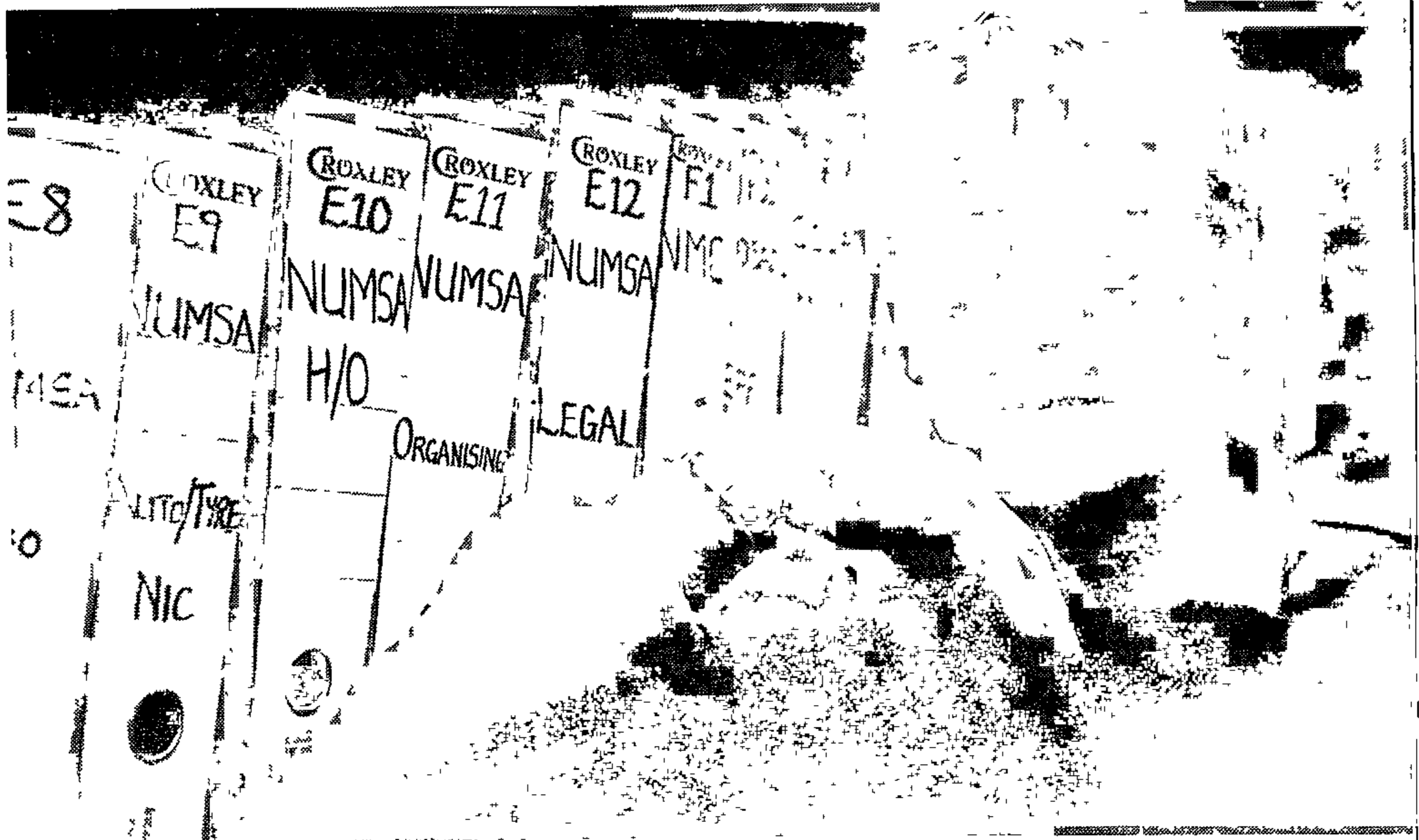


INDUSTRIAL

RELATIONS —

STRIKES

1994 — August. — Sept.



NEW BALL GAME Numsa's Gavin Hartford, who did not expect the wage talks to be so tough Pictures: COBUS BODENSTEIN

narrowed to just half a percent — the union has said it will settle for 10,5 percent and the Automobile Manufacturers Employers Organisation is offering 10 percent

But that is not what the strike is about, says Mr Hartford "They have told us a hundred times that their final offer is cast in concrete We are no longer arguing about money, this has become an issue of principle"

Employers have decided to sit out the strike to ram home to car workers a new understanding — that strikes won't automatically lead to wage increases, Mr Hartford says

Believing this does not ease his frustration over the tiny gap "We're talking about R30 on the price of a small car," he says

In nearby Uitenhage, Volkswagen MD Peter Searle is equally frustrated "Year after year we hear this argument Where does it get you in the end? It gets you an unaffordable motor car and an uncompetitive situation," he says

The car industry has reached a critical stage and the realities facing it are stark "We've got to bring down costs, we've got to make better use of our people and their abilities If we don't do that we aren't going to have an industry in five years,"

Mr Searle says from his Uitenhage executive suite

Except for the company's management and public-affairs divisions, the giant plant has ground to a standstill

The General Agreement on Trade and Tariffs concluded last year, after years of excruciating trade talks, figures prominently in Mr Searle's world view

Boiled down to its essence, the agreement means that, within five years, the tariffs that protect local manufacturers from efficient, low-paying international competitors will have gone

Mercedes-Benz human resources head Ian Russell's words are equally stark "There is really a sword of Damocles hanging over us," he says For Mr Russell and his East London-based company the sword has a razor-sharp edge

Within days of unveiling the company's new C-Class Mercedes-Benz to the public, production was halted by the strike

With 10 000 anxious buyers signed up for the new car, the pressure for delivery drove the company to open for business despite the strike But not enough workers have turned up to bolt together the new design

Sitting at a table designed in imitation of the company's famous badge, Mr Russell adopts a less direct approach than Mr Searle

The industry's over-bureaucratised National Bargaining Forum where wage deals are cut is the main problem, he insists.

Instead of setting wages and cutting detailed agreements at the NBF, he would like to see agreements confined to minimum wages, giving individual companies latitude to improve productivity with incentive pay

Across the highway from Mr Russell's office, worker Ludwe Bakaco has just left a workers' meeting

He is sure the strike is about making the industry competitive but, he says, the remnants of apartheid inequality in the workplace must also go

Mr Bakaco, a grade 3 worker taking home around R2 000 a month after 10 years' service, says it's all about changing a wage structure designed to give whites more money and skills than blacks

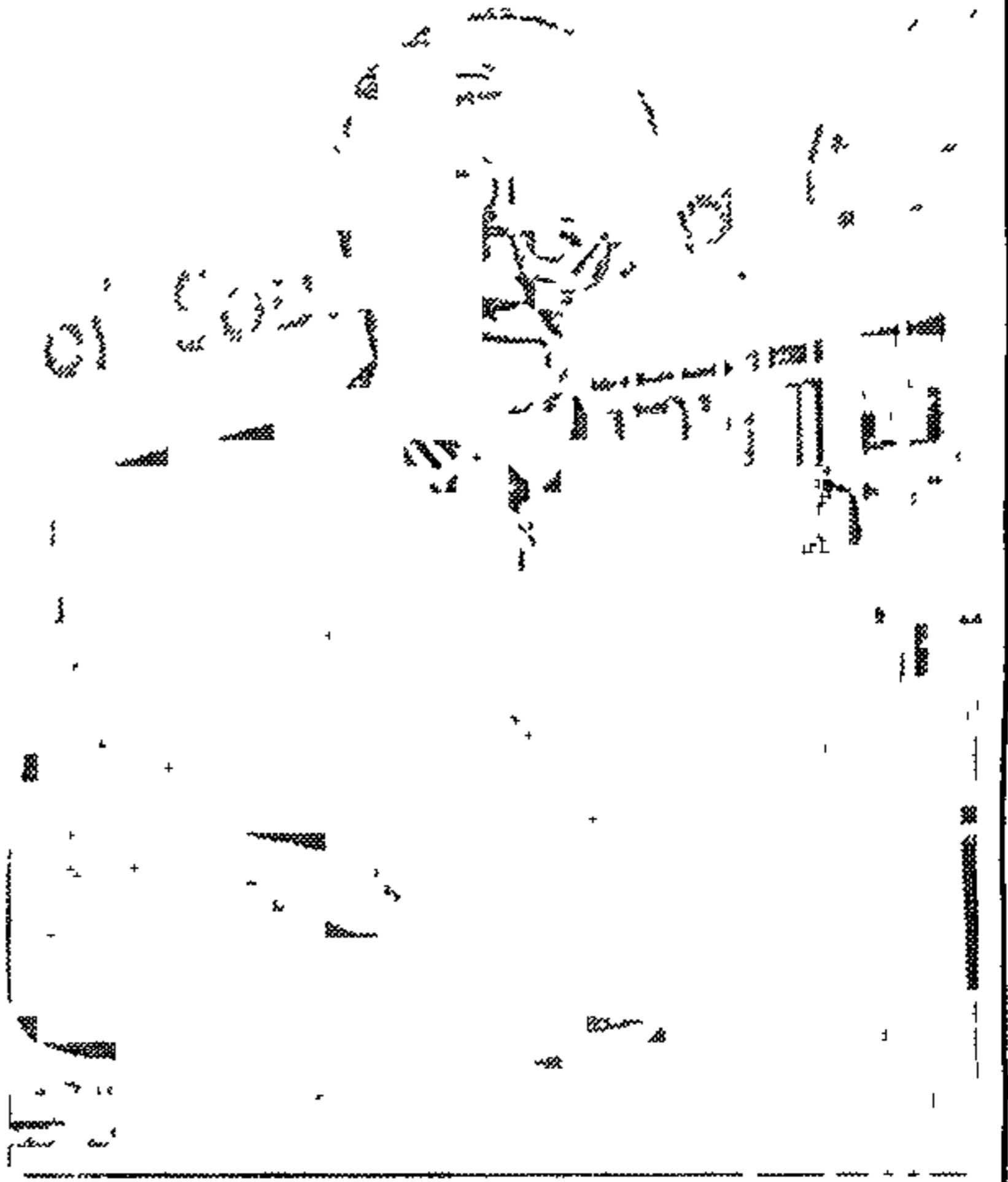
Eight people depend on his R2 000 salary, he says As a Numsa shop steward, he has been given a car for his union work, otherwise he would not be able to afford one

Workers, managers and union officials are all acutely aware of the industry's precarious perch

But, as if mesmerised by the enormity of the change, they have remained strangely motionless

As the strike threatens to enter its third week, Mr Russell will drive his Mercedes to work at the East London plant The company's 3 000 workers will make the four-taxi journey to sit out the strike across the road

And in Port Elizabeth salesman Arnie Angles's chances of sinking into the leather seats of a sporty demonstration model remain bleak.



FEARS FOR THE FUTURE . . Volkswagen MD Peter Searle, who is determined to cut costs

↑QBPA
↑BBBRYEPPSTEINS

Auto strike latest

WAGE talks between the Automobile Manufacturers Employers Association and the National Union of Metalworkers of SA remained deadlocked this weekend after a flurry of negotiations between the two bodies

The talks were resumed earlier this week after Deputy President Thabo Mbeki and Labour Minister Tito Mboweni intervened.

Employers offered workers a six-month, ex gratia, one-percent payment from January next year, which would not form part of the basic wage packet, in a bid to shift the parties closer to each other

But on Friday Numsa poured cold water on hopes that the offer would lead to a settlement and signalled that only movement on the basic wage offer of 10 percent would resolve the dispute

Negotiations had been on hold since last week, when employers said their 10 percent offer was final, and Numsa, which had suggested a 10,5 percent compromise, reverted to its original 12 percent demand

S1 Times 21/8/94
CAR

WARS

It's a fight 'to the death' over just half a percent

ARNIE ANGLES is all dressed up with nothing to sell. The gleaming cars that once filled Port Elizabeth's Embassy Volkswagen showroom have long been sold to impatient customers.

The giant advertising screen overlooking the deserted sales area has been silent for two weeks and Mr Angles is getting anxious. Used to talking his way through car sales from dawn to dusk, he is like a fish out of water.

Since the supply of cars dried up two weeks ago, the phrase on the lips of almost everyone in South Africa's motor city has been "ripple effect".

Mr Angles's boss, Clive Taverner, punches his computer and issues the statistical verdict: the 19 cars his salesman has sold "on paper" would have earned him around R7 000 in commission if they had been delivered to clients. And commission is what Mr Angles lives on.

By the end of this week the strike had rippled through the industry's food chain, nibbling at Mr Angles on its way to reducing demand for paint, upholstery, tyres, autoglass and electrical gadgetry.

Around 185 000 workers in jobs supplying the auto industry or dependent on its

~~(151)~~ ~~(152)~~ (152)
By RAY HARTLEY. Political Reporter

products are affected by the strike, says Mr Taverner.

For Port Elizabeth, the strike and the ripples in its wake have brought back bad memories of the mid-80s shockwave that followed the withdrawal of strike-hit Ford from the city.

A short stretch down the road from Embassy Volkswagen in the industrial area of Korsten, National Union of Metalworkers of SA organiser Gavin Hartford has been on the phone to employers.

Replacing the receiver, he tells Numsa president Mtuzuzeli Tom across his cluttered desk. "They're going to fight to the death for 10 percent and our troops are going to war."

Mr Tom, who has worked at East London's Mercedes-Benz plant for 12 years, just shakes his head and stares hard at the ceiling.

Although a veteran of years of bargaining within the industry, Mr Hartford says nothing could have prepared him for this year's 300-hour-long wage talks. "It's a whole different ball game. That's fine, but if they want us to play they must tell us the rules," he says.

The gap between the adversaries had

Striking car workers return to bargaining

ROGER FRIEDMAN
Labour Reporter

DEADLOCKED negotiations between the National Union of Metalworkers of South Africa and the Automobile Manufacturers Employers' Organisation resume today in Port Elizabeth under the auspices of the National Bargaining Forum

Numsa is demanding a 12 percent across-the-board wage increase, while the employers are offering 10 percent

Ameo spokesman Roger Houghton said the three-week-old strike was costing the industry more than R100 million a day and workers R3,5 million a day in lost wages

But Numsa spokesman Gavin Hartford said union members remained resolute in their stand and it was "theoretically possible the deadlock could go on for ever"

Mr Houghton said the union had rejected his organisation's latest offer on Friday

"It's deadlocked I don't know how, but we'll have to reach a compromise somehow," he said

The employers' latest offer was 10 percent across-the-board with an additional one percent "ex-gratia payment" between January and June next year, subject to various conditions

Mr Hartford countered that the cornerstone of the union's stand had always been an improved base-rate, not ex-gratia payments subject to conditions

Although the union was demanding a 12 percent wage increase it had already indicated it was prepared to move off this figure.

And the union had already compromised on the time-frame over which apartheid-created wage anomalies had to be rectified by the employers, Mr Hartford said

Auto strike bites deep

LSM 26/8-1/9/94 (152) (152)

Sometimes called the Detroit of South Africa, the Port Elizabeth-Uitenhage economy is reeling from the effects of the automobile strike, writes **Steuart Wright**

IN Tambo Village, a shack settlement outside Uitenhage, Prudence Ndika (35) doesn't know how she is going to feed her family of four

A month ago her husband, Fezile Ndika (39), a worker with 15 years' service on Volkswagen's assembly line, downed tools along with 25 000 motor workers throughout the country in support of wage demands

Now the family has no income.

"There are school fees, we struggle with no food. I just went next door to ask for sugar. I don't work and we can't pay the account for the furniture," she said, stroking the plastic-covered couch in her cramped lounge

"My husband also has two brothers and his mother in Paterson and he is the only breadwinner. My children can't afford to sleep without food, they are begging to make ends meet."

Yet Prudence Ndika stands by her husband's decision to strike

"I know it is for a good cause. If Numsa (the National Union of Metalworkers of South Africa) achieves what it is fighting for, then we will be able to buy things like new school clothes. We are suffering but after the suffering there will be something better," she said

Carol Plaatjies (45) works as a tea lady at Auto Industrial Centre. She's part of the skeleton staff still on duty but her husband, Dial Plaatjies (45), employed by AIC as a spraypainter, only worked one day this month

Carol Plaatjies is at a loss as to how her family of six will survive on the R185 she earns a week without her husband's R400 weekly wage

"There is no food, my baby is lying in hospital, we don't have medical aid and I just got the bill for R220 and I am still waiting for all the accounts. It's impossible to pay all the debts with



Carol Plaatjies ... 'It's impossible to pay all the debts'

my small amount of money," she said

"I don't think it is something good. They must go back to work. If they don't work then I can't work, my husband can't work. They must think about the children and their future."

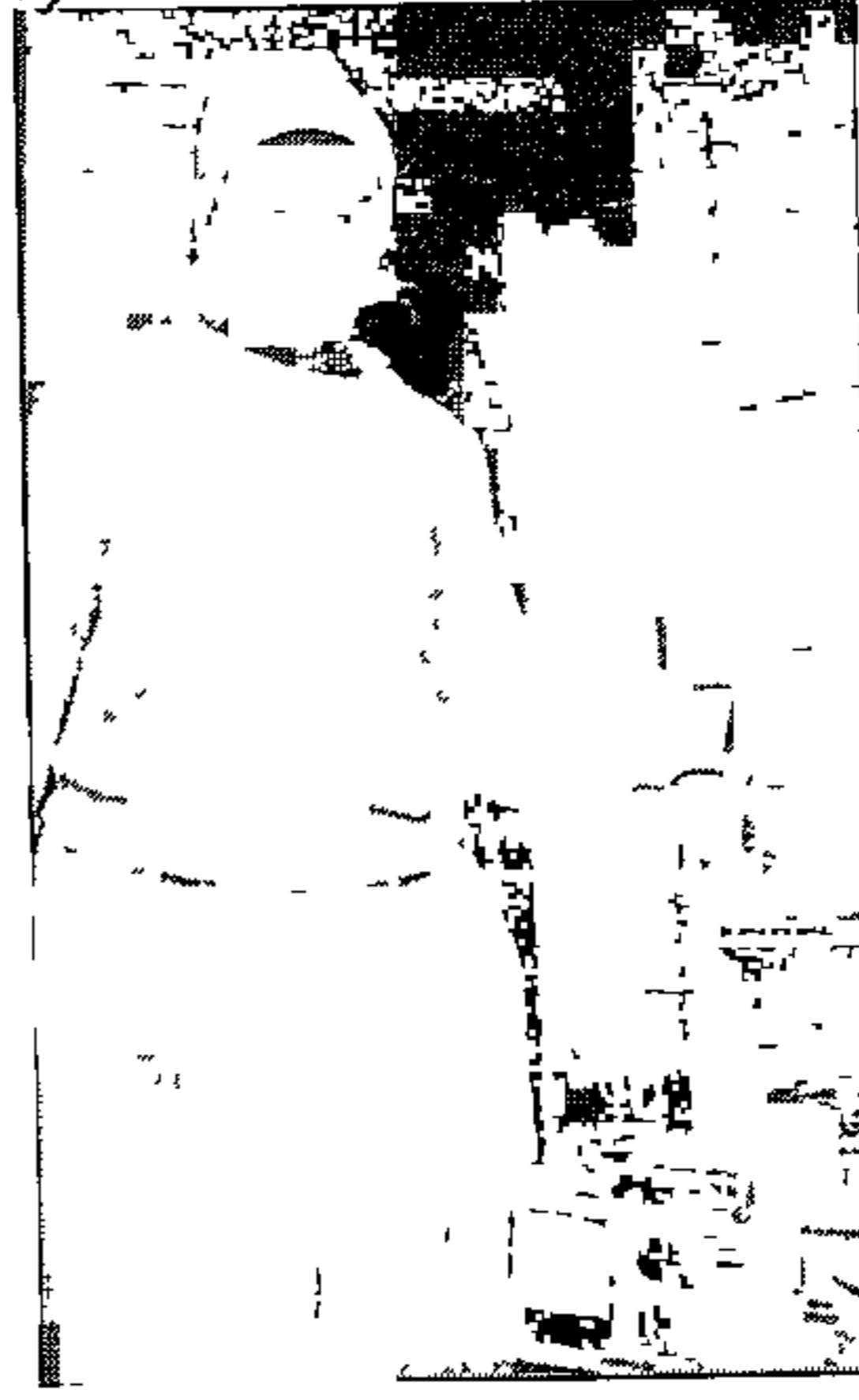
There is a R15-an-hour difference in wages between the highest and lowest paid worker on Fezile Ndika's grade-three skill level, an anomaly which workers and employers hoped to address when wage talks began more than a month ago

But those hopes were dashed when Numsa and the Automobile Manufacturers Employers' Organisation (Ameo) failed to agree on a deadline for eradicating the wage curve

Ameo also declined to make a final offer on wage increases until the restructuring issue was off the table because of its implications for budgeting. It was agreed to postpone restructuring until next year's round of negotiations

That was when the talks, which held the promise of a groundbreaking agreement in South African industrial relations, took a nose dive

Ameo bumped its initial offer of a



Prudence Ndika . 'We have no food'

PHOTOS STEUART WRIGHT

nine percent wages increase up to 10 percent and was only willing to get around the table to hear Numsa's acceptance. After Numsa dropped its demand from 12 percent to 10,5 percent, neither side was prepared to budge the half a percent that would end the strike

That was almost a fortnight ago. To date, the motor industry has lost about R2-billion in turnover, workers have forfeited more than R60-million in wages

The halt in production at car and truck assemblies around the country has had a ripple effect. The auto-component manufacturing industry is losing R20-million a day and the jobs of a further 188 000 workers are at risk

National Association of Automotive Component and Allied Manufacturers' executive director Denzyl Vermooten says about 20 companies have temporarily shut down

The Port Elizabeth branch of AIC is one of the 180 or so companies in this support industry. Since the strike dried up demand for AIC spray painting and plastic trim, its workers have been put on unpaid leave — Ecna

Wage offer may be end of car strike

By RYAN CRESSWELL

THE devastating month-long car strike seems set to end.

Tomorrow is probably D-day, with National Union of Metalworkers of South Africa (Numsa) and Iron and Steel Union negotiators reporting back to strikers on a new offer of a 10,5 percent increase in actual wages backdated to July 1.

The offer by the Automobile Manufacturers Employers Organisation (Ameo) came on Friday night.

By Saturday afternoon Numsa had not reacted publicly to the offer but it is believed the unions plan to test the new offer at report-back meetings at all seven major manufacturing plants tomorrow.

When negotiations stalled this month over Ameo's actual wage offer of 10 percent and then 1 percent not on the base rate from next January, Numsa indicated it would be happy with a 10,5 percent actual rate.

Ameo chairman George Stegmann said: "Following constructive and non-prescriptive intervention by Deputy President Thabo Mbeki and Labour Minister Tito Mboweni, the employers have offered a 10,5 percent increase in actual wages effective from July 1 1994."

The break came shortly after surprise talks between Mr Mboweni and four motor company chief executives in Port Elizabeth on Friday.

Mr Stegmann said the strike had devastated the economies of Port Elizabeth, Uitenhage, East London, Pinetown and Durban. He said the industry had lost R2,2-billion in turnover, the government more than R400-million in revenue and employees over R70-million in wages.

Numsa rejects latest pay offer

CT 31/8/94 (152) (142)

PORT ELIZABETH — Striking motor industry workers have rejected the 10,5% pay hike offer from employers after a meeting of National Union of Metalworkers of South Africa (Numsa) shop stewards yesterday.

Numsa has, however, revised its wage demand from 12% to 11%

Numsa said that contrary to press reports, Mercedes Benz workers at the company's East London plant were fully committed to the decision

Shop stewards had rejected the offer as they did not consider it a serious attempt to settle the dispute

They had, however, decided to drop their demand and to mandate the Numsa bargaining committee to achieve the remaining 0,5% demanded increase "by any

Employers warn of importing

means necessary"

"Numsa therefore calls upon employers to come back to the negotiating table. We anticipate that our revised position will facilitate a speedy resolution to the dispute," the statement added

Earlier yesterday, the Automobile Manufacturers Employers' Organisation (AMEO) deputy chairman Mr Harry Gazendam said a negative response to the offer would have disastrous implications

He said employers would not change their offer and if faced with a prolonged strike would have to "look seriously at importing vehicles"

Asked if employers would request government intervention, Mr Gazendam said they would "not be so presumptuous as to prescribe to government what it should do"

The employers' offer was raised from 10% on Friday after a meeting with Minister of Labour Mr Tito Mboweni

Mercedes-Benz employees on Monday had indicated they would accept the AMEO's 10,5% offer and that the decision would be tabled by their shop stewards at the national meeting

After the national meeting, however, Numsa said Mercedes Benz shop stewards were fully committed to the union's rejection of the offer — Sapa

Mercedes workers accept new pay offer

EAST LONDON — Striking Mercedes-Benz of South Africa employees here unanimously decided yesterday to accept the new pay offer by the Automobile Manufacturers' Employers' Organisation

The new Ameo offer of a 10,5% increase on actual wages backdated to July 1 was made last Friday

Border chairman of the National Union of Metal Workers of South Africa Mr Ludwe Bakaco said Numsa would be forced to end the five-week-old strike if the majority of workers at other motor industry plants also accepted the offer

He described the meeting with the 2000 hourly-paid MBSA workers as "very constructive and positive"

Their decision would be tabled by MBSA shop-stewards at a national meeting of auto industry shop-stewards in Port Elizabeth today

Delta Motor Corporation indicated workers had not accepted the 10,5% offer and were sticking to their demand of 12%

CT 30/8/94 (152)

They confirmed white-collar workers were called in to help complete a number of Isuzu units that were close to completion before the strike

The company's corporate communications manager, Mr Ed Emmett, said all available labour resources were concentrated on completing these units — including office staff

A Volkswagen spokesman said that despite speculation the company had no intention of calling in white-collar workers to work on the VW China export cars

MBSA employees spoken to said the offer was reasonable and they hoped other striking workers would take the same view

A final decision on whether to accept the offer or continue with the strike will be taken tomorrow after plant-level report-back meetings by the shop stewards

Mr Bakaco said the strike would continue if the majority of motor manufacturing plants rejected the 10,5% offer

Mercedes workers defy union

By DON ROBERTSON

SITWEL (Buss)

THE 25-day strike by 25 000 motor assembly workers is showing the first signs of cracking, with employees at Mercedes-Benz prepared to break away from their union and return to work tomorrow.

Shop stewards at Mercedes-Benz met management this week, agreeing to accept the 10.5% wage offer and end the strike, despite claims by the National Union of Metalworkers of SA (Numsa) that all strikers would stick together until the 11% wage demand was met.

The Delta Motor Corporation plant in Port Elizabeth has effectively been open for about two weeks and the number of employees returning to work has been growing daily, says corporate communications manager Ed Emmett.

With the publicity of the return to work by Mercedes-Benz employees, we hope it will improve the climate and encourage workers to exercise their right to work.

Members of the predominantly white Staal en Vesterunie have also accepted the offer and have agreed to resume working.

An end to the crippling strike has now become essential following the announcement on Friday that import duties on cars and light commercial vehicles (LCVs) have been sharply reduced.

Import duties of 100% on cars and LCVs have been cut to 80% and the additional 15% surcharge on cars has been scrapped.

As the industry now faces increased competition from imported vehicles, it must do everything possible to reduce or at least maintain cost. It must also establish a stable labour force if it is to compete successfully in the international market. Further duty cuts are expected in the next few years.

Apart from the disruption to the industry, the enormity of the financial losses being experienced are now impacting directly on the economy.

To date, the value of lost production amounts to R2.5-billion. Government has forfeited R500-million in VAT and other taxes and employees have lost R87.5-million in wages.

The level of lost production, heading towards 40 000 units, equates to about 0.5% of the gross domestic product (GDP) and manufacturers are now doubtful that production can be made up through overtime when workers do return to the plants.

As a result, economists are adjusting growth forecasts. Tony Twine of Econometric says growth could fall to 2% from the projected 2.5%.

The R500-million lost in taxes is equivalent to 0.5%

of projected Inland Revenue of R105-billion for the current fiscal year and represents about 20% of the planned R2.5-billion to be spent on the RDP.

The talks between the Automobile Manufacturers Employers' Organisation (Ameo) and Numsa broke down again on Thursday after the union proposed that the 8c an hour paid by employers for each employee to the Work Security Fund be paid instead directly to workers. This would have made up the difference between the employers' wage offer of 10.5% and Numsa's demand of 11%.

The fund, with R8-million in the bank and as yet unused, was established to provide the retraining of employees who might be retrenched as a result of restructuring in the industry in the years ahead.

Ameo has refused to accept this option.

Numsa now accuses Ameo of standing on principle rather than on a matter of costs to the industry and of trying to break down the National Bargaining Forum (NBF).

Ameo vice-president Harry Gazendam, who has been at the forefront of negotiations with Numsa, concedes that manufacturers are becoming unhappy with the lack of progress being made through the NBF and would rather have wage issues discussed at individual plant level.



AT THE FRONT Harry Gazendam, one of Ameo's chief negotiators in the car strike

Motor strike comes to an end

Sowetan 6/9/94

By Lulama Luti
Political Staff

THE five-week-old strike by 25 000 members of the National Union of Metalworkers of South Africa has ended.

Numsa members resolved to resume work tomorrow after accepting a recommendation by the union's national shopstewards council which met in Johannesburg at the weekend.

Addressing a Press conference in Johannesburg yesterday Numsa general secretary Mr Enoch Godongwana said the union was suspending the strike pending the satisfactory conclusion of talks on the union's demands by Friday.

While Numsa demanded an 11 percent increase, management's final offer stood at 10,5 percent. The strike, which brought the motor industry to a standstill, cost the manufacturers R3 billion

while workers lost about R70 million in wages.

Godongwana said the workers would return to work in victory after achieving — among other things — a five-year education and training programme which would improve the numeracy and literacy of members in the industry.

However, he declined to divulge how much workers had lost in wages, saying that "normally, when we go on strike we calculate what we want and not our monetary losses. The bosses will do that for us" (152)

Another factor which led to Numsa's decision to call off the strike included the imminent closure of smaller car manufacturers — which would have resulted in loss of jobs, said Godongwana.

The Numsa concession also came in the light of a Government decision to reduce tariffs on imported cars.

Numsa sticks to 11% demand

Strike in motor sector is suspended

B/Day 6/9/94

THE National Union of Metalworkers of SA (Numsa) yesterday suspended the strike by about 25 000 motor assembly workers and said production would resume tomorrow. However the union has not accepted manufacturers' offer of a 10,5% wage increase and negotiations will continue.

Numsa general secretary Enoch Godongwana said workers had accepted a recommendation by the auto shop stewards' council to resume production pending the outcome of further negotiations aimed at getting employers to agree to workers' 11% demand.

Automobile Manufacturers Employers' Organisation (Ameo) vice-president Harry Gazendam welcomed workers' decision to return to work, although Ameo had not received formal notification by late yesterday. However, he said employers were not prepared to negotiate further and their "position is well known".

Negotiations broke down last week with the parties separated by half a percentage point as Ameo refused to budge from its final offer.

Godongwana said the union had been mandated to conclude an agreement by Friday and its trade-off proposal was still on the table. In terms of this proposal, Numsa suggested employers divert contri-

ERICA JANKOWITZ

butions from a work security fund to pay packets for the contract period to make up the difference between the two positions.

Ameo rejected Numsa's proposal, saying the fund would be used to retrain those workers who would be displaced by the introduction of Phase 7 of the motor industry task group's proposals and tariff reductions announced last week.

Cosatu general secretary Sam Shilowa yesterday condemned Trade and Industry Minister Trevor Manuel's move to slash tariffs on imported vehicles, calling it ill-timed and unilateral. Although Cosatu was committed to SA's position on the GATT proposals, Shilowa said proper consultation with all parties was required.

Godongwana said workers had made significant gains from the strike, including winning a 10,5% increase on actual wages when employers' pre-strike position had been 9% on average wages. A comprehensive adult basic education agreement had also been conceded by employers, the first such industry-wide agreement.

Yesterday's planned opening of the Mercedes-Benz plant in East London was thwarted after workers attended a report-back meeting at which the shop stewards

To Page 2

Motor strike

B/Day 6/9/94

From Page 1

decision was discussed, a company spokesman said. Although "an overwhelming majority of workers was ready to start production", the decision to continue the strike until tomorrow was adhered to.

Delta Motor Corporation was "encouraged" by Numsa's decision, as normal production would be scheduled from tomorrow. "The challenge now is to schedule maximum production in an effort to offset units lost over the past weeks."

However, Gazendam said it would probably take about 12 months to make up for all production losses during the 27-day strike. Some sales had been permanently lost to second-hand or imported vehicles.

Godongwana described the strike as "the longest and costliest industry-wide strike in the history of the motor manufacturing industry worldwide".

By the end of last week, employers said more than R3bn in turnover had been lost.

See Page 5

Cosatu's mass strike 'unlikely'

152 CT 1/8/94

Own Correspondent

JOHANNESBURG — Cosatu's planned mass PWV stayaway scheduled for next Monday was unlikely to take place, Cosatu general secretary Mr Sam Shilowa said yesterday.

He said it was up to the federation's Witwatersrand region to decide on the stayaway, but it appeared the region's two main grievances were likely to be resolved this week.

Discussions with PWV Safety and Security Minister Ms Jessie Duarte and national Safety and Security Minister Mr Sidney Mufamadi had already contributed to a change in the behaviour and involvement of police in industrial protests, Mr Shilowa said.

The second grievance, the handling of the Pick 'n Pay strike, looked likely to be resolved this week with mediation under way.

President Nelson Mandela and Mr

Shilowa presented a united front at a weekend meeting between senior ANC and Cosatu leaders.

There was no sign at the meeting of recently-reported tensions within the tripartite alliance over the current wave of industrial action.

After the meeting Mr Mandela urged workers and employers to use the collective bargaining system to resolve the labour unrest.

This was necessary, said Mr Mandela, to attain the industrial peace required to implement the government's Reconstruction and Development Programme.

● The ANC and Cosatu also agreed that communication and consultation between the two organisations needed to be improved and decided to "activate" a standing committee for bilateral discussions on "relevant issues".

Strikes not serious – Minister

Star
118/94

■ BY JOVIAL RANTAO
LABOUR CORRESPONDENT

Labour Minister Tito Mboweni and Business South Africa (BSA), an umbrella body of big business, have dismissed the hysteria caused by the current spate of wage strikes and disputes.

"It's nothing out of the ordinary there has been a lot of over-exaggeration on the strikes. The only current major strike is at Pick 'n Pay," Mboweni said.

Speaking after a consultative meeting with BSA on Friday, where he outlined his strategic five-year plan, Mboweni said the disputes experienced in the metal and mining industry had to go through the collective bargaining process before workers went on strike.

The Minister indicated that the National Manpower Commission (NMC) and the National Economic Forum would merge to form the Social and Economic Council of



Tito Mboweni

SA, the establishment of which would be subject to Cabinet approval.

Both the Minister and BSA chairman Dave Brink said the wave of strikes and disputes were consistent with wage negotiations currently under way. They said investor confidence had not been harmed by the industrial unrest.

Brink said business accepted that labour should have the right to negotiate, and to go on strike if it was necessary. But there was a need to lower temperatures and avoid violence.

The Minister's five-year plan includes

■ The need to facilitate an accord between labour and capital to give effect to the Reconstruction and Development Programme (RDP), and to reach broad agreement on key tasks identified in the ministry's proposed plan.

■ The new Department of Labour needs to be transformed and regional departments restructured to give effect to transparency, representivity and emphasis on tripartism. (152) (115)

■ Issues that need urgent attention include the Unemployment Insurance Fund, mediation and conciliation services, and the creation of a single labour appeal court.

■ Integration of the various labour statutes under one labour law throughout SA. The NMC has already begun drafting a Bill in this regard.

■ The drafting of a new Labour Relations Act in line with the relevant requirements of the constitution, the RDP and the fact-finding and conciliation commission.

Motor workers back stayaway

152
CT 11/8/94

A NATIONAL strike ballot in the motor industry has indicated overwhelming support for industrial action, Numsa general secretary Mr Enoch Gdongwana said yesterday.

About 78% voted for strike action, but the decision on whether to go ahead with the strike would be known only tomorrow afternoon.

A national shop stewards' council meeting tomorrow would consolidate the positions of the plants and make a decision on the strike

● Building industry workers in the Western Cape were expected to return to work today, a union spokesman said.

General secretary of the SA Woodworkers Union, Mr Eddy Kapp, said a meeting had been held on Friday with the Building Council Committee — the committee established to try to resolve the strike. Employers had been given until September 10 to respond to workers' demands.

● Mediation in the Pick 'n Pay wage dispute was adjourned on Saturday after the company and the SA Commercial, Catering and Allied Workers' Union both made improved offers. Mediation will be reconvened tomorrow — Own Correspondent, Staff Reporter, Sapa

Mediation in chemical workers' strike

Staff Reporter

STRIKING Chemical Workers Industrial Union members employed at Capegas in Woodstock go into mediation with management today after the fatal shooting of a striking employee by a company security guard.

Union members have been on strike since July 22 over a

wage dispute.

The strike erupted into violence yesterday when a three-truck convoy of company vehicles was attacked under the Church Street extension bridge in Woodstock.

A security guard armed with a shotgun fired a shot into the crowd, resulting in the death of company em-

ployee Aubrey Killarney, 49, of Guguletu.

A Capegas spokesman said calm had returned today ahead of mediation between management and union members, which was arranged by Independent Mediation Services of South Africa.

The spokesman said the company sincerely regretted Mr Killarney's death.

152 ARG 2/8/94

Council gets union blast

THE SA Municipal Workers' Union said yesterday "unprecedented mass action" would be taken to protest against the dismissal of 600 Samwu members by the Midrand Town Council.

Samwu's southern Transvaal executive committee decided at the weekend its members in the region would go on strike from August 8 ^{2 18 1944}

The union said employers should realise they could not dismiss employees "and get off scot free". The dismissals were "provocative and unjustifiable"

Samwu demanded the immediate reinstatement of dismissed workers. If this was not done, the town council would be held responsible for the "consequences of union members' anger" (152)

Samwu said municipal employees in Germiston, Alberton, Boksburg, Vanderbijlpark, Bedfordview and Johannesburg would be among those taking part in the strike. — Sapa.

Sun City strike ends as union blames faction

ERICA JANKOWITZ

WORKERS began returning to the Sun City complex yesterday after a five-day strike by the complex's 3 500 workers forced its closure, costing Sun International millions of rands. *By Day*

SA Commercial, Catering and Allied Workers' Union (Saccawu) spokesman Sithembele Tshwete said he believed the problem was caused by a non-unionised faction of the workforce, which was determined to derail the union's role in wage negotiations.

During a report-back meeting, a Saccawu official was accused of selling out to management in wage negotiations. This sparked a confrontation, but the situation was defused by the swift intervention of the union and management. *218194*

Reuter reports that Sun International marketing director Tobin Prior said he hoped the resort would be fully operational by today. "We are starting to take bookings from tomorrow, when we hope Sun City will be fully functional." *(209) (152)*

Company management met representatives of non-unionised workers and Saccawu, as well as independent mediators and officials from the premier's office in the Northwest province late on Sunday.

Prior declined to disclose details of the agreement. Saccawu officials were unavailable for comment.

Sun hotel employees *Start 2/18/94* end strike

Employees at Sun City and Tlhabane Sun will return to work today after agreeing yesterday to end their strike which began last week

Government-brokered talks between management and the South African Commercial Catering and Allied Workers Union (Saccawu) saw the two sides agreeing that any disciplinary action against workers and managers would be taken to independent arbitration, according to a spokesman for the workers, who declined to be named.

A list of workers accused of misconduct during the unlawful industrial action would be handed to the union, which would forward details of allegations against four managers to the group managing director by tomorrow for evaluation — Sapa.

(152)

Striker killed: ⁽¹³²⁾ Appeal to union ^{ETZ/8/94}

Crime Reporter

A WOODSTOCK gas company is to appeal to senior Congress of South African Trade Union (Cosatu) officials to help put a stop to the violent nature of its workers' industrial action after a striking worker was shot dead

Mr Aubrey Killarney, 49, died yesterday after being shot in the leg when security guards accompanying casual labour into the Cape Gas premises, in Railway Street, opened fire at stone-throwing strikers around 8am, police said

A company spokesman said the strikers, armed with sticks and stones, ambushed a convoy of company vehicles by throwing a log across the

left lane of the road to the gas works and a security guard fired a warning shot into the air

"The strikers continued to attack a vehicle in the convoy, which had been forced to stop, so the guard fired one shot at the crowd. The crowd dispersed after the incident

"The company sincerely regrets the loss of life and hopes to involve senior Cosatu officials in combating the violent nature of the union's industrial action"

Strike action at the plant turned nasty last Tuesday when strikers forced their way into the factory and attacked permanent and temporary employees with sticks, iron bars, sjamboks and knives

Labour Reporter
and Sapa-Reuter

THE three-week strike by 15 000 Pick 'n Pay workers was settled by mediation today, industry sources said.

And in another hopeful development in strike-hit industrial relations, the National Union of Metalworkers of South Africa, representing auto assembly workers, could lower its wage demand again today in an attempt to prevent a protracted strike

Pick 'n Pay and the South African Commercial Catering and Allied Workers' Union (Saccawu) agreed on a R180-a-month increase over 15 months. The union entered mediation with a revised demand of R196 over 12 months, and the company offered R175 over 15 months.

Industry sources said an agreement had been reached, and at the time of going to press the parties were due to sign it.

Details of the agreement were expected to be disclosed later today at a press conference convened by Pick 'n Pay and Saccawu in Johannesburg.

The mediator was Charles Nupen, director of the Independent Mediation Services, who was appointed by Labour Minister Tito Mboweni.

A Saccawu official said workers were expected back at work on Friday. The union and the company would sort out problems relating to charges faced by workers who were arrested during the often violent strike, he said.

● In the motor industry, union and employers were in mediation today, and Nusma, which had already reduced its demands from 15 percent to 12 percent, was expected to drop the demands even further.

The employers, members of the Automobile Manufacturers Employers' Organisation, are offering nine percent.

Numsa represents about 19 000 of the estimated 25 000 auto-assembly workers who downed tools on Monday, effectively closing down operations at all seven motor manufacturers in the country.

The union accepted that neither workers nor the industry could afford a protracted strike, Numsa organiser Gavin Hartford said yesterday.

Sources say the strike would cost the auto-assembly industry about R110 million a day.

They said it would be able to absorb the effects of the strike for a week, after which cuts would have to be made. A lengthy strike would devastate the Eastern Cape economy.

The union enters crucial mediation with the employers today when, Mr Hartford said, it plans to table a new wages position.

● Industrial action is looming at Simon's Town naval dockyard where management has been given an ultimatum to accede to National Education, Health and Allied Worker's Union (Nehawu) demands for recognition and time to organise by Friday 7 30am.

● Police have acted swiftly to address grievances at Bishop Lavis Training College where 350 former municipal police are undergoing retraining for integration into the force.

A spokesman said police headquarters had agreed to pay the trainees a R17 50 a day subsistence allowance and they had returned to classes.

ARKT 3/8/94

(152) (2)

STRIKE SETTLED

Construction workers expected back on sites

(23)

(15)

ET 3/8/94

ROGER FRIEDMAN
Labour Reporter

ABOUT 6 000 Western Cape construction workers are expected back at work today after simmering industrial action for three weeks

"The council believes it proper to advise staff to work as normal to allow negotiations to continue," Lulamile Mqikela announced on behalf of the Building Workers' Council at a press conference yesterday

The call for a return to work followed industry employers committing themselves to

● A starting offer of a 75 per-

cent wage increase.

● Recognition of worker representatives to participate in Industrial Council negotiations.

● Providing time for negotiating.

● Agreement on the principle of "no work, no pay, no discipline" for past industrial actions.

Mr Mqikela added the Building Workers' Council condemned intimidation.

The Workers' Council had agreed to suspend action until September 10 when it hoped to have concluded agreement with management and be in a position to declare action over, he said.



Numsa general secretary Mr Enoch Godongwana and union organiser Mr Gavin Hartford face the Press in Johannesburg yesterday. See story below. PIC: VUSI ZWANE

Car workers strike

By Ike Motsapi
Labour Reporter

MORE than 25 000 workers in the automobile assembly industry throughout the country yesterday went on a wage strike

The strike officially started yesterday although some workers at the National Union of Metalworkers of South Africa plants in the Eastern Cape started the action on Monday afternoon

Numsa and the Automobile Employers Organisation meet today to try and

resolve the issue. Numsa demands an increase of 15 percent while management is offering nine percent.

Mr Enoch Godongwana, general secretary of Numsa, said about 80 000 workers from 180 motor assembly component suppliers not on the present bargaining unit, may also be affected by the strike. (152)

He said: "The union is already receiving reports that the employers intend to lay off Numsa members who are on a different bargaining forum during the strike

Auto strike ^{(152) (192)} could spread

CT 3/8/94

THE national strike at all motor manufacturers — affecting about 25 000 workers — will continue until a wage agreement is signed and could affect nearly 200 000 workers in the components and services side of the industry if it became protracted.

National Union of Metalworkers of SA (Numsa) general secretary Mr Enoch Godongwana said the union had received notice of short-time work in the components industry and employers' intention to lay off workers during the industrial action. About 80 000 workers are employed by component manufacturers.

Another 100 000 workers in the service and dealership industry could also be affected, he warned.

Mr Godongwana said negotiations with the Automobile Manu-

Action may affect 225 000

facturing Employers' Organisation (Ameo) would resume this morning, with the union demanding a 12% wage increase and employers offering nine percent.

Mr Godongwana accused employers of bowing to pressure from Anglo American subsidiary Samcor which paid among the lowest wages in the industry.

Anglo American dismissed these claims.

In other strike action around the country

● About 500 workers at two Aberdare Cables plants in Port Elizabeth downed tools following an alleged racist slur by a white worker at the company's Markman Township operation.

● Workers protesting management's failure to pay wages held three white miners hostage for several hours at the Rustplaas Collieries at Hlobane, near Vryheid, yesterday.

● PWV social workers staged a sit-in in Pretoria yesterday morning, saying they were unhappy about staff benefits and racism.

● At Tygerberg Hospital, clerical staff in the public service yesterday threatened to embark on industrial action if their salary structures were not upgraded by 20%.

Talks were continuing late yesterday between striking Pick 'n Pay workers and management — Own Correspondents, Sapa

19/04/94
LT 27/8/94

New offer could end auto strike

(172) (S2)
Own Correspondent

PORT ELIZABETH — After talks between Labour Minister Mr Tito Mboweni and four motor company chief executives here yesterday, the manufacturers made a new pay offer that is expected to end the national strike.

The Automobile Manufacturers Employers' Organisation (AMEO) said it was increasing its offer from 10 to 10,5%.

Although there was no immediate response by the National Union of Metalworkers (Numsa), the union had indicated acceptance of 10,5% when talks stalled on 10% earlier in the dispute.

Last night AMEO chairman Mr George Stegmann of Delta appealed to both Numsa and the Iron and Steel Workers' Union to take the new offer back to their members at report-back meetings scheduled at all seven manufacturing plants on Monday.

Strikes shut car parts makers

EIGHTEEN motor vehicle parts manufacturers had stopped production by the end of last week, with more expected to follow as the strike by about 25 000 motor vehicle assembly workers continued into its fourth week

23 18 1974
National Association of Automotive Component and Allied Manufacturers president John Brandtner said some member companies had been forced to lay off workers temporarily and others were working shortened weeks "with some working only two days a week"

The strike had cost automotive component manufacturers about R300m to date, with costs escalating by about R20m a day

Brandtner said some manufacturers who focused on the export trade were curtailing operations as they could not get parts from sub-suppliers who had closed.

"The signal being sent to international customers bodes ill for the automotive industry's long-term export-growth plans"

He also warned of cost implications once the strike ended "The moment vehicle manufacturers speed up production to make up for lost time, component manu-

BIDAY
ERICA JANKOWITZ

facturers will also have to increase production, which would result in costly overtime, assuming of course that unions support requests for overtime"

The industry would have to recover these costs without becoming uncompetitive compared to imported components

"As costs escalate beyond the industry's ability to pass cost increases on to customers, we will see an erosion not only of our financial viability but also of our ability to compete with imports. This will have a severely detrimental effect on our potential for future growth and job creation"

Meanwhile, there appeared to be no end in sight to the motor strike yesterday as employers indicated they were unable to attend a proposed meeting of the national bargaining forum "for logistical reasons"

They hoped a meeting would be scheduled this week, although Automobile Manufacturers Employers' Organisation vice-president Harry Gazendam said "no solution was readily at hand"

(162) ● See Page 14

Builders told to return to work

Staff Reporter

THE Building Workers' Council (BWC) has again called on construction workers to end a two-week strike and return to work after receiving complaints of intimidation at several construction sites yesterday morning.

The BWC said it appeared that a group of about 30 "hooligans and unemployed workers" had intimidated an unknown number of workers who heeded Monday's call.

BWC spokesman Mr Lulamile Mqikela said although no one was injured, the council condemned the incidents saying that any "criminal actions" which were committed by the strikers would be their "own responsibility".

He said of a total of 23 000 workers who went on strike, all but 300 had returned to work yesterday. "It is proper to advise construction workers to return to work as normal to allow negotiations to continue as employers

CT 3/8/94 (152)
have committed themselves to a starting offer of 7.5%," he said.

He said employers had also committed themselves in principle to a policy of "no work, no pay, no discipline" for past industrial actions and a recognition of worker representatives to participate in Industrial Council negotiations.

"The time frame agreed by the BWC is to suspend action from August 2 to September 10."

● Spokesmen for both Pick 'n Pay and Capegas said strike actions at their premises had all but ceased.

Capegas spokesman Mr B Straughan said management had met with representatives of the Chemical Workers' Union yesterday and that a second meeting was scheduled for tomorrow.

Pick 'n Pay's Mr Alan Baxter said stores were trading normally and that no incidents of harassment or intimidation had taken place since Monday.

Industrial action may spread to civil service

APR 4/8/94

152

□ 'Widespread unhappiness in public sector'

ROGER FRIEDMAN
Labour Reporter
and Sapa-Reuter

CRIPPLING industrial action in the private sector could spill over into the public sector with the 50 000 member Public Service League of South Africa threatening "strong action including a general strike"

There was widespread unhappiness in the public service over salaries, service conditions and promotions, League national chairman Malcolm Domingo said today

Public servants in the Western Cape — including hospital, forestry, public works, water affairs and clerical workers — voted to embark on industrial action at a series of meetings in Cape Town this week

The league will be seeking a mandate from other regions next week

League members are scat-

tered throughout provincial and central government departments around the country

Mr Domingo said Western Cape members had agreed marches were having no effect and that strike action should be instituted before the end of the month

Matters of concern to the league included "little or no importance" being attached to administrative staff in the public service, uncertainty over job security, and promotions and appointments being made "without taking into account merit qualification and seniority"

Mr Domingo warned that industrial action by league members would be keenly felt by the community

Meanwhile, tough negotiations between the National Union of Metalworkers of South Africa (Numsa) and motor industry employer organisations resumed in Port Eliza-

beth today in another bid for a speedy resolution to the three-day-old strike that has effectively shut down the auto-assembly industry

But more than 15 000 supermarket workers are expected to return to work tomorrow after an agreement of a R180 increase over 15 months was reached between Pick 'n Pay and the South African Commercial, Catering and Allied Workers' Union (Saccawu) yesterday

● A dispute between Volkswagen South Africa and the (predominantly white) Iron, Steel and Allied Workers Union will be heard in the Industrial Court in Port Elizabeth today

The union lodged an application on Tuesday to force management to allow about 2 000 union members to work

The move follows Volkswagen's decision to halt all production because of the Numsa strike

Ackerman calls for new law on strike behaviour

152 ARG 4/8/94

Staff Reporters

STRIKE behaviour rules, enforced by legislation, are urgently required to protect businesses and workers. Pick 'n Pay chairman Raymond Ackerman said today

But a spokesman for the labour ministry, Shareen Singh, said it was preferable for employers and trade unions to negotiate strike rules and codes of conduct applicable to their own situations

"It is advisable that these negotiations take place before confrontation and there are examples where this has worked," Ms Singh said, citing the relationship between the Chamber of Mines and the National Mineworkers' Union

Mr Ackerman appealed to people taking part in the wave of strikes sweeping the country to go back to the negotiating table

He said the 24-day Pick 'n Pay stoppage, which was settled yesterday,

had shown there could be no winners in a strike.

"The company lost about R70 million in turnover. The strikers lost a lot. As a result of not being paid during the strike, they will effectively only get R50 of the R180 a month we have agreed to pay," he said

One of the reasons the company had agreed to increase its offer by R5 a month was to reward workers who had not gone out on strike

"In the Western Cape only 10 per cent were on strike," he said

Mr Ackerman said the company had been prepared to continue facing the industrial action rather than meet the demands of the South African Commercial Catering and Allied Workers' Union, which wanted a R229 across-the-board increase

Ms Singh said that if business leaders felt strongly that strike rules should be legislated, they should make submissions to the National Manpower Commission before the drafting of the new Labour Relations Act

Up the workers!

Ramaphosa sees urgent need for those on shopfloor to benefit from change

Warnings have been made that labour unrest could wreck an already fragile economy; and foreign investment is seen as the golden key to South Africa's prosperity. But African National Congress secretary-general Cyril Ramaphosa has told parliament that investors who want a strike-free environment are not welcome. Political Correspondent CLIVE SAWYER asked him to expand on his views.

AR 5 4/8/94

(152)

ANY worker who suspects the government is basking in political power and has forgotten its constituency would do well not to point a finger at Cyril Ramaphosa

He describes himself as "passionate" about the urgent need for those on the work-floor to benefit from change

"If it takes employers walking an extra mile in the interests of the country I think they should," he said

"Obviously, I would like to have a labour dispensation which is compatible with that in many countries which have modern labour laws which conform to full International Labour Organisation standards"

This included the full right to strike, and freedom from intervention by state security forces

The government should ensure labour laws moved away from their present "archaic" nature. The government should play a mediating role



CYRIL RAMAPHOSA

'At the heart of some of these strikes is a deep yearning to be trained so they can be more productive.'

through statutory conciliation measures

He discounted alarmist talk about the present wave of labour unrest.

"People project this as a major crisis. It isn't, this is the traditional season for negotiations between workers and employ-

ers and when those negotiations and conciliation fail, workers resort to their only method of pressure

"Strike action should not be seen in a negative light -- it should be seen as part of a collective bargaining culture that must prevail in a democratic country."

Mr Ramaphosa said workers were not striking for the sake of doing so

They had deep-seated grievances about their conditions of employment

Some of the strikes were caused by apartheid-era practices on the part of employers

"Racism in the workplace manifests itself in a whole number of wrongs, including the way salaries are structured, and the way employers are reluctant to empower workers through training which would give workers a career path

"At the heart of some of these strikes is a deep yearning to be trained so they can be more productive."

Mr Ramaphosa lashed out at employers who had not attuned themselves to the change heralded by the election

These changes went far beyond transformation of political control of the state.

Employers who believed they could be exempted from the implementation of democratisation throughout society were "living in dreamland"

"I have seen very few companies that have started a serious assessment of what the new political dispensation means, not only in terms of business, but in terms of worker-employer relations"

Failure by employers to come to grips with the meaning of change would be a serious disservice to the economy

"I have reason to believe workers are prepared to live

up to the challenge thrown out to the entire country by President Mandela to get back to work.

"They are waiting for the cue from employers

"It cannot be business as usual"

Leadership was expected of businesses to adapt to the new dispensation

Asked whether strong unions would not serve as a deterrent to investors, Mr Ramaphosa said some of the strongest economies in the world were those which had powerful unions

"Democratisation of the workplace is the key to achieving economic excellence, as in Germany, Sweden, Denmark and Norway, where unions are strong and democracy permeates industrial life"

In Sweden, workers took part with management in planning and implementing company goals


In South Africa, management's approach was militaristic, expecting workers to follow orders without question

Asked to predict the outcome of the current wave of labour disputes, Mr Ramaphosa said "There is no problem without a solution, particularly if those involved are able to sit at the negotiating table."

The strikes should be resolved on a "give and take" basis by both sides

He warned strongly against mass dismissals "That will add fuel to the fire. Industrial action will spread right across the country"

Strike ends — 12,3% pay hike

 (152)
JOHANNESBURG — A three-week-old strike by Pick 'n Pay workers, countrywide ended yesterday with the announcement of a R180 across-the-board pay rise for 15 months, representing an increase of 12,3%.

It raises the monthly average wage to R1 643 a month, and is back-dated to March 1. — Sapa

● More strike news —
Page 5 CT4/8/94

Star 4/18/94

No winners as strike ends

■ BY JOVIAL RANTAO
and ABDUL MILAZI

Although a 'watershed' wage agreement had laid a strong foundation, there were no winners in the three-week-old Pick 'n Pay strike which was resolved yesterday after nine days of mediation.

Rene de Wet, Pick 'n Pay's joint managing director, said the company had lost more than R70 million in trading revenue, and a further undisclosed amount in damage to stores. Each worker, he said, has lost an average of R1 560 through the "no work, no pay" principle.

However, the South African

Commercial Catering and Allied Workers Union (Saccawu) yesterday claimed a victory for workers. Saccawu co-ordinator Jeremy Daphne said management was forced to make available R3,9 million, which was redirected towards workers' wages. ~~(R21)~~ (152) ~~(R35)~~

More than 15 000 Pick 'n Pay workers are expected to return to work tomorrow after agreement on a R180-a-month increase over 15 months was reached between Pick 'n Pay and Saccawu.

The agreement was brokered by Charles Nupen, director of the Independent Mediation Services, who was appointed by Labour Minister Tito Mboweni in an unpre-

cedented step.

In terms of the agreement, an average Pick 'n Pay employee will now earn R1 643, a 12,3 percent increase. The increase will be backdated to March and will remain in effect until May 1995.

After being through what it described as a traumatic period, Pick 'n Pay management said it would embark on an exercise to rebuild its image and staff relations.

It called for rules governing strikes to be clearly defined, and committed itself to collective bargaining.

De Wet said criminal and other charges against employ-

► To Page 3

Star 4/18/94

No winners as strike at Pick 'n Pay ends

◀ From Page 1

ees would not be dropped but promised to review most cases. "In the spirit of reconciliation, we would also talk to authorities and see if trespassing charges against most of our employees cannot be dropped," he said, adding that management would meet the union to work out a mechanism for dealing with disciplinary hearings.

De Wet said besides the "equitable" settlement, further issues were negotiated and would be implemented by January.

Gareth Ackerman, Pick 'n Pay's deputy MD, said the strike had meant losses for all, and ques-

tioned the union's motives in declining to negotiate further before calling a strike.

He believed the root problems of the strike was that post-election workers' expectations were in excess of what was practically possible.

Labour Minister Tito Mboweni said he was encouraged by the settlement. ~~(R21)~~ (152) ~~(R35)~~

He thanked Nupen for "the skillful manner in which he dealt with an extremely difficult situation". Pick 'n Pay and Saccawu also needed to be congratulated for reaching a settlement "in a spirit of maturity and good faith".

Turnover of at least R70m lost

Wage deal ends strike at Pick 'n Pay

BiDay 4/8/94

ERICA JANKOWITZ
and VERA VON LIERES

THE acrimonious three-week strike at Pick 'n Pay stores countrywide ended yesterday with the company and the SA Commercial, Catering and Allied Workers' Union (Saccawu) signing a 12,3% wage agreement. (S) (152)

The parties settled on a R180 across-the-board increase for 15 months, pushing the average wage to R1 643 a month back-dated to March 1. The company had originally offered a R175 across-the-board increase, while Saccawu had shifted from its R229 demand to R196,16. (S) (152)

Pick 'n Pay joint MD René de Wet estimated that the strike had cost the company about R70m in turnover, but this could not be calculated definitively yet. He hoped this would not translate into higher prices for consumers.

Workers had lost about R1 560 each as a result of the no-work, no-pay rule.

"Neither side really won and now the task is to rebuild our relationship and our customer share," De Wet said.

The agreement package included worker training and development and career pathing, affirmative action, worker empowerment, information disclosure, and a courtesy agreement.

Saccawu campaigns co-ordinator Jeremy Daphne said the agreement represented an "important breakthrough".

Both sides had mapped out a process to

rebuild their relationship. In terms of this they agreed to set up task forces with representatives from the union and management. Among the issues to be investigated were worker participation in the company, employee incentive schemes, the conduct of future industrial action and a revision of the recognition agreement.

The task forces would meet within 14-30 days and should complete their work by the end of January.

"The fact that task forces have been set up, and the implementation of these issues in the wage agreement, is a clear sign that all is not well in the company. These issues delve deep into workplace reorganisation and the extension of workers' rights at Pick 'n Pay," Saccawu said.

Labour Minister Tito Mboweni said he was "encouraged by the final settlement" and thanked mediator Charles Nupen for his skilled handling of a difficult task.

The parties also agreed on a minimum wage of R1 110 a month — a R17 or 7,7% increase — and reached a return-to-work agreement emphasising that there would be no victimisation.

Workers would go back to work tomorrow, giving the union "time to communicate with their members and to issue a

□ To Page 2

Pick 'n Pay

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□ From Page 1

statement where both the company and the union record their opposition to all forms of discrimination, including anti-Semitism", Pick 'n Pay said. (S) (152)

Management had also agreed to withdraw all trespass charges, review criminal charges laid and to give workers a R100 advance on back pay, Daphne said. (S) (152)

Both sides will meet next week to address discipline and grievances arising out

of the strike — an issue they could not reach consensus on. De Wet said the company would review disciplinary action with a view to reconciliation and a speedy resolution of the strike's aftermath.

Daphne said the union had called on Safety and Security Minister Sydney Mufamadi to institute a judicial commission of inquiry into police action during the strike. Saccawu had also called for compensation for all strikers who had been injured.

Motor talks back on track after setback

THE wave of strikes continued around the country yesterday, some ending with workers agreeing to resume their posts, others appearing set for drawn-out negotiations.

Talks aimed at ending the motor strike were back on track last night after a day of tense negotiations during which Numsa officials sang songs and threatened to walk out

The strike involves more than 20 000

workers and is costing the industry R10m a day.

The three-week strike by Pick'n Pay workers ended yesterday with the announcement of a R180 across-the-board pay rise. Original union demands were for R229 and Pick'n Pay offered R175.

The settlement raises the monthly average wage to R1 643 a month. The strike is said to have cost Pick'n Pay R70 million in turnover and work-

ers on average R1 560 each because of a "no work, no pay" rule. Meanwhile, the predominantly white Iron and Steel Workers' Union will take Volkswagen to court today over loss of income.

About 200 civilian workers at the Simon's Town naval dockyard walked off the job yesterday, in protest against a manager's refusal to recognise the National Education, Health and Allied Workers' Union (Nehawu).

The Mineworkers' Union yesterday rejected a final offer by the Chamber of Mines of increases of between seven and 8.5%.

Striking Telkom employees on the Witwatersrand returned to work yesterday. Services were first interrupted on Monday when 300 employees staged a 8am sit-in at the company's Jeppe Street premises. — Own Correspondent, Sapa

Policemen end payment sit-in

ET 4/8/74
Staff Reporter

MORE than 300 police cadets who staged a sit-in protest at the Bishop Lavis police college on Tuesday returned to classes yesterday after being told they would be paid a R17,50 daily subsistence allowance (152)

The men had gathered in a hall at the college to express their dissatisfaction. Head of training Major-General D Hugget told the protesters yesterday the allowance would be paid (201)

Striking builders in crisis



STRIKE ACTION: Building and construction industry workers demonstrate outside the offices of the Building Industry Council to highlight their demands Photo Yunus Mohamed

By Edwina Booysen

STRIKE action by workers from the building and construction industry entered its fourth week on Monday and workers are worried that they could land up with serious financial problems if the dispute is not resolved soon.

Close to 2 000 workers gathered outside the Building Industry Council offices on the Foreshore, toying and singing freedom songs.

One of the strikers, Mr Nasser Tahep, has been on the streets with his colleagues since the beginning of the strike.

"I managed to pay my rent this month, but what about other accounts and food? Other workers face the same crisis. The negotiations are being drawn out on purpose," he said.

"All we are asking for is a living wage, in line with our colleagues in the rest of the country. Tradesmen earn R11 an hour and labourers

earn R5 an hour. We want that increased to at least R18 and R10 respectively," he said.

Tahep, a painter by trade, said that during last week's negotiations between the six trade unions representing the strikers and the Master Builders' Association (MBA), workers asked for an increase of R2 for labourers and R3 for tradesmen.

They were offered a 7,5 percent increase, barely 34 cents an hour!

Workers are also demanding the total reform of the building industry's council, saying that they have a right to decide what happens at the council as it belongs to all the workers in the industry.

Mr Ralph Samuels, a builder, believes that if an agreement is not reached soon the peaceful strikers could "turn nasty".

Construction and Allied Workers Union shopsteward, Mr Lulamile Mqikela, said the workers have been urged by the BIC to return to work while negotiations are under way.

Workers 'have right to protest'

PORT ELIZABETH. — The secretary for policy in the Reconstruction and Development Programme, Ms Cheryl Carolus, has stressed that the current strikes in South Africa are legitimate.

Ms Carolus said during a lecture on the role of tertiary institutions in the implementation of the RDP at Rhodes

University in Grahamstown on Wednesday night that the government would continue to support the workers' right to strike.

In an interview with SABC after the lecture, she defended the government and said the biggest problem the RDP faced was an "archaic" Labour Relations Act not in line with

international standards.

It was one of the government's priorities to revise the act so good relations between workers, employers and the government were maintained

Ms Carolus said the "new RDP paper" would soon be drawn up and would be debated in parliament

She said the programme was

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facing its most crucial period as the various roleplayers would have to come to terms with the government's "get-off-your-butt" approach

The RDP would definitely not succeed if there was a "Father Christmas" attitude with people expecting the government to deliver all the time, she said — Sapa

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The biggest, most bitter post-April industrial dispute, pitting the leading supermarket chain against the main catering union, ended on Wednesday. Glenda Daniels spoke to the broker of the settlement

Relief as bruising battle ends

Star S18|94

The resolution of the Pick 'n Pay strike, the first major industrial dispute of the post-election South Africa, was met with collective relief by all, particularly the protagonists who endured a bruising three-week test of power.

The end, at about noon on Wednesday, seemed to come as suddenly as the beginning. But before that came many long hours of bargaining. And in the midst of that was Charles Nupen, the 44-year-old national director of the Independent Mediation Services of SA (Imssa).

Back in his neat, simply furnished Richmond, Johannesburg, office, and nearly 24 hours after settlement, Nupen still bore the tell-tale signs of many days of conveying demands and counter-demands between Pick 'n Pay and SA Commercial, Catering and Allied Workers' Union (Sacaawu) negotiators.

Dressed in a grey suit and still looking stressed, he could afford to smile. Being in the middle of the most bitter and longest labour dispute had been as challenging as it was stressful. "I'm pleased it's over."

He is now concerned about the rebuilding of relations between Pick 'n Pay management and Sacaawu members.

"I sincerely hope that the parties will be able to (implement) the key agreements contained in the settlement and reconstruct their relationship. If their public announcements are anything to go by, both parties seem to see positive elements in the settlement."

At its height, the strike evoked strong emotions not only among workers and management, but also from the public and sections of the media. Does he think this reaction was warranted?



Pleased it's over Charles Nupen is now concerned about rebuilding relations between Pick 'n Pay management and union members NUVAN BOSHOFF

"Strikes are not an alternative to the negotiation process. They are a feature, an aspect of collective bargaining. People tend to focus on the fact that strikes damage relationships but they also need to recognise that strikes are an instrument to focus the mind on compromise."

"We would do better as outsiders not to denounce the participants of industrial action but rather to dispassionately give support to settle to those involved."

Who does he think deserves credit? He mentions Labour Minister

ister. Tho Mboweni, for his "pro-active" role of facilitating a settlement. Nupen was appointed mediator by Mboweni.

"It was the first time I experienced the Minister using his powers under section 44. My sense is that his timing and approach to the parties was right."

He has no regrets about the work he does because of the wonderful camaraderie that makes it worthwhile because of the mutual support among his colleagues. He mentions, for instance, a night during the Pick 'n Pay mediation when he and

friend and fellow mediator Dave Douglas visited another mediator, John Brand, and brainstormed the dispute until the early hours. This kind of support happens all the time, he says.

Nupen, a mediator for 10 years, is a lawyer who has worked for the Legal Resources Centre and as an attorney in Cape Town. In his student days in the 70s he was a president of the Students' Representative Council at the University of Cape Town and of the National Union of SA Students. Most recently he was an IEC commissioner.

Imssa, an independent, non-profit conflict-resolution agency, celebrates its tenth anniversary this year. Since its inception in 1984, its mediations and arbitrations have increased steadily. In 1984, for example, there were 39 mediations and five arbitrations. This rose to 859 arbitrations and 464 mediations last year. The corresponding figures for this year currently stand at 284 mediations and 371 arbitrations.

Nupen explains mediation as the intervention of an acceptable third party to assist negotiating parties who are in difficulty or

have deallocked. The mediator does not determine the outcome — the power lies with parties. A mediation would normally deal with issues such as wages, while an arbitration attempts to resolve disputes over rights, for example a dismissed. The role of an arbitrator would be to determine an outcome at the request of the disputing parties.

In the mid-80s Imssa began providing a balloting service to employers and unions, and from that a major service developed — the Election and Balloting Service, which runs elections in

Industrial and political settings. Nupen says they are now involved in running a massive postal ballot over a provident fund. Recently they organised the auto industry ballot for thousands of employees. They also assisted the ANC to elect its national and regional lists in 54 different sets of elections throughout the country. They have also run civic association elections in communities.

In 1989 we started mediating conflicts in the communities at the request of organisations, and in response to actual and perceived need the Community Conflict and Resolution Service was born, with two major components — mediating conflict and in the peace structures, violence reduction. This unit is now involved in "facilitating the development initiatives".

Imssa also has a training division which this year alone will run 150 courses. The courses are for training mediators and to train unions, employers, non-governmental organisations, community organisations and government departments in conflict resolution.

The panels of mediators and arbitrators come from professions like lawyers, academics, psychologists, industrial relations practitioners as well as community-based people.

At the end of the interview Nupen takes the trouble to mention mediator Thabo Molewa, who was killed in December in Tokoza on Imssa's business cessant mediator in the way he worked with people, not only through his technical skills, but in the way he managed to break down barriers while often working in a hostile environment."

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Strike lost but there's still hope

WMS - 11 | 8 | 94

Workers didn't win many concessions in the Pick 'n Pay strike but there is hope for better relations with management, writes **Drew Forrest**

Pick 'n Pay workers have lost their bitter three-week wage strike — but the settlement package holds out the prospect of reconstruction of union-management relations at the retail giant.

And Labour Minister Tito Mboweni has said government will not in future intervene in labour conflict. "The Pick 'n Pay dispute was an exceptional case and intervention here was only at the level of recommending mediation," he told the *Weekly Mail & Guardian*.

The Pick 'n Pay deal, reached after mediation between the company and the South African Commercial, Catering and Allied Workers Union (Saccawu), entails a R180 across-the-board increase for 15 months, or 12.3 per cent. This is a marginal improvement on management's pre-strike offer and contrasts starkly with the union claim of R229 over 12 months.

But the settlement also comprises a commitment to investigate worker training and development and career pathing, affirmative action, worker empowerment and disclosure of information at Pick 'n Pay, where Saccawu insists labour relations are much more

conflict-ridden than generally portrayed

Saccawu campaigns co-ordinator Jeremy Daphne said that on the wage issue, the strike had not succeeded. But he added, "As a learning process for both sides, it was successful. Management now understands that everything is not rosy on the Pick 'n Pay shopfloor." He stressed that leadership problems in Saccawu could not explain the intense acrimony and conflict surrounding the strike. Pick 'n Pay had been hit by more wildcat stoppages than almost any other company in the sector in recent years, and had narrowly escaped a national pay strike in 1993. This year's wage offer had been the lowest in five years.

In addition, workers had been led to understand that the recent deal with Pick 'n Pay on job flexibility and mobility would bring improved wage levels

Pick 'n Pay industrial relations manager Kevin Wynne said the return-to-work agreement involved a programme to minimise further conflict. Management had offered cash-strapped strikers advances on back-pay to tide them over, he said.

Most of the relationship-building features of the agreement had been on the table before the strike, but would now be accelerated. New features included plans to revise the recognition agreement and the negotiation of rules governing lawful and unlawful strike action. Before and during the strike, Saccawu balked at an agree-

ment on strike conduct.

Violence at stores across the country did little to help Saccawu's cause — Pick 'n Pay took an exceptionally hard line on the pay demand. "Violence has the opposite effect of what is intended," said Wynne. "It hardens attitudes."

Management has, however, agreed to withdraw trespass charges and review criminal charges laid against strikers.

The strike also turned the spotlight on police methods — stun grenades, rubber bullets and dogs were used against strikers. Saccawu has called for a judicial commission of inquiry into police actions, and for injured strikers to be compensated.

Eddie Koch reports metal union leader Enoch Godongwana as saying that the end to labour strife in the retail sector heralds a return to normal collective bargaining.

Some 25 000 workers at car manufacturing plants around the country have been on an orderly strike since Monday in a push for a 12 percent wage hike. "Our members are losing wages and the manufacturers are losing production. There is a genuine effort on the part of both parties to settle the dispute. This is how the collective bargaining system works," said Godongwana.

The National Union of Metalworkers (Numsa) was locked in another round of talks with representatives of the Automobile Manufacturers Employers' Organisation on Thursday. Both parties were cautiously optimistic they

could break the deadlock.

Management has offered a nine percent increase on average wages in the industry. Numsa also wants a rapid narrowing of the racial wage gap in the auto industry.

Industrial action may be staved off in the giant metal and engineering industries, with the appointment of Independent Mediation Service of South Africa mediator Professor Mark Anstey.

Numsa, Nactu's Metal and Electrical Workers Union and the Chemical Workers Industrial Union have rejected the Steel and Engineering Industries Federation's nine percent offer.

Other sectors under stress include the public service and hotel industry. Hotel employees vowed to march from the Mount Nelson Hotel in Cape Town to parliament on Thursday in a protest at "major retrenchment drives in the hotel industry" since the elections.

The Public Service League of South Africa said it would stage a general strike to back demands that wages and conditions of service for administrative staff in the public service receive immediate attention.

After a meeting of about 500 members in Cape Town on Wednesday, PSL chairman Malcolm Domingo said workers were concerned about the ANC's demand that the wages of public service employees be cut and the savings redirected to the Reconstruction and Development Programme

■ See PAGE 27

Council wage battle looms

By Joshua Raboroko

A SERIOUS confrontation is looming between the Mohlakeng municipality and its employees after workers made demands including wage increases and resignation of nine councillors.

About 200 workers marched on the offices of the Randfontein Town Council where they handed a memorandum of their demands to local authorities this week.

The workers demand that the council pay them salary increases they were promised from August 1, end nepotism, upgrade staff; reinstate dismissed workers; stop misuse of vehicles and terminate services of nine councillors immediately.

Chairman of the Municipal Education State Health and Allied Workers

Union Mr Serame Digoamaje said yesterday that they wanted councillors to resign because the allowances they receive could be used to pay workers.

He claimed some councillors misused council vehicles and received "fat cheques from the authorities".

"Councillors' blue-eyed boys are the only ones upgraded and affirmative action is not practised to empower employees," he said.

Secretary of the Randfontein Negotiating Forum Dr Bill Reed, who received the memorandum, said the workers' demands were receiving attention. The forum would reply within seven days.

However, he refuted the claim that councillors were receiving "fat cheques from the council" saying the salaries were not raised because of the rent and services boycott.



Rwandan handits, armed with sticks, protect a bag of food aid looted from the International Committee of the Red Cross during the distribution of food at the Kimbumba camp near Goma, Zaire, earlier this week.



ERIC JANKOWITZ

SHOPRITE/Checkers yesterday appealed to Labour Minister Tito Mboweni to appoint an arbitrator to settle an eight-week dispute with the SA Commercial, Catering and Allied Workers' Union

Meanwhile, Cosatu's Wits region, which cancelled its plans for a regional stayaway on Monday, urged consumers nationally to boycott Shoprite/Checkers in support of Saccawu's allegations of unfair dismissals.

A Shoprite/Checkers spokesman said negotiations, mediation and a conciliation board hearing had all ended in deadlock. The illegal strike by about 500 workers at 24 southern Transvaal stores was sparked by disciplinary action against a shop steward for allegedly using abusive language

BIDAY 518194
Shoprite/Checkers calls for arbitrator

Shoprite/Checkers said it would try to avoid calling police to enforce a Supreme Court interdict preventing the intimidation of customers and non-strikers.

Saccawu acting general secretary Bones Skulu said the strike would be escalated to include all Shoprite/Checkers stores nationally, after all the union's attempts to resolve the dispute were thwarted by the company. He claimed more than 500 workers had been dismissed (S) (52)

"We appeal to all - especially customers and police - to exercise restraint and

To Page 2

Shoprite/Checkers

BIDAY 518194
From Page 1

allow other groups to exercise their legitimate rights without provocation"

Cosatu's Wits regional secretary Langa Zita warned that strikers would no longer act in isolation from the broader worker movement and employers could expect solidarity action during disputes (S) (52)

Cosatu and its alliance partners, the ANC, SACP and SA National Civic Organisation (Sanco), would consider how to strengthen civil disobedience to cover labour disputes. They would also canvass views on which worker rights should be

contained in the new constitution

He intimated that workers would push for the right to disrupt business operations during industrial action. Cosatu's Wits region would compile "draft legal measures to be tabled in the PWV parliament" that would consolidate the right to strike, picket, blacklist products and "outline the right to company information and democratisation of the workplace"

They would also consider calling for a special session of Parliament to discuss police conduct in strikes, Zita said

Strike action costs Pick'n Pay R70m

By MAGGIE ROWLEY
Deputy Business Editor

IT WOULD take Pick 'n Pay an additional three to four months to lift business up to pre-strike levels, joint MD Gareth Ackerman said yesterday

In an interview following the resolution of the three-week strike by 15 000 Pick 'n Pay workers, Ackerman said the strike had cost the company an estimated R70m in turnover and loss of market share

"The R70m could be worse because it is going to take months to build up the business again and get back customers we have lost, particularly in black areas where a consumer boycott of sorts has been going"

He said there was no doubt that the cost of the strike would have a material impact on the company's half year results to end August

However, if workers — some of whom are due back today and the balance on Monday — returned "well,

productive and courteous" the company should regain its market edge in the second half of the year through "greater productivity and flexibility"

Ackerman said, on the whole they felt quite positive about how the strike had been handled and it had given management the opportunity to re-establish its relationship with workers

Ackerman said a total paradigm shift had taken place in industrial relations in recent years

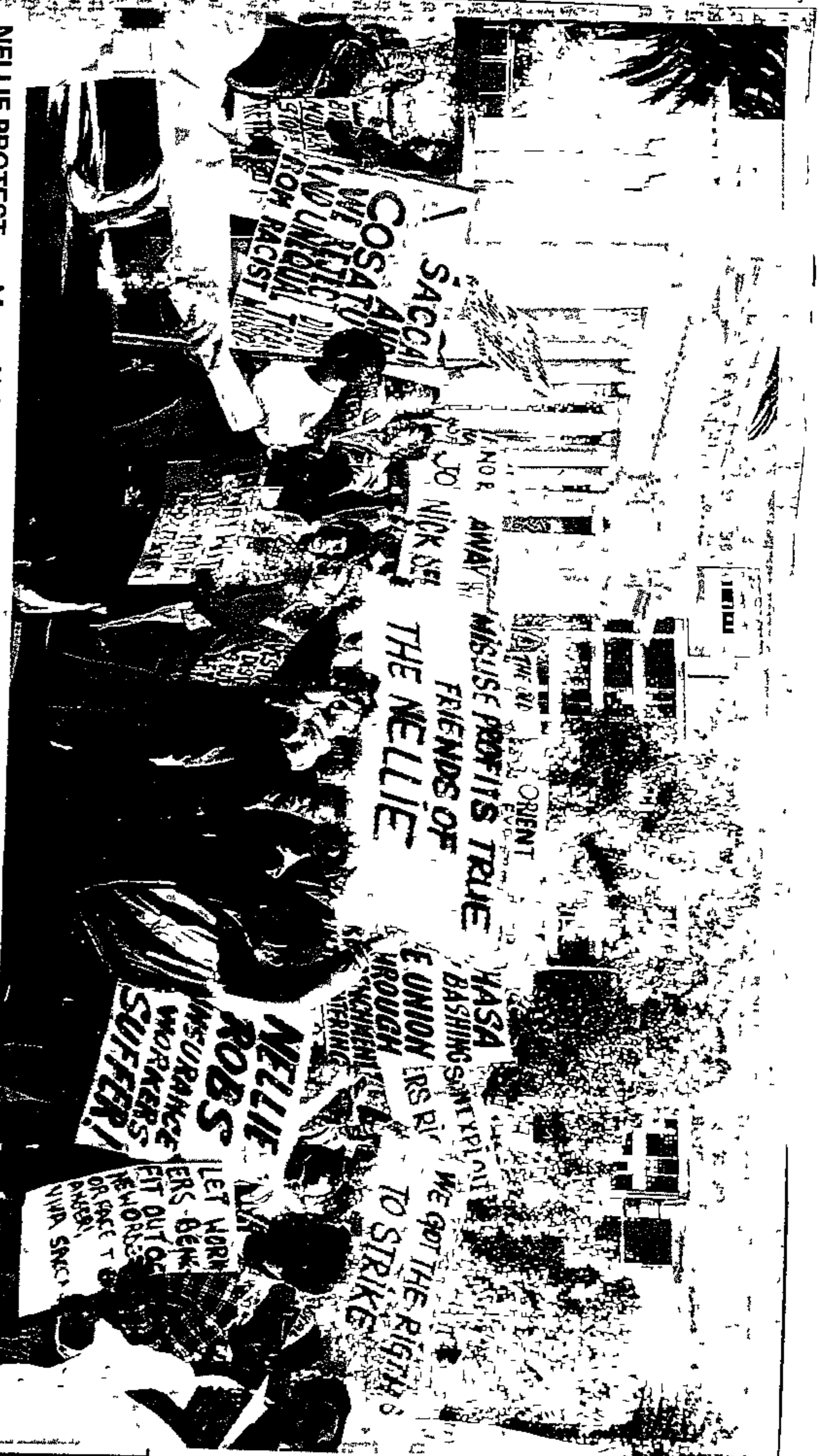
He said there was an enhanced sense of entitlement among the country's labour force and unless managements realised that, they were heading for trouble

● Reuter reports from Johannesburg that Pick 'n Pay Stores Ltd bounced 50c or 4% to R13 yesterday in continued positive reaction to the resolution of a bitter 24-day strike

The share has gained 8% from its year low of R12

CF 5/8/94

152



NELLIE PROTEST . . Mount Nelson Hotel employees and others surge past the blocked-off hotel entrance on the way to Parliament yesterday in a protest against management proposals to retrench many of them and hire most again on seven-month contracts.

Picture STEWART COLMAN

Cosatu calls off mass action

JOHANNESBURG — Mass action in the PWV area in support of strikers countrywide was called off yesterday by the Congress of South African Trade Unions.

Cosatu had called for a general strike in the PWV on August 8 which could have involved about 400,000 employees (S2).

The decision to cancel the general strike, followed talks with police, employers, the ANC and the SA Communist Party, and came a day after Pick'n Pay and Saccawu reached a pay rise agreement — Sapa

300 unionists held

(152) (33)
JOHANNESBURG More
than 300 Chemical Workers' In-
dustrial Union members were
arrested while on a legal strike
in White River, the union
claimed

ARL 6/8/94
A CWIU statement said
workers employed by Sakpro
Plastics were arrested yester-
day morning

Strike's bitter after-taste ¹⁵²

ARLT 6/8/94

A DEEP disappointment and almost unforgiving attitude pervades the senior management of Pick'n Pay after the bitter strike that neither labour nor management expected to take place

And when it did, Pick'n Pay, which has always considered itself an enlightened employer, was shocked at the depth of anger and the violence of some of the strikers

In a post-strike interview, joint managing director of Pick'n Pay Gareth Ackerman, who was in the thick of the negotiations, said he was convinced that it was not the past treatment of staff which had sparked the dispute

In fact, past leniency had contributed to the strike, as union members had not expected the company to draw a line and stand firm

On top of this, said mediator Charles Nupen "There is an enhanced sense of entitlement among workers. They want a bigger slice of the cake"

Mr Ackerman said the company had realised that there had been a "paradigm shift in labour" after the election "But the shift was far greater than we expected. We didn't expect the staff to go on strike"

He added "We tried everything to avoid it. In fact, agreement was reached at one stage with the union, but the members rejected the settlement"

"When the strike started we had to fight it like a war. We had to counter propaganda war at all levels"

Mr Ackerman conceded that Pick'n Pay benefited from the money it spent on advertisements giv-

■ The 3½-week Pick'n Pay strike was fought like a war, but no one won and the combatants now have to face each other over the cash tills in an uneasy truce. Business Editor **BRUCE CAMERON** looks at the issue.

ing its side of the argument, but he said this did not help at worker level, where the real war was being fought

In the end settlement was reached, with both sides suffering significant losses

The average worker who went on strike lost about R1 560 for the year against the R2 160 gained from the wage settlement. This meant the average worker would only get an extra R50 a month, instead of the R180 a month for the 15-month period

Pick'n Pay lost R70 million in turnover during the 3½ weeks, but expects turnovers to continue to be lower for some months

Mr Ackerman said the company would now have to undertake major campaigns to restore staff stability and to win back customers who had been lost during the strike

Of the future, he said the starting point would come when workers reported back for duty on Monday. There would be "a lot of bitterness on both sides"

He added that management had decided to change its approach to one of "an iron fist in a velvet glove"

"We will be very firm on discipline, but we will continue to care for our employees and their problems

"The biggest thing we have learnt is that we have got to go into a partnership with staff

"Staff must have a vested interest to increase the size of the cake. We have also got to get them locked into an agreement on this basis," Mr Ackerman said

He said Pick'n Pay was considering revising its approach to labour relations, including the conduct of workers, job security and flexibility in the use of labour

The company intended introducing a number of new approaches to improve relations. These included

■ An incentive scheme under which employees would benefit directly from improved profits

■ Improved employee training and development with career pathing. This would range from basic literacy training to financial skills

■ Greater transparency, so employees would know how the company was performing

Against this, the company wanted

■ A courtesy agreement. This was considered essential. Mr Ackerman said in the Transvaal during the strike many shoppers had said they hoped the strike would continue because the replacement staff were so courteous

'Advice' will be used in bid to end strike

THE SA Commercial Catering and Allied Workers' Union (Saccawu) and Shoprite/Checkers have agreed to advisory arbitration in their eight-week dispute after intervention by the Labour Ministry, Shoprite spokesman Adele Gouws said yesterday.

Shoprite appealed to Labour Minister Tito Mboweni on Friday to appoint an arbitrator in the dispute after the union threatened national strike action, said Gouws. But after consultation with the ministry, Saccawu is understood to have accepted proposals for non-binding, advisory arbitration.

MARK ASHURST and
ERICA JANKOWITZ

sory arbitration *Biday 8/8/94*

Saccawu had rejected earlier arbitration proposals because the company insisted the arbitrator should not make an award in respect of the grievance lodged by a dismissed Saccawu shop steward.

But Saccawu's Sithembele Tshwete said the union would not separate the dismissal from other disciplinary issues.

To Page 2

Shoprite

Biday 8/8/94

From Page 1

The strike began in mid-May when the shop steward was dismissed for allegedly directing racially abusive language at a Jewish manager at a Killarney, Johannesburg, store.

Saccawu is to meet Shoprite management today to decide on the terms of arbitration. Tshwete said he expected Mboweni to intervene if the meeting did not reach a consensus.

But Mboweni's spokesman Shareen Singh said the Minister would consider his legal position in the dispute before taking further action. In terms of the Labour Relations Act, the Minister can appoint an arbitrator to rule on disputes of right.

The illegal strike action has affected about 20 Shoprite/Checkers stores in the PWV. The union has suspended a ballot on national industrial action, which would extend the strike to all 200 Shoprite stores, pending the outcome of arbitration.

Tshwete said 166 strikers had been dismissed from stores in the PWV — at

Lambton in Germiston, Killarney, Epsom Downs and Edenvale — after incidents of violence, damage to property and contravention of an interdict obtained by Shoprite.

But sources said the escalation of a victimisation case into a national dispute over dismissals and industrial action procedures would complicate today's talks between Saccawu and Shoprite.

On Friday, Shoprite/Checkers workers marched to the company's Hillbrow store and presented management with a memorandum threatening industrial action at about 200 stores nationally.

Tshwete said Saccawu would also push management to implement a relationship building exercise as worker-management relations were at an all-time low.

Meanwhile, Saccawu's dispute with the Spar Group over alleged unfair dismissals led the union to declare a dispute with all PWV stores individually, Tshwete said.

Motor strike likely to go on

BIDay 8/8/94

MARK ASHURST and
ERICA JANKOWITZ

PROSPECTS for an end to the week-old motor industry strike were poor after employers submitted a final wage offer of 9% on average earnings on Friday, National Union of Metalworkers of SA spokesman Enoch Godongwana said yesterday.

Numsa would reject any offer of 9%, but was disappointed that there had been no movement from the Automobile Manufacturers Employers' Organisation (Ameo).

Any wage package based on average earnings would result in workers — who had recently secured large raises in some sectors of the industry — being awarded less than 9%. Workers at BMW, Mercedes and Nissan would be among those adversely affected by the proposal.

The union would decide today whether to resume talks, although the document "did not provide any basis for continuing negotiations", said Godongwana.

Talks between Numsa and Ameo broke down on Thursday after uncertainty over whether the 9% offer was on actual or average earnings, and whether a revised offer would be tabled. (152)

Godongwana accused management of delaying negotiations to secure revised industrial action agreements in plants where there had been unprocedural strikes.

"They seem to view movement from the unions as a sign of weakness, and will delay talks until industrial action has been disciplined. This is a misreading of the situation," he said.

Numsa national organiser Gavin Hartford said the union "had made a string of provisional concessions on Thursday, the

To Page 2

Strike

BIDay 8/8/94

From Page 1

most important of which was to postpone until next year implementation of a strategy to eliminate apartheid wage anomalies in the industry." (152)

About 25 000 motor manufacturing workers are on strike around the country, costing the industry about R110m a day in lost turnover.

Numsa has demanded a 12% increase and revised wage policy, including education and skills development.

Ameo vice-president Harry Gazendam reiterated that the industry knew it needed to eliminate wage anomalies but the time frame in which this would be achieved was in dispute.

Gazendam predicted about R20m a day would be lost in government revenue because excise and other taxes would be forfeited. This would have a negative effect on government projects such as the reconstruction and development programme, he said.



NEWS Motor industry faces action 1

Auto workers vote to strike

■ BALLOT RESULTS Decision

hinges on tomorrow's meeting.

THE FINAL result of strike ballots held in the motor industry countrywide indicate overwhelming support for industrial action with 78 percent of National Union of Metalworkers of South Africa voting in favour of strike action.

Numsa spokesman, Mr Roger Etkind said at the weekend 78 percent had voted in favour, 20,7 percent had voted against industrial action and 0,6 percent had spoilt their papers. The ballot percentage poll was also 78 percent.

Etkind said in a statement employers were working on a final document which was expected to be tabled soon. This document would form the basis for further negotiations.

Workers at vehicle manufacturing

plants throughout the country would meet at noon today when they would evaluate the ballot result together with the final offer from employers

Based on this Numsa would then convene a national auto shop steward council meeting in Johannesburg tomorrow morning where "a final decision as to what action, if any, would be taken" Etkind said.

At this meeting "the responses of the various plants countrywide will be evaluated, consolidated into a national position and the final decision taken as to whether to pursue a settlement or strike in the industry", the statement said.

If members support the strike route motor plants could be faced with a strike of about 19 000 Numsa members -Sapa

Sowetan 11/8/94

(152)

Workers support motor industry strike

CAR workers had voted overwhelmingly in favour of a strike in a national motor industry strike ballot, Numsa general secretary Enoch Godongwana said yesterday.

About 78% voted for strike action, but the decision on whether to go ahead with the strike would be known only tomorrow. Shop stewards would report back to workers in all plants today and a national shops stewards' council meeting tomorrow would consolidate the positions of the plants and decide on the strike. Godongwana said negotiations with

11/2/94
KATHRYN STRACHAN

management were continuing with a meeting scheduled for Wednesday.

The union wanted a 12% increase against management's 9% offer. He said the two parties disagreed about the period over which the overall wage level should be corrected.

Motor plants countrywide will be faced with a strike by about 19 000 Numsa members if no agreement is reached.

Strikes: Hopes of a breakthrough

ARC 2/8/94 (152) (12)

PAT CANDIDO and ROGER FRIEDMAN
Staff Reporters

THOUSANDS of motor industry workers failed to turn up for work in the Eastern Cape today but there is some hope of a breakthrough in the dispute between Pick'n Pay workers and management.

The motor industry workers joined colleagues in the catering, metal, paper and oil industries, as well as municipal and judicial sectors, who have been involved in more than 50 separate protests in the past three weeks.

Pick'n Pay joint managing director Gareth Ackerman is hopeful his company's dispute with the South African Commercial, Catering and Allied Workers' Union (Saccawu) will be settled by mediation today.

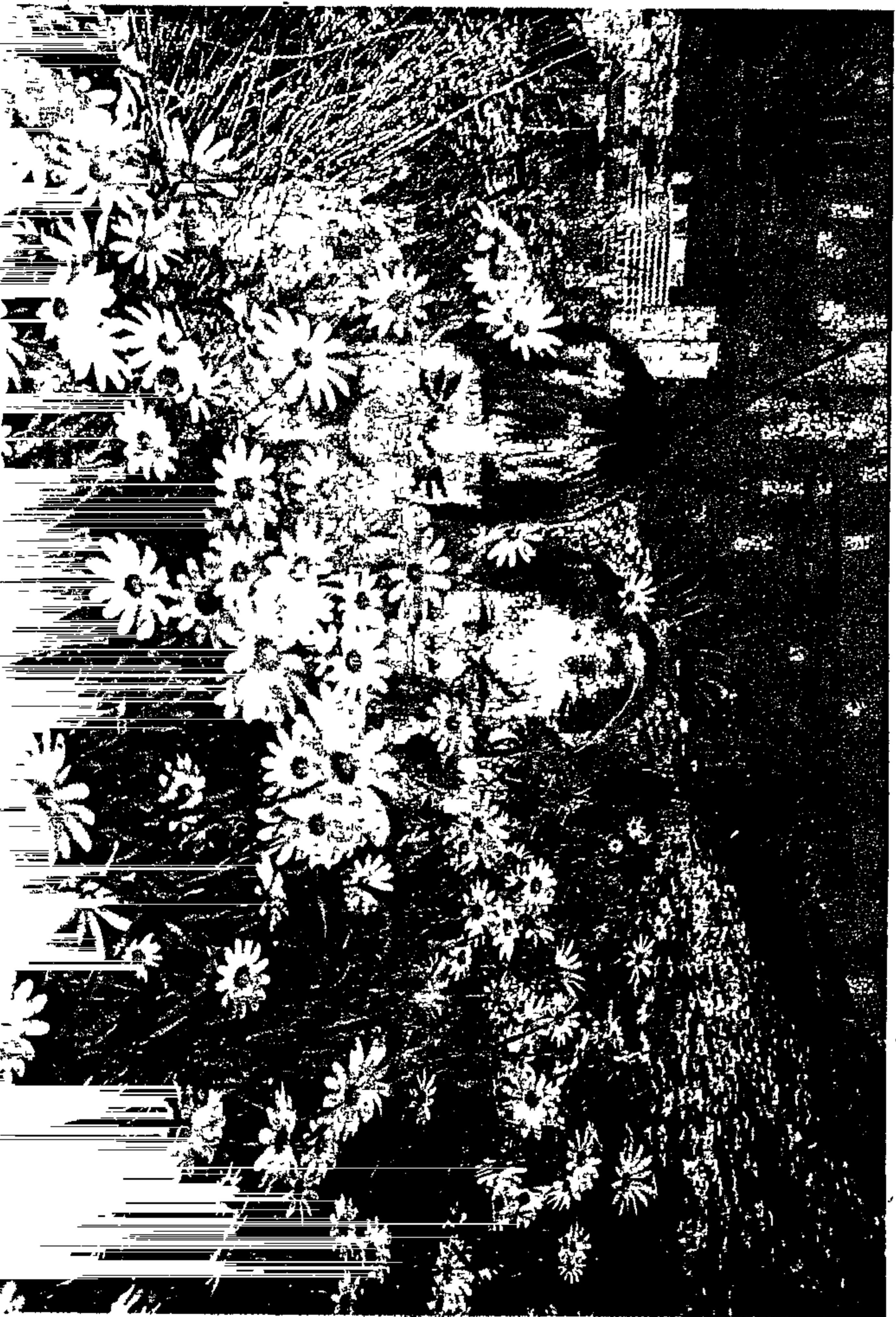
National Union of Metalworkers of South Africa (Numsa) officials seemed to be caught off guard by the mass action. A decision on strike action was only meant to be taken at a meeting in Johannesburg today.

It is not clear how many of Numsa's 19 000 members had joined the strike by today.

A union spokesman said workers at Volkswagen, Delta, Mercedes Benz, BMW and Nissan at Uitenhage, Port Elizabeth and East London downed tools a day before the union was to have officially launched the strike today.

Volkswagen in Uitenhage, Delta in Port Elizabeth and Mercedes Benz in East London were closed for a second day.

At all three plants workers were expected to hold meet-



ARG 2/8/94 (152)

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Volkswagen in Uitenhage, Delta in Port Elizabeth and Mercedes Benz in East London were closed for a second day.

At all three plants workers were expected to hold meetings tomorrow. None of the motor manufacturers held out much hope that the workers would return.

Delta public affairs head Ed Emmett said the plant would be closed today.

A top management Isuzu Motor Corporation team from Japan, investigating multi-million rand export opportunities, had to be taken through a deserted Delta plant yesterday.

Mr Emmett said the shop steward council had told Delta that workers would remain out until tomorrow at a cost to the company of R9 million a day.

Industry sources speculate that the loss by the seven motor manufacturers in the event of a general strike would be about 1 500 units (or R110 million) a day.

Industrial action and unscheduled holidays cost the industry about 15 500 units (or R800 million) in the first half of the year.

Pick 'n Pay's Mr Ackerman spoke to The Argus on his way to the airport.

He declined to give details of a "total package" Pick 'n Pay plans to table today.

He said Saccawu had also made "positive, substantial moves" in their position.

"Conditional on them accepting the new package we will settle," Mr Ackerman said.



Motor industry strike drags on

Sowetan

Sowetan Correspondent

CAR manufacturers hold out little hope that the crippling motor industry strike will be resolved this week

This was the gloomy prediction of Automobile Manufacturers Employers Association deputy chairman Harry Gazendam as the cost to the industry fast approached the R1 billion mark, threatening jobs in the manufacturing and allied industries.

The employer body's negotiations with the National Union of Metalwork-

ers of South Africa resumed yesterday after the union staged a walkout last Thursday. 11/8/94

Meanwhile, a planned protest march by National Union of Metalworkers of South Africa workers in Port Elizabeth yesterday did not take place.

The only cause for optimism at this stage seems to be that talks have been resumed, according to those concerned

"I am not particularly optimistic that there will be a settlement soon," said Gazendam. He said negotiations centred mainly on the framework for the implementation of the wage policy.

Shop stewards meet today

Wildcat strikes bite hard into motor industry

Star 2/8/94

BY JOVIAL RANTAO
LABOUR CORRESPONDENT

Strikes began to bite hard into South Africa's vehicle manufacturing industry yesterday

In the Eastern Cape, about 26 000 metalworkers at two manufacturing plants refused to go to work, ahead of a meeting of the National Union of Metalworkers of South Africa (Numsa) national shop steward council today to decide on a national strike over wages

Harry Gazendam, vice-chairman of the Automobile Manufacturers Employers' Organisation (Ameo), confirmed yesterday that workers at the Volkswagen and Delta plants did not work yesterday

Problems

He said there was no national strike, and that most of the stoppages had been caused by specific problems at the plants concerned. The other reason given to him was that workers were "fed up" with the slow progress of negotiations

Workers at Mercedes-Benz of South Africa's plant in East London went on strike yesterday

Gazendam said workers at Nissan's plant in Pretoria had not worked since Thursday because of internal problems

Numsa spokesman Roger Et-kind said the union was still gathering information from the plants. The union would consolidate its position today at the shop stewards' meeting

If the council votes to go on strike, 80 000 workers will be involved, costing the industry an estimated R100 million a day

A majority of Numsa members (78 percent) voted on Friday to strike for wage and other demands. Ameo has expressed hope that a national strike can

be averted

Gazendam said a strike would have a devastating effect

Numsa has demanded a 15 percent across-the-board increase. Ameo's final offer is 9 percent (152)

Numsa and the Steel and Engineering Industries Federation of South Africa (Seifsa) yesterday agreed to refer their wage dispute to mediation

At a meeting yesterday, Seifsa said it was withdrawing its offer of 9 percent — rejected by the union — and reverting to its previous offer of 8 percent

In a statement, Numsa accused Seifsa of mocking the mediation process by reducing its offer prior to mediation and effectively giving notice that it would increase it again during mediation

"Numsa is severely disappointed that the employers seem to be attempting to provoke workers in this way. This reflects an attitude which wants conflict and not resolution

Anger

"Seifsa must be aware of the anger this action will cause among our members. This does not bode well for the mediation process itself," said the union

Telkom's inquiry and trunk call booking services on the Witwatersrand were interrupted when 350 employees went on an illegal strike yesterday over grievances related to alleged racism, poor working conditions and human relations

Telkom communications manager for the Witwatersrand Gert Schoeman said the inquiry service (1023) would remain suspended and the trunk call booking service (0020) was manned by a skeleton staff

Telkom and unions involved in the strike held talks yesterday

Losses of R110m a day feared

Car industry crippled by labour action

By Day 218/94

ERICA JANKOWITZ
and MICK COLLINS

ALL vehicle manufacturers in SA were forced to close plants yesterday after 19 000 workers in the industry downed tools following report-back meetings on wage negotiations by shop stewards.

The workers are expected to report back to work tomorrow morning, ahead of a shop stewards' council meeting and the resumption of wage talks.

Industry sources said the loss in production by the seven motor manufacturers would be about 1 500 units a day at a cost of R110m. It would be virtually impossible to make up lost production if the strike went on for more than a few days unless workers were prepared to work overtime.

Wage negotiations deadlocked, with employers offering a 9% increase and the National Union of Metalworkers of SA (Numsa) demanding 12%. Manufacturers also offered a basic education package for all workers which would cost about R10m a year for eight years.

Volkswagen's Uitenhage plant, Delta in Port Elizabeth and Samcor and Nissan in the greater Pretoria area were affected by the strike from early yesterday. BMW in Pretoria was closed and Toyota workers in Durban downed tools at midday. The Mercedes-Benz plant in East London was also closed.

Industry sources said the latest wave of strikes would cause a downward revision in this year's estimated production figure of 300 000 units.

Industrial action and unscheduled public holidays had already cost the industry 15 500 units or R800m in the first half of the

year, they said.

A Volkswagen spokesman said the plant closure would mean a daily loss of 250 vehicles at a cost of R17,5m. Toyota estimated its losses at 420 units or R21m a day.

A Samcor spokesman said at least 250 vehicles a day at a cost of about R12,5m would be lost through the strike.

"We have this huge investment standing idle. The strike will affect our bottom line and will also affect employees' prospects."

A Delta spokesman said 192 vehicles would be lost at a cost of R9m a day.

Sources put the respective daily losses for Nissan at 280 units, BMW 105 units and Mercedes-Benz 100 vehicles.

Volkswagen technical director Hans-Jurgen Wiegand said the strike began yesterday morning despite Numsa's assurances that there would be normal production. "Management had no option but to shut down all production and production-related areas in the plant until further notice."

Our Port Elizabeth correspondent reports that Numsa general secretary Enoch Godongwana said the Automobile Manufacturers' Employers' Organisation's (Ameo's) latest proposal was that differentials between grades be reduced over three years and plant level negotiations continue after that. Ameo had also demanded a no strike clause for this period, but Numsa was prepared to consider such a clause only when it related to a particular contract, he said.

HE message emerging from workers involved in strike action throughout the country seems to be "Watch out — we're back!"

The industrial action should not surprise anyone — except those who were taken in by the artificial quiet that prevailed before the election.

Years of belt-tightening and retrenchments during the recession have caused workers' wage increases to fall below inflation, with a corresponding decline in industrial action. But that is over now the economy is coming out of recession, share prices on the JSE are surging and new investment opportunities are opening up.

In addition, a new government, democratically elected and with strong links with the trade union movement, has swept to power after decades of struggle.

With the political and economic climate finally having turned in its favour, it would have been surprising if the trade union movement did not embark on militant industrial action during the present round of wage negotiations.

But will the spate of worker militancy not hamper foreign investment, undermine the reconstruction and development programme (RDP) and generally disrupt the economy? Will it not harm the joint efforts required by all South Africans to build a prosperous nation for all? These are serious questions that require urgent attention. However, the key to answering them lies in how they are approached.

There is a tendency in certain quarters to argue that workers and their unions need to embrace national reconstruction by subverting their own interests to the greater good and, more particularly, by suspending their rights to free collective bargaining. According to this view, trade unions are not really partners in progress, but are rather obstacles to progress through collective bargaining they obstruct the natural order of the free market economy and prevent it from functioning harmoniously and logically for the supposed good of all.

In the final analysis, such an approach stands little chance of succeeding because the labour movement will interpret it as to more

Strikes could be a route to bargaining a prosperous future

DUNCAN INNES

8/Decy

3/8/94

(152)

And, like it or not, the labour movement is a real force that cannot easily be undermined. A more constructive approach would seem to lie in building on existing collective bargaining rights and, where possible, extending them, so that the broader economic and social questions outlined above can be addressed.

SA's return to the international economic community poses new challenges for business. To compete successfully in this new environment, SA companies need to explore, adapt and develop new performance-oriented business strategies, like world-class manufacturing and service. However, such strategies cannot be developed or implemented in isolation from workers and their representatives, they directly affect the workplace and involve important changes in management/labour relations. They need to be discussed and negotiated with workers and with their unions.

Furthermore, other important business issues arising from the RDP need to be addressed urgently, including information disclosure, affir-

re are 10 questions of tariff protection, industrial restructuring, new technologies, research and development, and so forth. Business therefore needs to develop appropriate industry or sectoral responses. Furthermore, it makes sense to approach the RDP from an industry or sectoral viewpoint, since each industry or sector can develop a specific response to the RDP based on its unique conditions.

In both cases, such responses need to be negotiated with unions, but not necessarily as actuals. Rather, industry forums can agree to establish the broad parameters, guidelines and principles for companies to follow. Actual details can then be negotiated at company or plant level.

And, of course, the national level is also important since it is here that national coherence and broad policy directions can be defined and developed through interaction between government, labour and employers.

Second, all this cannot occur within a vacuum. It needs to function within a legal framework. Because of the complex power struggle that so often pervades the relationship between employers and labour, government has to take a proactive role in establishing the legal framework. This is what gives the social partnership its tripartite character.

However, there is an important difference between being proactive and being coercive. In this regard, the government needs to ensure that the process of creating this legal framework is as inclusive and transparent as possible. SA industry does not need a repetition of the disruptions that accompanied the previous government's unilateral introduction of amendments to the Labour Relations Act in the late 1980s.

Furthermore, the legal framework needs to be enabling in character and should not over-regulate the collective bargaining process. It should empower the key players, not disempower them. By enhancing the power of collective bargaining in our society, government will be laying a solid foundation upon which to build a stable, equitable and prosperous economic future. It will not be easy, but there really is no other democratic way to go.

Innes manages The Innes Labour Brief, a research-based consultancy service.



Striker's march on the company's head office last month.

Auto to strike

CT 2/8/94
Own Correspondent

~~152~~
152

JOHANNESBURG. — All vehicle manufacturers in South Africa were forced to close plants yesterday after 19 000 workers in the industry downed tools following report-back meetings by shop stewards on wage negotiations.

Wage talks are expected to resume tomorrow

Meanwhile, the country has been hit by a wave of new industrial actions

These include a one-day strike by Telkom workers in Jeppe and a strike threat by municipal workers in the southern Transvaal following the dismissal of 600 SA Municipal Workers' Union members by the Midrand town council

And the National Union of Mineworkers declared a second dispute with the Chamber of Mines

United Metal Industries and Allied Workers' Union members marched to call for the negotiating forum of the Steel and Engineering Industries Federation of South Africa to be disbanded

Government clerical workers threatened to strike over wage dissatisfaction

However, a strike at Sun City has been called off, and hopes are high for a settlement today of the Pick 'n Pay strike

Motor industry sources said the loss in production by the seven motor manufacturers would be about 1 500 units a day at a cost of R110 million

Volkswagen's Uitenhage plant, Delta in Port Elizabeth and Samcor and Nissan in the greater Pretoria area were affected by the strike from early yesterday

BMW in Pretoria was closed and Toyota workers in Durban downed tools at midday

The Mercedes-Benz plant in East London was also closed

Volkswagen's international chairman Dr Ferdinand Piech, who is visiting South Africa, met President Nelson Mandela and Deputy President F W de Klerk in Cape Town yesterday

But sources stressed that it was a "courtesy visit" planned

months ago and not directly related to the industrial strife

Mr Mandela also met Anglo American's Mr Harry Oppenheimer and hotel magnate Mr Sol Kerzner

A presidential spokesman said these were "private visits"

Motor industry sources said the latest wave of strikes would cause a downward revision in estimated production figures of 300 000 units for 1994

Industrial action and unscheduled holidays had cost the industry 15 500 units or R800m in the first half-year

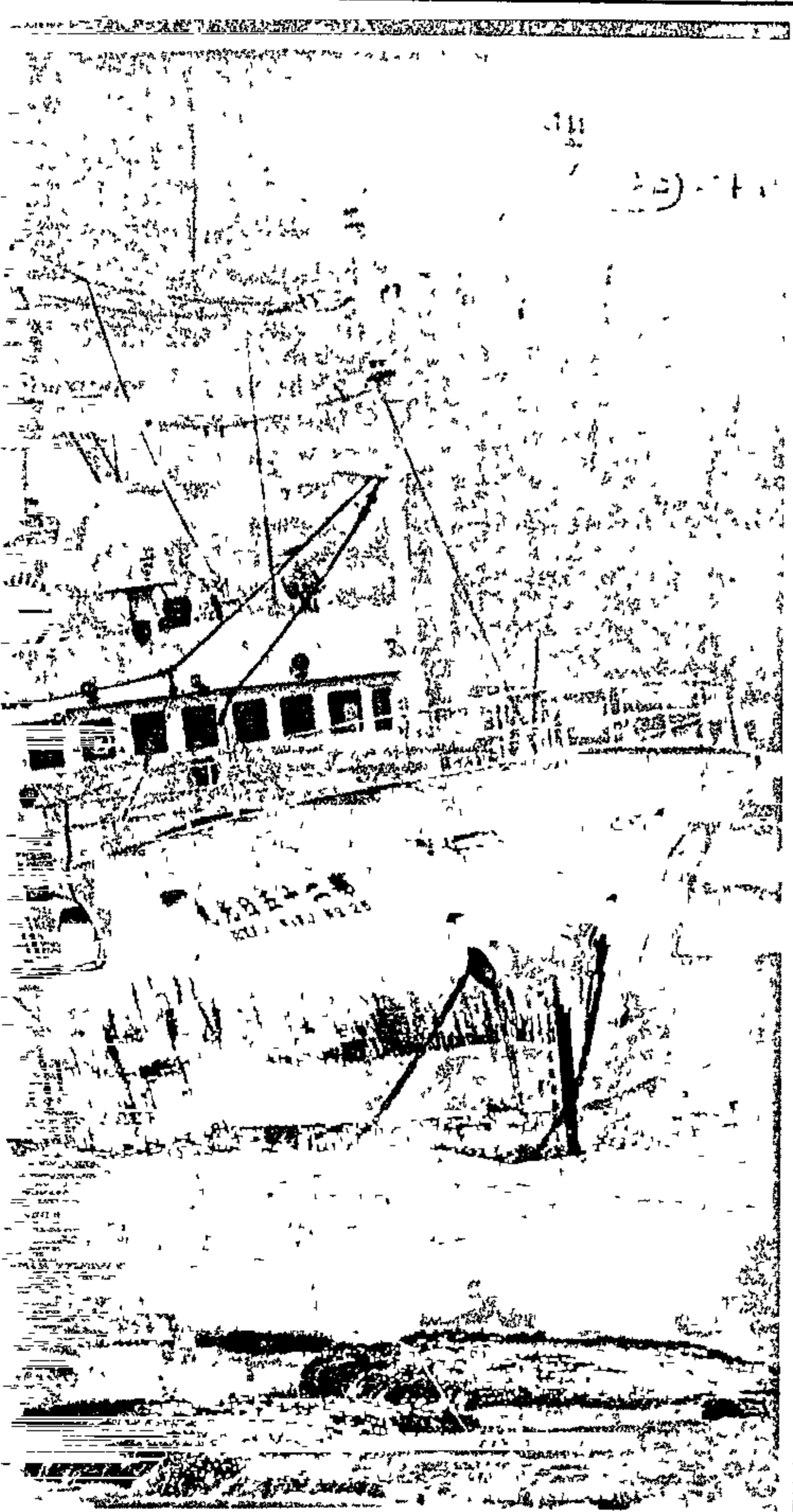
Losses

A VWSA spokesman said the plant closure would mean the daily loss of 250 vehicles at a cost of R17,5m Toyota estimated its losses at 420 units or R21m a day

Volkswagen technical director Mr Hans-Jurgen Wiegand said the strike began yesterday morning despite Numsa's assurances that there would be normal production

"Management had no option but to shut down all production and production related areas in the plant until further notice"

● The Minister of Justice, Mr Dullah Omar, said during the Budget debate yesterday that he fully supported the right of workers to strike for improved wages



Nikko Maru 25 lies hard aground in the shallows at will be made to pull her off the reef. The crew were safely

Picture CLIVE SMITH

**STRIKER
KILLED**

**NO LOW
WAGES**

See PAGE 2

YOU



25 000 metal workers already on strike

Crucial talks for car industry today

Star 318/94

■ BY JOVIAL RANTAO
LABOUR CORRESPONDENT

Employers in the car industry and the National Union of Metalworkers of South Africa (Numsa) meet today in a crucial round of negotiations to resolve the strike which could affect more than 200 000 workers in the industry

About 25 000 metal workers at 11 automobile assembly plants embarked on an industry-wide strike on Monday after they had held report-back meetings at which they were told of management's latest offer and the results of their strike ballot

Numsa general secretary Enoch Godongwana said he had already had notice from 180 employers in the component-supplying industry that if the strike continued, they would have to lay off 80 000 workers. "We further anticipate the strike to affect over 100 000 workers in the service and dealership side of the industry," he said.

Harry Gazendam, vice-chairman of the Automobile Manufacturers Employers Organisation (Ameo), said he was disappointed that workers went on strike.

"We believe the strike is inappropriate and will make negotiations a lot more difficult. Ideally, one would not want to negotiate while there's a strike," he said

Numsa enters today's negotiation with a reduced demand of a 12 percent increase, linked to a wage policy, education and training, job security and multi-skilling. Employers have offered 9 percent. Central in the Numsa dispute with Ameo is the time-frame required to rectify wage anomalies

Employers want the process to be completed in four years, while the union demands that it be completed in two years, but it would consider three years, subject to a satisfactory wage offer

According to Gavin Hartford, Numsa's national organiser in the automobile industry, the dif-

ferentials between workers in the same grade was R20 among the highest-paid workers and R5 among the lowest paid (142)

Hartford said the average metal worker earned eight to 10 times less than his superiors. In the rest of the world, the differential is "about 2½ percent".

The other area of conflict is the number of modules of training for workers to get from bottom grade to artisan level. The union has proposed 60 modules and management 119 (152)

Numsa said another difference was that employers offered to pay for some and not all the studies which workers would undergo to upgrade their skills (155)

Regarding the dispute surrounding the period to rectify wage difference, Gazendam said Ameo had been negotiating a wage model with Numsa to institute changes but the process could not be implemented in a short period without bankrupting the industry



Employers set to lay off workers

Numsa warns motor strike could spread

BID 318/94

ERICA JANKOWITZ

THE national motor manufacturing strike, which is affecting about 25 000 workers, will continue until a wage agreement is signed and, if protracted, could affect nearly 200 000 workers in the components and service sectors, union spokesmen say.

National Union of Metalworkers of SA (Numsa) general secretary Enoch Godongwana said the union had received notice of short-time work in the components industry, and employers intended laying off workers. About 80 000 workers are employed by component manufacturers. Another 100 000 workers in the service and dealership industry could also be affected.

Negotiations with the Automobile Manufacturing Employers' Organisation (Ameo) would resume this morning, with the union demanding a 12% wage increase and employers offering 9%. The time frame in which anomalies would be rectified was also in dispute, with the union suggesting a three-year period and employers wanting four years in which to align wage rates.

Godongwana accused employers of bowing to pressure from Anglo American subsidiary Samcor, which paid among the lowest wages in the industry and ran the most capital-intensive operation. "We concluded that Ameo's poor response is as a result of the dictates of Anglo's immense investment in the mining industry — the bottom line is fear that a settlement favourable to workers in the auto industry will have a knock-on effect on the mines."

He said this was especially evident when focusing on Numsa's key demands: narrowing the wage gap between top and bot-

tom earners and redressing apartheid's educational imbalances.

"It is Numsa's view that Anglo must now recognise that to end apartheid is a more profound exercise than just a national election — for us it involves, more than anything else, ending in the shortest possible time the twin evils of a racist wage structure and the results of discriminatory education and training practices."

Anglo dismissed these claims, saying Samcor's position was no different from other employers and its mining interests were not pertinent to the motor dispute. "Alongside other employers, Anglo is keen to promote the goals of growth in the economy and greater equity."

Godongwana acknowledged that the union's goal of implementing a more equitable wage policy would have financial implications for employers, but said companies would have to make this investment in the interests of a successful reintegration into the global economy.

Ameo acting president Harry Gawendam declined to comment.

Meanwhile, the Iron and Steel Workers' Union applied to the Industrial Court yesterday for a court order compelling Volkswagen's Uitenhage factory to allow about 2 000 of its members to resume work. The application will be heard tomorrow. The union's members were prevented from working when VW suspended production on Monday because of the Numsa strike

● Picture: Page 3

Unions walk out of motor industry talks

THE National Union of Metalworkers of SA (Numsa) and the SA Iron, Steel and Allied Industries' Union (Yster en Staal) walked out of motor industry negotiations yesterday, accusing employers of bargaining in bad faith

Numsa national organiser Gavin Hartford said the parties reached a framework agreement on all issues except a wage increase, but employers refused to disclose whether they had tabled a final offer or would be prepared to revise the 9% proposal on the table. The unions staged a walkout in response.

Negotiations resumed on Wednesday in a bid to resolve the wage deadlock which

Bidney 518194
ERICA JANKOWITZ

sparked a strike by about 25 000 motor industry workers from Monday. Analysts estimated the strike would cost about R110m a day in production losses for the nine affected manufacturers. *(152)*

In the light of the breakdown of negotiations, Hartford predicted Numsa members would "dig in" and manufacturers would be in for a protracted strike.

He said the parties had agreed to settle non-wage issues to build a broader consensus around which to tackle the across-the-board increase issue.

Consensus was reached on a framework

agreement covering unprocedural industrial action, flexibility, overtime payments, skills modules, employment security, adult basic education, a restructured wage policy closing the existing wage gap, and shop steward rights.

Hartford believed some employers were reluctant to revise the wage offer under threat of industrial action. Automobile Manufacturing Employers' Organisation (Ameo) acting president Harry Gazendam dismissed this, saying employers were united in their position.

The industry was intent on implementing a revised wage model to correct past

To Page 2

Motor strikes

Bidney 518194
distortions but this would have to be carefully planned and its timing would have to be perfect because of its massive cost implications. "The date by which the new policy must be in place determines the quantity of money available for wages."

The parties were deadlocked on the timeframe and employers had proposed removing it from these negotiations and tackling it in the next round, or working out the framework agreement before a revised wage offer was made. *(152)*

Gazendam said Ameo would draft the agreement and send it to Numsa and Yster

en Staal today and invite the unions to resume negotiations on Tuesday. Once the model agreement was given the thumbs-up, the wage offer would be revisited.

Meanwhile, Yster en Staal's urgent application that 642 non-striking members be paid during the plant's closure was dismissed by the Port Elizabeth Industrial Court yesterday.

The company argued that it was accepted practice not to pay workers when all production was halted due to strike action and paying non-strikers during this period "would cripple the company".

From Page 1

Court won't order VW to pay up

Own Correspondent

PORT ELIZABETH. — An urgent court order sought by the Iron and Steel Workers' Union to force Volkswagen South Africa to continue paying the union's members despite an industry-wide Numsa strike was dismissed by the Industrial Court here yesterday.

VWSA welcomed the court's decision, but the union's lawyer Mr André le Roux said the predominantly-white union may apply for a conciliation board hearing. (152)

Some 642 hourly-paid Iron and Steel members who are not striking are affected by the closure of the VWSA plant due to the Numsa strike which began on Monday. (189)

Motor industry talks break down

Own Correspondent

PORT ELIZABETH — With the strike cost running at R110 million a day, the motor industry wage talks broke down dramatically late yesterday and union officials toyi-toyed out of the negotiations

CT 5/8/94
By late last night, it was not known if the National Union of Metalworkers would return to the bargaining table on Tuesday, the scheduled date for the next meeting with the Automobile Manufacturers Employers' Organisation (Ameo) (152)

Led by Cosatu president Mr John Gomomo, a VW shop steward, and Numsa chief negotiator Mr Gavin Hartford, the union team of about 25 people emerged grim-faced from the talks just before 5pm

Breaking into song, they toyi-toyed through the Midland Chamber of Industries building

The breakdown in negotiations is centred on the model to address

"apartheid" wage imbalances in the car manufacturing industry. Employers want a written agreement on the time-frame for these changes before they will negotiate actual wage increase percentages. The union, on the other hand, is insisting on clarity on the wage offer, currently at nine per cent

The predominantly white Iron and Steel Workers' Union has said that it is 100% behind Numsa

Iron and Steel negotiator Mr Johan Prinsloo said "We strongly support Numsa — the employers won't even come forward with a final offer"

The strike is now in its fifth day and has already cost the industry R550 million. There are serious fears that it will soon start affecting the supplier industry. Sources have confirmed that the motor industry can absorb the ripple impact for a week — thereafter a strike is likely to cause permanent damage

Motor strike: Eastern Cape split over worker walk-out

ARL 6/8/94

TO most white workers the motor strike is a "black communist plot" designed to bring white business to its knees and a portent of things to come. White workers who have never been involved in any form of strike action find it incomprehensible that people are niggling about salaries when many people are desperately seeking jobs and the Eastern Cape is just starting to emerge from a four-year recession.

Many coloured workers feel the same way. So do blacks who are unemployed and desperate for work.

For the workers it is a difficult time. They know that those most likely to suffer are their families. Yet they believe firmly that important gains, promised to them in a post-apartheid South Africa, are at stake. They are deeply committed to seeing through any action which will lead to better opportunities for them and their children.

But coming close on the heels of the Pick'n Pay strike — during which shoppers witnessed strikers urinating on fruit and vegetables and a woman carried a placard saying "we are not against the Jewish regime" (when approached she did not know what it meant) — to most people the strike is a threat.

It is something which is going to bring the economy to its knees. Something which is going to spread, with more and more workers demanding fat increases. The

■ In what was once known as the Detroit of South Africa the strike in the motor manufacturing industry, which has already cost R770 million in lost turnover, is an emotive subject. A report by Weekend Argus correspondent PAT CANDIDO in Port Elizabeth.

component manufacturers are already warning of retrenchments and short time, which could cost millions. Organised commerce and industry warn that the strikes are not contributing to the reconstruction and development programme.

In other words, few people have anything nice to say about the strikes or strikers. Martheanne Finemore, deputy director of the industrial relations unit at the University of Port Elizabeth, said she was fully aware of the very negative effect the strike was having on attitudes and race relations.

But she pointed out the issue was far more complex and could not be dealt with in simplistic terms by people who did not have the full facts.

She said the strike was a post-election industrial problem. "Before the election many businesses thought things would continue in much the same way it did in the past.

"Workers believed things would change and old apartheid obstacles and practices would be removed. Workers are extremely

aware of the disparities from the apartheid system.

"As an informed observer, one sees the reality of the situation and it is easy for me to see the problems on both sides and the real grievances."

She said it was also easy for people caught up in a group, in solidarity with each other, to take risky decisions. The media supplied snippets of information and not the real gritty-gritty, so that people saw strikers toy-toying and just "being difficult and demanding".

On the other hand, managers often did not understand the realities of the situation and still had to learn it was a post-apartheid South Africa. But while the consensus was that the strikes were unnecessary, a disaster for the economy and a foretaste of things to come, there was a serious intent on the part of Numsa officials who are deeply aware of the often hurtful criticism aimed at them.

"If I had to worry about all the things being said about me, I would not sleep at night," said Numsa official Gavin Hartford

"As it is I have hardly had any sleep anyway. I know people see the strike simply as something breaking down the fragile economy. But we have 250 hours of negotiations and have covered important ground which is very constructive for the future viability of the industry.

"We have certainly made progress but have come unstuck on the wage issue. We have to meet the needs and expectations of our members."

"Most of the motor industries have a global infrastructure and know about strikes worldwide, the motor industry is going through major changes and a recession. It is only the companies which have made major changes with high levels of education and pay which are going to survive."

"In dollars, a South African earns four dollars compared to 25 dollars in the States for the same job."

"About 80 percent of our workers are illiterate and there is a desperate need for a massive upgrading programme."

"Equipment in the industry here is about 30 years behind the times. I have been called all kinds of names but there are very sensitive and real issues being discussed here. We are not doing this for fun."

Manufacturers have estimated that the strike, which started on Monday, costs the industry more than R110 million a day and there are genuine fears that the component industry could soon become involved

Car manufacturers face new demands

152 AR 6/8/94

ROGER FRIEDMAN

Weekend Argus Labour Reporter

MOTOR car manufacturers in the Eastern Cape, closed since Monday by the auto-assembly workers strike, could be in for further labour traumas

In a precedent-setting move, more than 5 000 former Eastern Cape workers who were dismissed during the mid-1980s are demanding their jobs back, according to a recent edition of the South African Labour News

Most of the workers were employed in the motor and engineering sectors around Port Elizabeth and Uitenhage Delta, Volkswagen, Sentech, Hella and SKF are a few of the company's involved

The plight of the 5 000 could have serious repercussions for Cosatu in the region because some former workers might wish to discredit the federation, National Union of Metalworkers of South Africa regional secretary Bimba Manqabashane said

"To make matters worse, the companies approached by Numsa have not given encouraging responses

"Some companies said 'You caused the problem yourselves, now solve it yourselves. We do not have vacancies for people, some of whom committed crimes for which they were dismissed'"

Mr Manqabashane said some ex-Numsa workers were basing their claims on the fact they had put the ANC into power. They wanted the ANC to instruct Cosatu affiliates, who would in turn instruct the bosses to take them back

Many had already complained to ANC and SA Communist Party offices in the region

Numsa intends proposing a joint venture to the ANC, SACP, Cosatu and the SA National Civics Organisation whereby a joint worker project can be put in place, or a policy formulated on how to approach management on this issue

Many of the workers did not need training which could save the companies and the RDP in training costs, Mr Manqabashane said

Spokesman for the SACP (Eastern

Cape) Mthwabe Ndube said his party and other organisations had already started negotiating the issue with several companies.

"In one company, 72 out of 80 former workers have been taken back. But in some companies there has been violence and the people concerned cannot go back because they could create problems. In one case there was even a loss of life.

"Workers still confuse the government with Cosatu, the ANC and even Numsa. This could be a massive problem for companies in the region which already face large-scale industrial action as a result of the breakdown in wage talks," Labour News concludes.

The Automobile Manufacturers Employers' Organisation has said in a statement it is "very distressed" at the walkout from the negotiating table by Numsa representatives.

A strike by Numsa members, now in its fifth day, is costing the industry more than R110 million a day in lost turnover and the employees more than R3,5 million a day in wages and benefits, according to AMEO vice-chairman and spokesman Harry Gazendam

"We believe meaningful progress was being made in sorting out the differences between our proposals and the demands of the union," Mr Gazendam said

"Significant progress is being made in negotiations towards a wage model which will see the distorted wage curve improved considerably by July 1997"

He said AMEO was "naturally very concerned" at the considerable losses to both the manufacturers and to more than 25 000 employees in the motor industry, "particularly at a time when there is a strong demand for vehicles"

"It is also very disappointing that the strike has occurred at this critical period in our country's history as it is having a massive impact on the economy

"We trust meaningful progress can be made if talks resume next week," said Mr Gazendam

Eastern Cape split over worker walk-out — page 18.

Metalworkers spurn 9% offer

BY JUSTICE MALALA

Striking National Union of Metalworkers of South Africa (Numsa) members nationwide yesterday rejected the 9 percent wage increase offered by automobile industry employers and negotiations between the two bodies will resume today.

The more than 25 000 workers, who have been on strike since last Monday, mandated their bargaining committee in meetings countrywide yesterday to return to negotiations today with an unchanged demand for a 12 percent increase.

Automobile Manufac-

turers' Employee Association (Ameo) chairman Harry Gazendam confirmed yesterday that the automobile industry was losing an estimated R110 million in turnover a day while workers were losing at least R3,5 million a day in wages. The Government was losing about R20 million daily in taxes.

The negotiations between Numsa and Ameo broke down on Thursday and the employers' association presented a document the next day with the 9 percent proposal and other items.

After shop steward councils at the weekend and general meetings

2/18/94
yesterday, the document was rejected by Numsa.

The union also rejected Ameo's four-year time-frame for the correction of wage anomalies.

Numsa national organiser Gavin Hartford said yesterday that the union's 12 percent demand was in line with the consumer price index. Numsa members in the industry had accepted increases which were less than the consumer price index for the period of the recession.

Gazendam said the organisation's 9 percent offer was not a final one and that a settlement would depend on a "host of other issues"

(152)



Motor workers on the march

CT 10/8/94

(152)

~~153~~

Own Correspondent

PORT ELIZABETH. — National Union of Metalworkers of SA (Numsa) members in the motor industry will be marching here, in Pretoria and East London today to reinforce their wage demands, a union spokesman said last night

After yet another round of motor industry talks yesterday, unions and employers were not prepared to say if they had moved closer to a settlement

The day was marked by singing from the Numsa ranks and signs that a settlement could be imminent — but late last night none of the three involved parties were prepared to make any press statements

This is the first week that hourly-paid workers, who are paid one week in arrears, will not receive any pay packet — based on the no work, no pay policy — but Numsa officials refused to say if this would have any effect on workers returning to work next week

Talks between Numsa, the Iron and Steel Allied Workers' Union and the Automobile Manufacturing Employers' Organisation (Ameo) resumed yesterday, after a breakdown on Thursday last week.

After general meetings at the seven manufacturing plants on Monday, Numsa said it would return to the negotiating table — but the employers' 9% offer on industry wages per grade had been rejected by its members

Numsa said the 9% offer was unacceptable and the four-year time-frame for the correction of wages per grade was rejected

Yesterday, neither party was willing to say if there was a new actual wage increase on the table.

Earlier in the day, Iron and Steel negotiator Mr Johan Prinsloo said the union supported Numsa's stance on the wage issue, but the union was distressed at how the whole industry had come to a standstill over wages

'Car makers in power struggle'

ARG 11/8/94

The Argus Bureau

PORT ELIZABETH — The National Union of Metalworkers of South Africa (Numsa) has blamed the stalemate in the motor industry wage talks on a "power struggle" among manufacturers and the "inexperience" of employer negotiators

And the union alleges that some manufacturers are using the dispute to "fight for market share"

The stalemate comes as an industry strike by more than 20 000 workers moves into its ninth day. The strike has lost the industry close to R1 billion in turnover

Talks stalled at the industry's National Bargaining Forum yesterday when Numsa rejected a 10 percent across the board increase on actual wages from the Automobile Manufacturers Employers' Organisation (Ameo)

Ameo upped its nine percent wage offer to 10 percent after reaching an exploratory agreement with Numsa and the Iron and Steel Workers' Union that the wage policy framework be referred to a study group, whose findings will then be considered for next year's negotiations

Numsa's revised demand was for a 10,5 percent increase on actual wages — the midpoint between its former demand of 12 percent and Ameo's earlier offer of nine percent

Numsa collective bargaining organiser Gavin Hartford said after rejecting Ameo's offer the union had reverted to its 12 percent demand and had taken the exploratory agreement on the wage policy framework off the table

Mr Hartford said the 10 percent offer was being driven down by lower-paying companies like Delta and Samcor while higher paying companies like Mercedes and BMW were prepared to settle at 10,5 percent

"The short-sightedness of Ameo and the power struggles between their members is the sole cause of the delay in the resolution of the problem," said Mr Hartford

Ameo deputy chairman Harry Gazendam denied power struggles among the employers "There is absolute uniformity among employers Ameo is governed by the ability of the group to negotiate as a group. We must adopt an industry position to which all members of Ameo subscribe"

Grievances 'not heeded'

PORT ELIZABETH — Social workers in the former Ciskei have gone on strike (152)

Spokesman for the workers in the region, Mr Hlubi Mgidlana, said workers were on strike because their grievances had not been addressed by the Eastern Cape Health and Welfare Ministry

Mr Mgidlana said a list of grievances had been presented to the former government as well as the new administration after the April election

Health Minister in the region, Dr Trudie Thomas, had been told of the deplorable conditions under which social workers worked, he said

The ministry could not be reached for comment

— Sapa

Motor bosses make last offer

Own Correspondent (152) (152)

PORT ELIZABETH — South African motor manufacturers delivered a final offer ultimatum to striking motor workers yesterday by offering a 10% across-the-board actual wage offer. CT 11/8/94

Automobile Manufacturers Employers Organisation (Ameo) acting chairman Mr Harry Gazendam said the unions had been asking for a final offer for two weeks and this was Ameo's "final, final offer".

No talks are scheduled for today. Manufacturers are waiting for the National Union of Metalworkers (Numsa) to respond

Ameo delivered a written statement to Numsa that said it was not prepared to negotiate any further and would not enter into mediation.

Union officials said yesterday they had dropped their actual increase demand from R12% to 10,5%, but the employers would not go beyond 10%.

The predominantly white Iron and Steel Workers union closed ranks with Numsa yesterday, saying it had declared a dispute with the employers for the first time since the start of negotiations

NEWS Employers have lost R1 billion ● Education ministry faces constraints

Indefinite strike in auto industry

By Sowetan Correspondent

MEDIATION was yesterday ruled out as a means to resolve the 12-day strike by 25 000 National Union of Metalworkers of South Africa members in the auto industry, setting the course for an indefinite strike

Numsa national organiser Gavin Hartford said the union was willing to refer the strike — which has cost employers over R1 billion in turnover, workers R35 million in wages and the Government more than R200 million in taxes — to mediation or arbitration but said employers had made it clear they were not interested

“We’re prepared to be involved in any kind of dispute resolution mecha-

■ **LONG HAUL** Work stoppage to go

on as mediation is ruled out:

msm, be it mediation or arbitration. However, employers have made it clear that their offer of 10 percent was final and not open to any further negotiation or mediation,” Hartford said

The union leader said the union had no other avenues left, in terms of the law and collective bargaining, to help resolve the strike. Even Labour Minister Tito Mboweni could not intervene as he needed the consent of both parties in order to do so, he added.

Automobile Manufacturers Employers Association vice chairman Harry Gazendam yesterday confirmed that employers were not prepared to go into

mediation

“Entering into a mediation process implies that you’re prepared to make further concession. We’ve made our final offer, which we believe is the best in the country and agreeing to mediation knowing that you will not move will be doing so in bad faith,” Gazendam said.

Gazendam said an average Numsa member earned R1 935 a month

“Add to that that an average 42 percent of a fringe benefit package and that takes the overall package of a Numsa member to over R3 000 a month,” he said

'Motor industry accord by Friday'

JOHANNESBURG. — The National Union of Metalworkers of South Africa (Numsa) has said workers have decided to return to work this week to avert a total collapse of the motor industry, and expect a settlement by Friday.

The strike has caused losses to the industry of more than R2,5 billion, with workers sacrificing about R95 million.

"Most plants have agreed to return tomorrow on the basis of a recommendation by the national shop stewards council who met on Saturday," Numsa's general secretary Enoch Godongwana said.

He said last week's cut in tariffs on imported cars had been one of the reasons for the decision to return to work.

"This was not the main reason that affected our decision but is one of them.

"We are critical of its timing in the sense that we were in the middle of a dispute in the industry and its implication was therefore, in our view, intended to influence the strike."

The 25 000 union members would return to work while the union and employers continued to discuss their demand for an 11 percent wage increase. Management is offering 10,5 percent.

The union said employers had turned the strike into a power struggle among themselves. "We needed to review our strike and look at whether we are bleeding the industry in the interest of a few employers who wanted to make sure that some of the weaker ones would sink," Mr Godongwana said.

He said it had become clear to the union that the strike was not about employer affordability but a power struggle in industry rationalisation.

For some employers the aim was to destroy the bargaining system and replace it with plant level bargaining.

"This is not likely to succeed," Mr Godongwana said.

The union said a settlement should be reached with the Automobile Manufacturers Employers' Organisation by Friday. — Renter.

Component industry hit

CT 12/8/94

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Own Correspondent

JOHANNESBURG — The motor component industry will lay off 4 500 to 5 000 workers — 10% of its workforce — from Monday if the motor sector strike was not resolved by the weekend, the National Automotive Component and Allied Manufacturing Association (Naacam) warned yesterday

Naacam president Mr John Brandtner said the R4,3bn-a-year industry was losing R20m a day to the strike which started on August 1. The impact was being felt by more than 44 000 workers in 160 companies.

"By Monday the industry will have built up a surplus inventory and we will see companies closing. Some companies could close for a week while others could go onto a two-day week."

But for smaller manufacturers,

5 000 set to lose their jobs

who had struggled with recession for the past four years, the strike could be "the final straw"

Sources estimated that motor manufacturers would have to fork out R600 000 a year to meet the difference between the employers' 10% wage offer and the unions' 10,5% compromise demand. But the strike was costing each of the nine manufacturers between R9m and R17,5m a day in lost turnover.

Both the Automobile Manufacturers Employers' Organisation (Ameo) and the National Union

of Metalworkers of SA (Numsa) indicated the strike would continue indefinitely.

Numsa national organiser Mr Gavin Hartford said the 10% offer would be discussed at a shop stewards council meeting today, but he was sure workers would vote against it. Numsa reverted to its 12% demand on Wednesday after employers refused to meet its 10,5% compromise position.

Ameo acting chairman Mr Harry Gazendam said the employers' final wage offer of 10% on actual wages and 12% for those earning minimum rates was excellent.

On the issue of major corporations setting ceilings on settlement levels, Mr Gazendam said he had never been contacted by Anglo American or Samcor to limit the wage increase.

Sapa reports that about 1 000 Numsa members marched in Port Elizabeth yesterday to present a memorandum to employers for a 12% wage increase.

Union and vehicle manufacturers meet again in fresh round of talks

Mbeki, Mboweni intervene

Star 16/8/94

■ BY JOVIAL RANTAO
LABOUR CORRESPONDENT

Intervention by Deputy President Thabo Mbeki and Labour Minister Tito Mboweni at the weekend has persuaded the parties in the protracted motor manufacturing industry strike to resume talks

Mbeki and Mboweni held separate meetings with the National Union of Metalworkers of South Africa (Numsa) and the Automobile Manufacturers Employers' Organisation (Ameo) on Saturday, which were followed by a joint meeting on Sunday

The gatherings led to a round of informal discussions in Johannesburg yesterday to outline a framework for the resumption of wage negotiations.

Harry Gazendam, Ameo's vice-chairman, said the informal talks held yesterday would not affect the parties' final positions.

Wage talks between Numsa and Ameo reached deadlock in Port Elizabeth on Wednesday when employers made a final offer of a 10 percent across-the-board increase and Numsa stood firm on its reduced demand of 10,5 percent

Final offer

The union has since reverted to its original 12 percent wage demand.

Mediation was ruled out as an alternative to resolve the dispute when employers said they would not move from their final offer

Yesterday was the first day of the strike in which workers were not paid. Numsa charged employers with using the non-payment of wages, as well as moves to resume operations at some plants, as a ploy to drive a wedge between the workers

Employers at two of the seven affected auto assembly plants announced plans at the weekend to resume production

"Not a single Numsa member returned to work," the union said. "The mood of the workers is unprecedentedly strong"

THE deputy president and the Labour Minister persuade the opposing parties to resume their talks

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Numsa, however, remained optimistic that genuine negotiations, which focused on the key issues in the motor industry, could still produce a settlement

But, Numsa warned, if employers believed "they're holding a line for employers in general", then the dispute would likely be prolonged.

■ Hundreds of Numsa members staged a march in Durban yesterday to support their demand for a higher wage award

■ Unless there was "an improvement" in the final wage offer from the Chamber of Mines, the National Union of Mineworkers (NUM) would proceed with plans to conduct a strike ballot among its 200 000 members, a union spokesman warned yesterday.

"The strike ballot is the last resort. There's no alternative route left for us. We were forced into this situation," said NUM press officer Jerry Majatladi

The decision to ballot members was reached on Thursday by the NUM's national executive committee. Once the balloting process, which starts this week and is expected to take two weeks, is concluded, the committee would reconvene to discuss the situation

The NUM, which lowered its wage demand of 15 percent to 11 percent for both coal and gold mines during the conciliation board meetings, opted for the strike ballot after the Chamber made a final offer of 9,25 percent for gold mines and 10 percent for coal mines

The Chamber was unavailable for comment last night

to break deadlock

Vehicle makers open plants

CT 17/8/94
Own Correspondent

JOHANNESBURG —
Delta Motor Corporation
and Mercedes Benz
motor manufacturers
opened their plants yes-
terday despite contin-
ing strike action which
brought the industry to a
halt almost three weeks
ago.

Although neither man-
ufacturer attracted suffi-
cient numbers of workers
to justify starting the as-
sembly line, both em-
ployed workers who re-
ported for duty.

Delta declined to be
specific about the actual
number of workers who
arrived at its Port Eliza-
beth plant yesterday,
saying this would "put
undue pressure on the
current process.

Mercedes was equally
coy, saying only those
who presented them-
selves for work had been
employed gainfully at its
East London plant.

Both companies con-
firmed they would again
try to resume production
today.

National Union of Met-
alworkers of SA (Numsa)
spokesman Mr Roger Et-
kind said he believed
workers had merely
been employed as
sweepers, but this was
denied by the com-
panies.

A Delta spokesman
said the National Asso-
ciation of Automobile
Manufacturers of SA met
yesterday, but no
spokesman was avail-
able as talks with Numsa
resumed shortly after-
wards.

Tyre workers join auto strike

Sowetan 19/8/94
MOTOR industry workers have vowed to remain on strike despite financial hardship as tyre industry workers also downed tools in sympathy.

National Union of Metal Workers of SA legal adviser Mr Fezal Fataar said yesterday the strike would continue indefinitely.

Numsa official Mr Felix Nqabeni said strikers were receiving a minimal amount of money from the union and members of the community were helping with meals and cash.

A meeting of shop stewards addressed by Numsa president Mr Mthuzeli Tom in Port Elizabeth yesterday was to decide the strikers' course of action.

In another development, a Numsa official said tyre industry workers in the Eastern Cape had embarked on a sympathy strike. (152)

Representatives of Goodyear-Tycon and Firestone refused to confirm the strike but General Tyre spokesman Mr Attie Hicks said workers had failed to start work yesterday morning. — Sapa.

Delta 'encouraged' as workers trickle back

The Argus Bureau

PORT ELIZABETH. — Delta motor corporation says it is encouraged by the turnout of workers since it restarted production on a limited scale this week.

Human resources director George Stegmann said the growing number of employees who had returned had been used effectively

"Over the past three weeks this strike has cost our company about R135 million in lost turnover and our employees nearly R4,5 million in lost wages," he said

"This loss has grave consequences for them and their families in what is an already depressed Eastern Cape region — as well as impacting on Delta's ability to support the community"

Mr Stegmann said Delta remained committed to finding a negotiated solution to the pay strike at the earliest possible opportunity.

(152)

ARLT 19/8/94

Dispute also contest for public support

Spur 2018/9p

Motor strike takes on broader significance

ENOCH Godongwana, the secretary-general of the National Union of Metal Workers of South Africa, talks to Chief Reporter JOHN PERLMAN.

ENOCH Godongwana talks about workers and trade unions with the authority of a man who has had his feet on virtually every rung of the labour movement ladder.

Godongwana, currently secretary-general of the 170 000-strong National Union of Metalworkers of South Africa (NUMSA), was a worker in an East Rand metal factory 14 years ago.

There he was elected a shop steward. He became regional organiser in Springs three years later, then NUMSA national organiser, then worked as union secretary for the Border region.

He took up his current post last October. But even with that experience, Godongwana admits that the two-week old motor industry strike — in which 25 000 of his members are involved — has thrown up some surprises. "We did not foresee that this sort of a dispute would take this direction," he says.

"This dispute is not just industrial. It's also a contest of winning public opinion."

The bosses, says Godongwana, have been "winning sympathies in the democratic movement", including "some leading people within the ANC".

BUT that hasn't extended to the "the majority of township workers who are still having skirmishes with their own bosses", he says.

The strike is rooted in two fairly complex issues, Godongwana says.

The first is a wage dispute — not just a stand-off over "how much", but over interpretation as well.

NUMSA at the outset of negotiations pushed for the increase to be based on "actuals" — "on each individual's wage", Godongwana says.

"The employers wanted it based on an "industry average" which means that the companies that pay better get away with a 5 to 7 percent increase."

The employers latest offer is 10 percent on actuals. NUMSA is holding out for 12 percent.

"We are told that the inflation rate is 7,5 percent but we believe that the inflation on basic foodstuffs is 11,5 percent," Godongwana says.

"But even if inflation is 7,5 percent, we don't want to remain where we are. We want to get a real wage increase. Over the past few years we have been settling on less than inflation."

The wage dispute has yet another dimension. "There are differences of up to R5 an hour between people on the same grade," Godongwana says.



ENOCH GODONGWANA From humble worker in an East Rand metal factory to all-powerful union boss in 14 years

"The other key issue in the strike is "skills standards", says Godongwana.

"There is agreement that we need to change that. What really sets us apart is the time frame." At the moment both sides have agreed that there should be a committee to investigate "cost implications and practicalities", says Godongwana, but there is disagreement as to how long it should take.

Prior to the dispute, the union and employers had spent hours trying to devise a training system which would recognise on-the-job experience as "credit" towards moving up job grades, with all training divided into "modules".

"Although the framework is agreed on," Godongwana says, "the employers propose 119 training modules to become an artsah. We are saying that is too long, as it will discourage people from doing training." NUMSA proposes 60 modules — half the amount of time — to cover the same training.

These issues are complex enough. But the auto industry strikes, and others, have raised debates that go beyond the specifics of each dispute.

With the economy recovering and the Reconstruction and Development Programme rearing up, shouldn't unions accept more modest increases in the interests of economic growth? And with unemployment huge and growing, don't strikes just add to joblessness?

It's not that simple, Godongwana says. "Some of these issues, like wage restraint, will be part of the coming COSATU congress debate and I don't want to pre-empt the debate," he says.

"But must we allow the bosses to accumulate as much profit as possible in the hope that they will invest it in productive capacity? In most cases they don't do that. They simply pocket the money or invest it in speculative investment that doesn't create a single job."

"If we sacrifice that wage we need to know it will create jobs and not be pocketed. That needs to be explained in detail."

Godongwana says the undertakings of a democratic government alone will not dissuade workers from industrial action.

"We are co-authors of the RDP and our commitment to it is there. But the reality at shopfloor level, whether we have the RDP or not, is that the legacy of apartheid is still intact at shop floor level. Our members are going to fight that. It is unfair that workers must live with the past in the interests of the RDP."

He also rejects the argument that strike action contributes to unemployment. "As it is most of the workers have extended families to feed," Godongwana says.

THE employers, he says, are trying to "shift the issue and place it on the workers who are employed instead of looking at who displaced them in the first place."

"There is now a campaign against the labour movement in this country, instead of saying creatively 'how do we make sure that the unemployed are absorbed into gainful employment?' How do we deal with the declining industries and make sure the skilled are kept in productive activity?"

"As the labour movement we have a contribution to make in that debate. But we can't say we can only achieve that by trampling on rights."

"The idea that a little bit of fascism is needed for growth", the Asian argument, is something we don't accept."

Godongwana smiles when it is suggested that the recent wave of strikes might fuel that very argument.

"The press has created a hysteria as if there is a national crisis around these strikes," he says.

"Most agreements expire by the end of June. This is just business as normal, part of the collective bargaining process."

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Strikes hide 'deep yearning to be more productive'

Star 8/8/94

Any worker who suspects the Government is basking in political power and has forgotten its constituency would do well not to point a finger at Cyril Ramaphosa

He describes himself as "passionate" about the urgent need for those on the workforce to benefit from change

"If it takes employers walking an extra mile in the interests of the country I think they should," he said.

"Obviously, I would like to have a labour dispensation which is compatible with that in many countries which have modern labour laws which conform to full International Labour Organisation standards"

This includes the full right to strike, and freedom from intervention by state security forces.

The Government should ensure labour laws move away from their present "archaic" nature. The Government should play a mediating role through statutory conciliation measures

He discounted alarmist talk about the present wave of labour unrest

"People project this as a major crisis. It isn't, this is the traditional season for negotiations between workers and employers and when those negotiations and conciliation fail, workers resort to their only method of pressure.

"Strike action should not be seen in a negative light — it should be seen as part of a collective bargaining culture that must prevail in a democratic country."

Ramaphosa said workers were not striking for the sake of doing so. They had deep-seated grievances about their conditions of employment

Some of the strikes were caused by apartheid-era practices on the part of employers

Reluctant

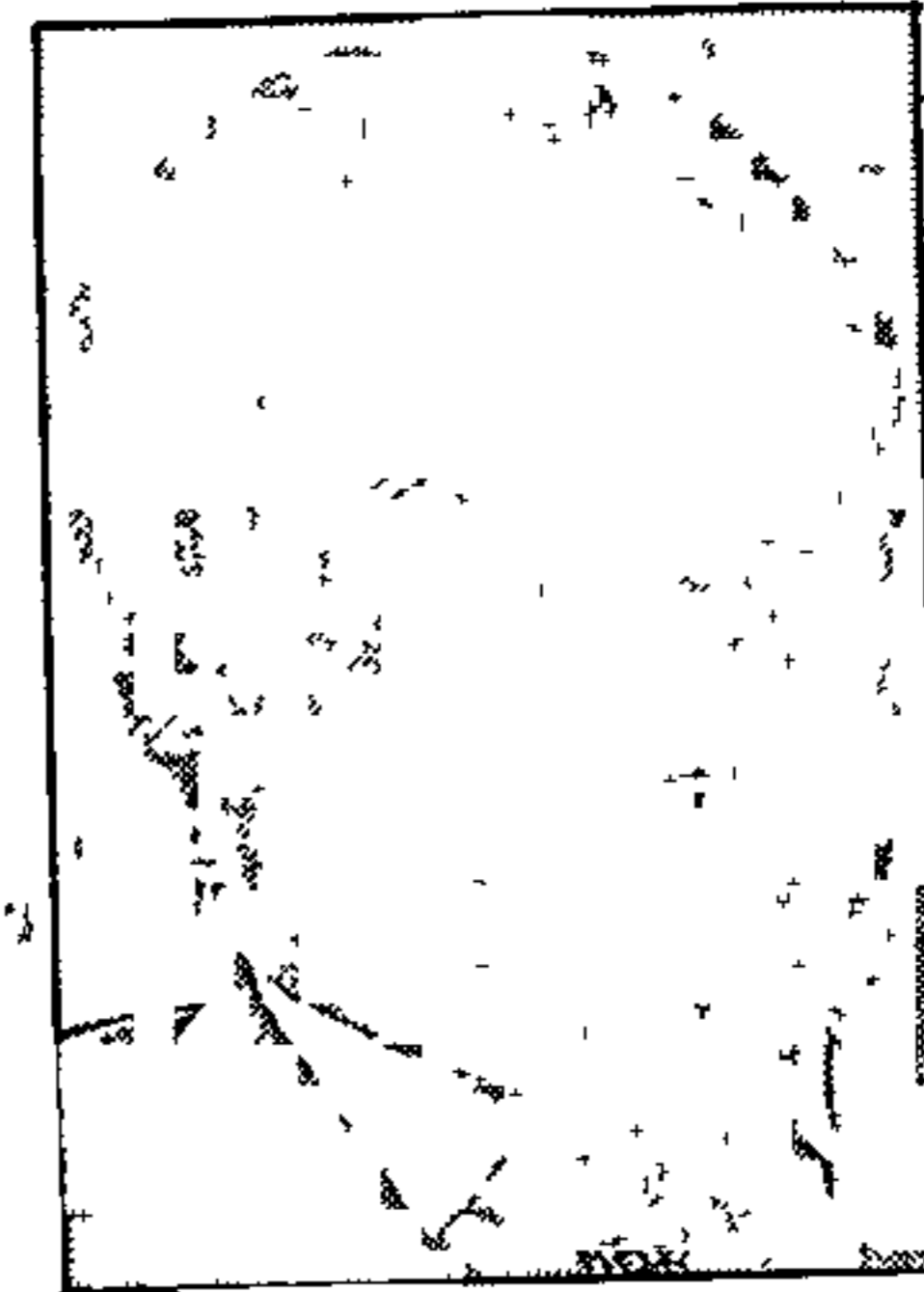
"Racism in the workplace manifests itself in a whole number of wrongs, including the way salaries are structured, and the way employers are reluctant to empower workers through training which would give workers a career path

"At the heart of some of these strikes is a deep yearning to be trained so they can be more productive"

Ramaphosa lashed out at employers who had not attuned themselves to the change heralded by the election

WHEN warnings were sounded that labour unrest could discourage

investment, ANC secretary-general Cyril Ramaphosa said investors who wanted a strike-free environment were not welcome. Cape Town Correspondent Clive Sawyer spoke to him



Championing workers
Cyril Ramaphosa.

"I have reason to believe workers are prepared to live up to the challenge thrown out to the entire country by President Mandela to get back to work.

"They are waiting for the cue from employers

"It cannot be business as usual."

Leadership was expected of businesses to adapt to the new dispensation

Asked whether strong unions would not serve as a deterrent to investors, Ramaphosa said some of the strongest economies in the world were those which had powerful unions.

"Democratisation of the work place is the key to achieving economic excellence, as in Germany, Sweden, Denmark and Norway, where unions are strong and democracy permeates industrial life"

In Sweden, workers participated with management in planning and implementing company goals.

In South Africa, management's approach was militaristic, expecting workers to follow orders without question

Asked to predict the outcome of the current wave of labour disputes, Ramaphosa said "There is no problem without a solution, particularly if those involved are able to sit at the negotiating table."

The strikes should be resolved on a "give and take" basis by both sides

He warned strongly against mass dismissals "That will add fuel to the fire. Industrial action will spread right across the country"

These changes went far beyond transformation of political control of the State.

Employers who believed they could be exempted from the implementation of democratisation throughout society were "living in dreamland"

"I have seen very few companies that have started a serious assessment of what the new political dispensation means, not only in terms of business, but in terms of worker-employer relations"

Failure by employers to come to grips with the meaning of change would be a serious disservice to the economy

Strikers angry at wage offer

CT 8/8/94

Own Correspondent

JOHANNESBURG — Prospects for an end to the week-old motor industry strike were poor after employers submitted a final wage offer of 9% on average earnings on Friday

National Union of Metalworkers of SA spokesman Mr Enoch Godongwana said yesterday the union would reject "any offer of 9%", but was disappointed that there had been "no movement" from the Automobile Manufacturers Employers' Organisation (Ameo)

Any wage package based on average earnings would result in workers — who had recently secured large rises in some sectors of the industry — being

awarded substantially less than 9%

The union would decide today whether to resume talks, although the document "did not provide any basis for continuing negotiations", said Mr Godongwana

Talks between Numsa and the employer body broke down on Thursday after uncertainty over whether the 9% offer was on actual or average earnings, and whether a revised offer would be tabled

Mr Godongwana accused management of delaying negotiations to secure revised industrial action agreements in plants where there had been unprocedural strikes

"They seem to view movement from the unions as a sign of weak-

ness, and will delay talks until industrial action has been disciplined. This is a misreading of the situation," he said

About 25 000 motor manufacturing workers are on strike around the country, costing the industry an estimated R110-million a day in lost turnover. Numsa had demanded a 12% increase and revised wage policy, including education and skills development

Ameo vice-president Mr Harry Gazendam predicted government revenue would be adversely affected by the strike to the tune of about R20 million a day in lost excise and other taxes

"This will obviously impact negatively on government projects such as the Reconstruction and Development Programme"

Social change vital for labour peace

ROGER FRIEDMAN
Labour Reporter

UNLESS the government delivered "fundamental" aspects of its Reconstruction and Development Programme to create a social infrastructure there would be continuing labour instability.

Sb said law professor, economic consultant, tax expert and talk-show host Dennis Davis, adding that the challenge facing the government was to convince the trade union movement that social investment was a viable alternative to "incessant wage hikes".

Although he doubted whether the RDP could be delivered "in its totality", Professor Davis told members of the Institute

□ Wage spiral not answer to end unrest

of Personnel Management at a breakfast in Cape Town that certain "fundamentals" had to be implemented to give "some sense of change" to low-income earners "and create the conditions for democracy and stability."

Fundamentals included the re-allocation of education expenditure, expansion of primary health care, provision of water and electricity, limited land reform, construction of housing and the creation of safe neighbourhoods through more effective policing.

"Why these measures are so important is that they target the lowest 40 percent of wage

earners. What they would create is a social infrastructure absolutely vital to getting out of the wage increase spiral presently bedevilling South Africa."

The share of total income earned by the lowest 40 percent of wage earners declined from 5.2 percent in 1975 to 3.9 percent in 1991.

"If we cannot get social investment going we will get continuing instability on the industrial relations front which create all the consequences we have been seeing recently."

He warned that South Africa would not be able to copy countries such as Taiwan where an

industrial powerhouse was created on a platform of low wages and high productivity.

The industrial explosion there was preceded by major land reform which meant wages could be kept at "acceptably low levels."

Turning to reasons for the present labour instability, Professor Davis said although the country was in its "usual annual wage round", "life has been a little tougher this year."

This was largely because of the rank and file workforce feeling let down by a government they thought was on their side, aggravated by the fact that the "majority of Cosatu

leadership able to argue the case for social investment as a substitute for wage hikes" were now in parliament.

"So at the very time of high expectation and tardy delivery we have a trade union movement unable to sell particular propositions to the rank and file."

"This places Cosatu in a vulnerable position."

But all not bleak, Professor Davis said.

Restructuring and affirmative action within the public sector could deflect tension, while "vitally important institutions" such as the National Manpower Commission and the National Economic Forum could "get Cosatu back into the kind of negotiating stance to allow for selling the RDP."

ARL 8/8/94

152



Petronet workers strike — but fuel is flowing

The Argus Correspondent

DURBAN — Petrol from Durban to the Reef has started flowing again after the main pipeline was shut down in a work stoppage by 10 highly skilled Petronet workers

An urgent meeting to discuss the workers' demand for better salaries was scheduled to be held today

Petronet commercial manager Peter Oberholzer said the replacements for the striking workers were found from people who had done the job before, but had since been promoted

He said two of the three lines — which had been shut down about 4.25pm — began operating before 6pm, and the third line about 7pm

Mr Oberholzer said the skilled workers, who each earn

152 ~~153~~
about R4 000 a month, were demanding a salary increase of 50 percent

The workers were responsible for scheduling the movement of petrol in the pipeline and also carrying out the schedule ARG 9/8/94

Salstaff president John Benwell said the staff were paid 25 percent of the market value of their post. As there was no market in South Africa, they are compared to overseas workers

He said the staff should be paid more than R200 000 a year if they were to be compared to overseas workers, as against the R48 000 they received

Mr Benwell said there were workers at Sasol who did less skilled jobs by comparison but who earned far more than their members

TPA workers stage sit-in

■ BY JO-ANNE COLLINGE

Frustrated social workers and pension officials began an indefinite "sit-in" in the Transvaal Provincial Administration's central Johannesburg offices yesterday, causing social services in many areas to grind to a halt.

Top of their list of grievances is the fact that they do not have transport to do their work. According to a memorandum prepared in June, 53 social workers had to share seven cars — only three of which were in good condition.

"If an abandoned baby is picked up right now we would not be able to go out and fetch that baby," one of the social workers said.

Estimates of the number of

workers involved range from 115 to about 200

PWV MEC for Social Welfare Sakkie Blanche, whom workers hope will intervene to resolve the situation, has issued a statement urging them to stop their sit-in and "address their grievances through the established mechanisms" (152) (30)

Grievances included:

- The lack of a risk allowance and compensation for workers injured in the course of work, despite the fact that many functioned under dangerous conditions and the hijacking of pension "payrolls" was increasing
- The lack of basic equipment and stationery
- Lower pay scales than those offered by local authorities

■ A lack of consultation over the merging of TPA social services with those previously run by the administrations of the tricameral Parliament.

Workers confirmed that TPA labour experts had been at the Newgate office, distributing a notice warning that the sit-in was seen as "illegal and unjustified", that it amounted to a criminal offence and could result in heavy financial loss to workers.

"You are therefore instructed herewith to resume your normal duties immediately," the circular concluded.

Most copies of the letter were shredded and tossed on the floor. And the demonstrating workers declared that today would see another sit-in.

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9/18/94
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Pensioners occupy municipal offices

...occupy residents

Strike threat by Natal clerks

Own Correspondent

6/18/74
DURBAN. — A strike by public sector clerks looms in kwaZulu/Natal.

A Natal Public Sector Workers' Union spokesman said they would strike if their demands are not met.

(152)
The government's announced adjustments to the minimum wage would only affect certain public servants.

Auto workers will resume talks today

PORT ELIZABETH — The National Union of Metalworkers (Numsa) has agreed to meet auto manufacturers at the negotiating table today

The union said it would continue with talks, but the employers' nine percent offer had been rejected by its members

Industrial action is costing the industry R110 million for every working day lost

Talks between Numsa, the Iron and Steel workers union and the Automobile Manufacturing Employers' Organisation broke down last Thursday, with Numsa accusing employers of bad faith

Checkers denies firing workers

JOHANNESBURG
The Shoprite/Checkers supermarket group yesterday denied claims by the South African Commercial, Catering and Allied Workers' Union that it had fired 500 workers at five of its 24 strike-hit stores on the Witwatersrand. The strike has lasted six weeks — Sapa (152)

Countrywide strike may hit supermarket chain

Labour Reporter

152

ARG 10/8/94

ANOTHER national supermarket chain could face countrywide strikes if "last-ditch" talks with the SA Commercial Catering and Allied Workers Union (Saccawu) reach deadlock today.

Pick 'n Pay settled its differences with the union last week after protracted industrial action.

But the simmering dispute between Shoprite/Checkers and Saccawu is about to reach a head. The company and union have been at odds since a member of the Saccawu national negotiations committee was dismissed about six weeks ago.

Subsequent wild-cat strikes which resulted in the dismissal of between 400 and 500 more union members have "complicated the matter further", Saccawu spokesman Jeremy Daphne said today.

The union was "poised to embark on legal strike action", he said.

"Balloting for a strike is scheduled for next week and will go ahead if conciliation fails."

Meanwhile, the union was "endeavouring to scale down spontaneous shop-floor action" to allow the conciliation process to take its course

Numsa may settle soon

Star 10/8/94

The wage dispute involving the Steel and Engineering Industries Federation of SA and the National Union of Metalworkers of SA (Numsa) could be resolved this week.

After two days of mediation, provisional agreement was reached on the 1994/95 wage increases and the inclusion of the Natal and Border industry employers in the agreement

Both unions are expected to ratify the agreement on Friday

Professor Mark Anstey, who mediated in the dispute, was optimistic of an agreement.

■ Numsa members in the vehicle

industry will mark the 10th day of their national strike today with marches in Pretoria, East London and Port Elizabeth in support of their 12 percent wage demand. (152)

The strike by about 25 000 workers began last week and has cost manufacturers an estimated R110 million a day. Component suppliers have warned that they might have to lay off more than 80 000 workers

Numsa has declared a wage dispute at four tyre factories involving more than 8 000 workers — Labour Correspondent and Sapa.



229 on strike charged with contempt

■ **LABOUR**
CORRESPONDENT

A total of 229 members of the Chemical Workers' Industrial Union — mostly women — on a legal strike were arrested by police and charged with contempt of court yesterday, the union has announced.

CWIU general secretary Muzi Buthelezi said the workers were arrested at White River, in the Eastern Transvaal, at the Sakro plastic bag factory where they have been on strike since July 13.

The company has obtained a court order preventing strikers from blocking access to company premises.

Buthelezi said that at the request of police, workers stood 1 km away from the company's gate. However, police arrested 229 workers yesterday morning and charged them with contempt of court and blocking the road, he said.

In another development, Buthelezi said about 600 workers at Multiknit 2000, another plant under the same ownership, had downed tools in support of their wage demand.

New bid to avert Checkers stoppage

Star 10/8/94
group.

■ **BY JOVIAL RANTAO**
LABOUR CORRESPONDENT

The South African Commercial Catering and Allied Workers' Union (Saccawu) and Shoprite/Checkers will today make a last-ditch attempt to avert a legal strike.

The Independent Mediation Services of South Africa, which brokered a resolution to the protracted Pick 'n Pay strike, will today conduct an "advisory arbitration" process between the parties.

The dispute concerns an illegal strike and the company's decision to proceed with an inquiry into allegations of racially abusive language used by a Saccawu national shop steward against a Jewish manager in the

Saccawu spokesman Jeremy Daphne said preparations were under way to conduct a strike ballot. (152)

However, he said that considering the politically charged and extremely complex nature of the dispute, conciliation was probably the best approach.

A Shoprite/Checkers spokesman said the company's appeal to Labour Minister Tito Mboweni for the appointment of an arbitrator would be reassessed after the process which starts today.

■ Saccawu is to set a date to conduct a strike ballot at 60 branches in the Spar Group for possible strike action involving more than 3 000 workers.

'Fewer strikes this year'

Cape Town — Figures for the number of strikes during June and July were small in comparison with those for the corresponding period in 1990.

Speaking yesterday in the Senate, Labour Minister Tito Mboweni said there were 41 strikes in June with 72 000 lost

working days.

Last month, 23 strikes took place with 200 000 lost working days.

In June 1990 there were 69 strikes with 400 860 lost working days and in July 1990, 216 strikes with 680 000 lost working days — Political Correspondent

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TV licences up 7%

Political Staff
TV licence fees are to be increased by R13,00 — 7,5% — from October 1, Broadcasting Minister Dr Pallo Jordan announced last night.

With VAT, TV fees will increase from R176 to R189, said Dr Jordan in Parliament during debate on the Broadcasting Services Vote.

Dr Jordan said the effect of the increase would amount to a total fee of 52 cents a day.

He also said concessionary licences, mainly for pensioners,

would go up from R50 to R54. These increases had been approved by the cabinet.

Dr Jordan said the 7,5% increase was reasonable and was in line with the inflation rate as well as the SABC's ongoing commitment to improving efficiency.

The SABC was aware of the current economic austerity that placed many households under enormous financial pressure, and this had been taken into account when the new fee was fixed, he added.

Auto strikes 'cost R100m each day'

CT 10/8/94 Business Editor
STRIKES are costing the car industry R100 million a day in lost sales — and the government about R100m a week in tax revenue — Mr Bert Wessels, president of the National Association of Automobile Manufacturers of SA, said yesterday.

Mr Brand Pretorius, managing director of Toyota Marketing (SA), said continued strikes were hitting SA's export markets as well as domestic sales.

● Supply shortages stall new car sales growth — Page 8

THE government intended placing married women in the...
By BARRY STREEK

joined the Association of African Diplomats, which groups African...



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Auto strikes 'cost R100m each day'

CT 10/8/94 Business Editor ~~152~~ (152)

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● Supply shortages stall new car sales growth —
Page 8

7, 10/8/94

Petronet in (152) dispute talks (12)

DURBAN — Urgent talks on salaries were held yesterday to resolve a strike by 10 highly-skilled Petronet staff

The petrol pipeline linking Durban and the Reef was re-opened after experienced senior personnel were drafted in to operate the pipe

The workers went on strike on Monday, complaining they were grossly underpaid

Sapa 27 10/8/94

ERICA JANKOWITZ

THE Automobile Manufacturers Employers' Organisation (Ameo) in effect ended wage negotiations yesterday when it failed to meet the unions' compromise demand, leaving no end in sight to the eight-day strike in the motor manufacturing sector

National Union of Metalworkers of SA (Numsa) spokesman Roger Etkind said Ameo had indicated its final offer of a 10% wage increase would not change even if negotiations resumed or the dispute was referred to mediation. Numsa negotiators rejected the offer. The union had dropped its demand from 12% — the point at which a dispute was declared — to 10.5%. No further negotiations have been scheduled. Numsa resolved to continue the strike

No end in sight for car industry strike

until agreement was reached. The union had also agreed to suspend its demand to eliminate wage anomalies and introduce a new wage policy within three years

After Ameo tabled its 10% offer, Numsa reverted to its 12% demand, and the implementation of a new wage policy 11/8/94

Etkind said the SA Iron, Steel and Allied Industries' Union declared a dispute with Ameo yesterday. Ameo's position would be put to Numsa's vehicle shop stewards' council tomorrow (152) (152)

Numsa strikers marched in Pretoria and East London yesterday, and a march was planned in Port Elizabeth today



Unions turn down higher car manufacturers' offer

Star M81974

Port Elizabeth — Car manufacturers in an attempt to break the crippling motor industry strike, increased their wage increase offer from 9 to 10 percent yesterday afternoon, but said this had been rejected by the unions.

Automobile Manufacturers' Employers Organisation (AMEO) acting chairman Harry Gazendam said in a statement that employers had made a 10 percent across-the-board offer based on actual wages and a 12 percent increase for minimum-wage employees.

He said that the unions concerned had indicated they could reach agreement at 10,5 percent across the board, but had reverted to their original demand of 12 percent.

The AMEO said it believed the latest offer was in the best interests of the industry, the many support industries and tens of

thousands of employees affected by the strike.

Employers said earlier yesterday they would not review their original 9 percent offer until the framework for the implementation of a wage policy had been agreed to.

The National Union of Metalworkers of SA (Numsa) is demanding that a wage policy framework be implemented within three years, instead of four as suggested by employers.

The Iron and Steel Workers Union has proposed that the wage policy framework be referred to a study group.

Latest estimates put the cost of the 10-day strike at almost R1 billion. (152)

The employers' latest offer followed a day of tough bargaining between a team of negotiators from employers and Numsa in Port Elizabeth on Tuesday — Sapa. (35)

Bear with our labour hiccups, Schwarz urges US

PETER FABRICIUS (152)
The Argus Foreign Service

WASHINGTON — Ambassador Harry Schwarz has urged United States businesses not to over-react to the strikes which, he says, are logical, especially at this time

He said there had to be rea-

FRG 11/8/94
sonable collective bargaining and this would stabilise as democracy established itself and people learned to balance the needs of those with jobs and those without

Optimism remained for economic growth and the creation of a system that correctly bal-

anced efficiency and justice

“In the medium term and long term South Africa will not only achieve realistic objectives but will satisfy foreign investors,” he said

“Any investor knows that in a country there are sometimes temporary setbacks and events

of which not everyone approves. The issue is the direction, sustainability and the consistency of the progress

“Our society is seeking to move from the abnormal apartheid structure to a normal democratic society. The world should understand if there are occasional hiccups”

March, despite talks

152
27
JOHANNESBURG — About 350 strikers yesterday marched to Shoprite/Checkers' Rosettenville supermarket here in spite of the resumption of talks on their dispute with the group

The strike was sparked by the disciplining of a senior shop steward, alleged to have used racially-abusive language against a Jewish manager

South African Commercial, Catering and Allied Workers' Union spokesman Mr Sithembele Tshwete said the

CT 11/8/94
march was to have been cancelled because of the talks, but strikers felt they should hand over a memorandum of their demands which was refused on Friday by managers at Hillbrow Checkers outlet

Strike committee spokesman Mr Ephraim Sephiphi said the strike might be extended on Monday from 31 supermarkets in the PWV to supermarkets nationwide

Strikers wanted their demands included in the talks, he said — Sapa

Health minister cools tempers in hospital

CT 11/8/94

152

By CHRIS BATEMAN
Political Staff

LOCAL Health Minister Mr Ebrahim Rasool yesterday visited Tygerberg Hospital to placate staff angered by comments he reportedly made last month about "middle-management insubordination".

His comment, which he yesterday explained was "aimed at a few individuals and not the entire middle-management", came at the height of a two-day National Education, Health and Allied Workers strike at the hospital

Some 60 workers toyi-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 their uniforms

Hospital services and meals to patients were disrupted.

Mr Rasool, after meeting the workers at the hospital yesterday, expressed his "appreciation for the frankness with which this matter was brought to my attention"

Urging the nursing staff delegation to "work towards a relationship of co-operation", he said his ministry would be consulting widely to discuss "restructuring" at the hospital in line with the RDP.

Last month Mr Rasool also said the medical superintendent would conduct an audit on privileges and facilities with special references to creches and residences Transport subsidies and allegations of corruption would also be probed, he said

Car chief slams report

(152) ~~142~~
HENRI du PLESSIS, Motoring Reporter

THE head of Mercedes Benz has lashed out at both the past and present South African governments for lack of a firm policy on local content in the motor industry

The motor industry task group's report on "Phase Seven" of local content was "flawed back to front", chief executive Christoph Köpke said

Speaking at the launch of the new Mercedes Benz C-Class cars in Johannesburg yesterday, he accused the past government of leaving local manufacturers in the lurch and the present one of being unable to formulate a policy

Mr Köpke also attacked the Numsa strike action, saying it had created a lose-lose situation that nobody could afford

ARG 11/8/94
"The motor industry is one of the best payers in the country, with a minimum wage of almost R2 000.

"A nurse starts at R1 400 and a policeman at R1 700. If a person who sweeps the floor in a motor car factory is deemed more valuable than them, there is something very wrong here

"The workers, through their strike, have lost far more in wages than they could ever gain with the increase they demand and the government has lost millions in revenue much needed for the reconstruction and development programme"

■ Employers, union in deadlock

■ Workers lose R35 million in wages

Auto strike costs R1,2-1

Star 12/18/94

bn.

■ BY JOVIAL RANTAO
LABOUR CORRESPONDENT

Mediation was ruled out yesterday as a way to resolve the 12-day strike by 25 000 vehicle industry workers, setting the course for an indefinite strike

National Union of Metalworkers of South Africa (Numsa) national organiser and chief negotiator Gavin Hartford said the union was willing to refer the strike to mediation or arbitration, but employers had made it clear they were not interested.

The strike has cost employers more than R1 billion in turnover, workers R35 million in wages, and the Government more than R200 million in taxes. (152)

"Employers have made it clear that their offer of 10 percent was final and not open to any further negotiation or mediation," Hartford said.

Bargaining

He said the union had no other avenues left, in terms of the law and collective bargaining, to help resolve the strike. Even Labour Minister Tito Mboweni could not intervene as he needed the consent of both parties in order to do so, Hartford added.

Automobile Manufacturers' Employers Organisation (Ameo) vice-chairman Harry Gazendam yesterday confirmed that employers were not prepared to go into mediation.

"Entering into a mediation process implies that you're prepared to make further concessions. We've made our final offer, which we believe is the best in the country, and agreeing to mediation knowing that we will not move would be

NO END to strike in sight as Numsa rejects 10% offer from nation's auto-industry employers

doing so in bad faith," said Gazendam.

He added that employers were hoping Numsa would consider the employers' entire package and accept it.

Gazendam said an average Numsa member earned R1 935 a month. The company's offer of 10 percent would increase that to R2 128 a month. "Add to that an average 42 percent of a fringe benefit package and that takes the overall package of a Numsa member to over R3 000 a month," he said.

Hartford said that because Ameo had rejected the union's final unmandated demand of 10,5 percent when talks broke down in Port Elizabeth on Wednesday, the union had reverted to its previous demand of 12 percent.

He said Numsa's National Auto Shopstewards' Council would meet today in a bid to break the impasse.

As the strike seemed set to continue indefinitely, an economist warned that the livelihood of families linked to the vehicle plants and related industries in the Eastern Cape and Pretoria would be adversely affected by the stoppage.

Tony Twine, an economist at Econometrix, said "The industry might restore its productivity through overtime when the strike is resolved, but will not restore its profitability

"When you work overtime to increase productivity, you pay high wages and your profitability suffers"

Ackerman takes stock *FM 12/18/94*

Pick 'n Pay chairman Raymond Ackerman admits to being "rather shattered" by the behaviour of some workers during the three-week strike that battered his company last month and helped burst the bubble of post-election euphoria.

But, looking back after last week's settlement, he says the lessons that emerged from the trauma could benefit not only Pick 'n Pay and the SA Commercial, Catering and Allied Workers' Union (Saccawu) but also companies and unions in other sectors, as well as the authorities.

Though the initial response from the Labour Ministry to Ackerman's call for mandatory pre-strike mediation and clear regulations on strikers' behaviour has been lukewarm, the proposals have merit.

Ackerman believes early mediation could have prevented the strike. He says Pick 'n Pay suggested mediation in June when it became clear that the conciliation board would be unable to resolve the wage dispute, but it was rejected by Saccawu.

At the height of the strike, it took the personal intervention of Labour Minister Tito Mboweni to bring about the appointment of a mediator who paved the way for a settlement. Had this not happened, says Ackerman, the strike would probably still be on.

"Mediation should be compulsory before a strike can be called. In my view, a conciliation board is just a paper tiger"

He says the behaviour of strikers also needs to be regulated. Two behaviour agreements were concluded with Saccawu, one of which was facilitated by Mboweni and Safety & Security Minister Sydney Mufamadi. But, says Ackerman, the union subsequently tore up both.

Action by some strikers, such as intimidation of working staff and customers and malicious damage to company property, was so unacceptable that Pick 'n Pay was compelled to call in the police.

"I believe we need strike rules that are fair to both sides and which allow strikes to be conducted in a civilised manner"

Ackerman also wants the wording on strike ballots to be regulated so that it is

fair to workers and management. He believes the question put to workers in the pre-strike ballot was so loaded that they had little option other than to support a strike.

He believes government acted correctly during the strike by remaining independent. The police behaved professionally at all times, he adds, and criticism of them is not justified. ~~(S)~~ (152) ~~(S)~~

It is ironic that Pick 'n Pay's progressive staff policies relative to the retail sector may have fuelled Saccawu's determination to push ahead with the strike.

Ackerman is convinced of that. He believes the union's initial demand of a R229 across-the-board increase was deliberately unrealistic.

He says shop stewards told him they were confident the company would cave in after three days of strike action because it would not want to risk spoiling its reputation as a fair employer.

As further evidence of the strikers' questionable motives, Ackerman says that after the conciliation board failed to resolve the dispute, he personally arranged a meeting between management, Saccawu and Pick 'n Pay shop stewards on July 1.

It resulted in an agreement based on a R175 across-the-board increase, subject to worker approval. But 10 days later, at 5 pm on July 11, he received a letter stating the offer was unacceptable and the strike would begin the next morning.

It was the first time in five years of wage negotiations that an agreement reached with union leaders was rejected by the workers. Ackerman believes the settlement was not properly explained by the leaders, who buckled under pressure from militant shop stewards convinced they could break the company.

But in the end, the strikers as well as the company were losers. Ackerman estimates the strike resulted in a R70m loss in turnover. The strikers lost an average of R1 500 each in wages and benefits. The final settlement was an increase of R180 a month and a minimum monthly wage of R1 110. The average monthly wage of

weekly paid workers is R1 643.

The company's offer when the strike started was R175 and a minimum of R1 110, the union's demand was R229 and a minimum of R1 200.

The cost in goodwill destroyed within the company and among customers is incalculable.

Ackerman feels particularly hurt by the actions of people he thought he knew well and by the anti-Semitism directed at him and his family and other Jewish managers. "It's going to take a long time to get over it, but I believe we will"

His disillusion was eased by the workers who did not strike. In the Western Cape, nearly 90% stayed at their posts compared with 10%-15% elsewhere.

In addition, he says most managers displayed an unprecedented depth of loyalty. Not only did they have to cope with striking weekly paid workers, but in the middle of the strike a group of 500-600 junior black managers formed a union and stopped work in sympathy with the other strikers, causing additional disruption.

There are other positive aspects. Ackerman believes the strike provides the company with an opportunity to examine its values and rededicate itself to basic principles.

This will be possible partly through provisions in the settlement for the joint implementation by workers and management of employee training, career planning and affirmative action, incentive schemes; a courtesy agreement, agreement on conduct during industrial action, and the revision of disciplinary procedure.

Ackerman says the strike also showed management that one of Pick 'n Pay's founding principles — to look after staff so that they will look after customers — has been eroded over the years and needs to be reinforced.

"We've also made it clear that we won't allow the union to take over the company. The way ahead must be a partnership between staff and management in which all of us take responsibility for the company"

NSB strike of ^{Soweto} 4 000 in day 8

By Ike Motsapi

12/8/94

THE strike by more than 4 000 National Sorghum Breweries workers enters its eighth day today, as talks aimed at ending the deadlock between management and employee representatives continue.

The workers, who are members of the Food and Allied Workers Union, demand a minimum monthly salary of R1 600. Management offers an increase of between R60 and R100 - bringing the minimum salary to R1 200.

Workers have rejected this. The ~~minimum~~ ^{minimum} ~~paid~~ ^{paid} at present is R1 000 a month. ~~R1 000~~ (S2)
The strike affects all 11 NSB plants nationally.

Sun City hit by strike action

Own Correspondent

JOHANNESBURG — Sun City was again disrupted by strike action yesterday when between 350 and 400 workers failed to report for duty, Sun International managing director Mr Peter Bacon said

However, the reason for the strike was unclear as no demand had been tabled and Mr

Bacon said he hoped operations would be back to normal today after discussions

Mr Bacon said there was a high degree of intimidation at the resort and there were hopes the action would not spread

The resort was functioning and there were no plans to shut the operation, he added

This followed a five-day strike at Sun City last month by all 3500 workers which forced Sun International to shut the resort at great financial cost

A South African Commercial, Catering and Allied Workers' Union spokesman said the strike appeared to have been sparked by the dis-

missal of a caddie for absconding. The caddie was summoned to a disciplinary inquiry following the previous strike, but had failed to attend the hearing or report for work.

Once the company handed down the dismissal finding, the caddie returned and prevented workers from gaining access to the resort

(152) CT 12/8/94

Clothing union demonstrates (S2)

ABOUT 150 South African Clothing and Textile Workers' Union members demonstrated at the gates of Parliament yesterday against visiting Malaysian entrepreneurs.

A Malaysian trade delegation is currently prospecting for business in South Africa.

A pamphlet distributed by protesters claimed Malaysian clothing workers were paid R4,36 a hour, while their South African counterparts earned R7,68 a hour.

Mercedes boss hits at Numsa

Own Correspondent

PORT ELIZABETH — A top motor industry boss has stepped directly into the fray in the countrywide motor industry strike by criticising the National Union of Metalworkers (Numsa) for demanding more money for its members while turning its back on the major problem of unemployment.

Mercedes-Benz SA chief executive Mr Christoph Köpke said this week the motor industry action was "totally unnecessary" as talks had not reached breakdown point before the strike was called

"The entire country should go out over the 10 million people who do not have jobs at all and need to come off the

streets," he said

The motor industry was already a top payer in the country, he said

"There is something wrong when an industry in which the lowest-paid workers earn R2 000 a month for sweeping the floors go on strike, while nurses earn R1 600 a month and policemen R1 700 a

month" CT 12/8/94

Mr Köpke, in the hardest-hitting attack yet on government dithering and "vested interest" in the motoring industry, also said the government must act urgently on new local content rules or South Africa will be in danger of losing its multi-billion rand motor industry, sparking huge unemployment (152)

Motor strike may cause job losses

B Day 12/8/94

WICK COLLINS and ERICA JANKOWITZ

THE motor component industry would lay off 4 500 to 5 000 workers — 10% of its workforce — from Monday if the motor sector strike was not resolved by the weekend, the National Automotive Component and Allied Manufacturing Association (Naacam) warned yesterday.

Naacam president John Brandtner said the R4,3bn-a-year industry was losing R20m a day to the strike which started on August 1. The impact was being felt by more than 44 000 workers in 160 companies.

"By Monday the industry will have built up surplus inventory and we will see companies closing. Some companies could close for a week while others could go on to a two-day week."

But for smaller manufacturers, who had struggled with recession for the past four years, the strike could be "the final straw"

"There could be a major shedding of jobs — we are perplexed by the union's attitude. The union is adding to human suffering," Brandtner said.

Sources estimated that motor manufacturers would have to fork out R600 000 a year to meet the difference between the employers' 10% wage offer and the unions' 10,5% compromise demand. But the strike was costing each of the nine manufacturers between R9m and R17,5m a day in lost turnover.

Both the Automobile Manufacturers Employers' Organisation (Ameo) and the National Union of Metalworkers of SA (Numsa) indicated the strike would continue indefinitely.

Numsa national organiser Gavin Hartford said the 10% offer would be discussed at a shop stewards' council meeting today, but he was sure workers would vote against it. Numsa reverted to its 12% demand on Wednesday after employers refused to meet its 10,5% compromise position.

As employers had indicated they would not reopen negotiations or refer the dispute to mediation, Numsa would have no option but to dig in for a protracted strike.

Ameo acting chairman Harry Gazendam said the employers' final wage offer of 10% on actual wages and 12% for those earning the minimum rates was excellent.

Hartford said employers had been asked whether they could afford the half percentage point difference and all had indicated they could.

Gazendam said employers had never argued affordability and had tabled a high final offer. "There's no economic rationale for the offer if you look at inflation or our position as payers in the economy."

He said the average Numsa member in the sector earned R1 934 a month. The 10% offer would push this to R2 127, excluding the benefits offered in the sector which amounted to an additional 42%.

Hartford said this confirmed the union's view that the employers' reluctance to settle was not due to affordability problems but was linked to taking a principled stand. "Employers are trying to realign the power relationship within the industry and reassert control."

On the issue of major corporations setting ceilings on settlement levels, Gazendam said he had never been contacted by Anglo American or Samcor to limit the wage increase.

"Numsa must accept that it has pushed us into a centralised bargaining forum and the inevitability that negotiations will be governed by a group decision."

Sapa reports that about 1 000 Numsa members marched in Port Elizabeth yesterday to present a memorandum to employers for a 12% wage increase.

Pensioners hammered by pay-out point strike

CIPRESS 14/8/94

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By SIPHO ZUNGU



STILL HOPING . . . Desperate pensioners at a strike-hit Soweto pay-out point this week. **Picture: TLADI KHUELE**

THOUSANDS of unsuspecting pensioners and disabled people were hit hard by this week's three-day strike by social grant workers who refused to service Soweto pension pay-out points

"This is a shame For three days now I have been coming here, in this cold And I hardly have tea in the house," one Diepkloof pensioner said

Pay-out points affected by the wild-cat strike - suspended after talks on Wednesday between the strikers and PWV Provincial Administration acting director-general Len Dekker - were Diepkloof Hall, Uncle Tom's Hall in Orlando West, White City's Number Office and the Orlando Communal Hall



WHAT A DRAG . . . Thousands of pensioners waited in vain - some for three days in a row - for their grants.

For first-time pension grant applicant Violet Kekana (61), who was told to collect her pension this month, it was an "unbearable long wait which I just had to endure"

PWV MEC for social welfare Sakkie Blanche said 115 public servants at the Newgate government offices had staged a sit-in in protest against what they termed unfair and racist promotions and a failure by management to address grievances raised in February by the National Education, Health and Allied Workers Union

At Wednesday's meeting, the strikers agreed to go back to work tomorrow, pending more talks on Wednesday

500 in Somchem march

ABOUT 500 workers from two Somchem factories in Wellington and Macassar marched to the main factory in Somerset West on Saturday to protest against wages and working conditions

The workers handed over a memorandum to personnel manager Mr Henne Marais in which they asked the company to negotiate with the SA Chemical Workers' Union. They also demanded an across-the-board increase of 25% and equal pay for equal work.

Sacwu spokesman Mr Peter Roman said management had agreed to meet with the union today — Sapa

(153) (152)

CT 15/8/94

Union and vehicle manufacturers meet again in fresh round of talks

Mbeki, Mboweni intervene

Star 16/8/94 to break deadlock

■ BY JOVIAL RANTAO
LABOUR CORRESPONDENT

Intervention by Deputy President Thabo Mbeki and Labour Minister Tito Mboweni at the weekend has persuaded the parties in the protracted motor manufacturing industry strike to resume talks

Mbeki and Mboweni held separate meetings with the National Union of Metalworkers of South Africa (Numsa) and the Automobile Manufacturers Employers' Organisation (Ameo) on Saturday, which were followed by a joint meeting on Sunday.

The gatherings led to a round of informal discussions in Johannesburg yesterday to outline a framework for the resumption of wage negotiations.

Harry Gazendam, Ameo's vice-chairman, said the informal talks held yesterday would not affect the parties' final positions

Wage talks between Numsa and Ameo reached deadlock in Port Elizabeth on Wednesday when employers made a final offer of a 10 percent across-the-board increase and Numsa stood firm on its reduced demand of 10,5 percent.

Final offer

The union has since reverted to its original 12 percent wage demand.

Mediation was ruled out as an alternative to resolve the dispute when employers said they would not move from their final offer.

Yesterday was the first day of the strike in which workers were not paid. Numsa charged employers with using the non-payment of wages, as well as moves to resume operations at some plants, as a ploy to drive a wedge between the workers.

Employers at two of the seven affected auto assembly plants announced plans at the weekend to resume production.

"Not a single Numsa member returned to work," the union said. "The mood of the workers is unprecedentedly strong."

THE deputy president and the Labour Minister persuade the opposing parties to resume their talks

152

Numsa, however, remained optimistic that genuine negotiations, which focused on the key issues in the motor industry, could still produce a settlement

But, Numsa warned, if employers believed "they're holding a line for employers in general", then the dispute would likely be prolonged.

■ Hundreds of Numsa members staged a march in Durban yesterday to support their demand for a higher wage award.

■ Unless there was "an improvement" in the final wage offer from the Chamber of Mines, the National Union of Mineworkers (NUM) would proceed with plans to conduct a strike ballot among its 200 000 members, a union spokesman warned yesterday.

"The strike ballot is the last resort. There's no alternative route left for us. We were forced into this situation," said NUM press officer Jerry Majatladi.

The decision to ballot members was reached on Thursday by the NUM's national executive committee. Once the balloting process, which starts this week and is expected to take two weeks, is concluded, the committee would reconvene to discuss the situation.

The NUM, which lowered its wage demand of 15 percent to 11 percent for both coal and gold mines during the conciliation board meetings, opted for the strike ballot after the Chamber made a final offer of 9,25 percent for gold mines and 10 percent for coal mines.

The Chamber was unavailable for comment last night

se ● Workers need to be paid

Strike at council enters second day

By Joshua Raboroko

THE strike by more than 300 employees of Kagiso Council, who are demanding a dismissed shop steward be reinstated, entered its second day yesterday

The workers, members of the Municipal, Education State Health and Allied Workers' Union, said the trade unionist was dismissed without a proper hearing. They claimed the dismissal was "an unfair labour practice" by Kagiso administrator Mr Rayne Snyman who had taken the decision unilaterally.

At a meeting yesterday the workers,

who also have grievances about the sale of council property, said Snyman had sold two council motor cars without consulting senior employees.

They claimed he did not give details of how much the vehicles cost as well as reasons for the sale. The workers also claimed that the council's security firearms were sold to senior employees.

Snyman said yesterday a meeting would be held with union leaders today to discuss the dismissal. He would also submit documents showing the sale of the cars and firearms. The money, he said, was in the council's coffers.

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Angry cops stage strike

CT 16/8/94

A GROUP of angry Cape Flats policemen went on strike yesterday to protest against the killing of three of their colleagues in as many days

More than 100 residents joined the police protest outside Belhar satellite police station at 9am, where they waved placards calling for the removal of senior police officers and for the deployment of more police in the area

The action took place while Western Cape Police Services Minister Mr Patrick McKenzie was at a meeting at the station with police and community representatives

Several of the protesters screamed that his spokesman, Colonel Raymond Dowd, was "uncaring" for saying staffing levels had nothing to do with police killings. Mr McKenzie struggled to make his voice heard as policemen shouted "Dowd must go," and that the "top structure does not care" about their policemen on the ground

Policemen drawn from the Parow police station took over at Belhar police station as the striking policemen and their supporters took part in a protest march to Delft police station

Traffic came to a standstill as the cavalcade of police vehicles and toy-toying police officers moved down the avenue before holding a minute's silence for their slain colleague. They sang hymns before finally dispersing around 3pm.

Mr McKenzie said station commanders were satisfied with his undertakings, which included a meeting with Divisional Commissioner General Nic Acker this morning and a report-back meeting by himself at the Belhar Anglican Church on a day this week to be chosen by the community

● Late last night, in a statement from Col Dowd on behalf of Mr McKenzie, he said "In the light of information received that certain elements of Popcru are planning illegal marches with the use of state vehicles, etc, no purpose will be served in the meeting which was scheduled to take place today between us until Popcru gets its house in order and speaks without any ambiguity"

Motor talks may resume

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16/8/94

Own Correspondent

PORT ELIZABETH — Auto industry unions and employers could resume formal negotiations following secret weekend talks between them and the government

There were informal talks between the National Union of Metalworkers (Numsa) and the Automobile Manufacturers Employers' Organisation (AMEO) at Toyota in Johannesburg yesterday following talks with Labour Minister Mr Tito Mboweni and Deputy President Thabo Mbeki on Sunday

Numsa said in a statement yesterday that the employers had been persuaded to return to the negotiating table

AMEO called yesterday's meet-

Employers provocative — union

ing "informal discussions aimed at finding a constructive resolution"

It confirmed that meetings with the government had led to further discussions between Numsa and AMEO

Meanwhile two motor manufacturers said yesterday they would open their doors for normal production today and urged striking workers to return to work

Delta in Port Elizabeth and Mercedes Benz in East London said their invitation to strikers was a serious attempt to try to minimise hardship all round

But Numsa accused them of being "provocative" and trying to divide its members by opening for normal production during a national strike

Mercedes tried to resume production yesterday, but too few employees returned to sustain normal production

Delta, in a public statement and press advertisements, has also invited its workers to return to work today

In a statement yesterday, the union said employers had misread the situation and were wrong in thinking they could divide union membership

Residents clash with strikers

DURBAN. — A man was found dead at Umlazi, south of here, yesterday after a march by about 3 000 municipal strikers and a counter-march by thousands of residents angry about the collapse of essential services.

Police said they discovered the body at a shopping centre, together with an abandoned bakkie and several shotgun cartridges. Three people were wounded in the shooting, but no details were available.

CT 16/8/94
Umlazi municipal employees went on strike last week, demanding the resignation of the entire management.

They marched to the township's municipal offices yesterday, but fled, apparently in fear of their lives, when marching residents arrived and demanded from them the keys to the offices.

Deaths: Angry cops to march

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~~217~~

CT 17/8/94

POLICEMEN angry at continued police killings stayed away from work again yesterday leaving only nine policemen to man the Delft, Belhar and Bellville South police stations.

And they have threatened to march to Parliament today protest against the murders of their colleagues

The march was planned yesterday at the same time that a snap debate was held in Parliament, during which Safety and Security Minister Mr Sidney Mufamadi said police killings could be attributed to the fact that criminal elements were threatened by the new relationship between the police and the community.

Another policeman was shot dead yesterday, in Atteridgeville, Pretoria, bringing to 163 the number of policemen who have died since the beginning of the year.

The debate was introduced by NP MP Gert Myburgh, who said "an abhorrent culture has taken root whereby people demonstrate disrespect for those who protect all of us".

The DP's Mr Douglas Gibson said people across the political spectrum should unite to fight criminals who targeted policemen.

The ANC's Mr Linda Mtshali warned the killing of policemen had the potential of "throwing our country back into the crisis of the past".

Police commissioner General Johan van der Merwe said in the police report for last year, tabled in Parliament yesterday, South Africa faced anarchy if crime and violence were not combated effectively.

In Pretoria, the South African Police Union criticised Mr Mufamadi for failing to stop the killings.

Ministry spokesman Mr Craig Kotzé said Mr Mufamadi would meet the Interim Board of Police Commissioners today.

● Scores of policemen are expected to march on Parliament tomorrow to protest the murders of their colleagues, police management practices and staffing levels as their political boss yesterday remained locked in mediation talks.

Local Police Minister Mr Patrick McKenzie said he had persuaded the executive of Popcru late yesterday to get their 40 striking colleagues to return to work.

While he would allow the police union their right to march tomorrow, he would only give the (illegal) strikers until Monday to return to work.

● The office of the regional commissioner of police, Lieutenant-General Nic Acker, bowed to the striking policemen's demands yesterday by agreeing to deploy 40 extra policemen in Belhar and Delft.

● Police made what they called a vital breakthrough in their investigation into Sunday's fatal attack on Delft police station when they found an abandoned car which they believe was used by the four attackers.

● Serious crime 'hit record levels' — Page 7

● Police Shock murder and suicide figures — Page 2

Strike unrest: 3 in court

Staff Reporter

A PAINTER who was allegedly shot by police during a building strike protest has appeared in the Cape Town Magistrate's Court with two other building workers, in connection with public violence. *ARL 18 1974*

Jan Vos, 32, of Eastridge, Mitchell's Plain, was allegedly hit in the neck, side and arm with birdshot when chaos erupted at Baumann's Biscuits factory in Woodstock on July 28.

He appeared yesterday with Johannes Jacobs, 25, of Pearl Court, Lotus River, and Shani-boy Mele, 23, of Julius Cohen Hostel, Nyanga East. They were not asked to plead.

A warrant of arrest was issued for Dumile Made, 52, of Heideveld Hostels, Guguletu.

Mr Vos's bail of R500 was extended. Mr Jacobs and Mr Mele have been released on warning.

Magistrate W J Faught postponed the case to September 2.

Another blow for strike-hit car industry

ROGER FRIEDMAN
Labour Reporter

THE embattled motor industry has been dealt another blow, with the white SA Steel and Allied Industries Union declaring itself in dispute with the Automobile Manufacturers' Employers Organisation, over wages. *FILE 18/8/94*

The industry has been effectively shut down since about 25 000 National Union of Metalworkers of South Africa (Numsa) members went on strike over wage increases 17 days ago.

Steel and Allied Industries Union spokesman Johan Prinsloo said the union had "no choice" other than to declare a dispute.

The union had about 1 850 members in the motor industry, most of them artisans.

Union Eastern Cape area manager Pieter Veldtman said the union was demanding a 12 percent wage increase, while employers were offering nine percent.

The union offered to meet employers halfway — 10,5 percent across-the-board — but the employers were sticking to 10 percent.

The union meets its employers tomorrow.

● Numsa's leadership was locked in a meeting to discuss developments in Port Elizabeth today after "informal talks" with their employers failed at the weekend.

The union is demanding a 12 percent wage increase, while employers are offering 10 percent.

● The Steel and Allied Industries Union is still pursuing an interdict forcing Volkswagen to allow its members to work in spite of the Numsa strike.

STRIKEWATCH ■ COMPILED BY LABOUR REPORTER JOVIAL RANTAO

THE PARTIES	DISPUTE	STATUS
Numsa v Auto manufacturers	25 000 want 12% across-the-board. Offer: 10%.	3rd week of legal strike. Talks, but no negotiations.
Food & Allied WU v Enterprise	378 workers want R50 a week more. Offer R20.	3rd week of legal strike. No talks.
Saccawu v Shoprite/Checkers	900 Allegations of racism against shopsteward.	6th week of illegal strike. Mediation in progress.
SA Chem WU v Dulux, Alberton	200 unhappy about treatment of casual workers.	1st week of illegal strike. Talks in progress.

OTHER MAJOR DISPUTES

Num v Chamber of Mines	300 000 want 11% across the board. Offer: 9.5%. Plus second dispute over education and training.	Conciliation board meeting on Friday. Conciliation board being set up
Num v De Beers	30 000 want 15% across the board. Offer: 8.5%.	Conciliation board is sitting.
MWU v Chamber of Mines	20 000 want 10 to 13% increase. Offer: 7 to 8.5%.	Conciliation board
Popcru v Prisons and Police	45 000 fight pay, race discrimination, dismissals.	Police and Prisons Investigating

'Do-or-die' bid to end wage dispute

Star 18/8/94

■ BY JOVIAL RANTAO
LABOUR CORRESPONDENT

The third Conciliation Board meeting to resolve the wage dispute between the Chamber of Mines and the National Union of Mineworkers is to sit in Johannesburg tomorrow

The NUM's Jerry Majatladi described the meeting — chaired by political analyst Eugene Nyathi — as a "do-or-die effort", failing which the union would start balloting its 200 000 members next week.

The decision to ballot members was reached last Thursday by the NUM's national executive committee

Once the balloting process, which is expected to take two weeks, was concluded, the committee would reconvene to discuss the situation.

The NUM, which lowered its wage demand of 15 percent to 11 percent for both coal and gold mines during the Conciliation Board meetings, opted for the strike ballot after the chamber made a final offer of 9.25 percent for gold mines and 10 percent for coal mines.

The union said while agreement had already been reached on a series of non-wage demands, the NUM and chamber were still in dispute on the issues surrounding the provident fund, holiday leave allowance and traditional healers

Majatladi said a Conciliation Board date for the dispute between the NUM and De Beers, involving more than 5 000 workers, was still to be set

Mediation is still under way to resolve the disputes at the Impala Platinum and Ergo mines



Heated exchange sparks strike

Bursts of anger and hatred have sparked a three-month-old strike at Shoprite/Checkers, which has cost workers and store owners millions of rands

Although both Shoprite/Checkers and the SA Commercial and Catering and Allied Workers' Union (Saccawu) have not yet reached agreement, the one thing they can agree on is that an incident took place on May 9 at the Killarney, Johannesburg, store between a shop steward and a store manager which has pushed relations to breaking point

This is the chronology of the strike

May 9 At the Killarney Shoprite/Checkers store, national shop steward Monty Jika and an unnamed store manager are engaged in a dispute

According to the union, Jika tells the manager "You are a Jew I am not a Jew I am not a Jew stop what you are doing to me I am not your slave"

According to Shoprite/Checkers, Jika also said to the manager "You are a Palestinian F off back home"
A Saccawu spokesman says

RACIAL conflict at Killarney's Shoprite-Checkers results in a three-month strike at 37 stores, writes Christina Stucky

Star 18/8/94

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this outburst followed a series of incidents of unfair treatment by the manager and the use of such racial slurs as "kaffir"

That same day, Monty Jika launches a grievance action May 16 Jika's grievance against the manager is turned into a disciplinary hearing against himself, says the union "A grievance hearing cannot be countered by a disciplinary hearing At a disciplinary hearing, only Monty can be punished, not the manager," the union says

The company says that a notice of inquiry into the dispute was first issued in mid-May It says it is prepared to ignore internal procedures and, "in a spirit of compromise and reconciliation", offers third party intervention in the inquiry as well as arbitration, a company spokesperson states

The offer is refused Killarney becomes the first of 37 stores to begin illegal strike action at the beginning of June

June 28 A meeting between the union and the company ends in deadlock "because the union refused to consider any disciplinary action", according to a company statement

The company schedules an inquiry into allegations of racially abusive language for the next day Workers start a campaign to reinstate dismissed workers

June 29 Strike action takes place at 24 stores The union does not endorse the strikes but understands that they "arise out of frustration of the workers who feel that enough is enough", it says According to the union, 500 workers from the Lambton, Killarney, Epsom Downs, Edenvale and Balfour Park stores are fired after participating in the strike

At least 166 workers from these stores — except for Balfour Park — are fired The company says they "will gladly be taken back" as long as they agree not to participate in illegal strike action

July 3 Jika is dismissed after a disciplinary hearing at which he was not present, the union says The company affirms that after the union rejected the offer to mediate, the inquiry proceeded and Jika was dismissed The dispute has still not been resolved The strike enters its fourth week

July 25 A meeting between company and union representatives ends in deadlock

August 2 and 3 Mediation in Jika's case fails According to the company, the union walks out after a day and a half of talks

August 4 A conciliatory board hearing takes place, attended by the union, the company as well as the Department of Manpower It, too, fails

August 10: Three days after the union approaches the company to discuss balloting procedures for a legal strike, mediation begins

August 11 The strike, which involves 850 workers, enters its 68th day

August 16 A union spokesman describes the talks as "tense", but will not disclose any further information on the deliberations in order not to jeopardise the mediation process indefinitely

Losses mount in R1,5bn auto strike

CT 18/8/94
Own Correspondent

JOHANNESBURG — Informal talks between manufacturers and unions continued yesterday in a bid to end a strike by about 25 000 motor industry workers, which enters its 14th day today.

By yesterday manufacturers were estimated to have lost about R1,5 billion in turnover.

Manufacturers expressed concern over their projected inability to catch up with lost production between now and the year-end shutdown, normally scheduled for mid-December.

Toyota spokesman Mr Roger Houghton said the company was already more than 5 000 vehicles behind its production target when the strike began. Each day added a further 420 vehicles to this total, and Toyota had

(152) ~~152~~
little chance of making up the shortfall.

Other manufacturers were in a similar predicament, with backlogs which stemmed from the week-long shutdown over the election period and industrial action earlier this year.

Suppliers and dealers were also feeling the pinch and component manufacturers had started laying off workers with the massive drop in demand for products, manufacturers said.

● Firestone employees downed tools at the Port Elizabeth factory yesterday in sympathy with a shop steward they said had been treated unfairly.

● All tyre industry employees are expected to gather at the Numsa regional offices this morning to discuss the tyre industry wage negotiations.

Lay-offs, losses as motor strike bites

Star
BY JOVIAL RANTAO
LABOUR CORRESPONDENT

The strike in the motor industry, which enters its 13th day today, has started to cause temporary closures and employee lay-offs in the component sector, according to John Brandtner, president of the National Association of Automobile Component and Allied Manufacturers (Naacam)

Brandtner said more than 5 000 workers had already been put on short time or temporarily laid off and warned that if the strike continued for another week, more than 20 000 workers could be laid off

He said the 160 Naacam members, who em-

18/8/94
ployed about 45 000 people and supplied components worth R4,3 billion to manufacturers annually, had lost R280 million in turnover, and the figure would increase by R20 million for every day the strike continued.

More than 25 000 members of the National Union of Metalworkers of South Africa have been on strike to support their union's 12 per cent increase demand

At the beginning of the strike the union warned that the strike would have an effect on the components and other related industries

The Automobile Manufacturers Employers' Organisation has offered 10 per cent

(152)

Fishermen in standoff

Staff Reporter

FISHERMEN and police had a tense standoff in the harbour yesterday when about 300 fishermen demanded R5 million from Sea Fisheries ~~Department~~

The protest shut down the colliery jetty, and protesters refused to move until they had received their money (152)

The protest was about a hake quota of 950 tons granted to the Cape Town Harbour Community Trust — to whom the protesters belonged — by Sea Fisheries

The trust was formed to administer fishing quotas granted to fishermen, and the hake quota had been bought by the Sistro fishing company

Sistro managing director Mr Manuel de Olam said R500 000 had already been paid to the trust, and the rest would be paid at the rate of R1,15 per kg of fish

Fishermen were now demanding R5 a kilogram, which was far too much, said Mr De Olam

"Where in the world can you get so much money for 951 tons of fish?" he asked CT 1818194

A tense situation developed when police tried to confiscate weapons the protesters had armed themselves with, allowing them to walk through the unlocked gate one by one

The impatient crowd surged through the gate but were stopped when police threatened to fire on them

Police mediators spent most of yesterday afternoon trying to defuse the situation, eventually persuading the fishermen to meet lawyers representing them to address the issue

'Apartheid cause of labour unrest'

(152)

CT 18/8/74

WITBANK — The current labour unrest had more to do with apartheid in the workplace than with wage grievances, speakers at a Black Management Forum (BMF) summit said here yesterday

BMF chairman Prof Wiseman Nkuhlu said labour tension would continue until the "large disparities" between black and white workers had been addressed

He said the rectification of racial imbalances had to be a joint process involving

all interested parties

Business consultant Ms Terry Oakley-Smith agreed that apartheid in the workplace had to be eradicated before labour unrest would abate

White corporate managers could not do it on their own

Ms Oakley-Smith said the answer lay in affirmative action that was correctly implemented

Eastern Transvaal Premier Mr Mathews

Phosa told the forum black organisations should not be seen as instruments which helped only one section of the population

He said he was sceptical of initiatives that perpetuated the differences of the past along political and colour lines

"We should not be seen as instruments to further the interests of only one sector of the population, or of the economy"

Mr Phosa appealed to the BMF management to also play a role in reconciliation

New bid to end motor strike

MOTOR manufacturers offered a supplementary monetary award to striking workers in return for a commitment not to embark on any unprocedural industrial action for the duration of the agreement, Automobile Manufacturers Employers' Organisation vice-president Harry Gazendam said yesterday. **Biday**

Employers had not increased their base offer of a 10% increase on actual wages. But they offered a one percentage point gratia payment to all workers for the six months beginning January 1 1995. This would be calculated on their basic wage and paid out weekly, but not added to their base rate, he explained. **19/8/94**

In return, workers would agree not to embark on unprocedural industrial action.

ERICA JANKOWITZ

to recover the units lost in the current strike and to stick to build schedules.

The offer was put to the National Union of Metalworkers of SA's auto shop stewards' council meeting yesterday and discussed by the SA Iron, Steel and Allied Industries' Union. It was tabled during informal talks between the parties this week following government intervention last weekend. **(152)**

Gazendam said Deputy President Thabo Mbeki and Labour Minister Tito Mboweni had been constructive and non-prescriptive in their approach and had urged the parties to seek "innovative solutions".

□ To Page 2

Motor strike

Meanwhile, the Mercedes-Benz plant in East London did not open for production yesterday because of the lack of significant attendance, spokesman Delene Stroh said. The company reopened on Monday, but did not attract sufficient workers to make any production worthwhile. On Tuesday and Wednesday, some limited production was managed at Mercedes and the Delta Motor

Corporation in Port Elizabeth

Delta said there was similar attendance yesterday and both plants said they would open again today. **(152)**

The three-week strike by about 25 000 workers is estimated to have cost manufacturers more than R1,65bn in lost turnover and strikers millions in lost wages.

□ From Page 1

Checkers strike ends

The illegal strike at 24 Shoprite/Checkers stores in the Transvaal ended last night with an agreement between the company and the SA Commercial Catering and Allied Workers' Union. *Star*

The walkout nine weeks ago was sparked off by an incident at the company's Killarney, Johannesburg, store: a senior shop steward was alleged to have racially abused a Jewish store manager. *1918/94*

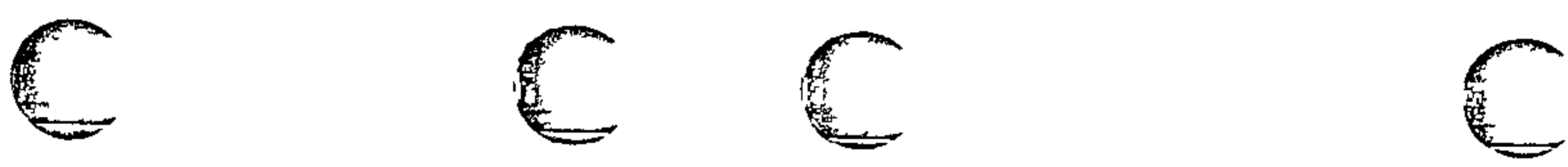
According to the company, the shop steward had persistently refused to attend a disciplinary inquiry into the incident.

Last night's agreement allows for workers dismissed during the strike to be reinstated, but without pay.

Workers who had participated in "serious misconduct" during the strike would face disciplinary action, but not dismissal.

The dismissal of the shop steward in the original incident would be subject to arbitration

— Saps
② 152



No settlement of auto strike in sight

Star 19/8/94

■ BY JOVIAL RANTAO
LABOUR CORRESPONDENT

Fifteen days later and with more than R1,5 billion in turnover lost, a settlement still seems out of reach for the parties negotiating to resolve the strike by 25 000 workers in the motor manufacturing industry (152)

The Automobile Manufacturers Employers' Organisation (Ameo) and the National Union of Metalworkers of South Africa yesterday remained tight-lipped about progress made

Sources close to the two-day informal talks said Ameo stood firm on its 10 percent final offer but was prepared to pay a further 1 percent in the

form of an ex-gratia payment.

■ More than 600 workers at Langeberg Foods in Boksburg went on strike yesterday, demanding the reinstatement of a shop steward

■ The Food and Allied Workers Union announced yesterday that the three-week-old strike by 378 workers at the Enterprise Food Company in Germiston had been resolved.

■ The strike by 309 workers at the Kagiso Town Council, on the West Rand, where workers have demanded the reinstatement of a dismissed shop steward and payment of ex-gratia money, enters its seventh day today

Fm 19/8/94

members This followed the parties' failure to bridge the gap between the NUM's reduced demand for an 11% wage increase and the Chamber's "final" offer of 9,25% on gold mines and 10% at collieries

The intervention in the three-week motor strike by Deputy President Thabo Mbeki and Labour Minister, Tito Mboweni, after employers last Thursday refused to budge from their final 10% wage offer, is a clear indication of pressure on the Mandela government to resolve the strikes

As a result of their involvement, Numsa and the vehicle employers' body Ameo this week returned to the negotiating table New talks have begun "on the basis of finding a resolution," says Numsa's Gavin Hartford, refusing to be drawn on where a trade-off might occur While he had "nothing to report" on a shift in the union's demand or Ameo's offer, the likelihood at the end of it all is a package deal that includes issues like skills training (152)

Regarding the decision by Mercedes Benz and Delta Motor Corp to open their plants for normal production this week, Hartford says it is their democratic right But the union sees it as an attempt to divide the workers In any case, he adds, Numsa's information was that no union members had reported for duty and no production had been achieved

Delta says "For obvious reasons we do

STRIKES Fm 19/8/94 In search of settlement

Heavyweight government intercession in the intractable motor strike appears to have pulled employers and the National Union of Metalworkers of SA (Numsa) back from a power play to the finish

And in the deadlocked mining wage talks, the Chamber of Mines and National Union of Mineworkers (NUM) have agreed to hold their third conciliation board meeting, which may avert another damaging strike (152)

NUM general secretary Kgalima Motlanthe had earlier announced that the union would conduct a strike ballot of its 200 000

Fm 19/8/94

not want to comment on attendance levels which would put undue pressure on the current process — and loyal employees who have returned to work Suffice to say, however, limited production has begun in certain areas within our plant and support facilities" The position was much the same at Mercedes

The bottom line in the strike wave seems quite simply be that unionised workers want more money and their leaders are finding it hard to resist the thrust

Numsa believes that a new pattern in wage bargaining is developing, whereby employers across industry are co-operating to ensure that settlements are kept to about the same level, give or take a percentage point When the union's leadership explored an unmandated compromise settlement based on 10,5% last week, says Hartford, employers simply rejected it though it was only a whisker away from their offer. He also says that affordability is not the issue, which employers have admitted, but rather to break a trend which has seen car workers always raising earnings a couple of per cent more than workers in other industries The union is concerned to maintain "specificity" in industrial wage rates (152)

Employers, meanwhile, seem to want to draw a line against strikes leading automatically to higher wages ■

taking some shine off the counter, investors will need faith in Richemont's management and the strength of the group's brands

However, Richemont remains a highly rated share, despite the price remaining static over the year. One analyst calculates that, based on its underlying components, the share is worth R49. That could attract long-term investors with a view on world markets, though there are several heavy-weight industrials which seem to offer a lot more value

Shaun Harris

ALTRON

Rich in cash

Activities: Professional electronics, telecommunications, power electrical and information technology. Holds Altech (56%), Fintech (66%), Powertech (55%)

Control: Ventron

Chairman: W P Venter

Capital structure: 19,2m ords. Market capitalisation R1 853m

Share market: Price 9 650c. Yields 1,8% on dividend, 5,6% on earnings, p e ratio, 17,7, cover, 3,1 12-month high, 10 000c, low, 6 500c. Trading volume last quarter, 69 000 shares.

Year to February 28	'91	'92	'93	'94
ST debt (Rm)	7,0	5,0	40,5	34,0
LT debt (Rm)	29,0	26,4	8,3	3,7
Debt:equity ratio	n/a	n/a	n/a	n/a
Shareholders' interest	0,53	0,56	0,77	0,77
Int & leasing cover	27,0	n/a	n/a	n/a
Return on cap (%)	20,3	18,3	8,5	7,7
Turnover (Rm)	2 66	2 65	2,72	3,24
Pre-int profit (Rm)	300	295	281	292
Pre-int margin (%)	10,8	10,4	10,3	9,0
Earnings (c)	411	489	534	544
Dividends (c)	142	159	170	175
Tangible NAV (c)	16,51	19,47	23,50	28,15

Altron sits at the pinnacle of one of SA's most important electronic groups. As such, its performance excites considerable interest, not least among investors. And financial 1994 wasn't one of its better years. EPS grew by a modest 1,8%, in the context of a significantly higher inflation rate, that is disappointing for many shareholders. In a token gesture, the dividend was squeezed a little to yield another 5c and a total 175c for the year.

But no-one can complain about the balance sheet which displays unusual strength. Long-term liabilities are a modest R3,7m by comparison with fixed assets of R411,3m and net current assets of R585m. There are short-term loans of R34m, but they are dwarfed by cash holdings of R311m. In one area, though, the numbers evoke a flutter: minority interests are greater than those of its direct shareholders, and I am surprised no explanation is provided. Financial director John Sayer says this is a function of the group structure.

Altron operates essentially through holding companies which concentrate on three discrete sectors: telecommunications equipment, electronic systems, electronic com-

ponents and the like (Altech and quoted subsidiary Autopage), various power electric products including transformers, cables, lighting, batteries and electrical appliances (Powertech and quoted subsidiary Gen-

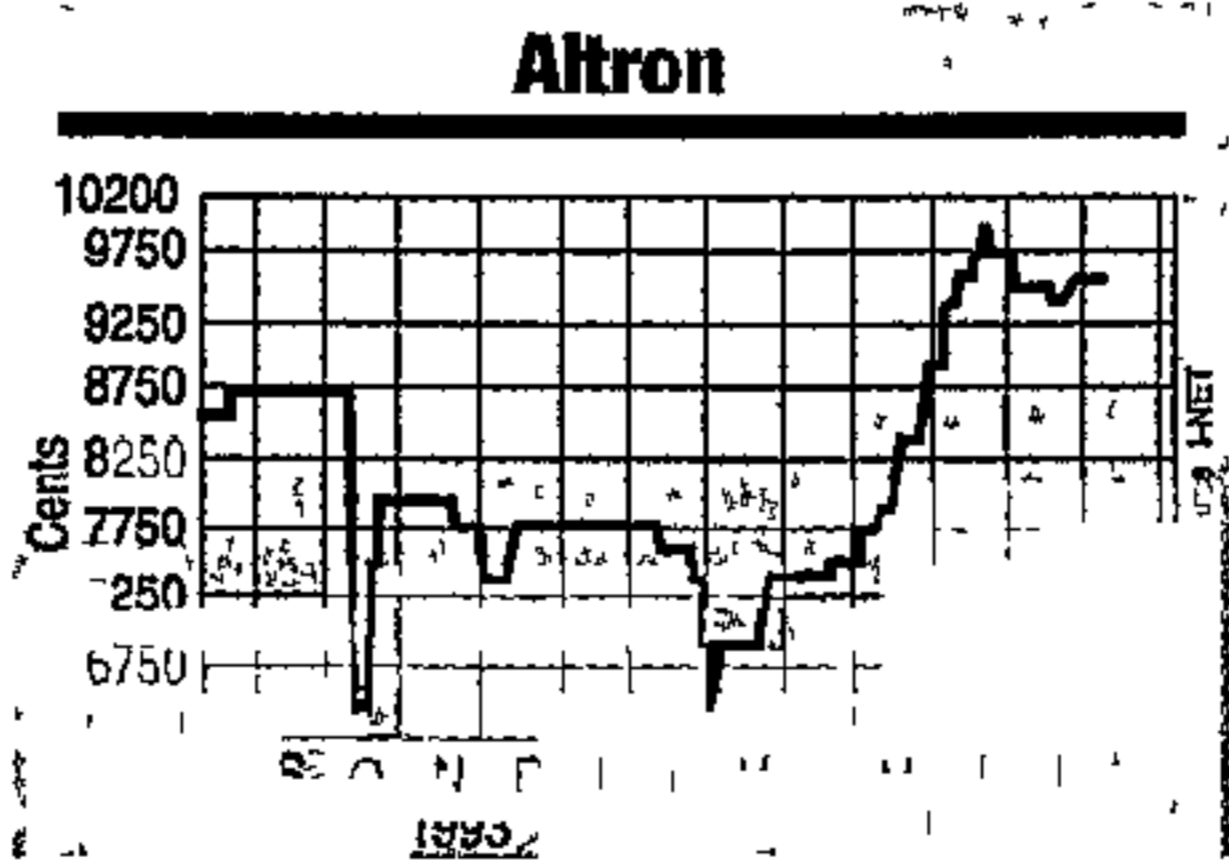


Altron's Venter looking for a good international investment

tech), finally, in the IT industry through Fintech. Of these, Altech probably has the highest public profile, but Powertech holds the largest selling base.

When I last wrote about Altech I highlighted the deal in which half its telecommunications interests (basically in STC) were sold to French giant Alcatel for R69,5m cash and 425 000 Alcatel shares. Effectively, therefore, Altech and — by extension — Altron is sitting on a pile of near cash in France which is neutralised for the time being.

This view incenses chairman Bill Venter. First, he says, the Alcatel deal is good for the group and SA (I agree), second, he is looking for a good international investment — these don't drop off trees, third, Altech has made good money out of its temporary investment in Alcatel because the share price has risen appreciably. None of which,



good reasons though they are, deflect my opinion that Altron's business is primarily to create wealth from its own efforts, not by investing in that of others.

Altron is a big business which has emerged from two tough years with a strengthened balance sheet. It is well able

to benefit from the economic recovery, the chances of improvement in earnings growth must now be particularly good.

At 9 650c, the counter is close to its 12-month high of R100, and is on an historical p e 17,7. Venter will want the group to perform well this year, so I am looking for earnings growth of about 110c. That puts the share on a forward p e of 14,8, cheap enough to make it attractive.

David Gleason

KELGRAN

Market has turned

Activities: Quarrying, beneficiating and exporting granites

Control: Gencor 56%

Chairman: F J P Roux, MD H J Laas

Capital structure: †70,2m ords. Market capitalisation R316m

Share market: Price 450c. Yields 3,3% on dividend, 4,8% on earnings, p e ratio, 20,7, cover, 1,4 12-month high, 455c, low, 120c. Trading volume last quarter, 1,3m shares.

Year to Feb 28	'91	'92	'93	'94
ST debt (Rm)	25,4	58,7	58,8	54,2
LT debt (Rm)	5,8	4,9	2,9	2,5
Debt:equity ratio	0,43	0,81	0,73	0,64
Turnover (Rm)	200,1	191,4	195,7	250,2
Operating profit (Rm)	47,1	16,9	9,8	16,6
Pre-tax margin (%)	22,7	7,7	3,9	6,4
Earnings (c)	58,5	26,2	8,6	21,7
Dividends (c)	*83,18	20,0	nil	15,0

* Includes 43,18c special dividend relating to listing on JSE. † Subject to change on September 6 following delisting of Keeley Group Holdings, Kelgran's issued capital will increase to 105,3m shares.

A year is clearly a long time in granite. Much has changed since the Keeley group, SA's leading granite producer, last reported. Pyramid Keeley Group Holdings is being wound down, its equity in operator Kelgran distributed to shareholders, and delisted. More important, founder Fred Keeley has resigned, new controlling shareholder Gencor is in the saddle.

Significantly, the world market for granite, long in the doldrums, has turned. After three years of decline, SA's production bottomed halfway through 1993. Stockbroker Rice Rinaldi Turner commodities analyst Philip Murphy says if local granite producers maintain current production rates, they could turn out as much as 747 000 t in 1994 — 40% better than 1993's output. Not that Kelgran is waiting for next year. EPS for financial 1994 of 21,7c (1993 8,6c) puts it back on the fast performance track (which it fell off in 1992 when the operating margin declined by 60%). It was able to resume dividend payments — 15c this year compared with 1993's dismal zero.

If there is anything to worry about in the annual statement, it is the extent of borrowings. These now stand at 64% of shareholders' equity — 74% last year and 81% in 1992.

I suppose one should be grateful for the

Shoprite strike ends in PWV

JOHANNESBURG — The nine-week-old strike at 24 Shoprite/Checkers stores in the PWV has ended, the company said in a statement yesterday.

The company said the strike ended with an agreement between Shoprite/Checkers and the South African Commercial Catering and Allied Workers' Union.

The walkout was sparked by a shopfloor incident at the company's Killarney store here where a senior shop steward was alleged to have racially abused a Jewish store manager — Sapa

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151

46/8/94
CT 19/8/94

BUSINESS

(152) ~~152~~
 ARLT 26/8/74

Strikes not affecting UK confidence in SA

LONDON — In spite of a spate of strikes, investor confidence in South Africa is still high 100 days after President Nelson Mandela took office.

"We haven't changed our view much," said Marina Lloyd, fund manager at Flemings Investment Management which, through Save and Prosper, runs a mostly-retail South Africa fund.

"The strikes have been a concern, but it is strike season and they are calling for things like better training and facilities, which is a rather positive thing to strike about.

"But if the strikes continue beyond September, we would be concerned," she added.

During the intense world interest in the transition to a post-apartheid era, culminating in the country's first democratic elections in April, three South Africa funds were launched out of New York and raised \$350 million.

But earlier this month, sentiment wavered after Lehman Brothers withdrew a \$60 million South Africa fund just before its New York launch, apparently because of lack of investor interest.

Alan Conway, head of overseas equities at Postel Investment Management, said there was little need to go through a fund to South Africa.

"You can go direct, as we have done."

After a post-election visit there, he was impressed by the will of all South Africans to work together, coupled with very realistic expectations.

"The continuity of prudent fiscal and economic policy is reassuring and

the market is very interesting.

"(South Africans) think it's expensive, but we see it as very attractive from a growth and valuation point of view. It has emerging market growth plus a sophisticated financial system."

Several fund managers were taken aback by the surprise resignation of finance minister Derek Keys.

"There is still a question mark over why he went but his replacement (banker Chris Liebenberg) is acceptable," said Mr Conway.

UK-based research firm Micropal said there were six equity and two debt funds partly or wholly-focused on South Africa.

Baring Investment Management is to launch an Africa fund of \$80-\$120 million before the end of the year.

But the Morgan Stanley Africa Investment Fund, the Southern Africa Fund and the New South Africa Fund were this week all off their \$15/share launch prices.

Control Risk consultancy, which rated political and economic risk, put South Africa overall as 'low risk' from 'medium' at the April elections.

Foreign investors were hoping for progress on the abolition of foreign exchange controls, increasing liquidity and a steady hand on the political tiller.

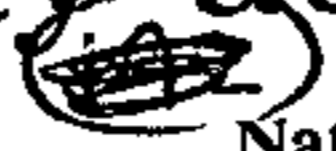
"Exchange control abolition is the most important factor for the foreign investor," said Ms Lloyd.

"I would think in 12 to 18 months the financial rand would disappear," said Mr Conway.

"It may well be sooner" — Sapa-Reuter

No deal, say auto workers

(152)



ARLT 20/8/94

JOVIAL RANTAO
Weekend Argus Reporter

National Auto Shopsteward Council found nothing in the employers re-packaging of their offer.

AUTOMOBILE industry employers, involved in talks to resolve the 16-day-old strike by motor assembly workers, have demanded a guarantee that workers make up production lost during the strike as a settlement pre-condition.

Employers, who have made a final offer of 10 percent, have put forward various options for ex-gratia payments, none of which would improve the basic wages of workers, the union said.

This was disclosed yesterday by the National Union of Metalworkers of South Africa (Numsa), which said there would be no settlement without an improved offer from the Automobile Manufacturers Employers' Organisation (Ameo) on the workers' basic wage.

Numsa, which had reduced its demand of 12 percent to 10,5, has reverted to the original demand.

Ameo vice-chairman Harry Gazendam expressed disappointment that Numsa had rejected the employers' offer.

In a statement, the union said its

In spite of the deadlock, both sides have committed themselves to continuing negotiations.

Auto strike stalemate

Make up lost
time, demand
employers

THE auto industry workers' strike, more than two weeks old, has cost manufacturers more than R1,5 billion in turnover and more than R40 million in wages, reports Labour Reporter JOVIAL RANTAO.

THE Automobile Manufacturers Employers' Organisation (AMEO), currently involved in talks to resolve the 16-day-old strike by motor assembly workers, has, as a settlement precondition, demanded a guarantee that workers would make up for production lost during the strike.

This was disclosed yesterday by the National Union of Metalworkers of South Africa (NUMSA), which declared there would be no settlement from the union's side without an improved offer from AMEO on the workers' basic wage. ~~152~~ (152) ~~152~~

In a statement, the union said its National Auto Shopsteward Council — the highest decision-making body in the sector — found nothing in the employers' repackaging of their offer.

Employers, who have made a final offer of 10 percent, have put forward various options for ex-gratia payments, none of which, according to NUMSA, would improve the basic wages of workers. NUMSA, which had reduced its demand of 12 percent to 10,5, has reverted to the original demand.

■ See Page 4

"The nature of AMEO's offers make clear that it does not understand what our members require.

"We can spell it out very clearly so that there is no further confusion: there will be no settlement from our side without an improved offer from employers on our members' basic wages. It's as simple as that," NUMSA said in a strong-worded statement.

The union said it had made numerous concessions during the dispute.

The last was the provisional agreement to postpone the beginning of the exercise to correct wage anomalies to next year.

Harry Gazendam, AMEO's vice-chairman, expressed disappointment that NUMSA had rejected employers' offer of a supplementary increase and maintaining of the old production schedule.

He said employers had approached the negotiations consistently and rationally and believed the offer was an excellent one "I'm deeply disappointed," he said.

Gazendam said AMEO had proposed that the parties should consider a "final-offer arbitration" — where an arbitrator reviews the position of the two parties and decides on one of them. This, he said, was rejected by NUMSA.

Gazendam said that although no informal talks, encouraged by government intervention, or negotiations were scheduled, the AMEO would do all it could to resolve the matter.

NUMSA has also declared its commitment to resume negotiations.

The strike has cost manufacturers more than R1,5 billion in turnover, workers more than R40 million in wages and the Government more than R250 million in taxes.

Star 20/8/94

By BARRY STREEK,
Political Staff

COSATU trade unions had agreed to tell the government of any plans to undertake major strike action, Deputy President Thabo Mbeki said yesterday.

Cosatu and the presidents of its affiliated trade unions met the ANC leadership three weeks ago to discuss the role of the trade unions in a democratic South Africa.

"It was agreed that if the trade unions were planning major strikes they would discuss those with the government to see whether we can arrive at a situation which the President has described as industrial peace, without resort to strikes," Mr Mbeki said in an address to the Cape Town Press Club yesterday.

Two issues had been raised in the talks: The role of trade unions in reconstruction and development, and co-operation between the government and the unions.

"There is agreement that the trade union movement has a role in reconstruction and development and when it conducts its regular work, this should be measured against these tasks of the RDP."

Mr Mbeki said the government was addressing these issues in its revision of the Industrial Relations Act, which would attempt to deal with the situation before strike action was called, and to address continuing racism in the workplace.

"The government has said that when unions are planning strike action it would be measured against whether it will contribute towards growth in the country."

Last night labour expert Mr Andrew Levy said the agreement was a "nice gesture", but he didn't think it was a "major thrust forward in labour planning".

He described it as an "attempt to get public confidence".

Meanwhile, the National Union of Mineworkers agreed late yesterday to recommend to its members wage offers by

the Chamber of Mines

Board chairman Mr Eugene Nyati said in a statement the union would report back by August 24.

● Striking motor industry workers said yesterday that unless employers come up with an acceptable offer, the crippling work stoppage which has already cost over R1,7 billion would continue indefinitely. "It is as simple as that," said the National Union of Metalworkers (Numsa).

Deadlock

The Automobile Manufacturers Employers' Organisation (AMEO) offered 10% on actual wage rates effective from July 1 — with a further one percent of actual wage rates as a supplementary payment from January 1.

Acting AMEO chairman Mr Harry Gazendam said the industry was taking "an enormous amount of pain" and the base rate could not be pushed up to unrealistically high levels.

The union said Numsa members were becoming "increasingly angered" by the employers' cynical moves.

"We wish to settle the dispute for the sake of the industry — we wish the employers had the same desire," Numsa said.

Meanwhile, a Delta Motor Corporation spokesman said the company had been "encouraged" by the work turnout at the plant this week.

Delta decided to resume production following requests from some employees

to return to work. The spokesman said the number of employees returning to work was growing.

Mercedes Benz also opened for limited production this week.

● The National Union of Mineworkers said 4 000 members at Richard Bay Minerals had declared a dispute over the annual wage increase.

● Striking parastatal workers in Transkei yesterday occupied the K D Matanzima Airport and the Transkei Broadcasting Corporation in protest at the Eastern Cape legislature's delay in addressing their fears about their future.

Two flights were prevented from taking off or landing after strikers parked at least five lorries on the runway.

An aircraft carrying more than 40 passengers from Johannesburg was diverted to East London and another destined for Johannesburg was unable to take off.

Airport managing director Mr Peter Cressey said some passengers were driven in rented cars to East London's Ben Schoeman Airport to catch a flight to Johannesburg.

A heavily armed unit of SA police was deployed at the airport.

After negotiations, strikers agreed to remove the vehicles from the runway, but they refused to leave the airport, saying they wanted the regional ministers to address them.

In spite of the sit-in by strikers, Transkei Broadcasting Corporation broadcasts continued.

STRIKERS

CT 20/8/94 (152)
Cosatu to warn
government

AND



LAST POST . . . Colleagues of slain policeman Lance-Sergeant Ian James Fillies pay their last respects at the side of his coffin before it was lowered into a grave at Matland cemetery yesterday.

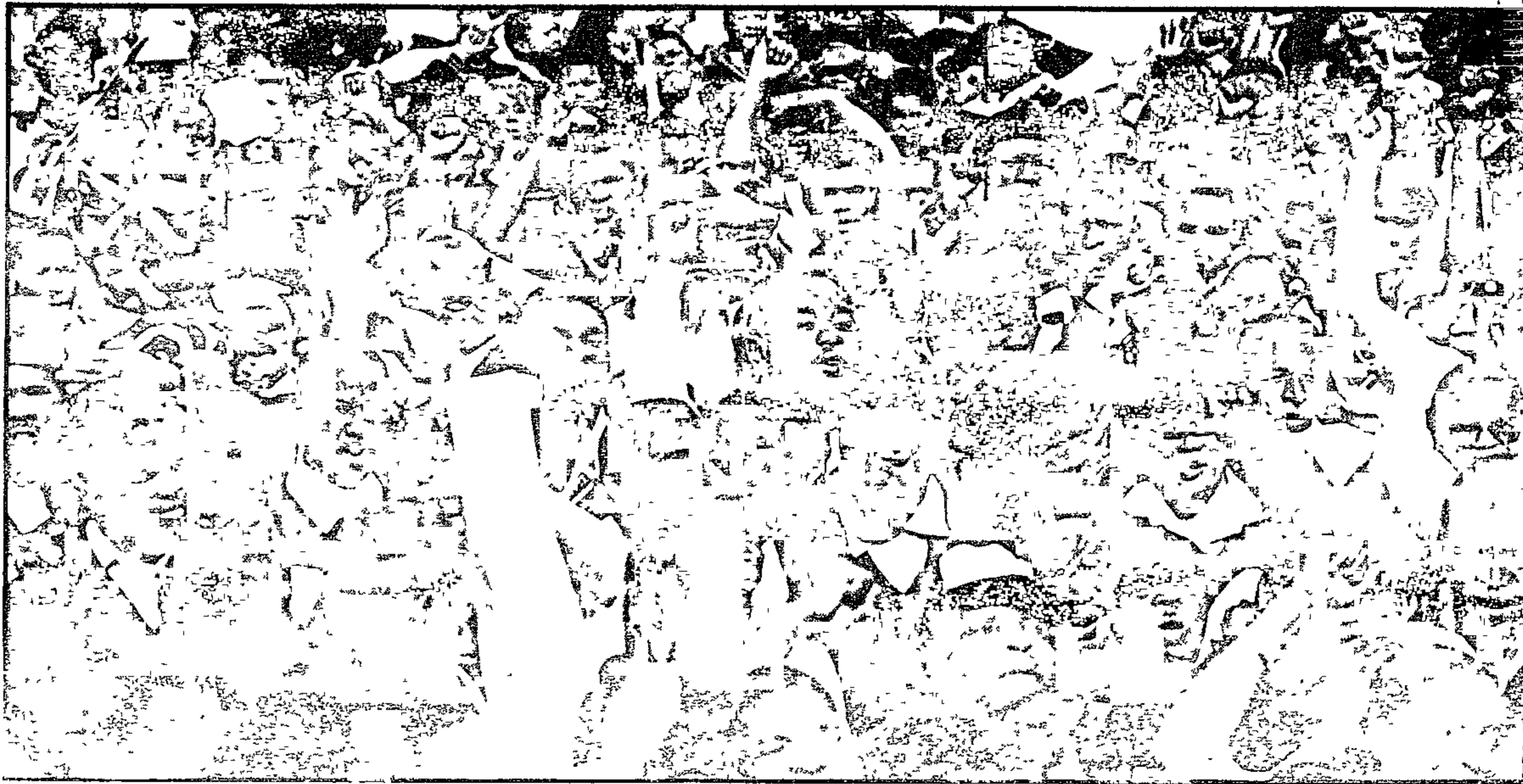
Picture STEWART COLMAN

Popcru to continue to occupy Guguletu station

MEMBERS of the Police and Prisons Civil Rights Union (Popcru) participating in a sit-in strike at the Guguletu police station, yesterday vowed not to leave until suspended policeman Sergeant Eric Halom resumes work. (25/8/94) (152)

Sgt Halom entered the station earlier yesterday and was given a hero's welcome by colleagues

ANC MP Mr Vincent Diba told the protesters provincial police minister Mr Patrick McKenzie had withdrawn Sgt Halom's suspension order. However, the station commander at Guguletu, a Colonel van Zyl, said he had not been informed of this — Sapa



STRIKE MIGHT . . . Workers are taking to the streets in increasing numbers to punch home their demands.

More than the right to strike

THE CURRENT strike action by South African workers is legitimate and called for. But one thing these striking workers should remember is that they are first and foremost discriminated against as Africans.

They are getting paltry wages and salaries because they are African. That is exactly why they are demanding equal pay and better working conditions. There is no socialist or communist party which is going to restore the dignity of Africans because these organisations were not formed with this idea in mind. Nowhere in his works does Karl Marx speak of the restoration of the cultural identity of the African people.

Instead he wrote "The Greeks were normal children, while many of the ancient nations belonged to the category of ill-bred and old-looking children." Marx, like most white people, was a white supremacist.

The people of South Africa are a nation — they are not internationalists to which proponents of the

The post-election strike spate is both legitimate and necessary, says exiled writer MOSALAGAE SAM DITSHEGO. But Ditshego, who left South Africa during the 1976 student riots and now lives in Canada, argues that the goals of the industrial action should be broadened.

"New World Order" subscribe. The "New World Order" is a totalitarian one-world government and is the same as the much-talked about "internationalism" or "globalism".

The goals of the recent strike action should be broadened instead of narrowly confined to the rights of the workers. There is more at stake than the rights of the workers — the land and dignity of the African race which can only be achieved through land repossession and the restoration of the cultural identity of the African people.

Three crucial factors go to make up the cultural identity of a people — the historical, the linguistic and the psychological. (152)

African students should be taught the correct history about Africa's glorious past — the magnificent civilisations of Mapungubwe and Babandianalo in what is now called northern Transvaal, Great Zimbabwe, 250 kilometres from Mapungubwe, ancient Kemit/Egypt and many others.

Indigenous languages must be elevated to the level they were at before the arrival of European settlers and colonialists. For instance, my children and great grandchildren should be able to study in Setswana from kindergarten to PhD level. The false and negative literature in libraries in the West engenders psychological oppression among the African people.

Going to dilapidated schools such as those found in the African townships does nothing to enhance the pride and psychological upliftment of African students — not to mention living in tin shacks.

Workers reject offer

Sithales (Buss)

By DON ROBERTSON

AN IMPROVED wage offer by motor manufacturers has failed to end the 15-day strike by 25 000 hourly-paid workers

The Automobile Manufacturers Employers Organisation (Ameo) has offered an additional 1% to its original 10% wage increase for a six-month period beginning in January, provided workers agree to end unprocedural stayaways

The additional 1% would not be part of the base rate offer and would be considered an ex gratia payment.

Leaders of the striking National Union of Metal Workers of South Africa (Numsa) were apparently happy with the concession, but had difficulty "selling" the scheme to shop stewards

In an effort to end the strike and meet pleas by Deputy President Thabo Mbeki and Labour Minister Tito Mboweni to seek a responsible solution, Ameo is understood to be prepared to enter into US-style "final-

offer arbitration" in which only wage issues will be negotiated

Discussions under this concept hold risks for both parties as each would be obliged to abide by the decision of the arbiter

On Friday Numsa refused to accept the ex gratia offer and said there would be no settlement unless employers agreed to increase basic wages 2118194

Attempts by Mercedes-Benz and Delta to encourage employees back to work by opening their factories each day this week failed as insufficient numbers of workers turned up to allow production to begin

The strike is costing motor manufacturers about R100-million a day in lost production, while employees are forfeiting R3,5-million in wages. The state loses R20-million a day in taxes and VAT.

(152)

Auto strike: No end is in sight

JOHANNESBURG (S2)
There is no end in sight to the strike by metal assembly workers.

The National Union of Metalworkers of SA (Numsa) general secretary, Mr Enoch Godongwana, said the latest employer offer "offered a basis for settlement".

However, the refusal of the Automobile Manufacturers Employers' Organisation to re-open negotiations on this basis and its insistence that the package was its final offer, was unacceptable.

22/8/94

Rapid deregulation of liquor industry 'could cause chaos'

CLIVE SAWYER
Political Correspondent

RAPID deregulation of the liquor industry could cause chaos similar to that in the taxi industry, says liquor board chairman Dame Botha.

Speaking today to the parliamentary select committee on trade and industry, Mr Botha said the liquor industry was mainly in the hands of small businessmen, and deregulation could mean many would lose their jobs "overnight".

Theo Alant (NP) said the liquor industry was over-regulated.

It had been proved that liquor usage was not influenced by legislation.

Ken Andrew (DP) said there should be deregulation of the industry.

He rejected a statement by Mr Botha that national guidelines were

needed, or differing liquor laws would lead to "unfair competition" between towns and districts

Asked by John Copeland (ANC) whether beer could be sold in supermarkets, Mr Botha said from 50 to 70 percent of liquor stores' turnover was from beer sales.

Selling beer in supermarkets would put liquor stores out of business

Asked whether selling beer in supermarkets would promote under-age drinking, Mr Botha said his board had had "lots" of complaints about wine being sold in supermarkets to under-18s

The board had previously banned the sale of flavoured wines in supermarkets because it had been sold to children, he said.

(182) ARG 23/8/94

Firm did about-turn - union

Workers fired after inquiry is aborted

Star 23/8/94

BY JOVIAL RANTAO
LABOUR CORRESPONDENT

Between 60 and 150 workers at an NF Diecasting component-manufacturing plant in Alrode, Alberton, were yesterday dismissed for their involvement in an illegal work stoppage and the occupation of offices last week.

However, two different versions of what transpired at the plant yesterday were presented to The Star by the National Union of Metalworkers of South Africa (Numsa) and Anglo American, owner of the plant.

Sue Harvey, local organiser of Numsa, said about 150 workers had gathered in the

car park for a collective disciplinary inquiry into charges of disruptive behaviour

The hearing and dismissals followed a two-week dispute at the plant regarding an alleged racist manager.

Numsa and management had agreed to refer the dispute to a third party when, she said, management did an about-turn and instituted disciplinary steps.

Harvey said management walked out of the inquiry when workers demanded union representation "Management returned two hours later and informed workers they had been dismissed"

However, Anglo American said the workers gathered in

the car park and did not attend the disciplinary hearing, which was set to take place in offices on the premises

In a statement, Anglo American said only 60 workers were involved in the dispute, arising from an illegal work stoppage and occupation of offices on Thursday. The workers were suspended with full benefits and notified of the collective disciplinary hearing. (152)

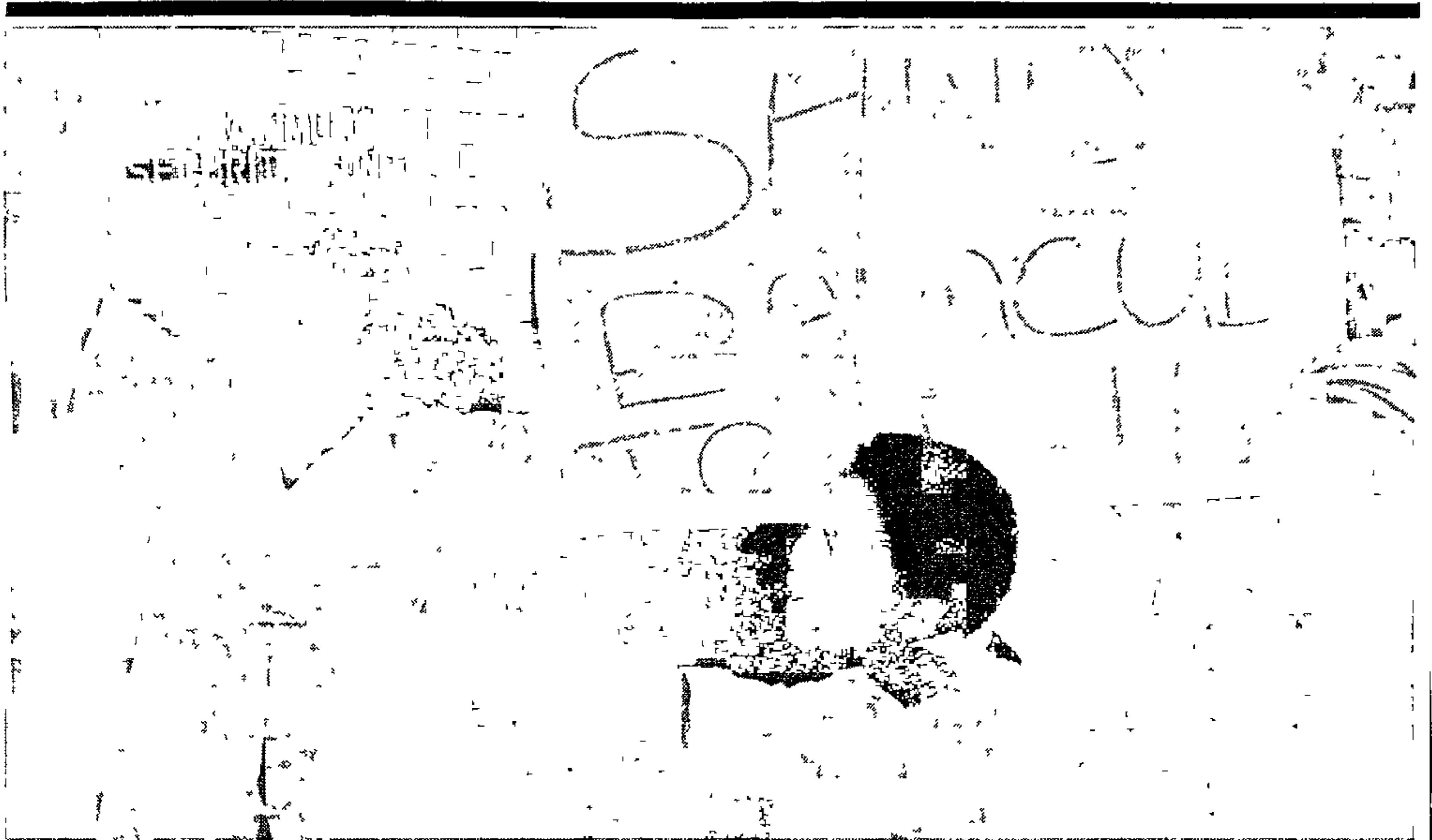
Anglo said that despite three days' notice of the hearing, employees would not respond to the charge. The hearing proceeded in absentia. A decision was taken to dismiss the workers, who have the right to appeal

LABOUR CORRESPONDENT JOVIAL RANTAO'S STRIKE WATCH

THE PARTIES	DISPUTE	STATUS
Numsa v Auto manufacturers	25 000 want 12% Offer 10% + 1% ex gratia payment	4th week of legal strike Talks proposed
Food & Allied WU v Langerberg	300 demand reinstatement of shop steward	7th day of illegal strike Talks going on
Meshawu v Kagiso Council <small>(MURRIEL EDUCATION STATE HEALTH AND ALLIED WU)</small>	200 demand reinstatement of shop steward	7th day of illegal strike Talks going on
SA Chem WU v Dulux, Alberton	200 unhappy about treatment of casual workers.	2nd week of illegal strike Talks
Numsa v NF Die Casting (2 plants in Alrode)	200 sacked at first plant after protest about alleged racism of a boss.	150-200 in second plant start illegal sympathy strike Talks going on.

OTHER MAJOR DISPUTES

Num v Chamber of Mines	300 000 want 11% across the board Av. offer 9.7%	Num to recommend
Num v De Beers	Plus second dispute over education and training Offer 8.5%	board being set up
MWU v Chamber of Mines	20 000 want 10 to 12% Offer 7 to 8.5%	
Popcru v Prisons and Police	5 000 fight pay, race discrimination, dismissals	Police... investigation



SAFETY FEARS . . . Staff at Valkenberg stopped work yesterday in protest against attacks on staff by patients. The name "Baracuda" referred to in the poster is the nickname of a state president's patient allegedly involved in last week's attack on a nurse who was throttled and raped.

Picture BENNY GOOL

Valkenberg staff 'fear for their lives'

Crime Reporter

TWO nurses were attacked at Valkenberg yesterday — only days after a nurse was allegedly raped by a patient

Yesterday about 100 angry staff members went on strike, calling for more male nurses.

The strikers, who told the Cape Times they feared for their lives, were also demanding that dangerous criminals be removed from the psychiatric hospital and placed in the care of prison warders

Nurses embarked on a protest march through the hospital, bearing placards which read "send all prisoners to jail", "employ prison warders for criminals" and "more male staff or no staff at all".

They stopped outside the maximum security unit where they chanted for the removal of the state patient involved in last week's attack, whose nickname is Baracuda.

Hospital senior medical superintendent Dr Ethel Hacking said last night that the Hospital and Health Services had unfrozen

10 posts and that two new male nurses would start work immediately

In yesterday's attack, a male nurse was hit over the head with a plank when two observation patients ambushed him in a dining room around 1am. CT 23/8/94

Dr Hacking stressed that the breakthrough in increasing the number of staff at the hospital was as a result of her negotiations last week with Cape Provincial Administration authorities and not because of yesterday's strike

Motor industry talks stalled in fifth week

PORT ELIZABETH — There is no indication when motor manufacturers and unions will resume formal talks to resolve the strike, which is about to enter its fifth week. (152) (492)

The National Bargaining Forum yesterday failed to get all parties to meet. CT 24/8/94

Employers said a proposed meeting time was inconvenient, but the Automobile Manufacturers' Employers Organisation (AMEO) said informal talks were continuing by telephone. AMEO was committed to finding a solution.

Mboweni tries to end truckers' blockade of N3

THEO RAWANA

LABOUR Minister Tito Mboweni has intervened in a bid to end the two-day blockade of the N3 by about 2 000 truck drivers at the Mooi River toll plaza **Monday**

Sapa reports that he flew to Mooi River yesterday and began talks with the truckers at the local police station. Ministry spokesman Shareen Singh said he had invited Cosatu and the road transport industry's industrial council to join the talks

The blockade is being led by the Cosatu-affiliated Transport and General Workers' Union. Non-union drivers have joined in and the protesters are calling themselves "The Turning Wheel International Workers' Movement" **24/18/94**

By late yesterday, traffic along the freeway was being diverted to other routes around the blockade that stretched 7km on either side of the toll plaza. However, traffic officials said the blockade was causing congestion on alternative routes

Anger was also growing over the welfare of the livestock that had been caught in the blockade. Traffic officials said cattle, sheep, goats and chickens had been locked in vehicles for more than 24 hours without water. The SPCA inspected the animals and said they would be fed inside the trucks if they could not be moved

Other cargo included chemicals and perishable products, fuel and medicines that needed refrigeration **(132)**

The drivers' demands include better wages, an industrial council for goods transport, the reinstatement of workers dismissed by a Midrand transport firm and a review of tax deductions on overtime

KwaZulu/Natal transport minister Sbu Ndebele visited the toll plaza yesterday, but failed to resolve the problem. Officials of the Transport Department, the Road Freight Association and the Motor Transport Owners' Association are also involved in talks with the drivers

□ Police denied that they were to blame for the death of a driver on Monday. A spokesman said police had negotiated with the strikers to allow other drivers to pass, but they converged on the road when a truck drove through. A man was dragged under the wheels of the passing truck.

Non-union hospital staff fear sack for strike

Labour Reporter

CLEANING staff at Lentegeur Hospital want to strike for higher wages, but don't belong to a union and fear they will lose their jobs

About 180 cleaners at the hospital are employed by Steenberg contract cleaning company Master Cleaners

Full-time staff — contracted

for five years — earn R648 a month, part-timers earn R350

A cleaners' spokeswoman, who asked to remain anonymous, said they had not had increases since starting at the hospital in 1992

"We don't know where to go for help, we are paid by Mr (Henry) Beukes but he is never there for us We are thinking of

striking, but have no one to guide us and no union Mr Beukes can just fire us," she said

Mr Beukes, Master Cleaners' chief executive officer, said minimum wages in the industry were determined by the Department of Manpower

Mr Beukes said he would encourage workers to unionise

(152) AUG 24/81 94

Durban hospital closed by strike

ARG 24/8/94
152
The Argus
Correspondent

DURBAN. — The King Edward VIII Hospital, the city's biggest, was closed today as workers, including general assistants, clerks and nurses went on strike.

The hospital has been plunged into a crisis situation and last night began transferring some of the 1 400 patients to other institutions and peripheral hospitals, said Dr Ahmed Badat, medical superintendent.

The hospital's out-patient department was closed yesterday.

About 2 000 staff walked out on Monday, leaving a skeleton staff on duty, to demand the suspension of hospital management and the formation of a commission of inquiry to address their grievances about working conditions — especially over wage packages.

But having received no response from the health services branch of the NPA or the Kwa-Zulu-Natal Minister of Health, Dr Zweli Mkhize, by yesterday afternoon, staff called everyone out.

Dr Badat said one of the conditions made by Dr Mkhize was that he would only negotiate once people had returned to work.

He said there was a high level of intimidation among strikers.

This is in spite of assurances from the Central Workers Forum, which represents the hospital staff, that the situation would be monitored to ensure patients would not be left stranded.

A staff member who did not want to be named as she had defied the strike call, said the situation was chaotic and she was afraid to leave the ward.

Truckers' blockade effectively closes N1, N2, N3

Highway hell for thousands

Star 24/8/94

LABOUR Minister is locked in urgent talks to resolve what is being described as an 'outrageous' act

STAFF REPORTERS

Three strategically placed truckers' roadblocks paralysed large stretches of South Africa's highways today with the N1, N2 and N3 as well as other trunk roads effectively closed.

More than 7 000 heavy trucks are still blocking the Mooi River toll plaza on the N3 in the Natal Midlands, and hundreds are preventing traffic moving on the N1 between Colesberg and Cape Town and the R57 and R32 between Colesberg and Port Elizabeth.

From early today, the Tongaat toll road on the Natal north coast N2 between Durban and Richards Bay was also blocked off although to what extent is not yet clear.

Thousands of motorists as well as hundreds of bus passengers have been caught up in the dispute as the truckers also blocked off alternative routes.

Also trapped were two buses carrying children to The Star's Seaside Fund home in Durban. They were allowed to proceed and arrived safely this morning.

Talks between truck drivers and Labour Minister Tito Mboweni continued through the night at the Argye Hotel in Mooi River and were continuing this morning.

Ministry spokesman Shareen Singh said Mboweni hoped to



Animals trapped . . . many trucks carrying livestock have been caught in the highway blockades.

PICTURES DAILY NEWS and NATAL MERCURY

make "significant progress" towards lifting the blockade.

Officials at the talks include some from Coasatu, the Industrial Councils for the road transport industry, and the employees group.

Although the blockade was led by the Cosatu-affiliated Transport and General Workers Union and was then joined by non-member lorry drivers, their demands have been made under the banner of "The Turning Wheel International Workers Movement".

Demands include an industrial council, more pay, an end to tax on overtime pay, compulsory union membership, salaried full-time shop stewards, a ban on the hiring

of workers to replace strikers, and control of the Reconstruction and Development Programme (RDP) by organised labour.



At Mooi River, the situation is getting desperate for livestock trapped on huge lorries. The SPCA is providing fodder and water to distressed sheep and cattle.

At Colesberg, drivers ignored police attempts at negotiation saying they were striking for salary increases.

Police advised motorists travelling to the Cape cities to go via Alwal North and Steynsburg.

Late last night, traffic was still backed up for kilometres on the N3

either side of the Mooi River toll plaza.

There was anger and despair among thousands of people trapped by hundreds of trucks blocking the route between Natal and the PWV.

Businessmen and politicians condemned the "outrageous" blockade, demanding that the army and police be sent in to resolve the crisis. Reports put the length of the traffic jams at between 10 and 14 km.

Tempers became frayed as the day wore on and exploded when police started escorting a cattle truck out of the Mooi River blockade. The vehicle was besieged by angry truckers when it reached a bridge near the tollgate.

The terrified driver then declined to continue and police finally drove the vehicle away.

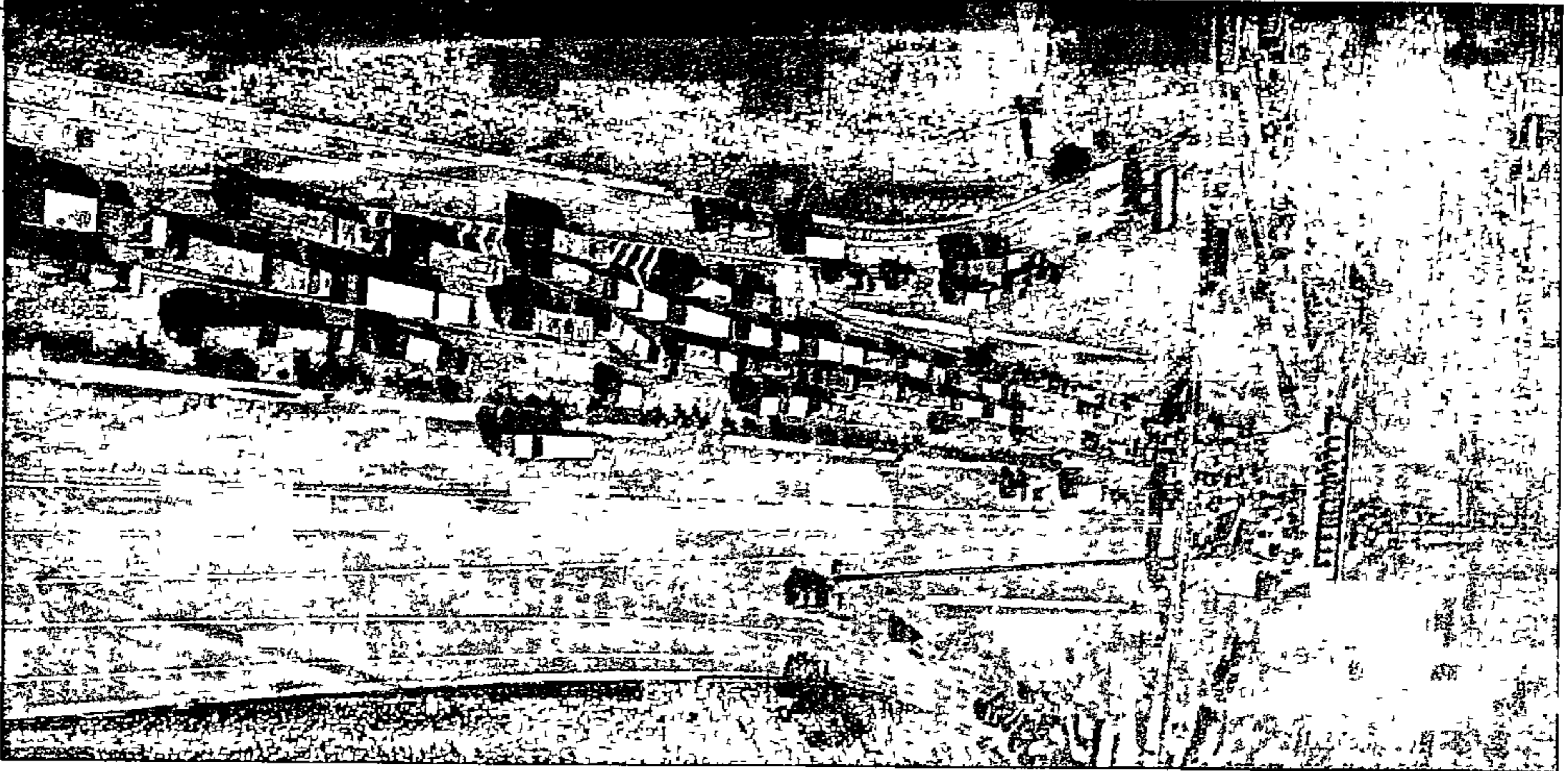
The only injury last night was the accidental shooting of a policeman by one of his colleagues.

Inability

Durban business chamber chief Geoff Tyler said the blockade was an example of Government's apparent inability to deal expeditiously with crises.

Police have denied complicity in the death of driver Thomas Tshabangu on Monday. Colonel Hamilton Ngidi said police had negotiated with the strikers to allow non-striking drivers to pass the blockade.

"In the process, the drivers converged on the road. One was hooked by a passing lorry. He grabbed someone standing close to him. This person was dragged under the wheels and crushed."



Going nowhere fast . . . long lines of heavy trucks block the N3 highway at the Mooi River toll plaza in Natal

800 call for security guard's prosecution

By YVETTE VAN BREDA

ABOUT 800 members of the Chemical Workers' Industrial Union marched to Parliament yesterday demanding the prosecution of the killer of Capegas worker Mr Aubrey Kilane who was allegedly shot dead by a security guard

Mr Kilane was shot after striking union members allegedly attacked a convoy of Capegas trucks earlier this month

Yesterday morning the group of protesters set off from the union's offices to hand a list of demands to Capegas management calling for the closure of

(152) ~~152~~
the Sea Fort company where the security guard is employed, the dismissal of two Capegas managing directors and compensation for Mr Kilane's family

CT 24/8/94
In the letter handed to an official at Parliament but intended for Labour Minister Mr Tito Mboweni, the union said it wanted the right to strike and "not be killed by the bosses" and demanded that "the bosses stop employing scab labour"

Meanwhile, the ANC's central city branch said in a statement yesterday that it would be launching a full investigation into the security company where the guard worked

Strike at Welkom hospital

BLOEMFONTEIN — Workers at Goldfields Regional Hospital in Welkom went on strike yesterday, demanding that privatised cleaning and security services revert back to local government control and that the provincial hospital be closed

Several departments at the hospital had closed because of the strike

● A strike involving more than 500 general assistants and nurses at King Edward VIII Hospital in Durban continued yesterday (152) ~~198~~

Hospital superintendent Dr Ahmed Badat said strikers were demanding an audience with hospital management and the kwaZulu/Natal minister for health

Dr Badat said a skeleton staff was caring for 1 400 patients and he hoped they would cope

A spokesman for the strikers said they were demanding an inquiry into alleged mismanagement, salary increases promised last November, and an end to harassment — Sapa

CT 24/8/94

Truckers agree to end blockades of nation's highways

THEO RAWANA

TRUCKERS at the Mooi River toll plaza in KwaZulu/Natal last night ended their three-day blockade of the N3 highway, after signing an agreement with employers to set up an industrial council.

The agreement is subject to all blockades across the country being cleared, beginning no later than 8am today.

Sapa reports that representatives briefed truck drivers at the Mooi River toll plaza and they accepted the draft agreement with employers.

The industrial council will set in place mechanisms to negotiate and approve wages and working conditions. Employers agreed "that wages in the in-

dustry are low and should be changed radically." Drivers will be paid for the time spent at the blockades. Employers were represented by the Motor Transport Owners' Association, the Road Freight Association and the Confederation of Motor Transport Owners' Association. A further meeting is planned for tomorrow.

Cosatu assistant general secretary Zwelini Vavi said "We appeal to truckers who are not aware that we have found a solution to this crisis that they should begin to heed the call to resume their duties."

Transport and General Workers' Union

secretary general Randall Howard said negotiations Labour Minister Tito Mboweni had promised to call on employers not party to the agreement to act with restraint and refrain from disciplining workers caught in the blockades.

Mboweni began negotiations with truckers and employers on Tuesday, but left to attend meetings in Cape Town yesterday.

MTOA president Johan van der Walt said he was relieved the situation had been resolved. "I sincerely believe and hope negotiations will contribute to continued labour peace in our industry."

KwaZulu/Natal transport minister Shu Ndebele said everything was being done to

facilitate the smooth movement of trucks

Provincial traffic authorities estimated it would take at least three hours to clear the road. Contingency plans to ensure a smooth resumption of traffic flow were in place. Pace vehicles would escort all trucks out of the province and all toll plazas were opened to trucks free of charge. Convoys of 30 to 50 trucks would move out at five minute intervals.

The blockade, which began at Mooi River on Monday, quickly spread as truckers set up new blockades on the N1 and N2, at Colesburg, Port Elizabeth and at Tongaat.

Blockades

Friday

25/8/94

From Page 1

Arterial roads were also being blockaded. Transport Minister Mac Maharaj flew to Colesburg in a borrowed company jet yesterday in an attempt to end that blockade. The drivers had insisted on speaking to Mboweni and refused to negotiate with employers. However talks did begin in the late afternoon.

Our political staff reports that MPs agreed to hold a snap debate in Parliament today on the blockades and their implications for the reconstruction and development programme.

The debate was requested by NP Natal leader Danie Schutte and DP Natal MP Mike Ellis after Mboweni and Maharaj's report-backs to the Cabinet yesterday.

The NP said "The present level of strikes not only has an extremely prejudicial affect on the economy but will also in the final instance hurt the RDP."

The DP criticised Mboweni for his "ham-handed response" to the crisis, saying that "on this basis we won't have an economy — we'll simply have a grant flea

market". By entering negotiations on the scene at Mooi River, Mboweni had compounded the problem. "He is giving a signal that this is the most effective way for disgruntled employees to conduct their disputes. He is effectively asking to be held to ransom in crisis situations."

The CP said trade unions responsible for large-scale economic disruption should be financially liable for all losses.

But PAC transport secretary Mark Shinnors said legitimate demands for a living wage were not unrealistic.

The SP/CA said the lot of animals at Mooi River had improved and by late yesterday only one truck with sheep remained caught in the blockade.

The Transport Department set up an information centre from which motorists could obtain the latest information on routes affected by the blockades. Motorists could telephone (012) 3242052 for information on alternative routes.

● Picture Page 3

To Page 2

Striking UWC workers call for student support

JOHN VILJOEN (54) 152
Education Reporter

ARLT 25/8/94
STRIKING workers at the University of the Western Cape today called on students to support their demands.

The UWC administration has refused a workers' request to suspend Campus Control head Piet Du Toit. Catering workers are protesting over the dismissal of a worker after 12 years' service.

UWC yesterday obtained an urgent Supreme Court interdict against the National Education Health and Allied Workers Union (Nehawu) and 173 illegally striking workers.

The court order interdicted campus catering and security staff from occupying university offices and from vandalising

UWC property.

Today workers distributed pamphlets on campus calling for students to support the strikers by not using other private food vendors when university food kitchens closed down.

"We ask students to march side by side with workers to demand an end to corruption," the Nehawu pamphlet said.

In response UWC acting vice-rector Colin Bundy issued a pamphlet to "all members of the campus community". He accused Nehawu of distributing a one-sided leaflet and misleading workers and students into supporting "unprocedural protest action".

An allegation by strikers that UWC campus control head Piet du Toit served in the SADF was untrue, he said.

Trucker ~~152~~
blockade ¹⁵²
costs SA ^{ANG 25/8/94}
R45 million

MOOI RIVER. — The road blockade by truck drivers, which is believed to have cost the country more than R45 million, is over.

The blockade at Mooi River Toll Plaza in the Natal Midlands ended as, according to traffic officials, the N3 was cleared just after midnight. Truck drivers headed for their destinations.

A few vehicles have flat batteries and the drivers are waiting for mechanics to assist them.

Motorists intending to use the Midlands toll route have been asked to watch out for broken-down vehicles about 2km on each side of the plaza.

The blockade on the North Coast N2 at Tongaat was cleared by 11pm.

Drivers started moving from the Motherwell turn-off in Port Elizabeth early today after the blockade was lifted last night.

● The Argus political correspondent reports that the national assembly will hold a snap debate today on the wave of strikes and the blockade by truck drivers.

Guguletu's police strike continues ⁽¹⁵²⁾

ABOUT 20 Guguletu policemen are striking to protest against the reinstatement of a dismissed colleague

Sgt Eric Holom was reinstated this week after being suspended for contravening departmental rules

Policemen staged a sit-in strike at the station last week to demand his dismissal

The strikers are also demanding the dismissal of two policemen they accused of racism — Sapa

CT 25/8/94

UWC staff restrained

(152)

Staff Reporter

~~SA~~

CT 25/8/94

STRIKING University of the Western Cape security guards and kitchen workers were last night ordered to stop vandalising university property and occupying offices, in an urgent application brought to the Supreme Court by the university

According to papers before the court the 172 National Education, Health and Allied Workers' Union strikers have been protesting on the campus since early August

Last week they held a 48-hour "wild-cat" strike to protest against the appointment of a security department head they allege is "racist" and "worked for the military" More strikes would follow, they warned

Mr Justice D Scott granted an urgent temporary interdict yesterday and ordered that "the rumpus on the campus" cease to allow talks

He ordered the workers to show cause by September 19 why the order should not be made permanent

Unions, employers to discuss blockade

UNION and employer representatives meet in Johannesburg today following the three-day truck blockade which cost industry more than R45m, the Transport and General Workers' Union said yesterday.

The meeting was part an agreement which ended the drivers' action, and would discuss a national industrial council and wages, TGWU general secretary Randall Howard said.

Howard said the meeting would try to resolve confusion over driver representation posed by the Turning Wheel International Movement, which emerged at the start of the blockade.

He said 85% of the drivers were TGWU members.

The SA Chamber of Business said the blockade would have a dampening effect on the economy.

Sacob economist Ron Haywood said the di-

THEO RAWANA

rect costs of the blockade — including transport costs, loss of perishable goods alternative arrangements and routes and delays in shipping — could exceed R15m a day.

Reuter reports Labour Minister Tito Mboweni told Parliament yesterday immediate steps were needed to improve truck drivers' working conditions.

"It became clear that there are fundamental and serious discrepancies, especially in the transport and truck industry, which hinge sometimes on infringement of basic human rights of truck drivers," he said.

He said it was important that he had intervened in the dispute, since some trucks had carried flammable substances. Negotiation had been the only way to resolve the strike.

Car strike 'a catastrophe'

(152) ARG 26/8/94
The Argus Foreign Service

HAMBURG.— The car strike in South Africa has thrown Mercedes-Benz operations in the country back at least two years, chief executive Christoph Koepke said in the German daily Die Welt.

"The strikes are a catastrophe", said Mr Koepke, who heads Mercedes-Benz opera-

tions in South Africa. Die Welt agreed that the strikes had come at a bad time. "Just when foreign investment has to be drawn into the country, confidence in the process of economic stabilisation is being undermined. American firms have already declared that planned investments were being put on ice."

Truckers' brakes worth R45-million

WOM 26/8-19/94



The wheels are back on, but the truckers' blockade was a costly protest. Farouk Chothia reports

DAVE MARTIN (44) has hauled freight for the past 10 years. "I'm not married I can't find a girlfriend I'm treated like a filthy, stinking truck driver," he said during this week's unprecedented protest action by thousands of striking truck drivers

Early estimates of the cost to the country of the 48-hour blockade, which started at Natal's Mool River Plaza before spreading to the Cape, the Transvaal and Natal's North Coast, have been put at around R45-million

The crisis was defused after the intervention of Labour Minister Tito Mboweni and agreement that an industrial council be set up to negotiate drivers' wages and working conditions. The Mool River blockade was a remarkable sign of worker solidarity, cutting across racial lines as black, white, Indian and coloured workers vented their frustrations jointly. Said Martin "We have the same grievances. Colour is not an issue."

But there were exceptions as one white driver tried to ram his way through the blockade on the first day, a striker was crushed to death as the truck's tyres drove over him

Many of the drivers who blockaded a 30km stretch of the main Durban-

Mysterious Turning Wheels in standstill

Sibusiso Ndebele

ATTEMPTS by the Mail & Guardian to establish the credentials of an unknown union which emerged as a role player in this week's protest by truck drivers have raised more questions than answers about the Turning Wheels International Workers' Union

A telephone number listed on membership application forms handed out to striking truck drivers blocking highways, belonged neither to the union nor to the man believed to be behind it — one Richard Madime

Johannesburg route, bringing traffic to a halt, said they belonged to the Cosatu-affiliated Transport and General Workers' Union (T&GWU). But the blockade appeared to have caught the union by surprise and its credibility was at a low ebb among the drivers

Said Ahmed Khan (48), a driver for 17 years "We are disappointed with the union. They have not done anything for us."

Capitalising on this was a mysterious union called the Turning Wheels International Workers' Union, which emerged as a representative of the protesters in talks with employers, Labour Minister Tito Mboweni and kwazulu/Natal Minister of Roads and Transport, Sibusiso Ndebele

When the **W&G** rang the Benoni phone number, it emerged that it belonged to the offices of attorney Tom Morriola

A staffer said that while Madime had been a client, they had not seen him "in a long time". Madime had previously used the number to receive messages but the firm knew nothing about the union and had first read about it in newspaper reports

Transport and General Workers' Union (T&GWU) assistant general secretary **Khanyiso Matroos** said yesterday that he had no idea who was behind Turning Wheels' formation

Its suave, well-dressed and articulate leader, Richard Madime, declined to shed any light on Turning Wheels' background

But many drivers said they were pinning their hopes on Turning Wheels. "We think they will be more successful. They are an international union and they are only for drivers. The T&GWU is for other people in the industry also, so they ignore us," said Khan

Government credibility was high among the truckers. Said driver Dan Morgan "If this had happened before the election, soldiers would have been sent and there would have been bloodshed. But the new government has dealt with the blockade in a peaceful way. Ministers even came to

negotiate with our leaders."

Describing a working life involving long hours, hundreds of thousands of kilometres and long periods away from home, the drivers demanded recognition from their employers for the work they do

"I carry greater responsibilities than the managing director of my company. I transport highly flammable chemicals. If I make one mistake on the road, there could be an accident and a major disaster. Yet no one takes this into account," said Martin

Khan complained bitterly about the lack of facilities for drivers on the roads. "In towns across the country, heavy vehicles are not allowed to stop over and on the roads there are very few sleeping points. Between Durban

and Johannesburg, there are only five points — in Villiers, Warden, Balmoral, UltraCity and Tugela. They take only 10 to 15 trucks each

"Now where must the rest of us sleep? On the side of the road, only to get robbed? The government must provide us with facilities."

One of their major grievances was poor wages. Many earn a basic salary of R250 a week.

Vusi Khumalo (48), a driver for four years, is slightly better off. "My company pays a basic of R400 a week and with overtime we end up with about R3 000 a month before deductions. The problem is that when we go to the bank for a loan to buy a car or a house, they look at our basic salary — and that rules us out for any loan," he said

"Another problem is that when we are on leave or when we are sick, we only get our basic — and it is difficult to survive on that. So we keep working and we keep pushing overtime. The government needs to set a minimum basic wage for all drivers."

Khumalo pointed out that the drivers have to pay about R60 towards a travel permit which they renew annually. "Our employers do not pay it for us. The government needs to scrap it."

So effective have the blockades been that employer organisations conceded in negotiations late on Wednesday that "wages in the industry are low and should be charged radically", paving the way for the strike to end. They agreed to pay the drivers for the duration of the strike and employers will continue today, around the issue of establishing an industrial council

Govt loses R20-m a day in taxes

Strike crippling motor industry

Star 20/8/94

■ BY ABDUL MILAZI

The 20-day-old motor industry strike is one in which no one appears to be a winner. Even if it ended today, it would take until mid-1995 for the industry to recover

The action by automobile workers is crippling the motor industry, with about R2 billion already lost in production, tax and wages, the Automobile Manufacturers Employers' Organisation (AMEO) said yesterday

AMEO acting chairman and labour specialist Harry Gazendam said manufacturers were losing R100 million a day in lost production, amounting to R1,9 billion since the beginning of the strike (152)

The Government is also losing — to the tune of R20 million a day in taxes, totalling more than R300 million to date.

Workers are losing about R3,5 million in wages a day and have already lost more

EVERYONE is suffering in the motor industry strike, which has cost SA about R2-bn

than R50 million since the beginning of the strike

Gazendam said that the R2 billion lost would probably never be recovered. He said if the strike ended today, it would take manufacturers until at least the middle of next year to recover fully

At least 18 car-parts manufacturers have closed since the beginning of the strike and more were expected to close as the strike continued

Gazendam said the effects of the strike were slowly reaching the industry's downstream level: the dealers, car-ferry services and small components shops

Many car dealers in and around Johannesburg said they were sitting with huge orders but no cars to sell

Sales at Clarke Nissan in Randburg had dropped from 80 to 20 cars a day since the beginning of the strike

Clarke Nissan fleet sales manager Brenda Bathalomeau said the strike had hit them at a time when Nissan had just launched a new product. She warned that companies would be forced to re-trench as a result

The strike was also beginning to hit salesmen, many of whom were paid on a commission basis

However, salesmen interviewed said they had not been affected yet, but feared the coming days could be tough

Clarke Nissan's fleet sales consultant Pam Howse said she still made between R3 500 and R6 000 commission, but feared she would make less if the strike continued. Already the signs were there, she said. She had a large order for Unos, but there were none in her showroom.

Industry sides with union

Own Correspondent

JOHANNESBURG — The textile industry has thrown its weight behind union plans for industrial action to force Trade and Industry Minister Mr Trevor Manuel into using taxpayers' money to bankroll the industry's restructuring.

Frame Group managing director Mr Walter Simeoni said yesterday 80 000 jobs could be lost if the government did not implement the findings of the

(152) CT 26/8/94
Swart panel on subsidising a 10-year reshaping.

The SA Clothing and Textile Workers' Union (Sactwu) and Cosatu said they would use industrial action to force Mr Manuel to push ahead with the Swart plan — a threat that was backed by the Textile Federation.

Cosatu general secretary Mr Sam Shilowa yesterday threatened labour uprisings if the government did not honour the deal struck before the elections, to restructure the industry.

Nurses' action closes hospital to new patients

Own Correspondent

DURBAN — The strike-hit King Edward VIII Hospital here was closed to new patients yesterday and only a few emergency cases were attended to, kwaZulu/Natal Health Minister Dr Zwelli Mkhize said.

It would be difficult to handle new patients because of the continuing strike by more than 2 000 nurses and general assistants

General health policy and conditions of service needed to be reviewed to ensure a lasting solution, he said.

CT 26/8/94

Unknown labour leader to the fore

(32) (152) CT 26/8/94
JOHANNESBURG. — Until this week's lorry drivers' blockade of national roads few people had heard of the Turning Wheel International Workers' Movement or its president, Mr Richard Madime.

Yet this unknown organisation spearheaded the blockade by about 7 000 drivers which cost the country about R15 million a day and had cabinet ministers intervening in what was essentially a labour dispute.

Mr Madime, 40, a driver for a Heidelberg company, and Ms Perdita Bokeer founded the organisation a month ago and claim more than 1 000 members.

Mr Madime describes himself as a communist aiming to unify and strengthen workers in their struggle.

"I've been against labour laws all my life and have been regarded as a troublemaker by most employers.

"It's been a case where I've worked and then been fired, worked and been fired."

He says the blockade was a success largely because the drivers were disciplined and well-behaved. They, not he, deserved the credit, he said — Sapa

Govt 'soft' on blockade truckers

CF 26/8/94

THE government came under attack from the opposition yesterday for being soft on truckers who held the travelling public to ransom by blockading toll roads in four provinces this week (152) (152)

But ANC Labour Minister Mr Tito Mbolweni defended the government's decision not to take tough action — such as

sending in troops — against the strikers, saying conflict should at all times be resolved by negotiation

Representatives of truckers who mounted blockades in kwaZulu/Natal, Transvaal, Northern and Eastern Cape this week will meet trucking industry employers in Pretoria today for talks

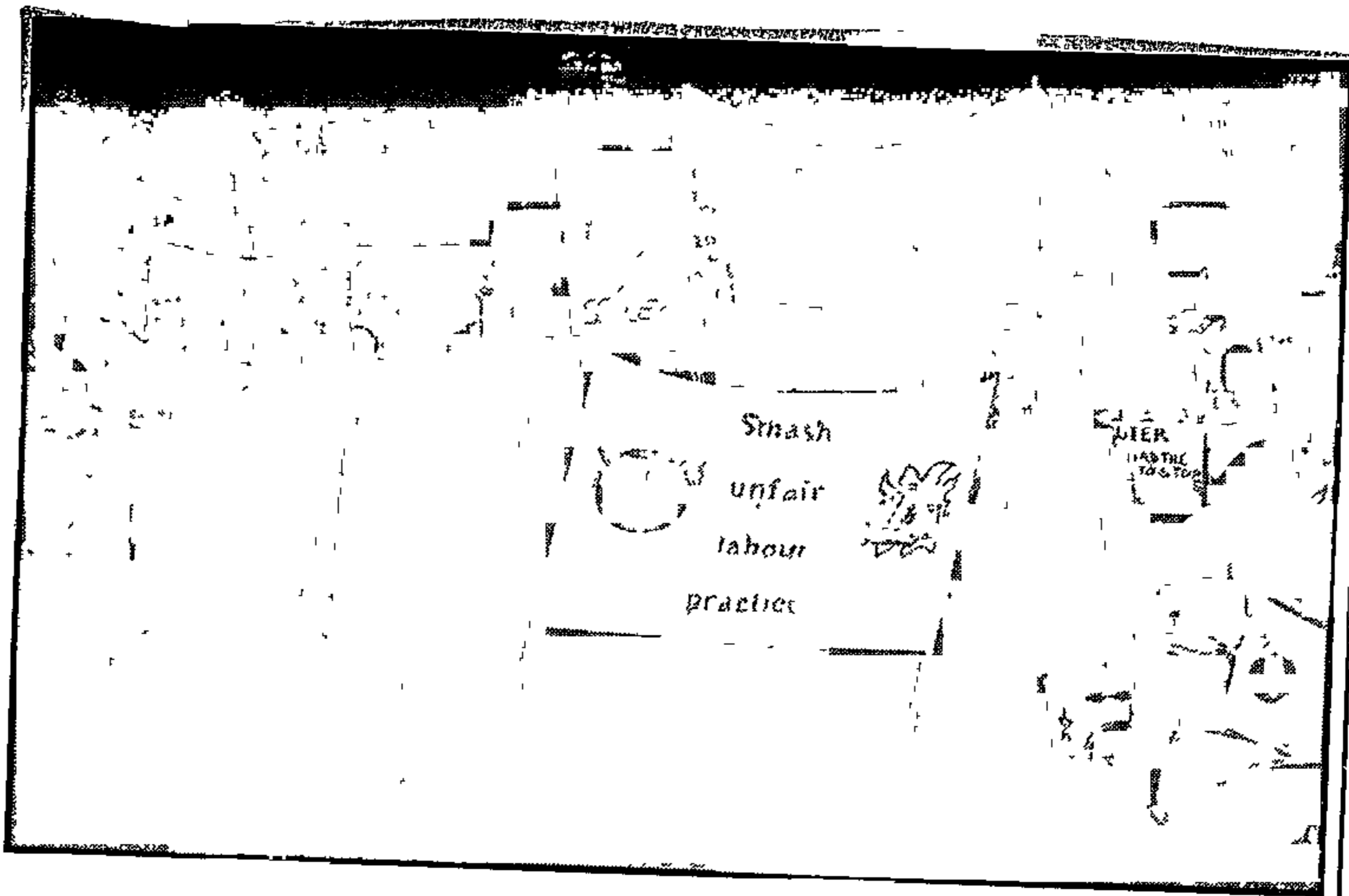
In a snap debate on the issue in Parliament yesterday both DP MP Mr Kobus Jordaan and former NP Manpower Minister Mr Leon Wessels said the government should prosecute people who broke the law

The Freedom Front's Mr Pieter Groenewald said his party was not against strike action but it should be carried

out in terms of the law

PAC MP Ms Patricia de Lille said conflict should be resolved in the workplace

● Mopping-up at the Mooi River toll plaza in kwaZulu/Natal was completed yesterday afternoon with oil patches covered, litter picked up and traffic moving freely — Political Staff, Sapa



OFFICERS MARCH: Members of Nehawu, including traffic officers, march through the city towards the offices of the regional parliament in Wale Street

Picture ROY WIGLEY, The Argus

Policemen hurt in Nehawu protest

Staff Reporters

(152) ARG 26/8/94
 FOUR ANC MPPs, including deputy speaker Chris Nissen, were briefly barred from entering the provincial parliament building during a union protest outside because they were not carrying official identity cards.

Scuffles broke out yesterday outside the CPA building in Wale Street, where members of the National Education, Health and Allied Workers' Union (Nehawu) demanded to see provincial Premier Henus Kriel about the R1 000 fines issued to traffic officers after a protest in June.

Ten traffic officers who occupied Mr Kriel's office were

arrested and two policemen were hurt during scuffles that followed

The protesters dispersed after the 10 officers were freed and regional Economics Minister Allan Boesak arranged a meeting today between Mr Kriel and the union

After the Nehawu members left the city centre, traffic officers briefly brought peak-hour traffic to a halt on the N1 near Ysterplaat, causing a tailback as far as the Foreshore.

The arrested traffic officers were put into a police van in the basement of the building but protesters prevented it from leaving. A scuffle broke out in Keerom Street and two policemen were hurt

Traffic was disrupted in Wale Street as the toyi-toying workers blocked the road. Office staff dropped shopping bags filled with water on to the strikers from windows.

Dr Boesak emerged from the building with union leaders to tell the workers: "You have the right to protest but you must do so peacefully."

Soon afterwards another round of fighting broke out.

Two hours later, Dr Boesak told the workers that their colleagues would be released and that Mr Kriel would meet a union delegation

The arrested traffic officers were warned to appear in the Cape Town Magistrate's Court on September 13.

'Sinister' hospital strike in KwaZulu a serious threat

MARITZBURG — KwaZulu-Natal health minister Zweh Mkhize said the province's health services could be paralysed by a hospital strike that has spread from Durban to the north and south coasts

Mr Mkhize said "anarchists" appeared to be behind the strike. He said he would seek an urgent Supreme Court interdict against strikers if last-ditch negotiations failed.

"I have led strikes myself and there's something sinister about this one. You don't just go on strike and make demands without following a process.

"We believe we may have a problem with anarchists, which may lead to a paralysis of health services in KwaZulu-Natal."

Mr Mkhize would not elaborate on his suspicions, but hinted that elements were using legitimate worker grievances to create anarchy and to challenge the new provincial government.

He said he would be forced to call police to hospitals where there had been intimidation of volunteers and those employees who wanted to work, particularly at Durban's King Edward VIII.

Nurses and general assistants began striking at King Edward VIII on Monday afternoon, citing grievances over pay and bonuses, as well as alleged corrupt management as reasons. They also complained that whites and Indians held most supervisory and management positions.

The strike has since spread to three other Durban hospitals as well as Murchison on the south coast and Ngwelezana on the north coast.

There have been reports that staff at several other provincial hospitals were about to strike.

"There is a lot of dissatisfaction with the situation in the health services. I know there are legitimate grievances.

"But why do these people face the government all of a sudden after three months in office? These problems have been existing for so long, but they didn't take the same action at the time of the previous government." — Reuter.

Meiring slams protesting officers for 'thuggery'

152 By CHRIS BATEMAN

CT 27/8/94

THE violent invasion of the CPA building and occupation of Mr Hernus Kriel's office by traffic officers was "unforgivable thuggery", Finance, Expenditure and Service Commission Minister Mr Kobus Meiring said yesterday.

Speaking in the closing session of the provincial legislature, the former Cape administrator said what was unforgivable was that the intruders were looked up to as law enforcers, but had become law breakers.

"Everyone had great patience before the election and bent over backwards to avoid taking steps which would complicate the transition process.

"But now that we have a legitimate government there can be no reason for employees to be so contemptuous of their colleagues and the public," he said.

Mr Meiring said executive members office doors stood open, "but we cannot allow people to gain access in undignified and unacceptable ways".

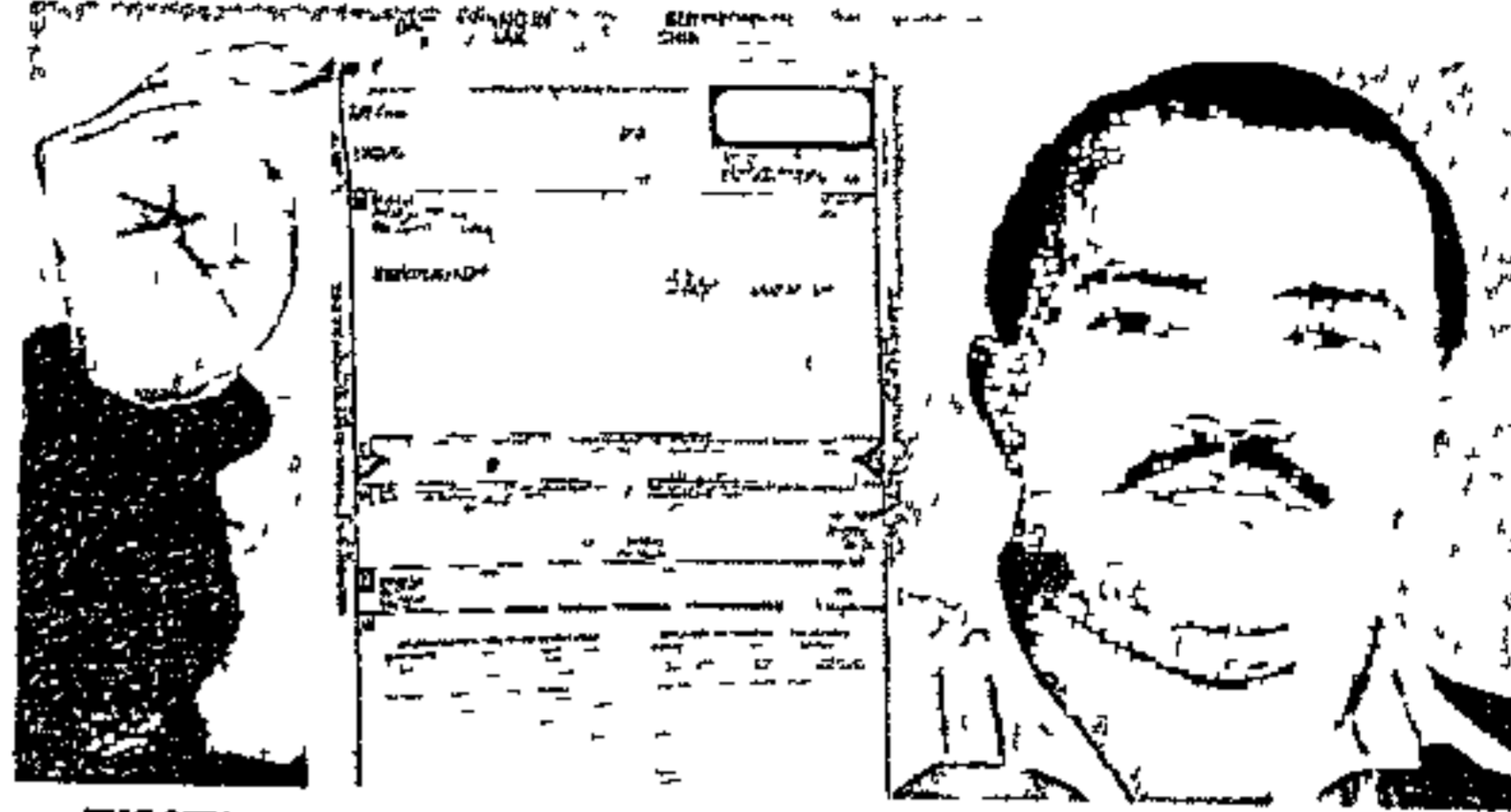
About 15 traffic officers, some in uniform and wielding handcuffs, shoved a single security guard out the way and took occupation of a waiting room adjoining Mr Kriel's office.

Earlier Ms Tashneem Essop (ANC), slammed her fellow members for "making jokes and turning the House into a circus", while a crisis unfolded in the building and at other times during the two-week sitting.

In a heartfelt speech, she said she had "suffered personally" at the hands of apartheid, adding "When we were brought into this chamber we believed we could change the system".

Instead she and fellow ANC MPs experienced discrimination at the hands of "young boys (police-men) who haven't yet changed their attitudes".

She was referring to police guarding the entrance to the CPA building stopping her other colleagues but allowing other white people through.



FINED ... Provincial traffic officer Mr Bernard Joseph shows a R1 000 fine served on him yesterday for his part in a blockade in the city on June 1

Picture ANNE LAING

Kriel undertakes to 'help' fined officers

Staff Reporters

WESTERN CAPE Premier Mr Hernus Kriel has undertaken to "see what he can do" about the R1 000 fines imposed on traffic policemen for blocking Wale Street in a noisy June 1 protest.

Some 15 traffic officers, many in uniform, on Thursday forced their way into Mr Kriel's waiting room but were eventually forcibly evicted by police on Mr Kriel's orders.

Nehawu regional chairman Mr Wilfred Alcock said yesterday the union would occupy the magistrate's court building on Monday if the charges against the officers are not withdrawn.

Strikes cripple

Natal hospitals

CT27/8/94

Own Correspondent

(152)

DURBAN — The public health service in kwaZulu-Natal has been plunged into chaos, leaving critically ill patients desperate for treatment as the medical strike sweeps through the province

The initial strike which caused the closure of King Edward VIII Hospital has had a ripple effect, and strikes are now gripping Addington Hospital, where kitchen staff walked off the job yesterday, Clairwood Hospital, Empangeni's Ngewezeza Hospital, and King George V Hospital

A paediatrician said doctors had been working day and night to prevent a disaster "of catastrophic proportions"

At Addington Hospital yesterday, kitchen staff initially prevented other staff members from collecting food for patients

Workers were eventually persuaded to leave and were replaced by a private catering company

Most of the patients have been transferred from King Edward to the already overloaded health services that are still operating

Union threatens textile strike

SI Times (BUS)

By CIARAN RYAN

BATTLE lines in the clothing and textile war were drawn this week with unions threatening action to force government to pump R4,5-billion of taxpayers' money into a 10-year plan to restructure the industry.

Clothing and textile producers distanced themselves from the SA Clothing and Textile Workers' Union threat to strike in support of a tripartite restructuring plan for the industry.

Frame Group managing director Walter Simeoni and Textile Federation chief executive Brian Brink also denied a report in Business Day on Friday which claimed they supported Sactwu's proposed industrial action.

Mr Simeoni said, "We do not support strike action, but we sympathise with the union's endeavour to con-

serve jobs Unless the Swart report's recommendations are adopted we could be facing 40 000 job losses by the end of the decade."

Sactwu president Amon Ntuli is reported to have threatened industrial action if government did not accede to the Swart report's recommendations for a R4,5-billion assistance package for producers. On Friday Sactwu disputed that R4,5-billion was needed to support the industry and would provide figures of its own.

Trade and Industry Minister Trevor Manuel has stated on several occasions over the past week that govern-

ment cannot afford the R4,5-billion package. 2818194

Trade union leaders are reportedly furious over what they see as Mr Manuel's slighting of tripartism.

However, a spokesman for 400 small businesses in Natal, Shirish Soni, says the Swart report, which claims to represent the majority of the industry, gave scant attention to the needs of small businessmen.

National Clothing Federation president Sadek Vahed says the trade union's threat is unfortunate.

"The best solution is to sit down and reach compromise. Textile producers want a 10-year phase-down of import tariffs — what industry in the world gets this kind of relief?"

HONORARY CONSULTANT
Honorary Consul Josep
1986 April 1986
SAID THE ECONOMY

Car strike batters exports

SITunes (Buss) 28/8/94

By DON ROBERTSON

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THE strike by 25 000 assembly line workers could have a major impact on the motor industry's fledgling export market.

The stayaway is already affecting Volkswagen, which is contracted to supply China with 17 000 Jettas, a long-term order worth R350-million this year alone.

Ernie Barber, Volkswagen's finance director, says he is concerned about the harmful effects of the strike.

"We are currently negotiating with our Chinese customers to reschedule shipments of Jetta," he says. "We are acutely aware of the negative impact industrial action has on our ability to negotiate future orders."

In 1992, exports of completely built-up units (CBUs) amounted to R50-million, rising to R313-million in 1993. CBU exports

this year are forecast at R685-million and total exports, including components, were expected to exceed R2-billion.

Projections formulated by manufacturers in July — the strike began on August 1 — put domestic new car sales at 200 000 and light commercials at 102 500, but the National Association of Automobile Manufacturers (Naamsa) says these figures "appear optimistic" (152)

Industrial action and public holidays, particularly during April, have contributed to 15 500 vehicles being lost to production in the first six months of the year.

Bosses and truck drivers meet today

■ LABOUR ISSUES Talks to form a national industrial council:

EMPLOYERS and trade unions in the trucking industry will meet in Pretoria today to negotiate the formation of a national industrial council to address labour issues in the industry, Labour Minister Mr Tito Mboweni said yesterday

Replying to a snap debate on the

blockade of national routes by striking truck drivers, he said the drivers' demand for the scrapping of tax on over-

time pay had been referred to Finance Minister Derek Keys who would respond to the matter today

However, all available resources were needed for the Government's Reconstruction and Development Programme, he had told the strikers.

Mboweni, who, with Transport Minister Mac Maharaj, negotiated an end to the blockades on Wednesday night, said there had never been any intention of sending in police and troops to break up the protests.

Conflict and disagreement should be solved by negotiation.

He said a new Labour Relations Act would soon be finalised and a National Labour and Economic Development Council instituted to effectively manage labour issues in South Africa.

Introducing the debate, Mr Leon Wessels (NP), said the Government should immediately organise a tripartite summit to "thrash out" an understanding between labour, capital and the State in the interests of the success of the RDP.

A democratically elected government should prosecute and punish people who broke the law

"If we keep on compromising here and closing our eyes there, we will soon become a lawless society"

Mr Godfrey Oliphant (ANC) said the wages and working conditions of truck drivers were a shameful example of the neglect of apartheid. Some drivers earned less than R800 a month.

He urged business and labour leaders to assume responsibility for drawing up new legislation — Sapa.

Strikers' meeting today tipped to refuse pay deal

152 ARG 29/8/94

The Argus Bureau

PORT ELIZABETH. — Motor industry strikers gathered in the Eastern Cape today amid speculation that they would refuse the latest offer of a 10,5 percent pay increase from management.

It will be known only late tomorrow whether normal production will be resumed this week.

The strike by members of the National Union of Metalworkers of South Africa is now dragging into its fifth week, and has cost an estimated R2 billion.

In spite of impassioned pleas from the chief executives of Delta and Volkswagen in Uitenhage to strikers to accept the latest 10,5 percent offer before irreparable harm is done to the industry, there are doubts that strikers will be happy with offer.

Two weeks ago they indicated they would accept a 10,5 percent increase, but the Automobile Manufacturers' Employers' Organisation (Ameo) rejected this demand, saying they would not go beyond 10 percent.

On Friday Ameo made the 10,5 percent offer at a formal national bargaining forum

meeting shortly after Labour Minister Tito Mboweni met the chief executive officers of four manufacturers and was briefed on developments by Numsa officials.

Numsa general-secretary Enoch Godongwana said he had the impression strikers might not accept the offer being discussed today.

He said an Ameo advertisement showed employers were offering a 10 percent increase, plus a further one percent supplementary monetary award that in effect would equal the 10,5 percent increase.

The major difference thus far had been over whether the one percent would be added as a supplementary award or whether it would be added to the 10 percent base rate demanded by Numsa.

He said Numsa members would look on the extra one percent as a total increase of 11 percent and it was possible they would not accept the final Ameo offer of 10,5 percent.

Gavin Hartford, Numsa national organiser and chief negotiator, would not expand on recommendations, but said if there was a settlement strikers would return to work on Wednesday.

Strikers go back at two Durban hospitals

DURBAN. — Strikers at Durban's King George V Hospital returned to work today and the hospital was "up and running", the superintendent said

This leaves only workers at King Edward VIII and Addington hospitals still on strike, after Clairwood Hospital workers also resumed duties today.

Government spokeswoman Narina Riskowitz said authorities hoped a Supreme Court interdict barring workers from harassing or intimidating others would be granted this after-

noon.

She said workers had allegedly manhandled a doctor at King Edward, where nurses and general assistants today vowed to defy an ultimatum to return to work or face dismissal.

She said the government hoped to get the interdict or it would be difficult to summon police to problem areas

Earlier National Education, Health and Allied Workers Union regional secretary Obed Zuma said Nehawu's president

(152) (152) FRLT 29/8/94
would visit Durban this afternoon to discuss the government's offer of an inquiry to investigate workers' complaints over pay and alleged management corruption at certain Durban hospitals.

A worker representative at King Edward, Sibusiso Mtshali, said: "We are going forward with the strike. We are determined to have our grievances addressed.

"We are not concerned with the interdict. Even if the police come we'll carry on striking

until our demands are met."

Nurses at the hospital agreed, saying they were determined to have their demands met.

They said they wanted houses and the suspension of the hospital's management

On Friday KwaZulu-Natal Health Minister Zweli Mkhize told a news conference he had done all he could to address workers' grievances, including setting up a parliamentary committee. — The Argus Correspondent and Sapa-Reuter.

THE STRIKE WATCH

THE PARTIES	DISPUTE	STATUS
Numsa v Auto manufacturers	25 000 want 12%. Offer 10% + 1% ex-gratia payment.	4th week of legal strike. Tense talks continue
Numsa v Tedeflex	450 demand 25% across board Offer 9,5%.	2nd week of illegal strike
SA Chem WU v Dulux, Alberton	200 unhappy about treatment of casual workers	3rd week of illegal strike Talks go on Pickets
Numsa v NF Die Casting (2 plants in Alrode)	200 sacked at first plant after protest about alleged racism of a boss.	150-200 in second plant start illegal sympathy strike No talks.

OTHER MAJOR DISPUTES

Num v Chamber of Mines	200 000 want 11% across the board Final offer 9,75%. Plus second dispute over education and training	Agreement to be signed today Conciliation board being set up.
Num v De Beers	6 000 want 15% across the board Offer: 9,7%	Conciliation board to meet this week.
MWU v Chamber of Mines	20 000 want 10 to 13% increase. Offer: 7 to 8 5%.	Conciliation board.
Num v Richards Bay Minerals	4 000 want 10%. Offer 8%	Conciliation board being set up
Nehawu v KZ/Natal hospitals (King Edward VIII, Clairwood, Addington, others)	4 000 demand higher wages, better working conditions, racial equality	Interdict threatened.

'Last chance to end car strike'

Port Elizabeth — Volkswagen and Delta have jointly made an impassioned plea to workers to accept the latest offer of a 10,5 percent wage increase before the motor industry suffers "irreparable damage"

The industry's worst-ever nationwide strike enters its fifth week today and fears are mounting over the spin-off effect on component manufacturers

In a joint statement yesterday, Delta managing director Willie van Wyk and Volkswagen counterpart Peter Searle said report-back meetings for employees today were critical and a last chance to end the strike

The Automobile Manufacturers Employers Organisation (Ameo) made the new offer — a 10,5 percent increase on actual wages backdated to July 1 — on Friday, following surprise talks between Labour Minister Tito Mboweni and four motor company chief executives

Talks between the organisation and the National Union of Metal-

workers of South Africa stalled earlier when employers offered 10 percent and the union indicated it would accept 10,5 percent

"I think our offer is extremely reasonable and it meets the indications of the union two weeks ago," said Van Wyk last night.

"Hopefully the union leaders see it that way and will encourage their workers to come back to work."

When the new offer was made, Ameo chairman George Stegmann, of Delta, said the strike had cost the industry R2,2 billion in turnover, the Government R400 million in taxes, and employees R70 million in lost wages.

Searle and Van Wyk urged employees to "seriously consider" the damage the strike was doing to the Port Elizabeth-Uitenhage economy.

And an unquantifiable and "most-damaging" cost would be the loss of credibility for the motor industry, which was trying to become export-orientated. — Sapa.

29/8/94

(152)

From MICK COLLINS
JOHANNESBURG —

New car sales were expected to plunge 30% this month, and next month's figures would go into free fall as the full effect of the motor industry strike hits home, sources said at the weekend

This month's sales would be down to about the 12 000 level from an original forecast of more than 17 000 units August was traditionally a good month "but this has now been wiped out by the strike", one source said

National Association of Automobile Manufacturers of SA (Naamsa) director Nico Vermeulen said September sales would reflect the "chronic" position

"There was some stock in the pipeline in the initial part of August and while the industry will report sharply reduced reduced sales for the month the real crunch will come in September," he said

Manufacturers had stock

Strike puts the skids under new car sales

CT 29/8/94
levels that kept supplies going for two to three weeks when the strike started on August 1 "But most inventories ran out 12 days ago" (152)

The strike by 25 000 assembly workers is now entering its fifth week

The National Union of Metalworkers of SA is expected to report to its membership today on a new across the board wage offer of 10,5% from the Automobile Manufacturers Employers' Organisation (Ameo) The offer is backdated to July 1 The union had indicated acceptance of 10,5% when talks stalled on 10% earlier in the dispute

Ameo said at the weekend that the strike had cost the industry R2,2bn in turnover, and government more than R400m in rev-

enue Suppliers, meanwhile, are estimated to have lost R20m in revenue each working day, and several component manufacturers halted production last week

Econometrix economist Tony Twine said dealers started to get "the dregs" of the delivery pipeline on about August 10, but this had since dried up

"We will see that September will be extremely problematic Once the strike is over the rate of production in the first few days will be critical as to how retail sales for the month will turn out"

If workers decided to go back to work this week the industry could just about scrape 10 000 units in retail sales for September "by the skin of our teeth", he said

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US group injects R3.6m

Doctors nurse the ill during strike

152
~~152~~

CT 29/8/94

Own Correspondent

DURBAN — Hospitals in kwaZulu/Natal have been brought to their knees by over 4 000 striking nurses and general medical workers

Dr Daryl Hackland, deputy director-general of the Natal Provincial Administration, said yesterday the situation was chaotic and had reached desperate and critical proportions

"The illegal work stoppage and stayaway is intolerable and totally unacceptable," Dr Hackland said

"We are doing everything humanly possible to see that patient care is provided. Doctors are giving their utmost to provide optimal care, feeding and nursing the patients themselves. They are at their wits end."

He said an application for an interdict against the strikers would be brought in the Durban Supreme Court later today

Nurses at King Edward Hospital yesterday morning sat in the sun reading the newspaper or crocheting while the hospital turned away trauma, cardiac, and maternity cases. A skeleton staff are keeping the intensive care and nursery operational

At the over-burdened Addington Hospital, the only hospital accepting emergency trauma victims, paramedics had a minimum 20-minute wait before their patients could be taken for treatment.

"Even cardiac patients have to join the queue as under-staffed doctors battle to save lives," said a paramedic

At Ngwelezana Hospital near Empangeni, hospital administrators have negotiated for a skeleton staff with striking employees. Ambulance personnel were reluctant to work as they were being intimidated by the strikers

Motor sector strike set to continue

8, Day 20/8/94
ERICA JANKOWITZ

NATIONAL Union of Metalworkers of SA members voted yesterday on whether to accept employers' revised wage increase offer of 10,5% and end the motor strike which entered its fifth week yesterday.


However, Union officials felt the offer might be rejected. Reuter reported last night that Samcor said workers at its Pretoria plant had rejected the offer. There were also reports that Delta workers in Port Elizabeth had also refused to accept the offer. Numsa is demanding a 12% rise.

The union said it would hold a shop stewards' council meeting in Port Elizabeth today, after which employers would be told the outcome of the vote.

Numsa general secretary Enoch Gondwana said workers had been confused by the different offers tabled by the Automobile Manufacturers Employers' Organisation and advertised in newspapers. The first offer was for a 10% increase on base wages, plus an additional 1% for six months from January. This had been interpreted as an 11% offer.

The 10,5% new offer was therefore unlikely to find favour, although it met an unmandated union settlement proposal tabled in the first week of the strike.

Yesterday, the SA Iron, Steel and Allied Industries' Union, representing skilled workers, accepted the 10,5% offer. Ysteren Staal said it had been mandated by members to mediate between Numsa and Ameo so that production could resume.

(152) 

Interpreters march over pay disparity

APR 30/8/94

EAST LONDON. — Most criminal cases in the magistrates' courts in East London, Queens-town and King William's Town were postponed as Border region court interpreters marched to the courts here to demand parity in non-pensionable allowances.

Interpreters earn R168 annual allowances, while the courts' predominantly-white administration officers are paid R2 446

This grievance led to a 22-day strike earlier this year which ended when Minister of Justice Dullah Omar undertook to address the issue.

But the South African Court Interpretation Officers' and Allied Workers' Union claimed yesterday the Justice Department was "dilly-dallying" and urged the Public Service Central Bargaining Council to "come up with a positive decision" and another strike could not be ruled out if parity demands were not addressed — Sapa.

Hospital strikers urged to go back

ARG 30/8/94 152
□ Four patients die from drug delays

DURBAN. — Union officials today urged striking hospital employees to go back to work as their action threatened health services in the north and south of KwaZulu-Natal.

This follows a supreme court ruling yesterday in which an urgent interdict was granted barring striking nurses, security guards, general assistants or porters from harassing or intimidating workers at Durban's Addington and King Edward VIII hospitals.

King Edward VIII Hospital chief medical superintendent Dr Lal Dwarikaparsad testified that four patients had died of neglect as a direct result of the strike. They had not been given antibiotics on time

Today National Education, Health and Allied Workers Union (Nehawu) officials appealed to strikers to return to work at Durban's King Edward VIII hospital, where the industrial action started last week.

They told strikers negotiations on their grievances would get underway as soon as they returned to work

"Negotiations will begin when you return to work. Give the proposal a chance," said Nehawu's national organiser Matthew Siko.

He said the union and the provincial health minister have agreed to an inquiry into grievances against hospital management and to continue pay talks and he urged about 1 200 workers to suspend their action, saying they could resume the

strike if they were unhappy with further developments.

Union officials have stressed that Nehawu did not organise the strike and have said there could be "agents provocateurs" using workers' grievances to undermine the new government

Northern KwaZulu-Natal's Ngwelezana hospital superintendent Dr Adri Mansvelder told Reuters that about 1 200 nurses and other staff had been on strike since Friday

Most of its 900 patients had been referred to other hospitals, he said, but added that the region's health services were facing a crisis as all facilities were full and some patients were even sleeping on floors at Empangeni hospital

Nellie workers occupy lounge in job-loss protest

ARG 30/8/94

152

Staff Reporters

THE Mount Nelson hotel's first day of business after a six-week closure was marked by a worker protest over proposed retrenchments.

About 200 staff occupied the main lounge yesterday after management rejected a series

of proposals workers said were aimed at avoiding lay-offs

The workers asked to see general manager Nick Seewer but he refused, said South African Commercial Catering and Allied Workers' Union official Wafaa Abdurahman

The action followed a morn-

ing report-back during which workers were told the hotel had rejected most of 17 suggested alternatives aimed at avoiding retrenchments.

Mount Nelson staff were "angry and frustrated" after eight weeks of uncertainty over the lay-offs, said Ms Abdurahman

More protests were planned in the coming days, including legal pickets, she said.

Mr Seewer said the hotel regretted the fact that retrenchments were necessary but occupancy was low in winter and it was purely a business decision "in order to survive"



Acceptance of offer in balance

It's make or break for auto sector

Star 30/8/94

BY JOVIAL RANTAO
LABOUR CORRESPONDENT

Employers in the motor industry, which has been paralysed by a strike involving more than 25 000 workers, will know today whether their revised offer will be accepted by members of the National Union of Metalworkers of South Africa.

Numsa's national auto shop-steward council is to meet in Port Elizabeth today to review the decision on whether their members would accept the Automobile Manufacturers Employers Organisation's (Ameo) revised offer of 10,5 percent.

By late yesterday, indications were that the majority of the seven manufacturing plants involved in the strike were against accepting the offer.

The South African Motor Corporation (Samcor) said striking workers at its Pretoria plant had rejected the increased wage offer following plant-level discussions.

Earlier reports indicated that strikers at the Delta Motor Corporation in Port Elizabeth had also rejected the offer.

If workers reject Ameo's offer, the shop steward council is unlikely to overturn its decision — dashing hopes of a resolution

to the strike, which is in its fifth week.

Ameo has made an appeal to Numsa members to favourably consider the offer, which was made after Numsa rejected an offer of 10 percent plus a 1 percent ex-gratia payment in January. (152)

Ameo moved from 10 to 10,5 percent on Friday, following another non-prescriptive intervention by Labour Minister Tito Mboweni in the dispute.

Mboweni held two separate meetings with Ameo and Numsa on Friday.

Ameo vice-chairman Harry Gazendam said the revised offer was made in the interest of resolving the strike.

Two weeks ago, Numsa offered to accept a 10,5 percent increase but reverted to 12 percent after Ameo refused to move from 10 percent.

The strike has cost manufacturers more than R2 billion in turnover, the workers more than R50 million in wages and the Government in excess of R300 million in taxes.

The strike has also had knock-on effects in the component manufacturing sector, where more than 5 000 workers have been laid off and many more put on short time.

PE hotels hit by strikes

PORT ELIZABETH —
Three hotels here were
hit by strikes yesterday

At the Edward Hotel
yesterday morning
police arrested 24 em-
ployees on charges of
public violence and ma-
licious damage to prop-
erty (152) (289)

Police said the em-
ployees had smashed the
hotel's crockery

At the Walmer Gar-
dens Hotel guests laid
charges of intimidation
against demonstrating
employees

Port Elizabeth Hotel
Group personnel direc-
tor Mr Eric Collier said
about three-quarters of
the group's employees
were striking for more
pay at the Marine Hotel

CT 30/8/94
Mr Collier said police
were on the spot but
keeping a low profile —
Sapa

East London courts halted

Own Correspondent

EAST LONDON — Most criminal cases in the magistrate's courts here had to be postponed yesterday as court interpreters from throughout the Border marched to the courts to demand parity for non-pensionable allowances.

Interpreters now earn a R168 annual allowance, while white administration officers receive R2 446.

The South African Court Interpretation Officers' and Allied Workers' Union claimed yesterday the Justice Department was "dilly-dallying".

The chairman of the union's Border branch, Mr Vuyisile Jonas, said another strike could not be ruled out.

(52)

(152)

CT 30/8/94

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Decision today on 10,5% car offer

(52) (22)
ARG 30/8/94

PORT ELIZABETH — A final decision is expected today on the latest pay offer to striking car workers and the industry has warned it is considering importing vehicles

Automobile Manufacturers Employers' Organisation deputy chairman Harry Gazendam said a negative response to the offer would have disastrous implications for assemblers, component suppliers and dealers

He said the employers would not change their offer and if faced with a prolonged strike would have to "seriously look at importing vehicles"

In that case the industry would have to be rationalised, with a major impact on the labour force — but the industry would not be destroyed,

Asked if employers would ask the government to intervene or ask President Nelson Mandela to decree a strike settlement, Mr Gazendam said they would "not be so presumptuous as to prescribe to govern-

ment what it should do"

Mercedes-Benz employees indicated yesterday that they would accept the 10,5 percent offer but Delta workers said at a mass meeting they would not return to work until they were given 12 percent.

A final decision on the offer will be taken by shop stewards of the National Union of Metalworkers of South Africa today

Employees at plants around the country held meetings yesterday to decide on the offer, which was raised from 10 percent on Friday after a meeting between employers and Minister of Labour Tito Mboweni.

Numsa Border chairman Ludwe Bakaco said the union would be forced to end the five-week-old strike if most strikers accepted the offer.

A Delta spokesman said today there had been many reports of strikers intimidating workers but they had not been referred to the police for fear of the consequences — Sapa

NEWS No end in sight to automob

Still no end to lengthy auto strike

Sowetan 3118194

■ OFFER REJECTED Shop stewards present counter offer to Ameo:

By Mzimasi Ngudle

HOPES for an end to the month-long auto strike were dashed yesterday after the National Union of Metalworkers rejected the latest 10,5 percent offer from car manufacturers.

Instead, Numsa called on employers to resume talks to consider the union's revised demand of 11 percent.

The decision to reject the offer was made at Numsa's national shop stewards council which met to consider a report-back from its membership on the employers' latest offer.

Making its final offer, the Automobile Manufacturers Employers Organisation said the strike could result in large-scale job losses.

Yesterday, the Minister of Public Works Mr Jeff Radebe said the Government was concerned about the devastating effects of the five-week-old strike, especially on ancillary industries such as harbours and railways.

Numsa spokesman Mr Roger Etkind said the union decided to move from its previous demand of 12 to 11 percent increase in wages.

"We think that our revised position constitutes a basis for a speedy resolution of the strike," he said.

Etkind said Numsa invited all the employers to come back to the negotiating table to consider its revised 11 percent demand. "Firstly we reject the 10,5 percent offered by the employers. Secondly we have revised our demand from 12 to 11 percent." (152)

"We mandate the bargaining committee to get that half outstanding percent by any means necessary," he said.

"We will accept the outstanding half percent in the form of basic wages or in any other form which we may get in talks," he said. Etkind dismissed reports that workers at Mercedes-Benz had accepted the 10,5 percent offer.

He said Numsa had one bargaining forum at all seven major plants, and that Mercedes-Benz workers were "fully behind the majority".

Union holds out for 0,5%

Auto workers reject final offer

BY JOVIAL RANTAO
LABOUR CORRESPONDENT

The five-week strike by 25 000 workers in the motor industry is to continue after workers decisively rejected employers' final wage offer

The National Union of Metalworkers of South Africa (Numsa) yesterday reduced its demand from 12 to 11 percent, effectively rejecting the 10,5 percent offer by the Automobile Manufacturers Employers' Organisation (Ameo)

The decision to revise the demand was taken at a national auto shop steward council meeting in Port Elizabeth yesterday to consolidate man-

dates from workers who had held meetings on Monday to consider the employers' offer.

Numsa spokesman Roger Etkind said the shop steward council had mandated Numsa's bargaining committee to achieve the 0,5 percent — which constituted the current difference between the employers' offer and the union's latest demand — by any means necessary

And Numsa said yesterday that contrary to reports, Mercedes-Benz delegates and workers were fully committed to the decision to continue the strike

Ameo vice-chairman Harry Gazendam said al-

though he had not been officially notified of Numsa's position, it was distressing that workers had rejected the employers' offer

"We've tried everything in our power to resolve the dispute," he said, adding that employers would be willing to manipulate their package within the confines that they had outlined

Ameo's offer came after Numsa rejected an earlier offer of 10 percent plus a 1 percent ex-gratia payment in January. Ameo moved from 10 to 10,5 percent on Friday, following another "non-prescriptive" intervention by Labour Minister Tito Mboweni

31/8/94
(152)

Interpreters to 'go slow'

Staff Reporter

CT 31/8/94

(152) (152)

WESTERN CAPE court interpreters have again embarked on a strike for equal pay allowances — the same issue that has seen interpreters strike for a total of four weeks so far this year

The Department of Justice has offered to make up the discrepancy between the interpreters' R15 monthly allowances and the R210 paid to other departmental employees, but the decision has to be ratified by the Public Service Commission

About 50 members of the SA Court Interpretation and Allied Workers' Union picketed outside Parliament House yesterday, complaining that the commission was dragging its feet.

For the remainder of the week, about 600 interpreters will "go slow" until 11am each day, at which time they will cease work completely

Regional secretary of the union Mr Ronald Borchers said the strike would continue until the commission agreed to pay the increases

Strikes 'hijacked by anarchists'

152 CT 31/8/94

Own Correspondent

DURBAN — Anarchists had hijacked the hospitals' strike here and were using it to cripple the health services, kwa-Zulu/Natal Health Minister Dr Zweli Mkhize said yesterday

The strike which started at the King Edward VII Hospital, has spread to Kokstad, Murchison and the J G Crookes

Hospital in Scottburgh

J G Crookes superintendent Dr Ian Haines said general assistants had "literally forced" nurses to join the strike

Nehawu and Cosatu leaders left the King Edward Hospital embarrassed yesterday after workers defied their pleas to return to work

The Nehawu leaders were

publicly dressed down by Mr Vincent Gumede, a former member of the workers' forum, who accused them of handing the workers to the "enemy" rather than fighting for them

The strike is continuing in defiance of a court interdict issued earlier this week.

The Nehawu leaders will try again today to get the workers

to call off the strike

Hospitals not taking part in the strike were severely overburdened and some had patients sleeping on the floor

Speaking after meeting the union leadership, Dr Mkhize said the law would take its course if the workers continued with their strike in defiance of the court order

Employers reject Numsa proposal

Talks resume in bid to end motor strike

Friday 11/9/94

ATTEMPTS to resolve the five-week strike by 25 000 motor industry workers will resume today in talks between the National Union of Metalworkers of SA and manufacturers.

Numsa welcomed yesterday's decision by the Automobile Manufacturers Employers' Organisation (Ameo) to reopen negotiations, as employers had previously indicated that they would return to the negotiations table only if workers accepted the 10,5% wage offer.

However, Ameo vice-president Harry Gazendam did not hold out much hope last night for a quick settlement.

Numsa reduced its demand to 11% after an auto shop stewards' council meeting on Tuesday, but said the half-percentage point difference between its demand and the employers' offer could be "on the basic wage or in any other form which may result from negotiations".

The union said it had suggested an innovative way of closing the gap between the parties which would not add to employer costs while meeting the workers' bottom-line position.

In terms of the latest proposal, employers would redirect their contributions from an industry work security fund into workers' pay packets for the contractual period. This fund contained about R18m for retraining retrenched workers. However, as the industry was in an expansionary phase, and had not spent any of these monies, suspending contributions for this year would be acceptable.

Numsa said employers were committed to contributing 5c an hour per worker to

ERICA JANKOWITZ

the fund. This had already been budgeted for as agreed to two years ago and did not come up for negotiation this year.

Gazendam said employers would not entertain redirecting funds away from the work security fund as the introduction of Phase 7 would inevitably lead to job losses in the near future. (152) (152)

"We are adamant we will not pay money to current employees at the expense of future retrenchees who will need some form of income and retraining when they lose their jobs," he said.

The only concession Ameo would make would be to continue its contributions despite the fact that they were no longer contractually obliged to do so.

The total estimated contribution to the fund was almost exactly the difference between the demand and the offer, Numsa said. "In other words, we are offering to the employers a method of paying an acceptable increase without in fact spending any more money. Surely this is the kind of 'miracle' of which settlements are made."

Numsa said if agreement was reached within two days, it would discuss the basis of a settlement with shop stewards on Saturday and hold report-back meetings at plants on Monday. Production would be expected to resume after the meetings.

Meanwhile, Mercedes-Benz SA said production at its East London plant would resume on Monday. Talks with workers yesterday had decided that workers would hold discussions with union structures to

To Page 2

Motor strike

Friday 11/9/94

clarify the issues, before meeting management again. (152) (152)

"The immediate priority will be to expedite the plans which were agreed to, to support MBSA becoming the most efficient motor manufacturer in SA by 1996 as required by Mercedes-Benz AG, Germany, and to satisfy our customers who have been so inconvenienced by the strike."

Numsa disputed this move, saying workers would report for work only once settlement was reached in the national dispute.

Meanwhile, MUNGO SOGGOT reports that the National Automobile Dealers' Association said the strike would wipe out R2bn in car dealer sales this month.

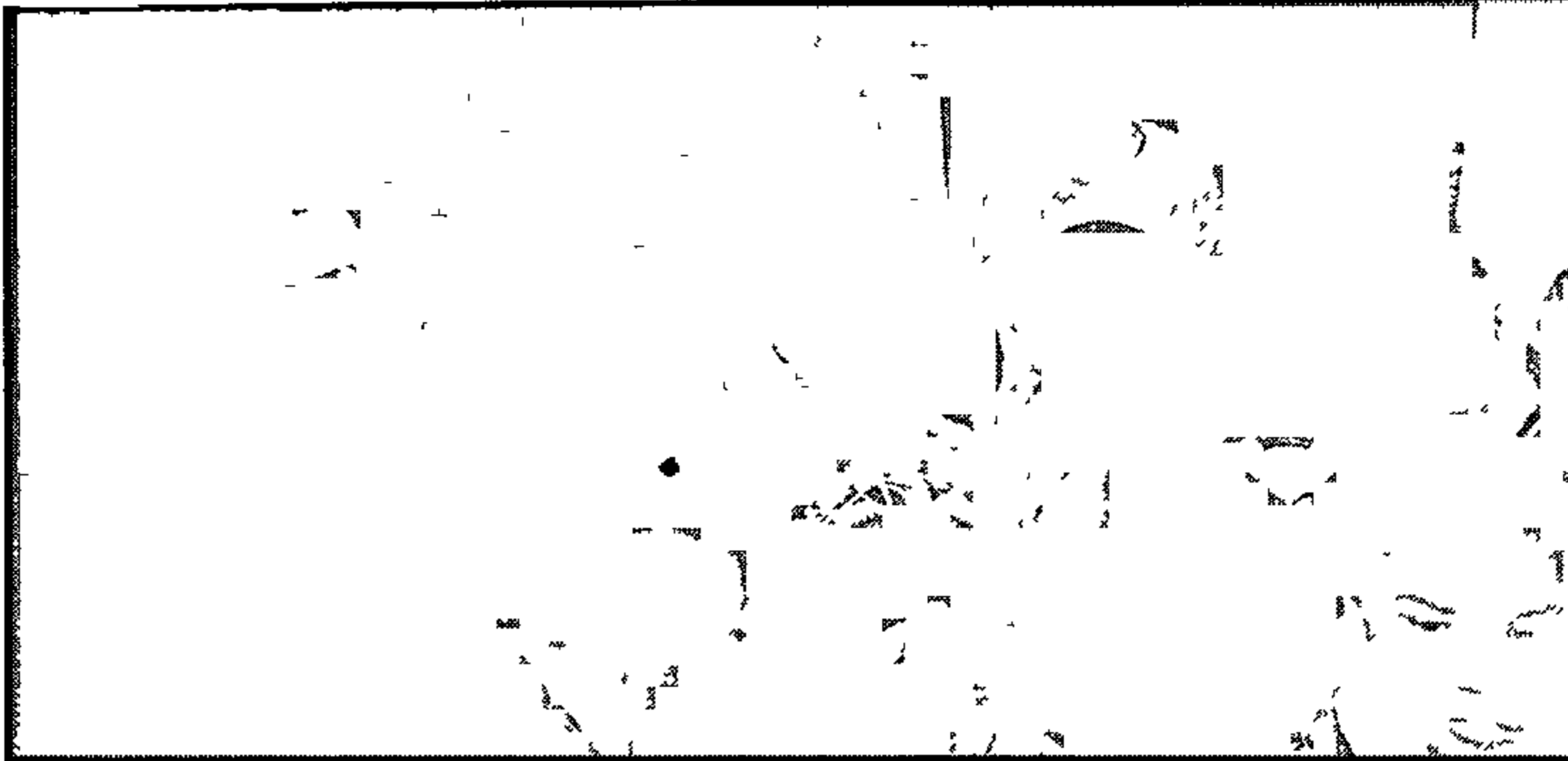
Chairman Ray Nethercott said new and

second-hand car dealers were already laying off staff, while others could go out of business. Nada's 1 700 members employed more than 60 000 people.

He said this month's new vehicle sales would not amount to more than R500m, less than one third of average monthly sales of R1,6bn.

While dealers had survived August because they had built up stock in July, turnover in used cars would fall to about R1bn from an average R1,5bn. Spare parts volumes would drop to R300m for the month from an average of R500m. "The outlook for October could also be as bleak — and the cascade effects on bottom lines will assume disaster proportions."

From Page 1



PAY UPI Police battle to restore calm as angry Financial Services Network employees demand wages from company founder Colin de Bruin, claiming they were misled into signing employment contracts. Picture HANNES THIART, The Argus

200 angry employees vow to stay put until they are paid

(152) ARG 1/9/94

Staff Reporters

ABOUT 200 people demanding money they claim is owed them by Financial Services Network have gathered outside Protea House in Adderley Street and vowed to remain until they are paid

Last night police were called in when the wage dispute between the "debt-collecting network" and its angry employees led to chaos

Today the doors to Protea House were bolted and the foyer crammed with police while upstairs Financial Services Network president Brent Hill, and guardian office executive director Colin de Bruin battled to come up with solutions to the problem

Meanwhile, a spokesman for the police fraud unit said the company was being investigated. And a computer company employee arrived to repossess

Financial Services Network's computing system

Mr De Bruin said lawyers had approved the scheme before the network's launch. Basically, it operated on similar lines to a chain letter

Unemployed people — preferably debtors — paid a registration fee of R65 and had to recruit another 10 people who each recruited a further 10 which raised R6 500 for the company.

The company then skimmed R1 500 off the R6 500 for "administration fees" with the remaining R5 000 going to the original unemployed person in five monthly payments

People recruited off the street by network "lecturers" claim they were promised training but ended up sitting on the floor of the company offices "twiddling their thumbs"

Mr De Bruin said the net-

work had been so successful that it had been impossible to provide employees with training

He admitted he owed them money but said they wanted more than the network had and he was being forced to sell off office equipment and other assets to meet the payments

"The reason we started the network was to assist South Africa reverse the downward-trending economic spiral so that people could afford to buy from the same creditors without being sent to jail," Mr De Bruin said

But many people outside his office were angry

All asked to remain anonymous — they did not want to fall foul of the network as they were still expecting to be paid.

Some demanded their R65 back, some wanted to be paid out R1 000 for their first month's work

No strikes ban ⁽¹⁵²⁾ Tito

CT 1/9/94

LABOUR MINISTER Mr Tito Mboweni yesterday rejected an appeal for a two-year moratorium on strikes, saying the number of strikes this year had not increased compared to last year

In a mini-debate in Parliament, Freedom Front MP Mr Piet Groenewald suggested a two-year ban on strikes, which he said were hurting foreign investment

Mr Mboweni rejected the idea, saying it would lead to the criminalisa-

tion of strike action, which was contrary to collective bargaining

There had only been two major strikes this year, and many potential strikes had been averted

While there was a connection between strikes and investment, he suggested it was not as great as was generally thought

Legislation rectifying deficiencies in the Labour Relations Act would be ready by next year, he said

Major trials postponed by interpreters' strike

Supreme Court Reporter

22.152

TWO major trials in the Supreme Court have been postponed due to the continuing interpreters' strike.

The Amy Biehl trial as well as the Rocky Mountain Spur murder trial both needed Xhosa interpreters today but, because the interpreters were protesting outside parliament, the trials had to be postponed.

Officials at the court were not certain when the strike would be resolved, but the trials were expected to resume on Monday

The interpreters are in dispute over allowances

● See page 7

ARG 19/94

'Miracle' solution offered to car-makers

ARG 11/9/94
152. 12
THE National Union of Metalworkers says it is offering employers a "miracle" proposal to end the motor workers' strike

But Volkswagen managing director Peter Searle said today car workers were "playing a dangerous game" by changing their pay demand, while their attempts to claim the "moral high ground" in negotiations were "spurious"

Numsa said its negotiators had come up with a way in which employers could meet the union's 11 percent increase demand without spending more than the 10,5 percent they were offering

The union proposed that employers suspend for a year their contributions to a fund — intended to provide training for retrenched workers — which now stood at R18 million and had never been drawn from.

The contributions worked out at almost 0,5 percent on the wage bill, Numsa said.

Mr Searle said "You don't negotiate on the basis that when the other party meets your demand, you are entitled to shift the goalposts.

"As it is, the employers' offer is way above the inflation rate of 7,5 percent"

He said striking Volkswagen workers had lost R15 million in wages at the end of a full month's strike.

"In addition, 68 component supply companies in the Port Elizabeth-Uitenhage area have lost about R40 million because we did not place any orders for components in August"

Mr Searle said the prospects of recovery for these companies were dimming as the vast majority had no other business apart from their work for Volkswagen.

In Port Elizabeth, talks aimed at breaking the five-week motor industry strike are continuing today.

Numsa chief negotiator Gavin Hartford was optimistic that a settlement could be reached before the weekend.

There is general optimism that work at Delta and Volkswagen could be resumed on Monday.

Mercedes Benz, whose workers were the only Numsa members to vote to end the strike, is to resume production on Monday

Replying to Numsa's "miracle" offer, deputy-chairman of the Automobile Manufacturers Employers' Organisation Harry Gazendam said the employers were not eager to stop their contributions to the Worker Security Fund

Meanwhile, National Automobile Dealers Association chairman Ray Nethercott said today new and used motor dealers around the country stood to lose R2 billion in sales this month

He also said dealers would start laying off employees on an increasing scale — Reuter-The Argus Correspondent

Hospital crisis: Still no end in sight as strike drags into 10th day

DURBAN — The strike at King Edward VIII Hospital here dragged into its 10th day today with no sign of an end to the crisis, health officials said

Employees at three other KwaZulu-Natal hospitals were also still out today.

Provincial government health spokesman Narina Riskowitz said two hospitals in the south of the province — Kokstad Hospital and Ixopo's Christ the King Hospital —

were still hit by strikes while Ngwelezana Hospital in the north was closed

Officials say 2 600 workers are striking in the province

Police were stationed at the gates of King Edward VIII Hospital and allowed in only those staff members who wanted to work

Officials estimated that more than 1 200 nurses, general assistants and other staff were on strike at the facility.

ARG 1/9/94
Kokstad Hospital medical superintendent Jan Hill said about 160 nurses and general assistants were on strike there

"Virtually all of our nurses and general assistants are on strike except for a small contingent of whites, coloureds and volunteers," she said.

The medical superintendent at Ixopo's hospital said about 130 employees out of a staff of about 150 were on strike

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CT 11/9/94

Hospital shuts as strikes spread

EMPANGENI. — The remaining 30 patients at Ngwelezana Hospital here have been evacuated and the hospital shut as the strike by nurses and general assistants continued yesterday.

Empangeni Hospital, which has not been affected by strike action, is about 120% full.

On Monday 150 patients from Ngwelazana were transferred to Empangeni and other hospitals

Wildcat strikes continued at Kokstad, Ixopo and Durban's King Edward VIII hospitals yesterday in spite of union attempts to persuade employees to return to work.

Employees at a fifth hospital, at Matatiele, left their posts to attend a protest meeting against having to treat patients from other hospitals.

At Ixopo nurses walked out yesterday, demanding a pay rise and a visit from Health Minister Dr Zweli Mkhize

Strikers at C G Crookes and Murchison hospitals have returned to work

Calling it a crisis, a health spokesman said: "There's hardly a hospital that hasn't been affected. Even if they're not on strike it simply spills over." — Own Correspondent, Sapa

Municipal strike in Durbanville

Municipal Reporter

ABOUT 200 Durbanville municipal workers have been on strike since the beginning of the week over grievances about affirmative action and promotions

Town clerk Mr Dennis Smit said the workers' grievances were being attended to.

He said less than half the workforce was on strike, but those on strike provided essential services. Casual labour had been hired so that services such as refuse removal, solving electricity interruptions and clearing blocked sewers could be rendered.

Mr Christian Meyer, chairman of the local SA Municipal Workers' Union branch, said the workers wanted affirmative action. They felt aggrieved that whites seemed to be promoted even when they were not the most skilled.

Car supply chaos

BY WETTE VAN BREDA

WESTERN Cape car salesmen are "twiddling their thumbs", thousands of customers are on waiting lists for new cars and the price of the vehicles will probably increase owing to the five-week motor industry strike

Although the strike could end in a few days, those hoping to buy new cars may face a wait of up to six months, said the regional chairman of the National Automobile Dealers' Association, Mr Ron Craig

Salesmen said they were parking their own cars or demonstration models in their showrooms to "make it look full" as the strike bites

Mr Craig, who is also the managing director at McCarthy Motors, said it was hoped the strike would end by next week, but even then cars would probably only be available by mid-September

No commission

"But the effect of the strike is just starting to take hold and most dealers are out of stock," he said

The strike could add to the usual quarterly price increases but manufacturers were aware that affordability was the key to sales in the industry and they would try to peg prices

He estimated that there were about 3 000 people in the Western Cape waiting for cars

Yesterday car salesmen around the city said they were hard put trying to survive on basic salaries without the commission to which they were accustomed



NO CARS . . . City car salesman and employees, (from left) Mr Colin Clyde, Ms Rosemary Berry, Mr Ron Craig, Mr Errol Hedenskog, Mr Mike Robbie and Mr Ronnie Renecke stand around idly, waiting for an end to the five-week motor industry strike

Picture STEWART COLMAN

Several were delivering cars all over the country, updating customer lists and fleet owner files, improving their customer service or "twiddling their thumbs", said a sales manager at Toyota Marketing Mr Moosa Joseph, of Farbers VW, said his waiting list was around the 100 mark and he expected the

quarterly increase to be about two or three percent more than had been anticipated

The bad news was that buyers would have to pay the price of their cars at the time of delivery, even if they had been on waiting lists before the price increase, which was due on October 1

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Cops fire on

strikers

Sowetan 2/9/94

By Musa Zondi

MORE THAN 30 PEOPLE were injured when police opened fire on demonstrators at Iswepe near Piet Retief in the Eastern Transvaal yesterday. The workers' protest followed claims that they had not been paid for the past three months.

Warrant-Officer Timothy Hadebe told Sowetan that the protesters, who had gathered to speak to a lawyer about the matter, were shot at by police. The problem started about a week ago when the people, mostly farmworkers and workers at timber mills in the area, downed tools because they were not paid their wages.

Hadebe said workers around the area were being exploited to such an extent that some were paid only R20 a month. More than 1 000 protesters came from Silvercull, Sappi, Mondli, Bison Board and other companies.

After negotiating with their employers, they were promised they would be paid last week. However, they had still not been paid by yesterday.

On Monday they decided to down tools again and collected money to pay for a lawyer to fight their case. As they gathered, police put up barbed wire fences between the N2 highway and an open field near the shop where they had gathered.

"I asked what was happening and tried to mediate between the other policemen and the protesters. A commanding officer instead ordered the police to open fire. Those injured were taken to Piet Retief Hospital," Hadebe said. (152)

A police spokesman in Middleburg, Captain Daandre van Vuuren, said there were no deaths but about 20 people were wounded when police fired teargas canisters and birdshot at the protesters "who had blockaded the road between Piet Retief and Ermelo". Van Vuuren said: "The police opened fire after one of the strikers had shot at them."

● See page 2.

Auto employers reject plan

CT 2/9/94

JOHANNESBURG — Negotiations to end the month-long auto industry strike failed again yesterday (152) (42)

The Automobile Manufacturers Employers' Organisation (AMEO) rejected a National Union of Metalworkers of SA proposal that employers discontinue contributing to the National Work Security Fund and use the money to meet

the union's 11% pay rise demand. The proposal was tabled at a meeting with employers in Port Elizabeth

Numsa has indicated it will reassess the situation at a shop stewards' meeting on Saturday

AMEO said in a statement it could contractually discontinue contributions to the fund which now stands at R8 million

but that this would be "irresponsible".

"While it is tempting to accept short-term initiatives in order to end this disastrous strike, AMEO cannot be party to this,"

Numsa said, however, its latest proposal would have enabled employers to meet the union's revised demand of 11% without extra cost. — Sapa

Langeberg strike ends

SUSAN RUSSELL

AN URGENT court application brought by Langeberg Foods in Boksburg against the Food and Allied Workers' Union was settled in the Rand Supreme Court yesterday after striking employees agreed to resume work today. 2/9/94

About 200 striking Langeberg employees gathered outside the Rand Supreme Court while lawyers worked out a settlement inside. Police watched as workers sang and waved placards.

Workers went on strike over the dismissal of two co-workers, one of them a shop steward. (152)

In terms of the settlement, which was made an order of court, workers agreed to resume work by 7am this morning. (152)

A company spokesman said the union and management had also agreed on a date for mediation proceedings in respect of the dispute over the dismissals.

Hospital strikers, union divided

Behind this week's strike by Natal hospital staffers lies a growing gulf between workers and their union, reports **Farouk Chothia**

things but we are going to see how things develop," he said

STRIKING hospital employees at Durban's King Edward VIII Hospital were warned this week that they risked losing their union membership if they defied calls to return to work.

National Education Health and Allied Workers' Union regional secretary, Obed Zuma, said that if the crippling strike continued, it would be "difficult for us to regard them (the strikers) as our members

"No union should say that the right to strike should be taken away but that right should be used correctly. At this stage, we feel that it's being abused," said Zuma

But the chairman of the Workers' Forum that is steering the strike, Sbu Mtshali, suggested that strikers' loyalty to Nehawu was not absolute. "We still see them as our representa-

tives but we are going to see how things develop," he said

The gulf between the two men's positions is possibly the biggest to develop between a Cosatu affiliate and its membership since the April election and reflects workers' disillusionment with what they see as Cosatu's softly-sofily position on strike action in favour of giving the government time to settle into office amid delicate negotiations with big business on broader issues

For Mtshali, the issues are clear "The ANC is in government. Nehawu is the child of Cosatu and Cosatu is in an alliance with the ANC. Just because we got an ANC government, Nehawu is siding with employers. It is very wrong to do that."

Zuma denied the charge that Nehawu had ditched workers

A meeting between strikers' representatives and the Nehawu leadership was scheduled for Thursday to hammer out differences. King Edward staffers also indicated they were at loggerheads with the ANC. King Edward is operating on a skeleton staff after being hit last

WM 2-8/9/94

week by the latest in a series of strikes. Four other hospitals in the region have also been affected

Patients, including babies in incubators, were transferred to other hospitals. While exhausted doctors worked around the clock, nurses spent time toy-toying or knitting

Initially, kwazulu/Natal Minister of Health, the ANC's Zweh Mkhize, tried to resolve the issue through negotiations. But when strikers refused to return to work his attitude hardened

Arguing that he faced a "moral catastrophe", Mkhize brought an urgent court interdict early this week to force the strikers to resume work. On their refusal, Mkhize accused "anarchists" of seizing control of the strike, while Nehawu's Zuma charged that "certain elements", whose back-ground still needed to be fully "investigated", were "within" the ranks of strikers

Mtshali said the strike followed the failure of authorities to address grievances. Workers called off a strike at the hospital just before the election, accepting Nehawu's assurances that

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the Transitional Executive Council was looking into their grievances. When nothing happened, workers resumed their action. Grievances include

● Low wages and workers have not been paid a five percent wage increase promised to all civil servants last year.

● Racism. No African has yet been appointed to a senior management post. Mtshali said management had taken "merit awards" worth R10 000 to R20 000, even though there was much "corruption". "There are people who take medicines in bulk from the hospital to their private businesses. Some of them have pharmacies."

Mkhize assured strikers that a commission of inquiry would investigate. This prompted Nehawu's call for an end to the strike. It said emphasis should be placed on resolving grievances through negotiations

While a small group of strikers heeded Nehawu's call and resumed work on Tuesday, the majority decided at a mass meeting on Wednesday afternoon to continue

Strike stalls motor industry

(152) (400) WM(BM) 2-8/9/94

The motor industry strike has highlighted the big weaknesses in the local industry.

Reg Rumney reports

HALF a percentage point here or there may not seem a great deal over which to wage a prolonged strike. And while a host of political factors has probably had something to do with the stance of the National Union of Metalworkers of South Africa, the specific bone of contention has been wages.

At the time of writing the union wanted 11 percent against management's offer of 10,5 percent.

Even more strange is the dispute when it is realised that labour costs comprise a small part of the motor industry's total costs. For instance, 80 percent of the costs of motor manufacturer Mercedes Benz SA are the materials that go into the car or truck, the tyres, window glass, pressed metal and electronic components that make up a modern vehicle.

At Mercedes Benz SA, a company with an annual turnover of around R3-billion, labour costs comprise only two percent of MBSA's total costs. Naturally enough, though blue-collar wage increases ripple through a company, raising general personnel costs. Those make up around 10 percent of MBSA's costs.

These figures were revealed this week in a refreshing exercise in transparency by Mercedes Benz SA, which as a wholly owned subsidiary of its German parent need not reveal much.

The wage component in the industry in general, according to Brand Pretorius, managing director of the marketing arm of Toyota, is around four to six percent.

On the other hand, it is hard to explain to foreign investors used to an inflation rate of next to nothing and the harsh monetary policy regime that keeps inflation there, in this case the German owners of MBSA, why workers should get pay increases above the inflation rate of 8,2 percent.

MBSA can only do this by pointing to a brighter future for the South African subsidiary. And despite the



Motor industry workers are striking over a mere 0,5 percent pay rise. But the strike reveals other weaknesses in the industry. PHOTO: SOUTHLIGHT

strike August looks as though it will mark one of the company's best retail sales ever, according to management board head Christoph Kokpe, while the company believes it could far exceed 1993's pre-tax profit of R28-million this year.

For the motor manufacturers as a whole the wage rise issue is broader than the amounts they pay their own workers. Pretorius points out that the wage increases by car and truck makers filter through to the component makers, where the labour content of the parts produced is much higher.

So the automotive industry will then be hammered both by higher prices for local components and by higher personnel costs. At the same time the price of imported components has been rising steadily because of the seemingly endless deterioration of the rand against the yen and D-mark.

It is arguable whether, when taking into account the exchange rate, cars are more expensive in South Africa than overseas.

MBSA points out its C-Class model is 5,6 percent cheaper than in Britain and 6,8 percent than in Germany.

The number of cars, bakkies and trucks sold each year has still not reattained the 1984 peak, and a constant buying-down trend is tes-

timony to the pressure on prices. MBSA only benefited from that trend by assembling the cheaper Honda Ballade range at its plant. Honda vehicles make up a much greater proportion of sales than Mercedes Benz cars now. This is the only Mercedes Benz operation in the world that makes the vehicles of another manufacturer at its factory.

From an affordability point of view, few would disagree with Pretorius' statement that South African cars are overpriced in terms of what ordinary South Africans earn. This is understandable in the light of a lack of foreign competition that keeps demand for cars chasing after supply. The taxes payable on importing a car fully assembled overseas is 115 percent.

The affordability crisis has come despite a local content programme now in its sixth phase. That programme is about to enter a seventh phase that will mean that protection figure of 115 percent falling to 45 or even 30 percent.

Competition will make vehicles more affordable, but it will inevitably put pressure on the industry to cut costs and raise productivity.

At the end of July the motor industry forecast vehicle sales slightly up on last year.

That such industrial action puts the local motor industry at a disadvantage as competition increases is

clear. Botswana-based Hyundai, an operation the South African motor industry claims takes advantage of a technical loophole to import cars in an almost built-up state, is smiling. Orders for its cars have reportedly soared. Pretorius notes the agents have said they have increased shipments to 500 vehicles a month, and have asked this to be increased to 900.

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Car dealers desperate as strike bites

Motoring Reporter **HENRI DU PLESSIS** takes a look at the car industry in the wake of the work stoppage.

CAR dealers throughout the country are desperate as a lack of stock hits the industry because of the strike.

Sources expect the industry to catch up only a week of production lost during the current strike and work stoppages during the April election.

Waiting lists for certain popular models of cars may stretch as long as six months while a few lucky manufacturers are able to sell stock built up before the strike took hold.

In some cases dealers are swapping vehicles amongst themselves to provide suffi-

cient trade to keep everyone in business

This week industry sources were reluctant to speculate on the length of waiting lists and said they preferred to wait until the strike ended to make accurate calculations.

While new vehicle sales have been badly set back by the strike, the second-hand market has also felt the pinch with a lack of stock.

As a result, prices of diesel commercials and lower-priced family cars have exceeded conventional limits and motorists who would have traded in their cars for new ones have had to hold on

to "Old Faithful" a while longer.

"The availability of new cars depends entirely on which models are made we are talking about," said Toyota spokesman Roger Houghton

"Some models and makes are still readily available because of stock built up before the strike, but for others there may be long waiting lists

"We (the industry) have lost five weeks' production — and that is after the 15 000 units already lost during the election and the holidays around that

"The industry lost production of 1 600 vehicles a day over a period of 22 days, which gives a total of 35 200

units lost."

Mr Houghton said the biggest loser was the government, which had lost R20 million a day, or R440 million in all, in taxes that could have been used for the Reconstruction and Development Programme

Industry workers had lost R77 million in pay, which they would never get back, while the industry itself had lost R2 200 million in turnover so far

Mr Houghton said one parts manufacturer near Midrand had had to adopt a two-day work week with only two 12-hour shifts

From the BMW stable, the popular 316i model would have a waiting list of six

months, a figure compounded by the waiting list which had existed before the strike, said spokesman Deon Ebersohn

A Delta salesman in Cape Town said the stock situation with Opels and Isuzus was "desperate"

A Volkswagen spokesman said all models of this marque were scarce and a waiting list of up to two months was expected

Samcor's Mazda 323s and bakkies were difficult to get hold of, but some of their newer models were still available, a Cape Town spokesman said

All models of Nissans were also difficult to obtain. Parts suppliers have also been hit by the strike. Medi-

um and small engineering companies which depended on the motor trade for their business lost millions in production and turnover, sources said

In the Port Elizabeth area alone, 68 parts supply companies have lost about R40 million because Volkswagen did not place orders in August, says Volkswagen managing director Peter Searle

Mr Searle said the prospects of recovery for these companies were dimming as the vast majority had no business apart from their work for VW. As a result, the availability of parts could also have been influenced

The five-week strike was seriously damaging to the financial viability of the coun-

try's dealership sector, said National Automobile Dealers' Association (Nada) chairman Ray Nehercott.

He said new and used car dealers around the country could lose up to R2 billion in sales this month. Dealers would start laying off employees on an increasing scale.

"In fact, the situation is so bad that many motor dealers — particularly the smaller ones — are now running the real risk of going out of business."

He said Nada's 1 700 members employed more than 60 000 people, many of whom were now confronted with the possibility of losing their jobs because of the strike

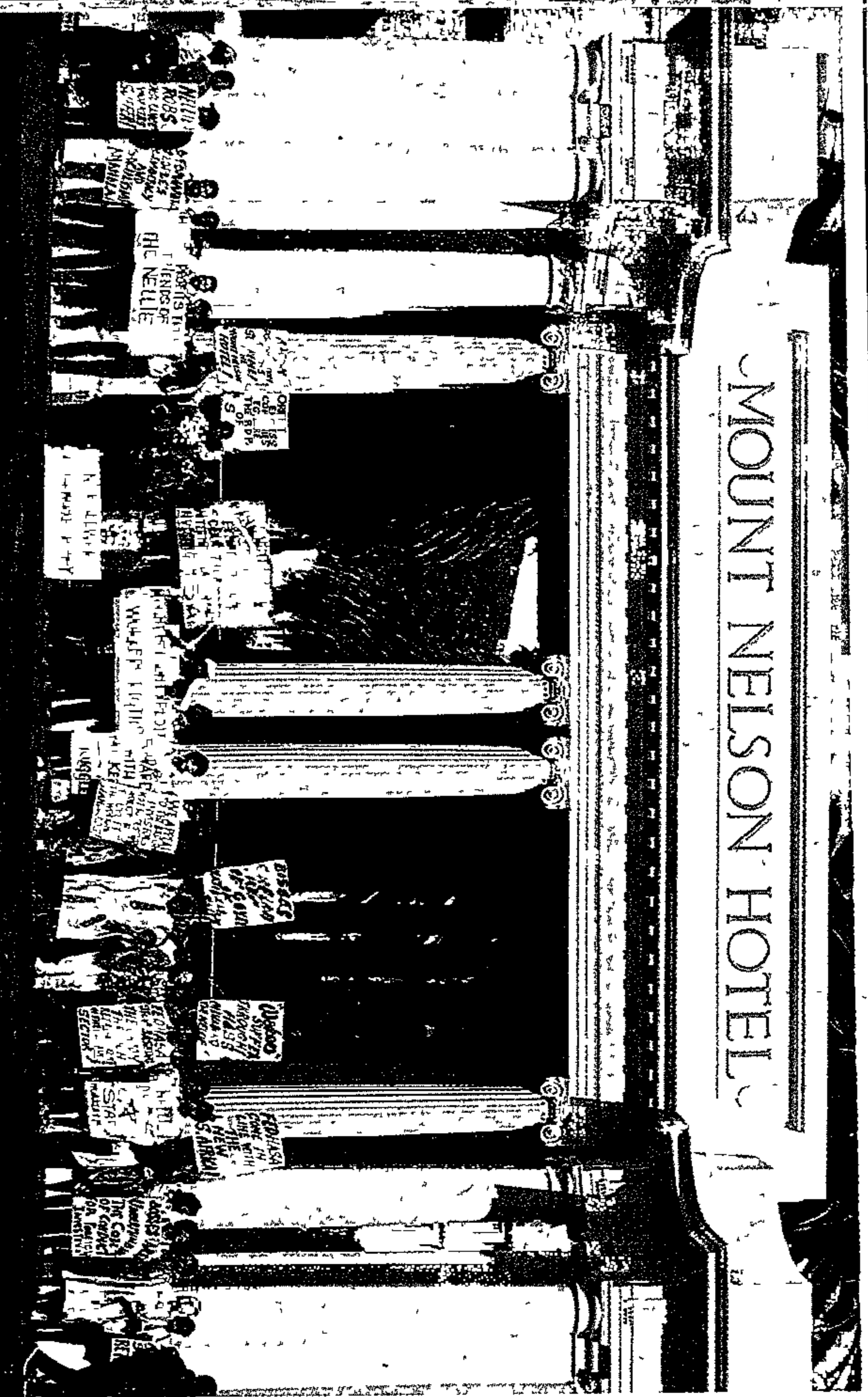
Ex-homeland (52)

officials strike

PRETORIA — Public servants in the former kwaNdebele, charging the new government was ignoring them, went on strike yesterday.

A spokesman for the strikers, Mr Tsebo, Mophapi, said the clinics in the area were not operating due to lack of medicines.

Other projects meant for community development were halted, he added. — Sapa



HOTEL HASSLES . . . Mount Nelson employees protested against pending staff retrenchments outside the hotel yesterday — the first day of business after it had been closed for seven weeks for refurbishing. Picture ALAN TAYLOR

City hotel workers (152) in picket

Staff Reporter

ABOUT 50 workers picketed outside the Mount Nelson Hotel yesterday — the first day of business for the hotel which has been closed for refurbishing for seven weeks.

While workers toyed, hired security staff watched from behind razor wire and metal gates erected between the famous pillars.

The workers, who are negotiating with management, carried placards protesting against pending retrenchments.

General manager Mr Nic Seewer said yesterday the wire and gates had been erected to ensure the safety of guests.

He said the hotel was overstaffed in winter when they had few guests. **CT 2/19/64**

"In Europe, many hotels close in winter and we considered doing so. Instead, we decided to look at seasonal staffing," Mr Seewer said.

N Transvaal public servants in protest

PIETERSBURG — Public servants from three formerly self-governing territories marched on the office of Northern Transvaal Premier Mr Ngoako Ramathlodi here yesterday to demand salary parity

CT 2/9/94
The protesters from Venda, Gazankulu and Lebowa handed a memorandum to MEC for Economic Affairs, Trade and Industry Mr Thaba Mafumadi.

(152)
Their demands included reinstatement of 400 employees dismissed from Hoedspruit Hospital

Mr Mafumadi told the marchers their grievances were genuine and the government would try to meet their demands — Sapa

TrialS delayed by pay dispute

A COURT interpreters strike caused two major running trials to be postponed in the Supreme Court yesterday

A spokesman for the interpreters said yesterday it was the first time that their strike action had caused postponements in the Supreme Court.

On two previous occasions in April and July, they had gone on strike during the recess.

The trial of Mr Mongesi Manqina, Mr Mzikhona Nofemela and Mr Vusumzi Ntamo, who are alleged to have killed Ms Amy Biehl, was adjourned today

The three accused are Xhosa-speaking

And Mr Geoffery Wolhuter and Mrs Marigold Buckmaster, who are facing charges of murdering their business partner at the Rocky Mountain Spur, Mr Geoff Lomax, had their trial postponed to Monday.

Yesterday the state intended calling two of the restaurant's grillers, Lawrence Peter and Frazer Baka, whom it is alleged were offered R5 000 by Mr Wolhuter and Mrs Buckmaster to stage a robbery and kill Mr Lomax. The two men, who are serving 25-year jail terms, needed interpreters.

The interpreters are striking after a dispute over equal pay allowances

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CT2/9/94

Motor industry crippled as union, bosses dig in

HENRI du PLESSIS and PAT CANDIDO
Staff Reporters

NEW car buyers in the Western Cape may have to wait months before taking delivery, with the most popular cars sold out as the crisis in the motor industry continued today.

And car dealers face a bleak short-term future, with a severe drop in income likely if the strike is not resolved soon.

The National Association of Automobile Manufacturers of South Africa announced today it was "standing firm" on its final wage offer of 10,5 percent

"The final offer of 10,5 percent represents a fair, reasonable and generous offer to workers and is substantially above the current level of inflation," a spokesman said

The National Union of Metalworkers of South Africa shop stewards' council meets in Johannesburg tomorrow to reassess the situation

At the industry's National Bargaining Forum yesterday the talks deadlocked after the Automobile Manufacturers Employers' Organisation (Ameo) rejected a "miracle" proposal from Numsa to close the 0,5 percent difference between the parties

Numsa proposed that employers suspend for a year their contributions to a fund intended to provide training for retrenched workers, which they said stood at R18 million and had never been drawn on

Numsa national secretary Enoch Godongwana today said the shop stewards council would look at "all the implications of the strike" and the offer made by Ameo

Particularly hard hit in the present crisis are suppliers of medium and smaller saloons

Waiting lists are growing and some models may only be available in the first quarter of next year, even if the strike ends next week, salesmen said.

There is a shortage of cars throughout the country

Sales staff said Johannesburg, Durban and Bloemfontein dealers were phoning Cape Town to find stock.

A Bellville saleswoman said "What are we going to live on? Our basic salary is so ridiculously low, nobody can live on it"

"They are telling us to go on unpaid leave, but how will we manage?" another said.

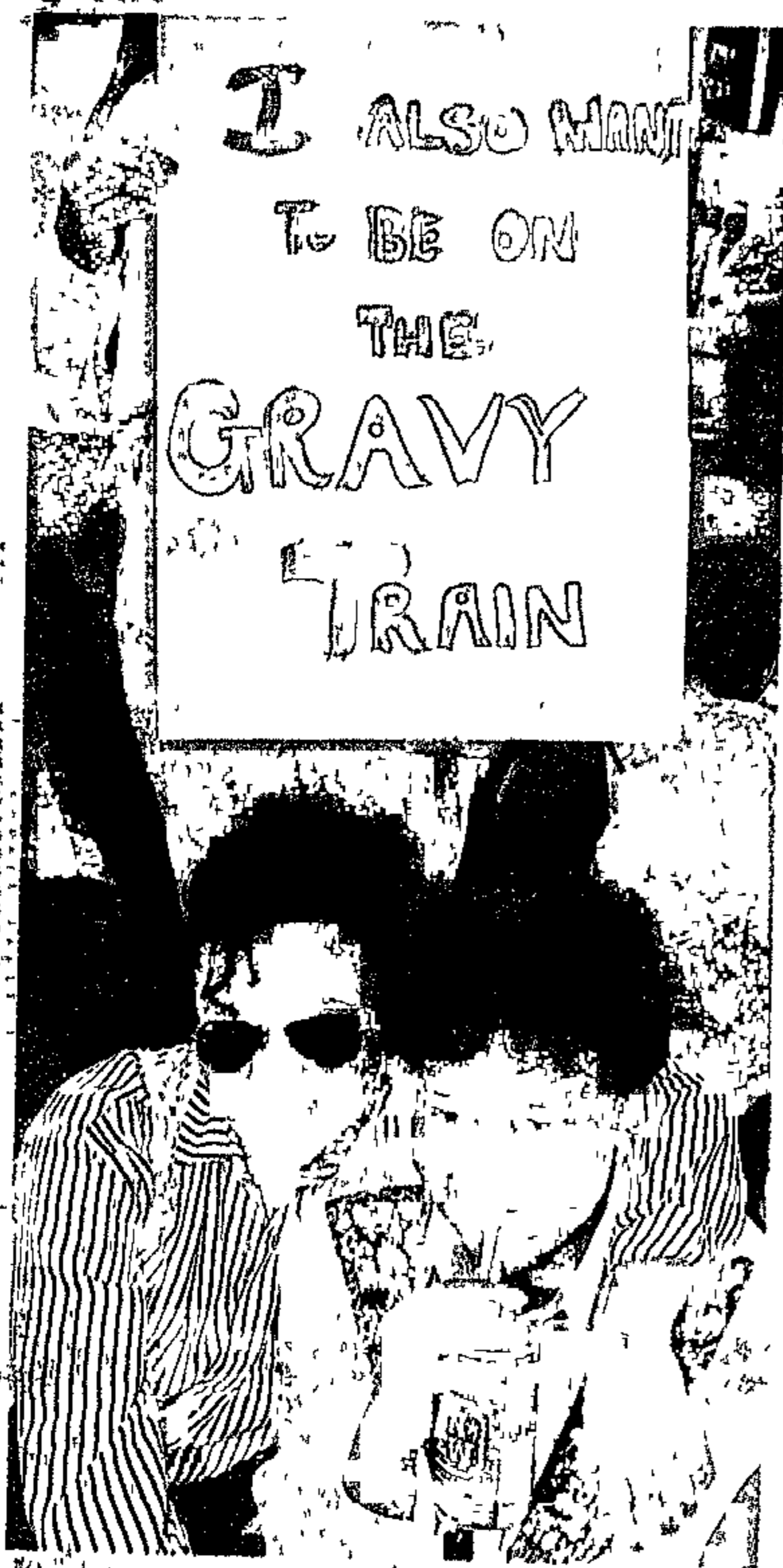
A Cape Town Toyota saleswoman from a large national motor group said she had no cars in the popular Corolla and Conquest ranges left and there were only 40 Camry units available in the whole group

A Nissan salesman said he had only 12 unsold vehicles left, most in the higher price ranges.

A Ford dealership salesman said his company had only 10 percent of normal stock left and expected that to be sold out by the middle of the month.

Ford Meteor and Laser cars, the most affordable and popular in the Ford stable, have all been sold out

See page 4.



Picture OBED ZILWA, The Argus

LAST STRAW: Boland teachers picket outside the CPA Building in Wale Street demanding the reinstatement of a special transport allowance they used to receive under an old apartheid law.

Qair's, SOLI

OUT,

ART 2/9/94

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20 Strikers Wounded in Police Fire

POLICE fired on 3 000 striking forest workers in the Eastern Transvaal yesterday injuring 20 of them, a police spokesman said.

The incident took place at Iswepe near Piet Retief when the forest workers blocked the national road between Ermelo and Piet Retief.

Police spokesman Captain Daandre van Vuuren said birdshot and rubber bullets had been used. Later he admitted that at

least one policeman had used live ammunition after shots were fired at them from within the crowd.

Warrant Officer Timothy Radabe alleged that farmers were among those shooting at the strikers.

Captain Van Vuuren said the crowd repeatedly removed razor wire put there by police to cordon off the area. When police used teargas and birdshot to disperse the crowd they were shot at

Those wounded in the skirmish were taken to Piet Retief Hospital. No one was seriously injured.

It was not clear why the workers were on strike as police had been unable to identify leaders with whom to negotiate, he said.

A Sappi spokesman, Mr Johan van Wyk, said the company was not sure about the reasons for the strike either. Month paper manufacturing company

CT 2/9/77
Company spokeswoman Ms Zeldia Jonker said employees had been evacuated because of the volatile situation.

Two demonstrators, one of whom was carrying a petrol-bomb, were arrested.

Capt Van Vuuren said investigations of intimidation were being investigated following claims by truck drivers that they had been forced to transport workers

(152) ~~FORESTERS~~
from nearby plantations to Iswepe.

He said although the strikers were still gathered at Iswepe last night, calm had returned to the area and police were securing saw mills and other premises in the vicinity.

Iswepe is a tiny village situated next to the main road between Piet Retief and Ermelo and its main source of income is derived from forestry and paper manufacturing. — Own Correspondent, Sapa

233 000 lost work days 'not unusual'

(52)
ARL 3/9/94

Strikes impact exaggerated — Patel

ALIDE DASNOIS
Weekend Argus Business Staff

THE SA Clothing and Textile Workers' Union's Ebrahim Patel has come out strongly against suggestions that a wave of strikes is jeopardising economic recovery

Mr Patel, labour co-ordinator for the National Economic Forum, said the number of working days lost by employees in July was not unusually high compared to previous years

A total of 233 000 working days were lost

Mr Patel said the July 1994 figure was lower than the corresponding figures for 1987, 1990 and 1991

The impact of the strikes on the South African economy had been exaggerated

Media interest had been triggered by a high-profile strike in "consumer-sensitive" Pick'n Pay

"Less than two thousand Pick'n Pay workers strike and it's front-page news. But when 100 000 clothing workers settle without a strike, it's hardly worth a mention," Mr Patel said

He scoffed at fears that foreign investors might be scared

off by strike action

"Foreign investors look at one critical indicator, the relative stability of a country. South Korea and Germany, with very different industrial relations practices, are both judged acceptable"

"Investors want to know if a society is stable and offers opportunities for a reasonable return. If the government had to impose wages, if the collective bargaining system had broken down, it would be worrying. But there's no question of a breakdown here"

"What the foreign investor is seeing is merely a robust collective bargaining system"

Mr Patel said foreign investors would also note the relatively small differences between workers' demands and employers' offers

"Mostly the difference is about two percent. It wouldn't need a fundamental shift for workers or employers to reach agreement"

Asked about the effects of higher wages on employment, Mr Patel said employment levels depended on many factors and not just on wages

"Employment is determined by a complex net of factors including tariffs, the strength of the economy, the economic cycle, productivity, competitive-

ness, government policy, including taxes as well as business confidence"

"The most important single influence on employment levels is investment"

Any debate on the effects of wage demands should reflect this complexity, he said

There was no evidence that higher wages had led to lower employment levels in the clothing and textile industries

Mr Patel hit out at commentators who have accused striking workers of sabotaging the economic recovery to the disadvantage of the unemployed

He said wage-earners had to support ever higher numbers of unemployed workers

"The cost of unemployment is borne by Cosatu members"

"They're the ones who have to pay the rent"

"The need to cover the cost of unemployed family members is at the base of the desperation in many campaigns for higher wages"

Unionised workers were not a "labour elite" by any stretch of the imagination

Some Cosatu members earned R80 a week. In the clothing industry a semi-skilled machinist, after 25 years' service, earned R250 a week

"How can you call this elite?" Mr Patel asked.

Car strike bites deep for many

HENRI du PLESSIS
and PAT CANDIDO
Weekend Argus Reporters

IT COULD take the South African motor industry up to a year to recover from the damage done by the nationwide strike by the National Union of Metalworkers.

But, sources said, the real damage was the repercussions the strike had on lesser-known aspects of the industry.

Toyota's Brand Pretorius said "Obviously, it depends entirely on when the strike is going to end, but, at the moment, I would say an optimistic estimate of the time of recovery would be between six and eight months. Realistically, I would give it a year.

"It depends on the union, whether they will be able to convince their members to work on a structured overtime basis to catch up, but it does not seem that there is a willingness to do that.

"So far, we have lost about 40 000 units at a rate of 1 600 a day over 25 days. The industry does not have an unlimited capacity either and if we have to

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ARLT 3/9/94
■ Stoppages in the motor trade are into their fourth week and workers in vehicle production-related industries are feeling the pinch as many are forced to take unpaid leave.

constantly wrestle with productivity, it is going to be difficult."

Mr Pretorius said the financial implications of the strike were hard felt in the components supply industry and especially among the smaller retailers.

"These people have developed serious cashflow problems and the secondhand vehicle market has also felt the pinch, as trade-ins on new cars have dried up.

"Parts are also becoming difficult to get and workshops have lost all the business of preparing traded-in cars for roadworthy and resale.

"It will be very difficult to estimate how long it will take to get over that."

It would take a few days to get the industry up and running again after the strike had ended, said BMW's Deon Ebersohn.

Any possibility of future exports also could have been harmed, as overseas buyers would not consider this country a reliable supplier.

Meanwhile, component companies already have lost R500 million and could go into liquidation if the strike did not end soon.

The industry was losing R20 million a day, said Automobile Component and Allied Manufacturers Association executive director Denzil Vermooten.

He said 23 companies had closed, sending their workers on paid leave if they had any. Those without any leave due were put on unpaid leave.

A total of 160 component manufacturers were involved and many were working only two days a week.

But, Mr Vermooten was optimistic about the possibility of an agreement and said he believed workers could be back at their jobs by Tuesday.

Officials of the Iron and Steel Workers' Union have begun to hand out food parcels to their members in Uitenhage. Many people complained they had no food and were unable to meet their commitments.

D-Day today in car strike

Own Correspondent

PORT ELIZABETH — A National Union of Metalworkers (Numsa) shop stewards meeting will decide today whether motor industry workers should accept the latest employer offer of 10,5% or prolong the five-week strike

Unions and employers failed to agree here this week when the Automobile Manufacturers Employers' Organisation (Ameo) turned down what Numsa termed a "miracle proposal"

The union proposed the manufacturers suspend for 10 months their contributions to the Work Security Fund to make up the difference between Ameo's 10,5% offer and Numsa's 11% demand

Ameo said it could not resort to short-term initiatives to end the strike

Yesterday Numsa chief negotiator Mr Gavin Hartford said it

Numsa to decide on offer by employers

was impossible to predict what would be decided

He said members could choose to sit out the strike or call it a day.

Mr Hartford said indications that workers countrywide, particularly at Mercedes Benz in East London, wanted to return to work could not be seen as dissension in the union ranks

Meanwhile, ex-Ford workers yesterday appealed to the parties to reach a settlement

In an urgent appeal, the Ex-Ford Workers Committee said

CT3/9/94
the strike should be resolved as a matter of "extreme urgency"

"This extended strike is crippling the Eastern Cape economy and causing vast unemployment and loss of income — the ex-Ford workers of Port Elizabeth wish to remind the East Cape of the large-scale suffering and unemployment caused by the Ford closure in 1980"

In a separate move, it was confirmed that National Association of Automotive and Component and Allied Manufacturers (Naacam) president Mr John Brandtner met Labour Minister Mr Tito Mboweni this week in a bid to end the strike

He said some smaller factories were facing closure

After the meeting, Mr Mboweni and Mr Brandtner called on the parties to negotiate a speedy solution

They said it was not the role of the government to dictate to the parties how the dispute should be settled nor should it be expected of the government to be the adjudicator

Hospital staff return to work

MARITZBURG — Employees at King Edward VIII Hospital in Durban have agreed to go back to work.

Members of six employee organisations agreed to return yesterday, and their National Educational, Health and Allied Workers Union counterparts said they would return on Monday morning.

A statement by the National Provincial Bargaining Chamber

yesterday also suggested that the authorities, with the full support of the employee organisations, would take drastic action against anyone who intimidated or victimised those wishing to return.

This would be done in accordance with the principles and procedures of the Public Service Labour Relations Act (1994).

The statement said all parties also agreed to set up a demo-

cratically elected and representative staff forum on Monday.

No further industrial action would be embarked on at the hospital pending the outcome of a commission of inquiry announced by Minister of Health Dr Nkosazana Zuma.

Monday's return to work should coincide with a return to work by strikers at Kokstad Hospital and Ngwelezana Hospital, the Congress of South African Trade Unions said — Sapa

(152) CT 3/9/94

Nurses back at beds — strike suspended

(152) (88) ARG 3/9/94

DURBAN. — Workers at King Edward VIII Hospital have agreed to suspend an 11-day strike and return to work on Monday, a Cosatu official said.

"We met more than 1 000 workers from King Edward today and they decided to go back on Monday. But they are only suspending their strike while a commission looks at their grievances," said Cosatu's

southern KwaZulu-Natal chairman, John Zikhali.

He said the commission, to include Cosatu, the National Education, Health and Allied Workers' Union (Nehawu) and the King Edward workers' forum would be separate from a national inquiry announced by Health Minister Nkosazana Zuma.

Provincial government spokeswoman Narina Riskowitz said more than 100 nurses had reported for duty at King Edward by 2pm yesterday.

Meanwhile, Mr Zikhali said he expected the suspension to influence other work stoppages and could signal an end to the Ngwelezana and Kokstad hospital strikes — Reuter

Motor union fumes over Manuel's cuts

STimes 4/9/94

By RAY HARTLEY, EDYTH BULBRING and CIARAN RYAN

FURIOUS union officials have accused the government of meddling in the motor industry strike by slashing tariffs on imported cars.

In their fiercest attack yet on the new government, they claim the timing of the announcement — as the strike was set to enter its sixth week — was aimed at forcing the union to cave in.

Union officials say the tariff cuts announced on Friday could lead to the dumping of cheap cars from overseas on the local market, putting jobs under threat.

Trade and Industry Minister Trevor Manuel would be called to account at Cosatu's annual congress on Thursday, a senior official of the union federation said yesterday. (152) (152)

and National Union of Metalworkers of SA general secretary Enoch Godongwana said his union would ask Cosatu to back action against the tariff cuts

The cuts were announced by Finance Minister Derek Keys in Friday's Government Gazette as the strike, which has brought South Africa's motor industry to a halt, ended its fifth week.

By scrapping a 15 percent surcharge and reducing import tariffs by 20 percent, the government has sent its strongest signal yet that labour and business must sort out their problems and make South Africa internationally competitive.

It follows Mr Manuel's refusal to subsidise the ailing textile industry

The government has shielded the auto and textile industries from international competition by slapping tariffs and surcharges on imported fabrics and vehicles.

But in terms of the international trade agreement, the General Agreement on Tariffs and Trade (GATT), to which South Africa is a signatory, protective measures will have to be phased out. To compete, industries will have to find ways of cutting costs — including wage bills — and improving productivity.

An angry Mr Godongwana said he had met Mr Manuel on Wednesday.

"He never indicated anything about this. If he says he supports it, he is playing double standards," he said

"Who is actually governing this country? Is it the government or the Board on Trade and Tariffs? This unilateral decision casts doubt about our participation in joint forums with government," Mr Godongwana said

Mr Manuel has been invited to participate in a "question the leaders" panel at this week's Cosatu congress.

The Cosatu official said "He will be taken to task on Thursday, if he turns up. He has not been consulting the unions, he has been missing meetings and appears to be pursuing an agenda of his own."

Addressing a business function in Johannesburg earlier this week, Mr Manuel said "Sadly too many of our industries have become averse to change.

"Hence my simple statement — that protection on

□ To Page 2

□ From Page 1

demand is dead for all time — unleashed such a storm in some quarters," he told the Business Day Business Achievers Award banquet

Mr Keys's private secretary Nicholas Mason-Gordan said yesterday that Mr Keys, who administers the Customs and Excise Act, had implemented the changes on the recommendation of Mr Manuel

Neither Mr Manuel nor his spokesmen could be reached for comment yesterday. (152) (152)

The gap in wage talks between Numsa and automobile manufacturers remained a scant half a percent this weekend following a week of unsuccessful bargaining

Employers have increased their offer to 10,5 percent, while Numsa wants 11 percent.

Motor industry expert Tony Twine of Econometrics said the reduction in tariffs on imported vehicles should enable car importers to drop prices by about 18 percent — "provided they pass on the full benefit to the consumer"

However, prices could drop even more dramatically next year if the Board on Tariffs and Trade implemented proposals to drop tariffs to 50 percent, phasing down to 30 percent by 2003, he said

"The reduction will not have a dramatic impact on prices of imported cars, but begins to put pricing pressure on local car assemblers," said Mr Twine

Alfa Romeo importers ICC Cars dropped its prices 15-20 percent last month. Managing director Lars Fischer warned that the weakening rand could offset the pricing benefits to a degree.

Most importers anticipated the lower tariffs in announcing price reductions on a range of models several weeks ago.

SA imports Alfa Romeo, Volvo, Hyundai (in a partly knocked-down form), some Mercedes-Benz models and luxury cars such as Rolls Royce and Porsche.

'Don't pay us chicken feed'

By KHANGALE MAKHADO

A STRIKE by about 600 members of the National Union of Farmworkers in the Northern Transvaal over a wage dispute enters its 15th day today — with management accusing the union of disruptions costing R850 000.

Systems manager of the parastatal Lebowa Agricultural Corporation (LAC), Percy Mongalo, conceded there was a wage deadlock but accused the union of disrupting the normal running of the affected poultry farms.

They are Mashashane Poultry West of Pietersburg and Quality Chick and Broiler Farm in Lebowakgomo.

"Union members have barricaded roads leading to the businesses and this prevented management from gaining access to feed and taking care of the sick fowls," Mongalo said.

He said this was contrary to assurances by union officials.

"The interference from labour and damage to the infrastructure has caused the corporation to lose R850 000 and we call on the union to put its house in order."

However, National Council of Trade Unions regional co-ordinator in the Northern Transvaal Moses Mphahlele demed workers had set up barricades or stopped management from attending to the fowls. He said the workers went on strike after the LAC rejected their demand for a R218 across-the-board increase.

"Instead the corporation is offering an unbelievable three percent and forgets it has been paying workers a monthly minimum wage of R237."

More woes as labour digs in

Sowetan 5/9/94

By Themba Molefe
Political Correspondent

THE LABOUR front is set to remain restive this week as industrial action continues to hit both the private and public sectors

(152)
A 60-member national auto shop stewards' council of the National Union of Metalworkers of South Africa meets in Johannesburg today to decide whether to accept the employers' 10,5 percent-per-month increase

Numsa is demanding an 11 percent increase.

The council's decision will determine whether Numsa's strike in the motor manufacturing industry ends this week or enters a sixth crippling week.

At a national bargaining forum last week, the Automobile Manufacturers Employers' Organisation rejected a suggestion by Numsa to convert its contribution to the Workers' Security Fund into increases for the next 10 months

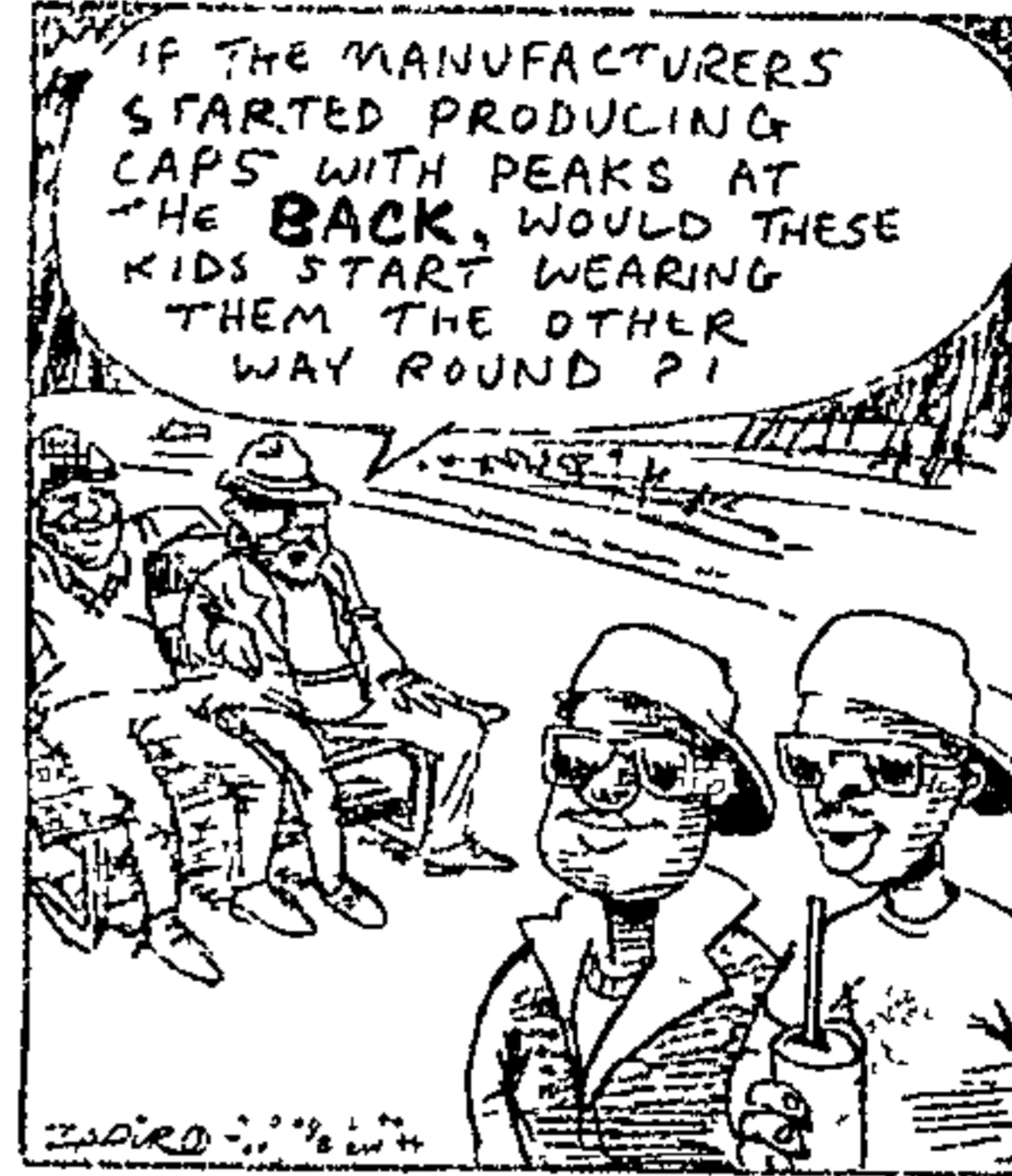
Meanwhile, 10 trade unions representing 180 000 public servants on Friday walked out of talks with the Central Bargaining Council after the State had asked for 15 days to consider demands for a minimum monthly wage of R1 500 and a 15 percent increase

On the mining front, the National Union of Mineworkers on Friday gave an undertaking to recommend its members to accept a De Beers wage offer tabled at a Conciliation Board meeting earlier in the day

Negotiations to end the dispute at King Edward VIII Hospital in Durban have ended successfully with employees agreeing to return to their posts today

In Venda in the far Northern Transvaal about 300 nurses at several hospitals last week embarked on a strike demanding bonus pay and promotions

Unionised workers in the financial sector on Saturday gave employers 30 days to respond to demands for an improvement in work conditions and a stop to retrenchments



ARG 5/9/94

Strikers look ready to settle ⁽¹⁵²⁾

The Argus Correspondent
and Argus Bureau

JOHANNESBURG — Most of the 25 000 striking motor workers at seven plants seemed to be in favour of accepting the 10,5 percent increase they had been offered, industry sources said today.

The National Union of Metalworkers (Numsa) today held report-back meetings to put forward recommendations concluded at a National Auto Shopsteward Council meeting in Johannesburg on Saturday.

While Numsa would not disclose the decision taken by the 60-member shop stewards council, The Argus has been told the shop stewards decided to recommend settlement to the Numsa members. The union is expected to announce the workers' decisions at a press conference today.

Workers have been demanding an 11 percent increase.

Meanwhile, the union is furious at a government decision to scrap a 15 percent import surcharge and a cut in import tariffs from 100 percent to 80 percent.

The union has accused Trade and Industry minister Trevor Manuel of trying to pressurise strikers to settle.

Govt denies tilt at union

CT 5/9/94

~~151~~ (152)

JOHANNESBURG — The Ministry of Trade and Industry yesterday denied suggestions that its decision to reduce tariffs on imported cars was to pressure striking motor industry workers

The ministry was reacting to a report in a Sunday newspaper that confrontation was looming between the government and striking members of the National Union of Metalworkers of South Africa over the reduction of import tariffs

The Sunday Times said union officials were determined to meet Trade and Industry Minister Mr Trevor Manuel to clarify the government's action

Trade unionists were quoted as

Strife over car import tariff cuts

saying the cuts could jeopardise jobs because cheap vehicles from overseas could be dumped on the local market

Outgoing Minister of Finance Mr Derek Keys on Friday announced the scrapping of a 15% surcharge and the cutting of import tariffs by 20%

The Ministry of Trade and Industry said in a statement the

request for tariff reduction was communicated to the minister as a mandated position from the entire automobile industry through the agency of the Motor Industry Task Group (MITG)

"Numsa has been represented in this body and we are informed that the tariff reduction was a consensus view of MITG"

The statement said the matter had been disposed of before the present strike

"Suggestions that the decision was unilateral by the minister, or that it was timed to apply pressure on the union during the strike are therefore not true," the ministry said

The Sunday Times said Cosatu would question Mr Manuel on the matter on Thursday — Sapa

New plan for car ~~workers~~ 152 strikers

CT 5/19/94
JOHANNESBURG. —

New proposals to end the motor industry strike would be submitted to workers at all relevant plants today, the National Union of Metalworkers of South Africa said in a statement at the week-end.

This was a sequel to Numsa's meeting of auto shop stewards here to review the strike

The trade union did not release details of its proposals, but it added that the striking workers would have to make the final decision

The report stated that there were positive indications that the strike could be ended soon. New and used motor-dealers around the country fear they could lose R2 billion from the strike — Sapa

Municipal action looms

Star 6/9/94
yesterday.

■ BY DUNCAN GUY

Up to 60 000 municipal workers in the PWV are preparing to go on strike "sometime next week" in solidarity with 600 workers dismissed in July by the Midrand Town Council.

This follows the council proposal that it should only selectively re-employ them, the SA Municipal Workers' Union said

At a press conference in Johannesburg, national chairman Sunnyboy Motsoso warned that the strike could go beyond affecting the region's 3 million people by spreading to neighbouring regions.

Workers will use their mus-

▶ To Page 3

PWV strike looms

Star 6/9/94
◀ From Page 1

cle, not the legal course," he stressed.

Motsoso also said talks between the union and the council, brokered by the PWV regional government, lasting up to yesterday, had not been as fruitful as the union had expected.

Midrand town clerk Henry Lubbe said their differences over an agreement were "what we mean by re-employment, Samwu interprets as reinstatement".

The union is meanwhile also at odds with the council over their failing to suspend personnel officer Ernest Letjane whom they allege has been taking bribes from people for employment — the core reason for their strike in July

"That means he still has access to files," said Motsoso.

Lubbe asked: "How can we suspend him if he hasn't been able to have a disciplinary hearing? And we need witnesses for that (procedure) who are Samwu members."

Since negotiating, Samwu had obviously changed their stance having just wanted the man transferred, he said.

Samwu accused the Midrand council of "already having a list" of people they would take back — and that would exclude shop stewards who had less than 10 years' experience.

The union has also objected to the council's refusal to agree to take back workers facing criminal charges as a result of the strikes in July

Star 6/9/94
152

25 000 return to work tomorrow

All losers in motor strike

Star 6/9/94

■ BY GLENDA DANIELS
and JOVIAL RANTAO

The auto strike is over but the battle, one of the longest and costliest in South African labour history, has no winners.

Some 25 000 workers agreed yesterday to go back to work tomorrow after a strike that lasted nearly six weeks and involved about 350 hours of intense negotiations.

On the recommendation of the National Auto Shop Stewards' Council, workers accepted a 10,5 percent increase offer, but will continue to fight for a further 0,5 percent increase and other non-wage demands.

Some reports today suggested the strike was not over but had merely been suspended as no final settlement has been reached. However sources in the industry said it was extremely unlikely workers would embark on further industrial action at this stage.

The full costs of the strike, including those to all industries, dealers and related sectors, were impossible to calculate yesterday but known di-

WORKERS accept a 10,5 percent wage offer but will need a year to recover their lost earnings

rect costs were

■ To the manufacturers. R2,7 billion.

■ To workers R91 million. It will take about a year to make up the loss in wages they have suffered.

■ Loss of revenue to the Government in VAT, PAYE and ex-

cise duties; more than R400 million. (152)

For the workers the financial outcome of the strike has been a blow each lost an average of R2 500 in overtime. But yesterday the National Union of Metalworkers of South Africa hailed the strike as an undoubted victory.

Numsa said the strike had delivered on wages and demonstrated the depth and strength of its organisation in the industry.

"Our members have lost millions in wages, but we have gained the highest-ever in-

crease on actual rates in the history of collective bargaining in the industry," a Numsa statement said.

The union also saw as a major gain an agreement in getting the Automobile Manufacturers Employers' Organisation (Ameo) to agree to upgrade literacy levels in the industry to an equivalent of a Std 7 all round.

Ameo vice-chairman and chief negotiator Harry Gazendam said that while the organisation was happy that the work stoppage had come to an end, it was still waiting for official notification from Numsa. "We're obviously delighted," he said.

The first new cars will come off the assembly line as early as tomorrow night but it will take the industry about 12 months to recover fully.

Numsa general secretary Enoch Godongwana said at a press conference in Johannesburg yesterday that the strike was not about affordability on the part of the employers, but about principle.

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Star 6/9/94

All losers as long motor strike ends

◀ From Page 1

He said employers had been hoping to divide the workers and negate the principle of centralised bargaining, but this had not happened. (152)

Gazendam said the strike had not been necessary. "We did not seek a strike. Numsa did not seek a strike but in the nature of collective bargaining these things happen. Wages must be dealt with at company level."

He said employers were supportive of central bargaining at industry level for appropriate issues such as minimum standards, and conditions of employment.

"We must not try to deal with actual wages

because that's when things go wrong because you have companies competing," Gazendam said.

Labour analyst Duncan Innes of the Innes Labour Brief said the threat to union unity, in the form of Mercedes-Benz workers' acceptance of their employer's offer, had forced the union to settle.

In terms of cash payments, workers had not won back what they lost by going on strike, he said.

"I don't think they won in financial terms."

"It was clearly a test of strength. The union is in a weaker position because the industry has to downsize and streamline itself for competition. Employers were prepared for a long strike."

Durban health staff end strike

JOHANNESBURG. — Health workers at Durban's King Edward VIII Hospital returned to work yesterday after a two-week strike, a union official said. National Education, Health and Allied Workers' Union president Mr Vusi Nhlapo said the workers had agreed to return to work.

Nehawu's national executive committee met for three days here to discuss the strike and other issues.

Mr Nhlapo said it had been resolved that two commissions of inquiry should be set up — one to look into worker grievances at King Edward and the other a judicial commission to look into problems of health workers in kwaZulu/Natal.

Nehawu would be "pushing" Natal's health minister to establish the commission of inquiry for King Edward hospital as soon as possible. Mr Nhlapo said the Minister of Health, Dr Nkosazana Zuma, had already announced a judicial commission would be set up.

Nehawu was calling for disciplinary action to be taken against management at King Edward hospital found guilty of corruption, bribery and incompetence, Mr Nhlapo said — Sapa

Gold mine strike is over ⁽¹⁵²⁾ Anglo _{CT 6/9/94}

JOHANNESBURG — Elandsrand gold mine near Carletonville, which closed on Tuesday last week when 6 000 workers went on strike, reopened last night at the start of the night shift, Anglo American Corporation said

Management at Anglo's Elandsrand and Western Deep Levels gold mines and representatives of the National Union of Mineworkers reached agreement earlier yesterday

Anglo spokesman Mr James Duncan said negotiations between the parties would continue on additional shifts to make up lost production of about 275kg of gold, worth about R11 million

Mr Duncan said disciplinary hearings against two NUM officials at the mine would be referred to arbitration and action against two other officials would be withdrawn

The hearings, which sparked the strike, were scheduled after the union's earlier rejection of arbitration

Strikers would not be paid for time they had been away from work and their disciplinary records would be extended for 12 months — Sapa

Motor sector looks inwards

CT 6/9/94 (152)

Own Correspondent

JOHANNESBURG — The prolonged strike in the motor assembly sector has brought centralised bargaining starkly into the spotlight, with many commentators blaming the system for some elements of the dispute

Currently all seven major manufacturers bargain wages and conditions of employment annually in the national bargaining forum. Two unions — the Cosatu-affiliated National Union of Metalworkers and the SA Confederation of Labour-affiliated SA Iron, Steel and Allied Industries Union — are the other parties to the forum.

The forum was established a few years ago at the insistence of Numsa in line with Cosatu's stated aim of establishing centralised bargaining structures in all major industries.

Numsa wants to take this a step further and include component and tyre manufacturers under the same umbrella, but employers have rejected this move.

Central bargaining under spotlight

Automobile Manufacturers Employers' Organisation vice-president and chief negotiator Mr Harry Gazendam believes the forum has outlived its usefulness in its present form.

Employers want three bargaining levels. Nationally, a tripartite body to negotiate labour policy; industry-level negotiations to establish fair and equitable minimum standards, and at plant level some profit-sharing agreement.

Mr Gazendam said this was not

the same as two-tier bargaining in which unions settle minimum standards at industry level and then negotiate separately at plant level to improve wage rates.

Employers within the forum will not disclose results because they are competitors. Mr Gazendam says the forum bundles seven fierce competitors into a single structure with the inevitable "fudged response".

Numsa national organiser Mr Gavin Hartford rejects the employer response, saying setting minimum standards would mean most members would not be affected by any industry-level agreement as there are vast disparities between the highest- and lowest-paid workers in the sector.

Mr Hartford says the union has pushed employers for a stand on bargaining levels for the past three years and has only received a coherent position since the strike pushed the issue to the forefront.

This, and other issues, will be negotiated in resumed dispute meetings this week.

Car strikers end

Long wait for new vehicles

Own Correspondent

CITY car salesmen were jubilant yesterday after it was announced that the motor strike had ended, but they warned that buyers might have to wait longer than six months for new cars.

The National Union of Metalworkers of SA (Numsa) suspended the strike by about 26 000 motor assembly workers yesterday and announced production would resume tomorrow.

Numsa said in a statement, however, that negotiations with employers would continue, as the manufacturers' 10,6% wage offer had not been accepted. Local car dealers welcomed the announcement but added that buyers might have to wait from six weeks to three months for less popular cars and up to six months for more popular models.

The chairman of the National Automobile Dealers' Association, Mr Ron Craig, confirmed that motor dealers and factories would be working flat-out to make up for lost time.

Numsa general secretary Mr Enoch Godongwana said workers had accepted a recommendation by the auto shop stewards' council to resume production pending the outcome of further negotiations aimed at getting employers to agree to the workers' 11% pay demand.

He said workers had made significant gains from the strike, including winning a 10,6% increase on actual wages when the employers' pre-strike position was a 9% increase on average wages.

A comprehensive adult basic education agreement had also been conceded by employers, the first such industry-wide agreement.

Automobile Manufacturers Employers' Organisation (Ameo) vice-president Mr Harry Garendam welcomed the apparent return to work, although Ameo



MOTOR MADNESS . . . Jubilant city car salesmen (from left) Mr Jeremy Barnes, Ms Julie Adam, Mr Archie Botha and Ms Libby Carman popped champagne corks yesterday to celebrate the end of the six-week motor industry strike. But buyers are warned they may have to wait longer than six months for new cars.

had not received a formal notification from the union.

However, he said employers were not prepared to negotiate further and their "position is well known".

It would probably take the industry about 12 months to make up for all production losses Mr Godongwana said the union had a man

date to conclude an agreement by Friday and its trade off proposal was still on the table.

● South Africa's Board on Tariffs and Trade issued revised proposals yesterday for a future tariff dispensation for cars and light goods vehicles.

It proposed a gradual cut in import duties on built-up vehicles to 30% in 2002, falling by 5% a

year from 65% in 1995.

Import duties on components should be cut to 50% in 1995 and by 5% a year from 1999. Import duties on built-up vehicles were cut to 80% from 100% on Friday. A 15% surcharge on imported cars was removed.

● Motor sector looks inwards — Page 5

Picture: CIVIC SMITH

CT 6/9/94

(152)

Industrial action, slow upturn limit confidence

By AUDREY D'ANGELO

THE SA Chamber of Business (Sacob) confidence index was unchanged in August at 111.9, with concern about the weakness of the upturn and industrial action estimated to have cost nearly R3bn among factors preventing a continued rise.

But Sacob's manufacturing confidence index, which was also released yesterday, showed that most manufacturers expect to employ more skilled and unskilled workers in the coming months. Western Cape manufacturers were the most optimistic in the country, with 85% of them expecting sales volumes to rise compared with 82% in SA as a whole.

Sacob economists say the August index gives warning of a further loss of momentum in the recovery, with consequences for Government finances and the short-term realisation of RDP objectives.

"The economy is less robust than originally expected and should not needlessly be exposed to negative factors. It is important that industrial bargaining is put on a more constructive basis. Warning lights are also flashing in the monetary arena and there is a danger that the monetary authorities will be forced to take preemptive action unless inflationary pressures are reduced.

"While the undertone of the business mood remains positive there is a realistic appraisal of the strength of the economic recovery and what is required to keep it sustainable."

Sacob economists say that although the cumulative loss of production as a result of various strikes "probably approaches R3bn — about 0.5% of gross domestic product (GDP) — it is important not to over-react

(152)

CT 7/9/94

"The industrial unrest is still relatively limited."

Discussing the outlook for interest rates, Sacob economists say it appears "unlikely that the monetary authorities will raise bank rate in the short term, but key indicators will be watched."

Inflationary expectations have pushed up capital market rates and reserves are still weak. Statistics for August gold and forex reserves are due out today

Auto industry gets back in gear today

ARG 7/9/94
(152)
PAT CANDIDO

The Argus Bureau

PORT ELIZABETH. — People massed outside the Eastern Cape's motor manufacturing plants early today as strikers began returning to work after a crippling six-week strike, and others queued for new jobs

Production was resumed today at all motor manufacturers except Volkswagen in Uitenhage, where work will begin tomorrow. The National Union of Metalworkers of South Africa (Numsa) asked for an extra day to brief members who were unable to attend briefings on Monday.

While Delta began its bid to offset the millions of rands lost in turnover during the strike, management estimated it would take at least 18 months to recover.

But not all strikers are happy about returning to work today. Tensions within the industry are expected to remain high because some members believed the union had given in to "pressure from the government".

They felt that the decision to reduce tariffs and duties on imported vehicles had influenced the decision to end the strike.

In fact, Numsa was on the Motor Industry Task Group that recommended the tariff cut.

Auto industry gets back in gear today

PAT CANDIDO ~~412~~ 152
The Argus Bureau

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ARLT 7/9/94.

Car production lines rolling

Own Correspondent

PORT ELIZABETH — Most workers in the motor industry returned to work today — bringing to an end the longest national motor industry strike in the country's history

Against this background Delta Motor corporation has announced that it will employ an extra 400 people to man a second shift producing car bodies

Human resources director Mr

George Stegmann said the recruitment drive was based on a strategic decision taken before the five-week motor industry strike

However, at Volkswagen in Uitenhage, workers will hold report back meetings today — and are only expected to report for normal duties tomorrow

Meanwhile, the National Union of Metalworkers and the Automobile Manufacturers Employ-

ers Organisation have yet to settle the current wage dispute

Announcing the end of the strike, the union said its members' demand for an 11% increase still stood, despite the employers' 10,5% final offer

However, sources within the motor industry have indicated that an agreement could be signed tomorrow with the union accepting management's lower offer

CT 7/9/94

(152)

Strikers blockade hospital

A HOSPITAL was cut off today when 200 angry staff blockaded the entrance with their cars and demanded to see regional Health Minister Ebrahim Rasool. (S) (152)

Night-shift nurses and social workers at Lenténeur Psychiatric Hospital stayed at their posts to attend to patients' basic needs

Staff taking part in the blockade included social workers, nurses, clerks and cleaners who belong to the National Education Health and Allied Workers Union and the Public Service League

● Full report, picture page 10.

FRG 8/9/94

stage strike ● Minister places moratorium on paraffin price

Company won't accept union

By Joshua Raboroko

WORKERS at a formerly Bophuthatswana-based company yesterday claimed their management had refused to recognise their trade union because it did not deal with unions in the territory. Members of the National Union of Brick and Allied Workers Union, all employees at Mustek Electronics in Wynberg, Sandton, went on strike after failing to reach agreement with management.

They are also demanding salary increases, introduction of a provident fund, maternity and

paternity leave, stop-order facilities and travel allowances

Nubaw's general secretary Mr Moloantoa Mokhehi said as apartheid had been abolished "we need our union to be recognised"

Management told them it had the right to stop them from joining a union in terms of the law, but did not explain which clause of the Labour Relations Act allowed them to do that

Workers also demanded a transport allowance because the white staff who originally came with the company to Johannesburg had been provided with this facility

(152)

Talks deadlocked and workers followed the necessary procedures leading to a legal strike.

"It is clear the company is prepared to pursue the apartheid philosophy it exercised in Bophuthatswana," he said. He added that they had negotiated with management in good faith.

The company's administration manager, Miss Belinda Towel, said the union was not sufficiently represented on the shop floor.

The company was prepared to offer the workers salary increases, maternity leave, a provident fund, but no paternity leave. She asked "Why do men have to go on paternity leave?"

Dulux obtains interim order on strikers

SUSAN RUSSELL

PAINT manufacturer Dulux obtained an interim order in the Rand Supreme Court yesterday preventing strikers from interfering with other employees and obstructing operations at its Tulisa Park and Aeroton premises.

The order was granted by Judge J Myburgh against the SA Chemical Workers' Union and the workers involved.

Dulux PWV manager Charles Betts said hourly paid workers at both plants began an unlawful strike on August 26 after a number of employees were dismissed from the Alrode branch 10 days earlier.

Shop stewards informed a company representative on Tuesday vehicles would not be allowed to enter or leave the Tulisa Park premises. Dulux had stopped receiving and despatching vehicles for fear of something happening to the drivers.

Each branch would lose R150 000 in turnover a day because of the strike. The company had already lost about R600 000, Betts said.

If the strike continued the company would have no alternative but to conduct mass dismissals.

Dulux had brought yesterday's urgent application to court pending the declaration of the referral of the dispute for resolution in terms of the Labour Relations Act.

Huge local service, taxi strikes loom

Star 8/9/94

■ BY CHARMEELA BHAGOWAT
CITY REPORTER

Municipal services across the Reef could grind to a halt next week during a massive strike being planned by the South African Municipal Workers' Union (Samwu)

And the Organised Taxi Industry has threatened a strike that would make the recent Pick 'n Pay action "look like a Mickey Mouse affair"

Samwu spokesman Andrew Nkoenyane said about 50 000 worker members were poised to take part in the strike "some-time next week"

Should the strike materialise, more than 40 local authorities across the region could be affected and some of them paralysed

The looming crisis was spark-

ed by a dispute between workers and the Midrand Town Council after which about 450 workers were dismissed in July

Earlier this year the workers demanded the suspension of a council personnel official whom they alleged was taking bribes from people for employment.

The council refused to suspend the official, and on July 11 the workers went on strike. On July 14 they were dismissed.

Midrand town secretary Thom Peeters said the union had embarked on the "wildcat strike" on the day for which the official's hearing was scheduled. He said the council had offered to transfer the allegedly corrupt official to another department, but the union rejected the move

■ Sapa reports that the Organised Taxi Industry (OTI) threa-

tened yesterday to strike because of "delaying tactics" by the Department of Mineral and Energy Affairs in the provision of fuel outlets for taxis (S2)

"We will make the recent Pick 'n Pay strikes look like a Mickey Mouse affair if our concerns are not addressed before next Tuesday," OTI national co-ordinator Boetie Letsoela warned

OTI claims to represent about 80 percent of the country's taxi associations. Earlier in the day it walked out of a discussion with oil companies and the Department of Mineral and Energy Affairs because a department official was chairing the meeting

"The department has a vested interest in this matter. It cannot be player and referee at the same time," Letsoela said

Numsa stalls on signing of pay accord

ART 8/9/94 (152)

EAST LONDON — The Automobile Manufacturers Employers' Organisation (Ameo) is hoping to sign a final wage agreement with the National Union of Metalworkers (Numsa) today but the union says it wants further talks.

The union suspended the five-week strike by its 25 000 members on Monday and production in the car industry resumed yesterday while wage talks continued with management.

Ameo deputy chairman Harry Gazendam said he had invited Numsa to the meeting in Port Elizabeth today to sign an agreement accepting the employers' 10,5 percent offer.

Numsa, however, remains set on an 11 percent increase and wants further negotiations on the matter.

"We are not prepared to negotiate with them any further," said Mr Gazendam.

Numsa national organiser Gavin Hartford said the union would attend the meeting to further negotiations and not to sign the agreement. — Reuter.

Lentegueur hospital blockaded

Am 8/9/94

Staff demand to see Rasool

ROGER FRIEDMAN
Staff Reporter

A HOSPITAL was cut off today when 200 staff blockaded the entrance with their cars and demanded to see provincial Health Minister Ebrahim Rasool.

Night-shift nurses and social workers at Lentegueur Psychiatric Hospital stayed at their posts

Staff taking part in the blockade included social workers, nurses, clerks and cleaners who belong to the National Education, Health and Allied Workers Union and the Public Service League

Hospital superintendent J P Muller said the blockade was not adversely affecting the running of the hospital
"All units are open although

some of them are operating with a skeleton staff," he said.

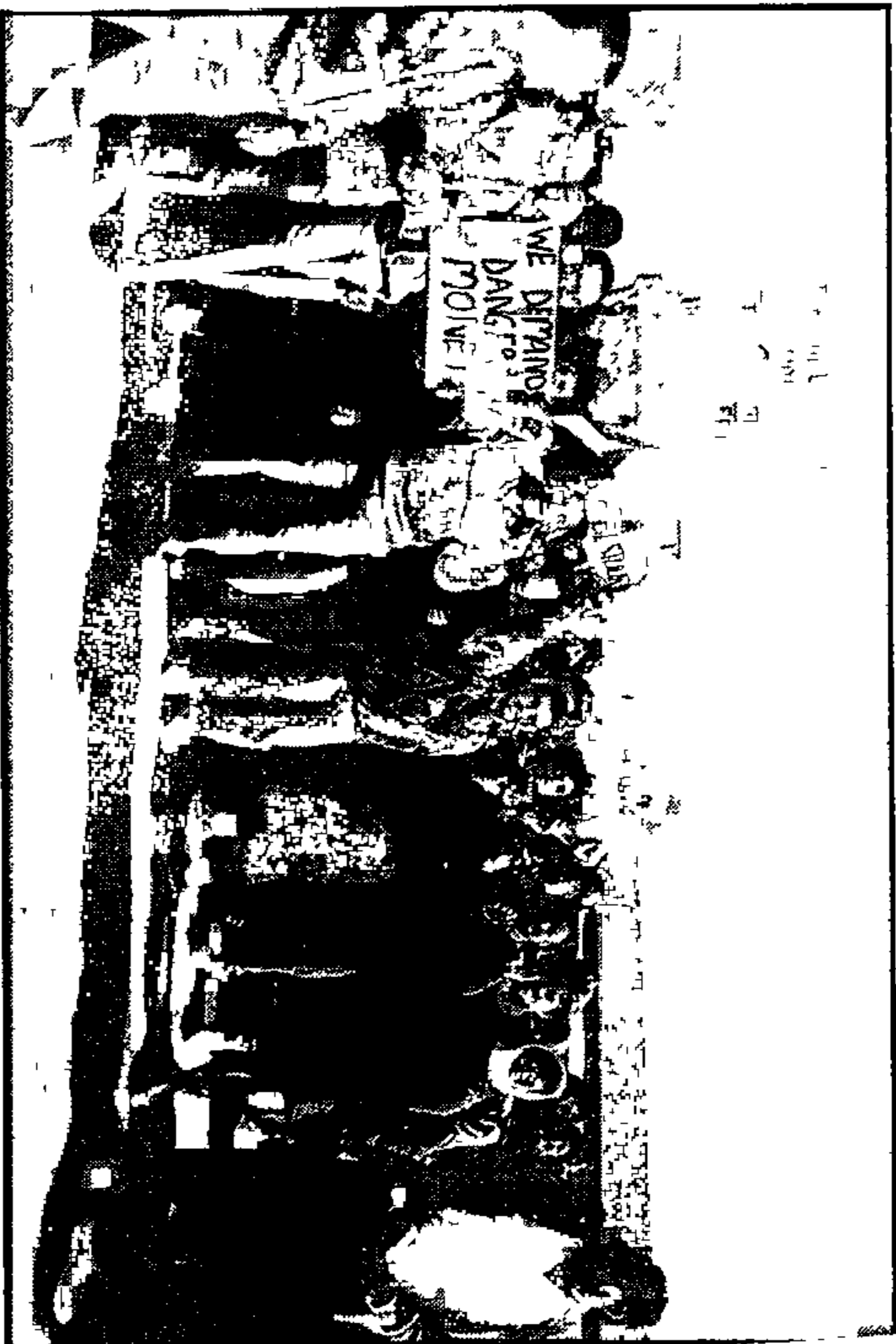
Dr Muller praised the night-shift nurses as "a good nursing force whom we rely on heavily. They are helping us out to a certain extent."

Spokesmen for the unions said the provincial administration "problem-solving committee" walked out of negotiations on Tuesday without beginning to address staff grievances

Complaints included alleged mismanagement of funds, understaffing and ineffective management, said Nehawu's Faustino Jantjies.

"The problem-solving committee walked out of negotiations saying legal peaceful protests were unutilised," he said.

"After 13 weeks of negotiating this is unacceptable to us. "We have set up an emergen-



BLOCKADED: Lentegueur Psychiatric Hospital staff blockaded the hospital entrance today demanding an audience with regional health minister Ebrahim Rasool.

Picture DOUG PRINLEY, The Argus

cy plan so that if patients should come in requiring urgent attention we will allow them through. We are blockading non-essential services only."

Public Service League spokesman Joshua Peters said workers were tired of waiting

for action on their grievances. By 12:30pm Mr Rasool had yet to make contact with the Lentegueur workers.

Mr Jantjies said employees would be satisfied if the minister would just agree to meet with them. Meanwhile, ambulances were stopped outside the gates

and staff were forced to lead patients through the throng into the hospital.

Mr Jantjies said it had been agreed among the workers that night-shift staff would be re-placed where necessary to keep essential services running

Volkswagen workers delay return

JOHANNESBURG — Strikers at the Volkswagen plant in Uitenhage will only return to work on Monday ~~(152)~~

This was despite National Union of Metalworkers of South Africa members returning to work at six vehicle manufacturing plants nationwide yesterday.

ET 31/9/94
Volkswagen human resources director Mr Brian Smith said some workers

seemed unhappy about the union's decision to return to work. (152)

He criticised what he called the undisciplined behaviour of a small group of union members, describing it as a worrying trend.

VW would lose another 750 vehicles because of the late return to work.

Earlier, a VW spokesman said the company had lost R350 million. — Sapa

Car sales: The calm before the storm

152
CT 8/9/94

By AUDREY D'ANGELO
Business Editor

NEW car sales in August slipped by only 0,8% to 16 805 compared with 16 937 in July, despite the weeks long strike by Numsa members. But sales of light commercial vehicles were down by 16,2% to 8 144 (9 711).

The National Association of Automobile Manufacturers of SA (Naamsa) explained yesterday that sales had been from manufacturers and retailers' stocks and the effect of the strike would be shown in September sales figures.

Manufacturers are hoping to catch up with some of the lost production. But Naamsa director Nico Vermeulen warned yesterday that the impact of the strike was likely to be felt "for months to come".

Meanwhile the extent to which Korean manufacturer Hyundai has penetrated the SA market is unknown. It does not belong to Naamsa, or divulge sales volumes.

Its vehicles sell in SA for between R60 000 and R120 000.

Meanwhile, Japanese motor manufacturer Nissan was considering setting up a joint venture manufacturing base in SA, its SA franchisor said yesterday.

The company — Japan's second largest car maker — had held talks with Nissan

SA about a possible joint venture entry, marketing MD Stephanus Loubser said.

Samcor, which is negotiating Ford's re-entry into SA, said its talks stemmed from similar considerations.

One executive who asked not to be named said "Everyone expected a period of labour turbulence in SA following the election. Foreign manufacturers who get in now will be on the ground floor for future growth."

"SA manufacturing facilities are sophisticated and capable of supplying export markets."

The figures released by Naamsa yesterday showed new car sales in August were 4% below the 17 509 sold in August last year.

Sales of light commercial vehicles were 3,8% below the 8 464 sold last August.

Car sales between January and August this year totalled 128 270 compared with 129 525 in the same period in 1993.

Sales of light commercial vehicles between January and August stood at 67 313 (64 495).

Toyota remained the market leader in August with sales of 3 423 new cars and 2 620 light commercial vehicles.

But Mercedes Benz moved up to second place with sales of 3 105 cars of which

1 273 were Honda Ballade and 1 586 Mercedes W 202 series following its launch.

Volkswagen was in third place with sales of 2 866 cars. Samcor sold 2 759, Nissan 1 851, Delta 1 751 and BMW 1 049.

Toyota Marketing (SA) MD Brand Pretorius forecast that September car sales could be 40% lower than August.

He said shortages of stock in August had distorted the market. "Perhaps the biggest single distortion came with a high availability of the new C Class Mercedes Benz which was launched with a high dealer stock level at the outset of the strike."

He said the supply situation should improve around September 20. "The industry will be hard pressed to deliver more than 190 000 passenger vehicles during 1994 — although this could be exceeded if there is a strong commitment by workers."

Admitting that the lowering of import duties and tariffs could have an effect on sales, Pretorius said this was not likely to have any impact on the high volume sector.

John Cuming, director of sales and marketing at Delta Motor Corporation, said full year results would be determined by supply and not demand. He believed passenger vehicle sales would be down marginally on 1993. Commercial vehicle sales were likely to be ahead.

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Fewer Strikes 'Show healthy relations'

JOHANNESBURG — The fact that there were fewer strikes this year than in previous years demonstrated that industrial relations in South Africa were in a healthy state, President Nelson Mandela said yesterday.

Addressing Cosatu's national congress here, Mr Mandela said the psychology of crisis, fanned by some en-

thusiasts in the media, had little to do with reality. "The collective bargaining system has to be improved, but the notion that strikes are harmful to reconstruction and development has to be challenged."

The system could be improved to "resolve disputes before they come to a head" "It is quite instructive that

major sectors such as mining, clothing and textiles and the iron, steel and metallurgical industries concluded their negotiations without strikes.

"Reconstruction and development entails more than just creating jobs or building houses. It means the fundamental restructuring of society, including relations in the workplace."

"The more labour, business and government work out individual and collective con-

CROSS THE RUBICON
 See PAGE 2

tributions to reconstruction and development, the more industrial actions will become unnecessary," he said.

Mr Mandela also told delegates to use the federation's political clout to consolidate democracy in SA while promoting its own interests.

"The presence here of government ministers demonstrates the influence you have. But it would be unproductive if this interface were to end in special gatherings." He was introduced by Labour Minister Mr Tito Mboweni and shared the platform with Transport Minister Mr Mac Maharaj and ANC veteran Mr Walter Sisulu.

Although the alliance between Cosatu, the ANC and the SACP was not at stake, Mr Mandela urged the federation to jealously guard its independence and use to maximum effect "the elements of political power that we have achieved in the struggle."

The trade union movement had to play be a "critical extra-parliamentary force."

"It is more important today that we should strengthen the alliance while redefining its form, inasmuch as the ANC needs a strong Cosatu, Cosatu needs a strong ANC." — Own Correspondent, Sapa



MOTOR INDUSTRY

Striking out in new directions

Fr 9/9/94

(152)

If the motor industry strike is over — the National Union of Metalworkers (Numsa) suspended industrial action early this week pending further attempts to agree on a wage increase — the industry's problems certainly are not

Not only is its credibility badly shaken, both at home and overseas, it also faces huge financial losses. True, those losses will eventually come nowhere near the billions of rand bandied about by employers during the strike. Much of the loss on paper should be recovered when delayed sales pick up again.

Much, but not all Mercedes-Benz of SA (MBSA) chairman Christoph Kopke estimates the strike will cost his company more than R50m. There's no reason to believe other companies' bottom lines won't be similarly hit.

Losses will stem from both domestic and export markets. Domestically, SA consumers face long waits for new vehicles. Waiting lists on many vehicles already stretched several weeks before the strike began. Now, assuming normal production does resume, waiting lists will be extended into months.

The Automobile Manufacturing Employers Organisation (Ameo) says that, at current projected production levels, the industry could take up to 18 months to recover production losses. It's hard to see how a five-week strike could have such an extreme effect, but even allowing for exaggeration to make their point, assemblers clearly have a lot of catching up to do.

Exports are a particular concern. All seven of SA's major assemblers, as well as a growing number of components producers, are pinning much of their long-term future on foreign markets. Assemblers, in particular, have been negotiating to become part of overseas principals' worldwide supply networks. Some have already concluded several significant agreements.

Continuation of such agreements depends on uninterrupted supply and there is genuine worry among local companies that the recent strike, which has halted most export activity, will jeopardise future contracts. That could be fatal for some SA companies. If policy recommendations on the future of the SA industry are accepted, exports could make the difference between survival and failure in some cases.

The first phase of those recommendations has been implemented. However, those who believe the reduction in import tariffs to 80% on built-up vehicles, from an effective 115% on cars and 100% on commercial vehicles, will herald a rapid drop in vehicle prices, may be premature.

Specialist importers, whose prices are dictated almost exclusively by exchange rates and import tariffs, say they will try to pass on the saving in full. MBSA says it will pass on the reduction where cars are imported individually to order. But where a batch of vehicles is imported and held in stock to meet demand, weakening exchange rates may preclude price cuts.

Toyota says it will drop the price of its imported petrol-driven Land Cruiser from R320 000 to R262 000, and the diesel version from R346 800 to R285 500 — reductions of about 18%.

On the Lexus luxury car, however, there's no such luck. Toyota Marketing MD Brand Pretorius explains that price reductions since the car's SA launch last year have been only 4,9%, against an increase in import costs of 44,4%. "There is thus no

the progressive fall in import tariffs. Having earlier expressed alarm at cuts recommended by the government-appointed Motor Industry Task Group, the industry now finds itself facing even tougher targets. The task group originally suggested protection should fall to 70% in July next year and thereafter in stages to 45% by 2002.

Given SA's embracing of Gatt, the target of 45% was always too good to be true. In a follow-up report, the Board on Tariffs & Trade (BTT) has proposed a duty drop to 65% next year, then further reductions towards a final 30% in 2002.

The task group recommendations set out to discourage local assembly of low-volume cars and light commercial vehicles and increase volumes of those that remain. This would be done primarily by imposing duty penalties on manufacturers failing to meet minimum annual production targets on individual models and total production.

In exchange, reduced import duties would allow manufacturers to import limited volumes of vehicles not made locally. Naturally, it could also encourage wholesale imports of other vehicles.

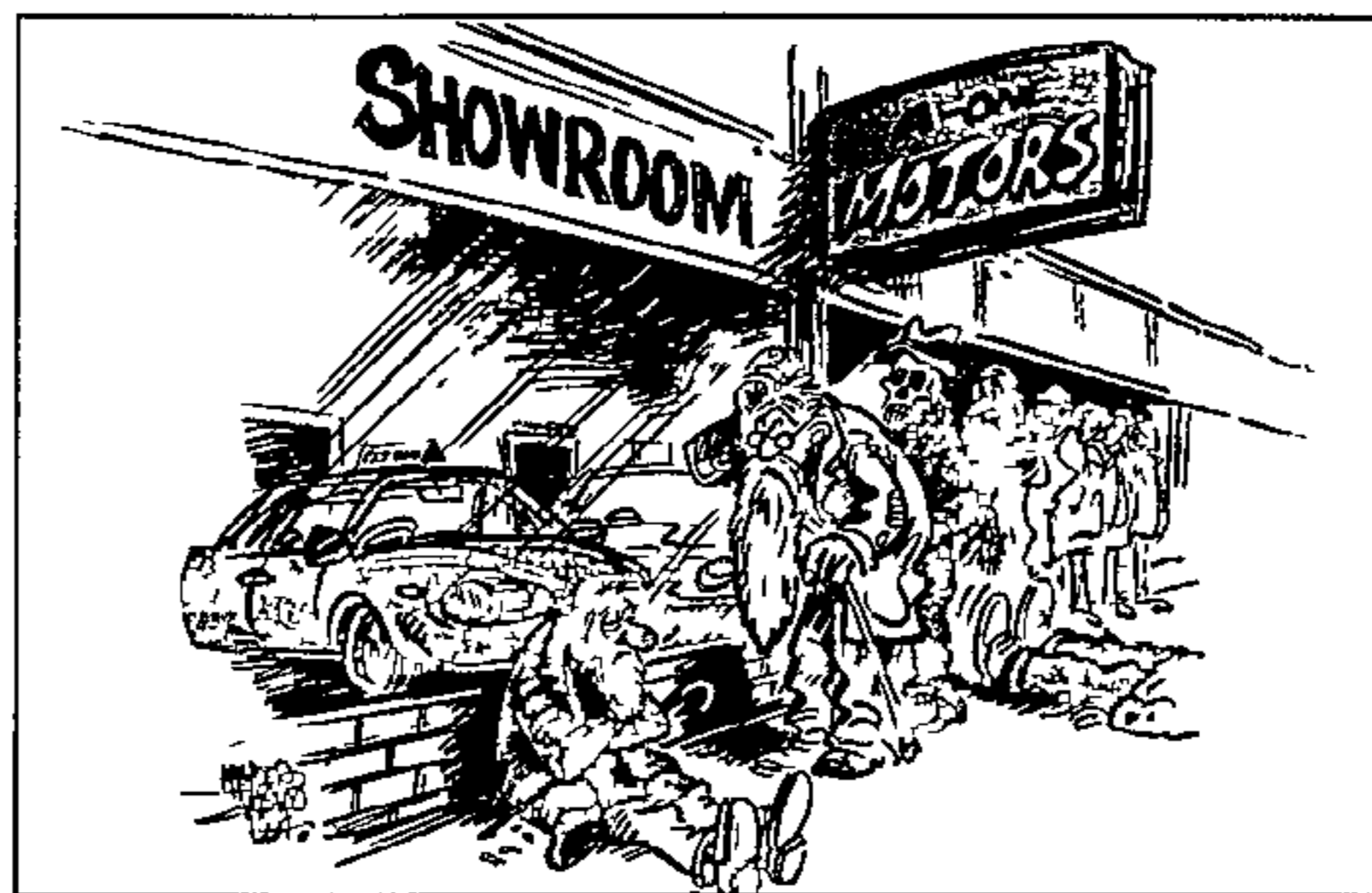
By reducing model numbers and improving economies of scale it was hoped to create a world-competitive

industry. If, as predicted, it also leads a couple of manufacturers to stop local production altogether, then it's a price the task group apparently thinks is worth paying.

The BTT's revised proposals don't change those principles. What they will do, if accepted, is make it even more difficult for local companies to compete — and survive. The recent strike and its consequences, won't make that any easier.

There is some good news for local assemblers in the BTT report, though. It has paid heed to complaints that newcomers to the market are sidestepping local content rules. By importing semi-finished vehicles into Botswana, then completing assembly before transferring them to SA, foreign companies have avoided duties intended to force companies to undertake full assembly locally and thereby create investment and long-term employment.

In future, proposes the BTT, these vehicles should be subject to the same import duties as fully built-up imports. ■



scope for any price reduction."

Other companies confirm many of their imports are subsidised and the most the tariff reduction will do is reduce pressure for future increases. According to Nissan, its flagship Infiniti sedan, priced at R360 000, would be about R460 000 if the 115% tariff were passed on in full.

Delta Motor Corp MD Willie Van Wyk says the tariff reduction signals "the end of protectionism for the SA motor industry." He's worried at its ability to survive without a change in attitude, particularly as import tariffs continue to fall. Next year they are due to drop to 65%.

"If the tariff reduction is implemented as proposed, without an offsetting improvement in productivity and cost efficiency, the motor industry will be in dire straits," he says. "What it means is that the ability to assemble cars in this country, with all its attendant inefficiencies, would be very seriously jeopardised."

Van Wyk isn't the only one worried by

MOTOR INDUSTRY STRIKE

No more guilt concessions

By holding out for too long in their strike against the motor industry, the National Union of Metalworkers of SA (Numsa) turned what might have been claimed as a victory into psychological defeat. For despite putting a brave face on their decision to accept the employers' final offer of a 10,5% wage rise and return to work this week, the mood at union headquarters is far from upbeat.

The strikers' defeat in effect sets a new tone for industrial relations under the new political order, signalling the end to "liberation" strikes and employer "guilt" concessions.

It also highlights the increasingly problematic relationship between organised labour under Cosatu and its tripartite alliance partner and leader, the ANC in government. This is reflected in the spat between Numsa/Cosatu and Trade & Industry Minister Trevor Manuel over the phased lifting of import tariff protection affecting the motor and textile industries (see *Business*). Announcement of this decision — taken by the Motor Industry Task Group made up of government, business and labour representatives — has been imminent since March. However, the unionists who were party to the decision are now in government — notably former Numsa official Alec Erwin, now Deputy Finance Minister.

The inevitable (if gradual) undermining of the tripartite alliance (which includes the SA Communist Party, or what's left of it) does not mean the relationship will necessarily become antagonistic, says Wits University's Tom Lodge. Cosatu will probably throw its weight behind the ANC at general elections, for instance, but relations could become more truculent. Social contracts between government and labour (and business) are, however, notoriously difficult to sustain. Cosatu will have to decide whether it is to be a partner in government, through some corporate structure, or pursue its own interests. It will be fascinating to see what happens at Cosatu's congress this week when former union chiefs like Erwin and Minister Without Portfolio Jay Naidoo appear at a "question the leadership" session.

The 27-day strike by 25 000 workers — the longest and costliest in the motor industry worldwide — is estimated to have lost the workers R94,5m in basic wages alone, according to Harry Gazendam, chief negotiator of the Automobile Manufacturers Employers' Organisation (Ameo).

~~(144)~~ (152) ~~(200)~~
Based on the industry's R100m turnover a day, it lost R2,7bn (The saving on the wage bill, which makes up 10%-15% of costs, is not regarded by the industry as sustenance since other costs had to be carried.) Loss to government revenue in the form of Vat, Paye, duties, levies and surcharges on imports is put at R540m at least, and the strike has probably shaved about 0,25% off the country's growth rate for the year — not good for the RDP. Meanwhile, the backlog in new orders will take 12-18 months to make up.

While it may be true that Numsa has, as it says, "gained the highest ever increase on actual rates" in the industry, the cost in wages forfeited seems hardly to have been worth it. Industry sources reckon that by doggedly sticking to their 11% demand over the past four weeks (a 0,5% difference which would have meant R100 more on average per worker per year), workers have lost about R2 500 each. It underlines the futility of prolonged strikes.

In a statement, the union says that negotiations around outstanding issues, including the 11% wage demand, will continue. Gazendam, on the other hand, is



Ameo's Gazendam



Numsa's Godongwana

adamant that wage talks will not be reopened.

It became clear last week that the strike was starting to crack. Hardliners, largely confined to the Volkswagen and Samcor factories, were determined to hold out and could yet present a problem. It may be that Numsa's stated intention to pursue wage talks is a form of appeasement to the hardliners. Certainly to some in Ameo it appeared earlier on that Numsa's negotiating team was prepared to accept 10,5% but was being pushed from below.

Numsa says Ameo could easily have met its demand and ended the strike when the union offered to settle on 10,5% after 11 days into the strike, but alleges that employers were pursuing another agenda, which includes rationalisation of the in-

dustry, destroying centralised bargaining, setting a benchmark on wage increases for all workers on behalf of all employers, and hastening tariff reduction to erode jobs.

Numsa's charge, that the employers' "stubbornness" was a conspiracy on the part of the larger manufacturers to drive out the smaller ones, is dismissed as ludicrous by Gazendam.

The union also claims as victory the employer concession on reducing from eight to five years the programme of adult basic education (Standard 7 level) for workers. However, Ameo says it conceded this in the first week of negotiations.

Numsa also makes great play of the fact that Ameo never argued that it could not afford the increase demanded. "The public has rightly asked, what madness gives rise to a strike so costly for a mere 0,5% increase? We ask that this question please also be addressed to the employers." Gazendam responds that against the background of an industry facing a crisis, with import protection being phased out, rising inflation and international competition, "it made no sense to give an increase higher than inflation. However, given the expectations prevailing in the new SA, we deemed it necessary to make a good wage offer in order to facilitate a settlement." According to labour consultant Andrew Levy & Associates, increases of 10%-10,5% are the ballpark settlement figures this year.

In response to the union charge that Ameo seeks to destroy centralised bargaining, Gazendam explains that Ameo is not against it, "provided you deal with the appropriate issues at the appropriate level." However, profit-sharing mechanisms must be implemented at plant level, in view of competition and different profitability levels between manufacturers.

Asked why the union decided to call off the strike, Numsa general secretary Enoch Godongwana says there were a number of factors. "It was clear that some of the employers were digging in in order to destroy smaller plants. That's one factor we took into account. We argued to our members that it is important to go back without bleeding the industry to death. It is still difficult now to persuade some of them." He said he was "feeling fine in terms of the achievement."

Would he have handled it differently with hindsight?

"We've learnt a number of things in the context of a democracy. The question of public opinion featured prominently, the press was hostile." He says the ANC itself was not hostile and "did not at all prevail on Numsa to settle."

Negotiations end auto strike

Own Correspondent

JOHANNESBURG — Weeks of tedious negotiations and deadlocks came to an end last night when the National Bargaining Forum agreed to a 10,5% across-the-board increase for motor industry workers

And Volkswagen South Africa said yesterday it had

successfully negotiated with Mainland China to reschedule the rest of its multi-million rand export order which was badly affected by the five-week strike

Despite last minute wranglings over details of the agreement, relieved delegates emerged at 7pm last night at Midland Chamber of Industries' premises, triumphantly

producing a signed settlement

The dispute has centred on the discrepancy between the employers' offer of 10,5% and the union's demand for 11%

Initially employers offered 10% and the unions lowered their demand to 10,5% which was refused at the time

Delegates from the National Union of Metalworkers, Automobile Manufacturers Em-

ployer's Organisation and Iron and Steel Worker's Union signed the document.

Most striking workers went back to work on Wednesday. Volkswagen workers will return on Monday

The increase will be backdated to July

Some low-paid employees will get a 12,5% raise

SS

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1994

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A STATEMENT FROM THE INDUSTRIAL COUNCIL FOR THE BUILDING INDUSTRY (WP)

WAGE NEGOTIATIONS

At a final dispute meeting held on Monday, 5 September 1994 wage negotiations were concluded between Building Industry Trade Unions and Employer Associations.

Following protracted periods of illegal industrial action, disputes declared by one of the employer groups and many weeks of negotiations, agreement was reached on minimum wages for Building Industry workers in two stages as follows:

	Total% Increase	1 November 1994		1 May 1995	
		Month (Approx)	Hour	Month (Approx)	Hour
General Workers	12,0%	R101	R0,55	R11	R0,06
Artisans	11,7%	R200	R1,16	R25	R0,15

The basic minimum wages of all other categories of employees will increase in proportion to the above rates of increase. The contributions by the employers to the holiday pay, pension, medical aid and sick leave pay funds will also increase proportionately but on the November increase only.

The parties to the Industrial Council align themselves to the principle of collective bargaining and agree that the Council remains the sole forum for the bargaining process and settlement of disputes. The Building Industry is just emerging from the longest and severest recession in memory and the parties agree that the maintenance of stable labour relations is of vital importance not only to investor confidence and the development of economic prosperity in our region, but equally to the success of the Government's Reconstruction and Development Programme.

The parties represented on the Industrial Council are:

Trade Unions

Building Workers' Union
 South African Woodworkers' Union
 Construction & Allied Workers' Union
 Amalgamated Society of Woodworkers
 Amalgamated Union of Building Trade Workers of South Africa
 South African Operative Masons' Society

Employers

Master Builders & Allied Trades' Association (Cape Peninsula)
 Small Builders' Association
 Master Masons and Quarry Owners' Association

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The Industrial Council for the Building Industry WP

Workers protest at hospital

DISGRUNTLED employees at Lentegeur Psychiatric Hospital yesterday prevented other staff members from entering or leaving the premises by blockading the entrance with their cars.

The workers were protesting at understaffing, a lack of security, ineffective management and mismanagement of funds, a spokesman for the National Education, Health and Allied Workers' Union (Nehawu), Mr Oscar Samuels, said yesterday. **(152)**

They vowed to continue the protest until they had spoken to Western Cape Health Minister Mr Ebrahim Rasool, who had indicated he would only be able to see them on Tuesday, said Mr Samuels.

Mr Rasool could not be reached for comment last night. **CT 9/9/94**

The hospital said night shift nurses remained at their posts, and the blockade was not adversely affecting the hospital.

Although some of the units were operating on a skeleton staff, they were all open. Nurses, social workers, cleaners and clerks — all members of Nehawu and the Public Service League — took part in the protest

Lentegeur: Solve the strike today — minister

ROGER FRIEDMAN
Staff Reporter

PROVINCIAL Health Minister Ebrahim Rasool has stepped in to resolve the paralysing strike at Lentegeur psychiatric hospital

The minister's car was not allowed through the blockade of cars outside the hospital's entrance but he was led on foot through hundreds of strikers to the main hall.

The hospital has been paralysed for two days by angry staff who occupied the administrative offices today, turned off the main boiler which paralysed both kitchens and laundry, and turned fire extinguishers on the clean laundry.

After addressing the workers, the minister and worker representatives retired to the boardroom to thrash out an agreement.

Mr Rasool, who was accompanied by provincial deputy director of health Tom Sutcliffe and provincial personnel officer Johan Jooste, told the strikers he wanted the problem solved today. He had to go to mosque at 12.45 but would return at 2pm if necessary.

Staff said they did not want to negotiate with the "very officials" who walked out of the conflict resolution committee on Tuesday.

But Mr Rasool told them he was not there to "dilly-dally" — his delegation was empowered to make immediate decisions.

"Don't shoot yourselves in the foot by demanding they leave," he said.

The meeting allowed the two provincial officials to remain.

Mr Rasool said the province was already facing a R200-million health budget deficit and negotiations would have to be "creative" rather than expensive.

AKG 9/9/94



Pictures: LEON MÜLLER The Argus.

CHAOS: Striking workers at Lentegeur Psychiatric Hospital turn firehoses onto clean laundry, above, while others, below, occupy the administrative offices and disconnect the switchboard.



Lentegur Hospital goes 'democratic'

Lentegur adopts plan to prevent disruptions

ROGER FRIEDMAN
Weekend Argus Reporter

WORKERS are to be involved in the future management of Lentegur Psychiatric Hospital in Mitchell's Plain — the first hospital in the country to adopt a form of participatory management.

This was the key component of a deal struck yesterday between regional health minister Ebrahim Rasool and dissatisfied workers who effectively had paralysed the hospital.

Having blocked the entrance for 24 hours and demanding to see Mr Rasool, the workers embarked on a campaign of "disruptive action", shutting down the main boiler which powers the kitchen and laundry.

Hospital superintendent J P Muller meanwhile put a brave face on things by saying patient care was continuing and that all other facets of the hospital — including security, workshops, garden services and switchboard — were shut down.

After a couple of hours of negotiations between Mr Rasool, worker representatives and senior provincial health officials, the delegation reported to workers and reached several agreements.

Terming the agreement over participatory management a "milestone in health services in South Africa", Mr Rasool said he would start putting the process into motion as soon as he left the meeting.

"If we want mental health to succeed in the Western Cape and be run on a sound basis we believe there must be participatory management," he said.



Pictures: LEON MULLER, Weekend Argus.

□ **UNITED WE STAND.** After announcing the agreement, negotiators, from left, Tom Sutcliffe (provincial health, Issac Basson (worker representative), Health Minister Ebrahim Rasool, Wayne Weitz (worker), Nana Nosisana (worker) and Jophan Jooste (provincial health) join hands before an ecstatic audience in the Lentegur Hall.

Although logistical details were still to be worked out, Mr Rasool said the management team could comprise the hospital superintendent, managers and workers — joint decision-making being seen as the answer.

Terming it an "experiment", Mr Rasool said it was a first for the country.

"You will go down in history as the hospital where democracy came first. But if we are unable to prove we can deal with it reasonably and responsibly we will give a bad name to participatory management."

"We must not be tempted to give democracy at Lentegur that bad name," he warned.

"If it fails here it will not be implemented anywhere else in South Africa."

After the meeting, Mr Rasool said the Reconstruction and Development Programme made provision for participatory management and that the opportunity at Lentegur had provided the opening to implement it.

"If used effectively it could serve as a beacon for other health institutions. I hope the trend we have set here will reverberate throughout hospital services in the province," he said.

Other agreements brokered between the minister and workers were:

■ The formation of a team comprising provincial health authorities, a worker representative and a community representative to investigate allegations of mismanagement and corruption at Lentegur. Lentegur's present management would not be represented on the team.

■ The government's Management Advisory Services are to be asked to start investigating the executive management at Lentegur, including staff structure and working conditions.

■ The formation of a "problem-solving committee" comprising workers and provincial health authorities was to be disbanded.

■ Solutions are to be sought to overcome language barriers at Lentegur where too few staff members are conversant in Xhosa.

Dr Rasool undertook that no disciplinary action would be taken against striking workers, but regretted the principle of no work-no pay would have to apply.



□ **WASH DAY:** Striking Lentegur Hospital staff damp down clean washing with fire-extinguishers as they sweep through the laundry.



□ **PACKED HOUSE:** Workers throng the hall at Lentegur Hospital to hear the results of a couple of hours of negotiations between Mr Rasool, worker representatives and senior provincial health officials.

52 APR 10/9/94

■ For the first time in South Africa a hospital will be run by hospital workers in a bid to democratise management and set an example for the rest of the country.

BUSINESS DAY, Monday, September 26 1994

AECI workers stay on strike

JACQUIE GOLDING

WORKERS at AECI's Modderfontein factory outside Johannesburg would not return to work because management would not agree to a R500 "danger pay" demand, the SA Chemical Workers' Union (Sacwu) said yesterday. AECI communications manager Michael Blizzard said management did not believe it placed workers in danger. Sacwu spokesman Tshepang Mika said management had agreed to separate the packaging and cartridge houses at the plant, but this was "not good enough".



JOBLESS: Fired Hout Bay Fishing Industries workers outside the company premises today warned that they would physically prevent the hiring of new labour. Picture ANDREW INGRAM, The Argus.

Fishermen's union consults lawyers on sacked workers

Labour Reporter

REPRESENTATIVES of the Trawler and Line Fishermen's Union are consulting lawyers in an attempt to get 100 dismissed workers reinstated by Hout Bay Fishing Industries.

They claim the workers were unfairly dismissed

The workers, protesting outside the company's Table Bay premises, have warned that they will physically prevent the company from hiring new labour.

According to a statement from the company today, the staff went on an illegal strike in spite of a recognition agreement with the union laying down procedures for the resolution of disputes "We had no option but to dismiss them"

But shop-steward John Laminie said the 100 dismissed workers were locked out of the premises this week in spite of an "acceptable" wage

agreement with the company.

He said the company had offered R175 a week to workers returning from the off-season break. Those who had remained throughout the year were told to take a pay cut.

The company later increased its offer to R224 a week plus R20 a week travelling costs, but when the workers returned to work the next day, Tuesday, the gates remained bolted.

Mr Laminie said the workers found the R224 offer acceptable and were willing to return to work.

Company managing director A M Bengis sent a fax from the United States today telling the workers to re-apply for their jobs, but when the union discussed the issue with management they were told not all the fired workers could be accommodated. They responded that if they were not all taken back, none would re-apply.

Cosatu firm on right to strike

152

OT 13/9/94

JOHANNESBURG — Congress of South African Trade Unions general secretary Mr Sam Shilowa said yesterday Cosatu would brook no protest from the government regarding the right to strike

"We are told we have the right to strike but the minute we use it we are told we are fighting the ANC," he told a press conference here

He said "If employers drive us to strike then they must pay. And they mustn't be allowed to employ scabs (replacements)"

In an overview of resolutions adopted at last week's fifth national Cosatu congress, Mr Shilowa said the common element was that employees had to be involved in all decisions

"We must not just be part of the machinery"

He said any profits resulting from the lowering of trade tariffs should go toward saving jobs, creating jobs and implementing the Reconstruction and Development Programme

Mr Shilowa disputed the interpretation by some media that President Nelson Mandela's central call to congress delegates was to "tighten their belts"

"He said don't become a conveyor belt. This is your government and you must call the ministers to account." — Sapa

Strikers return to hospital jobs

^{CT 13/7/94}
DURBAN — Thousands of strikers returned to work at King Edward VIII Hospital yesterday after an appeal by kwa-Zulu/Natal Premier Dr Frank Mdlalose to attend to the sick. (48)

Dr Mdlalose said a judicial commission would be appointed to probe complaints of low pay and alleged management corruption. (52)

● De Beers Consolidated Mines and the National Union of Mineworkers yesterday agreed to an 8,5% salary increase — Sapa

dispute may go into sixth week

Deadlock in strike talks

■ **HOPE FADES** Employers and the union no closer to an agreement:

HOPES of ending the motor industry strike before it drags into its sixth week faded yesterday with employers and the union emerging from talks no closer to an agreement.

Only half a percent on the annual increase is what separates the Automobile Manufacturers Employers' Organisation and the National Union of Metalworkers of SA, and with no talks scheduled hopes of resuming production early next week are slim.

Shop stewards are due to discuss the situation this weekend before report-back meetings with workers are held at nine car and truck plants around the country on Monday. The decision by workers at Mercedes-Benz to accept Ameo's 10,5 percent offer and to continue negotiations on the remaining half a percent once production has resumed is an indication of the feelings of some workers and will almost certainly feature at this weekend's talks.

In what has become a matter of principle, the half a percent the two parties are grappling over amounts to about R10 on individual workers' average monthly income.

Ameo vice-chairman Mr Harry Gazendam agreed after the talks that both parties were grappling over a negligible amount of money but said, "It would be grossly unreasonable of employers after five weeks to now throw money at the problem."

"If we were going to do that we would have done it four weeks ago. It is not the solution to the problem."

He said the industry had already bumped its offer through the 10 percent ceiling.

Gazendam said Ameo rejected a Numsa proposal, to cut into contributions to an as yet unused job-security fund to fund the half a percent, as "shortsighted".

Numsa said in a statement the workers were the sole potential beneficiaries of the fund and it was their proposal to channel this year's contributions into the wage increase.

— *Eena.*

Optical workers and blind in pay battles

(152) (205) Labour Reporter ARG 12/9/94

BLIND workers and those in the optical industry launched industrial action today to support their demands for higher wages.

Frank Sam, of Cape Town Civilian Blind Society, said about 45 workers were to picket outside the society's premises in Salt River to protest against "abysmal" salaries.

Mr Sam said some workers earned as little as R300 a month.

● A spokesman for about 80 workers at General Optic Company in Commercial Street, Cape Town, said they were to hold lunch-hour pickets every day until the end of the month, when they would strike.

The workers, members of the Federal Council of Retail and Allied Workers of South Africa, are demanding a R250 a month across-the-board wage increase. The company has offered five percent.

Office cleaners Soweto 15/9/94 protest

By Lulama Luti
Political Staff

OFFICE cleaner Phyllis Thusi knows what hardship is all about.

Thusi, a mother of three, is a sole breadwinner in a family of six. In addition to her children, she supports her mother and her sister who live with her in a three-roomed municipal house in Soweto.

She has been employed for 13 years by a Johannesburg office-cleaning company and earns a meagre R650 a month.

Thusi (46) pays the rent, electricity, food and clothing bills and she commutes to and from Johannesburg city by taxi.

"I can't even afford to buy a shack with this amount. Our house is small but there's nothing I can do—you can't buy a shack and still clothe and feed your children on R650," she said.

Thusi is also a senior official in the Johannesburg branch of the Transport and General Workers Union.

On Monday she joined about 1 000 other TGWU members in a march through Johannesburg to highlight the plight of office cleaners.

The marchers, who all live and work in similar conditions, handed a memorandum to the regional director of the Department of Labour.

Wage determination

The memorandum, addressed to Labour Minister Tito Mboweni, called on the Government to amend wage determination procedures in accordance with union recommendations.

The workers demands are:

- A minimum wage of R1 500 a month; ~~(R50)~~ (152)
- A 40-hour week for all cleaners,
- Maternity leave of six months and paternity leave of two weeks;
- A review of the offered increase of between R50 and R56 a month;
- The banning of dangerous chemicals in the cleaning industry;
- The issuing of protective clothing,
- A national provident fund to which employers would be committed; and
- The start of meaningful talks between employers in the cleaning industry and the TGWU with a view to establishing an industrial council for the cleaning industry.

63 gas workers appear in court

Staff Reporter

(152) (152) ARL 15/9/94

SIXTY-THREE Cape Gas workers who allegedly stormed Woodstock premises during industrial action have appeared in the Cape Town Magistrate's Court in connection with intimidation.

One of them, Gamalake Albert Ketani, of Langa, also appeared in connection with a charge of attempted murder during a strike incident on August 25. He was released on R200 bail.

The workers, members of the Chemical Workers Union, from Langa, Khayelitsha, Guguletu, Crossroads, Philippi and Nyanga East, were not asked to plead and no charges were put to them. They have been released on warnings.

Workers were arrested on August 25 for allegedly assaulting people with sticks, sjamboks and iron bars in defiance of a Supreme Court interdict ordering them to stay off the company's premises.

Magistrate Amanda Lucas postponed the case to October 5 for further investigation. L Augustyn appeared for the State.

Strike at hospital

Health Reporter

48/162

ABOUT 60 Groote Schuur Hospital drivers are striking over service conditions and salaries

A hospital spokesman said that although the strike had caused some disruption, alternative transport measures had been taken.

Local Health Minister Ebrahim Rasool has been engaged in talks with the drivers

ARLT 15/9/94

Drivers strike over salaries

~~152~~ Staff Reporter ~~152~~

DRIVERS at Groote Schuur and Tygerberg hospitals and at the Pinelands Laundry Depot went on strike over salaries yesterday, blocking sections of the premises. 2/15/94

The Ministry of Health and Social Services said discussions with workers had been successful

Natal hospital strikers dismissed

Own Correspondent

DURBAN. — The kwaZulu/Natal cabinet has decided to dismiss all workers striking illegally at King Edward VIII Hospital here — with effect from today

"The cabinet is satisfied every possible step was taken to resolve the strike and that decisive action is now needed

to return to normality," Premier Dr Frank Mdlalose said.

He said the cabinet could not stand idly by while health services were compromised and the lives of patients were sacrificed

The hospital's superintendent, Dr A Badat, said yesterday all nurses were in their wards and working, but

general assistants seemed to be continuing their go-slow.

Some assistants did not report for work.

Strikes continued at Madadeni Hospital in Newcastle. The Black Allied Workers' Union said regional Health Minister Mr Zweli Mkhize would address the striking workers today

Ngwelezane Hospital superintendent Dr Stefan Morell said workers at his hospital had also threatened to resume their strike

The National Education, Health and Allied Workers' Union held a meeting with workers at the hospital yesterday, explaining their action would be illegal

152 CT 15/9/94

Union man shot in strike

UMTATA — President Nelson Mandela has been asked to intervene in a strike at the Transkei Road Transport Corporation after a shop steward was shot dead yesterday.

The Transkei Parastatal Workers' Union said it was "deeply worried" about the situation at the TRTC because repeated efforts had been made to seek the Eastern Cape legislature's intervention in the dispute.

15/9/94
A union spokesman claimed the shop steward, Mr S. Qashani, was shot by the corporation's security staff at a TRTC depot while trying to collect the corporation's managing director for a hearing into alleged corruption — Sapa

Hospital fires half workforce

CT 16/9/94

152

Own Correspondent

DURBAN — More than 2 000 nurses and other workers at King Edward VIII hospital — about half the workforce — were fired last night after ignoring an ultimatum to end their strike, which had crippled health services

"I am deeply saddened to have to take this step," director-general and provincial health department head Dr Neville Howes said, "but in the circumstances, I have been left with no option"

He admitted the mass firing would have a heavy impact on the provision of health services in the Durban region, but said the effect would be less severe than that of the recurrent strike action

Contingency plans would en-

Strikers ignored ultimatum

sure that services would be maintained

All representations submitted by hospital employees as to why they failed to comply with the order to return to work would be considered and ruled on individually to determine if their services would be retained or terminated

Dr Howes said the provincial administration had recommended that he terminate the services of striking staff after all administrative, political and

union attempts at ending the crisis had failed

The firings will be effective from the end of workers' shifts today

Staff returned to work on Monday after an assurance by kwaZulu/Natal Premier Dr Frank Mdlalose that their complaints of poor pay and alleged corruption among administrators would be investigated

However, disruptions continued after their return and resulted in patients having to be transferred to other hospitals

Earlier yesterday, protesting staff left their posts to hold a meeting on the premises to discuss the threat of dismissal

Provincial Health Minister Dr Zweli Mkhize addressed protesting staff at Madadeni hospital near Newcastle late yesterday, but the outcome of the talks was not known last night

Mailbags for Bop pile up

JOHANNESBURG. — More than 7 000 mailbags destined for the former Bophuthatswana homeland have accumulated at sorting points in South Africa because of a strike in the North-West province.

The Post Office appealed to people not to post items to the area — Sapa

ARG 17/9/94

2 000 fired at hospital may get second chance

The Argus Correspondent

DURBAN. — The 2 000 workers dismissed at King Edward VIII Hospital may get their jobs back if an offer to be made to unions and hospital employee associations today is accepted

A meeting between the NPA's departmental bargaining chamber and employee associations has been called at Addington Hospital to discuss details of the offer

KwaZulu-Natal Health Minister Zwelli Mkhize said the "chances are good" that those fired would be reinstated

"Our priority is to get the hospital running again I am

(152) ARLT 19/9/94
confident that this can be done," said Dr Mkhize.

Many of the dismissed nurses and general assistants congregated outside the locked hospital grounds this morning.

The out-patients' clinic is closed and most of the in-patients have been transferred.

● Friday's decision to fire almost half the staff angered The Public Sector Workers' Union and the National Health and Allied Workers' Union, who both said they would challenge the decision

Meanwhile a judicial commission of enquiry is being set up to address workers' grievances

Strike: 2 000 jobs to be filled

Own Correspondent

MARITZBURG. — The Natal Provincial Administration will probably begin today the task of re-employing and filling the more than 2 000 vacant posts at Durban's King Edward VIII Hospital caused by the dismissal of striking workers. *ET 19/9/94*

Announcing the NPA decision to go ahead with their dismissal on Friday, NPA director-general Dr Neville Howes said: "It was taken with the greatest of regret" despite attempts by workers not to accept the letters of dismissal.

Dr Howes said all those who were dismissed under the term "misconduct" would be free to re-apply and would be judged on their qualifications.

Dr Howes said at the moment the hospital was running at 41% capacity.

● kwaZulu/Natal Minister of Health Dr Zweli Mkhize announced that the appointment of a judicial commission of inquiry into worker allegations of corruption in hospitals would be made soon.

Dr Mkhize also said at the weekend the dismissals were "a step towards normalisation" to create a safe environment for the delivery of health care services at King Edward VIII hospital.

Cleaners suspend strike for further negotiations

Star 20/9/84

■ BY JOVIAL RANTAO
LABOUR CORRESPONDENT

More than 4 000 general workers suspended their four-day-old strike and returned to work yesterday, following an agreement between the Transport and General Workers Union (TGWU) and employers to resume negotiations on September 28.

Boy Nethavhan, TGWU co-ordinator in the cleaning industry, said an agreement was reached with the National Contract Cleaners Association that workers would return to work until negotiations were completed.

The union's list of demands include.

- Cancellation of wages determination in the industry (152)
- An annual bonus and 1 1/2 times pay for overtime.
- A 40-hour week for cleaners.
- Restrictions on part-time and casual work
- Six months paid maternity leave and two weeks paid paternity leave with jobs guaranteed
- An end to deductions for uniforms, underpayment for overtime and Sunday work.
- Banning of dangerous chemicals in the cleaning industry and proper protective clothing.

200 trucks

block N3 in

new protest

About 200 heavy trucks began blocking the main N3 highway linking Johannesburg and Durban via the Mooi River toll plaza this morning.

Both south- and north-bound routes were sealed off, said a traffic spokesman.

Traffic officials defused a protest on the N2 at Port Elizabeth last night. They said 150 trucks blockaded the highway shortly after 9 pm, but police convinced the protesters to clear the road.

Glenda Daniels reports that today's blockade appears to be because many of the drivers' grievances remain unresolved after their protest in August when the N3 was blocked. That protest ended after the signing of the Mooi River accord.

The drivers demanded that overtime wages not be taxed, the reinstatement of dismissed workers from a company in Midrand and better wages.

The accord also agreed to establish a national industrial council to look into trucker grievances. It has still not been set up — Sapa, Staff Reporter

Prisoners on go-slow strike

JOHANNESBURG — Boksburg Prison inmates were refusing yesterday to work in prison workshops in a bid to get more exercise (152)

SA Prisoners Organisation for Human Rights leader Mr Golden Miles Bhudu said 280 prisoners had been on strike since daily after-work exercises were suspended a week ago. (153)

Department of Correctional Services spokesman Brig Chris Olckers said a handful of prisoners were on a go-slow

Smaller groups were being taken for exercise "to ensure their safety" This meant everybody could not exercise every day — Sapa

CT 20/9/94

BUSINESS DAY, Wednesday, September 21 1994

Truckers defy govt warning on blockade

THE blockade by about 700 truck drivers at the Mooi River toll plaza on the N3 and the N2 at Colesberg continued last night despite an ultimatum by Transport Minister Mac Maharaj to move or be removed by force.

By late yesterday afternoon only four trucks had been removed and the routes were closed to traffic.

The Transport and General Workers' Union (TGWU) distanced itself from the action. Labour Minister Tito Mboweni called the blockade "totally unacceptable" as negotiation channels had been opened.

It was resolved in a snap debate in Parliament yesterday that no talks would be held with truckers. Mboweni's office said the Minister would not meet the truckers at the scene but wanted them to return to Johannesburg first.

Mboweni said the protest action by truck drivers was in complete breach of the agreement reached by truck drivers and employers last month in a three-day blockade of these and other routes.

It had been agreed that employers and truck drivers would establish a collective bargaining mechanism to deal with grievances, Mboweni said.

Sapa reports that the Turning Wheels International Workers' Movement, the organisation behind the blockade, yesterday vowed to continue until earlier demands put to government were met.

A spokesman for the movement said government had reneged on agreements reached after last month's blockade. The official, who did not want to be named, accused government of bad faith in its negotiations and of using delaying tactics.

He said that the organisation did not

JACQUIE GOLDING

want the TGWU to represent it in negotiations. It wanted Kwazulu/Natal transport minister S'bu Ndebele to refrain from negotiating with them.

"We want cast-iron commitments or we won't move," the spokesman said.

Ndebele refused to meet the drivers.

TGWU assistant general secretary Julius Matroos said the action was organised to "gain political mileage".

Matroos said the three-day blockade organised by the TGWU last month on the same routes was successful because it ended in talks and agreements being reached with the Labour Ministry.

"The current blockade by this unknown organisation is aimed at undermining both the agreement reached as well as current negotiations with the Labour Minister," he said.

The TGWU said the latest move by truck drivers under the banner of the Turning Wheels International was also aimed at discrediting legitimate unions.

The national industrial council would be set up by mid-October, Matroos said, adding that other demands, including tax-free overtime pay and an increase in wages and improved working conditions were also being thrashed out.

He said truckers involved in the present blockade also participated in last month's protest action, but some truckers might have gained the impression that empty promises had been given.

The SA Chamber of Business said yesterday strong action had to be taken against the truckers because the blockade posed serious threats to the national economy.

Dismissed policemen get their jobs back

THE SA Police Service had decided to re-employ 51 policemen who were dismissed in 1991 in the Eastern Cape because of an illegal strike, it said yesterday.

The SAPS said the decision to re-employ the policemen was taken after lengthy negotiations with the Police and Prisons Civil Rights Union (Popcru).

The police said the applications for re-employment had already begun and were being processed in East London.

JOHANNES NGCOBO

Popcru spokesman Lefaso Matutoane said the union felt the agreement was a victory for policemen.

Popcru would soon begin other negotiations for the remuneration of workers who would be re-employed.

He said the SAPS agreed the union should submit motivation applications for ex gratia payments to the Treasury.

Motor strike talks break down

TALKS to end the five-week strike in the motor manufacturing industry broke down last night when employers refused to meet the National Union of Metalworkers of SA's (Numsa) final wage demand of 11%.

The Automobile Manufacturers Employers' Organisation (Ameo) rejected Numsa's proposal to redirect contributions from a work security fund and stuck to its 10,5% final wage offer, saying the current package was excellent and should have provided the basis for settlement.

Numsa accused employers of using the strike to rationalise the overtraded market saying "larger employers are bidding to be rid of their smaller competitors".

The union believed that some of the country's seven manufacturers were prepared to ride out the strike, using it as a method to send weaker employers to the

ERIC JANKOWITZ

wall. Those that survived would inherit a bigger share of the market.

Commentators said the main mover of this strategy was Toyota, which had the biggest market share and sufficient financial resources to ride out the dispute.

Mercedes-Benz, the highest payer in the sector, was also adamant that employers should not move from their 10,5% offer. Mercedes workers had reportedly accepted the offer and were preparing to return to work on Monday.

Numsa also accused employers of wanting to destroy the central bargaining-forum and "establish a ceiling on wage increases this year of not more than 10,5%".

Industrial relations consultant Gavin

To Page 2

Motor strike

Brown described the apparent split in employer ranks as an inevitable consequence of centralised bargaining, with employers naturally having differences in approach, strategic vision and affordability.

However, it was time for "decisive third party intervention" as the parties were clearly unable to resolve their differences using conventional strategies.

Numsa said its shop stewards council would reassess the situation tomorrow.

Volkswagen MD Peter Searle entered the fray yesterday saying tariff protection for motor manufacturers would start being phased out from next year, and SA needed to look seriously at its global competitiveness as cheap imports would no longer be kept out artificially.

"We are already seeing signs of companies selling vehicles in SA which were

built by workers in other countries."

The industry's future was being threatened by imported models which were competitively priced, and the local industry had to gear up for new challenges.

"For that, we need a highly skilled, stable workforce driven not by short-term demands but by a longer-term vision of how this industry can prosper."

Searle said more than 100 000 people in the Eastern Cape were dependent on Volkswagen, directly or as workers and dependants of suppliers and dealers. Many companies faced ruin as the strike forced shut-downs and shorter working weeks.

"In Uitenhage, about 60% of our suppliers are already working short-time or with reduced workforces, and the figure for Port Elizabeth is even higher."

From Page 1

Mooi River N3 quickly cleared

Troops lift truckers' blockade

Star 2/19/94

BY BRENDAN TEMPLETON and ESTHER WAUGH

Protesting truckers ended their blockade at the Mooi River toll plaza last night after troops moved in and ordered them to leave.

No force was required and the first vehicles started moving out minutes after the crackdown was launched.

The headline action to clear the N3 followed a top-level meeting in Cape Town to thrash out steps to defuse the crisis. It was attended by Safety and Security Minister Sydney Mufamadi, Defence Minister Joe Modise, Transport Minister Mac Maharaj and Deputy President F W de Klerk.

No support

In contrast to similar action last month when the plaza was blockaded for three days, no other organisations came out in support of the drivers' action yesterday.

Instead, it was roundly condemned by organised business and trade unions — including the umbrella body Cosatu.

Sapa reports that the toll plaza was kept darkened in the hours preceding the de-

CRACKDOWN follows Government decision not to negotiate unless road is cleared

Deployment of the troops. The move followed two deadlines — set by KwaZulu/Natal authorities — which were ignored by the truckers.

The lights were suddenly switched on at about 10 pm and soldiers moved in and ordered the drivers to leave. The first trucks started moving out at about 10 15 pm.

Traffic officials then patrolled the lines of trucks to supervise their departure.

Truckers had earlier prepared supper as the sun set on the blocked N3 roadside where they were urged by a union official not to give way.

A snap debate in Parliament yesterday afternoon resolved there would be no negotiations with the protesters until the road was cleared.

Police spokesman Warrant Officer Bontje Smit said this news had been relayed to the drivers at 5 pm.

The action was organised by the Turning Wheel International Workers Movement (TWTWM), which had threatened to "bring the entire country to a standstill" if progress were not made on agreements reached during last month's action at the plaza.

Cosatu dismissed the movement as "two or three individuals on the lunatic fringe".

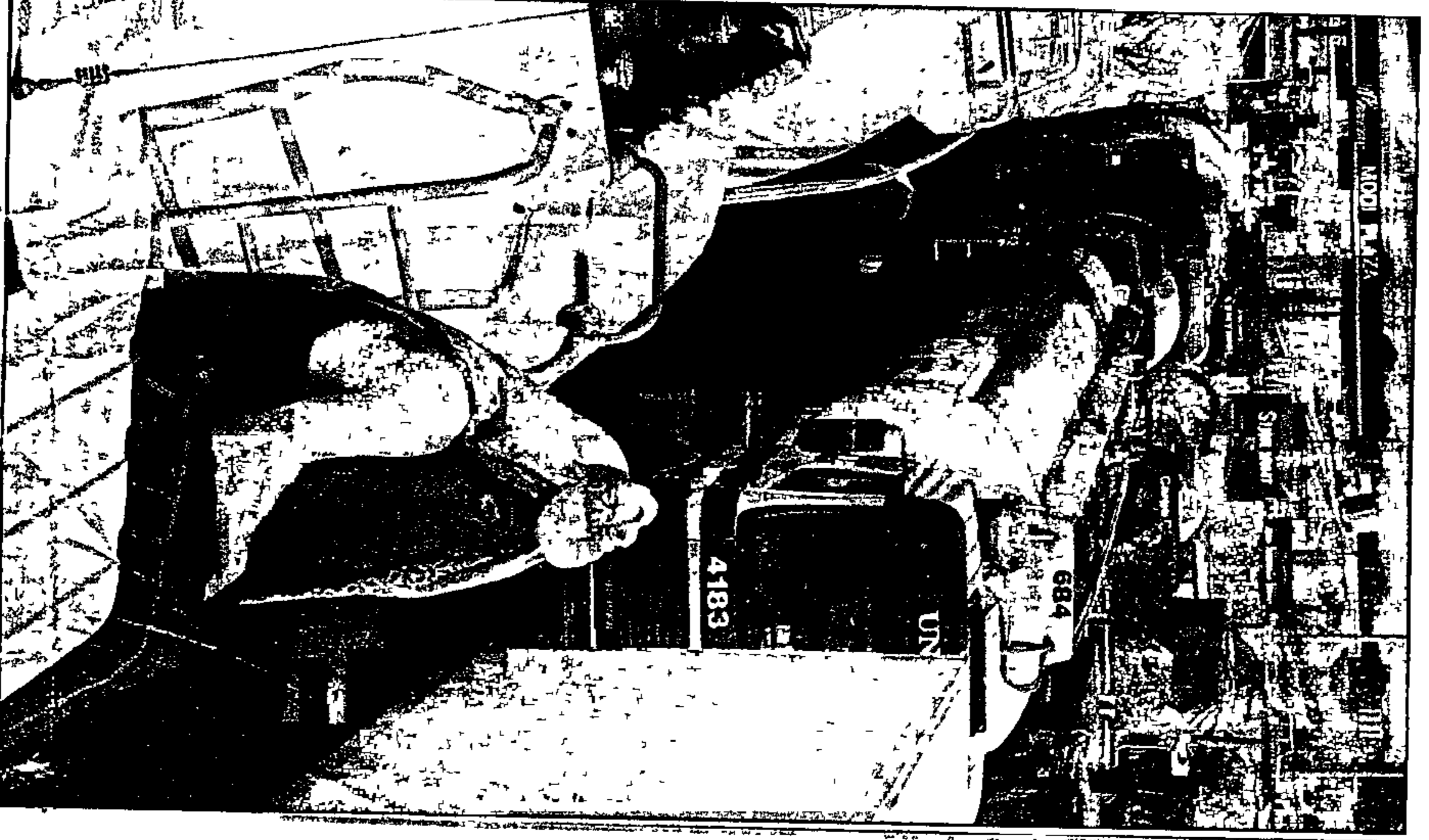
Undermine

The TWTWM spokesman Sam Williams claimed his organisation represented 2 000 drivers who spoke for the majority of truckers, but Cosatu and the Transport and General Workers Union accused the TWTWM of trying to undermine gains made by TGWU.

Yesterday's blockade was planned to sabotage today's negotiations aimed at setting up an industrial council for truckers, Cosatu said.

Traffic officers fired at the wheels of trucks which tried to break through a cordon and join the protest in the morning. No one was injured.

A similar protest by about 90 truck drivers on the N2 outside Port Elizabeth ended early yesterday.



No great shenks a trucker sits on top of his tanker at the Mooi River toll plaza protest yesterday PICTURE JODI BIBER

Tygerberg Hospital normal again today

TYGERBERG HOSPITAL, which has had to cancel all but emergency operations in the past two days because of a strike by staff supplying theatre linen, will be back to normal today (152)

A hospital spokesman said they had received supplies of clean linen late yesterday

For the past two days all scheduled operations, or "cold surgery", were cancelled because of linen shortages

But 30 emergency operations were performed on Monday. Figures for the number of emergency operations yesterday were not known at the time of going to press

The spokesman said the staff who supplied the linen were

from Western Cape Hospital Services, not Tygerberg Hospital staffers

In Durban the 2 000 workers dismissed from King Edward VIII Hospital were given the go-ahead yesterday to return to work, after the Natal Provincial Administration and six employee organisations signed an agreement.

CT 21/9/94
kwaZulu/Natal Health and Welfare Minister Dr Zweli Mkhize made the announcement and also named the members of a judicial commission of inquiry into the reasons for the prolonged strike, including alleged management corruption — Staff Reporter, Own Correspondent

Strike at dynamite factory continues

JOHANNESBURG — A strike by workers at AE-CI's Modderfontein explosives plant near here entered its fifth day yesterday and negotiations were continuing, a company spokesman said.

Mr Mike Blizzard said about 750 strikers gathered at the company's administration block yesterday to repeat earlier demands

The plant has been closed since Thursday last week after an accident in which eight workers were killed

A South African Chemical Workers' Union spokesman, Mr Tshepang Mka, said strikers were protesting against health and safety standards at the plant and in support of a R500 a month risk allowance. — Sapa

Workers' groups clash over toll road blockade

THE Turning Wheels International Workers' Movement accused Cosatu of strike-breaking yesterday after the federation berated the union for organising a blockade at Mooi River on the N3

The blockade by about 700 truckers on Tuesday was called to demand no tax on overtime pay, better working conditions and the establishment of a national industrial council

A large contingent of police and troops moved in to break up the blockade at Mooi River but the movement's spokesman, Richard Madime, said the protest action had been successful

He accused the Transport and General Workers' Union (TGWU), which organised a successful three-day blockade last month, of becoming a sweetheart union.

The TGWU said the Turning Wheels International Workers' Movement was "illegitimate" and was attempting to "divide workers"

It stressed talks with Labour Minister Tito Mboweni would continue and added a national industrial council would be set up by mid-October

Sapa reports that the the Mooi River and Districts Chamber of Business called on government yesterday to make contingency plans to prevent further blockades of the local highway toll plaza.

It applauded government action in removing hundreds of lorries which

JACQUIE GOLDING

blocked the national roads

Lorry drivers said government had acted in bad faith in negotiations and claimed it had reneged on agreements after the first blockade

Government blamed Turning Wheels for "treasonous" behaviour in blocking the road.

Business estimated the previous blockade, which lasted nearly three days, cost the economy R45m a day

ANTHONY JOHNSON reports the ANC condemned as "criminal" the recent spate of truck blockades on major highways and the kidnapping of government officials by protesting communities

"The situation has become a free-for-all," ANC spokesman Senator Jackson Mthembu said yesterday

"If these action are repeated, the ANC will call on government to take legal steps — including the impounding of trucks and the arrest of drivers and hostage-takers."

Individuals or organisations with grievances should bring these to the attention of democratically elected public representatives at national or provincial level.

Four truckers appeared briefly in the Mooi River Magistrates' Court yesterday on charges of attempted murder, road traffic offences and drunk driving following the blockade at the toll plaza.

AECI workers continue with their strike action

ABOUT 3 000 workers — 90% of the workforce — at the AECI's Modderfontein plant, northeast of Johannesburg, continued strike action yesterday in protest against poor working and safety conditions

The strike by members of the Chemical Workers' Industrial Union (CWIU) and the SA Chemical Workers' Union (Sacwu) started on Monday when both unions decided that the safety of workers had to be guaranteed before they returned to work.

The plant at Modderfontein was forced to shut down because of lack of staff, the company said.

The issue of safety was raised after an explosion which killed eight people at the plant last week.

Talks with the unions were continuing, management said, but it was not clear by late yesterday if the company would accede to workers' demand of R500

JACQUIE GOLDING

"danger pay" a month.

AECI communications manager Michael Blizzard said the company did not place its workers in danger and would reject the concept of "danger pay"

CWIU regional organiser Jan Mahlangu said the plant had a bad safety record (152)

Blizzard denied that the company had a bad safety record and added that the last nitroglycerine explosion — the same type of explosion which occurred last week — was recorded in 1974 when five people were killed. 22/9/94

A service will be held today for victims and a mass burial will be held in Tembisa at the weekend.

Strikers warn of possible violence

By Khathu Mamaila

TENSION between dismissed employees and newly recruited temporary workers at the Lebowa Agricultural Corporation could lead to a bloody conflict, a trade union official warned yesterday

National Council of Trade Union regional co-ordinator Mr Moss Mphahlele said the 600 workers — all

members of the National Union of Farmworkers dismissed on September 5 after going on a strike for higher pay — had warned that they would act against the temporary workers who were “undermining their strike”

Mphahlele said there was a possibility of a bloody conflict between the two factions if the matter was not urgently attended to

Approached for comment, LAC hu-

man resources manager Mr Percy Mongalo said the workers at the three projects — Mashashane Hatchery, Broiler Farms and Quality Chick — were dismissed because they were on an illegal strike

“We had to close all the three projects because we were incurring a loss of more than R1 million a week. We have so far lost more than R4 million,” said Mongalo

Sowetan

(152)

22/9/94

Union to meet AECI officials

Sub at 22/1/94
■ LABOUR
CORRESPONDENT

The strike by 3 000 workers at AECI's explosives manufacturing plant in Modderfontein, who stopped work in protest against health and safety standards, enters its seventh day today.

The South African Chemical Workers' Union (Sacwu) and management are scheduled to meet today.

The strike was sparked by the death of seven men who died in an explosion in the nitro-glycerine packaging section last week.

Sacwu local organiser Godfrey Ramothata said management had accepted a union proposal that the packaging and explosives warehouses be separated, but was not willing to pay workers a danger allowance.

AECI spokesman Mike Blizzard was unavailable for comment yesterday.

Builders in city wildcat strike

Staff Reporter

HUNDREDS of builders armed with hammers, hacksaws and clubs took to the city streets yesterday in a wildcat strike to demand higher wages

The strikers belong to the SA Woodworkers' Union, but union organiser Mr Wilson Ponie said

CT 22/9/94
152
The union was not informed about any events. We only found out about the march when some of our members phoned requesting more information about the action for the day.

Many of the strikers could lose their jobs because of their action, he said

The wage negotiations were

completed and accepted, but workers still had more demands to be negotiated, he said

Workers gathered on the Foreshore, where the union is based, singing and toyi-toying

They eventually dispersed after it was decided the Builder Workers' Committee would meet the union today

Call to stop retrenchments

PORT ELIZABETH — Thousands of posts and telecommunications workers marched through the city here yesterday to call for a moratorium on retrenchments and for "an end to racism" in companies like Telkom.

~~(152)~~ (152) CT 22/9/94
The Post and Telecommunications Workers' Association criticised Posts and Telecommunications Minister Dr Pallo Jordan for failing to deliver on promises to increase workers' salaries — Sapa

State calls for rethink as 500 000 consider strike

Biday 23/9/94

CAPE TOWN — About 500 000 public servants could go on strike following a deadlock in wage negotiations between the state and 17 unions and staff associations

Strike balloting is expected soon. Public Administration Minister Zola Skweyiya said yesterday wage demands tabled by state employees this week would cost government R4,4bn this year and R13,3bn in the 1995/96 financial year.

Employee unions have demanded a 15% salary increase and a minimum wage of R18 000 a year from December during bargaining chamber negotiations which started on Monday.

A strike by public servants — the first in the history of SA — could bring several state departments and hospitals to a halt.

Public Service Bargaining Council spokesman Eileen Brannigan told a news conference yesterday employee organisations were aware of the seri-

ADRIAN HADLAND and
STEPHANE BOTHMA

ous consequences of the current state of affairs and sincerely believed the state should review its position to avert a crisis developing.

"If we go on strike, it will be a no-work, no-pay situation for members. The employees will suffer, but so will our employer," Brannigan said.

Skweyiya said while the state had great appreciation for the valuable work performed by its employees, their demand could not be considered "in isolation of other strategic considerations affecting the public sector".

These included the integration of the public service, historical wage differentials and the fiscal position facing the new government.

"Careful consideration of all these factors is in the best interests of all concerned, particularly the public service," he said.

Employee negotiators were in-

formed this week that Cabinet would need a further month to consider and consult on the demands, he said.

But employee organisations had refused to allow an extra month, Skweyiya said. They had also declined a further meeting, fact-finding or bilateral talks as provided in the chamber's constitution.

Increases had already been awarded to public servants during the course of the current financial year.

A general salary increase and other improvements, including an increase in the minimum wage — equal to a 5,6% rise in the salary bill — had been agreed to by the state.

Other benefits secured by public servants this year included an election allowance, salary parity and a further increase in the minimum wage of 4,77% from July 1.

The implementation of these increases totalled about R2,8bn, Skweyiya said.

AECI strike could drag on

A STRIKE by about 3 000 workers — 90% of the workforce — at AECI's Modderfontein explosives factory, northeast of Johannesburg may continue indefinitely because of the company's rejection of workers' R500 danger pay demand. 23/9/94

The strike, headed by the SA Chemical Workers' Union (Sacwu) and supported by the Chemical Workers' Industrial Union (CWIU), entered its fourth day yesterday.

The strike was sparked by an explosion which killed eight people at the factory's nitroglycerine explosives plant last week.

The company said the section of the plant where the explosion occurred had not been operating since last Thursday and was closed as a precautionary measure

AECI communications manager

JACQUIE GOLDING

Michael Blizzard said the company believed it did not place workers in danger and therefore did not agree with the danger pay concept.

CWIU regional organiser Jan Mahlangu said the plant had a bad safety record. Blizzard denied this, and said the last nitroglycerine explosion was in 1974, when five people were killed.

"The company does all in its power to reduce accident rates through improved training and working conditions," Blizzard said.

Sacwu spokesman Tshepang Mika said workers were demanding the scrapping of temporary labour.

He said that four of the eight people killed in the explosion were temporary labourers and not covered by insurance. (23) (52)

**1 200 council
workers march**

~~(217)~~ (52) CT 23/9/94
JOHANNESBURG. —

About 1 200 municipal workers marched on the town council of Midrand, north of here, yesterday.

The council said the marchers demanded the reinstatement of dismissed colleagues, the suspension of allegedly corrupt officials pending investigations and the establishment of a disciplinary tribunal.

Protesters warned that drastic action would be taken if the demands were not met. — Sapa

Building's work crisis threatens World Cup

ROGER FRIEDMAN

Weekend Argus

Labour Reporter

AFTER the protracted, and sometimes violent, wage strikes, the building industry in the Western Cape is on the brink of collapse, trade unions and major employers have warned.

Next year's rugby World Cup could be in jeopardy if work on the Newlands railway stand did not resume and Cape Town's hopes of hosting the 2004 Olympics were under threat, they said.

Stocks and Stocks managing-director Rob Heller warned that the "entire building industry" was about to "grind to a halt".

Ovcon Construction group managing-director Jan Kaminski has called on the government to indicate it would not allow South Africa to slip into "anarchy".

Building Workers Union (BWU) executive director Rodney Damon pointed out that the continued industrial upheaval could jeopardise the Rugby World Cup and the Olympic Games in 2004.

Murray and Roberts managing-director Geoff Turner said that, in the light of the precarious economy, his company had issued written warnings to workers to refrain from illegal industrial action, especially this year.

Mr Kaminski and Mr Damon pointed out that the resurgence of industrial conflict could have a negative effect on international investment.

At the centre of the trauma is the Building Workers Council Committee (BWCC) whose support cuts across union lines

■ Rugby's World Cup and even the 2004 Olympics are being threatened as the building industry in the Western Cape finds itself in the grip of a crippling impasse.

None of the so-called officials of the BWCC were prepared to identify themselves.

The BWCC says the seven recognised unions in the construction sector sold out the workers by not forcing through their demand for a six-month moratorium on retrenchments during wage negotiations.

A spokesman said "The building workers council was formed because of mistrust and misrepresentation by some union officials that has been going on for years".

They claim the support of more than 10 000 of the more than 23 000 workers in the industry.

Their leadership claimed they tolerated neither intimidation nor violence to further their aims, but warned they would be forced to act "in the defence" of their supporters who were fired by Murray and Roberts this week.

Meanwhile, Murray and Roberts were forced yesterday to close operations at all their major building sites in the Western Cape, including the Newlands rugby stadium, railway stand.

Ovcon and Stocks and Stocks have not had to close sites, but Stocks and Stocks' Mr Heller said his company "anticipated trouble" on Monday.

Murray and Roberts' Mr Turner said he found the present situation "bizarre", coming

as it did after months of protracted negotiations with the recognised unions.

This week's events had soured the "fantastic news" that the Cabinet supported Cape Town's Olympic bid, he said.

Mr Heller said if the BWCC was dissatisfied with the recognised unions they should take steps to become recognised themselves, or force changes in the union leadership.

Mr Kaminski said "We are very worried. We have good relations with a number of large overseas companies and they are very far from being prepared to invest in any way. We feel completely helpless."

"They cannot accept our promises that we'll finish on time."

He called on the government to show some strength.

"One needs a strong indication that anarchy will not be tolerated in our country."

Mr Damon of the BWU said workers could not afford to lose any more pay.

■ The position of the 550 dismissed Murray and Roberts workers hangs in the balance after an emergency meeting between the company and the seven recognised trade unions in the building sector.

Although the dismissal notices still stood, the construction giant had left a chink in the door for their possible re-employment.

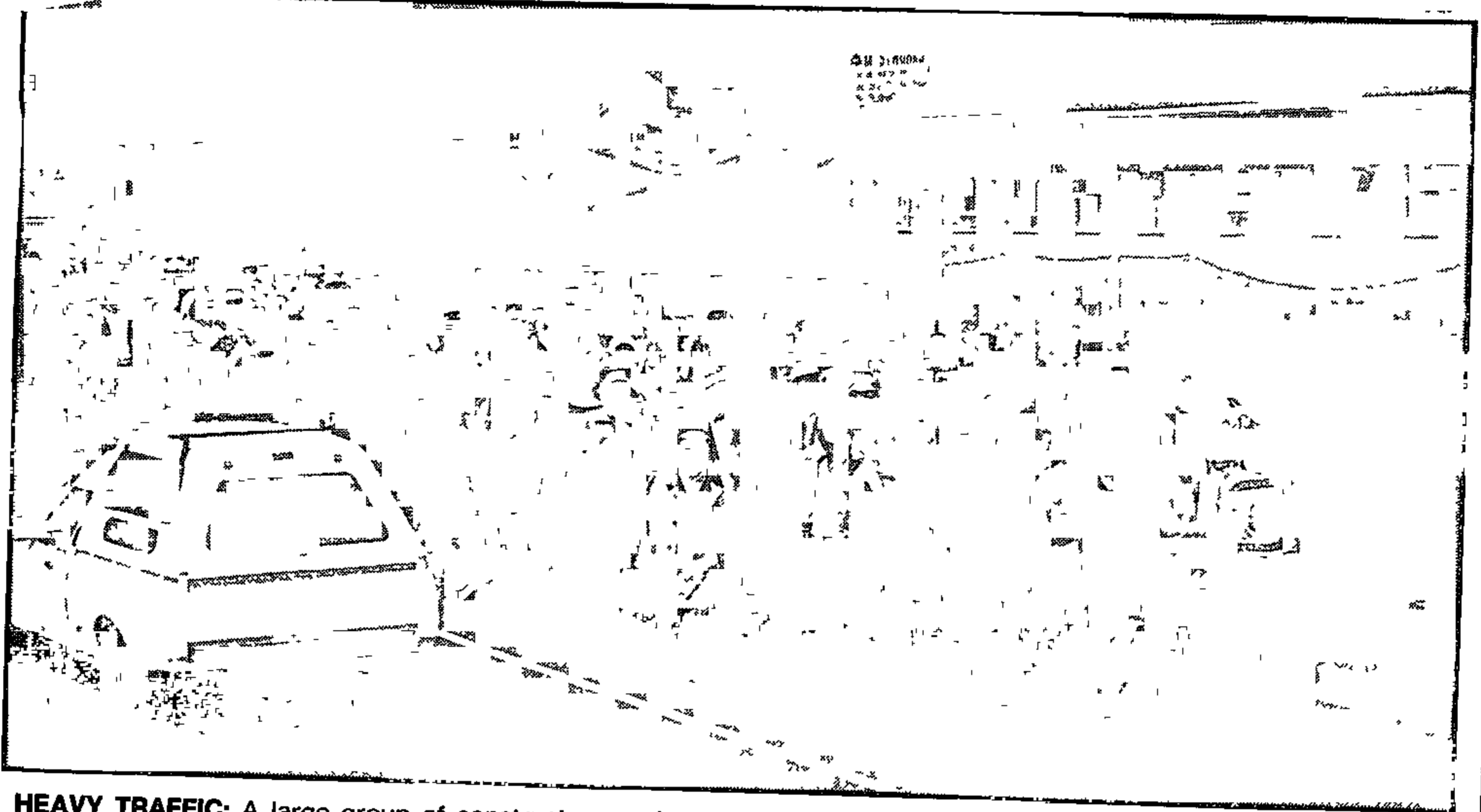
The company and unions agreed yesterday to stop industrial action and that the fired employees could apply for re-employment.

But, the unrecognised BWCC was not at the meeting and the major contractors were unanimous they would not hesitate to fire any workers who did not pitch up for work on Monday.

152

AR 24/9/94

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HEAVY TRAFFIC: A large group of construction workers marching at the Mustworks plant of Murray and Roberts in Gunners' Circle, Epping, during strike and protest action today. Picture ROY WIGLEY, The Argus

Sacked men threaten to close down M & R

ROGER FRIEDMAN
Labour Reporter

MURRAY and Roberts workers, dismissed for attending a Building Workers Council Committee meeting last Wednesday, say they must either be allowed back to work tomorrow or they will force the company to close

The construction giant has already suspended work at more than 12 sites across the Peninsula, including Newlands rugby stadium.

The workers, who marched on the Murray and Roberts depot in Epping today amid rumours that the company was hiring new labour, have dismissed the agreement signed between Murray and Roberts and the seven recognised trade unions in the construction sector on Friday as "worthless"

"They did not make any agreements with us," a supporter who appeared to be in

authority said today

He claimed the recognised unions had sold workers out by settling the wage dispute this month without negotiating a moratorium on retrenchments

In terms of Friday's agreement, the recognised unions undertook that their members would return to work peacefully today

It was agreed that the 550 workers dismissed could appeal against their dismissals or re-apply for jobs. It was envisaged by all parties that "85 percent" of the workers would be "speedily" re-employed

But the Building Workers' Council Committee, whose support cuts across union lines, was not party to the agreement

Council leadership told police outside the Murray and Roberts depot gates today they had come to ask the workers still at work where they stood on the dismissals

They were also there to prevent the company hiring new labour

Police threatened to enforce the court interdict obtained last week preventing dismissed workers from coming within 250m of any Murray and Roberts building site or office

However, the workers left peacefully for a meeting in Guguletu to discuss "the way forward"

Murray and Roberts managing-director Geoff Turner said "the majority" of workers had come to work, but had been intimidated from actually working, and were either sitting around or had left the building sites

"The whole organised method of running a business is being destroyed by thugs," he said

"We have reached agreement with the recognised unions and they have undertaken to get the people back to work"

Also agreed was that the unions would "demonstrate in a manner acceptable to Murray and Roberts that they had the support of the workforce contrary to the claims" of the council committee

Meanwhile, leaders in the construction industry were joined by recognised trade unions in warning that further industrial trauma could jeopardise Cape Town's chances of hosting the rugby World Cup next year, and the 2004 Olympics, as well as the reconstruction and development programme

● Ovcon Construction group managing-director Jan Kaminski has called on the government to step in

He was joined by Stocks and Stocks managing-director Rob Heller in warning that his company would not hesitate to fire workers who downed tools illegally

ARG 26/9/94

(152)

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Democratisation of workplace is new labour focus

Biden 27/9/94

ERICA JANKOWITZ

THE NUM accounted for 23% of all industrial action recorded in the period June 1 to August 31 this year, researcher Wendy Dobson said in the latest IR Network quarterly strike report.

Discrimination and racism emerged as a new strike trigger in 1994, accounting for 10% of industrial action in the second quarter and 11,5% for the period under review.

The report looks at the frequency of industrial action as opposed to working days lost (152)

The SA Commercial, Catering and Allied Workers' Union was responsible for 8,4% with the National Union of Metalworkers of SA and the whites-only Mine Workers' Union each accounting for 7% of all strikes.

On the increasing trend for discrimination and racism to trigger strikes recently, Dobson said. "This trend is linked to a lack of democratisation in the workplace.

"The continued existence of discriminatory practices in the workplace has become untenable to workers and is becoming an important cause of industrial action."

Workplace democratisation rather than wage issues had become the major focus of conflict between workers and employers, she warned

However, as is usual for this quarter, during which most of the major annual wage negotiations occur, wage disputes triggered 46% of all strike action.

Dobson found race relations — especially regarding hoisting practices — and alleged unfair disciplinary action were the most frequent triggers of strike action in the mining sector in the period.

Mining suffered 26% of strike action followed by the public sector with 23% and food with 7%.

Strikes in the public sector included local municipalities, state hospitals, universities, and parastatals such as Eskom and the recently privatised Transnet and Telkom.

Although almost half the strikes occurred in SA's industrial heartland, the PWV, the Northwest was surprisingly the second most strike-prone area with 14,7% of industrial action recorded in this province. Dobson said this was due to the number of mines in the region.

Only 6,5% of all strikes were national, including the two major disputes — the 24-day Pick 'n Pay and 27-day motor assembly strikes.

On the issue of strike behaviour, Dobson suggested employers look for alternatives to pre-emptive interdicts to prevent picketing, as these merely served to heighten tension between strikers and employers.

Strike rules were unlikely to be legislated as the Labour Department believed private agreements on this issue between employers and workers would be a preferable solution.

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Sowetan on Thursday. You could
gain an investment for your future.

Deadline for AE&CI strikers

Sowetan 27/9/94

STRIKING workers at AE&CI's Modderfontein explosives factory north-east of Johannesburg have been given two days to report to work or face dismissal, management said yesterday.

About 2 000 workers embarked on a strike last Monday after the death of eight colleagues in an explosion at the plant two weeks ago.

Employees are demanding R500 danger pay.

The company obtained an interim

court order on September 22 declaring the strike illegal and prohibiting workers from taking part in the illegal action.

Court order

AE&CI spokesman Mr Michael Blizzard management had requested striking workers to comply with the court order by first shift tomorrow. Employees failing to report for work by this deadline would be dismissed without further notice. — Sapa

~~152~~ 152



Post offices hit by strikes

CAPE TOWN — Cape Peninsula postal services were disrupted yesterday when about 5 000 workers staged sit-ins at eight depots. *Biday 28/9/94*

Sapa reports the workers demanded that a moratorium be placed on the unilateral restructuring of postal services. A Post and Telecommunications Workers' Association (Potwa) spokesman said workers were also striking to back demands by colleagues in the former TBVC states for the same privileges as other workers.

The SA Post Office said postal services in the former TBVC states had been paralysed by strikes. Mail destined for these areas was being held at SA depots. *(28)*

JACQUIE GOLDING reports Potwa yesterday met Post and Telecommunications Minister Pallo Jordan to discuss salary parity and the finalisation of integration with TBVC states. Potwa spokesman Shakes Gonyane said union members wanted the contracting out of posts and telecommunication services halted. The union also wanted the TBVC bosses to recognise the union. *(152)*

Strikers to defy ultimatum

3 Day JACQUIE GOLDING 28/9/74

THE SA Chemical Workers' Union (Sacwu) said yesterday its members would not report for work at AECI's Modderfontein factory today despite an ultimatum that workers return by the morning shift or face dismissal.

About 3 000 AECI workers embarked on a strike more than a week ago to protest against alleged poor and unsafe working conditions. The strike was sparked by an explosion that killed at least seven people.

Sacwu spokesman Tshepang Mika said workers decided against reporting for work because they believed management had been negotiating in bad faith.

AECI communications manager Michael Blizzard said despite protracted negotiations, which included discussions on safety, both parties had failed to reach agreement. He said an interim court order was obtained last Thursday and the strike had been declared illegal.

AECI sacks workers defying order

Bl Day 29/9/94
ERICA JANKOWITZ

AECI's Modderfontein explosives plant yesterday dismissed all workers who did not comply with the court order aimed at ending a nine-day illegal strike following an explosion two weeks ago in which eight people were killed.

AECI spokesman Mike Blizzard said production had been completely disrupted yesterday, but non-explosives plants had continued working in spite of intimidation.

He said the company would enforce the court order, but the exact number of workers fired would be determined only after all the shifts had reported for work.

SA Chemical Workers' Union (Sacwu) spokesman Tshepang Mika estimated that 3 000 workers would be affected. He said

the Cosatu-affiliated Chemical Workers' Industrial Union had indicated that its members had joined the strike yesterday. This would mean that 100% of the workforce had defied the ultimatum, he said.

Talks between AECI management and Sacwu failed to break the impasse with the union sticking to its demand for a R500 a month danger allowance.

Blizzard described this as "a cynical way of getting a wage increase". The company had offered a R2 000 ex gratia payment for all workers in the nitro-glycerine plant on the day of the explosion, but this

To Page 2

AECI

Bl Day 29/9/94

From Page 1

was rejected.

The company was not prepared to consider the R500 a month demand as many workers at Modderfontein were not involved in the explosives plants in any way.

Blizzard said about 1 000 strikers marched to the AECI administrative building at Modderfontein yesterday carrying sticks and brandishing weapons. After some stone-throwing incidents and other acts of intimidation, the company used its

security and called in the police. Teargas was fired at strikers who then dispersed. "We can't tolerate such acts of aggression," he said.

He denied reports that monthly paid workers had been sent home, but said those who had indicated fear of intimidation were treated sympathetically. AECI would handle claims of intimidation by workers who had not complied with the ultimatum in the same manner.

Columbus strike spreads

3 Day 2 1994
MIDDELBURG — A three-day strike at the Columbus Stainless expansion project in Middelburg in the Eastern Transvaal intensified yesterday when 2 300 contract workers at the site downed tools

Company spokesman Laing Geldenhuys said the strike began on Monday when a group of LTA/Murray & Roberts Joint Venture employees stopped work over a pay dispute

He said the pay issue was related to national wage increases negotiated by the SA Federation of Civil Engineering Contractors, the Construction and Allied Workers' Union and the Building Construction and Allied Workers' Union

Discussions between the contract workers' management and the unions were continuing. Production at the plant had not been affected. — Sapa (152)

Postal strike *Start 29/9/84* is over

East London — The Post and Telecommunication Workers' Association has agreed to end its eight-day strike in the former TBVC states.

Potwa spokesman Lefty Masoka said yesterday members were expected to return to work today after a satisfactory agreement had been reached with Posts, Telecommunications and Broadcasting Minister Dr Pallo Jordan on Tuesday.

The agreement allows Potwa to be involved in the integration of the former TBVC postal services into the South African Post Office and Telkom. Demands on pay parity and conditions of service would be addressed by Public Service and Administration Minister Dr Zola Skweyiya.

The strike began on September 20 and had resulted in a backlog of mail destined for the former homelands.

The Eastern Cape government will reportedly investigate the misuse of government vehicles by Potwa members during the strike. Transport MEC Mandisa Marasha called on strikers to return the vehicles. — Sapa.

(152)



LESSONS IN LITTER: The University of the Western Cape is strewn with litter deposited by striking cleaning staff.

Picture ROY WIGLEY, The Argus

UWC warning to striking cleaners

ARG 29/9/94

(152)

Labour Reporter

THE University of the Western Cape says "steps may be taken" to prevent striking cleaners from trashing the campus

Protesting employees of Cape Contract Cleaners started an illegal strike on Monday, and the university says the 200 full-timers and 30 part-timers have strewn litter in several campus buildings.

A list of the workers' de-

mands handed to the university by Cape Contract Cleaners includes a demand for a R1 500 monthly minimum wage

UWC spokesman Michael Doman said that if the company acceded to this demand it would add an extra R3 million to the university's annual cleaning bill

"This extra expenditure on the contract cannot be borne by the university budget," he said

Mr Doman said that the workers also wanted to be included in the university staff, but this was impossible because of budgetary constraints.

He said: "While the university fully supports the right of workers to strike and protest, these litter-strewing actions are unacceptable

"Steps may be taken to prevent a repeat of these actions."

Cape Contract Cleaners was unavailable for comment.

Strike threat to matric exams

COLOURED matric exams and results could be jeopardised nationally by a "go-slow" strike at the Department of Education and Culture's examinations department, a Public Service League spokesman said yesterday

League spokesman Mr Derrick Appolis said "There are 42 clerks who organise the matric examinations for the whole coun-

try The backlog is so big that even if they work double shifts they will not finish in time"

Department spokesman Mr A P Barhuis said "I do not foresee any problems, there is no backlog"

However, Mr Appolis said a "full-scale strike will be called for by the league if the department does not respond to grievances concerning overtime work

and pay by tomorrow"

● About 1 500 members of the Public Service League marched through Cape Town yesterday and presented a memorandum to the administration ministry

The memorandum calls for housing subsidies to be extended to women, the subsidy to be increased to R120 000 and for more pay — Sapa, Staff Reporter

(25)(152)

Shots fired, say workers

JOHANNESBURG.—
The South African
Chemical Workers'
Union yesterday ac-
cused police of firing on
3 000 strikers from AE-
CI's Modderfontein
plant. (S) (S2)

Sacwu spokesman Mr
Tshepang Mika said
shots were fired as they
marched along the main
thoroughfare in Modder-
fontein. CT29/9/94

Company spokesman
Mr Michael Blizzard
said strikers had thrown
stones and barricaded
streets

The strike, which
started after an explo-
sion killed eight work-
ers, entered its ninth day
yesterday — Sapa

NEWS AECI management fires 1 300 workers at Modderfontein

Shots fired at workers

Sowetan 30/9/94

By Khathu Mamaila

■ **ORDER DEFIED** Situation quiet after

employees try to gain entry to premises:

THE AECI explosives factory at Modderfontein outside Johannesburg had dismissed 1 300 striking workers by yesterday afternoon for failing to comply with a court order requiring them to return to work by Wednesday morning.

This was confirmed by company spokesman Mr Michael Blizzard who also admitted that the company's security personnel had fired teargas and used dogs to disperse 250 strikers attempting to gain illegal entry to the premises on Wednesday.

The situation at the complex was quiet

yesterday after Wednesday's clashes.

SA Chemical Workers' Union spokesman Mr Tshepang Mika accused police of opening fire on demonstrators, but this was denied by SAPS spokesman Lieutenant Deon Peens.

Blizzard confirmed police only arrived at the scene after the company's security personnel had fired teargas and strikers had allegedly fired three shots at company security.

Blizzard said the crowd of 1 000 strikers had been aggressive on Wednesday and then a group

of 250 had broken off and attempted to storm the company's premises. When the strikers moved to another fence in an attempt to gain entry, the security personnel fired teargas. An unidentified member of the crowd then allegedly fired three shots at the security guards.

The inquiry into the deaths of eight workers in an explosion at the factory on September 14, which sparked the strike, will begin in the Kempton Park Magistrate's Court today.

Sapa

152

1994 strikes not unusual — study

BIDAY 30/9/94
ERICA JANKOWITZ

THE slightly more than 2.5-million working days lost to strikes in the first nine months of 1994 did not represent a massive increase in strike activity, says Andrew Levy and Associates researcher Renee Grawitzsky.

In the latest strike update, Grawitzsky said during the corresponding period of 1993, 2.4-million working days were lost, compared with 3.1-million in 1992, two-million in 1991 and 2.2-million in 1990.

Grawitzsky believed current strike statistics were lower than had been indicated, given recent political developments and the high level of expectation generated. However, working days lost, "although more concentrated during a specific time, are in line with man days lost during previous years", she said.

Grawitzsky said there had been an increase in the number of strikes involving fewer workers and lasting a day or two, rather than national strikes involving thousands of workers and lasting for several weeks.

The exceptions were the motor assembly strike which accounted for 540,000 lost working days and the Pick 'n Pay dispute which contributed 330,000 lost days to the total.

The report found that those sectors in which unions had increased mem-

bership during the period under review — mining and the public service — were more affected than others by strike action. In the first nine months of the year, mining lost close to 600,000 working days and the public sector about 300,000.

Wages remained the primary trigger of industrial action, accounting for 47.7% of strikes, followed by grievances at 28.3% and dismissals/discipline at 16.9%. "Strikes resulting from grievances and dismissal and disciplinary cases increased substantially," Grawitzsky said.

Manufacturing accounted for 48.4% of working days lost, with mining losing 20.7% and the public sector 17.6%. The PWV region was the most affected, with more than half the strikes reported in this area.

"Our data reflect an increasing number of strikes are occurring as a result of allegations of discrimination in the workplace," Grawitzsky said. However, she believed this allegation was often abused by workers and unions. (152)

Grawitzsky warned that looming strikes in the public sector might still mean that 1994's strike statistics would exceed last year's 3.6-million lost working days.



Strikes cost 2,5-m man-days

Star 30/9/94

■ BY JOVIAL RANTAO
LABOUR CORRESPONDENT

South Africa has, in the first nine months of the year, lost 2,5 million man-days as a result of strikes

This represents a slight increase in man-days lost during the same period last year, according to a report by labour analysts Andrew Levy and Associates

A total of 2,4 million man-days were lost due to strikes in the same period last year. The report notes, however, that there has been a steady increase in man-days lost since 1990

According to Renee Grawitzky, a labour analyst with Andrew Levy, the number of man-days lost this year does not represent a labour crisis nor are they real indica-

tions as yet that strikes are being used to challenge the Government

"The union movement has claimed that the current wave of strikes reflects a crisis in the workplace, in that the political developments have overtaken the changes in the workplace where apartheid practices are still in existence

"Our data reflects that an increasing number of

strikes are occurring as a result of allegations of discrimination in the workplace," she says

The data collated this year indicates that the level of industrial action is not different from previous years, Grawitzky says. What might be different is the current mood prevailing in the country on the side of both management and workers with a possible

resentment on both sides

"On the one hand, management might feel that they have lost their power to act as managers as they perceive workers 'doing what they want' with a new government in power

"On the other hand, workers might feel they should have some control or influence over decisions made in the workplace"

152

INDUSTRIAL RELATIONS - STRIKES

1994

OCT. - ~~SEP~~ DEC.

The fragile frontline

NEWTON KANHEMA
and REUTER

SOUTH Africa's fragile law and order situation could be put under greater strain, with strike action looming in both the security industry and among policemen in the volatile Vaal Triangle

After failed attempts to secure the intervention of Labour Minister Tito Mboweni, up to 80 000 security officers are poised to strike over wages and bargaining procedures

And in the Vaal Triangle the Police and Prisons Civil Rights Union (POPCRU) yesterday threatened to call a strike in the Vaal Triangle from Octo-

Star 11/10/94
*Police and security men
are poised to strike*

■ See Page 3 and Editorial on Page 10.

ber 12 in support of demands for promotions and officer training

In a more positive development, the South African Police Union and police management yesterday reached agreement on overtime payments

Although the Transport and General Workers' Union (TGWU) and the South African National Se-

curity Employers' Association (SANSEA) are working hard to avert the strike, workers are meeting throughout the country tomorrow to consider their position on the strike

In a letter to Mboweni, the two organisations said the TGWU and SANSEA were currently meeting to avert the strike and had agreed they must, as a mat-

ter of urgency, meet him so that these matters could be addressed, preferably before Monday (152)

But Mboweni was not available to help stop the strike. A message sent from the Minister's office said he would not be available for a week, but it assured the two parties that the matter was regarded as urgent.

"We could agree with the employers to stop the strike but that might not be in agreement with the workers," said Joseph Matshapa, TGWU's national chairman for the security industry. "Some might say that, with

◆ Security

Star 11/10/94

or without Mboweni, they are going on strike. You must remember that we have a constituency."

The security workers are demanding an adjustment to the present wage structures and the immediate formation of industrial councils. The TGWU is demanding a minimum wage of R1 000 a month (at present R660).

Security officers are graded from A to E and the union is demanding R2 000 a month for those in Grade A, R1 750 for Grade B, R1 500 for Grade C, R1 250 for Grade D and R1 000 for Grade E.

"The workers want us to form an industrial council before we negotiate for the wage structures," Matshapa said.

"The employers are prepared to do this, but they need to consult their members and can only do it in the second week of October. We understand that but we cannot go back to the workers empty-handed. An explanation is too little to stop a strike."

He said the SANSEA was being very co-operative and understanding, and they were working together to avert the strike.

The resolution of the dispute between the SA Police

Union and police management means overtime payments will begin immediately, says the union.

Talks have also deadlocked in the dispute between POPCRU and the South African Police Service.

A meeting between the union and the SAPS district commissioner's office in Vereeniging ended in deadlock yesterday morning, POPCRU western Transvaal secretary Caesar Mbali said.

"We think there is discrimination against our members who qualify (for officers' courses) on the basis of academic qualifications," Mbali said.

POPCRU members would strike within two weeks to demand that police officers with four to seven years' experience be promoted to lance-sergeants, those with eight years' service to sergeants or warrant-officers, and officers with 20 years' service be given a rank no lower than warrant-officer.

Police spokesman Colonel Piet van Deventer confirmed that district commissioner Brigadier Eddie Everson had told the unionists he did not have the power to meet their demands.

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Talks with Buthelezi end go-slow

BIDAY 4/10/94

NOMAVENDA MATHIANE

THE one-week go-slow by some Home Affairs Department workers ended on Friday after a delegation from the National Education Health and Allied Workers' Union (Nehawu) met Home Affairs Minister Mangosuthu Buthelezi

Except for the Harrison Street office in central Johannesburg, almost all the PWV Home Affairs offices embarked on the go-slow to bring their grievances to the attention of the Minister

Staff are unhappy about pay, working conditions and racial discrepancies

A staff member at the Market Street office, Johannesburg, who refused to be identified, said the workers had been trying to get Buthelezi to look at their working conditions

"Nothing has changed around here," she said "For instance, we should be serving blacks and whites, but when black people go to Harrison Street they are told to go to Market Street That is why you find this

place full of black people and whites going to Harrison Street"

She said whites with lower qualifications than some black staff were in more senior positions than the black members

On Friday, Nehawu official Andy Kolanisi met Buthelezi, his deputy Penuel Maduna and labour relations officer John Rademeyer

Among points raised was the appointment of blacks at senior level in the immigration department

"Workers allege that white officers are not screening white immigrants, while they are ruthless when it comes to blacks wanting to enter the country," he said

They also told the Minister circulars were still written in Afrikaans

Nehawu is meeting Buthelezi and the labour relations officers again tomorrow to sort out administrative problems

Twenty-one injured in clash at AECI

CLASHES between dismissed strikers and non-striking workers at AECI's Modderfontein plant yesterday left 21 people injured, some seriously

AECI chairman Mike Sander said eight people had been discharged from hospital

The company had called in the police because employees were being "intimidated, stabbed and assaulted" by strikers. He said 2 800 workers — about two-thirds of the workforce — had been dismissed after failing to heed an ultimatum to return to work. They are expected to collect their wages over the next two days, while those living in company accommodation would be asked to vacate the premises.

Sander said the violence was "unacceptable" and would not contribute towards resolving the dispute. The union had side-

lined the issue of safety

The SA Chemical Workers' Union (Sacwu) had been informed that AECI would recruit a new workforce (152)

The 12-day strike by workers was sparked by an explosion at the plant two weeks ago which killed eight people (152)

AECI said the strike was hampering the gathering of information for the Labour Ministry investigation into the explosion

The union denied that members had been unruly and said its demands were legitimate. It had proposed that management re-employ all workers without loss of pay. "We have backed down on our danger pay demand of R500 a month, but management refuses to compromise"

81 Day 3110 1974

JACQUIE GOLDING-DUFFY

■ BY JOVIAL RANTAO
LABOUR CORRESPONDENT

The three-week-old strike at the AECI plants in Modderfontein on the East Rand took a violent turn yesterday when clashes between strikers and non-strikers left 21 workers injured

Thirteen of the workers were admitted to Edenvale Hospital

AECI chairman Michael Sander yesterday said the workers were "viciously beaten up, stabbed and smashed with rocks" at

21 hurt in AECI clashes

Star 5/10/94

Modderfontein early yesterday morning

Workers at AECI's three plants went on strike on September 19 in protest against health and safety standards. On September 27, workers ignored an ultimatum to return to work and 2 800 were dismissed

"We're dismayed that in the last 24 hours an unacceptable

level of violence has led to the injury of 21 workers. We called in police to restore calm and order because we don't support circumstances that can cause further loss of life," Sander said

Yesterday's clashes came as the South African Chemical Workers' Union (Sacwu) made a settlement proposal to AECI management. According to Tshe-

pang Mika, a Sacwu spokesman, the union has tabled a proposal to management that all workers should be reinstated without loss of pay or benefits, and without a break in their service. (S) 152

At a press conference yesterday, Sander said he was concerned that the dispute between management and Sacwu had not focused on safety — an issue that started the strike following the September 14 explosion at the AECI explosives plant which left eight workers dead

Striking *Angus* cleaners 5/10/94 (12) on march (15)

Staff Reporter

HUNDREDS of striking cleaners belonging to the Transport and General Workers' Union staged an illegal march through Cape Town today to support their leaders in wage negotiations

Before gathering on the Grand Parade with their colleagues, about 50 workers protested in the foyer of the civic centre over the appointment of a new cleaning company there.

They left after 30 minutes, scattering rubbish.

The march from the Parade began at 10 30am after worried leaders, unable to prevent the demonstration, asked traffic officers for assistance

No police were present during the march, which ended at the Berco office cleaning company in Green Point.

Marshalls were chosen to monitor the dancing and singing crowd of about 500, who work at about eight companies

The strike began on Monday last week and escalated this week.

Many strikers say they earn R641 a month and claim to have had no rise for up to six years.

The union estimates that 10 000 cleaners will soon be on strike in the Western Cape.

Joburg chaos as buses block routes

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JOHANNESBURG. — There was chaos in the city centre here yesterday when striking municipal bus drivers brought traffic to a standstill and striking security guards clashed with police, leaving several people injured.

A Witwatersrand police spokesman said police fired rubber bullets and stun grenades at security guards who took eight people hostage on the corner of Nugget and Wolmarans streets.

Six guards were injured when they clashed with police. Several were arrested and the hostages freed.

Earlier, about 350 buses were abandoned on the main routes, forcing thousands of motorists to edge their way out of the clogged city and leaving thousands of commuters stranded in the CBD. — Sapa

**ODD
PLEA IN
CUSTOMS
FRAUD
CASE**

See PAGE 3

**SHIPPING
FIRM
GETS
GUN
CARGO**

See PAGE 5

**JITTERS
ON
FRESH
FINRAND
RUMOUR**

See PAGE 9

fore
chal- lence (the longest race ...)

AECI workers return

JOHANNESBURG — All dismissed AECI workers will return to work today following a settlement reached between the company and the SA Chemical Workers Union yesterday

Sacwu organiser Mr Godfrey Ramothata said workers would be reinstated to positions they held before the 16-day strike, sparked by an explosion at AECI's Modderfontein factory on September 14 in which eight died

He said the union reserved the right to represent workers in disciplinary

actions that AECI has threatened to take against strikers. (S) (S2)

AECI has said it will discipline workers who left their working place in unsafe conditions to participate in the industrial action and those who involved themselves in violence, according to Mr Ramothata

Sacwu would contest AECI's "no work no pay" policy.

The union would also pursue workers' demands that were made during the dispute. — Sapa CT 7/10/94

Panic in perspective

Perceptions of an unusual upsurge in strikes so far this year are not borne out by the number of man-days lost, which is in line with recent years — despite the damaging, high-profile auto and Pick 'n Pay strikes

For the year to September 30, just over 2,5m man-days were lost due to strikes, compared to 2,4m in the same period last year, 3,1m in 1992, 2m the previous year and 2,2m in 1990, according to labour consultant Andrew Levy (152)

The sense of panic, nonetheless, triggered by labour this year is put down to two factors the culmination of the main strikes during June-August as a result of wage negotiation delays caused by the April general election, and secondly, public expectation that the election of a legitimate government would see the end of protest politics

However, the old "system versus struggle" mode of union thinking has yet to be

CURRENT AFFAIRS

transcended (though this could now occur in the wake of the metalworkers' defeat in the motor industry strike) Yet it would be a mistake to forget that strikes are "part and parcel" of the collective bargaining process

In the biggest strikes, which were the focus of national and international attention, the car workers of Numsa accounted for 540 000 man-days lost and commercial and catering workers under Saccawu accounted for 330 000 man-days lost in the Pick 'n Pay strike

There have been a larger number of smaller strikes this year than previously Increased unionisation in the public sector, which accounted for nearly 300 000 man-days lost, and in the mining sector (almost 600 000 days lost) has not unexpectedly seen increased industrial action in these sectors *Fm 7/10/94*

Wage demands triggered almost 48% of the strikes, grievances 28%, dismissal/discipline disputes 17%, other issues like safety 3%, retrenchment nearly 2% and recognition disputes about the same Strikes resulting from grievances, dismissal and disciplinary cases have increased substantially, says Levy.

The manufacturing sector has been most affected by strikes — 48%, then mining 21%, State 18%, chemical 7%, textile 4% and retail 2% The PWV has been worst hit (55%) followed by Eastern Cape (11%), Natal (10%), national strikes (9%) and Western Cape (6%)

Says Levy "The level of man-days lost does not reflect a labour crisis, nor are there any real indications as yet that the strikes are being used to challenge the government the same way as the British mineworkers attempted in 1984 to oust Margaret Thatcher" (152)

What is apparent from data is that an increasing number of strikes take place as a result of allegations of discrimination The unions this year have certainly sought to highlight what they see as a "crisis in the workplace"

This seems to mean that political developments have overtaken changes on the factory floor where, unions claim, apartheid practices are still in existence But the charge seems rather overworked and may have more to do with heightened expectations (of both better living standards and more influence over company decision-making) following the advent of a black-led government

On the other hand, management might feel threatened at the prospect of losing their power to manage and perceive workers "doing what they want" with the new government in power

In any event, we cannot yet breathe a sigh of relief in the hope that industrial action has levelled off, says Levy The number of man-days lost could rise if strikes threatened by some public sector unions in support of higher wages are carried out

Judge tells workers to keep to the law

ROGER FRIEDMAN

Labour Reporter

ARG 8/10/94

A JUDGE has told about 150 municipal workers to comply with an urgent court interdict, ordering them to refrain from any strike action or intimidation — or face going to jail

And Mr Justice Van Niekerk has ordered Durbanville municipality assistant engineer Marius van Deventer to refrain — “as far as possible” — from communicating directly with the workers until the next court date on October 24.

Any communication between him and the workers at the Durbanville depot should take place through an intermediary, the judge said.

The municipality obtained the order on Monday but, in papers, alleged the workers had failed to comply

The workers were loaded into two busses when they arrived for work yesterday and taken under police escort to court.

It emerged that the court order, printed in English and Afrikaans, had not been translated for Xhosa speakers — about half of the workforce

This was finally done with the help of a court translator yesterday

Makro staff in strike ballot

JOHANNESBURG. — The South African Commercial Cartering and Allied Workers' Union (Saccawu) said yesterday about 5 000 workers at Makro stores nationwide would begin balloting for strike action this week.

Saccawu said it had reached a deadlock with Makro on restructuring.

The union said it was also pressing for a strike because Makro wanted to dismiss 150 workers at its Highveld store.

Makro said Saccawu's reason for a deadlock related to an unrelated issue of an "illegal" strike at the store.

Sap (152)

12/10/94

After resigning from their cabinet portfolios, rendered their cabinet portfolios meaningless.

Food led 1st death

JIS — A man gobbled a hot dog inside a market in re- to a shop-assis- threat to call then choked to on his hasty meal ore employee told that Mr Robert had been causing urbanance.

When she told him at going to call the he crammed the ng down his throat lked out without e," police said n police arrived n-year-old man lay- isious in front of ore.

Emergency medical tried to give Mr oxygen and found hot dog stuck in. at He later died AP



one 50 in the alk- g's

City

Lawyer

tells of

mob attack

Crime Reporter

THERE was chaos in the city centre yesterday when 350 angry protesting fishermen attacked a city attorney, assaulted three policemen and vandalised lawyers' offices in Long Street, fleeing with thousands of rands in goods

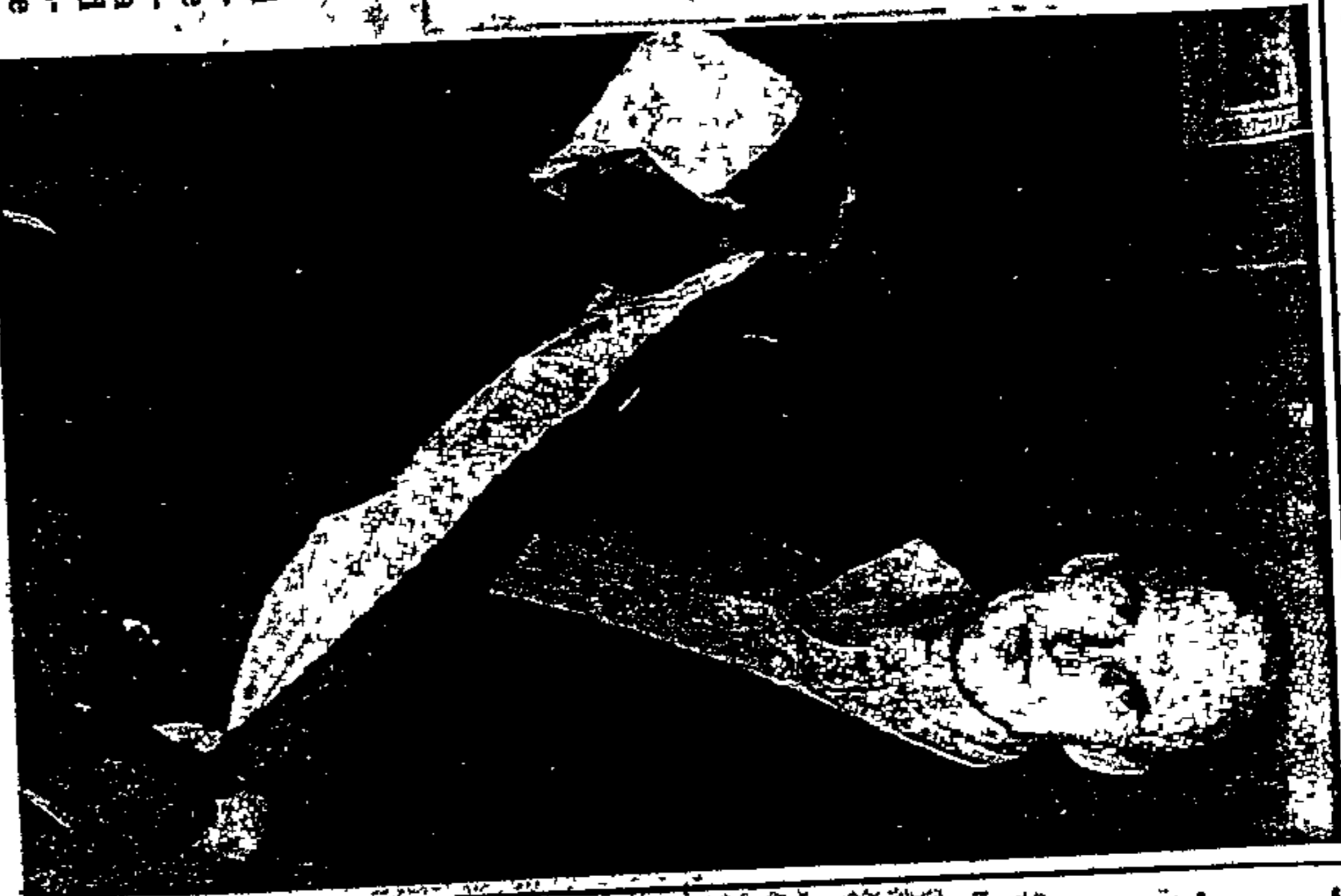
Three men — shot and wounded when they attacked police outside Longwharf Building — were discharged from a city hospital and arrested in connection with trespassing, public violence and assault.

Shaken attorney Mr Frikkie Erasmus said the group would have killed him if police had not helped him out of the building.

The fishermen claimed Mr Erasmus was withholding about R23 000 in trust money — but Mr Erasmus said the money was in the bank in the Cape Town Harbour Community Trust's account.

Yesterday's incident is the latest in a string of violent incidents.

"As I came out of my office a man hit me on the head with a knobkerrie," Mr Erasmus said



ATTACKED . . . City lawyer Mr Frikkie Erasmus with the suit he claims was torn off his body during a demonstration by angry fishermen at his offices in Long Street

Picture BENNY GOOL

"They slashed my jacket off, slashed my trousers and stole my cellular telephone"

ANC MP Mr Tony Yengeni spoke to the fishermen and told police they would disperse if Mr Erasmus met them at the Food and Allied Workers' Union offices tomorrow. The three arrested men, in their 40s, will appear in the Cape Town Magistrate's Court today

European aid for SA at risk

BRUSSELS. — The European Union is to make emergency plans to distribute millions of rands of European aid because it can find no one in President Nelson Mandela's government to take responsibility for accepting the money.

The EU's aid budget for South Africa this year is around R550 million on top of R55m which was given for the election

For the first time, Brussels has offered to channel some aid — amounting to tens of millions of rands — through the government. In the past, the EU had refused to work with the white-only administration

However, Brussels officials say it has been impossible to find a ministry to administer the aid. If the cash is not handed over soon, EU budget rules make it impossible to carry over to next year

Aid committee

"We have not yet finalised who is the minister responsible for co-ordinating European aid," European commission director for East and Southern Africa Mr Giovanni Lavi said

"If the money is not committed before the end of November, it could be lost"

The SA government has set up a committee to evaluate all offers of incoming aid.

The committee, which includes representatives from the Finance Ministry and the Ministry Without Portfolio, is making an assessment of all aid, donations and loans and assessing to what extent these fall in line with the RDP goals

Mr Jay Naidoo, Minister Without Portfolio, and Mr Trevor Manuel, Minister of Trade and Industry, are overseas — Own Correspondent, Staff Reporter

Strikers delay shopping centre opening 2 weeks

TOM HOOD ~~3~~ ⁽¹⁵²⁾ ARG 13/10/94
FIFTY-TWO retailers have lost two weeks' business because wildcat strikes by builders forced the developers of the R30 million Nyanga Junction shopping centre to delay the official opening until October 19

Stone-throwing strikers also forced other workers off the site

Stoppages held up the finishing of malls, walkways and access to the 52 shops in the centre

Although all shops were ready to open, traders and developers agreed that the centre was not in the right condition

Tenants, including Pick 'n Pay, Topic and Diskom, had all been fully merchandised and staffed to open on October 5

"We regret the delay and postponement of trade," said Jeffrey Kleinsmith, a spokesman for developers Combi and Company "But in the current labour climate, we too have become a hostage to the labour situation that is affecting the industry

"We regret the inconvenience to the public, and the tenants' trade loss, but it is evident that the situation is completely out of the developer's hands"

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Thousands stuck after bus strike

Star 14/10/1974

■ PRETORIA CORRESPONDENT

A bus strike in Temba, near Hammanskraal, which left thousands of commuters stranded in Pretoria last night, continued today.

The strike has spread to depots in Mabopane and Ga-Rankuwa, and buses were not operating in those areas this morning.

This follows a strike by about 300 workers in Botlhaba Tswana, a Bophuthatswana Transport Holdings (BTH) bus depot in Temba after management fired two workers yesterday.

The managing director of BTH, Jan Kruger, yesterday confirmed the dismissal of the two workers.

He said the dismissed workers and staff at Botlhaba Tswana depot refused to return to a disciplinary hearing meeting.

They then started an illegal work stoppage, said Kruger.

He said negotiations would be held with workers.

Last night policemen and defence force personnel became bus drivers, transporting thousands of commuters left stranded by the BTH strike home.

More than 2 000 people were bussed from Belle Ombre Station to their homes in Hammanskraal, Temba and surrounding areas in a joint operation involving the Internal Stability Division and SANDF's Northern Transvaal Command, Group 15.

Workers strike over Portnet policy

Accused of working on business plan created during apartheid

ROGER FRIEDMAN
Staff Reporter

PORTNET is still running Table Bay harbour on policies and business plans created by apartheid bureaucrats, the SA Railway and Harbours Union said.

About 350 members of the union marched today from the railway store to Portnet's harbour office to hand a memorandum to the port manager.

And Portnet responded with a statement accusing the workers of going on an illegal strike, "totally against the spirit of negotiations" between the union's branch executive and local port management.

In its memorandum, the union said Cape Town workers were "in full support" of their colleagues at Durban harbour, who are on strike over the proposed privatisation of harbour services.

And Table Bay harbour management was "deliberately undermining" and "dragging its feet" over the demands of workers regarding affirmative action.

port management of using its human resources manager, Coen Birkenstock, "to keep the union busy" while management went ahead implementing policies in flagrant disregard of union demands.

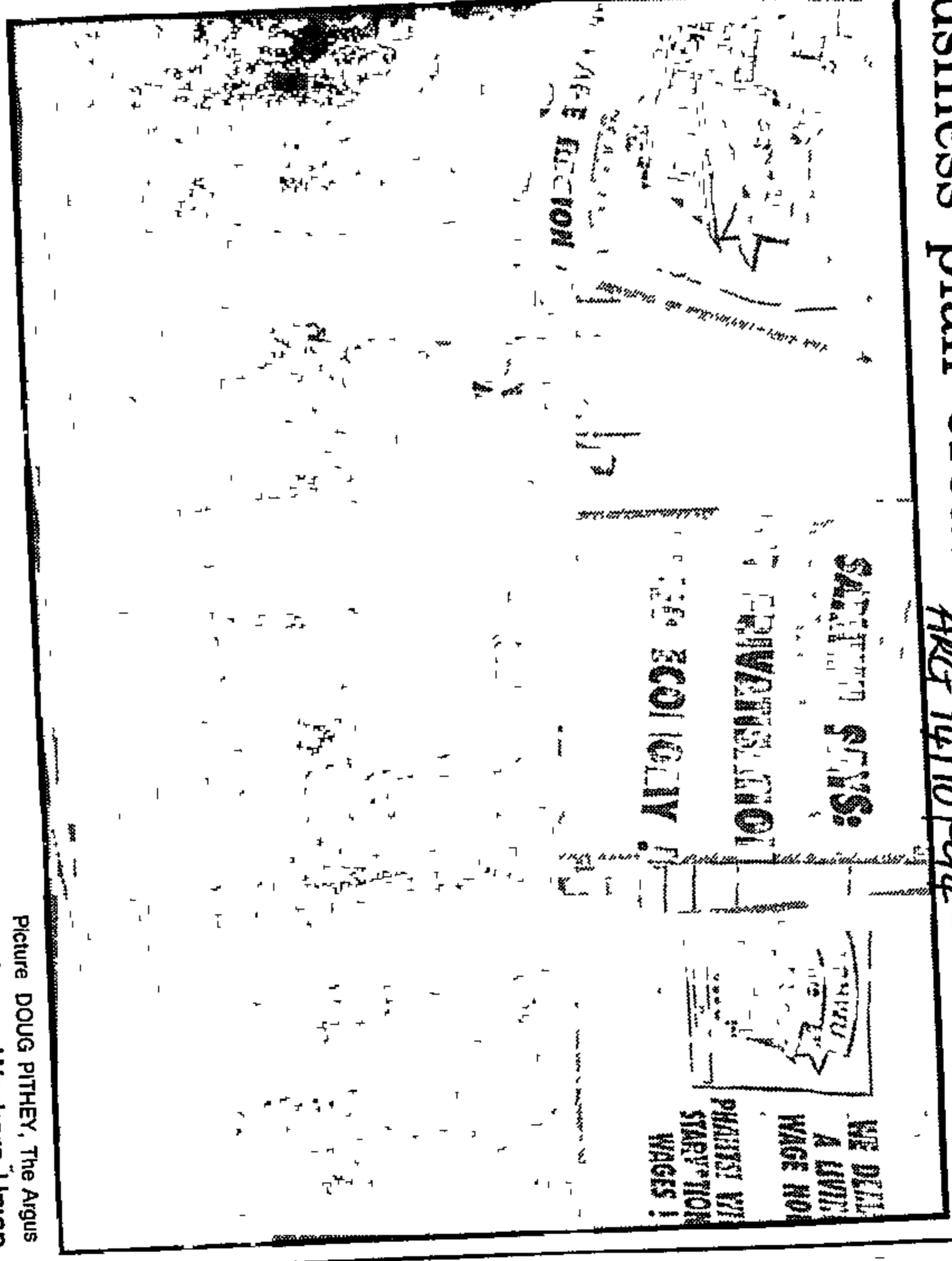
The union demanded that casual workers be employed on a permanent basis.

And the union said it believed port management's attitudes regarding privatisation were "intended to undermine the spirit of the reconstruction and development programme".

The union said "We believe that you are still working on the old policies and business plan created by the bureaucrats of apartheid South Africa." "We are not prepared to accept such an attitude from management."

Portnet communication manager Adri Bootsma said the march was against the spirit of negotiations between the union and management.

"With strike contingent actions put in place by management the strike will have very little, or no impact on port operations," she said.



Picture DOUG PITHEY, The Argus
DON'T PRIVATISE, NATIONALISE! South African Railway and Harbours Workers Union members on the march through Table Bay Harbour today.

Municipal sit-in spreads

Staff Reporter

(152) ARG 14/10/94

THE municipal sit-in at Grabouw has spread to include workers from the ambulance services and water purification plant.

Western Cape Premier Hennis Kriel has agreed to send a representative from his office to meet workers to discuss their grievances

Support has come from all areas, said Grabouw Community Organisation

Pickfords removal workers on strike

Weekend Argus
Labour Reporter

152

DRIVERS and general workers at Pickfords Removals in Epping have been on strike since Tuesday after a conciliation board failed to resolve a wage dispute between the company and the South African Chemical Workers' Union. ARG 15/10/94

Union organiser Peter Roman said the workers were demanding a R60-a-week-across-the-board increase and the company had responded with an offer of R15.

Company director Frans Fouché confirmed the legal strike by three drivers and 21 packers and labourers.

He said the company was offer-

ing a 10 percent across-the-board wage increase — R15 a week for the lowest-paid workers but substantially more for senior staff.

“Mr Fouché said the company had “no problem” with the worker action, which was legal. Negotiations were ongoing.”

Protester shot dead

DURBAN — Police shot dead a striking worker and injured at least six others yesterday as they reacted to the clubbing of a policeman during a protest march here **CT 18/10/94**

The protesters were National Sorghum Breweries employees and were marching under ANC banners

According to a King Edward VIII Hospital superintendent, "apparently one person is dead".

Of the six people injured, two were critical and four serious, he said

A witness said the shooting occurred about 1 30 pm (152)

A police spokesman said the workers began breaking the windows of parked cars and a policeman was attacked by two strikers (153)

"While they were wrestling a shot went off, fatally wounding one of them. The other tried to flee and was knocked down by a police car"

The spokesman was unaware of other injuries — Sapa

Roads blocked

at Grabouw

152

By EUNICE RIDER

GRABOUW residents who have occupied the municipal offices for the past two weeks blocked roads into the town with municipal vehicles yesterday, bringing council services to a halt.

The roadblock ended about 1pm after a meeting with police. However, residents will continue occupying the offices until their demands are met.

Mr Gullio Domingo, a spokesman for the Grabouw Civic Organisation (Graeco), said over 2 000 men and women had been taking turns to live in the offices since October 3.

They blocked the roads using 11 municipal vehicles, including

Residents halt council services

ambulances, tractors, refuse removal trucks and traffic, patrol vehicles.

Mr Domingo said all municipal services, except water supply, had been temporarily suspended and schools were closed.

The protesters demanded that new houses be built, that their rental arrears be scrapped, that two town councillors and the

CT 18/10/94

mayor resign, that the transitional local council introduced two weeks ago be dissolved and that local Housing Minister Mr Gerald Morkel meet them by Friday.

The blockade was aimed at getting the local Minister of Local Government and Development planning, Mr Peter Marais, to address the protesters.

They had been asking to see him since the start of mass action two weeks ago but were told yesterday he was "overseas", said Mr Domingo.

Grabouw town councillors were apparently in a meeting and could not be reached for comment yesterday. Sapa reported last night a decision had been taken to re-open schools today.

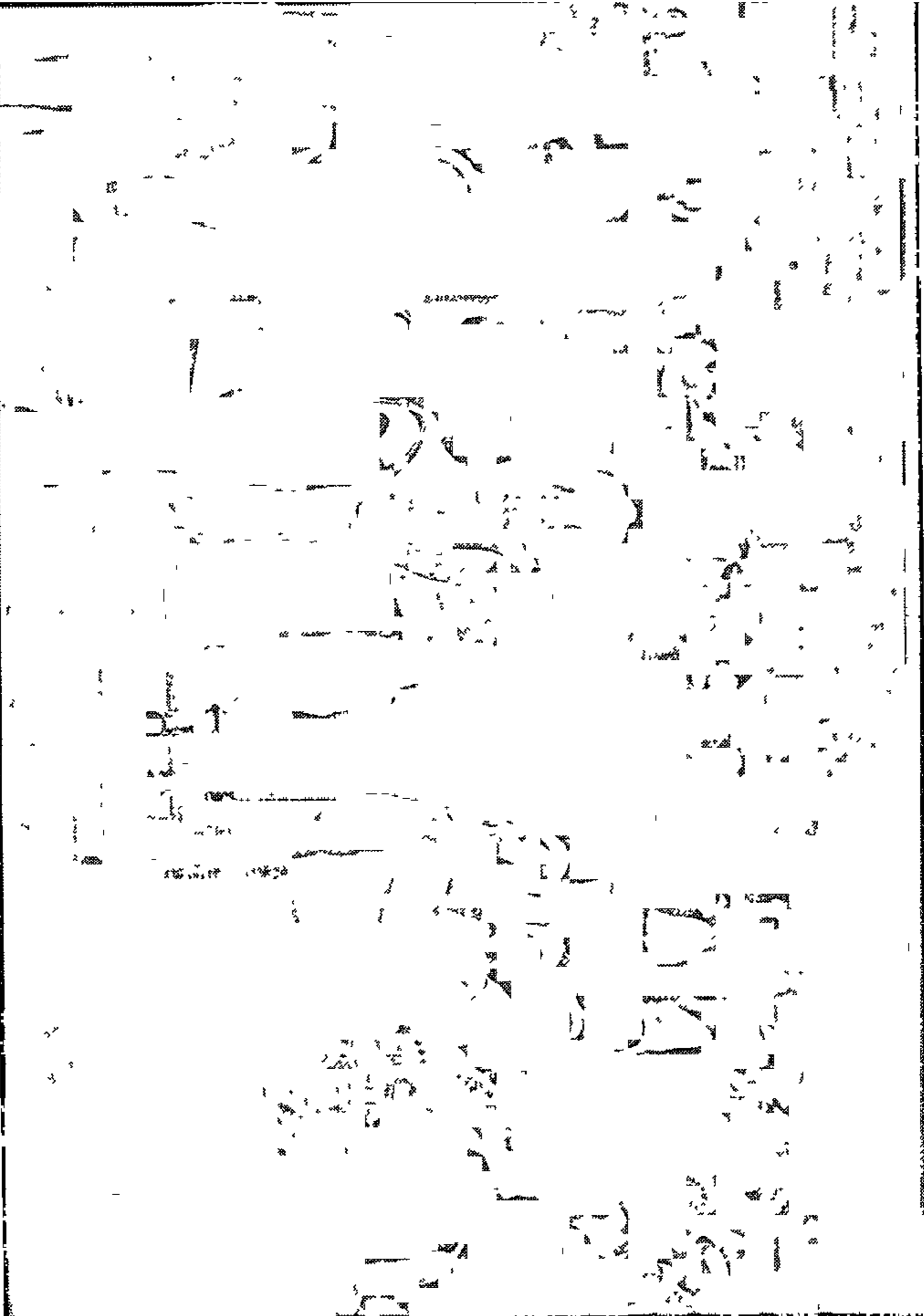


TROUBLE IN GRABOUW . . . Grabouw residents, protesting by occupying the local watching television in the reception area yesterday. They have vowed to stay until all houses — are met. Roads were also blockaded in the town.

late-night meetings with council

THURSDAY 10/4/71

Occupation of municipal offices threatened birth of democratic council



OUT ON THE STREETS: More than 500 residents gathered in the streets of Pineview, Grabouw, to listen to speeches by community leaders. By 12 30pm yesterday, residents had removed the vehicles blocking access routes, but the occupation of the municipal offices continued

PIETER MALAN
Staff Reporter

GRABOUW residents have ended their two-week stand-off with the local transitional council by leaving the municipal offices they have been occupying

Supporters of the Grabouw Residents Organisation (Graco) were persuaded to end the occupation at an emergency meeting of the local transitional council late last night

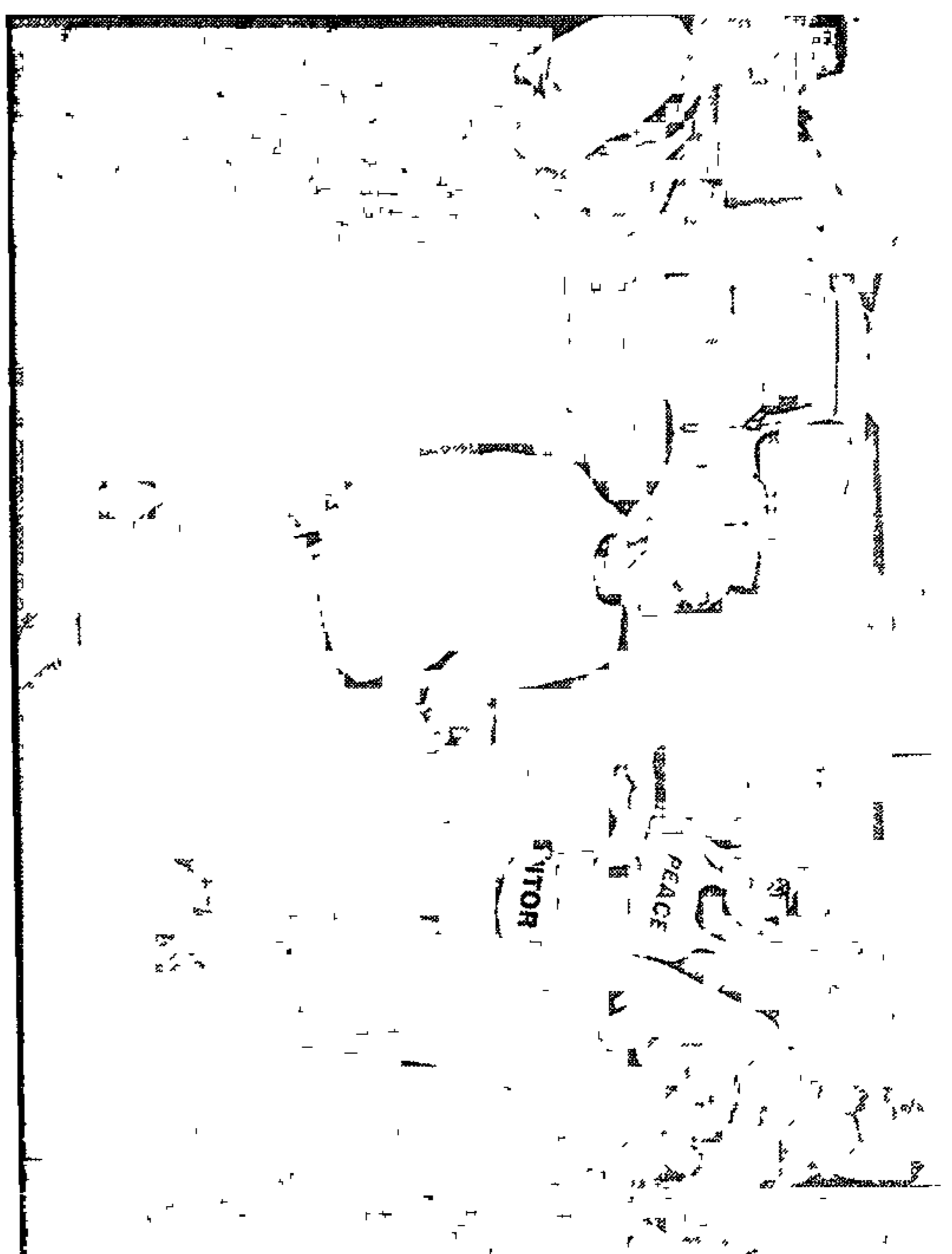
The special meeting followed a day in which Graco supporters sealed off all access routes to the township by pulling municipal trucks across the road

Small groups stood at the barricades, taunting police and refusing to clear the roads. While people were able to get to work by walking around the barricades, the only vehicle allowed to pass was an ambulance

The painful birth of democratic local government structures was nowhere more evident than in Grabouw, where the stand-off between residents and the council, supposed to bring democracy to the town, almost wrecked that process

The council — made up of 10 members each of statutory and non-statutory bodies — must manage the town until the first democratic local government elections next year

A close examination of the events during the past few



days illustrates the immense problems of a semi-representative body grappling with the expectations of a community sick and tired of apartheid repression

Graco supporters began the occupation of municipal offices two weeks ago, demanding the resignation of town clerk Valdor Dudley

They also demanded the resignation of chief health inspector Hendrick Greeff, the scrapping of rent arrears and the transfer of ownership of sub-economic housing to the present tenants

The transitional council had tried to address these grievances at a meeting held on Sunday night, said council vice-

chairman Bert ten Brink

At this meeting it was decided to send Mr Dudley on special leave, pending negotiations of his immediate resignation

Allegations of corruption by other officials would be investigated and other problems would be addressed as a matter of urgency. The council also decided Graco members would be given until 8 pm yesterday to end the municipal office occupation

Dr Ten Brink said these decisions had been unanimously accepted by all 14 of the 20 council members present at Sunday's meeting, including two Graco representatives. But at a mass meeting later in the township's streets ad-

ressed by Graco president Dennis Marinus, Graco supporters rejected the council's proposals

A possibly violent showdown with police trying to evict residents occupying the offices was narrowly averted last night at a full meeting of the transitional council

Council chairman Stanley Shuma said afterwards Graco leaders persuaded their followers that the occupation of the offices was not in the interest of the town as the delivery of essential services had to continue

"The occupiers left the offices neat and tidy and municipal services would continue tomorrow," he said



CAPE



Grabbouw unrest resolved after



Pictures LEON MULLER, The Argus

ALL TANKED UP: Angry Pineview, Grabouw, residents block an access to the township with a municipal tanker, above left, and by moving a trailer, above, into the road. While no property was damaged during the day, emotions sometimes ran high and peace monitors, below, had their hands full trying to calm angry protesters.

Chemical workers to go on with strike over wage offer

ARG 18/10/94

152

LENORE OLIVER, Staff Reporter

MORE than 100 members of the Chemical Workers Industrial Union (CWIU) are to continue their 12-day legal strike at pharmaceutical company Heynes Matthew to protest against an "unfair" wage offer

Their 10-hour sit-in at the Malbak subsidiary yesterday was called off following a court interdict. Police were called in and the strikers ended the sit-in after negotiating with management.

A union spokesman said today the strike would continue today and CWIU members would decide what strategy to pursue.

Heynes Matthew human resources manager Guy Bloch said: "We have offered to go to mediation. We are still waiting for the union to come back to us."

The workers are demanding a wage increase of 14,2 percent while management has offered them nine percent across the board and an additional payment equal to about one percent.

The group toy-toyed and held a placard demonstration yesterday while management observed the activities from a distance.

Senior shop steward Dennis Maarman said the union had initially asked for a R200 increase

"They told us they were in a financial crisis. We then asked for R200 across-the-board and we gave them an undertaking we would go back to work and work hard to help them out of their crisis. This they refused," Mr Maarman said.

The union then asked for 14,2 percent

Court rejects miners' bid

^{CT19/10/94}
DURBAN — An Industrial Court hearing yesterday rejected the National Union of Mineworkers' urgent application to declare a lock-out at Richards Bay Minerals on the kwaZulu/Natal North Coast unfair and illegal.

Postal workers protest

⁽¹⁵²⁾
DURBAN — Lunchtime traffic here was disrupted and telephone calls and postal deliveries in and around the city were affected when hundreds of postal workers took to the streets to protest against working conditions.
_{CT19/10/94}

NEWS Lunchtime commotion in Du

Traffic disrupted

FIRST PHASE Potwa members
in protest against working conditions:

LUNCHTIME TRAFFIC IN central Durban was disrupted and telephone calls and postal deliveries in and around the city were affected yesterday when hundreds of workers took to the streets to protest against working conditions.

The workers, under the banner of the Post and Telecommunications Workers Association, were taking part in the first phase of protests against post office and Telkom management.

Potwa regional secretary Mr Mandla Sithole said the Durban contingent of Potwa's 2 000 members throughout the province would not return to their posts until Wednesday.

Potwa's complaints were:

- That private contractors employed

by both former parastatals did not encourage fulltime employment.

- Affirmative action policies were not being carried out; and

- The Reconstruction and Development Programme was not being given due attention.

Yesterday Telkom and post office personnel managers were at the central post office.

This management team was there to accept a memorandum from workers

Sithole warned there would be protests by members throughout the province. ~~(253)~~ (152)

Although yesterday's action was confined to a march, the public should be aware of the likelihood of disruptions to services if a strike was called. — Sapa.

14 arrested after sit-in at Grabouw

□ Simmering unrest continues

PIETER MALAN
and ADELE BALETA
Staff Reporters

STRIFE-TORN Grabouw has been hit by another crisis after 14 people were arrested by police today after an overnight sit-in at the municipal offices.

Grabouw Community Organisation (Graco) member Julio Domingo said the 14, all Graco members, were to appear in court today.

The leader of the Pan Africanist Congress in the Western Cape, Patricia de Lille, who spent the night with the residents at the municipal offices, accompanied the 14 residents to the magistrate's court and is expected to ask for an interdict restraining Grabouw transitional council from functioning.

Mrs De Lille and 100 Graco members occupied the municipal offices at 5pm yesterday, demanding the resignation of town clerk Valdor Dudley.

Mr Domingo said they refused to leave the building.

At 5.30am today police with dogs arrived in 12 Casspirs, six vans and other vehicles.

After a two-week sit-in was called off earlier this week, the residents re-occupied the offices yesterday when Mr Dudley was seen at the offices in apparent violation of an agree-

ment that he would take two week's leave pending negotiations about his retirement.

But Mr Dudley was only in the offices to collect his personal belongings, said a spokesman for the Grabouw Transitional Council.

"The council accepts its responsibility and will not ignore grievances and pleas," said the spokesman.

Meanwhile, three members of the council, the body responsible for governing the town until the local government elections next year, have temporarily suspended their membership.

On Monday night councillors were full of hope that the process was on track after street protests in which about 500 Graco supporters sealed off the township of Pineview.

After protracted negotiations Graco members agreed to end their two-week occupation and back off from a demand that they be met by Western Cape Local Government Minister Peter Marais.

But in a surprise announcement last night Graco president Dennis Marinus — who represents the Democratic Party on the council — and two Graco representatives temporarily suspended their participation until certain conditions were met.

ARG 19/10/94

Rasool (152) slates (152) CT 20/10/94 hospital strikes

Staff Reporter

REGIONAL Health Minister Mr Ebrahim Rasool lashed out yesterday at the recent spate of industrial action at Tygerberg Hospital and warned legal action would be taken if the situation was not normalised.

Mr Rasool said it was "intolerable and the cause of great concern that a small group of workers have been able to disrupt activities to the extreme that bed occupancy has been reduced to 57%".

He said the situation was having a grave effect on the health of the community which Tygerberg Hospital serves, not only in the city, but also in large sections of the rural areas.

It was regrettable productivity had been affected over the last ten days, especially when the three major hospitals in the Western Cape face a financial crisis.

"The health system will not be held to ransom by those who, as a first recourse, embark upon strikes and other disruptions, whereas mechanisms have been put in place for resolving legitimate grievances," he said.

Fawu in talks to end strike

Sowetan 21/10/94

By Mzimasi Ngudle

NATIONAL Sorghum Breweries and the Food and Allied Workers Union were locked in talks yesterday to resolve a wage dispute that has sparked of a nationwide strike.

A worker has already been killed in a confrontation with police this week.

Fawu spokesman Mr Samuel Silinga said the NSB had steadfastly refused to shift from its offer of a minimum wage of R1 200. The workers are demanding R1 300.

Silinga said production had halted at 17 NSB plants countrywide.

NSB officials were not available for comment. Dumisani Mathontsi, a Fawu spokesman in KwaZulu-Natal, the area hardest hit by the strike, said production had been halted at eight NSB brewing and distribution points.

He said one worker was shot dead in Natal, allegedly by members of the Internal Stability Unit, another was admitted to hospital after he was run over by a police vehicle and eight others were injured during a march in Durban on Tuesday.

Mathontsi said workers at NSB plants in Ladysmith, Dundee, Parkryne, Maritzburg, Empangeni, Hambanathi, Congella, Phoenix and Stanger were all on strike.

Strikes and holidays threaten jobs

Business Editor

WILDCAT industrial action and public holidays are creating havoc in business and are threatening thousands of jobs in the gold mining industry.

This warning was given by regional general manager of Western Deep Levels Mine Jim McLuskie at an Anglo American gold and platinum division media and investment analysts briefing yesterday.

In an electronic link-up to Cape Town, Mr

McLuskie said: "What worries me is that the formal institutions have to obey the rules and agreements reached, while others don't have to obey the rules at all, or even agreements to which they were party."

Mr McLuskie said the industrial action and behaviour was not isolated within the Anglo American mines

"It applies throughout the industry, and other sectors."

He warned that Anglo American was "deter-

mined to manage the mines according to rules, agreements and good business practice"

Mr McLuskie gave a lengthy account of the current industrial action at Western Deep Levels, caused by the firing, after disciplinary action, of four union committee members, who went down a mine without taking the proper safety precautions and created dangerous conditions underground.

He pointed out the mine was already "mar-

ginal."

A one-week strike cost R10 million in revenue, knocking 12c a share off the bottom line, while the state lost R3,8 million in tax. Workers lost an average of R270 each.

It only took a loss of 10 percent of revenue to put the mine into a loss position.

He said that if the mine was forced to close, there would be a loss of 6 000 jobs.

On top of this the viability of mines was be-

ing placed in jeopardy by the increase in public holidays next year.

This again was creating a potential for job losses.

He said that at Western Deep Levels alone there would be additional costs of R15 million because of the mines having to pay an extra six percent to workers to stay in production.

April was a "disaster month" with two long weekends and mid week holidays.

ARC 21/10/94

152

Council strikers to march in city

ET 22/10/94

Municipal Reporter

CAPE TOWN City Council faces a strike on Monday by its majority union, the 10 000-strong SA Municipal Workers' Union (Samwu)

Council executive committee chairman Mr Arthur Wienburg confirmed at a press conference yesterday that a strike was planned.

Permission has been sought, and granted in principle, for a Samwu march of 7 000 people through the city from 8 30am on Monday. Marchers hope to deliver a memorandum to the national and provincial parliaments and to the council.

Negotiations over the route were continuing late yesterday.

The formerly white SA Association of Municipal Employees (Saame), which has about 3 000 council-employee members, said yesterday that its members would not do the tasks of absent workers.

Saame members could take part in the march if they wished and if they had obtained time off, said secretary Mr G J Beukman.

(152) (250)
Samwu could not be reached at either of its offices yesterday, but it sets out its grievances in a pamphlet circulating under its name.

It feels that decisions taken by the council will lead to retrenchments, redeployment of staff against their will, victimisation and threats to job security.

Mr Wienburg issued a detailed reply to the pamphlet yesterday. He said the reasons the union provided in it amounted to "a pathetic attempt to scrape up an excuse for industrial action".

~~ET 21/10/94~~
Mr Wienburg said yesterday it was hurtful that employees who had been accommodated by the council to an extent far beyond what was required of it, should act like this.

Unionists themselves should know that much of what was in the pamphlet was incorrect, as they had been involved in processes like drawing up affirmative action policy.

The usual policy of "no work, no pay" would apply, he said.

Cosatu slams

CT 24/10/94

IMF

(ISA) (ISb)

JOHANNESBURG — The Congress of South African Trade Unions yesterday rejected "the views" of the International Monetary Fund and big business that low-paid workers should be the ones to "tighten their belts"

But it supported President Nelson Mandela's call to cut the salaries of cabinet ministers and senior civil servants and at the same time raise the wages of low-paid public sector workers, Cosatu said in a statement

"This begins to address the

need to close the obscene wage gaps in our country, and needs to be urgently implemented by government."

It said other issues of concern included

- Violence by police against striking workers Cosatu said it would be taking the matter up with the Minister of Safety and Security

- Cosatu supported the need for access to company information as proposed by the Freedom

of Information Act task force, to compel companies to disclose information of public interest

- Cosatu called for steps to be taken to save the Unemployment Insurance Fund, including that the government "act decisively to rescue the fund through the necessary financial support"

- Workers needed greater access to the SABC

- Cosatu was against privatisation of parastatals — Sapa



City march by striking workers today

Municipal Reporter

STRIKING council workers are expected to gather on the square with the "red knot" sculpture outside the Cape Town Civic Centre from before 8 30am today.

Permission has been granted for a crowd of up to 7 000 people to take part in the

The SA Municipal Workers' Union (Samwu) has told the council it will have 300 marshals

The route of the march which starts at 8 30am is as follows Hertzog Boulevard, left into Adderley, left into Darling, up Butekant, right into Roeland, down Plein

where a memo to Parliament will be handed over, then down into Spin, Bureau, Adderley and Wale streets

Another memo will be handed over by marchers to the provincial legislature in Wale Street.

Deputy city administrator Mr Alan Dolby said yesterday

Samwu had been refused permission to go onto the Station Deck or into the Civic Centre, where the Saamwu marchers wanted to deliver another memo.

The council is facing a difficult day today, which also marks the start of the change-over for minibus taxis from

25 211 10 194
Strand Street to the Station Deck.

"We don't know how many traffic officers will be taking part in the strike," Mr Dolby said

Historically, there has not been large support for strikes from the traffic department. The union expects the march to be over by 12 30pm

Union and exco in crisis talks

(From page 1)

According to the union the majority of major council depots are at a standstill today. The council said it was unclear how effective the union's call had been. ARG 25/10/94

Mr Keegan has stated the council's calling in of police to deal with what "was always intended to be a peaceful march"

"There is now an urgent need for an immediate inquiry into the background to and the circumstances of this disaster.

Yesterday's bloody conflict outside the civic centre saw 57 demonstrating workers struck by rubber and plastic bullets and left 10 policemen injured

Council spokesman Ted Doman downplayed the effect of yesterday's industrial action, saying most Samwu members reported for work and most services were uninterrupted.

Samwu regional chairman Trevor Serfontein told a meeting of the union's shop steward council yesterday that the meeting with exco was to discuss grievances contained in a memorandum handed to exco head Arthur Wienburg after yesterday's blood-letting.

The proposed leasing of the Maitland Abattoir to Abakor heads the union's list of grievances

Yesterday's events were a secondary issue, he said.

Mr Wienburg was a "union basher" and his "arrogance" could lead to a major breakdown between the union and council, Mr Serfontein said.

Mr Wienburg responded by calling the Samwu executive's "incitement" of workers "most regrettable".

"The violent course of action by those who took part in the march is out of keeping with the ethos of the new South Africa," he said.

The union said "it was the actions of two policemen with their dogs that provoked the crowd".

Police spokesman Raymond Dowd said police had opened 10 dockets over alleged assaults on policemen and an unspecified number for damage to property and public violence

● See page 25

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STRIKER
An unidentified man kicks in the window of a police car, close to the Civic Centre, shortly after a confrontation between protesting Samwu workers and police yesterday. Fifty-seven workers and 10 policemen were hurt. Picture by BERNY GOOL

Civic Strike Will Continue

By PETER DENNIEN

THE City Council workers strike is set to continue today after yesterday's violent confrontation between workers and police in which 57 workers and 10 policemen were hurt.

Late last night exco chairman Mr Arthur Wemburg said a meeting aimed at resolving the crisis between the council and the SA Municipal Workers' Union (Samwu) would be held at 1pm today. No union spokesman was available to confirm the meeting.

Emotions ran so high during yesterday's strike, that two police dogs used to keep strikers at the Civic Centre at bay became confused. One bit Colonel William Shyman.

Union branch secretary Mr Robert Adams said 8 000 striking employees had been asked to report to their workplaces today but not to start work before there had been a report back from shop stewards.

Shop stewards are expected to be briefed after the meeting between the City Council's executive committee and the union's council.

Figures on the number of injured could not be confirmed last night, but hospital sources said 11 had been treated at Woodstock Hospital and eight at Somerset.

Mr Adams said not all 57 reported injured by plastic bullets had been taken to hospital. Two who had been hospitalised were seriously hurt. One who had been hit close to the eye might lose his sight, he had been told, and another had multiple jaw fractures.

All the injured workers had apparently been shot with 37mm diameter plastic balls fired from shotguns. Policemen were mostly hit by stones and bottles and glass from smashed windows, for which damage was estimated at R20 000.

Police had earlier blocked entrances to Parliament and the provincial legislature, and to the Civic Centre building. At the first two venues, memoranda concerning mainly the loss of job security were handed over, and this had been the plan at the Civic Centre too.

The union had been told strikers would not be allowed into the civic building itself. When the strikers saw the police on the Civic Centre back stairs, many ran around to another flight of stairs and over a platform to the doors. Police got there before them, and blocked the entrance. Objects were thrown before the shooting started. The first objects looked relatively harmless — a shoe, a small piece of cement — but later, on the level below a wine demogon and a large block of concrete were hurled. Two police vehicles and one which may have been civilian had their windows smashed.

Up on the platform, the police all retreated inside the Civic Centre at one stage, and then emerged with guns blazing.

The City Council will hold Samwu responsible for damage to the Civic Centre.

Mr Wemburg said yesterday he had requested a meeting with Samwu since Thursday, but had been refused.

Harbour strike — surcharge threat

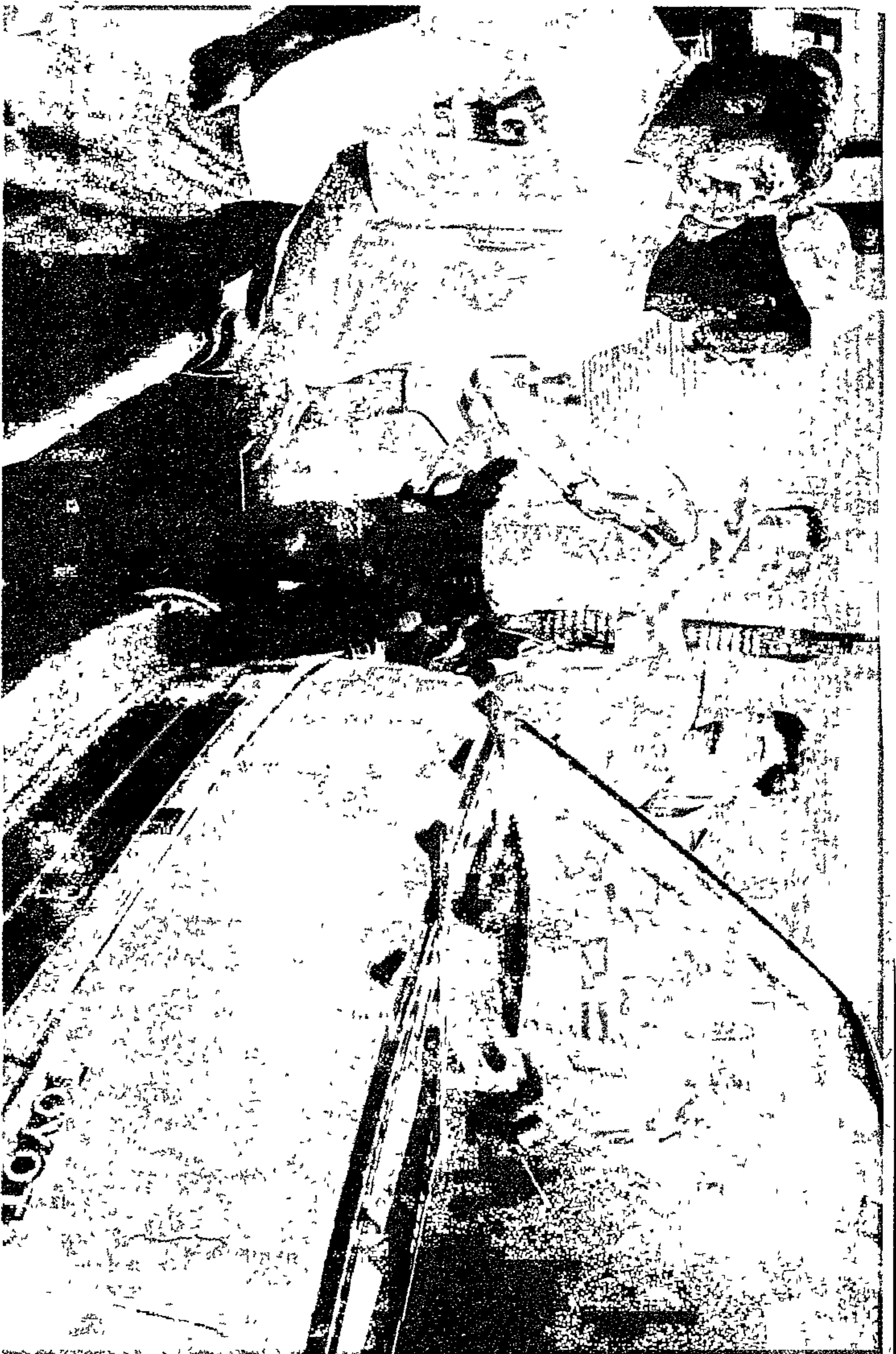
Own Correspondent

DURBAN — Shipping lines are considering imposing a congestion surcharge to pay for delays costing millions of rands caused by the three-week-old harbour strike here

Shipping line spokesmen here yesterday would not confirm they would implement the surcharge — usually a percentage of the costs charged to the shipper — but sources said it was being considered as a “logical way of recouping losses”.

As many as 16 vessels a day have been lying at the outer anchorage, experiencing delays of about four days, at a cost each of between R45 000 and R60 000 a day.

Durban Regional Chamber of Business operations director Mr John Bryce warned that imposing a surcharge would be “bad for business”



HEATED TEMPER: A policeman and a taxi driver get into a slanging match as tempers rise during the first abortive day of a move to the station deck rank.

Picture LEON MULLER, The Argus

Emergency meeting over

civic chaos

#214 25/10/94

ROGER FRIEDMAN
and CLIVE SAWYER
Staff Reporters



THE city council's executive committee is to hold an emergency meeting with members of the South African Municipal Workers' Union (Samwu) in an effort to resolve a deepening crisis between the council and its employees.

And ousted exco chairman Clive Keegan has slated his successor for yesterday's violence

In a flurry of other meetings planned for today

● The council's management team meets to evaluate the effect of the industrial action

● A Cosatu delegation is to meet Safety and Security Minister Sydney Mufamadi to discuss Cosatu's claim that live ammunition was used during yesterday's storming of the civic centre

● Members of the parliamentary standing committee on provincial and constitutional affairs are to meet exco

The industrial action is set to continue today — at least until union workers receive a report-back from the union's meeting with exco

(To page 4)



"Dismissed" Afrox workers protest against the company's refusal to recognise their union.

PIC: LUCKY NXUMALO

Firings unfair, say workers

Sowetan 25/10/94

By Mzimasi Ngudle

MORE than 100 Afrox employees yesterday accused the company of harassment, victimisation and union bashing which, they said, led to their dismissal.

Their reinstatement depends on the outcome of mediation held yesterday to resolve the impasse between management at the company's Gas Operation Centre in Germiston and their union.

The workers, all members of the South African Chemical Workers Union, went on strike last Tuesday after Afrox allegedly refused to recognise the union.

When Afrox obtained a court order restraining workers from picketing on company premises on Wednesday, the workers decided to go back to work.

Sacwu shop steward Mr Moses Diniso said the workers resolved to continue with the strike after management refused to take back some workers when they reported for work on Thursday.

Meanwhile, the workers had received a warning that failure to resume work on Wednesday would lead to dismissal, Diniso said. (152) (152)

The workers alleged that the company, in keeping with its policy of union bashing, fired six workers on September 14. Diniso said the disciplinary infractions committed by the workers did not warrant dismissal.

Afrox spokesman Mr Peter Scott said yesterday he would only respond to a written inquiry.

Shipping disrupted by strike

Biday 25/10/94
DURBAN — Harbour warehouses are stacking double the usual number of containers and ships waiting to offload cargo are queueing outside the port of Durban because of a strike by the SA Railway and Harbour Workers' Union (Sarhwu)

Sapa reports that Portnet container terminal manager Noel Cronje said yesterday there were about 11 000 containers, and about 12 ships waiting to berth

The strike — by more than 100 workers representing between 25% and 30% of staff — entered its 22nd day yesterday

Portnet and Sarhwu are to begin mediation today

ERICA JANKOWITZ reports Portnet spokesman Johan Hagen said the outcome of mediation looked "very positive" (152)

A union spokesman said workers were demanding an end to privatisation and casual employment, the abolition of a rationalisation committee, as Sarhwu had not been properly involved, and an end to racism. Management had to change its attitude as it was not prepared to allow worker participation in decision-making

Portnet also refused to address worker grievances properly.

Durban Chamber of Business spokesman Fred Barry said. "Our concern is that the non-movement of boxes affects the economy. And, to repeat the cliché, it could affect the implementation of the reconstruction and development programme."

Port captain Mike Cooper said the situation was manageable. (200)

Cronje said there was an offloading delay of about 60 hours and factories were experiencing problems in obtaining materials as the strike had exacerbated the usual pre-Christmas increase in business

A Safmarine spokesman said each day's delay cost a single ship \$15 000-\$25 000. Also, fuel costs increased when a vessel was forced to speed and make up lost time.

Our Durban correspondent reports that a group of workers have also gone on strike in Richards Bay. A Portnet spokesman said management and workers were discussing the illegal strike. Contingency plans were in place and there had been

□ To Page 2

Strike

Biday 25/10/94
minimal disruption. (200) (152)

Meanwhile, shipping lines are believed to be considering imposing a congestion surcharge to pay for the delays: The surcharge — a percentage of the costs charged to the shipper — was seen a "logical way of recouping losses", a source said. Our Port Elizabeth correspondent re-

ports that the Eastern Cape harbour is enjoying extra business while the Durban strike drags on. Portnet spokesman Lise Hayward estimated that the harbour's container handling depot had seen a 50%-60% increase in activity in the past month, while the number of "container crane moves" had doubled.

□ From Page 1

UCT workers geared to strike

(152) Staff Reporter

A STRIKE looms at the University of Cape Town after National Education, Health and Allied Workers' Union members voted yesterday to reject a revised salary offer by university management.

University spokesmen said yesterday they had been told the majority of union members had voted in favour of strike action.

"Examinations will go ahead as scheduled and the campus community has been informed that any attempts at disruption will be dismissible offences." CT 26/10/94

Durban port strike over

ERICA JANKOWITZ

TRANSNET and the SA Railways and Harbours Workers' Union (Sarhwu) yesterday agreed formally that normal work would be resumed at Durban harbour today, Portnet spokesman Johan Hagen said.

Indications yesterday suggested workers would start unloading vessels last night, cutting into the estimated backlog of 17 ships awaiting berths. The strike, which lasted 23 days, was estimated to have cost millions.

The agreement allowed for the previous arrangement with private hauliers to remain. It would not be replaced by Sarhwu's demand for the gate to be closed to all but Transnet vehicles, Hagen said.

Transnet's use of contractors for specific services and as casual employees within the parameters of an industrial council agreement would stand.

Hagen said the parties had agreed on a way to resolve an alleged racist incident at a depot in KwaZulu/Natal.

Hagen said agreement was reached after 18 hours of mediation under the auspices of the Independent Mediation Service of SA.

□ Sapa reports that Safmarine has denied reports that shipping lines hit by the strike in Durban are considering the imposition of surcharges.

Spokesman Richard Warnes said Safmarine had in the past imposed delay surcharges in Mombasa, Dar-es-Salaam and Mozambican ports, but were not considering

imposing such surcharges in Durban.

26/10/94
26/10/94
270 (152)
29

Union 'must be included in transition'

Political Staff

CAPE TOWN — The Cape Town City Council should ensure the SA Municipal Workers' Union was included in the restructuring process leading to a democratic local government, Minister without Portfolio Jay Naidoo said yesterday.

A clash between police and striking city council workers during a march on Monday left 57 workers and 10 policemen injured.

Naidoo said the fact that police were called in during the dispute indicated that the council heeded a fundamental rethink, since labour relations had obviously broken down.

"Local government's role in serving the community must be in question if thousands of municipal workers are on strike. I call on the council to ensure that bona fide negotiations are continued."

Local government was fundamental to the success of the reconstruction and development programme and progress in the transition to democratic local government was urgent.

"Trade unions are key stakeholders in this process and should be fully involved in negotiations."

Earlier, the parliamentary select committee on labour expressed its concern at the clash.

Committee chairman Godfrey Olifant (ANC) said although the committee should not intervene in labour disputes it could help to pre-empt violence.

Brian Bunting (ANC) proposed the committee invite evidence on the clash.

Sapa reports council executive committee chairman Arthur Wienburg said the strike employees had not seriously affected essential services. There were contingency plans if the strike continued.

Strikers in demo outside exam venues

ROGER FRIEDMAN
Labour Reporter

ROWDY seven-minute performances outside two examination centres aside, the strike by University of Cape Town workers got off to a quiet start today

The workers, who rejected a final wage offer by management on Monday, gathered outside Jameson Hall and the Sports Centre today, where they toyi-toyed and sang protest songs for seven minutes,

UCT public affairs director Helen Zille said.

Students writing examinations at those venues were given 10 minutes extra to make up for the disturbance.

The strike by more than 600 National Education, Health and Allied Workers' Union members promises to be more disciplined than the violence-racked strike of 1991, Nehawu regional secretary Shereen Samuel said today

The workers, in the bottom

26/10/94
three pay classes, are demanding a R300 across-the-board increase and an end to privatisation of campus departments.

UCT registrar Hugh Amoore confirmed the strike today and said management had indicated to the union it was ready to re-enter negotiations when the union was ready. But the wage offer was final

The current minimum salary for "pay-class one" workers was R1 503 a month plus a 13th cheque.

Probe into police action during demo

ANDREA WEISS
Municipal Reporter

TWO days of upheaval in Cape Town's municipal workforce ends today after an agreement between the council's executive committee and the SA Municipal Workers' Union.

And in a further move related to the violence on the steps of the civic centre on Monday, the parliamentary standing committees on local government and police have indicated they will launch an inquiry into police action

Both Samwu and executive committee chairman Arthur Wienburg have welcomed the inquiry, albeit from different viewpoints

Mr Wienburg said today such an inquiry would exonerate the police of all blame. He reiterated that neither he nor his senior officials called the police, but praised the police for "acting admirably in containing an ugly situation"

ARG 26/10/94
Samwu branch secretary Robert Adams said the union was still trying to establish who had called the police

Mr Adams said Samwu had achieved major victories in its negotiations with council

He blamed the deterioration in relations between Samwu and the council on "the change in leadership"

He was referring to the recent election of Mr Wienburg as head of exco and the ousting of Clive Keegan

Today the council has given the union an hour to discuss the agreement with members, after which they are expected to return to work

The terms of the agreement include

● Any upgrading in job categories not currently on the agenda of the Town Clerk's Forum will be dealt with by the new incoming council, except in exceptional

circumstances. Those now being dealt with will proceed

● The sale or lease of Kogel Bay and the Wemmershoek facilities will be dealt with by the new incoming council

● The council will negotiate with abattoir staff regarding re-training and alternative placement, and will negotiate on severance benefits where applicable. Samwu is to get a copy of the lease agreement, which will be advertised for comment, giving people the opportunity to object.

● The existing bargaining forum, being the Town Clerk's Forum, will remain and this forum will be fully mandated by council to speed up proceedings

● Exco will facilitate meetings between the unions with a view to establishing an industrial union

■ See page 7

Strikers burn school bus

APR 26/10/94
EAST LONDON. — Municipal strikers destroyed a school bus and a laboratory at the city's sewerage works during protests against racially segregated local authorities.

Border police spokesman Garry Neuwenhuis said the bus worth R250 000 and the laboratory were destroyed on Monday night.

"Diesel had actually been run from the burning bus to two other buses, but they didn't burn," said Lieutenant-Colonel Neuwenhuis.

The workers are demanding a transitional local council for East London and surrounding townships — Reuter

(152) (350) (2638)

**600 Spoornet
workers march**

DURBAN. — About 600 Spoornet workers marched to the headquarters of Spoornet and the offices of the South African Railway and Harbour Workers' Union here yesterday to protest against the killing of their colleagues

The workers said more than 20 people had died in violence they claimed was related to a strike at the Durban harbour.

They accused Spoornet management of failing to provide security on trains and at a Spoornet hostel, where they alleged most of the killings had occurred —

152
CT. 27/10/94

Municipal workers still strike

EAST LONDON. — The strike by municipal workers in the greater East London area entered its fourth day with little chance of an immediate settlement in sight.

Unrest has severely hampered services in Beacon Bay and Gonubie. ARG 27/10/94

The strike by members of the South African Municipal Workers Union on Tuesday led to litter being dumped in East London's main street for the second time in a week.

Police are investigating incidents of suspected arson in Gonubie, which could be linked to the strike.

Damage estimated at R340 000 has been caused to Gonubie municipal property since Monday night.

A 55-seater bus used to transport pupils between East London and Gonubie was set alight at the municipal workshop and an attempt was made to burn another two buses. A fire also broke out at the sewage purification works.

Lieutenant Colonel Gary Nieuwenhuis said no arrests had been made. — Sapa.

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BUSINESS DAY, Thursday, October 27 1994

Strikers return to work

Own Correspondent

DURBAN — Striking Portnet workers returned to work yesterday after signing an agreement with management on Tuesday, Portnet container manager Noel Cronje said.

"Our objective is now to get back to a completely normal situation which will take about three or four weeks," he said.

By yesterday the number of stacked containers had been reduced from 11 000 to about 8 000.

The agreement assured Portnet drivers their jobs were not threatened by pri-

vate long-haul drivers operating in the terminal.

It also provided for the establishment of a forum to discuss the future of private contractors in Portnet operations.

Cronje also said Portnet planned to spend R150 million converting two berths in Durban harbour into dedicated container handling facilities to cater for the recent "explosion" in container trade. Container volumes had grown 25% since last year.

Container volumes had grown 25% since last year.

Container volumes had grown 25% since last year.

UCT offer ends strike by workers

By EUNICE RIDER

THE UCT workers' strike ended yesterday when university management offered to pay them their monthly pension benefits of R275 each in cash, instead of into their pension funds

Vice-Chancellor Dr Stuart Saunders said the university had not offered striking workers any more money but had "repackaged its pre-strike offer" to the National Education Health and Allied Workers' Union members

He said he "deplored" the fact that striking workers had been noisy close to four examination venues yesterday and viewed the littering and disruptive actions on campus "in a very serious light"

"The principle of 'No Work No Pay' will apply to the two days lost in the strike," Dr Saunders said

UCT development and public affairs director Ms Helen Zille said no exams were disturbed or disrupted in any way

On Wednesday the workers broke four windows, set off a fire alarm and turned a fire hose on in a building, tipped over dirt bins and screamed and shouted outside exam venues

Ms Zille said the minimum cash wage paid to unskilled UCT workers in the lowest payclass was now R1 610 They also received a 13th cheque and medical aid worth R559 per month Many also qualified for R465 housing subsidies

"This package is higher than the wages earned by 90% of service workers in other sectors of the economy," Ms Zille said

ET 28/10/94

Bop policemen march for pay

PRETORIA — About 700 former Bophuthatswana policemen marched to the GaRankuwa Magistrate's Courts north of here yesterday to hand in a memorandum of demands (152) (29)

Demands by the policemen — all members of the South African Police Union — concerned a 40% salary increase, maternity leave and recognition of their union CT28/10/94

The union gave North-West police authorities seven days to respond

(152)
28/10/44
**Strikers held
for trespassing**

EAST LONDON —
Twenty more striking
municipal employees
were arrested here yes-
terday morning (25)

This followed a tres-
pass complaint by town
clerk Mr Rhett Gardner
The arrests took place
at the mayoral parlour
after the strikers gath-
ered to demand charges
be withdrawn against
colleagues who were ar-
rested on Wednesday.

Police said there were
no violent incidents.
The strikers appeared
in court later on a
charge of trespassing —

Fury and confusion, despair and desperation — this was the Monday

'We just hope to serve our people'

ARG 28/10/94

A demonstration by municipal workers aimed at speeding up the transition to democratic local government turned nasty this week. One of the workers' major concerns was the proposed privatisation of Maitland abattoir. The Argus spoke to a policeman involved in the shooting that followed, a unionist who organised the demonstration and an abattoir worker with an uncertain future.

AFTER voting for the first time in April, Ivan Myers was hopeful his police uniform would no longer be a "legitimate" target

The events of Monday at the Civic Centre, where a demonstration by dissatisfied municipal workers erupted into all-out violence, dashed his hope

"You feel disappointed because what should have been an organised and well-conducted march became a riot and inevitably, the organisers are going to try to get the community to blame the police," said 31-year-old Captain Myers

He was part of the police line which opened fire on the demonstrators with rubber bullets, injuring 57 workers. Ten police were hurt in the fracas

"Despair is what you feel. You've got the community hurling abuse and everything we are trying to build up they are breaking down

"In the past we could have been viewed as the upkeepers of apartheid but many of us hoped that after the election we could just do what we have to do which is uphold law and order and serve the community

"From early Monday morning people in the crowd were swearing at us trying to antagonise us the key is to stay cool and calm because if you lose control they will take the upper hand

"They are swearing at the uniform it must have been the uniform they were saying 'Jou moer, jou boer'"

After the marchers had handed over memorandums at the provincial building in Wale Street and at parliament, they made for the Civic Centre with a final memorandum earmarked for city council executive committee chairman Arthur Wienburg

Police attempted to throw a cordon around the entrances to the complex but the marchers evaded them by crossing the road and approaching from the Nico Malan theatre

"We are there as a thin blue line

"I saw a concrete slab come flying through the air but it fell a bit short I knew it was going to escalate. You feel fear but remain totally focused on the situation, keeping a close watch on the crowd, maintaining self-discipline

"Then lots of stones, bottles, dagga-pipes and half-bricks rained down. These are objects that can kill, injure or maim

"Your fear escalates. You think about self-preservation and the people around you. I have police in my care. But you still hope you can get through it with the minimum of force

"We were stuck between an unruly crowd and law-abiding citizens inside the Civic Centre with our backs to the wall and nowhere to go with the full knowledge that if the line crumbled there would be chaos



FLASHBACK: Captain Myers fires into the fleeing crowd of municipal workers outside the civic centre.

"The glass (civic centre frontage) was already shattered, several police were injured and the intention of the crowd was obvious. They wanted in

"You think to yourself at what stage do we go over to minimum force, knowing full well that your actions and not those of the crowd will be questioned later

"If one is part of a group that is attacked one is entitled to defend oneself. You are sitting with two options, either you get killed or seriously injured or you do what no normal person likes to do which is to resort to force

"I dodged around between the missiles. One lot tried to take my firearm, another tried to grab my watch

"You identify trouble-makers in the crowd. The group in front had sticks and chains. They were trying to hit out at one of the dogs with a chain

"You are still thinking rationally and coolly. You aim from the waist down to minimise the injuries

"You are sweating, you're concerned for your safety and the safety of members under your command as well as attaining the objective of regaining order

"You are extremely stressed. The sort of duty that was performed and the action taken are not part of our normal day-to-day function of serving the law-abiding community

"You go home and unwind with a beer. You feel disappointed. You just have to hope that incidents like that do not harden the minds of the community against us

"We are human and we are trying to protect them. It's a huge morale blow when the community starts to criticise us without looking at the causes"



THE LAW: Captain Ivan Myers recounts Monday's events



UNCERTAIN FUTURE: Abattoir worker Vincent Howard

Tygerberg workers return

By Vicky Stark

STRIKING health care workers at Tygerberg Hospital returned to work this week.

Mr Wilfred Alcock of the National Education Health and Allied Workers Union

Soukya 28/10 - 1/11/94
(Nehawu) said workers were drafting an agreement which they will present to the authorities this week.

"The agreement will specify time frames for an inquiry into appointments, promotions and disciplinary measures at the hospital," Mr Alcock said

Spokesperson for the hospital said for the first time since the strike was initiated on October 4, all services were running smoothly ~~(S)~~ (152)

"Patient services are back to normal," she said



UCT workers call off strike

Staff Report

THE strike by University of Cape Town workers has been called off and a formal settlement will be signed today.

National Education and Allied Workers' Union (Nehwau) members went on strike after rejecting a final wage offer by the university's management. ARG 28/10/94

Announcing the settlement, UCT vice-chancellor Stuart Saunders said the university had repackaged its pre-strike offer to Nehwau and was not making any additional money available for salary increases

On the second day of the strike yes-

terday, workers held lengthy meetings on the lower campus while their representatives resumed negotiations with UCT's management team

Dr Saunders said the "no work, no pay" principle would apply to the two days lost in th strike

The repackaging of UCT's offer was achieved by making this year's salary increase non-pensionable. This means the contribution UCT would have paid into the workers' pension fund will now be paid as cash

UCT spokeswoman Helen Zille said today the minimum cash salary in the lowest pay class was now R1 610. In addition, all workers received a 13th cheque and benefits. ~~SE~~ 152

Stoppage ends at hospital site

MAINTENANCE workers employed by the Provincial Administration returned to work yesterday after a meeting between management and staff to resolve workers' grievances at a construction site at Victoria Hospital.

According to a spokesman for the Public Servants' League about 100 maintenance workers downed tools after an electrician was appointed to supervise the building of a casualty unit at the hospital. Workers were also unhappy with pay.

152
152
152



Cabinet accepts 'hands-off' proposal

Govt's new strike policy

Star 3/11/94

152

BY ESTHER WAUGH
POLITICAL CORRESPONDENT

Cape Town — The Government should keep out of labour disputes as far as possible or risk being dragged into strikes on a regular basis, the Cabinet has agreed.

A document submitted to the Cabinet by Labour Minister Tito Mboweni's ministry — approved last month — proposes that the Government should adopt a hands-off approach to labour disputes, and instead support mediation and collective-bargaining processes.

The ministry's guidelines on how to deal with strikes says the Government should intervene only when the disputes have a potentially serious effect on the gross domestic product (GDP) or when the interests of third parties such as hospital patients are at stake.

The document, entitled "Contextualising strike action in the current period — January to September 31 1994", says there is no reason for alarm about the number of recent strikes as they have taken place within the context of "normal collective-bargaining arrangements".

"We should be careful, ourselves, not to give an impression of panic, too much undue concern, when deadlocks or strikes occur.

"If we do so, we may just about create some negative unintended consequences," the document says.

"We must avoid the impression that disputes only get resolved after intervention by members of Parliament or the Cabinet."

Reviewing recent strikes, the document says some could have a negative impact on the GDP, but the strikes illustrated the strengths and weaknesses of the collective-bargaining system.

It further notes that trade unions and employers are settling disputes themselves without State prescription.

"Far more dangerous for investors is the prospect of the State stepping in and deciding what the market value of labour ought to be in any industry or plant."

The document says far fewer strikes occurred during the second quarter of this year

'WE MUST avoid the impression that disputes only get resolved after intervention by MPs'

— a total of 126 strikes — compared with 310 during the same period last year.

In the third quarter of this year there were 102 strikes compared with 335 for the same period last year.

Central demands in these strikes were the same as those of previous years — wage increases, improved working conditions, democratisation of the workplace, elimination of racism, unfair labour practices and dismissals of colleagues.

The ministry says these demands were to be expected in a market economy.

It further notes that a number of negotiations in key sectors of the economy were concluded without recourse to industrial action.

Mediation

However, the recent strikes reveal "serious" shortcomings in labour laws and institutional capacities "we have inherited from the previous government".

The document proposes that a mediation and conciliation capacity be established in the Department of Labour to assist workers and employers to settle disputes by mediation.

Careful consideration should be given to accrediting independent agencies to provide mediation and conciliation services.

Labour laws should be reformed to recognise that privately agreed procedures in recognition agreements, collective-bargaining agreements and industrial council constitutions took precedence over statutory procedures.

Statutory procedures needed to be simplified and conciliation centres established.

The ministry says a further reason for strikes was the failure of courts to cheaply and speedily resolve disputes.

Industrial courts were not being allocated enough money and a simpler and more expeditious procedure for access to these courts should be devised.



Double win . . . Janine Friend (9) in front and her sister Karate Championships in Budapest, Hungary.

Rains may save wheat

Widespread rain over the past four days has soaked many parts of the PWV, Eastern and Northern Transvaal, and northern and north-eastern Free State, where hopes are high that the threatened wheat crop has been saved.

But the central, western and southern Free State remained dry and the Weather Bureau said conditions would warm up after the present wet spell.

On the Reef, 48 mm of rain fell at Jan Smuts Airport over the weekend, Johannesburg's southern suburbs recorded 73 mm, Roodepoort's Wit-

watersrand Botanical Garden had 60 mm and Bryanston had 50 mm. The total for the month in the Jan Smuts area has edged up to 90 mm, exceeding the long-term average of 74 mm for October.

Further afield, good rain fell in the Vaal Dam catchment area, Graskop had 32 mm in the past 24 hours, Standerton 80 mm and Frankfort 73 mm.

Rain fell over drought-stricken parts of the Northern Transvaal and over the eastern escarpment, but much more is needed to break the sustained dry period.

Marchers demand pay rise

152

ARG 2/11/94

□ 'I can't survive on R700'

LIBBY PEACOCK
Health Reporter

HOSPITAL workers who claim their wages are "below the poverty line" took to the city's streets to reiterate salary demands, as government and public service unions started talks to end the deadlock on wage demands.

About 200 Health Workers' Union members — including general assistants, nurses and clerks — from hospitals in the Groote Schuur region marched from the top of Darling Street to Parliament yesterday.

They demanded a R1 500 minimum wage and 15 percent across the board increase.

Among the group was a young mother of two, who works at Princess Alice Hospital as a general assistant

She complained she could not survive on R700 a month salary and was forced to do extra work at weekends to make ends meet.

"I have to do the work of four people; sometimes I have to do the nurse's job, like making beds I also have to do the housekeeper's job.

"I want to give my children the best, but I cannot spend any time with them"

Another woman said "I have

been working for 35 years, but when I retire I will get the same pension that my granny is getting"

Health Workers' Union branch executive committee member Archie Mndzalo said the public sector was disappointed because the government could not deliver on pre-election promises "because of the gravy train"

He said public sector salaries were "below the poverty line".

The marchers demanded to see Public Service and Administration Minister Zola Skweyiya to hand him a memorandum spelling out their demands

After at first refusing to hand the memorandum to Mr Skweyiya's private secretary, Pieter van Heerden, the hot midday sun and long wait got the better of them and the document was handed over reluctantly

The workers then marched to the Monte Carlo Conference Centre on the Foreshore where wage negotiations were taking place and handed a copy of the memorandum to Fanie Visser, deputy director general of the office of the Public Service Commission and Paseka Ncholo, special adviser to Mr Skweyiya

Workers' blockade closes hospital theatres

(52)

LIBBY PEACOCK, Health Reporter

ALL operating theatres at Groote Schuur Hospital are closed today after striking workers prevented doctors, nurses and other staff from entering the building.

A hospital worker, who managed to get inside, said the few doctors who were in the hospital had to be pooled to assist in the trauma unit.

The workers, all members of the Health Workers' Union, are demanding a 15 per-

cent increase across the board and a R1 500 minimum wage.

Today's action follows a protest march on Tuesday when union members handed a memorandum to the private secretary of Public Service Minister Zola Skweyiya, spelling out their demands.

Union spokesman Fahiem Isaacs said today "We are applying pressure. They haven't responded to our memorandum."

He said there was "adequate staff" in-

side the hospital and night shift doctors were also inside.

Police arrived soon after 9am. Some marched right through the crowd blocking the doors to the trauma unit, and a scuffle broke out.

Some of the nursing staff and doctors tried to get into the hospital by climbing through windows, but union members blocked them.

● Picture, page 15

ARG 3/11/94

Strike blocks Groote Schuur

By PETER DENNEHY

ANGRY Groote Schuur doctors told yesterday how they had to fight their way into the hospital to reach their patients as striking workers blocked entrances.

As patients and medicine were turned away, one doctor accused the hospital administration of being "ily-livered."

She said security staff had stood by and watched the hours long confrontation.

About 700 members of the Health Workers' Union staged a blockade of all the entrances early yesterday, only lifting the blockade just after noon.

Workers allowed only those they believed to be genuine patients through.

Hundreds of doctors and other staff were kept out, while others coming off shift were kept in. One doctor said she and her colleagues "were very angry". Workers and other hospital staff had exchanged blows in

Doctors

fight way

to patients

their attempt to get in, she said. A friend of hers, also a doctor, had been wrestled to the ground as he tried to force his way in.

Another doctor had been hurt as the unionists caught her trying to climb through a window, and tried to pull her out.

"It's our right to go to work," she said, "just as it is their right to picket outside."

Asked if the strikers were not concerned about patients, HWU branch executive member Mr Archie Mndzalo said patients were

often "used as a smokescreen" by management.

Workers were demanding a 15% increase across the board and a minimum wage of R1 500.

Mr Arthur Farred, chief negotiator of the Public Servants' League, which is negotiating with the HWU and 16 other organisations against the government yesterday distanced his league from the blockade.

At about noon, HWU leader Dr Norman Maharaj held a report-back meeting at which the crowd agreed the union should drop its demand to R1 250 a month minimum. Workers returned to work.

Chief Medical Superintendent of Groote Schuur Dr P Mitchell said management had been negotiating the admission of "certain critical staff" into the building when the blockade ended.

The hospital was unaware of any patients being harmed. A spokesman from Health Minister Dr Nkosazana Zuma's office said she was out of the country, but her view was that strikes could take place at hospitals, but only judiciously.



ALLOWED THROUGH A woman with a baby on a dolly is allowed through the Health Workers' Union "picket line" which was used to blockade Groote Schuur Hospital yesterday morning. Some patients were allowed through but others who could not show proof that they had appointments were stopped from entering.

Picture: GUY SMITH

Strike stops (152) frozen foods (102)

Own Correspondent

ET 4/11/94

PORT ELIZABETH —
Production at Pillsbury
South Africa at Perse-
verance, producing Har-
vestime frozen foods, is
at a standstill as more
than 250 workers dis-
missed on Monday dem-
onstrated outside the
company's premises

The workers were al-
legedly fired for refus-
ing to work overtime

Earlier this week, a
union official said the
workers' refusal to work
overtime was caused by
the company's refusal to
backdate wage increases
to October 1.

National Sorghum Breweries strike ends

THE three-week-old pay strike by 3 000 workers at 19 National Sorghum Breweries (NSB) plants ended last week with an agreement signed by the company and the Food and Allied Workers' Union (Fawu), the union said on Friday

Fawu national negotiator Sebastian Hempe said from Port Elizabeth the parties had agreed on an average increase of about 14% There was agreement on other issues such as annual leave, maternity leave, housing assistance, service, job

grading system, education and training.

Part of the agreement read: "The company and the union have agreed to enter into a profitability reconstruction plan for all marginal and loss-making divisions over a period of the next four months ending in February 1995" (12/11/94) (152)

An NSB spokesman said he could not say how much the strike had cost the company

3 Day 7/11/94
THEO RAWANA

Witwatersrand Spar stores set for strike

ERICA JANKOWITZ

ALL 61 Spar stores in the Witwatersrand region would embark on a strike today after last-ditch efforts to avert industrial action failed when employers did not attend a meeting yesterday, the SA Commercial, Catering and Allied Workers' Union said.

Saccawu regional secretary Mduduzi Mbongwe said the strike was called in response to Spar's reluctance to bargain regionally.

Mbongwe said Spar stores had hidden behind a claim of being independent franchisees who did not wish to bargain collectively on conditions of service.

Spar spokesman Richard Dady said Saccawu was effectively taking on 61 independent businesses which would deal with the action as they saw fit.

Dady indicated Spar was not prepared to bargain centrally or regionally at this juncture.

Mbongwe said Saccawu

planned to extend the action nationally.

He said Natal workers were also gearing up to take up the issue.

Meanwhile, a march by about 150 Saccawu members to Standard Bank head office in Johannesburg yesterday passed peacefully with protesters handing a memorandum to the bank demanding immediate union recognition.

The marchers were employees of Standard Bank in the former Bophuthatswana who have been on strike for several weeks over the issue of union recognition.

They also demanded the immediate reinstatement of about 300 workers dismissed during the strike.

The bank was given until noon today to respond to Saccawu's demands or face an intensified campaign by the union.

Strikers block national roads

^{21 10/11/44}
EAST LONDON. — Tension ran high yesterday as thousands of agricultural workers blocked national roads here with farming machinery and equipment, forcing factories and businesses to close for the day. ~~15~~

The blockade formed part of the strike action launched by members of the Food and Allied Workers Union at Magwa Tea and the Transkei Agricultural Corporation. ~~152~~

They went on strike saying salary increases promised to them by the Department of Agriculture had not been paid.

2 000 Spar workers go on strike

B. Dady 10/11/94
ERICA JANKOWITZ

A STRIKE by about 2 000 Spar workers at 61 retail outlets in the Witwatersrand region which began yesterday would continue until store managers agreed to regional bargaining and to reinstate about 100 allegedly unfairly dismissed workers, the SA Commercial, Catering and Allied Workers' Union said yesterday.

Sapa reports about 1 500 workers marched to the Hillbrow Spar yesterday to present a memorandum outlining grievances to the store's manager.

The march was peaceful, barring a demand by some strikers that those still at work be paraded in front of them (152)

Saccawu regional secretary Mduzuzi Mbongwe said two stores had challenged the legality of the strike and applied for urgent court interdicts forcing workers to return

But he said Saccawu "had followed legislated strike procedures to the letter", and the union

would fight the orders.

Mbongwe said workers would begin picketing stores today as it seemed managers had employed temporary labour to keep trading.

Spar outlets visited yesterday showed no signs of being affected by industrial action.

Mbongwe said not all stores could operate during the strike.

Some branches would be targeted for special attention, he said, because they had unfairly dismissed workers for attending President Nelson Mandela's inauguration in May, although it had been declared a public holiday.

Spar spokesman Richard Dady said a statement would be released on the group's attitude to the strike. He reiterated Spar's position on centralised bargaining, saying individual stores would negotiate with the union.

School bans new flag, anthem

Own Correspondent

DURBAN — Vryheid High School has banned the singing of Nkosi i'Sikelele and the flying of the new South African flag

A local resident and concerned parent who didn't want to be named said "The headmaster refuses to let the children sing Nkosi i'Sikelele and he won't allow the new flag to fly at the

school It's doing the school a lot of harm"

A pupil said "We are angry that we seem to be the only school in the country which refuses to change with the times It's extremely embarrassing."

Headmaster Mr Frikie Botha refused to comment

Mr Alan Mengel, chairman of the school's governing body, said he had not realised the banning

was being seen as a problem
"It shocks me that pupils and parents run to the papers without consulting us first. If anyone is dissatisfied with the way we run the school they must contact me"

A local resident said the community found it difficult to consult with the "right-wing" governing body on issues in keeping with the spirit of the new SA.

ARG. 12-13-11194

Work stoppage delays flights

Weekend Argus Reporter

(152)

SOUTH African Airways flights from Johannesburg to Cape Town were delayed for up to two hours yesterday following a work stoppage by its maintenance and technical staff at Jan Smuts Airport

SAA public relations officer Janie

van Vuuren said some flight delays had created a chain reaction at centres around the country

The work stoppage — which concerned salaries — by 1 200 SAA staff was considered by the airline to be "illegal", said Ms Van Vuuren.

"About 14 flights were delayed."

Huge expenses incurred by labour unrest ⁽¹⁵⁾ at SA ports ⁽¹⁰⁾

IAN SHIFFMAN
Shipping Correspondent

ARG. 19-20/11/94

LABOUR problems at major South African ports have caused shipowners to incur huge expenses, forcing one Taiwan-based shipping line to consider cutting out future calls at South African ports

Strikes and go-slows in Durban and Cape Town have upset sailing schedules of all the major shipping lines, with delays causing shipowners millions of rands

Importers, especially in the Reef area, are complaining bitterly that they will not receive their containers in time for the Christmas trade, as thousands of containers are backed up in the depots

David Yang, chairman of Nantai Line which has been operating a container ship service between the Far East and South Africa for 12 years, told Weekend Argus that if strikes and labour problems persist, Nantai would seriously re-evaluate South African ports.

He said the line did not anticipate the huge losses caused by the strikes and go-slows — each day's delay cost a ship between R52 500 and R87 500

"Fuel costs also increase when a vessel is forced to speed and make up lost time. All this does not include additional expense spent on pacifying customers when alternate routing is forced on us," he said

Asabosa has been approached by Yang to try to mediate between the port authorities and the labour forces, to seek a permanent resolve to the labour problems.

Shipowners and agents in Cape Town are also frustrated by the expensive delay of ships due to strikes and go-slows.

Larry du Toit of Seaclad Shipping, local agents for Indian Ocean Lines, said the Freyburg was continually plagued by labour problems when she called to work cargo recently.

The vessel should have completed the loading of 10 000 tons of cement and general cargo in six days. The ship eventually sailed after 16 days.

In another incident this week the MACS multi-purpose ship Blue Master had to sail from Cape Town with a near-full cargo when fighting broke out between workers from two stevedoring companies, preventing the Cape Town-destined cargo from being discharged.

Workers from the one company demanded to do the full unloading, causing fighting with stevedores from an opposition company.

Owners and agents have convened a meeting next week at which these and other matters will be discussed, following which they will make representation to Portnet on addressing a number of problems.

Order granted against Spar strikers

THREE Spar outlets hit by strike action obtained interim orders against the SA Commercial Catering and Allied Workers Union (Saccawu) in the Rand Supreme Court on Friday to stop strikers interfering with customers.

ABC Spar in Eldorado Park, City Brothers in Hillbrow and Vorna Valley Spar brought urgent applications against the union and individual striking employees in a bid to stop unlawful strike action.

Judge TD Cloete granted an interim order interdicting Saccawu and strikers from demonstrating in and around entrances to the stores, interfering with deliveries and interfering

R/Saw 14/11/97
SUSAN RUSSELL

with casual labour or customers. Strikers were also interdicted from preventing anyone entering or leaving the premises. (S) (152)

Counsel for the three stores submitted that the strike at the Hillbrow outlet, where only eight out of 26 employees had voted in favour of a work stoppage, was unlawful.

However, even if strikes at other stores were lawful, which was not conceded by management, the conduct of strikers was clearly unlawful.

According to affidavits submitted by the Spar outlets, strikers were singing and dancing directly outside

the various premises. Customers wishing to enter were being deliberately prevented from doing so.

The union and individual strikers have until December 2 to show cause why a final order should not be made against them.

DEBORAH FINE reports that charges of intimidation have been laid against 49 striking Spar workers who allegedly harassed colleagues and customers outside the chain's Kenilworth branch on Wednesday.

The strikers appeared briefly in the Johannesburg Regional Court on Friday. They were released on bail of R100 each and warned to appear in court again on December 23.

Sowetan 15/11/94

WHEN THE majority of the 11 000 drought relief workers in the former Venda homeland waited patiently in long and winding queues to cast their votes, they had hopes that their living conditions would improve

That, it now appears to them, is not to be. The failure to meet their expectations and the demands of parity and promotions advocated by the public servants in the Northern Transvaal, appears to be the main ingredient for the developing labour crisis in the civil service of the province

While the strike by thousands of public workers in the former bantustan has been going on for more than a week, Nehawu, which engineered the strike, has now called on workers in the former Gazankulu and Lebowa homelands to join in the strike

Nehawu had said all work would stop yesterday except for essential services

But early yesterday, indications were that most civil servants had not heeded the call, with workers turning up for work at the various centres

The drought relief workers, who were employed on a temporary basis, did not only hope that they would get much more than the meagre wage of R140 a month, but also believed that they would be registered and given full employment status

The majority of these workers supported the ANC, as was proved by the outcome of the elections with the organisation getting 92 percent of the votes in the Northern Transvaal. This was because the ANC was extremely vocal on creating jobs for the jobless

"Peace, jobs and freedom" was the ANC's popular slogan during the electioneering

More than five months after the installation of the ANC-led government, the administrators in Venda issued a circular terminating the employment of the drought relief workers

The administrators argued that the funds allocated for the payment of the workers, amounting to R1,4 million a month, had been exhausted

The funds for the project dried up last year, but the workers were allowed to continue working as it was perceived to be politically incorrect to dismiss them

Shortly after the circular was issued, the political heads of the provincial government issued another circular reversing the decision by the local administrators, which meant that the drought relief workers should be allowed to continue working

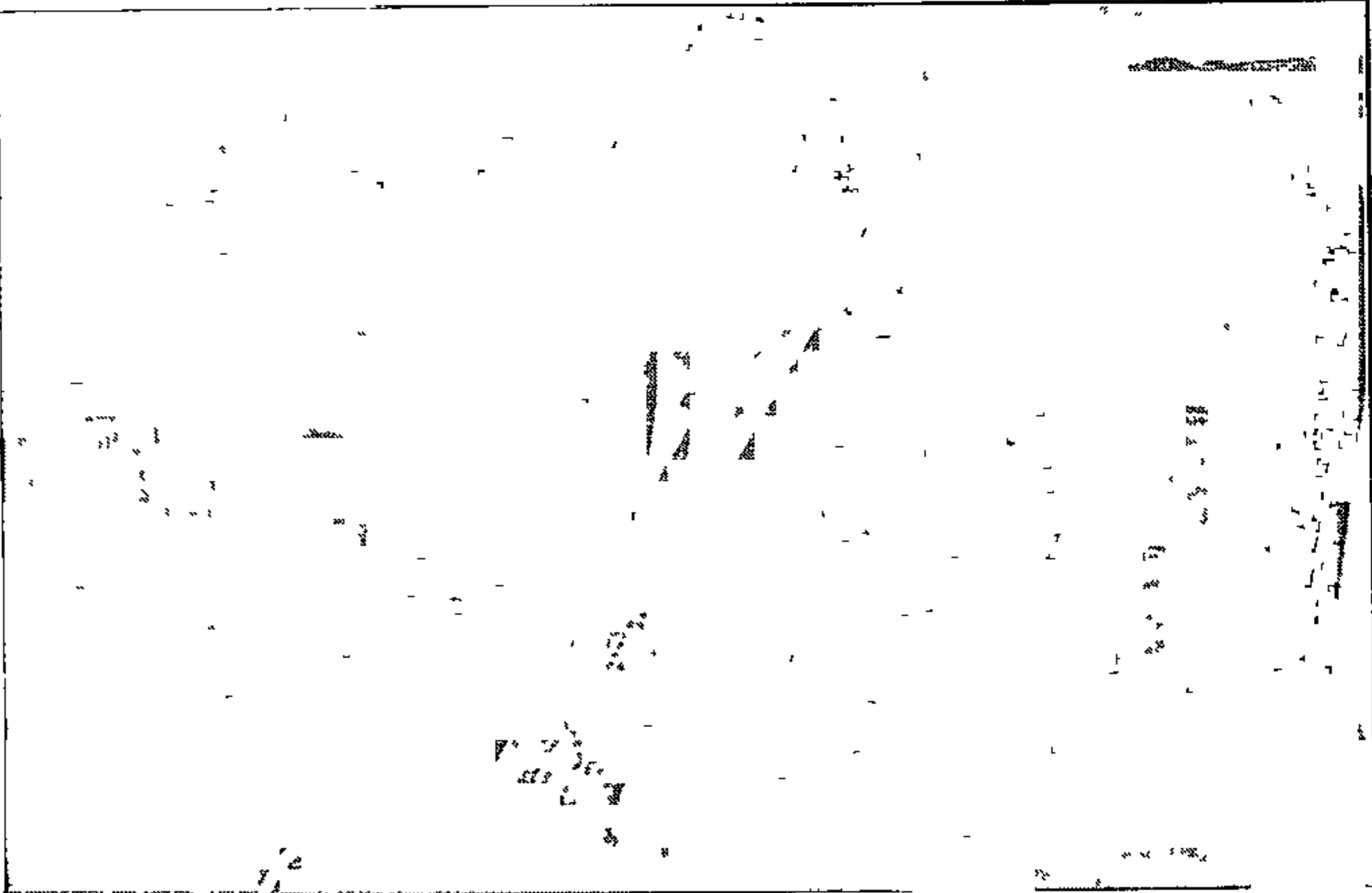
"We had to withdraw the circular because it was done without the knowledge of the provincial government," said government spokesman Mr Jack Mokobi

While the workers celebrated the withdrawal of the circular, little did they know that it was only a political statement. The government did not make money available for their wages

Consequently, the workers continued to demand their jobs from the local administrators as they believed that money was available

Efforts to intensify the labour crisis in Venda seem to have failed — but the situation remains as critical as ever.

Khathu Mamaila takes stock of the situation:



Northern Transvaal premier Ngoako Ramatlhodi

As pressure from the workers mounted, the provincial government withdrew its own circular and supported the administrators

In brief interviews with Sowetan, the workers who have been gathering in and around government buildings in Thohoyandou and Makwarela, chanting "ro neta kha vha ri thole" (we are tired, employ us), had bitter tales to tell

Said one worker "They tell us there is no money now because we have voted them into power and they can afford to dump us and let us starve"

"How on earth can a legitimate government which claims to represent the aspirations of the victims of the ruthless system of apartheid deny more than 15 000 families food by just issuing a circular?"

"They used us to get into power and I would not be surprised if other projects to employ people are launched a few months just before the 1999 general elections"

One worker says while they were not demanding to remain as drought relief workers, earning a slave wage, he still needed the R140 a month because that was all his entire family relied on

Nehawu Far North branch executive member

Mr Tshililo Netshikulwe is acutely critical of the provincial government. He said that the government was not addressing the demands of the workers

He said the union has called for the immediate resignation of MEC for agriculture and forestry Dr Tieme Burgers as he had terminated the employment of the drought relief workers

Mokobi, however, echoed premier Mr Ngoako Ramatlhodi's words that the principle of no work, no pay would be applied

Regarding the demands that Burgers and Mufamadi should resign, Mokobi said "There is no justification for this call whatsoever. There is no indication of direct and individual responsibility for the retrenchment of the drought relief workers. The cabinet, and not individual MECs, took a collective decision to terminate the project because we cannot afford to pay them anymore"

Mokobi said the striking workers would dismiss themselves after a specific number of days as specified by their contracts and staff codes. There would be no compromise on the matter, Mokobi warned

Spar union to continue strike

ERICA JANKOWITZ

SPAR workers would continue their strike — which had spread to 102 stores in the Wits region by yesterday — despite a fifth court interdict served on their union, SA Commercial, Catering and Allied Workers' Union spokesman Sithembele Tshwete said.

Members had decided to defy any court order instructing a return to work since these orders were obtained only because Spar franchisees gave Saccawu so little notice of legal action, Tshwete said.

He said the union had received disturbing reports of police intervention in the strike. Despite an investigation being conducted by Cosatu and the police into police action, union members were still being harassed.

The strike by about 2 500 workers enters its seventh day today.

Saccawu yesterday also called for food wholesaler Walter Chipkin to reinstate 600 workers dismissed after being accused of demonstrating.

(152)

Spar strike spreads to over 100 stores

LABOUR CORRESPONDENT

Workers from 39 more outlets have joined a week-old strike at Spar stores in the PWV, bringing the number affected by industrial action to 100, according to the South African Commercial, Catering and Allied Workers' Union.

Workers are demanding a regional bargaining forum.

Saccawu media officer Sithembele Tshwete told The Star yesterday that workers had decided to defy a Supreme Court order obtained by one of the Spar outlets.

The judgment, obtained by the Spar in Parkview, Johannesburg, directly affects the strike at all Spar outlets.

"Our members decided to defy the court interdict because the court did not give us enough time to respond," Tshwete said.

Ballot

He said no negotiations had been arranged to resolve the strike.

"We tried to get Spar management into a meeting before we conducted the strike ballot

and they failed to honour a single meeting... they're not interested," he added.

Tshwete said the union was still prepared to negotiate with Spar management before the strike action was extended to other Spar outlets around the country.

In the meantime, workers would continue to stage marches and picket demonstrations to support their demand.

Spar management has said Saccawu should resolve its dispute with individual retailers.

Spar 15/11/94

(152)

Strikes, weather threaten growth

Sowetan Correspondent

GROWTH prospects for 1994 have been halved from four to two percent with the release of latest gross domestic product (GDP) figures

Central Statistical Service figures show that, following widespread strike action and inclement weather, the economy grew by a disappointing annualised 2,6 percent in the third quarter

This follows on a 3,6 percent decline in the first quarter GDP and a 1,6 percent increase in the second quarter

Economists had forecast a forecast 2 percent growth for the year as a

Sowetan

17/11/94

whole might not be achievable unless fourth-quarter growth came close to five percent

Seasonally adjusted, real GDP at market prices was 2,3 percent higher in the first nine months of 1994, compared with the same period last year (152) (152)

The non-agricultural sector showed positive growth of 1,8 percent for the seventh consecutive quarter, compared with 0,4 percent and 0,7 percent in the first two quarters, respectively. But the mining sector recorded almost no change in production

The manufacturing sector recorded positive growth of 1,8 percent

Strikers warned: Don't be so selfish

152

JOHANNESBURG — Water Affairs and Forestry Minister Kader Asmal warned public servants yesterday it would be "self-defeating and selfish" to go on strike

Professor Asmal was reacting to a call for a strike by public workers after the recent deadlock between unions and government representatives during salary negotiations

Speaking at the annual seminar of the South African National Council of Tunnelling (Sancot) in Midrand, north of Johannesburg, Professor Asmal said civil servants were about to cast a ballot for or against the strike, except in essential services such as provision of water, power and sanitation

"Although the immediate reasons are related to salary negotiations, there are wider concerns in the service over matters such as affirmative action and the way the 11 000 vacant jobs will be filled, and this exacerbates tensions among staff"

He said the irony of the present strike call was that it was using the "very freedoms which our new democratic order provides to strike at the roots of that new order. It is self-defeating and selfish"

"It is anti-social behaviour which will turn the end of this historic year into a bleak season indeed"

Professor Asmal also said pay levels in the past tended to decide which trade unions staff belonged to, meaning the public service unions were still, to a large extent, based on racial lines because salary scales were largely along racial lines.

"When one considers the obvious need for corrective action to put right the employment wrongs of history, this is an unfair state of affairs and must be attended to"

He assured civil servants there was no truth in the perception that affirmative action would deprive them of anything. The action would certainly bring about change "to the very roots, but it will not mean victimisation and reverse racism. That is what we have spent these years fighting against".

Professor Asmal also said South Africans were entering a fascinating stage of their history, in which "all interests are being urged to pull together on a basis of mutual understanding of problems" — Sapa

CHICKEN
CT 19/11/94
POULTRY
152

Chicken farm staff stop work

JOHANNESBURG. — Food and Allied Workers' Union members employed by Rainbow Chicken farms and processing plants have embarked on a national strike, the company said in a statement yesterday.

The company said although the union had not officially declared a strike, the strike was underway in spite of an agreement reached earlier this week.

"FAWU regional organisers declared the agreement to be null and void and reverted to pre-arbitration demands of a 16% wage increase across the board."

Company spokesman Mr Steve Pattinson said the company's offer was final and striking workers would be dismissed if they did not return to work.

Union spokesmen were not available for comment. — Sapa



GROUNDING: Jan Smuts Airport was the scene of communication breakdown, frayed tempers and despair as thousands of passengers were left stranded after a wildcat strike by SAA technical staff yesterday afternoon. PHOTOGRAPH T J LEMON

Chaos at Jan Smuts after strike

MAUREEN ISAACSON
and BARRY SMIT

It was Friday evening and the logic of things was broken.

People's lives were thrown out entirely. Pregnant women, women with babies and unaccompanied children were stranded in the comfortless corridors of the recently completed new domestic departures wing.

A man with a medical sample that was to be taken to Cape Town urgently waited all afternoon before he was given a seat on a plane. Businessmen missed appointments, families missed dinners and Whitney Houston concert tickets went to waste.

This was the hectic scenario yesterday afternoon at Jan Smuts Airport when 1 200 technical staff embarked on a wildcat strike in support of wage demands. Officials described the action as "illegal and irregular".

Announcements came and went in a blur of incoherence as they had done all day, announcing "expected times" of flights that kept changing. Hordes of angry passengers who had demanded to fly had been placed on planes, others stood despondently amid their baggage, weary, disappointed.

Outside, the parking lots were gridlocked and several accidents occurred at the exit to

the airport on rain-slicked roads

The strike affected 14 domestic flights, the delays lasting from 45 minutes to eight hours, even though the strikers, after being addressed by union officials, agreed to return to work after two hours.

SAA spokesman Leon Els said the action had had a "snowball" effect as two delayed aircraft had developed technical problems.

The obvious lack of communication between SAA staff and their customers made nonsense of the airline's mission statement.

19/11/94

P.T.O.

Star 19/11/94

◆ Airport chaos

that graces the offices of the officials who work there. The airline's claim that it was "regarded with pride locally" seemed out of place. (20) (152)

By 7.00 pm people who were to be booked on the 2.30 pm SAA flight to Cape Town were exhausted. They had been told that the plane would leave at 3.30 pm, then at 5 pm and later at 10 pm.

Author and editor Peter Wilhelm stood at the standby counter, afraid to leave lest he miss the calling of names of people who had been booked onto flights.

"They have been making contradictory announcements about technical reasons and an industrial dispute.

"There is a total incompetence and unwillingness to help. I have never had such an unpleasant experience in travel."

Lynette Villet, a 7½-month pregnant mother, booked on the same flight with her husband and five-year-old son, was exhausted by the time evening came. "I wanted to lie down but there was nowhere. The SAA guy said that all the Holiday Inns were booked up."

Workers dump trash to air their demands

(152)

ROGER FRIEDMAN
Labour Reporter

ELSENBERG Agricultural College management members shake their heads in amazement as their usually compliant workforce sets about trashing the reception area and administrative wing

"They just come from nowhere with new demands all the time," their appointed spokesman told The Argus. He asked to remain anonymous

But the workers say their grievances go back many years, to before Elsenberg became an agricultural college in 1898 . . . almost as far back as when Governor Simon van der Stel granted 100 morgen of prime Boland land to his official, Samuel Elsevier, in 1698.

Since then Elsenberg has had many owners, including prominent burgher Martin Melck in the 1700s, the even more prominent Piet Retief in the late 1800s and the Myburgh clan for nearly 100 years.

Now the workers, some of whom have lived on the land for generations, want their slice of the proverbial fertile cake

Under the banner of the National Education Health and Al-

lied Workers Union, about 200 workers set about compiling a lengthy list of demands

And when management could not meet the demands, or did not want to meet them, the workers went on to the offensive

On Friday they threw dung and soiled sawdust all over the reception area Yesterday they strewn garbage around, and overturned furniture in the administrative wing

Many of their demands focus on their "poor" living conditions at adjoining Vaaldrain, and the fact that the government has changed, while Elsenberg has not.

They want street lights and tarred roads, they want buses to transport them to sports and social events, not open trucks — in a nutshell they want development, training and an opportunity to blossom in this new land

They also want improved working conditions and a minimum salary of R1 500 a month and a director who will listen sympathetically to their problems.

And they want all those things now

After yesterday's trashing, management and union officials

went into emergency negotiations.

The workers had threatened that unless their demands were acted on immediately they would continue to trash the place, every day, until they were

But sanity prevailed Nehawu regional organiser Joe Mkhuhlwane persuaded them to allow management until Friday to formulate a response

The Elsenberg management spokesman said control of the college had only reverted from the national department of agriculture to the regional department at the beginning of the month

"We have no say over many of their demands, such as wage and electricity tariff increases

"They just began on Friday without even asking for a meeting with management"

The spokesman said it was still to be decided whether any of the workers would face disciplinary action for their part in the unrest

"But at this stage we are willing to talk all the way even though this (gesturing towards the filth around him) is not the way to get a favourable response from management

"We will give very serious attention to all their problems"



TRASHED: A "triumphant" Elsenberg worker holds placards calling for the dismissal of school college officials against a backdrop of the litter-strewn reception area

Strikers get ultimatum

Star

2/11/74

Durban — Natal-based Rainbow Chickens has issued a final ultimatum to striking workers that they accept a 10 percent wage increase and return to work or face dismissal.

Company spokesman Steve Patinson said at the weekend the Food and Allied Workers' Union had not officially declared a strike and many operators had continued as normal.

However, others had entered into illegal strike action, and incidents of violence and intimidation had occurred and access to and from facilities had been prevented by strikers.

"Clearly, the company cannot allow this behaviour towards employees, company property and livestock to continue," he said. "We are committed to bringing about a return to work."

The company is offering a minimum wage of R1 195 a month; a 10,7 percent increase, to weekly paid employees at processing plants in Hammarstale and Rustenburg; and R900 a month, a 10 percent increase, to employees on farms.

The union is asking for a 16 percent increase — Sapa.

152



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Sapa 2/11/94

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The union is asking for a 16 percent increase. — Sapa.

(152)



import duties on textiles could generate 62 000 additional jobs.

Hunger strikers

THE ANC management committee would meet secretary-general Cyril Ramaphosa today to discuss the plight of 16 political prisoners who were on their 16th day of a hunger strike at Leeuwkop prison, the Correctional Services Department said yesterday.

ANC spokesman Jackson Mthembu said his organisation was concerned about the plight of the hunger strikers and that their release was long overdue.

REPORTS Business Day Reporters,
Political Staff Sapa

Rainbow dismisses illegal strikers

DURBAN — Rainbow Chicken yesterday dismissed an undisclosed number of employees at its Hammarsdale plant in KwaZulu/Natal after a week of sporadic illegal strikes.

On Friday the company gave strikers an ultimatum to return to work by yesterday.

Rainbow said the Food and Allied Workers' Union had accepted a 10% across-the-board pay rise offer and the setting of a minimum wage reached through arbitration, but employees at various plants and farms

had then embarked on illegal strikes. Rainbow spokesman Steve Pattinson said strikers had intimidated employees who wanted to work and stoned vehicles entering and leaving the plant. Water pipelines had also been sabotaged.

The situation had become almost uncontrollable at Hammarsdale and Rainbow was urgently seeking relief in the Supreme Court. A court ruling on the matter was expected today.

A meeting between Rainbow and the union was scheduled for last night — Sapa.

Call to speed up tractor tariffs probe

TRACTOR dealers have called on the Board on Tariffs and Trade to speed up its probe into the feasibility of lifting import tariffs on tractors.

Scrapping the tariff would have the effect of creating jobs in the agricultural machinery industry and boosting sales, SA Agricultural Machinery Association manager Jim Rankin said yesterday.

However, Atlantis Diesel Engines (ADE), which manufactures the power units for locally assembled tractors, has cautioned removal of all protection barriers would lead to a proliferation in models, resulting in an escalation in parts prices and a drop in service standards.

Rankin accused the board of not making any progress in its investiga-

LOUISE COOK

tion in the past five months.

He said the board announced the investigation into protection levels for locally made engines in a Government Gazette. Since then, the SA Agricultural Machinery Association had made detailed representations on its opposition to protection for ADE three- and four-cylinder engines.

Rankin said the import tariff of 40% on six-cylinder engines was lifted earlier this year and sales immediately "went through the roof".

John Deere engineering chief Leon Pretorius said farmers were currently paying between 8% and 15% more than necessary for tractors.

ADE spokesman Johan Kellerman said no effective protection remained

in respect of three- and six-cylinder engines. "There is only partial protection on four-cylinder tractor engines and the way the protection formula works, it is on a decreasing scale as tractor prices increase."

Kellerman expected all protection to cease between 1996 and 1997.

He denied that tractor prices dropped 10% as a result of the lifting of tariffs. "This may be due to an introductory pricing strategy by tractor manufacturers to overcome resistance to the new engines."

Sales increases were due more to labour problems and farmers wanting to buy more productive tractors.

Currently, tractors are imported from China, Poland, Hungary and Rumania.

Why affirmative action programmes fail

MISTRUST and suspicion between the races had to be eliminated if the new generation of leadership which SA needed was to become a reality, Telkom chairman Dikgang Moseneke said in Pretoria yesterday.

Moseneke spoke at the launch of Unisa's African Management Programme, designed to complement affirmative action programmes and curtail SA's critical shortage of managers. It has an initial R525 000 backing by Oude Meester brandy.

He said it had become imperative to empower the

THEO RAWANA

black community economically. It was time for a new generation of leadership.

Moseneke said the problems were severe but not insurmountable. "The biggest problems confronting us today are connected with affirmative action programmes."

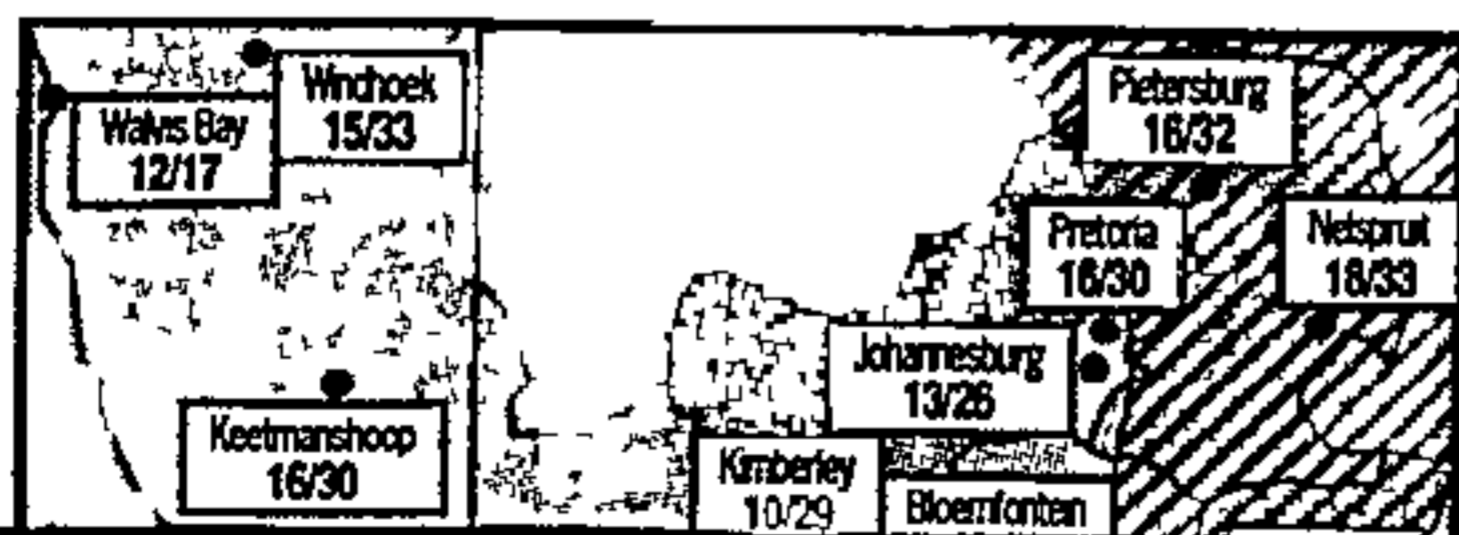
Three reasons why such programmes had met with limited success were window dressing, a lack of commitment and a lack of training and mentoring, he said.

"No affirmative action programme will ever succeed if support structures, networks and mentors are not provided, and if those previously disadvantaged do not undergo the necessary training programmes."

Moseneke, who is head of the new Unisa African Management Programme's programme advisory board, said the scheme had been designed as a one-year certificate course, but it was the mentorship component that gave it great value.

"This will ensure that not only formal education, but an understanding of practical economic and business processes, will equip the students to contribute constructively in the economic process."

TODAY'S WEATHER



Chicken workers fired from Hammarsdale plant

Star 22/11/94

Durban — Rainbow Chicken yesterday dismissed an undisclosed number of employees at its Hammarsdale plant in Natal after a week of sporadic illegal strikes

The company said in a statement that employees at its other plants and farms affected by the strike last week had begun to return to work yesterday. An ultimatum for strikers to return to work by yesterday was issued by the company on Friday.

Rainbow said the Food and Allied Workers' Union had accepted a 10 percent across-the-board pay rise offer and a minimum wage through arbitration, but employees at various plants and farms had then embarked

on illegal strikes

The company said continuing industrial action at Hammarsdale was "intolerable"

Spokesman Steve Pattinson said a number of Hammarsdale employees had been dismissed for not returning to work.

He said strikers had intimidated employees who wanted to work and stoned vehicles entering and leaving the plant. Water pipelines had been sabotaged, two managers had been abducted and thousands of fowls had died through lack of care.

The situation had become almost uncontrollable at Hammarsdale and the company was now urgently seeking relief in the Supreme Court — Sapa.

(152)

Dismissals prolong Spar strike

By Mizimasi Ngudle

REGIONAL BARGAINING

Union demands regional recognition:

More than 250 striking Spar workers have been dismissed, according to the South African Commercial, Catering and Allied Workers Union.

Saccawu publicity secretary Mr Sithembelwe Tshwete said yesterday they

are among about 2 000 workers on a two-week-long strike in 185 Spar stores in the PWV region and were dismissed for breaching their employment contracts.

Tshwete said the strike would continue until the workers were reinstated and Saccawu's demand for bargaining at PWV regional level was addressed. Saccawu demands recognition of the

union at regional level, which would obviate difficulties Saccawu encountered in clinching recognition agreements with individual Spar stores.

Tshwete said regional bargaining would ensure uniform bargaining for improved working conditions, acceptable maternity leave and progressive wage increases.

Meanwhile, the National Education, Health and Allied Workers union has

called for the reinstatement of 12 000 casual workers dismissed by the Northern regional government last month.

Nehawu spokesman Mr Solly Ngenze said premier Ngwako Ramatlodi's government's argument that there was no money was insensitive. He also said the Public Service Commission had agreed to meet the union from November 30 to December 2.

Rainbow Chicken to reinstate workers after talks with union

RAINBOW Chicken employees fired from the group's Hammarsdale plant in Natal would be reinstated today after an agreement was reached with the Food and Allied Workers' Union (Fawu), the company said yesterday.

Workers were fired on Monday after ignoring a weekend ultimatum to return to work following a week of sporadic, illegal strikes in protest against a 10% pay rise.

In terms of yesterday's agreement, the 10% across-the-board wage increase and minimum wage levels agreed to by management and the union last week would be implemented.

However, if employees failed to return to work today, the group would implement a Supreme Court order obtained yesterday, group spokesman Steve Pattinson said.

BEATRIX PAYNE

He said the group held a day-long meeting with Fawu yesterday after the union had requested an urgent meeting to resolve the conflict.

Fawu had on Monday distanced itself from "unlawful acts" (152)

Rainbow Chicken farms in the Hammarsdale area — where most of the dismissed workers had been

employed — had been affected by violence and damage to property after Monday's dismissals.

Pattinson said the situation at the Hammarsdale processing plant was calm.

Dismissed workers had camped outside the plant but were allowing deliveries to and from the plant, he said, while production at the group's operations around the country had returned to normal.

Warders strike in Natal

DURBAN — More than 200 warders are on strike at Ngcome Prison outside Vryheid in northern kwaZulu/Natal. Police could not say what their grievances were.

CT 24/11/94

(152)

Strikers go back to work

Sowetan 24/11/94

EMPLOYEES of Rainbow Chickens at the Hammarsdale processing plant in KwaZulu-Natal ended an illegal strike and returned to work yesterday

In a statement, Rainbow Chickens marketing director Steve Pattinson said an agreement was reached on Tuesday with the Natal region of the Food and Allied Workers Union

Workers agreed to report for work and accept the conditions of an agreement reached with Fawu officials on November 14

In terms of the agreement, a 10 per cent across-the-board increase and the minimum wage levels agreed by management and the union will be implemented

Employees at other Rainbow sites returned to work on Monday following a company ultimatum to end the strike or face dismissal (152)

Employees who were fired after ignoring the ultimatum will be reinstated

Pattinson said the group's operations around the country had returned to normal and production was back on line —

Sapa

Second day of sit-in at Strand

(15a)
NORMAN JOSEPH
Staff Reporter

THE sit-in protest in the Strand municipal offices by at least 300 people entered its second day after talks between them and mayor Chris Hattingh ended in deadlock.

Members of the African National Congress, SA National Civics Association (Sanco), Cosatu, the SA Municipal Workers' Union (Samwu) and squatter communities are demanding to see the regional minister of local government Peter Marais.

They are angry about "R400 000 of taxpayers' money" being spent on a court action brought by the Strand municipality against the Cape Metropolitan Negotiating Forum. The municipality does not want to be included in the Cape Metropole.

The protesters are demanding that the councillors be held financially responsible — in their personal capacity — for the court action, that the Strand be included in the Cape Metropolitan area and that all rent, water and electricity arrears be scrapped.

ANC spokesman Peter Mopp said yesterday the court action by the council was a last-ditch effort to cling to an all-white council. "They are scared that the area will be infiltrated by blacks. We will sit here until the court action is dropped. This is Africa and they (the council) are part of us."

NEWS New mandate

Sit-ins: steps by Mwasa

By Mzimasi Ngudle

A HIGH-POWERED Mwasa delegation was mandated to go into the former Eastern Cape homelands of Transkei and Ciskei yesterday where striking media workers have staged sit-ins

Mwasa general secretary Mr S'thembele Khala and vice-president for broadcasting Mr Tau Motau will today meet the Transkei Broadcasting Corporation management in Umtata, where striking workers blockaded the entrance to the premises yesterday, forcing management personnel to leave on foot

Sapa reports that TBC managing director Mr Leslie Xinwa was seen leaving the premises on foot, heading towards the central police station. Police arrived on the scene at about midday but did not immediately take action

Almost all TBC employees went on strike on Tuesday, hampering broadcasts. The strikers are seeking pay parity with their SABC colleagues and demanding a meeting with the SABC board. Workers Crisis Committee chairman Mr Siphiso Mplati said radio and television went off the air on Tuesday after workers downed tools in protest against the management's insistence on the resumption of duties as a precondition for convening wage talks. Khala said the union had asked Post, Telecommunications and Broadcasting Minister Mr Pallo Jordan to intervene. He warned that the strike may spread to the Greater Eastern Cape, following a sit-in staged by media workers in Ciskei on Wednesday and threats by Radio Xhosa workers to embark on a strike because they felt they were being used as scapegoats (152)

Thus follows the decision by TBC management to use Radio Xhosa transmissions to keep its own broadcasts up

Efforts to contact Xinwa and corporation secretary Mr Harris Gxaweni were unsuccessful

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AKG 26-27-11194
Fired hospital workers held LC

JOHANNESBURG — Fifty employees fired from Milpark Clinic have been arrested for blocking entrances to the hospital, preventing even ambulances entering, police said.

blocking a public road and contempt of court for yesterday defying a Supreme Court order barring them from going within 2km of the hospital.

Warrant Office Andy Pieke said ex-workers had been charged with

The 30 women and 20 men would be freed on bail of R100 each, he said. — Sapa.

CF 29/11/94
**Strike threat
at oil depots**

WORKERS have threatened to strike at three former state fuel farm oil depots on the West Coast that store nearly a third of the country's annual crude oil supply, SA Chemical Workers Union spokesman Mr Peter Roman said yesterday.

The union has proposed that the dispute over an 8% across-the-board increase and pay parity, be referred to mediation, he said.

"The Strategic Fuel Fund Association has big contracts with the Iranians. This might affect them if there is a strike" — Sapa

Police to march in salaries demand

CT 29/11/94
Crime Reporter

ABOUT 300 South African Police Union (Sapu) members are expected to march on parliament today to call for a government promise of substantial salary increases for lower-ranking members and overtime pay. (152)

The union announced a march in August but changed their plans to a mass meeting because of "intimidation by police management", and a request by regional police minister Mr Patrick McKenzie, Sapu spokesman Mr Andy Miller said yesterday. (152)

Police are expected to hand a petition to Mr McKenzie calling for an immediate salary increase of at least 40% for lower paid staff, overtime pay and the axing of allegedly racist commanders.

President Nelson Mandela has promised that the working conditions of police will be "considered very seriously" when the next budget is prepared, but Mr Miller said union members wanted an immediate guarantee of a substantial salary increase.

He said changes effected by Mr McKenzie following the mass meeting had included:

- Abolishing the archaic police rules in which unmarried pregnant policewomen faced departmental charges.

- Allowing policewomen who are breadwinners to have their husbands and dependants registered on police medical aid.

- Training of some assistant constables to enable them to become permanent members of the police force.

Call for boycott

By Mzimasi Ngudle

Sowetan

THE South African Commercial, Catering and Allied Workers Union yesterday called for a consumer boycott of all products of Spar retail outlets in the PWV region. Saccawu spokesman Mr Sithembele Tshwete said the union decided to call the boycott after Spar management refused to bow to pressure during the three-week old strike by more than 2 000 workers in about 212 stores in the region. 29/11/94

Saccawu demands collective bargaining at regional level — so that issues like improved working conditions and wage parity would be addressed regionally

Spar management insists that Saccawu bargains with individual Spar outlets. Conceding that Spar stores bought the Spar name individually, Tshwete insisted stores have formed a Spar Guild which decides collectively on marketing strategies, pricing and policy issues. (3) (152)

All that Saccawu demanded was the inclusion of industrial relations in the list of issues dealt with by the guild.

ET 7/12/94 (152)

Hospitals hit by strikes

JOHANNESBURG — Members of the National Education, Health and Allied Workers Union went on strike at several Lifecare Group hospitals around the country yesterday, Lifecare said

Report by Staff Reporter, Own Correspondent, Sapa Reuter AP and UPI

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Management style is blamed for ⁽¹⁵²⁾ spate of strikes

Labour Reporter

THE remoteness of management and South Africa's "classical hierarchical approach" were important contributory factors to the recent spate of industrial action.

The South African managerial approach created a lack of understanding which was being exploited by "the new cadre of leaders of politically-based unions . . . as an opportunity to flex their muscles", said Johannesburg management consultant Mike Olivier.

"Workers' anger and frustration has simply been brought to a head"

Mr Olivier said while the primary issues centred on wages — the wide disparity between workers' pay and that of top management — education and opportunities for advancement also came into play

"As a way of motivating staff, management has suggested incentive schemes be introduced but these ideas have been met with scepticism by unions and workers alike.

"Our workforce, coming from a history of being poorly paid, are naturally focusing on building guaranteed pay first.

"It must be recognised that an incentive plan does not always motivate an employee to action. A pay plan can never take the place of good management.

"We must address our management style before we look for other ways to improve relations," Mr Olivier said.

Strikers hold placard demo

JOHANNESBURG (152)
About 100 strikers yesterday held a placard demonstration outside the head office of Imperial Car Rental (27A)

Members of the Transport and General Workers Union went on strike at the end of November to press for a 13th cheque, a long-service allowance, pay rises and reinstatement of fired strikers CT 8/12/94

Strikers say negotiations between management and the union broke down after management dismissed more than 20 strikers who blockaded the company's main depot at Jet Park, Boksburg. — Sapa

Union promises to probe strike

CT 8/12/94 Staff Reporter (152) (FB)

A UNION representing hospital workers says it will act against any of its members if they withheld emergency or essential services during an illegal strike which led to operations being cancelled at Tygerberg Hospital yesterday.

But National Education Health and Allied Workers' Union Western Cape chairman Mr Wilfred Alcock denied a doctor's reported claims that two cancer patients were starving because of the strike.

About 80 workers at the hospital laundry ended a two-day illegal strike yesterday morning after meeting Western Cape Hospital and Health Services representatives. Clean linen deliveries then resumed, but the 100 daily scheduled operations postponed because of the strike would only begin once full linen requirements were received, a hospital official said.

Mr Alcock said it was Nehawu policy to maintain emergency and essential services during industrial action and the union would discipline any members found to have contravened union policy.

CT 9/12/94

Strike: Cape Gas workers appear (S2)

ALTOGETHER 65 Cape Gas workers appeared briefly in the Cape Town Magistrate's Court yesterday in four separate cases following strike action between July and September.

Some men are appearing in all four cases

Fifty men pleaded not guilty to charges of contempt of court, trespassing, assault, attempted murder and intimidation, after a Supreme Court interdict prevented them from entering the premises. They will appear again on January 24.

Forty men pleaded not guilty to contempt of court after allegedly blocking the road leading to Cape Gas, forcing their way onto the premises, threatening the driver of a car and assaulting a policeman on August 25. Their case was postponed to February 2.

Forty men also pleaded not guilty to intimidation and defying the Supreme Court interdict on July 26. They will appear again on March 2.

Rise in wildcat action 'reflects divide'

THERE was an increase in wildcat strikes in the fourth quarter of this year, reflecting a growing divide between union members and leaders, IR Network researcher Wendy Dobson said yesterday.

In the latest IR Network strike report, Dobson found there was shop floor disenchantment with a perceived pro-compromise stance adopted by union officials. This had been exacerbated by the fact that working conditions had not changed since the election.

Examples of shop steward-driven strikes included the municipal bus blockades, hospital stoppages and the

ERICA JANKOWITZ

Rainbow, Chicken strike.

Although 49% of strikes in the period under review were triggered by wage disputes, she said a variety of issues drove industrial action.

Wage differentials, lack of training, lack of advancement opportunities, demands for meaningful participation and challenging management prerogative were all facets of wage strikes, Dobson said.

Workplace democratisation was a genuine union demand and not just a buzzword. "Unions view workplace democratisation as the key to

(152)BD 9/12/94
addressing many of the structural problems that plague SA industry."

Unions had shifted their attention from politics to workplace issues and would continue to use strike action to enforce co-determination until legislation was passed to this effect.

The NUM and the National Education, Health and Allied Workers' Union topped the list of most active unions, closely followed by the Food and Allied Workers' Union.

The public sector was affected by 29,3% of strikes during the quarter and mining 15,5%. The PWV was the most affected region, having experienced 52% of the country's strikes.

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Poll: Strikers may harm govt

CT 13/12/94

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By ANTHONY JOHNSON

MOST South Africans are deeply concerned that strikes could damage the new government, a nation-wide survey has found

And almost half those surveyed by Markinor in September and October believed that strike action had no positive outcomes

The poll found that 56% of respondents (47% of blacks and coloureds, 55% of Indians and 75% of whites) believed the credibility of the new government would be damaged if it could not control labour unrest.

A total of 47% (41% black, 34% coloured, 50% Indian and 63%

'Unrest has no positive outcomes'

white) believed strikes harmed both employer and employee

Only 43% of South Africans (57% black, 50% coloured, 46% Indian and 16% white) agreed strike action was every individual's right.

One in every five respondents (28% black, 23% coloured, 27% Indian and 4% white) agreed that

strike action was important to show the power of the workforce

Markinor account director Ms Mari Harris said the finding that blacks viewed strikes as not having positive consequences was probably explained by the series of lingering and disruptive strikes that yielded poor returns for workers

"It could be that the trade union movement, with its tradition of protest politics and resistance ethic, has not adjusted adequately to new circumstances

"A less confrontational and disruptive approach is likely to engender wider community sympathy, and reap rewards for workers," Ms Harris said



Strikes concern South Africans

BD 13/12/94

CAPE TOWN — The majority of South Africans are deeply concerned that the activities of strikers could damage the new government, a survey has found.

Almost 50% of those surveyed by Markinor in September and October believed strike action had no positive outcomes.

The poll found that 56% of respondents (47% of blacks and coloureds, 55% of Indians and 75% of whites) believed that the creditability of government would be damaged if it could not control labour unrest.

A total of 47% (41% of blacks, 34% of coloureds, 50% of Indians and 63% of whites) said they believed strikes harmed both the employer and the employee.

Only 43% (57% of blacks, 50% of coloureds, 46% of Indians and 16% of whites) strongly agreed that strike action was every individual's right.

Political Staff

Only 25% (28% of blacks, 23% of coloureds, 27% of Indians and 4% of whites) strongly agreed with the statement that strike action was important to show the power of the workforce.

Markinor account director Mari Harris said the finding that blacks viewed strikes as not having positive consequences was probably due to a series of strikes which yielded poor returns for workers.

Strike action also no longer received the automatic support of the community as an expression of political struggle.

"With a representative and legitimate government in power, strikes are likely to become more and more economically driven, and wide community backing is likely to slacken," she said.

Cancer patients starving as strike hits Tygerberg

ROGER FRIEDMAN
Labour Reporter

TWO cancer patients who need urgent surgery are slowly starving to death because crippling industrial action at Tygerberg Hospital has caused the cancellation of all scheduled operations.

Patients are lying on dirty sheets or bare plastic mattresses after an illegal strike at the central laundry since Monday plunged the hospital into crisis

Indications are that the workers are returning to work today and scheduled operations will resume on Friday

The strike by members of the National Education Health and Allied Workers Union and Public Service League took union leadership by surprise

Nehawu spokesman Wilfred Alcock condemned the hospital management for not liaising with the union to effect speedy resolution to the problem.

"I can only imagine they waited until there was a crisis and then ran to the Press in order to discredit us," Mr Alcock said.

"We are disturbed to hear operations cannot take place due to industrial action as this is totally against our policy. We are committed to the effective, efficient and professional delivery of patient care

"We will be conducting our own investigation," he promised

Emergency operations are still being performed but the scheduled theatre lists for today and tomorrow have already been called off. Scheduled operations yesterday were also cancelled.

Patients who are fit enough have been sent home. A hospital source said some patients' operations had been cancelled five times because of industrial action

A doctor said two patients in his ward were "slowly dying of hunger" because of advanced throat cancer. The cancellation of their operations could lead to their deaths.

"They have already been waiting for their operations for several weeks. We have got patients lying on plastic mattresses, dirty sheets or just under a blanket

"People have a right to strike but we cannot afford to jeopardise patient care"

The central laundry serves about 30 hospitals in the northern areas and country districts, with Tygerberg its major client.

A spokesman for the provincial health department said it was feared the strike could spread to the Pinelands central laundry, which serves a further 30 hospitals, including the Red Cross Children's Hospital and Groote Schuur

Order on striking (752) prison staff

DURBAN — The Department of Correctional Services was granted a Supreme Court interdict last night by the Judge President of Natal, Mr Justice J Howard, against the striking staff members at Ncome Prison near Dundee.

This follows two days of action by over 500 staff members who are demanding a review of promotions authorised by the government but ignored by the kwaZulu legislature.

The interdict orders members not to take part in any further strike action or to interfere with the free movement of any persons on the prison grounds and to end "the unauthorised occupation of staff homes".

● President Nelson Mandela's office called yesterday on the striking warders to deal with their grievances in a disciplined and responsible way. — Own Correspondent, Sapa

CT14/12/94

Media protest

at the Star

CT 15/12/94

JOHANNESBURG

More than 100 journalists and media workers staged a lunch-time demonstration outside the offices of the Star here yesterday, to protest against what they termed increased management interference in editorial affairs.

(152) (203)
The Star's South African Union of Journalists (SAUJ) branch co-ordinator, Ms Claire Gebhardt, said "When editorial and commercial interests clash, commercial interests take over"

—Sapa

Striking warders 'fire on sheriff'

~~(153)~~ (152)
Own Correspondent

MARITZBURG. — The sheriff of Dundee and his deputies came under fire from striking warders at Ncome Prison yesterday when they attempted to serve a Supreme Court interdict on Popcru committee members.

Sheriff J G Celliers said "at least 20 shots were fired into the air" by 12 warders armed with revolvers, pistols and automatic rifles.

One shot not fired into the air struck the chassis of Mr Celliers' car, which was driven by two deputy sheriffs

"We fled it was very frightening indeed," said Mr Celliers "We are not used to this sort of thing and we are not armed. All we were trying to do was to serve some papers, but no one wanted to accept service."

et 15/12/94
The warders began striking on Monday over the issue of promotions

The Department of Correctional Services said in a statement yesterday that activities at the prison were at a standstill. The department was uncertain whether prisoners were receiving food or medical services.

Star and Sowetan staff stage picket

BY JOVIAL RANTAO

About 80 journalists and media workers from the The Star and the Sowetan held a lunch-hour picket in Johannesburg yesterday against what they said was management interference in editorial affairs.

The Media Workers' Association of South Africa (Mwasa) and the South African Union of Journalists (SAUJ) co-ordinated yesterday's demonstration outside The Star's offices, which followed Friday's unexpected resignation of editor-in-chief of The Star Richard Steyn.

Steyn resigned because he differed with Argus Newspapers chief executive John Featherstone "on how newspapers should best be run".

Steyn did not think that a restructuring "in order to make editors report to regional directors" was appropriate.

Peter Sullivan has since been promoted to editor of The Star, with responsibility for the WeekendStar, from January 1.

He will report to new managing director of the Gauteng operations of Argus Newspapers, Deon du Plessis, from February 1, on issues of company policy.

Mwasa's southern Transvaal secretary Thabo Leshlo said the restructuring would sacrifice journalists' integrity for the commercial interests of Argus.

"The regional MDs' brief is to advance the interests of share-



Fight for press freedom . . . picketers outside The Star building yesterday.

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PICTURE ETIENNE ROTHBART

holders. It will now be possible for them to dictate to editors not to pursue certain stories which put the newspapers' advertisers in a bad light.

"At worst, we as reporters will no longer be believed by the public, which will see us only as lackeys of the advertisers," Leshlo said.

The SAUJ's Star branch co-ordinator Claire Gebhardt stressed that the lunchtime protest was not about personalities or a vote of no-confidence in Argus editors.

"In the past, editors' reports to a board which was distanced from the hurly-burly of commercial interests

"Now they are being asked to report to someone whose success will be judged on his commercial success on a daily basis. When editorial and commercial interests clash, there is the danger that commercial interests may predominate."

Gebhardt said the protest was also about the "elimination of

the editor-in-chief of one of the country's largest daily newspapers without consultation or negotiation."

"We're asking for top-level guarantees of editorial independence. We also want the role of the regional MDs spelt out, and in what circumstances an editor can bypass them," she said.

iKapa workers hold staff hostage over pay

Staff Reporter

ABOUT 100 staff at the iKapa Town Council offices in Guguletu were held hostage yesterday by about 200 dissatisfied iKapa workers

Seven businessmen were also locked up with the staff

A spokesman for the workers, Mr Nkosinathi Sixholo, said they had been promised permanent staff salaries from December 1 but when they arrived for their wages yesterday morning they discovered they were getting temporary workers' pay R550 a month

Mr Sixholo said no one would be allowed to leave or enter the premises until the matter was resolved with iKapa chief executive officer Mr Deon Adriaanse

Mr Adriaanse arrived late yesterday evening and negotiations were still going on last night

DALE GRANGER reports that seven city businessmen among the hostages were angry last night as their ordeal extended to 11 hours

One, who did not want his company's name published, phoned the Cape Times from the offices complaining bitterly

"We're the hell-in," he yelled "We've got nothing to do with the municipality. We're foreigners to the conflict, supplying a service to them and we've been locked in for 11 hours" "Some of us were going on holiday tonight and our families are getting upset.

"There are 13 police vehicles outside and more policemen than strikers but they've done absolutely nothing. We phoned the police to demand action but they told us our lives weren't in danger and there was nothing they could do."

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Strike to continue

A STRIKE at Imperial Car Rental depots, was set to continue after talks broke down on Friday. Transport and General Workers' Union organiser Thelma Blammi said at the weekend.

The strike began almost two weeks ago when wage negotiations ended in deadlock.

(152)

ARG 20112194

Public servants likely to strike

(152)
The Argus Correspondent

JOHANNESBURG — Strike balloting among public servants in the Public Servants Association ends today — and early predictions suggest that members have voted overwhelmingly to strike.

However, although arrangements to set up arbitration between the government and some public service unions to resolve the wage deadlock are continuing, representatives from all parties are establishing joint task teams to thrash out solutions — fol-

lowing last week's intervention by deputy presidents Thabo Mbeki and F W de Klerk

Meanwhile, concern is mounting over a threat by some senior ANC members to legally challenge the constitutional job guarantee for public servants.

However, Public Service Minister Zola Skweyiya reportedly gave the assurance this week that public service jobs would be guaranteed

PSA president Caspir van Rensburg said, yesterday he welcomed Mr Skweyiya's remarks



SA Commercial, Catering and Allied Workers' Union members brave the intense Johannesburg heat yesterday to march from the union's office in the CBD to Walter A Chipkins' head office in Parktown in protest against alleged unfair dismissals. Picture NICKY DE BLOIS

Union marches over dismissals

(52) ERICA JANKOWITZ

ONLY about 200 SA Commercial, Catering and Allied Workers' Union (Saccawu) members turned out to march from the union's Wits office to Walter A. Chipkins' head office in Parktown yesterday to protest against alleged unfair dismissals.

In a memorandum handed to Chipkins' management, Saccawu demanded the reinstatement of the 600 workers it claimed were unfairly dismissed, and that the company discuss the logistics of their return.

A company spokesman said the workers were dismissed in June 1992 and, after three separate court appearances all of which were decided in the company's favour, reinstatement was out of the question.

However, in "a spirit of reconciliation", Chipkins had offered an ex gratia payment to those who had been unable to find alternative employment after being dismissed. Discussions with Saccawu were continuing.

Saccawu also threatened "big industrial action" nationally if there was no response to the demand by today.

The company spokesman said the memorandum was accepted and was being considered.

The march was joined by Spar workers who have been on strike for almost two months, demanding regional bargaining for all Spar outlets.

About 600 workers have lost their jobs as a result of this strike and a threatened consumer boycott appears not to have affected trading.

The march started almost an hour late and disrupted traffic along Twist Street before turning into Parktown.

Civil service strike looms

By Claire Keeton

MAJORITY SUPPORT Ballot indicates

THE PUBLIC SERVICE could be hit by an unprecedented wave of strike actions next year if last-minute Government intervention fails to resolve a wage deadlock with employee organisations.

The counting of strike ballots from the 106 000 members of the Public Servants Association should begin today and indications are that the vast majority support a strike. But PSA spokesman Casper van Rensburg said "A positive outcome does not mean we will immediately embark on a strike." He said their meeting with Deputy Presidents Mr Thabo Mbeki and Mr FW de Klerk last week was promising. "We are prepared to work in a task group with the employer and these developments will de-

substantial approval for strike action:

side whether we exercise our right to strike."

The employee organisations are demanding a R1 500 minimum wage and a 15-percent increase.

Nearly all 68 000 members of the South African Health and Public Workers Union have voted to strike.

They plan to down tools on January 5 and disrupt the civil service countrywide.

But Saphwu spokesman Mr Silas Baloyi said yesterday

"If the Government wants bilateral talks, our doors are still open. However, if they do not deliver there is nothing we can do."

Southern

21/12/94

He said the Public Works Department would be worst hit, with Foreign Affairs, Land Affairs, the SANDF, and Gauteng hospitals also seriously affected.

The 96 000-strong National Health and Allied Workers Union has not opted to ballot since the leaders do not believe negotiations have deadlocked.

Nehavu has drawn up a revised position aimed at settling in the next round of talks, scheduled for February.

Meanwhile the employee organisations are working with the State on task teams to look at all conditions of service, including salaries

Call to resolve brewery strike

PIETERSBURG — The office of the Northern Transvaal premier yesterday called on the management of South African Breweries and striking workers at an SAB plant here to seek a peaceful solution to their dispute.

(S2) Spokesman Mr Jack Mokobi said a security guard shot dead a striking worker last Friday.

"We also learnt that striking workers yesterday burnt a delivery vehicle on the (SAB) premises.

CT 28/12/94
"We find no justification for violence," Mr Mokobi said — Sapa

Prison warders to end go-slow

CT 28/12/94

(152)

DURBAN — Agreement was reached between the Department of Correctional Services and the Police and Prisons Civil Rights Union (Popcru) yesterday, ending a go-slow in kwaZulu/Natal prisons that led to the escape of 54 prisoners

Popcru regional secretary Mr Nhlanhla Ndumo appealed to prison warders to return to work today

The parties agreed to form a committee to examine the union's demands

Acting Minister of Correctional Services Dr Ben Ngubane, who chaired the meeting, agreed to make representations to President Nelson Mandela on a union demand for Minister of Correctional Services Mr Siphosiso Mzimela to be removed

Union's demands for review

Dr Ngubane said the meeting was a success. The parties had set "an inclusive transparent process in motion to handle grievances"

He said the committee would include ministerial, departmental and union representatives

To be known as the kwaZulu-Natal Correctional Services Task Group, it would also deal with possible disciplinary steps against warders

The committee will consider

union demands for promotions and merit awards, allegations of nepotism and bribery, and a demand for the reinstatement of Popcru members fired in 1990 for union activities

Popcru regional chairman Mr Bhekani Ngubo said the union was happy with the outcome of the meeting

Regional Commissioner of Correctional Services Major-General Johan Hills, whose removal is one of Popcru's demands, said the confrontation in the province's prisons could have been averted had the union put its demands "to the correct authority on a national level"

● Twelve of the 54 escaped prisoners have been rearrested. They escaped from Durban's Westville Prison, Vryheid's Ncome Prison and prisons in Maritzburg and Empangeni — Sapa

Union planning ^{Sowetan} Pretoria march

By Shadrack Mashalaba 29/12/94

THE South African Commercial Catering Workers Union (Saccawu) is planning to march on the Union Buildings in Pretoria on January 17 to deliver a memorandum highlighting its dispute with Spar supermarkets.

Mr Sithembele Tshwete said copies of the memorandum would be delivered at the offices of the Ministers of Safety and Security, Labour and Justice.

Scores of Saccawu members have been on strike at Gauteng Spar supermarkets since November 9.

The action was sparked by the dismissal of 18 Linden Spar workers who were absent from work on May 10, the day President Nelson Mandela was inaugurated.

Tshwete said the union had exhausted all avenues in a bid to resolve the dispute to no avail. He said the union's demands for reinstatement of their members and for a regional bargaining forum remained.

Mr Andrew Lontarides of the (Village) Spar in Roodepoort, confirmed the union was demanding central bargaining for all Spar supermarkets. He said the strikers had on one occasion assaulted his wife and son and threatened customers.

(152)

Justice workers suspend strike after three weeks

PIETERSBURG — The three-week strike by about 4 000 Department of Justice workers in the former self-governing territory of Lebowa has been suspended, the National Education, Health and Allied Workers Union announced yesterday

Nehawu Northern Transvaal branch spokesman Mr Emmanuel Mogale said worker representatives had decided at a meeting on Wednesday to suspend the strike, giving the government a "last chance" to address grievances about promotions, or face an indefinite strike **ET 30/12/94**

Mr Mogale claimed the government was deliberately ignoring demands and that innocent third parties were being adversely affected, including pensioners who were unable to collect their monthly pensions

Because these innocent parties rather than the government had been directly affected, it had been decided to call off the strike **(S2)**

He said the decision should not be seen as capitulation and that workers would strike again if the government failed to act. — Sapa