

# INDUSTRIAL RELATIONS - STRIKES

1996

AUGUST - DEC.

# Clothing strike in deadlock

*Still no deal after all-night talks*

ASHLEY SMITH  
Staff Reporter

DESPERATE marathon all-night talks between clothing union chiefs and industry bosses failed to break the week-long strike that has crippled South Africa's clothing industry

The talks at a Bellville hotel began last night and lasted until early today without breaking the impasse

The SA Clothing and Textile Workers' Union (Sactwu) is demanding a 10 percent increase, while the employers have offered eight percent

But intensive all-night negotiations through the country's top mediator, Charles Nupen, failed to break the deadlock, leaving bleary-eyed negotiators exhausted

Negotiations began at 6pm yesterday and ended shortly after 8am today, with negotiators agreeing to meet later today

Mr Nupen who heads the commission for conciliation, mediation and arbitration, spent the night shuttling back and forth between separate hotel rooms occupied by Sactwu and the National Employers Caucus (NEC) caucuses, trying valiantly to get them to compromise

There was drama just after midnight when information leaked from the Sactwu delegation that the NEC had increased its settlement offer to 8,5 percent

But hopes were dashed when hardline Sactwu members apparently refused to budge from their 10 percent demand even though some Sactwu negotiators appeared willing to accept the 8,5 percent offer

The midnight optimism then waned as the two sides remained deadlocked

The meeting was delayed as members of the Sactwu delegation had arrived late. During the delay Mr Nupen was locked in discussions with the NEC

When all the Sactwu negotiators had arrived, union representatives explained

that the delegates from other provinces had not had a chance to "touch base"

Sactwu then caucused separately, setting the pattern of separate caucuses for the night

The Sactwu caucus ended at 11.30pm and at 12.15am Sactwu chief negotiator Ebrahim Patel emerged from the conference room saying he was still reasonably optimistic that a settlement would be reached

Meanwhile the NEC had broken for a meal. At 1.15am the NEC and Mr Nupen re-entered the NEC caucus room again

At 1.30am the Sactwu negotiators held prayers for a settlement. They sat around, sharing anecdotes about the strike

At 2.20am they had something to cheer - not from Bellville but from Atlanta. While the NEC was still in caucus with Mr Nupen, Sactwu delegates in the hotel television room saw Hezekiel Sepeng break the South African record to win a silver medal

At 2.40am rumours spread that NEC was about to make another offer to Sactwu

Both delegations then came out to the television room for a break

At 3am Sactwu began discuss the offer made by the NEC. It was rumoured the NEC had upped its offer to nine percent, but this could not be confirmed

At 4.35am Sactwu and Mr Nupen moved into a neutral conference room for talks. Mr Nupen then shuttled back at 5.45am to the NEC caucus room

At 5.50am hopes were raised again when the NEC, Sactwu and Mr Nupen entered the neutral conference room for the first time together

All the chief negotiators were present at this meeting

Groups of exhausted members from the NEC and Sactwu appeared more relaxed than they had been all night

But at 6.15am the NEC returned to its conference room and the endless separate caucusing resumed

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# Metalworkers will take to the streets on day of action

BD 1/8/96

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**Reneé Grawitzky**

MORE than 100 000 metalworkers would take to the streets next Wednesday in a national day of action to put pressure on employers to revise their position in the wake of the deadlock in wage talks last week, the National Union of Metalworkers of SA (Numsa) said yesterday.

The union also warned of possible action in the auto-manufacturing industry after it was informed that Mercedes Benz was not party to an 8% offer made by the Automobile Manufacturers Employers' Organisation (Ameo).

Numsa general secretary Enoch Godongwana said employers in auto and metal were provoking strike action and were intentionally perpetuating the myth that labour would go on strike at the flash of a pen.

The union said the decision to embark on a day of protest action was adopted following a national meeting and local shop steward council meetings around the country this week.

Workers decided to adopt a programme of action — Operation Vula-vala — which would include demonstrations, overtime bans and other ac-

tions to be decided by workers, the union said. It indicated that during this process balloting of members would start countrywide. However, the logistics were still being worked out.

Godongwana and official Ehas Monage said wages were not necessarily at the heart of the dispute, but employers' failure to agree to remove a penalty clause relating to public holidays from the industrial council main agreement.

The union would not sign an agreement as long as this clause remained: it provided that a worker would not be paid on a public holiday, if absent the day before or after that public holiday.

Seifsa spokesman Brian Angus said there could not be a settlement without a compromise clause being included in the agreement. However, the parties were meeting today to finalise all other matters relating to the talks, including the matter of wages and he hoped for more discussion of the penalty clause.

The union said workers were ready to strike on this issue, as they felt certain rights granted to them in the form of paid public holidays were being taken away. Also, they were querying if this provision was enforced for management employees as well as workers.



Picture DOUG PITHEY, The Argus.

**PRAYER FOR SETTLEMENT:** Shireen Kariem, left, and Zubeida Reid, two striking clothing workers, attend the church service at St George's Cathedral yesterday.

## Workers pray for clothing strike solution

ASHLEY SMITH  
Staff Reporter

(152) (1524) (199)  
ARG 1/8/96  
ON the eve of the marathon all-night, make-or-break talks to resolve the week-long national clothing strike, SA Clothing and Textile Workers Union (Sactwu) members held a prayer service at St George's Cathedral in Cape Town

Sactwu spokesman Joseph Williams said. "This strike is not just about the 10 percent increase we have demanded. It is about years and years of frustration. Clothing workers are the most oppressed and exploited in the country and for us to live on such low salaries, is immoral."

He called on clothing bosses to be "compassionate" toward the strikers' demands. Charles Williams of the SA Council of Churches, said his organisation supported the strike



## Union to march on Edgars head office

Reneé Grawitzky

BD 1/8/96

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the retail sector.

SA Commercial, Catering and Allied Workers' Union (Saccawu) members plan to march on Edgars' head office in Johannesburg tomorrow to put pressure on Edgars management to revise its wage offer.

The union indicated that the action would also highlight its demands for a centralised bargaining forum in

The union is demanding an across the board increase of R350 or 20% while employers have offered 9% with a guaranteed minimum increase of R220 across the board.

Saccawu national publicity officer Sithembele Tshwete said the union had resolved that by August some progress should have been made on centralised bargaining structures.

# Employers, union restart talks

Reneé Grawitzky

MEDIATION was restarted last night between clothing employers and the SA Clothing and Textile Workers' Union (Sactwu) with neither party committing themselves to the outcome of the process.

Speculation was running high that the parties would be able to split the difference between the employers' 8% and the unions' 10%. However, such speculation was also evident prior to the mediation process on Sunday which failed to achieve movement from either side.

The mediation process was postponed on Sunday so that the parties could refer back to their respective constituencies to ascertain whether mandates could be adjusted.

In the interim the strike accelerated, with more workers being locked out and employ-

ers, especially those in the Western Cape, reporting intimidation, harassment of employers and other actions to put pressure on employers to revise their position.

Employers reported yesterday that the blocking off of factories continued, with one company having obtained an interdict to remove striking workers from the premises' entrances.

Sapa reports that non-striking workers at a number of clothing factories in the Cape Peninsula continued to be intimidated yesterday. Many managers declined to comment in the belief this could lead to them being targeted and jeopardise mediation talks.

Meanwhile, the SA Commercial Catering and Allied Workers' Union (Saccawu) has come out in support of the Sactwu strike.

Yesterday, Saccawu condemned what it termed "the in-

transigence of the textile and clothing bosses".

The employers' stance could be described as a declaration of war, against not only the workers in the clothing and textile industry. "We see it as an attack on organised labour as a whole," Saccawu said.

Saccawu has urged employers in the retail sector not to draw stock from companies involved in the strike.

Saccawu national office bearers have convened a special meeting to decide on action which will support the clothing and textile workers. Issues to be discussed include a demand to employers in the retail sector to return all back-up stock and to remove all goods from shelves and showrooms.

They are also planning a nationwide picket in all major cities and have issued a call not to buy "made in SA labelled clothing". — Sapa.

# Implats workers down tools as clothing strike is set to cool off

Jonathan Rosenthal & Marc Hasenfuss

Johannesburg — Impala Platinum Holdings workers downed tools last night in support of wage and other demands, Mahlakeng Mahlakeng, the Rustenburg regional co-ordinator for the National Union of Mineworkers, said late last night.

The decision to strike was taken at three mass meetings held yesterday.

Mahlakeng said all 27 000 workers would down tools, starting with last night's shift. The strikers, all members of the NUM, failed

to report for the night shift, he said

Anne Dunn, an Implats spokesman, said last night that about 800 workers had reported for duty at the mineral processing plant, but that between 3 000 and 4 000 workers had refused to report for duty at the Bafokeng North mine.

But she had no details as to the position at the Wildebeestfontein South mine.

"All is peaceful so far, but we do not know what to expect on Thursday," she said.

The workers are demanding wage increases of between 8,5 and

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12 percent, an increased living allowance of R400 a month from the present R350 for those workers who do not stay in mine hostels, as well as company medical aid for workers on lower grades.

"We were supposed to meet management on Wednesday night, but this has been postponed by the workers' decision to go on strike

"We hope to meet management on Thursday night to negotiate possible solutions," Mahlakeng said.

This comes just as the strike that has disrupted the clothing industry for a week appears set to wind down today after another round of

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mediation between the South African Clothing and Textile workers' Union (Sactwu) and the National Employers' Caucus of the Clothing Industry.

Mediation, under the independent mediator Charles Nupen, started last night in Cape Town, with both parties cautiously optimistic that a settlement could be forged.

Nupen has the tough task of coaxing the union and the employers from their uncompromising stance on wage increases.

Sactwu is demanding an increase of 10 percent, while the

employers have offered 8 percent. The employers have, however, indicated a willingness to negotiate in the 8 to 8,5 percent range.

But a settlement is unlikely to see conditions in the clothing industry return to normal today as union leaders and clothing industry negotiators will have to hold feedback meetings with their respective members.

Ebrahim Patel, the deputy secretary-general of Sactwu, said there was a greater prospect for a settlement than there was at last week-end's mediation meeting.

"I sense there is a desire to find

a solution to the dispute from both sides," Patel said.

He emphasised that the two parties would have to search "long and hard" within their respective mandates for a position that would produce a settlement.

Peter Cragg, the executive director of the Cape Clothing Manufacturers' Association, was confident that Nupen could bring the parties to settlement.

"He is a seasoned mediator both parties have enormous respect for him.

"We will have to see what common ground exists."

# Hope for strike resolution today ~~(152)~~ (152)

CT 1/8/96

**CYNTHIA VONGAI  
AND WILLEM STEENKAMP**

TALKS between employers and the SA Clothing and Textile Workers' Union (Sactwu) continued late last night as the two sides tried to find a way to end the five-day-old national clothing workers' strike — but a solution may only be reached today. Sactwu has demanded a 10% wage increase; employers refused to offer more than 8%. More than 60,000 workers from 800 factories throughout the country took part in the strike.

Chief negotiator for the Employers' Caucus of the Clothing Industry, Mr Johann Baard, estimated yesterday that the industry had lost about R30 million in turnover and R10m in wages since the strike began last Thursday.

Last night Baard, employers, union officials and a mediator met at a Bellville hotel to thrash out a solution, the third such attempt since the start of the strike.

Baard said afterwards the groups had met, then split up to caucus and were due to meet again with a mediator late last night. But

he did not expect the solution to be found and predicted the talks would resume today.

He dismissed rumours that a 9% compromise wage increase had been reached.

A union spokesman could not be reached for comment last night.

One of the most notable incidents of the strike occurred when striking workers staged a sit-in at Woolworths and Edgars stores' Adderley Street branches at lunchtime on Monday, forcing the shops to close. The sit-in was an attempt by Sactwu to pressure

retailers into signing a memorandum to force employers to agree to the 10% wage increase.

In similar protests on Saturday strikers rang up goods at retail stores and then refused to pay.

Sactwu's assistant secretary-general, Mr Ebrahim Patel, said the union justified this action because the retailers had a moral obligation to ensure the dispute was solved. "Factory managers consistently quote retailers as one of the reasons they can't agree to 10%, as some stores put a 100% mark-up on clothing."



**T**WOULD be simplistic to argue that the clothing industry strike of the past week was caused mainly by the entrenchment of the respective positions of employers and the SA Clothing and Textile Workers' Union (Sactwu), which forced them to resort to traditional "power play" tactics

The signs all point to a wide range of factors having blown up in the faces of management and the clothing and textile union, but which also have far-reaching implications for government

How did it come about that the parties — in an industry facing far more crucial challenges than a wage dispute — resorted to a strike and a lockout when the divide on increases was a mere two percentage points? What was the wisdom in implementing a lockout, which employers were warned would add fuel to the flames, when the industry is on the brink of disaster?

Can it be argued reasonably that the strike was driven by union leadership without regard to its membership base? Such an assertion seems unlikely to be true in view of the overwhelming support for strike action

**T**he strike could have been sparked by an increasing sense of frustration of workers at the absence of change in their personal circumstances despite ongoing political change. Also, the dynamics among the key negotiators on both sides, and the "personalisation" of the dispute, has played a crucial role in intensifying the dispute and acrimony on both sides

Invariably a strike of this magnitude becomes a battle of wills between personalities, which eventually draws attention away from the real issues underlying the actions and why more than 80 000 workers voted in favour of downing tools.

In this instance, whether by design or otherwise, employers were privy to certain internal union dynamics. Employers say that certain union leaders indicated prior to the strike that they were prepared to settle at the upper level of the em-

# Clothing strike has implications beneath those on the surface

RENEÉ GRAWITZKY

RD 2/8/96

ployer offer, but were prevented from doing so by other officials. This caused employers to entrench their position, with the intention of squashing those elements in the union they saw as being an obstacle to a settlement and who generally held a more militant position

Instead of using the information strategically, employers used it to further divide leadership, which resulted in a hardening of the positions by both parties

However, some employers fear they may have been conned by a pre-planned "good cop, bad cop" union strategy designed to encourage employers to reach terms with the "good guys"

As was evident in the recent Amplats strike, it is not in employers' interests to have a fragmented union, as this can lead to chaos and prolonged industrial action

Attempts by employers to use these divisions can have unintended consequences. A union source says employers used information on union divisions at their disposal as a weapon, and embarked on the age-old divide and rule tactic

The internal employer dynamics are also of interest. As the strike progressed and began to turn nasty, resentment grew between small and large manufacturers as some small-

er employers broke ranks and agreed to the union's demand. The large employers claim they were prepared to grant higher increases but were voted down by the smaller employers at the outset

Where does this leave centralised bargaining in the clothing industry in the future?

One striking worker in Gauteng who has worked in the industry for more than 20 years and earns R281 a week says "We have been slaving for all those years. We are paying the union leaders. They must do what we tell them and we want 10%." This comment provides an insight into one of the underlying causes of the strike

**T**he militancy was initially sparked by increased frustration, which could have overridden initial union leadership pragmatism.

The strike ballot is often used as a negotiating tool. In this instance, the union might have started out with the intention of using it in this limited way to force the employers' hands, but perhaps underestimated the extent of support for a strike.

Discussions with strikers this week suggest workers are becoming increasingly frustrated with the

new political system, which promised change but has failed to deliver on these promises

How does government explain to workers that they cannot expect change overnight? Many workers are beginning to feel they have been "tripped off", as they see elements in government lining their pockets while ordinary people are being asked to tighten their belts

NUM general secretary and prospective ANC secretary-general Kgalema Motlanthe said at a recent SACP meeting that in post-war Germany everyone operated under the same imperatives, meaning all parties were called on to pull together.

However, in SA only one element of society, the lowest-paid workers, are being called on to make sacrifices. How do you explain to workers demanding a reduction in wage disparties reports that new executive directors at Transnet could be earning in the region of R1m a year? How do you explain to workers why senior executives of large corporations and Cabinet ministers all had urgent business in Atlanta recently?

Government will fail to heed the signals being sent out by workers at its peril.

It is all very well for politicians to tell foreign investors the union leaders are trying to keep militant work-

ers in check. But those very same workers were mobilised under the call of the liberation struggle in the 1980s, and are now asking for a "payback" for their sacrifices

The industrial action cannot be dismissed as typical militant behaviour by workers who are prone to striking at the drop of a hat

This predominantly female workforce, which has rarely gone on strike in the past, has taken this route because they continue to be among the lowest-paid employees in the country

In this climate it was unlikely that union leaders, even if they wanted to, could have persuaded the workers not to strike, even though the industry is under threat as a result of the lowering of tariffs and the influx of cheap illegal imports

Durban-based management consultant Pat Stone says that, in an industry facing bigger issues than a wage dispute, he cannot understand why the employers could not find some sort of "bridge" for low paid workers. It would have been different if the parties had been five percentage points apart

**H**e says it is understandable that low-paid workers are reluctant to make further sacrifices and accept minimal increases with no corresponding improvement in job security. In such instances, workers see they have nothing to lose and are prepared to take to the streets

If the employers' position or the plight of the industry was the real reason for the failure to meet the union demand, why did the employers not go for a wage freeze at the outset and stick to that? Or was this the year that employers finally decided to squash elements in the union it felt were undesirable?

And what of union tactics? Were they sound? Once the union leadership realised workers were prepared to strike, was this used to further the agendas of individuals in the union leadership? Whatever the underlying triggers which prolonged the strike, the parties will have to rebuild relations to tackle the challenges facing the industry

## Strikers held for alleged intimidation

CAPE TOWN — <sup>20 2/8/96</sup> Twenty striking SA Clothing and Textile Workers' Union (Sactwu) members were arrested on charges of intimidation in Cape Town yesterday morning.

Sapa reports police spokesman Sgt Vivienne Lentoer said about 30 people, all believed to be striking Sactwu members, gathered outside a clothing factory in Wynberg and blocked the entrance, preventing non-striking workers from entering the premises.

Factory management called the police and the group was warned to disperse. Ten walked away, but the rest remained and allegedly intimidated workers. Police then arrested them.

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Renee Grawitzky reports that national clothing employers and Sactwu emerged from two days of mediation yesterday tightlipped about the outcome.

It is understood that both parties have agreed not to say anything to the media before reporting back to their constituencies.

It is believed that the union is having report-back meetings this morning and thereafter a clearer indication will be provided as to whether the parties were able to bridge the gap between the union's demand of 10% and the employer offer of 8%.

Depending on the outcome, the strike could end on Monday.



# Talks start but strike continues

(152) (102) (107)  
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2/8/96

Some employers say that they are being intimidated by strikers

By Abdul Milazi  
Labour Reporter

**A**LTHOUGH EMPLOYERS and the South African Clothing and Textile Workers Union have resumed talks, the strike, which is now in its second week, continues

Thousands of workers have been locked out by employers, while some employers have reported that they are being intimidated by strikers

Sactwu's 85 000 members went on strike last week in support of their demand for a 10 percent wage increase and improved retirement benefits and bonuses

The union complained that the clothing sector discriminated against blue collar workers

Sactwu assistant general-secretary

Ebrahim Patel said the sector paid the lowest wages in the manufacturing industry and weekly-paid workers were not entitled to Christmas bonuses

When Sactwu balloted its members a week ago, the employers followed suit. Workers voted in favour of a strike while employers voted for lockouts

The stage was set and speculation rife that the industry would collapse should the strike go ahead

When the union began its strike, employers immediately responded by locking workers out

Last week the two parties agreed to go for mediation, but nothing came of the first meeting as no settlement could be reached

However, negotiations are now back on track, but although they seemed optimistic, both parties do not want to commit themselves

# End of clothing industry strike in sight

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THE crippling, eight-day national clothing industry strike may be resolved over the weekend, it emerged yesterday after almost 20 hours of mediation between employers and the SA Clothing and Textile Workers' Union at a Bellville hotel

The mediation, chaired by Mr Charles Nupen, director of the Commission for Conciliation, Mediation and Arbitration, ended with Nupen saying the meeting had "concluded for the moment"

"We have reached a stage

where the employers have tabled an offer dealing with outstanding issues to the union, and the union will now take their proposal for consideration by its members," he said

He refused to say what the proposal entailed — Staff Writer



## Mutual sigh of relief as week-long textile strike and lockout called off after deal cut

Clothing employers yesterday invited the SA Clothing and Textile Workers' Union (Sactwu) to regional and national "bosberade" after a week-long strike and lockout was officially called off earlier in the day.

National Employers' Caucus of the Clothing Industry chief negotiator Johan Baard said it would be back to work as usual on Monday, after the strike and lockout which was declared last Thursday.

The strike affected more than 80 000 workers and 1 200 factories country-wide. About R14-million to R16-million was lost in wages and "three times that" in turnover, Baard said.

The employers and Sactwu settled

on a 9% wage increase, comprising a wage component of 8,5% and 0,5% added to the existing annual bonus payment, effective from June 1 1996.

With effect from July 1 1997, the yearly increment to the provident fund would be 0,5% from employees and 1% from employers. This would be done annually to a maximum of a 6% contribution by employees and 7,5% by employers.

Before the strike, the union had demanded a 10% wage increase, while employers had offered 8% and later showed a willingness to negotiate 8,5%.

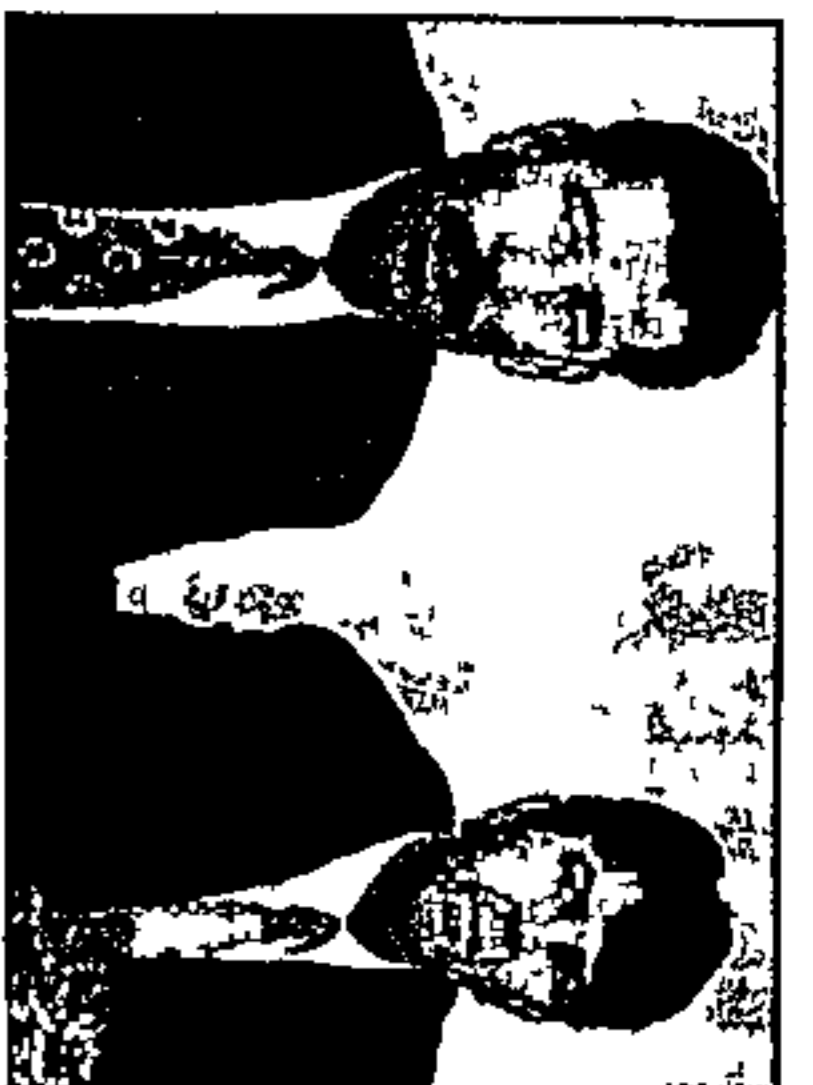
Baard said: "I am sure there has been a sigh of relief from both sides."

- Sapa

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# Starvation wages — the price of profitability?



**TOP:** Johann Baard, left, chief negotiator for the NEC, expressed the hope that Sactwu and his organisation would rebuild their relationship, which came under severe strain during the strike. With him is Peter Cragg, executive director of the Cape Clothing Manufacturers Association.



**LEFT:** Clothing workers celebrate the end of the nine day strike at Athlone stadium. Pictures: LEON MULLER, Chief Photographer

On the face of it, the settlement of the clothing industry wage dispute indicates that employers will pay up. Workers demanded a 10 percent package increase and this week, employers offered 8,5 percent on wages, 0,5 percent on annual bonuses and one percent on retirement funds.

**ESTELLE RANDALL** looks at the issues which came under the spotlight during the strike.

THE 40 000 Western Cape clothing workers who ended their strike this week showed through their actions they could virtually cut one of the province's economic arteries.

The first national strike in the history of South Africa's clothing industry has raised questions on the cost of being part of the global economy.

For Deanne Collins, editor of the SA Labour Bulletin, the strike has cast doubt on starvation wages as the route to saving vulnerable local industries.

"If you do that you won't have a well-trained, motivated workforce and increased production. Trade unions won't accept lower standards and even if they did, lowering standards would undermine what South Africa has struggled for."

"The increase workers wanted was close to inflation, estimated at between six and seven percent. A 10 percent increase wouldn't have given much improvement, especially when you consider that the food and other essential items workers must buy are quite expensive. "If the industry's going to

become competitive, it will have to improve labour standards and get workers to see they have a stake in it."

Collins said that if factories closed, the blame for this could not necessarily be attributed to the strike.

"There are many reasons for factory closures and it's well-known that in South Africa one of these is that factories are poorly managed."

Employers and the SA Clothing and Textile Workers' Union (Sactwu) agree the clothing industry is in trouble and must change. But they differ over who should make the most sacrifices.

Employers admitted wages were low, but insisted a 10 percent increase was unaffordable in an industry threatened with cheap imports from Asia.

"Internationally people are prepared to work for less," said

Bernard Richards, president of the Clothing Federation of SA, the national employers' body.

However, Mr Richards admitted the strike had been a major shock for employers.

But the conditions under which people work for less differ from country to country.

The Minister of Trade and Industry Alec Erwin has noted that Chinese goods were cheap because the pricing system was different — a "hangover of the centrally planned economy."

In Bangladesh wages could be low because food prices were low, Mr Erwin said in an interview with the SA Labour Bulletin.

He said the government had established studies to see where South Africa's strengths lay and to identify areas of potential growth.

"Training had to impart portable skills which were not

specific to a particular sector," he said.

"As production patterns change, you enable people to move through different production sectors over a series of decades."

For Ebrahim Patel, Sactwu deputy general secretary, accepting the employers' offer of eight percent would have meant accepting the historic inequalities of low wages and poor provision for retirement in the clothing sector.

He said Cape clothing employers contributed only three percent to workers' retirement benefits, whereas textile employers generally contributed 7,5 percent.

Sactwu had proposed increasing clothing industry provident fund contributions over an agreed period.

Mr Patel said current clothing industry wages were about seven percent below the bread-line, as calculated by the University of South Africa in February.

A qualified machinist in the Western Cape could expect wages of R293 a week, R148 50 as an annual bonus and a retirement payout of R16 000 after 30 years' service.

Sactwu asked why workers earning such wages should further tighten their belts when management did not set an example.

Executive directors of clothing giant Searde! last year earned 47 times more on average than clothing machinists.

According to Searde! Industrial Corporation and Consolidated Holdings' annual reports last year's total salary bill for executive directors increased by 21 percent, from R5,1 million to R6,2 million — an average monthly package of R47 000.

South Africa's clothing industry was highly protected against international competition until September 1995, when the government agreed to lower duty on imported goods.

This exposed local clothing manufacturers to competition from cheap imports, mainly from Asian countries.

An increase in cheap, illegal imports since the early 1980s had already made itself felt in factory closures.

To mitigate the negative consequences of free trade, government, business and labour agreed on a plan to reposition the clothing sector.

Stakeholders agreed the industry should focus on the niche-market, making high-quality, specialised goods for wealthy foreign and local consumers.

Doing so meant greater mechanisation of the industry,

upgrading skills and improving productivity to meet international norms.

It also meant closing the gaps through which cheap, illegal clothing was brought into South Africa.

In March the government introduced stiffer penalties and more effective enforcement to combat illegal imports.

The National Economic Development and Labour Council (Nedlac) is currently discussing investment incentives, productivity and a Social Plan Act, which offers an overall approach to training.

The departments of trade and industry and labour are also jointly developing a training programme which they will pilot in the clothing and textile industry.

Last month Nedlac agreed that the government would raise the idea of a social clause in

trade talks. This clause asks foreign trading partners to guarantee worker rights, such as freedom of association and collective bargaining.

For these national plans to work, sectoral wage negotiations should complement them in content and form.

"It could be the last of the 'easy strikes'," said Tony Twine of Econometrica.

"In a year's time with the industry plan further down the road and trade barriers further reduced, it may not be possible for some employers to survive a strike like this."

Mr Twine noted that strikes in the motor industry, also heavily protected before the "big strike", appeared to be a feature of the past.

"You still have wage disputes, but it seems parties are seeking other ways to get over these," he said.



# Both sides claim victory in clothing strike settlement

AR4 3/8/96 (152)

**ASHLEY SMITH**  
Staff Reporter

THE nine-day national clothing strike cost workers in excess of R14 million in wages, while employers lost close to R48 million in turnover.

Both the union and employers claimed victory in yesterday's settlement, which gave workers an overall nine percent increase package - exactly midway between the union demand and the employers' offer.

The strike has severely strained

the relationship between the South African Clothing Workers' Union (Sactwu) and the National Employers' Caucus (NEC)

However, Johann Baard, chief negotiator for the NEC, has extended a warm hand of friendship toward Sactwu.

He said he hoped the clothing union would join with his organisation in assessing the strike and rebuilding relationships.

During the strike tension reached breakpoint countrywide as strikers picketed and spent nights in caravans outside factories.

Widespread incidents of intimidation and tyre-burning were reported by employers, with Sactwu members intent on "twisting the arm" of the NEC to submit to a 10 percent wage increase.

The NEC said they had always been flexible throughout the negotiations with Sactwu, but it was the union who said they would not budge from their demand for 10 percent.

Workers who did not join the strike were locked in their factories by strikers - and bosses in turn locked out strikers.

Shortly after an 8,5 percent wage component increase was accepted by Sactwu, the NEC invited them to regional and national meetings to conduct a post-mortem on the strike.

The final settlement presented to Sactwu by the employers included a half percent increase in annual bonuses.

"The deal is a nine percent total labour cost package-settlement," said Mr Baard.

"The parties have also agreed to a yearly incremental increase in the provident fund from July 1997," he added.

This means the union will contribute a half percent toward the increase and the employers one percent - until the employers have reached 7,5 percent.

"The union-employer relationship, which has been the envy of other industries, has been strained, but we are committed to restoring it to the meaningful levels of the past," said Mr Baard, who conducted the negotiations for the NEC during the 20 hours of talks with Sactwu earlier this week.

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# City faces chaos as strike looms

By CHARL DE VILLIERS

**A POWERFUL union has threatened to plunge Cape Town into chaos if its wage demands are not met**

The Independent Municipal and Allied Trade Union will start balloting its 10 000 members on strike action tomorrow

The union has warned of a bleak long weekend if its members do not get a R225 or 10 percent monthly pay increase

The employers have offered workers the greater of 7,5 percent or R285, but the union seems set for a showdown if their demands are not met

Its partner in stalled pay talks, the South African Municipal Workers Union, was expected to resort to action tomorrow, according to Imatu general secretary Gawie Beukman

"Everyone from big business to ordinary householders may very soon experience disruptions in electricity and water supply, stormwater drainage, traffic regulation, ambulance and fire services, libraries and clinics if combined labour action scheduled by municipal workers is launched next week," Imatu said

"If the decision is taken to strike, councils will have to take responsibility for the paralysis of services and the effect on residents' lives"

The 18 000 Samwu members had also rejected the Metropolitan Labour Forum's final offer, a source said

Dave Beretti, chief employer labour advisor to the forum, could not be reached for comment yesterday

Claiming a groundswell of rank-and-file support for industrial action, Imatu said the recent strike by clothing workers "cannot begin to reflect the impact of a massive municipal strike" on greater Cape Town's 2,8-million residents

"At the root of this impending chaos lies the strong-arm style of council negotiators, who have thrown down the gauntlet to municipal trade unions with a take it, or leave it offer in annual pay negotiations

"The offer is the greater of 7,5 percent or R185 a month. This is to be weighed against city councillors voting themselves increases ranging from 29 percent to 188 percent, and committing multi-millions to the Olympic bid," the union said

Beukman said his union's leadership had always been willing to avoid conflict, but its members had shown overwhelming support for a ballot at a meeting last Monday

"We have members throughout the municipal sector and in all strategic services. Votes should be counted by late Wednesday and action can be expected on Thursday"

(252)(152)ST(CM)4/8/96

## Watershed meeting on District Six today

By JESSICA BEZUIDENHOUT

FORMER District Six residents have been urged to attend a vital meeting today to set out precisely who should benefit from plans to redevelop one of Cape Town's most painful apartheid scars

This follows warnings by District Six Civic Association chairperson Anwar Nagia that efforts to reclaim and develop the razed suburb seemed to be taking place at the expense of potential black beneficiaries

The meeting starts at 2.30pm at the Blackpool Sports Hall in Salt River

Nagia also confirmed that lawyers for the organisation had been instructed to approach the Central Substructure to withdraw a Land Claims Court application by the former city council, provincial government and District Six Community Land Trust

According to Nagia, District Six was being made out to be "coloured domain".

"Some of the parties involved are ignoring black people who were equally dispossessed when their

families were also forced from the area," he said

The civic association had met former District Six residents who now live in Langa, Gugulethu, Khayelitsha and Nyanga in an attempt to ensure that a "rightful beneficiary community" be established

Most members of the District Six Civic Association were in favour of integrated development

"All we are saying, is first make sure that we identify a beneficiary community, so that when development does take place, it will be possible for all interested former residents to benefit."

Nagia said the proposed development by the District Six Community Land Trust included flats which could cost between R90 000 and R120 000, which most former residents probably could not afford.

Aiming at a co-ordinated development strategy, the Central Substructure, provincial government and community land trust last month launched a court bid to have all vacant land in District Six developed under single ownership



# Workers stitch up victory deal, but more strikes loom

ST 4/8/96 (152)

By CAROL PATON

THERE was jubilation on Friday as clothing workers around the country celebrated a strike victory which brought them a nine percent increase and substantial improvements to their provident fund.

The offer fell one percent short of the South African Clothing and Textile Workers' Union's demand for 10 percent, but union officials said an undertaking by employers, to increase their contributions to the provident fund by one percent a year from 1997 until their contributions reached 7,5 percent, would compensate for the shortfall.

"We got our wage settlement and buttoned up a deal that took the retirement fund out of the Dark Ages. We are delighted with the settlement," said Ebrahim Patel, the union's assistant general secretary.

But while the union claims it has won the battle, the war over restructuring the clothing industry has only begun. Over the past year it has had to shed 17 000 jobs due to pressure from illegal imports and reduced tariffs for imported garments.

Patel said the union would now "harness the energy and power (of the strike) to address wider issues of industrial restructuring and workplace transformation".

The strike had "shown that workers are not going to accept the slide into a low-wage future".

The choice facing the industry was between a high wage, high value-added one that aims at a niche market or a far bigger industry producing cheaper, mass-produced goods as cheaply as possible.

Johann Baard, chief negotiator for the clothing employers, said employers and the union would hold a series of meetings to discuss the future direction of the industry.

Baard described the strike as "damaging to employers" and said it had tested the limits of their commitment to centralised bargaining. Of the 1 300 manufacturers affected by the strike, small operations had been hit particularly hard.

● While the clothing strike ended peacefully, most sectors of the economy were hit by labour disputes this week as annual wage negotiations reached deadlock, triggering strikes and protests.

The retail sector was hit by wage disputes at Edgars, Metro Cash and Carry, Pep and OK Bazaars.

In the mining sector, 28 000 workers at Impala Platinum near Rustenburg downed tools on Wednesday night in a legal strike over wage demands. The National Union of Mineworkers is demanding increases

es-of between 8,5 and 12 percent.

Rustenburg Platinum Mines was also hit by labour unrest this week when continuing tensions over an illegal strike last month resulted in the murder of a mine security guard and the subsequent shut down of a number of shafts.

Meanwhile, the NUM has declared a dispute with the Chamber of Mines after negotiations over annual wage increases for most gold and coal mines reached a deadlock.

The union is demanding increases averaging 13 percent, but the chamber has pegged its offer at between four and 7,5 percent for gold and 6,75 percent and 12 percent for coal.

The engineering industry will be hit by industrial action on Wednesday when workers organised by the National Union of Metalworkers of South Africa take "spontaneous action" over their dispute with the Steel and Engineering Industries Federation of South Africa.

While wage negotiations are almost in the bag, disagreement has arisen over a penalty clause which states that workers absent immediately before or after a public holiday will not get paid for the holiday.

The metalworkers' union is also negotiating in the auto sector where wage talks are heading for a deadlock over inflation-linked increases.

# Municipal workers strike over wages

ARCS/8/96 (152)

Staff Reporters

THOUSANDS of municipal workers in the Cape metropolitan area are on strike today after wage talks stalled late last week

A spokesman for the Municipal Workers' Union (Samwu) said that about 80 percent of its 18 000 members were on strike in support of demands for a R250 across-the-board wage increase

Somerset West, Strand and Macassar, the Tygerberg, Eastern and Northern sub-structures, and central Cape Town had been affected.

Stanley Yisaka, Samwu general secretary, said union members were gathering at the Cape Town civic centre today for a meeting to review their position

He said wage talks had deadlocked last Thursday when employers reduced their

offer of 7.5 percent or R185 across the board to 7 percent or R130 across the board

The union had dropped its demand from a minimum wage of R1 850 to R1 600 - or from R400 across the board to R250

A second union, the Independent Municipal and Allied Trade Union (Imatu), claiming a membership of 10 000, plans to vote this week on whether to join the strike

## Clothing strike over as parties settle on terms

Susan Russell

~~152~~ (152)  
BD 5/8/96  
STRIKING clothing workers will return to work today after employers and the SA Clothing and Textile Workers' Union on Friday reached a compromise 9% wage settlement and agreed to improvements to the provident fund.

The wage settlement, reached after two days of mediation between national clothing employers and Sactwu, falls halfway between the 10% demanded by the union and the 8% offered by management, who had however indicated they would be prepared to negotiate as high as 8,5%

The 9% increase will consist of 8,5% in wages and a further 0,55% to be added to the existing annual bonus

Although the settlement was 1% less than the increase demanded by workers, union assistant secretary Ebrahim Patel expressed himself satisfied with the outcome, particularly in the light of the employers' undertaking to increase contributions to the workers' provident fund by 1% annually from next year until their contributions amounted to 7,5%.

In terms of the settlement the annual increment to the fund would be 0,55% from employees from July 1 next year and 1% from employers. This would rise each year until it reached a maximum contribution of 6% by workers and 7,5% by employers.

The week-long strike, which affected more than 80 000 workers and 1 200 factories nationally, was characterised by reports, particularly in the Western Cape, of the harassment and intimidation of employers and non-strikers by workers and the lockout of striking employees by management.

One company obtained a court interdict to remove striking workers from its premises.

Employers' chief negotiator Johan Baard said about R16m had been lost in wages due to the strike and an estimated R42m in turnover



# Clothing industry strike ends as stoppages loom in other sectors

By Thabo Leshlo

Johannesburg—The South African Clothing and Textile Workers' Union celebrated the end of its eight-day strike at the weekend after winning its desired wage increase. Workers in other sectors of the economy are now gearing up for similar protests.

The union's 80 000 members return to work today after bosses in the clothing industry agreed after mediation to an across-the-board increase of 9 percent. They had earlier said they could not afford more than 7 percent.

about R42 million worth of sales and workers had lost about R14 million in wages. "Workers feel victorious because they moved employers from 7 to 8 percent with the (strike) ballot and from 7 to 9 percent with the strike," said Elias Banda, the union's chief negotiator.

Meanwhile, the Union section of Rustenburg Platinum Mines came to a virtual standstill last week because of a strike, the third in a month. About 30 percent of the mine's production has been affected. On Saturday, Tito Mboweni, the labour minister, brokered an accord aimed at ending the disputes between the management and striking workers at the world's largest platinum mine.

He said the industrial action should end at once and the workers should return to work unconditionally and drop the demands which prompted the strike. The strikers had demanded that the mine pay death benefits and refund their Unemployment Insurance Fund and PAYE contributions. The union and management urged strikers to accept the treaty.

Industrial action by workers at Impala Platinum Holdings has not been ruled out after wage increase talks with the management deadlocked on Saturday.

Reuter reports that the National Union of Mineworkers said the company had improved its wage offer to an average of 8 percent, from 7,44 percent. The union has lowered its demand to an average of 9,5 percent, from between 8,5 percent and 12 percent. Jackie Kelly, a research associate at Andrew Levy and Associates, a labour consultancy, said the continued industrial strife plaguing mining and industry was not unusual. She said it resulted from the breakdown in wage talks, which ended at about this time of the year.

The railways and the coal and gold mines may also be hit by strikes after the National Union of Mineworkers and three Transnet unions declared a dispute with their managements last week. The deadlock between the mineworkers' union and the Chamber of Mines, which affects more than 300 000 miners, followed two months of negotiations over wages and other conditions of employment. The union has demanded an increase of 13 percent. The chamber has offered 7,5 percent for gold mines and up to 12 percent for coal mines.

The Technical Workers' Union, the South African Footplate Staff Association and Employees' Union of South Africa, the Transnet unions, may embark on a strike involving about 40 000 artisans and train drivers in a month if their wage dispute with the company is not resolved.

The unions have rejected Transnet's proposed 4,8 percent increase for middle-income employees. They have demanded at least 8 percent. The dispute goes to mediation tomorrow.

Trouble is also brewing in the metal sector after a fallout between employers and the National Union of Metalworkers of South Africa. Sapa reports that the union has threatened to embark on a national protest on Wednesday because of a disagreement with employers on a recognition agreement.

CF (BR) 5/8/96

152



# Workers strike a deal

By Abdul Milazi  
Labour Reporter

SEWING machines will hum once again when workers in the clothing industry return to work today after a two-week strike.

The strike, described by employers as "damaging", ended on Friday when the South African Clothing and Textile Workers Union (Sactwu) accepted a nine percent wage increase and an undertaking by the bosses to improve the industry's provident fund.

Sactwu was demanding a 10 per-

~~152~~ ~~152~~ (152)  
cent across-the-board wage increase while employers offered eight percent.

A week ago, it seemed the industry was in for a protracted strike when Sactwu vowed it would accept nothing less than its demand, while employers threatened to lock out strikers.

Both parties carried out their threats, but they realised there would be no winner. They agreed to go for mediation.

Sactwu assistant general secretary Mr Ebrahim Patel said employers agreed to increase provident fund contributions by one percent each year from 1997 until contributions reached 7.5 percent.

*rowetan 5/8/96*

'INDUSTRIAL ACTION IS LAST RESORT'

# Unions call municipal workers out on strike

CT 5/8/96

(25) (152)

**AS WAGE** negotiations between Cape councils and unions flounder, the city and other metropolitan areas face a widespread strike which, union bosses warn, will serve as "a lesson in what makes the city tick".

their priorities," the union said

Cape Town council spokesman Mr Ted Doman disputed these figures and said that overall, the increases will cost the Cape Town council 29% more.

**PETER DENNEHY**

**M**UNICIPAL workers are due to go on strike in the Cape Town metropolitan area today, according to the SA Municipal Workers' Union (Samwu), the largest of the council employee unions in this city

Western Cape regional secretary of Samwu, Mr Stanley Yisaka, said yesterday that his union's approximately 18 000 members employed in the six municipalities of greater Cape Town and in the Cape Metropolitan Council "will not report for work" today

This follows a breakdown in wage negotiations in the Cape Metropolitan Labour Forum, which conducts negotiations between all the municipal employers and unions in the metropole

Employers made an offer to the unions, which they rejected. The

employers then withdrew their offer and reverted to an earlier position

Yisaka said his union wanted a minimum wage of R1 600 a month, and an increase of R250 a month for those workers already earning above the minimum

The employers' offer currently stands at a minimum wage of R1 545 and R130 or seven percent for those above the minimum.

Cape Town and Tygerberg councillors recently voted themselves the maximum allowances, a move that has not gone unnoticed by the unions and has not left them in a strong bargaining position

"The increases offered by the employers are in sharp contrast to the increases they recently voted themselves. These adjustments, which range between 25% and 188%, leave no uncertainty about

He stressed that the dispute was not just between Cape Town and Samwu, but between a basket of employers and several unions. Those involved include the Cape Metro Council, the Cape Local Authorities Employers' Organisation, and the Independent Municipal and Allied Trade Union (Imatu), which is due to hold a strike ballot this week.

Yisaka said the decision to embark on industrial action was not taken lightly

"It is a last resort action in the face of extreme intransigence by the employer," he said. But Doman said Samwu had not yet held a strike ballot in the current dispute

Imatu claims a metro-wide membership of 10 000, many of whom are white-collar workers. In a statement this week, it said the metropole is "about to experience a lesson in what makes the city tick".



## STRIKE HITS ALL SIX MUNICIPALITIES

# Refuse collections disrupted

**REFUSE COLLECTION** was the first service to be disrupted as municipal workers embarked on a strike in the greater Cape Town area yesterday. Many council pay offices were closed. Metro Writer **PETER DENNEHY** reports.

Labourers put on par with nurses

METRO WRITER

**HOUSEHOLDERS** in Cape Town have been asked to keep their refuse on their properties during the municipal workers' strike.

The strike has disrupted refuse collections throughout the metropolitan area.

Cape Town council spokesman Mr Ted Doman said yesterday that many of the council's pay offices had been closed. He appealed to those wanting to pay their council bills in cash to do so at Pick 'n Pay checkouts.

Between 3 000 and 4 000 municipal workers from throughout the metropole gathered on the ground-floor concourse of the civic centre yesterday.

A number of workers found a way up to the fifth floor, where about 50 of them occupied the offices of the mayor, town clerk and others until persuaded to leave by senior union officials.

Mr Trevor Serfontein, the workers' chief negotiator and regional treasurer of Samwu, addressed the workers on the concourse and warned those who did not observe

the strike that the union could not guarantee their safety.

Serfontein said union officials had reported that the strike had brought to a standstill all six municipalities in greater Cape Town and the metropolitan council. Council officials said this was true only of the cleansing service.

Eastern municipal officials said 95% of Samwu-organised workers were on strike. In the Northern municipality, 90% were

Councilor Judy Sibisi of the ANC said the employers, for whom she is spokesperson, had offered a minimum monthly wage of R1 600 and increases of 7,5% or R185, whichever was the greater, from July 1. This was subject to Helderberg's securing financial assistance from the Metro Council.

The offer represented "a significant increase" that ranged from 13% to 43% across the former municipalities, Sibisi said.

Samwu's key demand for equal wages for equal work throughout the metropole had been met. The employers had followed the agreed process, but the unions

THE R1 600-a-month pay offer that Cape Town municipal employers have made their labourers would put them almost on a par with the starting salary of a qualified nurse with a Std 8 certificate.

The Nursing Association of South Africa said a qualified nurse gets a starting salary of R20 079 a year, excluding bonus. This comes to R1 673 a month — R73 more a month

than a municipal labourer.

The minimum monthly payments for municipal employees in different areas are: Cape Town R1 415, Bellville R1 266, Brackenfell R1 204, Cape Metro Council R1 298, Crossroads R1 350, Durbanville R1 204, Fish Hoek R1 240, Goodwood R1 266, Ikapa R1 350, Kraaifontein and Knuts River R1 204, Lingeletu West and Mfuleni R1 350, Milnerton R1 266, Parow R1 266, Pinelands R1 227 and Simon's Town R1 204.

had not. Late yesterday, they met to discuss mediation during the strike. Serfontein conceded that a strike ballot had not been held, but denied the action was a wildcat strike.

"We gave (the employers) the option of mediation or arbitration, as set down in an agreement we signed last year."

Another municipal workers' union, the Independent Municipal and Allied Trade Union, is to vote this week whether to join the strike.

Later yesterday, the effects of the strike were beginning to hit home.

In Kraaifontein East, angry pensioner Mr Hendrik Versfeld said last night he and other residents who found themselves without water had been told the pipe could not be repaired because workers were on strike.

"I pay my rates out of my pension, only to be told that a water pipe cannot be repaired," Versfeld said.

A municipal spokesman said he was not aware of the complaint.



**MAKING DEMANDS:** Part of the crowd of more than 3 000 municipal workers who gathered yesterday in the Cape Town Civic Centre, where municipal wage negotiations for the whole metropolitan area were taking place.

PICTURE: THEMINKOSI DWAYISA



# Municipal strikers clash with police

(152)

Staff Reporters

STRIKING municipal workers from all over the Peninsula today clashed with police outside the Bellville Civic Centre

Strikers pelted police with bottles and police fired rubber bullets. No injuries were reported.

Thousands of strikers fighting for across-the-board increases of R250 a month held a mass meeting and discussed proposals to deluge Bellville city centre with refuse.

This was followed by a stand-off between police and strikers. Voortrekker Road and side streets near the civic centre were closed off. After the clash, strikers

regrouped outside the civic centre, where non-striking staff have barricaded themselves in the building.

Negotiators representing the municipalities on the metropolitan negotiating forum were blockaded by strikers at the Cape Town Civic Centre last night.

As refuse heaps up in the Cape Town metropolitan area due to the municipal workers' strike, municipal unions have been hammered for striking for higher pay just as mediation was about to begin.

One of the first effects of the strike has been litter and refuse spilling over in the city as refuse collectors join the strike, led by the SA Municipal Work-

ers' Union

Cape Town council spokesman Ted Doman has asked householders not to put out refuse until the strike is over.

The metropolitan labour forum, which deals with municipal labour issues in the Cape metro area, has described the strike action as "very unfortunate", because mediation was about to begin.

Judy Sibisi, who chairs the employers' group in the labour forum, said employer parties made a settlement proposal of 7,5 percent or R185, whichever was higher, with a minimum salary of R1 600 a month.

ARG 6/8/96  
● Picture, page 4

# Workplace rights divisions — poll

BS 6/8/96 (152) (152)

Reneé Grawitzky

SOUTH Africans remained divided over the right to strike and lock out, a survey conducted by Markinor shows

The vast majority of white SA respondents rejected the right to strike but on the other hand indicated overwhelming support for the right of employers to lock out

The survey of 2 000 respondents, conducted in June this year in the major metropolitan areas, showed that 24% of South Africans supported the right to strike but 29% supported the right to lock out

In both cases overwhelming rejection of the right to strike and support for the right to lock out came from white South Africans.

Surprisingly, the survey showed that unemployed respondents were more in favour of the right to strike than were those re-

spondents who were employed

Markinor found that 24% of South Africans supported the right to strike, with only 6% of the whites surveyed supporting such a stance

In contrast, 43% of whites were of the view that workers should not have the right to strike and that all strikes should be considered illegal.

Markinor found that 29% supported the right to lock out. The majority of support for this approach came from whites (50%), followed by Indians (30%), coloureds (27%) and blacks (18%)

Finally, Markinor found that 26% of South Africans were of the view that workers had the right to strike but that employers did not have the right to lock out striking workers.

In this case 41% of black respondents supported this as opposed to 1% of whites

## Pay strike settlement could be in the offing

Renee Grawitzky

~~RENEE~~ (152)  
BD 7/8/96  
NEGOTIATIONS continued yesterday between the SA Municipal Workers' Union (Samwu) and the Cape Metropolitan Council in a bid to end the two-day-old pay strike which has disrupted services in the region

Thousands of municipal workers embarked on the strike on Monday in support of their wage demands

A union spokesman said negotiations were expected to continue late into the night. Indications were that a settlement could be in the offing

The union's initial demand was for an across-the-board increase of R400 and a minimum wage of R1 850. The council offered R130 across the board, or 7%, and R1 545 as a minimum. The union said it revised its demand to R1 600 as a minimum and R250 across the board

He said on Monday the council tabled a without-prejudice offer of a minimum of R1 600 and R185 across the board



# Council staff end action, but power strike looms next

(152) (2/23)  
NORMAN JOSEPH and ANDREA WEISS  
Staff Reporters

ARG 7/8/96  
MORE than 10 000 Western Cape municipal workers ended their strike today after accepting a wage increase at a huge rally at Athlone Stadium

But another strike is looming which may affect electricity supply. Indications are the Independent Municipal and Allied Trade Union (Imatu), representing technical staff, will strike early next week after completing a ballot of its 10 000 members yesterday.

The workers who ended their strike today are all members of the South African Municipal Workers' Union (Samwu). They agreed to an offer of a minimum monthly salary of R1 600. Those earning more than R1 600 will get a R220 increase or a raise of 8 percent, whichever is greater.

Samwu had originally demanded a R400 across-the-board increase and a minimum monthly salary of R1 850. Municipalities had offered R185 across the board, which they later dropped to R130 before later settling on R220.

The Samwu leadership hailed the pay increase as a big victory, giving credit to shop stewards for their perseverance and long hours of duty during negotiations with the Metropolitan Labour Forum, representing municipal employers.

Samwu regional treasurer Trevor Serfontein said members viewed the offer as 'acceptable' and a victory for the union.

The rally today did not go off without hiccups. Most streets in central Athlone were strewn with dirt and refuse when bins were overturned and traffic brought to a standstill shortly before the start of the gathering.

The results of the Imatu strike ballot will be made known tomorrow, but if the union decides to strike, technical staff, including those who control electricity supply, will down tools.

But regional civil protection officer Geoff Laskey says the Cape Metropolitan Council's 24-hour emergency control centre is fully operational.

WS

# Samwu resumes talks, but white collars vote on strike

ET 7/8/96 (152) (152)

**PETER DENNEHY AND  
LISA TEMPLETON**

THE municipal workers' strike is nearing resolution, but other council employees — members of a different union and including ambulancemen, firemen and traffic police — are to vote today whether to strike

Mr Stanley Yisaka, regional secretary of the SA Municipal Workers' Union (Samwu), said yesterday that the union and the councils had agreed to set aside the deadlock and to resume negotiations

Negotiators spent the day in talks in Bellville and the Cape Metropolitan Council hoped the dispute would be resolved this week

Yisaka said employers had initially offered a minimum of R1 600 a month, with increases of R185 a month or 7,5%. This offer was back on the table

The union, which had been holding out for a R250 increase, might consider reducing this to R220, Yisaka said. Shop stewards were to meet in Athlone last night

The smaller Independent Municipal and Allied Trade Union (Imatu), composed mainly of white-collar council workers, is to hold a ballot today on whether to go on strike next Monday and Tuesday

It has called on all members in all departments, including administration, fire, ambulance, roads, water, electricity and traffic, to vote

Mr Chris Hagen, deputy secretary of Imatu's Cape Town branch, said the union had been negotiating with the Cape Town council's labour forum for a 10% salary increase or R220 a month, whichever was greater, and a minimum wage of R1 600 a month

He said many Imatu members were in positions of authority

"Traditionally Imatu would not strike, which shows the seriousness of our standpoint," Hagen said

He declined to comment on the extent to which emergency services would be affected by a strike

Meanwhile, refuse is piling up on city streets as Samwu's strike continues

Workers milled about the Bellville and Cape Town civic centres yesterday

In Bellville, strikers clashed briefly with police, the strikers threw bottles at the police, who replied with rubber bullets. No injuries were reported.

The CMC said strikers had intimidated non-striking employees and harassed patients. Several clinics were closed.

The Matieland cemetery and crematorium have also been closed, as have the cemeteries in Pinelands, Atlantis and Bellville

The CMC has shut some of its cash offices and extended the date for accounts due on August 7 to August 12

# Labour blamed for state of the rand

(152) Sowetan 7/8/96

By Mzimkulu Malunga

A SPATE of strikes and the continued plunge of the rand are among factors that have dented business confidence over the past month

The monthly figures on *Business Confidence Index* conducted by South African Chamber of Business shows a 2,3 percentage points drop to 116,6 percent

Unveiling the BCI for July yesterday, Sacob cited among other factors the weakening of the rand and a spiral of strikes as having led to a fall in business confidence

Signs that economic growth is slowing down and uncertainty on how the Reserve Bank will act to minimise the decline in the value of the rand were also among negative factors influencing the mood of the captains of industry. The 2,3 percentage points fall in the BCI negates the two percentage points gained in June - when confidence

increased for the first time in six months

Sacob said that South Africa is a developing country in transition and this increased the likelihood of regular sharp shock events in the economic sphere

## Pin-point cause

The organisation said it was difficult to pin-point the cause of the latest decline in the value of the rand, particularly after the Government's new economic blueprint was warmly received by both local and international business

Market speculators could be manipulating a number of negative factors in the South African economy to precipitate the fall of the rand

Some of the factors that Sacob believed market speculators were using included Cosatu's opposition to the Government economic policy document and indecision on the lifting of exchange controls



## New Cape Town strike looms ~~(25)~~

Staff Reporter

ARG 8/8/96 (192)

MUNICIPAL services in the Cape metropole may be further disrupted in spite of the settlement of this week's SA Municipal Workers Union (Samwu) strike, following a threat by another union of council workers to down tools next week

The Independent Municipal and Allied Trade Union (Imatu) which mainly comprises technical staff has announced its decision to strike next Monday and Tuesday. However, they are discussing a revised municipal pay offer today.

# Municipal workers head back to work

OT 8/8/96

STRIKING municipal workers are expected to stream back to work throughout the metropolitan area today. Those going back to work are members of the SA Municipal Workers' Union (Samwu). They have decided to settle for the employers' latest offer of R1 600 monthly minimum and R220 a month or 8% annual increase, whichever is greater, said Cape Town branch chairman Mr Lance Veotti.

But Mr Gawie Beukman, Cape Town branch secretary of the Independent Municipal and Allied Trade Union (Imatu), said his union's 10 000 members in the metropole held a strike ballot yesterday. The results should be known today.

Beukman said that after the ballot result is made known, Imatu will decide how to use its casting vote on whether or not to accept the employers' latest offer.

Imatu members — who include firemen, ambulance-men and white-collar workers — do not have a tradition of striking. It remains to be seen whether they will vote to strike just when the more militant Samwu workers are going back to work, reasonably satisfied, for another year — Metro Writer

# Snack attack: Municipality to bill strike union

ARG 9/8/96 ~~ETCP~~

(152) ~~(250)~~

ANDREA WEISS  
Metro Reporter

THE CAPE TOWN municipality is to bill the SA Municipal Workers' Union for cocktail snacks allegedly eaten by a group of workers who occupied a floor of the Civic Centre where wage negotiations were taking place.

The snacks were meant for about 60 members of the Cape Kidney Association, which was to have held its annual meeting after a brief mayoral function

Catering staff were in the middle of preparing the snacks when the workers

walked into the kitchen and helped themselves to scones, mussels and cheese, valued at about R180.

They allegedly returned later that evening and kicked in a door of the kitchen, but by then the food had been locked away

David Whitesman, head of the mayor's office, said the function had to be called off after he was informed that the food being prepared for it had been eaten.

Members of the Kidney Association, many of whom were doctors, were contacted at the last minute to be told that the function had been called off

Captain Whitesman said the mayor held

a small function for the association every year before its annual meeting.

Trevor Serfontein, regional treasurer of Samwu, said he was not aware of the incident in the kitchen although he had been present when the group occupied the 5th floor.

"Nothing has been brought to our attention It's news to us," he said "The fifth floor was occupied. People were inside and at a later stage they left to go home."

The Kidney Association, on the other hand, has decided to have another go at holding its annual meeting - but this time at another venue



ET 9/8/96  
Second strike  
by municipal  
workers looms

PETER DENNEHY (152) (25)

ANOTHER metropole-wide council workers' strike, this time by a different union, is due to start on Monday afternoon

Workers from the largest union of council workers in the city, the 18 000-member SA Municipal Workers' Union, returned to work yesterday

After the weekend the second-largest union, the 10 000-member Independent Municipal and Allied Trade Union (Imatu), will be calling its members — librarians, ambulancemen, firemen and traffic officers — out on strike.

Mr Frik van Straten, head of the Western Cape regional office of Imatu, said yesterday that a skeleton staff would remain on duty in each essential-service department during the strike, but they would only answer life-threatening calls.

He said Imatu had held two strike ballots in quick succession. The first one was about an offer of a seven-and-a-half percent annual increase, and the next was about the employers' eight percent offer.

In both cases most Imatu members had opted to the strike. "The employers satisfied the demands of the other union, which mainly represents labourers," he said "Our members are the overseers of those workers. We are in an untenable situation. The employers will not listen to our arguments. They laugh in our faces."

Of the 10 000 Imatu members, about 5 000 are employed by the Cape Town City Council, and the other half are employed by the five other municipalities and the Cape Metropolitan Council.

Acting chief executive officer of Tygerberg Mr Kobus Coetzee said yesterday the industrial action of the mainly white-collar workers would affect all repair work.

# Imatu strike promises further chaos

(152)

**ESTELLE RANDALL**

Staff Reporter

ARC 10/8/96

CAPE TOWN faces a second bout of disruption to municipal services on Monday and Tuesday when members of the Independent Municipal and Allied Workers' Union (Imatu) go on strike over wages.

The strike, which starts on Monday afternoon, is a first for the unaffiliated Imatu, which represents about 10 000 mainly white collar council workers.

At stake is a demand from Imatu members for a 10 percent or R220 a month salary increase, whichever is the greater, and a minimum wage of R1 600.

This week the Congress of SA Trade Unions-affiliated SA Municipal and Allied Workers' Union (Samwu) went on strike, also over wages.

Samwu members, who are mainly labourers, returned to work on Thursday after the council agreed to pay a R1 600 a month minimum wage and an eight percent or R220 a month increase to those who earn more than the minimum.

Apart from Imatu, other employee organisations in the Labour Forum, the body which negotiates council wages, have also accepted this offer.

This week's three-day Samwu strike disrupted refuse collection and forced the Cape Metropolitan Council to close its cemeteries in Maitland, Pinelands, Bellville and Atlantis. Next week's strike by Imatu is likely to affect repair work.

Members of the union are spread across the council's administration, fire, ambulance, traffic, electricity, water and roads departments.

The union has undertaken to ensure a skeleton staff is on duty in all essential service departments during the strike.

information is available and (b) in what areas did such hijackings occur,

(2) whether any (a) deaths or (b) injuries were caused as a result of any of these hijackings, if so, how many in each case,

(3) whether any persons have been (a) arrested or (b) sentenced in connection with these hijackings, if so, how many in each case?

S419E

The MINISTER FOR SAFETY AND SECURITY

[Latest specified period July 1995 till May 1996]

(1) (a) 297  
(b) Arras

Wynberg	4
Diep River	2
Steenberg	1
Hout Bay	1
Claremont	3
Mowbray	3
Table Bay Harbour	1
Sea Point	5
Cape Town Central	9
Atlantis	1
Woodstock	5
Manland	4
Pinelands	2
Langa	3
Mitchells Plain	21
Philippi	3
Nyanaga	53
Gugulethu	33
Lansdowne	2
Manenberg	8
Athlone	3
Camps Bay	1
Parow	1
Bellville	1
Goodwood	1
Bellville South	10
Kuils River	8
Brackenfell	3
Elsies River	11
Bishop Lavis	15
Ravensmead	8
Khayelisha	66
Macassar	3
Somerset West	2

(2) (a) and (b) It is not possible to supply the number of deaths and/or injuries caused by hijackings

(3) (a) and (b) The SAP 6 does not supply the number of convictions, only the number of cases that went to court for a specific month

Advisers/consultants employed by Department

259 Sen E K MOORCROFT asked the Minister of Sport and Recreation

(1) Whether he or his Department employs any (a) advisers and/or (b) consultants, if so, (i) what (aa) is the name and (bb) are the qualifications of each such adviser and/or consultant, (ii) for what (aa) purpose and (bb) period was each appointed and (iii) what remuneration package and/or other fee is being paid in respect of each,

(2) whether any provision is made for (a) housing allowances, (b) business class travel, (c) home telephones, (d) overseas, (e) car travel and (f) accommodation, (g) car allowances, (h) entertainment allowances and/or (g) any other specified fringe benefits for such advisers and/or consultants, if not, what is the position in this regard, if so, what are the relevant details in each case,

(3) whether any (a) organisations, (b) bodies and/or (c) persons are paying the costs of any advisers and/or consultants, if not, what is the position in this regard, if so, what are their names?

S420E

The MINISTER OF SPORT AND RECREATION

(1) (a) No  
(b) No

(i) (aa) N/A

(bb) N/A

(ii) (aa) N/A

(bb) N/A

(iii) N/A

(2) (a) No

(b) No

HANSARD

(c) No  
(d) (i) No  
(ii) No

(e) No  
(f) No  
(g) No

The Department of Sport and Recreation has no advisers/consultants in its employment

(3) (a) No  
(b) No  
(c) No

Shortage of active police officers in provinces

262 Sen W F MNISI asked the Minister for Safety and Security

Whether there is a shortage of active police officers in any of the provinces, if so, what is the percentage shortage in each province?

S423E

The MINISTER FOR SAFETY AND SECURITY

Although there is a general shortage of active police officers, no percentage shortage in each province can be furnished at this stage. The redistribution of all the resources in the SAPS is being addressed by way of projects Rubicon and Rationalisation as well as by *en masse* transfers

Labour disputes/strikes: police called out

271 Sen M G E WILEY asked the Minister for Safety and Security †

(162)

In how many cases in (a) each month in 1995 and (b) each of the first four months of 1996 were the Police called to the scene of (i) labour disputes and (ii) strikes?

S439E

The MINISTER FOR SAFETY AND SECURITY

(a) 1995

January	42	(i)	(ii)
February	44	44	45
March	60	60	43
April	72	72	48

May 66  
June 65  
July 83  
August 90  
September 72  
October 73  
November 54  
December 46

(b) 1996

January	43	(i)	(ii)
February	56	56	63
March	59	59	61
April	71	71	54

Vehicles currently owned by SAPS in KwaZulu-Natal

276 Sen J SELPHE asked the Minister for Safety and Security

(a) How many vehicles are currently owned by the South African Police Service in each specified police district in KwaZulu-Natal (b) how many of these vehicles are fully operational and (c) what radio equipment is owned by the SAPS in each of these districts?

S458E

The MINISTER FOR SAFETY AND SECURITY

(a) Accounting functionaries

Ulundi	657
Midlands	728
Umtzunkulu	364
Durban	1 058
Umfolozozi	414
Tugela	269
Total	3 490
Uundi	604
Midlands	668
Umtzunkulu	340
Durban	965
Umfolozozi	385
Tugela	258
Total	3 220



# Power cuts to suburbs as municipal strike starts

CT 13/8/96

(152) (20)

**MUNICIPAL** strikers could have been responsible for the switching-off of some electrical substations in the suburbs, according to the city electrical engineer, who threatened to take disciplinary action if he found the culprits. **PETER DENNEHY** reports.

**ELECTRICITY** supplies in some suburbs were cut and operations at the council's two power-generating plants were wound down yesterday within minutes of the start of the latest strike by council employees.

About 2 000 members of the Independent Municipal and Allied Workers' Trade Union (Imatu), many of them whites striking for the first time in their lives, tried to crowd into the small Rygersdal Sports Club hall in Rondebosch at 2pm yesterday, as the rain poured down outside. There was standing room only, and not much of that.

The meeting lasted less than 20 minutes and moments after it ended, a worker said he had heard in the pub next door that the electricity supply to part of Woodstock had been interrupted. Many Imatu members work in the council's electricity branch.

The council confirmed that the supply to Salt River, rather than Woodstock, had been interrupted. Summer Greens had also offered a power cut.

City electrical engineer Mr Fred Berwyn-Taylor said, more than an hour after, that these supplies had been restored. "There is some wildcatting going on in some substations were entered and switches were opened," he said. This meant someone had turned off some switches which would have been left on. Berwyn-Taylor thought it likely that this was connected in some way to the strike.

"It is tantamount to industrial sabotage," he said. "We intend to take disciplinary action if we find the person responsible."

ged electricity, because it is a basic service. A breakdown could affect traffic lights, sewage pump stations, and even television and radio transmitters. Many transmitters or repeater stations had their own reserve power supplies, he added, so the TV should not break down for a while at least.

He confirmed that the Steenbras hydroelectric power plant and the Athlone Power Station, which are used daily, would not be in operation today because of the strike. Members of another union would not do Imatu members' work, he explained.

Cape Town uses just over 900 megawatts (million watts) of electricity a day, of which about 700 are bought from Eskom and the remaining 200 are locally generated.

Locally-generated electricity is used at peak times, when Eskom's electricity is most expensive to buy.

Berwyn-Taylor said the lack of local generating capacity over the one-and-a-half day strike would lead to extra costs for the council of between R1,5m and R2m.

He said he had just come from a Cape Town City Council executive committee meeting at which a decision had been taken to buy the extra power needed from Eskom.

The alternative would have been to ration electricity by switching off power during certain times of the day — probably for at least part of evening peak time, which is from 5.30pm to 8pm.

The council has asked consumers to try to cut down their electricity usage in morning and afternoon peak times. The morn-

Council spokesman Mr Ted Doman has also appealed to the public not to call for an ambulance except in cases of definite emergency, as that service now has minimal staff.

Meanwhile, at the strikers' rally yesterday, Imatu national executive committee (NEC) member Mr Alistar Macleod said the strike was not only about money, but about principles. Members wanted recognition and appreciation, he said.

Another NEC member, Mr Bert van Dalen, said employers had laughed when Imatu representatives threatened to strike.

Their union is still 60% white. Its predecessor, which used to be white some years ago, never went on strike because it was against the law to do so at the time, and against union policy. But things have changed since then.

Mr Erik van Straten, head of Imatu's Western Province regional office, said the difference between the 8% they had been offered and the 10% they wanted, amounted to roughly the cost of a packet of cigarettes each month from each ratepayer.

Other unionists said the reality was that everyone was allowed to strike now, as long as some emergency staff were left in place — and unions which did not strike would not be taken seriously by their new political masters.

● One of the strikers, Mr John du Plessis, draped himself in ANC colours and did easily-recognisable imitations of both Archbishop Desmond Tutu and a slow-talking President Nelson Mandela.

The audience seemed to appreciate these tremendously, although the send-ups were at times unkind and tinged with political resentment. For example, in his Mandela impression, he advised women to take on double-barrelled surnames to get ahead in the new South Africa.

He also offered the alternatives of the gravy train either stopping at a station, or



**A MOCKERY:** Municipal striker Mr John du Plessis dons ANC colours and does somewhat unkind impressions of Archbishop Desmond Tutu and President Nelson Mandela. The smiling person in the placard picture he is carrying is Mayor Mrs Theresa Solomon.



# Municipal workers' strike call for 'change of attitude'

Staff Reporter

MORE than 1 000 municipal employees turned out in Rygersdal to attend a meeting to launch another municipal workers' strike that starts today.

The employees, all members of the Independent Municipal and Allied Trade Union (Imatu), are striking in support of their demand for an eight percent salary increase, but also for a "change in attitude" to negotiating on the part of their employers.

As the crowds packed the Rygersdal Recreation Hall, hundreds more union members stood outside in the pouring rain eager to hear their leaders.

After the meeting had opened to calls of "Viva Imatu!" and music booming through massive loudspeakers, the union's regional head, Friik van Straten, addressed the crowd.

Mr Van Straten said the strike was "not just for the two percent more in salaries but also for the right to negotiate and to be listened to".

He told the employees, who ranged from labourers to town clerks, that "the city has not before seen what this union can do" and

that "the taxpayer is in for quite a surprise".

He said about 75 percent of the union's members had voted in favour of the strike, which starts today and which will "only be called off when the employer responds to demands".

Also, 75 percent had voted to reject the present offer of an eight percent across the board increase, said Mr Van Straten.

The South African Municipal Workers' Union (Samwu) last week decided to accept the eight percent increase offer.

Today's strike has resulted already in the closure of the Athlone power station and there is fears the Steenbras power station also will close.

Mr Van Straten said the strike was planned to continue until 7 am tomorrow, but warned it could last longer.

Only a minimum of workers would remain at their stations, where the provision of essential services was at stake.

Mr Van Straten said the time for "paper strikes" had long passed and that the present strike was Imatu's "Trojan Horse".

"It is not we who have brought ourselves to this point but the

employer. Let them now sit back and listen."

Another speaker, a member of Imatu's national executive committee, told the crowd "I went today and they (the employers) said this was an illegal strike.

"But the constitution states it is the right of every worker to strike. So how can the strike be illegal?"

He said the citizens of Cape Town and the metropole "can expect major disruptions".

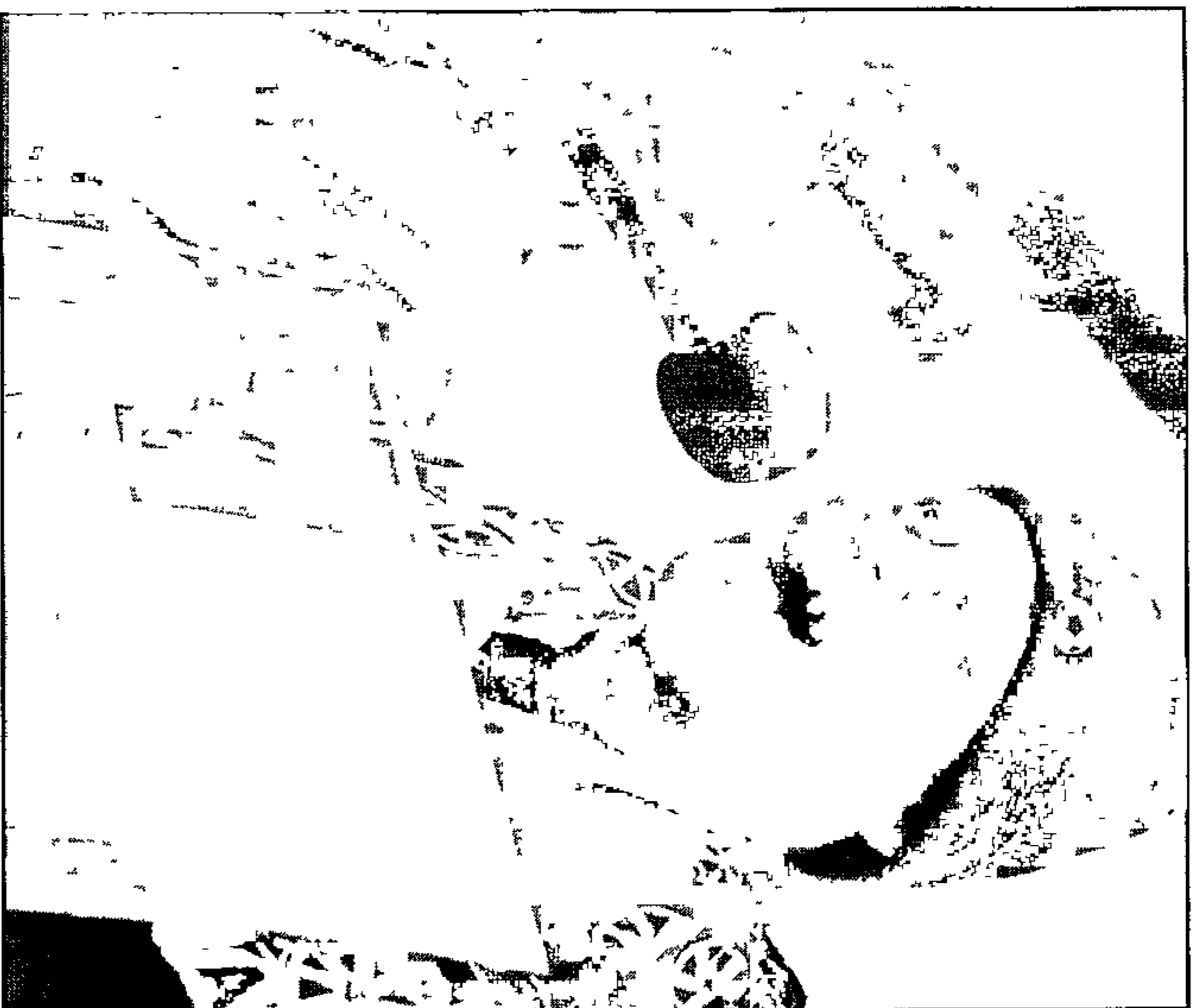
"The employer has treated you with contempt for years. Why? Because you have let him get away with it.

"But this is the last time it will not happen again."

Mr Van Straten also said "the taxpayers have chosen people who are failing to do their job" and who sought only self-aggrandisement.

He referred to the fact that certain members of the Cape Town council had voted themselves increases of as much as 188 percent in the past.

Lucas Scheepers, senior vice-president of Imatu, told the meeting "Tuesday the 13th will be one of the unluckiest days ever for some if they fail to listen to our demands."



**MR MANDELA OR NOT?** J D du Plessis, or "Duppie", had members of the Independent Municipal and Allied Trade Union (IMATU) in fits of laughter with his President Mandela and Archbishop Tutu impersonations at a mass meeting at the Rygersdal Recreation Hall.

Picture BRENTON GEACH, The Argus

# Court order may short-circuit union's strike plan

ARC 13/8/96 (152) (200)

## Staff Reporters

THE Cape Town Supreme Court has granted an urgent interdict against a municipal union after major power cuts in the city last night

The interdict, granted early today, is against the Independent Municipal and Allied Trade Union (Imatu) and restrains its members from taking part in an unlawful strike planned for today

The interim order affects Imatu members employed by the Cape Town Municipality, City of the Tygerberg, Helderberg and the Southern, Northern and Eastern sub-structures, as well as the Cape Metropolitan Council

The union, which represents about 10 000 mainly white collar municipal workers in various departments, has threatened to

down tools today over a wage dispute

The union is demanding a wage increase of 10 percent or R220 a month, whichever is the greatest, and also a minimum wage of R1 600. The council is offering eight percent

Meanwhile some Milnerton, Rondebosch and Wynberg residents were in the dark for several hours last night, raising confusion over whether the electricity switch-off was due to foul weather or the result of a strike by council workers

Angry callers claimed they had had no response from after-hours telephone numbers

One Wynberg resident told The Argus his power had been off for more than 12 hours

But not all the areas of the two suburbs were blacked out

Central municipal spokesman Ted

Doman said the power failure had been caused by insufficient staff being available to operate the Athlone and Steenbras power stations, and by unauthorised sub-station switching

Mr Doman appealed to electricity consumers to help the council - and, indirectly, themselves - by making every effort to reduce power consumption during the peak periods, between 6 30 and 8am, and between 5 30 and 8pm

He pointed out that other services which could be affected by the strike were water and sewerage, and asked householders to be aware of this possibility and to take whatever action they deemed necessary

Northern municipal town administrator Trevor Hollis-Turner said a power cut had affected the Milnerton municipal branch building for about an hour



COURT BLOCKS STAYAWAY

# Municipal strike set to end today

CT 14/8/96 (152) (20)

**THE** Independent Municipal and Allied Trade Union (Imatu) is considering further labour action not prohibited by a court interdict ordering strikers to return to work. **PETER DENNEHY** reports

**I**N the face of a tough stand by employers, thousands of striking municipal workers look set to return to work today. The employers have been granted a court order that requires all union members to "perform their duties in accordance with their terms and conditions of service".

The interdict affects Imatu members, employed throughout the metropole.

The union said yesterday it would oppose the interim order's being made final when it came up in court again next Tuesday. Mr Frik van Straten, head of Imatu's regional office, told the Cape Times yesterday that the union was considering "further labour action not prohibited by the interdict". Its options are limited, because the interim interdict rules out unlawful strike action, and the hindering of normal operations.

During the strike, however, electricity supplies in the city were interrupted. Blackouts were reported in Crawford, Rondebosch, Milnerton and Sea Point.

All the councils in the metropole had to inform their Imatu-unionised employees of the court order, obtained in the early hours of the morning, Van Straten said.

Imatu had wanted the resumption of negotiations, but the employers had refused. Unless negotiations resume, Van Straten said, "Imatu will consult with its members on a further programme of action. The struggle continues".

According to council sources, there was some communication between employers and the union yesterday, but no resump-

tion of negotiations, and no movement on the employers' eight percent offer.

A bitter Imatu complained yesterday that council negotiators "apparently have different criteria for dealing with different unions".

It pointed out that when "one union" (Samwu) went on a three-day strike, the councils had not taken any legal action. They had resumed negotiations, and eventually made the union an amended offer which it found acceptable.

The union said it had reason to believe over 50% of its members in the metropolitan area were not at work yesterday.

Mr Ted Doman, spokesman for Cape Town municipality, the largest of the seven affected local authority bodies, said 10% of the total Cape Town City Council workforce was absent from work yesterday.

This amounted to 1 600 employees. Imatu has said it has nearly 5 000 members employed by Cape Town, so, in the case of Cape Town municipality, 1 600 would be less than half the total Imatu membership.

One Sea Point woman affected by the blackout inquired whether she should sue the council or the union if the contents of her freezer became unusable. Her electricity had been off all night and all day.

Doman said she got her electricity from the council, not the union, so she could try to claim via the chief insurance officer in the city treasurer's office. He added that her chances were not good unless there had been incompetence or negligence on the council's part.

# Jo'burg municipal

Ambulance service, bus drivers, traffic officers, sanitation, water and electricity staff all down tools over rates of pay

BY MELANIE-ANN FERIS AND TROYE LUND

Municipal services were disrupted in Greater Johannesburg today as workers downed tools to force the Transitional Metropolitan Council to agree to wage demands

Early this morning workers began gathering at the Rissik Street traffic offices and buses were expected to stop running after peak hour

Human resource spokesman Sontyboy Matsaso said council officials from several departments had left their offices.

Employees from all departments, including emergency, fire department and ambulance service staff, bus drivers, employees from electricity, water and sanitation departments as well as traffic officers, downed tools at 9am

The two unions of the council, the South African Municipal Workers' Union (Samwu) and Independent Municipal and Allied Trade Union (Imatu) met last night and agreed to gather at the Traffic Department offices in Village Road early today and march to the civic centre

"The 100% increase executive councillor posts have been given over the past few years compared to the 4% increase middle management downwards have got in the same period of time has made workers angry.

"The car allowance increase MPs have given themselves is more than most council employees earn in a year. Workers are at the end of their tether," said a

spokesman for Imatu today

He asked not be named because he is a uniformed employee

By the time of going to press the GJTMC had received no official indication from workers on their intention to strike. The council was only aware of a meeting being planned by workers for today

Yesterday, hundreds of angry traffic officers, municipal bus drivers and GJTMC administration staff gathered in Village Road in the city centre, from where they intended to embark on a spontaneous march.

They decided to postpone the march until they had "more strength in numbers" and set out

► See picture

to recruit their colleagues to march today.

The disgruntled employees indicated they were tired of negotiating for better wages and that they needed to resort to action to force the council's hand

They claimed that their salaries were so poor that some employees took home nothing after deductions.

Jeff Cox, industrial relations officer for Imatu, said the action was totally spontaneous and had been sparked by the workers' anger.

Samwu officials could not be reached this morning before the march and were not prepared to comment when approached last night

One of the march co-ordina-

tors, Fraser Ramokgopa, said the strike action had started with traffic department officials but had swelled to all GJTMC departments and all substructures by today

"The executive committee will also have to make a decision at their meeting today," Matsaso said

Workers are demanding a R500 increase for employees earning less than R5 000 and a 10% increase for all those earning more than R5 000

"Senior traffic management who have been in service for 12 years and more are earning between R5 000 and R6 000.

"This is nothing like the real world," he said.

"Lower salaried employees, most of them working in dangerous situations, are lucky if they take home a few hundred rand after deductions. They cannot support a family," said the Imatu spokesman.

The issue of danger pay for council employees and that increases given to members of Parliament, provincial legislatures and councillors be scrapped are issues to be included in the memorandum handed to GJTMC officials today.

Further demands are that no disciplinary action be taken against workers and that their gradings be addressed.

Municipal workers in Kimberley "provisionally" returned to work yesterday after a four-day wage strike

Samwu workers there are demanding a R350 across-the-board increase for workers

WORKERS WALK OFF JOBS  
(152)  
Star 20/8/96

SD

# Teachers' protest against attacks spreads in Natal

BD 20/8/96 (152)

Farouk Chothia

DURBAN — About 100 000 children were without classes in Durban yesterday after the teachers' strike in protest against attacks on their colleagues spread from KwaMashu to Umlazi.

SA Democratic Teachers' Union KwaZulu-Natal secretary Ndaba Gcwabaza said one teacher had been shot dead and two seriously injured in township schools in recent weeks.

All Sadtu members in the province would join the strike tomorrow. Protesters would march through Durban to demand that education MEC Vincent Zulu improve security at schools.

Gcwabaza said a gunman stormed into Umlazi's Swelhlle High School about three weeks ago, gunning down teacher Themba Zulu. Another teacher, Siyabonga Shangase, was stabbed.

KwaMashu teachers went on strike a few weeks ago after Mzuvele High School principal Thomas Ndlovu was wounded by unknown gunmen.

Gcwabaza said similar incidents had been reported on the south coast. It appeared that "sinister forces" were bent on disrupting black education. Sadtu had made proposals to Zulu to improve security, including recruiting and training school guards and installing lights, fences and telephones, but Zulu's department was refusing to implement them.

Zulu condemned the strike, saying the ANC-aligned Sadtu wanted to paint the education department "black" as it was IFP-controlled.

Matric examinations were looming and the department should not be blamed if the KwaZulu-Natal pass rate was poor. He had negotiated with the safety and security department to have police patrol schools in KwaMashu and Umlazi and was willing to have one security guard placed at each while a permanent solution was being sought.

Zulu recently said that the department had allocated R4,7m for security during the current financial year.



## Durban teacher strike continues

(152) (271)  
DURBAN: The work stoppage by teachers at schools in Umlazi and KwaMashu townships here entered its third week yesterday, following disagreement between the regional education department and teachers over security

A KwaMashu education transformation committee spokesman said the education department had dragged its feet over the question of security for teachers

"Teachers are not satisfied with the department's initial response of hiring 34 guards because they will not cover all the affected schools," he said, adding that parents supported the teachers' demands — Sapa

CT 20/8/96

# Traffic officers strike for pay

(152)

JOHANNESBURG municipal traffic, transport and electricity staff yesterday joined a traffic officers' strike in protest against the city council's final wage increase offer.

Wage negotiations between the city council and several unions municipal trade unions continued yesterday despite the dispute and strikers would be back at work today, the council's human resources executive Mr Sonnyboy Matsoso said.

While most of the unions saw "room for the matter to be settled", the Independent Municipal Association of Trade Unions had opted for arbitration, he said.

The matter would be raised at a routine industrial council meeting on Thursday.

Matsoso said services had not been affected and some employees were back at work yesterday.

Traffic department spokesman Mr Fraser Ramokgopa said about 2 000 workers were involved in the unscheduled action. The decision to down tools was taken at a wage negotiations feedback meeting yesterday morning, he said.

The protest is the second in as many weeks by traffic officers. Last week, about 100 traffic officers in 50 vehicles drove through central Johannesburg to protest against the withdrawal of food and danger allowances, and vehicle subsidies.

Ramokgopa said the council's salary increase offers of R275 for employees in the R1 500 to R2 000 a month salary bracket, R250 for those in the R2 100 to R4 000 a month salary bracket, and a month off R4 000 bonus for those earning above R4 000, was unacceptable to traffic staff.

There were only six people staffing the radio room, Ramokgopa said. "We are not fighting the traffic department, it has nothing to do with the director. We are fighting the Greater Johannesburg Transitional Metropolitan Council," he said. — Sapa



About 800 municipal workers, including bus drivers and traffic police, marched on the civic centre in Johannesburg yesterday to highlight their dissatisfaction with the deadlock in wage talks with the greater Johannesburg transitional metropolitan council. Picture GARTHLUMLEY

## AIDS play still not seen on road

Kathryn Strachan

NEARLY three months after it was announced that an anonymous businessman had taken over the health department's funding of the R14m anti-AIDS play *Sarafina 2*, the show has yet to be seen on the road.

A spokesman for playwright Bongeni Ngema confirmed the play had not been on since government withdrew its funding.

Ngema has been unavailable for several weeks.

"He is just not available, he cannot be reached and he is not going to give comment to anyone," the spokesman said.

Health Minister Nkosazana Zuma has refused to say who has put up the money, despite being asked a parliamentary question on the issue by DP MP Mike Ellis on Monday.

Zuma said the mystery donor would contribute R10,512m towards funding the play. She has said taxpayers would not be liable for any of the play's R14m costs.

Nomavenda Mathiane reports that sources said junior dancers in the play were earning up to R8 000 a month during performances, compared with the salaries of principal dancers at Pact who earn R4 000 a month.

Senior and leading artists received up to R4 000 a week while performing, said an actor in the play, who refused to be named.

She said junior dancers earned R1 000 a week plus a R250 living allowance during the rehearsal period and R2 000 a week during performances, while senior and leading artists received R4 000 a week while performing.

## Union leaders wash hands of city march

Reneé Grawitzky

SAMWU and Imatu leadership distanced themselves yesterday from the action of municipal workers who brought traffic in the city to a standstill as they marched on the greater Johannesburg transitional metropolitan council to highlight wage demands.

An estimated 800 members of the Independent Municipal and Allied Trade Union (Imatu) and to a lesser extent members of the SA Municipal Workers' Union (Samwu) took to the streets to put pressure on the council to agree to worker demands in the wake of months of negotiations.

The council indicated that the action, predominantly by bus drivers and traffic department officials, represented a fraction of the total work force of 30 000, with minimal disruption caused to bus services. Other services provided by the council operated normally.

Samwu branch secretary Weizmann Hamilton said last night that following a stalemate in negotiations last week the two unions had agreed to report to their respective constituencies and decide together on future action. The union's branch shop steward committee is meeting today to decide on its position.

Despite this it appeared that a joint Imatu-Samwu strike ballot form was being circulated and its origin at this stage was unknown. The council indicated that a formal dispute had not yet been declared by any of the unions.

It appeared that certain mem-

bers had jumped the gun either with or without support from their respective unions.

Hamilton said initially the unions had tabled a joint demand of R500 across the board for workers earning between R1 500 and R4 000 and increases escalating between R500 and R1 000 for those earning between R4 000 and R13 000. During negotiations this position was revised downwards a number of times and at certain stages the unions became divided on positions. It appears the present joint union demand is a R300 across-the-board increase.

The council was not prepared to divulge its position, but a union official indicated that a revised council offer ranged between R275 across the board for those earning up to R2 000, and R250 across the board for those earning between R2 000 and R4 000 a month. Those earning above R4 000 were offered a non-pensionable bonus of R4 000 payable together with a 13th cheque.

A union spokesman indicated that workers were impatient at the slow progress in negotiations and as a result disregarded official positions and took to the streets.

The council indicated that a crucial interim industrial council meeting was being planned for later this week or early next week to continue wage negotiations. In the event of action today, which is not expected, contingency plans have been put in place.

The council said a number of workers had returned to their posts after the march yesterday.



# Chaos as council workers go on strike



Angry businessmen call for criminal charges to be laid against the unions

Apr 21/8/96

By TROYE LUND AND  
MELANIE-ANNE FERIS

Striking council employees who disconnected traffic lights and drove up one-way streets in central Johannesburg yesterday have incensed businessmen who are calling on the council to press criminal charges against the unions.

"Twelve council vehicles were speeding the wrong way up streets with their sirens on. Council employees in uniform were drunk. The law has collapsed. It was mayhem. Culprits should be prosecuted," said Brian Robertson, the owner of a Commissioner Street business.

But the Greater Johannesburg Transitional Metropolitan Council says it can do no more than deny the 800 strikers pay for the two days they stayed away from work. The council has also informed strikers that it had reserved the right to take disciplinary action against them for their illegal strike.

GJTM Council human resources spokesman Sonnyboy Matsoso, who accepted the list of wage demands from workers yesterday, said criminal charges could only be laid if complainants identified and named individuals, as well as supplied proof that they were involved. He said the council had contingency plans if more of its 30 000-strong workforce supported a full-scale strike.

The Independent Municipal and Allied Trade Union (Imatu) refused to take action against its



RIAN HORN

Mayhem ... traffic officers block roads in the Johannesburg city centre. They were among Johannesburg council employees who embarked on a strike yesterday.

members, saying the GJTM Council should "deal with the consequences." The South African Municipal Workers' Union, however, said it had warned its members that it did not support the strike and would not defend workers who faced disciplinary action.

Imatu said mainly traffic officers were involved in yesterday's

protests and their actions were "completely understandable" because of their salaries.

Traffic officers had to work for five years before reaching the lowest salary rung of R2 300, while their executive bosses were earning R37 000 a month, the union said.

Although its strike was not

well supported yesterday, the union is confident the next one, which would "bring Johannesburg to its knees", was not far off.

Eugene van Rooyen, manager of a large chainstore in the city centre, supported calls for the council to take legal action.

"Normal people get locked up if they do this. I have friends who

work for the council. I know how lousy their pay is, but this behaviour makes me lose sympathy completely," he said.

A Market Street shopowner, Barry Chiat, said: "Failed strike or not, it certainly killed business for us for the day. The council has to do something to help and save city business from these incidents."

# Striking workers go on rampage

sewetan 21/8/96

(152)

By Muzi Mkhwanazi

## Marching workers interfere with traffic lights and bring city to a halt

**T**RAFFIC ground to a standstill in the Johannesburg central district as hundreds of angry traffic officers and municipal workers went on a wildcat strike, turned robots off and ordered passengers from municipal buses yesterday.

The workers marched through the city after their union, the Industrial Municipal and Allied Workers' Trade Union, and the Johannesburg Transitional Metropolitan Council reached a deadlock during wage negotiations.

The workers are demanding a R500 across the board increase, while the council is prepared to pay R275 to those earning R1 500, R250 to those earning above R2 000 and a once-off increment of a R1 000 to those who earn above R4 000.

Traffic came to a standstill as scores of buses and passengers were left unattended at most major intersections in the city. Marchers then proceeded to the Braamfontein bus depot and forced the workers to join them.

An irate commuter, Mr John Mokwena, said "I have missed my test because the strikers decided to order us from the buses. If things are allowed to continue in this manner the country will be plunged into chaos and lawlessness."

Union spokesperson Mr Keith Swanepoel said his organisation was not involved in the action and termed it a spontaneous reaction by the workers.

An IMATU shopsteward, Mr Pearce Rizzo, said the union was accountable to members and members were the union. They wanted to voice their frustrations.

Greater Johannesburg Transitional Metropolitan Council acting town clerk Mr Sonnyboy Matsoso, when accepting the workers' memorandum, said their demands would be forwarded to the national executive committee of the council who would then respond to the workers' demands.

He emphasised that a principle of "no work, no pay" would be effected because the strike was illegal.

He said the council reserved the right to effect disciplinary measures against the strikers.



# Teachers 'down chalk' to protest against cuts

ESANN de KOCK  
Education Reporter

ARG 22/8/96

(152) (31)

HUNDREDS of teachers belonging to the Western Cape Parent Teacher Student Forum (WCPTSF) "downed chalk" today in protest against teacher cuts.

They are remaining at school, but are not teaching any classes. Instead they are talking to pupils about the rationalisation efforts.

South Peninsula High School principal Brian Isaacs said all teachers at his school were taking part in the "chalk-down" because they believed the rationalisation plan was unworkable and immoral.

"We have emphatically told the Western Cape Education Department (WCED) that we refuse to form rationalisation committees to sack our own colleagues. We believe it is immoral."

Mr Isaacs said the department had not responded to this, because it refused to deal with an organisation (the WCPTSF) that had not taken part in the bargaining process of the Education Labour Relations Council.

"They say the rationalisation plan was negotiated on national level between the teacher unions who agreed to the process."

"We believe their unwillingness to address this important issue will not make the problem go away."

According to Mr Isaacs, South Peninsula High has to lose nine teachers by the end of September, another two by the end of the year and two more every year for the next three years.

The school now has 41 teachers, which will eventually have to be cut to 24 to meet the required ratio. There are 796 pupils at the school.

Meanwhile, pupils from two Cape schools demonstrated in the centre of Cape Town today against the cuts.

Pupils from Harold Cressy High in Roeland Street formed a human chain from their school into Wale Street near the Western Cape provincial administration building, holding placards objecting to the fact that their school stood to lose about eight teachers.

More than 800 children from Schotsche Kloof Muslim Primary School in the Bo-Kaap joined them. They also stand to lose about eight teachers.

Ziyaak Jakoet, 7, of Schotsche Kloof Primary, said he was protesting because he wanted more teachers at his school.



# Distillers takes union to Supreme Court

BD 23/8/96

(152)

(152)

Deborah Fine

REMBRANDT-KWV Investments subsidiary Distillers Corporation has lodged urgent court action to have 318 striking Food and Allied Workers' Union (Fawu) members declared in contempt of court

In an urgent application in the Rand Supreme Court yesterday, Distillers alleged that Fawu members had "wilfully" disobeyed two court interdicts granted earlier this month. The interdicts prohibited

them from coming within 150m of the firm's Wadeville premises or assaulting and intimidating non-striking members of the rival National Union of Food, Beverages, Wines, Spirits and Allied Workers which also operates at the plant.

Papers before court yesterday explained that Distillers had engaged in wage negotiations with both unions in July this year. While its rival had accepted the wage proposals, Fawu had rejected the offers and instead embarked on a lawful strike on July 17.

Fawu members then allegedly began assaulting the other union's members — often also robbing them of their wages — and they also threatened and intimidated customers and suppliers trying to enter the premises.

To try to quell the situation, Distillers obtained Rand Supreme Court interdicts against Fawu on July 30 and August 14. But Fawu members had allegedly chosen to disregard both orders, continuing with their unlawful action within the 150m "safety area".

Fawu opposed yesterday's application on the grounds that service of the orders informing its members of the interdicts had not been proper — which meant that not all its members may have known about the orders — and further, that contempt of court matters should be resolved by a criminal, rather than civil, court.

Adv Marie Meyer, appearing for Distillers, submitted yesterday the court could assume all strikers had been aware of the orders as the union, duly appointed agent of all Fawu members, got copies.

Fawu's counsel, Adv Gys Rautenbach, will argue deemed knowledge is insufficient to secure contempt of court orders, and that the court will have to establish that each and every striker individually knew of the interdicts. Argument continues today.

....., 1986

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## Teachers disrupt KwaZulu schools

(152) (22)  
Farouk Chothia

BD 23/8/96  
DURBAN — Normal teaching failed to take place at many schools in KwaZulu-Natal yesterday because of a mass action campaign launched by teachers to demand that education MEC Vincent Zulu meet them to discuss grievances, SA Democratic Teachers' Union spokesman Rohini Naidoo said yesterday.

She said some schools had closed, while at others teachers had staged a chalk-down. The mass action would continue until Zulu met the Sadtu leadership to discuss grievances raised during a protest march on Wednesday.

Zulu's spokesman Nagobr Bisety said, however, that there had been minimal disruptions at schools and did not know when Zulu planned to meet Sadtu.

He urged teachers to halt their mass action campaign immediately as students would suffer in matric examinations.

Teachers in Umlazi and Kwa-Mashu continued their strike which started several weeks ago to demand better security after a number of colleagues were killed in recent months.

Zulu said in a statement he was addressing security concerns. A security firm had been hired to guard schools, schools had been fenced and telephones would be provided on request.

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## NEWS IN BRIEF

### Saccawu plans strike ballot

MORE than 10 000 SA Commercial, Catering and Allied Workers' Union members in the retail and hotel industries will be balloted on possible strike action in support of wage increase demands ranging from R280 to R350 across the board.

The union indicated yesterday that plans were under way to begin balloting members at Edgars, Sun International and the Joshua Doore Group during the next few days.

It is believed that the union intends disrupting the opening of Edgars City in Johannesburg next week to highlight its demand for a R350 raise. The company has made a final offer of R220 to union members.

(152) (10) 20 23 | 8 | 96





The SABC defends its coverage of initiation ceremonies, at a hearing of the Broadcasting Complaints Commission of SA in Johannesburg yesterday. SABC complaints GM Malan Otto, top right, Esthea du Toit, legal adviser Steve Nkosi and Nelspruit radio news representative Anton Sibambo were responding to a complaint by King Mayisha II of the Ndzundza Mabhoko tribe that the corporation's coverage had been insulting. Commission chairman Kobus van Rooyen, left, is expected to make a judgment soon. Pictures: ROBERT BOTHA

## Teachers disrupt KwaZulu schools

Farouk Chothia (152) (22) BD 23/8/96

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# SABC defends its initiation coverage

Ingrid Salgado BD 23/8/96 (250)

THE SABC denied a complaint yesterday that its radio and television coverage of initiation ceremonies had been "insulting" to certain ethnic groups, saying its programmes had instead investigated means of preventing the loss of life at circumcision schools.

The corporation was responding to a complaint from King Mayisha II of the Ndzundza Mabhoko tribe to the Broadcasting Complaints Commission of SA.

Mayisha alleged that a Radio Swazi programme in July had called on listeners to undermine circumcision and incited them to view the custom as "barbaric" and that a July TV news broadcast contravened the initiates' "constitutional freedom of privacy".

In a written submission, the corporation said the issue had been raised following the deaths of three Vaal Triangle boys in open veld near Houtkop and four young males at Lusikisiki in the Eastern Cape, where more than 50 mutilations also occurred.

Of 10 callers on Radio Swazi's show, only two registered their concern about initiation schools, the SABC said. Other callers said they were in favour of maintaining the practice but called for

qualified medical practitioners to investigate health standards at the schools in order to minimise deaths and mutilations.

"While we recognise and respect culture, we place human life above culture. We want to believe that the complainant also holds the same views — that human life is more important than culture, custom and tradition."

Freedom of the media did not mean being vocal on some issues and remaining silent on others. The media had to question, investigate and report the truth in a balanced and responsible manner.

Responding to Mayisha's assertion that he was "offended" by Radio Swazi analysing a custom which Swazis did not practice, the SABC said that deaths arising from circumcision concerned the Swazi public as much as political violence in KwaZulu-Natal concerned all people in SA.

Mayisha, who was not present at yesterday's hearing, earlier claimed that the SABC's coverage had caused "gross damage" to the nation. "Culture is the pride of the nation, (it is) delicate and deserves to be treated as such."

Mayisha called for the SABC to cease "this undesirable education or information must be brought to an immediate end."

# Teachers' anger grows in KwaNatal (152)

CP 25/8/96 (221)

By VUSI NGEMA

THE CHALK-DOWN by teachers in most Durban schools has spread to the whole of KwaZulu-Natal, including rural areas – and might turn into a fully fledged strike if the stand-off between the province's MEC for Education Dr Vincent Zulu and the teachers continues, teacher leaders warned this week.

Disruptions have spread to large areas of the North Coast, Midlands and some parts of the South Coast. Teacher representatives were to meet Zulu on Wednesday to discuss a range of demands but he cancelled the meeting at the last moment – accusing the South African Democratic Teachers' Union (Sadtu) of indulging in mere "politicking".

Chief among the demands the teachers made during their march on Wednesday is that adequate security be provided at schools as teachers have become the targets of criminals. Five teachers are known to have been targeted in Durban schools alone.

Teachers in other regions have been assaulted, victimised and intimidated on school premises by criminal elements, said Sadtu.

The department has responded by offering one unarmed guard per school – but the teachers have rejected this as laughable.

"What the department is actually doing is taking security guards from

some schools and redeploying them in schools in KwaMashu and Umlazi," said Sadtu provincial chairman Edwin Pillay.

The department could not confirm that R4,5 million had been budgeted for security at schools.

Although the chalk-down was sparked by the issue of security, it has snowballed into general dissatisfaction with education conditions in the province. Other grievances are

The non-distribution of new syllabi and specimen examination papers which are vital for the first common examination under a single department.

Schools in some areas still do not have literature or set books.

The "unilateral" appointment of examiners and sub examiners by the MEC.

The continued employment of the Superintendent General of Education past his retirement age.

Non-existence of management structures in the regions;

The delay in completing the promotion process for school based posts, and

The "inaccessibility" of the Education MEC, Zulu (teachers claim he cannot be reached in Ulundi most of the time).

Sadtu spokesman Ndaba Gwabasa said Zulu had indicated he might meet teacher representatives tomorrow at a parliamentary level.

## Council, unions to resume talks <sup>(152)</sup> ~~(250)~~

René Grawitzky

BD 26/8/96

NEGOTIATIONS between the greater Johannesburg metropolitan council and both the SA Municipal Workers' Union and the Independent Municipal and Allied Trade Union resume this week in the wake of last week's industrial action.

Although the labour action was not seen to be sanctioned by the unions, it highlighted their respective demands and the council's failure to address their concerns.

It is anticipated that negotiations could prove to be tough as the parties have reiterated their demand for a R300 across-the-board increase while indications were that the council was looking for a settlement in the R200 to R250 range.

Samwu branch secretary Weizmann Hamilton said it was possible for the R300 increase to be met if the council agreed to transfer 50% of the budget allocated for overtime to fund the increases.

He said the council had already agreed to transfer R14m from the overtime budget to fund the increases, therefore there was no reason not to take an additional amount.



**Unionists to act**

152

PETROLEUM sector workers of the Chemical Workers' Industrial Union would today embark on industrial action after mediation failed to break a deadlock with management

The union said it would not compromise on demands for a 40-hour week without loss of pay, a 14% wage increase, and a R1 800 minimum salary

BD 27/8/96  
REPORTS Business Day Reporter Sapa  
Reuter

## No expulsion for me, predicts Holomisa

Farouk Chothia

BD 27/8/96 (117)  
DURBAN — Axed deputy environmental affairs minister Bantu Holomisa confidently predicted yesterday he would not be expelled from the ANC, and said the party's disciplinary action against him would be "a thing of the past very soon".

Holomisa's rescheduled disciplinary hearing, arising from his evidence to the truth commission that Public Enterprises Minister Stella Sigcau took a bribe from hotel tycoon Sol Kerzner, is due to take place on Friday this week.

Holomisa, in an address to several hundred cheering students at Natal Technikon, defended his decision to become involved in a public row with the ANC.

"If you throw grenades at me, I don't throw stones at you," he said. Holomisa was referring to Deputy President Thabo Mbeki's description of him as "malicious".

Holomisa said he had provided historical information to the commission. Neither he nor Sigcau were ANC members when Kerzner allegedly bribed Sigcau.

Holomisa said there were only a "few" ANC leaders "eloquently" advocating his expulsion, but this would not happen. "Take it from me — I will still be in the ANC," he said.

Holomisa said there were no tensions between himself and Mbeki, but that he would defend himself if he saw "schemes" designed to destroy his political career.

Some ANC leaders might feel that people like him had to be "tamed" for being "too vocal". However, he would continue to speak out.

See Page 12

## Striking teachers occupy govt offices

Farouk Chothia

BD 27/8/96 (152) 36 (117)  
DURBAN — Hundreds of teachers occupied education department offices in KwaZulu-Natal yesterday in a bid to force the provincial government to address widespread problems which were plaguing the education sector, SA Democratic Teachers' Union (Sadtu) deputy chairman Thula Nkomo said.

He said the strike by teachers had also spread, and most former black, Indian and coloured schools in Durban and Maritzburg had been affected.

Education MEC Vincent Zulu's spokesman Nagoor Bissety said teachers at some north coast schools had also been on strike.

Angry parents had contacted the department, demanding that "firm action" be taken against the teachers.

Bissety said parents were concerned that the strike would affect their children's performance in examinations which were due to start in about two months.

Nkomo said teachers had staged a sit-in at department offices in central Durban, Umlazi, Umbumbulu, and Mpumalanga.

He said the protest action was

aimed to "drive home the point" that the government had to address problems.

Sadtu national assistant secretary-general Mxolisi Nkosi and Sadtu KwaZulu-Natal chairman Edwin Pillay were part of a delegation involved in talks last night with premier Frank Mdlalose and his cabinet in a bid to break the impasse.

Details of the meeting were not available last night.

Sadtu's complaints included the failure to finalise the appointment of the 34 most senior education department officials.

### Reconstruction

Sydney Tshabalala, who was at retirement age, was still acting superintendent-general of education, the union said.

Sadtu also claimed it had received no indication that more than R30m of reconstruction and development funds, earmarked for education in KwaZulu-Natal, had been accessed.

Sadtu said a large number of schools in the province had not received the new syllabus, even though they were expected to write examinations on it.

# LABOUR NEWS

*One-day action could be forerunner to longer stayaway*

## Petroleum workers strike

By Guy Oliver

LABOUR EDITOR

Johannesburg — A one-day strike by petroleum-sector workers today could be a curtain-raiser to more protracted industrial action by the Chemical Workers Industrial Union

The action was announced yesterday, after mediation talks last week had failed to break the deadlock between the union and the employers, said Abraham Agulhas, the union's president

Simon Drysdale, the petroleum employers' co-ordinator and chief negotiator, said the action was unlawful and a breach of agreements signed

"It's the wrong thing to do and will probably harden attitudes"

Drysdale said the cost of the strike to the industry could not yet be assessed

Agulhas said all 15 000 union members within the sector would back the industrial action and he expected all production to grind to a halt

The protest would affect all South Africa's refineries, distribution sites and depots, he said

The aim of the action was to put pressure on the management to accede to the union's demands ahead of Thursday's scheduled dispute hearing between the two parties, he said

"We are not confident the dispute will be resolved, but it (the one-day strike) will put pressure on employers, given the possibility of a longer strike. A longer strike would affect every sector of the econo-

my," Agulhas said.

The union has demanded a 40-hour week without loss of pay, a 14 percent wage increase and an R1 800 minimum monthly salary

Agulhas said managements had made no commitment to a 40-hour working week. Only Caltex and Sasol had offered one-hour reductions in the working week. The average working week in the sector is 43 hours

Management had, however, offered a 9 percent pay increase and accepted the R1 800 minimum salary requirement

Agulhas said the day of industrial action was precipitated when "management would not move on hours of work. If they had moved, we could have taken something to our members"

CT 27/8/96

(152)



## Petroleum strike contravenes deal

Reneé Grawitzky

(152)

DD 28/8/96

PETROLEUM employers warned, in the wake of the one-day strike by the Chemical Workers' Industrial Union, that their participation in the new chemical industry bargaining council could be up for review if illegal action continued.

Union members embarked on a one-day strike yesterday to put pressure on employers to change their position on wages and hours of work prior to the dispute meeting tomorrow.

Union president Abraham Agulhas said 5 000 workers in Cape Town, Port Elizabeth, East London and Durban had participated in action yesterday which included the blockading of the Caltex refinery in Cape Town.

He said the main focus of the dispute revolved around the demand for a 40-hour week.

If employers agreed to phase in a 40-hour week over a number of years, agreement could be reached on wages, Agulhas said.

Employer spokesman Simon Drysdale — who said that only 1 500 workers participated in yesterday's strike — said the action contravened the dispute procedure outlined in the interim agreement reached between the parties which provided for sectoral bargaining on wages for the first time.

# Strike threat over firing

(152)  
(45)

Staff Reporter

ARG 28/8/96

THE Helderberg branch of the South African Municipal Workers' Union (Samwu) is threatening to embark on a 10-day strike to demand the reinstatement of a dismissed traffic officer

Percy Williams, who appeared before a recent internal municipal disciplinary hearing, was fired by the Helderberg municipality for theft in July 1994 from a car that had been impounded in the municipal grounds

Williams was convicted of theft and fined R800 on February 14 this year in the Somerset West Magistrate's Court.

Helderberg Samwu leader Dunovin Feris said the union had sent letters to political parties and other Samwu branches, asking for opinions and support for the strike action

Mr Feris said an appeal hearing scheduled for Monday this week had not taken place after municipal officials failed to arrive

He said Samwu also appealed to the Cape Metropolitan Council (CMC) to intervene

Approached for comment, municipal spokesman Paul Venter said "It is a very sensitive matter

"At this stage the issue is sub judice and we are following the proper route regarding the matter

"I can't comment"

Helderberg Pan Africanist Congress leader Colin Meyer and African Christian Democratic Party (ACDP) spokesman Kenneth Paterson confirmed that they had received the letters from Samwu leader Mr Feris

Strike upsets fuel industry

(152) (42)

# Centralised bargaining put at risk

CT (M) 28/8/96

By Guy Oliver

LABOUR EDITOR

Johannesburg — The petroleum industry will reconsider its position towards centralised bargaining because of the Chemical Workers' Industrial Union's illegal strike yesterday

The union called the industrywide strike after a deadlock in mediation talks last week about wages and working conditions and before tomorrow's scheduled dispute hearing between the two parties

The strike may have put the dispute meeting in jeopardy, said Simon Drysdale, the national coordinator for the petroleum industry. The industry was considering suing the unions for damages for the illegal and unprocedural strike, Drysdale said yesterday

"It (the strike) was also a material breach of the interim bargaining agreement signed in June by the union's general secretary Muzi Buthelezi," he said

Furthermore, the industry would "consider the continued participation in centralised bargaining. Thus (the strike) is particularly disturbing as this was the first attempt at industrywide centralised bargaining", Drysdale said

The union hoped to paralyse the sector as a show of strength and use that lever at tomorrow's meeting with promises of wider action if union demands were not met. But the industry said that only about 1 500 of 8 000 unionised workers heeded the call for a national strike

Drysdale said the strike had not halted production at depots and refineries

The strike was precipitated after mediation talks failed to resolve the workers' hours. The union wants a standard 40-hour week. The industry standard is about 43 hours, the union said

Drysdale said the union was offered a 10 per cent wage rise, against the union's demand for 14 per cent and would have "brought hours of work closer to the union demand for a 40-hour week". He said some industry members were already working a 40-hour week

Drysdale also countered the union demand for a R1 800 minimum wage. He said if the union had accepted the 10 per cent rise the average minimum would have been R2 198 a month. He said most of the oil companies also paid an additional R1 000 a month in contributions to provident and pension funds, medical aid funds, housing subsidies and educational allowances

Reuter reports that in Cape Town about 70 workers blockaded the gates of the Caltex refinery, but production was not halted

Abraham Agulhas, the president of Chemical Workers' Industrial Union, said most workers at Durban's Island View Holdings had joined the strike. He rejected employer claims that the strike was illegal

"We workers have the right to take action. We were supposed to get our increases in July"



# Union threatens national strike after workers fired

LT (PR) 29/8/96 (24) (152)

By Stuart Rutherford

Durban — The 63 000-strong Paper, Printing, Wood and Allied Workers' Union is threatening to strike over the dismissal of 380 workers at Lion Match's factory in Durban last week.

Lucky Mhlongo, the secretary of the union's southern Natal branch, said the union's leaders had resolved to embark on a national strike if the workers were not reinstated unconditionally. He said the union was approaching Cosatu to find out if it could involve all of the federation's members.

The workers were dismissed last Thursday after employees picketed the company's offices to protest against disciplinary hearings against three staff members. The trio had allegedly intimidated and harassed management officials during a three-week strike that started on July 30. They were demanding that workers be allowed to transfer funds from the company's pension fund into the union's national provident fund.

Terry Turner, Lion Match's managing director, said the company fired the workers because of their unlawful and aggressive behaviour during the strike, and their defiance of management warnings and a court interdict barring them from coming within 50m of the factory.

Turner said the company was employing new workers. It was not reinstating the dismissed workers, but they could apply for re-employment.

He would not quantify the losses Lion Match incurred because of the two strikes that jointly prevented more than three weeks of production, but said its other factories had not made up the losses. Production was resumed at the Durban plant yesterday.

Mhlongo said the company dismissed the workers because it did not want to transfer the R22 million from its pension fund into the union's provident fund. He said the dismissals could not be justified, because 196 workers had been arrested last Wednesday and were in jail when they were fired.

## Work stoppage at Sun hotels

(284) (152)  
Business Day Reporter

BD 30/8/96

SA Commercial, Catering and Allied Workers' Union members embarked on a work stoppage at Sun International operations yesterday morning to coincide with the resumption of negotiations to resolve the wage dispute.

The four-hour stoppage formed part of the union's strategy not to embark on one long strike, but to strike intermittently at the respective hotels at strategic times.

Sapa reports that Sun International human resources director Rob Rimmer said only a fraction of the 7 000 union members employed by Sun International had downed tools.

Workers at all Sun International hotels hit by the strike were back at work by 1.45pm.

The workers were protesting against the group's wage increase offer of 13,5% across the board. They were also protesting against employment conditions including working hours and job flexibility.

Rimmer said Sun International had offered a R210 a month across the board increase. This represented a 15,3% increase on the minimum rate and an average of 13,5%.

The union is demanding an across the board increase of R280 a month (18,2% to 20,4%).

# Workers at Sun International embark on 'new strike strategy'

By Jonathan Rosenthal

Johannesburg — The South African Commercial Catering and Allied Workers' Union has embarked on a new strategy of short, intermittent strikes at Sun International. The move is designed to cause maximum disruption in its dispute over wages and working conditions, the hotel group claimed yesterday.

Union members downed tools yesterday at Sun City, Wild Coast Sun, Fish River Sun and other lead-

ing resorts in the Sun International group, only to return to work a few hours later.

Rob Rimmer, Sun International's director of human resources, described the action as "a definite strategy on the part of the union" designed to cause maximum disruption to Sun's operations.

"This kind of action is perhaps more difficult to manage than a conventional strike because we cannot put our contingency plans

into effect," he said. Yesterday's actions at Sun City came after a one-day illegal strike at Sun City during the Miss South Africa pageant last Saturday. The company had to bring in managers and workers to keep the complex functioning.

"It is difficult for us to keep bringing people in and then sending them back," Rimmer said. Borngani Madkiza, a national negotiator for the union, said the workers had returned to work,

ET (BR) 30/8/96

(152)

"because they wanted to minimise inconvenience to the guests".

The union claimed that most of its 7 000 members took part in the action. The management denied the claim, saying that only a fraction of workers had downed tools.

The union and management were locked in negotiations for most of yesterday and resolved one of the three disputed issues. Rimmer said the management had dropped its demand for work hours to be averaged, which would

entail a revision of the overtime was calculated, leaving wages and flexibility on the table.

The union is demanding an increase of R280 a month. The management has offered an increase of R210, which is an average increase of 13 percent. The management's offer would increase the minimum wage to R1 635.

The second dispute is over management calls for greater flexibility. "If we have an empty restaurant, we want to be able to move those waiters to other restaurants or for banquets," Rimmer said. Madkiza said workers would soon exercise their right to embark on industrial action again if there was no progress in the negotiations. He disputed Rimmer's claim that the strikers had no regard for the long-term viability of the group.

"Sun International is the flagship of our industry and we need to make sure that we balance our needs with theirs," Madkiza said.



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# Union membership up, work disruptions down <sup>(152)</sup>

**BARRY STREEK**  
POLITICAL WRITER

MEMBERSHIP of trade unions in South Africa rose by 8,9% last year to 2 690 727, but the estimated 1,6 million work-days lost through strikes was the lowest since 1988, the Department of Labour reported yesterday

The increase of 220 246 union members last year came after a steady decline in membership in 1993 and 1994

Last year registered and unregistered unions together had a membership of 2,95 million — 20,4%, or just over one in five, of the working population.

The department said in its 1995 report, tabled in Parliament yesterday, that work-days lost through strikes had declined.

CT 30/8/96

"Industrial action during 1995 defied all predictions of a surge in strikes under the new government, and instead showed a significant decline over previous years

"A further observation is that 'political' strikes were largely absent during 1995

"For the year ending 31 December 1995 an estimated 1,6 million man-days were lost through strikes — the lowest since 1988. This must be compared with the 3,9 million man-days lost during 1994 "

The overwhelming majority of strikes that occurred during 1995 took place in the public sector and parastatals, accounting for 71% of the man-days lost

The 10 556 industrial accidents was the highest number ever, and the number of people killed in industrial accidents was 942 — 492 in the transport industry

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# Strike action hits KwaNatal courts

By CHRIS HLONGWA

THE KNIVES are out for the head of the former KwaZulu justice department, with magistrates, prosecutors and other employees going on strike tomorrow to demand that his head must roll

The call for the firing of justice ministry regional representative Vusi Ntshangase is coupled with another "non-negotiable" demand - that justice employees who were dismissed or forced to resign by the former homeland administration be re-instated

The protest action by an estimated 5 000 employees could see about 30 magistrate's courts throughout KwaZulu-Natal coming

CP 1/9/96  
to a standstill, Themba Masinga, a prosecutor and secretary of the Ex-KwaZulu Justice Department, told City Press

In a strongly worded fax to Minister Dullah Omar, the employees demand that Ntshangase "be removed forthwith"

Among charges levelled against the senior official, are

■ The victimisation of staff, arbitrary transfers and the failure to assess employee due for promotion

■ The employment of unqualified people who are on friendly terms with senior officials

■ That recommendations by a justice committee set up to attend to grievances have

(152) (252)  
been overruled or ignored

It has also been reliably learnt that over 100 people who it is said should have been promoted over the years only got the nod in the last two weeks after employees wrote a strongly-worded letter on August 13 to the justice department in Pretoria

And the payment of backpay - estimated in millions of rands in total and going back as far as four years ago - has been authorised since that date

A meeting between Omar's adviser and employees will be held in Umlazi on Tuesday

At the time of going to press Ntshangase had yet to respond to faxed questions



## Teachers protest against new education Bill

Nomavenda Mathiane  
 (152) (319/96)  
 THOUSANDS of Gauteng teachers yesterday heeded the SA Democratic Teachers' Union (Sadtu) call to protest against certain clauses in the new education Bill. Addressing teachers at the Johannesburg Civic Centre, Sadtu's provincial education convenor, Pinky Mncube, said the union

broadly supported the Bill, but wanted changes to the clauses on admissions policy, the school prefect system and free and compulsory education. Mncube said while the Bill provided for governing bodies to determine admissions policy, Sadtu wanted education MECs to determine policy on admissions, language and religion in schools.

The union also wanted democratically elected student representative councils in schools in place of a prefect system, for which the Bill makes provision. Later, the teachers marched to the Gauteng legislature, where they presented a memorandum to member of the legislature Firoz Cachaha, acting on behalf of Education MEC Mary Metcalfe.

Teachers toyi-toyi outside the Braamfontein Civic Centre in Johannesburg yesterday during a protest against some clauses in the National Schools Bill. They presented a memorandum addressed to Gauteng education and culture MEC Mary Metcalfe and Education Minister Sibusiso Bengu. Picture TYRONE ARTHUR



## Engen workers continue stayaway (152) (83)

About 100 Engen refinery workers continued their stayaway from the company's Durban plant yesterday after receiving disciplinary letters from their employers on Monday reprimanding them for participating in an illegal strike late last month, Abraham Agulhas, the Chemical Workers' Industrial Union's president, said yesterday. The union called the strike to put pressure on the petroleum industry to agree to its demands on working and wage conditions. Engen said yesterday that verbal warnings had been given to all workers involved in the illegal action. It said the management was making every attempt to get the workers to return to work. Production has not been affected. — Guy Oliver, Johannesburg CT (BE) 5/9/96

### Workers went on strike illegally

KILEY Baker Plastics points out that workers it dismissed took part in an illegal strike in July. This dispute had nothing to do with Sustain Timbers and an industrial court ruling last year that it should reinstate dismissed workers, a ruling it failed to honour. Business Day regrets the error.

BD 5/9/96 (162)  
REPORTS: Business Day Reporters, Sapa-AF

(162)

## Labour

### Engen strike 'has not affected production'

5/10/96  
A strike by 120 of the 520 workers at Engen's Durban refinery has not affected production because the refinery is undergoing maintenance, Peter Dent, the general manager, said yesterday. "The supply situation is unaffected because we have plenty in tankage and also recently received imports," he said.

(S) (152)  
He said the management and union representatives were locked in negotiations. "We are talking, and that is a positive sign. (Engen) is trying desperately to get the guys to go back to work," he said.

The workers walked out from the refinery on Monday after the management reprimanded them for an illegal one-day strike called late last month by the Chemical Workers' Industrial Union to support wage and working condition demands. Dent did not say what disciplinary action would be taken against the workers when they returned to work, but warned: "You can't just walk off a live, operating plant and expect nothing to happen." — Reuter, Durban



## Popcru men free prisoners in jail 'racism' protest

*Star 7/9/96*  
Pietermaritzburg - Members of the Police and Prisons Civil Rights Union barricaded the entrance to the Sevontein prison farm outside Pietermaritzburg yesterday while their colleagues unlocked prison cells to free convicts, Correctional Services Department spokesman Andy Anderson said.

The situation was exacerbated by racial tension between Popcru's predominantly black membership and the mainly white Public Servants' Association.

After unlocking the cells, Popcru members fled from the prison, leaving PSA members to deal with the situa-

(152) (52)  
tion. PSA members returned the prisoners to the cells and tried to normalise the situation, Anderson said. Popcru members then returned and the PSA members fled, but members of both parties later returned to work.

On Thursday, Popcru demanded the sacking of acting commander Johan Strydom, whom they accused of being racist. PSA chairman Johan Boshoff said that after talks between Popcru and regional correctional services commissioner John Harding yesterday, it was agreed that Strydom should leave the premises.

## Omar warns striking justice department officials

(152) ~~152~~ 10/9/96

DURBAN — Justice Minister Dullah Omar yesterday gave striking KwaZulu-Natal justice department officials until tomorrow to resume their duties, or face possible dismissal.

Omar said all demands by former KwaZulu government justice department officials had been considered and those that were reasonable had been met.

The employees from the justice department in the former KwaZulu homeland government have been on strike since Monday last week over demands relating to back pay, promotion and the immediate removal of the department's regional representative, David Ntshangase, who is based in Ulundi.

The continuous additional demands from the

strikers' leadership indicated no good faith on their part, Omar said.

The justice department had been left with no alternative but to issue a notice to striking officials in terms of the Public Service Labour Relations Act of 1994.

Omar warned any interference by strikers with the work of magistrate's offices was a criminal offence — Sapa

## Sappi workers 'show solidarity' (152)

THE Paper, Printing, Wood and Allied Workers' Union announced yesterday that Sappi workers in Springs had embarked on action showing solidarity with workers on a wage strike at Sappi Saiccor in Natal. **BD 11/9/96** ~~(152)~~

The union said workers had been shot at by members of the SA Police Service at the start of the Natal strike last Thursday. It said police opened fire on workers who had been locked out, and arrested some.

The company said workers outside the company had begun intimidating and harassing people. Later in the afternoon, police fired rubber bullets and tear gas when workers became aggressive and threatened to damage passing cars



# Full strike planned in response to lockout

Reneé Grawitzky

ALMOST 3 000 SA Commercial, Catering and Allied Workers' Union members at seven Sun International hotels, including Sun City, were locked out yesterday in an attempt to persuade them to accept the company's final wage offer.

Sun International and the union have been at loggerheads for weeks. Despite intermittent action by the union and further negotiations, the parties have not been able to settle. The union is demanding an across-

(152) ~~228~~ PD 12/9/96

the-board increase of R280. The company has offered R220 backdated to July 1.

The union said last night that despite the company's latest move, plans would continue for the march on the company's head office tomorrow. In response to the company's lockout, the union said it would now enter a "full scale" strike.

This represents a change in tactics. Last month the union indicated that instead of embarking on a long sustained strike, action would be intermittent and but the company at crucial times only. The union warned last night that the

lockout, which would be challenged, would fuel the anger of workers, especially at Sun City.

It said that prior to the lockout, it had intended to attempt to reopen negotiations. However, the lockout had changed such initiatives.

Sun International human resource director Rob Rimmer said that despite the labour lockout all facilities were operating and being maintained at a fairly good level of service.

The company said it hoped an acceptable solution to the dispute would be

reached as soon as possible.

Rimmer said following illegal action by workers last month prior to the completion of a strike ballot, the company obtained a court interdict prohibiting such action and preventing the disruption of the company's operation. He said that despite the interdict, workers continued to disrupt operations.

Meanwhile, the union has indicated that balloting will continue at Edgars today. It did not say when strike action would commence at Edgars which had already implemented the final wage offer.

# Strikers are locked out

*Sowetan 12/9/96 (152)*

SUN International yesterday started locking out striking members of the South African Commercial, Catering and Allied Workers Union following failure to reach agreement on wage negotiations

Sun International human resources director Mr Rob Rimmer said the lock-out was being implemented at Sun City, four hotels in the former Ciskei, and the Thaba 'Nchu Sun in the Free State

Staff at other hotels had been informed "of the need to accept (management's salary increase) the offer and if they don't see their way clear to accepting we will have to implement the lock-out there too," Rimmer told *Sapa*

The union and management have

been involved in wage negotiations since the end of April

On August 24, Saccawu members went on an illegal strike to enforce their demands, breaching the union's recognition agreement with management by disrupting some of Sun International's operations

A court order was then granted prohibiting such action

"Despite this, these employees have persisted with their course of action," Rimmer said

Sun International had upped its salary increase offer from R210 to R220 a month across the board, a 16 percent increase on the minimum rate and an average of 13,6 percent across the bargaining unit

Rimmer said the increase would be back-dated to July 1.

The offer was "extremely competitive" and was among the highest recorded in recent settlements, he said

But the majority of Saccawu members rejected it and, on September 6, informed management that industrial action would continue

Yesterday, the company started implementing its right to lock striking workers out in terms of the provisions of the Labour Relations Act

"All the company's resorts and casinos are operational at this stage and guest services have not been curtailed. It is hoped that an acceptable solution to the dispute will be reached as soon as possible," Rimmer said - *Sapa*

# Workers locked out after wage talks fail

(284) (152)

Sun International yesterday started implementing a lock-out of striking South African Commercial, Catering and Allied Workers' Union members following failure to reach agreement at wage negotiations.

Sun International's human resources director Rob Rimmer said the lock-out was being implemented at Sun City, four hotels in the Ciskei and the Thaba Nchu Sun in the Free State.

Staff at other hotels had been informed "of the need to accept management's salary increase offer and if they don't see their way clear to accepting . . . we will have to implement the lock-out there too," Rimmer said.

*Star 12/9/96*  
The union and management have been involved in wage negotiations since April. On August 24, Sacawu members went on an illegal strike to enforce their demands, breaching an agreement with management by disrupting certain of Sun International's operations, Rimmer said.

A court order was granted prohibiting such action.

"Despite this, these employees have persisted with their course of action," Rimmer said.

Sun International had increased its salary increase offer from R210 a month to R220 a month across the board, "which represents an increase of 16% on the minimum rate and an average of 13,6% across the bargaining unit".

Rimmer said the increase would be back-dated to July 1. - Sapa.



# Teachers down chalk over probe

SABATA NGCAI  
EDUCATION REPORTER

(301) (152)

ARG 13/9/96

Teachers at Masiyile Secondary School in Khayelitsha have downed chalk, demanding that the Western Cape Education Department release the findings of an investigation into "financial mismanagement and gross irregularities" at the school.

They said yesterday that, by withholding the report, the department was "deepening tensions" at Masiyile.

Last year, Masiyile was split into two with two principals because of its size.

The teachers and pupils said they would march on the department's Foreshore offices today to demand the report.


They said the department did a preliminary investigation into the allegations and a second in-depth investigation in July, and promised it would be ready three weeks later.

Last month, teachers marched to the department and were promised the report on September 2. They then faxed a letter to the department on September 5 to find out what had happened but did not get a reply.

The teachers said they were not opposed to the division of the school, which was effected with the department acting as facilitator, but objected to the way it was done.

One of the principals, Nozipho Ngele, who is at the centre of the storm, fled the school in May after pupils went on the rampage demanding her expulsion after allegations of witchcraft.

## Strikers surrender Tsumeb smelters

(152)   
WINDHOEK — Gold Fields Namibia said yesterday it would resume mediation efforts with striking workers after regaining control on Wednesday of mine and smelter operations at Tsumeb.

A spokesman said that about 1 000 non-striking workers out of a work force of 2 500 had returned at the site in northern Namibia following the strikers' decision to surrender control.

The group's Tsumeb Corp Ltd (TCL) mines in northern Namibia and its copper smelter have been shut down since August 23 when Mineworkers' Union of Namibia members took control of key areas. The lead smelter, which was shut down before the strike, has also been out of commission.

The strike is costing TCL about 80 tons a day in lost copper production and a similar amount in lost lead. The company is now assessing damage to property.

The copper smelter was extensively damaged and is likely to take six to eight weeks to repair. The lead smelter did not appear to be damaged but will take two to three weeks to restart. TCL produced just under 30 000 tons of blister copper last year and 27 000 tons of lead. — Reuter

BD 13/7/96

## Workers on wage path

~~90~~ ~~929~~ (52)  
Bonile Ngqiyaza

80 1319196  
THOUSANDS of SA Commercial, Catering and Allied Workers' Union members will march on Sun International headquarters in Sandton today in support of better wages.

Union spokesman Sithembele Tshwete said the action would signal the beginning of an "all-out strike" by the union, following the implementation of a lockout at Sun International hotels on Wednesday.

He said the marchers would present a memorandum containing a list of demands concerning the wage and lockout issues to Sun International MD Peter Bacon.

Tshwete criticised Sun International's "inconsiderate and provocative" action in implementing a lockout against union members and warned that it should brace itself for a prolonged strike.

Despite weeks of negotiation and intermittent action by the union, the parties have not been able to settle.

The union is asking an across-the-board increase of R280. The company has offered R220 backdated to July 1.

Rimmer said Sun International had contingency plans and was able to maintain services.

tion to the White Paper. The task team will be announced shortly.

\*21 Dr D J DE VILLIERS—Public Enterprises †  
[Question standing over]

**Portnet, tender procedures suspended**

\*22 Past Z K MANGALISO asked the Minister for Public Enterprises †

- (1) Whether Portnet has suspended its tender procedures, if so (a) who took the decision, (b) when was the decision taken and (c) what were the reasons for this decision,
- (2) whether she will make a statement on the matter?

N1682E

**The MINISTER FOR PUBLIC ENTERPRISES**

Transnet Limited furnished the following reply to the hon member's question

- (1) No
- (a), (b) and (c) Fall away
- (2) No

**Closure of smaller railway stations**

\*23 Mr A E REEVES asked the Minister for Public Enterprises †

- (1) Whether her Department is considering the closure of any smaller railway stations, if so why,
- (2) whether she will make a statement on the matter?

N1683E

**The MINISTER FOR PUBLIC ENTERPRISES**

Transnet Limited furnished the following reply to the hon member's question

- (1) Yes. The evaluation of the viability of any station is an ongoing process

Railway stations are divided into three categories, i.e. Spoonet stations, Metro stations and PX stations

Although personnel may be withdrawn from certain uneconomical Spoonet stations, these stations will in most cases not be closed down entirely as rail services in respect of freight and passengers will still be rendered at those points

*HANSARD*

Metro is considering the closure of Clovelly, Paarden Eiland and Woltemade Stations due to economic reasons and small passenger number

In the case of PX no determination has been made on the closure of any smaller stations

- (2) Announcements will be made by the relevant Divisions of Transnet in the event of the closure of stations

**Applications for fishing quotas**

\*24 Mr J W LE ROUX asked the Minister of Environmental Affairs and Tourism †

- (1) (a) How many applications for fishing quotas did his Department receive during the period 1 January to 30 June 1996 and (b) what was the percentage increase or decrease in the number of applications in comparison with the corresponding period in 1995,
- (2) whether he will make a statement on the matter?

N1684E

**The MINISTER OF ENVIRONMENTAL AFFAIRS AND TOURISM**

- (1) (a) During 1995—183,  
During 1996—326
- (b) 78% increase

These figures are for hake only, as only hake applications were due on 30 June 1996

- (2) No

**Schools: strikes/go-slows**

\*25 Mr K J MODISE asked the Minister of Education †

- (1) whether any strikes or go-slows occurred at schools under his control during the period 1 June to 23 August 1996, if so, what was the extent of such strikes,
- (2) whether it is the intention to recover the teaching time so lost, if not, why not, if so, how,
- (3) whether he will make a statement on the matter?

N1685E

**The MINISTER OF EDUCATION**

- (1) There were no official strikes and/or go-slows during the period 1 June to 23 August 1996 in respect of all matters under negotiation with the national Department of Education. However, there were incidents of labour action in some provinces, disputes which were later found to be province-specific. These included the following

**Free State Province**

The following 11 schools were affected during the aforementioned period, *Nozala Primary* in Bloemfontein West, *Ratohandi Secondary* in Hartswater, *Ngwathie Secondary* and *S H S Mjube Primary* in Kroonstad, *Ipopepe Secondary*, *Mafima Leroyra Primary*, *Mookodi, J C Motumi* and *Seghobong Secondary* in Odendaalsrus, *Bahale* as well as *Nanabotela Secondary* in Welkom. These disturbances were sporadic throughout the period mentioned above, with most of them lasting for a maximum period of three days.

**KwaZulu-Natal Province**

Three Education Districts were affected by strikes and go-slows in KwaZulu-Natal during the period mentioned above, namely, *KwaMashu*, *Umlazi* and *Pietermaritzburg*. Strikes were widespread in both *KwaMashu* and *Umlazi* during the month of August in particular, while *Pietermaritzburg* experienced both during the same period.

**Northern Province**

Only *Tvunubeni College* of Education had a strike during the second week of August on fraudulent activities around admissions. A Commission of Inquiry has been appointed and is due to submit its report in mid October 1996.

**Mpumalanga Province**

A number of schools were affected by both strikes and go-slows during the aforementioned period in *Mpumalanga*. Most of these were as a direct consequence of problems related to teachers salaries, shortage of teachers, racism, attempted rape of teacher by pupil pupils shot at by a

teacher, closure of a farm school in Balfour, as well as accusations of witchcraft and demands for expulsion of suspended educators.

**Northern Cape Province**

Six schools were affected by strikes and go-slows during the period mentioned above in this province, out of which the longest go-slow of them all—lasting for about six weeks—took place at *Venus Primary*.

- (2) The Education Labour Relations Act provides that any time lost by industrial action must be recovered, and arrangements for this will be made by provinces as employers, in consultation with employee parties. Nonetheless, all of the provinces affected by either strikes or go-slows or both during the period specified in the question have already indicated that extra classes would be conducted during the forthcoming September holidays with the view to recovering teaching and learning time so lost.
- (3) I have spoken on this matter, and have consistently appealed to teacher unions and organisations to make use of proper negotiating mechanisms in order to address disputes. Wildcat strikes and other unregulated forms of action do not serve to build the culture of teaching towards which the Ministry is committed, and I have made it clear to the teacher unions and organisations that I cannot support their actions when there are agreed upon procedures for raising and resolving disputes.

**Erection of monument to women**

\*26 Mrs D GOVENDER asked the Minister of Arts, Culture, Science and Technology †

- (1) Whether his Department is considering erecting a monument to women, if so, (a) what will be the purpose of the monument and (b) who will be responsible for the cost of the erection thereof,
- (2) whether he will make a statement on the matter?

N1686E

**The MINISTER OF ARTS, CULTURE, SCIENCE AND TECHNOLOGY**

- (1) At present no decisions have been taken about future monuments or museums



# Dramatic drop in strikes expected

## Commission heralds era of 'effective conflict mediation'

ESTELLE RANJALI  
Labour Reporter

Strikes and lock-outs should drop dramatically once the new Labour Relations Act comes into force on November 11, says Labour Minister Tito Mboweni.

"It will revolutionise dispute resolution. In future we expect to see most disputes resolved through mediation and arbitration. Strikes and lock-outs will not disappear, but they should become the exception, rather than the rule."

Mr Mboweni says he expects the Commission for Conciliation, Mediation and Arbitration (CCMA) to set a new pattern for effective conflict mediation and avoid unnecessary disputes.

The labour movement has committed itself to supporting the commission, an independent body established by the act. It is governed by a board made up of an equal number of labour, business and Government representatives.

Disputes about the interpretation of the LRA or bargaining issues must now be referred to the commission. Congress of SA Trade Unions general secretary Sam Shilowa told Saturday Business: "We must build the integrity and capacity of the CCMA. We can't put money into something, as taxpayers, and then still carry on using workers' money to contract private mediators and arbitrators to resolve disputes."

Head of the commission Charles Nupen expects to deal with "about 40 000" disputes next year, of which between 60 percent and 70 percent will concern unfair dismissal.

The commission has set itself the target of settling between 70 percent and 80 percent of these. "If we don't, then we're in trouble," he says.

With a budget of R93,4-million until March next year, the commission is expected to mediate workplace disputes, to arbitrate unresolved disputes and to help establish workplace forums on the shopfloor.

Mr Nupen says it will also offer advice and training on collective bargaining, workplace restructuring, dispute prevention and employment equity programmes.

Over the past seven months the commission's structures have been set up with funding from the Danish and Swiss governments and support from the International Labour Organisation and the Independent Mediation Services of South Africa, which Mr Nupen headed before his appointment.

A total of 475 people have been employed to run the commission's head office in Johannesburg and its nine provincial offices. In the Western Cape, 54 people have been recruited.

The commission, says Mr Nupen, will be guided by new values of integrity, independence and impartiality, openness, representativeness, efficiency and a work ethic. Its offices are "smart but not opulent".

"We're not going to be a mine to five organisations. Our work is finished when we have delivered value. If that means we have to work through the night to deliver then that's what we'll have to do."

In appointing staff, attempts have been made to ensure the commission is representative of the South African population.

Among its commissioners, about 50 percent are African, 10 percent Asian, 7,5 percent are coloured and 32 percent white. Women make up 41 percent of its full-time staff.

Most senior commissioners are white, but Mr Nupen says further appointments over the next few weeks will correct this.

Disputes which the commission fails to resolve will be referred to the new Labour Court, with offices in the provinces. Appeals against rulings of the court can be made to the Labour Appeal Court. The Labour Court will have the same powers as the Supreme Court and the Labour Appeal Court will have the powers of the Appellate Division.

In the case of the police and other essential services, barred by the Act from taking industrial action, the commission will arbitrate on disputes which arise.

the strike when the majority of the workforce would be in

(152)

Act 211 of 1994

**IN BRIEF**

**Sappi strike ends after (104) (152) wage agreement is settled**

THE 104-day strike at Sappi's mill in... (104) (152) ...

... had 1200 to management offered... the 104-day strike... September 1996... the minimum... been agreed to... P1... 1996...

... to the... (10) 25/9/96

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FRIDAY  
SEPTEMBER 27, 1996 ★

COSATU VOWS TO FIGHT PROPOSALS

# DP, NP reopen lockout debate

**THE CONTROVERSIAL** lockout clause, which led to fierce debates during the previous round of constitutional negotiations, has once again reared its head. The DP and NP are trying to sneak it in through the back door, says Cosatu.

**N**ATIONAL Party and Democratic Party constitutional negotiators yesterday proposed a new-look labour lockout clause which Cosatu warned would provoke a "massive reaction" from organised workers

The lockout clause issue was one of the most fiercely contested during the Constitutional Assembly (CA) proceedings leading up to the adoption of the new constitution on May 8.

Cosatu called a one-day strike to compel the negotiators to drop the lockout provision which enables employers to lock striking workers out of their plants

The Constitutional Court (CC), in refusing to certify the constitutional draft, objected to the constitutional mechanism used to provide for a lockout without actually mentioning the term

The court also said that a lockout was not a fundamental right and that it could not be regarded as the inverse of workers' right to strike

The negotiators, meeting at Parliament in Cape Town, were ordered by the court to give expression to the right of free association by enabling companies to bargain at plant level rather than centrally at sectoral or industry level

On Wednesday, when the parties met for the first time, they agreed to drop the unconstitutional version of the lockout clause as ordered by the court.

But yesterday the DP and the NP proposed adding to employers' rights to bargain collectively at plant level by also proposing that they be given the right to engage in "collective action"

Cosatu parliamentary officer Mr Neil Coleman said the NP had earlier proposed the right to "collective action" at meetings with the trade union federation before May 8

He said there was an attempt by the NP and the DP to introduce a lockout "through the back door"

He said Cosatu accepted that centralised bargaining should not be forced on employers. It favoured a constitutional clause that provided an option between centralised and plant level bargaining

But Cosatu would resist a new lockout clause as energetically as it had done before May 8

He described the NP and DP proposals as "an attempt to subvert the decision of the Constitutional Court"

It was "extremely provocative" and gave the impression that the two parties wanted to force a dead-

lock on the issue. It seemed they did not want to meet the October 11 deadline the CA has set for the revision of the text

The two parties tabled the new labour proposals at one of the two subcommittees that are meeting to negotiate changes to the draft to meet the CC's requirements

Other issues looked at by the committees included the mechanism to remove the Public Protector from office and the matter of provincial powers

On the Public Protector, the ANC objected to NP proposals on the appointment of the protector on the grounds that the CC had only taken issue with the removal mechanism and not with appointment

The ANC's Mr Willie Hofmeyr warned that the organisation was not prepared to reopen issues that the court had not found problems with. The ANC may withdraw some of its concessions on some issues if it were forced to reconsider its position on uncontested issues

The NP's Mrs Sheila Camerer argued that a better appointment mechanism could only be in the interests of the country as a whole

In the other committee, the NP gave notice of its intention to table its proposed amendments to the clauses on provincial powers today

The NP is meeting the Inkatha Freedom Party at the weekend as part of the IFP's initiative to examine whether to return to the CA — Political Staff

(192) CT 27/9/96

# NP and DP propose new lockout clause

(152) Alan 27/9/96

Cosatu warns of 'massive reaction' by workers

By **PATRICK BULGER**  
Cape Town

**N**ational Party and Democratic Party constitutional negotiators yesterday proposed a new-lock labour lockout clause which Cosatu warned would provoke a "massive reaction" from workers

The lockout clause issue was one of the most fiercely contested during the Constitutional Assembly proceedings leading up to the May 8 adoption of the new constitution.

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The negotiators, meeting at Parliament in Cape Town, were ordered by the court to give expression to the right of free association by enabling companies to bargain at plant level, rather than

centrally at sectoral or industry level

When the parties met for the first time, they agreed to drop the lockout clause. But yesterday the DP and the NP proposed adding to employers' rights to bargain collectively at plant level by proposing that they also be given the right to engage in "collective action"

Cosatu parliamentary officer Neil Coleman said there was an attempt to introduce a lockout "through the back door".



SOME OF THE ... OF THE ... WHICH FAVOURS A MORE POWERFUL COMMISSION

The dilemma facing the ANC, according to

# Lost 'man days' up in first nine months

(152) BD 30/9/96

## Reneé Grawitzky

MAN days lost for the year to end-September rose to 1,35-million compared with 870 000 for the same period last year, according to the Andrew Levy & Associates strike survey released at the weekend.

A big increase during the third quarter coincided with wage negotiations

Researcher Jackie Kelly said two strikes which dominated the period were at Amplats mines and in the clothing indus-

try Although man days lost this year were considerably more than in 1995, last year's figures had been the lowest since 1988. Man days lost this year were still well below those for 1994 and the previous two years, and were not expected to exceed 2-million by the end of the year

Besides the nationwide strike in the clothing sector, no major disruptions took place in sectors which negotiate wages at a central level

Kelly said wage disputes remained the main cause of

strikes, accounting for 59% of stoppages. The second major issue was grievances (35,4%), followed by disciplinary disputes (2,8%), retrenchments (1,9%) and union recognition (0,8%)

Kelly said it was significant that grievances contributed to such a large number of strikes. Such strikes related to a range of issues including the introduction of new work methods, objections to the advertising of new positions and the tax on bonuses

The sectors most affected by

strikes were clothing (48%), mining (31,1%), car manufacturers (11%), chemical (3,6%), state (3,1%) and retail 2,7%

The most active unions in strikes were the SA Clothing and Textile Workers' Union (48%), the National Union of Mineworkers (12,9%), the National Union of Metalworkers of SA (11%), the Chemical Workers' Industrial Union (3,5%), the SA Commercial, Catering and Allied Workers' Union (2,9%) and the SA Municipal Workers' Union (2,4%)

(a) Name	(b) Purpose	(c) Remuneration
Price Waterhouse	Satellite Television Project Organizational Workshop	653 980,00
Co-ordinated Management Consulting (Pty) Ltd	SABC Organizational Profile Study	276 498,82
Mr W J J Harmse	Satellite Television Project Sentech Separation	230 811,00 11 300,00
Mr P H Louret	Consultant to Chief Executive Radio	240 000,00
Klein Management Consultants cc	Consultant to SABC Topsport and GCE	166 000,00
Woodburn Hovey	Broadbanding	128 280,00
MIB	Insurance - Consulting Brokers	96 496,00
Australian Broadcasting Corporation	Consulting on Music and Entertainment	96 000,00
Dr A Maree	Decentralizing and Management of Research Unit for Radio	42 000,00
Zamele Broadcasting Services (Pty) Ltd	Consultant on Satellite Project	38 500,00
Casiraghi Corporation	Staff Audit to correct structural Human Resource weaknesses in SABC 1	36 980,00
Institute for Advancement of Journalism	Agenda News team consultant	36 000,00
Integrated Risk Consultants	Insurance Risk Analysis	35 548,67
FSA Consultants	SABC Human Resources parity study	32 648,67
KPMG	Work on Sentech Task Group for separation purposes	23 725,00
International Campus	Strategic Management Project	22 500,00
B Dyke	Evaluation for Appointment of news staff	17 600,00
Corporate Risk Management (Pty) Ltd	Motor Fleet Risk Survey	13 000,00
International Compensation	Various Remuneration issues	3 600,88
Total		2 399 666,04

The list does not include the following

- Services supplied by people belonging to professional societies eg
  - Attorneys
  - Advocates
  - Architects
  - Engineers
  - Doctors
- External parties presenting training courses at the SABC
- External parties acting as facilitators on courses, training or labour relation issues

#### Police officers: valid driver's licences

1025 Mr R H GROENEWALD asked the Minister for Safety and Security

How many police officers of the South African Police Service in each of the provinces did not possess valid driver's licences (a) in (i) 1994 (ii) 1995 and (iii) 1996 and (b) during the period 1 January 1997 up to the latest specified date for which information is available?

N1736E

#### The MINISTER FOR SAFETY AND SECURITY

[Latest specified date 1997-08-27]

(a) (i) (ii) and (b) See column

Province	No drivers licence - August 1996	No drivers licence - August 1997
Free State Province	1 091	3 012
Eastern Cape	7 820	7 728
North West Province	3 228	3 301
Northern Cape	92	911
Gauteng	12 001	11 919
KwaZulu Natal	7 499	7 478
Western Cape	4 170	4 078
Mpumalanga	989	944
Northern Province	5 087	5 080
Head Office Pretoria	188	188
Colleges	218	218
Training Centres	1 007	1 007
Total	46 290	45 886

#### Note

The obtaining of a driver's licence was not considered as a prerequisite for recruitment or promotion in the South African Police Service before 1997. It was not required from a member to inform the organisation if a driver's licence was obtained, except before permission was granted to drive a state vehicle. Due to this fact no records in this regard exist in the SAPS.

A survey conducted during August 1996 revealed that a total number of 46 290 members were not in possession of valid driver's licence. Since January 1997 to date a total of 394 members were trained by the SAPS. At present a project is under way to train non-licensed employees in order of priority.

need of the Service (The present situation is indicated in the table.)

As mentioned above, the figures might not be a true and verifiable reflection of the situation

#### SAPS: strikes

1039 Mr D H M GIBSON asked the Minister for Safety and Security

(1) Whether any strikes involving members of the South African Police Service took place during the latest specified 12-month period for which information is available, if so, (a) how many and (b) how many man-hours were lost as a result of these strikes,

(2) whether any action has been taken against any such persons involved in these strikes if not what is the position in this regard, if so, (a) what action and (b) against how many persons? N1750E

#### The MINISTER FOR SAFETY AND SECURITY

(1) Yes

(a) Sixty two (62) incidents of work stoppages  
One (1) incident of retardation of work  
Incidents of "sick leave"

(b) 1 272 Man-hours lost due to work stoppages  
Cannot be calculated

27 672 Man-hours lost due to "sick leave"

(2) Yes

(a) and (b) Forty three (43) members have been summarily dismissed Nineteen (19) members have been charged due to work stoppages

One (1) member has been suspended due to retardation of work

Three hundred and seven (307) members have been charged due to "unauthorized sick leave"

#### SABC officials: flight costs/subsistence for

##### overseas visits

1060 Mr J J DOWRY asked the Minister for Posts Telecommunications and Broadcasting

What was the total expenditure on (a) flight costs, (b) subsistence and (c) other items in respect of overseas visits by members of the



**Telkom's universal programme targets**

\*25 Mr A S BEYERS asked the Minister for Posts, Telecommunications and Broadcasting [Written Question No 974] Whether projected targets exist in respect of Telkom's universal programme, if so, (a) what do these targets entail, (b) what are the projected dates of implementation of these targets and (c) how will these targets be achieved? N1679E

The MINISTER FOR POSTS, TELECOM-MUNICATIONS AND BROADCASTING

The Acting Managing Director and Chief Executive Office of Telkom has informed me as follows

The targets for the Telkom roll-out exist and are specified in the licence agreement, as highlighted in the explanation below

(a) The targets are thus a total of 2.8 million new lines at end of the financial year 2002. This includes 120 000 payphones and 1.6 million new lines in under-served areas

(b) The new telephone lines will be rolled out in stages as outlined in the attached document, commencing with 340 000 lines by 31 March 1997 and finally 2 690 000 lines by 31 March 2002. The ultimate aim is to install 4.3 million new lines by 2004

(c) In South Africa, the telephone penetration relative to the size of the economy is, on the average, in line with world norms. As in many other parts of the world, however, there are disparities between metropolitan urban areas compared to rural areas

There are also differences in coverage between the disadvantaged rural communities of South Africa and the affluent citizens of our towns and cities. This is due to the higher costs of providing services in rural areas, as well as the fact that people in these areas tend to be poorer, and therefore less able to afford services, than those in the urban areas

Telkom is committed to contributing to the country's economic development through the multiplier effect of telecommunications and by meeting the telecommunications needs of all

*Howard*

our citizens, communities and business customers. We are aware that our current network lacks adequate reach and quality, and Vision 2000 is our broad plan to build the network to world-class standards. Its primary goal is to make Telkom fit for global competition, while redressing disparities in service provision.

Vision 2000 is about delivery. This means extending the reach of telecommunications to areas not previously covered, modernising the network to world-class standards and providing the most advanced services to our customers.

The extent of the network roll-out of Vision 2000 will be driven by customer needs and affordability. Clearly, the roll-out requires the continuous balancing of more profitable services with less profitable ones. The pace of network roll-out will be monitored and the targets adjusted according to customer needs.

There are now just over four million main telephone services in operation in South Africa. Over the next five years this number will probably have to grow by two or three million additional lines, depending on economic growth and Telkom's ability to improve efficiency. The higher the economic growth rate for instance, the greater the number of people who will be able to afford telephones. Similarly, the better Telkom's efficiencies, the lower its prices will be, so more people will be able to afford them.

Through lower prices, Telkom will also be able to use the money saved to roll-out more services. Projected roll-out is based on our current models. Of the three million additional lines for the high-growth case, an estimated two million will be aimed at increasing telephone penetration in under-served urban and rural areas, with the remaining one million lines catering for growth in developed areas.

Vision 2000 provides for easier telecommunications access for people who cannot afford individual services. This will be achieved through a dramatic increase in the provision of community phones and innovative methods for prepayment.

That all this is possible way apply demonstrated by Telkom during the last financial year when the expansion programme resulted in more than 256 400 net new working lines 71% more than the previous year - being connected, including almost 25 000 new payphones which was double the number installed in 1995-96

Telkom will be using various technologies to

achieve our targets with emphasis on wireless local loop as illustrated by the awarding of the large DECT contracts. Listed below are Telkom's projected targets. Roll-out target and new line roll-out target part of the five year plan. The projects are each measured at the end of the relevant financial year.

Category	1998	1999	2000-1	2001	2002	Total	Total line target
1 Total number of new access lines brought into service (000)	340	435	575	675	665	2 360	
2 Number of new access lines brought	265	318	359	357	378	1 676	Under served
3 Number of new access lines for priority customer (000)	3 240 target	1 845	4 055	5 060	4 046	20 246	Priority customer
4 Number of villages served in under served areas	510	610	610	800	644	3 204	Village target
5 Total number of public payphones	20	25	25	25	2	120	Public payphone target
6 Number of replacement lines (000)	20	13	65	551	603	1 252	Replacement line target

**Strikes at hospitals**

\*26 Dr R T RHODA asked the Minister of Health [Written Question No 975]

(1) (a) How many strikes at hospitals occurred in South Africa in 1996 and (b) what were the reasons for or causes of these strikes.

(2) whether any steps have been or are to be taken to address the reasons for or causes of these strikes, if not, what is the position in this regard, if so, what steps? N1680E

The MINISTER OF HEALTH

*KwaZulu-Natal*

1 (1) (a) 24 January 1996 King George V Hospital

(b) Complaint about filling of posts that were advertised in 'Jobs For Africa'.  
(2) No work no pay policy was applied. Power to advertise is now delegated to the Director-General and it is hoped that this problem with the Public Service Commission is now solved.

2 (1) (a) 13 February 1996 Clarwood Hospital

(b) Workers strike as a result of unrest because of the theft of 75 kg of chicken

(2) Head Office faxed a letter to advise the striking workers to return to work. The Officer concerned has since been suspended and charged for misconduct.

3 (1) (a) 16 February 1996 Stanger Hospital

(b) Workers refused to work unless Staff Nurse Xhola is granted permission to attend a 32 day workshop with effect from 18 February 1996

(2) Staff Nurse Xhola was eventually granted permission to attend a 32 day workshop. The problem was that another staff nurse was on leave and if she was granted permission, there would be nobody to tend the ward. However, in this case the staff nurse who was on leave was very kind to cancel her leave when she was approached. Nurse Xhola was advised by Management to apply in time for any congress if she would like to attend.

*Howard*



Hans A 2D

recommended that foreign fishing vessels be allowed access to our sea resources by means of joint ventures. The possibility of future collaboration on such a basis is therefore not ruled out. Under the circumstances the immediate termination of existing bilateral agreements could lead to complete withdrawal and the loss of future opportunities for co-operation on the basis of joint ventures. I intend to raise the issue of the continued presence of foreign fishing vessels in our waters for final decision in Cabinet later this year.

(2) No

**RDP's financial affairs: investigation**

\*33 Dr T G ALANT asked the Minister of Finance †

- (1) Whether his Department intends launching an investigation into the financial affairs of the Reconstruction and Development Programme, if so, (a) or what reasons and (b) when will this investigation be done,
- (2) whether he will make a statement on the matter?

N1584E

**The MINISTER OF FINANCE**

- (1) No  
(a) and (b) Fall away
- (2) Falls away

**Strikes in platinum industry**

\*34 Mr C J VAN R BOTHA asked the Minister of Labour †

- (1) Whether his Department has information on the reasons that led to strikes in the platinum industry during the period 1 March 1995 to 31 July 1996, if so, (a) what were the reasons and (b) what was the total loss suffered by the industry as a result of these strikes,
- (2) whether he will make a statement on the matter?

N1585E

**The MINISTER OF LABOUR**

- (1) Yes The Department has information available that indicates that

(a) the reasons for strikes centred around demands made by workers around the following issues

- (1) wage increases,  
(2) refund of contributions to Provident Funds and Benefit Funds,  
(3) refund of contributions to PAYE, UIF, Death Benefit Schemes and Pensions,  
(4) changes to shift schedule, and  
(5) acceleration of negotiations with the Chamber of Mines,
- (b) The total loss of man-hours by the Industry amounted to 2 591 673

(2) The workers lost R28 936 907 in wages. The number involved in those strikes was 68 103

**Kirkwood Prison, pot of poisoned porridge**

\*35 Rev M M PHENETHI asked the Minister of Correctional Services †

- (1) Whether a pot of poisoned porridge was recently found at the Kirkwood Prison, if so, (a) who was responsible for it and (b) what steps is his Department going to take to prevent a recurrence of such an incident,
- (2) whether he will make a statement on the matter?

N1586E

**The MINISTER OF CORRECTIONAL SERVICES**

(1) Yes, a pot of poisoned porridge was found in the kitchen of the General J C Steyn prison on 24 July 1996

- (a) It is not known who was responsible for the contamination. The porridge was contaminated with the poison DIASINON which is an insecticide. The result of the South African Police Service investigation is still being awaited
- (b) The Head of the prison visits the prison kitchen before each meal. A trial plate of food is tested by the Chief caterer (member) in charge of the kitchen, before being served. The preparation and serving of the food

occurs under the direct supervision of the catering personnel. Depending on the findings of the South African Police Service investigation, further precautionary measures will be considered if deemed necessary.

(2) No

**Resignations of SAA fighter pilots**

\*36 Mr N J GOGOTYA asked the Minister of Defence †

- (1) (a) How many fighter pilots resigned from the South African Air Force during the period 1 January 1995 to 30 June 1996 and (b) what reasons were given for such resignations,
- (2) whether he will make a statement on the matter?

N1587E

**The MINISTER OF DEFENCE**

(1) (a) During 1995 and the first six months of 1996 a total of 42 fighter pilots left the SA Air Force. Of these 32 resigned, 7 retired and 3 left upon completion of their flying contracts

(b) 41 of those who resigned stated better career/salary prospects outside the Air Force as being the main reason for their resignation

(2) Although the hon member only enquired about fighter pilots, the picture is much darker if all pilots are taken into consideration

During the same 18 month period a total of 148 pilots left the Air Force. Of these 106 were due to resignations with 104 having given better career/salary prospects outside the Air Force as their main reason for resigning

Remedial actions have been taken by the State, namely

- (a) A new and more beneficial medium term system was implemented end of 1995
- (b) A salary increase was implemented on 1 July of this year
- (c) An increase in the occupational allowance was also implemented on 1 July

(d) A danger and a special danger allowance was also implemented on 1 July

Hopefully this will stem the tide of resignations however, as long as Air Force salaries are not market related, pilots will continue to be attracted to the more lucrative career prospects outside the Air Force

**Tender procedure, investigation**

\*37 Mr T D LEE asked the Minister of Education †

- (1) Whether the Auditor-General is currently investigating alleged irregularities with regard to a tender procedure that was followed in his Department, if so, (a) when did the alleged irregularities occur and (b) what alleged irregularities occurred,
- (2) whether he will make a statement on the matter?

N1588E

**The MINISTER OF EDUCATION**

- (1) Yes  
(a) 29-30 July 1996
- (b) State Tender Board prescriptions were not adhered to strictly
- (2) Yes, once the investigation has been completed

\*38 Mr J T ALBERTYN—Public Enterprises †  
[Question standing over]

**MMF, White Paper withdrawn**

\*39 Mr G M E CARELSE asked the Minister of Transport †

- (1) Whether the White Paper on the changes to the Multilateral Motor Vehicle Accident Fund has been withdrawn, if so, why,
- (2) whether he will make a statement on the matter?

N1590E

**The MINISTER OF TRANSPORT**

- (1) The Draft White Paper on the Multilateral Motor Vehicle Accidents Fund (MMF) has not been withdrawn
- (2) Further discussions with all the role-players will take place at a specially convened



## HANSARD

played. The fund continuously follows up these cases in an endeavour to recover the overpaid amounts. Unfortunately no statistics are readily available on the losses incurred by the fund as all the information lies on the regional system and is spread between the 12 processing offices. During 1995 an amount of R28 639 000 was successfully recovered.

## 3.2 Intercepted cheques

Cheques posted to beneficiaries are sometimes intercepted and cashed through fraudulent means. Cases representing an amount of R1 177 000 were identified during 1995, of which an amount of R109 142.71 has been recovered up to 30 June 1996. However the final losses for the fund in this regard have not yet been determined.

## 4 Compensation Fund

In six cases cheques were intercepted and fraudulently cashed by unknown persons. The total amount involved is R8 257,16. These cases are also being followed up with a view to recovering the losses.

## 5 Job Creation Programme

The Department has been informed by the Development Bank of Southern Africa that its Internal Audit Division detected irregularities at one of the projects that is conducted as part of the Job Creation Programme that was initially launched under the auspices of the former NEF (now replaced by Nedlac). The Development Bank of Southern African administers the job creation programme on an agency basis. The Auditor-General has been requested to investigate the matter. The amount involved is R1 300 000.

## Strikes, man days lost

\*31 Mr C M GEORGE asked the Minister of Labour †

- (1) How many man days were lost due to strikes during the period 1 April to 30 June 1996 in comparison with the corresponding period in 1995.

(2) whether he will make a statement on the matter? N1493E

## The MINISTER OF LABOUR

(1) The statistics on strikes available to the Department of Labour derive from reports by employers who are required to report in terms of section 65A of the Labour Relations Act, Act 28 of 1956, as amended. Provision has also been made for this in terms of section 205(3) of the new Labour Relations Act, Act 66 of 1995. Unfortunately, not all employers report promptly and reporting in 1995 seems to have been particularly inadequate.

The figures for the second quarter of 1995 and 1996 appear contradictory. While the number of strikes and workers involved declined, the number of days lost increased substantially.

In the second quarter of 1995, 35 000 people participated in almost 100 strikes, with 135 000 days lost. In the same period in 1996, just under 50 strikes occurred involving 25 000 people, with 265 000 days lost.

(2) The data available from both private and departmental sources indicate a substantial decline in strike activity in 1995. While the number of strikes continued to fall in the first nine months of 1996, the length and the average number of people involved appear to have increased. As a result, the number of days lost in 1996 as a whole will probably rise compared with 1995. Still, the level of strike activity remains far lower than in 1993 and 1994.

Mr C M GEORGE Madam Speaker, arising out of the hon the Minister's reply, I have a follow-up question in two parts for him.

Does he accept the fact that man-days lost owing to strikes have caused irreparable damage to the fragile economy of this country, and that such strike action has prejudiced South Africa's foreign investment chances, foreign investment that is so badly needed to create job opportunities? A further question to the Minister is: Is he aware that he is fast becoming known as the Minister of Unemployment Creation? [Interjections.]

The MINISTER OF LABOUR Madam Speaker, I think that the hon member is a little mixed up

[Laughter] Firstly, I do not organise strikes and, secondly, I do not organise unemployment. So I think the hon member could do himself a lot of good by first familiarising himself with the job of a Minister of Labour. [Laughter.]

## New questions

## National health information system: tender

\*1 Mr M J ELLIS asked the Minister of Health

(1) Whether her Department has requested a tender in regard to a national health information system, if so, what are the relevant details concerning the tender,

(2) whether the tender was extended, if so, why,

(3) whether it was ever the intention of the Auditor-General to cancel the contract, if so, why,

(4) whether she has been informed that the provinces may be providing their own systems, if so, what was her reaction thereto? N1506E

## The MINISTER OF HEALTH

(1) Yes, A tender for the four core modules of a patient management system that would be installed in all hospitals and clinics was issued in August 1995. This was published in the Government Gazette on 29 August 1995.

(2) The evaluation process and the final submission to the tender board were delayed and a routine extension of the tender was requested.

(3) The Auditor-General has not indicated his intention to cancel the contract.

(4) Yes. The NHS committee recommended the cancellation of the tender and opted for the provincial option. However, this committee will continue to coordinate the activities to ensure standards compatibility and co-ordination of the system across the provinces.

Mr M J ELLIS Madam Speaker, arising out of the hon the Minister's reply, I wonder if I could ask her whether, in the first instance, before the matter went to the provinces, this tender was ever awarded, and if so, to whom. Secondly, with

regard to the fourth part of the question, can the Minister tell me whether all the provinces will be using the same company to provide the system that they are going to be using, and if so, what the name of this company is. Could she also tell me whether it is the intention to link all the provinces thereafter?

The MINISTER OF HEALTH Madam Speaker, I am not aware that the tender was awarded, so I cannot say whom it was awarded to. As far as I am concerned, it was not awarded. The Tender Board never came back to us before the tender was cancelled.

Secondly, with regard to the question of the provinces, I am not aware that there is only one company that is going to be providing the service, because each province is going to put out to tender. However, there is a committee that is looking at ensuring that there will be standardisation, so that provinces and the national body can have a co-ordinated system which is compatible.

## Shell House: sworn statement of political party

\*2 Mr C G NIEHAUS asked the Minister for Safety and Security

(1) Whether a full sworn statement to the satisfaction of the Attorney-General has been obtained from senior office-bearers and officials of a certain political party, the name of which has been furnished to the South African Police Service for the purpose of his reply, in relation to the events at Shell House on 28 March 1994, if not, why not, if so, from whom.

(2) whether any statements in this regard are still outstanding, if so, (a) from whom and (b) why.

(3) whether any steps have been taken to obtain such statements, if not, why not, if so, what steps?

N1549E

## The MINISTER FOR SAFETY AND SECURITY

(1) Yes, the names of the witnesses that did make statements will be released after the investigation has been completed.



**INDUSTRIAL RELATIONS** *The good news is that few labour disruptions are expected in the next quarter*

# Wildcat action at platinum mine distorts strike figures

**GUY OLIVER**

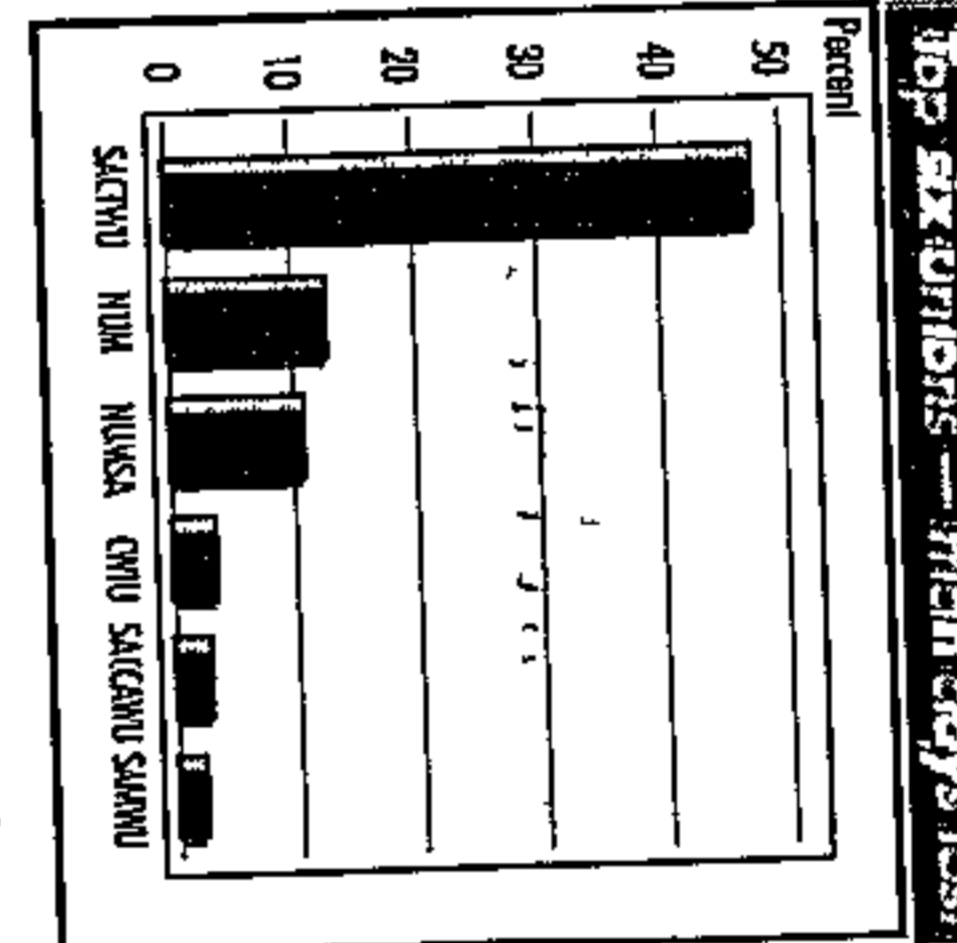
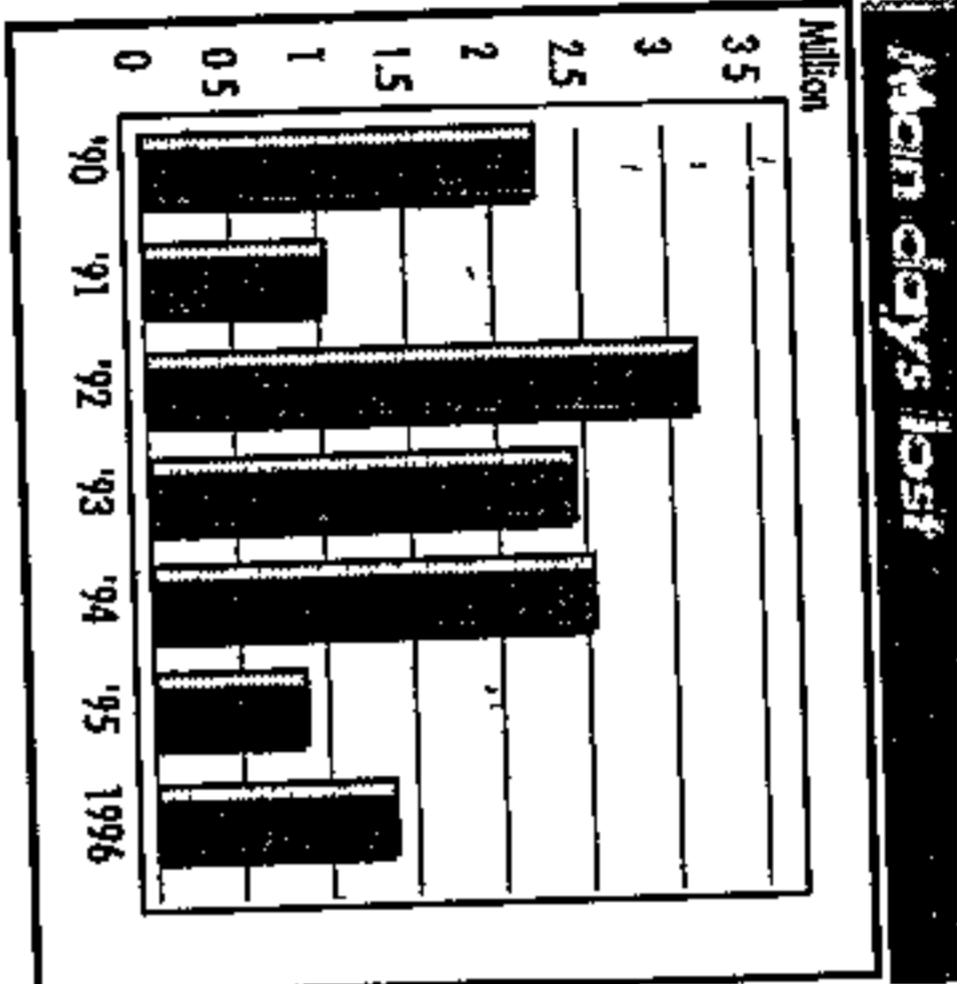
LABOUR EDITOR

Johannesburg — The wildcat three-week strike at Anglo American's Rustenburg Platinum Mine pushed South Africa's strike barometer for the first nine months of the year beyond last year's figure, labour analysts said yesterday.

But strike action was set to flat-out for the rest of the year, according to the recently released strike report by Andrew Levy, the labour consultant.

With most of the main wage negotiations over for this year and Cosatu's acceptance of partial privatisation of state assets during their central executive committee meeting last month, there were no issues identified as likely to cause serious disruptions in the workplace before the year's end.

After a slow start to the year, lost man days rose to 1 350 000 in the three months to September 30, compared



with 870 000 for the same period last year, the lowest number of lost man days since 1988. But this year's figure was lower than 1994's 2,5 million, 1993's 2,4 million and 1992's 3,1 million.

The main cause for the rise in lost man days was the illegal strike by the entire 28 000 workforce at Rustenburg, the world's largest producer of platinum, and the workers' subsequent dismissal.

The Rustenburg mine, which produced 1,55 million ounces of platinum in the year to June 30, lost 97 000oz of refined platinum from the illegal strike.

The strike was led by a breakaway committee, without the backing of the industry's largest union, the National Union of Mineworkers (NUM). The demands included the return of tax, UIF and pension payments.

The report said this indicated that

“(workers are generally dissatisfied and do not feel that the union (or government) is delivering on their expectations.” Most of the workforce has since been re-employed.)

The report said centralised bargaining was a main contributor in preventing large-scale strike action though the seven-day wage strike by 80 000 South African Textile and Clothing Workers' Union members did help tilt the balance away from matching last year's low strike action.

“Major wage agreements negotiated at a centralised level were concluded without any large-scale industrial action.”

“The Sefsa (Steel and Engineering Industries Federation of South Africa) main agreement covering some 280 000 workers was finalised on August 13, and the agreement between the Chamber of Mines and NUM on September 11 after mediation,” the report said.

The report does not include the

Cosatu April 30 stayaway action to call for the exclusion of the lockout and property clause in the constitution and the numerous marches organised to protest against the government's privatisation of state assets.

The report said that because “Cosatu has altered its stance on this issue, and is co-operating with the government, less action of this type can be expected, although the privatisation bill still needs to be climbed.”

The issue of wages accounted for 59 percent of strike action.

“It is usual for the wage trigger to dominate as unions invariably use the strike weapon or other types of industrial action short of a strike, such as overtime bans, to pressure employers to accede to their demands during the wage round,” the report said.

The report said it was significant that 34,5 percent of industrial disputes were attributed to grievances, which ranged from introduction of new work methods to tax on bonuses

(152) (11/10/96)

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## **SAA staff work to rule**

(152)  
About 3 000 technical staff at South African Airways are working to rule over a wage dispute. ARG 2/10/96

The technicians, who began their action yesterday, do out-maintenance work on aircraft. Most of them are based in Johannesburg.

An SAA spokeswoman said flights were not likely to be affected but there might be slight delays.

Work-to-rule means the technicians, members of the SA Airways Engineering and Allied Workers' Union, will not work overtime and will do only the work they are required to perform. - Labour Reporter

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# Work-to-rule policy adopted by SAA workers

Stephané Bothma

INDUSTRIAL action by the SA Aviation Engineering and Allied Workers union yesterday disrupted SAA's international and domestic services, resulting in a number of flights being delayed, some for up to four hours.

Two other carriers, Air Namibia and Comair, who have contracts with SAA Technical for the main-

tenance of their aircraft, were also affected by the protest action.

Union members, representing about 2 000 highly trained SAA technical staff, yesterday morning started enforcing a work-to-rule policy after salary negotiations failed. The union warned that it would embark on a full-blown strike from next Wednesday.

The work-to-rule involves a ban on; overtime work, emergency

call-outs and the working of swing shifts and demand shifts by union members. **BD 3/10/96**

The union demanded an increase of 25%, while SAA said as a result of its unsatisfactory results for the first quarter, as well as the depressed airline industry worldwide, it could only offer a 10% increase on the total cost of employment plus a 20% productivity incentive bonus if targets were met.

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id

## Work-to-rule ~~(2/10)~~ delays flights <sup>(1/52)</sup>

JOHANNESBURG: South African Airways technical ground staff yesterday voted to continue a work-to-rule started on Wednesday that has so far delayed several international and domestic flights.

Negotiations are continuing but the union representing ground staff said it was not optimistic a solution would be found to prevent a full-scale strike next Wednesday.

CT 4/10/96

## We'll lock out workers - SAA

~~(152)~~ (152)

By LARA SMITH

Star 7/10/96

A further three South African Airways domestic flights were delayed by between one and two hours this morning as the airline considered a lockout of workers engaged in industrial action over a wage dispute.

SAA spokesman Leon Els said today's disruptions were in addition to 103 domestic and 64 international flights which had been delayed since the start of the work-to-rule action.

He was optimistic SAA and members of the SA Aviation Engineering and Allied Union (SAAEAU) would hold further meetings later today.

The proposal to implement a lockout follows a lengthy meeting between the union and SAA yesterday to try to defuse the situation.

Yesterday, seven international and five domestic flights were delayed at Johannesburg international airport.

The union members have threatened a full-scale strike if a solution is not found.



## Wage dispute at technikon

BY ADAM COOKE

Star 7/10/96

The Technikon Witwatersrand (TWR) has succeeded in getting an interim interdict preventing members of its Staff Council (SC) from striking

According to the TWR, the Rand Supreme Court granted the urgent application after management claimed the strike action, which emanated from a wage dispute, was illegal

The SC responded by saying there had been no strike action, but the union's membership of 490 - out of a total technikon staff of about 1 500 - had

(152) voted to strike

SC chairman Corne Nieman said the interdict meant the union would not embark on an unlawful strike and management would now be forced to negotiate a settlement

"Negotiations came to a halt because management claimed it could not move from its position of a 6% increase," he said, adding that this ceiling had now been removed by the interdict.

Last week's interim order was granted until Tuesday October 29, when the SC must show why it should not be made final.

# no-pay lockout threat

Airline forced to use charter aircraft,  
provide meals and hotel vouchers:

delays on both local, overseas flights

*Star 8/10/96 (152)*  
BY PRISCILLA SINGH,  
STUART KELLY  
AND GOBA NDHLOVU

The 2 000 South African Airways engineering and technical staff, who have been on a work-to-rule since Wednesday, have been given until noon today to resume normal duties or face being locked out of SAA premises without pay.

The airline's ultimatum to workers was issued as delays continued on domestic flights and it was forced to cancel two more international flights (to Munich and London) last night.

The 9pm SAA flight to Frankfurt was delayed by an hour and accommodated the Munich passengers. The London passengers were accommodated by British Airways.

The lockout, which threatens to plunge SAA deeper into crisis as yet more flights face delays or cancellations, will take effect from 9am tomorrow, the airline said.

SAA spokesman Jackie Rakitla said the airline was working on contingency plans to ensure minimum disruptions to passengers in the event of a lockout.

"We are unable to confirm details of how we intend to do this," he said, though he believed the plan could include the chartering of more aircraft, both domestic and international, from charter companies. SAA is already chartering three aircraft to help cope with the problem.

Members of the SA Aviation, Engineering and Allied Union

were unperturbed by the lockout threat. At a mass meeting at Johannesburg international airport yesterday, union members voted overwhelmingly for continuing their work-to-rule action.

This meant workers would strictly confine themselves to the fixed hours of work and would under no circumstances work overtime, said the union's chairman, Joe Joubert.

He said the union was sticking to its demand of a 25% increase and was adamant that workers would go on strike if management "remained stubborn".

Since the crisis began last week, SAA has had to dish out meal and hotel vouchers to passengers on international flights because some flights have experienced delays of up to nine hours.

SAA spokesman Mike Pfeiffer said: "The technicians are not striking yet, they are on a go-slow. This means few flights so far have had to be cancelled outright. Domestic flights have been delayed for about an hour only, but international flights have been hardest hit. We're arranging alternative flights with other airlines where possible to keep delays to a minimum.

"Our international flights may be reshuffled to meet the needs of as many passengers as possible."

Meanwhile, passengers said last night they were unimpressed with what they called SAA's inability to deal with the industrial action.

One passenger, who preferred not to be named, said: "Thank God for Virgin Airways. A little decent competition ought to sort SAA out."

# SAA plans lockout on union protestors

~~(S)~~ (K2) CT(BR) 8/10/96  
THABO LESHILO

Johannesburg — SAA threatened yesterday to lock out members of the Aviation Engineering and Allied Union tomorrow morning unless they had abandoned their work-to-rule protest by noon today.

The protest over pay by the 2 000-strong union started on Wednesday last week and has already resulted in the disruption of several local and international flights. The union is demanding a 25 percent increase while the company is offering a 10 percent increase and a 20 percent productivity incentive bonus.

SAA spokesman Leon Els said that the carrier had to accommodate passengers on other carriers while some foreign airlines had brought their own technical personnel to sign off their aircraft before departure.

"Union members who continue to participate in the industrial action will be barred from entering SAA premises from 09:00 on Wednesday, 9 October 1996 and will not receive remuneration," SAA said.

He said the national carrier was in the process of concluding arrangements to continue scheduled services with minimum delays when the lockout was implemented.

"The travelling public will be timeously informed if any changes are made to flight schedules. Every endeavour will be made to minimise delays and disruptions resulting from the implementation of the lockout," he said.

He said plans included re-booking passengers on other airlines or even chartering aircraft from other airlines. The union was not available for comment.



# Strike threat: SAA extends its deadline for lock-out

ARG 8/10/96

ESTELLE RANDALL  
LABOUR REPORTER

South African Airways has extended from noon until later today a deadline for technical staff to resume normal duties or face a lock-out tomorrow.

SAA spokeswoman Zelda Schwalbach said officials of the SA Aviation Engineering and Allied Union had asked for the deadline to be extended to given the union more time to talk to members. The union had earlier threatened to strike tomorrow if its wage demands were not met.

SAA yesterday told union members, who had been engaged in the work-to-rule action since last week, that it would lock out those who did not resume normal duties by noon today. Those who continued industrial action would be barred from entering SAA premises from 9am tomorrow and would not be paid.

Ms Schwalbach said about 10 percent of the 2 200 members of the union had already signed an undertaking to resume normal

duties today. Nevertheless, SAA had made plans to charter three aircraft and to use other airlines to ensure passengers were not delayed if the strike went ahead.

Ms Schwalbach said SAA would concentrate on its main routes - Johannesburg-Cape Town, Johannesburg-Durban, Johannesburg-London and Johannesburg-New York.

Other airlines would be used to transport passengers on secondary domestic and international routes.

She said domestic flights were likely to be delayed between 30 minutes and an hour. International flight delays would be "more serious". Passengers would be informed of changes to flight schedules and special telephone lines had been set up at Cape Town airport. The numbers are 936-2543 and 936-2544.

The union is demanding a 25 percent wage rise. SAA is offering 10 percent and a 20 percent productivity-linked bonus.

Picture on page 6

# Court stenographers refuse to record cases

Deborah Fine

CRIMINAL and civil cases at the Rand Supreme Court were disrupted yesterday when more than 80% of the court's stenographers refused to record legal proceedings, to back their demand for higher salaries and better working conditions.

The stenographers have threatened to continue with the action until their demands are met.

Denying that they had embarked on a strike, the stenographers said they had spontaneously decided to engage in "protest action" yesterday morning as they were "sick and

tired of empty promises from Data Vyf, the private company employing them. Data Vyf has a contract with the justice department to provide stenographic services at the court.

They said they had locked their stenographic machines and had refused to tape proceedings in a bid to force Data Vyf to acknowledge their demands for a minimum salary of R1 800 a month, a 13th cheque as well as pension and medical aid benefits. They claimed to earn between R1 200 and R1 400, with no set bonuses or other benefits.

Complaining that court cleaners earned more than they did, they al-

leged they had not received increases since 1993 and had been negotiating with Data Vyf's management for several months without success.

Most court cases were stood down due to the protest. Only a few judges chose to continue their cases by writing out proceedings by hand.

Data Vyf MD Marais Nel said after a long meeting with the stenographers yesterday morning that they had agreed to return to work after he had explained to them that the company's ability to award increases was dependent on its contract with the justice department — more specifically, the contract's an-

annual escalation clause

The annual increase was calculated according to the consumer price index and was insufficient at present to comply with the stenographers' demands.

He would try to arrange talks with the department and the state tender board later this week, as well as a meeting between himself, Transvaal Judge President CJ Eloff, Deputy Judge President HCJ Flemming and the Media Workers' Association of SA — to which most of the stenographers belong — to resolve the dispute.

He denied Data Vyf had refused

to address employees' demands and said it was "a lie" that they had not received increases for three years.

Despite his assurances, only half the stenographers returned to work yesterday. The rest said they would await the meetings' outcome as well as continue their action indefinitely until they had written confirmation that their demands would be met.

A spokesman for the attorney-general's office said he would have to wait until today to see how many stenographers returned to work before his office could consider what measures to adopt to ensure the continuation of court proceedings.

(152) MD 8/10/96

# SAA warns workers of lockout

(152)

*Southam 8/10/96*

SOUTH African Airways last night issued an ultimatum to its protesting ground technical staff to stop their work-to-rule campaign by midday today or face a lockout from tomorrow morning.

SAA said in a statement it had decided on the measure because it had not been able to reach agreement with the SA Aviation Engineering and Allied Union Union president Mr Joe Joubert could not immediately

be reached for comment.

The union's 2 000-odd members have been enforcing a work-to-rule since last Wednesday, resulting in delays to several major international flights and to domestic flights.

SAA said union members who continued to participate in industrial action after midday today would be barred from entering SAA premises from 9am tomorrow and would not receive remuneration. SAA is finalising all necessary

arrangements to continue scheduled services with minimum delay when the lockout is implemented," the company said. Travellers would be informed in time if any changes were made to flight schedules.

"Every endeavour will be made to minimise delays and disruptions to services resulting from implementation of the lockout," said SAA.

The industrial action began last Wednesday when the SA Aviation,

Engineering and Allied Union declared a salary dispute.

The action was costing SAA "hundreds of thousands of rands" daily, the airline's chief spokesman Mr Leon Els said yesterday.

Yesterday the work-to-rule action caused the cancellation of two domestic flights and the delay of four international flights before lunchtime, Els said — *Sapp*.

● See Page 20



SAA lockout begins

# more flight delays

(152)

LEE WARREN



75% of technicians are unable to go on duty this morning: claims of intimidation by airline and union

BY SHIRLEY WOODGATE

All domestic flights were likely to be delayed by at least one hour today as South African Airways locked out technical staff at airports country-wide after the breakdown of negotiations with the SA Aviation Engineering and Allied Union.

And staff manning the airline's special help line said four international flights - to Mauritius, Windhoek, Munich and Dusseldorf - had been cancelled. Claims of intimidation are being made by both sides.

SAA spokesman John Hare said every effort was being made to get international passengers on to other flights.

Several aircraft had been chartered and the services of other airlines were enlisted to help passengers who had been forced to change or delay their flight plans.

The work-to-rule industrial action had so far cost SAA between R10-million and R15-million and

was escalating "by the minute", he said.

Extra security staff were posted at the gates from the start of the lock-out at 5.30am today when about 400 staff members (25% of the workforce) reported for duty as usual, Hare added. The remaining 75% of the aviation technicians are locked out.

Hare said some workers who wanted to resume their duties had been intimidated at the gates.

But the union's president, Joe Joubert, said SAA was intimidating people by approaching workers on an individual basis to persuade them to accept its wage offer and return to work.

He said this constituted an unfair labour practice. "We are taking legal advice on this action, and are challenging SAA to do collective bargaining and not approach individuals," he said.

Hare said SAA denied approaching individuals to settle and also denied Joubert's accusation that SAA was employing outside

Mar 9/10/96

staff to service aircraft.

But Joubert stuck to his guns, claiming aircraft chartered by SAA to help out from France and New York had brought their own technical staff to service the planes.

Yesterday, SAA gave 2 200 technicians, engineers and mechanics until this morning to call off their work-to-rule action and accept a 10% increase.

The union's reaction was that it was prepared to suspend industrial action subject to certain conditions. But SAA spokesman Leon Els said one of the conditions calling for a 14-day mediation period was unacceptable.

Both sides indicated discussions would continue today, with SAA hoping the union would adopt "a more reasonable attitude".

Labour Minister Tito Mboweni has expressed concern about the industrial action and held talks with both parties yesterday.

■ SAA has set up a passenger help line. The number is (011) 978-3557.

CT9/10/96

# Chaos at airport as SAA staff action disrupts flights

USA TEMPLETON

THE work-to-rule by South African Airways engineering and technical staff has led to cancelled flights and pro-

duced chaos at Cape Town International Airport where relatives and tour operators have waited hours to meet passengers.

Flights have been disrupted for the past week by the action, called by the SAA Aviation Engineering and Allied Union in response to a pay deadlock.

Last night the SAA rejected a conditional offer by striking union members to suspend their action and said they would be locked out from the start of the 6,30am shift today.

SAA spokesman Mr Leon Els told Sapa the union's conditions for suspending the action were unacceptable.

"The past week has been a nightmare," said Mr Henni Havenga, manager of Thompson's Touring.

Many of the clients have been booked on alternative flights from those they were scheduled to visit. SAA is not always forthcoming with information about where they are.

There was no way of tracing tourists once they had been moved off their scheduled flights, Havenga said.

On Friday, a Japanese group he had been due to meet from Johannesburg was switched from a domestic to an international flight. "By the time we found

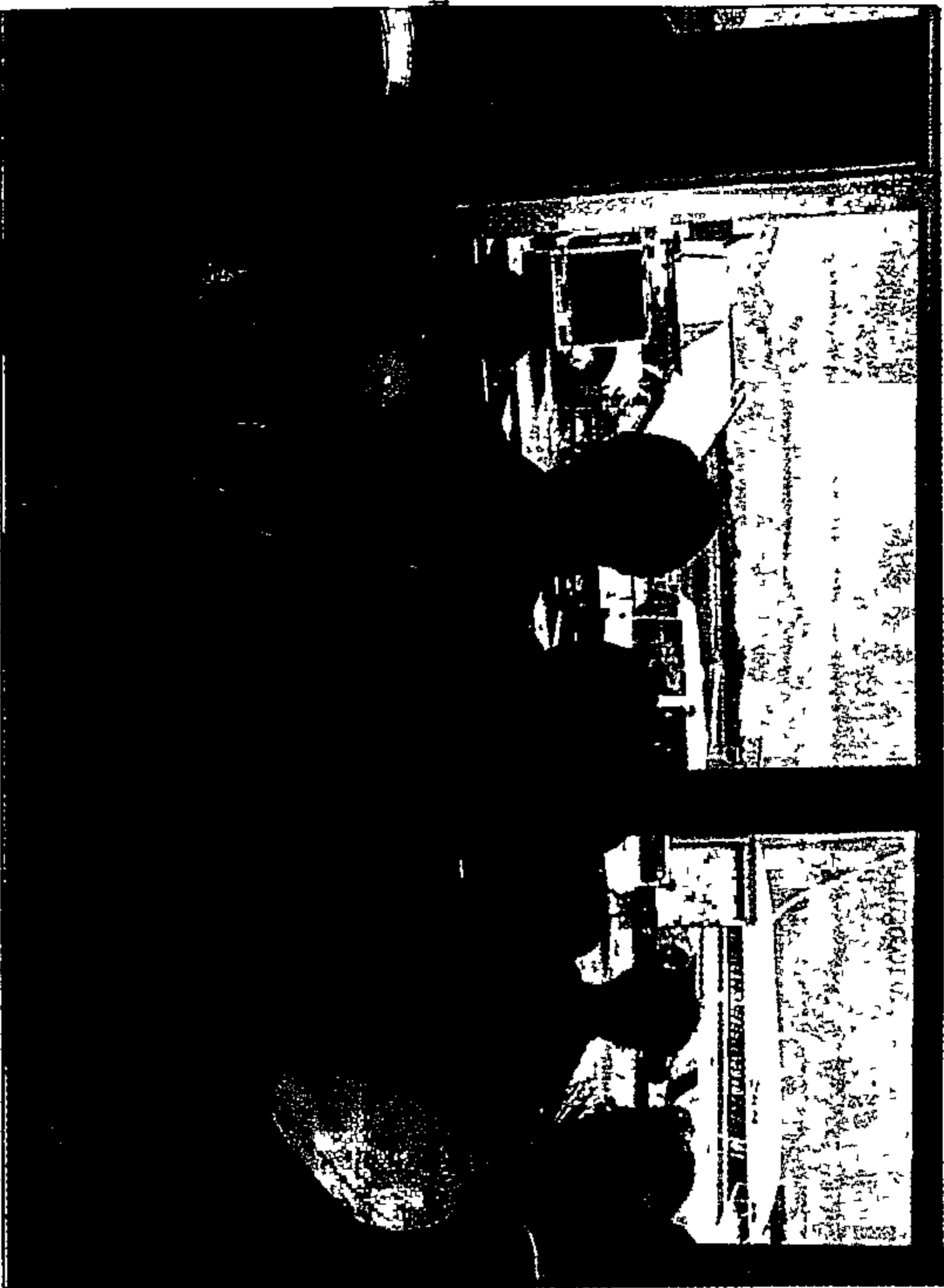
each other they were hysterical," Havenga said.

Another tour operator, who asked not to be named, said a group of 17 French tourists had been put on different planes from Johannesburg. Because of the time

adjusted, they had to scrap plans for a city tour and visit Table Mountain yesterday. Others at the airport writing for four hours.

Johan Fourie was to have collected eight people for a seminar at the University of Western Cape, but only one was on their scheduled flight. By lunch time, Fourie had yet to find six of the group.

There was no one available at SAA for comment



**LONG WAIT:** About 50 people wait for friends, relatives and tourists in the domestic arrivals hall at Cape Town International Airport yesterday. Some people waited more than four hours. **PICTURE: THEMINKOSI DWAYISO**

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# SAA to lock strikers out

(152) (212) = 55 ET(BR) 9/10/96  
GUY OLIVER  
LABOUR EDITOR

Johannesburg — The South African Airways will lock out about 2 200 union members this morning and has warned that retrenchment could follow

The lockout was described by Leon Els, the national carrier's spokesman, as "the only resolution" It pre-empted the call by the South African Aviation Engineering and Allied Union for a strike over wage increases

The union has demanded a 25 percent wage increase while SAA has only offered 10 percent, given the prevailing market conditions within the industry

The union's work to rule in support of its pay demands since last

Wednesday has caused numerous domestic and inter-national cancellations and delays It has cost the airline R7 million to R10 million, Els said

Union and management were locked in talks yesterday to avert the action, and Tito Mboweni, the labour minister, became involved in the dispute Last night Mboweni was still engaged in talks with the union

However, before the talks he told reporters at the Johannesburg International Airport that he was "only here to hear their stories and not to mediate"

The minister said the lockout was unnecessary

Els said management had not met with Mboweni but was dealing with Stella Sicgau, the public en-

terprises minister

Els said the airline had adopted an open door policy with the lock-out and, provided employees accepted management's terms and returned to work "normally", which included the lifting of the overtime ban, they would not be prevented from resuming their duties The no-work no-pay principle would apply

He said about 500 members had "indicated" they would return to duty today

Els said contingency plans had been made by the airline to ensure that delays were kept to a minimum, with charter airlines and the use of other airlines to ferry SAA passengers

The union was not available for comment



# More SAA chaos looms as extra staff walk off job

~~ESTELLE RANDALL AND TYRONE SEALE~~ (152) ARG 9/10/96  
ESTELLE RANDALL AND TYRONE SEALE  
STAFF REPORTERS

More SA Airways flights may have to be cancelled tomorrow as technical staff who had agreed to resume normal duties walked off the job today to join their colleagues who were locked out.

They are members of the Aviation Engineering and Allied Union, who have been on a work-to-rule action since last Wednesday.

At Cape Town International Airport all 30 technical staff walked off the job today.

Union president Joe Joubert said: "Those who went to work have changed their minds. They are exercising their right to be included in the lockout."

Domestic and international flights were badly affected early today when SAA locked out technical staff.

Passengers should change their flight dates if possible, said SAA spokeswoman Zelda Schwalbach.

In spite of the lockout, the SA Aviation Engineering and Allied Union and SAA are likely to agree today on mediation. The union is demanding a 25 percent wage increase. SAA is offering 10 percent and a 20 percent productivity-linked bonus.

Ms Schwalbach said about a quarter of the 2 200 union members had returned to work earlier today, but numbers were "growing".

Union president Joe Joubert, who was locked out at Johannesburg International Airport, said he estimated that 30 percent of members there had returned to work.

The union was investigating legal action over SAA's approach to members to resume duties. "This is a collective action. They're not supposed to approach our members individually," he said.

# SAA-union negotiations break down again

Bonile Ngqiyaza  
and Linda Ensor

(152)  
BD 9/10/96

NEGOTIATIONS between SA Airways and the SA Aviation Engineering Union broke down again yesterday afternoon, prolonging the problems facing the airline.

SAA rejected a union offer to suspend industrial action for 14 days until mediation had been completed and said it would lock out all staff who had not indicated they would resume duties by the 2pm deadline yesterday.

SAA management extended its deadline from noon to 2pm yesterday for ground staff to return or be locked out.

Spokesman Leon Els said about 500 workers were expected back at work today and the airline was hoping to run normal domestic and international schedules with "minimal delays".

He said SAA was prepared to go to mediation to resolve the matter, but wanted to cut its losses which already amounted to R7m-R10m since the be-

Continued on Page 2

## SAA

(152)  
BD 9/10/96

Continued from Page 1

ginning of the union's work-to-rule policy last week.

SA Aviation Engineering and Allied Union president Joe Joubert accused SAA management of unfair labour practices, saying it had threatened union members "behind our backs".

The union, representing about 2 000 skilled personnel at airports around SA, has rejected SAA's final salary increase offer of 10% across the board and a 20% production bonus.

Transnet executive director Zukle Nomvete said SAA had lost R10m as a result of the work-to-rule action taken by maintenance and engineering "fat cats". The costs related to the chartering of additional aircraft, accommodating passengers and finding passengers seats on other airlines.

Nomvete took a hard line against the "labour aristocrats" demanding a 25% salary increase and gave the firm undertaking that they would be locked out from today if they persisted with their industrial action. Some staff locked out would be retrenched. He said contingency plans were in place to ensure that work continued if there was a lock out.

"The days of the labour aristocracy are over," Nomvete said. The engineers earned substantial sums in salaries, overtime, Sunday pay, shift allowances

and productivity bonuses. The total basic wage bill for 2 000 engineers and pilots was R132m. This made SAA uncompetitive and it had recorded a R20m loss in the first quarter of the year to March.

"Exorbitant" fuel costs had also played a significant role and Nomvete said representations had been made to Mineral and Energy Affairs Minister Penuel Maduna for the supply of petroleum to be deregulated as SAA was suffering under the monopoly enjoyed by Natref and Sasol.

The cost of fuel made Johannesburg International Airport one of the most expensive in the world.

High labour costs were largely to blame for Transnet suffering a net loss of R253m last year when wages rose 17,3% to R7,97bn and the board was adamant that its mandate of a 10% wage increase would not be exceeded this year.

"We are determined to keep it at that level but can expect reaction from the labour unions," Transnet MD Saki Macozoma said in a briefing on Transnet to the portfolio committee on public enterprises.

Sapa reports Labour Minister Tito Mboweni said at Johannesburg International Airport he and government were not in favour of SAA imposing a lockout. "It's going a little too far," Mboweni said.

His meeting with the union and SAA management was "only to hear their stories and not to mediate".



# Study urges a city priority rethink

Robyn Chalmers

GOVERNMENT needed to rethink the way in which SA's large cities were governed if they were to become globally competitive, Centre for Development and Enterprise executive director Ann Bernstein said yesterday.

Launching the first in a series of six reports on SA's largest cities, she said the national economic growth strategy should have the role of cities as a priority.

"To neglect cities is to jeopardise national development. Only by becoming globally competitive can SA

cities generate resources to cope with basic needs, reconstruction and racial reconciliation," she said.

The bulk of SA's GDP was generated in its cities and towns and government's macroeconomic programme depended on a successful approach to the big cities.

"At present, government is not geared to deal adequately with this challenge. We need to know that urban strategy is being given sufficient attention by Cabinet."

The report found that the present focus on issues in SA cities was lopsided, with too much attention being paid to dealing with the services and

other backlogs inherited from apartheid — although this was an important issue.

Economic development issues — the only way in which resources would be found to meet the backlogs — were being neglected. To date, the debate on urban policy had mainly focused on integrating local government and providing housing.

The report said within a new global economic framework SA's development priorities had to be reassessed. The nature of modern economic development had to lead cities towards focusing on three areas: the provision of infrastructure,

for economic growth, the central importance of education issues and the need for adequate health care.

The current focus on the need for powers at provincial government level had eclipsed any discussion of the powers of the large cities. SA's large cities did not have many of the powers required to compete effectively with other cities in the world.

These could range from the power to offer tax incentives to new investors to the right to build an international airport or improve the quality of education.

See Page 13

## Court stenographers return to work pending meeting

Deborah Fine

ALL Rand Supreme Court stenographers resumed their duties yesterday after refusing to record legal proceedings on Monday to back their demands for higher salaries and better working conditions.

They have agreed to remain in court and operate the machines which record proceedings pending the outcome of a meeting tomorrow afternoon. The meeting will be between the management of Data Yf — the private company which em-

plods them — Transvaal Judge

President CJ Eloff, Deputy Judge President HCJ Flemming and representatives from the Media Workers' Association of SA, to which most of the stenographers belong.

Data Yf has a contract with the justice department to provide stenographic services.

Most criminal and civil cases were stood down on Monday after the stenographers locked the machines and left the court rooms in support of their demands for a minimum salary of R1 800 a month, a

thirteenth cheque, pension and medical aid benefits. They claimed to be earning between R1 200 and R1 400 a month with no set bonuses or other benefits, and alleged Data Yf had refused to acknowledge their demands despite several months of negotiation.

The Witwatersrand attorney-general's office issued instructions during the protest that courts should not attempt to unlock the machines or make use of them as it was not the duty of court officials to intervene in labour disputes or the

private contract between Data Yf and the justice department.

It is understood that Eloff sent a letter to Data Yf in which he acknowledged the stenographers' "needs and aspirations" and urged the company to give the demands "serious consideration".

Data Yf MD Marais Nel said yesterday he had not yet received the letter. The company has denied refusing to consider the demands, claiming salaries are dependent on the contract negotiated with the justice department.

BD 9/10/96

(52)

BD 9/10/96



(152)  
SAA says no to  
offer by workers  
*sowetan 9/10/96*

SOUTH African Airways management yesterday rejected a conditional offer by striking SA Aviation Engineering and Allied Union members to suspend their industrial action which has disrupted flights since last Wednesday.

SAA spokesman Mr Leon Els said the union's conditions for suspending the strike were unacceptable, and workers would be locked out from the 6 30am shift from today.

"The lockout clause will be applicable to those members who continue with the industrial action as from tomorrow (Wednesday)," he said.

SAA management and union officials were last night locked in a further meeting at the airport.

Labour Minister Tito Mboweni earlier yesterday said he and the Government were not in favour of SAA imposing a lockout in their pay dispute with the union.

"It's going a little too far," he told journalists at Johannesburg International Airport.

More than 500 of the 2 200 technical staff involved in the dispute had yesterday indicated to SAA they were prepared to return to work under usual

conditions, Els said, adding that these workers would not be locked out.

The work-to-rule action, which began last Wednesday, had cost the airline between R7 million and R10 million in charter fees, hotel expenses, meal vouchers and loss of revenue.

SAA could not afford to go beyond its 10 percent salary increase offer, which includes a 20 percent productivity incentive, Els said.

"Inflation and the state of the industry just do not allow us to go beyond our offer," he said.

Since the action began, six international flights and 14 domestic flights had been cancelled. Eighty international flights and 130 domestic flights had been affected by the work-to-rule.

Passengers on cancelled flights had been flown to their destinations on other airlines or on charter flights at SAA's expense.

Els said SAA management could not accept the union's threat that it would take further industrial action should a resolution not be reached within 14 days.

"We cannot afford that," he said -

Sapa

# Hopes for a settlement, but SAA lockout chaos hits flight schedules

(162) (270) Star 10/10/46  
BY SHIRLEY WOODGATE  
AND PRISCILLA SINGH

Delays and cancellations of SAA flights continue on the second day of the lockout of most of the 2 200 technical staff whose union work-to-rule industrial action is now entering its second week.

But both sides were cautiously optimistic this morning of a breakthrough in the stalemate over wage negotiations that has cost the airline millions to charter aircraft from other airlines, and various expenses

SAA spokesman Leon Els said about 30% of domestic flights were on time yesterday, and average delays were about one hour within a range of 30 minutes to three hours.

Today's flight from Johannesburg to Bloemfontein was cancelled and the entire domestic flight plan had again been rescheduled, he said. Flights to Buenos Aires, Windhoek and Bulawayo have been cancelled.

Attitudes have softened on both sides after the Industrial Court (IC) yesterday dismissed an urgent interdict against the airline for allegedly intimidating union members by approaching them individually

SAAEAU president Joe Joubert claimed SAA had been intimidating union workers into sign-

ing a document accepting the 10% wage increase, as well as a 20% productivity incentive bonus, and to resume normal work.

The SAA action constituted an unfair labour practice, the union said

But IC acting president Mr Justice M A E Bulbuha dismissed the SAAEAU application with costs, saying the court did not want to enter into the dispute.

Today Joubert said although SAA had claimed the ruling as a victory, there was a subtle difference between making a ruling and not granting the application because the IC did not want to enter a hornets' nest.

"We are open to negotiation and have offered to suspend our action so that we can sit and talk under normal conditions.

"We spoke to the chief negotiator last night and we are cautiously optimistic we can talk today. But the SAA attitude is very hardball," he said.

SAA spokesman Leon Els said last night: "The lockout is still in place until all the members decide to come back to work and SAA is not prepared to budge on this decision.

"The point of the matter is that SAA cannot afford to give the workers more than 10%."

Today he was optimistic that talks would resume and that

terms of mediation would be finalised as the union had indicated members were prepared to go back to work so that talks could begin. The terms of mediation were still a stumbling block, he said

SAA said 600 technicians had returned to work.

Joubert disputed the figure, saying even more technicians had joined their colleagues outside the gates.

"This is part of SAA's power play with us," he said.

He added that SAA's alleged R40-million loss due to industrial action would have covered the 25% increase the union was demanding

SAA has chartered at least four aircraft with their own crews and technicians to cope with the delays and cancellations.

A union member said it was the technicians who kept the aircraft in the air and they took home an average of R5 500, whereas a senior 747 pilot had a package of about R45 000 a month.

"The technicians and mechanics are treated like the dogs of the airline and we are not going to take it lightly, but fight back and stand up to management," he said.

See more stories on  
Page 2

## Is airline's action legal?

(152)  
BY GONA NOKOLOU

Star 10/10/96  
South African Airways' intention to lock out the 2 000-strong South African Aviation Engineering and Allied Union (SAAEAU) today has raised questions over the legality of the airline's use of the lockout clause, which has been referred back to the Constitutional Assembly by the Constitutional Court.

In terms of the interim constitution, which is applicable pending the certification of the new constitution, the Labour Relations Act of 1956, with its controversial lockout clause, can be legally used.

The LRA gives managements the power to implement a lockout, but they must first follow the proper procedure in applying for the sitting of a conciliation board.

Labour Minister Tito Mboweni said early yesterday SAA management had not yet applied for a conciliation board sitting, which would render a lockout illegal.

Mboweni said last month that the new LRA, which was thrashed out last year and is currently being altered to meet with the Constitutional Court's requirements, was likely to be implemented on November 11 this year.

In the new LRA, lockout as a labour strategy has been recognised, but its scope has been narrowed and it is not a right protected by the constitution.



# SAA gains victory over striking union

(152) ~~(152)~~

THABO LESHILO & GUY OLIVER

Johannesburg — South African Airways (SAA) expects technical workers to abandon their week-long work-to-rule protest today after their union failed to obtain a Supreme Court interdict to prevent the company from forcing individual members to break the protest yesterday.

The court's decision is a significant strategic victory for SAA in its efforts to make union members sign letters binding them to abandon the protest and accept the 10 percent wage increase offered by the company.

The South African Aviation and Engineering Union began the protest on Wednesday last week to back its demand for a 25 percent across-the-board wage increase. The action resulted in flight disruptions and caused SAA an estimated loss of R40 million.

Leon Els, a spokesman for SAA, said: "We trust many will sign the letters indicating they will return to normal work as quickly as possible." He said by signing the letters, the protesters would be automatically accepting the management's final wage increase offer of 10 percent across-the-board and a 20 percent productivity incentive bonus.

Joe Joubert, the union's spokesman, said that after the Pretoria Supreme Court had rejected the union's interdict with

costs, that "it will be up to members to reject company attempts to subvert the union."

He said the delays caused by the dispute were a result of the management's handling of the situation. The union had agreed to return to normal working conditions with the proviso that the two parties go to mediation and, should mediation fail, that the union reserve the right to take further industrial action. This was rejected and SAA implemented a lockout yesterday morning.

Joubert said relations between the company and the union were tense, and that there would be no immediate return to work.

Els said that about 500 union members had already returned to

work. But the union said that many had immediately walked off when the company expected them to accept the 10 percent wage increase.

The union, which supports the privatisation of the airline, broke from the industrial council in 1993 and now bargains on a "one to one" basis with the national carrier.

Meanwhile, the South African Railway and Harbour Workers' Union (Sarhwu) said yesterday they were confident that wage talks in the Transnet Industrial Council Airways Chamber would be resolved tomorrow. The dispute between SAA and Sarhwu occurred outside the chamber.

**By signing the letters, the protesters will be accepting the final 10% wage offer**

CT(BR) 10/10/96

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# SAA cancels ~~(15)~~ (152) more flights in lockout

TWO more SAA international flights were cancelled last night as the airline continued to lockout striking employees

SA 280 to Perth and Sydney was rescheduled to leave late today and SA 264 to Munich and Dusseldorf was delayed by at least 24 hours. Three other overseas flights were cancelled earlier yesterday.

This comes as the wage dispute between SAA and the SA Aviation Engineering and Allied Union remains deadlocked.

SAA said it would continue with the lockout until staff return to work, but the union said it would resist management's attempts to be "split and conquered".

So far, only 600 of the 2 200 workers have returned to work.

The union wants a 25% pay hike, but SAA has offered 10% and a 20% productivity-linked bonus.

Yesterday, SAA won the first round of its legal battle when the Industrial Court dismissed an urgent interdict application against the airline for "intimidating union members". The court said it did not wish to enter into the dispute. —

Own Correspondent

CT 10/10/96

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# More delays as SAA and union stay deadlocked

ARL 10/10/96

(2) (152)

**ESTELLE RANDALL**  
LABOUR REPORTER

**Only 600 of 2 200 South African Airways technical staff nationwide reported for duty today as the airline continued its lockout of members of the SA Aviation Engineering and Allied Union.**

Domestic flights were expected to be delayed today by up to an hour and international flights by up to 24 hours

Union members started working to rule on October 2 after SAA refused a 25 percent

pay rise, offering instead 10 percent and a 20 percent productivity bonus. Workers were locked out yesterday

Spokeswoman Zelda Schwalbach said SAA yesterday accommodated all domestic passengers on later flights. But three international flights were cancelled and passengers left only today for Mauritius, Australia and Germany

She said SAA was operating four chartered aircraft with their own crews and technicians to address the delays

SAA management was expected to meet the union later today, union spokesman

Joe Joubert said

Mr Joubert said SAA had intimidated union workers into signing a document accepting the 10 percent increase and 20 percent productivity incentive bonus, and to resume normal duties

Until the new Labour Relations Act (LRA) comes into effect on November 11, the LRA of 1956 applies. This gives employers the power to implement a lockout - but they must first follow the proper procedure and apply for the sitting of a conciliation board. SAA has said the union rejected its offer of a conciliation board hearing



# Aviation union's application rejected

Bonile Ngqiyaza

BD 10/10/96  
(152)

THE Pretoria Supreme Court yesterday rejected with costs an SA Aviation Engineering and Allied Union application to declare illegal an SAA document which demands that workers renounce industrial action and accept its terms of an increase.

SAA required the workers to sign the document before they could be allowed on to its premises.

Negotiations between the airline's management and the union broke down on Tuesday following the company's rejection of a union offer to suspend industrial action for 14 days until mediation had been completed.

The union, representing about 2 000 skilled personnel at airports around SA, has rejected SAA's final salary increase offer of 10% across the board and a 20% production bonus.

Yesterday's application for an interdict by the union was triggered by the view that SAA was engaging in an unfair labour practice by approaching individuals at the gate instead of nego-

tiating with union representatives, union president Joe Joubert said.

SAA spokesman Leon Els said a work-to-rule policy by SA Aviation Engineering and Allied Union members, which started on October 1, had led to severe disruptions of services and had cost SAA about R40m to date.

The losses, he said, were caused by arrangements such as flights chartered, hotel accommodation, meals, additional overtime, transport for passengers and loss of goodwill.

Els confirmed passengers were being issued with food vouchers to use at the airports. The vouchers — compensation for missed meals or meals while passengers were waiting for SAA flights — totalled R500 000.

He denied, however, that pilots had been granted 40% annual increases, but said it would be inappropriate to compare different categories of jobs. "In the light of conditions prevailing in the industry and in SA, as well as when compared to settlements reached by

Continued on Page 2

## Application

Continued from Page 1

BD 10/10/96  
unions in the country, the airline considers this offer fair and reasonable".

The airline downplayed reports of major cancellations, saying it had not experienced delays longer than three hours from Johannesburg. On the Johannesburg-Durban-Cape Town "gold-

en triangle" delays had been minimised to one hour at the most, it said.

Only flights to Bloemfontein had been cancelled and passengers accommodated on SA Express.

On the international front, one flight to Mauritius had been cancelled yesterday and passengers accommodated on Air Mauritius which was expected to depart today. A flight to Munich and Dusseldorf had been delayed for 24 hours and was set to leave today.

(152)  
**SAA lashes  
out at white  
technicians**

By THABO LESHILO

Johannesburg — South African Airways is to accelerate the recruitment of black flight technicians in the wake of the costly protest by the white technicians' South African Aviation Engineers' Union and Allied Union, a senior manager at Transnet said yesterday. The union represents about 2 000 of the company's 2 200 technicians.

"The company is tired of being held to ransom by white staff who are highly paid," the source said.

The union began its work-to-rule protest last Wednesday to support its demand for a 25 percent wage increase. It rejected SAA's offer of a 10 percent wage increase and a 20 percent productivity bonus.

The protest disrupted operations at the national airline, forcing it to cancel several flights. SAA has estimated its losses to be about R40 million.

This week SAA locked the protesters out of Johannesburg International Airport.

The union later lost a court bid to prevent the company negotiating with individual members to break the protest.

By yesterday afternoon a quarter of the 2 000 protesting workers had resumed normal duty and signed agreements to accept the 10 percent increase.

### Mediation

SAA and the union met late yesterday afternoon to discuss voluntary mediation of the dispute after Tito Mboweni, the labour minister, threatened to appoint a mediator in terms of the Labour Relations Act.

Joe Ndhlela, Transnet's executive director of human resources, expressed confidence that the parties would agree on mediation. "There is a getting together. The parties are not poles apart," Ndhlela said.

The Freedom Front fiercely criticised Transnet's new black executive directors yesterday, blaming them for the protest by technicians at SAA.

Joseph Chiole, the Freedom Front's spokesman for public enterprises, said the top management and board of Transnet had little insight into the situation at the national airline.

He said the party had already called for a snap parliamentary debate next Wednesday into the management of Transnet and its control by Stella Sigcau, the public enterprises minister.

# Pressure mounts to end SAA dispute

ARG 11/10/96 2# (152)

**ESTELLE RANDALL**  
LABOUR REPORTER

**Pressure is mounting on South African Airways and the South African Aviation Engineering and Allied Union to settle their dispute, which has already cost SAA R40-million.**

SAA and the union had "in principle" agreed to private mediation but had yet to agree on the terms of reference, SAA spokesman Zeldi Schwalbach said today.

This meant that flight delays would continue. Only about 60 percent of flights were

now operating, Ms Schwalbach said

Members of the union on a work-to-rule since Wednesday last week have been locked out by SAA.

Yesterday Public Enterprises Minister Stella Sigcau and Labour Minister Tito Mboweni warned SAA and the union to settle their differences or face the prospect of a mediator, appointed by Mr Mboweni, taking over

But SAA and the union yesterday opted for voluntary mediation

Talks between the two parties will continue today.



# SAA and union agree to appoint private mediator

PD 11/10/96 (270) (192)

SA AIRWAYS and the SA Aviation Engineering and Allied Union had agreed to private mediation to resolve their salary dispute, Labour Minister Tito Mboweni announced yesterday.

Mboweni said he had been talking to both parties with the intention of appointing a mediator. However, they told him yesterday afternoon that while they appreciated his efforts they wanted to proceed with private mediation.

Mboweni said his intention was to see mediation of some sort implemented, and if the two parties wanted private mediation he was happy to agree with that arrangement. "I would like to encourage both of them to take this route very seriously," he said.

Earlier yesterday Mboweni said he might appoint a mediator in terms of an amendment to the Labour Relations Act which empowers him to do so in order to

resolve deadlocked industrial disputes. Union president Joe Joubert said yesterday evening that union officials and SAA representatives went into a meeting at 5.30pm to explore options available to them through mediation.

Earlier yesterday the union met Public Enterprises Minister Stella Sigcau. The management of the airline met the minister later.

Mboweni and Cosatu president Sam Shilowa had also met earlier in the day and later issued a joint appeal for an end to the bitter salary dispute.

The union started a work-to-rule protest action on Wednesday last week to demand a 25% across-the-board salary increase. SAA is offering 10% and a 20% productivity incentive bonus.

On Wednesday SAA implemented a lockout of union members who continued to implement the work-to-rule. — Sapa.

# Dreamer feels exploited

By Abdul Milazi

LEWELYN DE BEYER joined the South African Airways in 1980 armed with an aircraft technician certificate and a dream of better things - today he feels exploited.

The 35-year-old De Beyer of Kempton Park is one of the 2 000 aircraft technicians who have been locked out by SAA at the Johannesburg International Airport for refusing to accept a 10 percent wage increase.

The workers, who are all members of the South African Aviation Engineering and Allied Union (SAAEAU), are demanding a 25 percent salary increase, which they claim is owed to them from 1988.

## Same salary

Despite having been with the airline for more than 15 years, De Beyer still earns R5 860, the same salary received by his wife who works as a secretary for a Johannesburg firm.

The situation outside the SAA's staff entrances was more like a picnic than a strike as some of De Beyer's colleagues brought beach umbrellas

Technicians went on a work-to-rule strike to support their pay demand

**We never went on strike in the first place. We came to work and management tried to force us to accept their offer in writing, and only those who signed the forms were allowed through the gate. That is not a strike**

and gas braais to camp outside the airport premises.

A spokesman for SAAEAU Fanus Meyer said the technicians were not on strike, but were locked out by management.

"We never went on strike in the first place. We came to work and management tried to force us to accept their offer in writing, and only those who signed the forms were allowed through the gate. That is not a strike," argued Meyer.

Trouble for the SAA began last

week when the technicians went on a work-to-rule strike in support of their demand. The airline responded by locking them out on Tuesday.

SAA has since lost more than R40 million through finding accommodation for stranded passengers, rebooking them with other airlines and other expenses.

According to Meyer, giving the technicians the 25 percent increase would cost the airline R6 million a year.

"The 25 percent we are demanding

is actually a salary adjustment owed to us from 1988, when the SAA gave us increases which were not market-related due to financial difficulties. We are saying they should repay us what is due to us," said De Beyer.

## Incentive bonus

He argued that the 20 percent production incentive bonus offer from management was a once-off payment given yearly if the airline performed well. "They (SAA) should not fool the public by saying it is part of their offer."

Although SAA denies it, the industrial action has brought most flights - both international and domestic - to a halt.

Most passengers, including *Sowetan* assistant editor Len Maseko, were told by the airline's information desk that their flights were cancelled "because all domestic flights were cancelled".

However, SAA spokesperson Anelda Duvénage said only international flights were cancelled and "domestic flights were running well" except for a flight from Johannesburg to Bloemfontein.

# Police union planning work-to-rule

By PETA KROST

The South African Police Union declared last night it would begin rolling mass action on Tuesday which might end in a work-to-rule policy being implemented.

Representing 55 000 members of the police, Sapu has been given the mandate to "go all the way" with its demands for paid overtime and an acceptable promotion and affirmative action policy, according to Sapu leader Peter Don Brand. The union's

negotiations with police management and the Department of Public Service and Administration ended yesterday without resolution.

"We have the mandate to go ahead with mass meetings and marches and if there is still no joy, we will refuse to work overtime without pay," said Brand.

The union has planned a mass meeting near Parliament on Tuesday, to which members from the Eastern Cape, Free State and Northern Cape will be brought. "We

will then march to Parliament and hand over our memorandum of demands," he said.

Marches in KwaZulu Natal, Gauteng and the Eastern Cape will follow, he said.

"Should there be no positive steps taken by management by October 29, our final date, we will hold a conference and executive meetings which are likely to end in a legal action campaign.

"With the community's backing, we will refuse to work overtime unless we get paid for it."

STW 12/10/96 (152)



# Decision on disruptive SAA dispute awaited

By JACQUI REEVES

*Star 12/10/96*  
South African Airways technical staff and management are expected to decide early this morning whether a work-to-rule, which has reduced the airline's flight schedule to chaos, will be suspended during mediation which starts today

SAA spokesman Mike Pfeiffer said management hoped to "get everything sorted out as soon as possible". Halting the work-to-rule would be the focus of the early morning meeting.

Agreement was reached earlier this week on mediation to resolve the nine-day pay dispute, but the national carrier and the South African Aviation Engineering and Allied Union have yet to agree on terms of reference for mediation.

While negotiators frantically tried to resolve the dispute this week, frustrated passengers were put on standby for flights or transferred to other airlines. Yesterday SAA was running only 75% of its scheduled flights

Pfeiffer estimated SAA's losses at more than R40-million, largely because four aircraft had been chartered for its passengers, complete with technical staff and crews "Planes have been brought in from the US, Europe and Iceland."

Local companies Millionaire and Nationwide were also chartered for SAA passengers.

The industrial action began on Wednesday last week. This week SAA decided to lock out the 75% of union members who refused to return to work.

The union wants a 25% across-the-board increase. SAA is offering a 10% rise and a 20% productivity-incentive bonus



By CAROL PATON

SA AIRWAYS' flights will be back to normal by the end of the week following agreement yesterday between airline management and the SA Aviation Engineering and Allied Workers' Union to end the lock-out when mediation begins tomorrow

SAA spokesman Leon Els said the airline would phase in its usual domestic timetable by Friday

But SAA will count the costs of the lock-out for weeks to come as it tries to catch up with compulsory maintenance schedules which have resulted in a growing number of aircraft being grounded

Els said that by yesterday there were eight aircraft which could not be used as they had not undergone the necessary maintenance to meet with safety regulations. He said SAA had been forced to use charter aircraft for its international routes as its B747s, which require a large number of technicians to carry out routine checks, stood idle in

ST 13/10/96 (152)

## SAA counts the cost as lock-out ends

hangars

"It will take one or two weeks to catch up on the backlog," he said

However, technicians said it could take months and that SAA would be forced to continue with the charters

Most of the 2 000 workers involved in the wage dispute are flight engineers or aircraft mechanics who carry out maintenance checks and repair components. They are the front-line in flying safety

"One slip and that's it. It's not like a car where you can turn off the road. If we make a mistake, there's no turning back. Especially for SAA, which flies long distances over the sea," said one

Technical workers refused an offer of a 10 percent increase. SAA locked them out on Wednesday after the union threatened to strike for a 25 percent increase

Els said a quarter of SAA's maintenance staff had accepted management's offer and continued to work

However, technicians who were locked out said "corners were being cut" in maintenance and that the airline was using special provisions which allow aircraft to fly for 10 percent longer before undergoing maintenance

According to maintenance schedules enforced by the Civil Aviation Authority, an aircraft must

undergo certain checks after a set number of flying hours. After 550 hours, 747s must undergo a complete check requiring 40 man hours

"It could get to the stage where all the aircraft need big checks and there is no one to do them. It will take the airline months to recover," a technician said

Els denied that aircraft were flying for 10 percent longer before maintenance checks

Rennie van Zyl, a spokesman for the authority, said the 10 percent margin existed to take account of "unforeseen circumstances" and was an accepted practice worldwide. "It could well be that SAA is using it. But the fact that the airline is cancelling flights means safety is being complied with," he said

Els said seven international flights had been cancelled and the number of domestic flights had been reduced

Although mediation begins tomorrow, both parties have reserved their rights to industrial action

# Payola dismisses 200 striking textile workers

ET (PR) 14/10/96 (152)  
STUART RUTHERFORD

Durban — Payola Management Services, a home textile producer in Ladysmith, dismissed 200 striking workers on Friday and gave them until tomorrow to appeal against the decision.

About 390 workers at the plant have been on strike since October 1. They support the South African Clothing and Textile Workers' Union (Sactwu), which is demanding that the company agree to central bargaining.

Mel Wood, a spokesman for Payola, said the company had extended deadlines three or four times. It finally decided to dismiss strikers who showed no intention of returning to work.

He said many of the striking workers wished to return to work but were afraid to do so.

"The strikers have attacked people's vehicles, gone to people's

houses and threatened to kill them if they go to work, and even threatened to burn down the factory," Wood said.

Mndenı Mhlongo, Sactwu's regional organiser, said the union would drop its demand for central bargaining if Payola implemented the wages and conditions agreed to between Sactwu and the home textile employers.

"We cannot force anyone to respond, but people must respect the minimum rates in the industry," Mhlongo said.

Wood said the minimum at Payola was R128 a week, but with incentives and production bonuses workers took home 2,5 to three-times that amount. The minimum agreed wage in the home textile sector is R275 a week.

Wood said the plant was operating at between 70 percent and 75 percent capacity with about a third of its workforce.



## NEWS BRIEFING

### Nupen to head wages mediation as SAA go-slow comes to an end today

Johannesburg — An agreement was reached on Saturday to suspend the costly work-to-rule industrial action by members of the South African Aviation Engineering and Allied Union, South African Airways announced at the weekend. "Both parties have agreed to suspend their current action at 10.30am on Monday .. thus ending the lock-out by the airline," a statement said. "The union members will be returning to normal duties," it added. The two sides met on Saturday after agreeing on Friday to mediation by Charles Nupen, a mediator who is affiliated to the Commission for Conciliation, Mediation and Arbitration. SAA said mediation would begin on today. The industrial action has caused the delay and cancellation of a number of domestic and international SAA flights and cost the airline more than R40 million. — Sapa

CT(BR) 14/10/96

SAA privatisation, Page 19

# SAA and union take dispute to mediation

Reneé Grawitzky

SAA and Transnet could be forced to reopen negotiations with six other unions it has settled with if it reaches a higher wage agreement with the SA Aviation Engineering Union during mediation commencing today.

However, sources said a resolution to the dispute would depend on Transnet and SAA ensuring a settlement brokered in mediation was not influenced by the settlements achieved with other unions.

SAA spokesman Leon Els said the parties agreed to go to mediation unconditionally and without any preconditions set.

BD 14/10/96  
Despite the agreement signed on Friday, he said the extent of movement was in the hands of the mediator

SA Aviation Engineering Union spokesman said given the fact that the union represented aviation ground engineers and technicians, they should not be compared to other workers in the industry such as those in marine, road and rail. The union said it had never demanded salaries equal to any other group of employees within Transnet

The parties agreed to go to mediation on Friday and agreement was reached on the simultaneous lifting of the lock-out by manage-

(152) ~~200~~  
ment and an undertaking by the union that its members would return to work today

The agreement reached on Friday, covering between 15 000 and 20 000 workers, provided for a R241 pensionable increase a month. Where the increase was less than 7,5% of the monthly pensionable salary, a further non-pensionable allowance would be paid to employees to make up the percentage difference.

The agreement also stipulated the union's signatory reserved the right to reopen negotiations if another trade union in SAA reached an agreement higher than 10% on total labour costs.

# Confrontation still plagues labour relations

Star 15/10/96 (152)

High expectations of workers thwarted by a slow, outdated collective bargaining system, according to mediation expert

By GORAN NIKILOVU

South African labour experts agree that the confrontational approach and high expectations were the main factors contributing to industrial action during wage negotiations this year.

This included the current historic work-to-rule dispute by South African Aviation, Engineering and Allied Union (SAAEAU) and the South African Airways (SAA) who countered with a lock-out.

Wage disputes accounted for 59% of man-days lost up to the end of September this year. Other strike triggers for 1996 are grievances (35,5%), discipline (2,8%), retrenchment (1,9%) and recognition (0,8%).

The experts also agree that failure to follow negotiation procedures and misunderstanding the collective bargaining system are no longer contributory factors to deadlocks and labour disputes. Unions have mastered collective bargaining, while managements have always had the advantage of using consultants or other skilled negotiators.

Alistair Smith, national industrial dispute resolution services director of Independent Mediation Services of South Africa, said a culture of confrontation between wage negotiation parties in South Africa was embedded in the history of the struggle for political and economic freedom waged over the years.

He said unions saw management not only as the party which refused to raise their wages, but also as oppressors. Up to this year managements usually had a problem disclosing such basic information as whether the company

had made a profit or loss

Smith said companies saw workers as a group who sought wage increases without being productive. But differences in approach between the two parties eventually led to a power struggle which did not end at the workplace. It spread into their political and social lives.

He also criticised the collective bargaining system as outdated, although the negotiating parties understood it. Why it was outdated was the length of time taken to settle

## Grievances, discipline problems triggered disputes

Said Smith "In the recent negotiations between the National Union of Mineworkers (NUM) and the Chamber of Mines, 20 sessions of bargaining had been gone through before IMSSA intervened. But still, 14 sessions of mediation with long hours from 9am until midnight were spent before settling. This looks frightening and wasteful."

He added that the system also varied from company to company and plant to plant. Most unions reached agreement with their managements, making for numerous differences in recognition made. Mediation, and in some cases, arbitration were built-in steps into recognition agreements.

Sun International chief negotiator Peter Czakan said increased expectations among workers provided an important spark in the

strikes and other forms of industrial action especially after the democratic elections of 1994. He agreed with the Andrew Levy and Associates statistics showing that wage disputes made up 93% of man-days lost in 1995, a year after the elections.

"I found that Saccawu has very capable negotiators. But they are operating under pressure to deliver against very high expectations. Once they fail to obtain members' demands, industrial action is forced on them," he said.

De Beers' industrial relations consultant, Shane Leisegang, said: "Unions believe they will get the best deal if they stretch their demands far enough - just short of a strike. But as often happens, the band snaps and the leadership find themselves having to call for industrial action."

Commenting on the SAAEAU industrial action, labour consultant Kevin Brown said it was the first time since the 1970s (since the miners' strike) that a predominantly white trade union took up such a hard position. "The technicians may have been angered by the huge pay increase SAA gave to pilots recently. But there is also the fact of flexing its muscle just not to be outdone by Cosatu and its affiliates," said Brown.

National Union of Mineworkers (NUM) spokesman Ben Molapo attributed the deadlocks to management's greed for profits. Molapo said it did not matter how reasonable union demands could be - they were always met by strong resistance from companies.

Said Molapo: "They see our demands mainly as costs. But we must make a living. We must return to work again and again. That's why we demand a living wage."



# SAA in air again as staff call off action

(152) (270)  
BY PRISCILLA SINGH

Star 15/10/96

SAA flight schedules should be back to normal by the weekend, airline spokesman Leon Els said today

Airline technicians ended their work-to-rule yesterday and the wage dispute has now gone to mediation.

Domestic flights are up to 80% on schedule, with jumbo jets being used to get all inland passengers to their destinations according to the revised timetable

Technical staff resumed normal work as mediation got off the ground yesterday. Three international flights which were cancelled yesterday due to the backlog in maintenance schedules - to Kinshasa-Accra, Miami and New York - were expected to take off today

"All the other international flights are still on schedule, but minor delays should still be expected on domestic routes," Els said.

The SA Aviation Engineering and Allied Union and management were still engaged in mediation talks late yesterday. Els said the parties had not reached consensus but talks were forging ahead.

Meanwhile, technicians at all major airports were working flat out to get the jumbos and smaller aircraft in the air again.



ROY WIGLEY

In protest: Andy Miller, SAPU secretary general, hands a memorandum to Pieter Gastrow

## Union clashes with Fivaz on police pay, promotions

JOHAN SCHRÖNEN  
CRIME CORRESPONDENT

ARG 16/10/96  
National police commissioner George Fivaz is embroiled in a war of words with the SA Police Union over police overtime pay and promotions.

The union has given the government until next Tuesday to reply to its demands on overtime pay and the failure to promote members

The union referred to "a reliable source leaking information from Commissioner Fivaz's office" saying R590-million was needed to promote members who had waited 10 months for promotion.

Andy Miller, the union's Western

(152)  
Cape secretary, said Commissioner Fivaz had told the press there was R100-million available. "The community should realise that it is a one-sided statement which should be seen against the backdrop of almost R600-million needed, so that a clear picture of the situation could be painted."

He said it was the right of police to be properly paid for overtime

A delegation of union members has delivered a memorandum addressed to President Mandela and Minister of Safety and Security Sydney Mufamadi giving the government until Tuesday to come up with R450-million

Mr Miller said the union would not be held accountable for the members' actions if no funds were forthcoming

# Whites to join the strike bandwagon

By Abdul Milazi

**S**OUTH AFRICA SHOULD brace itself for increased strikes in the coming months as the traditionally docile white unions discard their "darling" image and adopt a more militant stance

This warning came from labour analyst Joe du Preez of Gavin Weiner and Associates following the strike by technicians at South African Airways, which caused major disruptions to flights in the past two weeks

The SAA strike was the first industrial action of that magnitude by white employees since hundreds of unorganised traffic officers took to the Johannesburg streets two months ago to demand better wages

The first sign of a change of attitude was when the Federation of South African Labour joined the Congress of South African Trade Unions and the National Council of Trade Unions to challenge organised business during the drafting of a new Labour Relations Act for the country

## Apartheid privileges

Du Preez says white unions are realising that they no longer enjoy privileges of the apartheid era

"White workers used to enjoy better wages and conditions of employment than their black counterparts. Most of the time they colluded with management"

White unions are now awakening to the fact that their marriage with management is over and that they now have to fight like their black counterparts to get what they want, says Du Preez

"The number of strikes is definitely going to increase and this poses a major challenge to management to improve working conditions and begin involving all workers in

(152) Sowetan 12/10/96  
White unions becoming frustrated as the apartheid era disappears



Strike with a difference...SAA technicians chilling out during a lockout in a wage dispute last week. PIC LEN KUMALO

the running of their work place"

The sudden militancy of white unions is a sign of frustration as *Sowetan* learnt that a senior technician at SAA earned R5 860 while traffic officers earned R2 000 a month

However, the divisions and racial tensions caused by the past relationship between management and white unions will take time to disappear

One of the striking technicians at the SAA last week told *Sowetan* to "get some of the black unions to support us"

The technician explained that in the past they did not strike because "only blacks did that thing and white workers and unions (they were called staff associations) did not want to be associated with blacks"





French tennis star Yannick Noah signs autographs at the Champions' Tour tournament at Sandton Square on Saturday. He beat SA's Johan Kriek in yesterday's final. See Back Page.  
Picture: TYRONE ARTHUR

# Coloureds meet over new movement

Linda Ensor

CAPE TOWN — About 40 members of the coloured community met yesterday to discuss the formation of a new political organisation, the December 1 Movement, to mobilise coloured people.

The name, yet another in a long line of attempts to mobilise the community on ethnic grounds, harks back to the emancipation of slaves on December 1 1834.

Its founders, who include disaffected ANC members and former United Democratic Front activists, as well as teachers, church ministers, students and

academics, said a new organisation was needed because of a deep-seated sense of political marginalisation among coloureds.

The December 1 Movement sees itself as an umbrella force to reassert the "coloured identity", not a mainstream political party. Its aim would be to ensure the involvement of coloured people in the transformation process.

"In the post-apartheid period we are confronted with the dilemma of a coloured community seemingly unable to come to terms with the reality of a changing country," Rev Michael Weeder, said in a doc-

ment outlining its vision

Coloured people, he said, need to come to terms with the fact that they were an African people, with their own history, which had been uniquely scarred by the suffering of slavery.

"This movement should be informed by a programme that recognises that the particular slave experience and history of the coloured people have ongoing consequences."

The goals and aspirations recall those of the Black Consciousness Movement, which urged black people to search within for their human dignity and power.

stead of releasing only extract

## Union to strike over dismissals

Kevin O'Grady

THE Paper, Printing, Wood and Allied Workers' Union (Pwawu) would stage a national day of action next month in protest against the dismissal of 196 of its members by the Lion Match Company, general secretary. Bengenza Mthobehi said yesterday

The union had called off protests planned for today as a result of progress made in negotiations with Federated Timbers on the number of recognised bargaining levels, he said.

Mthobehi said Lion Match's dismissal of 196 Pwawu members, and the dismissal of 44 members by Kaley Baker in Selby, during talks on workers' participation in the Pwawu provident fund, proved management's intransigence.

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# Engineering union's action 'cost SAA about R50m'

(152) (270) ET (BR) 23/10/96

AUDREY D'ANGELO

Cape Town — SAA has lost about R50 million because of the work-to-rule industrial action and strike by its aviation engineering union, according to an airline source.

This was on top of losses suffered already because of rising costs and lower passenger numbers during the winter months.

But Leon Els, SAA's senior public relations manager, said

yesterday that mediation talks with the union were going well and passenger numbers on international flights had picked up.

Els said the weak rand was encouraging tourism and the exchange rate would positively affect foreign currency earnings.

He confirmed that SAA and Scandinavian Airlines System (SAS) were discussing a commercial alliance including a code-sharing agreement under which they would market seats on each

others' aircraft, and offer a joint frequent-flyer programme.

He said this was a move towards joining SAA's commercial partner Lufthansa in a global alliance which included SAS, Thai Airways and Varig.

Els said that when the code-sharing arrangement with SAS came into effect, passengers from South Africa would fly to Frankfurt with SAA or Lufthansa and on to a Scandinavian destination with SAS, using one ticket and

checking in only once.

SAS announced yesterday that it planned to form an alliance with SAA "to gain a foothold on the African continent". But its director, Curt Lundqvist, was quoted in the Danish business magazine Economic Weekly as saying this would not be cemented immediately.

SAA and SAS are facing increased competition from other airlines.

Normally this process

the 1999 elections in a bid to catch votes

NEWS

CAPE ARGUS, MONDAY, OCTOBER 28, 1996

# Union wins key lockout battle

## Judge rules action against fruit juice workers illegal

ESTELLE RANDALL  
LABOUR REPORTER

The Cape Supreme Court has ruled a lockout of workers by Ceres Fruit Juice illegal and has ordered the company to scrap a shift system it tried to impose on about 400 staff by locking them out.

The company must also reinstate its recognition agreement with the Food and Allied Workers' Union, which it cancelled on the day of the illegal lockout, and pay the union's legal costs of R65 000.

The ruling is a clear signal of the importance which the courts place on the new ethos of respect for collective bargaining and procedures to minimise industrial conflict, union officials say.

Union general secretary Ernest Buthelezi said the judgment was important because it made it clear that illegal lockouts were unacceptable. On July 1, workers at Ceres Fruit Juices entered the factory at the new time for the three-shift system, but refused to start work until the normal two-shift starting time. They offered their services in terms of the two-shift system, Mr Justice J Hlophe found. But the company refused to allow this, switched off the machines and told those who refused to work the three-shift system to leave the premises. When the second-shift workers arrived, the company gave them no-  
tices saying only workers who agreed

to the three-shift system would be allowed into the premises and be paid.  
"There can be no doubt that there was a discontinuance of business or provision of work," Judge Hlophe said.

The Labour Relations Act allows companies to lock out workers but, for a lockout to be legal, the company must declare a dispute first, apply for the establishment of a conciliation board to mediate and wait 30 days before implementing the lockout.



### Strike over assault at steelworks called off

The National Union of Metalworkers of South Africa said yesterday that 2 000 striking workers at Highveld Steel and Vanadium had agreed to return to work. The union members went on strike last Thursday after a black artisan's assistant was allegedly assaulted by a white supervisor. The union said the striking workers had agreed to return to work on condition that the black worker, who was given the same punishment as the white supervisor, was allowed to return to work and the final written warning given to him be scrapped. "The parties are currently drawing up the terms of reference for the mediator so that mediation can take place during this week," the union said. — Reuter, Johannesburg

CT (PM) 30/10/96

# Warning that clashes with labour loom in

Reneé Grawitzky

COLLECTIVE bargaining during next year could be marked by increased confrontation as labour became more aggressive in resisting economic and political trends which had an impact on its power and influence, a management consultant warned yesterday.

Gavin Brown & Associates' latest collective bargaining survey of the first nine months of the year

predicted that such confrontation could be triggered by the possibility of further job losses and moves towards below inflation increases.

In addition, changes in the industrial relations arena because of the new labour legislation could create uncertainty about the "new rules of the game".

Brown said the majority of employers had concluded wage settlements this year with the national average being about 10.6%

—way in excess of the annualised inflation rate. Real wage increases were, however, accompanied by either static or negative growth in employment, Brown said.

The labour movement, he said, was short of skilled leadership. At a shopfloor level "a near-total absence of credible leadership is weakening worker unity and resulting in successive defeats in a variety of different types of conflicts". He claims in a number of

disputes, workers, in defiance of advice from union head offices, embarked on strikes and negotiating strategies with disastrous consequences.

Unions such as the NUM, Numsa and Sactwu appeared capable of "weathering the storm". However, unions like Saccawu were facing serious problems. During negotiations this year a number of employers unilaterally implemented increases while

Woolworths cancelled, but later reinstated, its long-standing recognition agreement with Saccawu. This occurred as the union "was clearly no longer able to speak on behalf of employees".

It is also understood that the union failed to achieve majority support for strike action at some retail outlets, including Edgars, following a lengthy dispute. The drive for centralised bargaining in the retail sector had al-

—so ground to a halt after exploratory discussions revealed that union's lack of representivity throughout the industry. In the chemical industry employers were growing impatient with the centralised bargaining process.

The SAA technicians' strike was one of the most important of the year, representing the first major action by a predominantly white union in more than 15 years.

future  
(1972)  
8030/10/197

# Numsa strikers served with interdict

Reneé Grawitzky

ANGLO American was granted an urgent Supreme Court interdict to stop about 2 000 National Union of Metalworkers of SA members from striking at Highveld Steel near Witbank.

The workers went on strike last week after a Numsa member was given the same disciplinary sanction as a white supervisor who allegedly

(152) (157) assaulted him

The union said a month ago a white supervisor punched a black artisan helper in his face following an altercation

After a disciplinary inquiry, both were dismissed as the chairman found the worker had pushed the supervisor around. They were reinstated after an appeal

The workers agreed to return to work on Tuesday on condition

BD 11/11/96 that the dispute around the disciplining of the Numsa member and the demand that the white supervisor be dismissed be referred to mediation.

The union indicated that mediation broke down on Tuesday and workers had refused to report for work on Wednesday.

Anglo applied for an interdict after it alleged Numsa members had barricaded the plant.



## Highveld Steel dispute referred to arbitration

(192) (189)  
BY GOBA MORLOVU

Nov 7/11/96  
The two-week-old strike at Highveld Steel and Vanadium near Witbank in Mpumalanga province involving about 2 000 National Union of Metalworkers of South Africa (Numsa) members ended yesterday morning after the parties agreed to refer their dispute to arbitration.

Dr David John has been chosen to mediate in the arbitration scheduled for tomorrow.

According to Highveld Steel and Vanadium spokesman Herman Cochiu, no terms of reference have been set out. He said the "whole matter should be re-heard"

The strike, which has had a strong racial undertone since it began on October 24, arose from allegations that a white supervisor, Barney Venter, beat up a black artisan-helper, Simon Moganedi, who absented himself from a production line to buy food at a tuck-shop inside the company premises

Moganedi was apparently hit in the face and body as he tried to explain why he went to the shop. He received hospital treatment after the beating

At the first hearing on October 7, both Moganedi and Venter were dismissed for fighting inside company premises.

But Numsa workers downed tools when both were reinstated and given a final warning valid for six months, despite the union having lodged an appeal against the unfair dismissal of Moganedi.

Numsa regional secretary Frans Boshelo said workers could not accept such a "blatantly racial" decision.

TRANSPORT Early results of ballot shows overwhelming call for industrial action

# Strike could paralyse economy

JAMES LAMONT  
INDUSTRIAL EDITOR

Johannesburg — An expected strike over wage increases by seven transport unions in the R8 billion a-year road freight industry later this month threatens to bring the economy to a standstill.

The early results, from a strike ballot conducted by the Transport and General Workers' Union (TGWU) showed overwhelming support for industrial action against the members of the Road Freight Employers' Association, Thulani Dlamini, the union's national organiser, said yesterday.

After five ballot days, the union's Eastern Cape, South, North and West Transvaal and South Natal branches voted for industrial action. Dlamini and Nico Badenhorst, the freight association's industrial relations director, said they expected strikes that would bring the country to a halt, though they wanted to find a settlement.

If the union's 36 000 members decide to strike in the week beginning November 18, virtually all sectors of the economy, including perishable foods, fuel, mining, construction, and man-

ufacturing, will be seriously affected, right before the busy pre-Christmas period.

Negotiations over wage increases for next year reached deadlock in September despite legal mediation. The unions are demanding an across-the-board increase of between 15 and 20 percent, employers have offered 9 percent. Dispute has also arisen over minimum wage increases and other issues.

"The employers offers are not even related to market prices. They don't tell us what our work is worth. It's about power play, not affordability," Dlamini said.

Members of the freight association, whose 450 direct operators include Unitrans, Trencor, Cross Cape Express, Renfreight, XPS and Cliffords Transport, operate 36 000 trucks in long-distance haulage, furniture removal and security transit.

Badenhorst said a 9 percent rise was well within industry settlements this year, which have been between 8 and 10 percent. He said that over the past two years road freight minimum wages had risen 47 percent.

Dlamini said industrial action, which could combine strikes, overtime bans and work

to rule, would start in the week beginning November 18. "Those balloted show their intention to tackle employers. If the majority points to a strike, as it does so far, then we will determine when we are going to take action and what form it takes."

But he said some drivers were considering roadblocks, reminiscent of 1994's controversial Mooi River blockade.

He said transport workers had not received meaningful wage increases over the past decade. In real terms, drivers' pay has fallen 2,5 percent and general workers' 6,7 percent.

"Employers are treating workers not like assets but as liabilities." According to freight association figures, a general freight worker in Gauteng is paid a basic wage of R321 a week, and a long-distance driver R460 a week.

The TGWU, Professional Transport Workers' Union, African Miners and Allied Workers, Turning Wheel Workers' Union, Motor Transport Workers' Union, South African Transport Workers' Union and Transport and Allied Workers' Union will meet on November 15 when the ballot ends, to decide what action to take.



OFFER Nico Badenhorst



DEMAND Thulani Dlamini  
PHOTOS JOHN WOODROOF

# R30m loss caused by strike will hurt Hiveld

David McKay

HIGHVELD Steel & Vanadium (Hiveld) lost about 3% of annual finished steel production, equal to about R30m in revenue, during a two-week strike ending last week, analysts estimated yesterday.

Estimates suggest that 30 000 tons of crude steel production were lost as the strike, which began after a white supervisor allegedly assaulted a black employee, interrupted production at Hiveld's Witbank steel mill. The mill operates 24 hours a

day, all year round, and has a capacity of about 1-million tons of crude steel a year.

The strike, supported by about 33% of Hiveld's 6 000-man workforce, lasted 12 days.

About 85% of crude production is converted into finished products. At a rand-dollar exchange rate of R4,70, and assuming the product was export-bound, Hiveld faced a reduction in sales income of R30m, analysts said.

This calculation was also based on an average steel price of about \$31 1/4, quoted by Hiveld at the in-

terim stage in August.

A company spokesman said yesterday it would be "impossible" for Hiveld to catch up on this year's production as it had been running at capacity.

It was believed the mill turned out one-million tons of crude steel a year. It produced about 850 000-900 000 tons of finished steel in its 1995 financial year.

However, it was "trying hard" to meet contracts. All steel products manufactured by the company had been affected, the spokesman said. Hiveld produced plate,

coil, billets and sections among other steel products.

The production losses would compound an already difficult year for Hiveld which showed the effects of poor world steel demand in the six months to June.

Hiveld's attributable income slipped to R39,3m from R98,4m in the corresponding period last year.

The international market, knocked by oversupply despite lower production, has seen prices fall by 25% in the past year. One analyst said the strike

would "hurt the company" as unit costs were also likely to rise as a result of down time.

The National Union of Mineworkers said workers had agreed to return to work on condition that the final warning given to the black artisan, who was charged with assault with the supervisor, was scrapped.

Hiveld said it had appointed an independent arbitrator to reassess the dispute.

Labour has secured a pledge by Hiveld to pay them for time lost in the strike if they win the dispute.

BS 12/11/96 (152)



# Labour consultant predicts strikes

(152) Star 15/11/96

By GORA MDILOVO

Johannesburg labour consultant Pierre Wolmarans has predicted more disruptive strikes and a rash of disputes in 1997. He has also warned that the country's industrial relations arena would be dominated by labour unrest related to the provisions of the new Labour Relations Act (LRA) which was implemented on Monday.

However, the trade union movement strongly disagreed with Wolmarans, and some described his belief that unions would allow members to embark on any industrial action as "naive".

Congress of South African Trade Unions (Cosatu) general secretary, Zwelinzima Vavi, said the new LRA was the product of "years of struggle" during which many workers died and that they (workers) would not turn against the "fruit" of their efforts.

Wolmarans, an industrial relations consultant at

## Unions strongly disagree

a top human resources consultancy, FSA-Contact, said a number of factors would contribute to the labour scene "erupting into unrest and violence next year."

He said "Labour is increasingly looking to business to deliver on the upliftment promises of Government, which so far have not made a significant impact on the life of the average worker. At the same time, economic realities dictate that from a business point of view, wage settlements would have to be more moderate."

"This sets the scene for drawn-out disputes and strikes as unions - which have to meet the expectations of their constituency - and management which is faced with a stagnating economy, higher taxes and a plunging rand, both take a harder line during negotiations."

The country's three major trade union federations have hotly disputed

Wolmarans' position. Cosatu media representative Nowetu Mpati said she did not foresee any such developments in 1997. While the struggle for higher wages would continue, Cosatu was teaching members how to make proper use of dispute procedures provided by the new LRA.

Mpati said "We do not plan strikes for the sake of it. Usually when we strike it's the last resort. But of greater importance is our contribution towards the making of the new Act - so how can we then turn around and abuse it? Our members will make full use of the procedures in the Commission for Conciliation, Mediation and Arbitration (CCMA)."

Federation of South African Labour Unions (Fedsal) general secretary, Dannhauser van der Merwe, said he totally disagreed with Wolmarans. While he did not deny labour disputes would be many and the CCMA would be busy, that was to be expected in a changing situation especially in the light of our labour history.

National Council of Trade Unions (Nactu) general secretary, Cunningham Ngcukana dismissed Wolmarans's views as "naive". He said CCMA dispute procedures were in place and had been negotiated to ensure that workers behaved in a disciplined way. The new LRA had improved the system of collective bargaining in South Africa, which compared favourably with first world countries such as Germany and Britain.

Chamber of Mines chief negotiator Dr Frans Barker said the new LRA was not necessarily negative. In sections dealing with dismissals it was the clearest piece of legislation to date. Disputes arising from dismissals would be greatly reduced because both employers and workers have the conciliation machinery at their disposal.

He added "At the beginning there may be some problems regarding the meaning of terms and understanding procedures. But in the long term, this LRA will work."

(152)

# Truckers' strike to start on Wednesday

CT 18/11/96

**GUY OLIVER**

LABOUR EDITOR

Johannesburg — The Transport and General Workers' Union rejected a revised offer from the Road Freight Association on Friday and served notice today that a strike would start on Wednesday.

Yesterday Thulani Dlamini, the union's national organiser, said the revised offer fell 4-percentage points short of the union's demand and, in terms of the legal requirements, the union would be giving the employers the necessary 48 hours' notice today.

Dlamini said that, because of the extent of support, it would be "fully blown strike action" and not just the industrial action that had earlier been suggested. "We will select central points where workers will gather and we will be picketing companies that intimidate workers or plan to use

scab labour."

Because of the 48-hour notice period that was required, the union has not planned any roadblocks. Earlier Dlamini had said that some drivers were considering roadblocks reminiscent of the 1991 Mooi River blockade.

The R8 billion-a-year road freight industry employs 36 000 union members and stretches across virtually every sector of the economy. Analysts said the timing of the strike, so close to the Christmas period, would put additional pressure on the already sluggish economy.

The union is seeking a 14 to 18 percent across-the-board increase. Nico Badenhorst, the industrial relations director of the Road Freight Employers' Association, said the revised offer represented a 10 to 15 percent wage increase, after talks between the two parties were deadlocked in late September after the association's then final 9 percent offer.

# 11th-hour bid fails to halt trucker strike

## *Chaos looms tomorrow*

ESTELLE RANDALL  
LABOUR REPORTER

**Eleventh-hour attempts to resolve a wage dispute between trucker unions and employers have failed to head off tomorrow's nationwide strike, which could cause serious disruption.**

If it goes ahead, the truck drivers' action will be the first legal national strike under the new Labour Relations Act.

Employers expect 36 000 trucks owned by 450 employers to stand idle. This will disrupt road transportation of vital commodities, including fuel and food.

It will also prevent the removal of chemical waste and deliveries of money, and hit courier services.

At issue are demands from seven unions for a 12,5 percent wage increase, a subsistence allowance of R31,50 a month, a minimum shift allowance of R15, paid maternity leave with a guarantee of returning to work and a 13th cheque phased in over two years. Employers have offered a 10 percent wage increase.

Yesterday's meeting with employers failed to settle the dispute, even though unions revised their demand from 14 percent to 12,5 percent.

Road Freight Employers' Association spokesman Nico Badenhorst said employers had been prepared to explore a settlement somewhere between their 10 percent offer and the unions' 12,5 percent revised offer, but the unions had refused to move from 12,5 percent.

Asked about contingency plans to lessen the effects of the strike, Mr Badenhorst said. "In an industry where we'll

ARG 19/11/96  
have about 36 000 trucks standing still, there's virtually no contingency plan you can make."

Describing the strike as "potentially dangerous", he said it would affect large national trucking companies such as Jowells, Imperial, Rennies, Unitrans, Fidelity Guards, Com Security, Frasers International, Cargo Carriers and Bolting.

Mr Badenhorst said no further meetings with the unions were planned at this stage, nor was there any decision to call in assistance from a third party - such as the Commission for Conciliation, Mediation and Arbitration, a dispute resolution agency established under the new act.

Mediation in September failed to settle the dispute.

Thulani Dlamini, national organiser for the Transport and General Workers Union and spokesman for the seven unions, said that tomorrow workers would stop work and gather at central points.

In Cape Town they would gather at Keizersgracht in District Six, in Johannesburg at the Library Gardens, in Durban at Albert Park and in Pretoria at the Union Buildings.

He said the strike would continue "for as long as it takes to get an agreement." Workers would picket companies which employed "scab" labour during the strike.

By Thursday unions in the Congress of SA Trade Unions (Cosatu) would indicate what support they could give strikers. Cosatu in the Western Cape is meeting tonight to consider support action.

About 84 percent of trucking union members balloted last week voted for strike action.



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# 30 000 drivers set to strike

*Sowetan 19/11/96*

*(152)*

**By Abdul Milazi**

EMPLOYERS and workers in the R8 billion-a-year road freight industry are headed for a big showdown tomorrow when thousands of truck drivers go on strike in support of their wage demand

The planned strike will see more than 30 000 truck drivers dumping their gigantic 20 metre-long vehicles on major toll gates across the country, a repeat of the 1994 blockades

Transport and General Workers Union (T&GWU) president June Dube said, "All the sectors will be affected, from small to big business"

T&GWU is demanding a 14 to 18 percent across-the-board wage increase while the Road Freight Employers' Association is offering 10 percent

Wage talks deadlocked last month when employers refused to move from their nine percent offer T&GWU balloted their members from last Monday

"On Friday the majority of our members voted for a strike and we decided to give employers the manda-

tory 48 hours notice of our intention said Dube

He said it was all systems go unless employers came up with a better offer between now and tomorrow

The strike enjoyed support even from non-union members which would make it the biggest ever seen since 1994

He warned that workers would also be picketing companies which intimidate workers and those which use scab labour

The 1994 blockades puzzled both business and Government as nobody knew which union was behind the action

Transport Minister Mac Maharaj and Labour Minister Tito Mboweni had to intervene to save the economy

The Road Freight Employers' Association leadership was still locked in an urgent meeting and could not comment at the time of going to press

Dube said there were no scheduled talks between the two parties which meant that it was highly likely tomorrow's strike would go ahead as scheduled

## Committee set up under labour act

Reneé Grawitzky

BD 19/11/96 (162)

THE essential services committee — operating under the auspices of the Commission for Conciliation, Mediation and Arbitration — will be calling shortly for written submissions on whether a service should be designated essential or not.

The committee, an important administrative structure provided for in the new Labour Relations Act, has been established and has already begun its work.

The committee's main function is to determine whether a service is essential or not. Parties operating in essential services will be prohibited from embarking on industrial action. In terms of the right to strike and lock out, the act makes a distinction between an essential and designated maintenance service.

The interim three-man committee set up by Labour Minister Tito Mboweni consists of labour lawyer Dhaya Pillay, the chairman; former National Union of Metalworkers of SA legal adviser Sunil Narayan; and University of Cape Town Graduate School of Business director Kate Jowell.

The act provides for the appointment of a committee after consultation with the National Economic, Development and Labour Council.

However, Mboweni indicated in September he was not happy with the nominations and in the interim appointed the three-man committee for six months.

Until the committee had completed its investigations and designated which services were essential or not, the definition of essential services in the old Labour Relations Act and the Public Service Labour Relations Act would apply.

Pillay said the committee would also deal with disputes about whether a service was essential or not.

# Deliveries set to grind to a halt as truckers strike to back pay

Renee Grawitzky

THE failure of transport unions and road freight employers to resolve a transport industry wage dispute will see delivery of cash and goods grind to a halt tomorrow.

Pickets and marches are planned while trucker blockades are likely on major highways if employers do not take their trucks off the roads.

A management consultant warned that the strike could be ill-timed for the seven unions involved as it was close to

the annual shut-down period. However, it could act as a most effective tool as it would affect major industries, stopping Christmas deliveries.

The strike call came amid union allegations that some firms tried to hijack the last strike ballot required in terms of legislation. The new Labour Relations Act does not require unions to ballot before a strike.

Conn Security, Cross Cape, XPS and Springbok Patrol were among the firms accused of obstructing balloting by confiscating ballot boxes or not al-

lowing union representatives onto premises to conduct ballots.

Prior to a meeting yesterday, the unions revised their wage demand from increases of 14%-18% down to 12,5% across the board, and 13%-18% on the minimum rate, which in some areas was R606,49 a month. Employers indicated workers in some areas would receive increases of 30%-70%.

General Workers' Union co-ordinator Thulani Dlamini said the revised demand was intended to be a "show stopper" and if employers did not ac-

cept it, workers would be forced to move into strike mode.

Unions said last night employers were not prepared to agree to the final demand, instead proposing splitting the difference between their 10% final offer and the unions' 12,5% demand.

Road Freight Employers' Association spokesman Nico Badenhorst said the unions were not prepared to explore alternative positions. Unions had their minds set on industrial action. "However, we could keep the strike as short as possible," he said.

Professional Transport Workers' Union spokesman Emile Fourie said employers were not serious about addressing the issue of the living wage, with some still attempting to negotiate minimum rather than actual wage rates. The strike would affect cash deliveries, which could result in firms not having money to pay workers on Friday, and workers not paid on Friday could also strike, Fourie warned.

Employer sources said the transport strike could pose a threat to centralised bargaining in the industry.

demands



# Thousands of truckers

Star

20/11/96

(152)



## Start strike

Determined to press home their pay and peripheral demands despite peace moves by new conciliation body

STAFF REPORTERS AND OWN CORRESPONDENT

Thousands of truck drivers started their strike today to press home pay demands, despite last-minute attempts at conciliation last night to prevent action that could have serious effects on the economy, especially if it is lengthy and interferes with deliveries by commerce and industry over Christmas.

There have been threats of road blockades despite their union's promises, and this morning police and traffic authorities were closely monitoring all major routes. But by 9am, all the potential trouble spots - in particular on the N3 between Johannesburg and Durban - were pronounced quiet, with traffic flowing normally.

Reports of "all quiet" came from Vilhiers and Mooi River on the N3, Colesberg on the N1 and industrial areas in and around Gauteng.

Authorities said they would remain on standby all day to deal with any possible eventualities.

Late last night, truck owners were drawing up contingency plans to avert major disruptions to their schedules and companies were hoping the dispute would be resolved soon.

Even if nothing comes of the blockade, the industrial action is expected to cause widespread disruption in deliveries of fuel and other vital commodities. It has affected as many as 36 000 trucks owned by 450 trucking companies including Jowell's, Imperial, Rennies, Unitrans, Fidelity Guards, Coin Security, Fraser International and Cargo Carriers.

Police have warned they will act firmly against anyone break-

ing the law.

The unions involved in the dispute are the 23 000-strong Transport and General Workers' Union, the Professional Transport Workers' Union, the African Miners and Allied Workers, Turning Wheel Workers' Union, Motor Transport Workers' Union, Transport Workers' Union and Transport and Allied Workers' Union.

The unions want a 12,5% wage increase, a subsistence allowance of R31,50 a month, a minimum shift allowance of R15, paid maternity leave with the guarantee of returning to work and a 13th cheque phased in over two years. Employers have offered a 10% wage increase.

In spite of the strike, the Road Freight Employers' Association and the seven unions involved in the dispute returned to mediation last night at the request of the Commission for Conciliation Mediation and Arbitration, a compulsory dispute-resolving mechanism established under the new Labour Relations Act. They will continue the mediation process for 48 hours.

Charles Nupen, national director of the commission, said the new Labour Relations Act required them to intervene in disputes which affected the public and this was why they had stepped in yesterday to help resolve the goods transport crisis.

"It's very important that the parties agreed to go for conciliation. No doubt we came in at a very late stage but it's good that it has started," Nupen said.

And labour relations director for the employers' association, Nico Badenhorst, added "We appreciate the willingness of the unions to negotiate."



Nico Badenhorst ... spokesman for employers' association.

Charles Nupen, national director of the commission, said the new Labour Relations Act required them to intervene in disputes which affected the public and this was why they had stepped in yesterday to help resolve the goods transport crisis.

# New efforts to resolve truck drivers' strike

*Mediator 'hopeful'* (152) (152)

ARG 20/11/96

**ESTELLE RANDALL**  
LABOUR REPORTER

**Thousands of truck drivers went on strike nationwide today in spite of new talks to settle their pay dispute.**

The strike, which could cause widespread disruption of deliveries of fuel and other vital commodities, is affecting up to 36 000 trucks owned by 450 companies

The unions undertook not to block roads during the strike and police have warned they will take firm action against anyone breaking the law.

The unions involved are the 23 000-strong Transport and General Workers' Union, the Professional Transport Workers' Union of SA, the African Miners and Allied Workers, Turning Wheel Workers' Union, Motor Transport Workers' Union of SA, SA Transport Workers' Union and the Transport and Allied Workers' Union.

The unions want a 12,5 percent wage increase, a subsistence allowance of R31,50 a month, a minimum shift allowance of R15, paid maternity leave with the guarantee of returning to their jobs and a 13th cheque phased in over two years

Employers have offered a 10 percent wage increase.

Workers may review their demand for a

12,5 percent increase in wages, in preparation for tonight's continuation of settlement talks facilitated by the Commission for Conciliation, Mediation and Arbitration, a compulsory dispute-resolving mechanism established under the new Labour Relations Act.

Employers are also expected to get a fresh mandate which may see them move from their last offer of 10 percent.

The Road Freight Employers' Association and the seven unions returned to mediation last night at the request of the commission and will continue the mediation process this evening

Charles Nupen, national director of the commission, said the new Labour Relations Act required them to intervene in disputes which affected the public and this was why they had stepped in yesterday to help resolve the goods transport crisis

"It's very important that the parties agreed to go for conciliation. We came in at a very late stage but it's good that it has started," Mr Nupen said

Thulani Dlamini, national organiser for the Transport and General Workers' Union and spokesman for the unions involved, said employers had tried last night to "confuse workers" by telling them the dispute had been resolved

# Police fire teargas as city hospital workers protest

ESTELLE RANDALL AND LINDSAY BARNES  
STAFF REPORTERS

*ARC 20/11/96*  
Workers and police clashed at Lentegeur Hospital in Mitchell's Plain today after staff blockaded the entrance to protest against security guards not being paid overtime for the past six years.

Police captain Desmond Laing said police fired teargas at the protesters after workers resisted attempts to remove vehicles blocking the entrance.

Shop stewards of the National Education Health and Allied Workers' Union said police had also assaulted workers. Shop steward Wayne Weitz said one person was slightly wounded in the face when police spraying teargas at the crowd knocked into the protester. Four or five canisters of teargas were sprayed after people refused to allow the vehicles to be towed clear by police. One car was dented

*(152)*  
when it was towed away and police used sjamboks on the the crowd, Mr Weitz said

About mid-morning the police agreed to leave after an emergency meeting between hospital superintendent Koos Miller and union representatives from Nehawu and the Public and Allied Workers' Union of SA

Hospital management and the unions agreed to hold talks on the security guards' pay grievance after police had left. The unions also undertook to persuade workers - security guards and general assistants - to "normalise the situation at the hospital". Nursing staff were not involved in the action.

The unions are aggrieved about security guards not getting back-pay for overtime. About 40 security guards at Lentegeur are affected but the issue touches all the estimated 500 guards employed at hospitals under the Western Cape Provincial Administration umbrella.



# Strike blamed for Bara decay

(152) Sowetan 20/11/96

By Sonti Maseko

THE sorry state in which Africa's largest hospital, Baragwanath, finds itself today may have started back in June 1992 when the hospital was hit by a bloody and messy strike, according to some hospital workers

The violence and intimidation associated with the strike may have resulted in a new culture that prevails at the hospital today – a culture of settling scores through violent attacks

One staff member told *Sowetan* that supervisors lived in fear. They were constantly promised beatings if they dared to take up issue with workers neglecting their duties.

"Supervisors cannot say anything," she said. "They do not want to put themselves in danger by creating enemies who will attack them in the townships."

Most of the cleaners were described as being "so relaxed" because they were union members and the union would protect them against their supervisors

"You cannot give anyone an instruction because they will run to the unions to report you," a staff member said.

Another worker said many cleaners were satisfied with sweeping and cleaning a ward just once a day

"It's not unusual for a cleaners to arrive in the morning to sweep a ward and then to dismiss themselves or idle the whole day away until the following morning," one nurse said.

To some professionals, the situation at Baragwanath today may be the chickens of

the 1994 mismanagement of the strike coming home to roost.

The strike was by skilled non-medical staff demanding a living wage and improved working conditions.

It dragged on for four months. Management responded by firing 850 strikers and replacing them with inexperienced and untrained workers

Allegedly the new workers were Inkatha Freedom Party supporters, brought in from Natal and hostels in Gauteng. The hospital management was accused of bringing them in "to deal with striking workers" who were members of African National Congress-aligned National Education Health Allied Workers Union. The hospital denied the allegation.

## Nurse complained

A nurse at Bara complained then that the new workers were unskilled and insubordinate. They refused to carry out instructions

Doctors warned that patient care seemed to be worsening.

Through mediation the hospital re-employed most of the dismissed workers but experienced considerable resistance from the scabs, who saw themselves as permanent workers.

A nurse identified some of the hostel men employed as cleaners as part of the problem.

"They employed people without experience who lacked the basic relevant training

"When striking workers returned there were many small groups and the scabs would not take orders from experienced workers," the nurse said.

# Truckers' strike goes on despite late agreement

BD 20/11/96

(152)

Reneé Grawitzky

THE countrywide truckers' strike goes ahead today, despite an 11th-hour agreement between the seven transport unions and road-freight employers to appoint a senior mediation commission to conciliate in the wage dispute, which began last night

Transport Minister Mac Maharaj and major employer organisations welcomed the intervention of the Commission for Conciliation Mediation and Arbitration and expressed the hope that the dispute would be resolved speedily. Industry sources said the strike would not be protracted.

However, a number of major employers expressed concern about the strike's consequences especially if accompanied by blockades

In the face of such threats, both Maharaj and the SA Police Service appealed to workers not to take unlawful action. Police said firm action would be taken against those who broke the law

Unions including the Transport and General Workers' Union (TGWU) called on strikers to avoid confrontation, and last night the conciliation process was still continuing. Unions and employers indicated that even if an agreement was reached it would be

practically impossible to call off the strike at such a late hour with the eventuality that the strike could continue for a day or two.

Workers balloted in favour of a strike in support of wage demands ranging from 14% to 18% across the board. Employers revised their offer to 10% and thereafter the unions tabled an unmandated demand of 12,5% which was rejected by employers at a meeting on Monday. TGWU general secretary Randall Howard said last night that at the start of the conciliation process the union had reverted to its original demand of 14%

Financial institutions including First National Bank and Standard Bank indicated that contingency plans were in place in the eventuality of disruptions to cash deliveries, as some employers were concerned about payment of weekly wages.

Meanwhile, XPS and Springbok Patrols distanced themselves from union allegations that they had been obstructive in the balloting process

Springbok Patrols said the company had not been approached regarding balloting facilities and was not party to the dispute. Its conditions were governed by a wage determination, not the industrial council

# Lekota's removal 'threatens democracy'

(152)

BD 20/11/96

Wyndham Hartley

CAPE TOWN — The Democratic Party (DP) has attacked the imminent removal of Free State premier Patrick Lekota as a case of rule from African National Congress (ANC) headquarters and as a threat to constitutional democracy in SA

The DP's chief constitutional negotiator, Colin Eghin, said yesterday the

removal of a provincial premier as a solution to an internal party problem in the Free State "abandons the concepts of accountability, transparency and representivity that underpin our constitution"

Eghin asked whether the solution would be to simply "sack President Nelson Mandela without reference to the legislature or the voters who elected him to office"

# Truckers' strike gets into gear, but few disruptions are reported as bosses and

By PRISCILLA SINCH AND GOBA MIDLORU

The countrywide strike by truckers has caused some disruptions in parts of Gauteng, while negotiations between seven trade unions and company bosses go ahead

As the strike went into its first day yesterday, major retail stores in cities throughout the country have not reported any disruptions, but business expressed fears that the strike could spread

Workers are demanding a 14% across-the-board increase and an additional 15% for minimums which include a R15-a-day shift allowance. They have also threatened to picket trucking companies if their demands are not met

Police in the Western Cape and Kwazulu Natal said there were no disruptions yesterday, only marches by small groups of drivers

However, during a march in Johannesburg yesterday, a few of the truck drivers intimidated strike-breakers and threatened to set the trucks alight

Outside the The Star premises in President Street, a driver from Long Distance Transport arrived with a delivery of paper reels and was pulled out of his truck and threatened with a bushknife by one of the strikers

The driver had been recruited by the Link truck rental agency to ensure there were no disruptions to its schedules

He was manhandled and kicked by about six men and managed to escape from the clutches of the angry union members when they threatened to chop him up if he went back into his truck

Another driver, recruited in Durban, was also harassed near The Star building by a group of union members shortly after his arrival in the city centre

Business has warned that millions of rand could be lost daily if the strike continues

SA Chamber of Business spokesman Peggy Drotzky said

have received no report of lateness and our trucks have been in and out without a problem," Schoeman said

the strike had begun at a time when Christmas shopping was in full swing and shop shelves were emptying at a rapid rate

However, major chain stores said the strike had not yet affected them

Pick 'n Pay spokesman Gail Schoeman said its trucks were running as normal "So far we

OK Bazaars also reported a normal business day. The company's truck-tracking official, Sylvester Burnu, said he had not experienced any problems with deliveries

unions hold negotiations

SA Chamber of Business spokesman Peggy Drotzky said

SA Chamber of Business spokesman Peggy Drotzky said



# Road transport strike gets off <sup>(152)</sup> to a slow start ~~(152)~~

**OWN CORRESPONDENT**

ET 21/11/96

**DURBAN:** The strike by about 36 000 road freight industry workers countrywide got off to a slow start yesterday after union officials and employers went to mediation in a last-minute attempt to resolve their wage dispute

This followed a decision by local Transport and General Workers Union officials to initiate strike action today if the mediation process failed to resolve the dispute

Union spokesman Mr Simon Mdluli said workers would meet at Curries Fountain sportsground today to await the outcome of mediation

Road Freight Employers Association spokesman Mr Nico Badenhorst said it was difficult to gauge whether the strike by drivers in various parts of the country was already having an effect. Whether a full scale strike could still be averted depended on the mediation.

Fears have been expressed that the strike could disrupt the delivery of essential commodities

KwaZulu-Natal Road Traffic Inspectorate chief Mr John Schnell said yesterday the region's main routes remained quiet with no signs of obstruction despite rumours of a planned truck blockade

He said security force personnel were deployed at strategic points along various routes and a communication system had been activated to closely monitor the developments.

# Talks on truckers' wage dispute fail

~~277~~ (152)  
ESTELLE RANDALL

LABOUR REPORTER

ARC 21/11/96

Talks to settle the wage dispute and end the national road transport workers' strike have broken down.

Last night employers walked out of the settlement talks with the seven unions, a union source said. The talks were initiated by the Commission for Conciliation, Mediation and Arbitration in terms of the new Labour Relations Act

The source said the breakdown could anger striking workers at the countrywide meetings planned for today when they heard reports of what had happened

The strike, which began yesterday, has been incident-free so far. No roads have been affected after the unions agreed not to mount blockades

An official statement from the unions is expected later today.

The national director of the Commission for Conciliation, Mediation and Arbitration, Charles Nupen, is also expected to issue a statement and to report on last night's mediation breakdown to Labour Minister Tito Mboweni

Picture on page 9



Thousands of truckers gathered at Johannesburg's Library Gardens yesterday to press for their demands for a 12,5 percent pay increase. The countrywide strike involves 23 000 truck drivers from several trade unions. See Page 28. PIC JOE MOLEFE

# 36 000 trucks now idle

*Sowetan 21/11/96*

*(152)*

## Sowetan Correspondent

THOUSANDS of truck drivers went on strike throughout South Africa today in spite of new talks to settle their wage dispute

The strike, which could cause widespread disruption of deliveries of fuel and other vital commodities, affects up to 36 000 trucks owned by 450 companies

The unions undertook not to block roads during the strike and police have warned they will take firm action against anyone breaking the law

The unions want a 12,5 percent

wage increase, a subsistence allowance of R31,50 a month a minimum shift allowance of R15, paid maternity leave with the guarantee of returning to their jobs and a 13th cheque phased in over two years. Employers have offered a 10 percent wage increase

Road Freight Employers Association spokesman Mr Nico Badenhorst said he was confident that the dispute could be resolved at further talks and the unions are hoping the dispute will be settled within the next three days

Mr Thulani Dlamini, national organiser for the Transport and

General Workers' Union and spokesman for the unions involved in the dispute, said employers had on Tuesday night tried to "confuse workers" by telling them the dispute had been resolved

In Cape Town workers yesterday gathered at Keizergracht near the city centre in Johannesburg at Library Gardens, in Durban at Albert Park, and in Pretoria at the Union Buildings

If the strike continues it could seriously disrupt road transportation of chemical waste fuel, money from automatic banking machines and courier mail



# Talks continue as truckers stand firm on demands

Renee Grawitzky

**THE** truckers' strike — the first major countrywide strike under the new Labour Relations Act — started slowly yesterday with indications that it could accelerate today, industry sources said last night.

The conciliation process chaired by Gavin Hartford, a senior commissioner on the Commission for Conciliation Mediation and Arbitration, continued last night and was expected to go on late into the night, especially in view of the decision taken by striking workers to reject

any move away from a 14% demand. Before the conciliation process began, the seven unions party to the dispute had tabled an unmandated reduced demand of a 12,5% across the board increase.

Close to 2 000 workers gathered at the Library Gardens in Johannesburg rejected this move and said that 14% was the final demand.

Transport and General Workers' Union national co-ordinator Thulam Dlamini said workers had indicated that now that they were on strike they were not prepared to compromise on 14%.

Despite fears of blockades, no incidents of violence were reported. The major financial institutions indicated that cash deliveries were not disrupted as those security companies affected by the strike used non-union members for deliveries.

First National Bank said some disruptions with cash delivery were experienced but contingency plans had been put into place.

The strike began with union claims that employers were trying to underplay the total impact of the strike, with poor turnouts to some of the mass meetings blamed on er-

royer intimidation.

Employer sources confirmed that various tactics to ensure workers did not go out on strike.

Other industry sources attributed the poor turnout to the failure of the leadership of the seven unions party to the dispute to mobilise properly.

They also pointed to a lack of coordination between the unions and their members. One employer said there appeared to be some confusion as to when the strike was supposed to start.

Dlamini said last night that he expected more people to join the

strike today while union federation Cosatu had agreed to embark on sympathy action from Monday if the dispute had not been resolved.

The jurisdiction of the industrial council for the motor transport undertaking is a central aspect of the dispute with security companies such as Springbok Patrol claiming that the council has no jurisdiction over employees involved in the transport and delivery of cash (cash in transit).

The council and other security employers, however, argue that the council does have jurisdiction.

## IFFP leader mobbed at hearing

Farouk Chothia

BD 21/11/90

**DURBAN** — Inkatha Freedom Party (IFP) Kwazulu-Natal midlands leader David Ntombela was escorted by police from a Martzburg truth commission hearing yesterday after African National Congress (ANC) supporters threatened to kill him, IFP spokesman Philip Powell said.

Commission spokesman Mdu Lembede confirmed that police threw a "ring of steel" around Ntombela, who is a provincial MP, because of concerns for his safety. Lembede said he did not know anything about death threats being made.

Lembede said Ntombela initially asked his lawyer Petrus Coetzee to read a statement on his behalf to the commission, and remained in an adjacent room. This led to the crowd shouting that if Ntombela refused to appear before the commission, Coetzee should not be allowed to make a submission.

A crowd of more than 1 000 had arrived to hear Ntombela testify on the 1990 "seven-day war" in the midlands in which at least 80 people died and thousands were left homeless. The ANC regarded Ntombela as a warlord

who had been a key figure in the conflict, observers pointed out.

Lembede said that after negotiations it was agreed that Ntombela would accompany Coetzee to the stage. Police were "all over" Ntombela, he said. Coetzee then read the statement in which Ntombela criticised the commission.

IFP defence spokesman Philip Powell said that Ntombela later left under heavy police guard, but was followed by the crowd. He was whisked into the nearby Kwazulu-Natal legislature building, and the gates locked. Powell claimed the crowd shouted that Ntombela "must die".

He said ANC Kwazulu-Natal safety and security spokesman Bheka Cele appealed to Ntombela to leave in an armoured police vehicle. He eventually left escorted by six police vans.

Powell said the incident showed that the commission, which the IFP had initially opposed, had the potential to "rekindle civil war" in Kwazulu-Natal. Lembede said he was "more than satisfied" that the commission was bringing about reconciliation. ANC spokesmen could not be reached for comment last night.



Hundreds of striking transport sector workers gathered at Library Gardens in Johannesburg yesterday to receive a report back on the conciliation process. Picture: TREVOR SAMSON

# Truck strike over, deal to be signed

Star 22/11/96

The agreement ending the truckers' national strike is expected to be signed this afternoon in Johannesburg after the dispute was resolved in principle by arbitration yesterday.

Transport and General Workers' Union co-ordinator Thulani Dlamini said after a deal was made with employers that the seven unions and the Road Freight Employers' Association would first consult their constituencies about details of the agreement to obtain a mandate for signing.

"I am, however, confident the strike will be over this afternoon. The agreement was fair and balanced and both parties appeared to be happy with it," he said.

The agreement was facilitated by the presence at the talks of members of the Commission for Conciliation, Mediation and Arbitration.

The successful meeting was initially held in an atmosphere of acrimony, following a breakdown in talks on Wednesday night.

Before yesterday's talks, about 3 000 workers, who had marched through Johannesburg, mandated representatives to return to the table with their original 51% across-the-board demand.

During a mass rally in Johannesburg's city centre scuffles broke out between traffic officers and police on the one side, and the truckers on the other. The fighting began when a traffic officer began ticketing workers' cars which had been parked illegally on the pavements. But peace was restored quickly, before anyone was injured.

There were also minor traffic disruptions in Johannesburg when workers marched to Braamfontein. - Staff Reporters



**LABOUR** *Mediation agreement will be presented to unions today*

## Transport strike may be called off

**GUY OLIVER**

LABOUR EDITOR

Johannesburg — The two-day-old national transport strike could be called off today after the Road Freight Association and a seven-union strike committee agreed on wages and working conditions during marathon mediation talks.

Thulani Dlamini, the Transport and General Workers' Union national organiser, said the deal was unmandated and would be presented to the seven unions' members today.

Details of the deal would remain confidential until striking workers were given an

~~(270)~~ (152) CT(BR)22/11/96  
opportunity to vote on the latest proposal, Dlamini said.

He was confident the workers would accept the terms.

The industry's first strike in 50 years, whose effect was felt throughout the South African economy, began on Wednesday after the two parties had deadlocked over wage and working conditions in late September.

The Commission for Conciliation, Mediation and Arbitration, a dispute resolution body set up under the new Labour Relations Act, was brought in on the eve of the strike in a bid to find a resolution.

The impact and effectiveness of the strike was difficult

to gauge, but Herman Lemmer, the freight association's chief executive, guessed it had cost the industry about R16 million to R20 million so far. He said an agreement in principle had been reached and would be confirmed today. He was also confident his association's 450 members would accept the deal.

On Monday, the union strike committee presented the association with a "take it or leave it" offer of a 12,5 percent wage increase, dropping their core wage demand of a 14 to 18 percent increase. The employers had offered 10 percent.

□ Business Watch, Page 20



# Strikers spoil Coca-Cola party

152  
Sowetan 22/11/96  
By Isaac Moledi

A STRIKE by workers at the Coca-Cola Amalgamated Beverage Canners plant in Germiston marred the official ceremony to mark an R86 million company expansion programme yesterday.

The plant is the biggest Coca-Cola canner in the southern hemisphere.

Gauteng premier Tokyo Sexwale, who was supposed to be the guest speaker at the occasion, cancelled his planned address because of the dispute.

Yesterday morning a number of workers *toyi-toyed* on the company premises, forcing the proceeding to be delayed.

Sexwale's spokesman, Sefako Nyaka, said an hour after the meeting was supposed to have started that the premier had cancelled the appointment because he did not want to be involved in a situation where management and workers were divided.

The striking workers said their *toyi-toying* was to show "high officials" of Coca-Cola, who arrived from the United States, that "the plant has problems of racism and favouritism".

Shop steward acting chairman Loyiso Sikweza said the intention of the strike was not to disrupt "today's proceedings but to show the anger among workers and to show Coca-Cola's US officials that workers here have problems".

Plant manager Ben Khathibe said they were surprised by the *toyi-toying* as the workers had made an undertaking to resolve "whatever differences" with management.

Amalgamated Beverage Canners general manager Hans Kaltenbrun said Coca-Cola and worker representatives were in the process of transforming operations.

"This is an initiative by the union to help transform management. We have programmes to get us in line with the new Labour Relations Act."

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"This is an initiative by the union to help transform management. We have programmes to get us in line with the new Labour Relations Act."

# Truckers' dispute comes an to end

STRIKING truck drivers and employers reached agreement last night on their wage dispute after extensive mediation, and a potentially disruptive strike is likely to be called off once the agreement is signed today

Mr Thulam Dlamini, national coordinator of the Transport and General Workers' Union, the largest union involved in the talks, confirmed that an agreement had been reached but could not divulge any details.

He said the seven unions involved, and the employers, would have to go back to

their respective constituencies with details of the agreement, including the wage increases agreed, to obtain a mandate to sign the agreement

Once this was obtained - and he was confident both parties' constituencies would oblige - the agreement would be signed.

This would probably take place at 2pm in Johannesburg today

"The agreement is very fair and balanced and none of the parties are likely to reject it," Dlamini said.

The agreement was facilitated by the presence at the talks of members of the Commission for Conciliation, Mediation and Arbitration

Mr Gavin Hartford, the senior commissioner who chaired the talks, could not be reached last night to confirm the agreement

Employers and union leaders resumed mediation talks yesterday after an all-night session broke down early yesterday morning

Workers had insisted on an across-the-board 14 percent wage increase - Sapa.

(152) (270) (22) sawetan 22/11/96



# Truck drivers' strike could end today

BD 22/11/96

(152)

Reneé Grawitzky

AN AGREEMENT in principle reached in the transport industry yesterday could end the truckers' strike, which saw roads blockaded and a traffic officer assaulted yesterday

Seven unions and the Road Freight Employers' Association said they could not divulge details of the agreement, which, if acceptable to their respective constituencies, would be ratified today

Sapa reports Transport and General Workers' Union spokesman Thulani Dlamini said the deal would probably be signed in Johannesburg today

"The agreement is very fair. None of the parties is likely to reject it,"

Dlamini said. However, the strike would continue until the agreement had been signed, he said

The agreement was facilitated by the presence at the talks of members of the Commission for Conciliation, Mediation and Arbitration

Senior commissioner Gavin Hartford, who chaired the talks, could not be reached to confirm the agreement

When the strike began, employers revised their offer from 9% to 10% against union demands of 14%-18%

Police said last night that a blockade at Ekangala, near Bronkhorst-spruit, continued into the late afternoon. A minor blockade in Ngdwana, near Nelspruit, had not caused any dis-

ruption as strikers parked 90 trucks alongside the road, not in it

The traffic officer was assaulted when about 3 000 strikers met at Library Gardens, Johannesburg to back their demands. Some objected to being ticketed for parking illegally and the officer was allegedly pushed around when she tried to reason with them

In Cape Town a truck driver threw a brick through a truck window near Keizergracht, where about 100 truckers met to discuss the strike

Major industries reported that although the strike spread yesterday, major deliveries were not disrupted as non-contract labour or drivers from labour brokers had been employed.

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## Western Cape postal workers on strike over unpaid wages

(152)  
~~223~~  
STAFF REPORTER

About 30 night-shift workers at the Government's Cape Mail Postal Service in Goodwood went on strike last night.

Cape Mail Postal Service is "the heart" of the Western Cape service and workers handle local and international mail.

Strikers said they were not paid their weekly wages and alleged they earned less than their white and coloured colleagues. They presented their demands to management last night.

Cape Mail media co-ordinator Paul Jafta said management was prepared to discuss the problems through the night.

ARG 23/11/96

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# Quick solution gets the wheels turning

ST 24/11/96



By CAROL PATON

THE strike by truckers in the goods transport industry was brought to a speedy end on Friday thanks to the dispute resolution procedures put in place by the new Labour Relations Act

Conciliation began the night before the strike started and produced a solution after three days. The man responsible for the breakthrough deal was Gavin Hartford, a senior commissioner of the Commission for Conciliation, Arbitration and Mediation.

Under the old system, it often took days before mediation could get started once a strike was under way.

Hartford, a former trade unionist with 10 years of negotiating experience, was conciliating his first dispute for the commission.

On Tuesday, a day before the strike began, the commission made an offer to unions and employers to intervene in the dispute — a provision made by the Act for cases where the public interest would be affected.

"Because we had the capacity to talk to the parties pro-actively, we could raise with them immediately the possibility of conciliating the dispute," said Hartford.

"The process from there was to use every effort to bring the parties together on the substantive issues. Because of the industrial action there was a higher degree of urgency to find a resolution."

On Friday night, six of the seven transport unions involved in the dispute and the Road Freight Employers' Association signed the settlement granting workers a 13 percent wage increase — one percentage point short of the union demand. The agreement will remain in force for 14 months.

A significant long-term component to the agreement is for the establishment of a wage modelling group to research wages in the industry in order to standardise minimum rates of pay across the provinces. The commission will be contracted to help the parties plan a wage structure for the industry.

The new Labour Relations Act is centred on the conciliation and mediation of disputes through the commission or a bargaining council.

Parties may not take industrial action, such as a strike or a lockout, before a dispute has been conciliated.

But because the truckers dispute began weeks before the Act came into effect it was not conciliated before the strike began.

The job of the mediator is to help the parties generate options and to frame proposals that help to resolve the issues that divide them, said Charles Nupen, director of the commission.

It often works because a proposal coming from a mediator is viewed more positively than the same proposal would be if it came from the opposing party. Mediators are also able to provide the parties with more information and knowledge about the issues they are negotiating.

In the case of the truckers' strike, Hartford held only two joint sessions with both parties — the first session and the last. For the rest, he spent time with them in their separate caucuses.

"The modus operandi of the conciliator in that situation is to only carry over to the other party what they have been authorised to carry over. He then works with the parties, shuffling back and forth and structuring proposals," he said.

"In this dispute, as in many others, the parties acknowledged that they had insufficient knowledge of the industry or of wages. Part of our job is to bring that kind of knowledge to the negotiations so that they can be conducted on a more informed basis."

Hartford, whose central responsibility while working for the National Union of Metalworkers of SA was to negotiate the national contract for the automotive industry, has a wealth of knowledge on issues like wages, job grading and training.

"The life and soul of my activity in the union was to negotiate. While as a conciliator you don't represent a party but you represent the common interest, the process is very much the same. Having been a union negotiator, you can get very quickly into the substantive issues. You know them because that's where you've come from."

Nupen said "Before the introduction of the new Labour Relations Act, most disputes were mediated by professional people such as lawyers. In developing the commission we have drawn people from those ranks but also from trade unions and management so that we can tap into and draw on their experience."



**Tea estate workers to strike over wages**

More than 4 000 members of the South African Agricultural Plantation and Allied Workers' Union employed by Sapekog Tea Estates will embark on a national strike today after a deadlock on wages, the union said last week. The parties were unable to resolve the wage dispute and the matter was referred to the Conciliation Board, where the company offered a 10 percent increase. The union rejected the offer demanding a R121 increase to the basic monthly wage of R193 50 - Mphahlele Johannesburg

ET (BR) 25/11/96

## Tea workers' strike boils over wages

~~STEP~~  
Renee Grawitzky

~~152~~  
MINIMUM wages paid by the Industrial Development Corporation-owned tea company Sapekoe came under the spotlight yesterday, as 4 000 workers went on strike **BD 26/11/96**

Peak season is approaching at the company, which grows and processes tea near Tzaneen.

The general secretary of the Congress of SA Trade Unions-aligned SA Agricultural Plantation and Allied Workers' Union, Dickson Motha, said yesterday that the strike had to be seen in the context of poor working conditions.

He said Sapekoe was one of the lowest payers in the sector, with the minimum wage at R179

The company had offered a 10% increase, raising the minimum to R193,50, plus R88 for food following the closure of the kitchen

The union had demanded an across-the-board increase of R121 a month for workers earning less than R300

Sapekoe spokesman Calie Lombard said wages at the company ranged from R200 to R758 a month

The strike followed four years of a devastating drought

In its annual report last year, the Industrial Development Corporation said the inclusion of agricultural products within the ambit of the general agreement on tariffs and trade had created new challenges for the SA tea industry

The industry faced a reduction in the selling price of tea of 6% a year over 15 years to bring it in line with world prices. Lombard said productivity had to rise to compete against wages 80% lower in third-world countries.

# New act putting brake on workers

BY GOBA NDHLOVU

The two-week-old Labour Relations Act (LRA) is already making its presence felt, ensuring that workers do not resort to strike action without going through all avenues covered by the act

Three wildcat strikes failed to go ahead because union members did not comply with the requirements of the act during protest action over the past two weeks

On Monday, readers of the Eastern Cape newspaper, the Daily Dispatch, received their morning read several hours late after a production delay caused by members of the Paper, Printing, Wood and Allied Workers' Union (PPWAWU), who downed tools at midnight on Sunday

Workers demanded a 14,75% across-the-board increase while management offered 7,5%. Most of the members are from the print and distribution department of the newspaper

However, according to Daily

Dispatch managing director Basil Haddad, the union was unaware of the strike but urged its members to return to work when it became aware of the situation

PPWAWU regional organiser Phumzile Mshumi confirmed that the strike was illegal and said the region had called the workers to order, telling them they had violated the new LRA

## Three wildcat strikes had to be called off

"Our members were angry that negotiations were slow and the gap between the union and management was still too wide. Without following procedure they went on strike," he said

Haddad said that although the strike lasted a few hours, it cost the company R100 000 and delayed distribution of at least 40 000 copies of

the newspaper

"We heard nothing from the union until they actually went on strike at 2am on Monday morning," said Haddad, "but they were clearly acting in contradiction of the spirit of the new labour law"

At the Rand Mutual Hospital in Johannesburg, about 200 nurses and clerks were forced to picket outside their workplace when the hospital management drew their attention to the fact that they were breaking the new act. They, too, were taking industrial action to back up wage demands

In the third incident, about 4 000 members of the SA Agricultural, Plantation and Allied Workers' Union countrywide were forced to stop wildcat strikes after the Sapekoe Tea Estates management had succeeded in having an interdict served on them. This was shortly after the implementation of the new act

SAAPU has since gone through the correct procedures and resumed industrial action on Monday

(159) (116) SAAPU 27/11/96



## New act sinks three strikes

ARGUS CORRESPONDENT

~~152~~ (152)  
ARG 27/11/96  
Johannesburg - The two-week-old Labour Relations Act is already making its presence felt, ensuring that workers do not resort to strike action without going through all avenues covered by the act.

Three wildcat strikes failed to go ahead because union members did not comply with the requirements of the act during protest action over the past two weeks.

On Monday readers of the 124-year-old Eastern Cape newspaper, the Daily Dispatch, received their morning read several hours late after a production delay caused by members of the Paper Printing Wood and Allied Workers Union, who downed tools at midnight on Sunday over a wage dispute.

Most of the members are in the print and distribution department.

However, according to the Daily Dispatch managing director, Basil Haddad, the union was unaware of the strike, but urged its members to return to work.

At the Rand Mutual Hospital, Johannesburg, about 200 nurses and clerks were forced to picket outside the premises of their workplace when the hospital management drew their attention to the fact that they were breaking the new law.

They were pursuing wage demands.

Their union, the National Union of Mineworkers, said the staff involved had been asked to stop.

In the third incident, about 4 000 members of the SA Agricultural, Plantation and Allied Workers Union (Saapu) country-wide were forced to stop wildcat strikes after Sapekoe Tea Estates management won a Supreme Court interdict. However, the union has since used the correct procedures and resumed industrial action.

# Matric examination markers' strike 'over'

Kevin O'Grady

A STRIKE by about 1 000 teachers who are marking matric examination papers in North West had ended after their grievances were resolved, the provincial education department said yesterday

Curriculum and examinations director Koot Myburgh said additional accommodation for markers had been provided after complaints of overcrowding were received, and an additional caterer had been brought in to improve the delivery of meals

Myburgh said the strike started on Monday after the department realised at the weekend that there were about 200 more teachers than it had provided accommodation for

A "small, up-and-coming" caterer, awarded the contract to provide meals for the teach-

ers, "did not realise the magnitude" of feeding so many people and meals initially were substandard and delivery slow

Although the quality of meals improved, teachers were unhappy at having to queue

"They wanted to mark papers, not stand in queues," Myburgh said

The accommodation problem had resulted from the fact that reply slips — on which markers had to indicate whether they needed ac-

commodation — had not been returned on time, possibly because of postal delays.

He said that the department was confident marking would be completed by the December 4 deadline.

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# Health workers hold demos in Gauteng

(152)

Sowetan 29/11/96

By Sonti Maseko

MEMBERS of the National Education, Health and Allied Workers' Union yesterday braved the rainy and chilly conditions to demonstrate at several hospitals, clinics and old age homes around Gauteng

Nehawu president Mr Vusi Nhlapho vowed yesterday the one-hour work stoppages would continue until the union was granted a meeting with Gauteng MEC for health Mr Amos Masondo to discuss health care reforms in the province

He said there were meetings at Baragwanath, Hillbrow, Johannesburg and Natalspruit hospitals yesterday and demonstrations at these institutions would start today

Nehawu, with a countrywide membership of 150 000, held

demonstrations at JG Strijdom in Johannesburg, Paardekraal in Krugersdorp, Discovery in Roodepoort, Pholosong and Willem Cruywagen on the East Rand among others

Nhlapho said the action was being taken to halt the "unilateral" transformation of health services in Gauteng, which was being done without the consultation of the union

Masondo's health reforms threatened to take away 2 600 jobs from Nehawu members, most of whom were nurses, clerks, porters, cleaners and ward attendants

"As a union which organises in these grades we find that unacceptable (also) because the Central Bargaining Chamber has reached an agreement this year in April that there will be no forced retrench-

ments," Nhlapho said

He said the union was also opposed to plans by the Gauteng department of health to convert Hillbrow Hospital into a day clinic

Gauteng Superintendent-General Dr Ralph Mngijima yesterday condemned the demonstrations and said Nehawu was not acting in good faith by resorting to protest action. He said "every avenue to influence the process of transformation" had been opened to the union

Mngijima said in a statement that talk of retrenchments was premature at this stage because of a national moratorium currently in place on public sector retrenchments

"The national moratorium can only be lifted if there is agreement in the CBC. Nehawu itself would have to be part of such a decision," Mngijima said

New report

Sithole's trial



## SA BUSINESS DIGEST

### Tea strike continues amid union threats to extend protests

The South African Agricultural Plantation and Allied Workers' Union members at Sapekoe Tea Estates, which has its headquarters in Tzaneen, have entered their second week of a national strike. The Commission for Conciliation, Mediation and Arbitration will convene on Friday to discuss the wages and working conditions dispute. If the talks fail, the union will seek secondary strike action from Cosatu affiliates. In a secondary strike, workers from associated industries come out on strike in support of the primary strikers. Motlhabane Mogotsi, the union's national organiser, said about 4 000 members were striking.

The union is demanding a R121 increase, which is a 70 percent rise on the bottom scale of R193 a month, a 13th cheque and a 40-hour week. The management has offered a 10 percent pay rise, cutting the week from 52 hours to 48 hours, and an annual bonus of one-quarter of an employee's monthly wage. Cale Lombard, Sapekoe's industrial relations manager, said the R193 quoted as the lowest wage was not accurate because all employees had been given an extra R88 cash for food after the company made an agreement to no longer supply lunch. He said the dispute had severely affected production. — Guy Oliver, Johannesburg

# Health workers call off strike

By Sonti Maseko

THE National Education, Health and Allied Workers Union has stopped demonstrations at Gauteng hospitals and clinics in protest against plans by the provincial authorities to restructure health services

However, Nehawu president Mr Vusi Nhlapho yesterday said the demonstrations might resume soon

The union wanted Gauteng MEC for health Mr Amos Masondo to respond to a memorandum delivered by the union late last week, requesting a meeting to discuss health plans

Nhlapho said the memorandum contained a declaration of a dispute between his union and the Gauteng department of health. The MEC was given until today to respond to demands by the union

"His response will determine whether there will be serious problems between the department and ourselves," Nhlapho said

He said the union had the option of calling for a strike or applying to the Commission for Conciliation, Mediation and Arbitration which has been set up in terms of the Labour Relations Act

Nehawu wants the health department to abandon its health reforms, which the union said would result in 2 600 health workers, mostly union members, losing their jobs

## Declared a dispute

Spokesman for the department Mr Popo Maya confirmed that the union had formally declared a dispute with the department but said it was "unthinkable" for the department to suspend the health reform plan

"The MEC can meet Nehawu but the demand that the department suspend the plan is quite unreasonable

Let Nehawu submit an alternative plan"

Maya said Nehawu, together with other unions, was in agreement with the four pillars of the plan, which aimed to rationalise hospitals, create equity, strengthen primary healthcare and align the department's expenditure to its budget

However, he added "The trade unions are concerned about the possibility of retrenchments and we also are not interested in seeing people on the streets

"We will do whatever we can to redeploy people"

(152) Howelaw 5/12/96

# W Cape security guards go on strike

152 ~~152~~  
STAFF REPORTER

ARG 11/12/96

Members of the National Union of Security Officers and Guards (Nusog) today went on strike in the Western Cape in a bid to improve working conditions and wages.

The union, which claims a membership of 4 000, called the strike after mediation at a national forum failed.

The union is demanding a 50 percent wage increase and wants a provident fund and provincial bargaining forum to be set up.

Union leader Charles Wilson claimed the strike was legal, but Ian Newall of the Commission for Conciliation, Mediation and Arbitration said a certificate legalising the strike had not been issued.

Danie de Klerk, labour consultant for the Security Association of SA, said employers had a problem with the union approaching employers directly instead of negotiating through the national forum. Nationally, security unions were demanding a 15 percent wage increase, he added.



# Patients 'forced to work' at hospitals

(152) (15) *Sowetan 18/12/96*

By Charity Bhengu

PATIENTS at psychiatric hospitals in Germiston were forced to scrub floors and clean wards following a wildcat strike by 200 nurses and health workers yesterday

The patients, some of whom suffer from epilepsy and tuberculosis, are from the Knights Hospital and Waverley Care Centre in Germiston

The chairperson of the National Education Health and Allied Workers Union at the hospital, Miss Penelope Pretorius, said "Psychiatric, epilepsy and TB patients are on their feet trying to fend for themselves. They are washing linen in the laundry, cooking in the kitchen and cleaning the hospital"

She also said that the strike had made the hospital filthy and patients were not getting their medication

When *Sowetan* arrived at the hospital, some patients were seen pushing big trolleys with dirty linen to the laundry. *Sowetan* learned that only nine nurses who were non-union members were attending to about 500 patients. One nurse was taking care of about 100 patients

Many patients had not been fed, cleaned and their linen had been unchanged yesterday

Union members remained adamant that they were not going back to work until the management attended to their demand of a 14 percent increase which they said should be backdated to June

In response, the hospital management said the patients were voluntarily "involved in specified daily chores as part of a programme of occupational therapy that has been in place for years

"We do not, under any circumstances, use patients as cheap or unpaid labour to do the hospital work or to look after themselves," said Dr Louis Moolman, managing director of Lifecare Special Health Services in a statement

# Workers stage sit-in over liquidation

**Bonile Ngqiyaza**

SCORES of Crosskeys Security employees held a sit-in at the company's headquarters in Johannesburg yesterday, protesting against the firm's liquidation and workers being retrenched.

The company — formed through a joint venture between Transnet and Securicor — had been in operation for slightly more than a year, MD David Beaton said.

He said the company would be liqu-

(152) (182) 6018112196  
dated on December 31 and details would be issued after consultation with shareholders Transnet and Securicor, and workers.

Beaton said the 650 security guards employed by the company had been notified in August about the liquidation.

Workers' representative Thulani Maphumulo said staff had been kept in the dark about the details of the liquidation and their severance packages.

He cited previous incidents in which staff had not been paid on time.

# 13 more hospitals join in strike

*Sowetan 19/12/96*

**By Charity Bhengu**

A STRIKE which started on Tuesday at two hospitals in Germiston has spread to about 13 other LifeCare psychiatric hospitals across the country

The strike at Knights Hospital and Waverley Care Centre in Germiston has left many patients uncared for, according to Miss Doris Makgomathe, national coordinator at LifeCare for the National Education, Health and Allied Workers' Union

She said the hospitals in all nine provinces were in a filthy condition and a few nurses who are not members of National Education Health Allied Workers Union, were struggling to cope

This had resulted in some patients going without meals and others receiving their food at irregular times

The nurses are being helped by patients who suffer from epilepsy and TB to maintain the hospitals

Union members demand a 14 percent salary increase backdated to June

The managing director of LifeCare Special Health Services, Dr Louis Moolman commenting on claims that patients were being forced to work, said No patient was ever forced to take part in doing various jobs at the hospitals

Psychiatric patients do various tasks as part of therapy to help them build their independence and self-respect"

LifeMed Hospital in Roodepoort, with about 260 elderly people and TB patients, is being run by about three nurses and patients did not receive proper medication, Makgomathe said

Nehawu also claims that Millsite Hospital for psychiatric and TB patients in Randfontein was the worst hit with some patients having to go without meals

It said only 16 nurses were on duty at the hospital trying to take care of about 2 000 patients



# Bid to end strike at 13 hospitals

By Lulama Luti

(152) (98)  
Sowetan  
20/12/96

A NEW round of negotiations between the National Education, Health and Allied Workers' Union and Lifecare Special Health Services began last night in a bid to resolve the three-day strike at 13 of the group's hospitals

The strike action, which began on Tuesday, follows months of failed negotiations between Nehawu and Lifecare which started with a wage dispute on October 17. A Conciliation Board meeting on December 11 also failed to resolve the matter.

In a statement yesterday, Lifecare managing director Dr Lous Moolman expressed concern over the strike action, which the company said was illegal.

"The company is extremely concerned about the misconduct of union members as well as their threats against staff that are looking after patients. This is dangerous to our patients and in direct contravention of laid-down procedures and the Labour Relations Act," Moolman said.

According to Moolman, Nehawu declared a wage dispute in October following the union's demand for a higher percentage increase for staff above the minimum wage. The union had earlier on accepted a 39,4 percent salary increase for the lowest nursing rank in the company, he said.

Moolman added that when the Conciliation Board failed to resolve the matter, Nehawu informed Lifecare that it would be holding strike ballots on Tuesday but that before balloting union members embarked on an "unprocedural strike".

(152)  
New bid to end 'destructive industrial action' at hospitals

~~9/18~~ Star 23/12/96

Talks to end a strike by unionised staff at 17 Lifecare Special Health Services hospitals country-wide were to resume today when a new company offer will be further considered, Lifecare said in a statement yesterday

Company managing director Dr Louis Moolman said that, despite threats from striking staff to prevent non-union members from working, Lifecare would enter the talks hopeful of ending "this destructive industrial action"

Members of the National Education, Health and Allied Workers' Union went on strike at Lifecare hospitals on Tuesday after a wage dispute became deadlocked

Negotiations to resolve the issue and end the strike have been unsuccessful

The strike enters its sixth day today

Meanwhile, Lifecare consulted its legal advisers yesterday about urgent steps it could take to counter threats by striking workers to prevent non-striking staff, food and medicines from entering its hospitals

Moolman warned that thousands of patients could be affected seriously if these threats were carried out

The situation at the company's 17 hospitals affected by the strike was quiet at the weekend, he said in the statement - Sapa

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# Interdicts granted to restrain Lifecare strikers

By Goba Ndlovu

The dispute between Lifecare and the National Education Health and Allied Workers' Union (Nehawu) took a sharp turn yesterday when the company was granted urgent court interdicts to prevent strikers from further "illegal" acts against hospital staff, patients and property

Lifecare managing director Dr Louis Moolman said five hospitals were seriously affected and three of them were covered by the interdicts. Staff had variously trashed premises, blocked deliveries, stopped patients getting medicines and food, held sit-ins and, at

(152)  
a Mpumalanga clinic, chased away patients

At the Lorraine Frailcare Centre in Port Elizabeth, Nehawu members stopped scab labour from entering company premises and poured buckets of water through the wards, he said

The wage negotiations meeting failed to take place when the union refused to sit with a one-member delegation from management

"If they were serious about negotiations, they should have sent us their full team," said Nehawu private hospitals secretary, Khumbu Magudulela. "We could not

merely give a report to one person who had no decision-making powers"

Moolman said Lifecare had made a revised offer to the union last week but had not received a response

Non-nursing staff earning below the hospital minimum had been offered 18% increments and nurses below the minimum 28% more. Non-nursing staff earning above the minimum hospital wage were offered 10% and nurses 8%

This was a vast improvement on earlier offers and could satisfy the 14% union demand, he said

Star 24/12/96

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# Court interdict issued as strikers trash hospital

Deborah Fine

THE SA National Tuberculosis Association (SANTA) has obtained an urgent interdict against striking National Health, Education and Allied Workers Union (NEHAWU) members after they allegedly emptied dustbins inside a Soweto tuberculosis hospital and prevented staff from feeding patients.

Santa attorney Mosh Thulare said Rand Supreme Court Judge G Leveson granted the interdict late on Tuesday after union members trashed several wards at the Charles Hurwitz Tuberculosis Rehabilitation Centre, near Baragwanath Hospital, on Tuesday morning.

The workers, on their seventh day of wage-related strike action at 15 Santa facilities nationally, also inundated kitchen staff and prevented them from preparing meals for the 90 seriously ill patients at the hospital.

More than 370 tuberculosis patients were discharged from the centre earlier this week as a result of the strike. Thulare said the interdict prohibited the strikers from entering hospital premises except to gain access to their

residential quarters or resume their duties. The interdict also barred them from disrupting Santa's operations, obstructing suppliers and emptying rubbish bins on or near the hospital premises.

The strikers began their action on Tuesday after the union rejected management's offer of an 18,75% increase to put the minimum wage of Santa workers at R1 425 a month.

NEHAWU members had demanded a minimum wage of R1 500 a month. Wage negotiations are set to resume on January 3.

Meanwhile, Jacqui Pile reports that the hospital and other centres were quiet yesterday after NEHAWU members defied a court order obtained on Monday by hospital management company Lifecare Special Health Services. The order banned union members from facilities in Gauteng and KwaZulu-Natal.

Union members allegedly obstructed vehicles taking food to one of the facilities covered by the court order, Germiston's Knights/Waverley Hospital, on Tuesday. Lifecare called in police to uphold the order.



Striking National Health, Education and Allied Workers' Union members gather outside the Knights/Waverley Hospital in Germiston on Tuesday after hospital management company, Lifecare Special Health Services, obtained an urgent Supreme Court interdict barring them from entering the hospital's premises.

Picture: ROBERT BOMHARDT



## Lifecare pay dispute goes to mediation

(152) (12)

Johannesburg - Lifecare has decided to refer to mediation its pay dispute with the National Education Health and Allied Workers' Union

Lifecare managing director Dr Louis Moolman said this followed the direct intervention of Director-General of Health Dr Olive Shisana.

"We have agreed in principle to take the strike issue to the Commission for Conciliation, Mediation and Arbitration," Dr Moolman said.

The strike by Ncwane members began on December 17 - Sapa

ARC 30/12/96

# Construction of steel mill suffers another setback

Samantha Sharpe

CAPE TOWN — Construction of the R6,8bn steel mill at Saldanha Bay could be set back following the dismissal of 30% of its construction workforce who embarked on an illegal strike over transport home for Christmas.

This is the second blow to the project in the past month — the European Investment Bank announced recently that it would block a \$74m loan to the project, apparently to protect the declining European steel industry.

Quoted in the latest Saldanha Steel bulletin, resident site manager Piet Pretorius said more than 600 contract workers were sacked earlier this month after an illegal strike over free transport for workers who wanted to go home during the Christmas break, a "serious setback for the project, with hundreds of thousands of rands worth of man-hours wasted".

Pretorius said LTA/Group Five workers and other construction companies had originally agreed that employees would be taken home by bus for the holiday period, with the option of a cash sum in place of free transport offered later at the workers' request.

"This offer was based on the cost of hiring the bus, divided between the sixty people each bus would have carried. The dispute arose when workers argued that this offer was inadequate and went on strike."

Pretorius said Saldanha Steel had always maintained a strong policy of airing and resolving grievances in "double-quick time", with a number of formal mechanisms set up to do this.

"Workers must use established communication forums which have strict grievance procedures in place. In this case, none of the channels were used and, as a result, the contractor had no option other than dismissal."

Saldanha Steel said recently it had sufficient rolling capacity to double its output to 2,6-million tons a year, although management downplayed reports that it planned to expand production. The increase would require new iron and steel-making plants and additional casting units.

# Strike union assists hospitals

**Reneé Grawitzky  
and Deborah Fine**

BD 30/12/96 (152) (150)

THE two-week-old strike by thousands of National Education Health and Allied Workers' Union (Nehawu) members at 18 psychiatric, TB and frail-care Lifecare facilities countrywide could end soon as mediation continued yesterday under the auspices of the Commission for Conciliation, Mediation and Arbitration

Sources close to the dispute said that pressure from the health and labour ministries were brought to bear on the parties to allow the commission to intervene

Lifecare indicated that some strikers started returning to work on Friday and that at some hospitals the union had sent skeleton staff to help non-strikers with their duties

The union demanded a 14,5% pay increase, which was revised to 10%, while the company offered increases ranging from 5% to 10% for nursing and non-nursing staff. The company had proposed, also, substantial increases to minimum rates paid to both categories. The mediation process would address other issues besides wages, including rebuilding the relationship, the strike aftermath and dispute resolution training.

## Bombings may be linked to earlier acts

A DOUBLE bomb attack which killed three Christmas shoppers in Worcester could be the work of the same group



that carried out the...  
...in Worcester

# 17 hospitals quiet after interdict

Sowetan 30/12/96

By Charity Bhengu

THE weekend was quiet in 17 psychiatric hospitals across the country after management got a court interdict to prevent striking members of the National Education, Health and Allied Workers Union from entering the premises.

Spokesman for Lifecare Special Health Services Mr Anthony Dugan yesterday said the hospitals affected by the strike were quiet.

He said incidents of intimidation by Nehawu members, who threw stones at non-union members and prevented them from entering hospitals to care for thousands of psychiatric, TB and frail elderly people, had occurred before.

Dugan said. "Nehawu members at Knights-Waverley in Germiston, despite the Rand Supreme Court interdict which was granted last Monday, prevented medicine and food delivery vans from entering the hospital."

At Millsite Hospital on the West Rand, striking workers threw stones at non-union workers and seriously hurt a pharmacist.

They emptied kitchen waste into the dispensary, Dugan said.

He said LSHS management decided to take legal action against the striking workers to protect thousands of patients and non-union members from being intimidated.

The court interdict prevented striking workers from entering the Millsite and Knights-Waverley hospitals in Gauteng and Richmond Hospital in KwaZulu-Natal or interfering with non-union workers who were maintaining patient care.



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# INDUSTRIAL RELATIONS - STRIKES

1997

JULY — DEC.

## Pay deal ends hospital strike

(152) (123)

Johannesburg - Health union Nehawu and hospital group Lifecare Services have settled their wage dispute,

The agreement comes after weeks of failed talks and strikes at 17 Lifecare hospitals, SABC radio reports

The agreement was reached under mediation.

Union spokesman Khumbu Magdulela said Lifecare had agreed to the union's demand for a 10 percent across-the-board wage increase.

Nehawu members would return to work on Monday, he said - Sapa

AXG 3/1/97

# State pressure 'a factor in resolving health's strike'

Reneé Grawitzky

THE health department reported yesterday that it has threatened to reconsider renewing its contract with Lifecare health services group if the wage dispute with the National Education, Health and Allied Workers' Union (Nehawu) had not been resolved by the weekend, sources claimed yesterday.

Health director-general Olive Shisana did not respond directly to the claim, but said that as part of the overall transformation process the department was re-evaluating contracts with a number of agencies delivering services for the state, to ascertain whether the department was receiving value for money from these agencies. She said the department intended to move towards outcome-oriented contracts with emphasis placed on whether treatment obtained was effective and whether patients were being cured. Shisana said the department found it difficult to see the Lifecare strike continuing without patient care being affected. Sources said as a result of pres-

sure from the health and labour departments, the dispute was referred to the Commission for Conciliation, Mediation and Arbitration (CCMA), where an agreement was reached at the weekend with increases ranging from 7,5% to more than 20% in some cases. CCMA mediator Mahmood Fedal said given its status as an essential service and that the health sector was a relatively new area of collective bargaining, parties had to work hard on preventative dispute methodologies. Nehawu president Vusi Nhlapo said

the settlement was a victory for workers as it addressed not only wages but other underlying issues including training, affirmative action and general behaviour during industrial disputes. Sources said a stumbling block in the process was the union's demand for union and community representation on hospital and management boards. Lifecare, a privately owned health services group in which Real Africa Holdings has a 30% stake with an option of this being increased to 45%, receive a large proportion of its

revenues from the state. The union reportedly told management that in the light of this it was unacceptable for Lifecare not to have black board representation. Nhlapo said in view of the changing culture in which hospitals operated, it was crucial that communities and union had a say. Lifecare MD Louis Woolman said the company's facilities did not have management boards but did have hospital liaison committees with representation from communities and employees. In the long term, the union

(152)

wished to seek ways of having a more open work democracy which could involve share ownership and as a consequence, representation on the company board. The agreement records Nehawu's demand for union representation on hospital and management boards and indicates its intention to pursue this matter. Nhlapo said the strike revealed that more training of management and shop stewards was essential to bring them more in line with the culture of the new Labour Relations Act.

# Lifecare workers end 21-day strike

*Sowetan 6/1/97 (152) (33)*

**By Themba Sepotkele**

THE strike at 17 Lifecare psychiatric and TB hospitals across the country is over and scores of members of the National Education, Health and Allied Workers Union (Nehawu) are expected to resume work today.

Director of the Mediation and Conciliation Centre (MCC) Mr Mahmood Fadal told *Sowetan* yesterday that the decision to resume work followed an agreement between Nehawu and Lifecare management.

He said the agreement was reached after protracted talks brokered by the Commission for Conciliation, Mediation and Arbitration (CCMA) at the weekend to end the 21-day strike.

Briefing the media on Saturday, acting director of the CCMA Mr Mohamed Jajabhay said Nehawu would ensure union representation on the board of Lifecare, and "intends to pursue this

matter after the industrial action.

He said other issues agreed on included the formation of a task team to finalise the development and recognition of an affirmative action plan by March, identification of suitable candidates for managerial positions and a suitable grading system.

Although no across-the-board increase was agreed on, the parties settled on a minimum wage increase for different categories.

For example, professional nurses got a 7,5 percent wage increase, while other nursing staff received a R1 960, 50 a month minimum wage backdated to last August.

Some nursing categories got 7,5 percent from August 1 and 1,5 percent from September 1 last year, respectively.

Residential health workers got an 8 percent increase across the board. Their minimum wage is now R1 380 and will be implemented from next month.



# Health strike ends

CT 6/11/97

(152)

JOHANNESBURG: The National Education Health and Allied Workers Union reached a wage settlement with Life-care on Saturday, ending a paralysing strike at various hospitals and clinics.

The union said the agreement had ended the strike. Workers will get increases ranging from 7,5% to 9% backdated to August last year.

"The agreement is not what the union wanted but represents the best for our members under the circumstances and it does bring cash relief for our members," union spokesman Mr Khumbu Magudulela said.

A nursing assistant earning R1 200 monthly would now get R1 673. —  
Sapa

# Paper chase at Mondi mill as strike continues

CT(OR) 17/1/97 (158) (158)

STUART RUTHERFORD

Durban — Union officials said yesterday that 680 people were participating in the strike at Mondi Paper's Merebank mill in Durban. All but one of the five paper machines had been brought to a halt.

Mhlabha Mkhize, the KwaZulu Natal regional organiser for the Paper, Printing, Wood and Allied Workers' Union, estimated that 95 percent of production had been stalled. The mill produces up to 500 000 tons of paper a year.

Mkhize said there had been no progress made towards resolv-

ing the dispute yesterday and that no meetings with management had been planned for today.

"As a union we are adamant to continue with the strike until our demands are met and will be calling for sympathy strikes at other Mondi plants. There is the possibility that Mondi Kraft will join our action because they are also in dispute over wages."

No comment could be obtained from Mondi yesterday. But general manager John Barton said earlier in the week the group had strong stockholdings and did not foresee any problems in supplying customers.

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## Strike halts work at container dock

(152) (152) ARG 22/1/97  
Work at the Ben Schoeman container terminal in Table Bay Harbour came to a halt when employees went on strike to demand double pay for working on public holidays.

Workers stayed at home on December 16, 25 and 26, claiming they were given only small increases for working on those days.

Employees are also in dispute with Portnet over a shift allowance or transport

allowance when they work shifts

They say they have had numerous meetings with management to try to sort out their problems, but these have been unsuccessful. Yesterday no containers were loaded or unloaded.

A Portnet spokesman said Portnet was "not in a position to comment at this stage". - Staff Reporter

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# Drop in strikes predicted

(152) Webster 23/1/97

By Abdul Milazi

EMPLOYERS can expect a stable labour climate as major companies predict a drop in strikes this year

A special survey by human resource consultants FSA-Contact reveals a 15 percent increase in the number of companies hit by strikes last year, affecting 52 percent of local companies compared to 37 percent in 1995. Most affected companies attributed the strikes to wage demands during annual wage negotiations.

FSA-Contact's remunerations information service manager Harriet Webster says trade unions' original across-the-board demands were generally higher than the opening offers by management.

She says unions normally started at between 12 and 25 percent and the parties usually settled at between 7,5

percent and 12,5 percent

"In addition, a number of settlements included the agreement of a minimum wage and a shift allowance

Webster says non-wage related demands included housing subsidies, training and development programmes, medical aid schemes, job evaluation, paid maternity leave, paternity leave, pension fund membership, travelling allowances, incentive bonuses, affirmative action and promotions

## Wage demands

"Companies surveyed are confident that the labour situation will be more stable during 1997. Seventy four percent don't expect further strikes and where strikes are predicted, wage demands are cited as the main cause for discontent," says Webster.

An interesting finding of the survey, which will please trade unions, is

that the majority of big companies do not intend reducing their work force

Meanwhile, average labour turnover dropped to 10,2 percent from last year's 11,7 percent

"The majority of labour turnover for 1996 was employee instigated with six percent due to retirement, death or pregnancy. Only one percent of labour turnover was attributed to emigration, compared to eight percent in 1995," says Webster.

Most of the emigrants headed for New Zealand, Britain, the United States and Australia, she said.

"Every employee who emigrated cited crime and falling living and education standards as their reason for leaving the country."

Many employers expect all categories of workers to be available while a few said skilled workers will be scarce.



# Cosatu branch set to propose national strike

BD 7/2/97

(152)

Vuyo Mvoko

THE Witwatersrand region of the Congress of SA Trade Unions (Cosatu) would propose a national strike over government's commitment to labour market flexibility when the federation's national executive meets next week, regional secretary Dan Mohapi said yesterday.

Mohapi said it was reported at a regional shop stewards council meeting on Wednesday, where the resolution to strike was adopted, that bilateral negotiations between labour and government reached a deadlock late last year, and that there were "no prospects" of a settlement that would be acceptable to the unions.

Cosatu's executive is meeting on Tuesday and Wednesday next week, but will first meet Labour Minister Tito Mboweni on Monday in a last-ditch attempt to find some common ground. If this meeting failed, said Mohapi, "we'll have no option but to take

to the streets".

"We get the feeling the government is rolling back the gains that workers have secured over the years, and we see this as union-bashing," he said.

The contentious issue is the "regulated labour market flexibility" that has been enshrined in government's macroeconomic policy. Mohapi said there was "no way" Cosatu could accept that "at the expense of the workers".

Mohapi said that in terms of that "flexibility" the employer could bar an employee from belonging to a trade union within a specific period of joining the company, and could lower the employee's salary using a "financial constraints" argument.

Although there were more than 80 labour-specific issues on which the union federation differed with government's macroeconomic strategy, he said, at least six of those — including an industrywide 40-hour week — had been identified as "life and death" matters Cosatu would not compromise on.

# Naschem strikers stick to their guns

CP 9/2/97  
By DAN DHLAMINI

(152)

THERE IS no end in sight to the week-old strike by members of the Chemical and Industrial Workers Union (Chiwu) at Denel's Naschem ammunition factory near Potchefstroom

Not even the newly established Commission for Conciliation, Mediation and Arbitration could resolve the bitter labour dispute at the Naschem plant where about 240 workers have been locked out

Commission registrar Mthethwa Vilakazi confirmed the commission had mediated in the matter

But it had remained unresolved – and was now out of the commission's jurisdiction, he said

According to the union, wage negotiations with the ammunition manufacturer date back to last year.

Chiwu shopsteward Andries Maarman told City Press that the workers demanded a 10 percent salary increase – while the management offered only 8 percent

"We tried to solve this problem amicably but management's intransigence derailed our talks. They did not negotiate in good faith as they threatened to get scab labour to fill our posts," said Maarman

While City Press was talking to the locked-out workers, two minibuses full of temporary workers from Promosa township sped into the Naschem premises

Maarman said the strike was effective and some contract workers and temporary workers had joined it in solidarity with the locked-out workers

□ Naschem's human resources manager, Alexander de Wet, said the strike had not yet affected production because only 180 permanent employees of the 800-strong work force were on strike.

De Wet said Naschem's permanent staff were on a "protected strike" and could not be dismissed at this stage.

He said if the company suffered financial losses, it would consider taking serious actions such as suspensions and dismissals

"But we made it clear to contract and temporary workers who were on strike in solidarity with Chiwu members that they were engaged in an unlawful or 'unprotected' strike which could lead to their dismissal."

De Wet said about a hundred of those who had initially been on strike had accepted his company's offer and were back at work.

★ ADULT SEX SHOP ★

Key to H

# COMPANY NEWS

*LABOUR Resolution of the dispute as remote as ever, says union official*

## Solidarity strikes with Mondi workers likely to spread

**STUART RUTHERFORD & SHIRLEY JONES**

Durban — Secondary strikes in support of Mondi paper workers could spread to more companies in Kwa-Zulu Natal today. Lucky Mhlongo, a spokesman for the Paper, Printing, Wood and Allied Workers' Union (Ppwawu) said yesterday.

He said notification to union representatives within other companies of sympathy strikes had been delayed, but he expected secondary strikes to begin today or tomorrow.

On Friday Mhlaba Mkhize, the union's general organiser, said the secondary strikes had affected operations run by Kohler, Nampak, Sappi Saccor and Republican Press.

He estimated that more than 5,000 people had been involved in the brief stoppages, picketing and demonstrations that began on Thursday. "We don't want to punish other

companies, but we are saying that Mondi is being unreasonable," Mkhize said.

Attempts by the Afcol Group on Thursday to stop secondary strikes at its plants through an urgent court interdict did not provide a guarantee.

While the union was instructed that it could not incite workers to go on strike, the court ruled that nothing stopped individual workers from going on strike in sympathy.

Mhlongo said though there had been some attempts to resolve the dispute on a national level, nothing tangible had emerged and the strike was no closer to being resolved than when it started.

Jonathan Rosenthal reports from Johannesburg that employees of SD Warren, the US subsidiary of paper and pulp producer Sappi, staged protest pickets at Warren's facilities

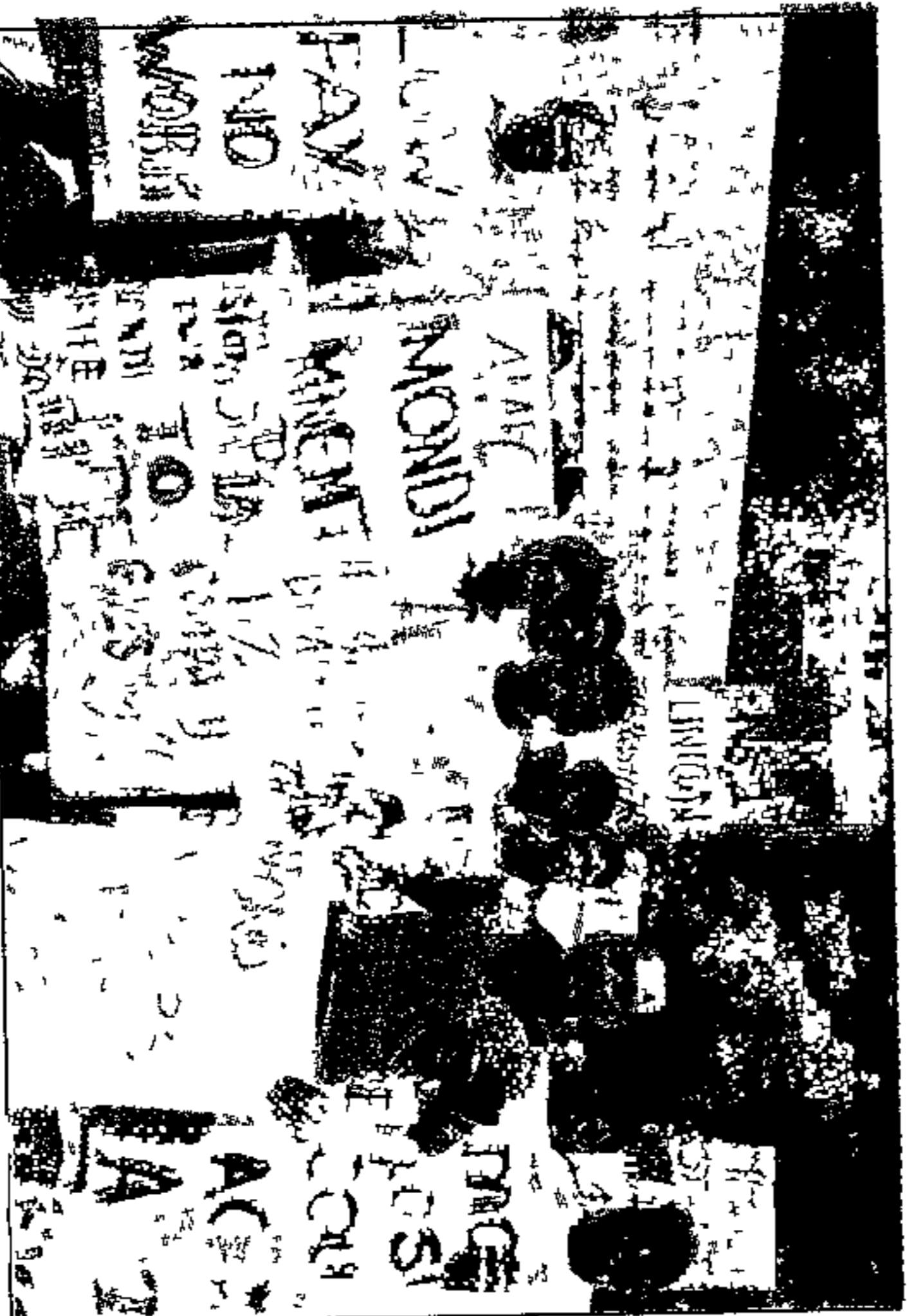
on Saturday, the United Paperworkers International Union said at the weekend.

Warren and the union have deadlocked in negotiations over flexibility provisions of a new work contract at Warren's Somerset mill. The protest follows solidarity protests against Sappi by Ppwawu last week.

Eugene van As, the chairman of Sappi, has previously stated productivity at the Somerset mill. He said the new work contract Warren was trying to implement had already been accepted by unions in other workplaces.

The union said its members had ratified a new agreement last week that "made significant economic gains but failed to address workers' concerns over Sappi's so-called flexibility proposals".

Sappi could not be reached for comment.



**THE PEN IS MIGHTY** Mondi workers picketed outside the JSE on Friday to draw attention to the plight of the 650 workers at Mondi Papers' Merbank mill who have been locked in a wage dispute with management since January 15. PHOTO: JOHN WOODROOF

152

~~153~~

~~154~~

CT (BR) 10/2/97



Union ~~(152)~~  
condemns  
worker's  
murder

CT(OR) 12/2/97

STUART RUTHERFORD

Durban — The Paper, Printing, Wood and Allied Workers' Union yesterday condemned the murder of a 60-year-old Mondi employee who was shot outside his Umkazi home on Monday night after completing a shift at Mondi Papers' Merebank mill.

Mhlaba Mkhize, the union's regional organiser, would not be drawn on speculation that the murder could have been the work of strikers, and said the union would gladly help the police in their investigations.

"The strikers are frustrated by the fact that they have not earned a salary for about a month, but they know they have taken a risk to further their aims," he said.

Derrick Minnie, Mondi's managing director, said that if the shooting proved to be strike-related it would be a "very sad day" for the labour bargaining process, and the incident could have wide-ranging implications for the strike.

About 650 union members at Mondi Papers' Merebank mill in Durban went on strike on January 15, after a deadlock in wage negotiations.

Mkhize said strikers had received numerous threats from the non-strikers. Yesterday the union had been told the workers inside the plant were planning to attack the strikers, he said.

He said the union was talking to the police about the incidents, and the police had begun guarding the union's marquee outside the paper plant this week.



## Mondi nonstriker killed

(152) (19#)  
DURBAN — A 60-year-old worker who refused to join a strike at the Mondi Paper Merebank Mill was shot dead at his Umlazi home on Monday evening, the company said yesterday.

Bafana Zwane was shot minutes after company transport dropped him when he finished a shift at the mill, where more than 600 Paper, Print, Wood and Allied Workers' Union members had been on strike for three weeks. Mondi said "the homes of other nonstriking Mondi workers were also shot at and stoned".

Mondi MD Derrick Minnie said the company was deeply disturbed by the shooting. If Zwane's shooting was related to the strike it would be a sad day for the labour bargaining process, he said.

The strike began on January 15 after a dispute over wage increases and shift allowances. The union was demanding an increase of 14% across the board and Mondi had offered 9,5%. A union spokesman said the union distanced itself from the murder and intimidation. — Sapa, Reuter

BO 12/2/97

# 260 workers fall foul of obscure law

*Sowetan 14/2/97*

(152)

**By Abdul Milazi**

ABOUT 260 members of the South African Commercial Catering and Allied Workers Union (Saccawu) working for 3MSA are effectively out of work without being fired

The workers embarked on a go-slow in December and 3MSA's management countered their action with the seldom-used and almost obscure exclusion clause of the common law, which renders the strikers effectively

jobless

The clause allows employers to exclude the striking workers from its everyday operations without dismissing or locking them out. The workers do not get paid.

The go-slow was sparked by an overtime ban following deadlock in wage negotiations last December.

The mediation at the Commission for Conciliation, Mediation and Arbitration (CCMA) failed to resolve the dispute.

3MSA spokesman Jiselle Egmann said they decided to act against Saccawu members when they announced their intention to strike.

However, Saccawu regional organiser Siphon Masuku disputed this and said the union did not threaten to strike.

Masuku said the workers suspected the company was trying to implement constructive dismissals where workers were made redundant and then retrenched.

## Strike planned for Gauteng building sector

(23)(152)  
Renee Grawitzky

BD 17/2/97

THE Gauteng building industry faces major disruptions today as thousands of Construction and Allied Workers' Union (Cawu) members plan to strike in support of higher wages — despite uncertainty as to the legality of the strike.

Negotiations between Cawu and the Master Builders' Association, under the auspices of the Gauteng building industrial council, have dragged on, despite an agreement reached with three other unions in November. The agreement provided for a 60c an hour increase bringing the minimum wage to R6 an hour. Cawu is demanding an increase of R1 an hour. The agreement was gazetted, but allowed for nonparties to be excluded from the peace obligation clause, allowing Cawu to continue its dispute. Employers argue that the strike is illegal.

Cawu official Mathew Ohfant said the parties had agreed to arbitration and would meet at the Commission for Conciliation and Arbitration today to discuss whether it has jurisdiction to arbitrate. Masterbuilders Association executive director Colin de Kock said the dispute was declared under the old act, and uncertainty existed as to what was applicable under the old act and new Labour Relations Act.

# Construction workers down tools in protest over wages

By Patrick Phosa

The Construction and Allied Workers' Union (Cawu) downed tools yesterday in protest against deadlocked wage negotiations with the Gauteng Master Builders' Association (MBA)

Cawu spokesman Thabo Morale said the union had decided to embark on a general strike after its demand for a wage increase fell through.

"We have been patient enough, despite the gross exploitation that is taking place within the construction industry. Our workers are earning peanuts and we cannot just fold our arms," Morale said.

The wage negotiations deadlocked in August and the union declared a dispute against the association, which represents Gauteng contractors. Three meetings were held, but to

no avail.

The three other unions in the construction industry have agreed to the wage offers and the agreement has been published by the Labour Ministry.

Morale said the union was demanding a R1 increase across the board per hour.

It had rejected the MBA's offer of an 87c pay increase for semi-skilled workers, and a 47c

to 50c increase for general workers, Cawu claims it represents close to 10 000 workers in an industry that has 32 000 workers.

"The association's offer is insignificant and will not improve the conditions of our workers in any way," Morale said.

MBA deputy director Muller Uys could not estimate the loss as a result of the strike, adding that only 5% of workers had

not reported for work. However, Morale claimed various construction sites had been badly affected by the strike.

Uys said skilled workers were currently earning R20,40 an hour, while semi-skilled workers were pocketing R9,13 and general workers were receiving R6 an hour.

The dispute has been referred to the Commission for Conciliation, Mediation and Arbitration.



# Effects of builders' wage strike 'hard to quantify'

BD 18/2/97

(153) (152)

Reneé Grawitzky

THE wage strike by Construction and Allied Workers' Union (Cawu) members had affected the building industry in Gauteng but it was extremely difficult to quantify the real effect at this stage, the Building Industries Federation of SA (Bifsa) said yesterday.

Bifsa executive director Ian Robinson said some companies had experienced problems but the strike at this stage had not been as effective as the union had anticipated.

Masterbuilders Association executive director Colin de Kock said the fragmented nature of the industry made it very hard to take out a whole industry.

Cawu official Mathew Olfant said more than 2 000 members took part in the strike, affecting 33 small to medium-sized companies in Gauteng.

Robinson said the industry was hopeful that arbitration held to decide whether the strike was legal or not would make a finding today and the strike would be over.

The union is demanding a

R1-an-hour increase while employers and three other unions had agreed to a 60c increase and paternity and maternity leave.

The union and employers agreed to refer the legality of the strike to arbitration after the employers argued that the strike was illegal because of irregularities during the balloting procedure.

The arbitration was referred to the Independent Mediation Services of SA after the Commission for Conciliation, Mediation and Arbitration (CCMA) ruled it did not have jurisdiction to arbitrate the matter as the dispute arose under the old Labour Relations Act.

De Kock said the strike had the ability of undermining centralised bargaining, as one out of four unions which did not represent the majority of workers was trying to bring the industry out on strike.

He said the union opposed the promulgation of the agreement reached under the auspices of the building industry industrial council on the basis that the unions were not representative of workers in the in-

dustry. Members of the employers association employed 76% of workers in the industry, he said.

Olfant said that despite the union's opposition to the publication of the agreement, the labour ministry had gazetted it. De Kock said that in effect the union was requesting that the agreement be withdrawn.

Industry sources said the withdrawal of the agreement could precipitate closure of the council and government should be aware of this.

Meanwhile, the strikes at Mondi in KwaZulu-Natal and Sappi in Mpumalanga continued yesterday.

The Paper, Printing Wood and Allied Workers' Union said last night that the union and Mondi would meet again today at the CCMA to discuss an amended position tabled by Mondi at the weekend.

Sappi and the union will also meet today at the CCMA in an attempt to resolve the dispute. The union said that no further incidents of violence had been reported at Mondi since the death last week of a nonstriking worker, Bafana Zwane.

## Building strike 'spread by intimidation'

Reneé Grawitzky

DD 19/2/97

THE building industry strike in Gauteng enters its third day today with indications that the strike spread yesterday to subcontractors in the wake of widespread intimidation, employers said last night.

Construction and Allied Workers' Union spokesman Mathews Olphant said the strike would continue today as the decision by arbitrators on the legality of the strike would be made available only today. He said workers would then be briefed on the outcome of the arbitration.

Olphant said the strike had affect-

ed 35 firms including Grinaker, Stocks & Stocks, LTA and Timber Bonvec

Masterbuilders Association executive director Cohn de Kock said widespread intimidation was being reported. The strike had accelerated not from more union members joining the strike, but from people being chased off construction sites.

He said employers viewed intimidation in a serious light, and had asked the union to show how it had tried to prevent intimidation from occurring.

Olphant said one employer, Timber Bonvec, claimed that subcontractors had been intimidated. The shop stewards would investigate this, he said.

## 'Illegal' building strike called off

(152)  
The strike by the Construction and Allied Workers' Union's (Cawu) over deadlocked wage negotiations with the Gauteng Master Builders' Association (MBA) has been declared illegal by a private arbitrator and the strike has been called off.

Cawu spokesman Thabo Morale said workers would have to be persuaded to resume duties while the union explored alternative avenues.

Cawu downed tools on Monday after negotiations deadlocked last August.

Senior Counsel Roland Sutherland was the arbitrator. — Staff Reporter

MON 20/2/97

## MONDI WORKERS RETURN TO WORK TODAY AFTER CCMA SETTLES STRIKE (152)

Durban — Strikers at Mondi Paper's Merebank mill in Durban will return to work at 6am today after an agreement on wages reached between Mondi and the Paper, Printing, Wood and Allied Workers' Union on Friday *CT(BR) 24/2/97*

In terms of the agreement reached through the Commission for Conciliation, Mediation and Arbitration (CCMA), Mondi will increase its basic wage by 9 percent and the shift allowance to R1,20 an hour. John Barton, Mondi Paper's general manager, said the settlement was very much in line with earlier settlements at three other manufacturing divisions at Mondi.

Mhlaba Mkhize, the union's regional organiser, said yesterday that while the union had been pushing for an 11 percent increase and a shift allowance of R1,50 an hour, the strike succeeded in advancing some of its demands — Stuart Rutherford



## Sappi nears deal with Mpumalanga strikers

Reneé Grawitzky

(152)  
60 2672197

IN THE wake of the resolution of the five-week-long Mondi strike in KwaZulu-Natal, there are early indications of a resolution to the Sappi strike in Mpumalanga.

The Paper, Printing Wood and Allied Workers' Union said yesterday that after last week's demonstration against Sappi, there were indications negotiations were back on track.

The union said it was demanding a 10% increase against the company's offer of 7%

Mediation had been accelerated by the death of a worker during the Mondi strike, the union said.

Eugene van Zuydam, senior convening commissioner for the Commission for Conciliation Mediation and Arbitration in KwaZulu-Natal, said yesterday an agreement was reached under amicable circumstances after eight days of mediation.

The final agreement provided for an across-the-board increase of 9%, a shift allowance of R1,20/hr and a once-off payment of R650 for workers who would not benefit from the shift allowance.

## PROTECTED STRIKES

## DRAWING A LINE

(152) FM 7/3/97

**The Labour** Court has brought home to unions the limits to protected strikes as defined in the Labour Relations Act

A seminal judgment, published this week, concerns the matter between Afrox and the SA Chemical Workers' Union. It was handed down by Labour Court acting judge Adolph Landman.

"Notwithstanding the constitutional right to strike," says Webber Wentzel Bouwens attorney Bernard Matheson, "the judgment means that there are limitations to this right. The court can strip a union of the protected nature of its strike if it finds that the basis of the dispute has disappeared."

For unions, says Webber's Rod Harper, "it means that they cannot simply leap into a protected strike without giving proper and responsible consideration to the issues at hand." Harper adds "Simply because one contends that a strike is protected, this does not mean the court will not examine the factual circumstances and check to ensure the strike conforms with the objectives of the Act."

In its application, Afrox contended that the strike did not fall within the definition of strike action in the Act since there was no longer a grievance or dispute on a matter of mutual interest.

A brief background to the dispute, declared last October, is necessary to understand the company's claim.

Afrox manufactures and supplies industrial and medicinal gases — oxygen, nitrogen, argon, carbon dioxide and methanol — and gas equipment. Its customers include hospitals, clinics and nursing homes, which deal with life-threatening situations daily.

In many cases, the supply contracts include a penalty for failure to deliver in time or for no delivery at all.

The gases are distributed to about 700 customers nationwide. The tanker drivers are grouped into three teams. Two teams work a day shift while a third works a night shift and the teams rotate in three-week cycles. Each team has a few drivers who work a staggered shift system. They are obliged to do so in

terms of a contractual arrangement with the company.

The dispute arose because of the refusal of employees at Afrox's Pretoria West site to work staggered shifts. They embarked on industrial action at the site on January 10. The dispute ended in the retrenchment of those union members on February 14 and the Pretoria West site contracting out the delivery previously performed by those workers.

As a result, the company dropped its



insistence on staggered shift work by any of its employees, especially the union members. The contractor is able to deliver the goods without working staggered shifts and at a lower cost.

Afrox argued in the circumstances that strike action by the union at its various sites around the country would not be functional to collective bargaining as it is entitled to dismiss employees for operational requirements subject to proper consultation. That was done over a few months last year. The dispute had there-

fore ceased to exist, particularly since Afrox no longer insisted on staggered shifts and continuation of the strike at other Afrox sites cannot compel the company to meet the union's demand for abandoning the staggered shift system altogether.

In his judgment, Landman says it's common cause that the strike was a protected one. This means a person does not commit a delict or breach of contract by taking part in a protected strike or by any conduct aimed at furthering such a strike. The clear intention of the law was "to leave it to the economic muscle of the parties involved. The general rule is that the courts are to refrain from intervening in a protected strike and from influencing the outcome of the power play inherent in a strike."

However, he observed, a strike can terminate in various ways, for example, if strikers abandon it. "Another possible way is by the disappearance of the substratum. If the *casus belli* is removed, for example, by the employer conceding to the demands of the strikers or by removing the grievance, the dispute falls away. The strike is no longer functional, it has no purpose and it terminates. When the strike terminates so does its protection. It is not in the interests of labour peace for strike action to be continued in such circumstances."

In this case, the company had conceded to the demands of the strikers concerning staggered shifts and had consulted the union on retrenchments for operational requirements, which it is entitled to do.

In a counter-application, the union initially sought to interdict the retrenchment on an "urgent" basis but has subsequently withdrawn this application which will now follow the normal course.

The judge had, however, observed that though dismissed employees may continue with a strike, "neither they nor their fellow workers may strike with the purpose of securing their reinstatement or re-employment or for the payment of any compensation to them."



Disputes about arbitrable or adjudicable matters are not advanced by power play in the form of strikes, says Landman

He found that the union cannot challenge the fact that the nature of its dispute with Afrox changed, from one to do with staggered shifts to one about outsourcing and its implications for the job security of some of its members

Landman granted an order interdicting and restraining the union from participating in any strike action regarding staggered shifts *Amarnath Singh*

#### ENVIRONMENTAL CONSERVATION & TOURISM

### CRITICS SWIM TO DOLPHIN

Leading critics of the multibillion-rand deal to commercialise Mpumalanga's nature reserves went to London this week in a government-sponsored team to renegotiate controversial elements of the contract with developer the Dolphin Group

The critics — environmental consultant Rupert Lorimer and Sue Hart, head of the province's semi-official Environmental Council — joined Environmental Affairs & Tourism MEC David Mkhwanazi and environmental lawyers Steve Raney and Jeremy Ridl in the talks which were expected to finalise the deal that has been dogged by controversy since its announcement last November (*Current Affairs* February 14)

Mkhwanazi's invitation to Lorimer and Hart sprang from the intervention of Mpumalanga premier Mathews Phosa, who has been working behind the scenes to resolve the dispute "I'd rather have them pissing out of the tent than into it," says Phosa

Another leading environmentalist, John Hanks, who resigned from the Mpumalanga Parks Board over the issue, declined an invitation to join the talks as he had to go to Geneva. The team left for London on Tuesday night and were due to meet Dolphin president and CE Ketan Somaia on Wednesday morning

Mkhwanazi apparently assured Hart and Lorimer that they would be free to question the Dolphin executives and recommend that the contract be terminated if they cannot reach an agreement with the group. The contract allows for termination if government rejects the deal

It is understood that Somaia has already agreed in principle to most of the proposed amendments to the contract during discussions with Mpumalanga officials in Johannesburg on February 20 and in subsequent telephone conversations. These include

- Scrapping from the deal the envisaged inclusion of Pilgrim's Rest, Manyeleti game reserve and the proposed takeover of resorts in the ailing Aventura stable,
- Removing the confidentiality clause and any reference to secrecy in the agreement,
- Tightening the provision that dissolves Dolphin's commitment to underwrite the Mpumalanga Parks Board's annual deficit if tourism drops off due to civil unrest or political instability. Under the current deal, it would have to pay only 7% of gross turnover if tourism declined for these reasons,

- Firming Dolphin's commitment to spend between R320m-R400m on hotel and infrastructural development by 1999

Mpumalanga also wants to raise the equity level of local communities and disadvantaged business in the envisaged nature park development companies from 20% to 50%. A compromise seems likely

The primary focus of the London talks was expected to be the Mpumalanga team's request to cut the period of Dolphin's contract from 50 years renewable to 25 years renewable

Somaia is believed to have already told the Mpumalanga Parks Board that such a reduction would necessitate a proportionate reduction in Dolphin's commitment to absorb the board's deficit and changes to dependent clauses in the contract. Parks board chairman Alan Gray has calculated that rising costs and

the gradual phasing out of State subsidies will push the board's deficit — and hence Dolphin's commitment — over the 50 years to R12,2bn

The exclusion from the deal of Pilgrim's Rest and Manyeleti leaves Blyde River Canyon, Songimvelo Reserve and Loskop Dam as the choice sites

Parks board chairman Alan Gray hit back at critics of the deal this week, saying that only 0,2% of the surface area of Mpumalanga's conservation areas was targeted for development by Dolphin

Dolphin's developments in SA would be handled by well-established subsidiaries Block Hotels and UTC Travel. Somaia says the two companies will substantially boost tourism in Mpumalanga, with spin-offs for other SA destinations such as Sun City and the Kruger Park. Dolphin marketing director Michael Sharpes said on Tuesday the company was "prepared to listen" to the Mpumalanga team's proposals

"We feel there has been a lot of misinformation about the deal and we welcome the opportunity of clarifying the issues," he said

"If the contract can be improved, we'll be happy to go along with it"

Construction company Stocks & Stocks is already in the hunt for Dolphin's business. Sources involved with the deal say Stocks MD Bart Dorrestein met Dolphin representatives in London last week. It is not known if contracts were clinched *Peter Honey*

#### COALITION GOVERNMENT

### MANDELA WOOS IN VAIN

Nelson Mandela appears to have made a tactical error in the manner in which he invited the Democratic Party and the Pan Africanist Congress to join the Government of National Unity (GNU). It has caused their fear of being swallowed by the ANC to outweigh their desire for a taste of power

During his talks with the two parties Mandela is known to have referred to the merger between Robert Mugabe's Zanu and Joshua Nkomo's Zapu in Zimbabwe, an analogy which increased their fears of absorption into the ANC. His interlocutors, Tony Leon of the DP and Stanley Mogoba of the PAC, know only too well that Zapu vanished after the merger and the acceptance by Nkomo of an offer to serve as a deputy president

As PAC deputy president Motsoko



*Sue Hart* off to tackle Dolphin chief Somaia in London

# Views on strikes differ across racial lines

## Business Day Reporter

**MOST** whites feel SA's labour force goes on strike too often and is managed too leniently

They think also that the way the government handles labour issues is harming the economy. But significant numbers of black adults believe exactly the opposite on all three points

These contrasting views have emerged from a survey on labour issues conducted in November for Business Day by Market Research Africa (MRA). A sample of 2 505 people was interviewed. The sample group represented about 92% of the urban adult population — 13,7-million people.

The first question

dealt with the frequency of strikes. Respondents were asked if workers went on strike "far too often, a little too often, within reason or not often enough". Overall, 41% of respondents said workers behaved reasonably, 38% that strikes occurred far too often, 14% a little too often, and 7% not often enough.

Nine in 10 whites thought workers went on strike too often. To a lesser extent, Indians (55%) and coloureds (48%) also thought the frequency of strikes unreasonable. Nearly six in 10 blacks, however, believed workers made judicious use of their right to strike — a view of only 4% of whites.

MRA director Brian Culross said the big gap between black and white thinking was an area of concern. "It emphasises

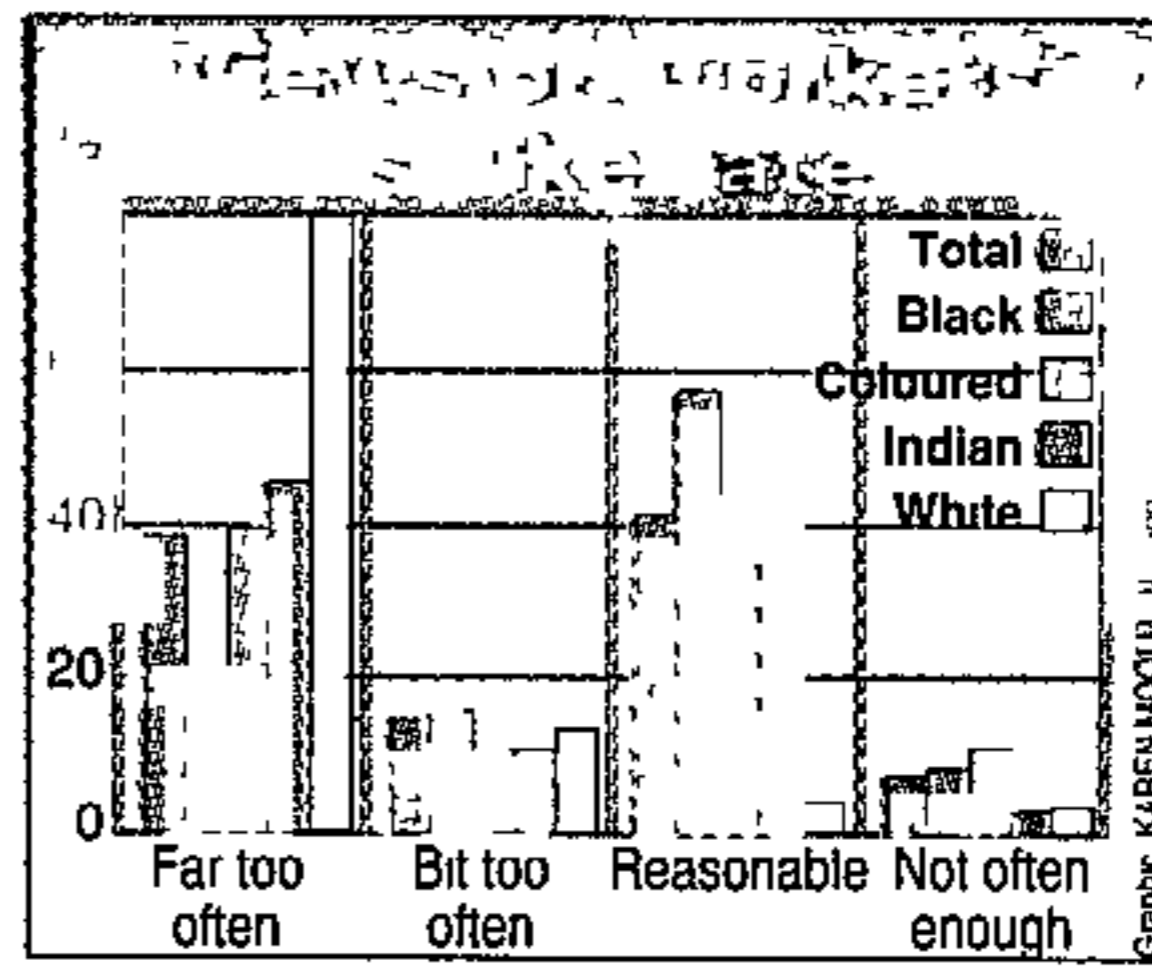
the difficult task of the private sector and government in creating labour policies which will satisfy workers and management, without compromising productivity," he said.

There was also divided opinion about how the government's labour policies and actions affected the economy.

More than half (52%) of all respondents felt the government's actions and policies were harming the economy. This was the view of 85% of whites, and 52% of coloureds and Indians

and policies was strongest in Gauteng.

The third question was about how management in the private sector treated workers. Overall, 38% of respondents said managements were too harsh on the workforce, 32% thought management "fair but firm" and 28% that management was too weak. But these averages also conceal a racial skewing. Most whites (57%) believed management too lenient with workers, while 43% to 49% of other races said workers were treated too harshly.



(152) BD 10/3/97



# Eskom hopes to avert wage strike

STUART RUTHERFORD

Durban — Siphiso Dabengwa, the executive director for distribution at Eskom, agreed on Friday to give disgruntled technical staff in KwaZulu Natal a detailed response to issues they had raised. He was hoping to avert a strike.

About 1 000 technical workers warned that if their demands for a minimum salary of R6 500 a

month were not met by Friday they would go on strike.

"Technical staff in the engineering division do not receive a wage which allows them to meet their financial commitments without resorting to unnecessary and prolonged overtime," minutes from the meeting of a Technical Strike Committee said.

Technical staff demanded the scrapping of the Patterson grad-

ing system and the introduction of a better grading system. They also want a career development programme to be implemented by July 1.

Eskom was confident that Dabengwa and employee representatives would reach an amicable solution. It said that because Eskom provided essential services any strike would be regarded as "unprotected".

CT(BR) 10/3/97

(152) (152)

## Council averts stink over refuse workers' strike

METRO CORRESPONDENT

(152) (25)

ARU 12/3/97

Nearly 40 municipal workers are on strike at the Athlone refuse transit station, where domestic waste is baled before being taken by rail to the Vissershok landfill site.

Residents of the surrounding areas have been assured there will not be a build-up, because refuse trucks have been diverted directly to landfill sites.

The work stoppage, which started yesterday, is connected to municipal restructuring issues now being negotiated.

Talks today between the SA Municipal Workers' Union, Cape Town's executive director of municipal services, Mike Marsden, and city engineer Arthur Clayton were aimed at resolving the problems.

# Cement strike threatens Cape building sector

*Wage talks in deadlock*

(102) (152)  
ARL 15/3/97

**THABO MABASO**  
STAFF REPORTER

**Cape Town's busy construction industry could face shortages of building material following a strike at two major stone, cement and concrete supply companies.**

The industrial action by Construction and Allied Workers Union (Cawu) members at three Ready Mix Materials plants started two weeks ago over wages. Cawu represents the majority of the workforce at the plants.

On Wednesday, about 45 percent Alpha's stone and readymix division workers went on strike throughout the country.

Cawu is pushing for a 13 percent wage increase and Ready Mix Materials is offering nine percent.

The two have now approached the Commission for Conciliation, Mediation and Arbitration.

Ready Mix Materials managing director John Horsefield said the strike had also affected production at the company's Eastern Cape, KwaZulu-Natal and Bloemfontein plants.

"The majority of workers in these provinces are not at work. We have skeleton crews and are just managing to limp along."

Alpha's stone and readymix division director Karl Meissner-Roloff said production had been affected but the company was doing its best to meet customer demands.

An executive at a major construction company who preferred not to be named

said the strike had had no serious effects as yet.

"There are often shortages of cement. We don't know if this time it's because of the strike."

But the National Black Contractors and Allied Trades Forum (Nabcat), which represents small black contractors, said the effects of the strike were already being felt and if nothing was done by Monday a "crisis" could occur.

"The material that these companies supply is supposed to be used immediately. If the strike does go on, it will have an impact on fast-track projects such as the Malmesbury and Wingfield prison projects and one or two road projects," Nabcat chairman Darawees Gasant said.

"The two companies involved are major players in the industry and there is a very small number of others who can provide the service they offer."

Wynand Stapelberg, secretary general of the Building Bargaining Council, a Gauteng-based construction industry employer-employee negotiating forum, said the strike in Gauteng had had minimal effect so far.

But he warned that if it went on for too long it could have disastrous effects on the building industry.

Cawu secretary general Matthew Oliphant held out little hope of the strike ending soon.

"The indication is that workers want the strike to continue until a reasonable resolution is reached."

"For now there is no end to the strike," he said.

## Chocolate firm faces strike over 'racism'

ARG 17/3/97

East London – South African chocolate, vinegar, coffee and other foodstuff production could drop this week if a threatened strike at Nestlé SA by Food and Allied Workers' Union (Fawu) members takes off.

Fawu's national negotiator at Nestlé, Lizo Mzendana, said about 4 229 union members at the company's chocolate and confectionery, grocery, milk sector factories, depots and sales sections would strike this week unless certain demands were met.

Workers wanted pay disparities between black and white workers to be eliminated and a 9,1 percent increase for union members.

"Nestlé SA is a racist, discriminatory and conservative company," said Ms Mzendana. "One can see naked racism being practised in most of its sectors."

At the East London Nestlé factory – the country's biggest chocolate producer – more than 1 500 workers were likely to strike.

Nestlé SA spokesman Jackie du Plessis said wage negotiations between workers and management started in November last year, with management proposing a minimum wage increase from R2 175 to R2 382 – Ecna



# Strike shackles exports

Nicola Jenvey

(152) ~~(155)~~

BD 18/3/97

DURBAN — The recent six-week strike at paper and pulp manufacturer Mondi Papers saw the Merebank mill lose 10 000 tons of production from an annual production of 500 000 tons, but the effect on bottom line profit has yet to be determined

Mondi's mill manager Peter Lynch said yesterday the mill had operated at full capacity from three weeks into the strike, while four of the five machines had been running within seven days.

The export market had been affected, and Lynch said arrangements were being made to reschedule export requirements to overseas clients.

The mill exports about 30% of production to Australia, South America, the Far East, Europe, India, Singapore, Hong Kong and the rest of Africa

Mondi marketing and sales manager Mike Stewart said the mill was investing about R230m in capital expenditure this year, aimed predominantly at improving quality consistency, capacity and efficiencies. New products would also be launched this year.

Mondi holding company Anglo American Industrial Corporation yesterday reported that the paper and pulp manufacturer had achieved "satisfactory" results in the year to December with earnings falling to R484m from R501m. The year had been characterised by a weak first half and better second half in terms of prices and product demand.

decline to R2.6m

## W Cape chocolate factory staff join strike

MARIO WYNGAARD AND NORMAN JOSEPH  
STAFF REPORTERS

(152)

ARLT 18/3/97

Hundreds of workers at four Nestlé sites in the Western Cape have joined a national strike by the company's workforce, who are demanding higher wages and shorter working hours

The strikers, members of the Food and Allied Workers' Union at the Pinelands sales depot, Bellville distribution department and Mossel Bay and Robertson branches, are demanding a nine percent across-the-board wage increase

The union's national spokesman, Fred Jarvis, said the strike was in progress throughout South Africa.

He said Nestlé management had offered seven percent and had refused to meet strikers in the Western Cape. Workers want the 48-hour week reduced to 40 hours, four months paid maternity leave and two months unpaid maternity leave.

# Nestlé strike jeopardises Middle East orders

Business Day Reporters

(152)

A NATIONWIDE strike by 6 000 Nestlé SA workers had resulted in Middle East orders worth millions of rands being suspended, Nestlé spokesman Humphrey Khoza said last night

The strike entered its second day yesterday with the company applying to the Grahamstown High Court for an order to evict thousands of striking Food and Allied Workers' Union (Fawu) members from its East London premises

Khoza said the company called off the application after Fawu national negotiator Lizo Mzendana persuaded the strikers to leave the premises

Mzendana said earlier that Nestlé

had given notification it would be locking out the strikers from March 20 if the strike continued.

A Nestlé SA spokesman said the measures were needed to counter intimidation of nonstriking employees

Management and the union did not plan to meet this week

Workers at 20 Nestlé facilities, including its East London sweet factory, one of the company's largest production units, put down tools on Monday to back demands for a 9,1% across-the-board wage increase

Mzendana said Nestlé had not offered a specific figure but a range of wage offers for various categories of workers. The union also wanted an agency shop agreement implemented

# Volkswagen locked in talks after strike

Reneé Grawitzky

**VOLKSWAGEN** management was locked in talks with National Union of Metalworkers of SA (Numsa) representatives last night in an attempt to resolve a dispute which closed the Uitenhage plant on Monday.

Monday afternoon's closure affected 4 500 workers, after a group of employees embarked on an unprotected strike over a number of grievances.

The company attributed the action to worker concerns over a number of cost-cutting measures which formed part of ongoing discussion linked to organisational restructuring strategies.

Last year the company lost four days as a result of strikes, two of which were attributed to national strikes. The last major strike occurred in 1995 over an assault which resulted in three days of production being lost.

The company said workers had reacted to proposals to increase insurance costs of company-leased vehicles, attempts to ensure stricter enforcement of the company's absenteeism policy and erratic production in the paint shop as a result of introducing stricter quality control measures.

The union said the action related to problems in the paint shop which had been raised with the company on numerous occasions. The other issues were being addressed in a broader forum on Volkswagen's restructuring and had not caused the disruptions.

Numsa spokesman Tony Ngcobe said workers wanted an explanation as to why breakdowns in the paintshop had not been addressed as it had an impact on hours worked.

He said "The way to deal with this problem is not by closing the plant. The union wants the company to reopen the plant today so that it can address workers."

Company spokesman Raymond Hartle said Volkswagen's position was clear, it would not reopen the plant until workers had agreed to return to work and fol-

low the correct procedures.

Hartle said issues giving rise to the action were all linked to the company's programme to ensure its international competitiveness.

Although the company indicated that at no stage had discussion taken place on retrenchments, the union said at the outset there was talk of retrenching 1 300 workers, but the company appeared to have dropped the idea.

## closes plant



WS

## VW closes plant to force assurances on stoppages

CT (BR) 19/3/97

(152)

ROY COKAYNE

Pretoria — Volkswagen South Africa's Uitenhage assembly plant has been closed indefinitely until the National Union of Metalworkers (Numsa) provides an undertaking that its members will return to work. Raymond Hartle, the company's corporate relations manager, said yesterday

He said management decided to close the plant early yesterday after a few hundred employees refused to return to work following a mass meeting in the plant.

"VWSA has served notice on Numsa shop stewards that the plant will remain closed until the union is able to provide an undertaking that hourly rated employees who are Numsa members will resume their duties

"Non-production areas will continue to work as normal," he said.

Hartle said that in negotiations on Monday Numsa had at-

tributed the stoppages to three issues a proposal that lessees contribute to the insurance costs of the company's lease vehicle fleet; stricter enforcement of the company's policy on absenteeism, which was also part of the cost reduction programme, and erratic production in the paint shop.

He said no decision had been taken on the proposal of lessees' contributions

He said VWSA had introduced more stringent quality control measures to improve the quality of vehicles and "some disruption downstream had been experienced"

He said the issues were part of a programme to ensure international competitiveness

Mbuyiselo Ngwenda, the deputy general secretary of Numsa, said VWSA's attempts to link absenteeism and retrenchments had raised emotions. He stressed that the issues could not be linked.

# Nestlé strikers cry foul play

CT(BR)19/3/97

(152)

**JONATHAN ROSENTHAL**

Johannesburg — Nestlé, the confectionery and beverage company, has spent the past few weeks preparing to sit out a national strike by members of the Food and Allied Workers' Union, striking workers alleged yesterday

The strike, by up to 6 000 workers according to the union or 2 800 workers according to Nestlé, enters its third day today

Striking workers at Nestlé's Isando warehouse said that the company had recruited "scab" labour before the strike

Striking workers said several workers had been "intimidated" by scab workers, who were

bussed in early and remained at work until after strikers had dispersed in the afternoon.

They said Nestlé had built up stocks in the warehouse over the weeks preceding the strike

Nestlé could not be contacted to respond to the specific allegations, but said in a statement earlier in the day that contingency plans had been implemented to "maintain certain vital parts of the business"

It said that the company's "offers of between 9 percent and 10 percent are fair and favourably compare within the industries in which we operate" It also denied that it had offered 7 percent, as alleged by the union

# Three-day strike ends at Volkswagen Uitenhage plant

CT (BR) 26/3/97 (152)

FROM REUTER

Johannesburg — About 4 500 workers at Volkswagen's Eastern Cape plant returned to work yesterday following three days of protests over the company's cost-cutting measures, a spokesman said

Volkswagen's Raymond Hartle said worker representatives from the National Union of Metalwork-

ers had agreed on Thursday that their members would resume normal duty on Monday while talks to try and resolve the impasse continued

Hartle said Volkswagen had lost about R55 million in turnover at its Uitenhage plant, which has a daily output of 320 vehicles. He said employees had lost R1,8 million in wages as the strike had been illegal.

# Kitchen workers down pots at Jo'burg Hospital

## Staff claim they have been denied promotions and receive nothing for working on holidays

By TROYE LUND

After 18 years as a general assistant in Johannesburg Hospital's underground kitchen, Elizabeth Modiko earns R1 400 a month, has been denied several promotions, and has never received compensation for working holidays and every second weekend.

Modiko and about 120 fellow kitchen workers downed tools yesterday and refused to work until certain demands had been met. Their grievances were listed and handed to hospital management while patients went without breakfast.

About 120 workers are demanding that management pay them according to the Grade 2 salary scale they were promised last year and not according to their current rate of pay, which is the same as cleaning staff.

Compensation for working holidays and weekends was included in the list of demands, as was a merit system for any extra work done or initiative shown.

"No consideration is given about taxis and trains that are running late because of the holidays

If we are late they threaten to dock our pay. We are told that we are the heart of the hospital. After so long in the kitchen, I know exactly what food to prepare for all ailments, but no recognition of this is given at all.

"Even the administrative staff knock off early before each holiday

### 'I know what food to prepare for all ailments'

day to allow for the traffic, but not us," said Modiko, adding she had applied unsuccessfully several times to be promoted to a clerical position.

The staff also complained that all senior posts in the kitchen had been vacant for the past year.

After seven years as a kitchen supervisor, Eisie Peens said she had received increment once and now earns R1 900.

She had been refused all applications to move into more senior

positions in the kitchen that had been vacant and frozen for the past year.

"There is no difference between a person who has been working for two years or 18 years. We are all graded the same as cleaners, but have to work from 7am until after 5pm. We are not paid overtime or compensated for working every holiday and weekends. On Christmas Day the kitchen staff are here long after all other staff have gone home," Peens said.

Although the dispute was not resolved yesterday, acting chief medical superintendent Dr Warwick Sive said workers had agreed to continue working until Gauteng Health Department officials looked into their grievances, especially the pending promotions, on April 8.

He said hospital management would continue to facilitate the process between workers and head office.

The National Education, Health and Allied Workers' Union and the Hospital Personnel Staff Association, the unions of which the workers are members, said they had nothing to do with yesterday's action.



At boiling point .. workers demand to be paid according to a promised salary scale

Star 2/4/97

(132)



# Protracted wage talks aim to end Nestlé strike

Nestlé South Africa and the Food and Allied Workers Union (Fawu) held another round of wage talks in Johannesburg yesterday to try to end the two-week long strike at company factories and other facilities around the country

A Nestlé spokesman said the talks had reached a delicate stage and further details could not be disclosed

Nestlé was optimistic the issue could be resolved by today

Fawu national negotiator and spokesman Lizo Mzendana could not be reached for comment yesterday

The strike has crippled production at several Nestlé factories, including at its East London confectionery plant, which is producing major export orders for Saudi Arabia. - Sapa

*Sowetan 2/4/97*

# VW plant shut as workers stay away

(152)  
Reneé Grawitzky

30 4/4/97  
VOLKSWAGEN last  
night confirmed that its  
Uitenhage plant had  
closed yesterday after a  
group of workers refused  
to return to work.

Workers embarked on  
industrial action on  
Tuesday in protest  
against the disciplining  
of two workers suspend-  
ed for misconduct during  
last month's strike.

The National Union  
of Metalworkers of SA  
(Numsa) was opposed to  
the manner in which  
they had been suspend-  
ed and wanted the ques-  
tion of disciplinary ac-  
tion to be discussed in  
the same forum estab-  
lished to discuss issues  
arising out of the previ-  
ous strike. The company  
said last night negotia-  
tions were continuing in  
an attempt to ensure a  
return to work.

Meanwhile, the union  
indicated that the situa-  
tion at Delta Motor Cor-  
poration was expected to  
return to normal today  
after an agreement was  
reached yesterday.

In central Durban,  
Sapa reports, lunch-  
hour traffic was brought  
to a standstill yesterday  
as more than 10 000  
Congress of SA Trade  
Union members partici-  
pated in a march to high-  
light demands on the  
proposed employment  
standards legislation.

Cosatu's Mpuma-  
langa region yesterday  
announced plans for  
marches to be held in Se-  
cunda, Nelspruit and  
Witbank today to protest  
about employment legis-  
lation. Among Cosatu's  
demands are a 40-hour  
working week and six  
months maternity leave  
with four months paid.

(152)  
ST(BT) 6/4/97

# Nestlé strike threatens deal

NESTLÉ and the Food and Allied Workers' Union meet tomorrow in a bid to resolve issues which are almost bringing production to a halt and threatening a multi-million rand export order

A national strike, now in its third week, has caused major production problems and poses a serious threat to the export deal. About 200 to 300 of the company's 5 500 jobs relate directly to its export business.

What was originally a wage dispute has turned into accusations of racism and intransigence against Nestlé Humphrey Khoza, human resources divisional manager, says these issues have never come to the table in the negotiations, centred on wages.

Negotiations began in November, but turned sour in January when a dispute

LABOUR TROUBLE

By MARCIA KLEIN

was declared. About 2 800 of Nestlé's employees are FAWU members. Nestlé says about 2 500 people are striking but the union has said that up to 6 000 people are on strike.

FAWU asked for a flat increase of 9.1% while Nestlé offered 8.75% linked to productivity initiatives. Khoza says if the company's wage proposals are accepted, 80% of the workers would receive more than the 9.1% demanded and the lowest salary would be over R2 300.

According to Khoza, affirmative action programmes are advanced. Nestlé has done training for many years and the number of black employees exceeds national averages at all levels.

## Less time lost on strikes

(152) ARG 7/14/97  
Johannesburg - The marked decline in man-days lost due to industrial action in the first quarter of this year coincided with the implementation of new labour legislation designed to resolve disputes faster, consultants Andrew Levy and Associates said today

In all, 78'000 man-days were lost in the first quarter, compared with 175 000 man-days in 1996

The bulk of industrial action was concentrated in the food, automobile, and paper and printing sectors. - Sapa



# VW plant gridlocked by further strikes

(142) (102)

ET (BR) 7/4/97

**ELLIS MNYANDU**

Johannesburg — Volkswagen, the car maker, shut its Uitenhage plant for a fourth day on Friday following more protests, since Tuesday, by about 4 000 employees, a spokesman said

Raymond Hartle, Volks-

wagen's spokesman, said the plant, which had only resumed normal production last week after a three-day strike over cost-cutting measures, had again been officially closed on Thursday. He said the employees, belonging to Numsa, had downed tools on Tuesday to protest the company's

move to discipline two of their colleagues in connection with the past strike, which started on March 18. He said the two employees had been suspended with full pay over allegations that one assaulted a fellow worker during the last strike. The other allegedly damaged Volkswagen property.

# Less time lost due to strikes

(152)

Reneé Grawitzky  
BD 8/4/97

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MAN DAYS lost as a result of strikes had dropped sharply, with 78 000 man days lost during the first three months of this year compared with 175 000 man days lost during the corresponding period last year, a strike report, released yesterday said.

The report, released by Andrew Levy & Associates, attributed the reduction partly to the implementation of the new Labour Relations Act which had been specifically designed to bring about the speedier resolution of disputes under the auspices of the Commission for Conciliation, Mediation and Arbitration (CCMA).

Andrew Levy & Associates researcher Jackie Kelly said yesterday that the bulk of strikes had occurred in the food, automobile manufacturers and paper and printing sectors with strikes at Nestlé, Mondi and Sappi and Volkswagen.

Kelly said the five-week Mondi strike had been marred by reports of violence and looked set to continue but was resolved with the intervention of the CCMA, which, in a number of instances had intervened in strikes, and ensured a quicker settlement.

Kelly warned that traditionally the first quarter of the year was quiet, but as wage rounds got under way the situation could change. She said this year's negotiations were expected to be particularly tough.

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# Week-long strike ends at VW

ARG 8/4/97

(152) (R)

Port Elizabeth - Production returned to normal at Volkswagen South Africa's factory at Uitenhage today after a week-long strike that cost the company an estimated R55-million.

"The plant opened at six this morning and production is back to normal," said VW corporate relations manager Raymond Hartle.

Yesterday the Labour Court granted an interdict declaring the strike by the National Union of Metalworkers of South Africa illegal.

Mr Hartle said "a good couple of hundred" of the 4 000 workers employed in car-building had gone on strike. The nature of the production line was such that a strike by any group of workers could bring the whole line to a standstill.

VW closed the factory on Thursday last week "because it was impossible to continue with normal production".

Mr Hartle said the company was building an average of 320 vehicles a day, which meant an earnings potential of R16-million.

The company had lost R55-million in potential turnover during the strike.

The strike was sparked by the reported dismissal of two workers. But Mr Hartle said the two had been suspended on full pay pending the outcome of disciplinary proceedings against them.

It was reported today that Numsa spokesman Lucky Dendile said the union had asked VW management to reconsider its action against the two employees - Sapa.

# Nurses set to go on strike over new legislation

152

ARGUS CORRESPONDENT

ARG 8/14/97

Johannesburg - Thousands of nurses are set to join a country-wide protest against new legislation transforming the Nursing Council.

The protest will include a week of picketing and a march to Parliament in Cape Town.

The Hospital Trade Union (Hospersa) has called on nurses and the public to support the picketing to oppose the amendments to the Nursing Act affecting the composition of the Nursing Council.

According to the new act, the council will no longer consist of a majority of registered nurses, while medical practitioners and pharmacists will be removed.

A spokesman said the union strongly objected to the way in which the portfolio committee consulted the nursing community.

Meanwhile, the change was welcomed by the National Education, Health and Allied Workers Union (Nehawu), but was rejected by the Democratic Nursing Organisation of South Africa (Denosa).

Philda Nzimande, Denosa chairwoman, said it was "totally unacceptable that only 13 of the 37 members would be registered nurses".

The new council will consist of 12 registered nurses, three enrolled nurses and three auxiliary nurses elected by nurses. The minister of health will appoint a representative from the department and nine of the community, an attorney and six others.



# Dales locks out striking workers

CT (BR) 8/4/97  
FRANK NXUMALO

(152)  
Johannesburg — Dales Furniture Stores yesterday locked out workers belonging to the Distributive, Catering, Hotels and Allied Workers' Union (Dichawu) at its Gauteng branches after union members went on strike on Friday following the breakdown of wage talks, the union said.

The union is demanding an increase of R250 a month across the board or a wage of R1 500 for all its members. The company is offering a R130 increase a month.

Efforts to break the deadlock on Saturday failed and the union said management threatened to apply for voluntary liquidation if workers did not go back to work.

The company claims it cannot meet workers' demands because of financial difficulties and the only way out is voluntary liquidation. The union disputes this.

"We believe the company is in a strong financial position to meet our demands. Recently they employed two people and supplied them with brand-new company cars," said Oscar Malgas, the Dichawu national organiser.

Bradley Nurock, a company spokesman, was tight-lipped on the strike. "I have no comment to make at this stage."

# Nestlé announces proposal to end strike

Bonile Ngqiyaza

~~(152)~~ (152) <sup>BD 10/4/97</sup>  
STRIKE-bound Nestlé SA announced a formula yesterday for what it termed a "very good" agreement which could benefit both the company and the Food and Allied Workers' Union (Fawu)

The strike, to demand improved wages and working conditions, has entered its fourth week and affects Nestlé facilities around the country.

The announcement followed three days of renewed wage negotiations between the two parties.

A Nestlé SA spokesman said the proposed agreement, still to be ratified by union members, recognised worker wage aspirations but also accepted the need to improve performance and to introduce flexible work practices. The agreement also recognised the need for a joint approach to formulating and effecting the improvements.

She said a key issue throughout the negotiations had been acceptance that Nestlé had to be a competitive organ-

Continued on Page 2

## Nestlé

~~(152)~~ (152) <sup>BD 10/4/97</sup>  
Continued from Page 1

isation if it was to retain its place in the market. "Also, we must have flexible and efficient work practices to keep competitive and to fund agreements of this nature," she said

Meanwhile, hundreds of Nestlé SA employees marched to the company's Randburg headquarters yesterday to give management a petition calling for better working conditions and wages

Sapa reports that a Nestlé spokesman confirmed management had received the petition.

Fawu negotiator Lizo Mzendana could not be reached for comment on the proposal, but another Fawu spokesman, Mike Maloba, said the union had agreed in principle.

However, the negotiators wanted to consult the union's constituency for a mandate and had requested details of how efficiency and improved productivity was going to be achieved.

Picture: Page 3

WWS

# Nestlé close to settling strike

FRANK NXUMALO

Johannesburg — Nestlé said yesterday it was on the brink of settling a crippling four-week strike with the Food and Allied Workers' Union (Fawu)

Humphrey Khoza, a spokesman for Nestlé, said the two parties hit on a "formula" in the early hours of yesterday morning to "enable us to meet the workers' demands", adding that the details of the deal would remain under wraps until the union had approved it, at which point production would be expected to resume

Meanwhile, about 400 Fawu members went ahead with their march on Nestlé's head office in

Randburg yesterday

Union sources said the company would now offer between 8,75 percent and 9,1 percent if workers accepted the formula, while Fawu would compromise by dropping its wage demands by 1 percent to 9 percent.

"We wanted to force the company to respect the principle of consultation. We ultimately achieved that, including agreements on productivity and competitiveness," said Lizo Mzendana, Fawu's national leader

Nestlé said this week the strike cost it a R2 million export order for Saudi Arabia, which would have been the first of many such deals



**FORMULA FOR SUCCESS** Members of the Food and Allied Workers' Union (Fawu), seen here on strike, will review the settlement formula worked out between Fawu and Nestlé early yesterday morning

PHOTO JOHN WOODROOF

## Old age home workers on strike

(152)

More than 1 500 workers at old age homes in four provinces have gone on a full-blown strike following a deadlock in wage negotiations. *Mar 14/4/97*

National Education and Health Workers' Union (Nehawu) has been in dispute with the Suid Afrikaanse Vroue Federasie (SAVF) over wages since August last year.

According to Joe Lekola, national media officer for Nehawu, workers at SAVF old age homes in Gauteng, the North West, Mpumalanga and the Northern Province embarked on a strike on March 27 - Staff Reporter



# Strike delays payment of Cape pensions

ARG 15/4/97

## *Security union pickets*

Delays in pension payouts at post offices in the Western Cape are being caused today as staff of Coin Security embark on strike action.

The South African National Union for Security Officers general secretary, Pieter Albertus, said today union members had embarked on a "protected" strike in compliance with the Labour Relations Act over wages.

Mr Albertus said that apart from pension payouts to post offices, another client affected will be First National Bank.

He said discussions with human resources director Tim Bax in Cape Town last night "came to nothing" and about 60 Coin workers were staging a peaceful picket outside the company's head office in Airport Industria.

"Only four vehicles out of a total complement of 23 vehicles servicing the Cape

Peninsula went out on Tuesday morning," Mr Albertus said. "Most of the money, amounting to millions of rands, was still intact at the company's head office."

A Post Office spokeswoman, Julie Windell, said Coin had flown in drivers from Gauteng to deliver the maintenance grants, but workers were blocking the entrance at head office preventing vehicles from leaving.

Pensioners who had arrived at post offices and community halls since 6am had been asked to be patient and that the money would arrive.

"Police are presently negotiating with the workers," Mr Windell said.

About 20 paypoint offices including Matieland, Ruyterwacht, Ysterplaat, Goodwood, Milnerton, Cape Flats areas and Melkbosstrand on the Cape West coast are affected - Sapa

# Security strike delays welfare payments

CT 16/4/97  
MARJOLEIN VAN REST

ABOUT 6,000 social welfare recipients had to wait several hours yesterday for their pension and child support payments when members of a security company that transports their money went on strike.

About 20 paypoints, including Matland, Ruyterwacht, Ysterplaat, Goodwood, Milnerton, Cape Flats areas and Melkbosstrand on the Cape West Coast, were affected when Coin Security's Armed Banking Division members refused to work and gathered outside the company's head office in Airport Industria for a "protected" strike.

They claim the company is legally bound by an industrial agreement that sets salaries at R3 000 a month for security officers in their division.

Coin Security staff members in Cape Town earn half this amount, whereas their colleagues in Gauteng earn the full R3 000. Mr Pieter Albertus, general secretary of SA National Union for Security Officers (Sanuso), said the agreement had been extended recently to Cape Town.

"Before this, Coin Security regarded Cape Town as a different region, in which the agreement did not apply," Albertus said. "What that it does, the company still refuses to pay the proper amount."

Coin managing director Mrs Yvonne Bishop said the strike was about a dispute over the jurisdiction and demarcation of the Bargaining Council for the Motor Transport (Goods) Industry.

Coin Security believed the strike was unprocedural and intended to apply urgently to the Labour Court for it to be declared illegal, Bishop said.

Albertus said negotiations with management yesterday had been inconclusive and the strike would continue today.

Social welfare recipients were worrying as they waited to be paid. Mrs Wilma Farrell, a mother of four, said she wondered if the strikers knew children would be affected.

"You budget from the day you get the cheque," she said. "What are you going to do when it does not arrive and you run out of money—beg?"

## Strike by bus drivers averted

(152)

A countrywide strike by commercial bus drivers was averted yesterday when the Labour Court ruled that the industrial action would be illegal, the SA Bus Employers' Association said

President Barry Gie said wage talks deadlocked last week

The unions demanded a 15% rise while employers of-

ferred 9%

"Union negotiators rejected our proposals that the matter be referred to a mediator or be resolved through arbitration," Gie said "They threatened a countrywide strike instead."

To prevent a strike, the association asked the court to declare the transport industry an essential service - Sapa

Staw 23/4/97

# Angry commuters torch five buses while drivers strike

Damage estimated at R1,4-million was caused by angry commuters who torched five North West Star buses while bus drivers were on strike.

The commuters set fire to the buses when they had to find alternative transport from Pretoria to Hammanskraal due to the dispute on Tuesday be-

tween workers and management at the North West Star bus service

Workers at North West Star's Babelegi depot resumed work at 9.30pm on Tuesday night after an interim agreement was reached with management

Bus services ran normally

Star 24/4/97 (152)  
yesterday as union officials continued their negotiations with management.

In addition to the five buses that were set alight, another 10 were damaged when they were pelted with stones by angry commuters

Damage was estimated at R1,4-million, North West Star

Bus Service spokesman Johan Stegmann said The dispute between the parties concerned certain company fringe benefits.

"A case of public violence is being investigated. Police are looking for leads," police spokesman Captain Garwin Geldenhuys said. - Own Correspondent.



# Strike looms for catering company

(152)

seweta 2/5/97

By Abdul Millazi

**T**HE planned May 10 strike over wages by members of the Hotel, Liquor, Catering, Commercial and Allied Workers' Union (Hotelica) at Fedics Foods could leave many hospitals and companies without food

Wage negotiations between Hotelica and Fedics deadlocked last week, with workers demanding a 12 percent across-the-board increase and a minimum wage of R1 500 a month, while management offered a 9,5 percent increase

Spokesman for Hotelica Mr Alfred Plaatje said the union was also in dispute with Fedics over management's insistence that the two parties should apply for mediation by either the Independent Mediation Services of SA (Imsa) or the Commission for Conciliation, Mediation and

Industrial action could leave many hospitals, companies without food

Arbitration (CCMA)

Plaatje said The Labour Relations Act says negotiations in sectors where national bargaining councils exist should be conducted within those structures When we go to Imsa or the CCMA, the process would be illegal

"However if we do go we are saying we will do so only provided that Fedics foot the bill for the mediation process There is a bargaining structure in the sector, but they want an independent mediator It is only right that they pay for it"

Fedics provides canteen catering services for, among others, Fedlife, Southern Life, Lesedi and Tsepo-Themba clinics, Brits Firestone and

Witspos Post Office

Plaatje confirmed that canteen services at these companies would be disrupted, leaving patients without food at a number of clinics, but he appealed to Fedics' clients not to withdraw their contracts

Fedics spokesperson Ms Geraldine Mhaka said a strike would be an irresponsible way of solving a dispute "Disputes are best resolved through negotiations"

She said "Fedics is already paying way above what other companies in the catering industry are paying their workers We are losing business to our opposition because of our high wages which have to be borne by our clients"

# Paper workers strike over Sappi lockout

FRANK NXUMALO

Johannesburg — Workers allied to the Paper, Printing, Wood and Allied Workers' Union are planning a nationwide strike in support of more than 200 of their colleagues who have been locked out for weeks at the Port Elizabeth Sappi Adamas plant, Alfred Tshabalala, the union spokesman, said yesterday.

Tshabalala said Sappi was granted an interdict by the Port

(152) ~~152~~  
Elizabeth supreme court to have the strike declared illegal, saying in his view the matter should have been taken to labour court in terms of the new Labour Relations Act

"We are fairly disappointed by the fact that Sappi prefers to deal with the union through court orders instead of negotiations

"In our view, Sappi's approach complicates matters and the industrial relations between the company and the union. At the

ET(OR) 6/5/97  
moment, owing to the manner of approach from the company, workers throughout the country are planning the secondary strike action in support of their colleagues in Port Elizabeth," said Tshabalala.

Meanwhile, the countrywide strike by 900 Paper, Printing, Wood and Allied Workers' Union workers at Federated Timbers over an impasse to establish a company negotiation forum continued yesterday

(152) (166)  
**'Discipline  
workers who  
stay away'**

By ADAM COOKE

Star 7/5/97

No matter what the outcome of tomorrow's crucial court ruling on Cosatu's planned national stayaway, some business organisations have advised their members to discipline workers who heed Cosatu's call for industrial action.

Their advice signals the defiant mood of certain business sectors, and the confidence they have of winning the court application tomorrow.

Business South Africa (BSA), the lobby group representing the interests of business in the bargaining chambers of the National Economic Development and Labour Council, has applied to the Labour Court to prevent the giant federation from holding a stayaway on Monday.

Cosatu has planned a half-day stayaway starting at noon in protest against the Basic Conditions of Employment Bill.

BSA is seeking an interdict to prevent the stayaway and a declaratory order confirming Cosatu did not follow the correct procedure in calling for the stayaway.

However, Cosatu late yesterday advised its members that the protest was legal and complied with the Labour Relations Act.

# Court reinstates fired W Cape leather workers

**Cape Town – The Labour Appeal Court has reinstated all 87 members of the National Union of Leather Workers who were dismissed after they went on strike in Wellington in 1995.**

The court found that the strike on September 6, 1995 was legal and that workers had lost their jobs through an unfair

labour practice.

It reinstated all the union members retrospectively to November 27, 1995, with 18 months backpay and allowed 14 days for employees to report for duty

In a statement yesterday, the union said the judgment was a victory for the members and their representatives

ARG 7/5/97  
"The LAC confirmed the protection of workers against unfair dismissal during a legal strike," the union said

According to the union, the dispute began in June 1995 after wage negotiations between the union and the SA Tanning Employers' Organisation deadlocked over annual wage increases. – Sapa



# Airport catering disrupted by Fedics pay strike

ARC 8/5/97

Catering at Cape Town International Airport has been disrupted by workers at Fedics Food Services striking after a pay dispute

The Airports Company obtained a Cape High Court interdict yesterday to prevent 200 strikers interfering with passengers  
Food and Allied Workers Union spokes-

man Gafielden Benjamin said workers were demanding a monthly pay increase of R180 and that minimum salaries for waitresses be increased from R500 to R800.

The union also demanded four months' maternity leave and that temporary workers be given permanent jobs after they had

~~(180)~~ worked for three consecutive days ~~(150)~~ (152)

Fedics managing director Kieron Laws said in Johannesburg that the union had made a final demand of R150 while the company offered R120.

"Our offer is in line with the inflation rate," Mr Laws said - Staff Reporter

## SA BUSINESS DIGEST

(152) ~~152~~ CT (BR) 9/5/97

### Rembrandt locks out striking workers after 'unruly behaviour and intimidation'

About 400 workers, all members of the National Union of Food, Beverages, Wine, Spirits and Allied Workers, have been locked out of R&R Tobacco Manufacturers in Paarl after the parties failed to reach agreement on wages and other substantive issues. Alfred Matibane, the union secretary, said yesterday that since the strike started the company had rushed to the police with instructions they should "beat up our striking members". He said the company's close links with the police had turned the whole wage dispute into a "militaristic negotiation".

R&R's personnel manager Hans Knoetze disputed yesterday the union's claim that 400 workers were on strike. He said only 240 union members, about 30 percent of the workforce, were on strike.

He said it was only due to the unruly behaviour of the striking workers that the company sought an interdict at the Cape High Court on Wednesday which prevents striking workers from intimidating other workers.

The company had been forced to close its premises in Bergvlei Street on Tuesday after a confrontation between locked-out workers and police, who had been called in to escort to safety those workers who had worked that day — *Sapa, Cape Town*.

**Union says Sappi strike to spread** (152) (154)  
Sakhwo Zako, a spokesman for The Paper, Printing Wood and Allied Workers' Union, said yesterday the wage strike at Sappi's Adams mill in Port Elizabeth remained unresolved and would spread to other mills in sympathy. He said they were also negotiating with other paper factories related to Sappi in the country and in the United States to refuse to handle Sappi products. Negotiations broke down on April 23. — *Reuters, Johannesburg*

C160 9/5/93

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# Court blocks Cosatu protest

Star 10/5/97

(152)

The Congress of SA Trade Unions has decided to postpone the strike it planned for Monday to June 2 following the ruling by the Labour Court yesterday declaring the planned country-wide protests unlawful.

Passing judgment in favour of Business South Africa, Mr Justice John Myburgh said Cosatu had failed to comply with the provisions of section 77(1) of the Labour Relations Act.

Late on Thursday afternoon, Cosatu said it had postponed its protests until June 2.

Cosatu is a member of the National Economic Development and Labour Council, and the judge said that in order to comply with section 77, the protest should have been discussed by Nedlac before Cosatu decided on it. Such a discussion was not held, he said.

Judge Myburgh said it was incomprehensible that these discussions did not take place. Any person who took part in the protest on Monday, by withdraw-

ing their labour, did not enjoy the protection conferred by section 67 of the act.

He directed Cosatu to advise its affiliates that the Monday protest was in breach of section 77 of the act, which stipulated that Cosatu had to give Nedlac reasons for the protest.

Nedlac would then have had to attempt to resolve the matter. Thereafter Cosatu would have had to have given Nedlac 14 days' notice of its intention to strike.

Judge Myburgh directed Cosatu to pay the costs of the application, including the costs of two counsel.

Cosatu planned the protests to voice its displeasure over certain aspects of the Basic Conditions of Employment Bill. These concerned child labour, overtime, maternity leave and the right of employers to apply for exemption from labour regulations.

The court heard that on February 18 1997, Cosatu wrote to Nedlac, informing it of its pro-

gramme of action, in line with the Labour Relations Act.

On March 4 Nedlac acknowledged receipt of Cosatu's letter and recorded that the Nedlac executive council should hold a meeting on February 28.

During that meeting, the court heard, it was resolved that a meeting of Nedlac conveners and members of the negotiating committee would be convened for mid-March 1997 to consider options for resolving outstanding matters regarding Cosatu's protest action. That meeting was never held.

BSA sought a declaratory order to prove Cosatu had failed to comply with section 77(1) of the act in relation to the intended protest.

Such an order would interdict Cosatu from proceeding with, encouraging, or inciting others to engage in its planned protest action until such time as it had complied with the provisions of section 77(1) of the act.

- Sapa





# Cosatu calls off Monday's strike action

*'Stayaway illegal'*

(152)

ARG 10/5/97

**THABO MABASO**  
BUSINESS REPORTER

The Congress of South African Trade Unions' (Cosatu) yesterday postponed Monday's half-day strike following a ruling by a Johannesburg Labour Court judge that the action was unlawful.

The strike, against certain provisions of the Basic Conditions of Employment Draft Bill, is now planned for June 2

Cosatu planned to strike against provisions relating to child labour, maternity leave, weekly working hours and overtime

The trade union federation has called for a 40-hour working week to be phased in over a five-year period and for six months maternity leave with four months paid

Justice John Myburgh ruled that the two-million strong federation had failed to comply with the provisions of the Labour Relations Act (LRA) before embarking on Monday's action

He ordered Cosatu to pay the costs of the application brought by employer group Business South Africa (BSA).

The LRA stipulates that a union must exhaust all forms of negotiation before taking protest action. It must also inform employers 14 days in advance before embarking on a strike.

BSA said in its application that Cosatu had not followed procedure before planning the half-day strike.

BSA spokesman Adrian Du Plessis told Business Argus yesterday that the judgment meant that differences surrounding the Employment Bill must be solved through negotiation.

Labour law expert Gavin Brown said the judgment meant that a worker who stayed away from work on Monday risked dismissal.

"What the judgment basically says is that the bill is still being negotiated, so there was no reason to strike. They could (strike) if they had followed the procedures of the LRA or if negotiations at Nedlac had been concluded or had broken down," Mr Brown said.

Cosatu's Western Cape secretary general Tony Ehrenreich said the only way workers would not take action was if business accepted their demands.



**NOT US** Adrian du Plessis, a BSA negotiator, left, and Jayandra Naidoo, the executive director of Nedlac, right, deny allegations by Sam Shilowa, Cosatu general secretary, of trying to frustrate discussion on the strike

PHOTOS JOHN WOODROOF

# Cosatu to go higher over the right to strike

CT(BR)12/5/97(152)

**FRANK NXUMALO**

Johannesburg — Cosatu is to launch a Constitutional Court challenge over the labour court's interpretation of the right to strike, the labour federation said yesterday

On Friday the labour court ruled that Cosatu's nationwide industrial action, planned for today, was unlawful because the federation had failed to follow section 77(1)(c) of the Labour Relations Act

Judge John Myburgh, the judge-president of the labour

court, ruled that Cosatu had not given reasons for the action to the National Economic Development and Labour Council (Nedlac)

Cosatu has postponed its protest until June 2.

Sam Shilowa, the Cosatu general secretary, has warned Business South Africa (BSA), the employers' body that took Cosatu to court, that the federation was "concerned that the tactics applied by BSA will lead to the hardening" of members' views

Cosatu rejected the labour

court's decision that the protest action over employment standards had not been discussed in Nedlac, saying it had notified Nedlac more than two months ahead of the proposed mass action and that BSA and the government had scuppered attempts to discuss the issue.

Cosatu said its battle was made more difficult by government representatives who claimed they had no mandate to negotiate on the matter

Cosatu also accused Jayandra Naidoo, the executive director of Nedlac, of cancelling a

meeting, scheduled for March 26, to consider labour's protest action.

Naidoo said the government had asked for a postponement because of "progress being made on the draft Basic Conditions of Employment Bill. They said they were not ready to discuss matters of substance until they had a mandate from Cabinet"

BSA representatives insisted that by challenging Cosatu's actions in court they were only seeking a legal opinion and not trying to jeopardise Nedlac talks

# Now Cosatu plans 24-hour strike

CT (OR) 14/5/97

(152)

FRANK NXUMALO

Johannesburg — Cosatu will hold a 24-hour strike on June 2 and it will organise a petition to submit to the Constitutional Court, the labour federation said yesterday

Nowethu Mpati, Cosatu's spokesman, said the federation wanted to collect 100 000 signatures to submit to the Constitutional Court showing its rejection of last week's labour court ruling that a protest the federation had planned for Monday was illegal.

A special executive committee meeting of Cosatu said the decision to change from an afternoon protest to a 24-hour strike had been made "because of the hardening of attitudes" of business



**DEFIANT** Nowethu Mpati, Cosatu's spokesman, hopes to collect 100 000 signatures

and the government in dealing with Cosatu's demands over labour standards

Cosatu said its petition to the

Constitutional Court would claim that the labour court was incorrect to grant the application by Business South Africa to declare the planned protest illegal. Cosatu was also questioning the "implication of the judgment for peaceful protest and for the exercise of our constitutional right to strike, to assemble and to picket"

Cosatu rejected the labour court ruling for "being inconsistent with the exercise of the democratic rights, overly technical and formalistic, thereby allowing employers to use delaying tactics in Nedlac and seriously undermining the right to apply force by way of socioeconomic protest"

□ TIMBER

(152) (152)

### Union, company contest legality of strike

The nationwide strike by over 4000 Federated Timbers workers allied to the Paper, Printing, Wood and Allied Workers' Union entered its third week yesterday with the parties making contradictory statements on the legality of the industrial action.

Trevor Martin, a company spokesman, said the strike was in violation of labour legislation. "This fact has been conveyed to (the union) but it has been ignored. It is important that in order for a resolution to be found (the union) and its members comply with and adhere to the laws of the land and good faith collective bargaining," he said.

Martin said Federated Timbers had been compelled to seek redress from the labour courts "to put to an end the numerous acts of assault and the like" perpetrated by the striking

DU DU (MR) 14/5/97



# Cosatu given 'green light' for strike

 (152)

BD 14/5/97

Reneé Grawitzky

THE Congress of SA Trade Unions (Cosatu) was given the "green light" yesterday to go ahead with its 24-hour protest strike on June 2 after the National Economic, Development and Labour Council (Nedlac) had considered its notice to embark on such action.

The meeting was held in order to ensure Cosatu complied with section 77 1 (c) of the Labour Relations Act, which required that a matter giving rise to protest action had to be considered by Nedlac.

At the same time Cosatu formally announced its intention to approach the Labour Appeal Court for the right to appeal to the Constitutional Court on the court's interpretation of the right to engage in socioeconomic protest.

Cosatu general secretary Sam Shulowa said last night it was not the federation's intention to seek to overturn the Labour Appeal Court judgment handed down on Friday, but to appeal to the Constitutional Court on the interpretation of

A majority decision of the Court held that Cosatu, in calling for protest action on May 12, had not complied with section 77 1 (c) of the Labour Relations Act. Cosatu has rejected this position and yesterday reiterated its view that the matter had been endlessly considered since the release of the green paper on employment standards last year.

Two of the three judges presiding ruled that the matter had not been properly considered by Nedlac. In compliance with this ruling, the overall labour, government and business convenors met in Nedlac yesterday where they considered Cosatu's notice of intention to protest on June 2. They agreed that the series of meetings held since last Monday had considered the issues giving rise to Cosatu's planned protest action. The parties acknowledged the differences remained unresolved.

Labour department director-general Siphso Pityana said yesterday's meeting was a properly constituted structure to

consider Cosatu's notice of intention to embark on protest action on June 2, as well as to acknowledge that negotiations were taking place through structures created under the auspices of Nedlac. Even though the parties agreed the issues remained unresolved, extra effort would be put into trying to resolve the matters by June 2, with the overall convenors joining the negotiations. However, if differences could not be resolved, Cosatu had the right to proceed with the action.

Meanwhile, Jacob Dlamini reports from Cape Town that Cosatu warned yesterday it would withdraw from parliamentary consultations unless the budgetary process was reformed to allow for effective public participation.

Cosatu deputy president Connie September said there was little value in making submissions on budgets which could not be changed, or holding hearings and taking part in debates after the budget had already been set by government. September told the parliamentary labour committee the constitution re-

quired a transformation of the "secretive, top-heavy" budget process inherited from the previous administration.

She called for reform to allow effective participation by civil organisations and to ensure Parliament and its committees played an overseeing role in determining expenditure and revenue priorities.

Cosatu's warning came in the wake of Finance Minister Trevor Manuel's announcement of plans to reform budgeting to make it an active exercise matching policy priorities to available resources.

Cosatu expressed concern over the decline in the labour budget from R657m to R620m. The reduction in the allocation to the human resource development programme would affect training offered to the unemployed and contradicted government's commitment to skills development economic growth and job creation. Cosatu's concerns were echoed by the Afrikaanse Handelsinstituut, which said it had found it difficult to deal with the budget in detail as it had not been involved in its formulation.

# Wildcat strike knocks out city buses

ARG 17/5/97

(270) (152)

SHARKEY ISAACS AND JOHAN SCHROEN  
STAFF REPORTER

**A work stoppage by Peninsula busdrivers brought Golden Arrow Bus Services to a halt yesterday.**

Bus commuters trying to get home had to use minibus taxis as the wildcat stoppage by Peninsula busdrivers took effect

The stoppage, in defiance of a court ruling forbidding any strike action, began at 10am and continued for the rest of the day

At Golden Arrow's depot in Woodstock several buses stood parked behind locked gates. The drivers would not discuss the strike with the press.

Golden Arrow's general manager, Hannes Grebe, said in a statement "The South African Bus Employers Association (SABEA) has been negotiating in the National Bargaining Council with the unions on a new wage

"We apologise to the thousands of bus users who will be affected by the (strike) action and to all those who will be affected by the ensuing disruption."

He said the company had negotiated an agreement with Metro Rail to enable bus passengers to use their clipcards on suburban trains yesterday during the strike.



ROY WIGLEY

**Stranded:** commuters on the Main road in Salt River wait in vain for buses to arrive

# End strike, parents urge teachers

SABATA NGCAI  
EDUCATION REPORTER

(152)

AKG 19/5/97

Parents of pupils at Khayelitsha's embattled Masiyile Secondary School have intervened to try to end the two-week sit-in strike by teachers.

Teachers are protesting against delays in dividing the seriously overcrowded school into three schools.

At a meeting late last week, parents

decided to march on Parliament to tell the national Education Ministry that black pupils in Western Cape schools were "still marginalised" by the provincial government

The parents also asked teachers to write letters on their behalf to parents' employers, telling of the march due to take place on Friday.

They made an impassioned appeal to teachers to return to classes. Teachers said they had to discuss the decision

## Pay dispute to go to arbitration

PIETERSBURG — A dispute over salaries involving the Suid-Afrikaanse Vrouefederasie and the National Education, Health and Allied Workers' Union is to be taken to arbitration, SAVF president Unus van Graan said at the weekend **BD 19/5/97**

Nehawu called a strike at 18 SAVF old-age homes in Gauteng, Mpumalanga and the Northern and Northwest provinces last month after salary negotiations collapsed.

After the latest round of talks last week, Nehawu rejected an increase of R120 a month on grounds that the offer bound the union to making no further salary demands for the next two years, which Nehawu found unacceptable, Van Graan said.

The SAVF had also been unable to increase the minimum wage of R739 a month it offered at the homes because of a shortage of funds.

According to Van Graan, many pensioners were already committing up to 90% of their income to pay for staying in the institutions. No further contributions could be expected from either source.

The vacuum caused by the Nehawu strike at the homes was being filled by volunteers, including students and schoolchildren, Van Graan said. — Sapa.



# Philippi factory workers strike as wage increase talks collapse

**THARO MABASO**  
BUSINESS REPORTER

Nearly 200 workers at a Philippi veneer manufacturing factory have gone on strike following a dispute over wage increases.

The workers went on strike on Monday

after negotiations between Finewood Veneers and the Paper, Printing and Allied Workers Union (Ppawu) failed to reach an agreement.

The Commission for Conciliation, Mediation and Arbitration (CCMA) also failed in its attempts to broker a solution.

The factory manufactures veneer from

ARLT 22/5/97

(152)

(153)

(154)

sliced logs and sells the product locally and overseas.

The negotiations had been going on since February, Finewood Veneers' industrial relations officer David Roberts said, adding that the talks deadlocked at the end of March.

The union has demanded an overall wage increase of 25 percent while the company has

offered 11 percent.

A skeleton staff was manning machines at the plant, Mr Roberts said. He added that production had been affected by the strike.

"The company is holding out and the union is doing the same. I do not see an end to the strike in the near term," he said.

Union officials could not be reached

# Nehawu still in a deadlock

*Sowetan*

27/5/97

~~27/5/97~~ (152)

By Abdul Milazi

THERE is still no end in sight to the one-month-old strike by members of the National Education, Health and Allied Workers Union (Nehawu) at 19 of the Suid Afrikaanse Vroue Federasie old age homes around the country as the two parties fail to reach a settlement over wages.

Nehawu social welfare sector secretary Nomaphelo Maqanda said wage negotiations between the union and the

SAVF deadlocked in August 1996 when employers failed to meet workers' minimum wage demand of R1 200.

The union then dropped its demand to R1 000 and subsequently to R859. Employers offered a R120 increase with effect from April 1997, which would have brought the minimum wage to R739 a month.

Maqanda said "The problem was that employers wanted to offer the increase for 1997, when we were actually dealing with 1996 wage negotia-

tions. This means that workers did not and would not get their 1996 increases".

Nehawu has applied for mediation in the hope of settling the dispute amicably. "Last week employers came up with an offer of a R300 once-off for 1996, which effectively means a R25 a month increase and that workers will only be moved to a R819 minimum wage for the 1997 financial year".

Maqanda said employers have illegally locked out workers in many of the homes.

# Veneer factory strike (152) continues AUG 27 15 1977 BUSINESS REPORTER

The strike by close to 200 workers at Philippi-based Finewood Veneers entered its second week yesterday with no sign of an end in sight.

The personnel manager of the veneer manufacturing plant, Clarence Caswell, told Business Argus that a meeting had been arranged for Thursday with worker representatives.

He, however, held out no hope of a quick end to the strike.

"At this stage we have no idea of what is happening or what is going to happen," Mr Caswell said.

Workers at the factory went on strike on Monday last week after negotiations with the company failed to break a deadlock over wage increases.

The Paper, Printing and Allied Workers Union is demanding a 25 percent increase while the company is offering 11 percent

Mr Caswell said the strike had affected the company's productive capacity.

# 8 000 out on strike at Premier Foods (152)

(152) CT (BR) 30/5/97  
FRANK NXUMALO

Johannesburg — Eight thousand Premier Foods workers belonging to the Food and Allied Workers' Union (Fawu) went on a nationwide strike yesterday, the union said.

Their action came after the company allegedly snubbed union efforts to negotiate the fate of 2 000 of their colleagues facing retrenchment, despite a standing agreement to tackle labour restructuring jointly, said Mswazi Ndaba, a union spokesman.

Ndaba said company negotiators preferred to discuss labour restructuring at a divisional rather than national level, and had insisted workers return before there could be any further discussions.

"The 2 000 are only the first group of (many more) workers facing redundancy at Premier Foods. We therefore demand that the company display a sense of social responsibility by working together with the union," Ndaba said.

Ndaba said most of the affected workers were from the baking sector. He said Premier Foods had applied for a labour court interdict to have the strike declared illegal.

Ndaba said the countrywide strike would continue today despite a court hearing scheduled for this morning.

However, Conrad Goddard, a company spokesman, said yesterday the company had kept the doors open for negotiations at every stage. He said matters had now reached "judicial level".

Ndaba responded by saying that if the company had kept its doors open, there would have been no reason for thousands of Fawu workers to picket the group's corporate offices in Johannesburg.

"Instead of talking to us, (Goddard) was away the whole of yesterday lodging an application for a court interdict," said Ndaba.



# Striking workers may forfeit wages

## *Cosatu wants 40-hour week*

THABO MABASO and NOLAN STAM  
BUSINESS REPORTERS

Cape Town workers who take part in Monday's strike over the Basic Conditions of Employment Bill cannot be dismissed, but they may lose a day's pay.

The Cape Chamber of Commerce and Industry said workers taking part in the 24-hour strike called for by the Congress of South African Trade Unions (Cosatu) would be protected from dismissal but the principle of no work no pay would apply.

"Although no disciplinary action may be taken for participating in the protest action as such, disciplinary action may be taken for reasons relating to unacceptable conduct during the protest action," Chamber human resources manager Charl Adams said.

Cosatu had complied with the procedures of the Labour Rela-

APR 30/5/97 (152) (S) (S)  
tions Act (LRA) relating to protest action, he said.

The federation had previously planned the strike for May 12 but its plans were blocked by a Johannesburg Labour Court decision, which found that Cosatu had not followed LRA procedures and informed employers and the National Economic Development and Labour Council (Nedlac) in time.

Cosatu wants the final draft of the Basic Conditions of Employment Bill to include provisions for a 40-hour week phased in over five years, and six months maternity leave with four months paid.

Employers have said this will increase labour costs. Currently the working week varies across industries.

Cosatu expects the strike to be widely followed.

"The Western Cape will come to a halt on June 2 unless our demands for a 40-hour week or maternity benefits are met,"

Cosatu's Western Cape region said in a statement.

"The only way to stop workers using the one tool which they have to tilt the negotiations to a position that favours employment equity is to concede to the demands."

A snap survey by the Cape Argus showed that some workers supported the strike, some did not know about it, while others said it was unnecessary.

Clothing industry workers had the strongest views on the need to strike.

"We are doing it to keep our benefits that management wants to take away from us," said one Woodstock clothing worker who did not want to be identified.

"If we don't stand up for our rights now how will we ever get things right," another said.

A colleague said she supported the strike because a 40-hour week would give her more time to spend with her three children.

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# Clothing workers expected to heed Cosatu's strike call

**BUSINESS REPORTER**

**The Cape Clothing Manufacturers' Association (CCMA) said it expected the majority of the industry's 45 000 workers to strike on Monday following a call by the Congress of South African Trade Unions to down tools.**

CCMA chairman Johann Haard said the strike would have far-reaching conse-

(162) (287)  
quences on the clothing industry. ARG 31/5/97

"It stands to reason that any form of disruption over and above the customs problem and the removal of tariffs further adds to the woes of the industry," Mr Baard said.

The trade union federation has called for a 40-hour working week and six months maternity benefits, four paid, to be included in the Basic Conditions of Employment draft bill

# 'Strike won't break impasse'

(152) (100) Sowetan 2/6/97

THE South African Chamber of Business said it did not believe the 24-hour strike by the Congress of South African Trade Unions would help resolve the impasse at Nedlac.

Sacob was responding to Cosatu's 24-hour strike today in protest against an impasse in talks with employers and the Government on certain sections of the Basic Conditions of Employment Bill.

"We don't like it because we don't think there is need for it," said Sacob economist Gerrie Bezuidenhout.

Meanwhile, Cosatu spokeswoman Nowethu Mpati urged employees engaged in essential or maintenance services to report for duty.

She said union and non-union strikers would enjoy the protection of section 77(1a) of the Labour Relations Act.

Mpati said Cosatu remained committed to resolving the impasse and was waiting for business and the Government to initiate talks if they had revised their positions and received mandates from their principals.

She said Cosatu would evaluate progress in the negotiations when its executive meets on June 24.

# IFP condemns planned strike

*Sowetan 2/6/97 (192)*

TODAY'S planned strike by the Congress of South African Trade Unions was a selfish act serving the interests of "myopic trade unionists", the Inkatha Freedom Party said yesterday

The stayaway would damage South Africa's already unstable economy and would not fill the stomachs of the jobless and hungry millions, the IFP said

The strike would bring an increase in inflation and adverse implications for growth and job creation

If Cosatu was sincerely concerned about workers, it would have consulted political parties and the broader community before embarking on its action

The strike would increase tension in already divided communities, and Cosatu's intimidatory and coercive tactics would inevitably lead to retribution in the townships

The IFP said it doubted the African National Congress was being sincere in wanting to achieve peace as long as it carried the Cosatu albatross around its neck "We are now witnessing the tyranny of the minority trade unionists prevailing over the unemployed millions," the IFP said

Meanwhile, the South African Democratic Teachers' Union yesterday urged all educators to participate "fully and effectively" in Cosatu strike action

In a statement Sadtu called on its members to observe the general strike in full

"Hence, all educators are expected to be part of the rallies and marches convened by Cosatu," the union said

Police, soldiers and traffic officials would maintain a strong presence in central Johannesburg during today's protest, police said yesterday - Sapa



# Cosatu: We'll step up fight

## Workers march in city

ARC 2/6/97

STAFF REPORTERS AND SAPA

Unions today threatened to intensify mass action against the Basic Conditions of Employment Draft Bill if the Government refuses their demands for a 40-hour working week and six months' maternity leave.

The Confederation of SA Trade Unions deputy-president, Connie September, issued the warning to the Cape Argus before an estimated 5 000 marchers set off from the Grand Parade to deliver memoranda to the SA Chamber of Business and the Department of Labour offices.

She said Cosatu's executive committee would meet later this month to discuss the planned action.

"If nothing happens between now and June 24, Cosatu will take a decision to intensify rolling mass action," she said.

Cosatu called today's countrywide marches and a 24-hour general strike in a bid to compel the business community and the Government to accept its argument for a 40-hour working week and six months'

maternity leave, four months of which is to be paid.

Cape Town marchers said the unwillingness of business to listen to Cosatu had forced them to strike.

"We will strike again and again until they listen," said marcher Shanaaz van Blerk.

The clothing industry, one of the region's biggest employers, was virtually at a standstill today as 70 percent of its workers heeded the strike call.

"The majority of factories have reported high levels of absence," said Johan Baard, chairman of the Cape Clothing Manufacturers' Association.

Elsewhere the response was mixed. Early today, Charl Adams of the Cape Chamber of Commerce and Industry said that there appeared to be "patchy" support for the strike.

One large employer with 11 000 staff members had been unaffected, while a technical company reported an 80 percent

# We'll step up action, Cosatu warns

From page 1

stayaway at one branch but full attendance at another.

Essential services appeared largely unaffected by the stayaway.

The Golden Arrow bus company reported a 14 percent stayaway by staff who were members of the Cosatu-affiliated Transport and General Workers Union.

Public relations officer Jeanne Welsh said most staff were members of the Trans-

port and Omnibus Workers Union, affiliated to the National Council of Trade Unions (Nactu), and all had reported for duty.

Metrorail spokeswoman Riana Jacobs said there had been "a 100 percent turnout" of staff and that the numbers of passengers appeared normal.

Parliament operated on a skeleton staff after members of the Cosatu-affiliated National Education, Health and Allied Workers' Union (Nehawu) downed tools in mid-morning and joined the stayaway.

Nehawu represents about 70 percent of Parliament's unionised workforce.

One of the region's biggest unions - the SA Municipal Workers' Union (Samwu) - announced it would join the Cosatu march from 1 30pm today after briefing staff about a successful wage deal struck last week. But it would maintain essential services.

Elsewhere the response was mixed. Johannesburg services did not appear badly hit, but in Port Elizabeth and Uitenhage, municipal services ground to a halt.

To page 3

# Council acts against 'noisy' strikers

(152) ~~(152)~~ Star 2/6/97

By ANNA COX  
Sandton Bureau

The Eastern council's noise control officials have issued a notice to the Johannesburg Country Club (JCC) in Woodmead, Sandton, to stop striking workers on its premises from making a noise

The 80 workers have been on strike for almost four weeks and they start toy-toying and chanting from early in the morning, waking up many residents in the area.

A dispute erupted between Eastern councillor Alan Fuchs

and the club after the JCC had refused to take action against the workers

Fuchs also spoke to the strikers, who, he claims, increased the noise after his complaints

"The club management has refused to act against the noise and now the council is within its rights to proceed legally against both the club and the workers' union for noise pollution. That is why we issued the notice calling on the club to stop the noise," he said

"People are being disturbed as early as 4am by strikers blowing whistles and toy-toying, and

this is unacceptable."

Club manager Tony Beart said the strike was a legal one and the workers were entitled to be on the premises

He said this kind of action was part of the strike process and it was very difficult to stop

Beart said he had discussed the matter with neighbouring residents and tried to make them understand that they would have to put up with the noise until the strike ended.

"We are well into the negotiation process and we are confident the matter will be resolved," he said.



Three million expected to stay away  
AY AWAY

# SA braces for for Cosatu strike

CT 2/6/97

(11) (152)

**THE SHOWDOWN** between business and labour comes to a head today with Cosatu's national stayaway. Political writer **KARIN SCHIMKE** reports.



**T**HE Congress of South African Trade Unions (Cosatu) expects "three million people" to take part in its national stayaway today. "The real purpose of the strike is to cause harm to business so that it can shift its uncompromising attitude," Cosatu assistant general secretary Mr Zwelinzima Vavi said yesterday.

He warned that if business did not change its stance on labour market flexibility, more militant strikes could be undertaken later in the month.

Police in the Western Cape are not expecting trouble, but in Johannesburg the army, police and traffic officials are bracing themselves for a march by at least 50 000 people.

In the Western Cape the strike is expected to affect mainly the transport and manufacturing sectors.

Vavi said the efficacy of the action would not be measured in the number of people marching on the streets, but would be gauged only this evening when business people reported back on the percentage of the workforce that stayed away.

Cosatu has declared a dispute over provisions in the Basic Conditions of Employment Bill, but Vavi made it clear yesterday that the organisation also wished to protest against "the assumption that the labour market is not flexible enough".

This issue is directly related to the government's Growth, Employment and Redistribution (GEAR) strategy, which is seen by Cosatu as an unwelcome shift in economic policy. Vavi said, however, that today's action was aimed particularly at business. It would not only harm business, but also demonstrate the level of support for Cosatu's demands.

"In the past we have pulled no fewer than three million people and we're expecting the same number for this action."

The SA Chamber of Business (Sacob) and the Johannesburg Stock Exchange (JSE) have come out strongly against

the action, as has the Inkatha Freedom Party (IFP).

The stayaway has been criticised by Sacob and the IFP as being harmful to the very people unions are meant to protect. Mr Russell Loubser of the JSE has said the action will not send a positive signal to foreign investors.

The SA Communist Party has voiced its support for the stayaway, saying "all attempts to block workplace democratisation in the name of competitiveness, flexibility or growth must be resisted".

The National Council of Trade Unions (Nactu) has announced it will also take part in the stayaway.

Cosatu has taken issue with four main aspects of the Basic Conditions of Employment Bill.

The first, said Vavi, was maternity leave which the government had set at four months without pay. Cosatu initially called for six months paid maternity leave, but is now demanding at least four months with pay.

The second issue is the reduction of the work week from 48 hours to 45. Vavi said Cosatu had wished to reduce this to 40 hours a week, but in a compromise proposed that the reduction be phased in over five years, clipping the work week by an hour a year.

Thirdly, Cosatu demands that the status quo be maintained on Sunday work, for which employees are paid double or given a full day's wage if they work less than four hours. Occasional Sunday workers should be paid time-and-a-half and be granted a rest day, Vavi said.

Cosatu is also demanding that the bottom age threshold for workers should be 16. The disputed bill sets it at 15.

"They (business) have not moved one inch, while we have compromised left, right and centre. They issued a statement that this strike would not shift them. The action we are embarking on today is mild and they are prepared to write it off," said Vavi.

"That means we will have to become more militant in our action - sit-ins, sleep-ins, that kind of thing."

SAPS Western Cape spokesman Senior Superintendent John Sterrenberg said "We have taken cognisance of what is going on, but we are sure people will abide by the law. We won't interfere with people using their right to demonstrate and we are sure demonstrators won't interfere with others' rights."

"We do have plans in case there is trouble, but we are sure we won't have to put them into action."

● See Page 8

# Bosses lose millions

## Businesses write off millions, workers out of pocket after stayaway

By Abdul Milazi

**B**USINESSES lost millions of rands, in lost production as scores of workers headed the Congress of South African

Trade Unions' call for a stayaway to protest against the Basic Conditions of Employment Bill yesterday

Cape Clothing Manufacturers Association spokesman Mr Johan Beard said the Cape Town manufacturing industry dropped about R10 million in lost production, while workers lost R2 million in wages

The South African Chamber of Commerce, however, said they did not have estimates because they had not "bothered to do that exercise".  
The Library Gardens in

Johannesburg could not contain the estimated 20 000 crowd that spilled over to Harrison, President, Market and Pritchard streets, making traffic flow impossible.

The industrial areas resembled ghost towns as a number of factories remained padlocked throughout the day. Although many shops opened for business, some shop owners did not bother to open at all.

Queues in the townships grew longer and longer yesterday morning as taxi and train commuters waited in vain for transport to work.

About 5000 Cosatu members marched on the Union Buildings in Pretoria while police kept a close watch as the group made its way through the city from Brown Street

Cosatu is demanding a 40-hour working week to be phased in over the next five years, six months maternity leave (with four months paid) and double pay on Sundays. The Bill proposes a 45-hour working week.

The memorandum called on Government and business to review their negotiating mandates in an attempt to resolve the deadlock.

### Breakdown in talks

Cosatu said its executive committee would meet on June 24 to discuss the breakdown in talks.

Cosatu spokesperson Ms Noweth Mpati said: "If the impasse remains, we shall adopt a tougher programme of action to induce an agreement on matters in deadlock."

Labour Department assistant director Mr Awre Ooshuizen said the memorandum would be presented to Labour Minister Tiro Mboweni as soon as possible.

Pretoria Chamber of Commerce chief executive officer Mr Alec de Beer said the document would be studied and an official response made.

Parliament in Cape Town was operating on a skeleton staff after members of the Cosatu-affiliated National Education, Health and Allied Workers' Union, which represents about 70 percent of Parliament's unionised workforce, downed tools around mid-morning to join the strike.

Beard said absenteeism of up to 70 percent was reported at some factories, and the industrywide average

was between 50 and 60 percent. "You are looking at a loss of turnover in the clothing industry in the Western Cape of some R10 million and R2 million in wages."

According to Cape Chamber of Commerce estimates, about 25 percent of the workforce in the Western Cape stayed away on Monday.

Cosatu president Mr John Gomomo told workers at an East London rally that the federation has "information" that generals who served the apartheid government are planning that "whites will take over" South Africa in 2004.

"Some generals are resigning but no one knows where they are going. They are strategising," he said. Many schools closed early as some teachers joined the stayaway.

*Source Jan 3/6/99 (152)*



# Cosatu warns of more strike action

BD 3/6/97

(152)

Reneé Grawitzky

THE Congress of SA Trade Unions' 24-hour strike yesterday in support of better working conditions, which caused the loss of millions of rands to the economy, could be repeated soon if business did not heed worker demands, Cosatu leaders said at countrywide marches.

Business was called on to respond within 14 days on core demands.

Cosatu hailed yesterday's turnout as a victory for the working class with about 2-million workers heeding the call, while the SA Chamber of Business (Sacob) claimed the strike did not receive the support Cosatu had expected.

Surveys by regional chambers of commerce and industry showed transport was running in major centres.

KwaZulu-Natal and the Eastern Cape were the hardest hit with between 60% to 75% of workers staying away. An estimated 50% stayaway took place in Gauteng and 40% in the Western Cape and Free State.

The stayaway in the Free State was

boosted by the large number of mine workers who participated. Although the mining industry tried to downplay the impact, about 135 000 workers did not report for work. Anglo American said the production losses, considering the current economic climate, were especially unwelcome.

Automobile Manufacturers' Employers' Organisation chairman Brian Smith said the industry lost 2 000 vehicles, costing millions of rands.

Sacob said the effect of the strike would be minimised by employers having put contingency plans in place.

The National Party and Democratic Party hit out at Cosatu for its "irresponsible" behaviour which would project a negative image to the international community.

Workers at Library Gardens in Johannesburg said they would not retreat until government and business had agreed, in the Basic Conditions of Employment Bill, to a 40-hour week.

Continued on Page 2

## Strike

(152)

Continued from Page 1

and six months' maternity leave. Cosatu said the action was purely in support of bread-and-butter issues.

Trevor Fowler, Gauteng legislature speaker and SA Communist Party member, said at the rally the party believed the bill was progressive but workers had to mobilise in support of their rights.

Cosatu general secretary Sam Shilowa warned Business SA (BSA) that "if our message is not loud and clear we will hold another strike or march". He warned business that in Parliament "we have a majority" and

offered business a last chance to reach agreement in the National Economic, Development and Labour Council (Nedlac).

BSA spokesman Adrian du Plessis said all parties in Nedlac realised a resolution was not possible with existing mandates. All undertook to continue negotiations.

Cosatu's demands are a 40-hour week which could be phased in over five years, six months' maternity leave with four paid, no variation of employment standards downwards, Sunday work not being regarded as a normal day and a 16-year-old threshold for child labour.

Picture: Page 3  
Comment: Page 9

# Strike hits W Cape clothing

## R10-m lost in turnover, R2-m in wages as 70% ~~of employees~~

THABO MABASO  
BUSINESS REPORTER

Yesterday's Congress of South African Trade Unions' (Cosatu) strike cost the Western Cape's fragile clothing industry R10 million in turnover and R2 million in wages.

Cape Clothing Manufacturers' Association chairman Johann Baard said the losses were suffered when about 70% of clothing industry workers heeded Cosatu's call to strike against provisions in the Basic Conditions of Employment Draft Bill.

Cosatu is demanding a 40-hour working week, to be phased in over five years, and six months' maternity leave, with four months paid, be included in the Bill.

"The majority of factories have reported high levels of absenteeism," Mr Baard said.

The clothing, textile and leather industries are the biggest employers in the Western Cape.

The South African Clothing and Textile Workers' Union (Sactwu) said in a statement that close to 90% or 155 000 of workers in the clothing, textile and leather indus-

tries did not report for work countrywide yesterday.

Cape Chamber of Commerce and Industry spokesman Charl Adams said about 25% of Western Cape workers did not go to work yesterday. The building and clothing industries were the hardest hit.

"The strike was not as comprehensive as people said it would be. The Western Cape compared favourably with the rest of the country," he said.

Cosatu's Western Cape secretary general Tony Ehrenreich, however, has challenged Mr Adams' estimate, saying that

between 80% to 85% of employees in the province stayed away from work.

South African Chamber of Business (Sacob) labour affairs and social policy manager Janet Dickman said the strike was not supported as well as Cosatu had hoped. Support was patchy, with some industries reporting a 100% attendance figures and others 3%.

"Mass support depended on how strong organisers were in the various industries," Mrs Dickman said.

She urged Cosatu to negotiate at the National Economic Development and

**stay away**  
(159) AKG 3/6/94

Labour Council before embarking on actions such as calling for strike action.

"I do not think taking to the streets is the appropriate way to achieve their aims," Mrs Dickman said.

Sapa reported that absenteeism in Kwazulu-Natal factories ranged from 20% to 80%.

Durban Chamber of Commerce and Industries spokesman Neil McGregor said most workers had heeded the call.

In Johannesburg, council officials only reported hiccups in refuse removal and street sweeping services, Sapa said.

**industry**



# We're shooting ourselves in foot, say tourist bosses

(152) ARG 3/6/97  
STAFF REPORTERS AND ARGUS CORRESPONDENTS

The Tourism Business Council has lamented the "negative impact" of yesterday's Congress of South African Trade Unions (Cosatu) stayaway on industry and on tourists.

And while business and the labour movement are at odds over the success of yesterday's nationwide strike, the national council's chief executive, Michael Farr, said there was "no doubt" this kind of industrial action was to the detriment of tourism businesses and tourists country-wide.

Apart from the direct effect that staff stayaways had on service at hotels and other tourist businesses, visitors could also be indirectly affected by the breakdown of other services such as transport.

Although Cosatu described the stayaway as a victory for workers and claimed more than two million heeded its call, business leaders said the union's figures were wrong and that the strike, to protest against key provisions of the Basic Conditions of Employment Bill, attracted only sporadic observance.

In Cape Town, about 8 000 workers



Long march: Cosatu's Sam Shilowa yesterday

marched through the streets to Parliament.

In Johannesburg traffic was severely disrupted in the city centre as roads were closed to enable thousands of marchers to gather at the Library Gardens.

Cosatu secretary-general Sam Shilowa

To page 3

## Dispute over Cosatu strike

From page 1

(152) ARG 3/6/97  
The workers took to the streets in protest against certain provisions of the Basic Conditions of Employment Draft Bill.  
said more than 250 000 workers attended its national protest rallies but the South African Chamber of Business (Sacob), Johannesburg Chamber of Commerce and Industry and the Chamber of Mines said their estimates showed a very poor turnout and that the strike did not bring the Johannesburg city centre to a standstill.

Sacob spokesman Janet Dickman said some companies had a 100 percent stayaway while others had full attendance. Chamber of Mines spokesman Llewellyn Kriel said the impact of the strike on productivity differed from place to place.

"Our perception is that the strike serves to do more harm to the main players than good," said Mr Kriel.

About 5 000 Cosatu supporters marched on the Union Buildings in Pretoria.

(152) (153) (154)  
The workers took to the streets in protest against certain provisions of the Basic Conditions of Employment Draft Bill.

Cosatu is demanding a 40-hour working week and six months' maternity leave, at least four months of which should be paid.

The Government is proposing an ordinary 45-hour working week, which now ranges from 46 to 68 hours depending on the type of work, and four months' maternity leave, but no agreement has been reached on payment.

Mr Shilowa said. "There will be no agreement in the National Economic Development and Labour Council on the bill unless there is agreement that women should have a right to at least four months' paid maternity leave."

Clothing industry turnover hit, page 16





**IN FORCE:** Western Cape workers snake through the city to Parliament to demand a maximum 40-hour week and six months' maternity leave.

PICTURE: GARTH STEAD

# Business, union differ on protest

(152)

OWN CORRESPONDENT

CT 3/5/97

**JOHANNESBURG** Business and labour movement differed over the success of yesterday's nationwide strike called by the Congress of South African Trade Union (Cosatu) to protest against key provisions of the Basic Conditions of Employment Bill

Although Cosatu labelled the stayaway a victory for workers and claimed more than two million workers heeded its call, business leaders said the union's figures were wrong and that the strike attracted only sporadic observance

Cosatu secretary general Mr Sam Shilowa said over 250 000 workers attended its national protest rallies, but the SA Chamber of Business (Sacob), Johannesburg Chamber of Commerce and Industry (JCCI) and the Chamber of Mines said their estimates revealed a very poor turnout

Sacob spokeswoman Ms Janet Dickman said some companies had stayaways of 100% while others had full attendance

Chamber of Mines spokesman Mr Llewellyn Kriel said the impact of the strike on productivity differed from place to place "Our perception is that the strike serves to do more harm than good to the main players"

A spokesman for the JCCI said the strike appeared to be a "non-event" and would have little or no effect on the economy, estimating that only 4 000 people turned up for the rally at Johannesburg's Library Gardens

Cosatu is demanding a 40-hour working week and six months' maternity leave, at least four months of which should be paid

The government is proposing an ordinary 45-hour working week, which currently ranges from 46 to 68 depending on the type of work, and four months' maternity leave, but no agreement has been reached on payment

Shilowa said "There shall be no agreement in the National Economic, Development and Labour Council on the bill unless there is agreement that women should have a right to at least four months' paid maternity leave"

He said the thousands of workers who attended the rallies were sending a strong message to business that they would not fold their arms when their rights were being trampled upon

Shilowa also handed over a memorandum detailing their demands to Business South Africa.

● See Page 17



# Mixed response to Cosatu's strike call

MATT GETZ

Johannesburg — Yesterday's national 24-hour strike, called by the Congress of South African Trade Unions (Cosatu), drew mixed response across the country, business leaders said yesterday

"The call for a national stayaway did not receive the degree of support that Cosatu may have expected," the South African Chamber of Business said

Manuel da Silva, the director for marketing and communications at the Afrikaanse Handelsinstituut, said there was a regional response to the strike call

"Lots of big companies in the Western Cape had very few problems (but the call) was much more effective up here (in the former Transvaal)"

He said business had seen the strike more as an economic issue than a political one. Absenteeism also tended to be higher on Mondays, he said

ET(BR) 3/6/97  
Mines were patchily hit across the country, but Adrian du Plessis, the industrial relations adviser at the Chamber of Mines, said yesterday his organisation could discern no pattern of stayaways, either by region or by mining company

"In certain instances, support was total, in others there was nothing. It almost literally went shaft by shaft"

The JSE seemed to ignore the strike, with some dealers unaware there was one. But the market reacted in its own way by trading R371 million worth of shares, the lowest volume this year

Shirley Jones reports from Durban that the majority of textile manufacturers described yesterday's strike as crippling, with some saying the work stoppage would bleed into today as they struggled to get machines up and running again

Brian Brink, the head of the Textile Federation, said yesterday at least 60 percent of textile mills had reported a complete shut-

~~(152)~~ (152)  
down with the balance, largely in rural areas, running on a skeleton staff. He described the strike as "widespread and almost complete"

Maggie Rowley reports from Cape Town that the Cape Chamber of Commerce and Industry estimated the overall stayaway in the Western Cape at between 25 and 30 percent. The clothing industry was the hardest hit, with 60 percent of the workforce observing the strike call.

Charl Adams, a spokesman for the Cape chamber, said unlike previous general strikes, this time there appeared to be confusion among the workers as to what was in it for them, and the no-work-no-pay approach taken by the chamber's members had made workers think twice

He said while the bus companies had reported about a 14 percent stayaway, Metro Rail had a 100 percent turnout. In the retail sector, Edgars had reported a 2,5 percent stayaway while a Pick 'n Pay spokesman said their estimates were between 25 and 30 percent.

**LABOUR** Nedlac talks are business' last chance to settle dispute, warns Shilowa

# Cosatu may use ANC to enforce demands

FRANK NXUMALO

Johannesburg — Business should settle its disputes with labour in Nedlac otherwise Cosatu would simply use its relationship with the ANC to push its demands through parliament, Sam Shilowa, the general secretary of Cosatu, warned yesterday.

Shilowa said the next round of talks in Nedlac was the last chance for Business South Africa (BSA) and labour to come to an amicable settlement.

He was speaking to thousands of workers in central Johannesburg as part of Cosatu's one-day strike, called in support of its demands, which include a legislated 40-hour working week and six months paid maternity leave.

Shilowa said Cosatu would set a deadline in the next few weeks for an agreement at Nedlac, failing which the draft Basic Conditions of Employment Bill would go to parliament, where he said it would be developed into an act that entrenched labour's demands.

"We are confident that your (BSA's) best chances of settlement are in Nedlac, not in parliament. In parliament we have got a majority from the ANC."

But Shilowa indicated that certain of the union's demands were not up for negotiation.

"There can be no agreement" in Nedlac on the draft Basic Conditions of Employment Bill "unless there is an agreement that women shall have a right to paid maternity leave for at least six months", he said.

Accepting labour's memorandum, Adrian du Plessis, BSA's representative at Nedlac, said "I would hope that Cosatu and business can resolve their differences over this issue in a manner that is peaceful, orderly and not destructive to the economy, the growth, and development of South Africa."



**NO PUPPETS** Cosatu members in Johannesburg show in no uncertain terms what they expect from the Basic Conditions of Employment Bill

PHOTO JOHN WOODROOF

□ Mixed response, Page 17





IN FULL CRY: A worker adds a "hearty" voice to union demands for better working conditions, during a Cosatu march in the city yesterday

PICTURE: GARTH STEAD

# ANC silent on alliance partner's strike

KARIN SCHIMKE

WHILE business and key political parties have expressed their unequivocal disapproval of the nationwide stayaway by members of the Congress of South African Trade Unions (Cosatu), the ruling party has been uncommonly quiet.

Cosatu said yesterday that, from early information, it seemed more than two million workers had stayed away across the country. Fairly large percentages of absenteeism were reported.

Businesses, the National Party, Inkatha Freedom Party and Democratic Party condemned the action.

However, national ANC structures did not issue press releases or statements.

The ANC is in a tripartite alliance with the powerful Cosatu and the South African Communist Party. Speculation about the strength of this alliance has dogged these groups for months. The chief question has been whether their relations remain as cosy as they were before the 1994 elections, when unity meant strength.

Although the reasons given by Cosatu for the action

focused on disputes over certain clauses in the Basic Conditions of Employment Draft Bill, it was also a direct hit at the government's Growth, Employment and Redistribution strategy (GEAR), which had been presented to South Africans as a non-negotiable.

GEAR provides a fiscally conservative framework that aims to make South Africa globally competitive. However, it is not so much its content as its being a strategy produced by technocrats — without extensive consultation — that is the issue for Cosatu.

Cosatu spokeswoman Ms Nowetu Mpati denied yesterday that the strike had any impact on the relationship between unions and the ANC. She was confident that, no matter what it took, Cosatu's demands — specifically those related to the Basic Conditions of Employment Bill — would be met.

These include a 40-hour week, six months' maternity leave, four of which should be with pay, the raising of the lower age limit for child labour and maintaining the status quo in legislation on Sunday work.

Mpati said that if agreement could not be reached on these clauses between the unions and business at the

**HOW STAYAWAY  
AFFECTED BUSINESS**  
— PAGES 6 & 15

(#) (169)

National Economic Development and Labour Council (Nedlac), the bill would have to go before Parliament for a vote.

In this case, with the ANC's strong voting presence, union demands would be pushed through, she said.

CT 3/6/97

44-152 FBI 11/11/97

# Thousands of clothing jobs on line

*New strike looms*

(152) (152) (152)

ARG 4/6/97

**ALIDE DASHOIS AND THABO MABASO**  
BUSINESS STAFF

**Tough behind-the-scenes lobbying has begun in a bid to avert another strike over the Basic Conditions of Employment Bill which could deal a fatal blow to the embattled Cape clothing industry.**

Clothing workers in the Western Cape were among those who came out in force for Monday's industrial action, called by the Congress of South African Trade Unions (Cosatu) in protest against some clauses in the bill.

Employers calculate the strike cost the clothing industry R10-million in lost turnover, dealing another severe blow to a sector already reeling under competition from cheap imports, many of them smuggled, and from falling consumer spending.

The industry lost 15 000 jobs last year, 3 000 of them in the Western Cape, and employers say similar job losses are on the cards this year unless something is done to curb illegal imports.

At a briefing yesterday in Cape Town, Freddie Magugu, chief negotiator of the SA Textile and Clothing Workers' Union (Sactwu), said his union would make every effort within Cosatu to reach a compromise on the disputed provisions of the bill.

Cosatu, which is arguing for a 40-hour week, phased in over five years, and six months maternity leave with four months of it paid, has warned of another strike on June 24 if business does not give in on these points.

So far, negotiations in the National Economic Development and Labour Council (Nedlac) have not produced a consensus.

Mr Magugu said Cosatu might be prepared to make a deal on some of the disputed clauses but would stand firm on others.

"We hope that in two weeks' time there will be no need for anyone to be in the streets," he said.

Maternity rights might be an issue for discussion, he said.

"But I do not see how we can compromise on the 40-hour week. It is not that the labour movement likes strikes. Industrial action is something we resort to when we find ourselves in a corner."

Johan Baard, vice-president of the Cape Chamber of Commerce and Industry, said there were "lots of initiatives behind the scenes" to try to avert the June 24 strike through a compromise, but he warned that business would not be prepared to compromise "at all costs".

If agreement could not be reached in Nedlac, business would expect the Government to take a firm stand.



## Durban policemen strike, take hostages

BD 5/6/97  
Farouk Chothia

(152) (152)  
DURBAN — Seven hundred Durban policemen went on strike and held four people hostage at the KwaMashu police station yesterday when a campaign against "ghost workers" resulted in them not receiving salaries.

SA Police Union (Sapu) secretary Bill Dennis said police management had decided to pay May salaries by cheque rather than into bank accounts to ensure that payments were not made to nonexistent policemen. The cheques were still "in the mail".

About 700 policemen in KwaMashu and Umlazi had embarked on a wildcat strike and police stations there were closed. Police spokesman Bala Naidoo said only KwaMashu had been hit by the strike. The strikers were receiving payments in cash last night.

Naidoo said four police employees had been locked up at the KwaMashu police station.

The four, who had gone to advance money to the strikers, were released later. Dennis said they had aggravated the situation by addressing the strikers on rules which required them to end the strike.

He said the anger of strikers had been fuelled by deductions for accommodation in officially provided housing. Some policemen who did not live in such accommodation faced deductions.

Another two deductions were made to rectify earlier errors.

Sapu had requested an urgent meeting of the national negotiations forum, but the request had been turned down, Dennis said.

# Four more industries may not strike

(152) B06/5/97  
CAPE TOWN — Air traffic, weather bureau, foodstuffs distribution and supply, and fuel staff would soon be prohibited by law from striking, Commission for Conciliation, Mediation and Arbitration director Charles Nupen said yesterday.

They join police and parliamentary services workers — designated essential services by the Labour Relations Act — who may not strike.

The designations had been determined by the essential services committee appointed by Labour Minister Tito Mboweni under the auspices of the commission.

A notice would soon be published in the Government Gazette, Nupen said.

The committee would also hold hearings to determine which other sectors could be classified as essential or maintenance services.

Essential services are those, which, if interrupted, would endanger the life, personal safety or health of the whole or any part of the population.

Asked what action would be taken against police if a strike threat by the Police and Prisons Civil Rights Union (Popcru) became a reality, Mboweni said: "The parties will have to follow the rules as currently stipulated. If any party violates the basic rules and approach, the other party to the conflict has the support of the law in managing the situation." — Sapa.

# NEWS

*LABOUR RELATIONS Mboweni adds to categories of possible providers of essential services*

## Act may stop nurses and prison staff striking

CHRISTO VOLSCHENK

ECONOMICS EDITOR

Cape Town — Prison staff and nurses are among several categories of workers who might be prohibited from striking under the new Labour Relations Act, Tito Mboweni, the labour minister, said yesterday.

Mboweni was speaking at a press briefing after the release of the first annual report of the Commission for Conciliation, Mediation and Arbitration (CCMA).

At the briefing, Charles Nupen, a director of CCMA, said up to 120 000 disputes could be referred to the CCMA for resolution in this financial year — three times more than the 40 000 disputes budgeted for.

The act prohibits providers of essential services from striking and defines essential services as those which, if interrupted, would endanger the life, personal safety or health of

the whole or any part of the population.

At present, police services and parliamentary services are the only services categorised as essential. An essential services committee, appointed by the minister of labour, decides which services are to be designated essential.

"Other categories of workers which might be designated essential by the committee include workers in the passenger transport sector, fire fighters, workers involved with payment of social pensions, court workers and medical and paramedical staff," Mboweni said.

Nupen said CCMA staff numbers would be increased in the coming months to handle the avalanche of labour disputes.

From November last year (when the CCMA officially started operating) to May 31, about 23 000 disputes were referred to the CCMA, of which 13 794 had been resolved — most within the

30 days allowed by the Labour Relations Act.

"A significant increase in the CCMA's budget from R93 million in the financial year to March 31 this year to R120 million in the year which ends in March next year will allow the CCMA to increase its full-time and part-time staff complement," Nupen said.

He said even more money would be needed in future to handle the ever-growing case load. He warned this load and the shortage of suitably qualified people to recruit might lower the current high dispute resolution success rate of 71 per cent of all cases referred to the CCMA.

"Internationally, a success rate of 70 percent and higher is considered to be very good and, although our rate had dropped from 86 percent at the end of last year to 71 percent at the end of May, we are still doing very well," Nupen said.



**NO DISPUTE** Charles Nupen, director of the Commission for Conciliation, Mediation and Arbitration, with Tito Mboweni, the labour minister, yesterday

PHOTO ANDREW BROWN

(152) (152) (152) CT (OR) b|b|97

**Striking ban report was wrong**

IN BUSINESS Day on Friday, a Sapa article incorrectly reported that air traffic, mail, food, food-stuffs distribution and supply and fuel staff would soon be prohibited from striking after the Essential Services Committee had made such a determination.

Commission for Conciliation, Mediation and Arbitration Director Charles Nupen said yesterday he did not know the committee had determined that such staff could be prohibited from striking. Nupen said in his address the Essential Services Committee had conducted investigations into these sectors and had determined that they should be prohibited from striking.

80916/97 (152)

By Sapa reporter Sapa



NEWS

# Census workers stage strike over pay dispute

*Contract staff demand fixed rate*

ARG 11/6/97 (152)

JERMAINE CRAIG  
STAFF REPORTER

About 300 contract workers for the Central Statistical Service (CSS), hoping to count more cents than census forms, went on strike today because of pay grievances.

Toyi-toying workers today refused to complete the documentation on the census forms in their Adderley Street office, demanding a fixed rate of pay for all the workers dealing with the census.

There are presently three types of workers handling the process of counting the Western Cape forms. These are coders, who are paid 86c a form completed, verifiers, who are paid R13,83 an hour for their five-hour shifts, and supervisors, who are paid R14,85 an hour.

The workers, who started their contract on May 5, are all members of the National Education, Health and Allied Workers'



HANNES THART

Numbers game: toyi-toying contract workers of the Central Statistical Service

Union. They feel they are being exploited by the CSS and not being paid what they deserve.

"I think they are taking advantage of us because we are unemployed people. We are demanding a fixed rate for all," said one of the verifiers, Tania Thomas.

The chief director of the CSS, Pali Lehohla, said his department

did not have money to pay the workers more.

"We pay people at 86c a questionnaire, which is quite market-related," said Mr Lehohla. "We work within budget constraints. I hope we can resolve the issue."

Workers say they will continue the strike indefinitely until their grievances are dealt with.

# Cosatu threatens more strikes

CT(BR) 18/6/97 (152)

CHRISTO VOLSCHENK  
ECONOMICS EDITOR

Cape Town — Negotiations on the controversial employment standards bill were pointless, and the proposed law should go straight to parliament where organised labour was confident of getting its way. Sam Shilowa, the general secretary of Cosatu, said yesterday.

Shilowa also raised the possibility of further strikes to enforce labour's demands on the legislation Cosatu organised a 24-hour work stoppage on June 2.

Analysts believe if the Basic Conditions of Employment Bill was presented to parliament in its present form, organised business would need to lobby parliamentarians to fight its corner.

Shilowa said the National Economic Development and Labour Council's (Nedlac) management committee would be asked on June 27 to stop negotiations since "no amount of negotiations in this body would bring agreement on the bill".

"We have had enough of negotiations and want government to table the bill in parliament without delay," he said.

Other senior spokesmen for Cosatu said yesterday they were sure the ANC majority in parliament



**CONFIDENT** (from left) Cosatu's Zwelinzima Vavi, Sam Shilowa and Connie September believe the ANC majority in parliament will pass the Basic Conditions of Employment Bill to suit labour's requirements if it is tabled immediately. PHOTO: ANDREW BROWN

ment would pass the bill in the form organised labour wanted.

Neil Coleman, a Cosatu spokesman, said the bill was "the workers' constitution" and, as such, the "public sector would have no other option but to accept it".

But Cosatu was leaving nothing to chance and announced a provisional plan of action yesterday, including lunch-hour demonstrations at work places,

to put pressure on parliament.

The Cosatu executive committee would decide on a comprehensive plan of action, which might include strikes, when it meets on June 24 and 25, said Zwelinzima Vavi, the assistant general secretary.

After 14 months of negotiations in Nedlac, business and labour deadlocked on five issues — paid maternity leave, hours of work, pay for Sunday

work, prohibition of child labour, and whether these rights should be flexible downwards.

Last week Business South Africa (BSA) suggested ways to break the deadlock in a meeting with Tito Mboweni, the labour minister. These included postponing negotiations until after the presidential job summit in October. Yesterday Cosatu rejected all the BSA proposals, and criticised efforts by business "to win over

comrade Mboweni to its side".

Cosatu kept the door to the job summit open, saying it would like to meet the ANC "to work out a strategy to create jobs and agree on an approach to the job summit".

Frank Nxumalo reports from Johannesburg that business is still committed to seeking consensus at Nedlac.

□ Business Watch, Page 18



# Business SA criticises Cosatu's threat of strikes

Kevin O'Grady

BUSINESS SA (BSA) criticised the Congress of SA Trade Unions (Cosatu) yesterday for threatening strike action over the Basic Conditions of Employment Bill, and said Cosatu's ultimatums were hindering wider agreement on the legislation.

BSA was responding to Cosatu's announcement on Tuesday that it would ask for an end to negotiations on the bill in the National Economic, Development and Labour Council (Nedlac) and would prefer it to go directly to Parliament.

Cosatu assistant general secretary Zwelinzima Yavi said action would be planned, possibly including strikes, to put pressure on Parliament.

A BSA spokesman said business accepted that the bill, ultimately, would be referred to the parliamentary process. However, it did not believe outstanding issues could be "effectively finalised only as a matter of political judgment".

After 14 months of negotiations in Nedlac, business and labour are still deadlocked on the issues of paid maternity leave, hours of work, pay for Sunday work and the prohibition of child labour.

The BSA spokesman said the issues raised "deep concerns of economic, commercial and social interest which needed to be debated by the parties directly affected and balances found which the parties can live with".

"Outcomes which favour one party at the expense of the other will inevitably be to the detriment of economic growth, employment levels and industrial peace."

Labour standards which were advanced to the detriment of the viability of enterprise would have a devastating effect on the SA labour market and the economy.

The spokesman denied Cosatu's allegations that business had been unyielding in its negotiations, saying it had made several important concessions which carried substantial increases in the cost of labour.

Business was not aware of any corresponding compromises from Cosatu, which had "persistently retreated to opening positions".

All affected stakeholders would need to be included in further deliberations. Nedlac should continue to play a facilitative role, business believed.

Labour Minister Tito Mboweni declined to comment yesterday on Cosatu's announcement.

Our Port Elizabeth correspondent reports that Democratic Party leader Tony Leon warned last night that if Cosatu was allowed to proceed "unchecked and unhindered on its present course" the Growth, Employment and Redistribution (Gear) strategy would become irrelevant.

Leon was addressing a public meeting in Port Elizabeth. He said Cosatu's latest demand that the Employment Standards Bill should go directly to Parliament and bypass Nedlac, if implemented, will destroy Nedlac as an institution — and the social partnership promised.

Leon said it would also confirm that Cosatu played by the book for as long as it got its own way. "When the going gets rough, Cosatu tears up the rule book."

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□ LABOUR RELATIONS

CT(PAR) 19/6/97

(152)

(184)

### Food, canning industry declared 'non-essential'

The 1959 ban on strikes in the food and canning industry has been lifted by the Essential Services Committee, which yesterday declared the industry "non-essential" in terms of the new Labour Relations Act. Essential services are not allowed to strike, and disputes are handled by arbitration.

The supply and distribution of petrol or other fuels to local authorities and the transporting of commuters were others declared non-essential. Also on the list were the regulation and control of air traffic and the weather bureau. The reason why certain industries were declared essential, or non-essential, would be published in the Government Gazette. The committee would hold hearings to determine the status of the payment of social pensions, the courts, the department of correctional services, nursing, emergency health services, medical and paramedical services and the key point computer services — *Mpho Mantju, Johannesburg*



(152) (152)  
BA Star 24/6/97

## Country club workers end six-week strike and get R170 raise

A strike, which left about 10 000 Johannesburg Country Club members unable to enjoy their normal activities for six weeks, has ended

Johannesburg Country Club general manager Tony Beart said

workers had returned to work yesterday after an agreement was reached last Thursday

The 150 workers would receive a R170 increase. They originally demanded an increase of R250

Beart said "The situation is re-

turning to normal at Auckland Park and Woodmead

"We had to shut down elements of the club; the rest we had to run ourselves. Our members feel seriously aggrieved." - City Reporter

S I N E S S

AR 26/6/97

# Workers picket OK Bazaars

## Job losses feared if company opts to out-source

**THABO MABASO**  
BUSINESS REPORTER

Plans by OK Bazaars to restructure its money-losing retail stores have met with opposition from the South African Commercial, Catering and Allied Workers' Unions (Saccawu), which has called on members to conduct protest action.

Protests against the restructuring of the retail chains began on Monday when Saccawu members held sit-ins at some OK stores.

The protest action, which has included lunch-time pickets, has drawn a mixed response in Cape Town with protests being held at only a few OK branches

Saccawu spokesman Monde Ncayo said workers were protesting because they feared that the company would, as part of its restructuring process, outsource some functions to contractors, leading to a loss of jobs

"There is no guarantee that outside companies that are contracted will use the workers who are now doing these jobs," Mr Ncayo said  
Workers and management met in Johannesburg yesterday to discuss the dis-

**'There is no guarantee that out-sourced companies will use the workers who are now doing these jobs'**

pute At the time of going to press it was not clear if a solution had been found

Mr Ncayo said the picketing would continue throughout the week

Saccawu regional representatives would meet on Sunday to decide on further action, Mr Ncayo said

Last year, OK Bazaars said it would be closing some of its stores, including the Plein Street branch, during the next five years  
Speculation in the investment market

has been that the retail chain is struggling to keep its head above water Analysts have said OK Bazaars is relying on its parent company, South African Breweries, to survive

The retail chain's group human resources director, Keith Hartshorne, told the Cape Argus that the company had been forced to restructure its operations because it suffered a R74-million loss last year

Only shelf packers would be affected by the restructuring

"Other workers will have a choice of either joining the sub-contracting firm or being relocated in their store to other positions with no loss of wages or benefits," Mr Hartshorne said



**SAM PLAYS IT AGAIN:** Cosatu secretary general, Sam Shilowa

CT 27/6/97 (152)

## Cosatu to strike again at business

JOHANNESBURG. A series of provincial and national strikes was announced yesterday by the Congress of SA Trade Unions (Cosatu) after a two-day meeting of its executive committee

Cosatu secretary-general Mr Sam Shilowa said the action was aimed at business for its opposition to some provisions of the Basic Conditions of Employment Bill, soon to be voted on by Parliament. He described the dispute as a war. Business had thrown down the gauntlet to labour, and Cosatu had taken up the challenge.

He said business had drawn a line beyond which it would make no concessions, and Cosatu had reached its bottom line as well.

Negotiations on the issue have deadlocked in the National Economic Development and Labour Council.

Shilowa said Cosatu would strike on August 4 from 10am to 11am countrywide. Regional strikes

would follow on a daily basis, starting on August 18 in the Eastern Cape, August 19 in KwaZulu-Natal and Mpumalanga, August 20 in the Northern Cape, Free State and Western Cape and August 21 on the Witwatersrand and in Cosatu's northern and western Transvaal regions.

A strike is also to be held on the two days to be set aside by the National Assembly's committee on labour, when business and Cosatu are to make their submissions on the bill.

"We hope that these actions will send a clear message to business that we are serious about our demands," Shilowa said.

He added that Cosatu would ask the TRC to hold a special hearing into alleged collaboration between business and the police in the apartheid era, which had led to the deaths of workers — Sapa

● See Page 17

# Cosatu calls strikes to protest against bill

STAFF REPORTER AND SAPA

(152) (152) Nov 27/6/97  
The Congress of South African Trade Unions (Cosatu) has planned a series of one-day provincial and national strikes against the position of business on the Basic Conditions of Employment Bill, which is soon to be voted on by Parliament.

Cosatu general secretary Sam Shilowa told a press conference in Johannesburg yesterday, after a two-day meeting of its executive committee, that the dispute with business was a war.

He said business had drawn a line beyond which it would make no concessions and Cosatu had also reached the bottom line in its concessions to business.

Cosatu is demanding a 40-hour working week and six months' maternity leave, at least four months of which should be paid

At the moment, employers are giving workers three months' maternity leave.

Government is proposing an ordinary 45-hour working week, which currently ranges from 46 to 68, depending on the type of work, and four months' maternity leave,

## Shilowa calls dispute with business 'war'

but no agreement has been reached on payment.

Negotiations on the issue have deadlocked in the National Economic Development and Labour Council (Nedlac).

If the bill is finally passed into law by Parliament, it will replace the Basic Conditions of Employment Act and the Wage Act, and

lay down the basic working conditions for workers countrywide.

Shilowa said Cosatu would hold a countrywide strike on August 4 from 10am to 11am

Other strikes would be held on August 18 in the Eastern Cape; August 19 in KwaZulu Natal and Mpumalanga, August 20 in the Northern Cape, Free State and Western Cape

And Cosatu's Witwatersrand, northern and western regions would go on strike on August 21.

Cosatu would also strike on two days yet to be set by the national assembly's committee on labour, when business and Cosatu will make their submissions on the bill.

"We hope that these actions will send a clear message to business that we are serious about our demands," Shilowa said.



# Cosatu planning a series of strikes

(152)  
BD 27/6/97

Reneé Grawitzky

THE Congress of SA Trade Unions (Cosatu) would stage 24-hour strikes in each province from August 18-21 and two national strikes, possibly in September, it said yesterday.

Cosatu general secretary Sam Shilowa said the action in support of core demands on the Basic Conditions of Employment Bill was directed at business, not government. The federation said it regretted the hardening of attitudes on the part of business which wished to preserve "apartheid legislation in the labour market". It was an "ideological war" with business drawing the line to fight transformation to ensure flexibility at all costs.

Business SA expressed shock at the

plans and called on Labour Minister Tito Mboweni to initiate a meeting.

Shilowa said national strikes would be called to coincide with the presentation of labour's and business's submissions on the bill to the parliamentary standing labour committee. Cosatu had no reason to doubt the African National Congress and was confident of its backing. The federation believed an agreement could be hammered out in the alliance but this was not the case with business, hence the call for action.

SA Reserve Bank governor Chris Stals also came under fire in the wake of the release of the March quarterly report which questioned the effect of the bill on employment. Cosatu assistant general secretary Zwelinzima Vavi said Stals could no longer claim

his independence and ride on the backs of other political parties to realise his conservative policies.

Shilowa said Stals was trying to deflect attention from his monetary policies, which were coming under increased scrutiny by economists, and was trying to blame the labour market.

BSA said Cosatu's plan was irresponsible and would put the economy and job creation at risk and harm SA's international image.

Business rejected a war of attrition to resolve conflict and saw the action as being opposed to the philosophy underlying the National Economic, Development and Labour Council.

Cosatu had not changed its mandate on the bill and the only way forward was through negotiation.

# Cosatu call for series of countrywide strikes

## *W Cape strike set for August 20*

**THABO MABASO**  
BUSINESS REPORTER

The Congress of South African Trade Unions' (Cosatu) has taken off its gloves in its fight with business over the Basic Conditions of Employment Draft Bill, and has called six regional and countrywide strikes between now and September.

Western Cape members would be called out on strike on August 20, Cosatu said in a statement yesterday.

The strike action would begin on August 4 with a national one-hour work stoppage. This would be followed by a 24-hour strike in the Eastern Cape on August 18, and between August 19 and 21 workers in other provinces would embark on 24-hour regional strikes.

The announcement follows a meeting of the federation's executive committee on Tuesday and Wednesday.

Cosatu secretary general Sam Shilowa said in the statement that union members would also hold a 24-hour countrywide strike on the day the federation made its submission on the Employment Bill to Parliament.

A similar strike would be held on the day that business made its submission. Parliament has not yet set a date for either the Cosatu or business submissions.

"We hope that these actions will send a clear message to business that we are serious about our demands," Mr Shilowa said.

Cosatu's strike call follows a refusal by business organisations to respond to a 14-day ultimatum set by unions for business to respond to its demands. Trade unions and business, in negotiations in Nedlac, have failed to reach agreement on items in the proposed Employment Bill.

Cosatu has called for the inclusion in the bill of a 40-hour working week, phased in over five years and six months materni-

ty leave with four months paid.

Business organisations have opposed these demands on the grounds that they would increase labour costs.

Two weeks ago, business called for a halt to negotiations until after the Presidential Job Summit, set for October, to discuss unemployment.

Cosatu claims this is merely an attempt to wear down workers in their fight against the bill.

"This is business's attempt to preserve apartheid legislation in the labour market. What is needed from business is a change in its current position and mandate. A meeting of senior leadership will be a futile exercise if it is based on current positions," Mr Shilowa said.

A strike called by Cosatu earlier this month met with mixed response countrywide.

The clothing and textile industries were the hardest hit in the Western Cape.

(152) (152) AUG 27/6/97

JUNE 28/29, 1997

# Rethink strike action, says textile, clothing industry

## *Sactwu gives support to Cosatu call*

ARC 28/6/97 (152)

**THABO MABASO**  
BUSINESS REPORTER

Employers in the clothing industry have called on the South African Clothing and Textile Workers' Union (Sactwu) to reconsider its participation in industrial action over the next weeks over the Basic Conditions of Employment draft bill.

The Congress of South African Trade Unions (Cosatu), to which Sactwu is affiliated, is calling workers in the Western Cape out on three strikes in the coming weeks as part of a national programme of action to protest against business's stand on the draft bill.

Workers will be asked to strike on

August 20 and again on the days that Cosatu and business make their respective submissions to Parliament on the draft bill. Cosatu would like to see a shorter working week and better maternity leave provisions in the bill, but business has claimed this would add to labour costs.

The Cape Clothing Manufacturers Association (CCMA) warned that the province's fragile textile and clothing industries can ill-afford the strikes.

"There is no doubt that any disruption of economic activity will harm and prejudice an industry that is attempting to restructure and become internationally competitive," Johann Baard, chairman of the association, told Saturday Business.

Mr Baard called on Sactwu to reconsid-

er taking part in the strike action.

"It's disappointing and regrettable that whilst we have so much in common in working together to uplift the skills and ability of our industry, from time to time we take a step backwards, when the only steps we need to take are forward," he said.

Sactwu said yesterday it would support the strike. The planned action, the union said, would not harm the industry.

"We have, over the years, consistently argued and committed resources to a long-term, coherent development strategy for the industry," Sactwu said.

University of Cape Town industrial relations academic, Frank Horwitz, said the strike would dampen the morale of those who had invested in the industries.

# Strike looms in Breweries wage dispute

ARG 30/6/97

(152)

**THABO MABASO**  
BUSINESS REPORTER

**Wage negotiations between South African Breweries workers and their employer are hanging by a thread and could spill over into a full-blown national strike if a settlement is not reached, a Food and Allied Workers Union (Fawu) official has said.**

Fawu wage negotiator Victor Nzuzza told Business Argus that mediation by the

Independent Mediation Services of South Africa (Immsa) had failed to foster a compromise between the union and SAB.

Fawu was considering embarking on strike action to force SAB to accede to demands for a 13 percent wage increase, the scrapping of performance-related pay, the increasing of the housing subsidy from 4 percent to 8 percent and the introduction of not more than 195 monthly working hours, he said.

Mr Nzuzza said the union was against

the introduction of performance-related pay because it was discriminatory and racially skewed.

"Obviously strike action is not our preferred route, but it will be our only recourse if management doesn't change its position," Mr Nzuzza said.

"If SA Breweries pushes and squeezes us to take a deal that smaller companies are not even offering, we will then take strike action as a last resort," Mr Nzuzza said.



# Landmark decision on food, canning industry

## 'Tomato sauce, lemons not essential'

ARL 1/7/97



(152)

THABO MABASO  
BUSINESS REPORTER

A 38-year-old provision in the Labour Relations Act (LRA) that deemed tomato sauce and lemons to be essential foods and banned strikes in the food and canning industry has been lifted following a landmark decision by the Commission for Conciliation, Mediation and Arbitration (CCMA).

The CCMA's Essential Services Committee ruled last week that the sector did not constitute an essential service.

The decision was the first to be taken by the committee which was set up last year to rule on which sectors of the economy constituted essential and non-essential services.

The CCMA defines essential services as those which, if interrupted, would endanger the life, personal safety or health of the whole or any part of the population.

Committee chairperson Dhaya Pillay told Business Argus that investigations had failed to reveal what reasons there were in 1959 for deeming the food and canning industry to be an essential service.

"Nothing seems to make any sense. I think that it's quiet hilarious because some of the commodities they declared as essential include tomato sauce and lemon citrus," Ms Pillay said.

"Nobody is going to die if they have tomato sauce."

Ms Pillay speculated that their inclusion on the list of essentials may have been part of a plan by the previous government to stem political demonstrations, which trade unions seemed to spearhead.

"I suppose it was also a political decision to protect farmers from workers who wanted to strike," Ms Pillay added.

The LRA stipulates that workers employed in essential services cannot strike and that disputes must be referred for arbitration.

A spokesman for Langeberg Foods, one of the biggest canning plants in South Africa, said the company would not be affected by the ruling because it had not used the provision banning strikes.

The Food and Allied Workers' Union could not be reached for comment.

The committee also ruled that the supply and distribution of petrol or other fuels to local authorities was a non-essential service.

The regulation and control of air traffic and the weather bureau, as a support service to air traffic control, have been declared essential services.

CCMA spokeswoman Happy Zondi said that the committee had also probed the supply of electricity, water and sanitation and firefighting to see if they were essential or not.

"The determinations with respect to whether or not these industries are essential will be published shortly in the Government Gazette," Ms Zondi said.

# OK workers picket outside city store

(152) (152)  
BUSINESS REPORTER

ARC 2/7/97

The South African Commercial, Catering and Allied and Workers' Union (Saccawu) yesterday kicked off the first of a series of mass protests against plans by retail chain OK Bazaars to restructure.

About 100 singing and placard waving Saccawu members picketed outside OK Bazaars' Adderley Street store yesterday.

The retail chain plans to out-source some of its functions in an effort to stem unprofitability. The company suffered a R74-million loss last year.

Saccawu believes the restructuring will lead to job losses.

The union's provincial co-ordinator, Monde Ncayo, said Western Cape OK workers had opted for protest action after a meeting last week between Saccawu and management failed to resolve the issue.

Mr Ncayo said OK's management did not want to guarantee that there would be no job losses. OK could not be reached for comment.

# Cape Town bid 'a force to be reckoned with'

## IOC visitor impressed

ARG 2/7/97

MICHAEL MORRIS  
ON THE OLYMPIC BID

Cape Town's bid is a "force to be reckoned with" and is being taken seriously in the race for the 2004 Games, says Kevan Gosper, one of two visiting International Olympic Committee members from Australia.

"Of all the five bids, this is the most ambitious and complex, and the one that's most important to the IOC because it is the first serious contender from this continent," he said.

Mr Gosper was speaking at the donation of R228 000 to the Bid Company by Shell South Africa as a contribution towards funding visits by IOC members.

Mr Gosper, who first visited South Africa in the early 1990s with an IOC commission sent to judge whether the country should be allowed back into the Olympic fraternity, added: "The

fact that Cape Town is a finalist is very important. It means you have already defeated six great cities in the bid for 2004, and you can win"

He believed Cape Town's bid was important "because it demonstrates this country's determination to reconcile the past and the present. It is complex and important because of the message it can send the world".

He was particularly encouraged by the high level of government, corporate and public support for the project, and stressed the importance of ensuring the support of African nations.

Errol Marshall, managing director of Shell South Africa's oil products division, said the corporation was keen to back the bid because "we feel the 2004 Games will not only be a success for Cape Town, but also for South Africa and Africa as a continent".

Mr Ball said: "We are getting plenty of advice and are trying hard to assimilate it and give effect to it"

# 10 000 municipal strikers bring Jo'burg to standstill

ARGUS CORRESPONDENT

Johannesburg - Commuters were stranded and cleaning services ground to a halt as three-quarters of Johannesburg's municipal workforce took part in a protest march against privatisation.

More than 10 000 members of the South African Municipal Workers Union (Samwu) gathered at the Library Gardens yesterday and marched to the civic centre to hand over memorandums to Greater Johannesburg Metro Council chief executive officer Nicky Padayachee and the chairman of the executive committee, Kenny Fihla.

Bus services were severely disrupt-

ed and cleaning services were affected at all of Johannesburg's local councils.

Samwu branch chairman Christoph Mabaso told the crowd of chanting workers that the "threat of privatisation was always there"

Three memorandums were handed to the council officials, one demanding speedy resolution of wage negotiations; the second demanding the employment of all casual and temporary workers and the final one demanding that all privatisation efforts of the council be stopped.

Mr Fihla replied that the metro council had not made a decision to privatise and would not change its policy without negotiating with workers.

## Falloff in days lost to strikes

(152) Star 3/7/97

South Africa is likely to see a slump in the number of strikes this year because of the dispute-breaking mechanisms provided for in the new labour law, the brain drain in labour leadership and job insecurity

Jackie Kelly, from Andrew Levy and Associates, said strikes in the first six months of this year were less than those during the same period last year. This year's strikes had cost the economy 140 000 fewer man-days than the same period last year

The statistics indicated a drop in the days lost to strikes from 400 000 in the first half of 1996 to 260 000 in the first half of this year. The main strike triggers were wages (43,2%), recognition of unions/bargaining levels (33,2%), grievances (12,3%), dismissals/discipline (7,6%) and retrenchment (3,7%) -

Staff Reporter





Thousands of SA Municipal and Allied Workers' Union members marched yesterday from the Library Gardens in Johannesburg to the Civic Centre to protest against the privatisation of basic services. Picture CATHY PINNOCK

## Strike leaves bus service 'near paralysis'

ABOUT 80% of the 30 000 municipal workers in the greater Johannesburg area joined yesterday's one-day strike called by the SA Municipal Workers' Union, a spokesman for the greater Johannesburg metropolitan council said.

The strike affected services in all areas, Pihswa Dhlamini said.

According to transport department spokesman Connie van Niekerk it virtually paralysed Johannesburg's bus service.

The strike was 100% effective at the city's bus depots in Milner Park and Village Main. However, it had no effect on bus services operating from the Roodepoort depot on the West Rand.

Yesterday morning's peak hour bus services in Johannesburg operated at 20% of normal strength, Van Niekerk said. By 9.30am the service was down to between 5% and 10%.

Drivers from the Roodepoort depot were roped in as reserves in Johannesburg.

Van Niekerk said some striking drivers might report for duty once the union's planned march through Johannesburg was over.

However, she advised commuters to make other transport arrangements to get home as she did not expect conditions to improve.

The union organised the march in protest against privatisation of municipal services. — Sapa.

# Numsa demonstrators surround Seifsa offices

FRANK NXUMALO

Johannesburg — Mbuyiselo Ngwenda, the general secretary of the National Union of Metalworkers of South Africa (Numsa), yesterday prevented a potentially violent confrontation in central Johannesburg between the Steel and Engineering Industries Federation of SA (Seifsa) and the union.

Brian Angus, the executive

director of Seifsa, initially refused to get on to the motorised public address platform to receive a memorandum from about 40 000 Numsa and chemical workers. His action provoked thousands of workers to surround Metal Industries House, demanding he "come out"

Angus said he had been aware of the march to Seifsa offices, but claimed that al-

though he had not been formally informed, he had sent the unions a note saying he was prepared to receive the memorandum, but only in the foyer of the building and not on the streets.

"I am not going out into the streets, I was not formally informed and I told your representatives weeks ago that I was not going to go into the streets," Angus told a union delegation, who accused him of "using the

police" in this "new era" by "pushing them into a corner".

Ngwenda managed to strike a compromise and persuade Angus eventually to receive the memorandum on the steps of the Seifsa offices, effectively defusing the situation.

However, before handing over the document, Ngwenda slammed Seifsa for its "unsympathetic and intransigent response to our demands"

(162) (167) 3/7/97

WS

**LABOUR** Mills and refineries at Illovo and Tongaat-Hulett stop operations

# Wage strike cripples sugar industry

**RAVIN MAHARAJ**

Durban — South Africa's sugar industry was crippled yesterday by a landmark collective strike of 4 500 workers (representing all five unions), who deadlocked with management over wage increases.

The unions represented in the sugar industry bargaining council rejected management's 10,5 percent wage increase offer and are asking for a 20 percent increase. They are also asking for improved working conditions and clarity on the minimum wage, which the unions said was R1 250 per month.

The unions involved are the National Employees' Trade Union (Netu), the National Industrial and Commercial Workers' Union (Ncwu), the Food and Allied Workers' Union (Fawu), the National Sugar and Refining and Allied Industries Employees' Union and the South African Electrical Workers' Association. They represent 80 percent of the workforce in the sugar industry.

Eric Botha, a sugar industry bargaining council spokesman, said

yesterday the unions would continue their strike until "all demands" had been met.

Operations at 14 milling and refining operations at Illovo Sugar, the sugar group, and Tongaat-Hulett, the diversified sugar and industrial group, shut down as workers went on strike. The strike also affected the operations at haulage companies.

The strike comes in the middle of the annual milling cycle and five months before the end of the crushing season.

Bhekí Sibiyá, the chairman of the Sugar Manufacturing and Refining Employers' Association, said management "was not in a position" to change its offer.

He said the offer had been influenced by this year's 7,2 percent sugar price increase, the annual consumer price index for KwaZulu Natal, which was 8,2 percent, and a recent survey, commissioned by the industry and unions which, according to the unions, had made no attempt to "rectify the huge wage gap" between sugar industry workers.



**MASS ACTION** Workers in the sugar industry are striking for a 20 percent wage increase. PHOTO: PATRICK MITOLO



# ADE locks out 1 000 workers in row over pay rise offer

NORMAN JOSEPH  
STAFF REPORTER

(152)  
ARG 7/7/97  
More than 1 000 workers were locked out of the Atlantis Diesel Engines factory in Atlantis today over a pay dispute.

Management is in dispute with the National Union of Metalworkers of South Africa

Manager Ron Shires said the company had offered a wage increase of between 9,7 percent and 10,2 percent.

Mr Shires said that today the company had decided to lock out employees to prevent possible protest action

Union secretary Natheem Joel said the union was demanding an increase of 20 percent but was prepared to accept 15 percent.

Several rounds of talks between the union and company officials ended in deadlock recently

Mr Joel said it was the first time the company had locked out workers, who began congregating at the gates at 7am.

No company representatives were prepared to talk to the employees, who demanded that Mr Shires address them.

They chanted and sang while police watched from a distance



ET(BR) 8/7/97  
**Sugar talks  
end in fear  
and panic**

(152)  
**JONATHAN ROSENTHAL**

~~8/7/97~~  
Durban — Negotiations to resolve a strike by about 4 500 workers in the sugar industry collapsed in panic yesterday as union and employer representatives dissolved the talks when they received word that as many as 400 striking workers were preparing to storm the meeting, negotiators said.

Selby Nsibande, the executive president of the National Industrial and Commercial Workers Union, one of the five unions participating in the strike, said little progress had been made in the afternoons talks

He said representatives of the 400 workers from Tongaat-Hulett's Voermol plant, who joined the strike late last week, were barred from the talks because they were not members of the bargaining council.

Yesterday afternoon the workers had assembled busses and began travelling en masse to the negotiations venue to demand participation in the talks, Nsibande said "We closed the talks because the concern was the fact that people were on the way and intended to barge into the meeting"

Eric Botha, a spokesman for the National Employees' Trade Union, one of the other unions involved in the strike, said some progress had been made during the day's talks, but that they had ended because some representatives feared for their lives "It's our black colleagues whose lives are in danger because they could be seen as sellouts by some of the strikers"

□ Caning itself, Page 16

## SUGAR STRIKES

# An industry caning itself (152)

ET(BR)8/7/97

RAVIN MAHARAJ

DURBAN

If the unions' hardline stance is anything to go by, the sugar industry's landmark strike last week could signal a key victory for 4 500 workers demanding a 20 percent wage increase.

Militant tactics were the order of the day amid acres of burnt sugarcane fields in northern KwaZulu Natal as more and more workplaces joined the strike.

Management was optimistic about the outcome of the strike, but whether they are convinced the unions will eventually budge, or believe they can stand by their 10,5 percent wage increase offer, remains to be seen.

Last week, union leaders and management indicated their willingness to hold further talks. This followed entry into the equation by Narend Singh, the KwaZulu Natal minister of agriculture, who on Friday urged "all affected roleplayers to ensure an inclusive and amicable outcome".

He said continued striking could have "devastating consequences" on the economy of the province. He said the increasing competition in the international agricultural market, and the recent entry of Swaziland into the South African sugar market, was a warning that the country's sugar industry had to become more "cost-conscious". Disruptions, he said, could wreak havoc in the profitable sugar industry.

According to Eric Botha, a sugar industry bargaining-council spokesman, there was no indication of a speedy settlement to the dispute being reached.

Bheki Sibiyi, the chairman of the Sugar Manufacturing and Refining Employers' Association, said management was not in a position to change its offer, which had been influenced by a number of factors: this year's 7,2 percent sugar price increase; the annual consumer price index for KwaZulu Natal, which



was 8,2 percent; and a recent survey — commissioned by the industry and unions — which, according to the unions, had made no attempt to tackle the "huge wage gap" between workers. Rural workers at the Maidstone mill told Business Report they were receiving lower wages than their urban counterparts.

But in spite of signs over the weekend that unions would revise their demands in a new round of negotiations, workers on the ground seem unwilling to compromise.

Yesterday's talks collapsed after the negotiating parties heard that as many as 400 workers from the Voermol plant were on their way to the meeting to participate in the negotiations. After half a day of haggling, employer and labour delegates only agreed on one thing: to close the meeting and head for home before the Voermol workers arrived.

About 90 percent of the country's sugar production comes from KwaZulu Natal. The industry, which exports to 27 countries, earns foreign exchange of over R1 billion. Last year, the industry produced a sugarcane crop of 2,25 million tons, resulting in an export surplus.

Workers at Tongaat-Hulett's sugar mill near Tongaat, north of Durban, told Business Report last week all they were waiting for were better wages. They indicated their willingness to return to work

immediately thereafter.

And that should give management a reason to smile. But Sibiyi said on Friday he did not want to speculate about the outcome.

He said he "trusted in the intrinsic goodness of workers" and hoped they would continue behaving in an orderly fashion "no matter what the outcome was".

But the unions were optimistic they would win. Workers belonging to the five participating unions — the National Employees' Trade Union, the National Industrial and Commercial Workers Union, the Food and Allied Workers Union, the National Sugar and Refining and Allied Industries Employees' Union, and the South African Electrical Workers Association — sang traditional Zulu glory songs outside their respective places of work last week.

Aside from wage increases, workers are also demanding clarity on the minimum wage, which the unions say stands at R1 250, and improved working conditions.

The strike, which today enters its fourth day, has resulted in the shutdown of 14 milling and refining operations at Tongaat-Hulett and Illovo. Only Transvaal Sugar and Union Co-operative have remained unaffected. Both companies were unavailable for comment.

# Interdict against Numsa follows violent protest

WILLEM STEENKAMP

(152)

ATLANTIS Diesel Engines (ADE) last night obtained an urgent interdict against the National Union of Metalworkers of SA (Numsa) and 1 084 workers, following a day of violent protest when workers were locked out after wage talks broke down.

Wage talks deadlocked last Friday and, as a result, management locked the Numsa members out yesterday.

Protests outside the ADE plant turned violent, however, and barricades were burnt outside the entrance and property damaged.

ADE brought an urgent interdict application before Mr Justice D Ghetty in the Cape High Court last night, asking that Numsa and 1 084 protesting workers be restrained from harassing or intimidating other workers and causing damage to ADE property.

ADE was represented by Mr Frikkie Erasmus of Erasmus Schmetter Inc. Numsa was not represented.

CT8/7/97

# Shots fired in strike lock-out dispute

ARG 8/7/97

(152)

**NORMAN JOSEPH**  
STAFF REPORTER

Shots were fired at security guards outside the Atlantis Diesel Engines factory, where hundreds of workers on strike have been locked out in a pay dispute, but nobody was injured.

A Cape High Court order restraining strikers from damaging property or intimidating employees has been delivered to about 600 strikers, members of

the National Union of Metal Workers.

Human resources manager Johan van Wyk said court officials arrived at the factory early today with the urgent interdict granted last night.

He said the factory employed more than 2 000.

Managing director Ron Shires said the company had offered wage increases between 9,7 percent and 10,2 percent

Union secretary Natheem Joel said the union was demanding 20 percent but was prepared to accept 15 percent



# End of sugar industry strike is in sight

Nicola Jenvey

DURBAN — Protracted negotiations between five sugar milling trade unions and management have narrowed the gap between worker demands and industry offers and edged closer towards ending the damaging two-week sugar industry strike.

Trades union spokesman Eric Botha said yesterday that worker representatives and management had settled on an 11,5% across-the-board increase, with another 2% in October

However, the union was demanding back pay to April, while management was offering the new wage level from June

Further meetings were scheduled to take place later in the week

The offer went hand-in-hand with an offer to upgrade the status of 283 A1 workers to an A2 rating, giving them an effective 17,25% increase, Botha said

(162)  
This was part of a strike-breaking management proposal for the full integration of workers to higher grades to be completed by March next year.

Botha said that given the current consumer inflation level of about 10%, an 11,5% increase coupled with a further 2% later in the year would contribute towards closing the differential between the wages paid in the sugar industry and those of other agricultural industries.

The unions had conducted a survey among Clover SA, Premier Milling, Sappi Saiccor, Sappi Stanger, Sasko Durban Mill, Sasko Stanger Bakeries and Tastic Rice Corporation for comparative wages, Botha said

Sugar industry spokesmen said that while the strike action had been a financial blow, the industry was highly flexible and the lost production could be made up after Christmas if the milling season was extended

~~SUGAR~~  
Some cane could also be carried over for milling next year

Reuter reports that the strike was costing the industry about 83 500 tons of cane a day in lost production, but that the industry had declined to put a value to the losses

Milling and Refining Employers' Association chairman Bheki Sibiyi said that there were still five months left in the crushing season, which had begun in April, and the industry was now considering various options to recover lost production.

"There are a lot of things that can be done to recover some, or most, of the lost production. Until these plans are discussed by all the role players, any figures released will remain pure speculation," he said

The unions and employers said last week that they hoped the strike would end this week and that production could be resumed before the weekend

# Strike action threats over wage dispute

Sowetan 8/7/97

(152)

It is hoped that Thursday's mediation will result in agreement between two parties

**P**APER, Printing, Wood and Allied Workers Union (PPWAWU) members yesterday threatened to engage in sustained industrial action if a wage dispute at Sappi's Adamas plant in Port Elizabeth is not resolved within seven days

The warning is contained in a memorandum handed to Sappi representative Anton Lombard during a march by some 500 PPWAWU members to the company's Braamfontein, Johannesburg, offices yesterday

The march was part of a 24-hour sympathy strike with Adamas colleagues who had reached deadlock in salary negotiations

In the memorandum, workers "note with dismay the unwillingness and unpreparedness" of management to embrace change

Accusing the company of crude conservatism, PPWAWU said it was the only company that had "consistently refused to treat its employees with respect and dignity"

The union yesterday demanded that

- The stalemate encountered at the Sappi Adamas plant in Port Elizabeth over wage negotiations be resolved within seven days.

- The Sappi pension fund be transferred immediately to the PPWAWU provident fund.

- The protracted negotiations on full-time shop stewards be speedily resolved, and

- Management immediately drop its threat to withdraw from industrial negotiations

PPWAWU Gauteng regional secretary Norman Dube said it was important to achieve central bargaining negotiations because there were issues such as training that also needed attention

Sappi said yesterday's sympathy strike arose from the 11-week strike by 167 workers at the Adamas mill over wage negotiations which had yet to be resolved

"Management and union representatives met again last week and agreed to further mediation on Thursday this week"

It is hoped that Thursday's mediation will result in agreement between the two parties

Yesterday's strike affected Sappi's Stanger and Tugela mills in KwaZulu-Natal, the Enstra mill in Gauteng, Ngodwana mill and sawmilling operations in Mpumalanga

Sappi denied that it was in dispute with the union with regard to "other issues raised by the union in the memorandum

It said the Adamas mill was the only Sappi mill in South Africa where wage negotiations had not been settled - Sapa

# SA NEWS DIGEST

LABOUR

~~LABOUR~~ ET (PR) 9/7/97

## Sugar strike hardly affecting production, says industry spokesman (152)

... strike has had a minimal effect on production but problems might emerge if the action persisted for more than a week. Phelisi Sibiyi, a spokesman for the sugar industry, said today.

About 1,000 milling and refining workers in KwaZulu-Natal went on strike demanding a 70 percent wage increase. The union and Government had previously offered 10.5 percent. "If the strike has had any effect it is minimal. There are plans on management's side to make up for lost production," Sibiyi said. He declined to give an estimate of lost production or cost to the industry. Talks between the two unions representing the workers and the companies have been inconclusive but the representatives were "cautiously optimistic" further talks would be productive. — *Reuters, Durban.*

## Sugar union prepared to go the distance

~~SUGAR~~  
FROM REUTERS (152)

25 (52) 10/7/97  
Durban — There was a real possibility that sugar production could be back to normal next week, a sugar industry spokesman said yesterday, but a union spokesman was not as optimistic.

This comes as the sugar milling and refining strike enters its second week. About 4 500 workers at Illovo Sugar and Tongaat-Hulett are striking to push home their demands for a 20 percent wage increase, rejecting an employer offer of 10,5 percent. The strike began on July 2.

"The strike could be over by the end of the week and we are working towards getting production back to normal by the middle of next week," said Bheki Sibuya, a spokesman for both companies.

He said negotiations with five unions representing the workers had been fruitful and significant progress had been made.

But Eric Botha, a union spokesman, said "There is no sign that the employers want to address the gap in wages between ourselves and other agriculture-based industries.

"They (the employers) might be in for a big surprise if they don't deliver the goods.

"The guys on the floor are very unhappy with what they have been offered and they are prepared to continue the strike for another week or two."

He said the unions had indicated in Tuesday's talks that they were prepared to move to a 15 percent wage increase, but this had not been favourably received.

About 83 500 tons of cane a day were being lost, a sugar industry source said.

## West Africa's low-cost gold not in trouble

MARIUS BOSCH

Johannesburg — West Africa's low-cost gold producers should weather the latest gold price plunge with ease, while the South African gold industry prepares for huge losses and layoffs of thousands of miners, analysts said yesterday.

With gold at its lowest level in 12 years and sliding lower by the hour, South Africa's mining houses are preparing for an uncertain future.

"It could be the worst thing the country has ever seen. This gold crisis is the last thing the country needs right now," said an analyst. Analysts expected the first bad signs of the weakening gold price to surface during the quarterly reporting season, which starts today.

"I think we are going to see a blood-bath," Angus Auchterlonie, a Mathison & Hollidge gold analyst, said. One exception might be Anglo American which could win a respite through its forward sales.

Yet West Africa's fast-emerging gold industry — centred around Ghana's Ashanti Goldfields — will hardly be affected by the low bullion price because of sophisticated hedging policies and low operating costs.

Analysts said most gold mines in West Africa produced gold at a cash cost well below the world average, estimated by Gold Fields Mineral Services to be \$262 an ounce. Barry Sergeant, a BoE NatWest analyst, said the cash cost of most of the gold mines in West Africa was between \$200 and \$250. Auchterlonie said only three South African mines had a cash operating cost of less than \$250.

But analysts said the biggest effect of the falling gold price would be on exploration in Africa. — Reuter



## Industry to try to resolve deadlock

Nicola Jenvey

~~152~~ (152)  
DD 10/7/97  
DURBAN — Last-ditch attempts to break the deadlock between striking sugar industry workers and management will be held today and failure to resolve the dispute would result in workers continuing the strike for another two weeks, a union spokesman said.

Five unions involved in the crushing and milling process have been on strike since last week and are under a management lockout.

Union spokesman Eric Botha said yesterday that the unions had been "more than patient" and had already made concessions by reducing the wage increase demand from 20% to 15%. The strike would continue if workers demands were not met at today's meeting, he said.

However, the Sugar Milling and Refining Employers' Association chairman Bheki Sibiyi has warned that the sugar industry, which earns more than R1bn in foreign exchange annually, faced significant losses should the strike continue beyond next week.

During Tuesday's meeting, management offered an 11% increase to B4-grade employees and a R100 settling bonus to the remaining workers. The unions rejected this call, demanding an across-the-board increase of 15%.

Meanwhile, Grocane GM Cecil Ohver said yesterday the company had received 18 reports of "wild cat" fires started by employees on KwaZulu-Natal sugar farms.

## Province reverses 'no work, no pay' order

Kevin O'Grady

DD 10/7/97  
THE Northern Province government yesterday revoked its "no work no pay" order governing the two month stayaway by Bushbuckridge public servants over a border dispute and said it would pay affected workers backdated salaries.

Spokesman Kenny Mathivha said the decision at a provincial cabinet meeting was intended to "contribute to the normalisation" of Bushbuckridge after the school and work boycott, designed to pressurise government to transfer the town to Mpumalanga, ended on Tuesday.

Meanwhile, the Bushbuckridge border committee, which was formed to fight for the town's transfer, yesterday delayed its application for a court order forcing central government to redraw the two provinces' borders.

Committee spokesman Prince Ndlovu said papers would be served by tomorrow.

He also said there would be a march through the town on Monday to highlight Tuesday's meeting between Provincial Affairs Minister Valli Moosa, Northern Province premier Ngoako Ramatlhodi and his Mpumalanga counterpart Mathews Phosa at which the issue would be discussed.

Memorandums demanding

that the three leaders "put their personal and political interests in their pockets and the interests of the people of Bushbuckridge on the table" would be sent to their offices.

Moosa's spokesman Mpho Mosimane said Moosa was aware of the committee's intention to start legal proceedings and had told committee members it was their right to do so. "The only thing we're opposing the use of on this issue is violence," Mosimane said.

He also said a commission of inquiry's report on the border dispute between the Northern Cape and North West that was released last week would be the subject of intensive talks between Moosa, North West premier Popo Molefe and Northern Cape premier Manne Dipico.

The commission, headed by former local government elections task team co-chairman Khehla Shubane, recommended Mothibistad and Pampierstad in North West be combined with Kuruman and Hartswater in the Northern Cape respectively but that Taung and Kudumane districts remain in North West.

Mosimane said there would need to be agreement between the two provincial governments and central government before changes could be legislated.

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# Nehawu 100 go on strike

By Abdul Milazi

MORE than 100 members of the National Education, Health and Allied Workers' Union (Nehawu) downed tools at the Transvaal Provincial Administration medical depot in Auckland Park, Johannesburg, yesterday in support of their demands for better wages and the transformation of the public sector

Nehawu began its "rolling mass  
*Sowetan 10/7/97*

action" on July 1 with sit-ins, pickets and occupation of management offices throughout the country

National spokesperson Mr Joe Lekola said the action would continue until July 25 when the union would hold joint marches with other public sector unions countrywide

Nehawu gave the Government until July 7 to respond to their demands, but had had no response since

*(152)*

**Beacon workers on two-week strike:** More than 2 000 workers at Beacon sweets company have embarked on a two-week national strike, the Food and Allied Workers' Union said yesterday. The strike followed a breakdown in negotiations over the union's 12 percent wage demand and over conditions of employment four weeks ago. (102) CT(MR) 11/7/97 (102)

# Fawu out of step in sugar talks

RAVIN MAHARAJ

Durban — The sugar bargaining council warned yesterday that attempts by the Food and Allied Workers' Union (Fawu) to refer the dispute to the Commission for Conciliation, Mediation and Arbitration would "never fly"

This comes as the sugar strike enters its second week, bringing with it the possibility of "carrying over" some cane for the 1998 milling season

Selby Nsibande, a spokesman for the five unions in the sugar bargaining council, said they had rejected weekend attempts by Fawu — one of the unions in the bargaining council — to "push the matter" into Cosatu's hands as it fell outside the "ambit of the bargaining council"

He said the industry's bargaining council had dispute mechanisms in place, even though Cosatu had begun to "breathe down the necks of the negotiating parties" to find a speedy solution

Nsibande said the bargaining council was "disappointed" with Fawu which, he said, was trying to resolve the matter in its "infinite wisdom"

That, he said, would delay a possible meeting with management today, and



**STICKY** The sugar strike has so far closed down 14 milling and refining operations

PHOTO JOHN WOODROOF

lengthen the strike, which has resulted in the shutdown of 14 milling and refining operations belonging to Tongaat-Hulett, the diversified sugar and indus-

trial group, and Illovo Sugar, the sugar producer

Only Transvaal Sugar and Union Co-operative have so far remained unaffected.

Yesterday there were three management offers on the table Nsibande said the parties now differed only as to whether the employers' across-the-board offer of 11,5 percent should be backdated to April 1 or June 1

If accepted, the management offer (the unions were initially asking for a 20 percent increase) would be followed by an additional 2 percent increase on October 1

The other two offers involved various combinations of the initial percentage increase, the additional increase in October and the date from which the increases would be backdated

The increase went hand-in-hand with an offer to upgrade the status of 283 A1 workers to an A2 rating, giving them an effective increase of 17,25 percent

This was part of a weekend strike-breaking management proposal for the full integration of workers to higher grades, to be completed by next March

Fawu was unavailable for comment yesterday



# Campus blocked as UWC service staff strike over pay

ARG 16/7/99

(152)

JERMAINE CRAIG  
STAFF REPORTER

Non-academic workers at the University of the Western Cape embarked on a major strike today to back pay demands.

Toy-toting workers blocked the main entrance to the campus with a tractor and prevented students and non-striking staff from entering or leaving the campus

But the strikers cleared the entrance and moved to the administration block after the university management gave them an hour to disperse

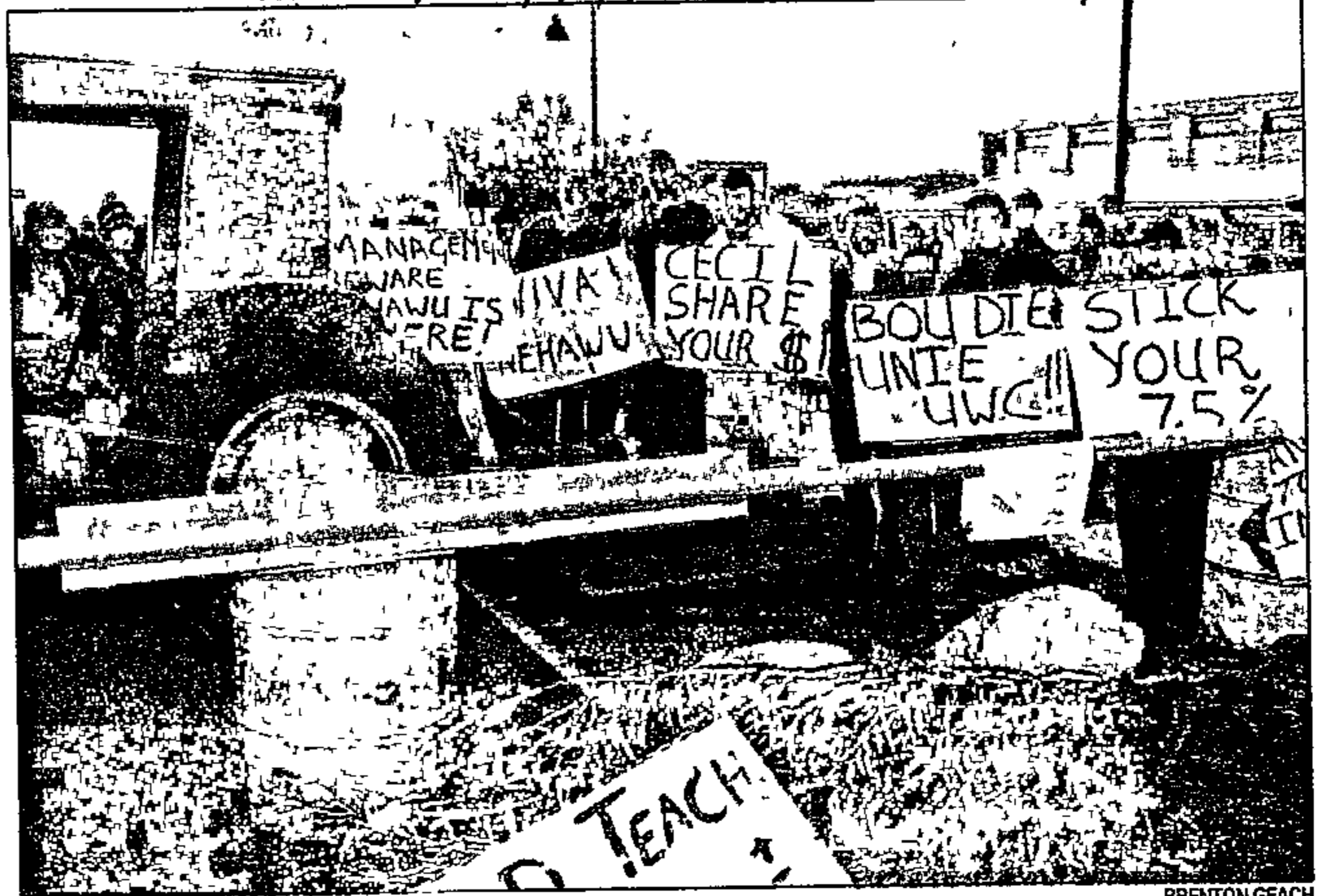
Academic staff were earlier parked hundreds of metres away from the campus as they were prevented from entering for lectures

The strike, by all non-academic staff, was organised by the National Education, Health and Allied Workers Union (Nehawu) Strikers included workers responsible for administration and services on the campus

Nehawu has been in ongoing wage negotiations with the university management, but a dispute was declared recently after no agreement could be reached

UWC's Registrar of Finance, André de Wet, said that management had offered a 7,5 percent increase, but Nehawu was insisting on 12,5 percent

Mr De Wet said the cash-strapped university could simply not afford to pay workers more than the original offer, but



BRENTON GEACH

Pay protest: striking workers at the University of the Western Cape block the campus entrance

was trying to resolve the matter.

"At the moment, it is the maximum we can afford into next year.

"We expect our subsidy to drop due to decreasing student numbers. Management will be giving them a letter telling them the strike is illegal and they must disperse to

let the negotiation process take its normal course.

"The university is in a process of transformation and it is unacceptable that they do not follow due process," Mr De Wet said.

Education reports, page 5

## New offer for sugar workers

EFFORTS to resolve the two-week strike in the KwaZulu-Natal sugar industry continued yesterday, according to chairman of the Sugar Manufacturing and Refining Employers Association Bheki Sibiya

"We are hopeful that it will be resolved because we will present an attractive offer to the employees this afternoon (Tuesday)," Sibiya said

Management was offering an 11,5 percent increase from June plus another two percent effective in October

"I am cautiously optimistic about

the outcome of our meeting with the union ~~SEESUGAR~~ (ISZ)

A representative of the National Industrial and Commercial Workers Union (Ncwu), Selby Nsibande, said workers at four of the 14 centres involved in the strike had been consulted on the latest offer and rejected it

"The bottom line they are prepared to accept is at least 15 percent," he said "We remain hopeful of being able to resolve the matter soon but I am very doubtful of finding a solution this

week" - Sapa  
Sawetor 16/7/97

# Salary strike forces Natal technikon to close down

Farouk Ghothia

DURBAN — Technikon Natal was closed yesterday after being hit by its annual strike, with academics joining ordinary workers in demanding salary increases.

Technikon principal Dennis Khoapa said the strike had come at a time when the registration of students and some students were due to write examinations.

Definitely the Natal National League of Technikon Employees of SA (Nute) chairman Tom McKune said that for "trade unions" to be effective, they had to be very disruptive.

However, staff were keen to return to work. Nutes and the National League of Health and Allied Workers Union (Nehawu) wanted a meeting with the technikon council in an attempt to reach agreement on increases, McKune said.

Khoapa had agreed to relay the request to the council, and the union hoped for a meeting either today or tomorrow, he said.

He said management had unilaterally implemented an 8% increase for all staff, while the unions were demanding 12%.

This was the first time Nutesa, representing academics, and Nehawu had embarked on such joint action. The strike was legal, McKune said.

(152) BD 16/7/97



# Nehawu protests hamper smooth running of hospitals, magistrates' courts

By GASKAT REARDER

Several Gauteng hospitals are being hampered by labour action as the National Education Health and Allied Workers Union steps up its campaign to pressure the Government into increasing wages.

Protests at various hospitals, magistrates' courts and home affairs offices started from July 1 in the form of sit-ins, go-slows and demonstra-

tions. Court workers at the Johannesburg Magistrates' Court building yesterday toyi-toyed

through the complex in protest against the Government's 7,5% wage offer.

The actions have left health officials in the province concerned for the safety of patients. Spokesman for the Gauteng Ministry of Health, Popo Maja, said, "We appeal to everyone involved to take care that their actions do not inconvenience patients and the provision of health care."

Nehawu action, which is being supported by similar action from the South African Democratic Teachers Union and the Police and Prisons Civil Rights

Union in an attempt to disrupt the public service, stems from a dispute over wages.

Their demands for a 9% increase, bringing the minimum wage for public service workers to R1 750, have been met by the government's offer of a 7,5% increase. The action will culminate in a national march on July 25. The unions have warned that if the Government does not respond to their demands, national strike action will be considered that could cause the "total collapse" of the public service. In response to the wage dis-

pute, Maja said: "Nehawu was part of the bargaining chamber for wages. Wages were fixed across the board so Nehawu should have protested there. If there's a dispute, they should take it up with the members who attended this chamber."

The national spokesman of Nehawu, Joe Lekola, said that Nehawu had, in fact, made it clear at the bargaining chamber that they were dissatisfied with the agreement.

At one of the affected sites this week, Nehawu's shop steward at the TPA Medical Supplies Store, Motlatsi Lecheko,

said workers had protested since that morning and would embark on a go-slow after tea. The danger at this particular institution, according to Lecheko, involved working with poisonous medicines containing alcohol.

A Nehawu representative at the South Rand Hospital in Rosettenville, said groups of protesters were trying to put pressure on management. Their main grievance, he said, was the lack of armed security because at weekends anyone could enter the casualty section.

17/7/97



# Draft agreement could end 15-day sugar strike

FROM REUTER

CT (PR) 17/7/97

Durban — The 15-day strike by thousands of South African sugar workers may end today if union members vote in favour of a draft agreement with management, a union official said yesterday

Management and the unions reached a draft agreement in the early hours of yesterday morning to settle the strike, which has crippled the South African sugar industry, a spokesman for Illovo Sugar and Tongaat-Hulett said.

Eric Botha, a spokesman for the five unions taking part in the strike, said if members agreed,

(152)

the draft agreement could be signed today, paving the way for a return to work of about 4 000 workers at 14 mills and refineries in the KwaZulu Natal sugar producing region

"If our members accept the offer we will be putting to them, we will sign the agreement," said Botha. He pointed out the draft agreement included a wage increase of 11,5 percent backdated to April 1. A spokesman for the two companies said he was hopeful the draft agreement would be signed.

The sugar industry estimates production losses at about 83 500 tons of cane.

SECRET

## Sugar talks reach draft agreement

~~Source~~  
Nicola Jenvey (162)

DURBAN—Protracted talks ending early yesterday morning have resulted in a draft agreement between management and striking sugar industry workers and could end a two-week conflict between the parties.

Milling and Refining Employers' Association chairman Bheki Sibiyi said yesterday a draft agreement for the five striking trade unions had been reached.

Employees would be offered an 11,5% wage increase backdated to April 1, he said. This differed from the weekend offer of 11,5% from June 1 with another 2% increase in October. ~~BD~~ 17/7/97

However, trade union spokesman Eric Botha was cautious, saying feedback from members was "neither overwhelmingly positive nor negative". He said the offer would be voted on this morning and if accepted, the agreement would be signed later today.

Sources estimated Tongaat-Hulett and Illovo Sugar had lost 85 000 tons of cane crushing daily during the strike

# SA NEWS DIGEST

AGRICULTURE

CT (PDR) 18/7/97

## Sugar wage stalemate referred to CCMA for 'speedy resolution'

The Sugar Bargaining Council said yesterday that it would refer the lengthy dispute that has shut down 14 refining and milling operations to the Commission for Conciliation, Mediation and Arbitration (CCMA).

This move comes after the failure between unions and management yesterday to sign a draft agreement as the strike entered its third week. Eric Botha, a union spokesman, said members had indicated they were "neither overwhelmingly positive nor negative" about the offer spelled out in the agreement. He said CCMA would be brought in for a speedy resolution of the dispute.

The draft agreement said employees would be offered an 11,5 percent wage increase, backdated to April 1. This differed from the previous offer of 11,5 percent backdated to June 1 with another 2 percent increase to come in October. Sugar cane cutters and farmers entered the debate yesterday, saying they had had to lay off hundreds of workers because of the strike. —Ravin

Maharaj, Durban

~~(SUCR)~~ (152)

# Numsa and Atlantis Diesel in last-ditch bid to end strike

BUSINESS REPORTER

ARTS 18/9/99

The National Union of Metalworkers of South Africa (Numsa) and Atlantis Diesel Engines (ADE) yesterday entered into last-ditch attempts to resolve the nine day strike at the West Coast-based engine making plant.

Numsa senior shopsteward Natheem Joel told Business Argus before the meeting that the union was flexible and would consider any proposals that ADE management tabled.

"They said they wanted to talk and we want to hear what they have to say," Mr Joel said.

He however said Numsa would not back

down on its demands for a 15% wage increase, an increase in the shift allowance, the introduction of a service allowance and the equalisation of the housing grant for all employees.

"What we are hoping the meeting will do is to withdraw pending disciplinary action against our members," he said.

The workers cited for disciplinary hearing had bruising clashes with police earlier this week.

Despite the apparent damage the strike is inflicting on ADE, the company has dug in its heels and said it cannot afford to meet employee demands.

ADE managing director Ron Shires said during an interview that the company was

offering workers a wage increase of 10,1 percent, with no changes to any of the other conditions.

"The demands that Numsa is making are simply not affordable," Mr Shires said.

He said that since the strike started the ADE plant had been operating at 60 percent of its full capacity.

Close to 1000 workers were on strike, he said.

Mr Shires said before the start of the last-ditch negotiations this week that an end to the strike depended entirely on Numsa.

"It is up to them to come to terms with the fact we simply can't afford to pay the increases they are demanding," he said.



# Strike brings technikon to a halt

By HANGWANI MULLAUZI

STUDENTS at the Natal technikon in Durban are going through some tough times

Left without food and accommodation, following a strike by campus workers, a new crisis sees a strike by academics themselves - who have joined the workers in demanding salary increases.

SRC president Simphiwe Gwamanda says the situation is chaotic "as students, especially from outside the province, are now seeking refuge in town". "The SRC is trying to devise a plan

to accommodate some of the students but it is going to be difficult," he said

Gwamanda said although the SRC has pledged support for the striking workers, "we as the SRC have a moral obligation to students".

□ Meanwhile, exams and registration have been postponed and lectures cancelled until further notice

The strike, which has been called by the National Education, Health and Allied Workers Union (Nehawu) and the white-dominated National Union of Technikon Employees of South Africa (Nutesa), came about as a result of a deadlock in wage negotiations

The two unions have been involved in protracted salary negotiations since the end of 1996, and claim that no sincere attempt has been made by management to find a settlement with either union

Nutesa chairman Tom McKune told City Press: "The unions were given the undertaking during the negotiations in 1996 that they would be involved in the formalisation of the technikon budget but management did not honour this commitment"

"We were left without any choice because management unilaterally implemented an 8 percent increase for all staff, while we the unions are demanding 12 percent," said McKune

Commen are on the prowl with fake KwaZulu-Natal cheques

By HANGWANI MULLAUZI

AN UNKNOWN KwaZulu-Natal businessman has fallen prey to the bogus cheques in the name of the provincial government that are circulating in the province

Local and Housing department assistant director-general Ria Strachan said the businessman was conned out of R3 400

"The police have been alerted about the cheques and we have the utmost confidence that they will do their job"

Strachan said the source of the cheques was unknown. They had not

been issued by the provincial administration and the administration would not assume any responsibility if any bank or businesses negotiated such cheques

"Such cheques will not be honoured but will be returned to the depositor when presented to the province's banker," warned Strachan

□ The counterfeit cheques differ from official cheques in that the printing on the cheques does not match the computerised laser print of the KwaZulu-Natal administration, said Strachan

"The difference could only be detected by a trained eye

# Sugar strike may end after efforts by labour body

(152) (152)  
Nicola Jenvey

DURBAN — A crippling 19-day sugar industry strike is due to end today after more than 4 500 workers agreed to return to work following intervention at the weekend by the Council for Conciliation, Mediation and Arbitration (CCMA). 60 21/7/97

However, the strike could result in lost revenue of millions of rands for SA's sugar industry.

The 14 mills and refineries affected by the strike will be fully operational by tomorrow

Employer representatives and the five trade unions reached an agreement on Saturday over wage increases after a fortnight of meetings.

Trade union spokesman Eric Botha said the resolution "should have happened far sooner" and that the CCMA had played a pivotal role in resolving issues which had caused the strike.

The agreement is for an 11,25% increase backdated to April 1. This will be followed by a 2% increase from December 1, effectively increasing the base margin by 13,25%.

The workers had initially demanded a 20% across-the-board rise.

Milling and Refining Employers' Association chairman Bheki Sibiyi declined to estimate losses incurred during the strike, saying that the 100 000 tons of cane cut and awaiting crushing retained "a fair degree" of sucrose.

He said that the lost capacity could be recovered by extending the crushing season beyond Christmas and that the sugar stockpiles had been sufficient to continue supplying orders

Sibiyi said the increase did not realistically close the wage gap between sugar industry employees and those in other agricultural businesses. The trade unions would resume efforts to bring the industry in line when negotiations started for 1998/99, he said

A merit increase system would be reviewed by management and shop stewards while Tongaat-Hulett and Illovo Sugar were committed to restructuring employee grades and had undertaken to provide the appropriate training to remove the A1 grade level

CT(PR) 21/7/97 (152) ~~SECRET~~

# Sugar not crushed by three-week strike

RAVIN MAHARAJ

Durban — The sugar industry was expected to "recover rapidly" from the three-week strike to complete its crushing season this year, analysts said on Friday.

But they said the cost of funding backdated pay increases, the "knock-on" effect of the strike on downstream industries and restructuring necessary after the strike, would put a damper on company earnings for the year.

The strike, which shut down 14 milling and refining operations, ended on Saturday after marathon mediation talks between Tongaat-Hulett, the diver-

sified sugar and industrial group, Illovo Sugar, the sugar producer, and the five unions in the Sugar Bargaining Council.

The council had referred the lengthy dispute to the Commission for Conciliation, Mediation and Arbitration (CCMA) late last week.

Eric Botha, a Sugar Bargaining Council spokesman, said yesterday that Eugene van Zuydom, a senior commissioner affiliated to the CCMA, had come up with an offer that both sides "could not refuse".

The parties, he said, had settled on a 11,25 percent increase, backdated to April 1, with a fur-

ther 2 percent increase effective from December 1 this year. Outstanding issues would be dealt with at a corporate level.

Botha said about 4 500 workers would return to work tomorrow. Cane cutters, farmers and haulage companies would also resume production.

The sugar industry — which earns foreign exchange of more than R1 billion — exports to 27 countries and last year enjoyed a healthy sugar crop of 2,25 million tons.

Management had entered the weekend talks offering an 11,5 percent increase effective from June 1 with a further

2 percent increase from October 1. The Sugar Bargaining Council wanted an 11,5 percent increase backdated to April 1 with another 2 percent from April 1.

The unions represented in the Sugar Bargaining Council were the National Employees' Trade Union, the National Industrial and Commercial Workers' Union, the Food and Allied Workers' Union, the National Sugar and Refining and Allied Industries Employees' Union and the South African Electrical Workers' Association.

The five unions represented 80 percent of the workforce in the sugar industry.



# Numsa offers deal to end ADE strike

(152)  
~~(197)~~

## *Four issues at stake in dispute*

**THABO MABASO**  
BUSINESS REPORTER

The National Union of Metalworkers of South Africa (Numsa) says it is prepared to compromise on some of its demands in an effort to end the 11-day strike at Atlantis Diesel Engines (ADE).

Numsa made the announcement soon before a meeting yesterday with ADE negotiators.

The union's spokesman, Natheem Joel, said Numsa had decided to compromise on some of its demands and hoped these would lead to an end to the strike at ADE.

He did not want to disclose on which issues the union was prepared to compromise.

"I can't divulge that sort of information but I can say we are willing to compromise on some of the four issues we have based our demands on," Mr Joel said.

But he added that the union was prepared to compromise only if ADE management was prepared to do likewise. "Obviously there must be compromise from both sides," he said.

Numsa is demanding a 15 percent wage increase, a rise in the shift allowance, the introduction of a service allowance and the equalisation of the housing grant for all employees.

"If the bosses are willing to compromise, so are we," said Mr Joel.

ADE has offered workers a wage increase of 10,1 percent, with no

***'Obviously there  
must be  
compromise from  
both sides to end  
the strike'***

changes to any of the company's other conditions. The company has said it cannot afford to pay employees what Numsa is demanding.

Nearly 1 000 workers are taking part in the strike.

ADE managing-director Ron Shires said yesterday that the strikers had lost two weeks' wages, while the factory had had a loss in produc-

ARG 22/7/97  
tion of R1-million.

"We are operating at reduced capacity, but we were never in the position where we were not operating," said Mr Shires, adding that 75 percent of the workforce was working normally.

He said ADE's average increase was 10,1 percent and was heavily biased toward lower-paid workers.

The company's average offer was half a percent higher than the Steel and Engineering Industries Federation of South Africa was offering.

"We are very unhappy the union has decided to take us on, on what is a reasonable offer, but we are confident we will have a full return by Tuesday," said Mr Shires.

Numsa has claimed that the sugar-for-diesel engines deal between ADE and Cuba had been harmed by the strike.

According to the deal, Cuba will exchange sugar for 10 000 diesel engines worth \$80-million (R360-million).

The engines are to be supplied at the rate of 600 units a month.

Mr Joel said the strike would lead to ADE not meeting its delivery targets.



# SA NEWS DIGEST

□ LABOUR

## Numsa confident of ending 11-day lockout of workers at ADE

The National Union of Metalworkers of South Africa (Numsa) said yesterday it was confident its meeting with the management of Atlantis Diesel Engine (ADE) would lead to the settlement of the 11-day-old lockout of more than 10 000 of its members. The lockout has hobbled the sugar-for-diesel-engines barter deal with Cuba, in which ADE was to supply 10 000 diesel engines to the Caribbean island at the rate of 600 units a month.

The unusual commodity-for-commodity barter deal, which will eventually translate into money for the diesel engine company, was handled through the financial mediation of the Industrial Development Corporation. The deal is worth \$80 million.

Natheem Joel, a union spokesman, said that although Numsa's rejection of the company's wage offer of between 9,7 percent and 10,2 percent had led to the lockout, he was confident that a settlement was possible because the union was "flexible on the wage issue".

Ron Shires, an ADE spokesman, said workers at the plant have been adversely affected by the strike. "They have already lost two weeks' wages and the loss in production at the factory amounts to about R1 million," Shires said.

— Frank Nxumalo, Johannesburg

# New plans for farm schools will strip farmers of control

Louise Cook

GOVERNMENT's plans for farm schools would strip farmers of all control over schools on their properties and would lead to the end of sponsorships, plunging the schools into financial difficulties, farmers' organisations said yesterday.

National Maize Producers' Organisation (Nampo) GM Giel van Zyl said Nampo had generated hundreds of thousands of rands in sponsorship money for projects at the organisation's school which serves between 40 and 50 farms in the Free State.

"Government's plan to take full control of the school is a political move and shows no regard for educational development or maintenance of standards. Up to now farmers with schools on their properties were able to intervene in disciplinary matters and day-to-day functioning of the school."

Van Zyl said placing the schools under the direct control of the provincial government would cause disinterest on

the part of farmers to invest any further money in the system.

New regulations to be gazetted early next month would change the governing body system and place the schools under direct control of the education minister of each province. The regulations spell out contractual specifications which each farmer would have to enter into with the provincial education department.

The SA Agricultural Union (SAAU) said farmers would have no protection if the provincial government failed to carry out its contractual obligations to the farmer. SAAU human resources director Machiel van Niekerk said only that the minister could now shut down a school.

Education department chief director Chris Madiba dismissed farmers' claims that it would be the first time a minister would be involved in deciding whether or not a school should be closed. Madiba said even in the past no farm school was able to shut down without ministerial approval.

## Company hopes talks will end Atlantis strike

CAPE TOWN — Atlantis Diesel Engines and the National Union of Metalworkers of SA (Numsa) were meeting yesterday and the company was confident the 11-day strike at its engine plant in Atlantis, on the Cape West Coast, would be resolved.

More than 1 000 Numsa members went out on strike on July 10 after rejecting the company's wage offer of between 9,7% and 10,2%.

Atlantis Diesel Engines MD Rob Shires said yesterday the strike had af-

fects workers substantially. "They have already lost two weeks' wages, while the loss in production at the factory amounts to about R1m."

Shires said 75% of the workforce was working normally. "We are operating at reduced capacity, but we were never in the position where we were not operating," he said.

Shires said the company's average increase was 10,1%, and this was heavily biased towards the lower-paid workers — Sapa.

to training edu

# SA and Swaziland to tackle sugar dispute

## Strikers hurt by the cane they burnt

SHIRLEY JONES

KWAZULU NATAL EDITOR

Durban — The South African and Swazi sugar industries would meet early next month to resolve their long-standing dispute, Tony Ardington, the outgoing chairman of the South African Sugar Association (Sasa), said yesterday

Speaking at the Sasa annual general meeting, Ardington said constructive discussions had already taken place with Swaziland concerning the basis for a long-term agreement within the Southern African Development Community (SADC). He also said the two sides would negotiate the reinstatement of Swaziland's use of South African training, research and port facilities.

He said if the industry was to successfully negotiate a sugar protocol within the SADC, it had to reach an agreement with Swaziland so that the sugar industries of the Southern African Customs Union could approach other SADC industries with a proposal governing trade in sugar.

The dispute between the South

African and Swazi sugar industries arose over the export of sugar into South Africa by Swazi sugar companies at prices below those set for the domestic sugar industry.

"Last year, the increased exposure of this industry to the residual world market as a result of competition from Swaziland within the common customs union was the most important factor causing insecurity," Ardington said.

Since then, competition between the two industries changed after the Maseru Protocol was signed by the two governments in August last year. This committed all SADC members to a progressive dismantling of tariffs over the next eight years.

"This places all producers other than those in Mauritius in a difficult position. In the absence of a sugar protocol, production of 4 million tons in the SADC will compete for a market of 2,5 million tons," said Ardington.

"The consequence would be to lower the internal price of sugar in the SADC to a price below the world market price. In times of low world prices, this would be below the cost of all producers and production would collapse," he said.

Durban — Although the 114 000 tons of sugar damaged or destroyed as a result of the recent strike at sugar mills was not significant to an industry that would harvest over 23 million tons this season, it could affect small growers, Tony Ardington, the outgoing chairman of the South African Sugar Association, said yesterday.

He said cane that had been cut or burnt before the start of the strike would have been destroyed or lost value for the grower and the miller. Damaged cane could comprise all or a large part of a small grower's crop.

"Strikes are a blunt instrument in the negotiation process and harm those directly involved. The hardship suffered by the negotiating unions will be shared by many small-scale producers, all those working on the farms. It is damaging to all involved that the strike was extended because of competition between unions purporting to represent the best interests of members."

He said the strike would have a negative effect on cash flows this season. It had also delayed the start of the 1998/9 crop, he said — Shirley Jones

CT(BR) 23/7/99

**Wage agreement ends ADE's 12-day strike**

The 12-day strike at Atlantis Diesel Engines (ADE) on the Cape west coast is over, the company said yesterday.

The company said it and the National Union of Metalworkers of South Africa (Numsa) has reached an agreement that workers would receive a 10,2 percent pay increase. Production would resume today, the company said. Johan van Wyk, ADE's human resources manager, said a housing subsidy was also discussed at a six-hour meeting on Monday. Another issue was the 100 employees who were dismissed after going absent without leave. The company would soon meet Numsa officials on how to improve relations between them.

Mbuyi Ngwenda, Numsa's general secretary, said the union had "made serious concessions, one on wages, and around the housing subsidy issue". The 12-day strike cost the company, at least R10 million in lost production while workers lost almost three weeks' wages. More than 1 000 Numsa workers went on strike on July 10 after rejecting a wage offer of between 9,7 percent and 10,2 percent. — *Sapa, Cape Town*



# Atlantis strike costs R10-m

## Numsa accepts wage increase of 10,2% (152)

**THABO MABASO**  
BUSINESS REPORTER

The two-week strike at Atlantis Diesel Engines on the West Coast cost at least R10 million in lost production and R1,75 million in lost wages.

The strike ended yesterday after the National Union of Metalworkers of South Africa (Numsa) accepted a wage increase of 10,2% — 4,8% lower than its original demand.

ADE had offered a 10,1% increase. The union had also demanded a rise in the shift allowance, the introduction of a service allowance and the

equalisation of the housing grant for all employees.

On Monday, Numsa indicated that it was prepared to compromise on some of its demands.

Yesterday, however, the union's national secretary general, Mbuyiselo Ngwenda, who flew from Johannesburg to broker the compromise, told Business Argus that Numsa had been forced to back down on its demands because the strike was threatening the stability of the engineering industry in other areas of the country.

"The strike was starting to hurt other sectors in the industry, for instance, Mercedes Benz South Africa

was beginning to talk about introducing short time because its orders from ADE were being affected by the strike," Mr Ngwenda said.

Numsa and ADE had also agreed to set up a committee to investigate the union's demand for the equalisation of a housing grant for all of the company's employees.

The committee, which would include worker and management representatives, had been given until the end of October to finish its work, Mr Ngwenda said.

The union and the company had also agreed to meet to discuss disciplinary action against members who did

not follow prescribed strike procedures before participating in the industrial action.

"Both parties also agreed to meet so as to explore a strategy to improve industrial relations at ADE and to look at improving the company's viability in terms of productivity and skills development," Mr Ngwenda said.

ADE had said it would consider registering as a member of the Steel and Engineering Industries' Federation of South Africa (Seifsa), he said.

This would enable its workers to be part of the industry's annual wage negotiations.

## Two-week strike at Beacon continues as mediation fails

Nicola Jenvey (152) BO 24/7/97

DURBAN — Beacon Sweets & Chocolates management and representatives of the Food and Allied Workers' Union failed to reach agreement yesterday to resolve a two-week-old strike despite marathon talks mediated by the Council for Conciliation, Mediation and Arbitration.

Most of the striking 2 300-strong workforce is employed at Beacon's Mobeni and Jacobs plants.

Beacon human resources director Rod le Roux said the two parties had not reached agreement on the issues of wages and hours of work. No further meetings have been scheduled at this stage.

Le Roux said the strike had already cost the workers R3m in lost wages and Beacon had been forced to employ replacement labour to ensure deliveries continued. Last week workers had picketed outside the Durban factories and several stone-throwing incidents were reported.

Le Roux said the union had dropped its demands for a 12% across-the-board wage increase and had agreed in principle to management's offer of 10%. But this depended on Beacon agreeing to union demands for reduced working hours without loss of pay.





## Cosatu in mass showdown with Government

ARL 26/7/97

BEAUREGARD TRUMP AND JERMAINE CRAIG

More than 5 000 Cosatu-aligned public sector workers marched through the streets of Cape Town to back the trade union's demands for a minimum wage of R1 700 and an increase of at least nine percent.

The march was a clear indication that relations between the Congress of SA Trade Unions and the Government had suffered a serious setback and was at an all time low, said Cosatu Assistant General Secretary, Zwelzima Vavi.

Mr Vavi made these remarks at Parliament yesterday when he addressed the crowd of about 5 000 marchers. He said Cosatu was a staunch supporter of the ANC during the apartheid era and the march was another indication of the strain on the relationship.

The marchers - members of the South African Democratic Teachers Union, National Education Health and Allied Workers Union and the Police and Prisons Civil Rights Union, handed a memorandum to Government officials demanding a nine percent inflation related increase and a minimum wage of R1 700.

In recent wage negotiations, the Government proposed an increase of 7,5 percent, which was rejected.

Mr Vavi said the marchers gathered in an angry mood as the Government had failed to negotiate with the unions in good faith, and had not stuck to its previous agreements. It had also failed to structure the bargaining process in a way that would lead to a constructive outcome.

It is public sector workers who must work to improve education, make us feel safe and secure, improve public health care and ensure greater access to water and sanitation. As the largest employer in South Africa and with the ANC in power, we would expect Government to set a good example - and be a model - for other employers.

Mr Vavi added that immediate demands included:

- closing the apartheid wage gap,
- a minimum annual wage of R21 000,
- a nine percent increase for all workers up to the level of deputy director;
- a salary freeze for top managers,
- renegotiated grading and ranking;
- the implementation of a human resource development policy,
- an agreement on the workload and redeployment of school teachers, and
- an agreement on the definition of right sizing the public service.

Mr Vavi said workers felt betrayed by the Government's inability to tend to their demands sufficiently.

The Cosatu aligned public sector workers have threatened a national strike if their demands are not met.

Mass movement: Cosatu-aligned members march to Parliament yesterday to hand over a memorandum demanding increased wages

BRENTON GEACH



## Workers shot at Beacon

René Grawitzky  
D 28/7/97

THE three week wage strike by 2 300 Food and Allied Workers Union (Fawu) members at Beacon Sweets in Durban turned violent on Friday when two replacement workers were shot and two others injured on their way to work at Beacon's Modern factory.

Beacon has condemned the incident and offered a R10 000 reward for any information leading to the arrest of the gunmen. Beacon has been employing replacement labour since the second week of the strike and claimed it was achieving 75% of its normal delivery rate.

Beacon's chairman Arnold Zulman warned that the company could lose R40m worth of export orders which might mean job losses.

The strike centres around Fawu's demand for a 12% across the board increase and a reduction in working hours from 43 and three-quarters a week to 40 hours. Beacon offered a 10% increase which would raise its minimum rate to R583 a week.

# Labour Court upholds jobs race ratio

D 28/7/97

THE Labour Court on Friday found in favour of the department of correctional services' affirmative action policy of a ratio of 70-30 in favour of previously disadvantaged groups, department spokesman Russell Mamaholo said.

The case before Aching Justice Dunstan Mlambo was brought by the Public Servants' Association against Correctional Services Minister Sipo Mzimela, the commissioner of correctional services and the director general of the department of public service and administration.

The association challenged the legitimacy of the department's right to implement an affirmative action employment policy of 70-30 in favour of previously disadvantaged groups.

It further argued that an affirmative action target of 21% women within the 70% for recruitment and employment was unlawfully restricted, and that racial subdivisions aimed at within the 21% were unlawful in SA.

Mamaholo said the court found it was

clear the department had acknowledged that the effects of past discrimination were less severe on white women, but reaffirmed that racial subdivision — as set out in the department's policy — aimed to achieve broad representivity and conformed with the constitution.

Judge Mlambo ruled that the department's affirmative action policy was a properly constructed policy that had evolved in a transparent and inclusive manner and therefore complied with SA's constitutional requisites.

### Policy ratified

Furthermore, the particular situation seemed to involve an area where courts should be reluctant to interfere.

Finally it falls to be observed that the department's policy was ratified in the departmental chamber in December last year and approved by the department of public service and administration in May this year.

## Truth body faces deadline fracas

Myndham Hartley

CAPE TOWN — Government's failure to amend the constitution to legalise the new cutoff date for those political offences that qualify for amnesty will mean that the truth commission's amnesty committee will still be taking applications a scant two months before it is supposed to complete its work.

The problem has arisen from Gov-

ment to the constitution was only tabled in the National Assembly in the middle of last month.

Truth commission spokesman John Allen said acting chairman Alex Boraine had indicated that once the new cutoff date for offences had been amended in the constitution, the commission would allow an additional month before closing applications.

D 28/7/97

"In my view the department's policy became a collective agreement for the department," the judge said.

In reaction to the ruling, SE Korabie, the department's deputy commissioner, said it was unacceptable that there were parties and individuals within the department who were not prepared to tackle transformation.

He said that while some parties created the image of support, in reality they were doing everything possible to "sabotage and undermine" the process.

The department would reach its target in favour of previously disadvantaged groups two years ahead of schedule, and the 70-30 principle goal would be reached by April next year.

"It is realised that the pace with which transformation is taking place within the department was too quick for certain parties," Korabie appealed to them to "accept and support the inevitable process."

All transformation would take place within the ambit of the Labour Relations Act and the constitution, he said — Sapa.

## Holomisa to be at Kwazulu-N

Farouk Chothia

DURBAN — National Consultative Forum co-ordinator Bantu Holomisa would attend a meeting of the forum's Kwazulu-Natal executive committee tomorrow to discuss ways to end violence in Richmond, provincial secretary Jabulani Zondi said yesterday.

The African National Congress (ANC) was damaging relations with 600 less than ANC. The committee called ANC members to meet in KwaZulu-Natal. Nkabinde denied had fled to the for said from his Richmond. He claimed that day that he had been week to receive the. He claimed that



# Beacon hardens line on strike

CT (OR) 28/7/97 (152)

SHIRLEY JONES

KVUZULU NATAL EDITOR

Durban — Beacon Sweets and Chocolates is offering a R10 000 reward for information leading to the arrest of those who gunned down two replacement workers en route to its Mobeni, Durban, factory on Friday

The workers were brought in during the first week of a strike which enters its sixteenth day today

Rod le Roux, Beacon's human resources director, said the strike had cost Beacon's 2 300 workers R4,2 million in lost wages. He said at least R40 million in export orders were in jeopardy and certain stocks were running low, threatening permanent job losses

So far, Le Roux said, the company had managed to deliver 75 percent of orders, thanks to the temporary workers

However, he was not optimistic that the strike would end

soon "At this stage, no further meetings have been arranged with the Food and Allied Workers' Union (Fawu)"

Two marathon meetings were held last week between the union and Beacon's management. Despite the presence of mediators from the Commission for Conciliation, Mediation and Arbitration, no agreements were reached

Arnold Zulman, the chairman of Beacon, suggested over the weekend that the union had a dubious agenda and was using the strike as a bargaining chip for Cosatu in its negotiations with government on the proposed Basic Conditions of Employment Bill

"Fawu is under pressure from Cosatu to help its cause when it comes to debating in the corridors of power," he said

According to Zulman, it was apparent from the outset that strike action was inevitable. "At the first meeting, the union was already talking about a dispute.

Within 15 minutes of the second meeting, we had received a fax declaring a dispute. If that is not orchestrated, I don't know what is," he said

Zulman said the shooting of the two workers early on Friday morning had compelled him to go public with his suspicions.

In another statement addressed to workers in local newspapers, Beacon said: "The company regrets the injury caused to the temporary workers on Friday. We object to any form of intimidation and condemn in the strongest terms the cowardly action of shooting innocent people."

The company added that its wage offer — an increase of 10 percent on the present starting wage of R530,63 to R583,69 — still stood

Despite Friday's violence, temporary workers would return to work today, Le Roux said, adding that security had been stepped up to ensure their safety

ET (POR) 30/7/97

# Fawu denies bargaining for Cosatu in bill

RAVIN MAHARAJ

Durban — The Food and Allied Workers' Union (Fawu) yesterday sent an open letter to Arnold Zulman, the chairman at Beacon Sweets and Chocolates, in reaction to his suggestion that the union was using the protracted strike as a bargaining chip for Cosatu in its negotiations on the proposed Basic Conditions of Employment Bill.

In the letter, the union said Zulman's implication that Cosatu was using Fawu was not only naive but false. Fawu said Cosatu was the collective voice of the various unions that made up the federation, but the issue of a 40-hour work week was born on the shop floor more than a decade ago. Cosatu had not brought this issue to its affiliates, Fawu said.

Cosatu said in a statement yesterday it had not even been informed about wage negotiations between the two parties.

A Beacon spokesman said Zulman had received Fawu's open letter and would respond later this week.

The strike, which today enters its 18th day, has, according to the company, cost 2 300 workers R4,2 million in lost wages.

The company indicated yesterday no further meetings between Fawu and management had been arranged.

# Pupils hardest hit as teachers stay away

(132)

Sowetan 30/7/99

By Khathu Mamaila

THOUSANDS of pupils in the former Venda homeland lost another day of learning yesterday as the mass stayaway by civil servants entered its second day.

Schooling in the area has come to a standstill since Monday after hundreds of teachers downed chalk following a call by Daba-lo-rivhuwa Pension Crisis Forum on all public servants in the area to embark on a stayaway for a week.

More than 22 000 public servants are demanding the rest of their pension payouts.

A mass meeting on the protest action last Friday urged all public servants to stay away from work.

However, it appears that only teachers have heeded the call. There was virtually no learning in the area yesterday.

Government offices were open. Education department spokesman Mr Sello Lediga said yesterday the effects of the stayaway on schools was serious. He said the disruptions were widespread.

All schools visited by Sowetan on Monday morning were largely deserted with only a few pupils hanging around.

A Grade 11 pupil at Tshiemuemu Secondary in Tshakhuma, Lufuno Magogodela (17), told Sowetan that his teachers told pupils to report for school on

Monday next week.

According to chairman of the forum that is leading the protest action, Mr Tshifhuwa Makhale, public servants should be paid out the rest of their pension, which amounted jointly to R6 billion.

He said about R800 million remained in the fund after the first payout in 1992.

The money has since accrued interest and is now over R1 billion. He also claimed that they had documents that indicated that some of the money was invested in Taiwan.

However, chief director in the Ministry of Finance Mr Peet Maritz said the strike was "futile" as the former Venda government liquidated the pension fund.

# Strike action set to continue

*Sowetan 30/7/97 (152)*  
By Abdul Milazi

THE brief respite from industrial action following a series of wage settlements recently is set to end on Monday

Members of four labour unions seem determined to walk off their jobs in support of wage and socio-economic demands

More than 100 000 workers could be involved in the various actions

Cosatu's 44 000 member strong Communications Workers Union (CWU) starts its protest action on Monday with a one-hour stoppage against the Basic Conditions of Employment Bill

This will be followed by a series of one-day strikes nationally for three weeks

Monday will also see the beginning of a strike by the South African Police Union (SAPU) for better wages

Another Cosatu affiliate, the Food and Allied Workers Union, are also planning to down tools at South African Breweries (SAB)

National Education, Health and

Allied Workers Union (Nehawu) members are to down tools a day later in protest against the low wage increase offered by the Government in the public sector negotiating chamber

Economists and industrial relations experts said although the protest action would disrupt business, they did not expect it to have a serious impact on the national economy

## No win situation

Bill Lacey said employers would apply the no-work no-pay rule but warned that both workers and employers would lose "It's a no win situation for rank and file of union members and employers, except maybe for the unions' top leadership who organise the strikes"

He argued that long-term economic growth would be affected if unions went on strike every time they failed to reach an agreement with employers

Gavin Weiner of Weiner-Campanella said although a decrease in the number of strikes was predicted for the third quarter of the year, there would always be unpredictable wage-related protest actions.



## Interdict granted against strikers

PRETORIA — The Labour Court granted a temporary interdict against National Education, Health and Allied Workers' Union members and others yesterday, ordering them to stop strike action at courts in Johannesburg

Certain departmental employees at the Johannesburg Magistrate's Court, including interpreters and certain administrative officials, had been involved in unprotected industrial action since July 2, the justice department said

BD 31/7/97  
It said the strikers had been refusing to do a full day's work and had been absent from work without leave.

"The department and minister of justice have been left with no other alternative but to seek legal assistance at the Labour Court," a department statement read

"All the respondents are ordered to cease encouraging, inciting or participating in any way in any unprotected strike action at the Johannesburg Magistrate's Court and its various branch courts." —

Sapa

(152)

# Labour Court <sup>(152)</sup> acts against Nehawu's strike

THE Labour Court yesterday granted a temporary interdict against the National Education, Health and Allied Workers' Union members and others, ordering them to cease encouraging, inciting or participating in strike action at courts in Johannesburg

Since July 2 certain departmental employees at the Johannesburg Magistrate's Court, including interpreters and administrative officials, had been involved in unprotected industrial action, the Justice Department said yesterday

It said the strikers had been refusing to do a full day's work and/or had been absent from work without leave

"Following these employees' failure to comply with the provisions of the Labour Relations Act of 1965, the department and Minister of Justice have been left with no other alternative but to seek legal assistance at the Labour Court of South Africa. In terms of this interim order, all the respondents are ordered to cease encouraging, inciting or participating in any way in any unprotected strike action at the Johannesburg Magistrate's Court and its various branch courts"

The department again called on employees involved in the strike action to act in good faith and comply with their service contracts - Sapa

Total Visitors						
January to September 1996 compared with January to September 1995						
Country of Residence	Sept 1996	Sept 1997	Difference	%	Jan to Sept 1995	Difference
<b>MIDDLE EAST</b>						
Israel	1363	1143	220	19.2%	9753	9501
Other	853	582	271	45.5%	6745	5040
Total	2215	1726	491	26.5%	16498	15641
<b>AFRICA INDIAN OCEAN ISLANDS</b>						
Mauritius	615	482	133	27.6%	5407	6779
Reunion	101	49	52	106.1%	1384	1257
Seychelles	64	57	-3	-4.5%	607	557
Total	780	598	182	30.4%	8398	8503
<b>AFRICA MAINLAND</b>						
Angola	1736	1350	376	27.6%	15422	11857
Botswana	32854	24337	8517	36.0%	333102	246995
Egypt	207	213	-5	2.5%	1787	1751
Kenya	1130	926	204	22.0%	9117	9156
Lesotho	102672	85813	17154	20.1%	790940	782830
Malawi	5802	4169	1833	39.2%	38542	32521
Mozambique	20857	11596	9261	79.9%	140819	89714
Namibia	12814	16454	-3640	-21.4%	1366883	155226
Swaziland	50563	57980	2683	4.5%	489921	486116
Zaire	691	691	-100	-14.5%	5783	7107
Zambia	4710	4309	401	9.3%	37336	35412
Zimbabwe	63534	66126	-1552	-2.4%	539741	532347
Other	3708	3634	72	2.0%	31657	28780
Total	311276	276313	34953	12.7%	2574050	2425797
Unspecified	15703	8939	8764	75.7%	117710	98896
GRAND TOTAL	421371	367604	53767	14.6%	3488016	3273747
* As defined by the WTO - excludes Workers and contract Workers						
OVERSEAS TOTAL	94392	83252	12040	14.6%	799256	748055
						51201
						6.8%

### Strikes in 1996: costs

\*9 Mr P G MARAIS asked the Minister of Labour †

(1) (a) How many man-days were lost in 1996 because of strikes and (b) what was the cost to the Republic as a result of such strikes

(2) whether he will make a statement on the matter?

NSIE

### The MINISTER OF LABOUR

(1) (a) Madam Speaker, preliminary statistics indicate that 1.06 million man-days. This is a term that I do not particularly like. I gather that the term "person days" is not the answer either. We still have to find an appropriate term so let us put it in quotes. Preliminary statistics indicate that 1.06 million man-days were lost in 1996 as a result of strikes

However, labour disputes are beginning to decrease. This is because of the tremendous improvements in the atmosphere of labour relations since this Government came into office.

The Labour Relations Act of 1995 is contributing to bringing about more procedural approaches to dispute resolution. The Act has ended the adversarial legal regime that the apartheid government actively encouraged.

The Commission for Conciliation, Mediation and Arbitration is impacting positively on resolving disputes. It is to be congratulated on these efforts.

(b) I do not have information about the cost to the Republic of such man-days lost as a result of strikes, but I can say that thanks to the policies of the Government the costs should be much lower than was the case during the "Kragdadige" years of the apartheid regime.

### National museum on Robben Island

\*10 Mr T C NTSIZI asked the Minister of Arts, Culture, Science and Technology †

(1) Whether his Department has made a cost estimate in regard to the establishment of the envisaged national museum on Robben Island, if not why not, if so (a) what will it cost to establish such museum and (b) who will be responsible for the establishment of such museum.

(2) whether he will make a statement on the matter? NS2E

### The MINISTER OF ARTS, CULTURE, SCIENCE AND TECHNOLOGY

(1) Yes. The department compiled a comprehensive funding plan for the 1996-97 and 1997-8 financial years which was forwarded to the Department of State Expenditure in order to secure the funds.

(a) Phase one 1 January 1997-31 March 1997 R 7500 (RM)

Phase two 1 April 1997-31 March 1998 R28 470 (RM)

(b) The museum has been declared a cultural institution in terms of the Cultural Institutions Act, 1969 (Act 29 of 1969) as from 1 January 1997. Until such time as the council of the institution has been appointed, an interim management authority has been established in terms of the Act to manage the activities on Robben Island. The council will then manage the island within a framework and guidelines provided by the department.

(2) Yes

Mr T C NTSIZI: Madam Speaker, arising out of the hon. the Minister's reply, let me say that we appreciate his answer, but in view of the shocking ordeal of Ms Gasa, I would like to make the observation that when the Portfolio Committee on Arts, Culture, Science

*Hausler*

4

# OK, Saccawu in dispute

By Abdul Milazi

IRRECONCILABLE differences between the SA Commercial Catering and Allied Workers Union and OK Bazaars over the restructuring of the loss-making retail chain has forced the union out on to the streets

Saccawu yesterday marched to the retail outlet's head office in Johannesburg, accusing management of unilaterally restructuring the company and terminating an inhouse job security agreement

Management said it was forced to take that action alone because of

Saccawu's lack of cooperation during negotiations over the restructuring in the past two years

OK group human resources director Keith Hartshorne said the job security agreement was terminated due to "Saccawu's unwillingness to accept that the agreement catered for such consultation on restructuring"

"Saccawu continued to place obstacles in the way instead of helping find solutions

"They are opposed to us outsourcing our merchandising operations. We have to cut costs and turn the business around," said Hartshorne

He said OK made losses to the

tune of R74 million last year and had been losing millions consistently over the past few years

Saccawu spokesman Bongani Madikiza said the current restructuring process had already led to the loss of 55 jobs

"The union was and still is denied an opportunity to consult properly and in good faith with the company

"Management has unilaterally introduced merchandising concepts that undermine social responsibility," Madikiza said

Saccawu was embroiled in a similar dispute in 1993 with Shoprite Checkers.

(152) Sowetan 1/8/97



# Police take 'sick' strike action in bid for more pay

**NORMAN JOSEPH**

STAFF REPORTER

ARG 1/18/97

(152)

More than 30 policemen, all members of the South African Police Union, are off "sick", causing a major crisis at two stations on the Cape Flats.

Union spokesman Billy Daniels said it was part of a nationwide effort to demand "one salary notch increase in addition to a 7,5 percent increase"

Mr Daniels said members were also demanding overtime pay and were fed up with staff shortages and heavy workloads.

He said police were doing a "unique job" serving communities and deserved to be recognised financially for their efforts.

At Bishop Lavis police station, 19 Sapu members booked off sick, leaving station commissioner Hendrik Burger and captains Cedric October and John van der Ross working about 17 hours each yesterday

At Elsies River police station 14 union members went off sick

Many officers at the station are working double shifts without sleep.

Senior Superintendent Burger said that according to police standing orders, members were entitled to sick leave

The sudden action by union members started yesterday morning when policemen and women, from the rank of constable to inspector, called in to charge offices to say they had flu, or were suffering from hypertension, stress or stomach viruses.

Western Cape police spokeswoman Fieffe Phillips said the crisis at the two stations did not affect policing in communities. Skeleton staff would be doing duty

# Sactwu workers protest

## medical aid fund change

LABOR REPORTER

ARL 118 197

Hundreds of members of the South African Clothing and Textile Workers Union (Sactwu) marched on the union offices yesterday demanding that the union reject the introduction of a new medical aid fund.

Sactwu's offices were besieged by about 300 chanting, singing and placard-waving members. The disgruntled members claimed the union had been negotiating behind their backs on the introduction of the fund.

They said the fund restricted them to eight visits to a doctor a year and required that they make use of the clothing industry bargaining council's health care clinics.

"When people go to these health clinics they are often full, we never had such problems with the previous fund, so why introduce it if we don't like it," Rex Trueform employee Janneda Jaffer said.

Bonwit employee John Brown said the workers wanted the old fund reinstated.

Sactwu regional secretary Wayne van der Rhee said no decision had been taken yet at the bargaining council. There was a misunderstanding among members about the union's objectives, he said.



Protest clothing and textile workers converge on their union offices to demand that the union reject the introduction of a new medical aid fund

ROY WEALEY



## Beacon and Fawu vow to resolve strike this week

RAVIN MAHARAJ

Durban — Beacon Sweets and Chocolates and the Food and Allied Workers' Union (Fawu) agreed at the weekend to resolve the 20-day strike over wage increases and working conditions, said Rod le Roux, Beacon's human resources director.

Le Roux said both parties would meet with their constituents today to reach an agreement. The parties, he said, were confident that the strike would end this week.

Both Beacon and Fawu said they had committed themselves to the "promotion of goodwill and productivity".

Two marathon meetings had failed to find a solution to the strike last week, despite the intervention of the Commission for Conciliation,



**EXPECTANT** Beacon workers could soon be back on the job after their union, Fawu, and management agreed to mediation.

Mediation and Arbitration (CCMA).

The strike, involving about 2 300 workers, shut down oper-

ations at the company's factories at Jacobs and Moberi, both near Durban. There were also incidents of violence —

two replacement workers were shot, staff cars were damaged and a bus carrying replacement workers was stoned.

The strike has, according to the company, cost striking workers about R5 million in lost wages, while R40 million

in exports are in jeopardy. Certain stocks were also running low. But the company had managed to deliver about 75 percent of its orders, thanks to temporary workers.

At the start of the strike, Fawu was demanding a 12 percent across-the-board wage increase, a 40-hour week and the scrapping of performance-related pay for salaried staff.

Management was offering a 10 percent across-the-board increase and the introduction of a 13th cheque once all staff were employed on a monthly system of payment.

A survey conducted by Labour Research Services recently found that Beacon was the highest payer in the country — the minimum wage a week being R530,63.

An increase of 10 percent would increase this figure to R583,69.

ET (Gar) 4/8/97

(152) (P)

# SAB strike postponed

## as union holds ballot

### Fawu rejects brewery's wage offer

REG 4/7/97

THABO MABASO  
BUSINESS REPORTER

A nationwide strike at South African Breweries' (SAB) beer division has been postponed pending the results of a ballot of members by the Food and Allied Workers' Union (Fawu).

Fawu national negotiator Victor Nzuza told Business Argus that balloting procedures had been delayed at the various SAB plants affected by the pending strike.

"We want to follow the correct democratic procedures to establish the majority consensus at the shop-floor level," Mr Nzuza said.

The strike would begin when the balloting had been finished and after the SAB management had been given 48 hours'

*'We want to follow the correct democratic procedures to establish the majority consensus'*

notice of the union's intention to embark on the action, he said.

The decision to strike was taken last week at Fawu's national shop stewards' council meeting.

It followed more than two months of failed negotiations between Fawu and SAB.

The union is demanding a 13% wage

increase, the scrapping of performance related pay, which the union says is biased against its members, a housing subsidy and the introduction of a 40-hour working week.

SAB has offered a 10% wage increase. The company unilaterally decided last week to implement the increase this week, despite it being rejected by workers.

Fawu said it would apply for an urgent interdict to stop SAB from implementing the increases.

Mr Nzuza said the union would apply for the interdict as soon as the results of the ballot were known.

If the action does go ahead about 700 workers at SAB's Newlands, Bellville, Ottery and Caledon plants could take part in the strike.



# Unionists down tools over employment bill

BUSINESS EDITOR

ARG 4/8/97

(152)

Workers in the Western Cape supported the call by the Congress of South African Trade Unions (Cosatu) to down tools for a hour today over the draft Basic Conditions of Employment Bill, Cosatu said.

Regional educator Anthony Diederich said early reports were that the call to stop work had been followed by the majority of workers in Cosatu-affiliated unions.

Nineteen unions in the province with about 300 000 paid-up members are affiliated to Cosatu.

Most workers stayed on the premises during the one-hour stoppage from 10 to 11 am, Mr Diederich said.

Negotiations between business, labour and the Government over the Basic Condi-

tions of Employment Bill, which aims to protect the most vulnerable workers, are deadlocked in the National Economic Development and Labour Council (Ned-lac).

Cosatu has demanded a shorter working week, paid maternity leave and a minimum employment age limit of 16 years.

The federation plans 24-hour strikes in each province, starting next week in the Eastern Cape, if there is no progress on its demands. In the Western Cape, a 24-hour strike is planned for August 20.

"At the end of August we will review the situation

"We are hoping there will be no need for further action - but if there is still no progress we are considering a national three-day strike in September," said Mr Diederichs.

# Cosatu expects 2-million to down tools

Deborah Fine

(152)  
D 4/8/97

THE Congress of SA Trade Unions (Cosatu) was expecting more than 2-million workers countrywide to go on a one-hour work stoppage today in support of the union's demands regarding the Basic Conditions of Employment Bill, Cosatu assistant general-secretary Zwelanzima Vavi said yesterday.

Vavi said it was expected that all 1.9-million members of Cosatu's 19 affiliates, as well as "a few million other workers who are not Cosatu mem-

bers but who also support our demands" would down tools between 10 and 11am. This would be in support of the union's call for six months' maternity leave (of which four months should be paid), a minimum working age of 16 and a 40-hour working week.

The demands have been criticised by business, which claims they would significantly increase labour costs.

Business SA negotiator on the bill, Adrian du Plessis, said yesterday that the one-hour stoppages were "unhelpful" and would harm the economy.

## Beacon strike looks set to end

Nicola Jenvey

DURBAN — The 20-day strike by more than 2 300 Beacon Sweets & Chocolates employees moved closer to resolution at the weekend, with both sides agreeing to meet their constituents today

In a statement released yesterday, both parties committed themselves to "the promotion of goodwill and productivity" and were confident the strike would end during the week

Two meetings held last week had failed to reach a solution despite the presence of mediators from the Commission for Conciliation, Mediation and Arbitration

This had led Beacon chairman Arnold Zulman to criticise the Food and Allied Worker's Union (Fawu) for "orchestrating the strike and using the workers as a pawn"

Fawu responded by sending Zulman a letter rejecting his claims as "naive and false"

Meanwhile, Beacon is offering a R10 000 reward for any information leading to the arrest of the gunmen who shot two replacement workers near the Mobem factory last week

# Masa backs education drive for SA's doctors

Jacob Dlamini

CAPE TOWN — The Medical Association of SA (Masa) would support the introduction of continued education for practising doctors, Masa's health policy committee chairman, Ivan McCusker, said at the weekend

Continued medical education had become an internationally accepted minimum retention requirement for continued eligibility in the certification of doctors, he said.

However, if the plan were introduced here standards would have to be set by the profession itself and all doctors would be required to comply, McCusker said

The plan enjoyed widespread support among doctors and only a few doctors would refuse to comply, he said.

Masa would ask the Interim National Medical and Dental Council not to register or issue certificates of competence to those who refused to undergo continued education.

According to council registrar Nico Prinsloo, the idea had been under consideration for years but a formal decision to look into its implementation was taken only last year

The idea had now been put before Parliament for a decision

In terms of the council's proposal, doctors would be required to keep abreast of developments and technological advances in their fields

This would be done possibly by attending medical congresses, submitting reports in medical journals and attending refresher courses.

Details of the plan still have to be

worked out but one suggestion is that there should be a five-year period during which doctors are asked to show they have complied with requirements for continued education

Those failing to comply would have their certificates of competence revoked by the council

Prinsloo denied this was a punitive measure, saying it was a step designed to keep the level of competence among SA doctors high

He said it would be in the interests of patients for doctors to keep pace with all developments.

McCusker said Masa would like to see the plan introduced gradually, before punitive measures were put into place

### Fines

Continued medical education would lose the support it enjoyed among doctors if it were imposed on them by government, he said

Refusing to renew the certificate of competence of doctors who did not comply with the plan would be the only action available to the council

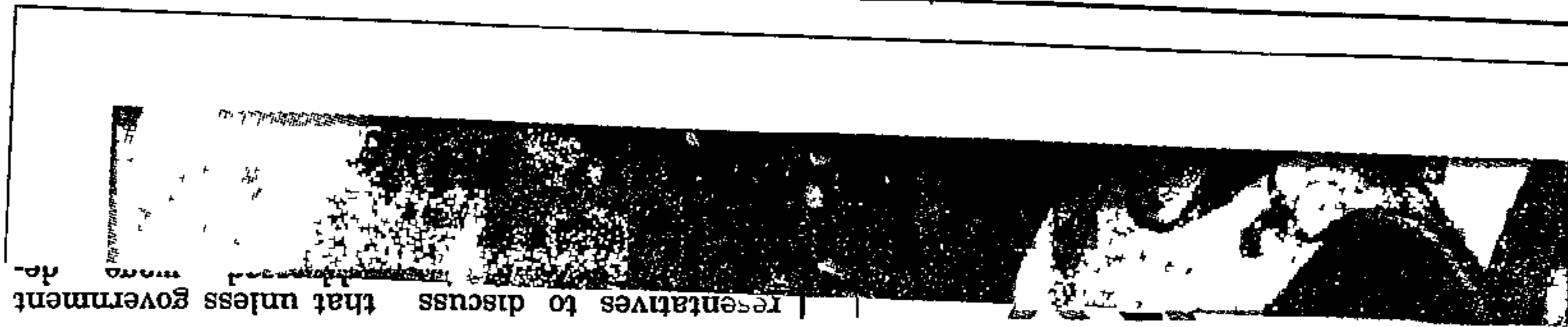
McCusker said: "It would be ridiculous to fine someone for failing to keep up with developments in medicine. Fines would just make the whole system ludicrous"

The plan is scheduled to come under review at a conference organised by the council on August 20, to be held at Johannesburg International Airport

Prinsloo said delegates would look at ways of introducing the system and possible time frames for it

BD 4/8/97

BD 4/7/97



Representatives to discuss that unless government

# Woolworths wage strike will continue, says union

CT (M) 5/8/97 (152) (33)  
ANN CROTTY & FRANK NXUMALO

Johannesburg — The strike by more than 1 800 Woolworths workers allied to the South African Commercial, Catering and Allied Workers' Union (Saccawu) would continue today, with countrywide marches planned for Friday, Bongani Madikiza, a union spokesman, said yesterday.

This is the first national strike suffered by the group in 15 years — the 1983 national strike concerned union recognition. It is also the first time the group has been hit by a strike over wages.

Woolworths' management said yesterday the strike at present followed months of wage negotiations with union members, and "no resolution to the strike is in sight at this stage".

Under negotiation was a salary increase of R350 a month (demanded by the union) to a company response of R236 a month. Management has made an alternative offer of R255 a month if

employees accept flexible working conditions.

A retail analyst said the incentive for flexible working conditions reflected the increasing importance of weekend shopping.

"The bulk of retail spending is now done on Thursday, Friday, Saturday and Sunday. The other weekdays are comparatively quiet so it's very important that retail management persuades employees to be flexible."

Johan van Vuuren, Woolworths' operations director, said that before the proposed across-the-board wage increase of R236 a month, Woolworths' employees were earning an average of R2 628 a month. This compared with the industry average, achieved after recent wage increases, of R2 025 a month.

Madikiza said the strike had not been successful in the Eastern Cape region, with workers either unavailable to picket the leading retail chain or being indifferent to the union's call for a strike.



# LABOUR NEWS

*'Patchy' strikes reported in cities but unions claim success*

## Cosatu action gets mixed response

**FRANK NXUMALO**

Johannesburg — The National Union of Metalworkers of South Africa (Numsa) said yesterday workers throughout the country had responded positively to Cosatu's call for nationwide, one-hour work stoppages

However, Dave Carson, the director of industrial relations at the Steel and Engineering Industry Federation of South Africa, said the stoppages "didn't seem to be particularly widespread" in the steel industry

Numsa spokesman Dumisa Ntuli said "The work stoppages have been successful in terms of our union networks throughout the country

"It clearly proved to employers that we are serious about our demands, and they must stop being intransigent towards labour market transformation in this country"

Another Numsa statement said about 800 workers downed tools between 10am and 11am yesterday at the Score Metals factory in Johannesburg

They were addressed by Zweluzima Vavi, Cosatu assistant general secretary, on the union federation's demands, which include a 40-hour work week to be achieved over a period of not more than five years and six months' maternity leave with at least four months fully paid

South African Municipal Workers' Union (Samwu) spokesman Anna Weekes said the tools-down had been "quite successful, as even in small conservative towns every worker had responded positively

"Regional offices reported an approximate 90 percent

turnout of organised municipal workers in Mpumalanga and the Northern Province," Weekes said

"In East London, over 1 700 municipal workers demonstrated in front of the City Hall, where they were addressed by Cosatu office bearers, 500 turned out in Queenstown and around 1 000 in Umtata."

More than 800 workers downed tools at the electricity department in Johannesburg, and workers turned out in Durban despite management threats that it would issue disciplinary letters to any worker caught striking, Weekes said

Audrey d'Angelo reports from Cape Town that the re-

sponse to Cosatu's call for a one-hour general strike was very patchy in the Western Cape

Cohn Boyes, an assistant director of the Cape Chamber of Commerce and Industry, said the call had been ignored completely in the commercial sector and was supported only in the industrial sectors where Cosatu was strongest, notably metal working

The chamber had advised member firms to deduct an hour's pay from strikers but to treat the action as a legal strike "However, we reserve the right to look at the legality of any further action," Boyes said.

Ravin Maharaj reports that the one-hour stoppage had little effect on organised business in Durban, Pietermaritzburg and

Richard's Bay

John Bryce, a spokesman at the Durban Chamber of Commerce and Industry, said members indicated the stoppage had only received 20 percent support

He said it was a "non-event" in most areas

Paulos Ngcobo, the provincial secretary at Cosatu, said reports from its members had indicated workers from 19 affiliated unions had responded to the federation's call

He could not comment on the extent of the stoppage but said the federation was tabulating figures from all affiliates

The unions, he said, were "warming up for further action"

**In East London 1 700 workers demonstrated in front of the City Hall**

**Metal working in Western Cape was hardest hit by the stayaway**

CF (082) 518199  
(157)

# Strikes 'business as usual' in face of pay talks

Renée Grawitzky

THE current wave of strikes in the retail, food and other sectors reflected "business as usual" in annual pay negotiations, labour consultants said yesterday.

The consultants, Gavin Brown and Pat Stone, said the current strikes and disputes merely formed part of the annual wage negotiations cycle.

Stone said some of the action could be motivated partly by the

realisation that some of the Congress of SA Trade Unions (Cosatu) demands on the Basic Conditions of Employment Bill might not be realised.

He said the recent strikes in the food sector and the possibility of strikes in the chemical industry showed a propensity to strike among better-paid workers.

On Friday, thousands of SA Commercial, Catering and Allied Workers' Union (Saccawu) members went on strike at Woolworths

Members are also threatening strike action at Stuttafords during the next few days.

The wage dispute with OK Bazaars continues, while negotiations with Foschim resume today amid announcements of possible retrenchments.

Samantha Sharpe reports that about 1 793 Saccawu members out of a total staff complement of 10 000 started action over demands for an across-the-board increase of R350 a month at Wool-

worths. Woolworths said it had responded to this demand with an offer of R236, or R255 if employees accepted more flexible working conditions.

The union said about 8 000 workers were participating in the strike, including casuals.

Woolworths operations director Johan van Vuuren said the company's employees were currently earning an average of R2 628 a month, compared to an industry average of R2 025.

Van Vuuren said the strike activity had not disrupted the day-to-day operation of Woolworths stores, some of which were being picketed by union members.

The union said groups of workers in Bloemfontein and Gauteng had been arrested for picketing.

Settlements in the retail sector have ranged between 8% and 12%, with the majority of workers receiving across-the-board increases ranging between R210 and R250 a month.

## Extent of union support for work stoppage 'hard to gauge'

(162) (152) Renee Grawitzky

50 5/8/97

THE Congress of SA Trade Unions (Cosatu's) one-hour stoppage yesterday to back demands on the Basic Conditions of Employment Bill was judged by employer organisations as "patchy" and a nonevent, while the true extent of support was difficult to determine.

Employer organisations in the major centres reported that the one-hour stoppage between 10am and 11am was patchy in the Western Cape, KwaZulu-Natal and Gauteng.

There there appeared to be more support for it in the Eastern Cape.

Cosatu was unable to give full details of the extent of the action.

Meanwhile, the SA Municipal Workers' Union (Samwu) claimed that thousands of organised municipal workers around the country heeded the call. It said the electricity departments in a number of regions had been affected and claimed that in Springfield, Durban, workers had been threatened with disciplinary letters.

A snap survey among some major employers in the retail, engineering, vehicle manufacturing and chemical sectors countrywide showed that in some cases workers agreed to protest during their lunch hour, while others did not protest during time set aside by unions and management.

A major retail employer said there was some confusion about the action, and that workers went out closer to lunchtime.

A major chemical employer said workers appeared "half-hearted" about the action, with a small group going out for half an hour and then returning to work.

Cosatu's media officer, Nowetu Mpati, said earlier in the day that municipal workers on the highveld, and in Boksburg, KwaZulu-Natal, Free State and Western Cape had participated in demonstrations, while National Union of Metalworkers of SA members had put down tools at Scaw Metals in the Wadeville area of Johannesburg.



# Sapu to intensify industrial action

Reneé Grawitzky

bd 5/8/97 (162)

THE SA Police Union (Sapu) would intensify industrial action this week to challenge government's final 7,5% wage offer, it said yesterday.

The Police and Civil Rights Union (Popcu) warned members not to "fall into management's trap", after a decision by the police mandate committee to offer union and nonunion members the choice to accept the final offer.

SA Police Service (SAPS) spokesman Strini Govender said a mandate had been received from the cabinet to implement salary increases. Therefore employees had been notified that they could accept the final offer without prejudice.

Management had an obligation to communicate the offer to all its employees and allow them to exercise their choice, he said. Acceptance by union members did not prevent the continuation of negotiations for further increases.

Sapu has challenged government's final offer which also provides for the rank promotion of 30 000 people in the police service who would effectively receive increases of up to 20%.

The SAPS said yesterday that Sapu's action, which included union members taking extended sick leave and refusing to work overtime, had been sporadic and had not disrupted service significantly.

Sapu said up to 100 police stations had been affected by the action which would intensify this week and could result in marches in Gauteng.



# Woolworths workers vow to continue strike

## *Retail giant applies for interdict*

THABO MABASO  
BUSINESS REPORTER

The national strike by Woolworths workers could go on indefinitely after the South African Commercial, Catering and Allied Workers' Union (Saccawu) vowed yesterday not give up on its wage demands.

The workers are demanding a R350 across the board monthly wage increase.

Woolworths is offering a R236 per month increase. It has also tabled an alternative offer of R255, but only if employees accept flexible working conditions.

The retail giant said the offers it had proposed were generous because its workers currently earned an average of R2 628 a month, way above the industry average of R2 025.

Woolworths yesterday successfully applied for a court interdict against Saccawu members.

The company applied for the interdict after striking workers failed to comply with strike and picket rules agreed to with Saccawu, company spokesman Mark van Buuren said.

*'The workers will only stop striking when they get the wage increases that they want'*

The Johannesburg Labour Court interdict ordered Saccawu to instruct its members to comply with the agreed rules, he said.

The rules, inter alia, prescribe where pickets may be held and prevent Saccawu members from harassing workers who are not on strike.

Saccawu Western Cape secretary general Crosby Boo1 said the union had no knowledge of the interdict.

"The union has the right to embark on any form of action that is in line with the Labour Relations Act," he said.

Saccawu regional organiser Sandra Williams said that the striking workers had vowed not to go back to work until the

retail company bowed to its demands.

"The workers are determined to strike and will only stop when they get what they want," Ms Williams said.

The strike follows months of unsuccessful talks between Saccawu and Woolworths.

Ms Williams said over 3 000 Woolworths workers were on strike countrywide. In the Western Cape, about 400 workers had downed tools.

Woolworths said that of its staff complement of 10 000, about 1 793 workers were on strike countrywide. It could not provide a breakdown of strikers in each province.

"The current action is already eating into the increase employees would have received and which should have been effective on August 1," Woolworths operations director Johan van Vuuren said.

The strike had not affected trading. Workers said they would continue pickets and protests, which began on Friday, outside their workplaces.

Ms Williams said Saccawu was continuing talks with the company. "We are continuing with negotiations, but we haven't heard anything new from management."

(152)  
ART 6/8/97

Reneé Grawitzky

IMPALA Platinum Refineries in Springs yesterday obtained a Labour Court interdict ordering striking workers to comply with interim picketing rules. The refinery sought to ensure they desist from preventing deliveries and nonstriking workers from entering the company premises.

## Impala refineries granted interdict

BD 6/8/97  
Hundreds of members of the National Union of Mineworkers went on a wage strike on Monday in support of demands for a R280 across-the-board increase. The company had offered R167.

Impala said last night it had

(152)  
applied for the interdict because workers had failed to comply with interim picketing rules set down by the Commission for Conciliation Mediation and Arbitration and the local NUM branch refused to discuss rules before Friday.

A group of striking workers had attempted to disrupt operations, but attempts by the company had been made to minimise the impact.

Impala said "production is anticipated to run at close to or at normal levels at least in the short-to-medium term" while arrangements would be made for uninterrupted deliveries.

# Strike hurts Anglo platinum interests

60 6/8/97 (152)

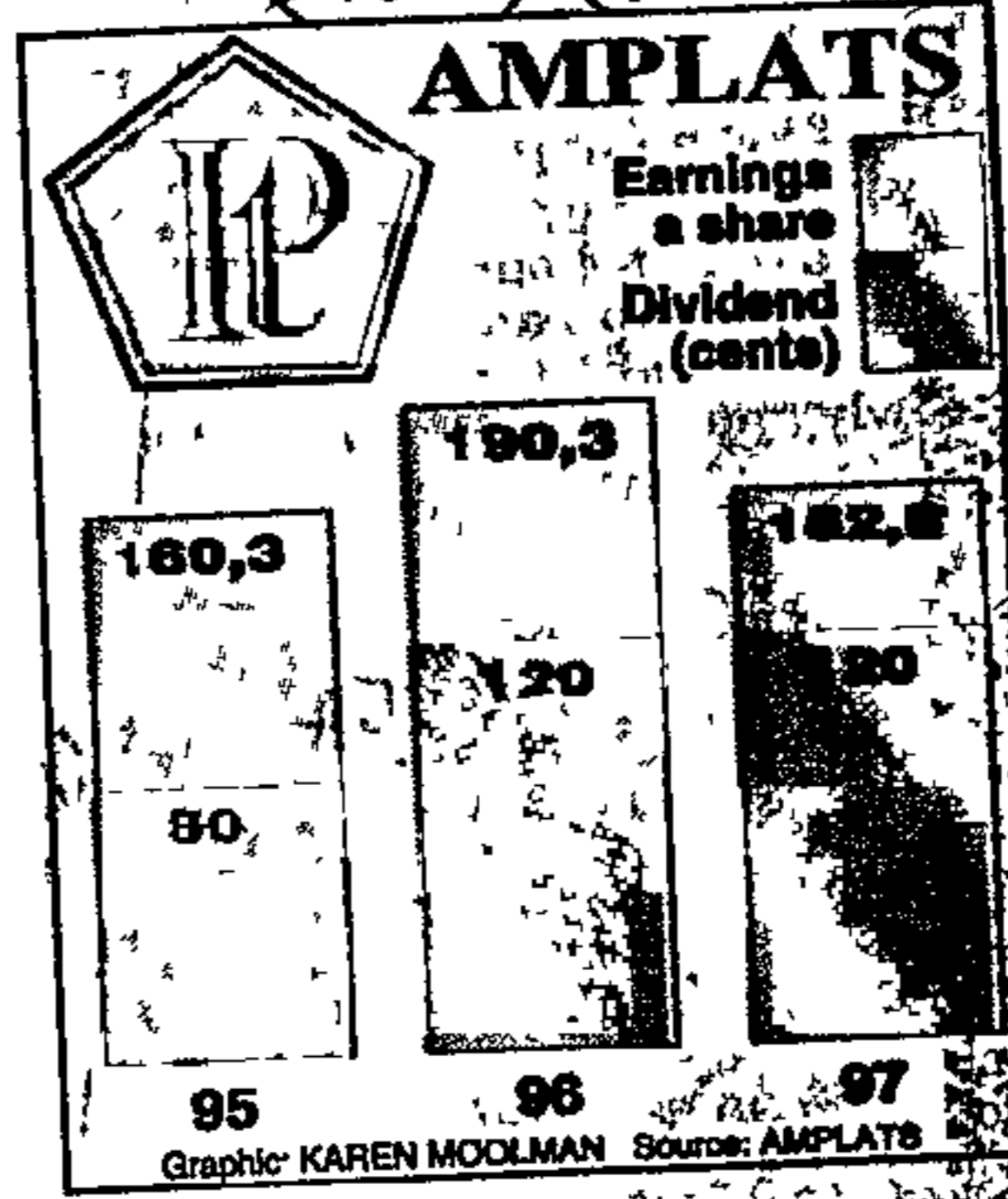
David McKay

ANGLO American Platinum Corporation (Amplats) reported a 9,5% decline in taxed income to R289m for the year to June as a strike led to losses at Rustenburg Platinum Holdings (RPH), the group's main revenue earner.

MD Barry Davison said the group was also knocked by an increase in costs at Lebowa Platinum Mines (Lep-lat) and Potgietersrust Platinums (PP Rust). The average free market platinum price was \$384/oz, 7% below last year's average.

The sharp rise in the platinum and palladium price during the last two months of the year was not sufficient to buoy revenue, Davison said. Higher dividends from investments, including an increase in income of R100m (1996: R68m) from its diamond trading interests, partly offset the effects of lower platinum output and higher costs.

Amplats' net income before tax slipped 10% to R359m following a decline in earnings from its three platinum mining companies of R88m. The



group's earnings a share slipped to 162,8c from 190,3c. Last year's R120 dividend was maintained.

Continued on Page 2

## Platinum

Continued from Page 1

Davison forecast a higher average platinum price leading to a better trading performance for Amplats, which is due to merge into a single company. He warned, however, that rand volatility could alter the outlook for profits.

Amplats' three operating companies reported a reduction in net attributable profit due to a combination of rising on-mine costs and production losses. Lep-lat posted an attributable loss of R15m compared to R7m in profit last year despite an increase in gross sales revenue to R222m from R203m. Operations executive director Brian Beamish said Lep-lat's costs increase

was due to equipment replacement and inflation. It was always marginal, but was aiming to lift productivity.

The normally low-cost PP Rust saw cost of sales increase to R531m (R388m). PP Rust shed about R35m in attributable profits to R108,5m. However, it was RPH, vehicle for the merger, which was hardest hit. It reported a fall in attributable profit to R278m from R400m last year. Beamish said it lost about 40 000oz in refined platinum due to a strike in which several employees were killed during the year.

The group said it was changing its accounting system to the internationally accepted amortisation method, after completion of its proposed merger later in the year.

See Pages 3 and 17



# Fawu suspends its strike at SAB

*Sowetan 7/8/97*

*(162)*

**By Abdul Milazi**

THE Food and Allied Workers Union has suspended its strike at the South African Breweries after "some progress" in the wage negotiations

Fawu spokesman Victor Nzuza said the decision to suspend the strike was taken at the weekend when the brewery's negotiator showed a willingness to move on their wage offer of 6,5 percent across-the-board and a 3,4 merit increase

Fawu is demanding a 13 percent across-the board increase, housing subsidies and a 40-hour working week

The call for a strike raised the question of whether the time was right for Fawu to mount one when it was still dealing with internal problems

The union recently fired its assistant general secretary, Ernest Buthelezi, for alleged fraud, after it was discovered that certain leaders used union money to finance hotel bookings for personal holidays

However Nzuza said internal problems did not affect members' decision at individual plants to go on strike

The national executive committee

is dealing with the leadership problem. This does not stop workers from embarking on industrial action"

Fawu had also threatened to call for a boycott of SAB products, although past experience has proved that beer boycotts never succeeded as the amber liquid has become the livelihood of many in black communities

## Bruising battles

Fawu has had several bruising battles with the SAB over the years and lost

A beer boycott called by Fawu in 1989 in support of its wage strike failed when black bottle store owners and some shebeeners refused to support it, arguing that it would hurt the same people it was supposed to benefit - the black communities

The boycott also led to violence in black townships as some elements within the communities tried to enforce the boycott, while Fawu continually denied any knowledge of the violence or that it existed

The strike crumbled in its ninth week when workers at individual plants accepted the SAB's wage offer, leaving the union leadership without much support



PUT CULTURE OF LEARNING FIRST, BENGU PLEADS

# Teachers' strike leaves children in cold

WITH THE EDUCATION Department already set to end the financial year R2,2 billion in the red, some teachers oppose the current Sadtu strike, reports **CAROL CAMPBELL**.

THE children from the shack-lands around Chumisa Primary School in Khayelitsha went to school yesterday even though their teachers were on strike for higher wages.

They turned up for the bread and soup they get as part of President Nelson Mandela's primary school feeding scheme and to shelter from the rain in the empty classrooms, which are warmer and drier than their shanty homes.

There was no one to make the soup, so they had to be satisfied with two slices of brown bread and peanut butter.

Principal Mr Nat Bongo does not support the teachers' two-day chalk-down, part of a national effort by the South African Democratic Teachers Union to force the government to pay teachers an annual increase of 9%.

The state is offering 7,5%.

"The budget for this school has been slashed by R10 000 (from R58 000 to R48 000) next year and I don't know if I am going to have money for all the books we need," said Bongo.

"What about the new curriculum? There will be no money left in the education budget for it to be introduced."

Chumisa's annual budget has to buy everything from dictionaries to toilet paper.

"We bought a computer for the school secretary (the only computer in the school) and it set us back R9 000. That's a major part of my annual budget. I have nothing left. I can't even pay our R400 phone bill," Bongo said.

Minister of Finance Mr Trevor Manuel told Education Minister Dr Sibusiso Bengu and the nine educa-

tion MECs at a meeting in late July that teachers' salaries made up 40% of the civil service wage bill.

If spending in education continued at the present rate, the department would end the financial year R2,2 bn in the red. That was Manuel's "conservative" estimate.

The total education budget is R40,2 billion, which is 21% of the national budget.

In a letter to Sadtu on the eve of the strike, Bengu said the state's offer met union demands and he could not understand the need to strike.

"We have set aside sufficient funds to give teachers an average increase of over 9%, which we understand is your demand. We

have structured the offer to include a general salary adjustment of 7,5% for all teachers, plus an additional amount to be used for performance-based salary progression.

"Depending upon how this is implemented, teachers who are performing satisfactorily could receive more than the 9% you are demanding."

"This makes us seriously question the motives for your strike action," said Bengu.

Sadtu wants the 9% increase to be offered across the board.

Bengu said the strike undermined the national effort to re-establish the culture of teaching in South Africa's schools and that the strike would be judged by its effects.

"While this action is directed at the state, the consequences are felt by others. The public will be the ultimate judges in this regard, as they are the clients of the education system, and provide the revenue for its operation," said Bengu.

"I am therefore making the contents of this letter available to the media so that the public may be informed on the matter."

At Chumisa, Bongo wants more money so that he can improve the playing fields.

"We are giving these children nothing to hope for, no tools to make a better life for themselves as their teachers, we have to make sacrifices for them and for our country. We have to be patriotic."

Yesterday, many teachers around the country shared Bongo's point of view and did not go out on strike with Sadtu.

The "culture of learning and teaching", they said, must come first. At Zamasa Higher Primary School in Langa, a passing teacher said "There is no strike here, only learning." But across the road, Isimela Comprehensive School was deserted.

Western Cape Education Department spokesman Mr Eugene Southgate said an estimated 23% of teachers in the province did not turn up at school.

The worst-hit areas were Khayelitsha, Mitchells Plain and Kuilt River, where some schools had 100% teacher absenteeism.

In Pretoria, about 10 000 protesting teachers from Gauteng, Mpumalanga, Northern Province and North West, marched on the Union Buildings to show solidarity.

In the Western Cape, Sadtu spokesman Mr Don Pasqualle said about 2 000 teachers marched to Parliament to hand over a list of their demands to officials from the national education department.

Teacher Gary Mackenzie from Peak View Junior Secondary said teachers were desperate for some indication from the government that they were appreciated.

See leader, Page 8

CT 7/8/97

(152)

*'We are giving these children nothing to hope for, no tools to make a better life for themselves. As their teachers, we have to make sacrifices for them...'*

# Hospitals and services suffer during strike

(152)

National Health and Allied Workers' Union join national strike over Government's 7.5% pay hike offer

Star 8/8/97  
STAFF REPORTERS

Services came to a standstill in at least one hospital and severe disruptions have been reported in others as National Health and Allied Workers' Union (Nehawu) members embarked on a 48-hour strike yesterday.

Nehawu joined other public service unions in a national strike over wages yesterday. The South African Democratic Teachers' Union (Sadtu) embarked on a two-day strike on Wednesday bringing education in some areas to a halt.

Police and Prisons Civil Rights Union (Popcu) and the South African Police Union (Sapu) have threatened to strike on Monday.

The unions want a pay hike of more than 9%, while the Government is offering 7.5%.

Last night workers at the Helen Joseph Hospital in Auckland Park allegedly forced other hospital personnel to leave their posts. Hospital superintendent Dr Arthur Manning said at one stage in the evening there had been no nurses on duty in the surgical wards because Nehawu supporters had intimi-

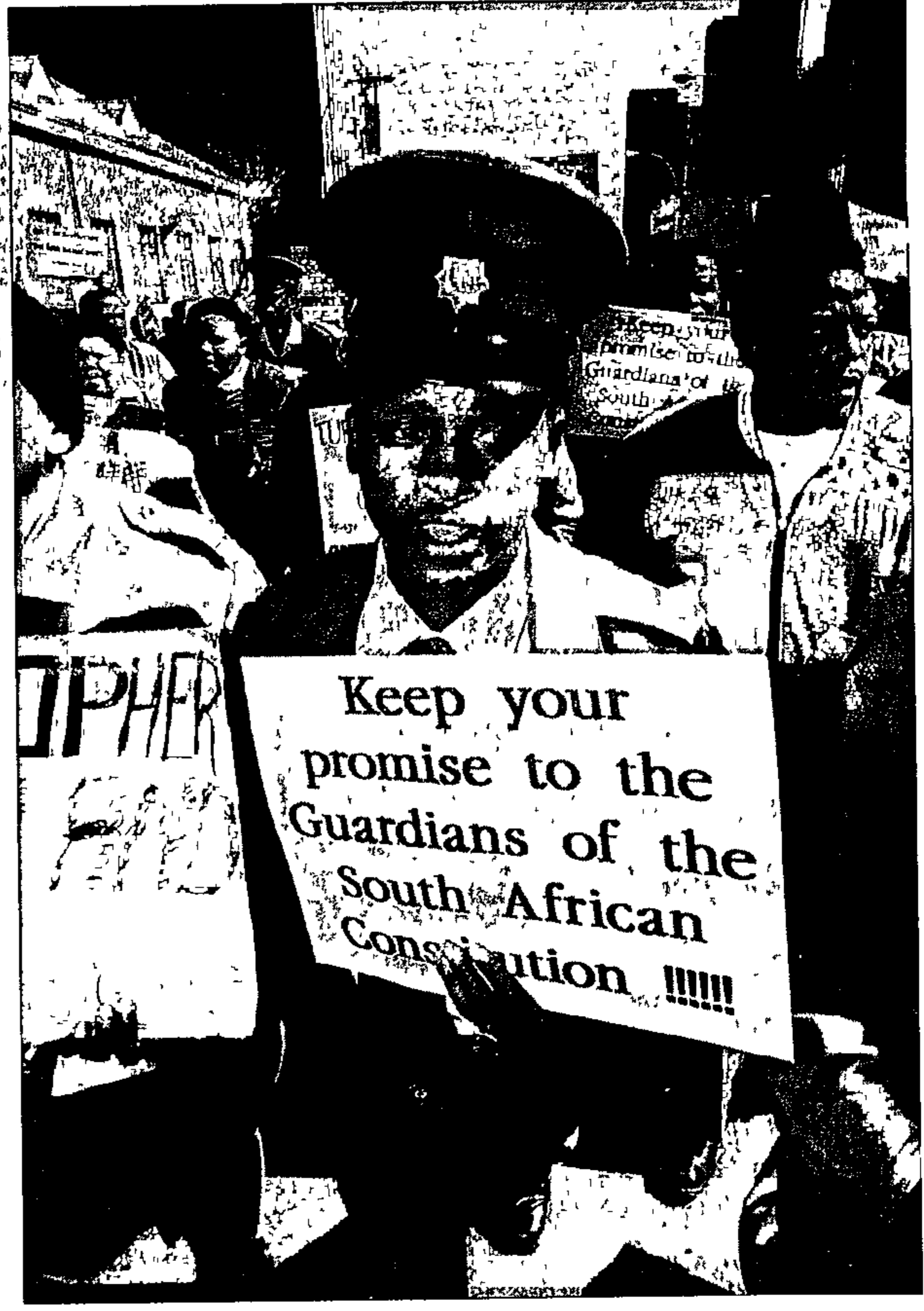
dated them into leaving their posts. No patients had lost their lives due to the strike action.

A woman who telephoned The Star at about 10pm last night and said her brother, due to undergo surgery at the hospital today, was left unattended while nursing staff were striking. She said she was concerned about leaving her brother because he needed an insulin injection and she was unsure if he would receive it.

Manning said that by 11pm last night enough sisters had been found to keep the hospital functioning.

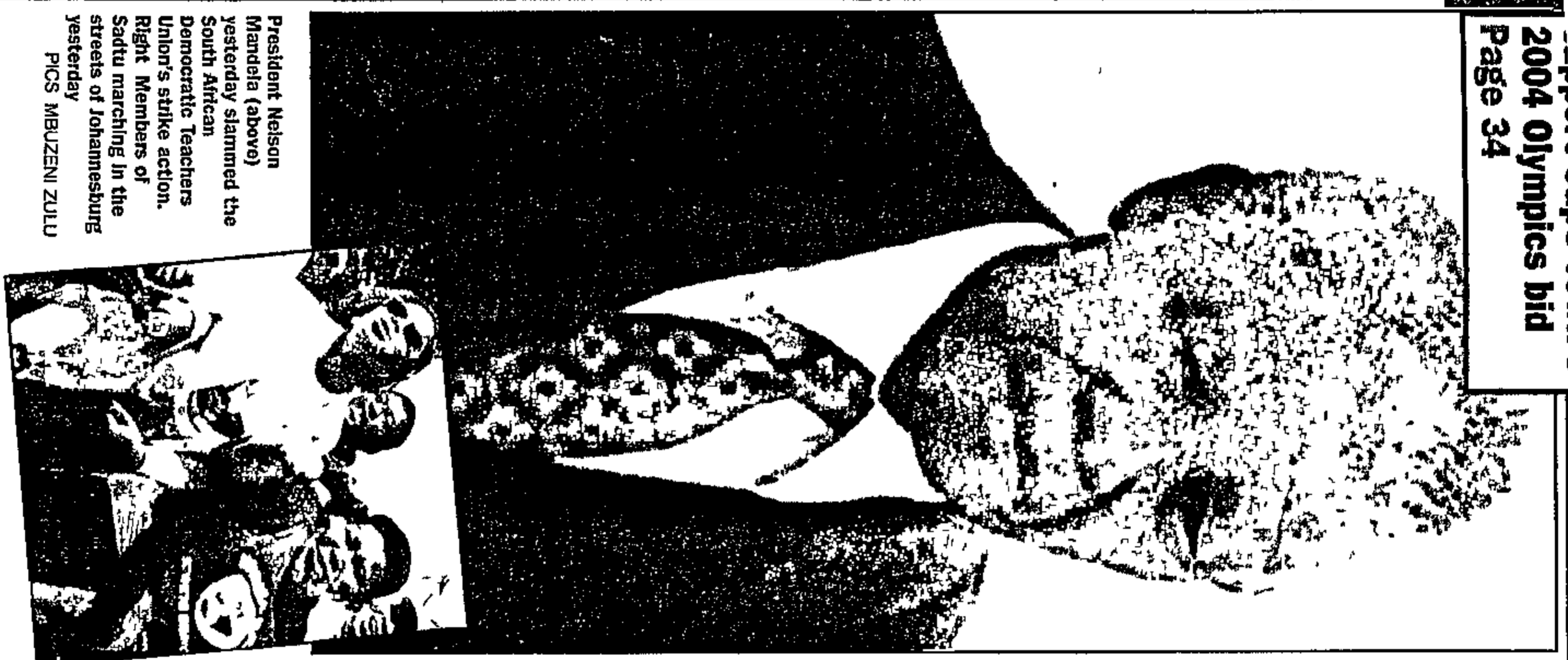
Johannesburg hospital superintendent Dr Trevor Frankish said strike action had included most of the support staff and had affected the delivery of services. Operations have been delayed or cancelled due to the strike, said Frankish.

At Soweto's Chris Hani Baragwanath Hospital staff have been staging protests but Nehawu has ensured that emergency services continued throughout the duration of the strike. However, hospital management is concerned that clean linen supplies could run out by Monday.



Reminder .. a South African Police Union member sends his message loud and clear to police management and safety and security authorities following deadlocked wage negotiations.





President Nelson Mandela (above) yesterday slammed the South African Democratic Teachers Union's strike action. Right Members of Sadtu marching in the streets of Johannesburg yesterday  
PICS MBUZENI ZULU

# Mandela condemns Sadtu strike

*Southern 8/8/97*

By Pule Molebeledi and Sapa

RESIDENT Nelson Mandela said yesterday that while he appreciated teachers' concerns about their salaries and working conditions he did not believe in action that disrupted schooling.

Mandela was commenting on the strike by South African Democratic Teachers Union (Sadtu) members which began on Wednesday. The teachers are demanding a salary increase of up to 15 percent.

"I would have expected them to appreciate the problems of the Government," Mandela said.

"We have been in government for three years and have been working on improving the education system," Mandela said.

He told journalists after a two-hour meeting with the Federation of Unions of South Africa (Fedusa) in Northcliff, Johannesburg. We have set aside over R300 million to upgrade education and we have even offered them increments.

"But it's just unfortunate that a section of teachers believe they can just press for demands without appreciating what the Government is doing."

Meanwhile Sadtu president Mr Willy Madisha said he was confident of a breakthrough in the negotiations with the Government. He said there were indications that the employer was willing to meet the

union's minimum demands.

Madisha's comments followed a meeting between Sadtu, the National Education and Health Workers Union (Nehawu) and the Government at the central bargaining chamber yesterday.

Sadtu is demanding a minimum R1 750 for public sector workers and a nine percent increase.

The Government has offered 7,5 percent and a two percent merit increase.

The union has also rejected downsizing in the public sector and demanded a wage freeze for all directors.

"On the basis of the proposals we have we will be meeting members of the national executive committee tomorrow (Friday) to discuss the new developments," Madisha said.

On Wednesday, thousands of Sadtu and SA Students Congress members marched to the Union Buildings in Pretoria where they declared a 48-hour strike if their demands were not met.

In addition to the wage demands Sadtu has said it would like to be involved in the drawing up of education budgets in future.

There were marches in other provinces for the same demands, including the transformation of classrooms and the convening of a special *legofo* on public sector funding.

not meet its demands.

The new developments mean that the threat by Congress of South African Trade Unions (Cosatu) affiliates to disrupt the civil service have dissipated as the unions and Government seem to have found each other.

Mandela said he had visited different labour movements to share ideas and acquaint himself with their policies. He was proud that South Africa had a federation such as Fedusa, as it played a pivotal role in building the country's economy.

Fedusa president Ms Mary Malete said Mandela was open and frank about Fedusa's "positive" policies.

The National Party yesterday called on Sadtu to demonstrate its commitment to the culture of teaching and learning.

NP spokeswoman on education in the Gauteng Legislature Mr Jullu Klian said the Sadtu strike had nothing to do with education.

"Sadtu's strike is called in sympathy of Cosatu's demand for a 40-hour working week and six months' maternity leave for mothers and fathers. Again children's education is being held to ransom by the movement which ran havoc in the township schools during the years of the 'struggle'."

Klian said the time had come for Sadtu "to visibly display their support for the culture of teaching and learning."

# SA NEWS DIGEST ~~(151)~~ (152)

LABOUR

ET (PR) 8/8/97

## Sadtu threatens indefinite strike if wage demands are not met

The South African Democratic Teachers' Union (Sadtu) was considering embarking on an indefinite strike unless the state met its wage demands, Edwin Pillay, Sadtu's deputy president, said yesterday.

"We are hoping the government will come up with a positive indication on our demands, failing which we will be forced into the fourth phase of our campaign," Pillay said. He said in such an eventuality, the Sadtu executive would meet on August 14, before balloting its 160 000 members on a nationwide indefinite mass action. The union has rejected the government's wage increase offer of 7,5 percent and is demanding 9 percent, as well as the transformation of the workplace.

Lincoln Mali, the department of education spokesman, said: "Government cannot work on the basis of threats or fear, otherwise it loses its prerogative to govern. We have teachers' grievances at heart, our approach is to deal with the issues in a constructive manner and we hope Sadtu will do the same." — *Frank Nxumalo, Johannesburg*



# 160 000 union members urged to back strike today

**BUSINESS REPORTER**

The Southern African Clothing and Textile Workers Union (Sactwu) has called on its 160 000 members to support the one-hour strike today over the Basic Conditions of Employment Bill.

Sactwu said in a statement that the strike, called by the Congress of South African Trade Unions (Cosatu), had been endorsed by all union structures and shop steward meetings throughout the country.

Sactwu members supported Cosatu's demands for a phased-in 40-hour working week, paid maternity leave and a 16 years age limit on employment, the union said. Sactwu

(152) also called on its members to support regional one-day strikes, the first of which has been set for the Eastern Cape on August 18.

The union's national executive committee had also supported Cosatu's call that the bill be put before Parliament this year if business, labour and the Government failed to agree on the legislation in negotiations in the National Economic Development and Labour Council (Nedlac).

The statement said the union was confident that should negotiations fail to resolve the dispute, the African National Congress majority in Parliament would "upon serious reflection" vote in support of improving the draft bill.

DD 8/8/97

# Numsa members in sympathy strike

Reneé Grawitzky

(189) (192) (152)

MEMBERS of the National Union of Metalworkers of SA (Numsa) in the engineering, tyre and vehicle manufacturing industries plan to strike on September 9 in sympathy with a dispute in the retail motor sector.

Numsa general secretary Mbuyi Ngwenda said yesterday that the union declared a dispute against the SA Motor Industry Employers' Association this week after it refused to negotiate wage increases based on actuals and not on the minimum rate.

The employers' association argued that the union had no basis to demand negotiation of increases based on actuals because the main agreement stipulated that increases would be based on the minimum rate. The association was seeking a Labour Court declaratory order on interpretation of the agreement.

Numsa said this was being used by employers merely as a delaying tactic.

The union's national executive committee had taken a political decision that the union could not allow wages in the motor sector to lag so far behind members' wages in other sectors. Ngwenda said that the sector could not sustain a fight on its own and therefore needed solidarity support from members in other sectors.

He stressed that whatever action was embarked on would be protected. In line with the Labour Relations Act, affected employers in other sectors would be notified seven days in advance of the action on September 9.

The union is demanding wage increases ranging from 15% for grade 1 where workers earn a minimum wage of R685,87 a month to 9,5% for grade 6 workers who earn in excess of R1761,44 a month. Rural workers earn far less.

The union said the employer offer ranged from 3,5% for grade 1 to 8,5% for other grades.

# Hospitals affected as strike broadens

Reneé Grawitzky

ED 8/8/97 (152)

THE public service strike spread to hospitals around the country yesterday as thousands of health workers joined striking teachers to put pressure on the state to revise their offer of 7,5% plus rank promotions.

The start of the 48-hour strike by the National Education, Health and Allied Workers' Union was accompanied by reports of intimidation by other unions in the health sector and provincial health authorities reports of a number of sit-ins at hospitals.

Hospitals in Gauteng, Eastern Cape, Mpumalanga and North West were affected as thousands of general assistants heeded Nehawu's call, af-

fecting the provision of kitchen and laundry services

Health department sources said the strike had not affected professional staff, such as nurses, badly.

The union and government negotiators continued meeting through the Commission for Conciliation, Mediation and Arbitration. Senior commissioner Sue Albertyn said the process was continuing and the parties were very optimistic.

A Gauteng health department spokesman said some disruptions had been experienced, but patient services were not affected.

A representative of the Hospital Personnel Trade Union of SA, not party to the strike, said disruptions had

been experienced at Coronation, JG Strydom, Johannesburg and Baragwanath as non-strikers were intimidated by Nehawu members. He alleged that at Coronation Hospital Nehawu members forced the hospital secretary from the premises and workers were threatened.

An Eastern Cape health department representative said strikers occupied the administration offices at the Uitenhage provisional hospital.

The education department was unable to provide a clear picture of the effect of the teachers' strike, but reports from Mpumalanga said that the majority of schools were affected. The Western Cape reported a 23% stay-away by teachers.

## Woolworths strike may end

(162)  
Renee Grawitzky  
BD 11/8/97

The 10-day old strike by thousands of SA Commercial, Catering and Allied Workers' Union members at Woolworths could end today after a proposal was drawn up by the two parties late last week.

Woolworths said an agreement was brokered under the auspices of Commission for Conciliation, Mediation and Arbitration commissioner Kaizer Thibede. The union said it would report back to its members and was expected to respond today.

The company said the potential settlement includes an across-the-board increase of R260 a month, coupled with the union's commitment to address flexibility.

If the strike continued during the report-back period, Woolworths would withdraw its offer.



# Beacon plagued by strikes and violence

Nicola Jenvey

11/8/97

DURBAN — Strike-hit Beacon Sweets & Chocolates has been plagued by violent incidents during the past month.

A company spokesman said there were two hijackings and an armed robbery in the past 10 days. Products, computer equipment and a vehicle worth about R500 000 were lost in the three incidents.

The first incident happened on August 1 when a delivery vehicle was hijacked in Johannesburg and the driver was forced to drink brake fluid.

The following evening armed men held up staff at the Germiston distribution centre before attaching a cab to a long haul trailer and stealing about R400 000 worth of products. The spokesman said a Toyota Venture and computer equipment from the security office were also stolen by the gang.

On Thursday another truck was hijacked while delivering 800kg of chocolates in Johannesburg. The driver was not hurt and police are investigating.

The month-long strike, which has cost the workers about R6m in lost wages, has been marred by violence. However, the spokesman declined to comment on whether the violent incidents were linked to problems being experienced at the Mobem factory.

Two weeks ago a vehicle carrying replacement workers to Mobem was shot at by unknown gunmen, injuring four people. Beacon is offering a R10 000 reward for information leading to the arrest and conviction of the gunmen.

The spokesman said Beacon had made plans to ensure distribution and manufacture of products using temporary replacement labour. Several workers previously on strike had returned to work and the numbers were increasing. Despite the strike, Beacon secured an export deal last week.

# Cosatu to go ahead with strike action to fight labour bill

It refuses to budge on demands for a 40-hour week and 6 months' maternity leave, and plans to down tools to break deadlock

By Patrick Phosa  
13/8/1977

(152)

By Patrick Phosa

The Congress of South African Trade Unions is to go ahead with its planned series of strikes next week to fight the continuing deadlock on proposed legislation relating to working conditions.

Cosatu spokesman Nowethi Mpati said yesterday Cosatu would intensify its mass action programme in protest against

the Basic Conditions of Employment Bill.

The trade union staged an hour-long work stoppage last Monday to press for its demands.

Mpati said Cosatu would not compromise on its demand for a 40-hour working week and six months' maternity leave - at least four months of which should be paid.

Cosatu also opposes employ-

ers' right to apply for exemption from minimum standards set out in the bill.

At the moment, employers are giving workers three months' maternity leave. The Government is proposing a 45-hour working week - which currently ranges from 46 to 60, depending on the type of work - and four months' maternity leave. No decision has been taken on maternity-leave payment.

Mpati said Cosatu had reached its bottom line, but the union federation was open to any negotiations with the Government, the ANC and Business South Africa.

"We are prepared to look at new proposals that will be favourable to our members. If they come closer to our demands we will call a special executive meeting and discuss whether they are acceptable."

The first strike would be held on August 18 in the Eastern Cape; then on August 19 in KwaZulu Natal and Mpumalanga. On August 20, members in the Northern Cape, Free State and Western Cape would stop work.

Cosatu members in Gauteng, the Northern Province and North West would down tools on August 21.

If passed into law, the bill

would replace the Basic Conditions of Employment Act and the Wage Act, and lay down the basic working conditions for workers countrywide.

Business South Africa spokesman Adrian du Plessis said the organisation's door remained open to exploring options which could result in a settlement around the issues in the bill.

"These are difficult and

complex issues which will leave a long legacy in the labour market.

"We have to get this right because the labour market will carry the consequences, such as higher unemployment and poverty," he said.

Du Plessis said the only sustainable way forward was through negotiations, adding that protests would destroy the economy.

# Beacon dispute goes to the CCMA today

RAVIN MAHARAJ

(152)

Durban — The Commission for Conciliation, Mediation and Arbitration (CCMA) meets Beacon Sweets and Chocolates and the Food and Allied Workers' Union (Fawu) today in an attempt to end the strike, Beacon said yesterday.

A company spokesman said yesterday that Beacon had been plagued by a dramatic increase in incidents of intimidation and violence at the company's factory in Mobeni near Durban.

The spokesman said Beacon had sent a letter to Fawu expressing concern at the increase in incidents of violence.

"We have warned the union that its members must refrain from carrying dangerous weapons while picketing, or else face legal and/or disciplinary action."

In separate incidents at the Mobeni factory, police said an employee was injured when his Durban home came under fire from unknown gunmen. Seven people were attacked — and some beaten — by striking workers while on their way to work. In another incident a striking worker, armed with a home-made axe, tried to assault people who were seeking work at the factory, was arrested.

The spokesman said striking workers armed with sjamboks also attacked two women, who were treated on factory premises.

Vish Naidoo, a South African

Police Services spokesman, said police were investigating several cases of attempted murder. He said all incidents of violence reported by Beacon would be investigated.

In addition to the latest incidents, Beacon had been plagued by two hijackings and an armed robbery in Gauteng last week.

Product, computer equipment and a vehicle — with a total value of more than R500 000 — were stolen in the three separate incidents. Police had identified three suspects in these incidents.

Fawu could not be reached for comment yesterday.

Marathon meetings between management and the union, and the earlier intervention of the CCMA, have as yet failed to resolve the strike, which enters its 27th day today. The strike has cost the 2 300 workers R6 million in lost wages.

Beacon said it had made plans to ensure the distribution and manufacture of products with temporary replacement labour. Last Friday the company announced it had secured a significant export contract despite the strike.

At the start of the strike, the union was demanding a 12 per cent across-the-board increase —

Beacon offered 10 per cent — a 40-hour work week and the scrapping of performance-related pay for salaried staff.

CF (BE) 13/8/97

**LABOUR** *Company granted interdict against picketers*

# Hulett Aluminium hit by strike

ET (102) 13/8/97 (152)  
**SHIRLEY JONES**

KWAZULU NATAL EDITOR

Durban — About 1 300 workers at Hulett Aluminium in Elandsfontein and Pietermaritzburg came out on strike this week after wage negotiations broke down, Hulett Aluminium and the National Union of Metalworkers (Numsa) said yesterday

Hulett Aluminium said a court interdict was granted yesterday against the striking workers at the Pietermaritzburg plant

"Hulett Aluminium applied for the interdict as picketing employees had been intimidating staff and blockaded the entrance points to the plant on Edendale road," the company said

The court order prohibits striking workers from continuing with this action and prevents their entry to operational and manufacturing areas

Hulett Aluminium said the strike affected only existing operations. It was not yet clear how extensive the losses to the company would be, a spokesman said

The strike followed the rejection by Numsa, the South African Electrical Workers' Association and the National Employee Trade Union of Hulett Aluminium's settlement offer during protracted negotiations

This ranged from 9,7 percent to 10,5 percent at higher and lower wage levels respectively, and included improvements in over-

time pay and long-service awards. Mbuyi Ngwenda, Numsa's general secretary, said workers were demanding a 13 percent across-the-board increase. They also wanted the immediate implementation of a five-grade structure, the finalisation of an agreement on contract workers, the conclusion of issues that had been held over from the 1996-97 wage negotiations, and incorporation into the Metal Bargaining Council main agreement.

"The workers intend continuing with the strike until the company meets their legitimate demands," Ngwenda said.

But he said Numsa remained open and committed to a negotiated settlement.



# Commission to supervise Beacon talks

Nicola Jenvey

*BD 13/8/97* (152) ~~153~~ ~~154~~  
DURBAN — Beacon Sweets & Chocolates management and the Food and Allied Workers' Union (Fawu) will enter another round of talks today under the supervision of the Commission for Conciliation, Mediation and Arbitration, as the strike by more than 2 300 employees enters its 28th day.

Beacon has reported "a dramatic increase" in intimidation and violence

related to the strike. A Beacon spokesman said management had sent a letter to Fawu expressing its concern. The company has warned the union that its members must refrain from carrying dangerous weapons while picketing or face legal and disciplinary action.

Last week the company lost more than R500 000 in products, computer equipment and vehicles in three separate episodes in Gauteng. The police yesterday identified suspects.

# Beacon strike over

CT (BR) 14/8/97 (952)

RAVIN MAHARAJ

Durban — The strike at Beacon Sweets and Chocolates was resolved late last night after a marathon 11-hour meeting, a company spokesman said.

Beacon and the Food and Allied Workers Union (Fawu) agreed to settle on a 10 percent wage increase.

A company spokesman said workers would return to work on Monday. The deal came after the intervention of the Commission for Conciliation, Mediation and Arbitration (CCMA).

Previous meetings between management and the union, and the earlier intervention of the CCMA, failed to resolve the strike, which lasted 28 days. It cost 2 300 workers more than R6 million in lost wages.

However, the company said that its plans to ensure the distribution and manufacture of products with temporary replacement labour had meant that order were filled.

During the strike Beacon

was plagued by a dramatic increase in incidents of intimidation and violence at the company's factory in Mobeni near Durban. There were also two hijackings and an armed robbery in Gauteng last week.

Beacon had also sent a letter to Fawu expressing concern at the increase in incidents of violence. The company warned the union that its members must refrain from carrying dangerous weapons while picketing, or else face legal and-or disciplinary action.

At the start of the strike, Fawu was asking for a 12 percent across-the-board increase and Beacon had offered a 10 percent increase on the minimum wage (R530,63) across the board. Fawu has subsequently agreed to the 10 percent increase if management agreed to its demands for 43 and three-quarter-hour pay for a 40-hour week for shift workers.

Conditions of the settlement other than the wage agreement would be made public today.

# Tongaat-Hulett action goes on

CT (MR) 14/8/97 (152)  
RAVIN MAHARAJ  
AND AP-DOW JONES

Johannesburg — Tongaat-Hulett, the industrial and food group, said yesterday production at its aluminum operations had ground to a halt as 1 300 workers entered the third day of a strike

Carole Darkins, a spokesman at Hulett Aluminium, said dialogue was continuing between management and three trade union groups in an effort to resolve a wage dispute.

The three unions involved in the talks with management are the National Union of Metalworkers (Numsa), the South African Electrical Workers' Association and the National Employee Trade Union of Hulett Aluminium.

Hulett Aluminium is offering an annual pay increase between 9,7 percent and 10,5 percent — this ranged at higher and lower wage levels respectively. Management also offered improvements in overtime pay and long-service awards

The unions are demanding an across-the-board 13 percent wage increase. They also want

the immediate implementation of a five-grade structure and the conclusion of an agreement on contract workers, among other things

Darkins could not estimate how much production or revenue had been lost since workers downed tools on Monday morning. Company officials were unavailable for comment.

Hulett Aluminium said a court interdict was granted on Tuesday, preventing striking workers from intimidating non-striking workers and blockading entrance points to the company's plant in Pietermaritzburg

Dumisa Ntuli, a spokesman of Numsa — one of the three unions, representing about 600 of the striking workers — said no discussions were expected yesterday. "But we are liaising with management," he said

Workers would be prepared to return to work if management improved its work offer to at least 11,5 percent and moved to slash job-grading categories to five from the current seven

The other unions were unavailable for comment.

# Strike at Huletts plant after unions reject offer

Nicola Jenvey

BD 14/8/97

(152)

(138)

MARITZBURG — Industrial action among 1 300 employees continued at Hulett Aluminium's manufacturing plant yesterday following the rejection of the company's offer by the major trade unions, the National Union of Metalworkers, the National Employee Trade Union and the SA Electrical Workers' Association, at a meeting held over the weekend.

The settlement offer consisted basic wage increases ranging from 9,7% to 10,5%, at the higher and lower pay levels respectively, and improvements to overtime pay and long service awards. The unions are demanding a 13% across-the-board increase.

Hulett said there was no indication yet on how extensive losses would be from the strike, which began on Monday.

Earlier this week Hulett was granted a court interdict since picketing employees had been intimidating staff and had blockaded the entrance points to the plant. The order prohibits striking workers from continuing with this action and restrains entry to the company's operational and manufacturing areas.



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# Sowetan BUSINESS

**Real power is economic**

## SAB faced by yet another strike

*Sowetan 15/8/97* (15) (19)

By Abdul Milazi

**S**outh African Breweries will be hit by yet another strike following an accusation by the Food and Allied Workers Union (Fawu) that employers negotiated in bad faith

The accusation comes after employers implemented a wage offer that was still the subject of talks

This, Fawu said, could set a bad precedent for other employers and would defeat one of the new Labour Relations Act's main goals, which was to promote collective bargaining

This turn of events had forced Fawu to go back to the streets on Monday after suspending at the last minute a strike planned for August 4

Fawu spokesman Victor Nzuza said the strike was suspended when SAB indicated that it was prepared to talk

But then Fawu was told at a special meeting on Tuesday that the brewery

### Fawu wants a 13 percent increase while the SAB is offering less

would not budge from its position

Fawu is demanding a 13 percent across-the-board wage increase, while the SAB is offering 6,5 percent and a 3,5 percent merit increase

Workers are also demanding housing subsidies. Employers maintain that whatever percentage is agreed upon in subsidies will be deducted from the 6,5 percent offer

#### Offer implemented

"In view of what they have told us, there is no point in going back to the negotiating table. The reason they gave us for their decision was that they had already implemented their offer. This action by the SAB undermines the union and the LRA," said Nzuza

The LRA does not provide for any punitive measures against employers taking unilateral decisions, but instead offers trade unions the option of going for mediation or arbitration

Strike action is a last resort.

SAB spokesman Adrian Botha said the brewery was surprised that Fawu had called for a strike, when "most workers were not in favour of such action"

He said the company's unilateral implementation of the 10 percent wage increase "was considered to be in the best interest of employees and within the parameters of the LRA"

Botha said the SAB had made contingency plans and was confident that there would be no disruption of its operations.

# SA NEWS DIGEST

LABOUR

CT (PR) 15/8/97

## About 440 workers down tools at Chromecorp plant in Rustenburg

(152) ~~(152)~~  
Chromecorp Holdings said yesterday about 440 workers, more than half of them members of the National Union of Metalworkers of South Africa (Numsa), had gone on strike at its Rustenburg Works Smelter over wages. A spokesman said production had not been affected as the plant was being manned by non-union members and the plant was running at close to full capacity.

"Negotiations between union and the company reached an impasse on the issue surrounding entry-level wages for the least skilled employees," the company said. "Following the declaration of a dispute on the issue and the inability of the parties to achieve a mutually acceptable compromise, the union has elected to engage in strike action." Chromecorp said it was pursuing "every conceivable avenue" in an attempt to normalise relations between itself, the union and the striking workforce. — *Reuter, Johannesburg*

*Agreement binds former foes to relationship building*

# Beacon and union agree to mend fences

CT (PR) 15/8/97 (152) (152)

**RAVIN MAHARAJ**

Durban — Beacon Sweets and Chocolates and the Food and Allied Workers' Union (Fawu) had committed themselves to productivity, relationship building and customer care after the end of the strike on Wednesday, the company said yesterday.

Rod le-Roux, Beacon's human resources director, said Fawu had also agreed not to embark on industrial action over issues in the agreement until May next year. If, however, problems arose in respect of these issues, an agreement reached between both parties meant there would be a process of mediation and arbitration.

The strike, which lasted six weeks, was resolved after a marathon 11-hour meeting on Wednesday. Beacon and the

union agreed to settle on a 10 per cent wage increase. This would raise the minimum basic wage from R530,63 to R583 a week.

Striking workers will return to work on Monday. The deal came after the intervention of the Commission for Conciliation, Mediation and Arbitration.

The 24-hour production process takes place through three shifts. Le Roux said the circumstances surrounding the three shifts would be reviewed. A meeting is scheduled for Tuesday next week to determine the basis of this review.

He said the strike had cost about 2 300 workers more than R8 million in lost wages. Beacon had been in a "favourable stock position" at the start of the strike and had also managed to deliver about 75 per cent of its orders.

However, local sales had been affected.

It would take at least a week before the factory was up to full production. Further stock would become available to consumers, including retail outlets, Le Roux said.

The company was "hard pressed" to meet shipping deadlines for export orders, but warehousing had run efficiently.

The period of industrial action also meant raw materials were not brought in, and this had caused a "ripple effect" among certain suppliers.

Regarding incidents of violence during the strike, Le Roux said there had been three separate shootings, but no fatalities, contrary to widespread speculation. Five assaults were reported and two arrests had been made.

# Industrial action continues at Hulett

Industrial action by 1,300 employees continued at Hulett Aluminium's manufacturing plant yesterday after the rejection of the contract offer by the major trade unions: the National Union of Metalworkers, the National Employee Trade Union and the SA Electrical Workers Association.

The company insisted yesterday that although discussions were continuing, there was no possibility of when the issues would be resolved.

The offer which consisted of basic wages ranging from 10 to 10,000 and improvements in conditions and fringe benefits.

The union is demanding a 14% increase in the basic wage.

ED 1518197 (152)



## Beacon strike ends after deal

Nicola Jenvey

**DURBAN** — The marathon six-week strike by more than 2 300 Beacon Sweets & Chocolates employees was resolved on Wednesday night after an 11-hour meeting between management and the Food and Allied Workers' Union, mediated by the Commission for Conciliation, Mediation and Arbitration.

The employees, who return to work on Monday, have lost nearly R8,5m in wages and Beacon has lost lucrative export orders. Six people were injured and intimidation was rife during the 30-day stoppage.

Beacon human resources director Rod le Roux said the factories at Jacobs and Moberi should be back to full production by next week. Issues relating to the three shifts would be reviewed after workers returned on Monday, he said.

Fawu has agreed to management's original offer of a 10% across-the-board increase, effectively raising the minimum basic wage to R583 a week.

Fawu called the protected strike on July 7 when it demanded a 12% across-the-board wage increase and 43,75 hours' pay for a 40-hour week for shift workers.

IHS has alleged in court papers that it was involved with Thebe subsidiary Vuna Health Care before Vuna entered an alliance with Sanlam subsidiary Sanlam

Court on August 26. However, the relationship between Thebe and Sanlam Health in terms of Saha was still good.

## KwaZulu-Natal police fires 30 striking officers

**DURBAN** — Thirty striking police officers had been dismissed by the SA Police Service in KwaZulu-Natal, police spokesman Bala Naidoo said yesterday

The policemen, based at Mtubatuba, were dismissed on Wednesday after striking to demand the transfer of the Mtubatuba station commander, a Capt Botha, following the discovery of human skeletal re-

BD 15/8/97 (152)  
mans at Mtubatuba police station.

Naidoo said an investigating officer had been requested to produce a report, but to date there was no substantial evidence to prompt Botha's transferral.

"Management was forced to resort to this action after dismissed members failed to heed three warnings and one ultimatum to return to work," he said — Sapa

# Cosatu will go ahead with strikes

152  
152

Sowetan 18/8/97

By Abdul Milazi

THE Congress of South African Trade Unions (Cosatu) will go ahead with its four-day mass action beginning today despite having missed the deadline to reach consensus with business on the Basic Conditions of Employment Bill.

Labour Minister Mr Tito Mboweni a week ago warned that the Bill would be withdrawn if no consensus was reached by last Friday.

He argued that there would not be enough time for it to go through the parliamentary process.

A last-ditch effort by Mboweni to facilitate a settlement between the two parties at a special meeting last Thursday failed.

Cosatu spokeswoman Ms Nowetu Mpati said "Nothing came out of the Thursday meeting and we are continuing with the mass action. If there was an agreement we would have called a special executive meeting to call off the action."

Mpati said the federation's 1.9 million members would embark on strikes in major cities, towns and industrial

areas until Thursday.

"Cosatu has maintained throughout the negotiations that while there are some improvements in working hours in so far as there is a reduction in working hours for security workers, farm workers, domestic and mining workers, the Bill makes no provision for a legislated 40-hour week," Mpati said.

"Government and business's approach on the 45 hours for mining workers, farm workers, domestic workers and security workers means that even where we thought there was a gain for such workers it has vanished into thin air."

She said Cosatu was opposed to the variation model in the Bill "in so far as it seeks to allow for downward variation of certain rights."

The wide discretionary powers given to the minister to vary employment standards, and the provision for individual employers to change the provisions of agreement with their employees, were also opposed.

The strikes will begin today in the Eastern Cape.

Strikes will be accompanied by marches to the offices of Business South Africa.

## Ture for Biko's day

By Khathu Mamalla

ALL Africa People's Revolutionary Party leader Kwame Ture, formerly known as Stokeley Carmichael, confirmed that he would attend the commemoration of the death of Black People's Convention leader Steve Biko next month.

Azanian People's Organisation president Mr Mosibudi Mangena told Sowetan yesterday that Ture, who was a leader of the United States-based Black Panther movement, would attend the event which will be held in Ginsberg in the Eastern Cape.

"He is very excited," he said.

# Taiwanese clothing firms hit by strikes

ET (OR) 18/8/97

(152)

STAFF REPORTER

Durban — Striking workers at three Taiwanese-owned clothing factories in Botshabelo in the Free State were involved in a wage dispute with management, the South African Clothing and Textile Workers' Union (Sactwu), said at the weekend.

Jabu Ngcobo, the general secretary of Sactwu, said 110 workers from Fu Cheng Plastic Footwear, Hsin Chu Manufacturing and Sunny Bag had been on a protected legal strike since July 3

The striking workers were demanding a minimum wage of R100 a week from the current R34 a week. Ngcobo said the strikers worked 12 hours a day and seven days a week for these wages

"Such disgusting wages are totally unacceptable to Sactwu and the country as a whole," Ngcobo said. "We call upon these

employers to settle the strike immediately by giving our members their reasonable demand of R100 and at least a maximum of R150 per week."

He said Sactwu had enlisted the intervention of the embassy of Taiwan, the department of trade and industry, the State Development Corporation and the Free State economic affairs MEC in an attempt to put pressure on the employers.

"We want to see those employers treating their workers like human beings," Ngcobo said. "Taiwanese employers in most parts of the country, particularly the former homelands, have a very bad reputation of exploiting workers

"It is now time they convinced us that they are here to help provide jobs, not just to make huge profits by exploiting workers."

The factory owners could not be reached for comment.



# Inappropriate action 'knocks SA'

Lucia Mutikani

FREQUENT and threatened strikes arising from "inappropriate" union action and demands affect SA's business productivity and international investment badly, says Moregro chairman Clas Daun in his company review of the 1997 financial year.

The country had in recent months been rocked by a wave of strikes for better wages and working conditions, and labour body Cosatu had also carried out and threatened a series of strikes to voice its dissatisfaction with the Basic Conditions of Employment Bill, said Daun.

Confusing and often ill-considered legislation being introduced at all levels of government, often with minimal, if any, consultation with representative business, private and opposition interests, unfortunately leads one to ponder on whether the government will inadvertently emulate its predecessor in allowing the entrenchment of its power base to supersede

the application of proven principles of good government."

Moregro, which owns Morkels, Total-sports, Logans Sportsman's Warehouse and Bergers, reported an increase in earnings a share of 30,6% to 60,2c.

Daun said if there was no dramatic change in the short to medium term, it could exacerbate SA's escalating brain drain problem, depriving the country of even more of the skilled people essential for building a successful future.

## Pressure

"We trust that sufficient pressure can be brought to bear on government to respond by implementing urgent remedial action to restore local and international confidence in our country's ability to earn its place among the successful nations of the world."

Daun also attacked government's slow progress in its pursuit of its economic objectives, saying that although political

freedom had been achieved, the better life it had promised to all SA's citizens had not materialised.

Regarding the group's future prospects, he said consumer confidence was at a low ebb, and the degree to which consumers were lured into over-committing to debt through the introduction of easy access to new credit options over the past few years had seriously diminished capacity to spend.

He said it was doubtful whether the upturn in demand forecast for the second half of this year would materialise.

However, analysts said the retail sector, under which the group falls, had significantly picked up in the past months, spurred on by prospects of an interest rate cut. They said the sector's prosperity was expected to continue until the end of the year, possibly extending to next year, a situation which they said could strengthen the results of many retail companies, particularly those with a heavy presence in the food and grocery division.

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(152)

# Strike affects production at SA Breweries

By ADAM COOKE

The production of beer came to a virtual standstill yesterday as more than 3 000 Food and Allied Workers' Union members went on strike at SA Breweries centres country-wide.

While SAB spokesman Adrian Botha said yesterday the strike had little support among workers, Fawu claimed

in a strike ballot last week that more than 67% of workers had voted for the strike.

Botha said SAB was surprised at the strike action because there was not majority support for the industrial action: "As a result of this lack of support we are also deeply concerned about the possibility of intimidation against SAB people who want to exercise their democratic right to

work," he said.

Fawu suspended its planned strike last week after nearly three months of negotiations had led to a compromise position. The union's new demand was for an 11,5% increase - from 13% earlier - with 9% guaranteed on salaries and 2,5% for performance-related pay. SAB has gone ahead and implemented its offer of a 10% increase for

weekly paid workers.

Botha said the wage package, which guarantees a minimum monthly wage of R2 802 excluding allowances and bonuses, was "effectively one of the best in the South African industry".

Fawu spokesman Victor Nzuza said SAB had failed to move from its 10% offer and left the union with no option but to strike.

Star 19/8/97 (152)

18 Jan 19/8/97  
**'Overworked'**

# black officers want to strike

(152) (251)  
Boksburg's black traffic officers have threatened to strike tomorrow in protest over their working hours.

The Vosloorus branch of the Municipal Education, Safety and Health Allied Workers' Union (Meshawu) believes that only black traffic officers are being targeted to work 45 hours a week, as opposed to their white colleagues who are claimed to work 40 hours.

Meshawu East Rand chairman Simphiwe Mviko issued an ultimatum to Greater Boksburg traffic management that if the problem was not sorted out, union members would strike.

But Nic Swanepoel, director of community safety in Boksburg, said the council had not received an ultimatum and that all traffic inspectors who had been with the council for three years or less were required to work a 45-hour week.

"All new traffic inspectors and anyone being promoted has to abide by the new contract," Swanepoel said.

Talks to avert the strike are under way. - City Reporter

# SAB beer division strike drawing strong support, says Fawu official

ARG 19/8/97 week

(15) (15)

BUSINESS REPORTER

The Food and Allied Workers' Union (Fawu) said 85% of South African Breweries' (SAB) beer division workers had gone out on strike yesterday.

"The response has been an overwhelming 'yes' for the strike.

"By our estimations, we think that about 85% of workers nationally, did not go to work," Fawu national negotiator Victor Nzuza

Fawu and SAB have been locked in wage negotiations for the past two months, but have failed to reach a settlement

The union first demanded a 13% wage increase, the scrapping of performance related pay, which it said was biased towards its members, a housing subsidy and the introduction of a 40-hour working

It revised its demands last week and called for a 11,5% wage increase.

The union also said it was prepared to discuss proposals on the performance related pay.

Mr Nzuza said SAB had refused to budge on its 10% wage offer despite Fawu's revised demands.

SAB spokesman Adrian Botha said yesterday that most workers were not in favour of the strike. About 45% of workers had voted in favour of striking during a ballot held by Fawu last week

He could not say how many workers had heeded the strike call yesterday.

"As a result of this lack of support we are also deeply concerned about the possibility of intimidation against those SAB people who want to exercise their democratic right to work, and that Fawu will enforce discipline and control," Mr Botha said



# Eastern Cape workers heed strike call

Reneé Grawitzky

THE Eastern Cape was badly hit by trade union federation Cosatu's 24-hour strike yesterday in support of demands on the Basic Conditions of Employment Bill, with 80% of workers heeding the call, employer organisations said.

As the regional strikes move to KwaZulu-Natal and Mpumalanga today there is growing speculation that Cosatu's special executive committee might on Thursday be forced to accept a compromise deal to break the deadlock. At the same time concern was expressed within Cosatu ranks that worker power was being misused by the continued call for strike action.

A labour source said the matter would be resolved one way or another as there was concern that the bill would not be tabled in Parliament at all. Although Cosatu was adamant

about four months' paid maternity leave and a commitment to a 40-hour week, a compromise could be found. However, the major stumbling block was on the variation of standards.

A source close to the process said the variation model was at the heart of the bill and if this was not included "we can live with" the law as it is.

Port Elizabeth Regional Chamber of Commerce and Industry CEO Kevin Wakeford said about 90% of Cosatu-affiliated workers in Port Elizabeth-Uitenhage did not go to work yesterday. Between 20% and 30% of workers in the area were not Cosatu members.

Cosatu said more than 95% of workers participated in the action. The high level of support "sends a clear message to business that workers are willing to go out in support of their demands and this will continue to happen unless employers change their attitudes".

Business SA negotiator Adrian du

Plessis said talks with Cosatu stopped weeks ago at the federation's insistence and positions on both sides could be reviewed only if talks resumed. "That must be the urgent priority and the only way to settle the dispute".

The chamber estimated the stay-away could result in R117,1m in lost turnover and R23,6m in lost wages.

A chamber snap survey found that motor manufacturers and their suppliers were affected, as were the engineering, tyre and clothing sectors. Buses and taxis did not operate.

Afrikaanse Handelsinstituut spokesman Manuel de Silva said a large number of its members were affected in the urban areas.

Chamber president Chris Steenkamp said the strike was inappropriate and damaging to the local economy. He said the region had been affected by more than 1 000 retrenchments while unemployment rose 7% in January.

# Production not hit by strike — SAB

(152)  
Reneé Grawitzky

BD 1918/97

SA BREWERIES yesterday denied claims that the countrywide wage strike staged by Food and Allied Workers' Union (Fawu) members had affected its production and distribution.

The strike was supposed to start on August 4 but was postponed pending the outcome of discussions to break an impasse over wages, work hours, performance-related pay and housing.

SAB said the start of the strike had been haphazard and there was confusion about whether the strike was on.

Fawu spokesman Victor Nzuza said close to 3 000 members were taking part in the strike and management was trying to create confusion among workers.

Major operations in Gauteng, Pretoria and Cape Town were affected, he said.

SAB spokesman Adrian Botha said there was half-hearted support for the strike, with no production losses. Some plants were unaffected. The dispute revolved around the union's demand for a 13% increase. The company had implemented a 10% across-the-board increase.





Thousands of Congress of South African Trade Union (Cosatu) members yesterday marched through a street in Durban protesting against the draft Basic Conditions of Employment Bill. Many companies were hit hard as workers stayed away from work to heed Cosatu's call for a 24-hour strike.

PIC MASTER MOSUNKUTU

# Strike keeps rolling

## Thousands heed Cosatu's call to stay away from work

By Mbulelo Baloyi and Sapa

**T**HOUSANDS of workers in KwaZulu-Natal yesterday heeded a stayaway call to back the Congress of South African Trade Unions' week-long rolling mass action aimed at forcing changes to draft workplace legislation.

In the Eastern Cape thousands of workers yesterday heeded the Cosatu call, bringing many businesses in the province to a standstill.

And in the Western Cape, bus services to and from Cape Town's black townships are expected to be disrupted from this morning and tomorrow because of the participation of some of its staff in the 24-hour Cosatu strike. Golden Arrow Bus Services announced yesterday

Company general manager Hannes Grebe said yesterday other services would operate as usual with only minor changes due to the support of the majority union, the Transport and Omnibus Workers Union.

Cosatu is demanding a 40-hour week and six months' maternity leave. The giant labour federation is also demanding changes to the draft Basic Conditions of Employment Bill.

Labour Minister Mr Tito Mboweni is scheduled to table the Bill in Parliament on September 15.

Cosatu KwaZulu-Natal secretary Mr Paulos Ngcobo told workers at Durban's Curries Fountain that the labour federation would not renege on their campaign for better working conditions.

"For the working people of South

Africa, the struggle for decent living and humane working conditions is far from over," Ngcobo said.

Cosatu deputy president Ms Connie September also told workers that the labour federation would not apologise for their week-long mass action.

### Occupy the streets

"This mass action is sending a clear message to the employers that unless they settle with us (on the draft workplace legislation), we will continue to occupy the streets of South Africa."

September also lambasted the hypocrisy of South African employers who were always at the ready to "wave the flag" for the victorious Bafana Bafana.

"We want them to translate that

patriotism into getting rid of apartheid in the workplace," September said.

She also cautioned the African National Congress led Government that it must not be dissuaded by people who would not vote for them.

"We, as the working people of this country, have put you in power and do not be scared by those who say, by giving workers a 40-hour week, you will scare the investors away."

She said workers would not wait until South Africa hosted the Olympics to enjoy favourable working conditions.

"We want the 40-hour week and the six months' maternity leave now," said September to applause.

Cosatu members then marched to the steps of the Durban City Hall where they handed a memorandum to

a Durban Chamber of Industry and Commerce representative, Mr Neil McGregor.

The chamber reported 60 percent worker absenteeism in the Greater Durban area. Other marches were held in Pietermaritzburg, Port Shepstone, Empangeni, Newcastle and Isithebe.

Police reported sporadic incidents of stone-throwing in Umlazi outside Durban. Most of the schools in the province's townships were closed.

About 90 percent of Cosatu-affiliated workers in the Port Elizabeth and Uitenhage areas stayed away from work, which cost them R23,6 million in wages and businesses R117,1 million in turnover, said chief executive of the Port Elizabeth Chamber of Commerce Mr Kevin Wakeford.

(152) ~~152~~  
Sowetan 20/8/97

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# Strike won't affect beer brewing - SAB

THABO MABASO  
BUSINESS REPORTER

(152)  
ARG 20/8/97

South African Breweries (SAB) has downplayed the effects on production of the ongoing wage strike by members of the Food and Allied Workers' Union (Fawu), and says it will be able to maintain beer levels.

SAB spokesman Adrian Botha said it seemed that the strike was well supported by weekly paid workers but that there had not been a significant turnout by monthly salaried employees.

"We haven't been affected by the strike at all and production has gone on smoothly," he said.

Weekly paid workers comprised about half the 3 000 workers employed in SAB's beer division, he said.

Fawu called on its workers to strike in support of demands for an 11,5% wage increase and the adaptation of the current performance related pay.

SAB has implemented a 10% wage increase.

The union's co-ordinator for SAB in the Western Cape, Neville Maphanga, denied the strike was not being well supported.

Over 300 workers at SAB's Newlands brewery, which employs over 400 people, were on strike.





In protest: some of the thousands of Cosatu members who took to Cape Town streets in support of demands to adjust the Basic Conditions of Employment Bill

# Cosatu claims a big

## stayaway in W Cape

JOSEPH ARAMES AND THABO MABASO  
SAB REPORTERS

ARCA 20/8/97 (152)

The Congress of South African Trade Unions said about 90% of its members in the Western Cape heeded the call for a 24-hour strike today, but employer organisations denied this.

Cosatu regional secretary-general Tony Ehrenreich told the Cape Argus most of the workers who stayed away from work were in food, engineering and clothing.

This morning thousands of workers, members and supporters of Cosatu brought traffic to a standstill in Cape Town city centre when they marched to the Spun Street offices of Business South Africa.

They were joined by Cosatu general secretary Sam Shilowa.

From early morning the workers gathered on the Grand Parade and in Darling Street to show their support for Cosatu's demand for a 40 hour working week and six months' maternity leave to be included in the controversial Basic Conditions of Employment Bill, which will be tabled in Parliament next month.

Police had cordoned off the pavement in front of Business South Africa's offices and lined the street in full anti-riot gear.

The striking workers were addressed by union leaders affiliated to Cosatu.

Mr Ehrenreich said it was difficult to put a figure on the number of workers taking industrial action, but he was certain today's strike was a lot more successful than the one on June 2.

Cosatu would be able to give a definite figure at the end of the day.

Cape Clothing Manufacturers' Association chairman Johann Baard said there seemed to be an average worker attendance of 70 to 80% in the industry.

Johan van Wyk, a spokesman for Atlantis Diesel Engines, which employs about 3 000, said there was close to 80% turnout at the factory this morning. "Right now it appears that between 20 and 25% of workers are on strike."

Cape Town's port captain, John Woodend, said he had had no notice of mass stay-aways. Cape Town harbour is one of the strongholds of the Cosatu-affiliated SA Railway and Harbour Workers Union.

René Grawitzky

A STRIKE by thousands of Food and Allied Workers' Union (Fawu) members at SA Breweries (SAB) enters its third day today with management claiming that threats of intimidation have arisen.

Fawu spokesman Victor Nzuza said yesterday he was unaware of any threats of intimidation. The union planned to march on SAB offices in Cape Town and Johannesburg on Friday. He said there were no

# SAB accuses union of threats

BD 20/8/97

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indications at this point of any meetings between the parties.

SAB spokesman Adri-an Botha said the majority of monthly paid workers had not heeded the strike call, while more than 3 000 weekly paid workers were taking part in the strike SAB employs about 8 000 people countrywide. The strike revolves around the union's de-

mand for a 13% increase, which was revised down to 11,5% with the company having already implemented a 10% increase.

A major stumbling block in the dispute related to the company's attempt to introduce performance-related pay across the board. The union believed a performance-based system was discriminatory and racially skewed.

Meanwhile, the wage strike by National Union of Metalworkers of SA (Numsa) members continues at Tongaat Hulett plants in Elandsfontein and Maritzburg. The union said employers showed no sign of changing from their "intransigent behaviour".

Nissan also faced action by Numsa members, who marched on the company's Sandton head office yesterday. The marchers demanded that Nissan come clean on its short-time arrangements and the lay-off of hundreds of workers.

The union's deputy general secretary Peter Dantjie said that it was time Nissan management negotiated shop floor restructuring with workers before implementing changes.

There was also no clarity on company strategy. At one point the company indicated it would suspend the production of the Uno line and workers were told they would be working short time. The union had offered to "share the pain" and made some proposals which were ignored by the company. Workers were then asked to return to work. Because of this lack of co-ordination, the union wanted certain commitments from the company until December



# '60% of workers' in KwaZulu-Natal heed strike call

BD 20/8/97

Reneé Grawitzky

SIXTY percent of workers in KwaZulu-Natal heeded the Congress of SA Trade Unions' (Cosatu's) call for a 24-hour strike yesterday to back demands on the Basic Conditions of Employment Bill, business organisations estimated. Workers in Mpumalanga also stayed away.

Sapa reports that buses in Umlazi township south of Durban were stoned while two taxis were set alight. Marchers gathered at the Curries Fountain sports ground from where they marched peacefully through the city centre to the city hall.

Cosatu vice-president Connie September handed a memorandum of the federation's grievances to Business SA representative Neil MacGregor.

MacGregor said he would take the memorandum to the Durban Chamber of Commerce and other stakeholders who would discuss it as a matter of urgency.

MacGregor said businesses in the Durban area had recorded an estimated 60% stayaway.

The Durban Chamber of Commerce and Industry said a survey showed major sectors including engineering, vehicle manu-

facturing, sugar and textiles were affected by the 24-hour strike. However, the turnout at marches did not reflect the number of workers who stayed away.

Employer organisations reported that the strike in Mpumalanga was not nearly as effective as that in the Eastern Cape on Monday. Cosatu estimated that close to 20 000 workers in the province participated in various marches and rallies.

Employer bodies indicated that in the major towns of Secunda, Nelspruit, Middelburg and Standerton, the larger national employers were affected while small employers remained unaffected.

Cosatu's Eastern Cape region said the success of Monday's strike action in the region was because people were becoming frustrated and angry that no solution had yet been reached.

Cosatu's KwaZulu-Natal secretary Paulus Ngcobo made an appeal to employers to come to the table to negotiate.

Ngcobo said business was concerned about the alliance partners meeting to try reach consensus on the bill. Business, he said, believed Cosatu and the ANC were ganging up against it. However, he said, the reality was that the parties were meeting to try and find an amicable political solution.

Cosatu would meet business if it was prepared to negotiate in good faith and change its position, he said.

At the same time Cosatu leaders denied speculation in the media that a deal was in the offing. Cosatu said such claims were merely an attempt to confuse workers.

Bus services to and from Cape Town's black townships were expected to be disrupted today as the rolling regional 24-hour strikes moved to the West Cape region.

ECON reports that Cosatu leaders said they would wait for business reaction to the strikes before considering whether more drastic measures were needed.

# Gauteng govt steps in to save councils on verge of collapse

BY MATTHEW BURROUGHS  
AND CELIA RUSSELL

The Gauteng government is to step in and bail out local councils which are on the "verge of complete collapse" and amalgamate those which have proved to be "non-viable".

In a statement after a cabinet meeting yesterday, the government admitted for the first time that the Greater Johannesburg council was in financial trouble. Among the steps it announced is an investigation into the council's financial position.

It said the council was struggling to pay its bills and a team had been established to find out why it was a financial failure.

It also allocated an amount of R62,1-million to assist local authorities in the provision of infrastructure.

Among the provincial government's plans are

- The amalgamation of the Cullinan and Bronkhorstspuit councils into the Pretoria metropolitan council.
- The incorporation of the Vereeniging/Kopanong council into the Vaal metropolitan council.

■ The introduction of proper financial-reporting systems to councils.

■ The introduction of private/public sector partnerships in the rendering of services.

■ The sale of assets which are not crucial to the authorities.

The plans have drawn widespread condemnation.

Greater Johannesburg chairman of the finance committee, Eugene Robson, admitted the council was in crisis, but said this did not mean the local authority was about to collapse.

"It is serious ... but we have

already put in a number of measures to improve the financial position," he said.

He said the financial crisis was due to a number of factors, including the inheritance of the old Johannesburg municipality. These factors had resulted in the council having to honour lease agreements for obsolete computer equipment and "wasteful and unnecessarily expensive" conditions of service for staff which were developed before the 1995 local government election.

Greater Johannesburg has also had to bear the financial

commitments of the black, coloured and Indian townships in the face of shrinking inter-governmental grants.

Poor credit control practice built up in both the formerly white and the black areas. While the perception is that it was township dwellers who were responsible for the culture of non-payment lack of credit control in the old Johannesburg led to viable businesses not paying for rates and services, Robson said.

► Gauteng praised

## Parliament okays defence spending

Cape Town - Parliament yesterday approved proposals which could see the navy revamped with corvettes and submarines.

"Parliament's seal of approval gives the basis to begin to explore possible armaments purchases, on the best available terms," Defence Minister Joe Modise told legislators who endorsed a wide-ranging review of South Africa's defence needs.

Parliament's acceptance of the proposal for a core defence force marks a victory for Modise, who believes military spending cuts have decimated the armed services - Reuters

## Trains cancelled, thousands stranded as Cosatu strike bites

BY SHIRLEY WOODGATE  
AND MORRIS CHANDLER

Bus and train services were disrupted in Johannesburg and Pretoria this morning - with thousands of commuters left stranded as thousands of workers joined the Congress of South African Trade Unions' (Cosatu) general strike.

Johannesburg Metrorail spokesman Buntu Pitsane said 23 trains used to transport passengers daily were cancelled up to 6am after guards belonging to the two unions - the SA Railways and Harbours Workers' Union and the Nacra affil-

iated Black Trade Union (Bantu) failed to turn up for work.

Most of the affected trains were in Soweto and she estimated the number of commuters was down to 75%.

Pretoria spokesman Hani Matheya said although trains were running normally, it appeared the number of commuters was down to 60% or 70% at peak hour.

Pitco managing director Michael Oldham said buses were running "fairly normally" with the exception of some services. He estimated the bus company was running at 85% of its usual capacity.

No vehicles were able to get through in the Ekandustria area north east of Pretoria where the road had been blocked, he said.

A march was planned on the offices of Labour Minister Tito Mboweni today.

Sapa reports that thousands of workers staged a one-day strike in three provinces yesterday, the third day of action called by Cosatu in support of demands for changes to basic working conditions.

Northern Cape and Free State were hardest hit but the impact in the Western Cape was less than expected.

Cosatu claimed that more than 130 000 workers heeded the strike call in the three provinces. Similar strikes were staged in the Eastern Cape and KwaZulu Natal on Monday and Tuesday.

Cosatu is demanding a number of changes to the Basic Conditions of Employment Bill, due to be debated by parliament soon.

Union demands include six months' maternity leave of which at least four months must be paid, age 16 as the bottom line for the employment of children, and a 40-hour week phased in over five years.





The National Union of Metalworkers of South Africa (Numsa) has called on all its members to join the metal industry's bargaining council to enhance the union's bargaining strength.

# Prolonged strike tests the new LRA

*(BB) (152)*  
*Sowetan 21/8/97*  
In the past big companies outmanoeuvred the unions

By Abdul Milazi

**T**HE nine-day strike by metal workers at Hulle's Aluminium could prove crucial to future relationships between workers and employers as it was the first action to test the new Labour Relations Act's central bargaining provision, labour experts said yesterday.

The experts said the strike by about 1 000 members of the National Union of Metalworkers of South Africa (Numsa) at Hulle's Maritzburg and Elandsfontein plants was unique in that it was aimed at forcing the company to join the metal industry's bargaining council as opposed to merely demanding wage increases.

The action forms part of Numsa's campaign to bring 12 metal companies,

who currently have individual agreements with workers, to the central bargaining forum by the end of next year.

Industrial relations expert Donald Ferreira said before the promulgation of the LRA, strike action was restricted

## New LRA

Ferreira said the new LRA allowed workers to embark on a strike in support of centralised bargaining, and this had not been put to the test until now.

He said big companies had systematically bought their way out of the industry's main agreements by offering better wage packages while the rest of the industry was still locked in talks with unions.

Numsa's national bargaining council resolved in April this year that all companies who were not part of the

industry's bargaining council should be roped in to the central industry negotiating forum.

Numsa spokesman Dumisa Ntuli said "We tried to do that many years ago, but workers in those companies were reluctant because they had won better deals at plant level."

He argued that having separate agreements with individual companies weakened the union's bargaining muscle and complicated wage talks.

"Every time the union comes up with a national position, we are forced to modify our demands to suit each company."

Dumisa said most of the big metal companies were not part of the industrial bargaining council, while others wanted to be exempted for financial reasons.

# Cosatu strikes force the issue

*Sowetan 21/8/97*

PRESSURE on the Government and business to give in to demands by the Congress of SA Trade Unions for changes to the Basic Conditions of Employment Bill mounted yesterday as thousands of workers in three provinces joined in a series of regional strikes

Businesses in the Northern Cape and the Free State were hard hit by the 24-hour stayaway, but its impact in the Western Cape was less than expected, said Mr Charl Adams, human resources manager for the Western Province Chamber of Commerce and Industry

Cosatu claimed upwards of 130 000 of its affiliates' members heeded the strike call in the three provinces

Adams said that absenteeism was, on average, about 25 percent of the workforce in the Western Cape

Commerce was not affected, while between five and 15 percent of clothing industry workers and 15 percent of engineering sector workers had stayed away, he said. Large and medium-sized factories surveyed reported between zero and 70 percent absenteeism

A Cosatu affiliate, the SA Clothing and Textile Workers Union, said it had surveyed 239 factories in the Western Cape employing 45 937 workers, of which 67 percent supported the strike

Cosatu said 30 000 workers had joined in the action in central Cape

Town and a further 5 000 workers on night shift were expected not to attend work. Thousands of Cosatu members held a march in central Cape Town

A memorandum of demands was presented to a representative of Business South Africa (BSA) by Cosatu general secretary Sam Shilowa outside the organisation's offices in Church Square

Marches were also staged in a number of towns in the Boland and on the West Coast

Cosatu's demands in terms of the Bill include six months maternity leave, of which at least four months must be paid, 16 years as the threshold for the employment of children, and a 40-hour week phased in over five years

Cosatu said it remained committed to negotiations should BSA have the courage to revise its position

Addressing the huge crowd in front of BSA's premises, SA Communist Party organiser Philip Dexter said organised business was making big profits

"We in the SACP believe there is nothing that can stop you," said Dexter

"We want the same life for our workers that work in America and Germany enjoy," he said

Cosatu has planned strikes in Gauteng, the North West and the Northern Province for today - Sapa

# Strike intimidation slated

By Abdul Milazi

INTIMIDATION at health institutions during the public sector strike last week highlighted the extent to which the right to freedom of association is flouted on the shop floor

This is the view of the Hospital Personnel Trade Union of SA (Hospersa), whose members have subsequently protested against alleged intimidation by members of the National Health, Education and Allied Workers' Union (Nehawu)

The Department of Health has also threatened to take legal action against the striking Nehawu members for their involvement in "intimidation hostage-taking and damage to property"

*Sowetan Business* was inundated with calls from health personnel from Coronation, Chris Hanu Baragwanath and Helen Joseph hospitals, who claimed they were assaulted and physically prevented from doing their job

Further incidents of intimidation were reported during the wage strike by the Food and Allied Workers' Union (Fawu) at Beacon Sweets, where workers who refused to join the strike were prevented from entering company premises

Labour experts say this has been an ongoing trend since the early 1970s, when people who refused to take part in community protest actions were labelled "sell-outs" and punished

## Apartheid era

Gavin Weiner of Weiner-Campanella says intimidation was used during the apartheid era as a weapon to ensure whatever action being undertaken would get the required support

"People were ruled by fear by the their government. As a result, organisations would not get enough support if they relied only on voluntary participation," says Weiner

Hospersa Gauteng secretary

Manfred Rothballer says intimidation must be condemned because it undermines the Constitution

United People's Union of South Africa national organiser Ashley Shezi says workers have to adapt to the new changes to allow everyone to enjoy the rights offered by the new Constitution

National Union of Metalworkers of South Africa (Numsa) spokesman Dumisa Ntuli says the issue of intimidation during strikes is a serious one, and must be addressed by the labour movement in general

"It will not be easy, but trade unions will have to try Political education of members would be the first step," he says

National Union of Mineworkers (NUM) spokesman Ben Molapo says bad elements can be found in any strike action, and they are difficult to control

"When emotions are high it is easy for any person to start an action that might lead to violence"



WORKERS MARCH IN CAPE TOWN

# Effects of strike disputed

CT 21/8/97

(152)

**TRADE UNIONISTS** and workforce leaders disagree with Cape businesses about whether yesterday's Cosatu-called strike caused mass disruption, reports **LINDIZ VAN ZILLA**.

**T**HE Congress of South African Trade Unions (Cosatu) — backed by almost 10 000 striking Cape Town workers — hammered home its demands regarding the controversial Basic Conditions of Employment Bill yesterday.

But while Cosatu labelled yesterday's strike a success, claiming a 60-100% stayaway in the Western Cape, the influential Cape Chamber of Commerce and Industry (CCCI) dismissed the effect of the stayaway as "negligible".

"The impact was definitely not as widespread as had been anticipated," said human resources manager of the CCCI Mr Charl Adams. He estimated the cost of the stayaway at about R20 million for the Western Cape.

Adams said only about 25% of the province's workforce had responded to Cosatu's call for a stayaway. The traditionally powerful clothing industry had recorded a negligible stayaway figure of 5-10%, he said.

However, trade unionists and clothing industry workforce leaders said the strike had caused mass disruption.

The South African Clothing and Textile Workers' Union (Sactu) said an estimated 4 000 of Epping Industries' 4 600 Sactwu members had stayed away.

Overall, Sactwu said 26 782 union members, out of a total of about 39 000, supported the stay-away action. This represented a stayaway figure of 68%.

Yesterday's strike formed part of Cosatu's national 24-hour stay-away campaign to force employers to accept their demands about working conditions.

Similar Cosatu-called strikes were organised in the Eastern Cape on Monday and Kwa-Zulu Natal on Tuesday, and the Gauteng leg of the strike is set for today.

Early yesterday, thousands of Cosatu members were bused in to the Grand Parade from townships to take part in a mass march in the city centre.



**WARNING:** Sam Shilowa

Watched over by a large contingent of uniformed riot police, the banner-waving crowd marched from the Grand Parade up Adderley Street to the Church Square offices of Business South Africa (BSA).

Cosatu general-secretary Mr Sam Shilowa said there had been fears that workers were weary of mass action and would not respond to the call to strike, but this had been allayed by yesterday's turnout.

Shilowa told the crowd that BSA must be made aware that

workers meant business

He handed a memorandum of grievances to a BSA representative.

Cosatu's demands include

- A 40-hour week phased in over a period of not more than five years
- Six months' maternity leave, of which at least four months must be paid
- Sixteen years as the threshold for employing children

Shilowa also warned that any attempts by BSA to take the Cosatu leadership or members to court would not be tolerated.

He said: "If you are taking Cosatu to court, you are not taking me to court, you are taking the workers to court."

Shilowa said that in the event of court action, Cosatu members would think up "creative" ways to go to court.

"If they take us to court we will descend on the courts en masse."

Another speaker added that threats of litigation would not lead to resolution of the impasse, but to its escalation.

In the memorandum Cosatu said it remained committed to negotiations should the BSA have the courage to revise its position



# Unions and employers in dispute on strike support

## Cosatu claims 80% and chamber 50%

HABO MABASO  
BUSINESS REPORTER

Yesterday's one-day regional strike by the Congress of South African Trade Unions (Cosatu) has led to a dispute between the labour movement and business in the Western Cape over how many workers heeded the call.

Cosatu regional secretary general Tony Ehrenreich told the Cape Argus that the strike was supported by about 80% of the Western Cape's 280 000 unionised workers. He played down business' claim that the strike was a failure.

"They have their view and numbers, which are very conservative, and we have ours," Mr Ehrenreich said.

Cape Chamber of Commerce and Industry spokesman Charl Adams told the Cape Argus that just over 50% of the province's workforce downed tools yesterday, with the steel and engineering industry the most affected.

Mr Adams said the clothing industry, which, with more than 45 000 employees, is the biggest employer in the province, saw absenteeism levels dip to between 5% and 15% from previous highs.

"It was a patchy strike. The impact was not as widespread as some had predicted," Mr Adams said.

When Cosatu called a strike on June 2, the clothing and textile industries polled the highest number of workers who stayed at home. Cosatu and business estimates then ranged between 60% and 75%.

The South African Clothing and Textile Workers Union (Sactwu) described yesterday's strike as one of the most widespread. The union said its survey showed that in the Epping industrial area 90% of its members took part.

Sactwu also recorded a 95% turnout by members in the Atlantis area.

Some of the factories affected included Salt River-based Pals Clothing, which polled a 75% turnout, with 100% striking at

Hextex and Bergriver Textiles

"In most cases workers did not report for work at 7am, but some companies closed during the morning after the first tea break," a Sactwu spokesman said.

The Western Cape's deputy director of labour relations in the Department of Health, Derrick Apollis, said hospitals, which are mostly staffed by members of the Cosatu-affiliated National Education, Health and Allied Workers Unions (Nehawu), were not affected by the strike.

"We had no disruptions at all. Services were running normally at all our institutions," he said.

The strike was part of rolling mass action called by Cosatu in support of its demands for changes to the Basic Conditions of Employment Bill.

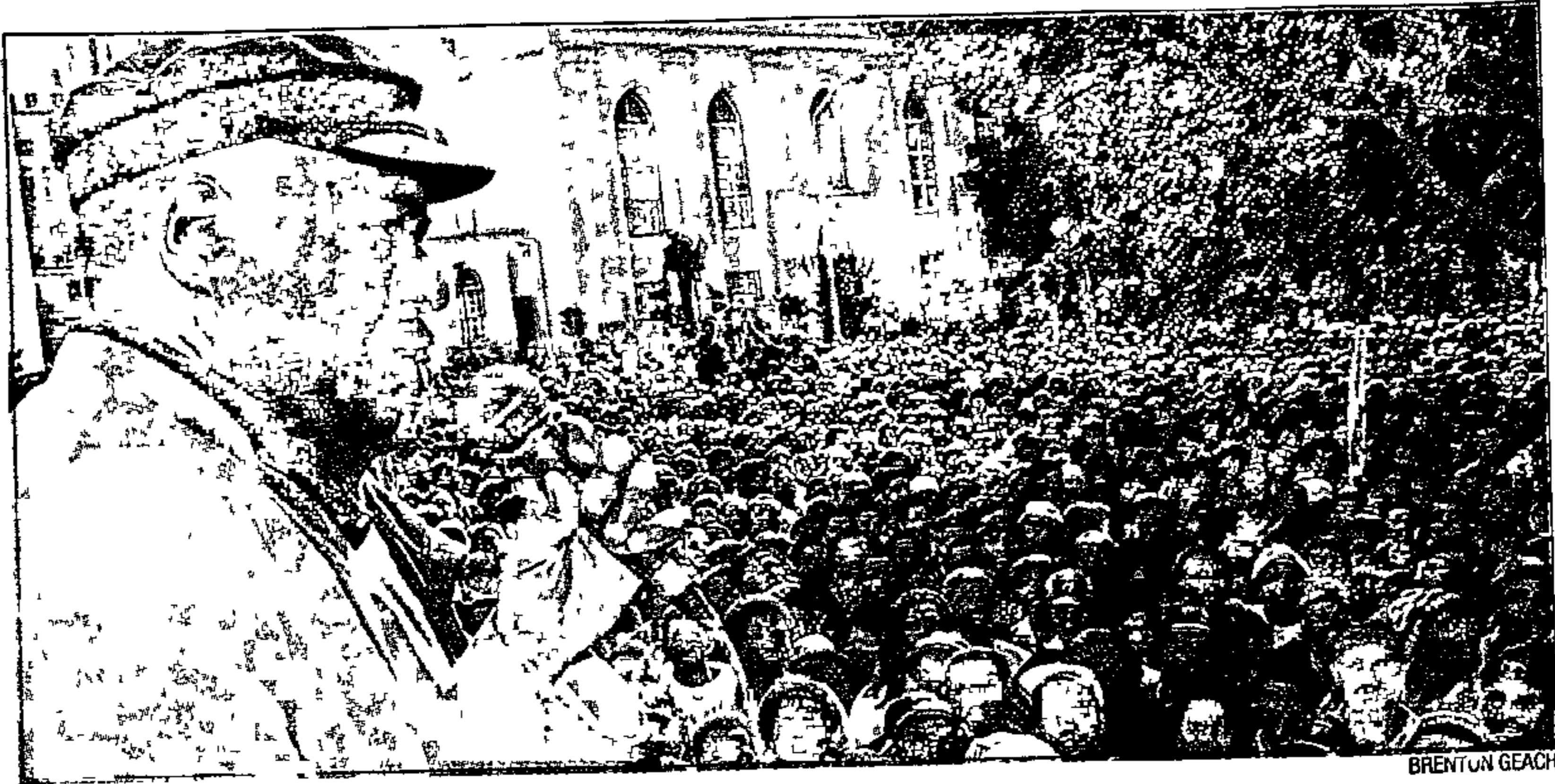
Minister of Labour Tito Mboweni has warned that if agreement is not reached on the Bill in time for it to go before parliament this year, the proposed legislation could "wither away".



Show of strength: Cosatu members march to the offices of Business South Africa in the city to press their demands for changes to employment legislation

BRENTON GEACH





BRENTON GEACH

Strike talk: Cosatu general secretary Sam Shilowa addresses thousands of protesting workers gathered on Church Square

# Women lead battle for maternity leave

*Female strikers halt rag trade*

JOSEPH ARANES AND JERMAINE CRAIG  
STAFF REPORTERS

A majority of the workers who took to the streets for yesterday's Cosatu march were women - many of them seeing the demand for six months' maternity leave as their personal battle.

While fully supportive of the union federation's other demands for inclusion in the Basic Conditions of Employment Bill, many of the women marchers felt the maternity leave issue was fully justifiable given their long, hard hours in factories.

Most clothing factories, which employ mainly women, were paralysed yesterday. Big factories reported 75% to 100% absenteeism among Cosatu-affiliated employees.

Rayhana Adams, a machinist at the Peter Blond clothing factory, was one of those who supported the strike yesterday "to show employers that we strongly support the call for six months' maternity leave".

"At least as mothers we can be at home with our babies at the most important time of their lives. We do not want to leave our

children when they are that young. It will also cause less absenteeism, as mothers take off work to look after their children," said Mrs Adams.

Another marcher, Solomazi Buzani, a cleaner at the Khayelitsha Day Hospital, felt six months' maternity leave was just reward for the long hours women put in at the workplace.

"My role here was to come and complain. As a mother, I support the six-month maternity period. Workers work very hard. When we deliver we need to rest properly before starting to work again," said Mrs Buzani.

Commenting on the importance of Cosatu's mass action, the federation's secretary-general, Sam Shilowa, said Business South Africa's objections had nothing to do with affordability, but were aimed at preserving apartheid-era legislation in the workplace.

Cosatu's demands include a 40-hour working week, double pay for Sundays and a minimum working age of 16 years.

"For most of our history legislation was made not to support workers and the people of this country. It was made to say how

can we make apartheid better. We are here to say apartheid legislation will end in the workplace," said Mr Shilowa.

He said media reports that Cosatu was close to a settlement on the bill were meant to "sow division and confusion among workers".

"Our mandate to negotiate comes from you, the workers. That mandate to settle will come from you, the workers."

He was pleased with the response to the call for mass action, saying there had been fears that workers were "mass action-weary and were not going to respond".

"We have had good responses nationwide both in terms of the attendance at marches and the strike. This is important as it sends a clear message to employers that contrary to their beliefs that workers do not support our demands, they do stand squarely behind us," said Mr Shilowa.

The federation, which has a membership of 1.6 million, would have an executive committee meeting tomorrow to discuss its next move.

Dispute on strike support, page 21

# Union federation strike on bill has mixed results

(152) (15) 00 21/8/97

Reneé Grawitzky

GOLD and diamond mines in the Free State and Northern Cape were affected by the Congress of SA Trade Unions' (Cosatu's) 24-hour strike linked to the Basic Conditions of Employment Bill while there was a lower than expected turnout in the Western Cape

Western Cape employer organisations said despite the Cape Town march, the effect of the strike had not been widespread, with an estimated 25% of the workforce staying away

Reuters reported that Cosatu general secretary Sam Shilowa told 5 000 workers in Cape Town that no settlement of the dispute was in sight. He said an executive committee meeting tomorrow would decide "where its next move would be".

Western Cape Employers surprisingly reported that the clothing industry was only marginally affected with between 5% and 15% of SA Clothing and Textile Workers' Union (Sactwu) members staying away. It is believed that big employers such as Rex Trueform were marginally affected

The Cape Chamber of Commerce and Industry did, however, concede that there was no noticeable trend as the engineering industry, for example, reported a 50% stayaway

Cosatu yesterday claimed that 137 000 workers in the Free State and Northern and Western Cape heeded the call. Sactwu members, the feder-

ation said, constituted a large number of those staying away.

Cape Clothing Manufacturers Association spokesman Peter Cragg said major clothing employers said it was almost like a normal working day. He indicated, though, that there was higher support for the strike in close proximity to metal or engineering firms.

The textile industry in the Northern Cape appeared to have been hard hit with the Northern Cape Chamber of Business reporting a 70% stayaway in both the textile and mining sectors.

Chamber president Peter Klemp criticised both labour, government and business over the manner in which the negotiations over the bill had been handled to date. He said the process had degenerated into confrontation because of time constraints set by government. He said value existed in both labour's and business's arguments.

De Beers reported a 40% stayaway at its Northern Cape mines and 25% stayaway in Namaqualand.

The National Union of Mineworkers confirmed a number of Free State gold mines were affected but to a lesser extent than anticipated while Anglo American confirmed that production at two sections of Freegold had been affected as workers stayed away.

The Welkom Chamber of Commerce indicated a number of Gengold mines had also been affected. Employer organisations reported a 60% stayaway in the Bloemfontein area



# SAB gets interdict to stop intimidation

René Grawitzky

SA BREWERIES (SAB) was granted a Labour Court interdict in the Western Cape yesterday to prevent workers from intimidation and blocking entrances to SAB property.

The move follows management fears of violence as intimidation began to surface with the stoning and burning of delivery vehicles and damage to nonstrikers' property. The company said the wage strike had not affected production or deliveries, while the Food and Allied Workers Union (Fawu) formally launches a consumer boy-

cott tomorrow during marches in Cape Town and Johannesburg.

As the strike set to continue, SAB's share price dropped 25c to R140,75 in relatively quiet trading as 123 000 shares worth R17,31m changed hands.

SAB said it was "deeply concerned" about the growing reports of intimidation against nonstrikers "particularly in view of the minimal support for the strike".

Fawu negotiator Victor Nzuza countered these claims and said the strike was proving successful and was being supported by the overwhelming majority of union members. Management, he said,

had embarked on a propaganda campaign to mislead the community about the issues surrounding the dispute.

The strike is in support of a number of demands linked to a 11,5% wage increase, an increase in housing subsidies, a reduction in working hours and a rejection of performance-related pay.

SAB said the call for a consumer boycott was "ludicrous", given that those calling for it earned a minimum of R2 800 a month, which was considerably more than that earned by most consumers "being asked to curtail their enjoyment".



# Unions, employers no closer after marches

March 22/8/97

152

## Basic Conditions of Employment Bill still bone of contention

By Adam Cooke

Business and labour continued to fire missiles at each other yesterday as Cosatu's four-day national programme of action came to an end.

Following the march through Johannesburg yesterday, Cosatu president John Gomo said the Star the week's staggered industrial action in all provinces had been a major success.

Estimates of the number of workers at the march ranged from 15 000 (given by police) to the 100 000 claimed by Cosatu.

"We have achieved our goals. The problem has not been solved but workers have highlighted their need to the public," Gomo said.

Cosatu's demands on the Basic Conditions of Employment Bill, which goes to Parliament shortly, include six months' maternity leave, 16 as the minimum age for employment, and a 40-hour week phased in over five years.

Business backs a maximum working week of 45 hours and four months' maternity leave as

proposed by the Government. Gomo said, while both parties had a responsibility to thrash out the issues, Cosatu would resume talks only when Business South Africa reviewed its mandate.

The Chamber of Business Raymond Parsons said the mass action had cost the country millions of rands in lost production and wages and had

### Mass action hardened attitudes,

### says Sacob

only achieved a hardening of business attitudes.

Reports from our members in the various provinces indicate a mixed response to Cosatu's stayaway calls with worker participation ranging from no support up to 70% support," he said.

"In Sacob's view, this series of regional strikes has been an inappropriate and regrettable way for Cosatu to pursue its objectives," Parsons said

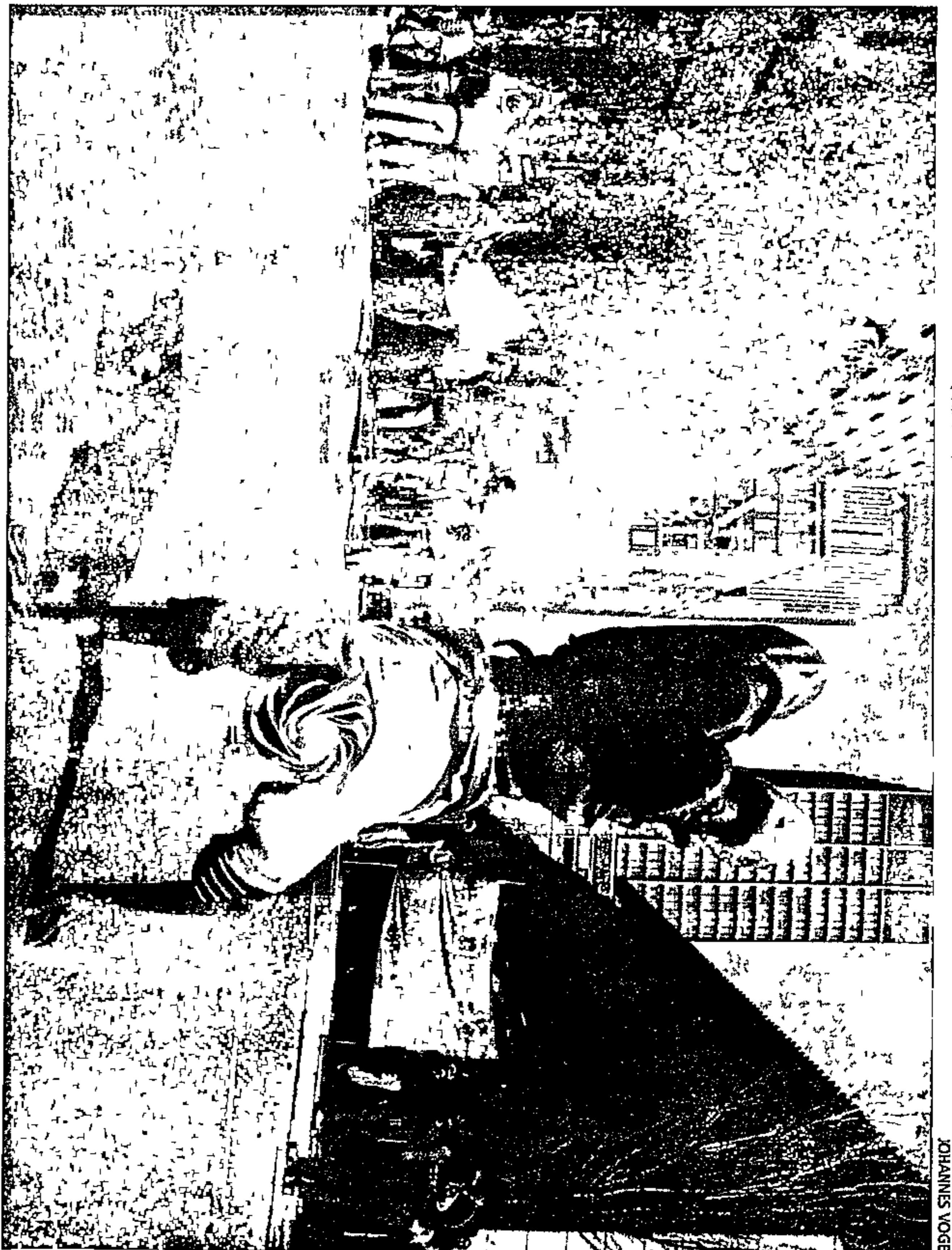
BSA believed the only way to find a solution to the proposed legislation was for Cosatu to return to negotiations. BSA negotiator Adrian du Plessis said after the memorandum was delivered to him in central Johannesburg yesterday.

The memorandum was read out by Cosatu Witwatersrand regional secretary Dan Mokoape, against whom police have opened a docket for allegedly breaking the pre-agreed march route and time.

Superintendent Carel van den Berg from the Johannesburg public order policing unit, said Mokoape, as organiser, contravened the Regulations and Gathering Act of 1983 when the march deviated from the pre-arranged route and started an hour earlier than agreed.

Cosatu spokesman Nowethu Mpati told Reuters "Tomorrow the leaders of all 19 affiliates of Cosatu will meet and we will decide on further action."

More than 10 000 Cosatu supporters lined the streets of central Pretoria. The stayaway also affected North West and Northern Province.



Don't give up your day job a marcher entertains the crowd gathered at the Library Gardens in Johannesburg for yesterday's Cosatu stayaway

(152) **Thousands in jobs bill demo**

CT 22/8/97

JOHANNESBURG: Thousands of Congress of South Africa Trade Union members marched in Gauteng and North West Province yesterday and a significant stayaway seriously affected business

The marchers were calling for a revision of the Basic Conditions of Employment Bill

In Johannesburg about 12 000 demonstrators marched to the offices of Business SA and in Pretoria at least 10 000 marched to the Labour Department

Six Gauteng mines reported total stayaways

There were no arrests, but police opened a docket against the march organiser for deviating from the agreed route — Sapa

(156) **Wetlands scheme gets the green light**

CT 22/8/97

THE subdivision of a 16ha site at Century City for a multi-purpose Blouvllei wetland system has been given the go-ahead by Minister of Planning for Western Cape Mr Lampie Fick.

The wetland has been divided into two parts, one a nature reserve and the other a system of four cells which will provide a natural wetland system. Two cells will be open reed beds, one an open vlei and the other a marshland.

Rare and endangered plants are being transplanted to the ephemeral pans and the reeds. Trees have been imported to re-establish the heronry.

Steve Enticott, manager technical services at Monex, developer of Century City, said he had commissioned environmental auditors to draw up an environmental management plan to ensure the success of the new wetland system

The wetlands would be open to the public once Century City had been completed. — Staff Writer

Too late for classification

**Practical Stock Market Training**

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# Thousands join Cosatu march against bill

Bonnie Ngqiyaza

THOUSANDS of workers supported a Congress of SA Trade Unions (Cosatu) march in Johannesburg yesterday as part of the federation's rolling mass action campaign to get certain clauses of the Basic Conditions of Employment Bill changed.

Between 8 000 and 12 000 workers marched, a figure far below the 70 000 projection given by the organisers to the police.

The SA Chamber of Business (Sacob) said the series of strikes which started on Monday, had cost the country millions of rands in lost production and wages.

It warned that the campaign could only lead to the hardening of

attitudes and said reports from the provinces indicated a mixed response to the stayaway — with worker participation ranging from none to 70%.

Marches also proceeded peacefully in nine Northern Province towns.

Sapa reports the largest turnout was in Pietersburg, where about 5 000 members turned out.

The mood of the marchers assembled at the Johannesburg Library Gardens was predominantly festive, with slogans being chanted to the memories of SA Communist Party leaders Chris Hani and Joe Slovo, and Cosatu's Dorothy Makgola.

Cosatu President John Gomo said no amount of litigation or

threats of court action would prevent workers from demanding their employment rights.

He said the present campaign would enter its second phase if union demands went unheeded.

He also warned that the Basic Conditions of Employment Bill as it stood, could be a strategy in some quarters to hit at the African National Congress in order to see it lose vast support in the 1999 election as it would not have delivered.

Cosatu demands the implementation of six months maternity leave, of which at least four months must be paid leave, and a threshold age of 16 years in the employment of children.

The federation is opposed to any

downward variation in wages and proposes that a 40-hour week be phased in over a period of not more than five years.

Business SA negotiator Adnan du Plessis said the issues raised in the memorandum were critical.

However, he warned that Cosatu's "deeply destructive" actions would result in incalculable costs both to the economy and in terms of the dispute between business and labour.

Responding to whether there would be a shift on the issues on business's side, Du Plessis said the issues on the table were difficult ones and the parties could not afford to make mistakes. "These must be seen in the context of SA's economic

performance."

Meanwhile police have opened a docket against the organiser of the march, because he allegedly broke the conditions of the march.

Johannesburg public order policing unit spokesman Supt Carel van den Berg said Cosatu Witwatersrand regional secretary Dan Mchapi broke the law in not striking to the prearranged route and time of the march.

Several gold mines in the Gold Fields Group said they were affected by the stayaway, with only the Kloof and Leeudorn mines reporting they were operating normally. Management at the mines said they anticipated operations would resume last night.

## Labour softens stand on

## retrenchment assistance

John Dlodlu

BD 22/8/97

THE labour element at the National Economic, Development and Labour Council (Nedlac), which is due to unveil fresh proposals on plans to help retrenched workers cope with the negative effects of industrial restructuring, will not call for legislation to force companies to finance such arrangements, labour sources say.

The labour constituency at Nedlac is due to make the new proposals after slow progress in the Nedlac process.

Mahlomula Skhosana, deputy general secretary of the National Council of Trade Unions (Nactu), says the federation will not be calling for legislation to protect retrenched workers. But he said government had to create a framework through which business and labour could jointly address the effects of industrial restructuring.

Previously, labour had called for legislation requiring companies to finance retrenchment plans.

The call provoked a defensive response from business, which saw the

suggestion as an attempt to raise employment costs.

Skhosana's views are echoed by another source who says the new proposals, currently being finalised, will emphasise "tripartism" in dealing with the jobs crisis.

"In the past, social plan act (the term labour uses for retrenchment plans) was portrayed as punitive against business," the source said, pointing out that firms would be assisted in finding alternatives to layoffs.

Skhosana says Nactu will call on business and government to train workers ahead of retrenchments. The state could offer incentives to business through tax-based instruments. "Workers must be given portable skills," he said.

Labour unions will assist in organising social plan programmes and the placement of retrenched workers in alternative jobs, Skhosana said.

Apart from the legislative function, the state's role was unclear in previous submissions from labour. The new proposals will clarify this, sources say.



Thousands of Congress of SA Trade Unions supporters marched to Business SA headquarters in central Johannesburg yesterday where they handed a memorandum to Business SA.

Picture CATHY PINNICK

# Beer flows on despite breweries strike

ARGUS CORRESPONDENT

**Johannesburg – Bottle-stores will be fully stocked with beer over the weekend in spite of the week-old strike by SA Breweries workers.**

SAB spokesman Adrian Botha said today there was "plenty of beer", as contingency plans had ensured production was not hit by the strike

"We do not foresee any disruption of beer supplies to the trade"

The Food and Allied Workers Union (Fawu) said 3 000 members had gone on strike countrywide on Monday after SAB rejected a compromise deal with the union

A beer division spokesman said Fawu's national strike ballot among 5 540 members of the bargaining unit showed only 455 were in favour of the strike

Giant liquor store Benny Goldberg was expecting its usual truckloads today.

Floor manager Andrew Vermaak said the chain had been warned about the strike and made appropriate arrangements, which included increasing levels of stock.

"We did run into a problem about two weeks ago when supplies of Amstel ran out completely and Castle was dangerously low. But as a large bottle-store, we get the first supplies, as truck drivers simply offload the trailers and we do the rest, leaving them to go on to the smaller outlets where the truck drivers and their teams must do the offloading"

He added that if the strike continued next week, restaurants and smaller bottle stores might have problems

Kensington Bottle Store proprietor Robert Manthe said deliveries from the Denver depot, where SAB had contracted out to independent operators with their own horse-and-trailers, had been normal throughout the week.



One for the road: beer lovers will not run dry



# Fawu workers march to the JSE against SAB

ET(BR)25/8/97 (152)

FRANK NXUMALO

Johannesburg — Thousands of workers allied to the Food and Allied Workers' Union (Fawu) marched to the JSE at the weekend to hand over a memorandum of salary demands and to lobby for a local and international consumer boycott against SAB products after the company unilaterally implemented a wage increase.

But the SAB said a large number of workers were not in favour of the strike and that there were incidents of intimidation against those who did not want to participate.

Fawu has been on a national strike since last Monday after rejecting a 10 percent wage increase offer that guarantees a minimum monthly wage of R2 800.

The union is demanding a 13 percent wage increase and has threatened further industrial action if there is no positive reply to its demands by Wednesday.

"The wage package, which guarantees a minimum monthly wage of R2 800, excluding allowances and bonuses, is effectively one of the best in South African industry," said Adrian Botha, SAB's beer division spokesman.

"The implementation of the wage increase was not taken lightly but was considered to be in the best interests of the company's employees. In addition, the right to implement (it), is as much a part of the Labour Relations Act as is the right to strike.

"Fawu recently settled for a 10 percent wage deal at Beacon after a long and acrimonious strike. It seems therefore

strange that they won't accept SAB'S offer," said Botha.

The Fawu memorandum was received on behalf of SAB by Roy Gardiner, the JSE administration division manager.

Workers were angry that Cyril Ramaphosa, SAB's acting chairman and the former NUM general secretary, was not available to receive the memorandum. "He (Cyril) has abandoned us since crossing over to the capitalists," said Funky Komape, Fawu national benefits co-ordinator.

"We thought that he was going to be here to receive the memorandum and at least give us some hope."

However, Botha said Fawu had been advised that Ramaphosa would not be available because of other commitments.

Komape said the decision to embark on a strike had not been lightly or carelessly taken.

"We were forced into this decision by SAB management and, after all our attempts at settlement were rejected, we made use of our democratic right to strike," he said. "The primary reasons for our decision to strike remain the following: unilateral (wage) implementation, performance-related pay and (lack of a) housing scheme."

Botha said "Fawu's national strike ballot amongst 5 540 members of the bargaining unit revealed that only 45 percent had voted in favour of a strike. In addition, SAB's major sites such as Newlands in Cape Town, Prospecton in Durban, Port Elizabeth, Bloemfontein and Denver in Johannesburg, had rejected the strike call."

# Township bus services disrupted

ET 26/8/97 (152)

BUS services to and from Khayelitsha and Nyanga will be disrupted today as Golden Arrow staff will take part in a day-long strike called by Cosatu

The service will come to a standstill from 10am, but other services will operate normally with minor changes

Company general manager Mr Hannes Grebe said yesterday other services would operate as usual with only minor changes due to the support of the majority union, the Transport and Omnibus Workers' Union.

Commuters travelling to and from Khayelitsha and Nyanga should contact the company at the toll-free number 080-121-2111 or

934-0540 for the latest information. The company apologised for the inconvenience to passengers and businesses

Today's Cosatu strike in the Western Cape forms part of nationwide protests in support of its demands for changes to the Basic Conditions of Employment Bill.

Meanwhile, in Durban a one-day work stoppage yesterday called by Cosatu in KwaZulu-Natal was judged to be an "unqualified success" by the federation, with the majority of Cosatu's 280 000 members staying at home

Damage estimated at millions of rands as a result of lost production was inflicted on the region's economy. Education was also dis-

rupted, with 20 000 members of the South African Democratic Teachers' Union staying away.

A spokesman for the Durban Chamber of Commerce and Industry, Mr John Bryce, said there had been a 60% stayaway in the Durban Metro region

Cosatu regional secretary Mr Paulos Ngcobo said the federation did not want to take to the streets every day. However, organised business was causing the problem.

Thousands of people took part in a peaceful protest to the Durban City Hall. There were also marches in Mantsiwe, Newcastle, Empaneni, Isithebe, Port Shepstone, Matatiele and Ladysmith. — Sapa, Own Correspondent

# Fawu workers intimidating and attacking non-striking employees, says SAB

(152) (scribble)

ART 26/8/97

**THABO MABASO**  
BUSINESS REPORTER

**South African Breweries (SAB) has accused striking Food and Allied Workers' Union (Fawu) workers of intimidating and attacking employees who have not heeded the call to down tools for more wages.**

SAB said in a statement that a contractor driver and his crew were wounded in a shooting incident in Tembisa at the weekend. An Isipingo, KwaZulu-Natal bottle-store owner was threatened with death for selling SAB products, and the homes of four non-striking employees at the Rosslyn brewery were petrol bombed, the beer producing giant said.

SAB also said a contractor's truck was petrol bombed and three trucks were looted in Witbank last week. In Middelburg, an SAB truck was torched and its driver and crew assaulted.

"As we feared the strike has degenerated into uncontrolled and undisciplined action by some Fawu members. We will refer all reported violent incidents to the union and we reserve all our legal rights to take whatever action is necessary against

Fawu and its members," SAB spokesman Adrian Botha said.

Fawu has denied the allegations that its members were behind the violent incidents.

The union's national negotiator, Victor Nzuzza, said striking members had been given specific instructions that they should not become involved in undisciplined action.

"We do not believe that our members are responsible for these acts and we also do not condone such actions."

The eight-day strike was beginning to hurt SAB and the company was making the allegations in an effort to break it, he claimed.

Fawu went on strike last week after SAB refused to grant union members an 11,5% wage increase. SAB has implemented a 10% increase, which the union says is unacceptable.

Mr Botha has denied that the strike was beginning to affect production.

"We would like to reassure our customers that our contingency plans are still working and we foresee no disruptions to supplies. We also urge traders who receive threats to report these immediately."

Star 26/8/97  
Union taken to  
court by workers

(152)  
Spirings - Springs municipal workers yesterday took their union, the SA Municipal Workers' Union, to the Springs Magistrate's Court for allegedly advising them to participate in an illegal strike which resulted in workers being fired and losing their long-service benefits.

About 800 municipal workers went on strike in June 1993 to demand the reinstatement of four shop stewards, who were re-employed, but the striking workers were all fired, SABC TV reported.

The workers were re-employed a year later.

Samwu denied encouraging the workers to participate in an illegal strike. - Sapa



By Abdul Millazi

MORE than 500 municipal workers, who were dismissed for participating in an illegal strike in 1993, are suing the SA Municipal Workers' Union for R5,3 million for damages and loss of income.

Labour experts said although workers sued unions in the United Kingdom for years, the case would make legal history in South Africa where the labour movement has not been ruled by an undeciphered code of solidarity against apartheid.

The 583 Samwu members were dismissed by the Springs Town Council after taking part in a three-day strike to demand the reinstatement of four shop stewards who were dismissed the previous year. This type of action, experts say,

# Unprecedented case as workers sue union

*Southstar 26/8/97*

*(S1) (S2)*

would have been regarded as treason a few years ago and the workers would have been isolated by their communities and even subjected to physical intimidation.

## A new precedent

Legal representative for the 583 workers, Mr Wessel Rossow, said the civil action would set a new precedent where unions would have to "reconsider their position, and be very care-

ful when calling a strike, as Samwu had a legal duty to protect the interests of its members. They should at least have advised workers prior to the strike that it was illegal and warned them of the consequences," said Rossow.

National Council of Trade Unions (Nactu) general secretary Cunningham Ngcukana said workers had a right to sue their unions for misrepresentation, but cautioned that it

was a difficult challenge because the members were the union.

"It is a difficult case to pursue, because workers have to make a conscious decision to go on strike. If they sue the union, they are suing themselves," said Ngcukana.

What complicates the case is also a standing clause in the constitutions of all trade unions which absolves individual office bearers of any legal liabilities.

Ngcukana said lawsuits against trade unions by members was prevalent in Britain, "but not on a large scale".

Bavumle Vilakazi of Vilakazi and Associates said: "Individual trade union officials are absolved of legal liability the same way company directors are. The only legal recourse in a case of compensation being granted to the Springs workers would be for the courts to consider selling union assets."

Samwu spokesperson Anna Weekes denied that the union had called for the strike. "Municipal strikes were illegal in 1993 and Samwu was well aware of that."

"We made all efforts to resolve the dispute. It was the workers themselves who made the decision to go on strike."

## Strikers want R5-m from union for loss of earnings

By ADAM COOKE

SAW 27/8/97 (102)

In a court case that could change the way trade unions operate, municipal workers are claiming more than R5-million in compensation from a trade union they claim incited them to enter an illegal strike.

The 583 members of the South African Municipal Workers' Union are seeking damages for loss of earnings after they spent a year without employment as a result of the strike action.

Specialists say that if the trade union members win the case, which is being heard in the Springs Magistrates' Court, this could have major implications for the future of industrial action.

The case stems from an illegal strike in June 1993 in which several hundred Springs municipal workers refused to work until the Springs council management entered into arbitration with the union over the earlier dismissal of four shop stewards.

The striking workers were fired after they could not adhere to a council ultimatum that they return to work.

Samwu said the workers were never incited to strike, and that the union followed up their dismissal with lengthy court battles and the eventual reinstatement of the workers through the Industrial Court

# Labour dispute comes to end

*Sametlan 27/8/97*

By Muzi Mkhwanazi

THE labour dispute between the government and members of the National Education Health and Allied Workers Union at the Diepkloof and Roodepoort mortuaries has been resolved

Gauteng Public Safety and Security MEC Ms Jessie Duarte said yesterday the labour problems which had been experienced in the past three weeks in which laboratory assistants refused to perform some of the duties beyond what was expected of them had been resolved

Duarte said the backlog which had been created as a result of the workers' action would be handled by other mortuaries within the Gauteng province

"We would like to apologise to all families that were affected by the situation and give them the assurance that every effort will be done to minimise the delays

"It is with regret that families who are at a stage of grief and anguish had to postpone funerals of their beloved ones because of the problems at mortuaries I would like to give my total commitment in making sure that such incidents will be averted in future," Duarte said

Sapa reported that Duarte promised a total commitment to make sure that such incidents were averted in future

She said discussions were taking place at national level to resolve the matter

At the time of going to press, Nehawu national spokesperson Mr Joe Lekola could not confirm whether his organisation had resolved the dispute with the government

# 360 casual labourers <sup>(152)</sup> protest <sub>(152)</sub> *Sowetan 27/8/97*

By Russel Molefe

MORE than 360 casual labourers have been staging a sleep-in at the Orange Farm municipal offices since their contracts were terminated on August 1

The labourers, who were hired in June last year and earned R45 a day, believe the termination of their contracts was unfair because the work they have been doing such as cleaning parks and streets has now been allocated to private companies

The spokesman for the workers Mr Azaria Ncube said the labourers were told that the funds for their wages have run out

"While they are telling us that funds for our wages have run out, private companies were being contracted to do our jobs. This does not make any sense

"We perceive this as part of corruption that is rampant in our municipality

"You find a site being sold to more than five people," Ncube said

Ncube said no one from the Southern Metropolitan Substructure has addressed them on their problem. Southern MSS representative Mrs Bonnie Msimang and other senior members promised to meet the workers on Monday but failed to turn up, he said

"We were also fed up with empty promises. The municipality promised to employ us permanently in October last year but nothing happened," he said

When contacted for comment on her cellphone after she could not be found at her workplace, Msimang said "You can't just call and start questioning me. I need to be warned first and there are procedures in this regard." She then hung up



# Employers take Numsa to court over strike

~~South African~~ 27/8/97

By Abdul Milazi

THE South African Motor Industry Employers Association (Samiea) has taken the National Union of Metalworkers of South Africa (Numsa) to court over its planned strike on September 9

This is the second legal action against Numsa by employers. Last month Samiea made an application to the Labour Court to interpret the motor industry's main agreement.

The application was a result of Numsa's insistence that wage increases should be based on what workers earned instead of on the industry's minimum wage.

Numsa spokesman Dumisa Ntuli said the planned strike was aimed at mobilising support for the industry's workers after wage talks failed early this month without any substantial bar-

gaining on pay or working conditions having taken place

He said Numsa was planning to mobilise its 200 000 members in all three sectors of the metal industry for the strike to have an impact on employers.

At issue was whether the scope of the agreement allowed employers and Numsa to negotiate increases based on what workers actually earned or only on the industry minimums.

This is in contention because not all workers in the sector are paid the basic minimum wage. Many are paid above the agreed minimum and therefore risk being excluded from any wage adjustment if their current pay levels are higher.

Ntuli said Numsa would know on Friday whether its action would be legal when the Labour Court makes its findings public.

(152)

## Council employee had ulterior motives, says union

Bonile Ngqiyaza

BD 27/8/97 (152)  
THE SA Municipal Workers' Union (Samwu), which is being sued by 583 members for lost wages, accused the members' chief witness of having ulterior motives in testifying at the Springs Magistrate's Court yesterday.

Advocate Tim Brunders, for Samwu, asked the witness, Springs council employee Neville Rudman, whether he had ulterior motives in testifying for the plaintiffs. "If more claims .. result from wildcat situations, will it not be likely that unions will become less inclined to get involved in wildcat strikes?"

Denying he had sought to damage unions, Rudman conceded that when the plaintiffs started illegal action he had thought that they had a hidden agenda.

Springs council workers — many of them with the council for more than 30 years — lost their long-term benefits when they were dismissed in 1993 after a wildcat strike over the sacking of four shop stewards.

The union's legal team said the union went into the dispute as a third party seeking to help resolve the issue, making it incapable of inciting a strike.

**Workers sue  
Samwu for  
1992 strike**  
FRANK NXUMALO

Johannesburg — The Springs Magistrate Court continues hearing today the case of 583 municipal workers who are suing Samwu for allegedly inciting them to participate in an unprotected strike in June 1992, which resulted in their dismissal

The applicants, represented by advocate Marius Helberg, are claiming a total of more than R5 million in damages resulting from the loss of employee benefits when they were fired by the Springs Town Council. The workers were re-employed after a protracted legal battle but lost company benefits in the process.

The court viewed video footage yesterday of the industrial action, but the whereabouts of a videotape of the day the workers were dismissed is not known. The tape was used in the High Court when workers later appealed against their dismissal.

## Striking union claims SAB using dirty tricks

(192) (S)   
ET(BR) 27/8/97  
RAVIN MAHARAJ

Durban — South African Breweries (SAB) had launched a smear campaign against the Food and Allied Workers' Union (Fawu) by accusing its members of being involved in violence and intimidation around the country, the union claimed yesterday.

Victor Nzuzza, a union spokesman, disputed reports that union members had been involved in violent attacks and intimidation in Tembisa, Gauteng, and Isipingo, near Durban, at the weekend.

Indications from union coordinators were that workers were "striking peacefully", he said. "Opportunists" had initiated the problems. In addition, the company had no proof that Fawu members were involved.

The union, he said, had gone ahead with a consumer boycott and was distributing pamphlets asking the public not to buy or drink SAB products.

Nzuzza denied the company's claims that support for the strike "appeared to be half hearted". He said about 4 000 members were involved in the nationwide strike.

Adrian Botha, an SAB spokesman, was unavailable to comment on Fawu's "smear campaign" allegations, but said the company denied the union's allegations that production had declined and that two large breweries had come to a standstill.

Beer production was "normal and sales good". Fawu's claims were "inaccurate — it's business as usual at all our sites, despite incidents of intimidation". There was also a "growing movement" of people returning to work.

Fawu went on strike last Monday after the parties failed to reach a compromise settlement on wage increases. The union said the compromise position included an 11,5 percent increase. Management has already implemented a 10 percent increase.



# Union 'was told in advance about workers' dismissals'

Bonile Ngqiyaza

00 28/8/97  
NEWS of the impending dismissals of SA Municipal Workers' Union members involved in a wildcat strike in July 1993 was faxed by a council member to the local offices of the union two days before they took place, the Springs Magistrate's Court heard yesterday.

Springs town secretary Johan Krog said under cross-examination the letter — faxed on a Friday in July 1993 — was a gesture of courtesy. It had advised union representative Silas Letsimo of the council's attitude, and informed him of what was to follow.

Krog, who was deputy town secretary at the time, conceded that the letter did not imply the involvement of the union as a party in the dispute, nor was it meant to hold the union responsible for the conflict between the council and its employees. If he had personal knowledge of official union involvement in the dispute, it would have been cited in a subsequent High Court dispute between 10 of the sacked workers and the council.

Counsel for the union suggested that the council was using delaying

215 (254) (152)  
tactics by involving Samwu regional organiser Letsimo late in the dispute when the demand was to refer the dispute for arbitration

Krog conceded this.

"On the Friday, the workers were given their ultimatum, as it were, and I had hoped that during that weekend they would have a cooling off period, and on Monday they would be susceptible (to persuasion)," Krog told Magistrate Sannet du Plessis.

Adv Tim Bruunders expressed disbelief that Krog could send a man he said was "a saviour and the last person who could restore normality" a faxed letter as a courtesy and advisement of the council's attitude.

In his response, Krog said he respected Letsimo and still believed that if he were to explain a similar situation to workers, there would be a greater chance of an amicable solution.

Springs council workers — many of them with the council for more than 30 years — lost their long-term benefits after a wildcat strike over the sacking of four shop stewards. Fifty-three workers have entered a claim against Samwu for lost wages

## Municipal workers march to demand employment

ABOUT 1 000 municipal workers marched to the offices of the Gauteng premier and the Johannesburg city council yesterday to demand that all workers employed by subcontractors be employed permanently by the council.

Addressing African Miners and Allied Workers' Union (Amawu) members outside the council's offices in Braamfontein, union spokesman Richard Jaho said the council's awarding of waste removal tenders to subcontractors put the workers in a position where they were not guaranteed their jobs.

"Once the contract for the tender expires, work-

ers who have been employed are no longer needed because the new contractor will have his own workers," he said. "All workers in subcontracts must be employees of the municipality.

"As cleaning of towns is indefinite, the method of employing workers on a temporary basis should be abolished," Jaho said.

Amawu demanded that workers should be paid benefits, including cover for sudden death and permanent disability at work.

The union also demanded that new subcontractors use the same workers employed by the previous subcontractor.

Sapa

BD 28/8/97

LABOUR Municipal workers sue union for R5m, but union blames Springs council for losses

# Samwu task team to investigate allegations

CT 29/8/97

FRANK NXUMALO

Johannesburg — The central executive council of the South African Municipal Workers' Union (Samwu) has appointed a five-member task team to "directly investigate" the events leading to 583 Springs municipal workers suing it for more than R5 million in damages.

The damages are to compensate for lost employee benefits after the union allegedly incited them to go on an unprotected strike in June 1993.

The workers were fired but later re-employed after a protracted legal wrangle, but lost their long-term benefits in the process. Some of them had worked for the council for more than 30 years.

Anna Weekes, the Samwu spokesman, said the team would look into allegations of intimidation against union members who were not supportive of the court action, and the apparent direct involvement of certain Springs Town Council officials.

She said the task team would also investigate allegations that "some of the workers are not aware that they are suing the union" but were under the impression that they were suing the Springs Council.

"The matter at hand is not so much about members of Samwu suing the union as it is another attempt by certain elements to destroy the union in Springs.

"The action must be located within the attitude of local government employers in general towards Samwu when we first started organising in the

sector including the wholesale opposition to our registration."

She said "The strategy endorsed passed among other things, the widespread dismissal of workers during the dark days of apartheid and now in the era of enlightened industrial relations, the strategy seeks to turn workers against their own union."

The applicants' attorneys have requested that the case be postponed to January after three council officials, whom Weekes claimed were instrumental in the wrangle, conceded under cross-examination that "the union had not initiated the strike and that it had acted responsibly to resolve it".

A spokesman for the Springs town clerk declined to comment, saying "the matter was between the municipal workers and Samwu".

# Paper union cries foul

CT (PR) 29/8/97

FRANK NXUMALO

Johannesburg — The Paper, Printing, Wood and Allied Workers' Union said yesterday efforts to set up a centralised bargaining process for the industry were being frustrated by "the lack of cooperation from the main companies organised by the union, including Sappi, SA Timbers and Republic Press".

The union said these companies had taken it upon themselves to "derail the progress about the establishment of the centralised bargaining".

Alfred Tshabalala, a union spokesman, said this had raised serious concerns as to whether these companies were committed to forging harmonious industrial relations at all.

Tshabalala said their apparent refusal to establish a bargaining chamber for the industry was the main cause of wage deadlocks, national strikes and poor worker-management relationships.

He said these companies were opposed to a central chamber because main agreements would benefit all the workers of a given grade regardless of race.

"We believe the government has a duty to assist in enforcing at least part of the law in the whole scenario. We find it quite amazing that such companies should be allowed to operate in South Africa.

"In our view they should be closed down because they belong to the old order of racism," Tshabalala said.

But Anton Lombard, the Sappi Group industrial relations manager, denied that the company was opposed to the establishment of a centralised bargaining chamber. "We are participating in the negotiations and we are not trying to prevent the establishment of a central bargaining chamber. All we have asked for is that we should establish different models of bargaining chambers."

# Compromise ends strike at Hulett Aluminium

SHIRLEY JONES

Durban — An amicable compromise on both sides brought the strike at Hulett Aluminium's Pietermaritzburg plant to an end yesterday afternoon, the company said last night.

However, workers at the company's Ohfantsfontein plant had yet to accept the final settlement and would meet this morning, it said.

The final settlement, which has been accepted by both the company and by the three major trade unions — the Na-

ET (BR) 29/8/97  
tional Union of Metalworkers of South Africa (Numsa), the National Employee Trade Union and the South African Electrical Workers' Association — has resulted in overtime being incorporated into basic wages and 96 percent of employees receiving increases ranging from 10 percent to 10,6 percent. The remaining 4 percent will receive increases of up to 11 percent.

Tongaat Hulett said the cost to the company of this total package would exceed 10 percent.

The company's original settlement

(150) (159)  
package included wage increases ranging from 9,7 percent to 10,5 percent, with improvements to overtime pay and long-service awards. The union demanded a 13 percent across-the-board increase, but was prepared to drop to 12 percent as the strike dragged on.

Hulett Aluminium said the 14-day strike had cost workers at least R3 million in lost pay, or 5 percent of their annual basic wage. This did not include substantial overtime payments.

The company had not tallied up its losses.



# New hopes for end to strike at SAB

## Fawu and brewery set to resume negotiations today

(152)

ARU 29/8/97

**TRABO MABASO**  
**BUSINESS REPORTER**

Hopes of a speedy end to the two-week strike by members of the Food and Allied Workers' Union (Fawu) at South African Breweries' (SAB) beer division were raised today with the resumption of negotiations between the union and management scheduled for this afternoon.

Fawu's national negotiator Victor Nzuza told the Cape Argus that the union would send a full strength delegation, which would include members of its national shopstewards council and national office bearers, to the meeting.

"Both parties have agreed that a meeting

of this nature should be convened."

Mr Nzuza said that the agenda of this afternoon's meeting would centre around resolving the dispute between Fawu and SAB.

The strike has in the past few weeks generated much debate and anger, with SAB accusing strikers of violent acts and of intimidating workers who did not take part in the action.

There has been speculation as to what percentage of workers have headed the strike call

Fawu maintains that more than 50% of workers are on strike, while SAB claims that only a few weekly paid employees have downed tools.

The company says its continuing beer

production is an indication that only a small number of workers are on strike

SAB employees went on strike last week in an effort to force the company to agree to a 13% wage increase and a revision of the performance related pay.

The union has also demanded the introduction of a housing subsidy, funded by SAB, for its members

SAB has refused to budge on its 10% increase offer, and last month unilaterally implemented its wage offer

Mr Nzuza said Fawu was not going to revise its demands at today's meeting

Before the negotiations broke down, Fawu altered its wage demand to an 11,5% increase and a willingness to talk about the performance related pay

"That revision fell off the table when SAB refused to accept our demands," Mr Nzuza said

He said an end to the strike depended on SAB accepting the union's demands

"The struggle will continue until our demands are seriously met by SAB management," he added

SAB spokesman Adrian Botha told the Cape Argus that he did not want to pre-empt the result of today's talks

The company's 10% wage offer had been final, he said

"We are not going to move on our 10% offer," he said

"R2 802 a month is the absolute minimum that everybody earns at SAB, without allowances," he said

# NEWS

*Company and unions agree to overtime demands and wage increases from 10% to 11%*

## Hulett strikers to return to work

**RAVIN MAHARAJ**

Durban — About 1 300 workers at Hulett Aluminium in Pietermaritzburg, and Edlandsfontein would return to work today after a three-week strike, the National Union of Metalworkers of South Africa (NUMSA) said at the weekend.

The strike ended on Thursday after the company and the three main trade unions — NUMSA, the National Employ- ee Trade Union and the South African Electrical Workers' Association — reached a final settlement.

The parties agreed to incorporate overtime pay into basic wages and

96 percent of the employees would re- ceive increases ranging from 10 percent for higher levels to 10,6 percent for lower levels. The remaining 4 percent of employees would receive increases of up to 11 percent.

The company's original settlement package included wage increases rang- ing from 9,7 percent to 10,5 percent, with improvements to overtime pay and long-service awards. The union demanded a 13 percent across-the-board increase, but was prepared to drop to 12 percent as the strike dragged on.

The company said the 14-day strike had cost workers at least R3 million in lost pay, or 5 percent of their annual

basic wage. This did not include sub- stantial overtime payments. The com- pany had not tallied up its losses.

Stephen Nhlapho, a Numsa spokesman, said at the weekend that the conclusion of the strike was a vic- tory for workers because the company's "dirty tricks had failed to crush the strike and demoralise workers".

He said the settlement granted the majority of workers real wage increas- es with access to training which would ensure a long-term improvement on their wages.

He said workers' outstanding de- mands would be negotiated later this year. These included an agreement on

worker incorporation into the Metal Bargaining Council Main Agreement, finalisation of a document on sub- contractors and other issues deferred to a working committee from the 1996/7 wage negotiations.

Meanwhile, 400 workers went on strike at Usko Limited in Vereeniging, Gauteng, on Friday. Workers are de- manding that housing subsidies should not discriminate against workers staying in rural areas. A Numsa spokes- man said the company had proposed the discontinuance of the housing sub- sidy scheme and that new employees should not be eligible for a housing sub- sidy from the date of the agreement.

CT (BE) 19/97 (152)



# NEWS

*Company and unions agree to overtime demands and wage increases from 10% to 11%*

## Hulett strikers to return to work

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The company's original settlement package included wage increases ranging from 9,7 percent to 10,5 percent, with improvements to overtime pay and long-service awards. The union demanded a 13 percent across-the-board increase, but was prepared to drop to 12 percent as the strike dragged on.

The company said the 14-day strike had cost workers at least R3 million in lost pay or 5,2 percent of their annual

basic wage. This did not include substantial overtime payments. The company had not talked up its losses.

Stephen Nhlapho, a Numsa spokesman, said at the weekend that the conclusion of the strike was a victory for workers because the company's "dirty tricks had failed to crush the strike and demoralise workers."

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## SAB'S WAGE STRIKE STILL BREWING AFTER 12-HOUR TALKS FAIL TO FIND SOLUTION

Durban — A marathon 12-hour meeting between South African Breweries (SAB) and the Food and Allied Workers' Union (Fawu) had failed to find a solution to the strike which would enter its 14th day today, the union said at the weekend.

Victor Nzuzo, a union spokesman, said both parties would meet again tomorrow to try to resolve the wage deadlock, which has affected the company's beer division operations throughout the country. The strike began after wage talks failed to reach a compromise. Fawu's proposed compromise entailed an 11,5 percent increase, which management refused as it had already implemented a 10 percent increase which guaranteed a monthly minimum wage of R2 802 ~~(R2 802)~~ (102).

SAB said a ballot had found that a 61 percent "no vote" for the strike had been returned in all operations. — Ravin Maharaj

ET(DR) 1/9/97



# Leak sparks strike at court

Court proceedings in Kuils River were delayed when angry police court orderlies stopped work for three hours in protest against poor working conditions

- Joseph Manuel, South African Police Union shop steward at Kuils River police station, said members had been promised by management

(152) ARG 2/9/97  
that work would start yesterday on an office that leaked in wet weather. The orderlies were also unhappy about a toilet inside the office.

Public Works Department officials Cedric Carstens and Mustakim Gerdien were called to a meeting with police. It was agreed upgrading would begin on Thursday - Staff Reporter

Star 4/9/97

# SAB accused of arrogance as workers continue strike

~~(78)~~ (152)  
BY TEFU MOTHEBELI

Food and Allied Workers' Union members have threatened to intensify their strike following the breakdown of talks between the union and South African Breweries (SAB) management on Tuesday night.

"We have no option but to intensify the strike," Fawu spokesman Ndzipo Kalipa said.

Kalipa said SAB management was arrogant during the negotiations after Fawu was prepared to drop their demand for an 11,5% rise to 10,9% in a bid to end the strike.

By Tuesday night the union and the company had agreed on all issues except the wage issue.

SAB spokesman Adrian Botha said the company was willing to have another round of talks with the union to end the three-week-old strike despite the deadlock.

However, Botha said SAB would not beg the union to come back to the negotiating table.

"Workers are demanding an 11,5% across-the-board salary increase, while SAB has offered performance-related increases of between 6,5% and 16% to employees earning monthly salaries, and a 10% increase to workers paid weekly," he said.

The strike has so far cost workers collectively R6 million in lost wages.

The disputing parties have agreed to a 45-hour working week and the formulation of a long-service allowance plan by the union. The plan would be presented to the SAB management before negotiations resume.

SAB management said production was continuing countrywide and no stock problems were anticipated.

# SAB and Fawu

## deadlocked

## over wage

## increase only

BUSINESS REPORTER

Negotiations to end the three-week nationwide strike by workers at South African Breweries (SAB) have almost succeeded, with the beer producing giant and the Food and Allied Workers' Union (Fawu) agreeing on all points of dispute except wages.

Fawu national negotiator Victor Nzuza told the Cape Argus that after marathon negotiations at the weekend, employers and the union had agreed to set up a task force to look into the union's demand that SAB's performance-related pay scheme should be scrapped.

The union claims that the scheme is biased towards its members

"The task force will look at coming up with a new system that will be acceptable to all," Mr Nzuza said.

A committee had also been set up to investigate Fawu's demand for a housing subsidy that would be fully funded by SAB.

But employers and unionists failed to reach agreement on wages after another four-hour meeting yesterday. Fawu is demanding an increase of 11,5% and SAB has offered 10%.

Mr Nzuza said the close to 3 000 SAB employees who were on strike would not go back to work until the wage deadlock had been resolved.

About 400 of these striking workers were based in the Western Cape, the union said.

SAB says only weekly paid workers - just over 40% of staff employed in the beer division - are on strike.

SAB spokesman Adrian Botha said in a statement yesterday that striking Fawu members had collectively lost over R6 million in wages.

This meant that each striking worker had lost about R8 800 since downing tools three weeks ago.

"We find the lack of resolution unfortunate, particularly as both parties were so close to agreement. We want to settle before our people lose any more money. We hope Fawu does," Mr Botha said.

He added that the strike had not affected beer production at SAB.

"Production records are being set at breweries throughout the country and no stock problems are therefore anticipated," he said

The two groups will hold another round of negotiations soon.

# Fawu threatens to intensify strike at SAB

Reneé Grawitzky

THE Food and Allied Workers Union (Fawu) yesterday threatened to intensify the three-week-old strike at SA Breweries after two days of meetings failed to break the logjam on wages

The union said management was "arrogant" and "there will be casualties but we have no option but to intensify the strike"

SAB said "Communication channels are open for when the union is ready"

The strike, which has been marked by claims of intimidation and violence, began on August 18 after parties failed to bridge the gap between the company's offer

of 10% and the union's initial demand for 13%, which was revised down to 11,5%

SAB said the 10% increase would raise the minimum wage to R2 802 a month, one of the highest in SA industry. "We are saddened that Fawu has settled for lower rates with other industries, but will not accept our offer"

The parties had made substantial progress on the other issues Fawu said they agreed that the company's unilateral implementation of wages was a form of industrial action and in the future it would give prior notice of its intention to implement increases

SAB said the strike had not affected production while the union

continued to maintain that production had been affected

Meanwhile, the Chemical Workers Industrial Union (CWIU) and chemical employers have reached agreement on increases ranging between 10% and 10,5% with some employers agreeing to phase in a 40-hour working week Disputes, however, still exist in petroleum and fast-moving consumable goods

On Monday the union threatened a strike in petroleum from today. A number of petroleum employers said they would agree to 11%, but until agreement had been reached, the union had to refrain from striking Discussions would resume tomorrow

DD 4/9/97

(162)

(152)



CT (88) 519107

# NUMSA PROCEEDS WITH PLANS FOR NATIONWIDE STRIKE NEXT TUESDAY

152  
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Johannesburg — More than 2 500 workers allied to the National Union of Metalworkers of South Africa (Numsa) are forging ahead with plans to stage a nationwide strike next Tuesday. This is in solidarity with their colleagues in the motor sector who have declared a wage dispute with the South African Motor Industry Employers' Association (Samiea).

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Mbuyiselo Ngwenda, Numsa's general secretary, said yesterday the strike would continue despite Samiea's appeal for the reversal of last week's labour court judgment allowing Numsa to "follow the dispute with a strike that will be protected".

Last week the labour court ruled that Numsa had not reneged on a motor industry agreement to negotiate only on minimum wages as opposed to actual wages, and also dismissed, with costs, Samiea's application to have Numsa's planned countrywide strike declared unlawful and unprotected — Frank Nxumalo

LABOUR

ET (BR) 0/9/97 (15a)

### Fawu vows to intensify SAB protests

The Food and Allied Workers' Union (Fawu) would intensify its protests against SAB until management offered a wage increase which all workers would accept, the union said yesterday. Nzipho Kalipa, a union spokesman, said Fawu would not accept less than a 11.5 percent hike. SAB has already implemented a 10 percent increase. Kalipa's talks could not go on indefinitely. He said the union had shown its willingness to negotiate, but SAB had shown it does not care about its workers. It only cares about Balana Bafana, the sponsors of Bafana Bafana, the national soccer team. On Tuesday SAB and Fawu agreed in principle on all outstanding issues, except wages. Adrian Botha, an SAB beer division spokesman, said it was regrettable the union had not accepted its final wage offer. — *Ravin Maharaj, Durban*

# Court to rule today on Numsa strike

BD 8/9/97

Reneé Grawitzky

THE Labour Appeal Court will decide today whether a 24-hour strike by thousands of National Union of Metalworkers of SA (Numsa) members scheduled for tomorrow will be legal.

Numsa has called for the strike in the motor retail sector, and has asked members in the engineering, vehicle manufacturers and tyre sectors to strike in sympathy.

The motor retail workers are embroiled in a dispute with the SA Motor Industry Employers' Association (Samea) over the refusal to negotiate on the actual wages paid to workers.

Samea appealed against a Labour Court ruling last week that the planned strike was protected in terms of the Labour Relations Act. This meant the union had complied with the act's requirements and workers could strike without fear of dismissal.

The court ruled that Numsa could demand that employers negotiate on minimum and actual rates of pay.

Numsa said it would be logistically impossible to call off the national action at the last minute.

Steel and Engineering Industries Federation of SA spokesman Dave Carsons said widespread notification had been given of the sympathy strike action. Member companies had been advised that if no link existed between themselves and the motor retail sector, they could explore the option of an interdict against the sympathy action.

In August, Numsa declared a dispute against Samea after it refused to negotiate wage increases on actual rates and indicated that members in other sectors would strike in support of workers in the motor retail sector.

The motor industry bargaining council applied to the Labour Court for a declaratory order.

Samea argued that the industry's main agreement restricted bargaining to negotiations on the minimum rates of pay. It said the union's dispute was in breach of the agreement and any action would be unprotected.

## Nonlisted company finalists announced

Business Day Reporter

TWENTY finalists for the 1997 SA Nonlisted Company Award were announced at the weekend, including

pu-Clearing; Computicket; Heritage Financial Holdings; Lakato; O'Hagans Investment Holdings; Qualichem; Rait Total Transportation; Small Business Development Corporation;

# Union, SAB differ over strike

STAR 9/19/97 9/19/97 (152)  
By Tefo MOTHIBELI

Striking members of the Food and Allied Workers' Union had started returning to work at plants across the country, a South African Breweries spokesman said yesterday.

However, Fawu said yesterday the strike was continuing and denied claims that many workers were returning to work.

According to the brewery's spokesman, Adrian Botha, a significant number of workers turned up for work yesterday.

Botha said strikers at seven units, including a brewery, had returned to join six depots which had not participated in the strike.

He said more than 50% of workers, mainly among those who were paid monthly, at 19 other sites were working as normal.

"We have consistently stated that Fawu has never had the support it claimed during the strike. From the outset, only 45% of the workers were in

favour of the strike action, and the latest figures prove that even that support has dwindled.

"We hope that Fawu will be able to restrain those elements who have resorted to thuggery, such as that which occurred at our Newlands brewery in Cape Town last Friday, where there were assaults and damage to property, in total breach of agreed strike rules and a court order obtained by management against the strikers," he added.

Fawu denied Botha's claims that strikers were returning to work: "In fact, only a few workers returned to work at the Chamdor plant in Krugersdorp. And those workers are not our members because the strike is still continuing," said union spokesman Ndzipho Kalipa.

The workers are demanding an across-the-board increase of 11,5%, while SAB has offered performance-related increases of 6,5-16% to employees paid monthly and a 10% increase to workers paid weekly.



**LABOUR** *Court declares it has no jurisdiction over dispute*

## Numsa may be unable to stop strike

ET(BR) 9/9/97 (152) (152)

**FRANK NXUMALO**

Johannesburg — The National Union of Metalworkers of South Africa (Numsa) said yesterday it would find it difficult to call off a nationwide strike by more than 240 000 metalworkers originally planned for this morning

This comes after the labour court declared at the 11th hour yesterday it had no jurisdiction over the dispute between Numsa and South African Motor Industry Employers' Association (Samea). The dispute concerns the interpretation of the industry's main agreement.

Samea claimed Numsa reneged on an earlier motor industry bargaining council agreement to negotiate on minimum wages as opposed to actual wages and asked the court to declare the union's planned industrial action unlawful and unprotected.

Dumisa Ntuli, Numsa's spokesman, said the judge put aside last week's ruling allowing for Numsa to hold a protected strike. Instead, the court said this morning's planned strike may be both "protected and unprotected", and urged the two



**ELEVENTH HOUR** Peter Dantje, Numsa's assistant general secretary, and Mbuye Ngwenda, the general secretary

PHOTO JOHN WOODROOF

parties to explore mediation through the Commission for Conciliation, Mediation and Arbitration in terms of section 24 of the new Labour Relations Act.

Ntuli said the court's ruling was "regrettable as it will not better the conditions of motor sector workers" and that Numsa was "questioning the credibility of the court as we had followed all the procedures as laid down by the act".

Ntuli added "As a result we have suspended the strike as we want to protect our members, and we have appealed to Samea not to take disciplinary action against our members because of the 11th-hour notice".

Victor Fourie, Samea's spokesman, said he had requested employers not to act against workers who did not report for duty as they might not have been advised of the strike's cancellation.

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CT(BR) 9/9/97 (152) (152)

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PHOTO: JOHN WOODROOF

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Victor Fourie, Samiea's spokesman, said he had requested employers not to act against workers who did not report for duty as they might not have been advised of the strike's cancellation.

BD 9/19/97

# Union disputes SAB claims that 700 workers quit strike

Vuyo Mvoko (152)

MORE than 700 SA Breweries (SAB) workers have crossed the picket line to resume their duties in defiance of the three-week-old Food and Allied Workers' Union (Fawu) strike, the company announced yesterday, saying the situation was a vindication of their view that the strike lacked popular support.

But union spokesman Ndzipho Kalipa, who said only 300 Fawu members had returned to work, claimed the union had documentation which showed that the SAB management was making every attempt "to split and discredit Fawu" by "manipulating" striking workers.

Kalipa said the "rebellious" union members who were returning to work had found an opportunity to denounce their Fawu membership. He vowed they would face disciplinary action for overriding union policy and would not be accepted back into the union's ranks as they were now "contaminated".

A "delighted" SAB spokesman Adrian Botha said "we have consistently said Fawu has never had the support it claimed during this strike".

Fawu's initial wage demand was

13% but was later reduced to 11.5% SAB is offering 10%.

Botha said that by yesterday morning a lot of strikers at seven SAB units, including a brewery, had returned to join six depots that had never joined the three-week-old strike. This was in addition to the fact that more than 50% of workers, mainly from salaried ranks, never went on strike.

"From the outset only 45% of the workers were in favour of strike action and the latest figures prove that even that support dwindled. The morale of our employees is high, as evidenced by the all-time packaging records set last week at two of our breweries."

The SAB was still "deeply concerned" about intimidation and violence. "We hope Fawu will be able to restrain those elements who have resorted to thuggery, such as that at our Newlands brewery in Cape Town last Friday where there were assaults and damage to property," Botha said.

No talks have been scheduled between the employers and the union, but the company was "willing to talk when the union is ready", Botha said. Kalipa said they were "carefully" examining the situation.



# Numsa calls off 24-hour national strike

Reneé Grawitzky

(152) (189)

609/9/97

THE National Union of Metalworkers of SA (Numsa) called off today's planned 24-hour national strike last night after the Labour Appeal Court did not decide on its legality, leaving uncertainty as to whether workers would be protected from dismissal.

The union appealed to employers not to take punitive action against workers who went out on strike today unaware that the action had been called off. Numsa said it would work hard to communicate to workers the

decision to suspend the action

Numsa general secretary Mbuyi Ngwenda said the decision left workers in a vulnerable position. The union could not act irresponsibly by jeopardising their jobs.

Numsa had called for a strike in the motor retail sector in support of the demand for employers to negotiate on actual wages and asked members in the engineering, vehicle manufacturing and tyre sectors to strike in sympathy.

The SA Motor Industry Employers

Continued on Page 2

## Numsa

(152)

Continued from Page 1

609/9/97

Association (Samiea) appealed against a Labour Court ruling last week that Numsa could require employers to negotiate on minimum and actual rates of pay. The court said the demand was legitimate and could be followed by a strike which could be protected.

The Labour Appeal Court yesterday set aside this decision and found the courts had no jurisdiction to hear the wage dispute, which should be referred to the Commission for Conciliation, Mediation and Arbitration.

The court also failed to grant motor retail employers an urgent interdict against the strike and did not rule whether the action would be protected.

Samiea spokesman Vic Fourie said Numsa had made a sensible decision,

but he could not guarantee on behalf of the whole industry that strikers would not face disciplinary action. He said although the Labour Appeal Court had not made a definite decision, it had set aside the Labour Court's ruling requiring employers to negotiate on actual rates of pay.

A number of companies facing secondary action applied for interdicts with varying degrees of success. Cape Gate was granted an interdict. Numsa said the employer argued it would be unfair to bring it into the dispute as it had no relationship with the motor retail employers and thus could not influence them.

The Cape Labour Court refused to grant an interdict to GFN Chep on the basis that the secondary strike would have a significant impact on the primary employer.

Picture: Page 3



## Union challenge to SA Breweries

~~(152)~~ (152)  
By TEFO MOTHIBELI

Star 10/9/97

The Food and Allied Workers' Union has challenged South African Breweries to give it the names of workers who have allegedly intimidated colleagues who have returned to work in defiance of the continuing strike

The workers are demanding across-the-board increases of 11,5% while SAB is offering performance-related increases of between 6,5 and 16% for monthly paid workers and 10% for those paid weekly

SAB said the R2 802 minimum monthly salary the company had implemented was higher than the wages Fawu had settled for at other companies

*Non-striking workers attacked, says Breweries*

## SAB warns Fawu on strike violence

CT(BR)10/9/97 (152) (182)

FRANK NXUMALO

Johannesburg — South African Breweries (SAB) said yesterday striking workers returning to work in its beer division were being attacked by those still heeding the strike by the Food and Allied Workers' Union (Fawu).

Adrian Botha, an SAB spokesman, said the company was investigating all incidents of violence and suspects risked dismissal. "All incidents are, have and will be investigated; all suspects will be suspended after the strike and if found guilty, will be dismissed."

The union has been on a nationwide strike for the past three weeks to protest against the company's unilateral implementation of a final wage offer of 10 percent, which guarantees a monthly minimum wage of R2 802.

It is demanding a 13 percent wage increase and an affordable housing scheme, and is canvassing support for local and international consumer boycotts against SAB products.

Botha said the worst incidents included a shop steward who was

arrested outside Prospecton brewery in Durban for assaulting an owner-driver crew member, the stoning of cars around the Alrode depot south of Johannesburg and the fire-bombing of workers' homes in Port Elizabeth and East London.

"These are desperate, unacceptable tactics of people who know their cause is unreasonable. SAB is astounded that workers, who have lost considerably more in terms of wages and salaries than what they are in fact striking for, would continue to strike," Botha said.

"The R2 802 minimum monthly wage SAB has implemented is higher than the wages Fawu has settled for at other companies, a fact recognised by the least 800 employees who have returned to work, and we can only hope that reason will prevail."

But Funky Komape, a union spokesman, refuted the allegations and said the burden of proof rested with the company.

"These allegations must be proven and fair hearings given to those suspected of violence before they could be dismissed," Komape said.

BD:10/9/93

### Textile union threatens dispute

(199) (152)  
THE SA Clothing and Textile Workers Union (Sactwu) yesterday threatened textile employers with a dispute for their failure to timeously complete a survey required to facilitate a critical skills audit in the industry.

Sactwu education officer Andre Kriel said the skills audit was necessary to map out industry training needs and priorities and secure trade and industry department funding.

Textile Federation spokesman Brian Brnk questioned employers being threatened with a dispute for failing to complete a questionnaire.

marketing, but in recent months has concentrated on making a documentary — to be launched later this week — on the life of his father — Sapa-AFP.

## Nonstrikers will not be disciplined, says Fawu

BD 10/9/47 (152) ~~10/9/47~~  
Reneé Grawitzky

THE Food and Allied Workers' Union (Fawu) yesterday counteracted claims by a shop steward that SA Breweries workers who had decided to go back to work as the strike entered its fourth week would be disciplined for doing so.

At the same time, SA Breweries announced that violence continued to mar the strike, especially as workers began to return to work. The company said a meeting would be held with Fawu leadership today to try and negotiate a settlement to the wage strike.

SA Breweries said a number of assaults on non-strikers took place yesterday and a number of workers' homes were stoned and firebombed in various parts of the country. "These are the desperate, unacceptable tactics of people who know their cause is unreasonable," the company said.

A Fawu official said workers voted to go on strike and they were free to decide whether or not they wished to return to work.



*Sowetan 11/9/97*

# SAB threatens to dismiss workers

*(152)*

**By Abdul Milazi**

TENSION continued to increase around the South African Breweries strike yesterday as employers threatened to dismiss workers implicated in the intimidation of non-strikers

The threat could place the jobs of striking members of the Food and Allied Workers Union (Fawu) on the line

About 800 of the 3 000 strikers were yesterday reported to have returned to work

This was an indication that the strike was following the same pattern as previous ones, where the SAB held out until workers returned to work individually

The SAB strike, which is now in its fourth week, has been dogged by management claims of intimidation, violence and the stoning of delivery trucks by strikers

Fawu this week continued to deny knowledge of the alleged incidents and challenged SAB to come up with names of members implicated and also prove their involvement

SAB spokesman Adrian Botha said the brewery was investigating every

incident reported to it in the past three weeks "All suspects will be suspended after the strike, and dismissed if found guilty"

Botha said a Fawu shopsteward was arrested in Durban on Tuesday after assaulting a delivery man outside the Prospecton brewery

"Customer's vehicles were stoned as they approached the Alrode depot, south of Johannesburg"

## **Petrol-bombed**

An SAB worker's home in Alrode was allegedly petrol-bombed while several workers in Port Elizabeth had their homes stoned

A driver employed by the brewery was arrested and faces charges of petrol-bombing a delivery truck in Tembisa

Botha said workers have already lost more money in the past three weeks than they were demanding

The R2 802 minimum monthly wage SAB has implemented is higher than the wages Fawu settled for at other companies

Fawu said individual workers had a right to return to work as they had a right to vote for a strike

# SAB strike set to end after breakthrough

BUSINESS REPORTER

~~152~~ (152)  
ARL 12/19/97  
The four-week-old strike at SA  
Breweries could come to an end  
within days, according to labour  
consultant Duncan Innes, who  
chaired a marathon meeting  
between union officials and  
management this week.

Dr Innes said after a meeting  
which lasted until the early hours of  
the morning that Food and Allied  
Workers' Union (Fawu) shop stew-  
ards and union officials and SA Brew-  
eries management had hammered  
out a draft agreement.

The agreement makes no change  
to the 10% wage increase which SA  
Breweries has implemented despite  
the union's call for an 11,5% increase.

But the parties have agreed to  
investigate the introduction of a pro-  
ductivity bargaining scheme at next  
year's wage negotiations. If adopted  
this scheme would form part of SA  
Breweries' overall performance-  
based pay system.

The union and management will  
take the package back to their con-  
stituencies for approval.

## SAB strike

nears end

20.12.1977  
Reneé Grawitzky

(152)

THE four-week SA Breweries wage strike by Food and Allied Workers' Union members could be over by next week if members agree to a revised package which does not alter the company's final offer of 10%.

The strike weakened when workers at the Chamdor plant returned to work this week amid threats by a union shop steward that they would be disciplined.

However, union leaders said it was ultimately the workers' decision whether to strike or return to work.

Industrial relations consultant Duncan Innes, said the draft agreement granted an acting allowance of 15% for salaried staff and committed to set up a joint committee to look at the feasibility of establishing a productivity bargaining scheme.

Meanwhile, Anglo American subsidiary Columbus Steel yesterday served an interdict on 250 illegally striking National Union of Metalworkers of SA members. It said the interdict was obtained after incidents of intimidation.

## SAB AND FAWU SETTLE AFTER FIVE-WEEK WAGE STRIKE

Johannesburg — The five-week strike at SAB by workers allied to the Food and Allied Workers' Union (Fawu) ended yesterday with the signing of an agreement facilitated by labour consultant Duncan Innes (pictured)



Innes said the draft agreement was accepted by both parties. "While it includes no movement on the wage offer implemented by the company, the parties did agree to jointly investigate the implementation of a productivity bargaining scheme in SAB at next year's round of wage negotiations."

Fawu went on a nationwide strike after the company unilaterally implemented a final wage offer of 10 percent that guaranteed a monthly minimum wage of R2 802 against the union's demand of a 13 percent increase and an affordable housing scheme — Frank Nxumalo

(152) CT(BE) 16/9/99



# SAB expects most striking workers to return today

Star 17/9/97

(152)

South African Breweries management is expecting the majority of its striking workers to return by today

"We are confident that most if not all workers will be back at work at plants around the country after signing an agreement with the union. We are delighted that the strike is now over," said company spokesman Adrian Botha.

The five-week strike by members of the Food and Allied Workers Union (Fawu) has come to an end after a mediated draft agreement was finally signed on Monday.

"While it includes no movement on the wage offer implemented by the company, the parties did agree to jointly investigate the implementation of a productivity bargaining

scheme in SAB at next year's round of wage negotiations," mediator Duncan Innes said.

He said the scheme, if adopted, would form part of SAB's overall performance-based pay system.

Fawu spokesman Ndzipho Kalipa said the union was happy that the impasse had been resolved "We are pleased with the agreement because it reflects what we had set out to achieve," he said.

The union accepted SAB's original 10% across-the-board wage increase offer and the two parties agreed to investigate housing subsidies.

The company kept up its production targets during the strike. Disciplinary hearings will be instituted against some 50 strikers. - Staff Reporter

# Sea Harvest fishing strike to continue

## 15% increase in pay demanded

THABO MBASO  
BUSINESS REPORTER

Fishermen who have been on strike for five days at Sea Harvest have decided at a mass meeting to continue with their industrial action, aimed at getting a wage increase.

Trawler and Line Fishermen's Union (TLFU) secretary general Norman Daniels said the meeting yesterday had resolved that the striking fishermen were prepared to compromise on their demands but wanted more wage guarantees.

The fishermen are demanding a 15% increase on the basic daily rate

and commission paid to them for the catches they make.

Mr Daniels said the fishermen

*The strike is still on. We are hoping to use innovative ways to try to resolve the problem.*

were prepared to drop the demand for a 15% increase on the commission, but wanted the basic daily rate to be

increased by an extra R5, on top of the 15% increase on the basic daily rate

"The strike is still on. We are hoping to use innovative ways to try to resolve the problem," Mr Daniels said.

The strike by the 400 fishermen at Sea Harvest follows a strike at the weekend at Irvin and Johnson.

The fishermen at I & J, who are also members of the TLFU, had similar demands to those of the Sea Harvest strikers. They stopped striking after management at I & J decided to increase their basic daily rate by 15%.

The fishermen also dropped their demand for an increase in their commission.

ARG 17/9/97

(162)  
~~FISHING~~

# Cosatu lunch threatened by union strike

BD 18/9/97 (152) (151)

**René Grawitzky**

THOUSANDS of Congress of SA Trade Union delegates nearly went without lunch yesterday when workers, catering for Cosatu's congress at the World Trade Centre in Kempton Park, interrupted a heated debate on globalisation to highlight wage demands

A group of Food and Allied Workers' Union (Fawu) members marched through the main hall where more than 2 000 Cosatu delegates were embroiled in a debate on the wording of a resolution dealing with globalisation

The Fawu members, taking advantage of the congress's high profile, threatened not to serve lunch if World Trade Centre management did not re-

spond to their demands

In an attempt to disperse the group, a Cosatu delegate said "If you are striking today, it would not be against management, but against us (Cosatu)"

A Fawu member said "We wanted to highlight to the congress that people here are earning less than R1 000 a month and in some cases catering staff are earning R600 to R800 a month"

Workers returned to work to the applause of delegates

The major part of the second day of the congress was devoted to deliberations on the federation's international policy Cosatu general secretary Sam Shilowa said forging international relations with other trade union movements was critical to deal with nega-

tive consequences of globalisation Delegates endorsed a resolution to affiliate to the International Confederation of Free Trade Unions

SA Clothing and Textile Workers' Union assistant general secretary Ebrahim Patel said Cosatu needed to initiate a campaign for co-ordinated international action to draw attention to the consequences of globalisation

Delegates became divided over how to deal with globalisation Some unions said globalisation's existence could not be ignored Strategies should be developed to deal with it Other unions said globalisation was destructive and should be fought against

See Page 2



# Referendum was futile, says Shiceka

Deborah Fine  
BD 23/9/97

THE private referendum in which 81 000 greater Johannesburg residents voted against the centralisation of municipal powers in the city had been "an exercise in futility", Gauteng local government MEC Sicele Shiceka said yesterday.

Opposition parties and the megacity referendum steering committee, the umbrella body for the ratepayers' associations which organised the referendum, have warned that 81 000 residents were "too significant a number" to disregard.

Dismissing the exercise as a "waste of time and money", Shiceka said the African National Congress (ANC)-dominated provincial government and its local authorities would not acknowledge the poll as it was based on "political and emotional criteria" rather than scientific evaluations. He said the Democratic Party (DP) and National Party (NP) had manipulated residents by presenting them with a skewed, negative view of the megacity model.

The provincial government could not, therefore, accept the poll as valid participation in the national white paper process on the transformation of local government because residents had not been able to make a properly informed choice. In addition, the number of residents who voiced opinion was "a drop in the ocean" compared to greater Johannesburg's total population of 3.5-million.

Megacity committee spokesman and DP member Russell Crystal said it would be "extremely arrogant" of the ANC to ignore the outcome. The result would be analysed by independent experts and submitted as part of the white paper process.

Gauteng legislature NP local government standing committee member Johan Kilhan said the ANC's attempts to ignore the number of residents who took part in the referendum was an indication of the party's "lack of understanding and political insight". Johannesburg's sound financial management "largely depends on the continued payments of those who participated in the referendum", he warned.

Shiceka said the referendum was part of a campaign to prevent the redistribution of resources accumulated by a privileged minority during the apartheid era.

Comment: Page 15

# Anglo technicians continue strike

Vuyo Mvoko (152)

ANGLO American Research Laboratories' offer of a 12% wage increase failed yesterday to persuade its more than 60 striking technicians to return to work.

The workers, affiliated to the National Union of Mineworkers (NUM), had demanded 15% and began their strike on September 18.

NUM spokesman Ben Molapo said they would consider management's offer. However, the fact

that management remained silent on the contentious issue of wage parity between black and white workers could still stand in the way of progress.

Workers had alleged that whites were paid far more than their black counterparts, and that whites were appointed to senior positions even though there were blacks who were more skilled and experienced.

Workers were also demanding a transport allowance.

Anglo American Corporation of SA's Linda Dorrington said research work was "continuing normally".

The company had made attempts to resolve the "protracted strike", including one through the Commission for Conciliation, Mediation and Arbitration.

As the parties were scheduled to meet again today, management did not consider it appropriate to divulge details regarding negotiations at this stage, she said.

BD 23/9/97

# Prisons

Continued from Page 1

Riot helmets and shields emitting electric shocks would be issued.

CMax prisoners were not be allowed to smoke, making it the first smoke-free prison in the country. All services to inmates would be rendered on an individual basis, meals would be served inside cells, prisoners would always be cuffed when outside their cells and they would be allowed three non-contact visits a month.

"Special cages have been erected in

the shower section where inmates will be locked in individually when taking a shower," Venter said.

Education by correspondence courses would be allowed. Inmates would have no television, money, valuables or electrical appliances. They would be allowed a maximum of 10 minutes of telephone calls a week.

They would be evaluated every three months to determine whether they could be sent to an ordinary maximum security prisons, Venter said.

Mzimela said planning the housing of prisoners on ships was continuing. However, they would be used only for awaiting-trial prisoners.

# Natwest

Continued from Page 1

said he was uncertain what would happen to BOE Natwest.

"Somewhere along the line, the little pieces of the puzzle in SA will fit in. But right now we don't know where The only discussions that have taken

"There is no indication that they are not going to be here; certainly we are not talking to them about any disinvestment, that is definitive", he said.

The UK bank's strategy had been discussed at the board meeting "because it is of considerable concern to us. Yes we are talking to them about where we are going, but can't be more positive than to say they are not disinvesting from this part of the world."



Secunda 24/7/97  
CWIU on strike at Secunda

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08

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## BUSINESS

# Sowetan (Busi) 25/9/99 Stalemate as <sup>152</sup> strike continues

THE National Union of Metalworkers (Numsa) strike at Usko Limited in Vereeniging entered its third week yesterday – and there is still no end in sight

Workers want the company to extend its housing subsidy scheme to people who live in rural areas, while the Usko management argues that rural land is owned by a chief and the community and banks are reluctant to issue bonds in such a situation

The 400 workers have vowed not to return to work until their demands are met. Employers have hired scab labour to keep operations going

Numsa spokesman Dumisa Ntuli said "We condemn the employers' decision to hire scab labour. We call on them to address the issue immediately rather than create unnecessary conflict

"These employers have the mistaken view that only workers who live in urban areas should have access to the housing subsidy

"Numsa views this as brutal and naked discrimination against vulnerable rural workers"

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# Sasol's Secunda strike continues

René Grawitzky

THE wage strike by 6 000 Chemical Workers' Industrial Union (CWIU) members at Sasol's Secunda collieries entered its second week while management at Usko in Vereeniging has allegedly locked out 400 metal workers who have been on a four-week strike

Sasol said yesterday that the strike was continuing, but contingency plans had been put in place to ensure the supply of coal to Sasol's synthetic fuels and the export market would continue without interruption.

CWIU members embarked on

BD 25/9/97 (152) (152)  
strike action in support of a wage increase ranging between 11% and 13% while the company offered between 10,25% and 12%

Sasol said that the offer was in excess of the Chamber of Mines' final offer and the settlement reached in its synthetic fuels division of 10,5% overall and 12% on the minimum rate

Sasol said its minimum wage was way in excess of the Chamber's minimum of R1 000 a month

The proposed offer would raise the minimum from R1 158 to R1 300 a month

Meanwhile, the National Union of Metalworkers of SA (Numsa)

claimed that 400 members had been locked out by management at Usko

The union said the strike began after the company refused to extend the housing scheme to rural workers and over the company's intention to reduce its severance package from four weeks for every year of service to two weeks

Numsa deputy general secretary Peter Dantje said the lock-out and hiring of replacement labour could only aggravate an already tense situation

It is understood that the strike has been marred by violence and claims of intimidation

New labour laws contributed to better bargaining relations

# CCMA helped reduce strikes, say consultants

(152) (BR) 30/9/97

FRANK NXUMALO

LABOUR CORRESPONDENT

Johannesburg — Timely intervention by the Commission for Conciliation Mediation and Arbitration (CCMA) had ensured that the bulk of central bargaining negotiations this year were concluded without large scale industrial action, Andrew Levy & Associates, the labour consultants, said yesterday

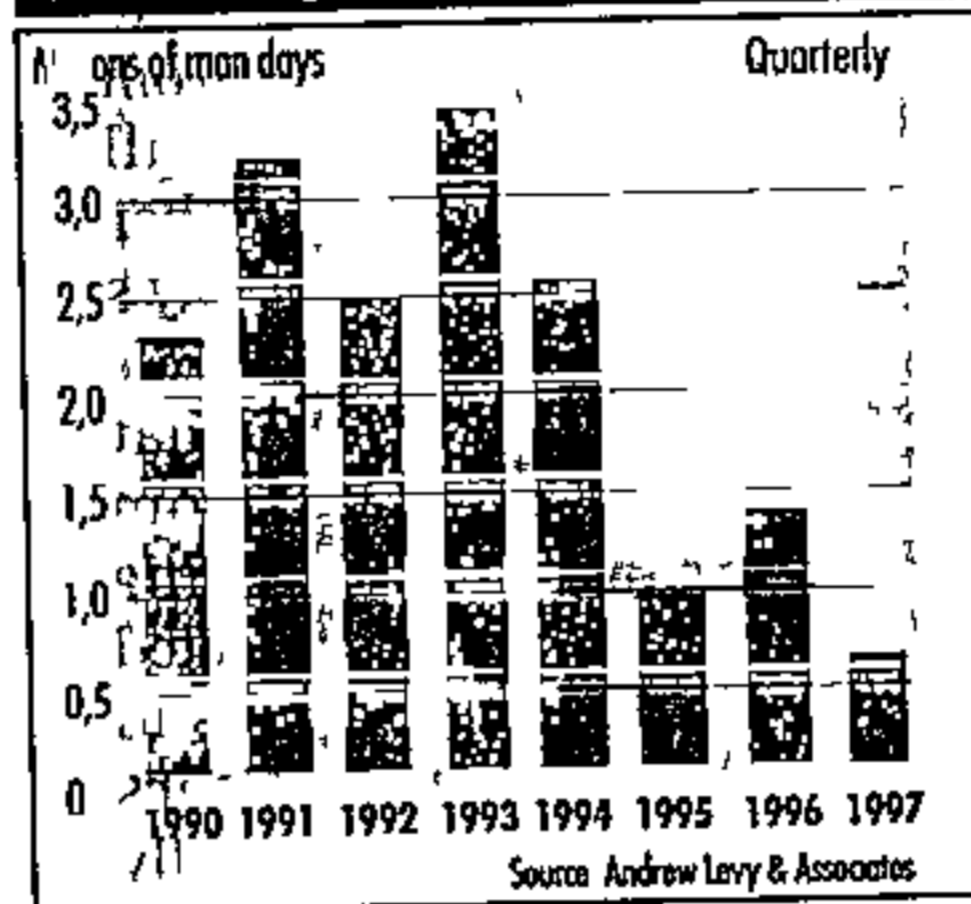
A report by Andrew Levy said the number of man days lost to strikes dropped from 1,35 million in 1996 to 510 000 by the end this month — the lowest since 1990

Charles Nupen, the CCMA director, said the new labour laws, especially the Labour Relations Act, had contributed to the better central bargaining relations and "any reduction in industrial action impacted positively on production output and on the economy"

He said the CCMA had mediated successfully in the retail, mining, health and public sectors, including the resolution of the acrimonious Food and Allied Worker's Union (Fawu) strike at Beacon Sweets

Tito Mboweni, the labour minister, said this significant drop in strikes was not only a reflection of the important role the CCMA played in the resolution of industrial disputes but "a vote of

Man days lost to strikes



confidence in the commission and an indication of the early success of the new labour reform laws"

Jacqui Kelly, an Andrew Levy researcher, said in addition to CCMA's contribution, in-house dispute resolution mechanisms, including those dealing with grievances and discipline, were now "fairly well established"

On whether an improved level of negotiation skills had also contributed to the significant drop, Kelly said the figures "do reflect that this is the case"

The report said the main strike triggers up until September were wages at 70 percent, recognition/bargaining levels at 16,2 percent, discipline/dismissals (3,7 percent), grievances (8,2 percent) and re-trenchments (1,8 percent)

The report said "wages again formed the major trigger and have in fact increased over the same period in 1996 when 59 percent of the strikes were wage related"

"The wage bargaining environment has been particularly tough this year and a number of strikes took place when the parties were close in terms of final offers"

It showed the majority of strikes took place on a national level in 51,5 percent of cases, followed by KwaZulu-Natal at 27,5 percent, Gauteng (5,7 percent), Eastern Cape (9 percent), 2,4 percent in Western Cape and 3,9 percent in the other regions combined

The most active unions in terms of man days lost were 'Fawu (38,7 percent), the Printing, Paper, Wood and Allied Workers' Union (21,9 percent) and the National Union of Metalworkers of South Africa (11,9 percent)

"Fawu, which has experienced internal divisions, was particularly active this year and strikes at Nestlé, Premier Foods, Beacon, SA Breweries and Chapelat contributed to this overall figure"

Industries hardest hit by strikes were food at 49,9 percent, paper/printing (21,9 percent), vehicle makers (6,6 percent), manufacturing (5,9 percent), retail (4,6 percent) and mining (4,2 percent)





Some of the 1 000 Atteridgeville-Saulsville, Pretoria, residents who marched on the Union Buildings yesterday to present a memorandum in which they demanded, among other things, a monthly flat rate of R150, the resignation of local councillors and the building of houses for squatters  
PIC LEN KUMALO

Sowetan 30/9/97 (152)

## Stayaway gets support

MORE than 1 000 Atteridgeville and Saulsville, Pretoria, residents heeded a stay away call yesterday and marched on the Union Buildings to demand a R150 flat rate and dispensation on rent payment for pensioners, the handicapped and the unemployed

The Atteridgeville Saulsville Concerned Residents Association which organised the march also threatened to call for a consumer boycott to put pressure on the authorities to meet their demands which also include

- Resignation of councillors
- Stopping the growth of the squatter camps,

- Building of houses for squatters, and
- Return of essential services to the township

In a memorandum accepted by Mr Emmanuel Diamond of the Office of the President at the Union Building residents said "Our councillors are nowhere to be found. We only saw them during the elections but they have since disappeared"

"The memorandum carries weight and genuine demand from residents and the aim is to resolve civic problems in a decent way. This will pave the way for coexistence and normal life between us and the local authorities"

Sowetan 30/9/97 (152)

## Fewer man days lost this year

STRIKE activity in the first nine months of this year saw 510 000 man days being recorded as lost the lowest level since 1990 according to labour consultants Andrew Levy and Associates

During the same period last year 1 35 million man days were recorded as lost 870 000 in 1995 2 5 million in 1994, 2 4 million in 1993 3 1 million in 1992 1 million in 1991 and 2 2 million in 1990

The significant decrease in lost working time was largely attributed to the fact that the bulk of centralised working conditions agreements were finalised without large-scale industrial action this year the consultancy said in a report on strike activity released yesterday

Timely intervention by the CCMA (Council for Conciliation Mediation and Arbitration) in a number of disputes has also contributed to an overall levelling off of strike action

### High-profile strikes

It noted there had been a number of high-profile strikes during the third quarter which were characterised by worrying levels of intimidation and violence

These included five unions striking in the sugar industry and the Food and Allied Workers Union (Fawu) strikes at Beacon Sweet and Chocolates and South African Breweries

Seventy percent of the strikes were triggered by wage disputes up from the 59 percent of wage-related strikes in the first nine months of last year

Other strikes were over recognition agreements and bargaining levels (16 2 percent) discipline and dismissals (3 7 percent) grievances (8 2 percent) and retrenchments (1 8 percent)

Most strikes (51 5 percent) were on a national level while 27 5 percent were in KwaZulu-Natal 5 7 percent in Gauteng, nine percent in the Eastern Cape 2 4 percent in the Western Cape and 3 9 percent in other provinces

Most active unions involved in strikes were Fawu (38 7 percent), and the Paper, Printing, Wood and Allied Workers Union (21 9 percent) - Sapa

# ANC counters rumour about Motshekga

## Gauteng leaders who contested for top post want new chairman to be premier

By Pamela Dube  
Political Reporter

THE AFRICAN National Congress leadership moved swiftly yesterday to counter rumours that newly elected chairman and premier-elect Mr Mathole Motshekga will not automatically become premier

Provincial leadership and national spokesman Mr Ronnie Mamoepa told a media conference yesterday that the party's rank and file were not angry over reports suggesting that Motshekga was not "automatically" assured of the premiership

Provincial secretary Mr Paul Mashatile was quoted yesterday as saying that Motshekga's election as premier was "not automatic but preferred"

However he later denied that this was meant to oppose Motshekga's taking up the position. Mashatile and Mamoepa had said the ANC national conference would make the final decision on whether the two positions should be separated or not

Mashatile, Mamoepa, provincial deputy secretary Mr Obed Mankgope and treasurer Mr

Amos Masondo all said yesterday that it was solely Gauteng's responsibility to choose its premier. Motshekga had been chosen with the province's blessings

Mashatile said there had never been any suggestion that the ANC's national conference would decide on whether Motshekga will be Gauteng premier or not. We have always understood it to be within our mandate to elect a premier for our province

### Newfound strength

Emphasising the newfound strength of unity around Motshekga, Masondo - who had opposed Motshekga and supported Frank Chikane - said while some ANC leaders may have supported candidates other than Motshekga in their personal capacity, the Sunday election closed the chapter of disagreement

Masondo said in electing Motshekga, the provincial general council was saying that Gauteng would prefer that he becomes the premier. The denials were apparently prompted by calls from the party's branches who wanted clarification on the statements by

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# Work days lost due to strikes at lowest level in seven years

(152) ARCT 30/9/97

**Johannesburg - Strikes in the first nine months of this year saw 510 000 worker-days recorded as "lost", the lowest level since 1990, according to labour consultants Andrew Levy and Associates**

During the equivalent period last year, 1,35 million worker-days were recorded as lost, compared with 870 000 in 1995, 2,5 million in 1994, 2,4 million in 1993, 3,1 million in 1992, a million in 1991 and 2,2 million in 1990

The significant decrease in lost working time was largely attributed to the fact that the bulk of centralised agreements on working conditions were finalised without large-scale industrial action this year, a spokesman for the consultancy said yesterday

"Timely intervention by the Council for Conciliation, Mediation and Arbitration (CCMA) into several disputes has also contributed to an overall levelling off of strike action," he said

He noted that there had been

some high-profile strikes during the third quarter, and that they had been characterised by worrying levels of intimidation and violence

These included strikes by five unions in the sugar industry, and the Food and Allied Workers Union (Fawu) strikes at Beacon Sweets and at SA Breweries

Wage disputes triggered 70% of the strikes, up from 59% in the first nine months of last year

"The wage-bargaining environment has been particularly tough this year and some of the strikes took place when the parties were close in terms of final offers," the spokesman said

Other strikes were over recognition agreements and bargaining levels (16,2%), discipline and dismissals (3,7%), grievances (8,2%) and retrenchments (1,8%)

Most strikes (51,5%) were on a national level, but 27,5% took place in KwaZulu Natal, 5,7% in Gauteng, 9% in the Eastern Cape, 2,4% in the Western Cape, and 3,9% in

other provinces

Most active unions involved in strikes based on the number of worker-days lost were Fawu (38,7%) and the Paper, Printing, Wood and Allied Workers Union (21,9%)

Industries most affected by industrial action were food (49,9%), paper and printing (21,9%), the motor industry (6,6%), manufacturing (5,9%), retail (4,6%) and mining (4,2%)

It was not Andrew Levy and Associates' policy to include stay-aways in its strike figures

"But," the spokesman said, "in terms of the Labour Relations Act such action is allowed and protected, and we can therefore expect an increase in the number of man-days lost in this manner"

The Congress of South African Trade Unions had clearly stated its intention to utilise this form of action to promote its interests in any issues being discussed in the National Economic Development and Labour Council. - Sapa



# Deal ends eight-day Sea Harvest stoppage

## *Fishermen back at work today*

LLEWELLYN JONES  
BUSINESS REPORTER

An eight-day strike at Cape fish processor Sea Harvest came to an end yesterday after a hearing in the Cape Town Labour Court.

The company had filed an application with the court on Friday aimed at lifting protection against dismissal for fishermen on strike.

Sea harvest managing director Louis Penzhorn said the company and the Trawler and Line Fishermen's Union (TLFU) had yesterday reached an agreement - which was made an order of court - to send fishermen back to work.

He said the parties had also agreed to go to mediation on the wage dispute as laid down in industry and union guidelines.

"If mediation fails, we will then go to arbitration," Mr Penzhorn said.

Sea Harvest, said to be the biggest fish processor in the southern hemisphere, suffered damaging wage strikes by trawlermen and factory workers in 1995.

TLFU secretary-general Norman Daniels noted no finding was made regarding the original application filed by Sea Harvest, which would have declared the strike unlawful and allowed it to dismiss strikers.

The company and the union had agreed that no disciplinary action would be taken against employees.

Mr Daniels expected fishermen would be back at work today after union shop stewards had reported back to their members.

Mr Penzhorn hoped that the company would get at least eight of its ships back out to sea today with the remainder following tomorrow.

Mr Daniels said the union had agreed to meet with management on

Thursday to discuss details of the mediation procedures.

Workers at Sea Harvest went on strike just over a week ago after wage negotiations broke down.

Employees were demanding a 15% increase on the basic daily rate and commission paid to them by Sea Harvest for the catches they make.

Sea Harvest has offered them 10%.

The strike came as a blow to the fishing industry and may have left a two-year-old collective bargaining agreement in tatters, after other members of the Deep Sea Trawling Industry Association, the owners' organisation, broke ranks and buckled to union demands.

Workers at other fishing companies accepted a modified offer, but the Sea Harvest fishermen took a firm stance on their original demands, and eventually opted to take industrial action.

AAG 30/9/97

(192)

## Strike resolved after Sasol negotiations

SASOL announced yesterday the resolution — under the auspices of the Commission for Conciliation, Mediation and Arbitration — of a two-week strike by the Chemical Workers' Industrial Union at the Secunda Collieries.

Sasol spokesman Wanda Human-Joubert said wage settlements negotiated with the relevant union forums ranged from 9%-12% and issues such as hours of work had been referred to a working committee for resolution.

The settlement concluded this year's negotiations on wages for Sasol Coal and the union had agreed to resume work on the night shift last night, she said.

152  
BD 17/10/97



# The right to strike is not absolute

By Joseph Ballenger



(152)

IN DECLARING industries essential services, government had to balance the constitutional right to strike against the effects of industrial action on the community, labour director-general Siphon Pitso said yesterday.

Pitso stressed at a news briefing that the right to strike was "central" but not absolute.

A three-person committee formed last November by the Commission for Conciliation, Mediation and Arbitration has declared a number of services essential in terms of the

new Labour Relations Act. The act defined the interruption of such services as endangering the life, personal safety, security or health of a community, committee chairman Dhaya Pillay said.

Effective immediately, those services gazetted in mid-September as essential are municipal traffic services, policing, health and security, the supply and distribution of water, security services by the water affairs and forestry department, power generation, transmission and distribution, firefighting, payment of social pensions, courts, correctional services, sanitation, and cer-

tain civilian activities in the defence department. Public emergency health services, nursing and other medical and paramedical services — and their supporting services — will also be considered essential until March 31.

Public health providers had asked the committee to revisit their sector to identify which services would continue being essential from April next year, Pillay said.

Private health services defined as essential were the SA Blood Transfusion Service, (for which the public sector does not provide a parallel), those funded by the public sector and nursing homes registered in terms of the National Welfare Act of 1978.

Pillay pointed out that some services defined under the previous government as essential were no longer considered to be so, such as passenger transport, perishable foodstuffs, fuel, cemeteries, mortuaries and the production of tomato sauce. Neither private health services nor school teachers had ever been defined as essential.

Pillay said the committee's work had been done "with a level of consensus" from labour, and that one of its members was from the National Union of Mineworkers.

*Workers told to use arbitration channels*

# Strikers in essential services not protected

CT(BR)3/10/97(152)

**FRANK NXUMALO**

LABOUR CORRESPONDENT

Johannesburg — Strikes in essential services would not be protected, as services designated as essential would be treated differently under labour law and disputes that arose would be resolved by an independent arbitrator, said Siphon Pityana, the labour director-general, yesterday.

Pityana said it was still disturbing to see industrial action in vital services such as public health and police operations.

"It is crucial that workers in essential services respect the rule of law and use the arbitration channels open to them to resolve disputes," Pityana said.

The Essential Services Committee said parties to an industrial dispute in essential services, including emergency medical care, nursing, water, sanitation and prisons, were encouraged to

negotiate "minimum levels of services" as an alternative to full-scale strikes.

Dhaya Pillay, the committee's chairman, said neither workers nor employers who failed to comply would be protected by the new Labour Relations Act.

She said such workers risked dismissal or liability for damages, or both.

Pillay said the list of services designated as essential was the result of 11 hearings over four months. It enjoyed the support of interested parties such as business and labour.

"We have had a great deal of support from the parties in most



*Siphon Pityana*

of the services we have investigated, which we believe augurs well for the future," Pillay said.

"Clearly, the most important step after the publication of our designations will be for the parties to really commit themselves to honouring both the designations and their agreements. The public interest needs to be uppermost in all our minds."

Pityana said that although the right to strike was a central right and one that was recognised by the constitution, it was not absolute and had to be balanced against broader considerations regarding the effects of industrial action on the community and, in particular, health and safety considerations.

Real power is economic

# Right to strike is 'not absolute'

(152)  
(#)

sewelan 3/10/97

By Maxwell Pirikisi

**L**ABOUR DIRECTOR-GENERAL Siphon Pityana said yesterday that workers' right to strike needed to be balanced against other rights which citizens enjoyed

Pityana announced in Johannesburg that the Essential Services Committee (ESC) had completed designating services that would be regarded as essential.

Said Pityana "The right to strike is a central right and one recognised by the Constitution. But it is not an absolute right

He said all workers in sectors which provided services designated as essential would be barred from, among other things, striking, and would be encouraged to follow other routes to address their grievances

The ESC was tasked with balancing the implications of deeming a service essential - the removal of the right to strike - with broader social considerations regarding the effects of industrial action on the community - in particular health and safety considerations

Pityana also said the ESC would

## Employees providing essential services to be barred from striking

continue to operate, designating areas that may not have been considered, and dealing with other urgent matters

"First, the committee needs to make their designations easily available in a simple form

"And it needs to make it clear that services designated as essential will be treated differently under labour law, that strikes in essential services are not protected, and that labour disputes which arise must be resolved by an independent arbitrator," Pityana said

"Second, we must ensure that in practice there is compliance with this aspect of the law

### Disturbing examples

"We still see disturbing examples of industrial action in essential services. It is crucial that workers in essential services respect the law and use the arbitration channels open to them to resolve disputes," he said

Pityana also said employers in

essential services sectors had an extraordinary responsibility to invest in cordial relationships with their employees

"The fact that services are deemed essential should not be used as an opportunity to trample on the rights of the affected workers. We are satisfied that the law provides sufficient protection against any possible abuses"

Some of the services designated as essential include municipal traffic services and policing, municipal health, municipal security, the supply and distribution of water, the security services of the Ministry of Water Affairs and Forestry, and the generation, transmission and distribution of power

Other essential services include fire fighting, the payment of social pensioners, the services required for the functioning of courts, correctional services, and blood transfusion services provided by the South African Blood Transfusion Service



# Strike curbs get mixed reaction from the unions

Star 3/10/97 (152)

BY ADAM COOKE

Government restrictions on the sectors which can legally strike met with mixed reaction yesterday as some unions objected to the findings of the Essential Services Committee, while others hailed the results as a victory for workers.

Announcing the findings of the year-old committee yesterday, the Labour Department's director-general Sipho Pityana said the right to strike had to be balanced against other rights which citizens enjoyed.

"The right to strike is a central right, and one recognised by the constitution. But it is not an absolute right," said Pityana.

Included in the services designated as essential are traffic services; municipal health services including nursing and medical services in the private and public sec-

tor; fire fighting; correctional services; the generation, transmission and distribution of power, services required for the functioning of the courts and parts of the sanitation services.

A new addition to the essential category includes the South African Blood Transfusion Service.

While chairman of the ESC Dhaya Pillay said there had been consensus between the stakeholders on most of the areas designated essential services, Pityana warned that there were disturbing examples of industrial action in essential services such as health and police operations.

Police and Prisons Civil Rights Union assistant general-secretary Elliot Nxele said that, while the union was prepared to concede that certain police and prison functions were essential, many were not and should have been negotiated.



*Union plans to muster thousands*

# Numsa joins protest over dismissals (152)

CT (BR) 7/10/97 (152)

**FRANK NXUMALO**

LABOUR CORRESPONDENT

Johannesburg — More than 4 000 National Union of Metalworkers of South Africa (Numsa) members would picket Bosal's factory in Pretoria this week in solidarity with 140 workers dismissed last week by the exhaust manufacturer, the union said yesterday.

The workers were fired for taking part in an apparently unprotected strike over working conditions, the union said.

However, the affected workers yesterday said they had resorted to industrial action after management refused to discuss their grievances. The workers were paid their monthly wages and annual bonuses, but not severance packages.

Bosal management declined to comment yesterday and said the company would "be issuing a press statement soon".

The matter has been referred to the Commission for Conciliation, Mediation and Arbitration for resolution.

Mbuyiselo Ngwenda, the Numsa general secretary, said the union was chagrined by Bosal's handling of the strike and its hiring of replacement labour.

"We call on Bosal management to act speedily and soberly and allow workers to return to work," he said.

Meanwhile, the lockout of more than 400 Numsa workers at

the Usko plant in Vereeniging has entered its fifth week after repeated negotiations between Numsa leadership and management failed to break the impasse.

Workers are demanding the extension of a housing subsidy for rural accommodation and protesting against the company's apparent intention to reduce severance packages from four weeks for every year of service to two.

Numsa said negotiations had failed to achieve a result as the

employers insisted that they wanted to achieve something out of the strike as they had "budgeted" for it.

"Numsa views such statements as vicious and an act of revenge because the company has long declared its intention to retrench

workers, therefore the lockout is just an excuse for them to dismiss workers", Ngwenda said.

The Usko managing director, John Beck, said that although the protected lockout of striking workers continued, "nobody had budgeted for the strike", as that was not "humanly possible".

Beck said the company's position was still that its benefit structure was one of the best in South Africa and globally. He said Usko had no immediate plans to retrench workers.

"We have no specific plans for retrenchments, but everybody has to look at their cost structure. No company can operate on the basis of our cost structure and remain competitive," Beck said.

**'We call on Bosal to act speedily and soberly and allow workers to return to work'**

# Gosatu presses on with employment bill strikes

FRANK NYUMALO

LABOUR CORRESPONDENT

Johannesburg — Gosatu said yesterday it still intended pressing ahead with two 24 hour nationwide strikes on October 27 and 28 when the labour federation and business make presentations to parliament over the controversial Basic Conditions of Employment Bill.

The labour federation said it welcomed the tabling of the bill in parliament, but it had no intention of "rewarding employ-

ers for their delaying tactics

"The strikes will go ahead unless an agreement is reached within the alliance, (between Gosatu, the ANC and the Communist Party), in which case the Gosatu executive will review its positions".

Sam Shilowa, Gosatu's general secretary, said the labour federation had approached its alliance partners to seek consensus on areas of disagreement in time to table the necessary amendments.

He said labour's submission to the national assembly would

include "giving teeth and substance" to the proposed goal of a statutory 40-hour week and other issues, including raising the minimum working age from 15 to 16 years and six months' maternity leave, at least four of which should be fully paid.

Lynette Loxton reports from Cape Town that the labour department made a strong appeal yesterday to the parliamentary portfolio committee on labour to pass the employment bill before the end of the parliamentary session in November.

Sipho Pitso, the labour director-general, said every effort had been made to consult all parties on the bill and, although some major areas of disagreement remained, the government was convinced that the bill was long overdue.

He said: "We are still in no illusion that the road ahead remains bumpy," he said.

Some committee members expressed concern that only six hours had been set aside for the public hearings, but chairman Godfrey Oluphant said more time

could be allocated if needed. After the hearings, the committee is scheduled to meet on October 31 and November 3 to complete its report and possible amendments to the bill.

Pitso said that apart from disagreements over specific working conditions, four major objections had been raised about the bill. These were that it would raise labour costs, impede job creation, was inappropriate for South Africa's level of development and would adversely affect small business.

# Last ditch attempt to change bill

## Cosatu to lobby MPs, threatens national strikes

PRU 15/10/97

(152)

THABO MABASO  
BUSINESS REPORTER

The Congress of South African Trade Unions (Cosatu) has embarked on an intense programme of lobbying and mass action that will culminate in two nationwide strikes, in a last ditch attempt to change disputed clauses in the Basic Conditions of Employment Bill.

The strikes are set for October 27 and 28, the days that the parliamentary portfolio committee on labour has set aside to hear submissions

from the public on the bill.

Cosatu secretary general Sam Shilowa said yesterday the union federation would be meeting the African National Congress (ANC) as soon as possible to discuss their differences over the bill.

Mr Shilowa issued a statement shortly after the employment bill was tabled before the labour committee for discussion

The strikes would only be suspended if an agreement was reached on the areas of difference with the ANC, he said  
Outstanding points of difference

**Attempts to get the ANC, which has endorsed the bill, to change its mind, are a futile exercise**

include Cosatu's demands for a 40-hour working week, six months maternity leave, of which four would be paid, and a minimum working age of 16 years. The Govern-

ment has proposed a 45-hour working week, promising to review the matter in three years and again two years later.

Mr Shilowa said Cosatu had deployed a team in Cape Town, led by himself, to monitor the progress of the bill and to lobby MPs.

Industrial relations practitioner Gavin Brown said that he believed that Cosatu had jumped on the lobbying bandwagon a bit late.

Attempts to get the ANC, which has endorsed the bill, to change its mind were a futile exercise  
"I do not think demonstrations

will make any difference in this regard. The Minister of Labour, Tito Mboweni, has done his lobbying in Parliament and he is assured that the bill will be passed into law in its present form," Mr Brown said.

"It is too late for Cosatu to now want to start lobbying the ANC - they had two years to do that."

The bill will be debated in the National Assembly on November 3 and 6, before going before the National Council of Provinces for further discussion from November 17 to 21. If it is not held up during this process, it will become law



## Cosatu's strike 'extremely negative'

ARG 16/10/97

(152)

Johannesburg - Business associations have criticised a national strike planned by unions for October 27 and 28 over new labour laws, saying it would damage the economy unnecessarily.

The Congress of South

African Trade Unions plans the strike to coincide with two days of public hearings in Parliament over the planned Conditions of Employment Bill.

"This is extremely counter-productive and negative," said Hans Smith, president of Business South

Africa "It penalises business but business can do nothing - the bill is in the parliamentary process"

Employers say the bill, which would cut the working week to 45 hours, raise overtime pay and entrench other worker rights, would stifle job creation. - Reuters



# Strike enters fifth week after talks deadlock

By Sowetan Business Reporter

THE Malanseuns Pleasure Plants strike at Rosslyn, north of Pretoria, entered its fifth week today with claims of intimidation and violence after a striking employee was allegedly attacked and stabbed with a pair of scissors by scab workers recently.

More than 300 South African Agricultural Plantation Allied Workers Union (Saapawu) members went on strike last month after a deadlock with management over working conditions. (152)

Employees went on strike after management introduced 52 working hours a week while the union demanded 45 hours.

Saapawu regional secretary Musa Makhubu said the strike followed a deadlock reached at the Commission of Conciliation, Mediation and Arbitration (CCMA) on the matter which was filed by the company last week.

Management failed to attend.

Makhubu said management had undermined the union by unilaterally implementing 52 working hours a week. He said the strike had degener-

ated into an undisciplined action by some skeleton staff labourers.

He said this after an employee was stabbed with a pair of scissors. The union said the woman was admitted to Garankuwa Hospital where she was treated for multiple wounds.

The company's director Jacques Malan said "Management is willing to talk to employees to resolve the dispute as long as they want to come back to work."

But he refuted allegations of intimidation and violent clashes between scab labourers and striking workers.

"At present the company has employed skeleton staff from as far as KwaNdebele in Mpumalanga and Mokamole in Northern Province," said Makhubu.

Reacting to the working hours issue, Malan said according to the law, an employee was entitled to work 45 hours a week, but an employer could negotiate with workers on the hours.

Malan said failure to agree on working hours had triggered the strike. "It was in the best interests of our clients to opt for a lockout and we hired scab labourers to keep production going," he said.

# Cosatu calls off strike

THE Congress of South African Trade Unions (Cosatu) yesterday called off plans to stage a 48-hour national strike next week after an all-night meeting in Cape Town with its tripartite alliance partners *sowetan*

The tripartite delegations were led by Deputy President Thabo Mbeki for the African National Congress, Cosatu president Mr John Gomomo and South African Communist Party chairman

Mr Blade Nzimande (152) *AKB*

Cosatu deputy general secretary Mr Zwelinzima Vavi told a press conference that details of the agreements would be announced after the Cosatu executive has been briefed tomorrow

"We are confirming that substantial progress was registered at this meeting. Most of the gaps that existed between the alliance on core issues have been closed," Vavi said - *Sapa*

23/10/97

# Strike called off after deal reached on employment bill

(152)

By ADAM COOKE

After nearly two years of negotiations, the ANC and its tripartite alliance partners - Cosatu and the South African Communist Party - have reached several breakthrough compromises on the Basic Conditions of Employment Bill.

The agreement, hammered out at an all-night alliance meeting in Cape Town on Tuesday, yesterday prompted Cosatu to postpone a general strike

which was due to go ahead on Monday and Tuesday. Details of the pact are being kept under wraps until they have been ratified by the three partners' respective executives.

But the Staff reliably understands that one of the areas of compromise was a move by the Government to agree to Cosatu's demand for a 40-hour week to be phased in over the next five years. Sources also said Cosatu had agreed to compromise on its demand for six

months' paid maternity leave and would now accept four months, as set out in the bill tabled in Parliament recently by Labour Minister Tito Mboweni. The agreement opens the way for Parliament to pass the bill into law during the current session, which ends in the middle of next month.

There were fears that the lengthy delays in reaching agreement at the National Economic Development and Labour Council would postpone the bill's passage through Parliament until next year at the earliest.

Speaking in Johannesburg yesterday, Cosatu deputy general secretary Zwelanzima Navi said that while he would not disclose the details of the agreement, "many trade-offs" had been made.

A technical committee comprising himself and Mboweni would meet today to sort out the finer details.

He added that if all the differences had been ironed out by the end of next month, the threatened strike would be called off in its entirety.

The core issues of dispute relate to Cosatu's demand for a 40-hour working week, while business has been insistent on a 45-hour week.

Aside from the maternity-leave issue, Cosatu has also demanded a minimum employment threshold of 16 years of age, while the Government has been offering a threshold of 15

Star 23/10/97

# Cosatu calls off planned strikes after agreement on employment bill

Reneé Grawitzky

THE Congress of SA Trade Unions (Cosatu), the African National Congress and the SA Communist Party reached a provisional agreement yesterday on the Basic Conditions of Employment Bill, and Cosatu called off strikes planned for next week.

Tripartite alliance sources described the agreement as an important development for alliance unity.

"Substantial progress" in resolving differences between the parties provid-

ed Cosatu with the opportunity to call off 24-hour strikes planned for Monday and Tuesday, which some labour sources believed had been the subject of an earlier discussion.

After the 12-hour meeting, the parties refused to disclose possible areas of agreement ahead of a Cosatu executive committee meeting on Friday, which will have to approve the deal.

However, sources at the meeting said proposed changes were more a matter of semantics than substance. One said it was an exercise in political

manoeuvring so the parties could present a united front during the parliamentary process starting on Monday.

Another said the challenge had been to find the "right language" to enable both labour and government to get out of corners they had painted themselves into during negotiations.

A key area was the possibility of downward variation of basic conditions by agreement between employers and employees. "The meeting had to ensure the necessity to allow for variation does not erode the basic floor of minimum

working conditions," said a source.

Despite a lack of clarity as to whether proposed changes to wording will be more than symbolic, business is likely to be concerned about the ramifications of further changes.

Cosatu deputy general secretary Zwelluzima Vavi said there had been many trade-offs and indicated there could be areas which could take up to six months to sort out. Cosatu had to ensure the variation clause was tightened up to protect workers from uncontrolled flexibility.

A source said there could be movement on the wording to the schedule to achieve a 40-hour week.

A labour source said it was decided informally last week to call off the strike. Another said there had been no real attempt to mobilise. Most affiliates had not even begun organising.

Vavi said a technical committee, consisting of himself and Labour Minister Tito Mboweni, would discuss today areas agreed in principle. Further alliance meetings could be held if outstanding issues could not be resolved.



# Angry magistrates start nationwide work-to-rule action

*'Spontaneous unrest' warning*

ARG 8/11/97

JACKIE CAMERON

Johannesburg – Angry regional court magistrates effectively embarked on a nationwide work-to-rule this week in a protest for massive salary increases which would bring their packages closer to those of high court judges.

As Minister of Justice Dullah Omar considers boosting salaries for judges, magistrates and attorneys-general, prosecutors have warned that nationwide "spontaneous unrest" in the courts can be expected – unless they are included when the Government opens its coffers.

Judges have asked for increases of 15 percent, which would push up their annual salaries to more than R400 000 (about R30 000 a month).

Prosecutors and magistrates also warned that mass resignations from the courts could be expected by early next year if salaries were not drastically revamped soon to close the gap between their packages and those of lawyers in private practice.

Annual salaries for district court magistrates start at about R65 000, a regional court magistrate currently earns about R170 000 and supreme court judges earn packages from about R350 000 and also get a luxury state car. Regional court presidents and chief magistrates also enjoy car perks.

Magistrates are demanding between 29 percent and 63 percent salary increases – depending on seniority – and regional court magistrates ideally want at least 70 percent of a judge's salary. Rank-and-file prosecutors, with the same qualifications as magistrates, earn between about R45 000 and R120 000 a year, depend-

ing on experience. Senior state prosecutors earn more than R140 000.

Lawyers in private practice can easily earn annual packages in excess of R500 000, say state lawyers.

Prosecutors also believe their salaries should be on par with magistrates because they have the same qualifications and have said that their jobs are more demanding.

If judges are granted an increase this year, regional court magistrates will not be satisfied with an increase of up to 63 percent "because this will mean the gap will widen even further between our salaries and theirs," said Les Wilkens, spokesman for the Association of Regional Magistrates of

***'We don't like being demanding but we feel that the buck now stops with us'***

South Africa

Paul Setsetse, spokesman for Mr Omar, said cabinet members were considering granting judges and magistrates increases of 7,5 % and that no further increases were in the pipeline this year for prosecutors.

"The concerns of judges and magistrates are being looked into. There's no need for protest action at this stage," he said.

This is the first time regional court magistrates have embarked on protest action. Last year they got increases of about 20 % while their regional court presidents netted an extra 43 %. Prosecutors got an extra

eight % this year.

The latest action by regional court magistrates includes refusing to do any work outside normal office hours and refusing to leave home early to ensure they arrive at outlying courts by 9am, if they have to drive for more than one hour.

They are also refusing to travel in the same cars as court interpreters and prosecutors because they feel it impacts adversely on their "independence" in deciding cases.

Regional court magistrates, many of whom preside over 50 cases at any one time, will cease hearing trials "piecemeal". They will instead postpone hearings to finish one matter at a time. Overloaded courts are expected to slow down further as current trials are drawn out, and awaiting trial prisoners can expect to wait even longer before their cases are heard.

Bail applications may not be concluded in one day and cases could be thrown out of court if all witnesses are not present when the magistrate is ready to hear the case.

The protest action started on Monday and is expected to continue next week.

Mr Wilkens said "This is a protest action but we do not want to label it a work-to-rule. We are not a union. We won't call our colleagues scabs if they don't participate. Most of them are participating. There are about 190 regional court magistrates nationwide, most of whom are members.

"We've thrown down the gauntlet. We don't like being demanding but we feel that the buck now stops with us, not just with salaries but also our independence. This is not just a salary issue. We feel we have been sidelined," he said.





Down with management ... workers belonging to the National Education, Health and Allied Workers' Union at Helen Joseph Hospital toyi-toyed in the foyer yesterday during protests against alleged racial inequalities at the hospital. The angry group of women threatened and jostled The Star's photographer

# Crisis deepens in hospital labour clash

Pandemonium reigns and officials are attacked in battle over black advancement

By PRISCILLA SMITH  
Health Reporter

Management officials at Helen Joseph Hospital in Auckland Park have refused to report for duty from today for fear of their lives

In another move which also threatens to cripple the hospital, about 700 members of the National Education, Health and Allied Workers' Union (Nehawu) were due to embark on a strike today

Police were called yesterday after six administrative staff members were evicted from their offices and others were slapped in the face by union members.

The Gauteng Health Department will hold an emergency meeting with the hospital's acting management and represen-

tatives of Nehawu today in a bid to prevent further disruptions and find a way to resolve the crisis

The workers include cleaners and laundry and kitchen staff. Ambulance drivers have not only refused to drive their vehicles but have also refused to hand the keys to the hospital, according to acting superintendent Dr Arthur Manning.

The hospital was in a state of pandemonium yesterday when six management officials were attacked and physically removed from their offices, apparently by Nehawu workers.

Management called the police to intervene but Nehawu shop steward Paul Pudi said workers persuaded the police not to arrest any of their comrades.

Tensions have been simmer-

ing between Nehawu and hospital management for a long time and have resulted in the resignation of superintendent Blumeris Niewoudt and his deputy Frikkus van der Merwe.

Niewoudt resigned from his post for the second time in six weeks at the end of last month, and Van der Merwe left last week, both apparently as a result of the conflict with the union.

A group of about 70 Nehawu members from various departments chanted slogans and sang union songs in the foyer of the administration building yesterday while Nehawu held discussions with doctors.

"The reality at Helen Joseph is that whites within the hospital are rejecting the changes which were supposed to take place in the new South

Africa," Pudi said. There were no blacks in senior administrative posts despite Nehawu approaching management to talk about these inequalities.

"There is nothing we can do now. The workers are angry and are not prepared to sit for negotiations, it is too late. It is now up to the Department of Health," Pudi added.

He denied there had been any incidents of violence or intimidation on management, but claimed instead that management had authorised a traffic policeman to assault him on Friday.

"The workers have decided that enough is enough, and they cannot allow me to be attacked through authorisation by management," Pudi said.

Manning said yesterday that the problem was caused by

Nehawu wanting to see immediate promotion of blacks into senior positions and the union's unwillingness to wait for posts to become vacant before this could happen.

"Nehawu wants to see more black people in senior posts and wants this to be done immediately.

"Since last week, Nehawu members have been invading administration offices and preventing people from working," said Manning.

Gauteng Health Department chief director of human resources Dawn Joseph condemned any "acts of violence and coercion".

"It is intolerable for health personnel to reduce a public hospital to chaos and to prejudice patient care in pursuit of their own interests."

*Star 18/11/97*

*(152)*

# Traffic officers on go-slow over pay

By ANNA COX  
Sandton Bureau

Star 26/11/97

Sandton traffic officers, who allege that the Greater Johannesburg council's payrolls are in chaos and that some colleagues have not received their salaries for three months, are on an informal go-slow.

Because traffic officers are classed as emergency staff, they are not allowed to strike.

However, officers said they would do only emergency work such as attend accident scenes and man traffic points until their problems were resolved.

Administrative work would not be done in the meantime, they said.

Randburg and Roodepoort traffic officers are experiencing similar problems with salaries.

The traffic officers were previously paid by their own councils, but, since January when the salaries were centralised under the metro council, they claim they have been unable to survive financially because of the chaos.

Officers claim that complaints are ignored and there is a general intolerance of their problems by metro staff.

They say they are getting bad credit ratings at banks because of this. Many are being denied overdraft facilities or that the facilities are being withdrawn. It is also resulting in added banking costs because of dishonoured cheques and debit orders. The officers are concerned about payment of long and short-term insurance because premiums are often not paid.

They say overtime has not been paid or is underpaid. Some have more than one employee number, their salary slips do not reflect medical aid benefits, and over-taxation complaints are not dealt with.

"We cannot carry on with this financial uncertainty, we cannot plan for the future. No one will listen to our problems," said one.

Not one officer who spoke to The Star would be named, for fear of victimisation.

Sandton chief traffic officer Mathokosa Kgaswane denied that staff had not been paid for months.

He said there were discrepancies over pension and overtime money owing, but these problems would be addressed.

"We will not condone or allow go-slow strikes which could put the community in danger," he added.

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# Ambulance staff in strike threat

Emergency services may grind to halt

BOBBY JORDAN

**M**UNICIPAL ambulance staff have threatened strike action in the wake of a council decision to transfer the cash-strapped ambulance service over to provincial administration

The strike could lead to an ambulance standstill — involving about 90 ambulances and 500 personnel — with potentially fatal consequences for critically ill patients

Staff say strike action might be the only way to reverse the council's decision and to secure their jobs with the local council

Although wholly subsidised by provincial government, the service is currently administered by both the Cape Town City Council and the Cape Metropolitan Council

In terms of recent moves to streamline public administration, the CMC had been earmarked to take over full control of the service. However, the CMC turned down the service, claiming insufficient funds

"We've got such a lot of functions and pressure on our own resources — why should we take on more services?" asked CMC executive council chairman Pierre Uys

"In terms of the new Constitution ambulances are a provincial service

"We've been helping render the service on their behalf, but now with budget cuts and everything they're not making it possible for us to do that," Uys said

But union bosses say ambulance staff are suffering while administrators squabble over resources

"Nobody seems to want us because we're not a big earner like bulk water or electricity," said Aboubaker Kippie, spokesman for the South African Municipal Workers Union

"We feel extremely unhappy that our futures are being threatened. The provincial administration has a bad record as an employer and, because of financial constraints, has laid off staff," Kippie said

The CMC's rejection of the service appeared to be politically motivated, he added, and the two ambulance unions would demand that

the matter be reconsidered

He said it was "strange" how the CMC could plead poverty yet still consider spending R200-million on a new head office

Transfer to province would "almost certainly" result in salary cuts and retrenchments, Kippie added

Cape Town ambulance service director Greg Pillay said a strike was an unlikely option because of the unit's "essential service" status and also because the matter was likely to be resolved through negotiation

"So far our personnel have always acted responsibly and I would like to call on them now to act in that same frame of mind"

"I'm hopeful a strike will not happen and that the whole matter will be resolved early in the new year"

"The sooner this is resolved the better because uncertainty leads to demotivation and there's no reason why the man in the street should suffer," Pillay said

The service was currently suffering from a R12-million budget cut and was unable to keep up with population growth



# Tea grower gives IDC a headache

et (PR) 11/12/97  
NCABA HLOPHE (158)

Johannesburg — Sapekoe, the tea and coffee subsidiary of the Industrial Development Corporation (IDC), was still reeling from the four-week strike in its tea plantations last year which resulted in a 24 percent decline in turnover and group loss of R24,3 million this financial year

Announcing IDC results, Khaya Ngqula, the chief executive said the strike "totally destroyed the tea-plucking surfaces, and 32 weeks' crop was lost due to the strike"

Although prospects for the next season were positive, Ngqula said the company would face stiff competition from international companies as a result of the liberalisation of the economy

The inclusion of agricultural products within the ambit of the General Agreement of Tariffs and Trade (Gatt) created new challenges for the tea industry to become competitive against the world's major producers, some of which have wage rates 50 percent to 80 percent lower than Sapekoe's

"Unfortunately, the long awaited final decision from the Board of Tariffs and Trade (BTT) in respect of future protection measures is yet to be reached," he said.

Established in 1963, Sapekoe grows and processes tea, coffee, paprika and macadamia nuts in various locations in the Northern Province and Kwazulu Natal

# Scramble to avert strike at SA ports

(152) ~~ARGUS~~  
ARGUS CORRESPONDENT

ARG 4/12/97

Durban - Feverish last-ditch efforts are being made today to avert a strike which threatens to paralyse Durban and other South African harbours tomorrow.

Members of the Maritime Industries Trade Union of South Africa (Mitusa), although only several hundred-strong, represent at least 80% of Portnet's key harbour personnel - including harbour pilots, tug masters and port control officers and their strike would effectively halt all national and international shipping and affect passenger and cargo fleets.

Portnet has already issued an advisory notice to shipping companies around the country, warning of possible disruptions, and said today it was sticking to its guns in the dispute over various issues, including changes to conditions of service, pay and union recognition.

Mitusa general secretary Ron Barrington-Smith said the 24-hour strike, scheduled to start at 6am, would be followed by an overtime ban and the imposition of a work-to-rule, pending resolution of issues in dispute.

Top Government officials have contacted both the union and Portnet's parent company, Transnet urging the parties to settle the dispute. And senior members of the Port Captains' offices in Durban and Cape Town are attempting to arrange talks today to resolve the crisis.

Meanwhile Portnet is pushing ahead with contingency plans to take the sting out of the strike.

"I don't want to say what our plans are, but I don't think the strike will be as crippling as everyone thinks," said Transnet spokesman Thami Didiza.

Mr Barrington-Smith said his union had never wanted the strike, and hoped talks could take place today which would resolve the dispute.

# Harbour workers' strike on hold

Intervention by the Commission for Conciliation, Mediation and Arbitration (CCMA) in the dispute between Portnet and the Maritime Industries Trade Union of South Africa (Mitusa) has averted a threatened work stoppage by the union's members at the country's major com-

mercial ports

The 24-hour strike, which was set to start at 6am today, has now been put on hold pending the outcome of talks between Mitusa and Portnet scheduled to take place in Port Elizabeth on Monday and Tuesday

In terms of an agreement

brokered by the CCMA yesterday, Mitusa has undertaken not to embark on any industrial action in connection with the dispute.

At the same time Portnet, a division of Transnet, has agreed not to go ahead with legal action against the harbour workers' union - Sapa

APR 5/12/99

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# 53 beer workers fired after strike

THABO MABASO  
BUSINESS REPORTER

South African Breweries has dismissed 53 employees at its Newlands plant for their alleged involvement in violence and intimidation during a five-week country-wide strike in August.

SAB spokesman Adrian Botha said the company had followed the correct procedure in firing the workers. The Food and Allied Workers Union (Fawu), which represents the sacked employees, intended to appeal against the decision, he said.

Fawu did not want to comment on the dismissals when contacted by the Cape Argus.

Mr Botha said: "At the time of the strike we advised workers that we would be investigating all alleged incidents and would follow agreed procedures to take appropriate action."

The five-week strike at SAB followed months of wage negotiations, which deadlocked, with the union wanting an 11,5% increase and the beer giant offering 10%.

The two parties eventually settled at 10% after mediation by labour consultant Duncan Innes.

SAB reported at the time that striking workers at the Newlands brewery had intimidated employees who had refused to join them and impeded its trucks from entering the plant.

SAB also said then that cars around the Alrode depot south of Johannesburg had been stoned and workers' homes in Port Elizabeth and East London had been fire-bombed.

(152)  
ARG 8/12/97



# SVA workers on strike over pay

*Sowetan 8/12/97*  
*(152)*

By Abdul Milazi

A HUNDRED and fifty workers downed tools at the Shanghai Video and Audio (SVA) firm in Garankuwa in North West at the weekend, demanding wage increases

National Union of Metal Workers (Numsa) Pretoria spokesman Mal'Bongwe Qolo said the workers, mostly women and children, did not enjoy benefits such as maternity leave, pension and provident fund

Qolo said "During the recent round of negotiations Numsa managed to persuade management to agree to a 15 percent wage increase, four months' paid maternity leave and a provident fund

"Management has, instead of signing this agreement, introduced a target-based productivity clause to be incor-

perated into the agreement Numsa was about to sign the agreement, but was surprised to find this new clause"

Sixty other Numsa members at South African Wash (a washing machine manufacturer) in the same area went on a sympathy strike with SVA workers

## Same group

The two companies which manufacture television sets, music systems and washing machines, are owned by the same group of Chinese business people

"This action by management is indicative of the employers' attitude of undermining the collective bargaining process

We have followed all the procedures in the Labour Relations Act and victory is certain," said Qolo