where necessary.

In the case of child care, workers abstaining from work would have to produce certificates stating reasons for their absence, which would be treated on a no work, no pay, no penalty basis.

Soweto workers down tools over wages

13/04 23/2/98

ERICA JANKOWITZ

ABOUT 2 600 Soweto municipal workers yesterday downed tools to negotiate a date by which their outstanding wages would be paid to them, an SA Municipal Workers' Union spokesman said

And as management did not respond to worker demands, the non-performance of duties would continue today and indefinitely until the issue was resolved, he added (357)

He stressed the workers were not on strike, but merely sought an

agreed date by which their money, outstanding since 1990, would be paid. Thereafter, the question of the rent boycott could be addressed

The workers tried to meet Howard Veale, appointed township manager by the Metropolitan Chamber, to put their demands to him (152)

The spokesman said Diepmeadow workers had been paid, but not Soweto workers, leading to widespread dissatisfaction (250) (266)

Stand-in talkers feared action

152

CT 4/5/94

Staff Reporter

ATTEMPTS by the Mitchells Plain Magistrates' Court to obtain temporary interpreters to stand in during the national interpreters strike failed yesterday because the temporary workers said they feared intimidation

Acting Chief Magistrate Mr J C van Rensburg said yesterday most court cases had had to be postponed. "Most of our cases are from Guguletu, Nyanga and Khayelitsha and we need all 11 interpreters. We did arrange to get casual interpreters in, but they decided not to work because they feared intimidation," Mr Van Rensburg said.

This is the third day of the strike called by the South African Court Interpretation Officers and Allied Workers Union, who are demanding that their non-pensionable allowance of R168 a year be raised to equal that of white administrative officers, who receive R2 466.

Cape Town and Wynberg Magistrates' Courts were less affected as they had fewer cases which needed interpreters.

The union's national secretary Mr Dumile Siko said yesterday they had played no part in the intimidation of casual workers.

"All the striking interpreters are here in Wynberg Magistrate's Court so someone else must have done the intimidating," Mr Siko said.

He said the union had met the director-general of the Department of Justice, Mr Jasper Noeth, on Monday.

"The ball is in their court. If they meet our demands, we will call off the strike tomorrow," Mr Siko said.

Interpreters' strike delays court cases

DENNIS CAVERNELIS

THE second day of a national strike by court interpreters demanding wage parity caused hundreds of matters to be postponed at magistrate's courts throughout the Peninsula

More than 80 cases in the Mitchells Plain court were postponed

Some 950 members of the black SA Court Interpretation Officers and Allied Workers Union are demanding that their non-pensionable allowance of R168 a year — granted to them by the Department of Justice in 1991 — be raised to that of white administrative officers, who receive R2 466

Union president Mr Melusi Benguela and director-general of the Department of Justice Mr Jasper Noeth met in the city yesterday to discuss the matter. By late afternoon, however, Department of Justice liaison officer Ms Amanda Haasbroek would only confirm that the meeting had taken

place. The union also declined to comment.

Of the 84 cases postponed in the Mitchells Plain Court — as a result of the absence of 12 interpreters — 26 were trials and the rest first appearances and cases which were previously postponed and had to be postponed again

Senior prosecutor Mr E D Smit said "In cases where the accused speak English and Afrikaans we could proceed, but in cases where Xhosa speakers were involved, it would not have been right to use policemen as interpreters. If things are not sorted out in a day or two we will have to do something — maybe hire casual interpreters"

Cape Town Chief Magistrate Mr A J Jooste said the Cape Town Regional and Magistrate's Courts encountered few problems, but some cases had to be postponed to later this week. Court officials said "it was not a crisis"

3/5/94

Observers stage sit-in over pay

JOHANNESBURG — In a dispute over pay, about 10 observers from the National Election Observers Network (Neon) began a sit-in at the organisation's head offices here last night (152)

A spokesman for the group said some members had not even received the R55 promised for food and transport for each day's work

There were rumours that Neon's funds had run out, he added

Representatives from Neon, its observers and the IEC agreed earlier yesterday to present their arguments for payment on Friday

Neon observers want to be paid the same as IEC officials, but Neon and the IEC say they do not have the money to meet these demands —
Own Correspondent

Ex-Venda workers strike (182)

THOHOYANDOU — Hundreds of Department of Health and Welfare workers in the former Venda homeland continued their protest yesterday after going on strike the previous day for better working conditions. The strikers also want "outstanding money"

Wage protest by IEC observers

DURBAN — Election observers hired by the Independent Electoral Commission marched through the centre of Maritzburg to protest against their wages

(152) AR 5/5/94
The group said yesterday they should be paid more than R150 a day because they had also helped the monitors with their duties

They demanded R300 a day but were prepared to negotiate — Sapa

Neon sit-in protest to continue to Monday

CTJ3/5/94 (152)

Staff Reporter

SCORES of incensed National Electoral Observer Network (Neon) observers who organised a second sit-in protest at the organisation's Athlone offices on Wednesday over a pay dispute intend continuing their occupation until Monday

A spokesman for the protesters at the offices, Mr Jeffrey Mamba, said about 90 Neon observers were occupying the premises and they intended sending a representative to Johannes-

burg today to negotiate with Neon officials to try to resolve the pay dispute

"If our demands of R45 an hour are not met after the report-back we will consider occupying the offices until they are," he said

Another spokesman said that owing to delays in the delivery of ballot boxes they had worked several hours overtime and had been deployed far from their homes without transport

Neon had reneged on a promise to pay them, he said

Neon dispute to go to Buthelezi

CT 14/5/94
Staff Reporter (152)

THE National Electoral Observer Network (Neon) pay dispute, which has seen a Neon spokesman taken hostage, lives threatened and sit-ins, is to be brought to the attention of home affairs minister Chief Mangosuthu Buthelezi.

Observers claim they were promised R22 an hour for election work but Neon said they were promised R55 a day

An IEC spokesman said the IEC had not contracted the workers and Neon was a non-government organisation which had engaged their services for money.

Neon spokesman the Rev Charles Williams said he was held hostage at their Athlone offices by Neon observers in an attempt to get their demands met and was only released to attend a national meeting (with

the aim of resolving the problem) yesterday.

A joint press statement by the director-general of Home Affairs, Mr P Colyn, a task force from Neon, Neon Observers and the IEC, said yesterday that during the past two weeks "a serious situation had developed around the payment of Neon observers".

Mr Colyn said he wanted to find an urgent solution to the

problem and would facilitate a meeting between the Task Force and Chief Buthelezi.

He said all parties would prepare a detailed memorandum to be handed to him on Tuesday at 10am, with a view to meeting Chief Buthelezi on Wednesday.

The joint Task Force appealed to observers to stop all protest action during this period of negotiation with the government.

Omar ends interpreters' strike

Weekend Argus Reporter

STRIKING court interpreters in the Western and Eastern Cape provinces and newly-appointed minister of justice Dullah Omar have come to an agreement after a "cordial" meeting yesterday.

The meeting stemmed from a deadlock which arose over demands by interpreters belonging to the South African Court Interpretation Officers and Allied Workers Union for an increase in non-pensionable allowances.

The strike resulted in the postponement of many cases Mr Omar said in a statement that he had met with officials of the union.

"I pointed out to the officials that the new government had just taken office. It therefore needed time to go into the grievances of the interpreters.

"The Department of Justice has accepted that the interpreters have genuine grievances.

"These will be addressed by the department in consultation with the Commission for Administration as soon as possible." *ARC 14/5/94*

He said officials had "expressed understanding of the situation" and "undertook to immediately place the request to return to work to its membership' (152) (28)

Reef traffic policemen strike over low wages

ARG 26/3/94
Weekend Argus Correspondent

JOHANNESBURG. — Hundreds of traffic officers went on strike over a pay dispute, leaving some rush hour intersections without pointsmen and accident scenes without assistance.

Ambulance personnel and firemen were also threatening to strike, saying that they had not received salary increases they were entitled to six months ago.

But Johannesburg's recently appointed executive director of public safety Mike Davis said late yesterday afternoon that the situation had been resolved.

He denied there was a strike and said "only a couple" of traffic officers were unhappy with their pay packets.

"Discussions took place this afternoon between our human resources department, the unions and the traffic department. The matter has been satisfactorily resolved," he said.

However, members of Johannesburg emergency services told Weekend Argus yesterday that traffic police were not manning radios and had not been available the entire day to attend accident scenes.

"The police have been doing all the motor vehicle accidents and pedestrian accidents for us today."

About midday yesterday traffic policemen began arriving at the Traffic Department in Village Street to join their colleagues who were gathering in front of the building.

Before reporters were ordered off the premises, several angry traffic officers complained about their salaries and said their low salary packages were the main reason that so many traffic officers accepted bribes.

One said the officers had been negotiating with management for over six months and the issue of wage increases promised six months ago had still not been resolved.

The officers refused to have their names published for fear of victimisation. Most of them had families and could not survive on the meagre salaries they received, they said.

Traffic and emergency personnel said they were still waiting for increases promised in October 1993.

ON HURRY

Strike by interpreters suspended

By WILLEM STEENKAMP

COURT interpreters nationwide suspended their two-week strike yesterday after their union representatives met Minister of Justice Mr Dullah Omar.

Some 950 strikers belonging to the SA Court Interpretation Officers and Allied Workers' Union have been on strike to demand that their R168 annual non-pensionable allowance be raised to match the R2 466 allowance administrative clerks receive.

The union, which claimed the discrepancy resulted from race discrimination, also demanded backpay from July 1991.

Mr Omar said the talks were "cordial" and the department "accepted the interpreters have grievances" which would be addressed.

Union spokesman Mr Temba Mose said the meeting with Mr Omar "went well".

Mmabatho strike suspended

MMABATHO — Five hundred striking public servants in Mmabatho yesterday suspended their industrial action after failing to win support from other civil servants in the area, crisis committee chairman Pat Funani said yesterday

Funani said at a mass meeting at the University of Bophuthatswana that public servants from other departments had told striking workers industrial action was morally unjustified **Blind**

"The striking workers created the impression that people who were on strike were all civil servants in the region, and that impression was corrected at the mass meeting on Monday, that it was only a few workers who had embarked on unwarranted industrial action," Funani said

He said the crisis committee had told the public servants to go back to work because Northwest Premier Popo Molefe had agreed to consider their grievances, particularly their demand for pay parity with SA public servants **18/5/94**

"Our previous strike was directed at the administration of the homeland and of the government of (deposed) President Lucas Mangope because Mangope was practising

JOHANNES NGCOBO

nepotism in the civil service," he said.

He said the Transitional Executive Council had been informed that the parity demand would cost the Northwest's government about R297m

The strike began last Friday while Molefe was appointing his cabinet

Meanwhile, the SA Students Congress yesterday called on Mmabatho public servants to form a trade union to open lines of communication with the new government

Sapa reports a sit-in by about 850 former Venda government workers at their offices in Thohoyandou entered its third week yesterday without agreement on demands for salary parity with their former SA counterparts **(152)**

Workers went on strike when they were informed that moves towards pay parity had to be suspended because of the reincorporation of the homeland into SA **(152)**

The Technicians' Interim Committee, which is overseeing the sit-in, said yesterday it would concentrate its negotiating effort on the new leaders of the Northern Transvaal region, which absorbed Venda at the beginning of May

Pick 'n Pay hit by go-slow on Reef

Sunday 18/5/94

ERICA JANKOWITZ

PICK 'n Pay stores on the Reef were disrupted by go-slow action yesterday with workers reporting for duty but refusing to wear uniforms, according to company spokesman Frans van der Walt (152)

The varying degrees of industrial action at 34 Reef stores were sparked by a wage dispute declared by the SA Commercial, Catering and Allied Workers' Union (Saccawu) prior to a meeting scheduled for yesterday

Van der Walt said in the past wage disputes were normally resolved prior to the parties establishing a conciliation board, but this year the company had refused to continue with discussions until Saccawu agreed to get their workers to comply with their employment contracts Pick 'n Pay refused to pay workers for yesterday as the action was illegal

ers end three-week strike

Massive backlog of court cases in Cape

It could take up to a month to eliminate the backlog of court cases accumulated during a three-week-long strike by court interpreters who returned to work yesterday

Court interpreters in most parts of the Eastern and Western Cape suspended their strike after a meeting with new Minister of Justice Mr Dullah Omar on Friday, South African Court Interpretation Officers and Allied Workers Union president Mr Melusi Bengequla said

Return to work

Justice officials in East London and Queenstown said interpreters were expected to return to work today after a briefing with Sacioawu officials yesterday to discuss Friday's meeting

In a statement Omar acknowledged

that the Sacioawu had "genuine" salary grievances but appealed for time to address them as he settled into his new position

Bengequla said the Sacioawu had not dropped its demand for parity in non-pensionable allowances between interpreters and clerical staff in the Justice Department, but agreed to suspend the strike while Omar reviewed the union's position.

Interpreters were also demanding salary increases in recognition of higher qualifications backdated to the date of appointment and not November last year as noted in a circular, he said

Justice director-general Mr Jasper Noth agreed to continue consultations with the Sacioawu and the Commission for Administration to resolve the dispute, he added — *Ecna*

Sowetan 17/5/94

(152)

More days lost
in recent strikes

26/3/94
Own Correspondent

JOHANNESBURG —
Strike action in the first
quarter of this year was
far higher than in pre-
vious years, data pub-
lished yesterday by An-
drew Levy & Associates
showed. ~~254~~ 152
About 295 000 man-
days were lost, compared
with 65 000 last year and
135 000 in 1992

Battle to avert strike by angry police union

Star 7/4/94

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Cape Town — Leaders of the South African Police Union (Sapu) were battling to stave off a strike by its 20 000 members over pay demands, union head Lieutenant-Colonel Andy Miller said yesterday

Dissatisfaction among rank-and-file union members over pay increases for top policemen and the National Peacekeeping Force (NPKF) was so strong that Sapu leaders "had their hands full" trying to prevent a strike during the election

However, Miller said he did not believe the door had closed on the union's demand for a wage increase by April 13

"I don't think it's been rejected outright," Miller said, reacting to reports that the TEC had refused the wage increase

Sapu leadership was trying to convince angry members not to push for a strike during the election

"A strike would be unethical

POLICE union leaders are battling to prevent a threatened strike by its 20 000 members during the election

immoral and illegal, and my union and I will not call a strike — that has never been our intention, he said

But the groundswell membership is deeply dissatisfied with the salary packages

He said top management had been awarded pay increases of between R3 000 and R4 500 a month

We are expected to work during the election on a measly R21 50 a day while a different, ill-trained force gets three times that amount

Because NPKF wages had doubled after the force went on

strike, many Sapu members interpreted this as the way to deal with the TEC, Miller said The union was keen to continue talks on the wage issue with the TEC

It seemed NPKF members had been paid more because they were contract workers and did not have job security

"But for that matter we could say the police have 20 000 contract workers — the assistant constables

Therefore, their pay should be brought on a par with the peacekeeping force," he said

The DP has called on the TEC to urgently consider standardising all salaries paid to security force members

DP executive director James Selfe said the threatened Sapu strike would be disastrous

Strikes by security forces, the precedent for which was set by the NPKF's strike a few weeks ago, are not the solution, he said — Sapa



Pay increases end Unilever strike

8/1 Day
JACQUI GOLDING
29/5/14

MEMBERS of the Chemical Workers' Industrial Union yesterday ended a nine-week wage strike at three Unilever plants in Durban.

At Lever Brothers, Maydon Wharf, and Silicate & Chemical Industries (SCI), Mobeni, a 9% wage increase was agreed.

An 8% pay increase was agreed at Quality Products, Jacobs.

About 1 000 workers had been on strike to support demands of an 11% across-the-board wage increase, improved working conditions, paid maternity leave, provision of child care facilities and a 40-hour week.

The union said yesterday most of these demands had been met and described the wage settlements as satisfactory. (855) 152 113

However, Unilever said only minor adjustments had been made to conditions of employment.

The union said Lever Brothers and SCI had initially offered increases of 8% and Quality Products increases of 6%.

Police union denies it is planning strike action

BY JOVIAL RANTAO
LABOUR CORRESPONDENT

South African Police Union (Sapu) national organiser Gerhard van der Merwe has rejected reports that the union has threatened to go on strike unless policemen's salaries are increased to the level of their counterparts in the National Peacekeeping Force (NPKF)

He said Sapu, which claims a membership of 20 000, would instead use consultation to urge the Government and the Transitional Executive Council to grant them immediate salary increases

"We have not threatened to go on strike because our constitution does not allow us to do

so But I must say that our members at grass-roots level are calling for stronger action." Van der Merwe said (S)

A Police and Prisons Civil Rights Union spokesman said yesterday that Popcru would arrest Sapu members if they went on strike (152)

Van der Merwe said Sapu would consider off-duty peaceful protests and go-slows on April 13 if the union did not receive replies from the State President's office and the TEC (S)

"If we consider going on strike, the constitution would have to be amended at an annual general meeting," he said, adding that the union would discourage members from striking

614194
Sapu has demanded salary increments of up to R1 200 a month and that the daily police allowance be increased from R22,50 to R61,50

Van der Merwe said the Government and the TEC could afford to grant Sapu members the increments "If they could give the generals and brigadiers increases . what could stop them from meeting our demands?"

An average SAP constable is paid R1 265 a month compared to the R2 389 paid to an NPKF constable. An SAP sergeant is paid R2 288 and his NPKF counterpart R3 599

The Democratic Party yesterday called on the TEC to consider standardising the salaries of all security forces

Pick 'n Pay staff in industrial action

ROGER FRIEDMAN, Staff Reporter

STAFF at several Pick 'n Pay stores across the Western Cape have embarked on "low-level" industrial action and called on chain boss Raymond Ackerman to look after his staff rather than Cape Town's 2004 Olympic bid **ARCT 7/4/94**

The workers, members of the South African Catering and Commercial Allied Workers Union (SACCAWU), have walked off the shop floors

The stores involved are Claremont, Tyger Valley, Camps Bay, Constantia Village and Strand. It is unclear how many other stores are affected

Union spokesman Michael Morgan said Pick 'n Pay, "including Raymond Ackerman", had consistently undermined the union over the past several months

The union's demands included that Pick 'n Pay stopped "bashing" the union, stopped discriminatory employment and retrenchments — in the guise of early retirements — and that the company complied with an interim recognition agreement and disciplinary procedures.

Union members were demanding equal pay for equal work, social security benefits for all and "living wages instead of sponsoring the Olympic Games"

Pick 'n Pay Western Cape general manager John Barry said the union's action was "unprocedural" and "we are dealing with the matter at the moment".

Fm 114/94
Union (Fawu), which lost 105 000 man-days, accounts for a large chunk, it does not explain the sudden rise

By contrast, the first quarter of last year saw 65 000 man-days lost through strikes. In 1992 the figure was 135 000 and in 1991 it was 180 000 (52)

No single cause is readily apparent for the unusually high strike rate so far this year. According to industrial relations consultant Andrew Levy, however, there seem to be various reasons for the upsurge, which comes during a period when strike activity is traditionally at its lowest.

Levy says one reason is that many of the strikes in the first quarter are a carry-over of wage negotiations from last year, "which have become protracted and more intense as both parties try to reach an optimum level in the harsh economic climate."

At the same time, he says, there is a degree of urgency on many employers and unions to conclude wage talks before the general election. Why this should be so is not clear; could it be that the unions, ironically, expect a tougher approach against wage strikes by an ANC-led government?

While Levy expects a slight drop in strike action in the immediate post-election period, it is pointed out that a number of wage negotiations have been postponed until after the election and that the major ones, such as the mining and metal industries, get underway at this time.

A general heightening of expectations in the election run-up, coupled with the perception of an upturn in the economy, seems to be another reason. "There is also the perception that since the start of the recession, workers have not received increases in real terms and they are now starting to feel the pinch."

It is observed that union federation Cosatu has openly expressed support for workers fighting for a "living wage."

As ever, wages have been the main strike trigger (78%), followed by grievance disputes (16%), recognition and bargaining levels (5,5%) and discipline and dismissals (0,5%). Levy says many of these grievances emanate from allegations of discrimination and racism on the shopfloor. This is a contentious and emotive issue, which management, he warns, will have to address in the short term — together, no doubt, with pressure for affirmative action.

A breakdown by sector of the man-days lost shows that the food industry accounted for 43% (as a result of the ABI/Fawu strike), followed by the State sector with 22%, chemical (13%) and mining (10%). The strikes involving the National Education, Health & Allied Workers' Union (Nehawu) against the Transvaal Provincial Administration — over the issue of a bonus paid to workers who did not take part in last year's hospital strike — bumped up the State sector strike rate. Similarly, strikes by the Chemical Workers' Industrial Union over wage demands against Johnson & Johnson and Unilever predominated in the chemical sector. ■

STRIKES Fm 114/94

Pre-election rush

(52)

Bucking the trend of recent years, strike action in the first quarter of 1994 rose dramatically, with a total of 295 000 man-days lost. While the month-long wage dispute between Amalgamated Beverage Industries (ABI) and the Food & Allied Workers'

LABOUR NE

Compiled by SHARON SOROUR

Cosatu firm on strikes

AKG 16/4/94
COSATU has refused to support a call for a general moratorium on strikes, even for a limited period

Reacting to reports that the Transitional Executive Council would approach labour federations to discuss a moratorium on strikes in the run-up to this month's elections, Cosatu said a moratorium would be unacceptable interference in a fundamental right of workers

The right to strike was recognised in the interim constitution

(152)
(140)
"A limited moratorium of a few weeks has a tendency to become a moratorium for a few months or even years," it said

Strikes ⁽¹⁵²⁾ wipe out _{CT 13/4/94} detergents

Staff Reporter

THE absence of certain detergents from supermarket shelves has been attributed to a nine-week wage strike at three Durban chemical factories

A Unilever spokesman said yesterday that shortages of toilet and laundry soaps, toothpaste and cooking fats in Cape Town could be attributed to simultaneous strikes at the Lever Brothers Maydon Warf factory, the Silicate and Chemical Industries factory in Mobeni and the Quality Products factory

Chemical Workers Union members embarked on the legal strike on January 24 and returned to work on March 28 after settling on wage increases ranging from eight percent to nine percent across-the-board

The spokesman said full production had resumed at all three plants.

Hospital staff back on the job

Own Correspondent

DURBAN. — Striking staff have returned to work at King Edward VIII hospital here amid claims of intimidation of "scabs" by hundreds of strikers (152)

Hospital management and NPA health services reached agreement yesterday afternoon with the hospital's Central Workers' Forum to return to work, but talks will continue. CT20/4/74

A caller to the Mercury claimed the hospital's 150 laboratory staff were forced to flee the premises yesterday morning when strikers told them "it's a matter of your life or you join the strike"

One doctor described the chaos — which has reportedly seen a nurse, who tried to treat a patient, having her arm broken by unruly strikers — as "sheer mob hysteria".

● Meanwhile, a decision regarding the ongoing Edendale hospital strike is imminent, according to an NPA spokesman

Corobrick workers strike

(152)

CT 12/4/94

DURBAN. — Hundreds of Corobrick workers in Natal have embarked on a work stoppage to back their demand for salary increases

(15)

Frank Mdlalose on list of terms ed to with a cou- on which there

be incorporated in the interim constitution giving rise to fears among some observers that he seemed not to understand the

of Germany, Mr Justice Antonio La Pergola of Italy and Professor Jean Antoine Laponce of Canada

by parliament in Cape 10 cember
But In defiance, Velaj KwaZulu Deputy Ministe

Hopes of end to ambulance strike

The Argus Correspondent

DURBAN — An urgent meeting on the strike crippling ambulance services throughout Natal has raised hopes of ending the crisis

But at least 22 patients have died in Transkei hospitals since a nurses' strike which began last Thursday crippled services in the region's 32 hospitals

Acting Natal Director of Health Services Patrick Lowe said today provincial authorities had met representatives of the Natal Public Sector Workers Union last night in an attempt to end the chaos caused by the strike

Proposals put to the union had been accepted by delegates, who would now refer them to striking workers

Private ambulance services in Durban were also plunged into chaos yesterday as the widespread strike by provincial ambulance workers for higher pay left most of Natal without proper services

Spokesmen for private services said extra staff were called in and some had to work shifts of up to 17 hours

Peter Noppe, who is in charge of the midlands region of the Natal Provincial Administration,

ARG 12/4/94
said provincial traffic staff attended to more than 200 cases yesterday, including all emergency cases, and performed all normal hospital duties

Representatives of Transkei nurses and government officials met last night in an attempt to end the strike in the territory

The nurses are demanding money which they claim the government promised to pay them in October 1991 to bring them in line with their counterparts in South Africa

Members of the Transkei Defence Force, the Red Cross and volunteers began helping at hospitals

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and provision with call on 17/00/94
of Sandh on (021) 24-6535

2

BUSINESS DAY, Wednesday, April 13 1994

TEC wants moratorium on public service strikes

PRETORIA — The TEC yesterday called for a moratorium on all strike action and work stoppages by public servants until after the election to ensure a stable voting environment.

As strikes by nurses, ambulance workers, teachers and police in Natal, Venda, Lebowa and Transkei continued, the TEC approved more pay for police force members, Sapa reports.

The move followed a threat by the SA Police Union to strike over the election period. The TEC resolved that police pay be equalised with that of members of the National Peace-keeping Force. This would cost about R120m. An increased daily allowance would be paid until May 10.

Meanwhile, a strike by Police and Prisons Civil Rights Union and Umkhonto we Sizwe members in Ka-Ngwane over overtime ended after a

ADRIAN HADLAND

decision to pay police force members for overtime, before April 22

ANC TEC representative Cyril Ramaphosa said a delegation from the TEC's management committee would discuss the moratorium on strike action with trade union federations and individual trade unions from this week (152 (350))

"We will appeal to trade unions and workers themselves that all of us need to put national interests first at this critical time in SA's history"

SACP delegate to the TEC Joe Slovo said the decision did not detract from the TEC's sympathy for the "justified grievances" expressed by state employees in the TBVC and self-governing territories

Ramaphosa said he hoped the trade unions would take the call

"very seriously" and added that union demands would be addressed and resolved after the election

The TEC called on all public servants to give their full support and participation to the administration and security of the election, to take part in the current process of rationalisation and to "refrain from any action, particularly strike action" which would benefit those who wanted to disrupt the election

LLOYD COUTTS reports that about 80 striking Lebowa civil servants demanding clarity on job and pension security yesterday occupied the Independent Electoral Commission offices in Pietersburg

An IEC spokesman said the strikers were still in the building at 8pm last night, awaiting the arrival of TEC officials. Negotiations were continuing, the spokesman added

Report by A Hadland TML 216 Vermeulen St Pts and P Bulger Sepa 141 Commissioner St Jhb

Chiavelli's son confirms deposit

THE son of late oil tycoon...

Fresh bid on



Nurses' strike continues

UMTATA. — The Transkei nurses' strike will continue into next week. (S) ARG 16/4/94

Strikers' representative Sister Nomonde Tuma said yesterday the Department of Health had said on Thursday that some of the 1 500 cheques for long-promised rank and parity adjustments would be issued yesterday afternoon.

"We are still waiting," Sister Nomonde said.

She said only when the nurses' short-term demands, including the cheques, were met, would they consider returning to work. (152)

The nine-day-old strike has virtually paralysed the territory's 32 state hospitals. Casualty departments are still operating, but no patients are being admitted. Most are being referred to hospitals in South Africa and the Ciskei. — Sapa.

Cosatu sticks to strike guns

Plan to defuse

tensions likely

Star 18/4/94

BY SHAUN JOHNSON
POLITICAL EDITOR

Turfloop — A compromise to defuse tensions between the Transitional Executive Council and Cosatu could be hammered out by this afternoon.

The agreement would see striking workers going back to their posts in the pre-election period, and essential services being restored, but without Cosatu agreeing to the call for a moratorium on strikes.

Cosatu general secretary Sam Shilowa, interviewed in the northern Transvaal where he is campaigning for the ANC, said he was confident a deal could be struck at a meeting today involving representatives of the TEC, Cosatu and homeland workers.

A TEC-Cosatu clash seemed likely last week after ANC secretary-general Cyril Ramaphosa, SA Communist Party chairman Joe Slovo and other TEC figures

called for a moratorium until the election. Cosatu responded with a statement affirming the workers' right to strike. ~~(TEC)~~

Speaking at a mass rally yesterday afternoon, Ramaphosa made an urgent appeal to strikers to "put the national interests in front" (152)

"We must have the election in an orderly fashion. I appeal that the strikes you are embarking on should be ended.

"When we are voting for our new president, we should do so with the full confidence that he will address our grievances."

It appears the problem was the implication of the term "moratorium" rather than the calling off of current strikes.

"A moratorium, as distinct from a decree or a ban on strikes, should come as a result of consultation," Shilowa said.

"We are wary of moratoriums, they can be extended to last years."

Doctors in bid to sort out overtime

Interns call for talks with chiefs

BY MICHAEL SPARKS

Overworked doctors have invited the superintendents of Johannesburg's five largest provincial hospitals — the Johannesburg Hospital, J G Strydom, Hillbrow, Baragwanath and Coronation — to a meeting on Wednesday to discuss overtime pay and excessive overtime.

The invitation was made by the Junior Doctors' Association of South Africa (Judasa), which has threatened legal action if the workload of medical interns is not reduced to acceptable limits and full overtime is not paid.

Interns claim they regularly work up to 120 hours a week. The maximum safe overtime recommended by the SA Medical and Dental Council is 80 hours. They also claim they are not paid for all their overtime.

OVERWORKED junior doctors invite hospital superintendents to discuss problems of long hours and insufficient pay

Judasa spokesman Dr Eric Hefer says the optimum work time for doctors is about 60 hours a week, but "doctors are regularly working more than double that".

If Wednesday's meeting does not produce an adequate response from the hospitals, Judasa intends taking industrial action, Hefer says.

Medical Association of South Africa labour relations manager Peter Brewer says the response by Johannesburg Hospital su-

perintendent Dr Trevor Frankish to the invitation has been "very positive". Dr Annemarie Richter, superintendent of J G Strydom and Coronation hospitals, has also agreed to attend.

Brewer is still awaiting a response from the other superintendents.

"We are not adopting a confrontational approach, but it is a disgrace that our members are subjected to these working hours," Brewer says.

One of the reasons medical interns work excessive overtime is a severe shortage of primary health care facilities, according to Frankish.

But the issue of primary health care centres is a broader health policy issue which will have to be addressed by the new government. In the meantime, he says, "I am not disputing the importance of the interns issue. It does have to be addressed."

Soweto workers end strike after pay deal sealed

Soweto council workers have agreed to return to work tomorrow, after the TEC undertook to persuade the Transvaal Provincial Administration that they should be paid the money owed

to them, SA Municipal Workers' Union shop steward Thembi Mahlangu said yesterday.

The workers will not work today, instead observing Sharpeville Day and attending rallies.

Mahlangu said workers had decided that they would suspend their seven-week strike after the TEC had given its assurance that it would intervene on the workers' behalf — Metro Staff

(152)

Star 18/2/94

Alex council strike ends

Alexandra council staff returned to work yesterday after a three-day strike over a salary dispute and power struggle with the township's administrators, the Randburg Town Council.

A spokesman for the Randburg council said the strike had

been resolved through the appointment of a task team to investigate the issues that led to the action.

The task team is made up of five representatives each from the Randburg and Alexandra councils — Metro Staff

(246) (152)

Wage battle intensifies

JACQUIE GOLDING

THE Chemical Workers' Industrial Union intensified its strike for better wages at the Protea Industrial Chemicals plant in Wadeville this week when 60% of the workforce downed tools, a company spokesman said yesterday. ~~152~~ B104

The union and management deadlocked over a wage and provident fund dispute with the union demanding a 15% wage increase and management offering 8%. 16/2/94

A Protea Industrial Chemicals spokesman yesterday said management was prepared to consider "reasonable alternative proposals" in relation to the provident fund dispute but 8% was the company's final wage offer. ~~152~~

Strike action started with go-slows and sleep-ins last week, culminating in about 90 workers out of a workforce of 120 going on strike. ~~152~~ (152)

The company obtained a Supreme Court order against the union but union members breached the order, forcing the company to hand the matter over to the "authorities", a Protea spokesman said.

No let-up on strikes during transition

WIM 18-24/3/94

Vuyo Mvoko

(152)

THE Congress of South African Trade Unions has warned that it will "not confine its forces to barracks" in the runup to elections

Cosatu general secretary Sam Shilowa said this week that "1994 is not just going to be a year of (political) liberation", and that the labour movement would not place a moratorium on the fight for workers' rights and higher wages during the political transition.

The announcement came against the background of a number of strikes by Cosatu unions this week, mostly over wages.

●About 17 000 Kloof Gold Mine employees went on strike last Sunday over demands for a new system of acclimatisation for underground workers and "the right to belong to the National Union of Mineworkers". The strike ended on Wednesday night.

●About 450 Food and Allied Workers Union (Fawu) members at Johannesburg Cold Chain went on a pay strike

●A two-week strike by Chemical Workers' Industrial Union members at Protea Industrial Chemicals in Wadeville continued this week after management again refused their demand for a 15 percent increase.

●More than 2 800 members of the South African Municipal Workers' Union in Soweto and Alexandra townships have been on strike since last Friday

●More than 300 Fawu members downed tools at three Amalgamated Beverages plants in Johannesburg, Cape Town and Durban over wage demands

●Over 400 workers at Coronation Hospital near Johannesburg were also on strike this week, demanding better salaries and working conditions

Thirty-two strikes occurred in South Africa between last November and March 15 this year, 51 percent of them wage-related, according to the IR Network's quarterly strike report, released this week

Cosatu will be holding a campaigns congress next weekend to thrash out its policy framework before the elections. Expected to top the agenda will be the issue of workers' rights in the new constitution and labour legislation. Shilowa said legislation was the key, as any "agreements would otherwise be meaningless".

Also of central concern, he said, were the effects of economic and industrial restructuring on the workers

The conference will also focus on Bophuthatswana. Cosatu said the Department of Manpower had done nothing to prepare for the reincorporation of bantustans into South Africa, particularly with regard to UIF funds. "It looks like the bantustans have no money all," said the federation

Shilowa said the public sector in the homelands had already indicated it would demand equalisation and pay parity with South Africa



Sam Shilowa

Public works
3/Day
strike ends

STEPHANE BOTHMA

PRETORIA — An illegal strike by employees of the regional office of the Public Works Department — responsible for the Union Buildings gardens and the cleaning of presidential and ministerial homes — ended yesterday 113194

A department spokesman said the strike, organised by the SA Health and Public Service Workers' Union, had been called on Wednesday following demands that members of the Union be given their pensions before April 27.

The request for the payment of pensions was raised by union secretary-general Silas Baloyi on February 21 (152)

After Baloyi was informed that the pension fund was administered by the Finance Department and not by the Public Works Department, he called for a strike (251)

Strikers returned to work after discussions with the department, during which an undertaking was given that the department would take the matter up with the Finance Department and that the union would be briefed within a week (357)

Municipal strikes still unresolved

Sowetan

16/3/94

Sowetan Reporters

■ SERVICES CRISES New

forum mooted to settle disputes:

THE African National Congress' PWV region and civic associations are to ask the Transitional Executive Council today to help in resolving the services crises in Soweto and Alexandra

They said yesterday that steps should be taken urgently to establish the metropolitan negotiating forum provided for in the Local Government Transition Act because that was the only body that could solve the crises

The groups said after a meeting yesterday that the Transvaal Provincial Administration and the Central Witwatersrand Metropolitan Chamber were incapable of resolving the problems in the two areas

The decision came after a meeting between the chairman of the CWMC,

Dr Frederick van Zyl Slabbert, and trade unionists was disrupted by workers

Slabbert said those who wished to undermine the chamber and its attempts to play a constructive role in local government might succeed, but would inherit a "political whirlwind of unresolved issues" (152)

The parties met to discuss efforts to prevent the collapse of services in Soweto and Alexandra in the wake of strikes by municipal workers

The Soweto strike resulted from claims by municipal workers that they are owed monies since 1988. In Alexandra workers went on strike last Friday claiming they are owed pay for

last July.

A spokesman for the Alexandra workers said yesterday the strike would continue until the Randburg Town Council had addressed their grievances

The strikers include road workers, water works workers and personnel officers. Ambulance, traffic and cemetery workers were still working yesterday

Randburg Council member Mr Gary Cooney said an urgent meeting was planned to discuss the dispute. He hoped the Central Witwatersrand Metropolitan Chamber would also become involved in the dispute

Strike halts payments

BIDAY
GAVIN DU VENAGE

THE Soweto council workers' strike had disrupted the "promising" level of payments from residents who had heeded calls to end the debt boycott, a spokesman for Soweto administrator Howard Veale said yesterday 913194

He said payment levels had risen to 20% from 8% during the first two weeks of February. However, the strike had forced the closure of municipal offices, making it impossible for residents to make payments. Projections showed payment levels would have reached 80% by May.

Sapa reports essential services were collapsing as the strike entered its third week. Traffic lights had failed and dirty water from burst sewers streamed down streets.

The strike continued in violation of a Supreme Court interdict granted last week, declaring the action illegal. (152) (S)

The spokesman said the council hoped to reach an accord to end the strike by the end of this week.

Strikers were demanding readjustment of salary scales according to Industrial Council rules.

Soweto strike still on

By ZANELE VUTELA (IPROD)

THERE is still no end in sight to the Soweto municipal strike that has crippled the township's services for the past three weeks

The strike continues to disrupt many essential services in the township. Soweto clinics have had to shut their doors, traffic lights are not working, graves are not being dug and sewers containing dirty water are bursting open.

The deadlock has been prolonged by the postponement of a meeting that was to be held on Friday morning by the Soweto council management.

Unfair

In a letter to SAMWU, Soweto manager/administrator Howard Veale told the union that the meeting had been postponed because SAMWU members had disrupted a seating of the Central Witwatersrand Metropolitan Chamber on Wednesday.

Hundreds of workers, in a bid to press home their demands, crowded the floor of the Johannesburg City Council chamber, toying and goose-stepping on the golden carpet.

13/3/94
Veale told SAMWU that the union members' action of "attempting to intimidate officials of the council while good faith negotiations were in progress is unfair labour practice".

He also said that the council was also considering "remedies" to SAMWU's failure to comply with an court order which had granted the council an interim interdict last Friday, restraining the SAMWU Transvaal region from continuing with or in anyway encouraging strike action.

152
Steven Sihlangu, SAMWU's secretary, said he was disappointed at the postponement because SAMWU had hoped to obtain, from the meeting, something that could have been used to persuade the workers to go back to work.

Workers' protest at ABC enters fifth day

3 May 1963
JACQUIE GOLDING

ABOUT 300 workers from the Food and Allied Workers' Union (Fawu) enter their fifth day on strike today at three Amalgamated Beverage Canners (ABC) plants (184)(152)

About 50% of the workforce was striking at plants in Wadeville, Epping (Cape Town) and Pinetown (Durban), an ABC spokesman said yesterday. However, the company said an agreement was reached with Fawu enabling management to continue

production throughout the strike. Fawu assistant general secretary Ernest Buthelezi said the strike would "intensify" if management failed to meet workers' wage demand of a 12% across-the-board increase over 12 months. Deadlock was reached between ABC and Fawu last month when management extended the period for payment of a 12% increase from 12 months to 18 months.



Strike may cripple Durban

FURIOUS Durban Corporation Workers are threatening a crippling city-wide strike in protest against "dangerous" working conditions in squatter settlements and townships

The council's squatter management programme has already ground to a halt Yesterday, workers refused to enter the Cato Crest informal settlement to demolish new shacks being erected

"If our concerns are not speedily addressed, we'll have no hesitation in bringing this city to a standstill," said Mr Nad Murugan, general secretary of the powerful Democratic Integrated

Saukavi 11/3/94
Municipal Employees Society "As of this morning workers will no longer destroy shacks which in essence are people's homes," said Murugan, who described the duty as a "heinous task"

(214) (152)
He said most of workers employed in demolishing shacks were Indians, which was causing a strong anti-Indian feeling among the black squatters The issue is likely to spread beyond the workers involved in squatter control For several months electricity workers, doctors and nurses working in townships and informal settlements have complained about hazardous

working conditions and inadequate protection "Some doctors based in these areas do not even have telephones and several health workers have been threatened and have had their cars vandalised"

Any disciplinary action taken against workers who refused to work in conditions they viewed as dangerous would be "vigorously defended by the union by any means necessary", said Murugan

"This is not intended as a threat to tbut the lackadaisical attitude displayed by some service units leaves us with no option but to seek the only tool we have, which is to withhold our labour"

Sit-in disrupts chamber meeting

A CENTRAL Witwatersrand Metropolitan Chamber meeting was abandoned last night when about 400 Soweto municipal workers occupied the Johannesburg City Council chamber for several hours.

They demanded payment of salary arrears totalling R35m.

Shortly after chamber chairman Van Zyl Slabbert opened proceedings, workers — mostly SA Municipal Workers' Union (Samwu) members — in the public gallery began chanting, demanding the TPA and chamber committee settle the debt affecting more than 2 500 Soweto employees.

However, Slabbert said in terms of the chamber's constitution the meeting could not continue and adjourned proceedings.

SA National Civic Organisation (Sanco) southern Transvaal deputy president Richard Ndakane said workers' demands included the dismissal of Soweto city manager Howard Veal and Soweto town clerk Lous Geldenhuys, and the withdrawal of a court interdict against them.

"We are concerned that the upgrading of

JACQUIE GOLDING
and GAVIN DU VENAGE

services planned for Soweto will be jeopardised if management and the TPA fail to meet workers' demands," he said.

ANC provincial and local government affairs head Mathole Motshekga accused the chamber of being "incompetent".

He said workers were "deeply concerned" that the TPA had broken the Soweto agreement with Samwu which was intended to deal with the services and payments problem.

Slabbert said if the workers engaged in actions which made it impossible for the chamber to assist in implementing the agreement "the chamber can only observe proceedings without being able to do anything about it."

However, Motshekga said if the chamber could not do anything it had no business being involved in local government affairs.

Workers left the building after agreeing to meet city officials today.

workers defy court order • Residents march on police station

WORKERS' Crisis in services looms

Sowetan 8/3/94

STRIKE Soweto Services Agreement in 'serious jeopardy'

By Joshua Raboroko

THE Greater Soweto Services Crisis Agreement is "in serious jeopardy" following the two-week-long strike by municipal workers.

A Soweto Council spokesman said the agreement would be 'irreparably prejudiced' if the strike continued. This would result in a service charges boycott and the entire break-down of services.

Disruption of services, such as blocked sewerage and water supply networks, old age and other pension payments and the threatening of contract workers could lead to "major catastrophe" (152)

Numerous diseases, such as cholera, could also become endemic in the area, a Soweto Council spokesman said yesterday.

Yesterday, the municipal workers continued their strike, defying a Rand Supreme Court interdict declaring their action illegal. The workers are demanding wages apparently owed them since 1988.

The council spokesman said an urgent meeting between the council and a delegation of the South African Municipal Workers Union (Samwu) would be held today to discuss the crisis.

The extent of the crisis is detailed in an urgent Rand Supreme Court application filed by the council last Friday. The council was granted an interim interdict declaring the strike illegal.

The interdict also restrained workers from obstructing, harassing, threatening or intimidating non-striking staff, agents or members of the public.

The council's affidavit before the court referred to the killing last Thursday of an auditor, Mr Winston Lebenya, who was helping to calculate the arrear wage demands. He was shot dead in front of his wife at their child's crèche.

The council said it appeared that the union and strikers "are bent upon creating a situation of near anarchy in Greater Soweto in an attempt to hold the council to ransom and to exhort undue benefits".

"It further appears to be of no consequence to Samwu and the striking workers that innocent parties are, in the process of their unlawful conduct, made to suffer dire hardship," the council said.

As a result of threats, a number of contractors have ceased operations and withdrawn workers from the area.

The council said the virtual total disruption of its offices and the extent of the crisis became apparent last Thursday when reports from contractors came to their attention.

WEST RAND Decision on claims 'crucial' • Tighter security at payout points
SOWETAN Thursday

New dangers as strike continues

■ **TASK FORCE** *Sowetan* 10/3/94
Essential services in

Soweto have broken down:

By Joshua Raboroko

ESSENTIAL services in Soweto have broken down as the three-week-old strike continues with no end in sight

Dirty water from burst sewage pipes is streaming down the streets and traffic lights are not working. Rubbish bins have not been collected and refuse is piling up in yards and on the streets. ~~(152)~~ (152)

Other key services affected by the strike are graveyards, clinics and child-care services

A task force formed to investigate the problem, including arrear pay claims by striking Soweto Council workers, is to submit its findings to the city manager, Mr Howard Veale, tomorrow

The decision was taken after a meeting this week between the council's management committee and officials of the South African Municipal Workers' Union, which represents the work-

ers. A council spokesman said yesterday that Veale will study the report and decide whether the workers' pay claims are justified

His decision will be "crucial" because it will determine the fate of the strikers

Sources said they feared there would be chaos and in further violence, harassment and disruption of services if the decision does not favour the workers. The strike stems from claims by the workers that they are owed R35 million in back payments since 1988

The council had not met the demands and the workers were still on strike yesterday, despite an interdict by the Rand Supreme Court declaring their action illegal

The workers' spokesman said it was vital that the parties explore ways and means of ending the dispute soon to avoid services deteriorating completely

He said if the problem was not attended to immediately, the accumulating garbage and spilling sewerage could lead to the spread of diseases such as cholera

Strike called off in Soweto

~~SA~~ 248194
Soweto council workers have all returned to work this week and services are being provided as usual, a spokesman for the SA Municipal Workers' Union said yesterday.

The workers agreed to suspend their six-week-long strike on Tuesday morning after the Soweto Council agreed to repay money owed to them since 1988. — Staff Reporter. (152) (152)

Strike action 'much higher'

21 Day 25 1994
ALAN FINE

STRIKE action in the first quarter of this year was far higher than in previous years, data published yesterday by Andrew Levy & Associates showed. (152)

About 295 000 man-days were lost, compared with 65 000 last year and 135 000 in 1992, the report said

The Food and Allied Workers' Union's strike, at ABI accounted for more than a third of lost time. The food industry accounted for 43,4% of man-days lost, the public sector 22,2%, chemical 12,8% and mining 10%. Wages were the main trigger in 78% of cases and grievances 16%.

The report noted that many grievances emanated from allegations of discrimination and racism — an "emotive issue which management will need to address"

First quarter strike levels have exceeded this level only once — in 1990 when political liberalisation took place

The report suggested a number of reasons for the surge in activity. It said many strikes were a carry-over from wage negotiations which normally ended at year-end but became protracted and intense disputes "as both parties try to reach an optimal in the harsh economic climate".

At the same time, there had been pressure on employers and unions to conclude wage negotiations before the election date.

Another factor was the perception of an economic upturn and workers' hopes for a period of real wage increases.

The report expects a slight fall in strike activity in the immediate post-election period. However, a number of wage negotiations have been postponed until after the election and the major wage rounds get under way in that period.

Pensioners in Impos-

as strike continues

By Fransel Molefe and Kenosi Modisane

GRAVE PROBLEM: Council workers demand R35 million in wage arrears.

TRUKING Soweto Council workers yesterday threatened not to co-operate with the authorities when they pay out pensions to the aged today.

All the council's offices, some temporarily used by the Transvaal Provincial Administration officials during payouts, have been locked by the strikers who are keeping the keys.

The 2 800 council workers vowed to continue with the work stoppage until they were paid their backdated wages.

The strike has also affected emergency services, clinics, cemeteries and the traffic department.

At a media briefing yesterday, South African Municipal Workers' Union vice-chairman Mr. Late Sehlapelo said the union had lost contact with management.

He said council officials "deserted" their Jabulani headquarters last Tuesday — the day

the strike started. We wish to resolve this matter speedily. But because of the absence of management, the strike could go on for sometime," Sehlapelo said.

He expressed concern over the lack of control at graveyards as no records of the grave numbers were being kept, since all grave diggers were also on strike.

The workers marched through the township yesterday to highlight their demands and seek support of the community.

They demand that they be paid a total of R35 million in wage arrears dating back to 1988. Numerous efforts to trace senior council officials for comment were fruitless.

Meanwhile, a Lenasia undertaker said he had been inundated with demands for refunds by bereaved families who were forced to dig graves themselves in the wake of the strike at the weekend.

Mr Tony Guinness of City Funerals said he had been approached by several families who demanded that he refund them the R120 grave fee he included in the burial package.

He said families had to get their own people to dig graves at the weekend.

"This led to undertakers fighting for graves. There are no grave numbers and in future people will have problems in identifying graves of their relatives," he added.

A spokesman for the National African Undertakers Association expressed "years of more troubles if the strike is not resolved before the weekend".

"We have had to deal with serious problems of graves the past weekend and I hope not to see a repeat of that," he added.

Schleperu 113194

(52)



Refuse supervisor causes big stink

Municipal Reporter

REFUSE removals in RSC areas in the southern suburbs and Belhar were interrupted yesterday when about 250 cleansing workers from the Schaapkraal Road depot in Ottery stopped work in protest against the alleged actions of a supervisor

A spokesman for the workers, Mr John Steyn, said the workers had a problem with a supervisor whom they alleged treated them badly

Mr Steyn claimed that what was happening was not a wildcat strike. The workers who had stopped work were still at the depot

The atmosphere was such that the supervisor left the camp to find refuge at another camp, Mr Steyn said

Mr Steyn said the areas affected by the work stoppage were Belhar and the RSC area between 5th Avenue, Grassy Park, and Strandfontein Drive

Aged go hungry in the wake of strike

Sowetan 2/12/94

By Russel Molefe

SOWETO pensioners yesterday returned to their homes empty-handed after they found council offices where they normally receive their pensions locked. (152)

Transvaal Provincial Administration officials were also not there to pay out the pension grants. (233)

Pension payout points at council offices throughout the township had been locked by the TPA since last Tuesday when about 2 800 Soweto Council workers went on strike. (333)

The workers downed tools in support of a demand that R35 million in wage arrears dating back to 1988 be paid to them.

Hundreds of pensioners, some in wheelchairs, waited for hours at the payout points in the hope they would be paid their pensions.

Some of the pensioners said they were aware that council workers were on strike but did not know this would affect their pensions. (15 70 11 7 23)

Most said they would return to the payout points today in the hope the offices would be open.

A TPA official, a Mrs Van der Merwe, said the strikers had intimidated officials who had come to pay out the pensions yesterday. She said arrangements were being made to use police stations as temporary payout points.

"I cannot, however, give assurances at this stage on when the pensions would be paid out," she said.

The vice-chairman of the South African Municipal Workers' Union, Mr Lite Schlapelo, said the TPA had told the union it had made alternative arrangements to pay out the pensions.

He said a meeting between Soweto Council officials and the union had been arranged to take place this week in an attempt to break the impasse.

Meanwhile, services in Soweto have virtually collapsed because of the strike. Water is running in the streets from burst sewerage pipes and most robots are out of order as traffic officers are also on strike. (15 70 11 7 23)

27-day pay strike settled

CT 413174
JOHANNESBURG — A 27-day strike by about 400 workers at Johnson and Johnson companies ended yesterday with settlement of a pay dispute

~~152~~ 152 ~~152~~

Workers march against job losses

ABOUT 400 Chemical Workers Industrial Union members marched on Johnson & Johnson in East London yesterday to protest against pending retrenchments *B/Den*

This came as the 27-day strike by union members at Johnson & Johnson plants ended yesterday with agreement on wages and conditions of employment *(152)*

Johnson & Johnson company negotiator Wayne Munro said a settlement of an 11% across-the-board wage increase over 15 months compared favourably with the pre-strike offer of 9% over 12 months

The union said improvements were made to shift and service allowances

The East London workers demanded the withdrawal of retrenchment notices, an immediate top-level inquiry involving international company staff into the "behaviour and

JACQUIE GOLDING

competence" of Munro, a commitment by management to job creation, and an end to worker victimisation

The union accused management of adopting a hostile attitude to workers and of using security forces to control strikers. Munro rejected the accusation that the company held anti-union views and said management looked forward to a process of bridge-building with the union *412194*

He confirmed that security forces were used last week to evict workers from the company's East London plant, but only as a last resort

"This (action) followed numerous violations of a Supreme Court order granted to protect non-striking employees from intimidation and assault and also to protect company property," he said

Dramatic rise in lost working days

AN ESTIMATED 1.2-million working days have been lost to strike action in the first half of this year, almost double the total for the corresponding period last year and in 1992, the Andrew Levy & Associates strike report released yesterday said.

The dramatic increase in lost days was attributed to the build-up to the election and its aftermath, combined with unions continuing to push for legitimate demands during the delayed wage round, despite the change of government. 30/6/94

The mining industry and public service were the two most strike-affected sectors, accounting for 35.1% and 24.8% of working days lost respectively.

They were followed by food (12.1%), textiles (11.6%), chemical (5.8%), retail (4.5%) and automobile (4.4%) (152)

Andrew Levy researcher Renee Grawitzky said this was the highest number of days lost in the first half since 1987, when a comparable loss of production was

ERICA JANKOWITZ

recorded in 1987 as a whole, an unprecedented 9.8-million days were lost, mainly as a result of a miners' strike.

"One of the most disturbing developments is the upsurge of activity on the mines where the mood among both black and white workers is not one of conciliation and where demands are being made for the end of racism and the hostel system, and union recognition.

"It is not improbable that this could blow up into a second major strike," comparable to that of 1987

The report noted that the wage trigger still dominates, accounting for 33% of strikes, followed by dismissals/discipline at 16.3% and recognition at 5.5%

The most active unions were the NUM, the Food and Allied Workers' Union, the SA Clothing and Textile Workers' Union and SA Municipal Workers' Union

College workers strike

Staff Reporter.

ABOUT 200 workers at Elsenburg Agricultural College in Stellenbosch have gone on strike.

They say the college management is "racist" and is blocking their efforts to unionise, according to National Education, Health and Allied Workers' Union Stellenbosch organiser Joe Nkhuhlewa

College management could not be reached for comment

(KAW) (52) ARG 21/6/74

Illovo dismissals follow illegal strike

8 Day
THE Chemical Workers' Industrial Union yesterday accused Barlow Rand subsidiary Illovo Sugar in Sezela of dismissing its entire unionised workforce of about 100 after illegal industrial action.

Illovo personnel director Barry Horlock confirmed 95 dismissals. He said workers had failed to comply with a court interdict and an ultimatum to report for duty.

Union spokesman Spho Ntshaba said

ERICA JANKOWITZ

the ultimatum had been delivered on June 16, a union holiday, leaving no time to inform members *30/6/94*

Meanwhile, the Paper, Printing, Wood and Allied Workers' Union claimed KNE Printing in Kempton Park had dismissed 200 workers after a court interdict declared strike action unlawful *(152)*

Hospital staff stage protest

Staff Reporter

152 CT 30/6/94

ABOUT one-third of the staff at Princess Alice Orthopaedic Hospital joined some 300 non-medical striking workers at Grootte Schuur Hospital to stage a sit-in at Grootte Schuur's new wing yesterday.

Workers belonging to the Health Workers' Union have been disrupting hospital services since last week, expressing dissatisfaction with the filling of two administrative posts and salary increases.

A hospital spokeswoman said 80 members of the Princess Alice staff joined hundreds of Grootte Schuur striking workers to stage the sit-in.

Neither of the two hospitals' emergency services have been affected, said the spokeswoman.

Asked about allegations that volunteers were reluctant to help at Princess Alice, she said permanent staff were being shuffled around "furiously" but volunteers had not been called in. "I'm sure there would be a great degree of intimidation if volunteers replaced the striking workers," she said.

Negotiations between the union and management were continuing, although yesterday's visit to the hospital by Western Cape Health Minister Mr Ebrahim Rasool was cancelled.

Municipal workers call for Davidson's resignation

'We won't carry out evictions'

The SA Municipal Workers' Union (Samwu) yesterday told its members to refuse to carry out eviction orders issued by the Johannesburg City Council.

The call was made after a march from central Johannesburg to the civic centre in Braamfontein in protest against recent evictions of squatters in Liedfe-en-Vrede and Deviland, south of the city.

The union also demanded the resignation of management committee chairman Ian Davidson for his "unilateral decision" to evict the squatters.

A union memorandum said: "Ian Davidson has proved to be racist, incompetent and not representative of any community he purports to serve."

Other union demands were for a transitional metropolitan council, a single industrial council and higher wages for the lowest-paid municipal workers.

Councillor Marnetta Marx accepted the memorandum in the civic centre courtyard.

Marx was jeered when she said "The council is a legal body obliged to act (against squatters). We have already given assurances the council will not take down further shacks."

She said the council would report back to the union ANC councillor Clive Gilbert

also met the marchers and called for the resignation of the National Party-dominated council "It is our land. Let the people rule themselves."

At a press conference earlier, Samwu local government co-ordinator Richard Spalding said workers should not be used to evict people. "We have been used for political gain," he said. Johannesburg Municipal Em-

ployee Association president David Fox said evictions should take place only after consultation with the victims.

"The process is very important. The process is through negotiations. The spirit is one of collaboration."

Samwu Metropolitan Chamber representative Adrian Oloefse said the DP and NP were deliberately delaying the setting up of a transitional metropolitan council.

About 5 000 Samwu members blocked Rissik Street for about six blocks as they marched to the civic centre, and traffic backed up for several blocks on both sides.

Pedestrians also had to wait for the marchers to pass. One said "We have to work. We can't wait."

Bus services were disrupted because many drivers took part in the protest — Sapa.

Pay increases for city employees

The Johannesburg City Council has approved a 3.5 per cent pay increase for its employees. The increase will be applied to all employees on the council's payroll. The council's financial officer said the increase was necessary to attract and retain staff in the current economic climate. The council also approved a 1.5 per cent increase for its pensioners.



"Roadblock" . . . members of the SA Municipal Workers' Union march in protest against recent evictions of squatters south of the city. PICTURE ANTON HAMMERL

Strike at hospital continues

Staff reporter

ABOUT 300 striking non-medical staffers at Groote Schuur Hospital have disrupted reception, porter and messenger services, but emergency services have not been affected so far, a hospital spokeswoman said yesterday

The workers went on strike five days ago

Yesterday they continued their sit-in at the Nico Malan recreation centre at the hospital

However, negotiations were continuing between the union and provincial authorities to resolve the problem

Chief medical superintendent Dr Peter Mitchell said the hospital would try to keep all services running and appealed to the public to avoid burdening the service unnecessarily

**Cape Eskom
workers strike**
CT 23/6/94

WORKERS at Eskom depots in the Western Cape have embarked on a strike after Tuesday's wage dispute go-slow, it was reported yesterday.

The workers are demanding a 13% increase, while management is offering seven percent.

The regional organiser of the National Union of Mineworkers, to which most of the striking workers belong, said certain sub-stations in the region had been damaged by heavy rain. Talks with management would determine whether they would be repaired.

Eskom regional spokesman Mr Charles Cooper said there had been only isolated incidents of work stoppages and denied NUM reports that several sub-stations in the province had been damaged in this week's storms — Sapa (152)

NEWS University claims Nehawu abandoned talks

Wits on wage-cut strike

By Nombuyiselo Maloyi

THE entire Wits University workforce, excluding academic staff, are on strike after the union and university administration deadlocked on wage talks last Friday

Members of the National Education, Health and Allied Workers Union declared a dispute after the university refused to reinstate the R2 046 million cut in the university's wage subsidy

Nehawu president Mr Vusi Nhlapo said the university claimed it received a circular with the instructions from the department of finance

Nhlapo said Deputy Finance Minister Alec Erwin and director general for State Expenditures Mr Hannes

Smut denied sending a circular of that kind to the university

Wits University spokesperson Mrs Valerie Diesel said all universities had received circulars on subsidy cuts (S) (152)

She said there was no deadlock but that Nehawu walked out of Friday's talks

Nhlapo said consultation was not properly done "We want to know where the university got the instructions from, because the government denies it"

Workers from Wits Technikon have also joined the strike

University vice-chancellor Professor Bob Charlton rejected the claim by the strikers that the authorities refused to talk to them

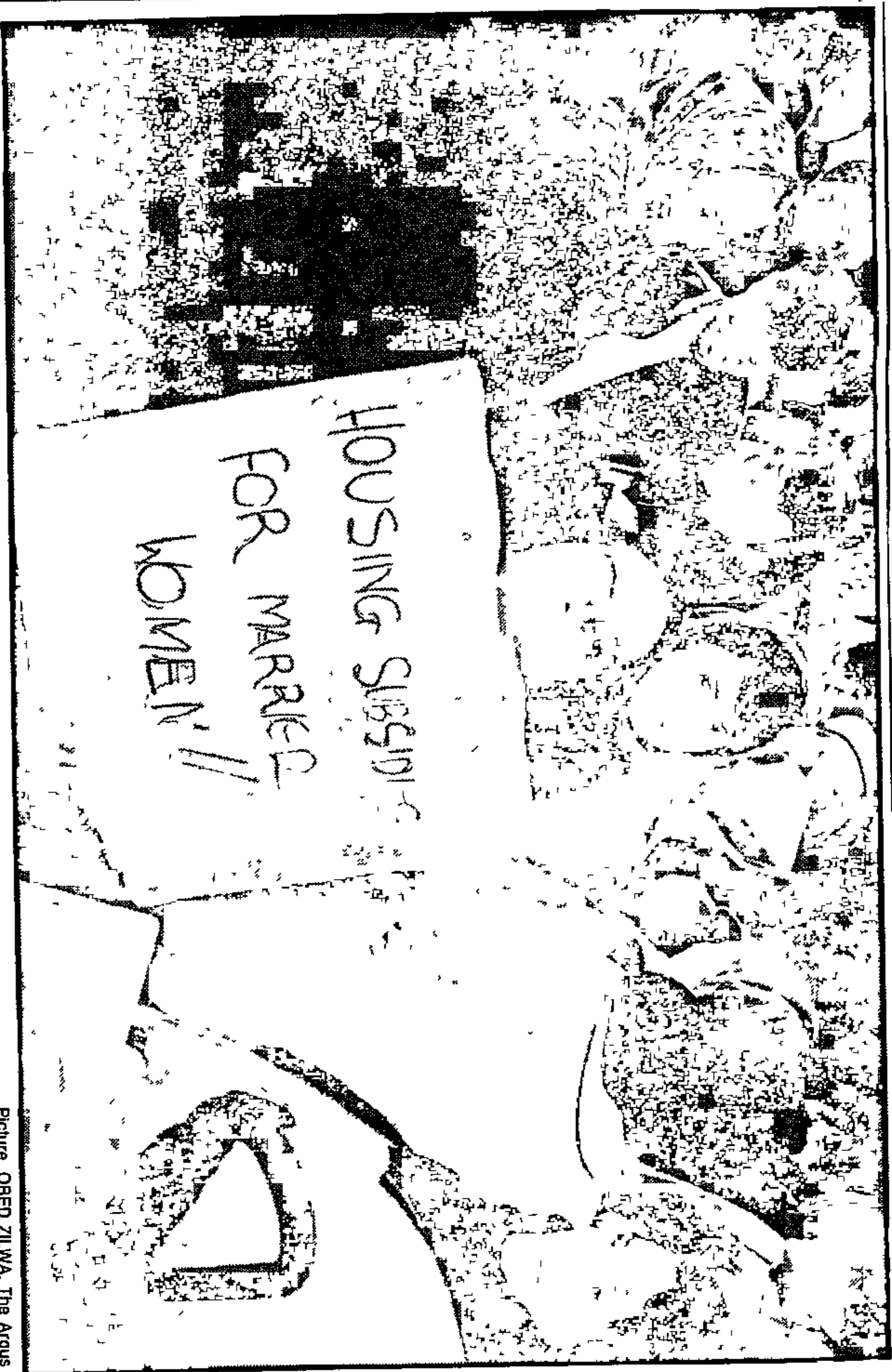
Sowetan 28/6/94
"If they believe we have something to talk about, we will talk to them"

Nhlapo said the authorities had used a state subsidy cut of about R2 million as an excuse to cut workers' salaries

"The government circular on the subsidy did not instruct the university to cut salaries. We were not consulted about this and we demand that the R2 million be re-instated," he said

According to Nhlapo, he tried to resume talks with the administration yesterday morning because the campus was "volatile" "But they insisted we return to work first."

Charlton said a dispute procedure had been negotiated with Nehawu but the union had ignored the agreement. The university nevertheless remained willing to talk.



Picture OBED ZILWA, The Argus

DEMANDS: Health workers protest outside the Cape Provincial Administration building at Wale Street

CPA to probe promotions allegations

Staff Reporter

AN investigation into promotions at Grootte Schuur hospital has been ordered after staff picketed Cape Provincial Administration offices in Wale Street, alleging the promotions had been unfair.

The CPA asked the Health Workers' Union for 24 hours from yesterday to complete the investigation before con-

tinuing talks

The union is to take up a 3.5 percent wage offer, which they have rejected, with the national commission for administration

Union spokesman Norman Maharaj said the group of about 100 picketers were dissatisfied with their salary increases for 1994 and the merit system by which workers were promoted

Dr Maharaj said the inflation rate for the past two years was more than the two 3.5 percent increases granted over the same period

"Workers are getting a dismal increase while officials at director's level got increases of between 18 percent and 20 percent

"In addition, members of parliament, who are also civil servants, are getting huge

pay packets"

Dr Maharaj and four other union officials were allowed into the building about 3 pm

They met a CPA team headed by director-general Herbert Benkes

People with only five years' service had been promoted over the heads of people with 20 years' service, Dr Maharaj said

ARUR 21/6/94



Millsite Hospital workers on strike

KATHRYN STRACHAN

NURSING staff and workers at Millsite Hospital in Randfontein, for psychiatric and geriatric patients, are striking over poor patient care and management's dismissal of about 12 shop stewards.

Police and dogs were brought in on Friday afternoon to disperse strikers, a shop steward said. *B. Dewey 20/6/96*

She said workers had gone on strike last week as their calls for better basic care for patients had been ignored. There was often no hot water, the heating system was totally inadequate and patients did not have enough warm clothing or blankets.

Hospital spokesman Helen Duigan denied these allegations and said the hospital was constantly upgrading and maintaining facilities. However, the hospital boiler had been sabotaged several times in the past few months, she said. *(152)*

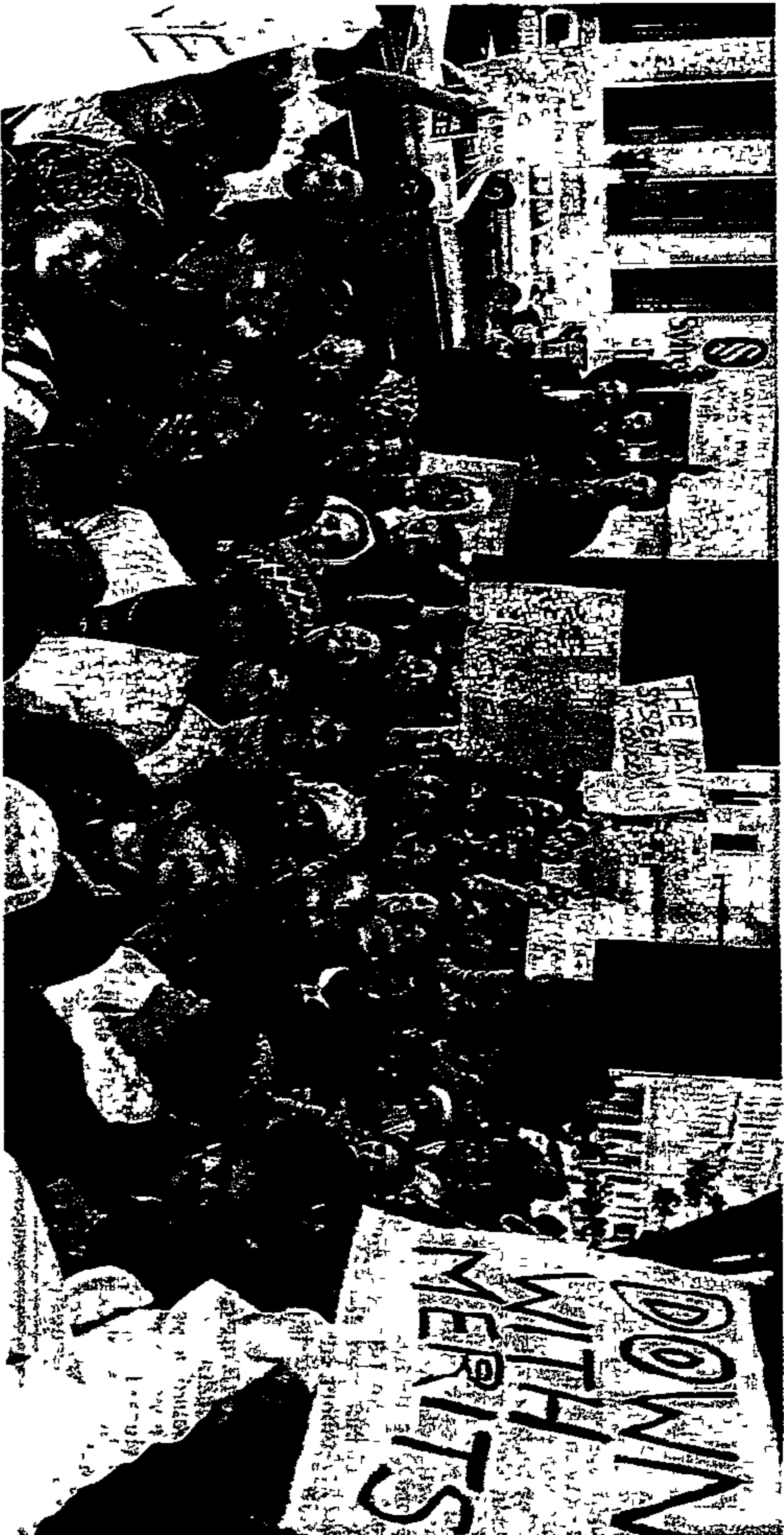
A tentative agreement made on Thursday that workers would return to work while negotiations continued collapsed

when about 12 shop stewards were dismissed on Friday. Negotiations collapsed and workers went out on strike again.

The shop steward said they were informed of their dismissal when they arrived for a meeting with management on Friday morning. The reason given was that by attending a caucus meeting prior to the meeting with management they had failed to be at work.

She said the stewards had reported to the sisters on duty in their wards and had then met to caucus in preparation for the 10am meeting with management.

Duigan said the group was dismissed because it failed to get prior permission from management for a caucus meeting during work hours. She conceded the meeting with management had only been arranged after midnight, and that the caucus meeting was essential to negotiations.



LABOUR DISPUTE . . . Angry members of the Health Workers' Union yesterday marched on the Cape Provincial Administration building in Wale Street to protest about their poor wage increases. A spokesman for the protesters claimed they were owed 13% in back pay, and they demanded a minimum wage of R1 500

Picture STEWART COLMAN

Health union protests in city

ET21/6/94

Staff Reporter (152)

ANGRY members of the Health Workers' Union marched to the Cape Provincial Administration building in Wale Street yesterday and blockaded the entrance to protest against "inadequate pay increases".

About 250 clerks and general assistants waved banners proclaiming "Down with unfair labour practices", "Away with the old regime" and "Down with the merit system" as police stood by.

Dr Norman Maharage, general secretary of the Health Workers' Union, said the government owed health workers 13% in back pay.

"We were only given a 3,5% increase last year and the same amount this year which is totally inadequate and has not nearly matched the inflation rate of 10% — workers are poverty stricken," he said

He said workers were demanding a minimum wage of R1 500 which was "not unreasonable".

Top officials at the CPA, he said, awarded themselves an 18 to 20% increase last year as well as luxury cars on their so-called "merit system".

The director-general of the CPA, Mr Herbert Benkes, and the director of labour relations, Mr Pierre Oosthuizen, yesterday met with representatives to discuss their grievances

They were not available for comment



Star 18/6/94

Argus pay deal with unions averts strike

JOVIAL RANTAO

ARGUS Newspapers and the SALUJ and MWASA, the two trade unions with which it has been involved in a wage dispute, yesterday reached and signed a settlement, ending a month-long pay deadlock and averting possible strike action.

The parties reached an agreement on an 8 percent wage increase, backdated to April 1, and a further 2 percent to 10 percent, across the board from July 1. The deal includes a 15 percent bonus sacrifice, limiting overall increased cost to the company of the offer to 8 percent for the 12 months, if the company does not exceed its profit forecast by 5 percent

Argus Newspapers says:

IN A press statement issued yesterday, Argus Newspapers said the bonus sacrifice stipulated in its settlement with the two trade unions would become void if Argus Newspapers in the 12 months to March 31 1995 achieves an attributable profit of R34 240 000, effectively 5 percent higher than the profit forecast in the pre-listing statement. In this case, the overall cost

to the company of the wage settlement will increase.

The Argus statement said that, furthermore, the company will, through its job pay restructuring programme, introduce a minimum salary of R1 350 a month from October 1 1994.

Argus Newspapers group personnel consultant Roger Wellsted said the deal represented a significant improvement on the company's offer, linked to an incentive profit-sharing component. "We have been looking for some time at ways to reward increased productivity and this innovative approach by the unions may lead to new initiatives to achieve this," he said.

"This has been a year for flexible wage increase offers and the unions in turn have exercised innovative variations on the agreed 8 percent annual cost to the company mandate," said Wellsted.

"In the phase-in of the company job pay restructuring exercise, the flexibility of the wage agreements, tied in with the cost constraints resulting from the recent recession, has required careful handling to achieve the new pay philosophy of the company agreed two years ago. We will continue exploring the principle of productivity incentives with our staff," he said.

The unions say:

NEWSPAPER unions MWASA and SALUJ issued a statement saying the settlement showed what it was possible to achieve when workers united in action.

They expressed gratitude to all the organisations, both locally and abroad, that had offered their spontaneous and wholehearted support, including pressure on Argus management to improve their wage offer.

MWASA acting president Mathatha Tsedu said the deal highlighted the union's justifiable opposition to management's earlier offers.

Said Tsedu, "This is a lesson to management to take workers' grievances seriously, and forever to negotiate in good faith with union leaders, to avoid unnecessary confrontation in the future."

SALUJ chief negotiator Marika Sboros said the extremely constructive co-operation between the unions had bolstered the strength of both sides.

"We hope it is the shape of things to come," she said, adding, "The SALUJ will be pursuing unity talks with MWASA."

Rag workers strike over wages

CLOTHING workers downed tools en masse in Isithebe yesterday in response to poor wages which were "an apartheid legacy from government's decentralisation policy", an SA Clothing and Textile Workers' Union (Sactwu) spokesman said.

Workers went on strike when employers refused to negotiate wage increases with Sactwu, saying they had the right to determine wage levels unilaterally.

Management could not be contacted for comment last night.

In terms of the previous government's attempts to move industry to areas of high population concentration, companies had received incentives to move to Isithebe and had been exempt from minimum standards set down in industrial council agreements.

Sactwu spokesman Shahied Teladia said more than 2 000 workers from AM Moola, Niran, the Seardel Group and Fashion Tech went on strike yesterday and a group of workers protested outside AM Moola's head office in Durban.

The average minimum wage in

ERICA JANKOWITZ

Isithebe is R85 a week, with machinists earning about R140 a week in the area. The minimum machinist wage set down in the textile industrial council agreement is R240 a week, Teladia said.

Companies set up factories in Isithebe because of incentives given by the previous government and the total lack of labour regulation in the area — hence the huge discrepancy in incomes (R84) (152) (R85).

Workers were protesting against this and the employers' association's decision not to negotiate with Sactwu despite a 1988 agreement to bargain with the union. He said employers were "reluctant to come to the negotiating table as they had found refuge" in Isithebe from industrial council agreements.

Teladia said the area had been extremely difficult to organise because of Inkatha/ANC antagonism in Kwa-Zulu/Natal and the fact that Sactwu was perceived as an ANC union.

Similarly, Sactwu Natal organiser Mark Bennett said the union recently

realised former Manpower Minister Leon Wessels had signed an exemption for textile employers in Botshabelo near Bloemfontein which allowed the employers to pay below council level wages.

He said the exemption order, which had been refused by the industrial council — was probably signed literally days before he left office after the April election and the handing over of power to the ANC-led government.

As a result of this, workers in the area were receiving 30% of wages set down in the agreement.

Botshabelo was also established as a decentralised region with an almost unlimited unskilled worker supply and no labour regulation.

Bennett said he would try to resolve a looming dispute over wages and conditions of employment.

Labour Affairs Minister Tito Mboweni said on several occasions that harmonising labour legislation and bringing into line these areas where employers were able to set their own standards was a top government priority.

stat 1616194

Argus pay deal on cards

Indications yesterday were that members of trade unions involved in a wage dispute with Argus Newspapers would accept an improved offer made by management.

This would effectively remove threats of a strike South African Union of Journalists and the Media Workers' Association of South Africa

(Mwasa) members in Johannesburg yesterday accepted the offer, but Mwasa members in Durban turned it down.

The unions and management are expected to sign a settlement agreement when they meet mediators Charles Nupen and Vusi Masinga tomorrow. — Labour Correspondent

~~(152)~~ ~~(152)~~ (152)

LABOUR BRIEFS

ABOUT 300 Tembisa, Midrand, town council employees were dismissed after a week-long occupation of the municipal offices for a week during which they locked out senior officials and commandeered the switchboard (152) (200).

The Federation of Municipal, Health and Allied Workers members started the illegal action on June 8 because they were dissatisfied with the secondment of senior officials from Kempton Park and Modderfontein ARS/8/6/94

Mediation over pay dispute today

Pickets present as Argus is listed

Star 14/1/1944

BY JOVIAL RANTAO
LABOUR CORRESPONDENT

As Argus Newspapers executives listed the company — under new majority owner Tony O'Reilly — on the Johannesburg Stock Exchange yesterday, some of its employees held a picket demonstration, demanding a 13-15 percent wage increase.

The demonstration by members of the Media Workers' Association of South Africa (Mwasa) and the South African Union of Journalists (SAUJ) follows failure by the Conciliation Board to resolve the wage dispute, which goes to mediation today.

Acting Mwasa president Mathatha Tsedu said yesterday's

picket had been a huge success which also brought the dispute to the public's attention.

"When we put back the strike action we were giving mediation a chance," he added.

SAUJ chief negotiator Marika Shorros said the pickets showed that union members' resolve to back up their demands for a fair wage increase with action was undimmed.

Advertisement

The two unions were going into mediation today with open minds and in good faith, she said, but she was not so sure that the same applied to management.

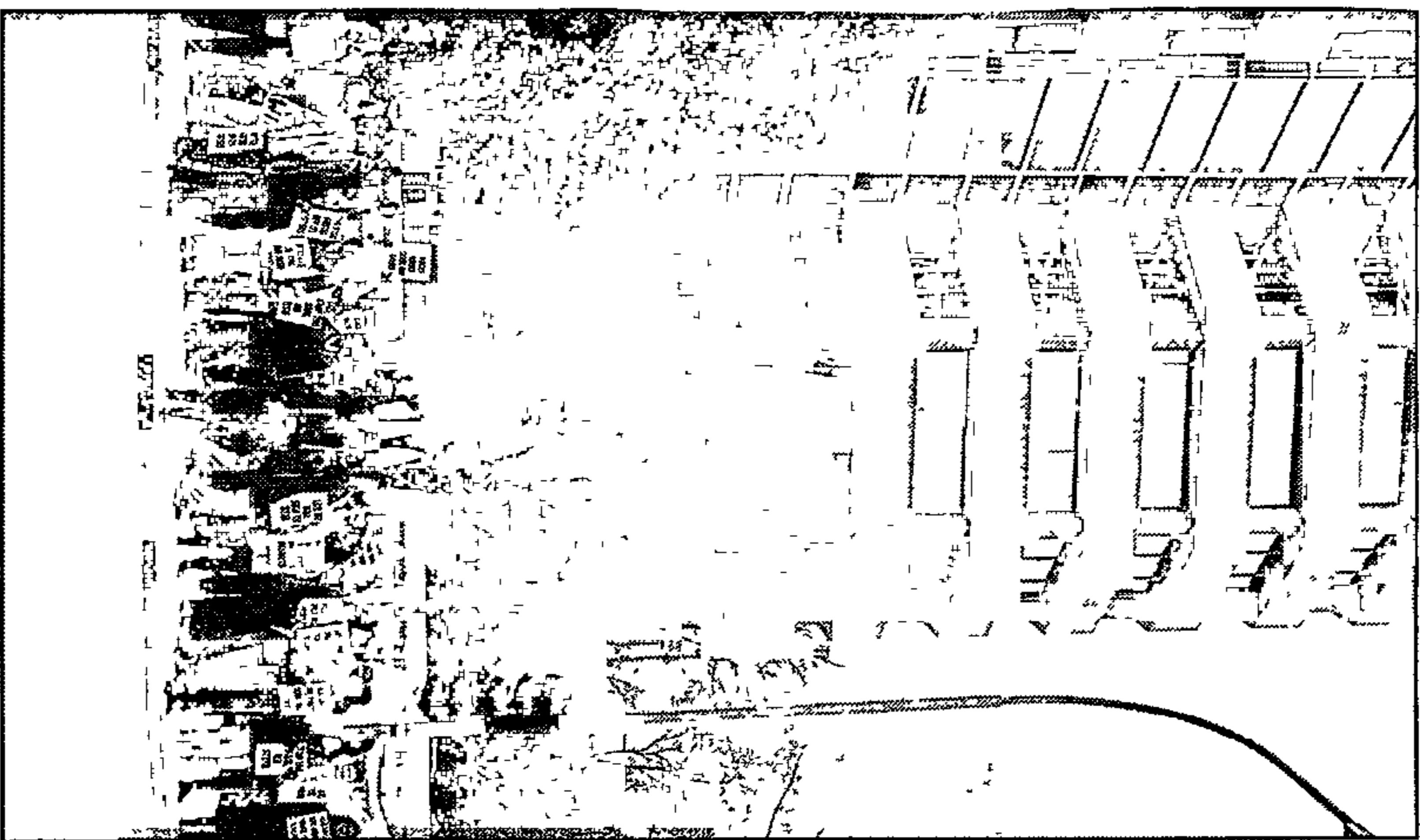
In an advertisement, Argus Newspapers personnel consul-

tant Roger Wellsted said more than 80 percent of the company's 6 700 staff had accepted the 8 percent increase offer.

He said that two years ago Argus had agreed, with the unions, to introduce a job-grading and merit-recognition programme for journalists. The unions had been involved in the implementation of the programme, which was separate from annual salary negotiations.

On the JSE, yesterday's share listing was seen as successful, with the bid price well ahead of market predictions, which ranged from 800c to 950c.

The shares were quoted at 1 000c buyers, 1 500c sellers throughout the day, but none were traded.



Protest . . . journalists and media staff demonstrate outside the stock exchange yesterday PICTURE DUF DU TOIT

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Star 14/11/1944

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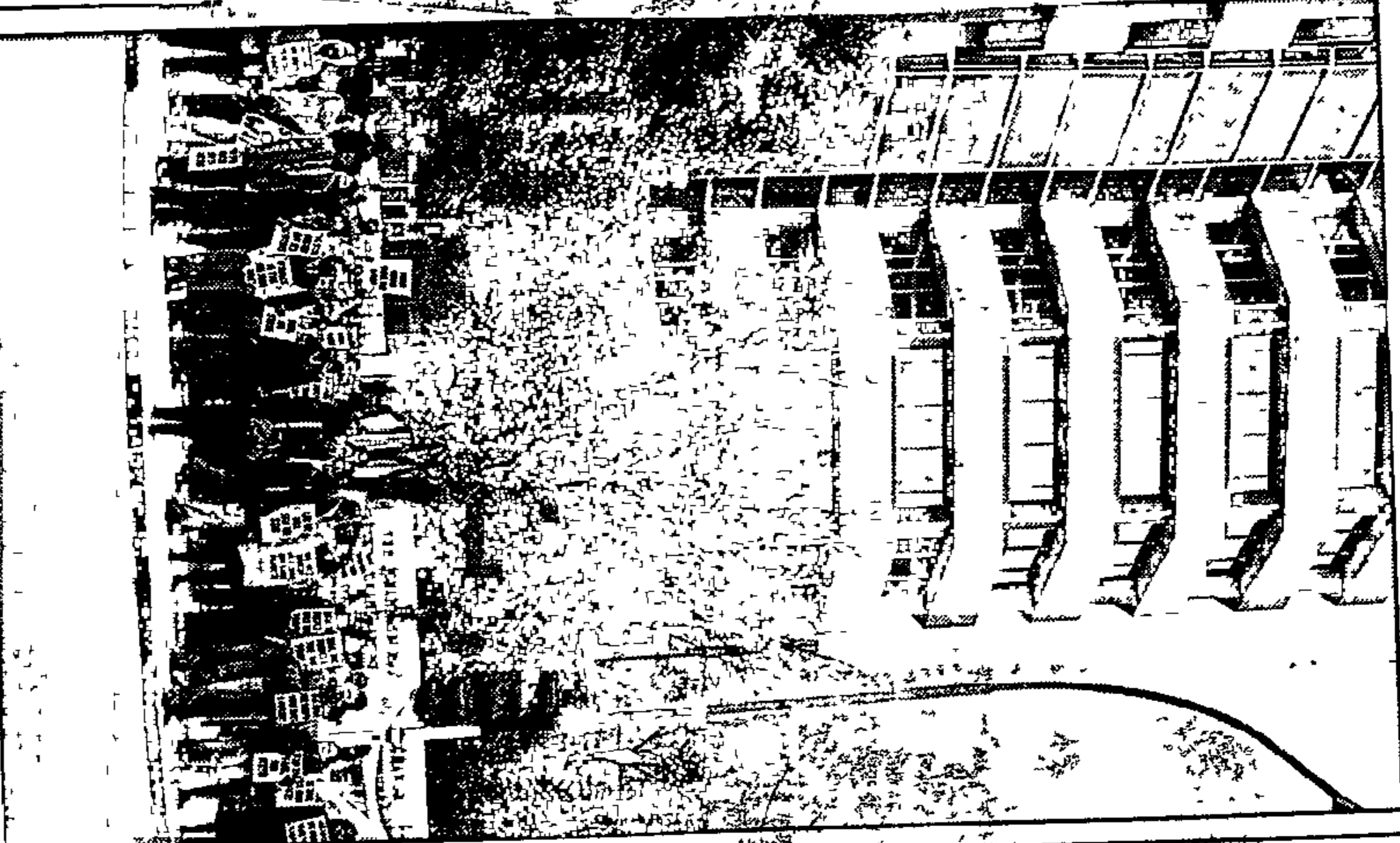
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Protest . . . Journalists and media staff demonstrate outside the stock exchange yesterday. PICTURE DUIF DU TOIT



Argus staff picket JSE

JOHANNESBURG — About 80 employees of the Star and Sowetan newspapers yesterday demonstrated outside the Johannesburg Stock Exchange against Argus Newspapers' eight percent pay rise offer

Argus Newspapers was listed on the JSE yesterday morning ~~CT 14/6/74~~
The Media Workers of South Africa (Mwasa) acting president Mr Mathatha Tsedu said the demonstrations had been held to inform the public of the employees' plight, not to prevent the Argus listing ~~(S)~~ (152)

Asked if the demonstrations had been effective, South African Union of Journalists (SAUJ) chief negotiator Ms Marika Sboros said "Argus management is embarrassed. If there is no substantial movement (in the wage offer) things could be very bleak for the flow of information"

A deadlock was declared last month between the Argus and the two unions and the dispute will go to mediation today. The SAUJ want a pay rise of 13% and Mwasa 15% — Sapa

Pollsmoor warders sit in after transfer

JOSEPH ARANES, Staff Reporter

WARDERS at Pollsmoor Prison are staging a sit-in outside the commanding officer's office to protest against the transfer of a colleague

More than 100 warders, all members of the Police and Prisons Civil Rights Union (Popcru), occupied the courtyard outside Brigadier Johan

Roberts's office about 8am today before handing the brigadier a letter addressed to the minister of correctional services, outlining their grievances

A spokesman for Popcru said the main reason for the protest was the "unfair transfer" of union member Stephen Korabie

"Major Korabie was transferred to Pollsmoor Prison from the regional

commissioner's office without any explanation and without being told what his new job entails"

Correctional Services spokesman Lieutenant Mike Green confirmed the transfer of Major Korabie and said the regional commissioner informed the officer exactly why he was being transferred and what his new job at the prison entailed

152

ARG 14/6/94

Sapa strikes wage deal with journalists' union

JOHANNESBURG — The South African Press Association reached agreement yesterday with the South African Union of Journalists (SAUJ) on salary increases ~~(24%)~~ (15%)

Of an overall 10% increase, backdated to April 1, seven percent will be across-the-board and three percent paid on merit

Argus Newspapers personnel consultant Mr Roger Wellsted said the Argus was still in dispute with the SAUJ and the Media Workers' Association of South Africa — Sapa

Press unions suspend strike action pending new talks

JOVIAL RANTAO and MAUREEN ISAACSON THE SOUTH African Union of Journalists (SAUJ) and the Media Workers Association of South Africa (MWASA), locked in a wage dispute with Argus Newspapers, yesterday agreed to suspend strike action pending the outcome of mediation on Tuesday

The unions and management agreed, after picket demonstrations by workers on Thursday, to appoint Wits Business School lecturer Vusi Masinga and Independent Mediation Services director Charles Nupen as mediators in the dispute

SAUJ chief negotiator Marika Sboros said the SAUJ and MWASA, represented by its general secretary S'thembele Khala, had suspended industrial action as a compromise to give the mediation process a chance.

"Picketing at the Johannesburg Stock Exchange,

to coincide with the listing of Argus Newspapers under new majority owner Tony O'Reilly, will go ahead as planned."

"We believe that Argus management is sincere about trying to resolve the conflict amicably and we trust that their decision to agree to mediation is not just another delaying tactic"

The unions had not waived their right to strike, and their final position would depend on the outcome of the mediation on Tuesday, she said.

The South African Press Association settled its wage dispute yesterday (273) (152)

Said Sboros "The SAUJ is disturbed at blatant attempts by the South African Press Association management to divide the union and subvert the collective bargaining process.

"It is ironic that SAPA management's 2 percent move is the first fairly

substantial move in the course of protracted negotiations which began in February this year.

"SAPA management have been happy to ride on Argus management's coat-tails, stalling the process by moving only one percentage point from its original offer of 7 percent"

Sboros said the SAUJ was disturbed that it had taken the threat of industrial action to get SAPA management to move on their wage offer

"Management's transparent attempts at concocting justifications for making the move at this crucial and late stage confirm suspicions that they hoped to split the union and undermine our right to bargain collectively"

Sboros said that if SAPA management hoped that their action would be successful, they could not be more mistaken.

"In fact it will impact negatively on manage-

ment," she said.

Sboros added that SAUJ members at SAPA had pledged solidarity with their colleagues at Argus Newspapers

Argus Newspapers personnel consultant Roger Wellsted said Argus was still in dispute with the SAUJ and MWASA, with Argus offering 8 percent across the board and promising to continue its salary restructuring programme

The SAUJ is demanding 13 percent and MWASA 15 percent (355)

In a press release issued yesterday, SAPA general manager Wim van Gils said SAPA management had decided to increase their offer after comparing the salaries of their journalists with those paid by the Argus company flagship newspaper, The Star He said SAPA salaries had fallen behind those of English-language publications in Johannesburg

Unions set to flex their muscles

Analysts predict further strikes

Star 10/6/94

■ BY JOVIAL RANTAO
LABOUR CORRESPONDENT

There has been a remarkable increase in industrial strikes around the country, brought about by a season of wage negotiations, the change in union leadership and the new political climate, labour analysts have told The Star

In the past two weeks alone, South Africa has seen at least 10 strikes in various sectors

Analysts say trade union members would, at a time when their unions were involved in annual negotiations, embark on industrial action as a negotiations strategy to intimidate employers and show off union strength

Duncan Innes, a reputed labour analyst and author, said the industry was at the start of a season of negotiations, and tensions were bound to rise

POLITICAL change has considerably raised expectations of workers countrywide and they want more money, say experts

(152)

"This year the tension will be further heightened by the political change because workers feel that now that they have a political right, the political pendulum has swung in their favour and their living standards must be improved. They feel that managements need to start making concessions as part of the new SA," Innes said

He said that because the economy was starting to pull out of the recession, workers were bound to press for higher wage demands, unlike in the past

when they had to restrict themselves

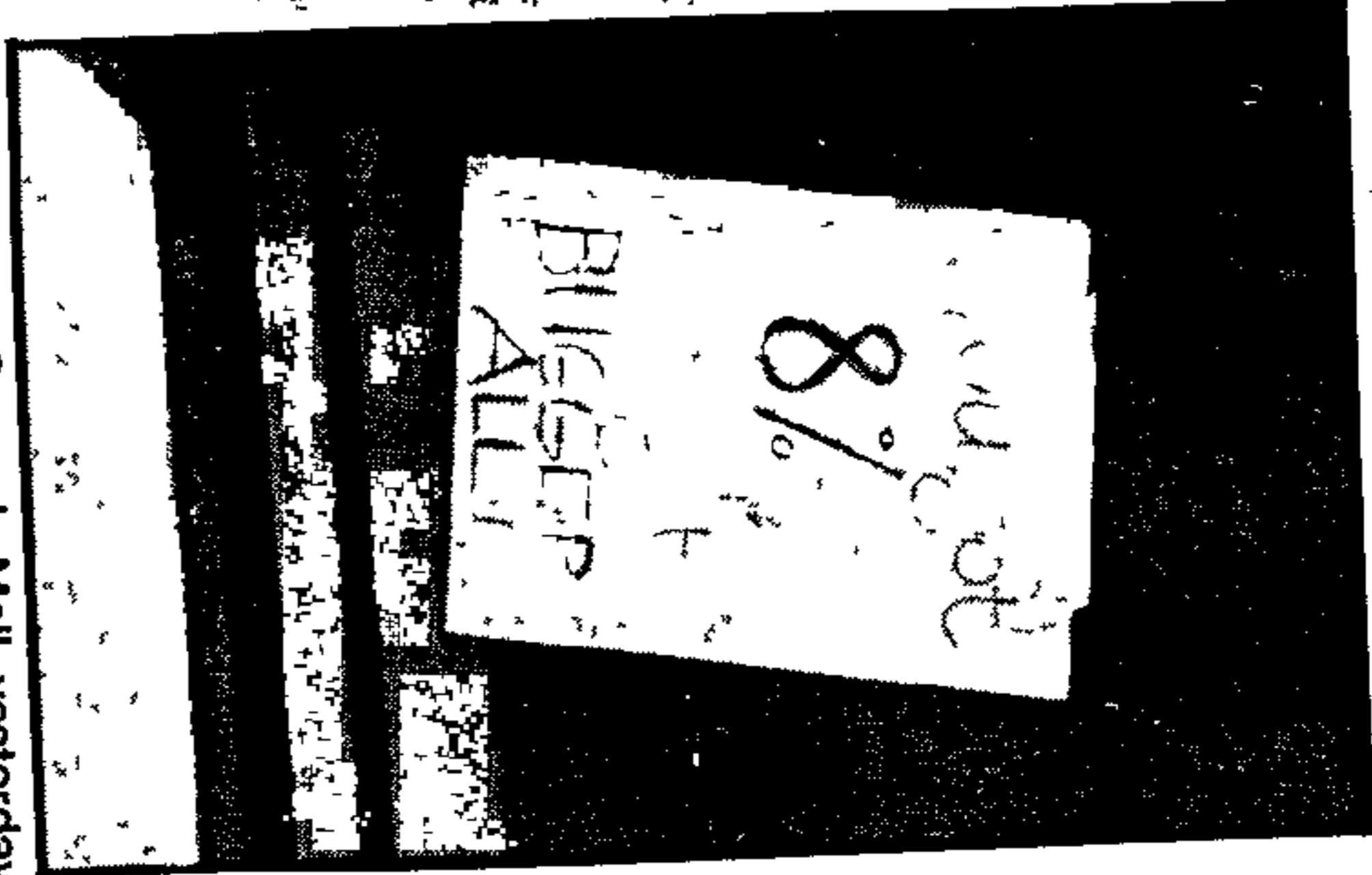
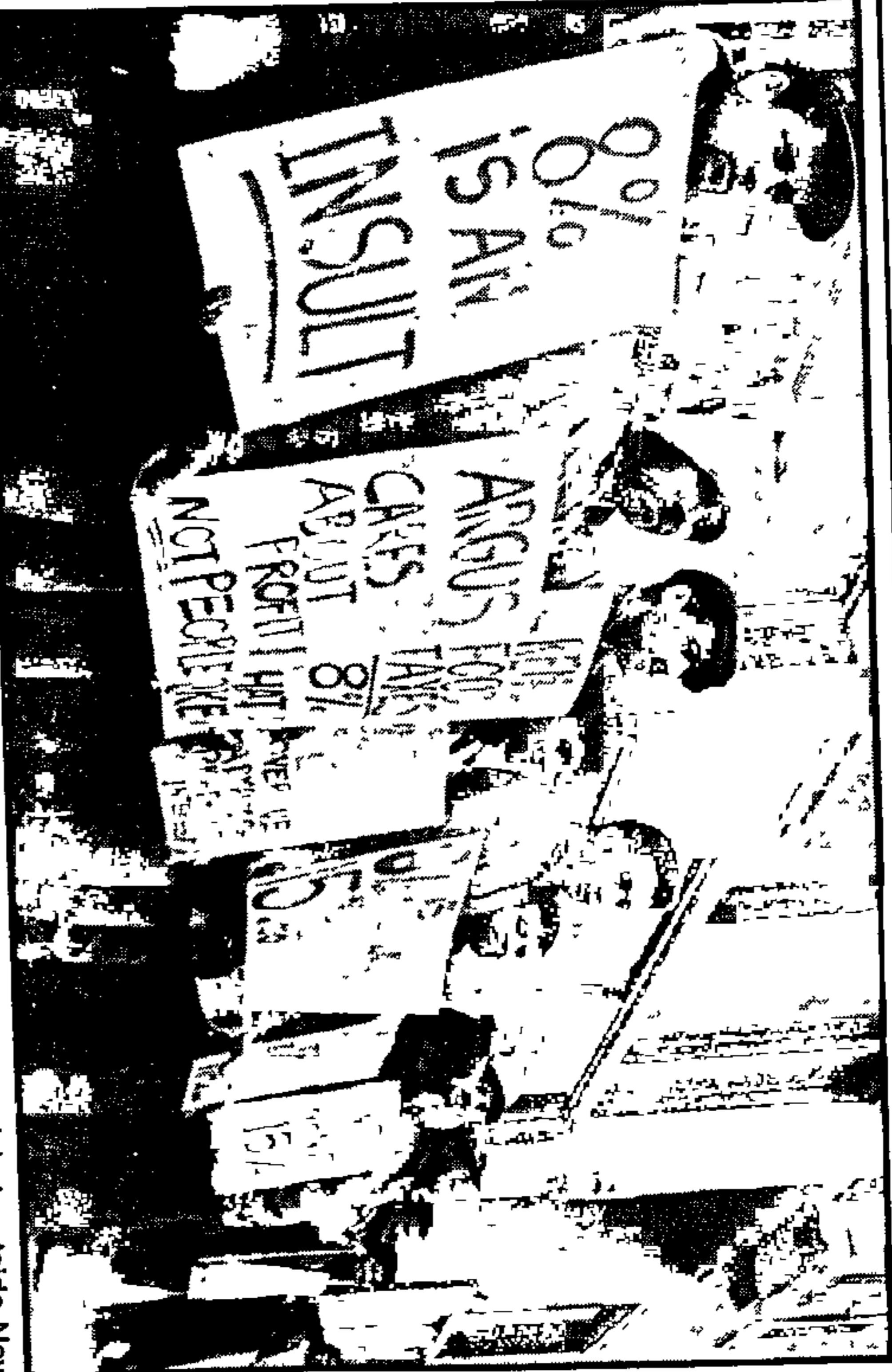
Innes warned that the trend would carry on, at least until the end of the year

Zwelinzama Vavi, deputy general secretary of the Congress of South African Trade Unions, said the number of strikes could increase because it was unclear which directions major wage negotiations in the clothing, mining and metal industries would take

Political change had raised expectations from workers "Workers want money. They demand a living wage which they could not get under an apartheid government," Vavi said

Tony Twine, an economist at Econometrix, agreed. He said the cost to the economy was difficult to quantify, but it would be massive

Innes conceded that the transition would not be easy for either management or unions



LOOK HERE! Members of the Media Workers Association of South Africa picket outside Newspaper House, St George's Mall, yesterday in support of their wage demands. But not everyone agreed with the sentiments expressed in this poster, above right, which appeared on an office window, is anything to go by

Media workers in picket over wage demands

Staff Reporters

ABOUT 30 journalists and other media workers marched to the Mount Nelson hotel and staged a picket demonstration over two separate wage disputes with Argus Newspapers.

Members of the SA Union of Journalists and the Media Workers Association of SA (Mwasa) also picketed outside Newspaper House yesterday. The picketers, bearing posters that said, among other slogans, "A new SA — but same old Argus" and "Argus puts people before profits", arrived at the Mount Nelson at the same time there was a two-car crash on the main road.

The journalists, watched by the police Reaction Unit, waved their posters at dignitaries heading for the World Economic Forum summit, which was attended by heads of state, including President Nelson Mandela.

The journalists were not allowed into the grounds of the hotel, and after picketing for 30 minutes, rejoined colleagues standing in St George's Mall.

PHS 10/6/94



Mwasa is demanding a monthly across-the-board increase of 15 percent. The SAUJ is demanding 13 percent. Argus Newspapers is offering both unions eight percent.

SAUJ members voted last week in favour of taking some form of industrial action which might include a strike. Mwasa members voted in favour of strike action.

The action yesterday was part of a countrywide protest outside offices of all Argus newspapers and Sapa.

● The Johannesburg Argus Correspondent reports that the two unions

and Argus Newspapers have agreed to take their wage dispute to mediation.

The mediators agreed upon are Vusi Masinga, a lecturer from the Witwatersrand Business School, and Charles Nupen, from the Independent Mediation Services of South Africa. Mediation starts on Tuesday.

Management of the South African Press Association, which has been part of the dispute, yesterday increased its offer from eight to 10 percent, backdated to April 1, and were awaiting for the SAUJ's response.

on riot ● Mwasa, SAUJ members picket Argus offices



Journalists employed by the Argus Company took to the streets yesterday to picket for higher wages. Demonstrations, organised by the Media Workers Association of SA and the SA Union of Journalists took place in Johannesburg, Cape Town, Pretoria and Durban. Sowetan staffers are pictured outside their offices at Commando Road, Industria, Johannesburg, during their demonstration. PIC JOE MOLEFE

Media workers picket

Sowetan 10/1/94
By Ike Motsapi and Sapa

ABOUT 2 000 members of the Media Workers Association of SA and the SA Union of Journalists staged countrywide demonstrations yesterday to demand a living wage from the Argus Company

Pickets were held in Pretoria, Johannesburg, Durban, Cape Town and Kimberly

The action follows a dispute over salary increases at Argus Newspapers and the SA Press Association.

At the time of going to press the management of Argus and officials of the two unions had agreed to go to mediation (152)

Mr Mathatha Tseu, acting president of Mwasa, said the decision to go to mediation did not mean that the intended industrial action had been abandoned

Mr Roger Wellsted, group human resources manager of Argus, said he was pleased that there was agreement in setting up a meeting with mediators

Outside *Sowetan* offices about 100 Mwasa members lined the street yesterday to register their protest. About 30 journalists and media workers picketed outside the *Pretoria News*

Transkei talks on police strike

ARG 9/6/94

Staff Reporter and Sapa

152

UMTATA. — A liaison forum comprising all interested parties in the Transkei police strike has begun negotiations after confrontation between striking policemen and soldiers.

Policemen fired on soldiers sent to monitor a strike meeting in Umtata about 5pm yesterday, but the soldiers did not return their fire, an Eastern Province Command spokesman said.

The spokesman said the soldiers were sent to monitor the meeting and prevent violence in an action ordered by the chief of the army.

He denied that soldiers tried to disarm the policemen. There were no injuries and no arrests.

Meanwhile an uneasy calm has returned to the town.

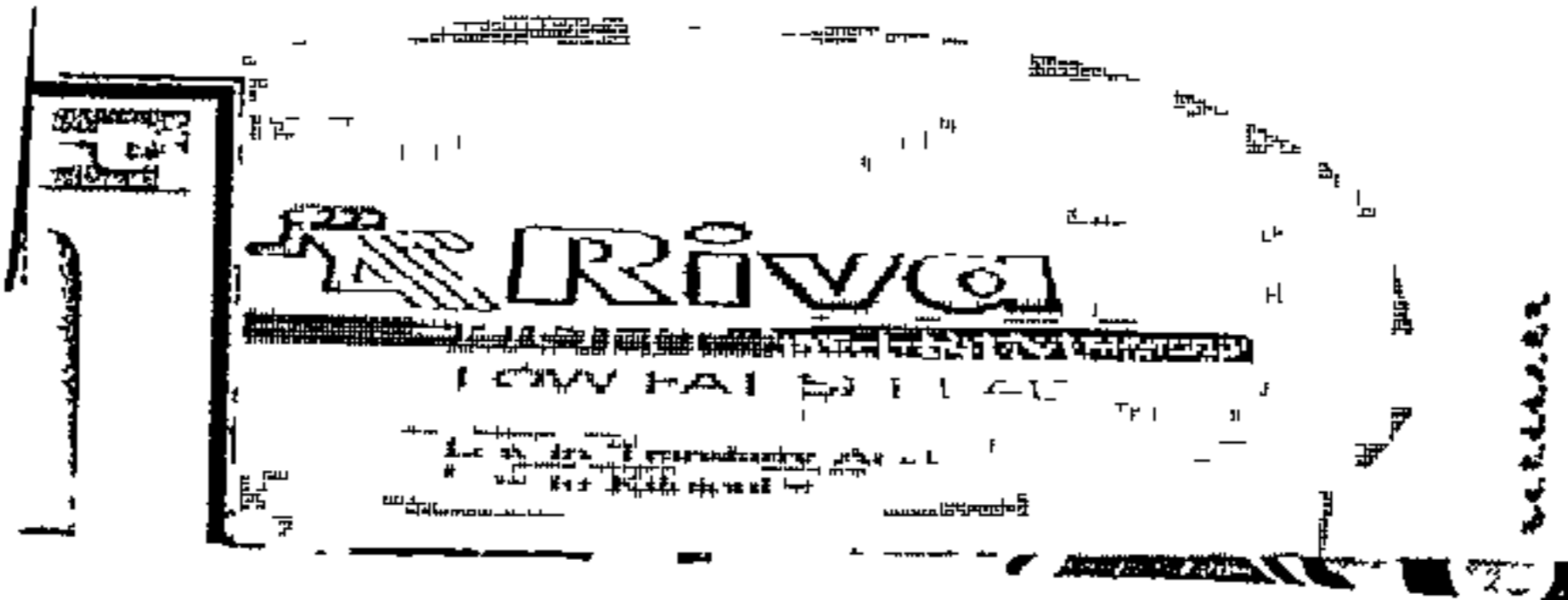
The liaison forum, which involves, among others, representatives from government, the South African National Defence Force, the policemen and police authorities, is meeting today to resolve the crisis.

"We are kept informed of what is happening there all the time, because we have a senior officer present at proceedings," the spokesman said.

Police commissioner Johan van der Merwe flew to Umtata soon after 6pm yesterday for a crisis meeting with T T Matanzima and the military intelligence chief S Sobuwa.

General Van der Merwe was also expected to meet the Transkei Police Crisis Committee.

Police have been on strike since Tuesday in protest against what they say was a unilateral decision by the Eastern Cape government to reverse promotional procedures and salary disparities.



C

E Cape soldiers, cops clash in strike

UMTATA — A shoot-out ^{ET 9/6/94} here later in the evening broke out between policemen and soldiers for emergency talks here yesterday evening after Transkei Defence Force (TDF) members allegedly tried to disarm striking policemen. Police have been on strike since Tuesday to protest what they said was a unilateral decision by the Eastern Cape government to reverse promotional procedures and salary disparities.

Shots were exchanged for more than 20 minutes, but no one was injured. The shooting started after talks between the police authorities and striking policemen apparently failed to solve the problem.

The Commissioner of the South African Police Service, General Johan van der Merwe, arrived

SEWU 9/16/94

Deal ends wildcat strike at 37 stores

A wildcat strike at 37 Shoprite/Checkers stores was suspended when workers returned to work yesterday after an agreement between the company and the SA Commercial, Catering and Allied Workers' Union (Saccawu)

Six unions agreed yesterday to suspend a strike by train controllers, according to Spoornet's Metro commuter division on the Witwatersrand

The strike by the 40 controllers, began at about noon yesterday and delayed rail traffic during the afternoon

The controllers went on strike over the evaluation of their posts They agreed to return to work after an appeal by the unions, a Metro statement said

About 3 000 Saccawu members plan to march to the Spar Warehouse on the West Rand on Saturday to protest against the dismissal of 58 workers, who, the union says, lost their jobs be-

cause they attended President Mandela's inauguration Management could not be reached for comment

Police were called to the Norwood branch of Pick 'n Pay, which was closed for up to three hours yesterday as workers demonstrated inside the shop. Saccawu said workers were in negotiation with management

when the police were called. Workers were dissatisfied that no action was being taken against a member of management staff, who for the second time, was caught stealing a trolley

During negotiations to address management's hesitancy to take action against the staff member, police were called in, and this upset the workers, Saccawu publicity officer Sithembele Tshwete said

Pick 'n Pay management could not be reached for comment — Labour Correspondent and Sapa

Strike in offing if today's action fails

Journalists set to picket over pay

Star 9/15/94

■ BY JOVIAL RANTAO
LABOUR CORRESPONDENT

Lunch-hour picket demonstrations, part of a joint action by journalists' unions in protest against a pay offer by Argus Newspapers and the South African Press Association, are to begin around the country today.

Picket demonstrations will be held today outside The Star, Sowetan and Sapa offices and at other Argus newspapers nationwide.

Depending on how Argus management responds to the workers' demands between today and tomorrow, when picket demonstrations end, members of the South African Union of Journalists (SAUJ) and the Media Workers' Association of SA (Mwasa) have threatened to embark on massive action, which might involve a strike, on Monday.

The industrial action follows failure by management to meet a 13-15 percent wage increase demanded by workers. The company has offered an 8 percent increase.

Marika Sboros and Connie Molusi, the SAUJ's negotiators, said yesterday they did not believe Argus management ever had a genuine intention of resolving the dispute amicably.

Mathata Tsedu, Mwasa's act-

INDUSTRIAL action looms in the wake of a breakdown in negotiations with Argus management

ing president, said the two unions would meet this weekend to review their strategy.

He emphasised that media workers would picket outside the Johannesburg Stock Exchange. "We will be there whether out on strike or in picket action," he said.

The SAUJ and Mwasa yesterday also called on major shareholders in the Argus newspapers to take a stand in the wage dispute.

The unions said Tony O'Reilly, who owns a controlling share in Argus Newspapers, and Dr Nthato Motlana, who controls the majority of shares at the Sowetan newspaper, had stayed out of the dispute.

Roger Wellsted, personnel consultant for Argus, said the across-the-board 8 percent offer was above the inflation rate. In addition to this increase, the company, with full co-operation of both unions, was in the process of implementing a job-grad-

ing and merit programme.

"This programme is being implemented over a three-year period, and we are in the third and final stage of the programme. Our pay rates are very competitive to other newspaper companies, as is our pay offer," Wellsted said.

The Congress of South African Students (Cosas) has joined a list of organisations that have come out in support of the joint SAUJ and Mwasa industrial action which starts today.

Cosas expressed concern that if members of the SAUJ and Mwasa went on strike, students would be deprived of education pages, which helped them in their studies.

The Congress of South African Trade Unions yesterday offered to give assistance in whatever way it could to bring about a fair resolution to the dispute.

After a meeting with a delegation of the SAUJ and Mwasa, Cosatu also said it supported the demand for democratisation of the Argus newspapers.

Failure to implement a meaningful programme of restructuring and affirmative action would undermine the transformation of Argus newspapers into institutions sensitive to the needs and concerns of the majority of South Africans, according to Cosatu.

IN BRIEF

APR 8/6/94
Strike delays trains

JOHANNESBURG. — Passenger trains in the PWV region were delayed today following an overnight strike by railway control officers over annual pay increases, the Metro rail company said. (152)

Union strike action at Eskom head office

CT 8/6/94
JOHANNESBURG — Members of the National Union of Metalworkers of South Africa have occupied Eskom's Megawatt Park head office to demand bonus payouts, the union said yesterday

The strike was expected to spread to other areas, Numsa regional secretary Mr Bethuel Maserunule said.

Eskom spokesman Mr Peter Adams confirmed the industrial action, saying it was contained to two or three sites in this area but that business was operating normally. — Sapa

Argus, Sapa workers opt to strike.

THE majority of unionised employees at the Argus Group and Sapa voted in favour of strike action on Friday following a wage negotiation deadlock between the company and the SA Union of Journalists (SAUJ) ~~(145)~~ (152).

Of the total 400 SAUJ membership, a "clear majority" of members voted in favour of industrial action with high percentage polls across the country, especially on the Reef, said SAUJ chief negotiator Marika Sboros.

Sboros said union members were poised to start "low-key" industrial action this week including pickets, a ban on overtime and go-slows, before calling a general strike.

"The ballot results are a clear message to management that members are not prepared to accept bad pay and poor working conditions," Sboros said.

A dispute was declared with Argus management offering 8%, 70% of which is being offered across the board, backdated to

JACQUIE/GOLDING

April 1, or 9% backdated to May 13 while the SAUJ is demanding 13% and Mwasa 15%, backdated to April 1.

Argus Group personnel director Roger Wellsted said employees' pay rolls would be raised 8% or 9% if they took the six-week delay being offered by management.

Meanwhile, Mwasa is soliciting support from all major political, student, church and civic organisations.

SIMON BARBER reports from New York that Heinz chairman Tony O'Reilly sought at the weekend to allay fears that his stake in Argus posed a threat to the independence of the group's editors.

He suggested that editorial policies of Argus newspapers would be set by "representative boards" and that the views of the ANC would be reflected through these boards and editors themselves.

"But it is the editors who must make the judgments about coverage and analysis, and who control the editorial content."

Strike threat by traffic cops

CT 7/6/94

(152)

By GLYNNIS UNDERHILL
TRAFFIC officers have threatened to strike again unless their grievances are redressed, while the station commander of Brackenfell provincial traffic police has been replaced following last week's strike.

Mr Ian Young was replaced by acting station commander Mr Eddie Harker following demands for his replacement by traffic officers last week.

Mr Harker said yesterday that it was "back to work as usual" following the shake-up.

Mr Young was working in a "non-traffic" job at the Cape Provincial Administration, he said.

Brackenfell provincial traffic police blockaded Wale Street and Albert Street in Green Point last week to publicise their allegations of corruption, nepotism and racism in the provincial traffic department.

Chief axed following first strike

Disgruntled municipal traffic officers held an "emergency meeting" yesterday to air their grievances, and hundreds have threatened to strike again unless their complaints are redressed.

Unfair labour practice and corruption was "rife" in the municipal Cape Town traffic department, angry officers claimed yesterday.

The assistant traffic manager at the Cape Town Traffic Department, Mr Peter Paine, said yesterday that he "refuted wholeheartedly" any allegations of corruption in the department.

Representatives from both the South African Municipal Workers' Union and the South African Association of Municipal Employees have formed a committee to document their grievances.

Deputy city administrator Mr Alan Dolby said that to date only "anonymous allegations" about the municipal traffic department had been made, and thus an inquiry was impossible.

Long-service municipal traffic officers claim that many work up to nine hours some days, while low salaries force them to work overtime.

Traffic officers were "pushed to the brink" to write out as many traffic tickets as they could to move up in the force, some claim.

The CPA and the National Education, Health and Allied Workers' Union (Nehawu) is holding a commission to investigate the grievances at the Brackenfell traffic station.

Public servants get right to strike

B/Day 7/16/94
DAVID GREYBE

CAPE TOWN — President Nelson Mandela yesterday extended the Public Service Labour Relations Act to the former homelands, giving their public servants limited rights to strike. (250) (152)

A proclamation, to be gazetted by Friday, effectively gives public servants the right to belong to unions, and allows collective bargaining and access to the industrial court. However those in essential services — such as health, air traffic, fire-fighting, courts and the provision of water and power — will not be allowed to strike, but will have to use compulsory arbitration.

Public Service and Administration Minister Zola Skweyiya said the next step would be for public servants in the former TBVC states and self-governing territories to form unions and apply for membership of the Public Service Bargaining Council. The council is split evenly between employer and union representatives.

Public Service Commission labour relations chief director Danie du Toit said unions would have three months to apply for membership of the council under a shortened application procedure.

An important next step for the bargaining council would be to start work on a "major overhaul" of the national and provincial public service. It would make its recommendations on a revamped public service to the Minister, who would table draft legislation before Parliament.

Du Toit said the extension of the Public Service Labour Relations Act of 1993 to the former homelands was an important step in extending uniformity among the estimated 900 000 to 1,2-million public servants. "The idea was not to make any

To Page 2

Public servants

major changes at this stage, but to change for the sake of conformity. (250) (152)

Mandela last Friday enacted the Public Service Act, providing for a unified public service at national and provincial levels of government, Skweyiya said. It replaced the various employment Acts of the former public services of SA, the TBVC states and the self-governing territories.

The Act makes provision for 32 national

departments and organisational components and nine provincial administrations

Skweyiya said. "It will now be possible to rationalise the administrative structures of the former public services into these new structures." It also "paves the way" for the establishment of uniform terms and conditions of employment for all public servants, which had been a serious grievance in some provinces.

B/Day 7/16/94 From Page 1

These particular incidents of violence portend serious to their needs.

New exam structure set to standardise education in SA

KATHRYN STRACHAN

SA IS set to get a new qualification structure that will streamline the various fields of education and training and ensure the same standards are upheld in all provinces, Independent Examinations Board director David Adler said yesterday.

The requirement that all education and training bodies be accredited by the SA Qualifications Association would be one of the first pieces of legislation to be passed by the new government, he said.

Any group would be able to present a curriculum to the association, which would be entrusted with the function of checking that the organisation had the ability to teach the curriculum.

In the light of the new regional structures, the association's aim was to ensure education levels were maintained at the same standard throughout the country.

Adler said the General Education Certificate (GEC), which would be run by the Independent Examinations Board from October, signalled a major break with past examining practices.

The board had decided to introduce the GEC exam this year from the Std 7

level, even though further changes to the education system were envisaged.

The qualifications could be achieved through part-time or distance learning which would allow the credit-based framework to bridge the traditional divides in the education and training sectors, he said.

The new exam was based on the current course syllabuses in state schools, but there were significant differences.

The exam papers tested content only where it was relevant in the testing of process, skills and understanding, rather than focusing on factual knowledge and rote learning.

The board also criticised existing core syllabuses on the grounds that they were far too long and much of the content was contentious or irrelevant to real needs.

Furthermore, teachers had given little input into the construction of syllabuses in the past.

As a priority, the board would take steps to offer languages other than English where there was a demand.

William Seegar prepares to free a peregrine falcon after attaching a transmitter to its back at South Padre Island, Texas. The transmitter will allow scientists to track the bird from space by satellite and identify crucial habitat areas from Alaska to Argentina. Picture AP

Union staff strike over 'changes'

CAPE TOWN - Staff at the Food and Allied Workers' Union headquarters in Guguletu have been on strike since Wednesday after being told to pack their bags if they did not like changes to their jobs.

Staff members said their action was triggered by changes to their conditions of employment, unlawful salary deductions and "lack of employment relationship".

They said in a statement, issued on a Fawu letterhead, that the dispute was rooted in service conditions which had been amended without negotiation after the union's 1993 policy conference.

"We then raised our objections to the changes relating to our hours of

work with the national office bearers. Our objections were not taken into consideration and we were informed that if we did not like the changes, we could pack our bags and go.

"When officials raised certain grievances with the people/committees concerned they were told either to accept what they are being told or to march out of the gate."

The strikers said they would return to work only once they had met the union's national office bearers and had been promised a refund of the deductions.

Inquiries were referred to Fawu president Ernest Theron, who was unavailable for comment - Sapa.

Free... people... of... after...

Star 3/16/94

Racial probe sparks strike

More than 4 000 Shoprite/Checkers workers at 30 stores country-wide stopped work yesterday in protest against an inquiry to be held into an allegedly racial incident at one of its stores.

The SA Commercial, Catering and Allied Workers' Union said other branches could join the action. (152)

The supermarket group said the illegal strike followed allegations of racially abusive language used by a Sacawu shop steward against a Jewish manager. — Staff Reporter.

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Inquiries were referred to Fawu president Ernest Theron, who was unavailable for comment. — Sapa.

Workers toyi-toyi in support of colleague

Staff Reporter

ABOUT 150 Lentegour Hospital staff-ers yesterday stopped work and toyi-toyied outside the hospital's admini-stration block for about two hours in support of a colleague they claim was transferred without warning

"We've had enough," workers said, expressing general unhappiness with victimisation, poor management and understaffing. One nurse said they were expected to staff a ward on their own at night "with 30 psychotics"

National Education, Health and Al- lied Workers Union (Nehawu) shop steward Mr Wayne Weitz said the work stoppage between 10am and noon was not a strike action but rather a sup- portive gesture to "make manage- ment" heed their demands

Senior staffer Mrs Lana Maart had returned from maternity leave on May 2 to be told she would have to report for duty at the outpatients section

According to a Nehawu and CPA recognition agreement she should have been given a 10-day warning be- fore being transferred, Mr Weitz said

The union discussed the issue with hospital management, but on May 30 Mrs Maart was told if she did not re- port for duty at outpatients by June 1, disciplinary action would be taken against her.

Lentegour medical superintendant Dr J P Muller said negotiations with the union would continue. Only a small percentage of the hospital's workers were dissatisfied with the working conditions, he said

152

CT 3/6/94

Five-day strike costs VW R80m

3/Day

ERICA JANKOWITZ

PRODUCTION at Volkswagen's Uitenhage plant resumed yesterday after a five-day strike that cost about R80m in lost revenue, spokesman Percy Smith said.

However, a recovery plan which included overtime and additional production days had been discussed and would probably be implemented early next week.

National Union of Metalworkers of SA (Numsa) shop steward and Cosatu president John Gomomo said the strike was sparked by management's apparent reluctance to deal with worker grievances.

He said workers and the company were equally to blame for the strike, but management should have discussed the grievances at the earliest opportunity to resolve the issue. "They seemed to be prepared to lose millions when they are in deep financial trouble"

Workers had raised a list of 10 grievances on May 5 and went on strike only 14 days later when it was obvious that man-

agement would not deal with the issues, he said. Grievances included the perceived racist attitude of a supervisor who VW refused to discipline and the company's "lean manufacturing" programme which had placed undue workloads on some departments (152) (152)

Smith said VW was concerned about the implications of the strike on local suppliers and VW dealers. The "unprocedural industrial action" had strained relations between management and the union.

Gomomo agreed, but said the union would act responsibly and co-operate on recovery plans. "We need each other even though the relationship is shaky."

Labour researchers suggested the problem may have been exacerbated by Numsa's leadership problems, with the union losing several officials and shop stewards to regional and national government.

Child care workers protest against conditions, R6 pay

SOUTH AFRICA - 7/16/94

By Edwina Booyesen

CHILD CARE workers at a place of safety are up in arms because they have to work with children — some of whom are hardened criminals — without protection and, in some cases, their take-home pay is a measly R6 a month.

"We enjoy our work and consider it a vocation, but we cannot work for free. We have families too and we cannot afford to get hurt," Mr Edward Cook, a child care officer at House Bonnytown Place of Safety, said.

Cook and about 50 Bonnytown child care workers held a placard demonstration outside the Wynberg school's premises on Monday morning to highlight their grievances and call on the government to guarantee their basic

human rights and safety.

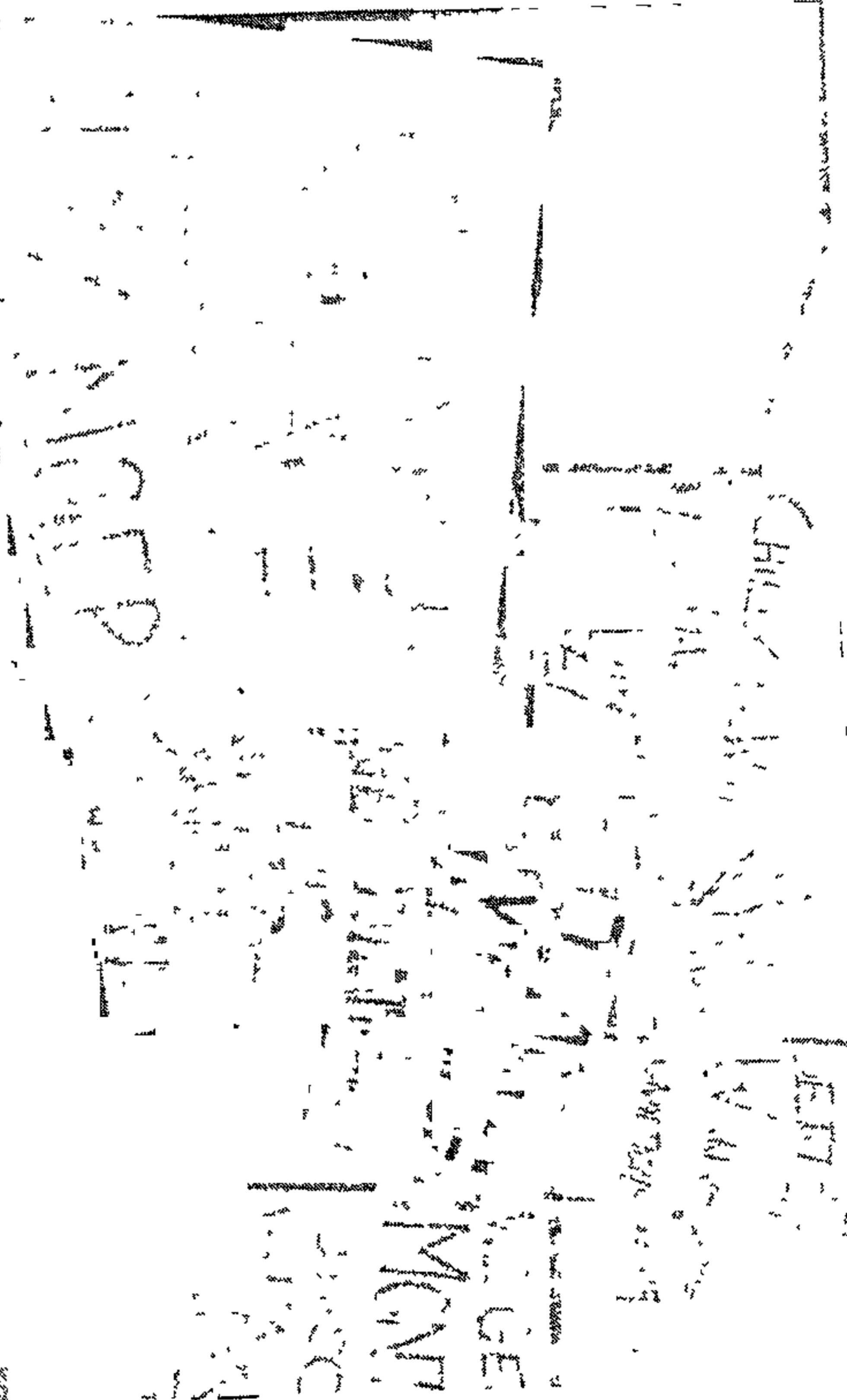
"We felt that this was the only way, short of a general strike, to express our displeasure at the apparent lack of concern for our needs," Cook said.

"Since 1991 we have been asking, no, pleading, for a better deal, for better conditions and compensation

"We work in dangerous conditions with children who are sometimes hardened criminals and for our pains some of us earn less than R50 a month. Some earn less than R6 after deductions. How can you care for a family on that?"

Cook said a prison culture existed in the school because children of all backgrounds are placed together.

"Gangsterism is rife, crude weapons are manufactured and sodomy is not uncommon," he said. "Hardened criminals are placed



HUMAN RIGHTS: About 50 childcare workers protest about low wages Photo Yunus Mohamed

with those who are simply referred by the courts because their behaviour at home has been uncontrollable. And we can get hurt trying to protect the innocents."

The workers are demanding that the government ensure their safety by providing exits within dormito-

ries, pay night shift allowances and "danger pay", compensate them for overtime, the registration of child care workers to ensure that child abusers cannot be employed in a children's facility and that children's ages be proven upon admission.

The National Education, Health and Allied Workers Union (Nehawu) is starting negotiations with the government on behalf of the Bonnytown workers on June 6.

The Department of Education and Culture Services had not responded to a request for comment at the time of going to press.



Strike a threat to jobs ~~(S)~~ VW

Own Correspondent

PORT ELIZABETH — Volkswagen warned yesterday that thousands of jobs at its huge Uitenhage plant, and "many more" in the automotive industry, could be lost, unless workers end an illegal strike and obey their union's instruction to return to work today.

The Eastern Cape's largest employer, of over 7 000 people, has lost R78 million — R13m a day — during the work stoppage which was in its sixth day yesterday.

2/6/92

NEWS Workers stand by dismissed colleague ● Argus Group employees vote on strike

Coke staff go on strike

By Isaac Moleli

ABOUT 500 members of Food and Allied Workers Union at Amalgamated Beverage Industries' Coca-Cola plant in Midrand have embarked on a strike following the dismissal of a colleague.

The workers downed tools on Monday after administrative clerk Mr Aubrey Cijo was "unfairly" dismissed by management last Monday.

Police with dogs were summoned to the plant, which was cordoned off yesterday, a Fawu spokesman said. The workers have vowed not to return

to work until Cijo is reinstated.

ABI spokesman, Mr Dave Smith, yesterday confirmed that the workers were on strike in protest against the dismissal of a shop steward, "who, in the normal disciplinary process, was found guilty of gross negligence".

"ABI has offered to refer the matter to arbitration on Monday depending on the workers' response," Smith said. He said the workers were making it difficult for the company to make normal deliveries. Smith could not confirm that police were called to the plant yesterday. Meanwhile, 400 members of the Na-

tional Union of Metal Workers of South Africa staged a protest at Hender and Hartin Boksburg East yesterday to highlight Numsa's demands for children and parental rights. The workers demand:

- 20 days' paid childcare leave for all parents;
- Childcare facilities near the workplace or in the communities, and
- Ten days' paid paternity and six months' paid maternity leave.

Numsa said yesterday that it wanted employers to make a written commitment indicating their willingness to address their demands



Traffic comes to standstill after CPA staff blockade

ARG 2/6/94
 □ Mass dismissals and service grievances spark off protest

SHARKEY ISAACS
 Staff Reporter

CITY traffic came to a standstill for 30 minutes outside the Cape Provincial Administration building when health staff and members of the CPA traffic department blockaded a section of Wale Street to highlight employment grievances

The demonstration by nearly 300 members of the National Education, Health and Allied Workers Union (NEHAWU) was prompted by the mass dismissal of 219 union members at Highlands House, service grievances at three other specialised health care institutions and general dissatisfaction with conditions of employment at the CPA traffic department.

A union statement said members also alleged unfair labour practices and lack of respect for workers from senior staff at the Jewish Old Aged Home, Sunnyside Old Age Home, Plumstead, and at the New Kings Hospital, Kalk Bay.

Fifteen provincial traffic patrol vehicles blocked part of Wale Street after arriving in convoy with blaring sirens.

Police warned the traffic officers to leave the area but they refused to budge.

Four Western Cape MPs Tasneem Essop, Chris Nissen, Rose Sonto and Russell McGregor were also present together with union chairman Wilfred Alcock and union official Alistair Charles.

They interceded with senior police officers on behalf of the demonstrators and said the purpose of the demonstration was to present union grievances to CPA director general, Herbert Beukes.

The demonstration dispersed when Mr Beukes emerged from the building and agreed to talk to union officials.

Mr Nissen said the MPs were there to ensure that peace and order prevailed.

Members of the traffic officers' union were due to meet CPA officials about their labour dispute. They objected to disciplinary action taken against CPA staff who believed educating drivers should take priority over issuing tickets and who therefore failed to make their quota of tickets.

Traffic department staff were also unhappy about victimisation of shop stewards and the ap-



ROAD BLOCK: A fleet of traffic police vehicles block Wale Street outside the CPA Building during a joint traffic department staff and health workers protest over service conditions and grievances

Pictures ANDREW INGRAM, The Argus



PROTEST: Flanked by trade union members and colleagues, an irate worker gives the clenched fist salute as he stands next to a traffic police vehicle blocking Wale Street

pointment of I Young as the new station commander at Brackenfell traffic depot. They called for the immediate removal of Mr Young and CPA traffic chief Stan Botha.

Last week a large group of traffic officers gathered in the city to highlight departmental grievances.

● The demonstration is the first stage of a programme of mass action and if a settlement is not reached, all union members will be called on to observe a two-hour work stoppage on June 8 and a mass march of 10 000 workers to Highlands House and the CPA on June 9.

said Captain Bill
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not in danger
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Captain Dernier said the Tochal would

colony at 2700
Gubb said

Racehorse centre fires 250 striking workers

Own Correspondent

MARITZBURG — About 250 workers have been fired from the Ashburton racehorse training centre near here after staging an illegal strike in support of a dismissed security guard.

Trainers from Ashburton who fielded runners at Greville yesterday employed casual grooms and will be making plans for new permanent staff from today. 07/16/94

The trouble started on Monday when a security guard was fired. About 50 workers went on strike in support of their colleague. The estimated 200 grooms at Ashburton then joined the strike. (152)

Durban Turf Club general manager

Mr Dave Furness said yesterday the workers were fired on the spot as it was the second illegal strike they had staged.

He said the grooms were also fired by the trainers but they refused to leave the complex until they had been paid their severance pay. It is understood they will be paid early today.

Buses are being arranged to transport the grooms from the centre today.

Mr Furness said an outside security company had been called in to provide security at the complex.

It is believed trainers will re-employ some of the grooms, although there were suggestions that they may be replaced by women.

Strikes: workers lost R46-m in wages

**■ POLITICAL
CORRESPONDENT**

Cape Town — Employees lost more than R46 million in wages during strikes in the 12 months to October 31 last year, the Department of Manpower said in its annual report for 1993 tabled in Parliament yesterday

There were 790 strikes by employees in the 12 months to October 31 1993, compared to the 1992 figure of 833 strikes, the report said.

This resulted in an estimated loss of 1 110 517 man-days and R46 475 331 in wages.

There were 155 927

Star 2/6/94

employees involved, compared with 149 556 in 1992 (152 ~~833~~)

The majority of strikes, 379, or 47,95 percent, were linked to wages, while 253 strikes, or 32,04 percent, were related to other conditions of service, the report said

Fewer than 50 strikers per incident were in-

involved in 354 of the strikes

The average duration of the strikes was 7,1 man-days compared with 12,6 man-days in 1992

The greatest loss of man-days, 450 716, which accounted for 40,5 percent of the total, occurred in the trade and accommodation sector

Lekota warns strikers

BLOEMFONTEIN — Striking civil servants in QwaQwa must either return to work or face dismissal, Free State Premier Mr Patrick Lekota warned yesterday. (152) (25)

Mr Lekota plans to travel to the former homeland tomorrow with members of the Free State cabinet to address the striking workers

He told a news conference here that an ANC provincial caucus meeting had decided that any abuse of state property, refusal to work or officials who arrived for work but failed to do their duty, had to be stopped immediately — Sapa

CT 18/5/94

Ex-workers' sit-in ended

EAST LONDON — Seventy former Mercedes-Benz workers who had staged a sit-in since Monday were evicted from the company's Settlers' Way administration block in East London last night.

The eviction, by members of the local police riot unit, was authorised by a Supreme Court order handed down in Grahamstown on Wednesday (15a) ~~1992~~

The workers were briefly detained and released soon after 9pm —

Sapa CT 27/5/94

■ Port Elizabeth's black municipal staff accepted job security pledges by the new non-racial city administration and returned to their posts after a half-day work stoppage this week. (1520) ~~813~~

A 100-member amalgamated transitional local council took over the running of the city on Monday from the previous race-based councils and management committees. ARC 2/15/94

Interpreters appeal to director-general

Staff Reporter

THE South African Court Interpretation Officers and Allied Workers Union has appealed to the director-general of the Department of Justice, Mr Jasper Noeth, to find a solution to the grievances of striking interpreters, a union spokesman said yesterday

Interpreters from the Peninsula and the Eastern Cape have been on strike for the past two weeks over pay discrepancies

22/5/94

22/5/94



Deal struck to end holiday pay strike

DURBAN — Thousands of striking clothing workers returned to work in KwaZulu/Natal yesterday after agreement was reached ending a two-week strike, the Natal Clothing Manufacturers' Association said.

The strike began over a refusal by the association to pay clothing workers for all of the April 27 and 28 and May 10 public holidays.

"The strike has been resolved. There is a settlement and most factories appear to be operating," said association director Len Smart.

SA Clothing and Textile Workers' Union regional media officer Rajesh Jock said "We are happy with the proposal to pay our members for three days" ~~and~~ Smart would not confirm what had been agreed.

Jock said it had been agreed that all three holidays "are payable, one up front, and the time-frame for paying for the other two will be negotiated at factory level".

He said the association had argued that smaller factories could not afford payment of all three holidays up front but had agreed to negotiate when these wages would be paid.

Thousands of workers had returned to their jobs, Jock said.

The ANC and Labour Minister Tito Mbowen came out in support of the strikers, urging employers to pay workers who stayed away on the election and inauguration holidays.

— Reuter

Drug pricing system likely to be changed

BEATRIX PAYNE

MEDICINE pricing systems that offered different discounts to doctors and pharmacists were likely to be revamped this year, National Association of Pharmaceutical Wholesalers (NAPW) executive director Trevor Phillips said yesterday.

Phillips told the Pharmaceutical Society of SA annual conference at Sun City that the present pricing systems had created public perceptions of "high prices and unfair profits".

It was likely that a new system of "net pricing" for medicines would be introduced following the pharmaceutical wholesalers' discussions with interest groups.

The NAPW aimed to introduce single exit pricing which could prevent "round tripping" of drugs, Phillips told the conference.

He said "net pricing" would end the use of the Blue Book, which quoted suggested retail prices but was allegedly misleading because of widespread discounting.

"Round tripping" occurred when dispensing doctors, who received greater discounts on medicines than pharmacists, supplied pharmacists with cheap medicines and bypassed the registered wholesaler.

The NAPW aimed to rewrite the draft Prohibition of Discriminatory

Pricing Act. This was gazetted last year, he said, to try to accommodate the objections of members of the Pharmaceutical Manufacturers Association (PMA).

He said the PMA had objected to the "unclear phraseology" of the Act when it was originally gazetted.

Phillips said co-operation by interest groups in the industry could contribute to an overall reduction in health care costs.

The launch late last year of sole distribution networks by a number of international manufacturers had caused a storm among wholesalers, many of whom had refused to supply medicines manufactured by the multinational companies.

Phillips warned that it could be impossible to bypass the wholesale network that distributed medicines to 8 500 community pharmacists, private clinics and doctors.

But to remain the prime conduit of medicines to the customer, wholesalers had to satisfy the market's distribution needs, Phillips said.

Pharmaceutical Society vice-president Cecil Abramson was elected president, succeeding Gary Kohn

Business school opened to teach black managers

ERICA JANKOWITZ

ARTHUR Andersen yesterday launched a business awareness school at which black managers will learn essential business skills in an interactive environment.

Speaking at the launch, Arthur Andersen consulting partner Peter Prinsloo said the first group of 35 delegates had been identified by clients of the Andersen Organisation as having potential for promotion.

They would attend an eight-week, part-time course aimed at "honouring this important group's awareness of business practices and disciplines".

The company expected to train five such groups a year in disciplines such as business law, accounting practice and administration.

Prinsloo put the cost of establishing the school and training the first participants at R80 000-R100 000, borne by the Andersen Organisation.

Prinsloo said the group set aside 7% of its annual revenues for training and education, and this project extended the process beyond its own employees to include clients' employees and eventually other candidates.

"The courses will be presented by Andersen partners from, among others, business law, taxation, business finance consulting, accounting and auditing, operational consulting and management consulting practices."

The guest speaker at the launch was Anglo American director Don Ncube, who welcomed the initiative as an important first step in training aspirant black managers in complex business issues.

SAEKI 1974

TO THE MEDICAL LEAVES

Plan to end

Work to resume at Toyota plants

B 1 Day 25/5/94

Own Correspondent

DURBAN — The 6 000-strong workforce at Toyota SA's Durban plants would resume work today, a National Union of Metalworkers official said last night

The company closed all operations at its Prospecton plants on Thursday afternoon after workers embarked on "go slows" to back up demands, including the removal of two employees from a certain department

Union official Douglas Mbambo said workers agreed at a mass meeting yesterday to return to work today. However, they warned that their demands, relating to issues such as the provident fund, car leasing and medical aid, should be addressed within two weeks

"If these matters are not addressed they

said they would embark on other measures to achieve their demands," Mbambo said

He said workers of one department started a "go slow" on Thursday in an attempt to have two employees, one of them a foreman, removed from the department. (152)

When the demand was not met, colleagues from other departments joined them in solidarity "go slows" which culminated in the company closing all operations this week, Mbambo said.

The company's management had been informed about the decision to return to work, he said

Argus Newspapers reach deadlock

Mwasa strike ballot

By Ike Motsapi
Labour Reporter

THE Media Workers Association of South Africa will ballot its members for possible strike action next week after wage negotiations with Argus management deadlocked last week.

The balloting of more than 1 500 Mwasa members will be held next Wednesday.

The Argus Group's human resources manager, Mr Roger Wellstead, was not available for comment.

His office consistently said he was out attending a meeting.

Mwasa has sought the support of political organisations, trade unions, civic groups, churches and community organisations to help it "achieve our

democratic demands"

The National Council of Trade Unions said it would support Mwasa in whatever action it decides to take.

The Congress of South African Trade Union is also expected to join Nactu in supporting the union, (SAS)

Mwasa and the management of Argus failed to reach agreement on salary increases at a Conciliation Board hearing held in Johannesburg on May 19 (152)

The union is demanding an across-the-board salary increase of 15 percent for its members, while management made a final offer of eight percent.

Mwasa opened its salary demand at 19 percent but lowered this during rounds of negotiations with management (SAS)

Yesterday Mwasa general secretary

Mr Sithembele Khala accused management of not negotiating in good faith.

He said "The union is left with no other option but to ballot its members for strike action."

"A yes vote gives us various options which means we can continue negotiating, go for mediation, have another conciliation hearing or alternatively exercise our right and go on a legal strike," Khala added.

He said management proposed to the union that it was prepared to offer members a 10 percent salary increase if the implementation date was delayed by 10 weeks. Khala said the union rejected the offer because this would mean that "in the end our members would have still received salary increases of eight percent over a 12-month period."

Patients plead at hospital hit by strike

189
188
(182)

AGG 20/5/94

□ Mediators in bid to end crisis

The Argus Correspondent

DURBAN — Hospital authorities at Durban's King Edward VIII Hospital were this morning awaiting the arrival of two senior health officials to act as mediators in a bid to end the four-day strike by nurses and cleaners.

Patients at the hospital this morning petitioned a superintendent, pleading for medical treatment as soon as possible.

Many of the outpatients who joined the petition had appointments at the clinics run at the hospital.

But senior medical superintendent Ahmed Badat said management was unable to accede to the patients' request until those on strike returned to work.

KwaZulu-Natal's designated Minister of Health, Zweli Mkhize, and former KwaZulu health chief Darryl Hackland have been asked to negotiate between the hospital management and members of the Workers' Forum.

Most nurses, general assistants and cleaners began the strike on Friday to protest against the dismissal of four nurses from the hospital nurses' residence.

The nurses were alleged to have assaulted another nurse. Charges had been laid against

the nurses, hospital sources said.

The Workers' Forum claimed the nurses were dismissed unfairly, but had not yet put their claims formally to the management, said chief superintendent Lal Dwarikarpersad.

"We would like to hear from them as soon as possible — otherwise it will be impossible to resolve the strike," he said.

Dr Badat said the strike had left the hospital "chaotic" since Friday.

"The entire hospital has been hit. Conditions have worsened as we are now entering a fourth day without essential services."

"Patient care is being compromised."

Some nurses had continued to work in "high-care" areas like the labour wards and intensive care units.

"General wards have been completely abandoned," he said.

About 200 patients had been transferred to other Durban hospitals.

Meals were being served — and general cleaning was being done — by volunteers.

Doctors were helping with feeding and providing medication, said Dr Badat.

Wages: Electricity workers down tools

SHARON SOROUR
Labour Reporter

CONTRACT employees working on the electrification of Khayelitsha are on a four-day work stoppage over wages

The workers are employed by sub-contractor Racec Pty Ltd on a contract to electrify the township for Phambili Nombane, a joint company comprising Eskom, British distribution utility East Midlands Electricity and Electricité de France

One of the workers said about 80 workers downed tools on Fri-

day because they had not been paid for the work they had done in Site B, near the police station

He said he had only received R32 of the R600 he was owed for erecting electricity pylons

Phambili Nombane operations manager Ian Barge confirmed the workers were employed by Racec Pty Ltd, one of the project's main sub-contractors

Mr Barge said the electrification was being done using a labour-based sub-contracting system and Phambili Nombane insisted that local labour be used on the contract

"The original intention was for workers to be paid a task rate only, meaning they would only get money for work completed. But workers have not fully accepted this system because their wage packets fluctuate," he said

Mr Barge said it was understandable for workers who were previously unemployed to want a constant pay package

"We are in the process of talking to the main contractors to go back to a basic daily rate of remuneration and we are hoping to finalise the negotiations next week"



'Unprocedural' strikes cost VW R20m

B. Day 30/5/94

ERICA JANKOWITZ

A SPATE of unprocedural strikes at Volkswagen's Uitenhage plant had lost the company nine days' production and R20m-R25m in revenue this year, the company said on Friday

Two days were lost last week when workers downed tools as a result of apparent racist attitudes of management

Company spokesman Percy Smith said this issue was resolved late on Friday with the National Union of Metalworkers of SA (Numsa) agreeing all workers would return to work this morning (152) (152)

The company obtained a court interdict on Friday declaring the strike unlawful and forcing workers to end the action. The

strike was preceded by an office occupation, with workers preventing three staff members from leaving.

"VWSA cannot tolerate this type of ill-discipline by Numsa members," VW human resources director Brian Smith said. Union shop stewards and officials agreed "this type of undisciplined and unprocedural behaviour cannot be allowed".

Smith said national and regional government structures had called for companies to contribute funds to reconstruction and development, which VW supported. But businesses needed to be viable to do so.

NUMSA ACTION
AT VW UNCLEAR

Own Correspondent

PORT ELIZABETH — It was unclear last night if the National Union of Metalworkers would continue work stoppages today following the closure of Volkswagen's Uitenhage plant on Friday (15) (15)

A statement by Numsa yesterday said the "dispute still exists", but did not say whether Numsa would obey last week's court ruling that the workers should return to service (15) (15)

ET 30/5/94

Star 20/4/94
Water workers strike

About 2 000 workers at Rand Water's purification works in Vereeniging, and booster and distribution stations in Johannesburg, have gone on strike over a pay dispute

Tyres were slashed, a window was broken and slight damage was caused to Rand Water's property in Vereeniging when workers went on the rampage on Monday in an unsuccessful bid to disrupt pumping

(152)
The move would have affected the water supply to the PWV and beyond to Rustenburg. Rand Water chief executive Vincent Bath confirmed the strike — Labour Correspondent.

Argus facing strike action

■ JOVIAL RANTAO
LABOUR CORRESPONDENT

The Argus Group — a giant in the South African media industry — is facing possible joint strike action by members of the South African Union of Journalist (SAUJ) and the Media Workers of South Africa (Mwasa), following a wage negotiations deadlock.

Of their total membership, about 3 000 members of both the SAUJ and Mwasa are expected to take part in tomorrow's strike ballot. This will decide whether or not the unions embark on industrial action.

The Argus Company has expressed its disappointment that the two unions have decided to go ahead with strike

Star 31/5/94
action. The last strike action by workers in the Argus Group was in 1983, leading to the dismissal of 195 workers at The Star (S152).

The strike ballot follows failure by the Conciliation Board to resolve the wage dispute. The SAUJ has demanded a 13 percent across-the-board increase and Mwasa 15 percent, backdated to April. The Argus has made a final offer of 9 percent backdated to mid-May.

Leaders of both the SAUJ and Mwasa said a majority vote for strike action would not mean an immediate strike. "It's merely the first step in opening up avenues of creative and legal industrial action," Marika Sboros and Thabo Leshilo, respective

leaders of the SAUJ and Mwasa, said in a statement.

Argus Group personnel director Roger Wellsted said the Argus Group's pay increases over the past few years have all exceeded the annual inflation rate.

"This year's offer also exceeds the inflation rate by about one percent. In addition to the annual increases negotiated, the company has, with the co-operation of the unions, also been implementing substantial pay adjustments in accordance with our new pay philosophy," Wellsted said.

A "yes" vote would mean that union members can go on a legal strike, while a "no" would be the end of the dispute.

Strike threat from Mwasa

THE Media Workers Association of South Africa has threatened to go on strike over wages ~~Sowetan~~

Mwasa has declared a wage dispute with Argus Newspapers, owners of *Sowetan*, *The Star* and *Pretoria News*, among others

2114194
The union's acting president, Mr Mathatha Tsedu, said at a news conference yesterday that Mwasa had requested a meeting with the Department of Manpower's Conciliation Board

If the dispute was not settled, a strike by Mwasa's 1 500 members at Argus Newspapers could be possible by late May, Tsedu said

Mwasa is asking for a 15 percent wage increase for its members. The demand is down from 19 percent in March and Argus has raised its offer to eight percent from seven percent

Argus chief executive Mr John Featherstone said the company had made a good offer to employees which was above the projected seven percent inflation rate

"The prospect of industrial action is worrying at any time. But we deal with it on the basis that we have made a fair offer and we think that union members will come to that realisation," said Featherstone.

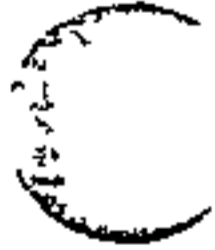
VW workers
continue strike

PORT ELIZABETH
The strike at Volkswagen's plant in Uitenhage continued yesterday

Workers who reported for duty held meetings with their union shop stewards despite a court ruling last week that the stoppage was illegal.

The strike started on Wednesday when workers on the A3 Golf and Jetta line downed tools and accused supervisors of "racist attitudes, baasskap and victimisation". It spread to other lines. — Sapa

3/5/94



Strike in Natal by 400 health workers settled

DURBAN — The strike here by 400 health workers at the King Edward Hospital was settled yesterday afternoon after negotiations between strikers and provincial authorities, the Department of National Health and Population Development announced.

The nurses, assistants and cleaners went on strike on Friday evening after a nurse was dismissed.

The department's statement said the dismissed nurse would be reinstated and normal disciplinary procedures would be followed.

Health Minister Dr Nkosazana Dlamini Zuma would be kept informed by the province — Sapa

Unions spurn 'no strikes' plea

TENSIONS between the ANC and its union allies broke into the open this week after a call by ANC leaders Cyril Ramaphosa and Joe Slovo for a strike moratorium over the election period.

The Transitional Executive Council later announced it would approach the Congress of South African Trade Unions for a moratorium. Cosatu reacted immediately, saying in a statement on Wednesday that it "would not in principle support any call for a general moratorium on strike action, even for a limited period. This would be unacceptable interference with a fundamental right of workers, the right to strike."

And Cosatu's National Education

Health and Allied Workers' Union, which represents many workers currently on strike, stressed that the labour unrest arose from "genuine and legitimate grievances".

Surging expectations in the run-up to elections — and fears over the security of jobs and pensions when the homelands are reincorporated — have sparked public service strikes in five homelands.

●The Transkei hospital system has been paralysed by a week-long strike by 12 000 nurses demanding pay rises and job security. At least 21 deaths

Cosatu rejects the TEC's strike moratorium call as work stoppages hit homelands, reports **Vuyo Mvoko** have been linked to the action.

●The deaths of 20 more patients have been associated with a wage strike by 3 000 nurses in Venda, where 100 clinics and three hospitals have been forced to close.

●In Lebowa, 30 000 non-union public service workers demanding wage rises are refusing to work

WM 15-21/4/94 (152)

●SADF medics and private ambulance services were deployed in Natal after 1 000 Natal Provincial Administration ambulance men stopped work on Monday over wages, forcing the closure of the Prince Mshiyeni and Edenburg hospitals.

●Striking Transkei Road Transport Corporation workers this week occupied the corporation's head office, taking 12 managers hostage. This strikers wanted to know about the future of their pension funds.

At the same time, the TEC and Cosatu's Northern Transvaal region

are battling to avert a further public service strike in Bophuthatswana. Workers have threatened that no election will take place in the territory unless their pensions are guaranteed.

Nehawu president Vusi Nhlapophosa warned that "while there have been reassuring noises that homeland public servants' pensions are secured, workers on the ground are not taking that at face value."

"No clarity exists around the security of jobs during reincorporation, and employers were discussing rationalisation — which increased uncertainty."

Nehawu has called for a meeting between the TEC, unions and employers to "work out an agreement which gives guarantees to all public servants".

LABOUR BRIEFS

between management and the Central Workers' Forum *ARLT 23/4/94*
Negotiations are continuing

A court order, forcing the workers to return, was obtained on Monday by the Natal Provincial Administration *(98) (152)*

Nurses, general assistants and clerks apparently went on strike demanding increases and overtime pay

In Thaba Nchu, striking health workers returned to work on Wednesday

Strikers' spokesman Mr Lebogang Mapota said the Transitional Executive Council had undertaken to guarantee the pensions of public servants and to bring health workers' salaries in line with their South African counterparts



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■ KWAZULU and Natal Provincial Administration officials are to hold separate talks with Health Minister Rina Venter in Pretoria this week on the possible takeover of strike-hit Edendale Hospital outside Maritzburg (152, 23)

The Transitional Executive Council has recommended that the NPA take over the running of the hospital ARU 23/4/94

NPA officials said a final decision had not yet been taken about the transfer of administrative duties

News in Brief

Strike at platinum mine (52)

JOHANNESBURG — About 4 500 employees at cash-strapped Northam's Zondereinde platinum mine in the north-western Transvaal went on strike on Thursday night, owners Gold Fields of South Africa said yesterday **ET 23/4/94**

Strike headway

(152)
THE Congress of South African Trade Unions is making an all-out effort to help resolve public sector strikes. The umbrella union, which is aligned to the African National Congress, claims significant headway already in resolving strikes in Bophuthatswana, QwaQwa and Venda, and is now addressing those in Lebowa and Transkei. ARCT 21/4/94

Court interpreters strike

Weekend Argus Reporter

152 ~~301494~~

INTERPRETERS at several magistrate's courts in the Western Cape went on strike yesterday and held a sit-in protest at Wynberg Magistrate's Court

ARG 301494

Interpreters at the Wynberg, Bellville, Goodwood and Cape Town courts are demanding a pay rise, claiming they are paid less than court orderlies.

The Cape Town courts shared the services of an interpreter from Malmesbury yesterday and no cases were postponed because of a lack of interpreters, employed for their fluency in at least Xhosa, English and Afrikaans, said a prosecutor

A Cape Town magistrate said there could be problems if the strike continued on Monday.

Although not many cases were heard in court this week because of the possibility of disruption during the election, proceedings would be normal by next week and interpreters would be sorely needed.

Muted response to May Day

MAY Day passed practically unnoticed in SA yesterday as Cosatu had expected Workers' Day rallies to be incorporated into ANC election victory celebrations. *B/Say*

Cosatu spokesman Neil Coleman said delays in announcing even provisional results had led to a very muted response to May Day. "A couple of rallies were organised, but nothing nationally as regions were expected to celebrate in a decentralised, spontaneous way."

Writing in the latest Shop Steward, Cosatu president John Gomomo urged workers to make May Day a victory day. "On this day we should be celebrating the efforts workers have made in ensuring a decisive ANC victory at the polls." *(152)*

In the past few years there has been a marked downturn in May Day crowds.

In Moscow, Russian communists and conservatives, nostalgic for the Soviet Union, marked May Day with demonstrations at which they blasted President Boris Yeltsin for his reform policies.

Sapa-Reuter reports that the marches took place peacefully, if boisterously, without the violence that marred the traditional Workers'

ERKKA JANKOWITZ

Day celebrations last year.

More than 20 000 people in two separate officially-sanctioned rallies in Moscow vented their fury at Yeltsin, condemning his market reforms. "We will fight to overturn this hateful regime," Viktor Anpilov, one of the hardline communist leaders of the uprising against Yeltsin last October, declared in a speech to one rally. *215194*

"There can be no peace with the government which has started market reforms," he said before leading a march of up to 10 000 people on an 11km route.

"Our only condition for peace is -- down with the bankrupt Yeltsin government."

At another rally in the city, Communist Party head Gennady Zyuganov told reporters there could be no reconciliation with a government that did not ensure workers were paid on time.

But in spite of the anti-government invective, the atmosphere was far less confrontational than last year when bloody clashes erupted between police and communists at Gagarin Square.

as a hairdresser rinses a customer's hair.

Police union hits out at pay disparity

ERICA JANKOWITZ 2/5/94

THE SA Police Union (Sapu) has condemned an announcement that SA National Defence Force members will receive a daily allowance for the three-month period from March 1, whereas SA Police personnel will be paid the allowance for only one month, beginning on April 10.

Sapu national organiser Gerhard van der Merwe again warned of being unable to "contain our members' anger" for much longer and the possibility of being left with "no choice but to take stronger action", as SANDF members were playing only a supportive role to the SAP.

He blamed the move on "the contempt the Commission for Administration and the authorities have for the SAP" and their ignorance of SAP working conditions.

"Sapu demands that the disparities in the salaries and allowances of all security forces be eradicated immediately -- as was agreed to in principle during negotiations. We want a clear statement from the relevant authorities with regard to their stance on the value of a professional police service."

Picture JOHN CHRISTOPHER elections

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But in spite of the anti-government investigative, the atmosphere was far less confrontational than last year when bloody clashes erupted between police and communists at Gagarin Square.

in their home regions.

Interpreters fighting off substitutes in strike

ARG 4/5/94

□ 'Casuals are sympathetic'

Staff Reporter

COURT interpreters on strike in Cape Town courts have had their hands full trying to prevent substitutes from filling their places while they are considering an offer from the Department of Justice.

Yesterday, four Xhosa-speaking casual interpreters started work in the Wynberg Regional and Magistrate's Courts, but refused to continue after representatives of the South African Court Interpretation Officers and Allied Workers' Union told them they were striking, said union president Malusi Bengequla.

About 300 court interpreters in the Western and Eastern Cape have been on strike since Friday.

They are demanding the same monthly allowance as clerical staff — R205,50. They say their present monthly allowance of only R14 is the result of racial discrimination and want increased payments backdated to July 1991.

The Department of Justice agreed to increase the allowances, but were not prepared to backdate the pay to the extent demanded.

Mr Bengequla said negotiations were continuing.

He confirmed that a union delegation met Wynberg chief magistrate Jaco van Heerden yesterday to complain about casual interpreters being hired without being told of the strike.

Mr Bengequla said Mr Van Heerden had been asked to ensure that the casual interpreters were paid in full, even although they had stopped work, because they were unaware of the strike.

Mr Van Reenen said he was trying to manage his office to the best of his ability, but refused to comment further.

Interpreters were disappointed when Wynberg Regional Control prosecutor Gilbert José acted as interpreter yesterday.

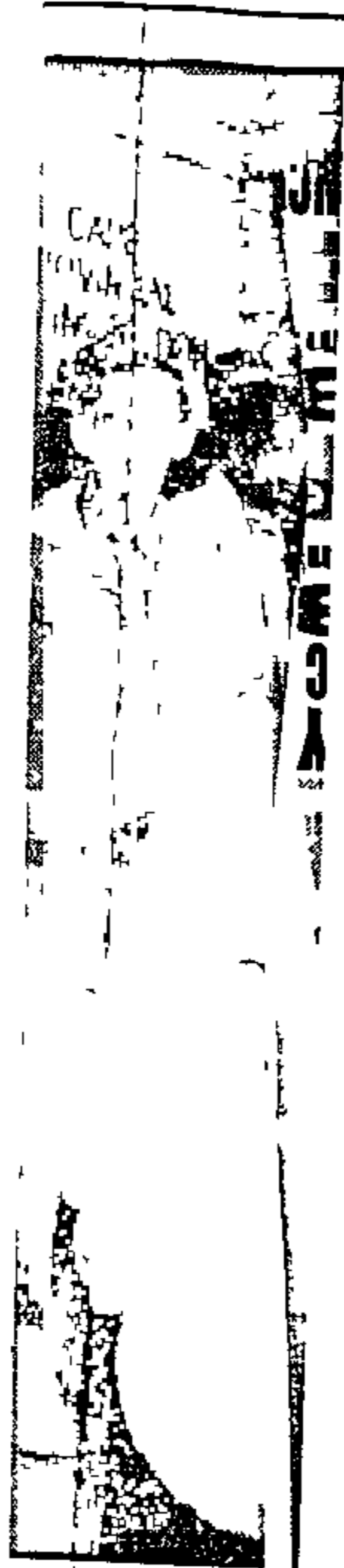
"He is neutralising our actions. Is he not sensitive to what we are fighting for?" asked Mr Bengequla.

Mr José refused to comment, but Wynberg senior public prosecutor Esther Steyn said Mr José interpreted only during postponements and not in a trial or judgement.

"He is not insensitive. He tried to be of service to the public and accused. We have a duty to do our work. We still have cases on the roll which have to be postponed," said Mrs Steyn.

Malmesbury court interpreter and Guguletu resident Nathan Shiba said his superiors had told him that few interpreters were working in Cape Town and asked him to help out on Friday. When he was told of the strike, he stopped work.

Pickard wants case to go on



id town of S.
Pictu



With Love
- ON MOTHERS DAY

SONS

IDT May Day reminds us of the dignity of labour and need to recompense workers

Spare a thought for these workers

Sowetan 21/5/94

152

■ SIMPLY OVERLOOKED No

one cares about their fears:



Workers fighting for their rights.

By Joe Mdhlela

HAVE YOU EVER PAUSED, closed your eyes momentarily and asked yourself this simple question Who is this fellow who empties my garbage bin daily?

Or do you simply shrug your shoulders and give the impression you don't really care that it is work that has to be done by somebody anyway?

What about the office cleaner, the street cleaner? Do you simply overlook them and pretend to be too busy with life to bother about such insignificant characters

Characters that matter are the Joneses and Carmichaels and Thobornis and Phatelis up the roads of Spruitview or Diepkloof Extension They cruise around in their big German-made Mercedes-Benzes and BMWs and talk politics and high economics in their cosy gardens

Little thought

Knowingly, or unknowingly, that is how society tends to treat ordinary workers, giving little thought to their cares, frustrations and aspirations

Maybe few attach any importance to the fact these often underpaid South Africans pay taxes and therefore make a significant contribution to the economy of the land

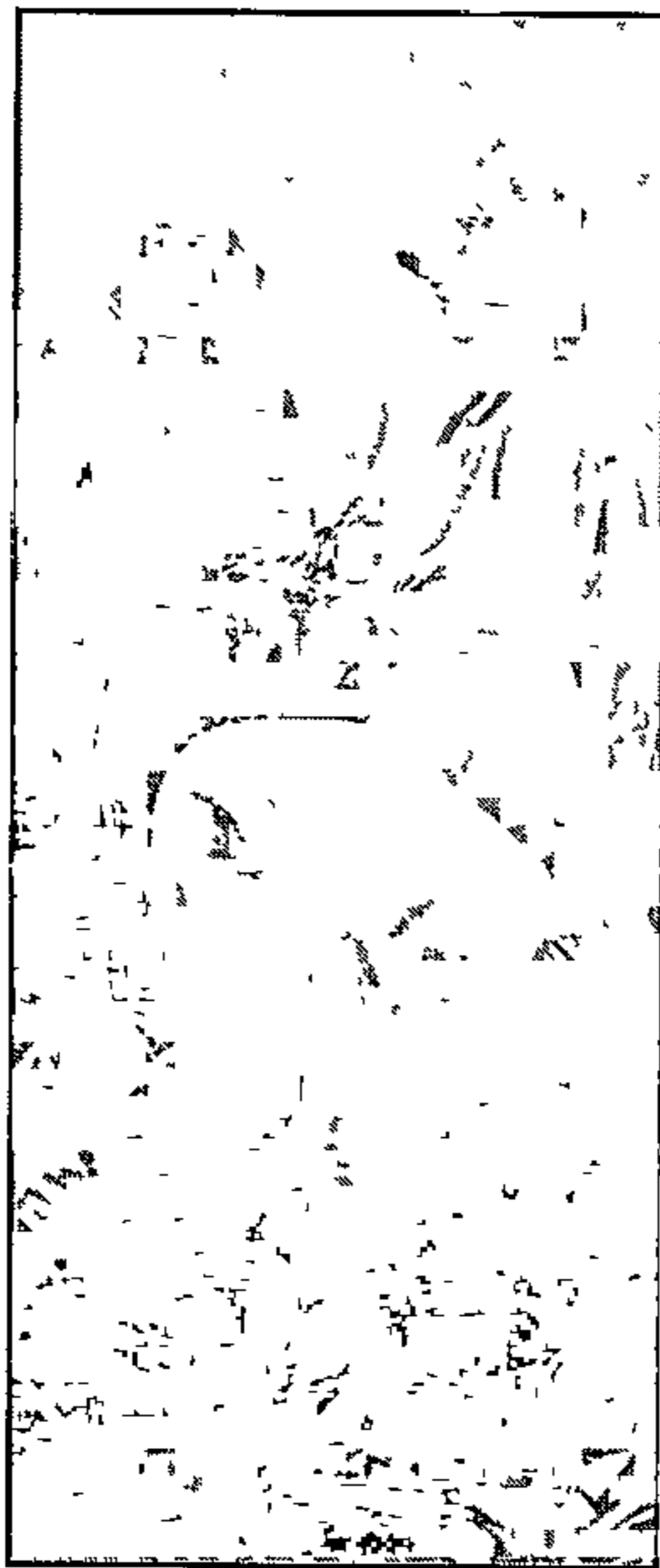
In South Africa, these ordinary workers are traditionally discriminated against, especially by the apartheid laws, but also by the behaviour and attitudes of the wealthy and powerful

The "haves", black and white, are known to be equally guilty of mistreating workers, especially those on the bottom rung of the social ladder

Running of companies

The mistreated workers not only include street sweepers, garbage collectors and trench diggers, but extend to workers who generally do not enjoy any significant voice in the running of companies

As the world celebrated May Day, a day on which workers of the world "united" in their struggles against oppression in the workplace, it is pertinent to focus attention on the downtrodden workers of this country



Farm workers at work.

Despite their contribution in helping to keep the wheels of the economy turning, they continue to be socially and economically strangled

Tonight at 9pm the NNTV programme *People* will focus on street cleaners, garbage collectors and office cleaners

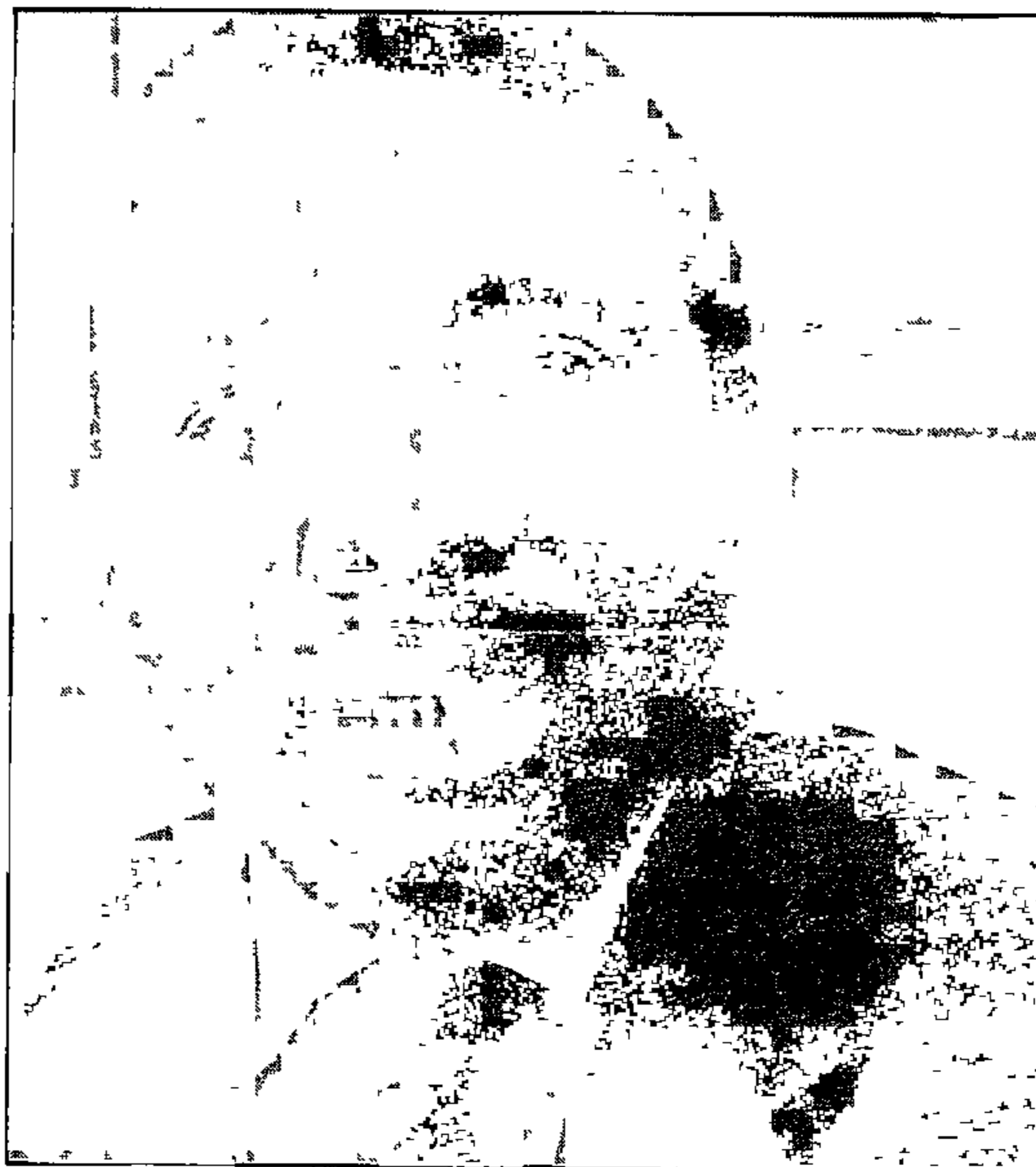
In the main, these workers have endured and lived with untold abuse and disrespect from their employers They are even denied promotion opportunities

These workers continue, often through the unions, to fight for the restoration of their rights and dignity

The struggle, according to these workers, must be intensified until "we are treated as human beings, and not tools to fulfil employers' wishes"

A garbage collector says he often has to swallow his pride and live with a lot of abuse, even from his own people

"We are often treated as nonpersons



Cyril Ramaphosa

As South Africa prepares itself for a democracy, it can ill-afford to forget the contributions made by trade unionists

who do not have emotions and feelings Just because we do the type of work we do, we are sometimes mistreated by people," he says

Despite all the abuse, these workers say they enjoy what they do "because we are serving our people just as much as anyone is contributing to the wellbeing of the economy"

The workers, for one thing, do not think it is a decent thing for those who are socially privileged to undermine

them simply because they do not have the education and skills

Workers are determined to have their oppression ended and they see May Day as being instrumental in bringing this reality about Just as workers rose up against exploitation some 100 years ago to create a day we now call May Day, our own garbage collectors, street and office workers, are still prepared to use their collective muscle to fight exploitation and oppression wherever they exist

"We are prepared, through our unions, to fight exploitation," one worker says

Support families

Also, what came out of the interviews with these workers is that they have families they support and that their families are proud of them

"We want to contribute to the education of our children so that they can take their rightful place in the new society



Pandelani Nefolovhodwe

that is emerging," says a garbage collector

As South Africa prepares itself for a democracy, it can ill afford to forget the contributions made by trade unionists like Pandelani Nefolovhodwe, Drake Koka and former trade unionists Cyril Ramaphosa and Jay Naidoo

These leaders, in their own different ways and through their own structures, have accentuated the need to have the apartheid regime of South Africa accede to recognising May Day as a paid public holiday

In doing so, they have given hope to millions of workers eking out an existence as farm labourers and garbage collectors

That is how society tends to treat ordinary workers

This space was made possible by the support of the Positive Development News Initiative, which seeks to document a unique development model that is evolving in South Africa where people from all walks of life — Business, Labour, Grassroots, Democratic Structures, Development Agencies and Communities themselves — are coming together in focused alliances, to play a powerful role in reconstruction and reconciliation to build a common future that will provide the foundation of a peaceful and prosperous inclusive society in this wonderful land of ours

Core founders of this initiative are:

Eskom	Kagiso Trust	Nedcor Chairman's Fund
Facet Film & Television	Murray & Roberts	The Anglo American and De Beers Chairman's Fund
Independent Development Trust	Nampak	The D G Murray Trust

INDUSTRIAL RELATIONS - STRIKES

1994

JULY

Hospital strikers: Court move

CT 1/7/94 (S2)

Staff Reporter

THE Cape Provincial Administration was granted a Supreme Court order last night against striking Health Workers' Union members who have disrupted services at Groote Schuur for the past week.

A reliable source said an interdict was requested when strikers manhandled staff and patients at Groote Schuur and the Princess Alice Hospital in Retreat yesterday.

The source said although the order had not been served on the union, the hospital would call in the police internal stability division to prevent further harassment and allow hospital services to be restored.

He said union members were called to vote on compromise proposals made by the CPA to the union at a meeting with the Western Cape Minister of Health, Mr Ebrahim Rasool, late yesterday afternoon.

He said the proposals included an offer of 50% pay for time out striking

and an offer to allow them to "work in" the other 50%.

"This way they (the strikers) will not suffer any financial loss as a result of the strike," said the source.

Dr Norman Maharaj, secretary-general of the Health Workers' Union, confirmed the agreement reached at the meeting with Mr Rasool.

'Bad faith'

He criticised the CPA for "acting in the utmost bad faith" in applying for an interdict against the strikers during negotiations.

Earlier in the day all surgery — except for emergencies — at Groote Schuur Hospital was cancelled as strikers blocked entrances and harassed staff and patients.

A hospital spokeswoman said morning staff were "nastily" manhandled by strikers and entered the hospital in tears. Many staffers turned away in fear, resulting in a staff shortage.

Pick 'n Pay managers to march

PICK 'n Pay middle management will march to the company's Johannesburg head office today to demand the recognition of their newly established union, the Joint Affirmative Management Forum

Forum executive chairman and Pick 'n Pay Bedford Plaza assistant manager Linda Khuzwayo said the forum planned to act as a trade union representative for monthly paid workers who currently fell outside existing bargaining structures

He said the forum was effectively a branch of the Cosatu-affiliated SA Commercial, Catering and Allied Workers' Union (Saccawu) and hoped to expand to include management workers from other companies

ERICA JANKOWITZ

Khuzwayo insisted the forum was nonracial although it was initially established to represent affirmative action appointments (152)

He claimed a membership of at least 700 in southern Transvaal stores and hypermarkets, with significant membership in other areas including KwaZulu/Natal and the Eastern Cape. However, recruitment had been slow in the Western Cape

Pick 'n Pay labour relations GM Frans van der Walt confirmed the existence of the forum, but said it had failed to convince management of its representativeness of middle management echelons which numbered

about 6 500 salaried staff. He said a meeting of the parties was scheduled for July 11 to establish whether the union deserved recognition

He dismissed claims that middle management had been threatened with dismissal if they joined the forum, saying the company supported freedom of association

Van der Walt believed mostly clerical workers had joined the union and said if it wished to represent that category of workers it would need to establish representivity of about 4 500 workers

□ Meanwhile, balloting began in Pick 'n Pay stores yesterday to determine whether a wage strike would be called by Saccawu

Motor industry warns about production lost to strikes

BIDAY

11/7/94

MICK COLLINS

THE motor industry could not withstand any further loss of production due to industrial action, sources warned at the weekend

Analysts said it was essential that the dispute declared by the National Union of Metalworkers of SA (Numsa) with vehicle assemblers be settled quickly

Work stoppages and unscheduled holidays have already cost the industry lost production of 15 500 vehicles or 5,5% of the estimated 295 000 new car and light commercial vehicles expected to be sold this year. The losses have cost the industry R800m in revenues

A Naamsa spokesman said the assemblers could not afford any further losses. The industry had lost production in May due to the election and public holidays "which we are attempting to catch up on"

The industry was already struggling to meet growing demand

Econometrix economist Tony Twine said vehicle assemblers had been living hand to mouth in supplying dealers virtually throughout 1994. "There is precious little buffer stock to carry them, their dealers and customers through a prolonged loss of production"

Numsa said at the weekend that workers were determined to get an agreement in princi-

ple from employers

The union sources said there were a lot of issues at stake including anomalies in pay rates. "The wage structure in the industry is a very big problem" (152)

There were huge expectations among the union's membership and despite some agreement having been reached "members can't live on policy consensus — they live on cash". "If we are not able to find a bridge there will be a confrontation. A lot depends on what happens over the next two weeks"

The Automobile Manufacturers Employers' Association (AMEA) said the dispute was not an official dispute in terms of the statute and would not become so until Numsa chose to submit an application for a conciliatory board

"We presume they will only take that decision according to progress made at further meetings we hope to have soon," AMEA spokesman Dave Gillam added

"There are a number of issues on the table many of which have got long-term implications, and good progress has been made" He said all the parties were conscious of job and employment security in the industry



Basil Read issues strike ultimatum

ERICA JANKOWITZ

BASIL Read management last week issued an ultimatum to about 220 striking Construction and Allied Workers' Union members in terms of which they face dismissal if they do not report for work tomorrow having unconditionally accepted the company's wage offer. **BIDay**

MD Chris Jarvis said workers were locked out on June 24 after "months of negotiations" interspersed by unprocedural industrial action. **11/7/94**

Cawu said it had applied for a court order declaring the lock-out illegal "as no prior notice was given"

The company's current final wage offer is 8,5% with 5% backdated to

March 1 and the balance payable from February 1. The conditional 9% increase offer rejected by the union was withdrawn when workers failed to report for duty.

Cawu declared a dispute with its demand of 14% and had failed to move during meetings. **(23)**

Meanwhile, Cawu and Cape Lime settled on wages and the strike at the company's Port Elizabeth, Durban and Benoni plants which began on June 27 would end today, Cawu general secretary Matthews Oliphant announced. **(152)**

Pick 'n Pay picket deal off

ERICA JANKOWITZ

THE SA Commercial, Catering and Allied Workers' Union (Saccawu) refused to sign a picketing agreement with Pick 'n Pay during mediation yesterday, Pick 'n Pay joint MD Gareth Ackerman said. *Silva*

The union had indicated it would negotiate strike terms only after the wage dispute was resolved. This was unacceptable to the company.

Consequently, management had no option but to invoke the terms of a court interdict, obtained at the beginning of the strike, preventing strikers protesting within a 500m radius of any store.

Ackerman said the union had indicated on Saturday that it was prepared to sign the agreement to prevent violence and intimidation continuing at stores.

"Unfortunately, incidents of undisciplined conduct, including the intimidation of consumers and non-striking employees, and damage to property, continue," Ackerman said.

Sapa reports that shoppers at the Nor-

wood Hypermarket — where several incidents of intimidation and damage to property have taken place since the beginning of the strike — were locked into the store for about half an hour yesterday. Security guards locked the doors to prevent a small group of strikers getting into the shop.

A spokesman said little progress had been made in mediation, which was expected to last several days. *27/1/94*

When deadlock was reached Pick 'n Pay was offering R175 a month for a 16-month period, while the union demanded an increase of R229 for the usual 12 months. Saccawu reduced this to R196 a month effective for 15 months, but reverted to its previous demand when management refused to budge. *(R152)*

Ackerman said the company was investigating the possibility that the strike was linked to anti-Semitism.

● See Page 16



Pick 'n Pay strike action 'cost R10m'

31 Day 27/7/94
EDWARD WEST

CAPE TOWN — The two weeks of strikes at Pick'n Pay had already knocked more than R10m off the group's bottom-line profit and cost it potential overseas business, chairman Raymond Ackerman said yesterday.

Based on last year's bottom-line earnings of R105,6m, and not taking into account the earnings growth potential in the year to February 1995, the strike action so far could have wiped about 10% off Pick'n Pay's earnings potential this year.

Ackerman said the final effect on earnings would depend on the extent to which the group could recover.

He said the strike had shaken overseas investor confidence to the extent that this week a potential overseas joint venture partner had terminated all dealings with the group.

The group was affecting savings by not paying workers during the strike on the no work, no pay principle, but casual workers were being hired which was costing the group "tens of millions ... the strike has definitely cost more than R10m off our bottom-line", Ackerman said.

He said strike-related disruptions at stores had lessened since referral of the

dispute to mediation, but strikers' behaviour was on top of the agenda in the mediation and in this respect, "the mediation so far has not gone so well"

A JSE retail analyst said the strike had dampened his initial, albeit slightly optimistic, forecast of 18% earnings growth this year even though the R10m profit loss mentioned by Ackerman was probably inflated.

A 10% loss would reduce the group's earnings — which amounted to 67,48c a share in the year to February 1994 — by about 6,5c a share, he said.

He had based his previously optimistic group forecasts on expectations that food inflation would exceed general inflation, the addition of about 4,5c a share on the bottom-line with the acquisition of a 50% stake in Score Supermarkets, savings through the group's multiskilling and flexible time programmes, and expectations of economic growth of about 3,5% this year.

The share held steady at R13 yesterday between a 12-month high of R16,25 on June 16 and a annual low of R10,25 on September 3 last year.



Labour minister may mediate in builders' strike

152 ARG 21/7/94
□ Skirmishes occur on Foreshore

PIETER MALAN, Staff Reporter

LABOUR Minister Tito Mboweni will be asked to intervene in the wildcat builders' strike that has flared up again with about 1 000 construction workers gathering on the Foreshore.

Workers again downed tools yesterday for the second day running after alleged worker intimidation at some building sites

Construction and Allied Workers' Union spokesman Lulamile Mqileka said such intimidation was contrary to a no-intimidation agreement reached with the Masters Builders' Association when the strike was suspended last week

He said Cosatu would be asked to approach Mr Mboweni in an effort to speed up negotiations

For most of yesterday afternoon the situation outside the Building Industry Industrial Council offices on the Foreshore was tense with occasional skirmishes breaking out between police and striking workers

About 20 policemen formed a human chain in Jan Smuts Road on

the Foreshore in an effort to keep strikers from running into the city centre.

Several times during the rainy afternoon skirmishes occurred as a group of about 200 strikers repeatedly tried to break through the cordon

While the smaller group — armed with sticks, knobkerries and branches — shouted and hurled abuse at policemen, most of the other strikers sat waiting under umbrellas in front of the BIC's offices.

Some union members complained that they had been forced to join the strikers, even though they reported for work in the morning.

"If we want to achieve results, we must stand together," said another

Mr Mqileka said a fresh round of negotiations would start today

He said the five unions taking part were unable to persuade their members to go back to work and employers would be asked to agree to an interim increase to persuade workers to go back to work

"We further support President Mandela's call for a strike without violence," he said

Interpreters: Urgent move

PRETORIA. — An attempt will be made today to place the issue of the court interpreters' strike before the Bargaining Council as a matter of urgency, Minister of Justice Mr Dullah Omar said yesterday. (302)

Talks were held between strikers, Mr Omar, Minister of Public Service and Administration Dr Zola Skweyiya and representatives of the Department of Justice yesterday. (152)

Mr Omar said all the parties were concerned that courts had come to a standstill and hoped the Bargaining Council would come up with a solution without delay.

"The onus is now on the Bargaining Council to see to it that the matter is settled." — Sapa

Cosatu threat

Workers will

exert power

Staff Reporter
and Sapa

JOHANNESBURG. — Cosatu yesterday threatened protests on an unprecedented scale should the labour crisis remain unresolved.

Cosatu Witwatersrand regional secretary Mr Langa Zita warned that employers would no longer be dealing with individual industrial disputes because organised workers planned to "bring their weight to bear on all deadlocks."

His statement followed a march by about 3 000 workers to the Johannesburg Stock Exchange and John Vorster Square to publicise demands, including the right to a "living wage" and freedom to strike and picket without police intervention.

Mr Zita said the march was the "first campaign of workers in the new society with the object of putting workers' demands at the top of the new South Africa's agenda."

Cosatu secretary-general Mr Sam Shilowa, addressing the marchers outside the JSE, where a list of demands was presented to representatives of organised business, said the current wave of industrial action was aimed at reinforcing the ANC's hand to bring about change.

Amid loud applause, Mr Shilowa said strikes were about the democratisation of the country's economy.

He rejected accusations that strikes were killing the economy.

"Investors must not pretend this is the first time they've heard about unions and strikes," he added.

Mr Shilowa also dismissed employers as "hypocrites," claiming they were hiding behind the Reconstruction and Development Programme.

"When workers demand a living wage, they (the employers) say this makes it difficult for them to employ other people.

"They're blaming us for unemployment. But democracy is good for business."

But Mr Raymond Ackerman, chairman of Pick n Pay, probably the single company worst-hit by the current wave of strikes, hit back at the strikers for their "disgusting" behaviour.

New assessment

"We respect the right of workers to withdraw their labour, but not to swear and intimidate customers or to close stores down," he declared.

Meanwhile the authoritative Standard Bank Investment Corporation's report says that in spite of a smooth political transition, "developments over the past few months have forced a new assessment."

Analysts also believed that growth projections for 1994 should be watered down.

● **Strikers march through city** — Page 7



BAGS OF OIL City Council workers were hard at work on Clifton yesterday, clearing up bags of oil which were washed from the rocks onto the sand by high seas at the weekend. A helicopter commissioned by the council to move the bags failed to arrive on Friday.

Picture: CLIVE SMITH

Bid to resolve strike

Sowetan 27/1/94
By Charity Bhengu

COURTS of law countrywide have come to a standstill as a result of a strike by interpreters

"The onus is now on the Bargaining Council to see to it that the matter is settled," said Justice Minister Mr Dullah Omar in a statement after a meeting in Pretoria on Monday

Hopes were expressed at the meeting between Omar, Minister of Public Service and Administration Dr Zola Skweyiya and representatives of the Union of Court Interpreters that the Bargaining Council would come up with a solution without delay (152)

Scores of cases and bail applications involving blacks were still being postponed because of the ongoing strike by interpreters

Courts in the Johannesburg area were busy on Monday as most of the courts heard cases in either English or Afrikaans. Senior prosecutor Mr Brink Ferreira said "The criminal cases are the worst affected by the strike. The accused have to be remanded as courts will not take the risk of continuing with the proceedings without interpreters. The accused could be prejudiced"

Biggest strikes yet may hit SA

Industrial action threat by unions

Star 27/7/94

■ BY JOVIAL RANTAO
LABOUR CORRESPONDENT

South Africa might yet experience its biggest strikes involving more than 450 000 workers as industrial action looms in the metal, mining and telecommunication and postal industries

Yesterday, the National Union of Metalworkers (Numsa), said it would start to ballot its members in the automobile sector today, for a strike.

Numsa, the Metal Workers Union of South Africa and the Chemical Workers Industrial Union (CWIU), who are involved in wage negotiations with the

Steel and Engineering Industries Federation of SA (Seifsa) rejected the organisation's 9 percent final offer Numsa has demanded a 12 percent across-the-board increase (152)

Numsa yesterday proposed that the dispute be referred to mediation. Seifsa said in a statement yesterday that it did not have a mandate to agree to mediation and said it would consult with its principals.

Denzil McGlashan of the PWV Business Caucus, speaking in his personal capacity, said there was a need for major players in the industry to interact with each other.

Cosatu spokesman Neil Cole-

man said the fundamental question in the strikes related to the democratisation of economy and the workplace.

Coleman said there was a need for transparency.

Labour expert Duncan Innes said. "Workers need to start thinking in terms of what input they can make to the economic growth."

Meanwhile, Pick 'n Pay, involved in a wage dispute with the South African Commercial Catering and Allied Workers Union (Saccawu), announced yesterday that the union had refused to sign an agreement with Pick 'n Pay, regulating the conduct of strikers.

Ackerman slates strike behaviour

PICK 'n Pay stores around the country — except in the Western Cape — were disrupted again yesterday by striking staff who displayed what chairman Mr Raymond Ackerman described as “disgusting” behaviour. (152) CT 26/7/94

“We respect the right of workers to withdraw their labour, but not to swear at and intimidate customers or to close stores down. We can have strikes, but we cannot have total disorder,” he said.

“There have to be clear picketing guidelines. The behaviour of the strikers to blockade doors to stores is trespassing and unacceptable.”

Meanwhile, the SA Commercial Catering and Allied Workers' Union met Pick 'n Pay officials at the weekend to define a set of principles concerning its strike.

The parties agreed to mediation and resolved to “reduce levels of conflict that have characterised industrial action”.

The unions still had to discuss the guidelines with members before signing the agreement, Mr Ackerman said. — Staff Reporter, Sapa

Numsa members to vote on strike

Biday 26/7/44
ERICA JANKOWITZ

THE national bargaining forum of the automobile industry would resume wage negotiations tomorrow while the National Union of Metalworkers of SA (Numsa) simultaneously conducted a strike ballot, Numsa general secretary Enoch Godongwana said yesterday.

Numsa had rejected a 9% wage offer but the dispute revolved more around wage policy rather than the actual wage offer, he said. If the ballot showed support for a strike, industrial action would begin on Monday.

Differentials within grades were enormous and could vary by up to 100% between companies, Godongwana said.

In an advertisement, the Automobile Manufacturers Employers' Organisation (Ameo) said it had tabled a wage-policy model to reduce gaps over the next three years and a CPI-linked wage increase to be supplemented by productivity bargaining at plant level.

Godongwana said Numsa would know the result of the strike ballot by tomorrow afternoon, but negotiations would continue over the weekend if necessary. (152)

25 strikers arrested at Cape Gas

(152) AFG 26/7/94

Staff Reporter

STRIKERS at Cape Gas, armed with sticks, sjamboks and iron bars, were arrested at the company premises in Woodstock today after they stormed through the plant, assaulting people at random

Company financial director Bernard Straughan said Cape Gas obtained a court interdict on Friday ordering members of the Chemical Workers' Industrial Union to stay off company premises

There were arrests on Friday night when strikers occupied the plant and refused to leave

But they returned "in force" yester-

day, "assaulting people and interfering with customers and suppliers", Mr Straughan said.

Union shop stewards eventually persuaded strikers to leave

"In terms of a written agreement with the union, strikers are not allowed on the premises and will not interfere with customers or suppliers"

Mr Straughan said "Our gas-making operations are continuous — they cannot stop, and a dangerous situation can develop if this happens"

About 25 strikers were arrested. They will appear in court today charged with contempt of court for defying the interdict.

Pick'n Pay, union agree on pickets

ERICA JANKOWITZ

PICK'n Pay and the SA Commercial, Catering and Allied Workers' Union (Saccawu) signed a ground-breaking agreement on picketing yesterday **6/10/94**

In terms of the agreement, which will lead to the lifting of a court interdict restricting protest action, Saccawu may picket "in areas agreed upon between the parties"; affording picketers "an opportunity to express their views to the public"

The interdict had prevented strikers from gathering within 500m of stores

In terms of the agreement, limited numbers of picketers, wearing armbands and appointed by the union, would be allowed to "express their views in a peaceful manner", but not interfere with the public's access. Peace monitors would be asked to facilitate compliance with the agreement. Strikers would be allowed into store canteens but not other areas. **2/17/94**

Disputes would be resolved between designated picket line leaders and management representatives. A joint operations centre would be established at the company's head office in Bedfordview

Should either party want to call in police, the other would be given notice. However, this would not absolve either of their responsibilities to continue negotiations

Saccawu spokesman Sithembele Tshwete said wage mediation, which started yesterday afternoon, was expected to last about two days **(152)**

● See Page 3

Strike affects all

By SIPHO ZUNGU

CIPRESS

24/7/94

THESE are bad days to be arrested - Not that any other time is good - but with the interpreters on strike, those who do not speak English or Afrikaans stand a slim chance of presenting their cases (152)

The alternative, it seems, is to wait until the strike ends

Prisoners with further charges and awaiting trial prisoners will not go to court unless there is a trained and qualified interpreter who is recognised by the South African Interpretation Officers and Allied Workers Union (SACIOAWU)

Demand

This is the demand of the spokesman of the South African Prisoners Organisation for Human Rights, Golden Miles Bhudu.

Bhudu said "How can the very same man who arrested one come in as an interpreter on the hearing?" He was referring to the use of policemen in the courts.

He said word had gone around that the prisoners must not participate in a hearing unless a SACIOAWU member interpreted

Soweto senior prosecutor Andries Lambrecht said only a small number of cases are heard these days in the Soweto courts, when the accused can speak either English or Afrikaans. Asked about the eight-year-old children facing burglary charges, he said that had not come to his attention yet. "But they cannot face a trial without an interpreter, so their trial will come at a later stage. We cannot say when as yet. It all depends on when the strike comes to an end," he said.

The strike, which started in the Western Cape, has spread around the rest of the country. And the Minister of Justice, Dullah Omar, has given "backing" to the strikers by saying he understood their grievances.

Lefa Mofubetsoane, the Witwatersrand chairman of SACIOAWU, said his union recommended that last year's budget surplus of R2 million for the Justice Department be used to address disparities in salaries.

In a statement, his organisation said. "The workers both in the administrative sector as well as court interpretation officers sector of the Department of Justice have one major grievance. It is that the majority of the workers in the employment of the department do not receive a living wage, not only the interpreters."

Strike fever is likely to spread

CIPRESS 24/7/94

By DESMOND BLOW

SOUTH AFRICAN industrial unrest is likely to mushroom over the next four to six weeks spreading to the largest industries, mining and metal, according to labour experts.

Dr Duncan Innes of Innes Labour Brief says the country is in for three or four months of tough labour battles, after which things should hopefully subside.

There have been more

strikes so far this year than in any year since 1987, and they are spreading rapidly.

This week De Beers walked out of wage negotiations with NUM. NUM claimed workers were demanding a change in "the present appalling working and living conditions based on the apartheid system."

De Beers in reply accused NUM of acting in bad faith.

On Thursday 10 000

members of the National Union of Metal Workers marched through Johannesburg demanding a 12 percent increase in wages, after the Steel Engineering Industry Federation offered them 9 percent.

NUMSA will also consider a strike ballot this week in their dispute with the Automobile Employers' Organisation for higher wages.

AMEO chairman George Stegmann warned that a strike could be

■ To Page 2

Strike fever is likely to spread

■ From Page 1

inflation and so affect the government's Reconstruction and Development Programme.

But workers who during the past three years have seen the buying power of their pay packets shrink due to the recession, now believe they are entitled to share in the slight economic upswing under the new government which they voted into power.

Innes believes that the government, trade unions and industry must hold forums to iron out these difficulties and to come to an agreement and an understanding of the position.

He also feels that Cosatu will have to educate its members to understand the difficulties and to accept what is best for the country.

"A social partnership will have to be created in order for the government to deliver the RDP," he said.

"Agreements should be reached to increase wages to meet inflation and further increases, bonuses, better conditions, pensions and housing, should depend on productivity in individual organisations.

Jeremy Baskin of the National Labour Economic Development Institute says that the government will have to overhaul the whole labour structure in the new South Africa.

"Upgrading in the work place will solve things in the long run, but this will not come quickly. In the public sector workers will have to cooperate."

Cosatu this week said it was concerned that certain forces were using the current industrial conflict to whip up anti-union hysteria.

In a statement Cosato said that industrial unrest was increasing over wages, but it was also about racism, the need to democratise the work place, human resources development and various benefits important to RDP.

President Nelson Mandela on Saturday said there was no need for employers to involve security forces in labour disputes.

He appealed to the security forces to adopt a new approach in handling such disputes.

Mandela added that "strong-arm tactics" would never work, and appealed to employers to exhaust other avenues before seeking a court interdict. An interdict forced police to take action, he said.

Strikes threat to investment, says Mandela

Star 25/7/94
■ STAFF REPORTER
and SAPA-REUTER

As labour analysts warned that strikes to back demands for higher wages would increase, President Mandela has expressed fears that industrial unrest would scare off investors.

Economists have already warned that the pattern of industrial action in recent months now posed the biggest impediment to investment inflows from overseas.

Mandela accused some union leaders of finding it difficult to move from resistance politics to nation building

Faction

He said recent strikes would frighten away investors and slow down the Government's Reconstruction and Development Programme (RDP)

"Workers of a particular faction have their own interests. They forget we have five million people unemployed. We want them to have jobs, not tomorrow, today.

"In order for them to have jobs, the RDP must be launched in earnest. We need investment urgently.

"If there is violence in this country it is going to frighten investors away," Mandela said.

Labour analysts said despite Mandela's concern, industrial unrest would spread to the country's largest mining and metal industries before subsiding

Workers ranging from the catering, metal, paper and oil industries to the municipal and judicial sectors have been involved in 45 separate protests during the past 2½ weeks

Violence has marred some of the protests

Strikes are also looming in the mining, steel and beer in-

dustry
The protracted and often violent Pick 'n Pay strike appeared to be headed for mediation today (152)

Pick 'n Pay and the South African Commercial Catering and Allied Workers' Union (Saccawu) have, after a meeting with Safety and Security Minister Sydney Mufamadi, agreed on guidelines to regulate picketing

Independent mediator Charles Nupen, who was appointed by Labour Minister Tito Mboweni, said after the guidelines had been agreed on by both parties and compliance with them had been signed, that mediation on the wage dispute would probably begin today

Shoprite/Checkers has committed itself to the amicable resolution of an illegal strike at its 24 stores, which was sparked by a notice of disciplinary action against a shop steward.

Strike action by members of Saccawu started in June when management announced its intention to proceed with an inquiry into allegations of racially abusive language used by a Saccawu national shop steward to a Jewish manager in the group.

A Shoprite/Checkers spokesman said they had a genuine intent to resolve the matter amicably as soon as possible

After severe disruptions at its stores, the company has dismissed 166 workers at four of its stores

Shoprite/Checkers said 985 Saccawu members, and not 6 000 as reported in The Star last week, were currently on strike.

The Star's figures were based on information from Saccawu and efforts to verify them with management were unsuccessful.

Strike stops city building work

Staff Reporter

BUILDING work in central Cape Town and at the Waterfront came to a standstill today as contract workers, striking for higher wages, moved from site to site, calling fellow workers to join them.

Traffic was disrupted briefly in Long Street, Loop Street and at the entrance to the Waterfront as the crowd of workers swelled. By 1pm all building work appeared to have stopped and the workers had gathered outside the Industrial Council for the Building Industry's offices on the Foreshore.

The building was locked and there was a strong police presence outside.

Travelling in to the city centre by train, scores of strikers disembarked at Rosebank station to call workers from a building site near the station to join them.

Many of the strikers carried sticks, pick-handles and hammers, but there were no incidents.

The strike began two weeks ago and some of the workers said they had been promised a response to their demands by Friday but this had not materialised.

Last week two trade unions, the Construction and Allied Workers' Union and the SA Woodworkers' Union, called for an end to a five-day wildcat strike after an attack on non-striking workers at a Cape Town building site.

The assaults took place after 60 strikers broke away from a march to the Building Industrial Council's offices on the Foreshore.

A mass walkout began last Monday, ending production at major building sites for most of the week.

A Supreme Court interdict was served on six trade unions and several individuals on Thursday.

Woodworkers' Union secretary Eddie Kapp said earlier that the unions wanted to resume annual pay talks with the Master Builders' Association and the Small Builders' Association tomorrow.

Police followed the workers today and kept a low profile, except at the old Imperial Cold Storage site.

A handful of workers, heading towards building equipment, were checked by policemen carrying shotguns.

At another site, a couple of picks and shovels were picked up but quickly restored.

The strikers were good natured and one called "Please people, tools down".

At a Waterfront site they banged loudly on the corrugat-

ed metal fence with hammers and sticks to encourage those inside to leave more quickly.

No casual workers appeared to disregard the call.

In Long Street a crane-driver was forced to drop his load of concrete on to the street, and at a site outside Somerset Hospital a load of structural steel, about to be hoisted, was disconnected and the crane-driver came down from his cab.

Workers said they wanted R15 an hour for casual labourers and R30 an hour for artisans.

One man said they were targeting sub-contractors as well as major employers.

"The sub-contractors hire scab labour — they're bleeding us," he said.

At several of the sites, the strikers entered to drink from taps but took no other action.

152

E Cape court interpreters break strike

PORT ELIZABETH. — Court interpreters here returned to work today in defiance of a week-old countrywide strike

The strike was called by the national president of the interpreters' union, Melusi Benguela, over non-pensionable allowances. *ARC 25/7/94*

Port Elizabeth court interpreters did not fully agree with the strike. Some stayed away last week and others reported for duty — Sapa

(152)

APR 25 1994

Strikes for higher wages set to spread across South Africa

JOHANNESBURG. — Strikes to back demands for higher wages would spread across South Africa over the next weeks, analysts said — and President Mandela has said he is worried industrial unrest will scare off investors.

Labour and union analysts said that in spite of Mr Mandela's concern, industrial unrest would spread to the country's largest mining and metal industries before subsiding.

"The country is in for three or four months of tough labour battles after which things will calm down," said labour magazine Innes Labour Brief.

Unionists and analysts said there had been more strikes in South Africa than in any year since 1987 and they were spreading rapidly.

Workers — ranging from the catering, metal, paper and oil industries to the municipal and judicial sectors — have been involved in 45 separate protests during the last two-and-a-half weeks. Violence has marred some of the protests.

"Strikes and demonstrations for a living wage will continue," said Congress of South African Trade Unions general secretary Sam Shilowa.

Strikes are also looming in the steel and beer industries.

"Once the strikes spread to the mining and steel industries, the economy will be in for a hard time," an analyst said.

Mr Mandela yesterday accused some union leaders of finding it difficult to move away from resistance politics to nation-building. He said recent strikes would frighten away investors and slow down the Reconstruction and Development Programme — Reuter.

1 000 from Cosatu (152) march on JSE to deliver 'demands' list

APR 25/1994

JOHANNESBURG. — Congress of South African Trade Unions (Cosatu) secretary-general Sam Shilowa today joined about 1 000 marchers to the Johannesburg Stock Exchange to deliver a memorandum demanding that organised business take steps to solve the labour crisis.

Police led the marchers and lunchtime traffic was disrupted in the city centre

The march, scheduled to begin at 10am, started at 12.30pm after speeches by union officials, who had been expecting 20 000 protesters.

The memorandum addressed to business demanded that employers refrain from using police to settle industrial disputes and recognise and accept legitimate demands

Other demands were recognition of workers' rights to strike and picket and "that employers provide the necessary facilities to ensure that workers are able to exercise these rights".

The marchers planned to continue their march to John Voster Square police headquar-

ters to deliver another memorandum.

Cosatu's Witwatersrand leader Langa Zita said: "We strongly feel that this is a new South Africa and there is a government elected by the people.

"The brutal actions of the police during the two-week-old Pick 'n Pay strike is, for workers, reminiscent of the apartheid era and this is unacceptable"

Mr Zita said his comments would be repeated in a memorandum to police.

"We are marching in solidarity with striking workers and to keep the focus on police violence in labour disputes," he added.

Workers in sectors ranging from the catering, metal, paper and oil industries to the municipal and judicial sectors have been involved in 45 labour protests across the country during the last two-and-a-half weeks. Violence has marred some of the protests.

Union representatives and officials of Pick 'n Pay said yesterday they had reached an agreement on guidelines to regulate picketing. — Reuters.

Mandela sympathetic but concerned

Labour disputes *Star* challenge for Govt

BY JOVIAL RANTAO
and CHRIS WHITFIELD

The spate of labour disputes currently sweeping the country is simply the biggest test, other than perhaps the implementation of the Reconstruction and Development Programme, that is facing President Mandela's Government of National Unity.

Already, Mandela has found himself on the side of the workers, supporting their right to strike but he subsequently had to caution that their continued action would deter foreign investment.

However, despite Mandela's warning, workers seem prepared to go on with their fight for better wages and working conditions — and more strikes continued to erupt around the country.

Cosatu general secretary Sam Shilowa said for the reduction of strike action and for better industrial relations to prevail, the democratic changes sweeping the country should reach workers at the shopfloor level. "There can never be full de-

AS COSATU urges the Government to ensure workplace democracy, the NP warns against giving in too much to workers' demands

(152)

mocracy when workers are earning starvation wages and they don't have a full right to strike, with employers using the courts to oppress them," Shilowa said.

The ANC's apparent sympathy towards the workers, who voted them into power as part of the ANC-Cosatu-SACP alliance, has already caused unhappiness from parties that believe that the ANC might give in too much to workers' demands.

Yesterday the NP fired off an angry salvo at Labour Minister Tito Mboweni for his suspension of the statutory National Mar-power Commission's subcommittee which was to have prepared new labour legislation.

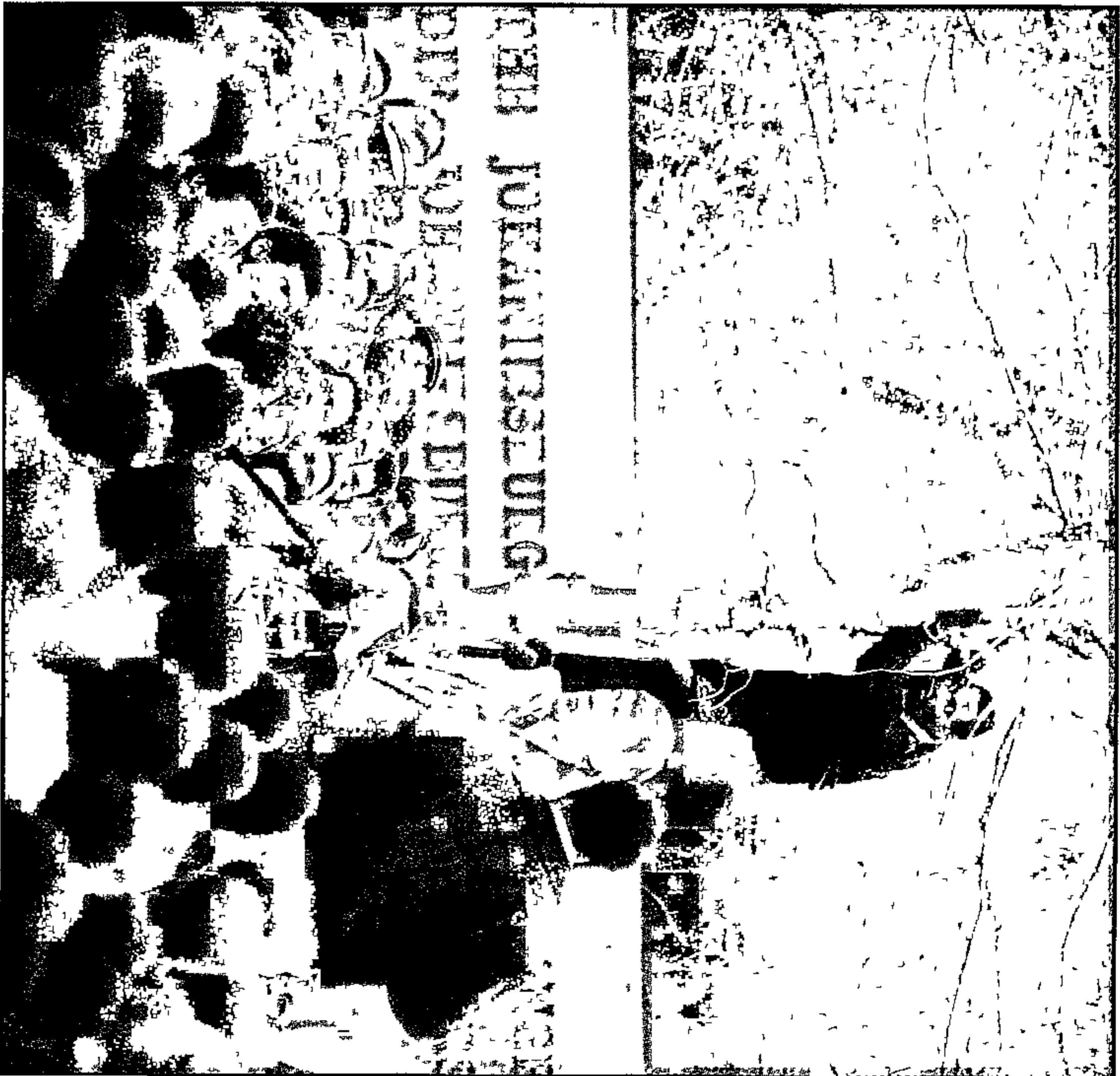
"What makes the step even more unusual is that a firm of attorneys, which is well known for its close relationships with the ANC, has been appointed to prepare new labour legislation," the NP said in a statement.

Yesterday, about 3 000 Cosatu members marched on the Johannesburg Stock Exchange where they presented a memorandum to the PWV Business Caucus, demanding that it plays a role in helping to resolve the disputes and strikes in the region.

Cosatu's Witwatersrand region yesterday said unless employers resolved all the disputes in the area before August 8, it would go ahead with its plans to call for a stayaway on that day.

Denzil McGlashan, a representative of the PWV Business Caucus, received a memorandum from Cosatu and promised that his organisation would reply to the union by next Wednesday.

Meanwhile, mediation in the Pick'n Pay dispute with the SA Commercial Catering and Allied Workers Union started in Johannesburg yesterday.



Vantage point . . . a marcher, one of 3 000 who gathered at the JSE yesterday, keeps an eye on a member of the PWV Business Caucus.

PICTURE JACOB RYKLIFF

Strikers march through city

ET 26/7/94

152



By CELEAN JACOBSON

STRIKING building workers armed with hammers and sharpened branches yesterday went from site to site in a tense march through the city and Waterfront calling for workers to down tools and join them.

In Long Street a crane driver was forced to drop a load of concrete on the street and outside Somerset Hospital a load of steel about to be hoisted was disconnected.

Construction work in the city was brought to a halt and traffic was disrupted as the crowd swelled to about 400 men. They were followed by a strong police presence. Ten days ago five men were

Call for builders to down tools

Injured when striking workers attacked employees on a building site in the city, but this was not the case yesterday.

By 1pm the workers had gathered outside the offices of the Industrial Council for the Building Industry on the Foreshore. The strike began two weeks ago and workers said they had been promised a response to their de-

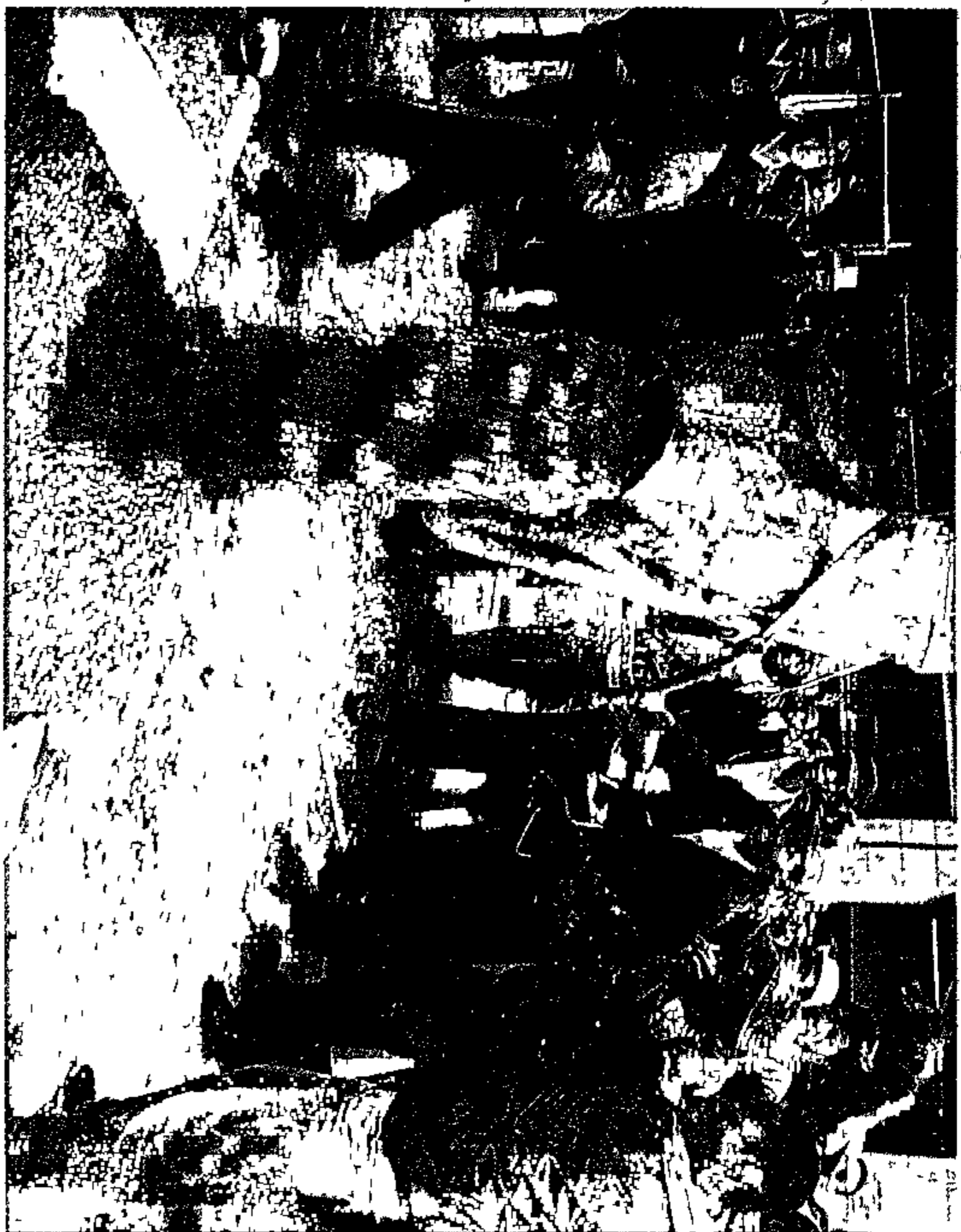
mands for higher wages by last Friday but this had not happened.

Two hundred clothing workers from a Parow factory went on strike yesterday.

Spokesman for the 160 000-strong Southern African Clothing and Textile Workers' Union Mr Shahied Teladia said workers at Printex were demanding a R35 increase but the company had offered R25.

A "go-slow" by workers at the container terminal in the harbour has delayed business at the terminal since July 22, Portnet said yesterday.

Spokeswoman Ms Adri Bootsma said attempts were being made to minimise the effects of the strike and that Portnet apologised for any inconvenience.



STRIKE ACTION ... Striking building workers yesterday forced a crane driver in Long Street to drop his load of concrete on the street as they marched through the city and Waterfront construction sites bringing work to a halt. Picture BENNY GOOL

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BUSINESS DAY, Tuesday, July 26 1994

3

Industrial action 'not a battle against ANC'

COSATU general secretary Sam Shilowa said yesterday the labour crisis, including widespread strikes in various sectors of the economy, was not a battle against the ANC.

Addressing about 3 000 workers outside the JSE where a list of demands was presented to organised business representatives, he said the wave of industrial action was aimed at reinforcing the ANC's hand to bring about change.

Workers marched to the JSE and John Vorster Square to publicise demands, including the right to a "living wage", freedom to strike and picket and industrial action free from police intervention.

Accusations that strikes were "killing the economy" were untrue. "Investors must not pretend that they hear union and strikes for the first time in SA."

He warned there were people who would try to

sow division between Cosatu and government. "They will say to (President Nelson) Mandela, watch out, Cosatu is embarking on insurrection."

Employers were "hypocrites" hiding behind the reconstruction and development programme. "When workers demand a living wage, they say this makes it difficult for them to employ other people."

Cosatu Witwatersrand regional secretary Langa Zita said there would be protests on an unprecedented scale should the labour crisis remain unresolved.

Cosatu Wits regional chairman Velaphi Nkosi reiterated the union's intention to hold a regional mass stayaway on August 8 if no amicable resolution to the collective bargaining crisis was found before Monday. "If our demands are not met, the action will definitely go on. This is not an empty threat." — Sapa.

Cosatu general secretary Sam Shilowa addresses Cosatu protest marchers outside the JSE

Picture NICKY DE BLOIS



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Employment policy 'drives wedge'

By DAN DHLAMINI

PECULIAR politics are emerging in the Pick 'n Pay strike in Potchefstroom

Permanent staff on strike there are angry with "casuals" who defied the call for industrial action - but the casuals, some of whom have been working at the chainstore for eight years, say the permanent workers have never lifted a finger to help them in their struggle for permanent status

The permanent workers, meanwhile, accuse management of sow-

ing division among workers - and they accuse casual workers of not showing "worker solidarity"

A spokesperson for the "casuals" said most of them had between three and eight years of service at Pick 'n Pay and that "not even our trade union bothered to challenge management on the issue of hiring us permanently"

"We have endured this hardship for many years. The Pick 'n Pay management seems to be employing a strategy of keeping permanent casual staff, so as to render any industrial action ineffective"

Meanwhile, 49 of the Potchef-

stroom strikers have been arrested and charged with trespassing. They were not asked to plead and were released without bail pending their re-appearance on August 16

This week furious strikers accused the store manager, Johan Wagner, of being provocative, saying that after their release Wagner taunted them daily and intimidated them by videoing toy-toying strikers (152) (83)

Wagner denied taunting and intimidating strikers, but confirmed that he videoed toy-toying workers, saying this was for the "record"

Election expectations explode as workers say now is the time to...

THE bosses thought strikes were over. Not until you pay us enough, say the workers. Both want the government on their side. SEKOLA SELLO assesses the labour situation.

THE expectation in some business and political circles that, with the ANC neatly ensconced in power, the country could expect a blissful period of industrial harmony and quiet have been shattered by the two-week nationwide Pick 'n Pay strike

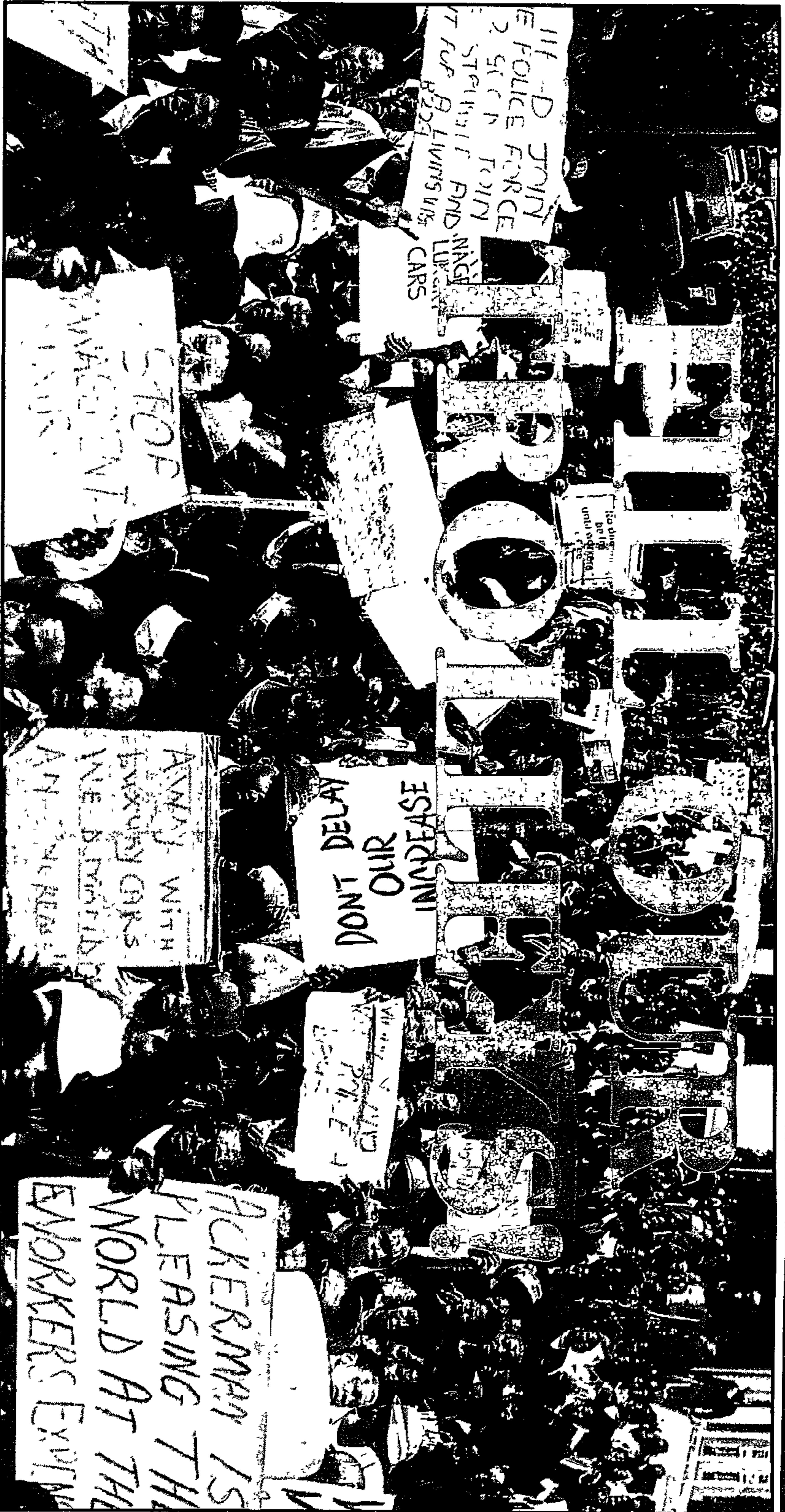
Instead of industrial peace the Pick 'n Pay strike - as well as rumblings in other crucial sectors like mining - have triggered fears that the honeymoon between workers and bosses has come to an end

Observers also speculate that these developments could indicate emerging tensions between Cosatu and its affiliates on the one hand, and its senior alliance partner, the ANC, on the other

Cosatu, the country's largest trade union federation, denies there ever was any honeymoon with the owners of capital and dismisses any potential split with the ANC "in the foreseeable future"

But Cosatu secretary-general Sam Shilowa does not discount such a possibility

He says Cosatu is aware of examples where unions have helped liberation movements to power only to be dumped after *uhuru*



WE'LL PICK OUR PAY... Pick 'n Pay workers shatter business expectations that the ANC-led government would put an end to strikes.

He says Cosatu will not allow this to happen. They will not allow themselves to be reduced to "conveyor belts" of political parties

"This is why our unions continue to stress some of the dangers which have been experienced by unions in other countries"

Expectations of labour tranquility were largely based on the mistaken belief that an ANC in power would easily rein in its more radical alliance partner, Cosatu

Those subscribing to this belief fail to recognise the ANC's commitment to the right of workers to strike - a right which President Nelson Mandela and Labour Minister Tito Mboweni confirmed this week following the Pick 'n Pay strike

Mandela supported the right of workers to strike, but criticised their violent actions. Mboweni was even more forthright. He stated that the right to strike was "constitutionally enshrined" and confirmed the Labour Ministry "reiterates its full recognition (of this right)"

With the government having spelt out clearly that it has no intention of being dragged into labour disputes, conflict in the future is likely to be confined to the two traditional combatants - the barons of industry and organised workers

The core problem is the disparity in the distribution of wealth. According to Cosatu spokesman Neil Coleman, most surveys by reputable researchers show that the majority of workers are still earning below the Poverty Datum Line or Minimum Living Level

Having fought for political freedom, these workers have now trained their sights on earning "living wages, democratic

are likely to remain tense and in some case even confrontational for several years to come no matter which party is in power

Among Cosatu's proposals are joint decision-making on issues such as investment, training, technology, research and development, job creation, levels of remuneration and even the distribution of profits

While a growing number of big business has in recent years adopted more liberal policies and have brought some workers onto their boardrooms, they are unlikely to meet most of Cosatu's proposals. In fact they are likely to fight them tooth and nail

Balancing workers' demands and the fears of big business could be the crucial factor determining labour relations in the future. Caught in the middle will be the ANC-dominated government which came to power on support from the workers

Much as the ANC's sympathies might be with the workers, they cannot in these early years of governance adopt policies that have the potential to alienate or antagonise big business. They also have to consider whether their policies will not impact negatively on foreign investors

Tensions between the ANC and Cosatu could increase if plans to form one super federation made up of Cosatu, the Africanist/Black Consciousness-leaning Nacum and the non-aligned Federal succeed

In these circumstances the ANC would need the skills of a trapeze artist while the workers and the employers do battle. This could well be the feature of industrial relations for the foreseeable future

The trade union federation has drawn up a plan which is as wide-sweeping as it is revolutionary. If acted upon, it could change the entire employer-employee relations in the country or in Shilowa's words, it would be "pioneering a unique experiment in industrial democracy unparalleled in the developing world"

Among Cosatu's proposals are joint decision-making on issues such as investment, training, technology, research and development, job creation, levels of remuneration and even the distribution of profits

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Strike dilemma

(152)
ARL 23/1/94

□ Demands will force all businesses to adopt new attitudes and policies

BRUCE CAMERON
and **CLAIRE GEBHARDT**
Business Staff

BUSINESS will have to adopt new attitudes to deal with the post-election strikes sweeping the country

And employers will face a varying list of demands which has moved away from the politically oriented pre-election demands to more bread-and-butter issues to improve quality of life

One new demand came this week with miners demanding time off for basic literacy education.

The warnings of the changes come from employment specialists

The Institute of Personnel Management's executive director, Danielle Smith, says there is an urgent need in the business environment for flexibility and understanding on the part of both management and labour

"Relationship building, especially with the trade unions, should be an ongoing priority"
Ms Smith said strikers were frustrated, not only with their

companies but also with government because the structural change to society was a slow process.

She said the frustrations could only be curbed if living standards were raised

"Early implementation and success of the Reconstruction and Development Programme is essential so that these basic needs can be met"

It was also in the best interest of all companies to "take a long hard look at the RDP and to establish a strategy, in consultation with their employees, for their contribution to the process — we cannot afford to fail"

She warned, however, that increases in wages without an improvement in productivity would continue to reduce South Africa's competitiveness in the international markets

Wages and working conditions have emerged as the most important collective bargaining issue for 1994, according to employment specialists SPA Consultants.

SPA says these issues emerged top of the list in 34 in-depth interviews with trade unions, employers' associations and industrial councils.

Other issues included

- Reduced working hours,
- Improved overtime rates,
- Paid maternity and paternity leave,
- Job-grading,
- Safety agreements,
- Training and adult basic education, and
- Better retrenchment packages, housing, medical aid, educational subsidies and job security

SPA says new issues likely to be added to the collective bargaining table this year are:

- Information disclosure and union involvement in financial planning,
- Worker participation,
- Affirmative action and an end to all forms of discrimination in the workplace,
- New technology agreements,
- Job creation and the creation of unemployment funds;
- A revision of current and future public holidays

SPA says the major challenge facing South Africa is not to debate the "high wage high productivity versus low wage job creation" issue, but to move towards becoming a wage-effective economy with a new spirit of tripartite co-operation.

Movements on strike rules

Star 23/7/94

PICK 'n Pay and the South African Commercial, Catering and Allied Workers Union (SACCAWU) will meet today in a bid to agree on rules for picketing during SACCABU's pay strike, Minister of Safety and Security Sydney Mufamadi said after meeting the two parties in Pretoria yesterday.

The meeting, convened to discuss the role of police in labour disputes, was also attended by Congress of South African Trade Unions general secretary Sam Shilowa, police officers and mediator Charles Nupen.

Mufamadi said the parties had mandated Nupen to draft an agreement on picketing, to be ratified by Saccawu and Pick 'n Pay today.

In another development on the labour front, close on 70 courts around the country virtually came to a standstill yesterday because of a wildcat strike by court interpreters.

The Justice Department said yesterday that the courts affected were believed to be mainly in the Western Cape and the PWV.

See Page 9

The department said negotiations between the Public Service Bargaining Council and SA Court Interpretation Officers and Allied Workers Union (SACIOAWU) were continuing, but could not say

AMID concerted firefighting efforts by the government, unions and employers, labour unrest continues to erupt across the country, report WeekendStar STAFF REPORTERS and SAPA.



when interpreters would return to work.

SACIOAWU members went on strike on Monday to demand that their non-pensionable allowances be brought in line with those of other administrative workers in the Justice Department.

Justice Minister Dullah Omar and Public Service Minister Zola Skweyaya said yesterday they would hold an emergency meeting in Pretoria on Monday with representatives of the South African

Court Interpretation Officers and Allied Workers Union in Johannesburg, a march by interpreters from the Magistrate's Court was called off yesterday in favour of picketing.

Association of Law Societies director general Andrew van Vuuren said the logjam in granting increases to interpreters was caused by the bargaining council of the Public Service Commission SACIOAWU has demanded the issue be taken out of the

hands of the PSC.

Meanwhile, the Automobile Employers' Organisation yesterday appealed to the National Union of Metalworkers of South Africa to reconsider its decision to declare a dispute and hold a strike ballot following a deadlock in wage talks.

AMEO chairman George Stegmann said in a statement the organisation "remains committed to reaching a mutually agreed settlement through the process of negotiation and is hopeful industrial action can be avoided."

In Cape Town, truck-drivers at the city's docks have embarked on a go-slow over a salary dispute. Drivers who ferry containers from one part to another in the

docks were on a go-slow, because they were paid less than those who deliver goods outside the docks.

The union spokesman threatened that they might embark on a full-blown strike on Monday, should their demands not be met.

Labour Minister Tito Mboweni meanwhile held talks yesterday with the Federation of Salaried Staff Associations (FEDSAL), the country's third largest trade union federation representing some 260 000 members.

The meeting focused on the formulation of an active labour market policy and problems experienced by workers in the sectors organised by FEDSAL.

26 protesters
are arrested

CT 23/7/94
JOHANNESBURG

About 26 dismissed employees of Midrand municipality were arrested while demonstrating yesterday.

Town clerk Mr Henry Lubbe said the crowd barricaded offices and stoned vehicles.

South African Municipal Workers Union organiser Mr Andrew Nkoenyane claimed police used "excessive force" — Sapa

47 strikers

held after

protests in

Constantia

JOSEPH ARANES
Weekend Argus Reporter

POLICE arrested 47 striking Pick 'n Pay workers at the company's Constantia store after the owners of the centre, which houses the store, laid a charge of trespassing against the workers yesterday

The workers were taken to Wynberg where they appeared in the magistrate's court. Earlier, about 200 strikers picketed in front of the store singing and chanting slogans demanding that Pick 'n Pay increase their salaries by R229. Scuffles broke out between the workers and the police who formed a human chain to prevent the strikers from entering the store.

At 12:20pm police Major Pol-He Strydom gave the workers 10 minutes to leave the building and told them if they refused, police would use the necessary force to remove them. An hour later, the major spoke to some of the union officials telling them that the time had elapsed and his men were going to arrest all the workers.

Union leader Martin Willow explained to the strikers what the police plans were before he was arrested and led away by Major Strydom. The remaining workers broke into song and followed the police before returning to the front of the store again. Policemen formed a cordon around the singing workers and systematically started arresting most of the union leaders who resisted.

The demonstration turned ugly when dozens of police staff started punching and kicking those workers who resisted arrest.

Some of the workers were sprayed with teargas and three police dogs were brought into the building as police forced all the strikers into the parking area.

A delegation from the ANC's peace desk arrived just as the 47 arrested workers were being taken to the Wynberg court.

After consulting with the police and union members it was decided the workers would march to the Wynberg court where their members were due to appear.

In Pretoria, Pick 'n Pay and the South African Commercial, Catering and Allied Workers Union will meet today in a bid to agree on rules for picketing during Saccawu's pay strike. Minister of Safety and Security Sydney Mufamadi said after meeting the two parties in Pretoria yesterday.

The meeting, convened to discuss the role of police in labour disputes, was also attended by Congress of South African Trade Unions general secretary Mr Sam Shilowa, police officers and mediator Charles Nupen.

Mr Mufamadi said the parties had mandated Mr Nupen to draft an agreement on picketing, due to be ratified by Saccawu and Pick 'n Pay today.

Mr Nupen said that, after the guidelines had been agreed to and the parties had signed them, mediation on the wage dispute would begin. "I think real mediation will begin on Monday. I will spend

the weekend speaking to the parties trying to find out what actually keeps them apart and I think this is not going to be difficult," he said.

The parties did not discuss the wage strike, only police conduct and violence which followed demonstrations and picketing.

"As far as the police are concerned, they have behaved very well since we set the guidelines on police action on July 15," Mr Mufamadi said.

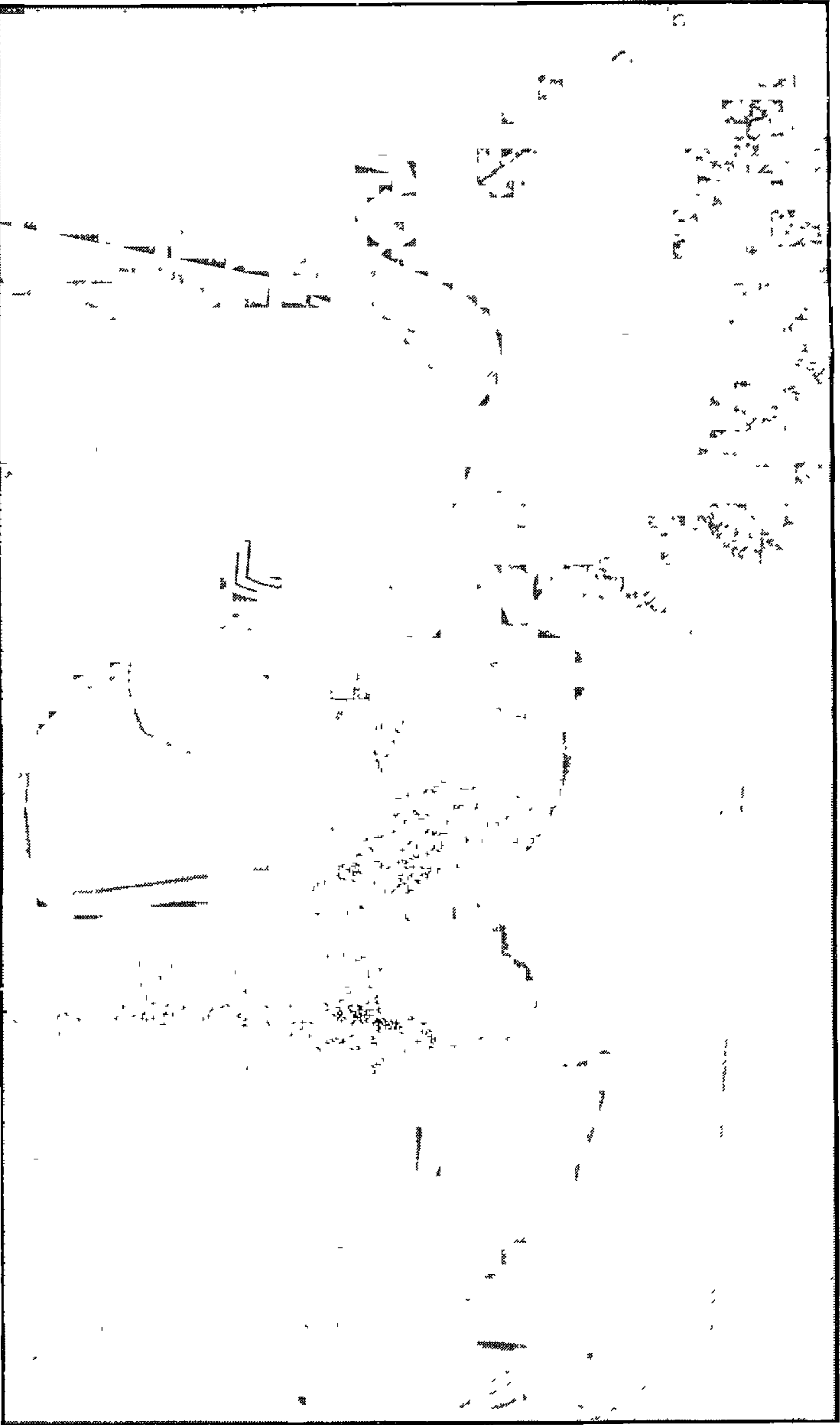
"I must emphasise that the ministry still believes that police should avoid excessive force as much as they can."

Joint managing director Gareth Ackerman said he was happy about the talks and hoped an agreement regulating strike behaviour would be signed at the weekend.

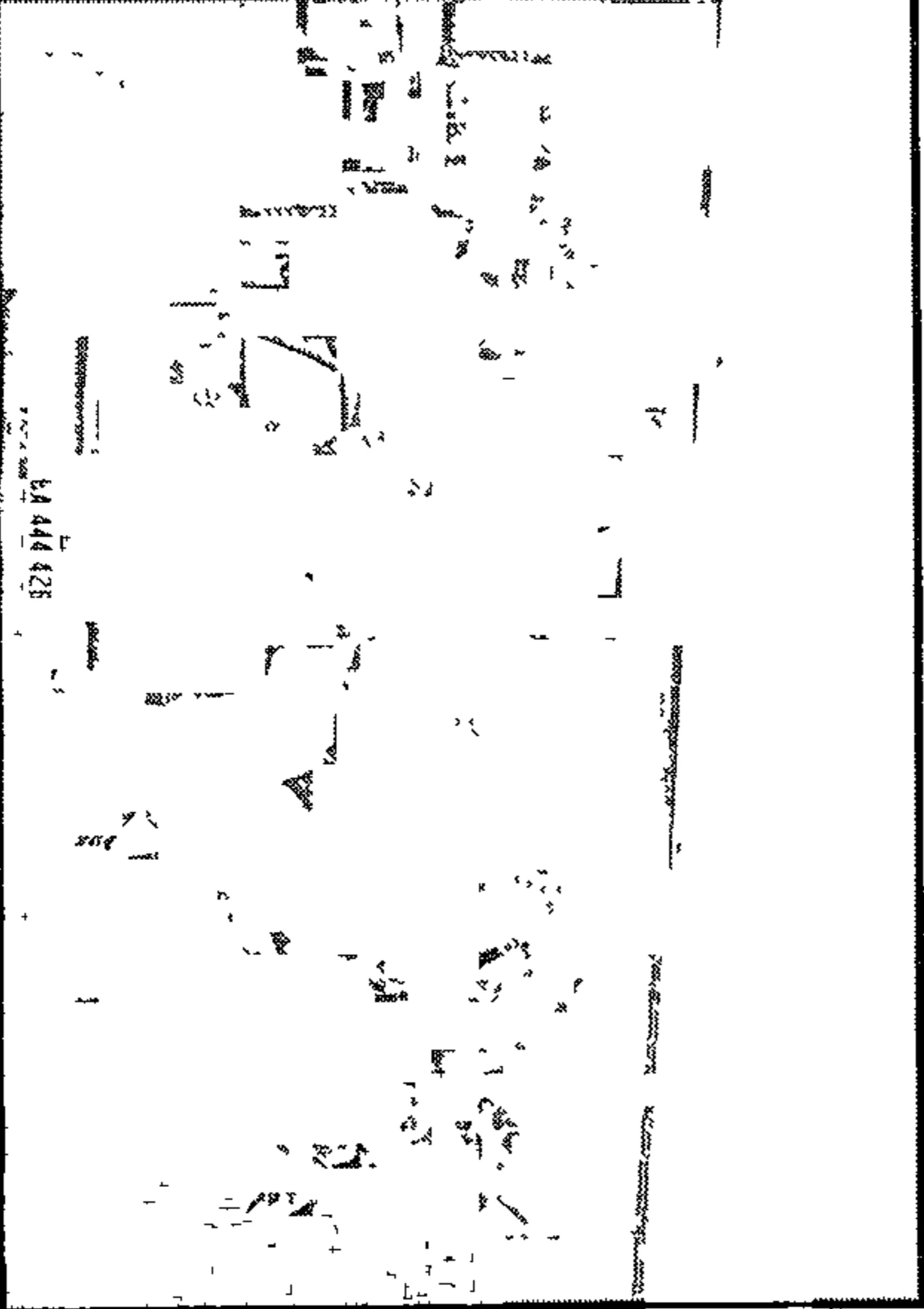
About 430 strikers arrested at Pick 'n Pay supermarkets in Krugersdorp, Germiston and Alberton were due to be released on bail South African Commercial, Catering and Allied Workers Union legal co-ordinator Molotsi Molefe said he would travel to Diepkloof Prison to pay bail for 400 strikers, set at R150 each. Thirty-two strikers arrested in Krugersdorp would be freed on bail of R500 each.

The arrested strikers will soon appear in court on charges of intimidation and trespassing.

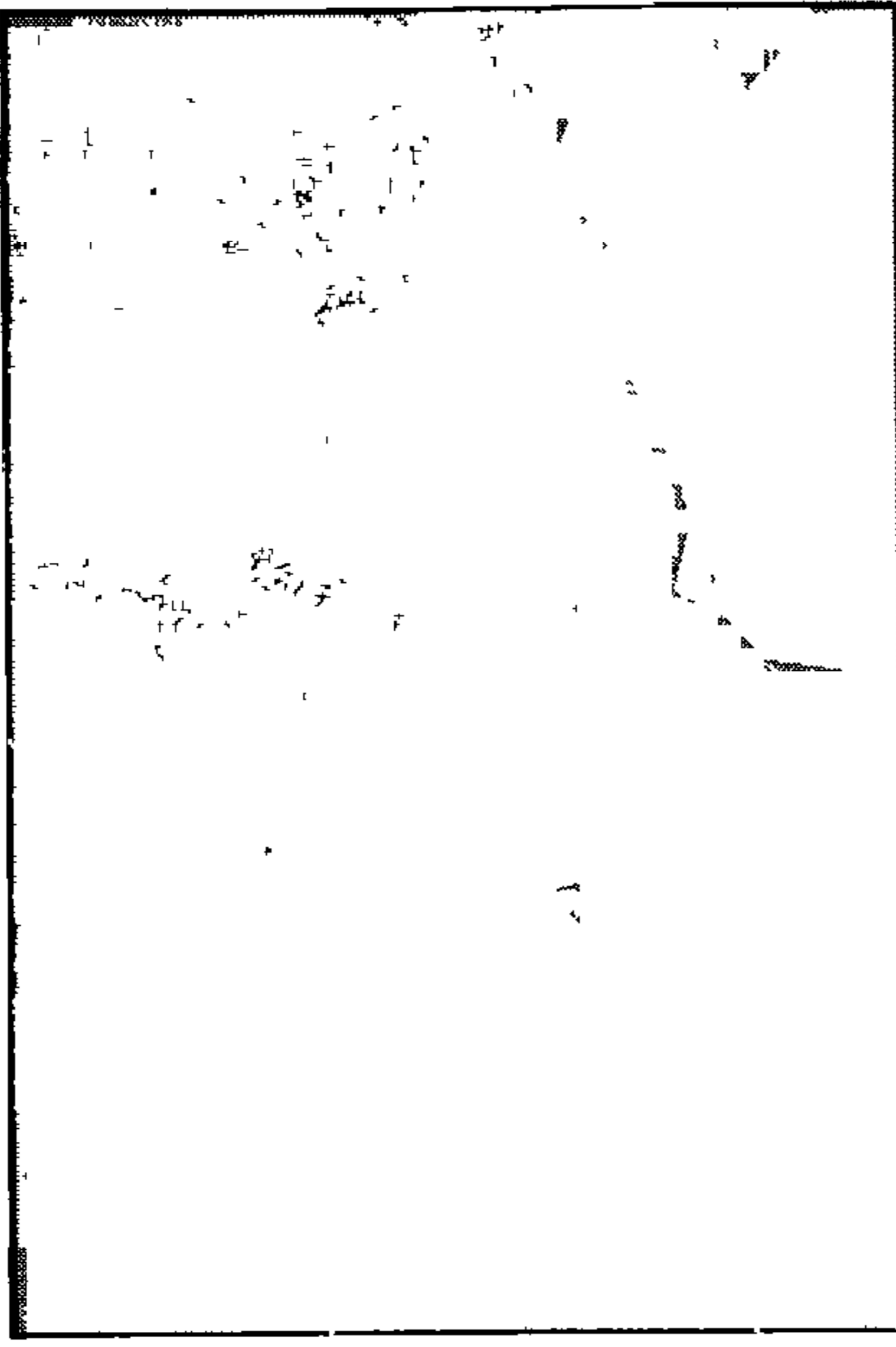
Earlier yesterday, police said 530 strikers had been arrested on the Witwatersrand on Thursday, most on charges of trespassing. They were summonsed to appear in court or pay a R300 admission-of-guilt fine.



CONFRONTATION: Police argue with Pick 'n Pay strikers blocking the shopping complex in Constantia before 47 were arrested. Pictures: DOUG PITHELY, Weekend Argus



SOLIDARITY: Strikers on their way to Wynberg to lend support to their arrested comrades



COURT SCENE: Pick 'n Pay strikers demonstrate outside Wynberg Magistrate's Court where 47 appeared after picketing in Constantia

Truck drivers on go-slow over pay dispute

Weekend Argus Reporter
TRUCK drivers at the Cape Town docks are on a go-slow over a salary dispute.

Drivers who ferry containers from one part to another in the docks were on a go-slow because they were paid less than those who deliver goods outside the docks — even though the two groups had similar qualifications. A spokesman for the SA Railway and Harbour

Workers Union said all drivers at Durban harbour had been paid the same salary for the last two years. "We demand that the same apply in Cape Town."

The go-slow started yesterday afternoon. Their slow driving delayed the loading of ships waiting in the docks. Should their demands not be met, a union spokesman threatened they might embark on a full-blown strike on Monday.

Omar and Skweyiya to step in over interpreters' strike

PRETORIA — Justice Minister Dullah Omar and Public Service Minister Zola Skweyiya will hold an emergency meeting here on Monday with representatives of the South African Court Interpretation Officers and Allied Workers Union (SACIOAWU) in an attempt to end the five-day court interpreters' strike. ~~SA~~ (152)

This follows fruitless talks between a technical committee and SACIOAWU executive

members here yesterday.

The justice department said it was prepared to make R2 million available for payment to interpreters who have been striking since Monday over non-pensionable allowances. About 70 courts country-wide have been affected.

ARG 23/7/94
In Johannesburg, a march by interpreters from the magistrate's courts was called off in favour of picketing — Sapa

Meeting today on picketing rules

PRETORIA — Pick 'n Pay and Saccawu will meet today in a bid to agree on rules for picketing during Saccawu's pay strike. Minister of Safety and Security Mr Sydney Mufamadi said after meeting the two parties yesterday.

The emergency meeting was called to discuss the role of the police in labour disputes.

Ministry spokesman Captain Craig Koze said before the meeting that "it is hoped that a path be found whereby the police will not become a football in labour disputes."

The meeting was being attended by PWV MEC for safety and security Mr Jesse Duarte, General Andre Krus from the police, Mr Bones Skulu from the Saccawu, Mr Gareth Ackerman from Pick 'n Pay, legal adviser in the President's office Mr Vink Hayson, and Mr Charles Nupen, mediator in negotiations between Pick 'n Pay and Saccawu.

After the meeting Mr Mufamadi said the parties had mandated Mr Charles Nupen to draft an agreement on picketing, to be ratified by Saccawu and Pick 'n Pay today. — Sapa-Reuter

Picketers held for trespassing

By WILLEM STEENKAMP

AMID growing customer dissatisfaction with the Pick 'n Pay strike, 51 picketers were arrested at the Constantia Village shopping centre yesterday afternoon.

The strikers were part of a 150-strong SA Commercial, Catering and Allied Workers' Union (Saccawu) group that gathered at the centre yesterday morning.

A heavy police contingent, summoned by Pick 'n Pay and the centre management, blocked off both entrances to the supermarket, preventing the strikers from entering the store or forcing it to close for the day.

Barring a few incidents in which access to the Pick 'n Pay allowed to enter and leave the supermarket.

Scuffles broke out continually between the strikers and police, with strikers claiming they were being "pushed around" by the police.

One irate striker claimed a police lieutenant had kicked her, but the officer denied the allegation and invited her to lay a charge against him.

The picketers cheered loudly at one point when a large number of workers inside the supermarket

Police block off store entrance

ket downed tools and joined them.

Store manager Mr Zahied Mathews later confirmed that between 60% and 70% of his staff had left, but that the store remained open for business.

When another store manager, Mr Shane Green, tried to read out an Industrial Court interdict against the strikers he was shouted down, and the interdict was grabbed from him and torn up.

More than an hour after the strikers — who eventually sat down — had been warned, they had 20 minutes to disperse, the police began to arrest them.

But the strikers, who had pledged to "go quietly", resisted and scuffles once again broke out. Strikers then claimed the

police were assaulting them, and alleged that teargas had been used.

Shortly after the arrested strikers had been ferried away, ANC MP Mr Willie Holmejr arrived on the scene "to see if I can help".

After negotiations between himself, the remaining strikers and the police, the strikers left to march to the Wynberg Magistrate's Court.

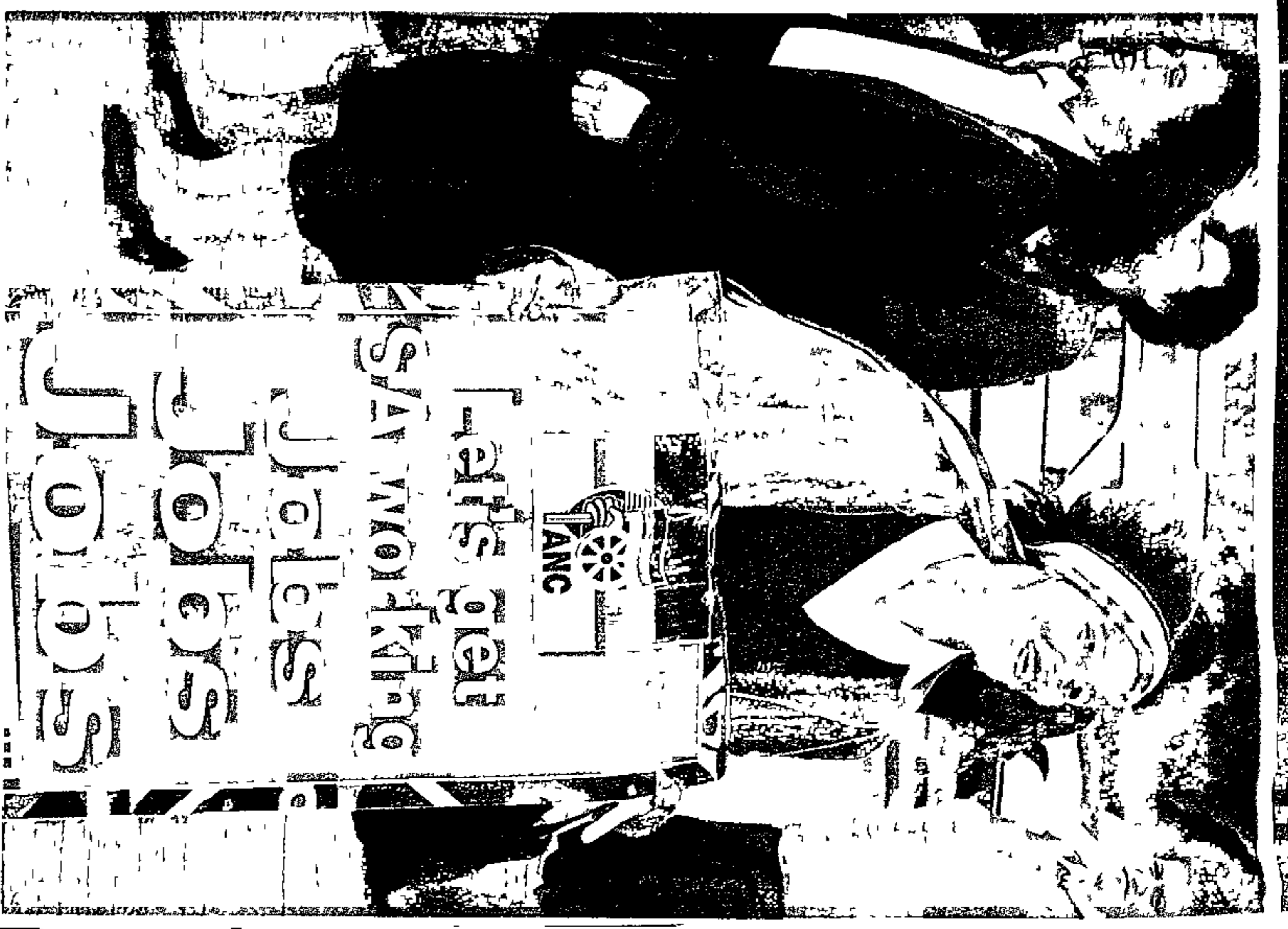
Brigadier Steven Minnaar, acting deputy regional commissioner for the Southern Peninsula, denied that any of his personnel had teargas.

He said the strikers were arrested after a complaint from the centre's owners in connection with charges of trespass, alternatively contravening the Labour Relations Act for defying the interdict.

Fifty-one strikers later appeared in the Wynberg Magistrate's Court. They were released on a warning to appear in court again on August 22.

Pick 'n Pay Western Cape supermarket's general manager Mr Nick Badminton yesterday confirmed the supermarket group had called in the police, saying that "in the end they can't close the doors".

He appealed for the strikers to picket peacefully and allow trading to continue.



IRONY . Strikers have written slogans on the back of ANC election posters, but this picketer got her placard the wrong way around and provided some unintentional humour.

Picture BENNY GOOL.

430 held in Jo'burg area

JOHANNESBURG — About 430 Pick 'n Pay strikers were arrested in the Johannesburg area for trespassing and might be released on bail soon, it was reported yesterday.

They were arrested at Pick 'n Pay supermarkets in Krugersdorp, Germiston and Alberton.

Saccawu legal co-ordinator Mr Molotsi Molefe said he would travel to Diepkloof Prison to pay bail for 400 strikers, set at R150 each. Thirty-two strikers arrested in Krugersdorp would be freed on bail of R500 each.

The arrested strikers will soon appear in court on charges of intimidation and trespassing.

Earlier yesterday, police said 530 strikers had been arrested on the Witwatersrand on Thursday — Sapa



GETTING TO GRIPS . . . A Saccawu striker jostles with a policeman at the entrance to the Pick 'n Pay store in the Constantia Village shopping centre yesterday.

Picture BENNY GOOL.

Irritated customers 'unsympathetic'

Staff Reporter

PICK 'N PAY customers are steadily becoming fed up with ongoing strike action by Saccawu, a snap survey showed yesterday.

In the survey, conducted at the Constantia Village shopping centre, where more than 50 strikers were arrested for trespass yesterday, customers said they were unsympathetic and workers should be glad they had jobs.

"I think they're absolutely stupid — if I got the raise they're getting, I'd be happy," said Mrs Jeannette Kempster, of Bergvliet. Mr Eric Axelsson, of Constantia, said he felt strike action was "go-

ing to wreck the South African economy."

"I don't think they are justified in continuing the strike," he said. "I've got no sympathy with them," commented Mrs Mary Muller, of Constantia. "I think they should all be happy they've got work," said one woman, who refused to be identified.

'Too much'

"Sack the lot and employ other people," said Mrs Joyce Barrett, of Bergvliet. "I've got no sympathy with them." Mr Fred Banham, of Muizenberg, said he thought the workers were demanding too much money,

but added "I'm only hoping they'll get things worked out."

Also, the strike raised the ire of other storeholders in the centre, despite repeated statements by unionists that they were targeting "Pick 'n Pay and Pick 'n Pay alone".

Shopowners, especially those sited near Pick 'n Pay stores, complained yesterday of disrupted trading and loss of earnings, because shoppers were frightened off by the strike action.

The complaints echoed those of shop owners in the Adelphi Centre in Sea Point and the Gardens Centre earlier in the week, many of whom closed their doors when the picketers arrived.

Strikes knock JSE trade

JOHANNESBURG — Shares ended a disappointing week mixed yesterday as the market continued to scratch for fresh direction and look for fresh buyers in quiet trade (25) (152)

Dealers said optimistic signs during the week that a rally could be underway continued to be undermined by sluggish world equity markets and an uncertain gold price

Also, fears that current sporadic industrial action at SA companies would spread were undermining sentiment CT 23/7/94

"It seems to be flavour of the month I think it is causing a lot of hesitation," a senior dealer said

He said holding back by foreign investors — especially in the US — after interest the previous week, had also hurt prospects

"They have a big psychological effect."

The Overall Index was five points lower at 5 549, the Industrial Index was ten points better at 6 374 and the Gold Index shed 37 points to 2 047

● Gencor lost 10c to R11,60 as it continued to drift off highs waiting for an announcement on its bid for Billiton

But on the London market, shares in Shell Transport and Trading plc rose 10p to 746p on speculation that the company was about to announce it has agreed to sell its Billiton metals business in SA for \$1bn

A Shell spokesman told Reuter "We hope to conclude the deal soon It's a very complex deal It has taken time to put on the finishing touches 'We're not quoting dates'"

JSE activities indices

Motor industry faces widespread strikes

ET 23/7/96 (152) Correspondent

PORT ELIZABETH. — The South African motor industry is faced with widespread strike action following the declaration of a dispute yesterday between the Automobile Employers Organisation (Ameo) and the powerful National Union of Metalworkers (Numsa)

In what has been called "major muscle flexing" on the part of the unions, Numsa yesterday said it would conduct a strike ballot next week. Ameo has expressed concern over the strike action, saying it could cause irreparable harm to an ailing industry.

Union spokesman Mr Gavin Hartford said Numsa was prepared to negotiate until midnight on Wednesday.

Attorneys upset over standstill at courts

ATTORNEYS have called for a swift end to the interpreters' strike, saying the situation in the country's courts has become "unbearable".

As the strike by about 80 court interpreters entered its third day in Cape Town yesterday, the Association of Law Societies (ALS) complained that many awaiting-trial prisoners were being incarcerated unnecessarily.

ALS spokesman Mr André van Vuuren has urged the Department of Justice and Public Service Commission (PSC) to take urgent steps to resolve the dispute. Interpreters are demanding that their present R15 a month allowance equal the R205 allowance paid to clerical staff.

Sympathy strike

Mr Van Vuuren said: "The strike not only disrupts the courts but inconveniences the public and creates additional costs for the accused. The situation also creates problems of unproductivity and frustration for attorneys."

A PSC state spokesman said interpreters' demands could only be satisfied through a majority decision in the Public Service Bargaining Council's central chamber. The issue is to be discussed again at their July 26 sitting.

● Policemen and prison warders at courts in Grahamstown yesterday went on strike in sympathy with striking court interpreters, a Court Interpreters' Union spokesman said. — Staff Reporter, Own Correspondent

political power ... but their own lives have hardly changed

strike — black rage on the shop floor

(152) WM 22-28/7/94



Worker militancy . The current wave of labour unrest — some of it violent — has its roots in the crisis of the apartheid workplace, commentators believe

PHOTO DANNY HOFFMAN

protection from dismissal, except where the enterprise is threatened. "The stakes in South African strikes are terribly high," he says. "Tensions run high, the temptation to intimidate scabs is high. It's a volatile cocktail that quickly goes over the top."

And labour commentators are unanimous that pre-emptive interdicts against strikers — particularly those which bar them from coming within 500m of the work premises — are more likely to ratchet up strife than defuse it.

Pick 'n Pay insists its interdicts were in response to violence, and that they were intended only to head off unlawful action.

"The courts are lending improper weight to management by granting interdicts which create a 500m no-go zone," Brassey remarked. "It's a massive invasion of civil liberties."

A regime is clearly needed under which strikers can seek to persuade shoppers and strike busters not to cross picket lines without intimidating or attacking them. It is a fine line,

but labour lawyer Halton Cheadle believes a statutory picketing code — such as Judge Richard Goldstone's rules on marches and public protests — has a role to play.

For Von Holdt, the wave of post-electoral militancy poses challenges for the unions. If they merely ride it, rather than channelling it, they may be weakened and isolated, he warns. "They can't just assume community support as they did in the apartheid era, and they can't rely on mass action by well-organised militants in large companies, to the detriment of millions of other working people."

South Africa's workplace polarisation can only be tackled, he believes, by redressing the balance of power. Buttressing this process is the proper role of the state rather than intervention in individual strikes.

"There are underlying problems of conflict, low productivity and lack of worker commitment to the product, and these can only be resolved through a dramatic shift in the power relations between management and labour."

"It must go beyond the current superficial experiments in worker participation — quality circles, green areas and the like. What is needed is a new transparency and power-sharing in the workplace."

■ See PAGE 25

economies," he said. "Collective bargaining and strikes are the essence of the free market."

Indeed, Wits University law professor Martin Brassey believes the proper response to strike violence is the strengthening of unions, to enable them to discipline members. He suggests the extension of closed shop arrangements, whereby union members expelled for indiscipline would lose their jobs.

Cosatu's problem union, the chronically fractious Saccawu, has been further weakened by the exodus of key leaders to parliament. Its handling of the strike has been typically inept: it appears to have rebuffed management overtures for the negotiation of strike rules, leaving no framework for orderly picketing. Its worker protests, a form of brinkmanship, mushroomed uncontrollably into

strike action a week before the strike was due to start.

Fuelling worker hysteria in the strike has undoubtedly been Pick 'n Pay's use of strike busters — strikers

dread being fired, which in South Africa may mean permanent unemployment.

Brassey argues that strike law must change to give lawful strikers

Negotiate, don't confront, says UK expert

POLICE handling of the Pick 'n Pay strike was true to classic South African police policy. "If in doubt, panic," said a British academic specialist in criminal justice and member of the South African Police Services international training team.

Mike Brogden also said the style of crowd dispersal used at Pick 'n Pay stores indicated a breakdown of command and control. "Orders were not given clearly and there were no instructions to use minimum force, which the police handbook stipulates," he said. "Traditional practice here has been maximum force."

In 20 stores across the country, police used physical force — including dogs, stun grenades and rubber bullets — triggering accusations of overkill and complaints by strikers of inadequate warnings.

quate warnings.

Brogden said police in Britain rarely used force against strikers or demonstrators. Instead the practice was a step-by-step escalation, starting with an attempt to negotiate the dispersal of a crowd and moving to "intimidation by superior presence" — outnumbering the demonstrators. The next step was the selective arrests of ring-leaders by "snatch squads" specially trained in subduing without inflicting serious injury.

"The British approach is to go for individuals, not mass attacks," he said.

If a mass offensive was ordered, batons were used and it was practice to ensure an escape route for demonstrators to avoid cornering them. Three warnings were given by loudhailer over a five to 10-minute period.

Brogden said that in an attempt to de-emphasise military instruction and drill, the SAPS was revamping its training system. "Ideally, officers will be taught to negotiate rather than confront."

Reacting, Reef police spokesman Colonel Eugene Opperman said negotiation had been successfully used to disperse Pick 'n Pay strikers at many stores.

"The fact is that often we are not operating under European conditions," he said. "Some of the strikers were armed to the teeth with iron rods and sticks; managers were held hostage; a shop floor was set on fire. In Britain policemen are hardly ever physically attacked — here so many have been killed."

"We don't interfere in industrial disputes. We only get involved if a crime has occurred and we are called by management."

Atlantis workers picket motor components plant

ARLT 22/7/94 (152)

Staff Reporter

STRIKING workers at a motor vehicle components manufacturing plant in Atlantis picketed outside the factory throughout the night after the company had obtained a Supreme Court order authorising the removal of strikers

The workers, all members of the National Union of Metalworkers of South Africa (Numsa), went on an illegal strike after declaring a dispute with Safety Transport Inter-

group (STI) during wage talks. A union spokesman said workers had originally demanded a 23 percent wage increase but backed down to 15 percent after negotiations.

The company is offering eight percent.

"We are continuing negotiations," the spokesman said.

STI managing director Soren Elvin-Jensen said "Most of the workforce returned to work today and most of our production lines are back in operation"

Pick 'n Pay offer is 16%, while union demand is 22%

BRUCE CAMERON
Business Editor

THE minimum wage for a permanent employee at strike-ravaged Pick 'n Pay is R240,02 a week

About 20 percent of the employees, including till packers, cleaners, packers, pickers and unqualified chefs are on this scale, the chain store said

A further 40 percent of staff are on a split level second category where the weekly wage is R234,94 or R252,62 a week

July 22/7/94

1992

The increases offered by Pick 'n Pay for the bulk of its employees would mean increases of about 16 percent, while the union demand would result in increases of about 22 percent

The lower scale of category 2 employees includes security officials, unqualified chefs, floor sales people and light vehicle drivers

Cashiers are on the upper scale of category 2
The Pick 'n Pay across-the-board offer of R175 a month would add

R40,38 a week to all categories, giving the minimum weekly wage earners a 16,8 percent increase, the lower category 2 employees 16,55 percent and the cashiers 15,98 percent

The union wants R229 a month across-the-board This would add R52,84 a week to all categories of wage-earners For minimum wage earners this would mean a 22 percent increase, a 21,66 percent increase for lower category 2 employees, and 20,91 percent for

cashiers

According to the annual report of the company, employees receive many other benefits These include

- Medical aid
- Group life insurance if they are on the retirement fund
- Parental benefits, which include nine months' paid maternity leave and two months unpaid, and eight days' paternity leave
- Low interest housing loans
- Educational bursaries for lower paid staff and their children

- Depending on job category, two weeks' long service leave is granted after each five-year period of employment with the scheme being standard for all permanent employees with 15 years' service
- A non-contributory funeral scheme which pays R1720 on the death of a registered dependant
- A disability scheme paying 75 percent of income if an employee can no longer work
- Heavily subsidised canteen facilities

Dispute declared by mine union

JOHANNESBURG.— The National Union of Mineworkers has declared a dispute with the Chamber of Mines in the latest round of pay talks for gold and coal miners.

"We have reached a stage where we are unable to reach a settlement," NUM general secretary Kgalema Motlanthe said yesterday

"We will now be taking the issues to the conciliation board"

The union and management failed to agree on wage increases, holiday leave allowances, the miners' provident fund and the question of traditional healers.

The NUM said it wanted employers to recognise traditional healers for consultations and sick notes, but the chamber had declined

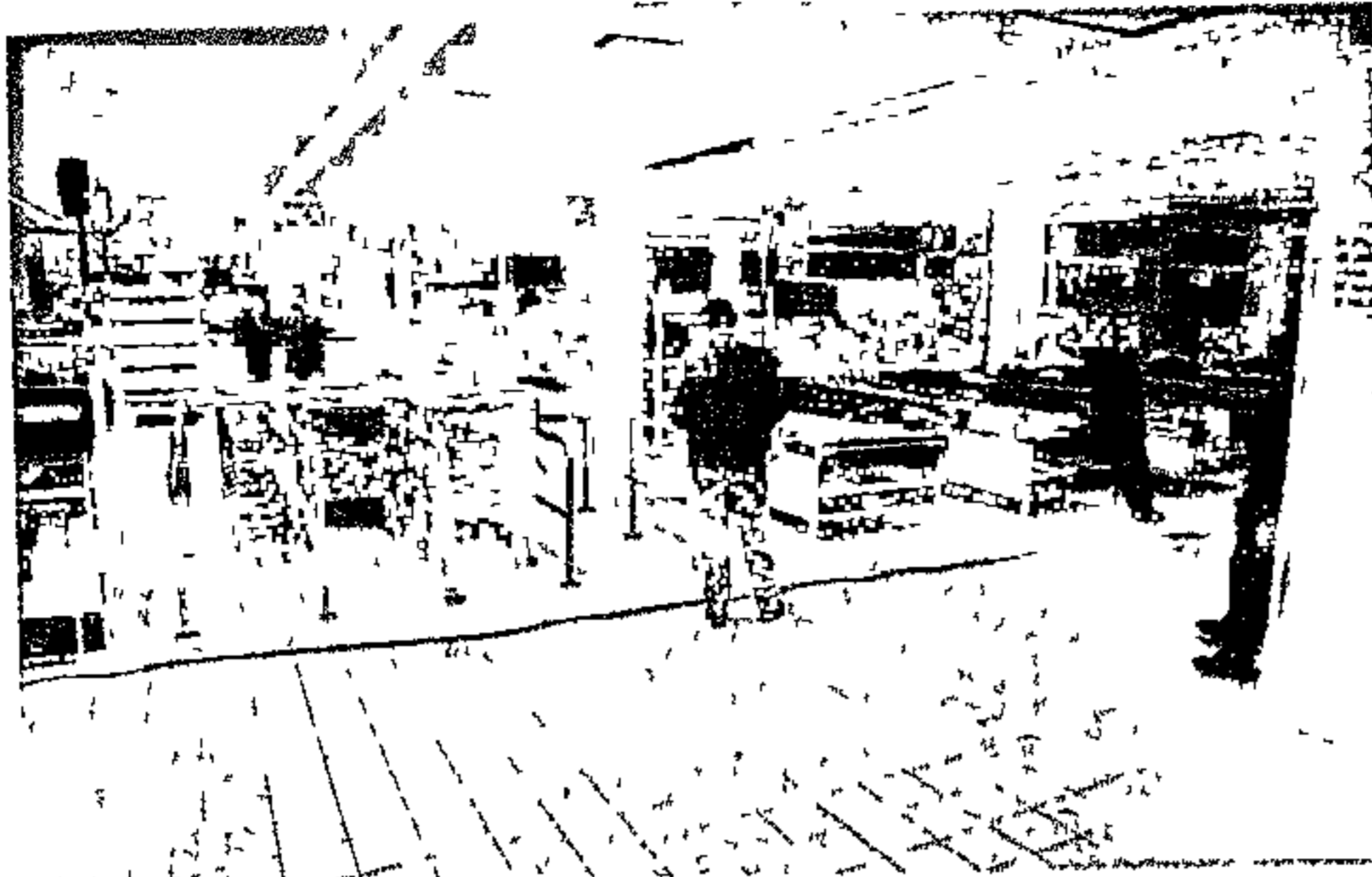
De Beers accused the NUM of negotiating in bad faith after wage talks collapsed earlier yesterday.

The NUM is demanding an across-the-board increase of 15 percent and the company has offered 8,5 percent — Sapa.



CONFRONTATION: A striker hurts abuse at policemen forming a human barrier to prevent marching workers from turning into Mill Street on their way to the Gardens Centre

Pictures ANDREW INGRAM, The Argus



EMPTY STORE: A few casual workers stand around in the closed Pick 'n Pay store in the Gardens Centre, while an ironic banner apologises for "inconvenience caused"

Bank, insurance workers protest

ARCT 22/1/94
(12) (1)

JOHANNESBURG. — Banking and insurance workers said today they would start nationwide protests and demonstrations to back demands for higher pay

Banking, Insurance, Finance and Assurance Workers Union (BIFAWU) general secretary Tom Phalama said the 8 000-member union would take to the streets next week to protest against low salaries and pending retrenchments.

"We are taking to the streets so that the public is aware that all is not well in the banking and insurance industry," he said. — Reuter

Govt warned on industrial disputes

By CHRIS BATEMAN
Political Staff

(152)

CT 22/7/94

THE government was in a no-win situation if it got drawn any further into the escalating industrial crisis, labour and business experts said yesterday.

Conciliator Mr Johann Baard described the escalation as a "crisis of post-election expectations" held by both business and

labour. Business had expected "things to settle down" and workers expected Cosatu "to deliver".

Dr Martin Birt, senior lecturer in business science at UCT warned that if President Nelson Mandela showed favour towards either side it could halt investment or cause "the masses" to lose faith in the new government. While admitting industrial re-

lations would "never be the same again", he emphasised that July was "high season for vigorous negotiations".

He thought Cosatu affiliates were testing the ANC-led government with a "pay-back time" strategy to see if they could cash in on the election support they gave President Mandela last week expressed sympathy for workers

and Safety and Security Minister Mr Sidney Mufamadi, told police to act with restraint.

"But if they get sucked in any further, they're on a hiding to nothing," Dr Birt said.

"It's the first round of wage negotiations in the new South Africa — it stands to reason new boundaries will be explored and tested," Mr Baard said.



ANGRY WORDS . . . Barbed wire kept angry workers from entering a city Jewish old-age home yesterday, as protesters shouted anti-Semitic slogans and scuffled with police.

Picture BENNY GOOL

Protesters held back by barbed barricade

By CELEAN JACOBSON

ANTI-SEMITIC insults were shouted outside a Jewish old-age home and scuffles with police occurred in a spate of industrial action in the city yesterday.

A spokesman for Tygerberg Hospital said emergency operations on burn patients were cancelled owing to a lack of porters.

Razor wire kept about 500 protesters, mainly National Education, Health and Allied Workers Union (Nehawu) members, outside Highlands House old-age home in Vredehoek.

A Supreme Court interdict prohibited Nehawu from occupying the premises.

Nehawu officials handed over a memorandum demanding the reinstatement of 219 workers, arrested and dismissed after a protest in April.

The protesters then marched to the Gardens Centre, where traffic was disrupted and scuffles broke out as police barred them from joining Pick 'n Pay strikers.

Nehawu official Mr Wilfred Alcock said this was "the start of rolling mass action".

Police dispersed the workers. *ET 22/7/94*



In the eye of the storm . . . flanked by policemen, representatives of the Steel and Engineering Industries Federation of South Africa, including economist and Seifsa negotiator Dave Carson, make their way through a crowd of metalworkers during a march organised by Numsa in support of a 12 percent wage increase in downtown Johannesburg yesterday.

PICTURE JODIE BIBBER

Metalworkers in march to confront Seifsa

Star 22/7/94

■ BY CHRISTINA STUCKY

Thousands of toyi-toying metalworkers from the PWV region made their way through downtown Johannesburg during a march organised by the National Union of Metalworkers (Numsa) yesterday.

The sprawling crowd blocked roads as they moved from Loveday to Anderson streets, to the headquarters of the Steel and Engineering Industries Federation of South Africa (Seifsa)

Numsa secretary-general Enok Godongwana said the strike action was motivated by "bread and butter issues".

Although the sign on the door of 43 Anderson Street read "These offices will be closed until 2 pm", Seifsa executive director Brian Angus and

negotiator and economist Dave Carson emerged and moved through the crowd, flanked by policemen.

Memorandum

Angus was presented with the memorandum laying out Numsa's demands, which include a 12 percent wage increase, a 40-hour work week and the creation of job-training and education programmes.

On the latter point, Angus said Seifsa and Numsa had already reached agreement

The main point of contention is the wage gap Seifsa is offering a 9 percent increase, Numsa insists on 12 percent across the board

Numsa will tell Seifsa on Tuesday if it will accept the offer.

July 22 to July 26 1994

Workers protest against factory's 'political bias'

By Johann van Tonder

BUSINESS at a fruit canning company in the Boland ground to a halt last week following allegations that management only employed people who voted for the National Party and rejected job applications from ANC supporters

A sit-in was staged at Sapco (SA Preserving Co) at Tulbagh by about 300 workers and 163 were arrested

On Monday police called in reinforcements from neighbouring towns. A crowd protesting against the arrests was teargassed outside the police station

The sit-in was staged by supporters of the Boland Civic Association to try to force Sapco management into negotiations over the alleged politically biased policy, said civics spokesperson, Mr Cupido Rogers

He claimed that a selection panel of two known NP supporters refused to contract the 21 seasonal workers in the fruit cocktail department because of their support for the Saron-crisis earlier this year and their affiliation to the ANC

The Saron crisis followed the non-recognition of a democratically elected management committee by the old committee in February this year. A stand-off resulted in violent

clashes

Durban-based Sapco spokesperson, Mr Seton Thomas, denied any political bias in employing people, saying jobs were given on merit.

He claimed that the civic was not recognised as the workers' representative body

During Monday's incident, a tear-gas canister landed in a car driven by Mrs Martha Williams of Gouda, causing R1 200 damage. A Saron man, Mr Samuel van Reenen, had to receive treatment after he was hit by canister

Witnesses claimed no warning was given before a Lieutenant Du Toit ordered to "shoot the pigs"

Lieutenant Johannes du Toit, from Ceres police, denies having said this

Colonel Raymond Dowd from the SAPS public relations department said according to reports that reached him, stones were thrown at police and they used minimum force

Another claim is that a police dog, controlled by a member of the Worcester Dog Squad, was used to scare 40 women being held in a cell

Dowd condemned the incident, "if it happened", and urged members of the public to report such matters to the police

Soubu 22/7 - 26/7/94

(152) (153)

Omar takes up striking interpreters' fight

JUSTICE Minister Dullah Omar is negotiating on behalf of striking court interpreters in a bid to end a four-day illegal strike by the SA Court Interpretation Officers' and Allied Workers' Union

The strike has increased tensions between the Justice Department and the Public Service Commission, which Omar holds responsible for the dispute over the discriminatory system of salary allowances for court interpreters.

"The recommendation of the Justice Department to resolve the problem has been brushed aside within the structures of the

MARK ASHURST

public service. Had the decision been left to the department alone, the matter would have been settled long ago," Omar said.

The union, founded in March, does not have sufficient members to be recognised by the public service bargaining council — the Public Service Commission body that sets pay levels (152) (255)

Omar expressed his sympathy for the court interpreters and held the bargaining council responsible for the nationwide disruption of courts. The council had "refused

22/7/94
to give a go-ahead for settling the matter" Justice spokesman Pieter du Rand confirmed that Omar had discussed the matter with Public Service and Administration Minister Zola Skweyiya.

Strikers' hopes of a settlement were raised this week when Justice director-general Jasper Noeth indicated that funds were available to meet the demands. About R2m could be used to redress the imbalance in salary allowances.

The dispute had simmered for several years, but gained impetus when Omar took

□ To Page 2

Interpreters

22/7/94
up the strikers' cause soon after assuming office. Allowances granted to court interpreters in terms of a July 1991 pay settlement are pensionable, whereas those received by administration clerks are not.

"The Justice Department sees no basis for such discrimination and agreed it should be abolished by giving interpreters the same allowance," Omar said.

Union members have demanded a written guarantee that their claim will be met by Tuesday. Members would decide whether to step up action if this demand was not met, union vice-president Moses Molebatsi said. "We are definitely not going to accept any settlement that is not back-

dated to July 1991. Interpreters received the smallest court officials' increase."

STEPHANE BOTHMA reports that senior Justice officials said the strike was costing the country millions of rands and aggravating the already substantial backlog in criminal court cases. (152) (152)

In terms of the new Public Service Labour Relations Act, which classified courts as an essential service, the wage strike was illegal and should not be condoned by the department, an official said.

More than 80% of criminal trials required interpreters' services and since the strike started, several thousand trials had had to be rescheduled.

□ From Page 1

Attorneys in court-crisis plea

ARL 22/7/94

Staff Reporter and Sapa

ATTORNEYS have called for a speedy end to the three-day-old court workers' strike, which has affected 70 courts countrywide.

The Department of Justice said today negotiations between the public service negotiating chamber and the South African Court Interpretation Officers and Allied Workers' Union (Sacioawu) were continuing.

Association of Law Societies director-general André van Vuuren said the strike had created an unbearable situation for everybody involved in

the administration of justice.

Not only did the strike disrupt the courts, it meant many awaiting-trial prisoners were kept in jail unnecessarily, he said.

The association was not unsympathetic to the interpreters' grievances.

The strikers want a living wage, a non-pensionable allowance equal to other civil servants and the review of promotion policies which they claim favour white employees.

The union said the strike involved not only interpreters but clerks, ushers and registrars.

NEWS 500 strikers arrested at Highgate ● Top cop resigns over intrigues and infighting



SOME of the arrested members of Saccawu at Pick 'n Pay Highgate being led into a waiting police truck after their arrest yesterday. PIC. VELL NHLAPO

Bid to end store strike

WAGE DISPUTE Cosatu steps in as matter is referred to mediation:

Sowetan 22/7/94

By Ike Motsapi
Labour Reporter

MORE THAN 500 striking workers at Pick 'n Pay Highgate were arrested and charged with trespassing yesterday.

The arrests come in the wake of renewed efforts to end the strike, which enters its ninth day today.

Congress of SA Trade Unions general secretary Mr Sam Shilowa and his deputy Mr Zweluzima Vavi were due to meet management at 4pm yesterday.

Their meeting followed talks between Labour Minister Mr Tito Mboweni and Pick 'n Pay management on Wednesday.

Arrested scores of members

SA Commercial Catering and Allied Workers Union media officer Mr S'hembele Tshwete said police arrested scores of their members at several Pick 'n Pay outlets.

Witwatersrand police spokesman Warrant-Officer Andy Pieke confirmed the arrests.

Pieke said the arrested strikers could be released on warning or pay admission of guilt fines of up to R300.

Ten women strikers who were arrested in Pietersburg on Tuesday were allegedly forced to strip down to their panties at Louis Trichardt Prison.

"The white wardens called the women kaffirs as they put their guns on their private parts while hurling abuse at them," said Saccawu organiser Mr Lepola Mokgopi.

He said he advised the women, whose ages range from 40 to 50, to lay charges.

"A senior white officer known as Westhuizen refused to let the women lay charges, and we wonder whether the new Government condones such action," said Lepola.

A Lieutenant Westhuizen from Louis Trichardt Prison denied the allegations, saying all his men were loyal to the new South Africa and would not insult anyone. He had slammed down the phone before.

Meanwhile, the ANC yesterday welcomed the decision by management and Saccawu to settle their wage dispute through mediation.

Basil Read fires workers

ERICA JANKOWITZ

ABOUT 190 Construction and Allied Workers' Union members who failed to return to work and accept Basil Read's wage offer were dismissed yesterday, Cawu general secretary Matthews Oliphant said

Management locked out workers when it became obvious that they would embark on a legal wage strike following a strike ballot, he said. However, no warning of this action was given to workers or the union *B/D*

After two weeks, the company told workers to return to work by yesterday and agree to the company's 8.5% wage offer or face dismissal

The union, demanding a 14% pay rise, declared a dispute *13/7/94*

Basil Read MD Chris Jarvis said shop stewards failed to arrive for a scheduled meeting on Monday

No response to the company's ultimatum had been received from workers *(23) (52)*

Building workers in wage protest

152
ARG B 177
94

Staff Reporter

MORE than 1 000 building workers from six trade unions gathered today at the Building Industrial Council (BIC) offices on the Foreshore to demand wage increases.

The noisy crowd handed their list of demands to the Master Builders Association.

The unions are the Amalgamated Society of Woodworkers, Amalgamated Union of Building Trade Workers, Building Workers Union, Construction and Allied Workers Union, South African Operative Masons Society and South African Woodworkers Union.

Home barred in pay dispute

SIXTY members of the National Education, Health and Allied Workers Union barricaded the Bonnytoun Place of Safety in Wynberg yesterday because of an overtime pay dispute with the provincial administration. (52)

A union spokesman said only food was being allowed into the institution and only emergency cases were being allowed out. CT 14/1/94

The strikers claim the province has not met an agreed deadline to pay overtime — Sapa

Child care workers refuse normal shifts

Staff Reporter

(152)

CHILD care workers at Bonnytoun Place of Safety in Wynberg are refusing to work normal shifts and are barricading the institution's gates, letting in only emergency medical personnel and food

Of approximately 48 child care workers, only seven are working normally

The protesters are demanding outstanding overtime pay and have called for structural changes to the institution, such as the building of safety exits and the installation of facilities like toilets in the areas where the officers work

Senior key officer Alfred Harris said yesterday the structural changes had been approved by the Department of Social Welfare in the Western Cape, but "nothing has happened"

Some of the outstanding overtime money had been paid, but not all. ARG 14/7/94

Mr Harris said most workers were only working an 8am to 4pm shift, where there were normally three shifts — from 7am to 1pm, from 1pm to 7pm and a night shift from 7pm to 7am.

Bonytoun's telephones had been disconnected and if the CPA wanted to react, they had to go to Bonnytoun personally, he said.

Mr Harris said the boys in the institution were not being harmed by the action, as 96 of them were away on holiday. The remaining 59 were "being cared for"

But the workers were "prepared to intensify" their actions if their demands were not met and the situation could become "chaotic" after the weekend, when most boys would be back.

He said the structural changes, like safety exits, were essential for the safety of care workers, many of whom had been assaulted by boys

A Department of Social Welfare in the Western Cape spokeswoman said the child care workers received cheques for overtime worked in April and May this year on July 5.

Today they would receive cheques for overtime worked from October 29 to March 1994 and on Tuesday they would get cheques for the overtime from June 1990 to October 1992.

Tygerberg staff to meet minister

152
AUG 14 / 7/94

□ Old uniforms scattered

LIBBY PEACOCK
Staff Reporter

GENERAL workers at Tygerberg Hospital will meet Western Cape Health Minister Ebrahim Rassool today to discuss a range of grievances, including unhappiness about their new uniforms

Yesterday a large group of members of the National Education, Health and Allied Workers Union, including cleaners, housekeepers, clerks and porters, went on strike, at one stage scattering old uniforms along two long corridors and in the head matron's office

They claimed they had been consulted about the new uniforms, but their choice had been disregarded. They were also unhappy because they believed some workers, such as cleaners, would have to pay R100 for the new uniforms, while porters would get theirs free.

A hospital spokesman said patients did not get their

lunch at the normal time yesterday, as some kitchen workers were attending a meeting. Others, who were working, refused to stand in for the strikers.

He said a group of workers rampaged through the corridors of the administration block, scattering uniforms and piled linen on top of one of the secretaries and shouted abuse at her.

But a Nehawu spokeswoman said the group of workers who went to the meeting had just finished their shift and a skeleton staff was on duty, so there was no reason for patients not to receive their food.

After negotiations with members of the hospital administration, Nehawu shop stewards called some of the strikers from their meeting to dish up for patients.

The spokeswoman said "We demand the dismissal of management. They are incapable of running the hospital."

Other grievances included favouritism and discrepancies in salaries.

STRIKERS: Workers, above right, toy-toyi in a recreation hall at the hospital.

DISARRAY: A hospital employee, right, in an office strewn with uniforms

Pictures: PIETER MALAN, The Argus



Morals protesters come from near and far to show their 'disgust' at gay film festival

Staff Reporter

THE Out Of Africa gay and lesbian film festival in Cape Town had a sideshow in the form of a placard protest against homosexuality by 200 people representing religious communities

Organised by the Co-Ordinating Council for Moral Standards, yesterday's demonstration was staged outside the Monte Carlo cinema on the Foreshore.

Protesters, some from Malmesbury, lined the streets surrounding the cinema and stood five metres apart in keeping with a city council permit for the protest.

Originally the council wanted only 14 people to take part in the demonstration but after further correspondence from the organisers allowed an unlimited number of people to protest

A spokesman for the demonstrators said although they understood gays and lesbians had rights under the new constitution, these rights were being abused by "people who are bent on indoctrinating the society with their immoral and unnatural activities."

"While we respect the essential humanity of every human being, we cannot close our eyes to the fact that gay and lesbian activity are unnatural and should not be allowed to flourish in our society."

"As a religious community we have the right and duty to express our disgust and disagreement at these deviant sexual tendencies."

"We used this film festival to show our opposition to their practices and as an attempt to get the organisers (of the festival) to stop it," the spokesman said.

Building workers on strike

ABOUT 2000 striking construction workers surrounded the Building Industries Council building on the Foreshore yesterday

A joint memorandum from six construction and allied workers' unions was handed to Master Builders Association president Mr Barry van Breda

Union leaders and association representatives began talks yesterday afternoon

CT (4) 1/14

(52)

Insurance staff in wage dispute

Sowetan 15/7/94

By Russel Molefe

BLACK employees at Aegis insurance company in Johannesburg have been picketing during lunch hours for the past two weeks following a wage dispute with management. The workers — who include supervisors, insurance underwriters and filing clerks — are members of the South African Commercial, Catering and Allied Workers Union. They are demanding a 28 percent wage increase. The company is offering eight percent.

Aegis executive manager for industrial relations, Mr Dave Deabin, said picketing workers represented a small percentage of the 600 workers. (152)

First strike in 70 South 1877 - 1917/194 years for builders

By Gavin Montgomery

THE BUILDING industry in the Western Cape ground to a halt on Monday as angry workers protested against unfair labour practices and low wages in the industry.

In the first strike since 1924 more than 400 people from all six builders' unions gathered outside the Building Industrial Councils (BIC) offices on the foreshore to deliver their demands

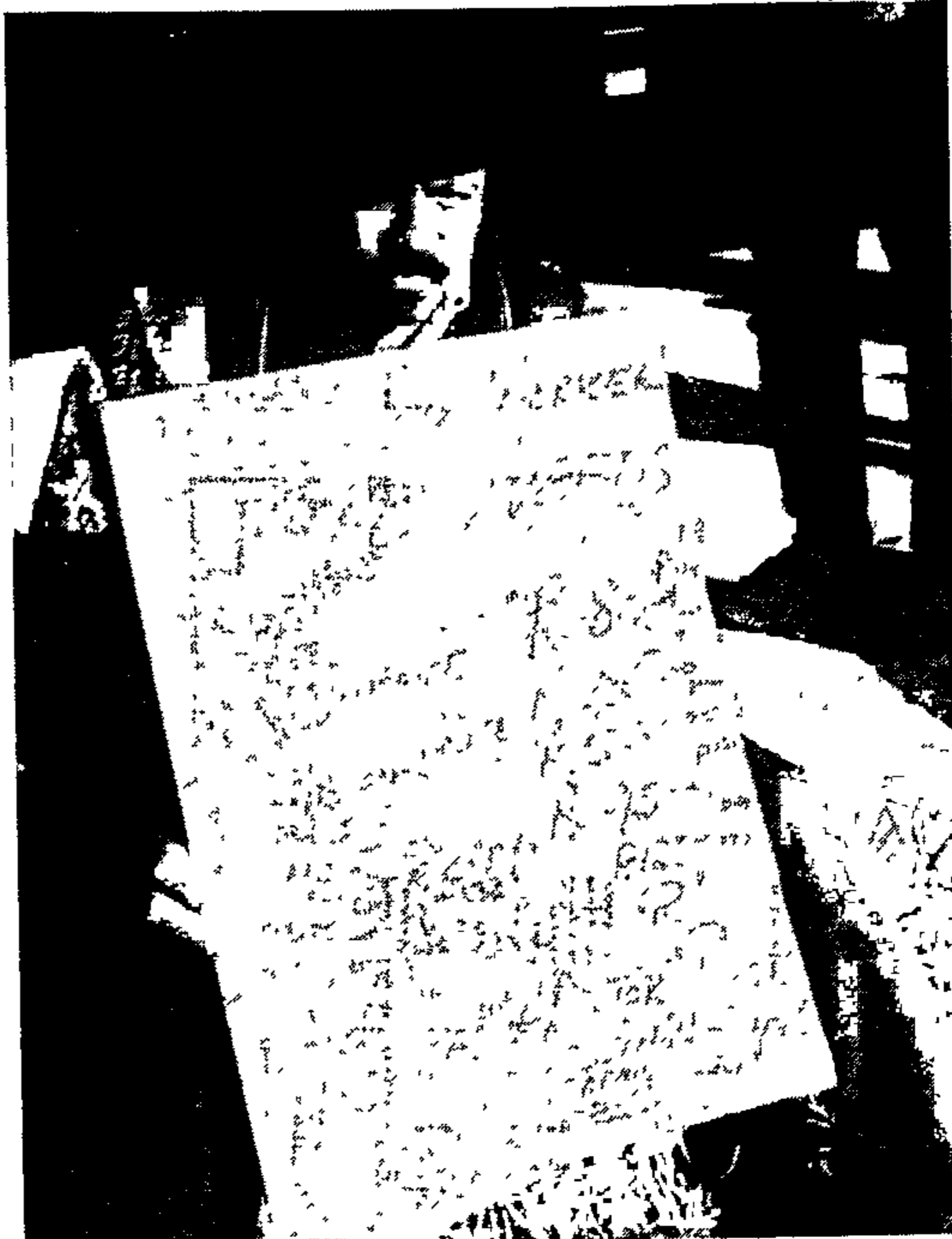
Included in the 16 demands tabled by the unions were a basic minimum wage of R30 an hour for artisans, an investigation of the councils pension fund, a review of the BIC's constitution and an end to "piece work", "task work" and "labour only" work.

According to builders, however, contractors simply avoid the legislation by hiring sub-contractors, who are then responsible for worker benefits, at a fixed price for the job.

The sub-contractor is then forced to hire cheap and unskilled labour and use sub-standard materials to make a profit.

Workers claim that this is precisely what happened in Delft and Blue Downs property developments where badly built houses were damaged during the recent storms

The BIC was established to negotiate between workers and employees and introduced a great deal of legislation into the industry including a minimum wage, medical aid and pension benefits.



ON STRIKE: Poor salaries and unfair labour practices in the building industry have led to a downing of tools in the industry — the first since 1924

One union member said that employers victimised workers by ignoring labour legislation, manip-

ulating work hours to avoid paying benefits and threatening workers with dismissal and unemployment.

(152)

Minister (152) moves to end strike

By YAZEED FAKIER

LOCAL Health Minister Mr Ebrahim Rasool last night moved swiftly to end the strike by employees of Tygerberg Hospital which disrupted services and meals to patients for two days

About 60 workers toyed in the hospital's canteen and dumped their khaki and pink uniforms in the manager's office to protest, among other grievances, against having to pay for the uniforms

Mr Rasool announced after a union meeting that affirmative action would be applied at the hospital and a "re-orientation and re-education programme" would be introduced to address insubordination of the hospital's middle management

The medical superintendent would conduct an audit on privileges and facilities with special reference to creches and residences. Transport subsidies would be investigated.

Mr Rasool said he would deal with allegations of corruption

Industrial action 'will stifle economic growth'

Biday

PETER GALLI

BUSINESS organisations and economists yesterday warned that should labour follow a course of widespread industrial action it would stifle economic growth.

A confrontational stance by labour would also hamper government's ability to fund its reconstruction and development programme and further deter foreign investment

While there had been a number of strikes and disruptions in the first half of the year, it was impossible to determine at this stage how high the total for the year was likely to be or to quantify the cost to the economy, they said

Standard Bank chief economist Nico Cypionka said "If we have major strike action and a labour offensive, this will be extremely damaging to foreign investor confidence and could detract from government's growth objective

"Any meaningful number of strikes would undermine the objective of re-establishing the economic recovery

in the second half of the year and wipe out any economic gains made thus far"

Afrikaanse Handelsinstituut economist Johan Rossouw said unrealistic wage hikes would lead to higher inflation, increased interest rates and less positive investor sentiment towards SA

"Confrontational industrial action will probably result in greater salary rises than under the normal negotiation process, but this will be offset by higher inflation and lower company profit margins — resulting in the creation of fewer jobs," he said

Nedcor group chief economist Dennis Dykes said "SA is in the process of applying for an international credit rating and looking at floating international bond issues. If the international community regards us as a high risk, the country will have to pay a higher premium, which it can ill afford"

It appeared labour unions had changed their approach and were

1517194
now looking at higher wage increases rather than the "job protection stance" they had taken over the past few years, Dykes said

"An effective and quick implementation of the RDP plans laid down in the Budget would alleviate some of the pressure now being focused on wage hikes," he said

SA Chamber of Business labour affairs director Gerrie Bezuidenhout said SA had to become more internationally competitive. This required foreign investment, renewed confidence and the efficient operation of the economy. Severe strike action "would undermine all of this"

SA National Association of Automobile Manufacturers president Bert Wessels said losses in government revenue from the motor industry as a result of industrial action so far this year amounted to about R200m in terms of lost company tax, excise duty and VAT

"Any loss in revenue hits government's pocket as much as ours," said Wessels

Builders' strike suspended

**DAVID UJAR
and PIETER MALAN**
Weekend Argus Reporters

THE five-day strike by six construction-worker unions was suspended and the unions called on their members to return to work on Monday.

Union spokesman Lulalile Mqikela said the strike was suspended to allow wage negotiations to take place.

Workers are demanding a minimum wage of R30 an hour for artisans, R25 a day for general workers, an annual bonus, medical aid and pension benefits.

Earlier yesterday, a Congress of South African Trade Union spokesmen told a large crowd of demonstrators outside the offices of the Building Industrial Council on the Foreshore that they had no option but to return to work temporarily.

The gathering went ahead in spite of an agreement earlier

this week to suspend the illegal strike action.

Mr Mqikela said a negotiating council was established with two representatives from each company to address the unions' demands.

The question for a single building-industry labour union also would be addressed.

Earlier yesterday, police maintained a heavy presence as about 2 000 building workers demonstrated outside the Foreshore offices.

The workers, representing six construction-worker unions, toyi-toyed and sang freedom songs in front of a police razor-wire cordon around the building.

Earlier this week, representatives of the unions reached an agreement with the Master Builders Association (MBA) that illegal strike action would cease, enabling negotiations on substantive demands to take place.

A memorandum circulated to workers noted their "concern" over the denial of basic

rights. These included the right "to earn a decent living".

Other demands were severance pay for retrenched workers, pay for "time lost through inclement weather" and a review of the Building Industrial Council's constitution.

The workers also demanded that no action be taken against strikers.

MBA assistant director Donald Cosgrove said the latest strike action ran "contrary to the agreement" reached earlier in the week.

The unions affected were: the Building Workers' Union, the Amalgamated Society of Woodworkers, the Amalgamated Union of Building Trade Workers, the Construction and Allied Workers' Union, the South African Operative Masons' Society and the Woodworkers' Union.

After they were addressed, workers dispersed peacefully.

Earlier yesterday, police warned building industry workers to leave the Norwich Life construction site in Claremont because they were trespassing.



WORKERS DEMONSTRATE: A crowd of about 2 000 construction workers demonstrates outside the offices of the Building Industrial Council for the Western Province on the Foreshore

Pictures LEON MULLER, Weekend Argus



LIVING WAGE: One of the posters left behind by demonstrating workers

Back-to-work call to wildcat strikers

By CHARL DE VILLIERS

TWO trade unions yesterday appealed to thousands of Western Cape construction workers to end a five-day wildcat strike and go back to work tomorrow so that stymied wage talks could continue. *SI Times*

The call by the Construction and Allied Workers Union and SA Woodworkers Union followed an attack on Friday in which five non-strikers were allegedly hurt at a Cape Town building site. *CC Metro*

Cawu Western Cape secretary Lulamile Mqileka said the decision to suspend the "spontaneous" action had been taken by a 100-member negotiating council representing workers and six unions on Friday night.

"We want to make an appeal to all construction workers to report for work on Monday morning. We want to continue with negotiations as normal, and follow the right procedures," he said. *17/7/94*

The mass walkout began last Monday and stopped production at Peninsula building sites for five days, SA Woodworkers Union general-secretary Mr Eddie Kapp said. Affected companies included construction giants like Murray and Roberts, Julius Cohen, Stocks and Stocks, LTA and Ovcon. *(152)*

A Supreme Court interdict against the strike was served on six trade unions and several individuals on Thursday.

"While it is a trade union's duty to support all grievances of workers, we obviously do not accept intimidation," Mr Mqileka said.

The assaults reportedly took place after about 60 strikers broke away from a march to the Building Industry Industrial Council offices at the Thomas Pattullo Building on the Foreshore.

Speaking at a press conference, Mr Mqileka and Mr Kapp said the unions wanted to resume annual pay talks with the Master Builders Association and Small Builders Association on Tuesday. — Sapa

Battles loom as workers go for more

(152)

A RECORD number of labour disputes since the election points to a looming battle between unions and their former political allies now in government

Forced to intervene, the government this week announced the establishment of a labour commission

As the first round of post-election wage negotiations kicked in, 20 000 Pick 'n Pay staff and 3 500 Elandsrand employees went on strike

Industrial relations consultant Gavin Brown says larger disputes are looming in the mining, metal and engineering industries

July alone has seen about 20 strikes, many illegal. Recent strikes include those at Basil Read, Deelkraal, Kloof, West Driefontein, Alexandra municipal workers, Firestone, Goodyear, Groote Schuur, Wits, Langeberg Foods and Tembisa town council

Mr Brown says most of these have been wildcat strikes, but larger, official strikes are expected to follow

He says post-election

By TERRY BETTY

wage settlements are 1,4% higher than before the elections Unions become more confident and militant in pursuing higher demands when they feel their own people are in power

Employers are settling because they are unwilling to risk labour unrest while the new government's attitude to strikes remains uncertain

Mr Brown blames heightened tensions on the fact many wage negotiations were postponed until after elections "Workers are frustrated after three years of recession, below-inflation wage increases and many job losses"

An Andrew Levy & Associates survey says several unionists have reported a hardening of attitudes on the shopfloor partly owing to expectations of the new government

It says wage negotiations have become more adversarial. The attitude of some workers to Mandela's call for restructuring and restraint is "We do not care

about the economy, we want something now"

Mr Brown attributes the increase in unprocedural strikes to a migration of experienced officials to regional government posts "Incompetent union officials are under pressure to perform. They know nothing of and do not care for procedure."

The Andrew Levy & Associates report identifies a rift developing between Cosatu leadership and grassroots membership

The union brain drain has created a communication vacuum between leaders and members Grassroots members are increasingly ignoring the views and instructions of officials and shop stewards Leadership often has little control over what the membership is doing, or the ability to prevent unprocedural strikes

The report says increased labour unrest often follows a relatively bloodless transition "In view of the anticipated upward pressure on wages, we could see some government attempt to implement a wage freeze or a move towards a social contract or compact"

Non-aggression pact urged

(152)

WINDHOEK. — Southern African government ministers at the weekend recommended a non-aggression and mutual defence pact for the region and a new role for military forces and defence industries to meet civilian needs.

Meeting at a Southern African Development Community workshop here on democracy, peace and security, the ministers recommended a reduction in defence force levels and

expenditure.

They agreed a concerted regional effort was necessary to eliminate the use of illegal arms, and to find alternative jobs for demobilised soldiers.

Senior SADC officials said South Africa, which would soon be allocated responsibility for various SADC activities, would be considered as the co-ordinator of SADC security matters. — Sapa

CT 18/7/94

Mufamadi to meet striking policemen

Own Correspondent

152

JOHANNESBURG — Safety and Security Minister Mr Sydney Mufamadi would visit Ulundi for talks with the striking kwaZulu Police tomorrow, a police spokesman said at the weekend.

Mr Mufamadi is expected to address striking kwaZulu policemen, senior officials and provincial leaders on the grievances of KZP members demanding extra pay for the April election.

Natal political analyst Ms Mary de Haas welcomed the visit, saying it was important Mr Mufamadi became aware of the deep divisions within the kwaZulu Police

CT 18/7/94

Building strike pauses

ERICA JANKOWITZ

SEVEN thousand workers in the Western Cape building industry were expected to suspend their strike yesterday in preparation for a negotiating council workshop scheduled for this weekend

However, patchy attendance was reported as the trade unions involved were unable to inform all workers of the decision

Companies reported the building industry in the area ground to a halt last week as a result of the industrial action

The dispute was sparked by workers' unhappiness with the progress of wage negotiations and proposed restructuring of the industrial council.

Representatives of the unions met the Master Builders' Association at the weekend to work out a plan of action.

The strike, which began on Monday, was called by six unions, including the Construction and Allied Workers' Union and SA Operative Masons' Union

It was resolved with the parties agreeing to establish the negotiating council, consisting of worker and management members.

BIDAY 1917194

(152)

Union wants to take government to task

(151) (23) CT 19/7/94
PRETORIA — The Trade possible terms
Union of South Africa
Authorities yesterday
said it would take industrial action against a government decision allowing cabinet ministers and their deputies to appoint personal staff from outside the public service.

TUSAA's national executive committee said in a statement after an urgent meeting at the weekend it condemned the step in the strongest possible terms. — Sapa

It was considering taking the matter to the Public Service Bargaining Council and the Public Service Commission.

A meeting was being sought with Public Service and Administration Minister Mr Zola Skweyiya.

TUSAA said the approval of the scheme was immoral and unfortunate, placing the government and union on a collision course. — Sapa

Motor industry strike threat

(152) ~~152~~
APR 20/194

JOHANNESBURG. — Pay talks in the motor industry are at a critical stage and industrial action will follow if agreement is not reached by Friday afternoon

The SA Metal Workers Union said today it had reduced its pay rise demand from 23 to 15 percent. Employers were sticking to their seven-percent offer. — Sapa.

Strikers dismissed (52)

~~SPB~~
KOSTER — Striking workers
at Koster municipality in
North-West province were dis-
missed after they ignored an
ultimatum to return to work

ARG 20/7/94

ARC 20/2/94
**Service staff
back at work
at the docks**

Staff Reporter

WORKERS at International Harbour Services (IHS) who engaged in illegal strike action at the company's premises in Cape Town docks yesterday have decided to resume work today.

A Transport and General Workers' Union spokesman said members would resume during wage negotiations.

"Most workers are on seasonal contracts and are demanding that management makes them permanent contract workers. All are demanding an increase ranging from 22 percent to 85 percent," he said.

A company spokesman said: "We tabled our opening position of five percent across the board. With regard to the permanent contract demand, the company tabled a position which incorporates a permanent relationship with seasonal employees."

Shunters on strike

JOHANNESBURG. (152) Wits
Metro Rail Services manage-
ment will meet striking shunt-
ers today in an effort to end
the work stoppage at the
Braamfontein, Benrose and
Geldenhuis rail yards - Sapa.

AKLT 217194

Courts continue to put off cases as strike goes on

Staff Reporter

(152) ARG 21/7/94
MAGISTRAT S courts across the country continued to postpone trials as the nationwide strike by interpreters entered its third day.

In the Peninsula courts have postponed scores of trials and other hearings.

On another strike front, Atlantis Diesel Engines reported good progress in wage negotiations and the work rate today after the Atlantis company obtained an interdict yesterday against 250 strikers.

Department of Justice spokesman Pieter Durand said 25 of 360 magistrate's courts countrywide had been affected by the strike. "Not all cases necessitate interpreters," he pointed out.

The court interpreters, who are members of the South African Court Interpretation Officers and Allied Workers Union (Sacioawu), are demanding wage increases and other benefits from the Public

Service Commission.

As many as 900 interpreters and other court personnel are believed to be on strike in support of the demands.

Union national secretary Dumile Siko said they were still awaiting a meeting with Public Service and Administration Minister Zola Skweyiya.

Yesterday Atlantis Diesel Engines was granted an urgent interdict in the Supreme Court restraining about 250 striking members of the National Union of Metal Workers of South Africa (Numsa) from entering the factory.

ADE claimed equipment had been damaged and workers assaulted by strikers.

The strike by Numsa members began yesterday. The union is demanding a 15 percent wage increase while ADE has offered nine percent.

Numsa marching

JOHANNESBURG. — About 5 000 members of the National Union of Metalworkers of SA gathered in central Johannesburg today for a march to the headquarters of the metal industry employer grouping Seifsa to back demands for higher pay.

Seifsa announced earlier this week that nine of 12 unions in the industry had accepted a wage increase of nine percent

— Sapa. ARU 2/7/94

Interpreters picket at court

~~(152)~~ (152) CT 21/7/94
MORE than 50 striking court interpreters picketed outside the Mitchells Plain Magistrate's Court for two hours yesterday, calling for an end to discriminatory monthly allowances.

Magistrate's courts across the Peninsula were forced to postpone numerous cases that required the use of interpreters yesterday as the strike entered its second day.

Interpreters are demanding an increase in their R15 monthly allowances to equal the R205 granted to administrative clerks.

Justice Minister Mr Dullah Omar has said interpreters deserve the same allowances and has blamed the Public Service Bargaining Council for refusing to give the go-ahead.

SA Court Interpretation Officers and Allied Workers' Union national secretary Mr Dumile Siko said strikers were still waiting for a response to their request for an urgent meeting with the Public Service Commission.

● Court interpreters in Port Elizabeth have joined the strike after a meeting held there yesterday — Staff Reporter, Sapa

Dockers end strike, talks on

(152) ~~152~~ ~~152~~
Staff Reporter

HUNDREDS of dockworkers in Table Bay Harbour went on strike yesterday morning, after talks with their employers failed @ 21/7/94

However, after intensive negotiation between the union and International Harbour Services yesterday afternoon, it was agreed that the employees would return to work and the wage talks would be resumed.

Workers at IHS are demanding wage hikes of between 22% and 85%, that seasonal employees be employed permanently and that working conditions be improved. IHS has offered a 5% across-the-board wage increase.

According to Transport and General Workers' Union spokesman Mr Harald Harvey, workers went on strike after the IHS management walked out of talks about 11am.

IHS personnel manager Mr Francois Smit said IHS would resume when it was assured negotiations could continue without extraneous pressure.

Mr Harvey said the union was fighting for "decent" working conditions and an end to all casual labour practices in the docks.

Picketers close Gardens store

152
CT 22/7/94

By WILLEM STEENKAMP

PICK 'N PAY yesterday apologised to its customers over the disruption of trading at its stores by striking workers, saying it was "very distressed" about the inconvenience caused to members of the public

About 120 workers belonging to the SA Commercial, Catering and Allied Workers' Union (Saccawu) yesterday picketed the Pick 'n Pay supermarket at the Gardens Centre, forcing the store to close to the public from about 11 30am

Before entering the centre, Saccawu unionist Mr Tommy Bangani stressed that their dispute was "with Pick 'n Pay and Pick 'n Pay alone", and that customers and other Gardens Centre tenants were not to be disturbed

The strikers then entered the centre and gathered around the supermarket entrance, which was closed, where they toy-toyed and sang through the afternoon

Other tenants in the centre locked their doors and hovered near their premises, anxiously watching the proceedings

A number of Pick 'n Pay clients expressed dissatisfaction at being unable to enter the store, some saying they were being

Pick 'n Pay apologises to angry customers

forced to go elsewhere

Pick 'n Pay Western Cape supermarkets general manager Mr Nick Badminton said yesterday he had received a number of calls from irate customers and he apologised for the inconvenience, saying Pick 'n Pay was "very distressed"

He said also Saccawu was acting in contravention of an industrial court order not to disrupt trading

"They have the right to strike, but they don't have the right to close our doors," Mr Badminton said

Trouble brewed about 3 30pm, when about 500 National Education, Health and Allied Workers' Union (Nehawu) protesters, who had picketed nearby Highlands House, tried to enter the centre

through a side door to support the strikers

Scuffles broke out between police and the Nehawu members, who were unable to enter the centre and left the scene soon afterwards.

The strike enters its 10th day today in support of the union's R229-a-month wage increase demand. The company offered R175 a month for a 16-month period

● More arrests took place yesterday at Pick 'n Pay stores on the West Rand and at the Norwood Hypermarket in Johannesburg

Saccawu negotiator Mr Mike Thwala said 800 strikers had been arrested at various supermarkets in Johannesburg

The Police and Prisons Civil Rights Union yesterday gave its "unqualified support" to the strikers.

Saccawu said Popceru was disappointed that policemen had allegedly assaulted and arrested strikers

Pick 'n Pay has said the strike had cost it R10 million in the first five days and strikers were losing R70 each daily

There were also marches in East London, Bisho, Queenstown and Durban

In Durban, hundreds of Saccawu members marched to the Pick 'n Pay Food Emporium

Managers join P 'n P strikers

Sowetan

By Ike Motsapi

THE strike by more than 15 000 Pick 'n Pay workers took a dramatic turn yesterday when more than 3 000 managers joined the industrial action in support of a wage increase *1917/194*

The strike enters its sixth day today. Workers are demanding an across-the-board salary increase of R200 a month. Management has made a final offer of R175 *(52)*

The managers, who operate as the Joint Affirmative Management Forum, decided to throw in their lot with the striking workers after a meeting with management to address their grievances deadlocked in Pretoria on Sunday.

And yesterday, South African Commercial Catering and Allied Workers Union and Pick 'n Pay management reopened wage negotiations.

The two parties were locked in talks late yesterday, according to Mr Sithembele Tshwete and Mr Caps Stuckdale, spokesmen for Saccawu and Pick 'n Pay, respectively.

Mr Siphwe Mazibuko, spokesman for Jamafo, told *Sowetan* that the man-

agers, who consist of black and white personnel, decided to join the strike yesterday. The managers conducted sit-ins at the Pick 'n Pay regional head offices in Bedfordview, Johannesburg.

Mazibuko said: "We submitted a memorandum listing our grievances to management on June 30 and have so far received no reply. We pointed out to management that our members were victimised on a daily basis in all different forms and also pointed out that management should stop the union bashing tactics immediately."

Some of the demands include

● Creation of job opportunities for all South Africans:

- A fair sharing of profits;
- An end to exploitation;
- Recognition of Jamafo, and
- An immediate review of all salary increases below bread level.

Mazibuko added "Our members were also disturbed by the brutal way in which management dealt with the strikers who are demanding a living wage."

Stuckdale said management would respond to the allegations after studying them.

focus on labour

ALL IS NOT WELL at Pick 'n Pay. The wage strike by about 15 000 employees is just the tip of an iceberg. Tension is mounting daily between managers, supervisors and monthly paid staff, who call themselves the Joint Affirmative Management Forum, and senior management.

When the 15 000 weekly paid workers — most of them members of the SA Commercial Catering and Allied Workers Union — went on strike eight days ago, about 3 000 Jamafo members were engaged in talks with management regarding, among other things, the recognition of the organisation.

Jamafo spokesman Siphwe Mazibuko said the organisation submitted a memorandum to management on July 1 listing their grievances, and to date they had received no reply.

This led to Jamafo members joining the strike on Monday in support of workers' demands for better wages, working conditions and recognition of the organisation.

"An urgent meeting between management and 18 Jamafo officials was held at Pick 'n Pay's regional head offices in Bedfordview, Johannesburg, last Monday but did not produce results," said Mazibuko.

"The 18 decided to stage a sit-in at the offices until our demands have been met.

"Management called in police to remove us but this did not happen because we had a written agreement that they would come back to us."

"We are not going to move out until our demands have been met. Our 3 000 members at various outlets will also occupy offices of senior managers," he said.

Pick 'n Pay spokesman Caps Stuckdale promised to respond to Jamafo's allegations.

However, co-managing director Mr Gareth Ackerman on Tuesday warned Jamafo members that their action was illegal.

The agreement signed by Pick 'n Pay deputy managing director Mr Sean Summers and Jamafo executive chairman Mrs Linda Khuzwayo reads:

"As a result of the discussions held today on matters arising from previous meetings between Jamafo and Pick 'n Pay, both parties accepted and agreed to hold a meeting on July 19 at 10am to respond to Jamafo's demands and other outstanding issues."

However, this meeting deadlocked and Jamafo accused management of "walking out" on them.

In a memorandum presented to management on July 1, Jamafo demanded that:

- Management withdraw sponsorship for the World Cup,
- Management stop union-bashing tactics,
- Freedom of association and speech be allowed as a right and not a privilege,
- Workers be consulted about wage and salary increments;
- A 40-hour a week be implemented, and that the company should embark on job-creation

The decision by Pick 'n Pay line managers to join striking workers indicates the wage issue may be the tip of an iceberg. Beneath lies a list of grievances and bitter rivalry, writes Labour Reporter **Ike Motsapi:**

Seeben 21/7/94



Mr Siphwe Mazibuko of Jamafo.

initiatives,

- The racially-based executive come to an end,
- Company profits be fairly shared,
- Intimidation of the democratically elected leadership of Jamafo be stopped.
- There should be free and fair representation,
- Promotions be decided on merit,
- Jamafo be recognised, and
- All salary increases below the bread level be immediately reviewed.

These demands have heightened tension between management and Jamafo.

Jamafo comprises white and black line managers at Pick 'n Pay.

Negotiations are underway to form such structures at Shoprite-Checkers, OK Bazaars and other chain stores.

Mazibuko said Jamafo was formed to

- Eradicate racism and sexism by destroying the patriarchal system of management,

- Promote participative management,
- Build, develop and motivate workers throughout the country;
- Encourage the sharing of ideas to maximise productivity and improve customer service;
- Establish mechanisms to motivate people in their jobs and social life;
- Make available resources to empower workers in their jobs, and
- Emancipate workers in South Africa and abroad.

Talks between management and Saccawu, initiated by State President Mr Nelson Mandela and Congress of SA Trade Unions general secretary Mr Sam Shilowa, resumed yesterday.

However, the big question is will the meeting between Jamafo and management resolve the burning issue of racism at the workplace, which it seems, is hurting Pick 'n Pay's assertion that it is a leader in the field of progressive industrial relations?

Only time will tell.



FORCED ENTRY: Striking workers at Pick 'n Pay in Bellville try to force open the store's door which was eventually smashed.

Strikers smash glass door at Pick 'n Pay in Bellville

Staff Reporters

ARLT 20/7/94
ABOUT 100 striking Pick 'n Pay workers smashed the glass entrance to the Bellville store today as they tried to force their way in at the end of a march.

The workers, who had earlier massed at Cape Town railway station, marched from Bellville station to the Voortrekker Road store.

When they tried to enter the store, the management closed the doors. During a scuffle a glass door was smashed

During this confrontation several

152
customers were trapped inside the store while other shoppers sat in their cars in the parking area waiting for the situation to ease

Police in three vehicles arrived to monitor the situation as workers chanted they should leave.

In another violation of the Supreme Court order restraining strikers from demonstrating within 500m of stores, workers repeatedly entered the Sea Point store in the Adelphi Centre yesterday

Meanwhile further industrial turmoil loomed today as the gap be-

To page 5

THE PICK 'n PAY STRIKE: THE FACTS

152

PICK 'n PAY'S POSITION

MARCH 1994 - THE COMPANY OFFER

- R95 per month across the board increase (6.5% increase on the average wage)
- Minimum wage to be increased to R1110 (this means that the starting wage would increase from R1040 to R1110)
- Company cannot increase bonus
- Company suggests penalty for unprocedural and/or illegal industrial action

APRIL 1994 - PICK 'n PAY INCREASES OFFER

- R120 per month across the board increase (8.2% increase on the average wage)
- Minimum wage offer remains at R1110
- Company cannot increase bonus
- Company requests to negotiate on disciplinary procedure and unprocedural strike action
- Value of company offer is R39 million per year

MAY 1994 - COMPANY DECLARES POLICY OF TRANSPARENCY

- Offer on minimum wages and across the board increase remain the same. But Pick 'n Pay offers SACCAWU the opportunity to send its auditors to look at the Company books to verify that the company's offer is fair and realistic.

JUNE 1994 - CONCILIATION BOARD

- Pick 'n Pay request that the Chairman of the Conciliation Board acts as mediator
- Company attempts to meet the aspirations of employees by moving the increase offer to R165 across the board; however this increase will be effective only from 16 May 1994 to 31 May 1995 (and not from 1 March 1994)
- Minimum offer remains the same so that all available monies can be put into the across the board increase
- Company cannot increase bonus
- Value of company offer is R42 million
- Company requests that Agreement must commit parties to dealing with disciplinary procedure and strike action within 3 months

1 JULY 1994 - THE COMPROMISE

Pick 'n Pay and SACCAWU meet. The Company puts its final offer on the table whilst employees ballot in the stores around the issue of a strike action. Pick 'n Pay Chairman attends the meeting. Pick 'n Pay offers the following options:

OPTION 1 R165 across the board effective 01/03/94 - 31/05/95 (15 month agreement - R660 back pay)

OPTION 2 R175 across the board effective 01/03/94 - 30/06/95 (16 month agreement - R700 back pay)

OPTION 3 R175 across the board effective 01/03/94 - 31/05/95 (15 month agreement - R580 back pay)

- Value of company offer is R50 million

The meeting ends in a mood of optimism.

12 JULY - THE STRIKE

Pick 'n Pay becomes extremely concerned about the actions of striking workers. In response to the violent behaviour of some employees Pick 'n Pay seeks an urgent interdict on the afternoon of 12 July preventing workers from unlawful and criminal strike behaviour.

13 JULY - MEETING

Pick 'n Pay agrees to the meeting.

14 JULY - AGREEMENT ON STRIKE BEHAVIOUR

Pick 'n Pay and SACCAWU draw up an interim agreement on strike behaviour rules.

18 JULY - COMPANY STANDS FIRM

Pick 'n Pay reports that in light of projected profit based on past year's performance, company must stand firm on increase offer. It cannot afford more.

21 JULY - MEDIATION

Pick 'n Pay agrees to mediation.

MORE FACTS

- Pick 'n Pay supports and endorses the right of employees to strike
- The company is strongly opposed to unlawful, criminal and violent behaviour during strike action
- Pick 'n Pay's direct competitors give their weekly paid employees an increase this year of R130 across the board. Yet even after this increase their average wage remains lower than what Pick 'n Pay workers are earning before the increase being offered.
- Pick 'n Pay states that the company is committed to resolving the dispute between itself and SACCAWU.
- Employees on strike lose an average of R75 per day in wages.

SACCAWU'S POSITION

MARCH 1994 - SACCAWU'S DEMAND

- R291 per month across the board increase (19.9% on the average wage)
- Minimum wage to be increased to R1200 per month

- Increased bonus demand
- Total cost of union demand R84 million per year

APRIL 1994 - SACCAWU REMAINS FIRM

- SACCAWU's demand remains the same on the across the board increase and minimum wage
- Increased bonus demand
- Union is not prepared to negotiate on unprocedural industrial action - will only negotiate on disciplinary action after wage settlement

MAY 1994 - SACCAWU MOVES ON INCREASE

- SACCAWU reduces wage increase demand to R229 per month across the board

JUNE 1994 - CONCILIATION BOARD

- Union refuses mediation of Conciliation Board
- SACCAWU's demand remains at R229 across the board effective from 1 March 1994

- Minimum wage demand remains at R1200

- Increased bonus demand

- SACCAWU states that unprocedural industrial action must be dealt with through the Recognition Agreement
- Union declares failure of the Conciliation Board

JULY 1994 - SACCAWU'S RESPONSE

The Union undertakes to take the Company's offer back to its members and to communicate the result with the company during the week of 11 July '94.

THE STRIKE - 11 & 12 JULY 1994

The Union informs the Company late in the afternoon of 11 July that all weekly paid employees will strike on 12 July.

On 12 July SACCAWU members begin strike action. By lunchtime it is evident that in many instances behaviour is becoming violent. Employees begin to intimidate and abuse customers and non striking employees.

13 JULY - MEETING

SACCAWU proposes a meeting to discuss behaviour during the strike.

14 JULY - AGREEMENT ON STRIKE BEHAVIOUR

SACCAWU and Pick 'n Pay draw up an interim agreement on strike behaviour rules.

15 JULY - AGREEMENT BROKEN

SACCAWU withdraws from the agreement. Violence, intimidation and abuse of company property continue to dog industrial action.

18 JULY - SACCAWU LOWERS DEMAND

SACCAWU calls a meeting to resolve the wage dispute. The demand of R229 is reduced to R196.16.

19 JULY - REVERSION TO ORIGINAL DEMAND

SACCAWU reverts to demand of R229 and calls a press conference to announce this.

21 JULY - MEDIATION

SACCAWU agrees to mediation.

Recently Pick 'n Pay office cleaner at the Norwood Hyper, Mrs Flora Choche appeared on TV1 and claimed that she earns only R200 per week. This employee actually earns R341 per week. In the ten years she has worked for Pick 'n Pay, the company has given her R16 000 in loans, including a R5 000 housing loan as recently as March this year.



Pick 'n Pay
Let's make it better, together.

Industrial turmoil (52) looming

Aug 20/1994
From page 1

tween strikers and Pick'n Pay widened

The Witwatersrand region of the Congress of South African Trade Unions (Cosatu) has threatened a one-day mass work stoppage on August 8 unless employer organisations settle all outstanding labour disputes by the end of the month. But Cosatu's national headquarters has distanced itself from the threat, saying the stayaway is a regional decision and not national.

Employer organisations say strikes are claiming almost double the working hours lost last year.

The gap between Pick'n Pay and the South African Commercial, Catering and Allied Workers Union (Saccawu) has widened with the union returning to its original demand of a R229 a month across-the-board increase and Pick 'n Pay threatening to move back to its original offer of R120.

As the strike entered its second week, Pick 'n Pay joint managing director Gareth Ackerman said the company had lost nearly R10 million.

Union negotiator Lee Modiga said the union had dropped its demand for an average monthly increase from R229 to R196, but "Pick 'n Pay refused to budge."

But Mr Ackerman has rejected the claim, saying his company moved from the original offer of R120 a month across the board to R175 while the union had not moved at all.

● See page 11.

Pick 'n Pay losses at R10m

PICK 'n Pay had lost about R10m in turnover by Sunday night as a result of an eight-day strike and might have to revise its final wage offer downwards, sales director Martin Rosen said yesterday.

Management and the SA Commercial, Catering and Allied Workers' Union (Saccawu) met until late on Monday night in a vain bid to settle the dispute. During talks, the union dropped its demand to an across-the-board R196 for 15 months.

The company maintained its offer of R175 for 16 months, which Rosen said would add R50m to the annual wage bill. The union's demand would push this up an extra R11,6m.

Although only R21 separated the two positions, the company could not meet

ERICA JANKOWITZ

Saccawu's settlement demand and the union reverted to its R229 across-the-board position yesterday afternoon.

Saccawu spokesman Sithembele Tshwete said Pick 'n Pay's arrogance in rejecting the compromise had prompted this move and the union would embark on its "second phase" of industrial action today if the dispute was not resolved.

He would not elaborate, save to say fraternal organisations and business had been approached to apply pressure on the company in such forms as consumer boycotts.

Tshwete said the strike would become a national issue. However, by yesterday only

To Page 2

Pick 'n Pay

Cosatu's Wits region had threatened solidarity action in the form of an August 8 stayaway if employers and police did not agree to refrain from using force during strikes. Employers and police were given until the month-end to agree to this or face a mass withdrawal of labour.

Rosen said some monthly paid workers had joined the strike, which meant additional casual workers had been employed to keep stores open. He estimated that strikers had lost an average of R70 a day and this would soon negate the effect of any increase agreed upon.

Yesterday about 4 000 Saccawu members marched from the union's head office to the JSE to present a memorandum to JSE president Roy Andersen, requesting pressure be applied on Pick 'n Pay to meet the strikers' demands. Traffic was disrupted for several hours during the march.

Sapa reports that 120 strikers were arrested at Pick 'n Pay's Sharon Park, Nigel,

branch yesterday for illegally occupying the store, while the Adelphi Centre in Cape Town was picketed by about 300 toy-toting workers, disrupting trade.

Saccawu spokesman Jeremy Daphne said the company's offer amounted to only a 9,4% increase because its duration was longer than the normal 12-month period. This should be compared with Woolworth's R243 wage increase, the R212 given by Edgars and R182 by Makro.

Cosatu said the current wave of strike action should be seen within a recessionary context and expectations fuelled by evidence of an economic recovery. "Industrial conflict is increasingly over wages, but also about racism, the need for democratisation at the workplace, human resource development and various benefits."

The SACP yesterday condemned both management and police in the strike and defended workers' right to strike.

Comment: Page 8

Pick 'n Pay rejects wage compromise

Threat of mass PWW stayaway

Star 20/7/94

BY JOVIAL RANITAO
LABOUR CORRESPONDENT

Johannesburg and the entire PWV could be hit by a mass stayaway on August 8 if the region's employers do not act swiftly to resolve labour disputes in the area by July 30, Cosatu's Whis region warned yesterday.

Langa Zitha, Cosatu's regional secretary, said the decision had been taken at Cosatu's regional congress and communicated to employers.

He was speaking at an SA Commercial Catering and Allied Workers Union (Saceawu) media briefing at which he also pledged his region's support for the demands of Pick 'n Pay workers.

"Bosses in the region, including Pick 'n Pay, must resolve all the disputes or else we will have to call a stayaway, which is one element of our planned mass action," he added.

Zitha said the Pick 'n Pay strike and other strikes highlighted the need for centralised bargaining. He said all labour disputes in the PWV would be co-ordinated by Cosatu's regional strike co-ordinating committee, which is to meet today.

Negotiations between Pick 'n Pay and Saceawu broke down on Monday night and both parties have shifted the responsibility of resolving the strike on to the other.

Thousands of Saceawu members marched to the JSE yesterday to seek support for their demands.

WORKERS march on JSE as Cosatu warns that labour disputes must be resolved before July 30 to avert mass action

(152)

Saceawu's national negotiating team, accused Pick 'n Pay of arrogance and rigidity, and said the union had failed to resolve the week-old strike.

Saceawu yesterday reduced its demand from R229 to R196 "in a spirit of compromise" but reverted to R229 after Pick 'n Pay refused to move from its final position of R175.

Twala said "The company is not prepared to settle. The leadership of this union went into negotiations with an intention to settle, but was met with resistance from management."

He challenged the company's statement that it paid better wages than its competitors.

"We have signed agreements with Edgars (R212) and Woolworths (R243), to mention but a few, and Pick 'n Pay cannot claim to pay better," he said.

Pick 'n Pay deputy managing director Sean Summers said his company could not move from its final offer of R175 and the strike would continue until the union was prepared to sit down again with the company.

"If the strike continues, the company will find it difficult to afford its current offer," Sum-

mers said, adding that Pick 'n Pay had suffered substantial losses as a result of the strike.

In a statement last night, Pick 'n Pay joint managing director Rene de Wet said his company's offer of a R175-a-month increase would take the group's average salary to R1 650 — "well beyond the R1 400-R1 500 average wage band for companies where Saceawu negotiates remuneration."

According to De Wet, the company had been holding 3 500 excess workers in jobs during the past 12 months, at a cost of R80 million annually, as an act of good faith and proof of its commitment to sound relations.

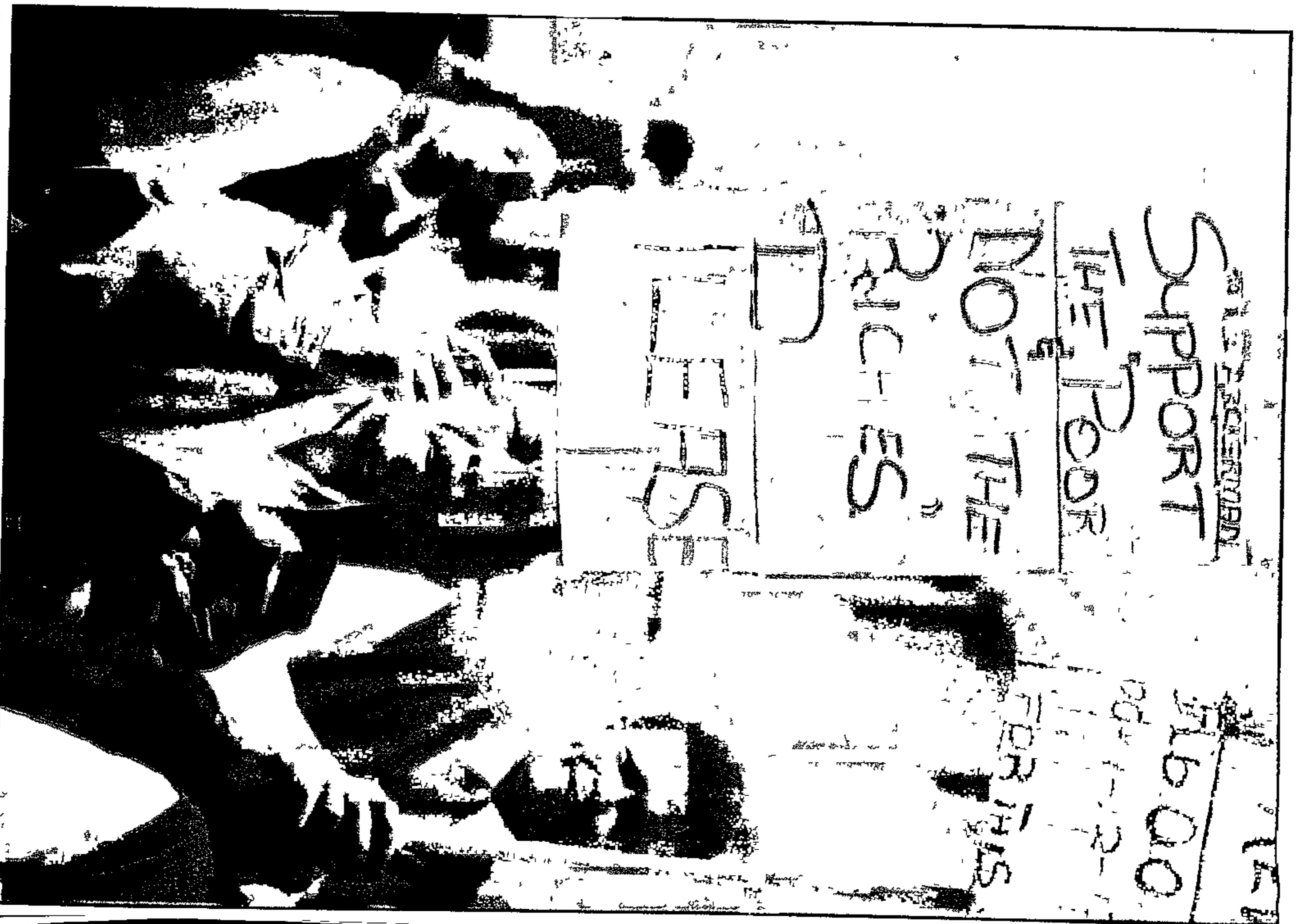
The company had also agreed to retain nearly 100 employees, at a cost of R2 million for two years, while the Mabopane branch which was burnt down during the Bophuthatwana uprisings was being rebuilt.

Justice Malala reports that 18 representatives of the Joint Affirmative Management Forum (Jamafo) — a body of managers at Pick 'n Pay stores — were last night negotiating with police who wanted them to leave the store's Bedfordview headquarters.

Spokesman Rose Nkosi said the body was supposed to hold a meeting with Pick 'n Pay management but the managers had left the premises at about 6 pm while Jamafo was still meeting.

Earlier in the day, police arrested 120 workers who occupied Pick 'n Pay's Nigel branch.

► **Strikes a threat to investment** — Page 6



People power . . . these Pick 'n Pay workers were among about 10 000 who marched to the Stock Exchange yesterday to solicit support on pay demands.

PICTURE JACCOB RYKLIFF

More strike action likely this week

ERICA JANKOWITZ

THE retail sector faces more strike action this week, with the Pick 'n Pay strike far from resolved and the threatened escalation of a strike at Shoprite/Checkers.

The Spar Group may also be headed for protest action after SA Commercial, Catering and Allied Workers' Union (Saccawu) members applied to the Industrial Court regarding alleged unfair dismissals, naming all Spar store holders as respondents. *By Day 18/7/94*

The union's withdrawal from negotiations with Pick 'n Pay on strike behaviour on Friday could mean the escalation of the acrimonious strike unless the union can restore discipline among members. All 350 Pick 'n Pay stores were affected last week when about 20 000 workers downed tools in support of the union's wage demand.

Pick 'n Pay joint MD Rene de Wet said the union's withdrawal from a strike behaviour agreement on Friday was regrettable. It could set a dangerous precedent and "mislead strikers into thinking that Saccawu condones unlawful behaviour"

About 700 Saccawu members have been arrested and several injured, with reports of damage to company property. *(152)*

Cosatu general secretary Sam Shilowa said the union believed Pick 'n Pay management had discussed the possibility of police action against strikers rather than trying to negotiate a settlement with the

To Page 2

Strikes

By Day 18/7/94

From Page 1

union. Once it became obvious strike action was likely, management had approached the police and not tried to thrash out a solution with Saccawu.

Company management disputed this, saying it had been left with no option but to call in security forces after workers intimidated shoppers and trashed stores.

"Meetings with police were held to clarify our legal position in the event of unlawful actions such as assault, damage to company property and threats to employees and the public by striking workers," De Wet said. *(152)*

Shilowa said the union movement was concerned by what he called the current circumscribed right to strike. Although this right was enshrined in the Bill of

Rights, other legislation — including urban bylaws — prevented picketing within a certain distance of premises.

This would be investigated urgently during an examination of labour legislation by government.

This week could also see the escalation of a dispute at Shoprite/Checkers over the dismissal of workers at five stores. If negotiations do not bring agreement, Saccawu has threatened national action.

Meanwhile, Seifsa and its recognised trade unions are scheduled to meet tomorrow in a further bid to resolve the wage dispute declared by the National Union of Metal Workers of SA when Seifsa's final offer of 8% was rejected and the union refused to budge from its 15% demand.

Wage talks break ^{Soweto} down

By Russel Molefe

THE nationwide strike by Pick 'n Pay workers is set to continue after talks between management and the South African Commercial Catering and Allied Workers' Union broke down on Friday.

The talks, which were aimed at breaking a wage deadlock and ensuring "appropriate standards of good strike conduct", ended following a walkout by Saccawu delegates.

They accused management of conspiring with police against the workers.

Saccawu assistant general secretary Mr Herbert Mkhize alleged that management "had secret meetings with police"

**18/7/94
Secret deals**

Police action during the strike, which resulted in about 1 000 workers being arrested and scores injured, was proof of the secret deals, Mkhize claimed

Police have clashed with workers in most parts of the country since the strike started on Wednesday

Mkhize said the union became aware of the "secret meetings" after the Congress of South African Trade Unions met government officials to discuss the role of police in labour dispute. (S) (152) (35)

Pick 'n Pay co-managing director Mr Gareth Ackerman disputed Saccawu's allegations

He said the union's withdrawal from the meeting was "regrettable"

"This latest allegation is nonsense. Discussions with police were a direct response to threats made by certain union officials and shop stewards that the strike would be vicious and result in the closure of stores," Ackerman said

He said the Saccawu action was a delaying tactic in the light of heavy criticism of violence by strikers

Pick 'n Pay talks collapse

ARG 16/7/94

TALKS to end strike action by Pick 'n Pay workers have collapsed. A statement yesterday by the supermarket giant said the South African Commercial, Catering and Allied Workers Union had withdrawn from talks.

The walkout followed union accusations that management had conspired with police against workers.

Pick 'n Pay said in a statement the union had backed out of an agreement which would have ensured "appropriate standards of good strike conduct".

It said the union withdrew from a meeting where the wage dispute could have been resolved and also cancelled the agreement on the behaviour of strikers.

"This regrettable decision could have the potential of setting a very dangerous precedent which could mislead strikers that SACCAWU condones unlawful behaviour," said Pick 'n Pay managing director René de Wet.

The union said it had suspended talks with management to end a week-long walkout marred by violence because the supermarket chain conspired with police forcibly to disperse strikers.

But, Mr De Wet said. "This latest allegation is nonsense. Pick 'n Pay's discussions with police were a direct response to threats made by certain union officials and shop stewards that the strike would be vicious and would result in the closure of stores and our recent experience of past unlawful behaviour ... bears this out"

He said the company remained committed to resolving the dispute

Meanwhile, Sapa reports that at a Press conference in Johannesburg, the union's assistant secretary-general, Herbert Mkhize, alleged management had approached senior police in the PWV in June, to undermine the strike

Pick 'n Pay, however, denied the allegations and said the June meeting with police had been an attempt to clarify the company's position with regard to any unlawful industrial action.



Clash of interests ... Police and management locked out striking workers at the Norwood Pick 'n Pay Hypermarket this week

PHOTO STEVE

Ominous violence as workers picket for pay

152 ARG 15-21/7/94

Violence erupted at Pick 'n Pay stores this week as workers downed tools following the failure of pay talks. **Vuyo Mvoko** reports

PICKET line violence and the mass arrest of union members this week are ominous portents for the nationwide strike at retail giant Pick 'n Pay

The violence, following the failure of pay talks between the chain store and the South African Commercial, Catering and Allied Workers' Union (Saccawu), is particularly alarming in the context of the long, constructive relationship between the two in a strife-torn industry

Market leader Pick 'n Pay was last hit by a national strike in 1987. Since then it has built a reputation for being one of the best payers in the industry, with an enlightened industrial relations policy

Close to 1 000 workers were arrested this week, and 20 injured, when police swooped on demonstrators who had defied a court interdict barring protests and sit-ins on company premises. The upheavals ominously recalled the strike wave in the commercial sector in 1990, which was marked by large-scale violence and arrests arising from sit-ins.

This week's protests were intend-

ed as a curtainraiser to a nationwide strike at Pick 'n Pay's 350 stores, due to begin on Tuesday next week. However, when the 75 percent "yes" vote in the strike ballot was released this week, workers spontaneously downed tools.

Management said about 80 stores had been "adversely affected", with 15 — predominantly in the Eastern Cape and the PWV — having closed. Pick 'n Pay joint managing director Gareth Ackerman warned that if store disruption continued, the company would reduce its wage offer to cover its costs.

On the Reef, police said seven workers had been injured by police dogs at the Steeldale Hypermarket, and that rubber bullets and stun grenades had been used at the Norwood Hypermarket and Ormonde Pick 'n Pay. Police spokesman Lieutenant Colonel Eugene Opperman said police action had been sparked when a security guard had been hit on the head with a brick. Norwood strikers claimed the acting general manager of the store, Charles van Coller, had asked police to unleash a volley of rubber bullets on hundreds of workers staging a sit-in on the shop floor, and that no warning had been given. Van Coller said the strikers had been given two minutes to move.

At Ormonde, police said strikers had trapped customers in the store by barricading exits.

Saccawu's Sthembale Tshwete

said the workers' pay claims — a R229 across-the-board monthly increase, as compared to the R175 offered by management — were motivated by what they considered their fair share of company profits. At least one other chain store paid better than Pick 'n Pay, and they were convinced the latter could afford their demand.

"Loafing managers were earning big salaries," he said, charging that directors were earning R5 000 a week, senior managers R3 000, and line managers R2 000, while the average worker was earning R350.

Ackerman said the company's offer amounted to 11 percent, and should be seen in the context of a seven percent inflation rate and the company's five percent growth rate.

While Ackerman condemned the union for doing nothing to control its members, Saccawu general secretary Bones Skhulu complained the company had given the union only two hours before enforcing the interdict. Before arresting the workers, police should have read the interdict to them, he said.

Skhulu said Pick 'n Pay should not be deceived by "the euphoria of a new South Africa" and think that forms of pressure historically open to the unions were exhausted.

Responded Ackerman: "We are saddened that despite an excellent industrial relations track record, the union has seen fit to target Pick 'n Pay as a soft touch."



WE WANT MORE:
Pick 'n Pay workers on
the march to the
supermarket chain's
head office in Claremont
today

NO ENTRY: Police,
below, guard the
entrance to Pick 'n
Pay's offices in Main
Road, Claremont

Pictures LEON MULLER, The
Argus

Pick 'n Pay strikers in court

TWENTY-SEVEN Pick'n Pay strikers who occupied an office at the Table View branch of the chain have appeared in the Cape Town Magistrate's Court for alleged trespassing and contempt of court

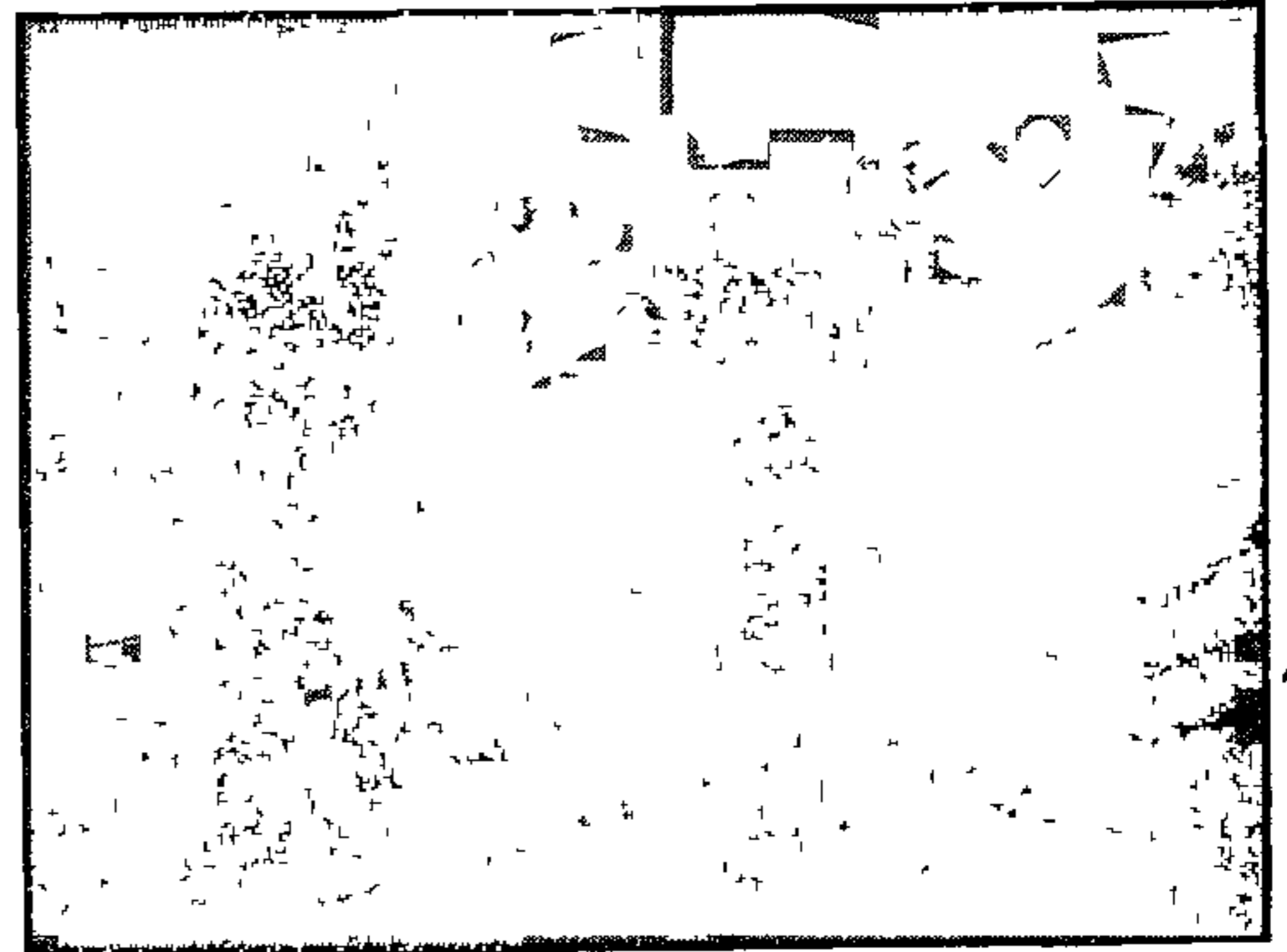
Fifteen women and 12 men, members of the South African Commercial, Catering and Allied Workers Union, appeared yesterday in connection with contravening a court interdict preventing strikers from being within 500 m of Pick 'n Pay stores.

(152)
They were not asked to plead and no charges were put to them. ARG 15/7/94

The strikers from Atlantis Milnerton, Mitchell's Plain, Elsie's River, Guguletu and Nyanga East, were arrested on Wednesday night

A warrant of arrest was issued for Kashief Petersen 31, no address given, who did not appear

Magistrate EH Ludick presided B Oswell appeared for the State and the workers were represented by P Williams



Peace group moves in at strike demo

Staff Reporters ARG 15/7/94

PEACE monitors today replaced police guarding the entrance to Pick 'n Pay's national head office in Claremont during a demonstration by hundreds of striking employees

SA Commercial Catering and Allied Workers Union (Saccawu) vice-chairman in the Western Cape Martin Whitlow gave a memorandum to Pick 'n Pay Western Cape general manager Nick Badminton:

The memorandum listed, among others, demands for an across-the-board increase of R229 a month, an across-the-board bonus and the withdrawal of "the unreasonable court order", a reference to an industrial court interdict preventing strikers from coming within 500 metres of Pick 'n Pay branches

Workers objected to the 20 to 30 policemen at the Claremont offices. Peace monitors replaced the police.

In another move today, Police Services Minister Sidney Mufamadi met Pick 'n Pay strikers as part of a wider initiative by government, union leaders and Pick 'n Pay senior management to ease conflict in the increasingly violent strike.

Mr Mufamadi — a former unionist — called the meeting with Saccawu to hear its complaints about police action.

Meanwhile, joint managing directors of Pick 'n Pay Gareth Ackerman and Rene de Wet flew to Johannesburg to join negotiations which reopened yesterday.

Labour Minister Tito Mboweni warned that he strongly opposed "the brutalisation of the strike and any use of violence, either by police or strikers". Care should be taken "not to criminalise industrial conflict".

Pick 'n Pay was sticking to its pay offer of 11,2 percent on its total wage bill and its expectation that police would protect the company's property, staff and customers from "misbehaving" strikers.

Mr Ackerman said today his company recognised the right of workers to strike and the police had been called in not to break the strike but to prevent incidents such as those at the Johannesburg Southgate centre yesterday where two managers were briefly held hostage and there were threats of arson.

Reuter reports that 24 Shoprite/Checkers stores have been affected by a strike by members of Saccawu, the company said today. The strike followed a company decision to establish an inquiry into allegations of "racially abusive language used by a national shop steward of Saccawu to a Jewish manager in the group", Shoprite/Checkers said in statement, reports Reuter.

● See page 5.

1 500 strikers gather at chain store's offices

ARG 14/7/94
BRUCE CAMERON, Business Editor
and The Argus Correspondent

ABOUT 1 500 striking workers gathered at Pick'n Pay's offices in Johannesburg today to hand a memorandum to management on wage demands.

They were also protesting against the arrest of strikers earlier this week.

Police in armoured vehicles monitored the demonstrators as they toyi-toyed and lined the road outside the company's administrative offices. The workers remained well clear of the building, in line with an interdict granted to the retail chain.

The order instructed members of the South African Commercial, Catering and Allied Workers' Union (Saccawu) to behave and stay 500 metres from all Pick'n Pay stores for a month.

Meanwhile, strikers and management were in tough negotiations today in an effort to end the strike, which has turned nasty with more than 1 000 people arrested and 20 injured.

Saccawu last night appealed to Pick'n Pay for an urgent meeting after a day of violence and arrests at several stores around the country.

Pick'n Pay has agreed to the meeting but joint managing director Gareth Ackerman said today the food retailer would not budge on its last offer.

About 20 000 staff members, including casuals, of the 29 000 total staff were out on strike.

A march on Pick'n Pay's Cape Town headquarters at Claremont was planned for tomorrow.

Saccawu publicity officer Sithembele Tshwete said strikers were unaware of the industrial court interdict against them. The union did not have time to inform the strikers of the ruling yesterday.

More than 100 employees brought traffic to a standstill near the corner of Durban and Voortrekker roads, Bellville, when they held a picket demonstration yesterday afternoon.

In Table View 29 workers were arrested last night.

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Hundreds of Pick 'n Pay strikers arrested after violence at stores

HUNDREDS of Pick 'n Pay workers were arrested yesterday after a national strike turned violent.

About 20 000 members of the SA Commercial, Catering and Allied Workers' Union (Saccawu) went on strike over wages at all of the company's 350 stores, sales director Martin Rosen said.

After violence erupted the union accused management of brutality, and management accused the union of intimidation and harassment.

While the strike is legal, management obtained an Industrial Court interdict on

Tuesday night barring strikers from gathering within 500m of Pick 'n Pay stores.

Yesterday's events followed sporadic action on Tuesday in about 100 stores. The strike was called in support of a R229 a month wage increase demand with management offering R175. The company's offer would translate into a minimum wage of R1 650 a month, Pick 'n Pay said.

Most stores were trading using casual labour, but there was a high degree of intimidation and 15 stores had been closed.

Rosen said the intimidation was scattered throughout the country with the ex-

ERICALJANKOWITZ
8/20/94 147194

ception of the Free State where the strikers' mood was described as calm.

Sapa reports that police used rubber bullets and stun grenades to disperse strikers outside stores in Norwood, Steeldale and Ormonde. Seven strikers were reported bitten by police dogs and one policeman was struck on the head by a brick thrown by strikers. Some damage to property was also reported.

Witwatersrand police spokesman Andy Piekse said police had warned strikers "to

disperse in terms of a court order" but were ignored. Police began arresting workers after they "became aggressive".

At Ormonde strikers barricaded entrances and exits to the building with trolleys and customers had found themselves trapped inside.

More than 200 employees were arrested on the West Rand. In Vereeniging, 165 strikers were arrested and released on warnings with 79 workers in Durban and Martzburg receiving similar treatment. Two strikers were arrested in Norwood for being in breach of the interdict.

Pick 'n Pay

8/20/94 147194

From Page 1

but also non-striking workers"

JACQUIE GOLDING reports that Saccawu's joint affirmative management forum last night accused Pick 'n Pay of brutality. Spokesman Mgeneni Mhlavivana said it was necessary to take action against the company's use of force.

Saccawu members were scheduled to march to the company's head office today to present their wage demands and to the Johannesburg Stock Exchange tomorrow.

YURI THUMBRAN reports that Pick 'n Pay's share price has tumbled 19% in the past three weeks. It ended a further 50c down last night at R12.75.

Market sources said under normal circumstances Pick 'n Pay's current price

would have been attractive to investors, but the strike would scare them off.

Meanwhile, about 600 Saccawu members have been on strike at 23 Shoprite/Checkers southern Transvaal stores since June 29 protesting against victimisation of union members.

A Saccawu shop steward said the company had fired all members at five stores: Kiltarney, Epsom Downs, Balfour Park, Lambton and Edenvale. Go-slows were taking place in other stores and the industrial action could escalate to all stores nationally unless Shoprite/Checkers took steps to address workers' grievances. Company spokesman Adele Gouws said stores were trading normally.

Management met Saccawu representatives to brief them on the interdict, which barred workers from conducting sleep-ins at stores and interfering with customers. Pick 'n Pay joint MD Gareth Ackerman said he was shocked and saddened by yesterday's events and, in terms of the interdict, union officials and shop stewards would have to explain what steps they had taken to control the bad behaviour of some union members. Strikers had deliberately attempted to "obstruct, harass and intimidate not only customers of certain stores,

To Page 2

Scores of striking workers arrested

Sowetan

14/7/94

WAGE DISPUTE Police act after

By Ike Motsapi

supermarket chain is granted order:

Scores of striking Pick 'n Pay employees were arrested yesterday after management had obtained an order restraining them from disrupting business

A number of strikers — members of the South African Commercial Catering and Allied Workers Union — were injured in a confrontation with the police

The order restraining the strikers was granted by Mr Justice DR van Schalkwyk at the Industrial Court in Pretoria

In papers before the court, Pick 'n Pay management applied for an order interdicting and restraining Saccawu from organising and orchestrating, and individual respondents from conducting, the following

- Marches on to the trading areas,
- Occupation of trading areas,
- Eviction or ejection of customers entering the stores,

- Conducting sleep-ins, and
- Damaging to property

Warrant-Officer Andy Pieke said police were acting on behalf of management in respect of an order issued by the court. Pieke said workers, who had occupied some of the Pick 'n Pay outlets, were asked to disperse. He said some refused and they were arrested

Tense situation

Pieke said the situation was tense but calm. Police were monitoring all the big Pick 'n Pay outlets

At Highgate workers blockaded all the entrances leading into the store from 9am. Police were called in to restore order but workers would not allow them to get near the building

An ugly situation was averted when a management representative asked the

police to leave

- At Southgate the store was empty with only three cashiers on duty when Sowetan visited the centre yesterday morning
- At Steeledale police allegedly set dogs on workers who were toy-toying and singing on the shop premises
- At Norwood about five workers were wounded when police allegedly opened fire on them
- At Northgate about 300 strikers were taken into custody

Pieke said it was too early to say how many people had been arrested. He confirmed that three were taken into custody at the Randburg outlet

Management and Saccawu are in dispute over wages. Saccawu demands an across-the-board salary increase of R200 a month for its members. Management made a final offer of R175



Highgate shopping centre in Johannesburg was brought to a standstill yesterday when Pick 'n Pay workers went on strike over wages. Police reinforcements were called in but they failed to stop the workers. A number of workers were arrested at other branches.

pic: MBUZENI ZULU



Pick 'n Pay action turns ugly

Hundreds of strikers arrested

Star 14/7/94

■ BY JOVIAL RANTAO
CHERYL HUNTER
and DUNCAN GUY

Up to 1 000 South African Commercial Catering and Allied Workers Union (Saccawu) members were arrested and 20 injured at various Pick 'n Pay branches when their strike turned ugly yesterday.

SA Police Service spokesman Warrant-Officer Andy Pieke said police had to use three stun grenades and 28 rubber bullets at the Norwood and Ormonde branches of Pick 'n Pay to disperse rowdy strikers. "We were called in and forced to act," he said.

Pieke said a security guard was injured at Norwood after he was allegedly hit on the head by the strikers

Union branches around the country reported that workers were being arrested en masse. Arrests occurred in Uitenhage, Port Elizabeth, Queenstown, Potchefstroom, Klerksdorp and in several centres in the PWV

Saccawu publicity officer Sithembele Tshwete said most of the 15 000 strikers were unaware of an interdict banning protests on the company's premises, because the union did not have time to inform them of the ruling

He said the union was still

WE DID not have enough time to inform members of interdict banning protests on company premises, union leader says

collecting statistics of arrests. The conduct of the police was unacceptable, he added. However, Saccawu was willing to meet Pick 'n Pay to seek a solution. (152)

Gareth Ackerman, Pick 'n Pay's joint managing director, condemned reports of vandalism by Saccawu members and appealed to them to accept the company's wage offer.

March planned

However, prospects of the resolution of the strike seemed remote yesterday when Pick 'n Pay management told Saccawu it would not resume negotiations until strikers abided by the conditions of the Industrial Court interdict

Saccawu members went on strike on Tuesday, demanding an across-the-board pay rise of R229. Pick 'n Pay has offered R175

Strikers plan to march to Pick 'n Pay regional headquar-

ters in Bedfordview today

The Industrial Court has ordered strikers to stay at least 500 m from Pick 'n Pay supermarkets for the next month. They were also prevented from conducting sleep-ins and intimidating customers, damaging company property or interfering with the supermarket chain's ability to trade

Randfontein workers were arrested for violating an Industrial Court order preventing them from staging demonstrations inside Pick 'n Pay store premises. Forty-six of them appeared in court and their case was postponed to next month.

At the Norwood Pick 'n Pay yesterday, furious voices and clenched fists greeted curious shoppers when striking workers banged on the glass doors at the entrance to the store, demanding to be allowed in.

Panic broke out when members of the Johannesburg Internal Stability Unit (ISU) arrived and forced workers out with teargas and rubber bullets

An injured worker, Belinda Maseko, said she was hit by an ISU member after falling down during the stampede to leave the store.

Her arm swollen, she said. "The police just hit us and never asked us to leave."

Violence, court action as Pick'n Pay strike begins

BRUCE CAMERON
Business Editor

SERIOUS industrial confrontation, including violence and court and police action, marked the beginning of the strike by 15 000 members of the South African Commercial, Catering and Allied Workers Union (Saccawu) employed by food retailer Pick'n Pay

Pick'n Pay made a written offer today to reopen negotiations while the union was seeking to discuss with the retailer the terms of a restraining order granted by the Industrial Court in Pretoria last night

Pick'n Pay was given temporary court protection after an urgent application asking that both the union and striking employees be restrained

Saccawu is demanding a R229 a month across-the-board increase and Pick'n Pay is offering R175

All was quiet at Western Cape outlets today but union members were threatening action later that could contravene the court order.

Joint managing director Gareth Ackerman said the company went to court after customers and employees were intimidated at several centres

yesterday Some shops were damaged.

ARG 13/7/94
"Attempts were made to stop non-striking employees, including casual staff, from reporting for work. Customers were intimidated in the shops and car parks, with attempts being made to prevent people from shopping. Goods have been pulled off shelves, water has been poured on computers and other damage has been reported. We had to close 15 stores intermittently yesterday"

Mr Ackerman confirmed that a letter had been sent to the union in an attempt to reopen negotiations.

Saccawu spokesman Sithembele Tshwete said today that the union was trying to meet Pick'n Pay today to discuss the

court order.

152
The union threatened to step up industrial action after Mr Ackerman said Pick'n Pay would reduce its offer, to cover costs, if the strike went ahead

In terms of the court order, the union and its members are prevented from marching in or occupying trading areas, evicting or ejecting customers from stores, intimidating customers from entering stores and from shopping, intimidating employees who elected to work, stopping them entering stores or evicting employees, including casual staff; sleep-ins, damaging property, interfering with the ability to trade, and entering an area within 500 metres of a store other than to picket or peacefully and lawfully to engage in a strike

Shops 'will close' if strikers pose threat

152 CT 13/7/94

WESTERN CAPE Pick 'n Pay stores will be closed if customers come under threat from strikers, according to joint managing director of the group, Mr Gareth Ackerman

Mr Ackerman said in an interview last night that the Western Cape was "relatively unaffected by the strike so far"

"We will be opening and closing stores in all areas as circumstances dictate," he said

According to Our Correspondent in Durban, shopping at many Pick 'n Pay stores was disrupted yesterday when workers staged sit-ins to back demands for a 15% pay increase

A South African Commercial, Catering and Allied Workers' Union official said workers occupied sales floors at three Durban Pick 'n Pay stores

Two union members were arrested at one store after a scuffle with police

Union members have voted for industrial action, including a strike, to back demands for a R229 monthly in-

crease

Pick 'n Pay has offered R175

Pick 'n Pay said it was unfortunate that the strike threat coincided with the visit of British minister Mr Michael Heseltine

However, Saccawu spokesman Mr Sthembele Tshwete said the union's demand was legitimate and "even investors know they have to provide a living wage"

Mr Ackerman said workers' demands were too high. He threatened court action "to stop unacceptable behaviour"

Saccawu denied that striking had started, claiming that workers were only picketing at Pick 'n Pay stores, and would hold marches countrywide tomorrow or Friday

● The average wage settlement level for the first six months of this year was 9,75%, slightly up on the 9,5% recorded for the period up to March, Andrew Levy and Associates researcher Ms Renee Grawitzky said



Pick 'n Pay takes legal action against strikers

CAPE TOWN — Pick 'n Pay had sought industrial court interdicts to protect customers and non-striking employees but was open to discussion, joint MD Gareth Ackerman said yesterday.

By 4pm yesterday about 80 of the group's 150 stores had been "adversely affected" by striking workers, with 15 stores, predominantly in Eastern Cape and PWV, closed for periods during the day.

He said legal steps were taken yesterday against strikers who disrupted stores, and although the outcome of court proceedings were not known before going to Press, he hoped interdicts would take effect today.

Urging the SA Commercial, Catering and Allied Workers' Union (Saccawu) to reconsider an offer of a R175 monthly increase for a 16-month period, he warned that if strikers disrupted stores, the company would have to reduce its offer to cover costs of the strike.

Ackerman said Pick 'n Pay could not meet a Saccawu R229 across-the-board demand without store closures.

The company had tabled three options: a 16-month deal from March 1 of an increase of R175, a 15-month deal of R165, also from March 1, or R175 from March 1 to May 31 1995 with a payment of R580.

"This equates to 11,5%, which should be

EDWARD WEST and
ERICA JANKOWITZ

seen against a 7% to 8% inflation rate and 4% to 5% growth in business."

Ackerman said the offer would increase the group's R441m-a-year wage bill for weekly-paid staff by R50m. Saccawu's demand was "completely beyond our financial capacity".

Saccawu spokesman Sithembelwe Tshwete said the union would stage marches countrywide tomorrow. In the PWV region members would march from Eastgate to the company's Bedfordview head office.

On Friday workers would march from Nugget Street to the JSE. Tshwete said if a revised offer was not tabled, workers would start a legal strike on Tuesday.

Ackerman warned of negative consequences of a strike on foreign investment.

Meanwhile, Sapa reports that Pick 'n Pay's Norwood, Johannesburg, outlet was among the stores at which shopping was disrupted yesterday.

Casual workers manned tills as queues of shoppers formed. Security staff watched protesters and turned shoppers away.

Some placards told Ackerman not to waste money sponsoring televised coverage of the soccer World Cup in the US.

Strikers

cause 2

P 'n P ¹⁵²

closures ^{CT 14/7/94}

TWO Pick 'n Pay stores had to be closed and police called in to disperse striking workers demonstrating in them yesterday afternoon

Joint managing director Mr Gareth Ackerman said he feared more disruptions today despite a Supreme Court ruling prohibiting strikers from being within 500 metres of any Pick 'n Pay store. Trading was halted at the Ottery hypermarket and the Milnerton supermarket yesterday as scores of SA Commercial, Catering and Allied Workers' Union members took to the shop floor demanding a 15,6%, or R229, pay rise.

Up to 70% of the supermarket giant's 15 000-strong weekly workforce has been on strike since Tuesday.

More than 100 stores were affected, with stores in the Transvaal and Eastern Cape worst hit.

Fifteen stores had been closed intermittently on Tuesday and yesterday, Mr Ackerman said.

More than 100 union members from the Constantia and Kenilworth stores converged on the Ottery hypermarket and tried to barricade the shop entrance.

The shop was shut for several hours while police tried to restore order.

In Milnerton, 30 strikers toy-toyed in the store.

On the Reef, police used rubber bullets and stun grenades to disperse about 300 strikers outside Pick 'n Pay's premises in Steeledale.

Seven strikers were bitten by police dogs. A policeman was slightly injured when a brick struck him on the head. A window was broken.

Two strikers were arrested at the Norwood hypermarket. — Staff Reporter, Sapa

15 000 chain store workers on strike

Sowetan 13/1/94

By Ike Motsapi

■ SHABBILY TREATED Black

managers demand equal treatment:

MORE THAN 15 000 Pick 'n Pay employees yesterday went on a national strike in support of a demand for better pay and working conditions

The workers, who are members of the South African Commercial Catering and Allied Workers Union, embarked on the industrial action after holding meetings at various outlets of the chain store yesterday

Black managers employed by Pick 'n Pay have also given management until today to respond to their demand that they be treated on the same basis as their white counterparts

A spokesperson for the black manag-

ers said they had been "shabbily treated" (R) (152) (255)

The striking workers are demanding an across-the-board salary increase of R200 a month while management has made a final offer of R175.

Demand a minimum

The workers also demand a minimum monthly salary of R1 200 while management said it was prepared to pay R1 080 a month

Wage negotiations between management and Saccawu started last year and workers were due to receive their salary

increases on March 1 this year

Mr Bones Skulu, assistant general secretary of Saccawu, confirmed that the strike had started

He said: "Parties to the dispute — the union and management — completed counting the ballot on Monday

"It was established that the majority of the workers had opted to go on strike

"We have tried our best to get the matter settled with management but our talks always ended in failure," he said

Mr Frans van der Walt, Pick 'n Pay's industrial relations officer, could not be reached for comment

Star 13/7/1940

Court rules against strikers

■ BY JOVIAL RANTAO
LABOUR CORRESPONDENT

Pick 'n Pay has been granted an Industrial Court interdict to prevent industrial action by its 15 000-strong workforce.

But planned work stoppages and marches scheduled for today are to go ahead.

Yesterday disruptions during shopping hours by workers at 30 Pick 'n Pay stores prompted the company to turn to the Supreme Court and Industrial Court for the protection of customers.

Pick 'n Pay joint managing director Gareth Ackerman said the stores had been "adversely affected by striking workers and the company had resorted to

legal action against workers for contravening customers' constitutional right to shop".

He said the company was hoping that the South African Commercial Catering and Allied Workers' Union (Saccawu) would reconsider the company offer of a R175-a-month increase. The union had demanded R229.

Ackerman warned that if the strikers went ahead with disrupting stores, the company would have to reduce its offer to cover the costs of the strike.

"We still regard our offer as fair and generous in the light of the average increases being offered by comparable companies," Ackerman said.

(152)

Pick 'n Pay staff to strike

3 Day 12/7/94

ERICA JANKOWITZ

ABOUT 15 000 SA Commercial, Catering and Allied Workers' Union (Saccawu) members would begin a legal wage strike at 350 Pick 'n Pay stores on Thursday, a union spokesman said yesterday.

This followed a Saccawu national executive committee meeting at which the nationwide ballot supporting rejection of management's final offer was discussed.

Wage negotiations broke down in May, with management offering R165 a month across the board in response to the union's R229 demand. Conciliation board meetings and mediation failed to resolve the issue.

During negotiations, some Reef stores were disrupted by go-slows. Workers refused workers to wear uniforms in a bid to expedite the process.

This will be the first national strike at

Pick 'n Pay since 1986. It will also be the first major industrial action since the new government took power. Saccawu represents about 15 000 of the group's 29 000-strong workforce. Many members work in crucial positions as cashiers and packers. Disruption could be exacerbated if Saccawu gains consumer support.

The spokesman said just more than 5 000 workers would be involved in industrial action in the southern Transvaal region. The remainder would be in stores around the country (2) (152)

Pick 'n Pay's projections of 10% sales growth this year could be affected.

Pick 'n Pay spokesman Frans van der Walt was not available for comment

Pick 'n Pay strike looms

Own Correspondent

JOHANNESBURG — About 15 000 SA Commercial, Catering and Allied Workers' Union (Saccawu) members would begin a legal wage strike at 350 Pick 'n Pay stores on Thursday, the union said yesterday

This followed a Saccawu national executive committee meeting at which the nation-

wide ballot supporting rejection of management's final offer was discussed

Wage negotiations broke down in May, with management offering R165 a month across-the-board in response to the union's R229 demand. Conciliation board meetings and mediation failed to resolve the issue

This will be the first national strike at Pick 'n Pay since 1986

It will also be the first major industrial action since the new government took power

Saccawu represents about 15 000 of the group's 29 000-strong workforce. Many members work in crucial positions as cashiers and packers

Pick 'n Pay spokesman Mr Frans van der Walt was not available for comment

● Share 'out of favour' — Page 8

NEWS Aspirations of blacks not addressed ● Saccawu marches as mediation begins

Cosatu threatens national stayaway after city march

By **Ike Motsapi**
Labour Reporter

THE Congress of South African Trade Unions yesterday took to the streets of Johannesburg in support of pay demands made by 15 000 striking Pick 'n Pay workers

The march by more than 10 000 workers and Cosatu officials was also to protest against alleged police brutality against the striking workers

The march, which started at Cosatu's head office in Leyds Street, Braamfontein, at 12 30pm did not attract the expected 20 000 people

It took place despite mediation between Pick 'n Pay and the South African Commercial Catering and Allied Workers Union which began yesterday

Mr Charles Nupen, director of Independent Mediation Services of South Africa, has been accepted by both par-

Sowetan 26/7/94

ties as the mediator
Mr Sam Shilowa, general secretary of Cosatu, joined marchers to the Johannesburg Stock Exchange to deliver a memorandum demanding that organised "business" take steps to solve the labour crisis

The marchers later proceeded to John Vorster Square police station where a memorandum was also handed to the commanding officer.

There was a heavy police presence, including traffic policemen. Several streets were cordoned off

The memorandum, addressed to business, demanded that employers refrain from using police to settle industrial disputes and recognise and accept legitimate demands. *(152)*

Cosatu threatened to call a national work stayaway on August 8 if the Pick 'n Pay dispute has not been settled by the end of the week.



Picketing conduct agreement reached

REPRESENTATIVES of Pick 'n Pay and the SA Commercial, Catering and Allied Workers' Union (Saccawu) have reached agreement on principles and procedures governing their conduct during picketing

"Considerable progress was made and the parties have reached this agreement," said independent mediator Charles Nupen, who was appointed last week to help resolve the strike by more than 15 000 Saccawu members at the company's stores throughout the country. B Day

Sapa reports that both parties will take the terms of the agreement to their respective principals for deliberation

Mediation on other salient issues would continue today, said Nupen. 2517194

Arrests of picketers and the intimidation of workers were reported at various Pick 'n Pay stores at the weekend

Our Cape Town correspondent reports that 51 picketers were arrested at the Constantia Village shopping centre.

In Port Elizabeth, several strikers appeared in court on Friday on charges of damaging property and contempt of court.

Pick 'n Pay Eastern Cape regional manager Bruce Nicholls said employees had been in breach of an agreement on picketing and intimidation. (152)

Cosatu is to stage a march today from its Johannesburg head office to the JSE to deliver a memorandum demanding that business take steps to solve the labour crisis in the country

● Comment: Page 14

Groote Schuur strikers considering an offer

JOHN VILJOEN
Staff Reporter

ARG 1/7/94

was settled. (152)

NO disruptions to services at Groote Schuur Hospital were reported today as striking members of the Health Workers' Union considered an offer from provincial authorities

Severe disruption of services occurred yesterday when staff, including many doctors and nurses, were prevented from entering the hospital and tending to patients, she said

The hospital obtained a Supreme Court interdict last night to prevent any further interruption of essential services

The hospital was functioning "peacefully" today and no action had been taken against strikers, the spokesman said

Regional Health Minister Ebrahim Rasool yesterday met union representatives in a bid to end the strike which began on June 23.

Yesterday Groote Schuur cancelled non-emergency surgery and advised patients to go to other hospitals in the Peninsula if possible until the strike

This was after workers obstructed all hospital entrances and did not allow goods or laundry to be delivered and refuse to be removed

Although patients were permitted to enter and leave the buildings they were subjected to "unacceptable harassment and scrutiny", the spokeswoman said

The workers went on strike because of a dispute over allegedly unfair promotions and wage demands. They stepped up their protest over a decision to enforce a strict no work, no pay policy for the strike period

Yesterday afternoon about 500 workers marched to the provincial parliament in Wale Street, Health Workers Union general secretary Norman Maharaj said

A workers delegation demanded to see Mr Rasool and later met him for three hours

There was "some movement" on the workers' grievances from Mr Rasool, Dr Maharaj said. Workers were to be given a report-back today

Workers go on strike at Mariner's Wharf

ABOUT 40 workers at Mariner's Wharf in Hout Bay embarked on a "wildcat strike" at the weekend over a 4% increase awarded by management on Friday. Ms Evelyn Beukes, a shop steward for the Food Workers' Council of South Africa, said the workers at Mariner's Wharf are demanding R60 across the board.

(152) CT 4/7/94

Ambulance services disrupted by protest

JENNY VIALI
Staff Reporter

AMBULANCE services were disrupted in Cape Town today when ambulance workers refused to go on duty with beach constables.

The beach constables completed a three-week intensive training course and were to start working today with the ambulance service for the winter months.

Ambulance workers say they were not consulted on the moves. They are also unhappy that the beach constables are to get a five percent pay increase. AR44/7/94
Rod Douglas, chief officer of

Cape Ambulance Rescue Services, said the South African Municipal Workers' Union and the council had negotiated the new deal.

An ambulanceman said: "We work in pairs as a team and now they are splitting us up."

Mr Douglas said: "I sympathise with them when it comes to splitting up partnerships but once the constables find their feet we will put them back with their partners."

"All I am asking is that in their own interests and the interests of the community they put their grievances aside so that we can get more people on the road."

Workers stay away from Firestone and Goodyear

ERICA JANKOWITZ

ABOUT 6 000 tyre manufacturing workers did not report for work yesterday and instead held meetings to discuss the slow progress of wage negotiations, National Union of Metalworkers of SA (Numsa) negotiations co-ordinator Gavin Hartford said

The workers were from Firestone's Brits and Port Elizabeth plants and Goodyear/Tycon in Port Elizabeth. Gentyre was not affected by the unprocedural strike.

Hartford said he received correspondence from Firestone yesterday afternoon indicating the company's plants would not resume production today unless workers clearly indicated their willingness to comply with their terms and conditions of employment.

They also would be required to give an undertaking to refrain from unprocedural industrial action in the future.

Hartford said workers were set to resume work today, but Firestone's "counter-action" could prevent this.

He said tyre manufacturers had yet to make a wage offer after several rounds of wage negotiations. Employers were apparently stalling until issues concerning wage policy had been settled with the union. Workers were losing patience with employers' apparent attempts to prolong the process, hence the one-day strike.

Firestone Human Resources GM Jimmy Furstenburg said the industry had already put a wage offer on the table. The industry had moved from its initial position to a secondary one, he said. (152)

Furstenburg declined to comment further, saying only that the wage issue was still under negotiation.

No comment could be obtained from Goodyear/Tycon.

Addis workers out on strike

ARC 5/7/94

Labour Reporter

THE 400-strong workforce at Usabco in Sacks Circle, Bellville, which makes Addis products, are on strike over wages

Members of the Chemical Workers Industrial Union are said to have dropped their increase demand from 15 to 12 percent while the company is offering a 10 percent

Company personnel director Garth Snyman said negotiations were continuing

(152) Demo plan by health workers

PRETORIA — Members of the SA Health and Public Service Workers Union will protest in Cape Town, Pretoria and Bloemfontein on July 15 demanding, among other things, increased wages, it was announced today.

Union general secretary Silas Baloyi told a news conference in Pretoria that the 45 000-strong union would demand a minimum salary of R1 500 per month, an across-the-board increase of 17,5 percent and that March 21 and June 16 be paid public holidays.

"These demands have been presented to the Commission for Administration, but the commission is hiding behind procedure not to meet these demands or alternatively continue to exploit these workers," he said. *ARC 5/7/94*

Mr Baloyi said the same demands had also been presented to President Nelson Mandela, whose administrative secretary had responded by saying the matter had been forwarded to the Minister of Labour as it fell under that department.

The protesters in Pretoria will march to the Union Buildings, those in Bloemfontein to the Supreme Court and those in Cape Town will go to parliament to present memorandums to government officials. — Sapa.

Ambulance drivers in protest

Municipal Reporter

AMBULANCE drivers will not have to work with beach constables for the time being, it was disclosed after ambulance drivers at the Pinelands depot staged a work-stoppage yesterday

Ambulance drivers stopped work briefly in protest against plans to second 30 under-worked beach constables to assist them during winter

South African Medical Workers' Union shop steward Mr Jeremy Arendse said negotiations started immediately after the stoppage and were continuing

"But in the meantime, our workers will not have to work with the beach constables"

He conceded that the ambulancemen were short-staffed

Mr Arendse would not comment on the beach constables' level of training, but a colleague

of his, Mr Nick Maarmen, said the ambulancemen felt that the constables were not well enough trained to go on the road

Mr Alan Dolby, deputy city administrator, said the stoppage had lasted less than an hour, and had not disrupted services as other ambulancemen had been out in the field (S) (S)

"They were unhappy about the disruption to their established pattern of partners," he said

Strike: No work, no pay — but overtime concession

Staff Reporter (24) (98) (152) staff as a whole."

GROOTE Schuur Hospital workers who went on strike last week will be subject to the "no work, no pay" principle, but will be allowed to work off half the salary lost as overtime

The remainder will be deducted from their salaries in monthly instalments.

This was announced yesterday by Western Cape Health Minister Ebrahim Rasool, who said: "Although the principle of 'no work, no pay' is paramount, the province always reviews the merits of each case and ensures that the principle is applied fairly and with sensitivity, in the best interest of the health services and the

Actions which led to the disruption of health services and "the threatening of lives" could not be supported.

Mr Rasool said the agreement to allow strikers to work off 50 percent of the time lost would apply to this particular strike and should not be seen as a precedent.

He expressed his "sincere gratitude and appreciation to the overwhelming majority of the staff" who had carried on working under "very difficult circumstances".

Staff who had worked overtime to keep essential services going would be paid for all hours worked.

ALL 6/7/94

'Deal' ended strike at hospital

CT 6/7/94

152

Political Staff

WESTERN Cape Minister of Health and Social Services Mr Ebrahim Rasool ended Groote Schuur Hospital's week-long strike by allowing workers to recoup half of their "no work, no pay" losses in overtime, it emerged yesterday.

The remaining loss to members of the striking Health

Workers Union (all of whom were non-medical workers) will be softened by a pro-rata salary deduction over several months

The other two hospital unions, the National Education Health and Allied Workers Union, and the Public Service League, took a stand against the striking union, de-

manding Mr Rasool impose the no work, no pay principle

Mr Rasool did not say over how many months the deductions would be made

The principle of no work, no pay remained "paramount" and his concessions should not be seen as setting a precedent, Mr Rasool said in a statement.

He expressed "sincere grati-

tude and appreciation," to the "overwhelming majority" of Groote Schuur Hospital staff who continued working

● Protest marches in demand of higher wages are to be held in Pretoria, Cape Town and Bloemfontein on July 15 by members of the SA Health and Public Service Workers Union — Political Staff, Sapa



ON STRIKE:
 Worker at
 Mariner's
 Wharf face
 dismissal
 after their
 wage
 protests
 and allega-
 tions of
 restaurant
 racism
 Photo: Yunus
 Mohamed



Restaurant gets taste of strike action

By Quentin Wilson

FIFTY workers at the popular Mariner's Wharf complex in Hout Bay face dismissals after wildcat strikes on Sunday and Monday.

The workers are demanding a R60 across the board wage increase and claim the restaurant still practices petty apartheid.

"They don't treat us like human beings here at all," said Ms Almarie Peterson, local chairper-

son for the Food Workers' Council of South Africa (FWCSA)

"There are separate toilets for blacks. We have to eat in a different canteen to white workers and we are only allowed to use the back entrance after hours. Apartheid is still very much alive here."

Management closed the restaurant on Sunday and demanded that workers return on Monday or face the "possible alternative of dismissal."

Workers continued their action and said they would only resume work once they were satisfied their demands were met.

"We are involved in wage negotiations at the moment," said industrial relations manager, Mr Shaun Bloch. "We view this strike as illegal and therefore disciplinary action — from warnings to dismissals — cannot be ruled out."

Bloch denied claims about apartheid at the workplace.

152

12/17/74

Lusitania women strike over leave, bonus

ARG 9/7/94

JOSEPH ARANES

Weekend Argus Reporter

ABOUT 30 workers at the Lusitania fishing company's operations centre in the docks have been on strike for a week because union officials and the management cannot agree on the terms and conditions of employment.

The strikers are members of the South African Chemical Workers' Union.

Union spokesman Sizakele Mahluthshana said the dispute arose after the company and the union could not agree on how annual leave and bonuses should be given.

"We followed all the dispute settlement procedures until June 30 when a strike ballot was held and workers decided they would embark on a legal strike.

"Talks with the management have settled some of the disputes, like the salary increases and overtime, but the sticky issues are bonuses and leave."

Lusitania's personnel manager, Francois Kruger, said although the workers were on strike, the company's operations were not affected and that negotiations with the union were continuing.



BUILDERS CLASH: Police and a group of building union strikers clash in Jan Smuts Road on the Foreshore as police try to keep them from running wild in the city centre. The unions have now agreed to meet the building industry today to try to resolve the strike issues. **Report on page 5.**

Picture OBED ZILWA, The Argus

Strikes harming hopes for prosperity, warns business

(152) ARG 27/1/94
BRUCE CAMERON, Business Editor

THE surge in industrial disputes and unruly strike action is damaging the prospects for economic recovery and foreign investment.

Economists are starting to revise economic growth downwards as:

- Strikes take effect.
- Consumer spending is restricted by an increased tax burden, including the five percent transition levy and fiscal drag.
- Foreign investors show continued reticence.
- Manufactured exports display an increasing lack of competitiveness.

Predictions that the economy could grow by more than three percent this year are generally being scaled down to 2,5 percent

Exports have been targeted as the main vehicle to lead a sustained economic recovery but business leaders say the ability to compete with other countries is being whittled away by high labour costs

Captains of industry have started to warn of long-term damage to the prospects for growth and particularly for job creation, while the Reserve

Building workers to protest again

Staff Reporter

ABOUT 5,000 building workers downed tools for the third day and gathered outside the offices of the Building Industrial Council on the Foreshore

Most of them stood quietly talking but two groups, more militant than their colleagues, toyed through the city centre carrying sticks and kieries

Talks between the unions and employers were due to resume today

Bank is concerned that high wage settlements will push inflation back into double digits

Earlier this week the World Bank said between 200,000 and 400,000 jobs had been lost because of high wage increases in the 1980s and called for reforms to ensure job creation

Meanwhile, labour discontent is increasing. The Pick 'n Pay strike took a turn for the worse last night when

the SA Commercial, Catering and Allied Workers Union refused to sign a strike behaviour agreement

Building workers are on strike. The court interpreters' strike is still causing court cases to be postponed, and the National Union of Metal Workers is to vote on whether to bring the motor vehicle industry to a halt

Pictures of South African industrial action violence are being published and screened around the world, causing concern among potential foreign investors, say industry spokesmen

Business is privately appealing to the government to take urgent action

Many leading business people are unwilling to talk on the record about their concerns because of fear of drawing industrial action, but Rembrandt group chairman Johann Rupert appealed to unions yesterday at his company's annual meeting in Stellenbosch to reach an accommodation with business

Although he was confident the unions would soon show more realism, he said the high costs of labour would drive away foreign investment.

● See page 5.

Lekota talks on workers' rights

(1539)
BLOEMFONTEIN — All workers had the right to organise and bring their complaints to the fore in an orderly fashion but the struggle for change should advance and not worsen their lot, Free State premier Mr Patrick Lekota said when he met the Public Service Bargaining Council here (1539) CT 27/7/74

Mr Lekota said there were labour leaders who insisted on calling provincial and other workers out on strike after provincial ministers had told them workers' grievances were receiving attention. He said legislative powers to enable the Free State legislature to take action on grievances of workers had not yet been received from central government — Sapa

'25 gas strikers arrested'

POLICE yesterday arrested "about 25" striking Cape Gas workers after they had allegedly "rampaged" at the company's Woodstock premises in apparent defiance of a Supreme Court order

Cape Gas financial director Mr Bernard Straughn said 56 workers went on strike last Friday.

Cape Gas then obtained a court interdict ordering workers belonging to the Chemical Workers Industrial Union to stay off the

company's premises, Mr Straughn said.

He alleged that on Friday night strikers had refused to leave the premises. Police moved in to remove them, said Mr Straughn, and several were arrested.

(152) CT 27/7/94
'Assaulted'

"They re-appeared outside the premises on Monday and intimidated and assaulted temporary workers and prevented custom-

ers and suppliers from approaching the premises," Mr Straughn alleged

Mr Straughn claimed that from 6am yesterday 40 workers forced their way onto the premises and assaulted staff, including casual workers, before police arrested them

● Police spokesman Captain Ben Theron said police had arrested about 25 strikers, who are expected to appear in court — Staff Reporter, Sapa

Workers strike to 'end apartheid'

Own Correspondent

PORT ELIZABETH — The powerful National Union of Metalworkers (Numsa) will go on strike next week unless there is a definite move by motor industry management "to end apartheid" on the factory floor.

Reacting to an Automobile Employers' Organisation (AMEO) statement which this week warned that thousands of

jobs could be lost, Numsa said the strike was not fundamentally about the annual wage increment.

Instead it was about correcting wage structures which had been inherited under apartheid.

It said despite the industry-wide strike ballot, which starts today, it remained committed to seeking a resolution with AMEO — but was adamant that

wage imbalances should be addressed within a two-year time frame.

AMEO yesterday warned that strike action would cost the motor industry R100m a day and threaten the job security of 300 000 employees.

The organisation warned that the industry's ability to support the Reconstruction and Development Programme could also be undermined.

It said education, training and community development projects — on which it planned to spend R87m as part of the RDP — would be retarded by the threatened strike.

The industry has already lost 19 000 passenger vehicles this year "through unprocedural strike action by Numsa members and unscheduled plant closures as a result of the election".

ET 27/1/94

(52)

Mandela 'did lash strikers'

(152)

CT27/7/94

By BARRY STREEK
Political Staff

PRESIDENT Nelson Mandela had criticised some workers for their attitude towards strikes and also said some people had been unable to move from resistance to reconstruction, his spokesman, Mr Joel Netshitenzhe, confirmed yesterday

But he had adopted a "balanced approach" in his address to anti-apartheid veterans at the weekend and had also criticised employers, particularly those who called in the police to deal with strikers, he said

Mr Netshitenzhe said although some newspapers had em-

phasised his criticism of unions and strikes, reports of the speech had been balanced

His reaction to the reports was in sharp contrast to those by Cosatu spokesman Mr Neil Coleman, who said media reports were "quite a serious distortion of what he (Mr Mandela) said"

Mr Coleman said Mr Mandela "certainly did not slam Cosatu"

Holiday

However, Mr Netshitenzhe confirmed Mr Mandela had "criticised both sides"

He said Mr Mandela could not be reached for comment as he had "left for his holiday"

Mr Mandela had not referred specifically to unions and work-

ers when he said some people had been unable to move from resistance to reconstruction, Mr Netshitenzhe said

Mr Coleman said Mr Mandela praised Cosatu leaders, adding they were responsible, although he had said there were elements who were unable to move from resistance

"He is entitled to that view"

In his speech, Mr Mandela said there was no excuse for violence by workers when they demanded salary increases

Problems were being experienced because "our people find it difficult to move from a position of resistance to one of building a nation and a new order"

"It is a problem which is being experienced by Cosatu leaders"

Growth figures revised downwards

Industrial unrest sapping recovery

Star 28/7/94

(152)

■ BY BRUCE CAMERON

The surge in industrial disputes and unruly strike action is damaging the prospects for recovery and foreign investment

Economists are starting to revise growth figures downwards as the effects of the strikes take effect, consumer spending is restricted by an increased tax burden, including the five percent transition levy, fiscal drag, the continued reticence of foreign investors, and the increasing lack of competitiveness of manufactured exports

Predictions that the economy could grow by more than three percent this year are generally being scaled down to 2,5 percent

Exports have been targeted as the main vehicle to lead a sustained recovery, but business leaders say the ability to compete abroad is being whittled away by high labour costs

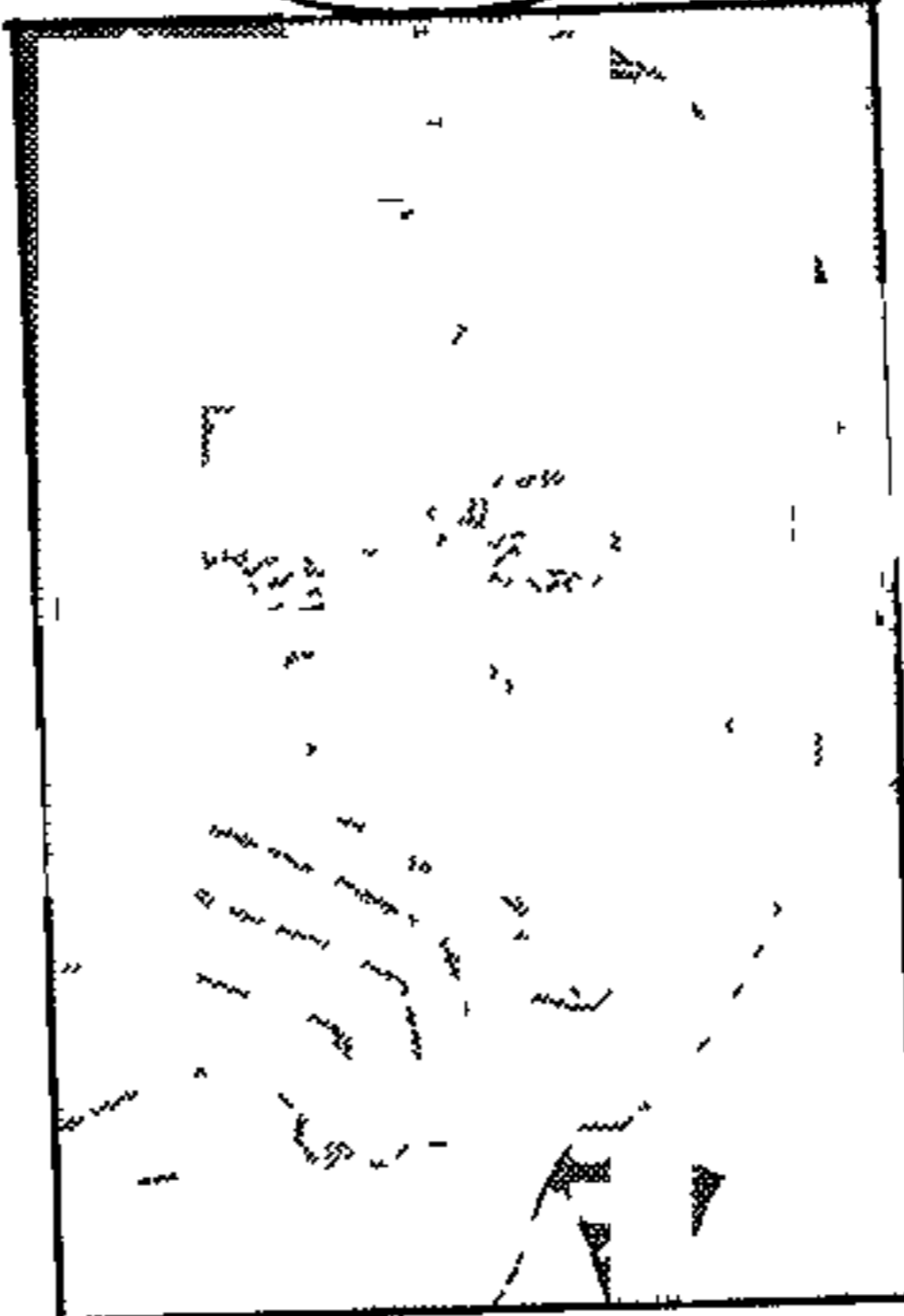
Industry chiefs have started to warn of long-term damage to prospects for growth, particularly job creation.

The Reserve Bank is concerned that high wage settlements will push inflation back into double digits.

Earlier this week the World Bank said 200 000 to 400 000 jobs had been lost because of high wage increases in the Eighties and called for sweeping reforms to ensure job creation.

Labour discontent has continued to grow

The Pick'n Pay strike has taken a turn for the worse with the SA Commercial, Catering



Johann Rupert ... not their enemy

and Allied Workers Union refusing to sign a strike behaviour agreement

Building workers are now out on strike, the court interpreters' strike is still causing cases to be postponed, construction workers are continuing a wildcat strike in the Western Cape, and the National Union of Metal Workers is to vote on whether to bring motor vehicle production to a halt

Pictures of industrial action violence are being published and screened abroad, causing concern among potential investors

Business is privately appealing to the Government to take action to halt the spread of violence as more and more unions threaten to take their members onto the streets

Many top businessmen are unwilling to talk on the record about their concerns because

of fear of drawing industrial action, but Rembrandt group chairman Johann Rupert has appealed to unions to reach an accommodation with business

Although he is confident the unions will soon show more realism, he warns the high costs of SA labour could drive away foreign investment

"Trade unions have to realise that we are not their enemy. We are in the same boat, and if they drill holes in it, we will all sink

"They must look at what is going on in other parts of the world."

Rupert says SA is competing for export markets and investments against low-wage countries in Latin America and South East Asia.

"The one thing that we have in abundance is unemployed people. We cannot export them, so we have to export the fruits of their labour, which implies that they have to be measured against workers in Singapore, Malaysia, Thailand and China, where they are paid far less."

In Indonesia, for example, workers are paid \$5 a week for a six-day working week.

He is not proposing that similar wages be paid here, but workers have to put themselves in the shoes of foreign industrialists looking at other parts of the world where people are begging for work

He says the recent announcement that banker Chris Liebenberg will replace Finance Minister Derek Keys is a clear indication the Government knows what it has to do

'Negotiations need trust'

500 000 more could go on strike soon

Star 28/7/94

■ BY BRENDAN TEMPLETON
and JOVIAL RANTAO

Unions and management urgently needed to "find each other" in a wage-negotiating season where more than 500 000 workers could become embroiled in strike action, a labour analyst warned yesterday.

PWV Business Caucus member Denzil McGlashan, speaking in his personal capacity, said major players needed to develop trust if escalating strike action was to be avoided.

His warning came as negotiations in the mining, car manufacturing and metalworking industries fast approached their final stages.

About 385 000 mineworkers and about 120 000 metalworkers will be affected by the outcome of the wage talks.

Tensions are also building in the postal and catering industries.

National Union of Metalworkers of SA (Numsa) general secretary Enoch Godongwana said yesterday he was optimistic that negotiations in the car industry would be settled amicably.

But he was reticent about the expected outcome of negotiations with the Steel Engineering Industries Federation of South Africa (Seifsa).

Seifsa has taken the union's demands — including a 12 per cent wage increase, shorter

STRIKE actions are looming in the automobile, mining and metal-working industries

(152) ~~(151)~~
working hours and the closing of the wage gap between race groups — back to its principals who have offered 9 percent.

They are due to meet tomorrow and the outcome will be known on Monday.

Numsa is meanwhile balloting its members for strike action in the car industry.

If a yes vote is cast, the strike will start on Monday.

Conciliation

A conciliation board, which is due to meet on Wednesday, has been established to try to head off strike action in the mining industry.

About 385 000 members of the National Union of Mineworkers and the Council of Mining Unions will be affected by the outcome of talks with the Chamber of Mines.

About 15 000 Commercial Catering and Allied Workers' Union are on strike at Pick 'n Pay and Shoprite/Checkers stores.

The Shoprite/Checkers strike relates to disciplinary action taken against a union shop steward.

Interpreters to return to court while talks continue

Friday 28/7/94

CAPE TOWN — Court interpreters had decided to end their nationwide strike, Justice Minister Dullah Omar said yesterday.

They made the decision after discussions with him, Public Services and Administration Minister Zola Skweyiya and senior officials, he said.

While negotiations would continue, interim measures would be taken to meet demands for their non-pensionable allowances to be brought into line with those of other administrative clerks.

MARK ASHURST reports that Justice Department spokesman Pieter du Rand said the interpreters had held "fruitful discussions" with the Public Service Bargaining Council. The council, which did not recognise the strikers' SA Court Interpretation Officers' and Allied Workers' Union, had not reached a decision on the union's pay claim.

However, the negotiating chamber of the council — the arm of the Public Service Commission which handled wage claims — voted on Monday to allow a union official to present the strikers' case.

A final decision on the claim was expected at the close of the council session on Friday, he said.

Omar assured union officials his depart-

Political Staff

ment was "sincere" in its representation of the union's case to the council.

Omar's spokesman, David Porogo, said Justice director-general Jasper Noeth had offered R2m to the commission from his department's budget surplus to fund non-pensionable allowances for interpreters.

Omar praised the "responsible" attitude of court interpreters, who began an illegal strike 10 days ago to protest against a discriminatory system of salary allowances (152) (152)

"The termination of the strike does not, however, detract from the fact that court interpreters have a legitimate cause. I trust that the council will reach a positive conclusion as a matter of great urgency."

Interpreters' allowances are pensionable but those received by clerks in terms of the same 1991 pay settlement are not.

Although union leaders had agreed to recommend a return to work, sources said members would be wary of assurances that fell short of a guarantee from the council.

Omar had persuaded court interpreters staging a similar illegal strike in the Cape in June to return to work but had not secured the promised pay settlement.

Pick 'n Pay and workers feeling the pain as strike bites

ARL 28/7/94



Staff Reporters

PROLONGED industrial action at Pick 'n Pay is costing the retail group "tens of millions of rands in net profit", says chairman Raymond Ackerman

The strike is in its third week and the South African Commercial, Catering and Allied Workers' Union and management are in mediation

The net loss in profits could seriously dent the Cape-based retailer's bottom line in the financial year to the end of February 1995. Pick 'n Pay earned R106 million in net profit in the last financial year

Further losses are looming with disruptions threatening end-of-month shopping

Mr Ackerman said this week the strike action had calmed over the past few days, but he warned that if mediation failed industrial action could intensify

He emphasised that Pick 'n Pay management would settle only at a price the group could afford

"We are very hurt by the strike action, but the group has reached the point where it won't give in to terrorist tactics"

He said the strike would affect overseas perceptions of local business

"Never in the history of retail has there been such an attack on customers overseas

companies will be very wary of the behaviour of strikers."

Mr Ackerman noted that a joint venture scheme involving Pick 'n Pay and an overseas company had already been cancelled.

It was tragic that small traders who shared premises with Pick 'n Pay in shopping centres had suffered as a result of the strike, he said

"People have come to me and told me how their businesses have suffered. They have nothing to do with it — they are caught in the cross-fire," Mr Ackerman said

The strikers are also battling to keep their heads above water

They have not been paid since the strike began

This week Rogaya Engelbrecht, who works at the Pine-lands branch, was picketing outside the Good Hope Centre where Mr Ackerman was speaking at a function. She said she was the sole supporter of her two children

"I am divorced and I don't get any maintenance for my children. The only way I have been surviving is with the help of my fellow strikers who sometimes give of their last so that I can feed my children"

"How do you tell your children you don't have money for bread?"

"My daughter needs to go to

Red Cross Children's Hospital often but I can't afford medical aid because if they deducted that I would go home with nothing"

She said all she wanted was for Mr Ackerman to treat each worker fairly and equally and to provide a living wage on which workers could survive

Milly Verwey of Delft works at Pick 'n Pay, Ottery, and has three children of 6, 13 and 14

"The only way that I am coping is through loans from my friends. I have just moved into a house in Delft and my only furniture is my fridge and one mattress which I share with my three children"

She said her electricity had been cut off and she had not

paid rent since she moved in a month ago.

"I have no family in Cape Town who can help me and I don't know where to turn"

"I don't care whether this strike goes on for months, I will stand for what I think is right and continue striking"

Ms Verwey said she had received a letter of final demand from a furniture store and from her child's creche.

"The shop told me they could only give me one more week before they were forced to fetch the fridge"

Union official Martin Whitlow said the union was not paying workers and that workers were struggling to keep their homes going

(S2)
APR 28/1994

'Major players need to develop trust'

The Argus Correspondent

JOHANNESBURG. — Unions and management urgently needed to "find each other" in a wage-negotiating season where more than 500 000 workers could become embroiled in strike action, a labour analyst has warned.

PWV Business Caucus member Denzil McGlashan, speaking in his personal capacity, said major players needed to develop trust if increased strike action was to be avoided.

His warning came as negotiations in the mining, car manufacturing and metalworking industries approached their final stages. About 385 000 mineworkers and about 120 000 metalworkers will be affected by the outcome of the wage talks.

Tensions are also building in the postal and catering industries.

National Union of Metalworkers of South Africa (Numsa) general secretary Enoch Godongwana said yesterday he was optimistic negotiations in the car industry would be settled amicably.

But he was reticent about the expected outcome of negotiations with the Steel Engineering Industries Federation of South Africa (Seifsa).

Seifsa has taken the union's demands — including a 12 per cent wage increase and the closing of the wage gap between race groups — back to its principals, who have offered 9 per cent.

They are due to meet tomorrow and the outcome will be known on Monday.

Numsa is balloting its members for strike action in the car industry. If a "yes" vote is cast, the strike will start on Monday.

"But we are doing all we can to avoid that. If our members do go on strike, it will be far worse than the Pick 'n Pay strike," Mr Godongwana said.

A conciliation board, which is due to meet on Wednesday, has been established to try to head off strike action in the mining industry.

About 385 000 members of the National Union of Mineworkers and the Council of Mining Unions will be affected by the outcome of talks with the Chamber of Mines.

About 15 000 Commercial, Catering and Allied Workers Union (Saccawu) members are on strike at Pick 'n Pay and Shoprite/Checkers stores.

Pick 'n Pay managing director Gareth Ackerman expressed concern yesterday that Saccawu had refused to sign an agreement regulating strikers' conduct.

The refusal would not jeopardise mediation, which began on Monday, he said.

The Shoprite/Checkers strike relates to disciplinary action against a shop steward.

Mediation 'has shown progress'

PRETORIA. — The mediation process to resolve the Pick 'n Pay strike will take "a little longer" than originally anticipated, Labour Minister Mr Tito Mboweni said here yesterday.

Speaking after a meeting with the National Council of Trade Unions (Nactu), he nevertheless expressed confidence that Pick 'n Pay and Saccawu "would find each other", and said he had been informed that there was "some progress".

He said the meeting with Nactu focused on the development of a five-year strategy to create a more democratic and a more civilised labour dispensation.

The strategy should be completed before the end of August, and should result in a number of changes in labour legislation, he said.

Nactu general secretary Mr Cunningham Ngcukana said the union briefed the minister on a wide range of issues including affirmative action, which must "not end up as a nice talk show". — Sapa

ET 28/7/94

(152)

Talks with Dullah Omar ends interpreters' strike

COURT interpreters have decided to end their nation-wide strike, Justice Minister Mr Dullah Omar said yesterday.

They decided to end their strike after discussions with himself, Public Services and Administration Minister Dr Zola Skweyiya, and senior officials, he said in a statement.

Mr Omar said their demand for their non-pensionable allowances to be brought into line with those of other administrative clerks would be met in the interim while negotiations on the issue continued.

Cosatu denies racist tag

Sowetan 29/7/94

THE Congress of South African Trade Unions yesterday dismissed claims of anti-Semitism by striking Pick 'n Pay workers as "attempts to cloud the issue" of the strikers' wage demands

Cosatu regional secretary Mr Alan Roberts said neither Cosatu nor any of its affiliates supported racism or anti-Semitism and there was no basis for such claims by Pick 'n Pay chairman Mr Raymond Ackerman

He also rejected claims that the current wave of strikes was motivated by a hidden agenda and that stayaways would drive away foreign investors and undermine the Government's Reconstruction and Development Programme Roberts said workers held back on wage demands during the volatile political transition period

"Now, with a slight upturn in the economy, workers feel justified in de-

manding better wages"

Both Roberts and Cosatu regional chairman Mr Xolile Nxu said the trade union federation condemned violence against non-striking workers and had sent officials to investigate reports of violence

"But we must consider the issue of violence in relation to the presence of heavily armed police who use teargas and dogs against workers who are picketing peacefully," Roberts said

About 12 people were injured on Wednesday when striking construction workers assaulted non-strikers at building sites in Cape Town, Bellville and Epping and forced others to join their march Roberts admitted Cosatu was "not happy" that building workers marched in the city armed with knobkerries and bits of steel pipe — Sapa (152)

Strike in auto industry may be on cards

Sowetan 29/7/94

■ **ACTION LOOMS** Apartheid, not

wages, is the cause of strife say workers:

By Isaac Moledi

A POSSIBLE strike by about 25 000 workers in the automobile industry is looming if negotiations between the two parties — scheduled for this Sunday — fail

The National Union of Metalworkers of South Africa said yesterday that dispute between itself and Automobile Manufacturers Employers Organisations was not essentially about the annual wage increase but about apartheid in the workplace.

Addressing a Press conference in Johannesburg, Numsa general secretary Mr Enoch Godongwana said employers in the automobile industry were doing too little to close the gap on wages, to train Numsa members as artisans and granting the workers their right to strike.

"Our dispute is not essentially about the annual wage increment but essentially about apartheid in the workplace. This (discrimination)

) takes the form of grading system which favours the artisans who are still mainly whites and the skills and training system," Godongwana said.

He said while Numsa officials were still negotiating with management on various issues relating to workers' demands, the union would also continue with the ballot counting today

"If, as we expect, the result is in favour of the strike, we will start on Monday if Sunday's negotiations do not succeed," he said. (152)

"Apartheid has bequeathed a wage system where production workers earn as little as 60 percent of the skilled worker South African managers earn between five and eight times the wages of a production worker

"Our demand is that these problems be removed within a two-year period but AMEO has offered to reduce the problem over the next three years, but not to remove it completely," Godongwana said.

Mandela to meet Cosatu leaders

152

ET 29/7/94

By BARRY STREEK
Political Staff

LABOUR unrest and strikes are set to dominate a meeting tomorrow between President Nelson Mandela and trade union leaders.

The Johannesburg meeting was originally called to discuss the implementation of the RDP, Mr Mandela's spokesman Mr Parks Mankahlana said, but the wave of labour unrest — which businessmen and Mr Mandela have claimed could threaten the RDP — has been added to the agenda.

The meeting will take place against a background of widespread labour unrest including:

- A major strike in the retail supermarket industry, which is into its second week
- A threatened nationwide motor industry

STRIKE CRISIS FACES MOTOR INDUSTRY

See PAGE 5

strike after wage talks deadlocked yesterday. Although both sides said the door was still open for last-ditch talks union officials believe a strike is imminent.

● A strike by Western cape building industry workers

● A strike that closed Sun City yesterday and was described by a Sun International spokesman as "unlawful industrial action"

● A strike by 3 200 workers at the Eastern Platinum mine near Rustenburg, who are demanding that three workers be reinstated

Umbrella union Cosatu has also warned of the possibility of a general strike on August 8.

Mr Mandela, who has been on holiday this week, will head the top-level ANC delegation in his capacity as ANC leader. Others in the delegation include ANC deputy president Mr Walter Sisulu, ANC chairman Mr Thabo Mbeki and ANC secretary general Mr Cyril Ramaphosa.

The Cosatu delegation will be led by the federation's president, Mr John Gomo, supported by vice-presidents Mr George Nkandeng and Ms Connie September, and secretary-general Mr Sam Shilowa.

A Cosatu spokesman, Mr Neil Coleman, said the two sides would principally be discussing the RDP.

"We will be sharing our vision of the RDP and they will be giving us their viewpoint."

It was "inevitable", however, that the present industrial upheavals would be discussed, Mr Coleman said.

● Warning on wage rises — Page 11

Behind the strike

From 29/7/94

Leonard Gentle is national research co-ordinator of the SA Commercial, Catering & Allied Workers' Union (Saccawu).

The incipient strike wave in SA has seen a range of theories as to the causes. These theories reduce thousands of workers to mere pawns who can be manipulated by Machiavellian union leaders at will. At a time when unemployment is near 40% and retrenchment a constant threat to job security, adult human beings with families are going on strike with the full knowledge that they are risking much.

To be sure, the April-July period is the traditional time for wage negotiations and can be called "the strike season". To be sure, too, the union movement has lost many able leaders. But why is it assumed that this loss stimulated strikes? Why did it not limit their spread and intensity?

No, the biggest cause is the fact that workers are simply people who are poor and have seen their living standards eroded as food, transport, education, housing and health prices have soared. Over the past two years, average wage settlements of organised workers have been below inflation. To this must be added the fact that inflation for working people is even greater than the official inflation rate, since low earners spend roughly 50% of their wages on food — and food inflation has been, at times, above 30% in 1992.

Over that same period, wealth disparities have increased. In 1992, when unionised workers took a real wage cut, a Labour Research Service survey of chief executives showed that they took increases in bonuses and perks of 28,8% on top of a basic salary increase of 14,7%. In 1994, directors' emoluments went up by 37,7%.

In April this year, workers voted for the government of their choice and for the RDP. Given the sacrifices workers had to make in the past and given the sacrifices they made to get an ANC-led government, the 1994 negotiations were approached with some sense of

optimism. What did they get in return? Pro-vocative wage offers. After two years of below-inflation increases the mining houses are offering 6%-8%, Saisa 9% and the actual offer by Pick'n Pay, revised over a 12-month period, amounts to little more than 9,4%.

As regards the constant gripe by business that workers are unproductive, a survey done by the FMCG Trade Digest on Pick'n Pay shows that sales per employee were R282 000 at last year-end and sales/m² R17 631, which is well above what OK and Shoprite/Checkers achieve.

Then there is the pious argument that by embarking on strikes for reasonable wages, workers are guilty of pushing up the inflation rate and sabotaging the RDP. Part of the recently won democracy which so many of its new converts now laud is the right to strike and the right to assemble and picket. Workers will strike, demonstrate and picket (including trying to persuade customers and scabs of the legitimacy of their cause) for as long as inequalities exist. That is their right and the fact that they have met with the ire of big business is an indication that, while paying lip service to democracy, for many of the barons of the boardroom it is business as usual on the ground.

The violence associated with the Pick'n Pay strike was that of the company utilising the old apartheid statutes (dubiously enforced by the Industrial Court) to limit workers' right to march peacefully and to picket and then calling in the police in customary fashion to deal with the infringement of those very anachronistic statutes.

The issue of linking the inflation rate and wages is a contentious one. Over the last two years, average wage settlements were below inflation. The relation of one factor, wages, to inflation is not, therefore, a determinative one.

As regards implementing the RDP, it is a cruel irony that those who spent so much time criticising the RDP now lecture us as to its implementation. Post-election converts ranging from Reserve Bank Governor Chris

Stals to Anglo's Julian Ogilvie Thompson have given their version of the RDP with prescriptions that are far from the letter and spirit of reconstruction and development. *Sunday Times* editor Ken Owen calls for business to "stop whining and implement the RDP" while attacking housing programmes which promise good housing (as opposed to site and service plans) and Ogilvie Thompson echoes British Minister Michael Heseltine in lecturing us about how privatisation can be used to finance the RDP and improve social services.

The only basis for an acceptance of low take-home wages for workers would be if the State were to increase its involvement in providing living standard benefits in the form of a social wage (that is, more subsidised transport, housing and unemployment benefits).

What we, as labour, find hypocritical is the appeal for wage restraints and cutting benefits at the same time as wealth taxes, land taxes and the like are greeted with howls of indignation by business. Arguments that paint organised workers as a greedy minority who are taking away job opportunities for the unemployed are similarly untenable. Organised workers are in the main the brothers, sisters, children and parents of the unemployed.

The key to addressing unemployment is through job creation investment strategies. And despite initiatives such as Columbus, Kalahari Sands and Alusaf, there is still an outflow of capital from SA, showing that the principal cause for unemployment is the low level of real fixed investment in SA — even by SA-based companies. And reasons for that include the skewing of investment into speculation and share trading, monopolisation, low levels of beneficiation and the small size of the market for many commodities.

The poor and voteless were the victims of apartheid. Under the hypocritical conversion to the RDP by erstwhile critics in big business, must the poor and now enfranchised be the victims of democracy?

MARK ASHURST

SUN CITY shut down yesterday after more than 3 000 staff walked out over the state of wage negotiations between management and the SA Commercial and Catering Allied Workers' Union, Sun International sales director Tobin Prior said. *BiDay*

There was confusion over the cause of the dispute, which Prior said could be a case of non-unionised bargaining units objecting to Saccawu's stance in pay talks

"This is not a legal strike. We do not have a dispute with the union and we were close to a final settlement in negotiations. Saccawu has conveyed its concern over this action to management." *29/7/94*

Staff began leaving the complex at 10am, and a decision to close the resort was made at 2pm Management had not

Sun City closes after staff walkout

received any demands and could not confirm who was responsible for the stoppage.

Guests had been moved to other hotels. Shift workers staged a temporary stoppage this week in protest against a charge of assault laid by a Sun City employee against three other staff members. The shift returned to work after assurances from management that it had no role in the affair, which was being investigated as a criminal matter. *(224) (152)*

Sun City has closed only once, during the Bophuthatswana uprising in March when it closed for part of a day.



Car makers could strike on Monday

ERICA JANKOWITZ

Bid Day

A DECISION on whether the threatened strike in the vehicle manufacturing industry will begin next week will be taken on Monday

The strike would begin with the afternoon shift on Monday if membership supported that route, National Union of Metalworkers of SA (Numsa) general secretary Enoch Godongwana said.

Negotiations with vehicle manufacturers would continue until Sunday in a bid to avert about 19 000 Numsa members striking.

The union would have the results of a strike ballot at all nine manufacturers by the end of today, and believed workers' resolve was behind industrial action, which would affect production in the Eastern Cape, Northern Transvaal and greater Durban areas

Godongwana said a more effective and equitable wage policy within the industry was at the core of the dispute.

Numsa had tabled detailed proposals to improve productivity within the sector to help SA's return to the global economy. These covered skills training and development as well as eradication of illiteracy.

Agreement had been reached with employers about the need to address these issues, but timeframes and benchmarks were in dispute.

Numsa and other trade unions would meet the Steel Engineering Industries' Federation of SA on Monday to try to resolve the wage dispute in that sector. If the 9% wage offer was not revised industrial action could not be ruled out.

Staff Reporter and Sapa

THE total reform of the building industry's industrial council is one of the demands of striking construction workers

About 2 000 workers who gathered outside the industrial council offices on the Foreshore yesterday heard from their leaders that workers were "sick and tired of the Master Builders' Association ruling the industrial council"

"It is for the workers to decide what should happen at the industrial council", they said, as the council belonged to all the workers in the industry

Representatives of the Construction and Allied Workers Union have yet to hear from the Master Builders' Association on its response to the proposals put forward by the workers on interim increases for striking workers, said Cawu regional secretary Lulamile Mqikela

The union members are demanding a 26 percent increase, which breaks down to R3 an hour or more for artisans and R2 an hour for general workers

The union emphasised that the proposals were merely an interim measure to try to ensure that workers returned to work while negotiations continued

Mr Mqikela said employers had agreed to withdraw disciplinary action against workers who took part in a wildcat strike two weeks ago

Workers were told that parliament was "concerned about what was happening in the industry" and had decided to meet members of the Master Builders' Association to discuss the crisis.

Mr Mqikela said the union had warned Western Cape Police Minister Patrick McKenzie that police should keep a low profile during the strike and should avoid any "provocative" action

In return workers would undertake to be disciplined and to strike peacefully

Other substantive demands are the overhaul of the pension fund, broader participation in the medical aid scheme and the immediate implementation of salary increases

During yesterday's demonstration outside the BIC offices, workers armed with all manner of weapons, including sticks, hammers, ketries and metal rods, jostled for position alongside a small contingent of policemen standing guard outside the Thomas Patullo building.

The atmosphere was generally peaceful and at times workers and policemen were seen to be chatting amicably

Striking construction workers want industrial council reform

It is for workers to decide what happens at the council

AKG 29/1/94



Two wounded as strikers clash with police

VIVIEN HORLER, Staff Reporter

POLICE opened fire with shotguns on striking building workers outside Baumann's Biscuits in Woodstock, injuring two people. (52)

Four people were arrested and were due to appear in the magistrate's court today.

Jan Vos, of Eastridge, Mitchell's Plain said he was hit in the neck, the side and the arm by what appeared to be birdshot but what police called "rubber shotgun rounds". He was arrested and kept in custody for up to nine hours allegedly without medical treatment.

Police spokesman Raymond Dowd described the marchers as

"rampaging armed thugs". His men had used "rubber shotgun rounds" on the marchers, who were armed with spades, iron bars, hammers and sharpened sticks.

He said the two injured men had been treated at Woodstock police station by police paramedics.

Mr Vos, a painter, said the situation outside Baumann's around noon yesterday had been one of "chaos" and he did not blame the police for being confused about what was going on. But he was an innocent man.

"I was a marshal in a building workers' march from Darling Street to Woodstock," Mr Vos said.

"When we got near Baumann's

some of the marchers saw builders working on scaffolding there and ran in to get them to join the march.

"As a marshal it was my duty to get the marchers out, because it is not right to remove people. We want everything peaceful. As I was going across to speak to the men, because what they were doing was wrong, the police arrived and the marchers started arguing with them.

"Then I heard 'Shoot!' and the police started shooting.

"I was hit three times and fell down unconscious. A man ran up to me to try to help me because I was

bleeding and he thought I was dying, and the police arrested both of us and another two men and threw us into a van.

"We were taken to Caledon Square police station and I was left in the cells, with me full of blood, until 9pm when my wife came to bail me out."

Colonel Dowd said several of the construction workers on the Baumann's site were hurt after being assaulted by marchers.

"The current labour dispute has caused constant disruption in the Western Cape over the past weeks and has been and will continue to be impartially monitored by the police.

Strike crisis faces motor industry

IS2 CT 29/7/94

Own Correspondent

PORT ELIZABETH. — The motor industry lurched closer to a crippling nationwide strike yesterday after another round of wage talks failed to reach agreement, in spite of urgent pleas by political and business leaders.

The National Union of Metalworkers (Numsa) and the Automobile Employers Organisation (Ameo) emerged from intense negotiations here at lunchtime

Although both sides say the door is still open for last-ditch talks, Numsa officials believe a strike is "imminent".

The results of a national strike ballot, which began on Wednesday, should be known today. Union leaders are confident of a mandate from their members.

After yesterday's negotiations, there were further signs of a strain in Cosatu/ANC relations when Numsa officials said they were upset by a statement by ANC regional leader Mr Linda Mti and other politicians calling for a settlement.

They said politicians, such as Mr Mti, should first approach the labour movements before they made statements to newspapers. Mr Mti said this week that the motor industry crisis was a threat to the Reconstruction and Development Programme in the region.

R100m a day

Numsa said it appeared that Mr Mti did not understand all the issues. They said they were committed to the RDP and were merely trying to improve employees' working conditions.

The strike will cost the motor industry an estimated R100 million a day in lost production and Ameo has warned that the earnings and job security of 300 000 employees could be threatened.

Both parties have committed themselves to negotiations until midnight on Sunday, but Numsa will go ahead with strike action on Monday if what it terms "the apartheid wage gap" — the gross injustices within the pay levels — is not addressed in a two-year time frame.



Sun City closed over stoppage

ET 29/7/94 (152)

JOHANNESBURG. — Sun City, South Africa's largest casino resort, was closed yesterday due to an illegal strike, a hotel official said.

A spokesman for Sun International, which owns the resort, said it was shut down due to "unlawful industrial action".

"We have no labour at the complex," the spokesman said, adding that people with reservations had been notified.

Sun International management has flown to the resort to resolve the problem, the spokesman said.

Sun City was recently rated as South Africa's third most popular tourist destination for overseas visitors after the Kruger National Park wildlife reserve and the mountains and beaches of Cape Town.

The stoppage at Sun City is the latest in a series of strikes countrywide that are posing the first major challenge for President Nelson Mandela's government. — Sapa-AFP

JOHANNESBURG — Labour unrest and strikes over the past few months was delaying economic recovery and negatively affecting disposable income, according to Unisa's Bureau of Market Research (BMR)

Unisa's Bureau of Market Research's report released yesterday predicted an overall economic growth rate of only 2,2%, determined mainly by depleted foreign exchange reserves

The BMR said the problem could only be addressed by stabilising the South African labour force and by cooperation between labour, the private sector and the state

According to the BMR, favourable climatic conditions similar to those in 1993 would result in misleading overall growth rate figures

Although the growth rate of the agricultural sector would remain at the relatively high level of 15%, the BMR predicted a growth rate of only 1,4% in the non-agricultural sector

"This will merely place the GDP generated in the non-agricultural sector on its 1989 level," the report said

As a result, the BDR predicted consumers' total disposable income would remain at its 1993 level. However, a 2% population growth would result in disposable income per person 2% lower than in 1993

There would be an increase of 1,5% in total consumption expenditure, due mainly to higher credit sales. Total retail sales in 1994 would attain a real

Recovery ⁽¹⁵²⁾ 'delayed by labour unrest'

CT 30/1/94

growth rate of 1,5%. However, the expansion of the informal sector at the expense of the formal sector would push down the growth rate in the formal sector of the retail market to 1%

Food prices

Food would represent 31% of the total retail sales in 1994. However, food prices would rise by 10% — more than the expected inflation rate of 7,8%.

Reduced meat supply in 1994 would be largely responsible for the sharp increase in food prices

Of the total expected sales volume of R103,7bn in 1994, the BMR said whites would control 40,1%, blacks 47,6%, coloureds 8,3% and Asians 4%

Blacks would have a share of more than 50% in only six of the 19 merchandise groups, whereas whites would continue to control the biggest market share — Sapa

Labour action 'normal' now

ST 30/7/94
PRETORIA — Minister of Labour Mr Tito Mboweni said yesterday industrial action around the country was normal for this time of year

And Business South Africa's Mr Dave Brink said business leaders were not unduly concerned by the strikes

Mr Mboweni, speaking after meeting top businessmen, said the National Economic Forum and National Manpower Commission would be merged into a social and economic council — Sapa (152)

Employers, unions face critical negotiating days

Labour situation on knife-edge

BY JOVIAL RANTAO
LABOUR CORRESPONDENT

The next few days will prove crucial in determining whether South Africa plunges into an abyss of labour chaos, or whether unions and employer groups reach agreement.

Next week will see whether mediation in the wage dispute between Pick 'n Pay and the South African Commercial Catering and Allied Workers Union (Saccawu) succeeds, and also whether 80 000 metal workers will embark on a wage strike.

Strike balloting by members of the National Union of Metalworkers of South Africa (Numsa) in the automobile industry ended

yesterday and counting starts today.

Numsa spokesman Roger Et-kind said results of the ballot would be known this afternoon, and that workers would meet on Monday to decide whether to strike. "We will consolidate the views of all workers from which a clear picture will emerge," he said.

Both Numsa and the Automobile Manufacturers Employers Organisation (Ameo) have applied for a conciliation board meeting in an attempt to resolve the dispute.

Numsa has demanded a 15 percent increase to Ameo's offer of 9 percent. Both parties are also in dispute regarding the

time frame for the correction of wage anomalies.

Negotiations between Numsa and the Steel and Engineering Industries Federation of South Africa (Seifsa) continue until Sunday. (152)

Numsa has rejected Seifsa's offer of a 9 percent wage increase. The union has demanded 12 percent, and proposed that its dispute with Seifsa be referred to management. Seifsa has taken the proposal to its principals. (152)

In the mining industry, about 3 200 workers went on strike at the Eastern Platinum mine near Rustenburg yesterday demanding the reinstatement of three dismissed workers, the National

Union of Mineworkers said.

Tensions are also building in the postal and catering industries.

Saccawu announced yesterday that a last-minute agreement on wages and working conditions averted a strike at Dion Stores.

Jeremy Daphne, a member of the Saccawu negotiating team, said the conciliation board meeting was on the verge of collapse when the company moved to meet the union's demand of a R200 across the board increase.

Saccawu press officer Sithembile Tshwele said the union would conduct a strike ballot at Spar stores soon.

Unions stand accused

STRIKERS are being blamed for feathering their nests at the expense of the unemployed. **DAVID BREIER** reports.

CAPE TOWN — Militant strikers have been accused of being a relatively small elite with jobs, promoting their sectional interests at the expense of jobless millions.

They are also under fire for undermining the ability of the economy to sustain the new Government's Reconstruction and Development Programme (RDP).

Attacks on South African trade unions, and notably the COSATU labour federation, are being made internationally as well as locally and by the Government as well as the private sector.

It follows the upsurge in strikes mainly by unions affiliated to COSATU, which is engaged in a bid to assert its power in its alliance with the ANC and the SACP.

The unions' war cry has been for a "living wage" while millions of unemployed have no wages at all. Employers maintain their unskilled workers are well paid

by international standards while COSATU says half its members earn less than R4 000 a year.

President Nelson Mandela this week criticised some COSATU strikers, saying some people had been unable to move from resistance to reconstruction.

This led to an SACP central committee backlash against Mandela for "echoing" the view that strikes harmed the RDP.

The World Bank reports that high wage demands by organised labour have cost South Africans hundreds of thousands of jobs and had resulted in South African businesses investing in machines rather than workers.

The bank said the high price of South African labour meant the country could not compete internationally with its more productive export rivals.

The Standard Bank Investment Corporation reports

Auto workers vote for nation-wide strike

PORT ELIZABETH — About 500 members of the National Union of Motor Vehicle Workers (NUMSA) have voted for a nation-wide strike against the Government's Reconstruction and Development Programme (RDP).

The vote was taken at a meeting of the union's Cape Peninsula branch on Monday night.

NUMSA is demanding a 10 per cent increase in wages and a 5 per cent increase in the number of employees.

The union's national secretary, M. M. M. M., said the vote was a clear message to the Government that the workers would not accept the RDP's policies.

NUMSA is a member of COSATU.

that in spite of the smooth political transition, the latest developments have forced a new assessment of the economy.

(ISZ)

Analysts now believe optimistic growth forecasts should be reduced because of the strikes. International investors showing interest after the fall of apartheid have been discouraged by the latest trends.

Sanlam chief economist Johan Louw expressed concern that COSATU action would further discourage foreign investment.

This week COSATU and business leaders agreed that raised expectations after the election were a major reason for the strikes.

Professor Henne Kotze, head of political science at the University of Stellenbosch, said the unions, representing people with jobs in the formal sector, were a relatively small elite compared with the unemployed.

Kotze said South Africa's long-term chances of survival were good provided there

was a "social contract" between government, employers and labour. But at present labour was trying to dominate the other two.

"In the short term it is vital the trade unions do not spin out of orbit," he said. He endorsed a widely held view that the unions lacked leadership after their top echelons had entered the new Government.

Kotze said an "insider-outsider" syndrome had developed. This meant that the "insiders" who were union members with jobs were

striking for higher pay, effectively excluding unemployed "outsiders" from jobs as higher pay levels damaged the economy and prevented new employment.

"The strikes are to the detriment of the outsiders. In fact it means less growth and fewer jobs," Kotze said.

"Economic growth is one of the pillars, perhaps the only pillar, of the RDP. It is only economic growth that can create more money for social upliftment."

He said the politicians had not helped matters by creating the perception among trade unions that ANC leaders were on a "gray train" by paying themselves and their friends high salaries.

This set the tone for unions to push their demands further.

Kotze also cautioned that the strikes could create the perception that black labour could not be relied on. He said there were unemployed whites who would be only too happy to work for R400 a week.

"We need delayed gratification," he said, suggesting

workers should work towards higher pay rather than expecting instant post-apartheid dividends.

COSATU spokesman Bhekani Nkosi denied that COSATU members were a privileged elite merely because they had jobs. He said their pay had lagged behind inflation in previous years and they were trying to make up the backlog. He maintained the current round of strikes was normal for July.

Nkosi also said that far from keeping unemployed people out of jobs, union members needed their pay to support unemployed family members. He denied the strikes were undermining the RDP. "Businesses feel exempt from the RDP. They use the RDP to force workers to make sacrifices," he said.

Nkosi maintained that in post-apartheid South Africa "the rich are getting richer while the workers have to tighten their belts and get poorer." He said workers expected a dividend from the post-apartheid upswing, which should benefit only the rich.

Strike at Sun City 'will hit tourism'

Star 30/7/94
CAROL LAZAR

THE closure of South Africa's premier casino resort, Sun City, this weekend because of strike action by 3 000 staff members is a disaster that will have a negative impact on tourism

Said Ernie Heath, chief director of tourism of SATOUR, who has been orchestrating a worldwide campaign to bring millions of tourists to our shores "It is so unfortunate that this should happen now, just as South Africa is ready to ride a new wave of tourism.

"In the new era, the whole world has been showing positive interest in our country and this can only send out a wave of uncertainty and perhaps even postponement on behalf of some international tour operator," said Heath

Tobin Prior, Sun International marketing director said that Sun City had cancelled all bookings and would lose millions of rands due to the strike

Describing the strike by its weekly paid staff as "illegal", Prior said Sun International had contacted all guests booked for the weekend and advised them to change their plans. He added that a conference booking of 3 000 bed-nights scheduled for this weekend had been moved elsewhere.

He said Sun International believed the strike action was due to a division among workers. "We believe that there is division between the bargaining unit represented by SACCAWU (South African Commercial, Catering and Allied Workers Union) and those not. It's an unlawful industrial action in that it is not procedural," he said.

Prior said SACCAWU had distanced itself from the strike action.

Reports that the strike was caused by an attack on a labour leader's flat at Sun City, was "incorrect according to our information", he said, further denying the strike was sparked by a wage dispute

Prior said negotiations between the union, local government and Sun International were continuing in an attempt to resolve the strike

Workers clash
at Sun City

JOHANNESBURG

The dispute which has resulted in a two-day strike by about 3 500 workers at Sun City was between union and non-union members and not between workers and management, Sun International said yesterday

Marketing director Mr Tobin Prior said the South African Commercial Catering and Allied Workers) Union, which represents 52% of Sun City workers, had not supported the industrial action — Sapa

Building strike talks progress

ET 30/7/94 Staff Reporter

(152)

UNIONS agreed yesterday to persuade striking building workers to return to work on Monday after employers guaranteed to negotiate salary increases from a base of 7,5%.

The wildcat strike, which has been characterised by outbreaks of violence around the Peninsula, ended its third week yesterday.

In a joint statement of progress yesterday the unions said: "The employers have agreed that they will forget about what has happened in the past three weeks.

"All the employers ask is that workers return to work by latest Monday morning and they will continue to negotiate (salary increases) from a base of 7,5%.

"They also ask that workers should be prepared to work normal overtime when required and not withhold their labour in any way This is a fair request."

Union officials put the proposed agreement to members but by late yesterday they had not come to a decision.

The 7,5% increase means a general worker would get a minimum increase of R70 a month and artisans would get a minimum rise of R145 a month.

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Last ditch bid to prevent motor industry strike

PORT ELIZABETH — Last ditch talks will take place today after car industry workers voted for industrial action yesterday.

The National Union of Metalworkers of South Africa (NUMSA) was given a 78% mandate by its motor industry members yesterday to take industrial action, hours after another day of national wage negotiations failed in Port Elizabeth.

Although both parties earlier committed themselves to negotiations

until midnight tomorrow, Numsa said last night negotiations would end today with the tabling of a final offer by employers.

More than 35 000 workers countrywide had cast their ballots yesterday, and the Independent Mediation Services of SA made the result known last night.

If members support the strike route, motor plants could be faced with a strike of about 19 000 NUMSA members from Monday afternoon.

However, in a final attempt to avert the threatened strike, employers will table a final offer today that will be negotiated by Numsa and the Automobile Employers Organisation (Ameo).

The negotiations are taking place at the Midland Chamber of Industry offices in North End.

Numsa members have been told to report for work on Monday morning and to attend general meetings that will be held at plants around the

country later in the day, where ballot results and the detailed final offer will be reported to members.

UNION SLATED FOR 'ANTI-JEW' DEMO
 See PAGE 2

The union's demands are for a 15% wage increase, worker education and wage parity among white and black workers.

Until yesterday, Ameo had stuck to its 9% offer.

Numsa national collective bargaining organiser Mr Gavin Hartford said a decision would be taken at the general meetings on Monday about whether to settle the dispute by accepting the final offer or to go ahead with industrial action.

A strike could cause the motor industry an estimated R100m a day in

152 CT 30/1/94

lost production, Ameo warned.

Volkswagen Spokesman Mr Ray Hartle said that "Volkswagen's position is that all jobs are in jeopardy unless a settlement is reached."

"The impact can't be overestimated," he added.

"Volkswagen employs 7 100 people and 17 000 in total through the supplier network," he said.

Mr Ed Emmett, liaison manager for Delta said a strike would cost the company R9 million a day.

Numsa has said that percentage increases are not the issue at stake. The union says the "apartheid wage gap" and the time frame in which wage imbalance problems brought about under apartheid are resolved, must be addressed.

Ameo has said the automobile industry planned to spend R87m on education and training this year, and has proposed to eliminate wage differentials over three years.

Own Correspondent, Staff Reporter

Strikes are 'long overdue'

Cosatu's Nxu says foreign investment not affected

AR 30/7/94 (152)

VUYO BAVUMA

Weekend Argus Political Staff

COSATU'S Xolile Nxu is unfazed by claims that the current surge of industrial strikes is hampering the economy and adversely affecting foreign investment

In fact, the Western Cape chairman of the Congress of South African Trade Union thinks the issue is being "blown out of proportion" — the strikes are "long overdue" and that workers have been holding back

In the past five years Cosatu urged the workers in various industrial sectors to agitate for the wages lower than the inflation rate, he said

This was when most parts in the country were engulfed by violence and there was deadlock in the constitutional negotiations

But now that era is over and as the country is perceived to be in an economic upswing, the workers are set to throw down the gauntlet to the industrial bosses

On Monday the strike committee are due to discuss solidarity actions which might involve consumer boycotts and other measures to put pressure on bosses to accede to the workers' demands

And yesterday Cosatu's regional executive council endorsed the strikes

Currently, Mr Nxu heads the co-ordinating committee of strikers from the National Health and Allied Workers' Union, the South African Commercial and Catering Allied Workers Union and the Construction Workers' Union

The former chairman of one of the Peninsula's most powerful union, the South African Municipal Workers' Union believes claims that the strike would harm foreign investment do not hold water

He said no countries in the world were unaffected by labour unrests, but the foreign investors did not shy away from

things like food prices go up time and again"

Are the strikes a signal that the workers are standing up on their own and abandoning the ANC?

Mr Nxu rejected the notion that the strikers had any political goals other than to win the battle for a living wage and the democratisation of the labour process

"We still belong to one political family," he said

Structures such as the industrial council in the budding industry was still trapped in the old apartheid days and needed to be transformed to keep up with the current political changes, he said

Not much should be read into the SA Communist Party's displeasure about President Mandela's apparent support for business, he said

"It is mischievous to suggest the political organisation have a secret agenda and are merely using the workers as pawns

"Workers under the banner of Cosatu come from various political homes, but these don't influence their actions. We even have members who voted for the National Party in the previous elections," Mr Nxu said

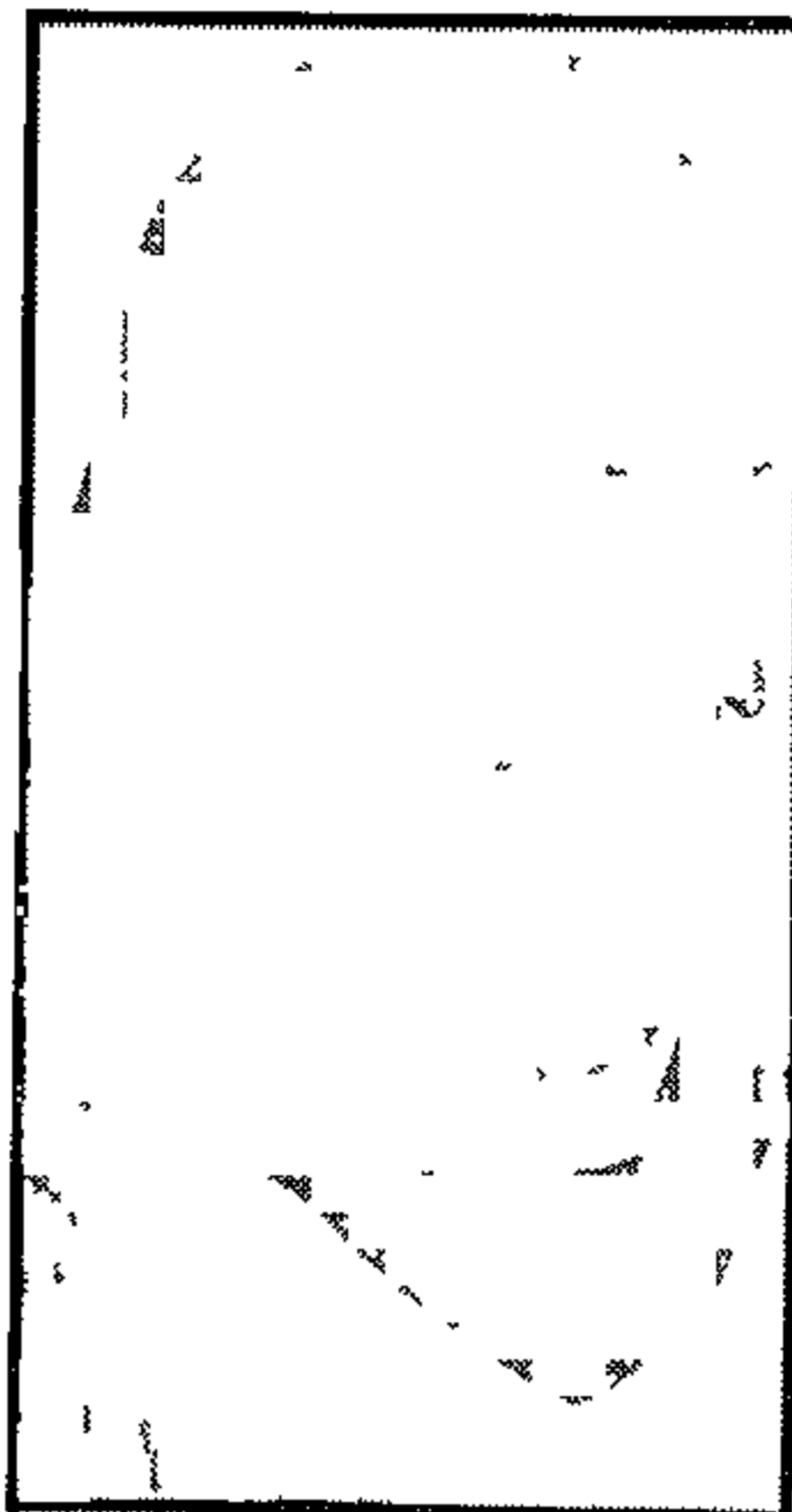
He warned the bosses, especially Pick 'n Pay's Raymond Ackerman, to concentrate on the issues on the table and refrain from clouding the picture

For example, the Pick 'n Pay strike was not anti-Semitic but about wages

Everybody knows that Cosatu and its affiliates are against racism of any kind. We won't hesitate to discipline any member who is guilty of racism

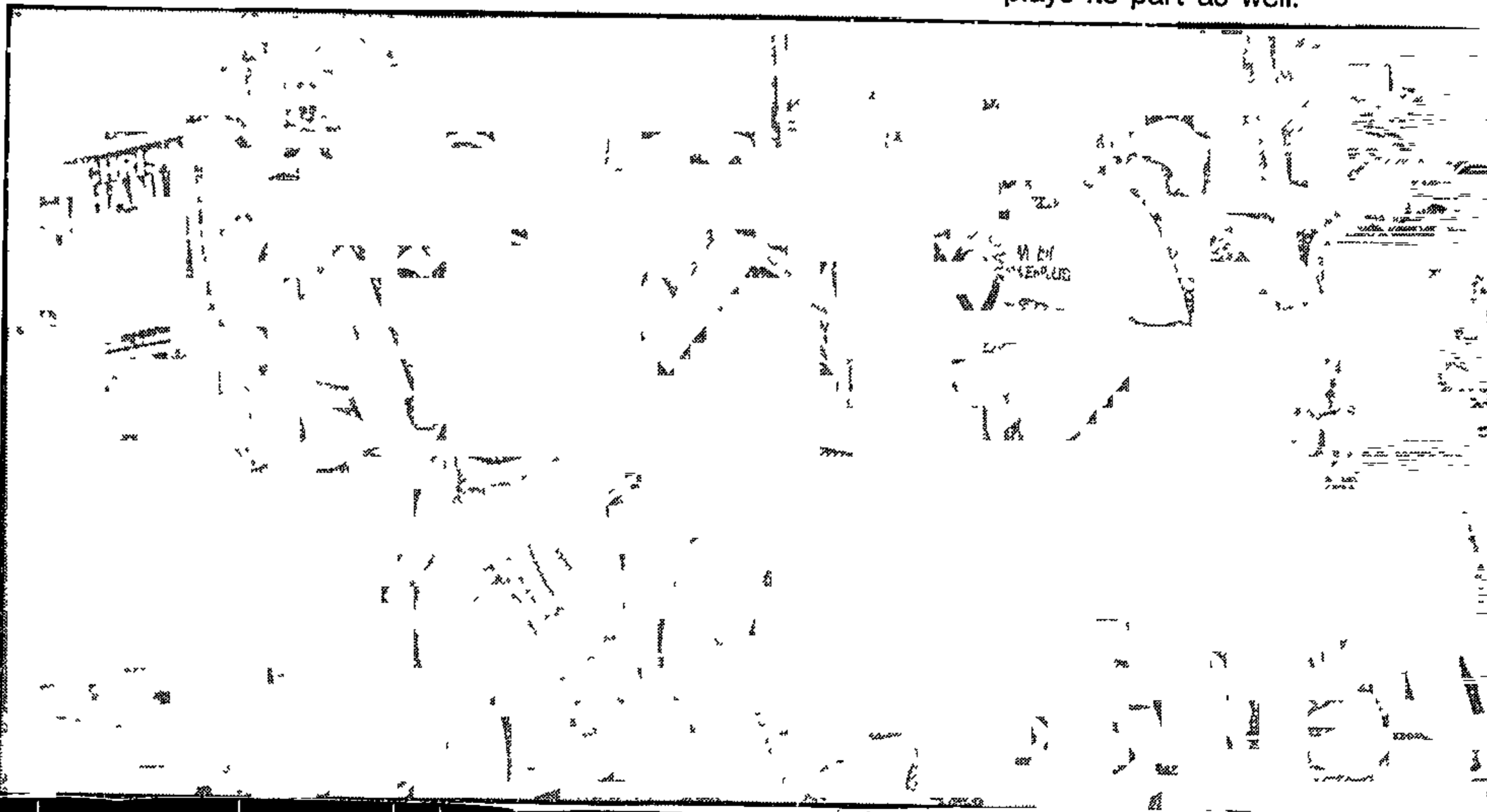
But we don't think the strikers are anti-Semitic. For example the building workers aren't against Christians just because they are at loggerheads with Murray and Roberts'

Concerning the sporadic scenes of violence associated with the strikes, Mr Nxu echoed the leadership position that Cosatu opposed any use of violence

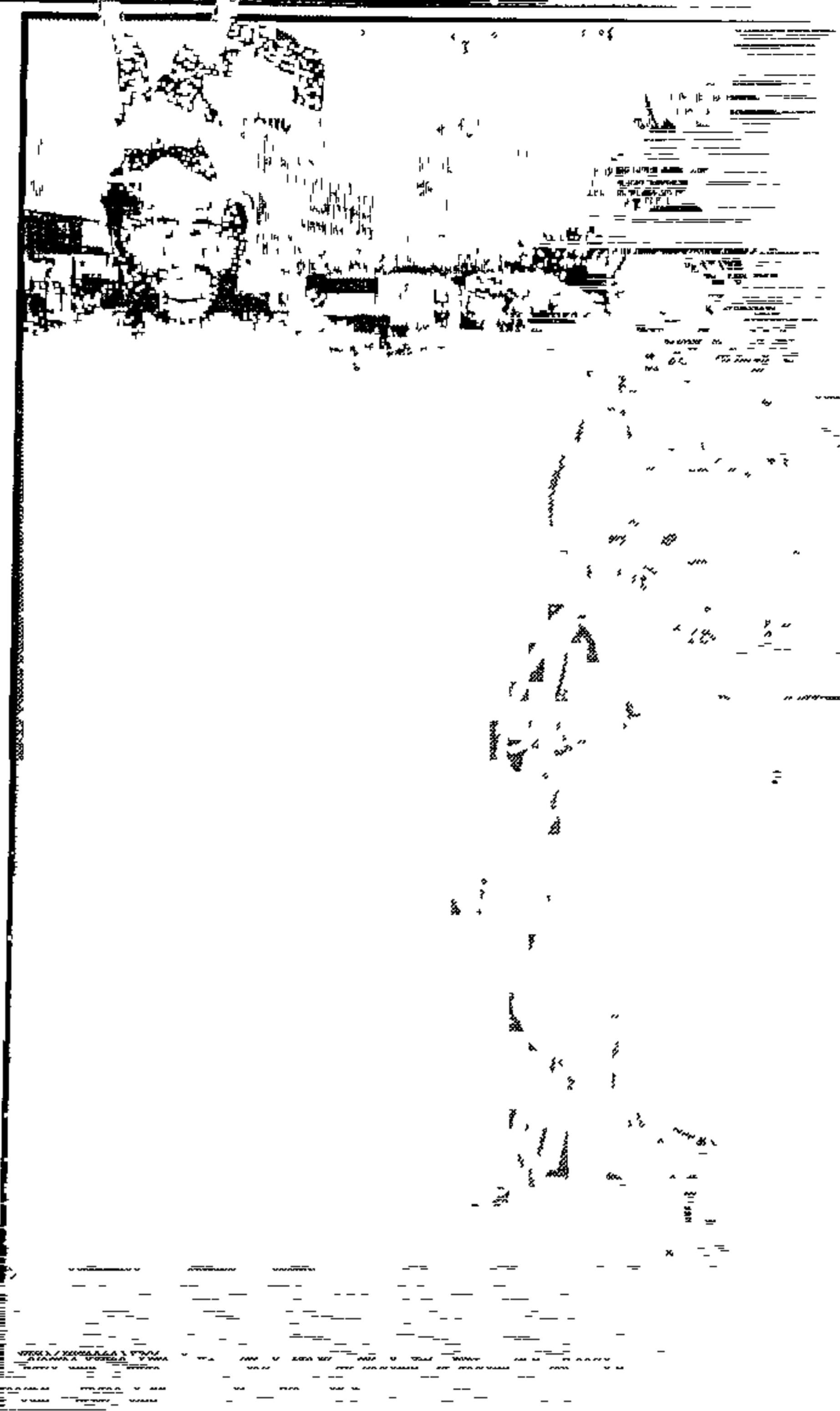


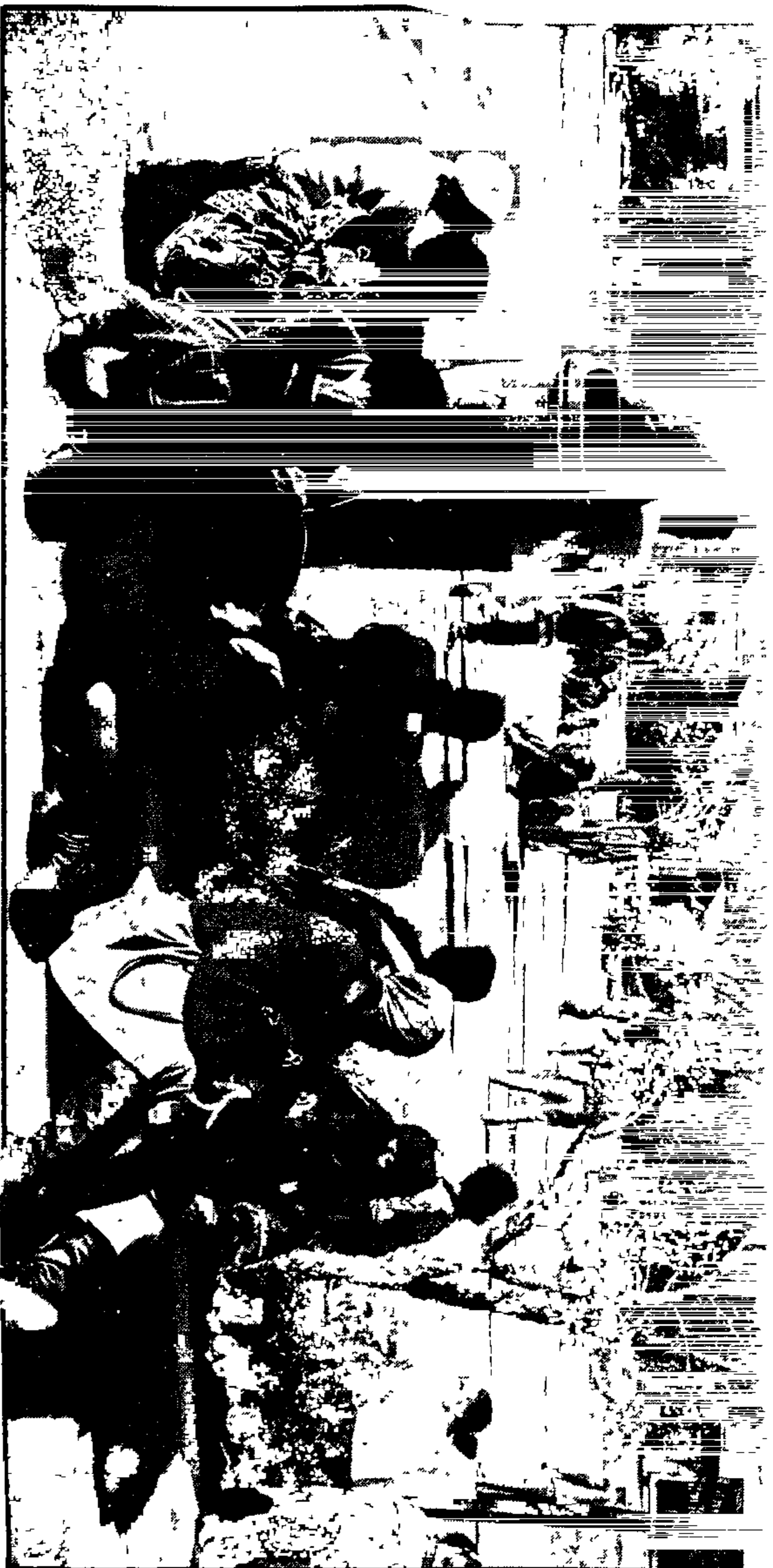
Xolile Nxu, head of Cosatu's Western Cape region.

■ As the captains of industry reel from waves of strikes, more labour disputes are set to hit the country warns the Cape regional branch of the Congress of South African Trade Unions, led by Xolile Nxu.



Picture Leon Müller, Weekend Argus
WORKER POWER: Armed building workers, below, march outside the industrial council offices on the Foreshore as the strike crippling Cape Town's building industry drags on. Above, horned power plays its part as well.





PARKING OFF . . . An unusual sight — no cars only strikers sitting about at Sol Kerzner's normally bustling Sun City. The giant complex came to a halt this week as workers, dissatisfied with wages and living conditions, went out on strike. The hotel has been completely vacated by guests.

By PIER TLADI KHUELE

Strike extravaganza!

By SIPHO ZUNGU

THE sun has set on Sun City, Sol Kerzner's dream child and one of South Africa's greatest tourist attractions — for now

The giant hotel and entertainment centre came to a standstill this week when the entire black staff, including casual workers, downed tools

Their grievances include disparity in the salaries of black and white employees and unsatisfactory living conditions at the complex

Striking workers sang slogans and toy-toyed on the premises of the giant centre while security personnel and the Bop police stopped everyone from entering. Not even the press were allowed th-

rough the gates. Four signs at the entrances to the centre — each barricading an entry point — read "Please use another lane"

Security guards at the gates referred journalists to their head office in Johannesburg, 150 kilometres away. They said no one was allowed in, except the staff and residents that were coming to

check out City Press later established that the hotel had been vacated by all residents by Friday morning

The billboards at the entrances still welcomed guests and visitors — enticing them to become instant millionaires and exclaiming "Viva Sun City!"

But the guards turned all visitors away

The striking workers said the strike should have taken place long ago — but they had feared taking action

During the reign of the defunct Bophuthatswana government of Chief Lucas Mangope, they were afraid to strike because Bop's police and army were called and allowed to shoot live rounds. In one incident a hotel

staffer died, they said. Several attempts to reach Sun International MD Peter Bacon were unsuccessful. However, he spoke on a radio programme this week and said no demands had been made by the strikers

According to Bacon, it was not true that the strike had been sparked off by an attack on the house of a union member

Resort a ghost town as mass strike shuts it down

By LINDA RULASHE

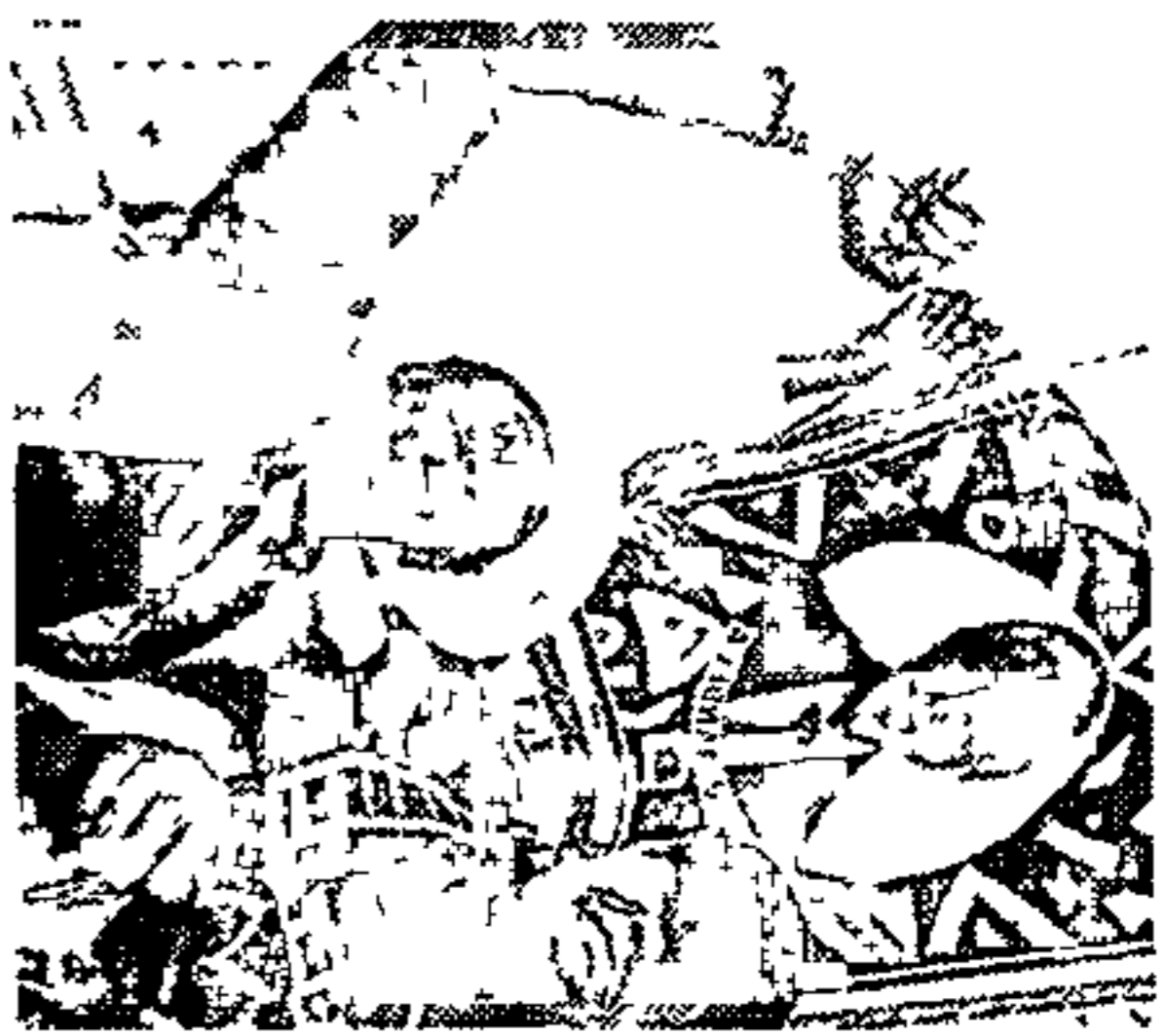
SUN INTERNATIONAL's Peter Bacon was a concerned man.

"Don't ask me to smile," said the managing director after agreeing to pose for a photograph.

Mr Bacon's troubles began this week when Sun City closed down because of a strike by 4 000 workers.

He said millions of rands were being lost each day and "retrenchment could become a reality".

The atmosphere at the resort — which was like a ghost town — was tense. Reports said the strike was sparked



MILLIONS LOST . . . strikers vent their feelings this week

by an alleged attack on labour leader Obed Sebati's flat, but management has denied this.

A spokesman for the workers, Mr Robert Tone, said discontent had been brewing at the resort for some time.

The hiring of foreigners, training for local people, job reservation, equal rights and equal pay were long-standing issues that angered workers.

"There has always been a lot of discrimination, dating back to the old Bophuthatwana days," said Mr Tone.

Supervisory-level jobs have been reserved for whites and there have been salary disparities. Blacks have also been undermined by the employ-

Sunday Times 31 July 1994

ment of American experts."

Mr Bacon rejected these claims. His director of human resources, Mr Rob Rhimmer, said: "The Americans

are contracted for three years at the most. As part of their contract, they are meant to concentrate on training their successors — as we don't wish to rely on overseas expertise.

"We are not racist and will pursue a policy of equal rights."

Mr Rhimmer said the training of local staff had been intensified. The number of Tswana people in supervisory and management positions had increased from 24 percent to 48 percent in 10 years.

Another contentious issue among staff was a document signed by South African Commercial, Catering and Allied Workers Union representative Biko Sekgahi on their behalf — but without their knowledge.

The document agreed to the introduction of a three-day instead of a six-day working week for 916 staff.

Mr Bacon said the resort's overheads were high because it was over-staffed. "Rationalisation had to take place on a number of fronts for us to be more cost-efficient," he said.

The three-day agreement was scrapped late this week after staff complained to Saccawu.