

INDUSTRIAL RELATIONS - WORKERS ORGANIZATIONS
AFRICAN UNIONS

8 JAN 1980 - 31 AUG 1980

Post 11/30
134

First black union to register

AN African trade union may be registered under the Industrial Conciliation Act within a fortnight — the first in the 56-year-old history of this law.

The Industrial Registrar, Mr J N Hitchcock, yesterday declined to name the union, but the Motor Industry Workers' Union was the first union to apply when the new law came into effect on October 1 last.

Mr Hitchcock said he is waiting for some details from the union. Then the union will be registered within a fortnight.

Twenty-six other unions have reacted to the new labour legislation, the Industrial Conciliation Amendment Act: 10 African unions have applied for registration; 10 existing unions have applied for permission to allow for African membership; three existing unions have applied for permission for coloured membership; and three new unions have applied for registration as mixed unions.

Four of the applications have been gazetted. These are the Motor Industry Workers' Union, which lodged its application on October 1 when the law came into effect, the African Tobacco Workers' Union, the African Transport Workers' Union and the Transvaal Radio and Television Workers' Union.

SEA HARVEST DISPUTE

Nets mended

(152) (139)
(247) *mulder*

• Troubled waters at the Sea Harvest fish factory in Saldanha Bay have calmed

On December 17 some 600 employees walked out in protest over wages — the lowest was R20,50 a week plus a R2 attendance allowance against the Wage Board's minimum of R17 40 promulgated in July last year and a R32 average for the firm. Asserts Ian Theron, general secretary of the Food and Canning Workers Union: "The board is partly a villain of the piece. In April 1978 when the board started investigating wages in the fish industry we asked for substantial improvements in wages and working conditions. Their response was to bring out minimum wages just below those which Sea Harvest was paying at the time."

In November the workers walked out for a day, claiming a straight R30 a week minimum. Management came back three weeks later. According to Theron workers were told they would fall within one of four grades, with the minimum wage for the lowest grade still R20 50. In addition says Theron, "which grade a worker fell into depended entirely on the discretion of management. All this was unacceptable to both the union and the workers."

Sea Harvest's MD Eckart Kramer denies this. The average wage, he says, is R32, and only 8% of workers are on the minimum. He says the two basic minimum wages — R23 a week for less than six months' experience and R25 for more than six months — which the union agreed to and which brought an end to the work stoppage, were announced a week before the December walkout. Retorts Theron: "That's nonsense. I was at the meeting and took down notes on the proposal of R20 50 for unskilled labour."

Sea Harvest has also agreed to pay employees staying in Saldanha Bay and Vredenburg R2 50 a week for transport costs and R5 a week to those in Hopefield. And for weekend travel the firm will pay for transport. Previously it subsidised

Financial Mail January 11 1980

hired transport by 50%, deducting the other half from employees' wages. "This is a substantial improvement," says Theron. "Under the subsidised scheme, those who lived in Hopefield were penalised for living further away from work."

The Star Monday January 21 1990

Immigrant policy has unions up in arms

Staff Reporters

Black trade unionists were up in arms today over Government relaxations of immigration to allow more skilled workers into the country.

White labour leader, Mr Arthur Grobbelaar, called for "the immediate removal of the racial restrictions which have caused the unskilled labour shortage, have brought about massive unemployment and are perpetuating both of these problems."

But Mr Grobbelaar conceded that there was a need for limited, temporary immigration to help create jobs while unskilled South Africans were being trained.

He said that only three blacks had been indentured as apprentices so far under the Apprenticeship Act and that large scale immigration in the absence of serious efforts to training the unskilled and unemployed would sabotage South Africa's labour reforms.

Mrs Lucy Mvubelo, well-known black labour leader said "This is going to cause confrontation between blacks and whites. How long have we been giving for blacks to be trained?"

Mr Scakes Sikhakhane, another prominent black trade unionist, said "It's scandalous to even think of The Government should be training the

available labour in South Africa in view of large scale black unemployment"

Mrs Emma Mashinini, general secretary of the black Commercial, Catering and Allied Workers' Union, called for the immediate abolition of restrictions to black advancement and training.

Mr Shimane Khumalo, a leading social worker, said blacks had been suffering during the recession and he found it unfair that others should benefit now that the country was heading for a boom.

Mr Alex Borame, Progressive Federal Party spokesman on Manpower Utilisation, said he viewed immigration relaxations with mixed feelings.

"For too long white workers from Britain, Europe and elsewhere have enjoyed opportunities long denied to black South Africans," he said.

Mr Ron Miller, New Republic Party spokesman, welcomed the relaxations, but warned the Government to provide more training for blacks.

Mr Z Mashao, chairman of the Atteridgeville/Saulsville Community Council, said there was so much unemployment in South Africa at present that money should be spent on training and upgrading blacks before it was spent to bring skilled immigrants to the country.

Black Union Started Registration

By STEVEN FRIEDMAN
Labour Reporter

A BLACK trade union was yesterday granted registration by the Government — the first black union to be registered in South African labour history.

It is the African Transport Workers Union (ATWU), a parallel black union affiliated to the Trade Union Council of South Africa (Tucsa).

Parallel unions are black unions which have close ties with non-black registered unions.

Registration allows a union to sit on industrial councils, where legally binding minimum wages

are determined, and also gives a union legally recognised bargaining rights.

It also imposes on a union certain controls and this has made many black unions reluctant to register.

All parallel unions, however, have now decided to apply for registration.

The Industrial Registrar, Mr Nic Hitchcock, said yesterday 11 black unions had applied for registration and another 13 had applied for racially mixed status.

Although the transport

union had not been the first to apply for registration, its application had been granted first because "its composition is almost identical to that of the registered white union and thus complies most exactly with the Industrial Conciliator Act".

Other unions' applications were still being processed — either because the conditions did not comply with the Act or because the unions had objected to the application, Mr Hitchcock said.

He added that the union's registration was not granted until it had represented workers in all grades of employment in the industry.

The union had 2,000 members and its registration would be a major step towards the professional registration of black workers.

Mr Hitchcock said he said he could not see what the other employers would be doing, but he would be glad to process some of the applications for mixed status.

Mr Van der Walt told the union to be elected by the members.

The union's registration was granted yesterday.

Mr Van der Walt said he was pleased with the decision to register the union.

Some of the members of the union had been elected to the executive committee.

Mr Van der Walt said he was pleased with the decision to register the union.

Mr Van der Walt told the union to be elected by the members.

The union's registration was granted yesterday.

Mr Van der Walt said he was pleased with the decision to register the union.

Some of the members of the union had been elected to the executive committee.

Mr Van der Walt said he was pleased with the decision to register the union.

Mr Van der Walt told the union to be elected by the members.

The union's registration was granted yesterday.

Mr Van der Walt said he was pleased with the decision to register the union.

Some of the members of the union had been elected to the executive committee.

Mr Van der Walt said he was pleased with the decision to register the union.

Mr Van der Walt told the union to be elected by the members.

The union's registration was granted yesterday.

Mr Van der Walt said he was pleased with the decision to register the union.

Some of the members of the union had been elected to the executive committee.

Mr Van der Walt said he was pleased with the decision to register the union.

Officials of the 10 000 member union (the Food and Allied Workers Union) refused to negotiate with the union. It says the men were replaced by machines and that it was part of a cut-back of staff.

Although those dismissed were Coloured, more than half of the men who were on strike are African contract workers. In spite of the threat of being endorsed back to the homeland, the African workers are standing firm with their Coloured brothers and sisters. On the first day of the strike, men from the Department of Labour tried to separate Coloured and African workers who had gathered outside the factory. The workers refused to be separated. One said, "We were all there for the same purpose."

McWen, F. N. (Daily Worker) The African and Coloured workers are increasing. At a solidarity

Black union registered

Post
24/1/80
~~133~~
139

THE 2 000-strong African Transport Workers' Union yesterday became the first black trade union to be registered in terms of the Industrial Conciliation Act.

The registration gives the black union all the rights and privileges previously reserved for white, coloured and Indian unions.

Above all this means the right to negotiate agreements which can be made binding through publication in the Government Gazette.

The next hurdle, admission to industrial councils, has been partly crossed.

Neither the white and coloured unions nor the

POST Correspondent

employers have any objections to the African Transport Workers Union joining the Industrial Council for the Motor Transport Undertaking (goods) — the negotiating body for the industry in which most of the industry in which most of the union's members work.

This was announced by Mr Gert van der Walt, general secretary of the black union

He said the question of joining the Industrial Council for the Johannesburg municipality still had to be investigated

Mr van der Walt expected tremendous growth in membership, partly because the union intended to spread its operation throughout South Africa

"Now that we are registered, there is nothing to stop us," he said

"Employers who used to shut their doors to us can-

not describe us as 'illegal' any longer

The Industrial Registrar, Mr Nico Hitchcock, said a total of 11 black unions had applied for registration so far

About 17 other unions had sought registration in some multiracial form or other

Mr Hitchcock said it might take "a little time" for the next registration because of objections to registration and because the unions' constitutions had to comply with the requirements of the law

in
Vro
Ch
sp
F
W
R
N
uk
F
the
L
U
B
A
ph
z
U
a
U

FATIS & MONIS STRIKE
 tryana ngku sele zakuphela abasebenzi abangama - 88 bakwa Fatiss & Monis efektri
 ebeli e South benogwayimbo. Into ebangele ukuba bagwayimbe kukugxothwa kwaba-
 sebenzi eMantlani ebebesebenza nabo. Bathi unobangele wokugxothwa kwaba basebenzi
 bathi ukuba bebengamalungu eTrades Unions le union, be izama ukwenza uphando
 nontrathwano lokuba kunuswe imali ibeyi - 840 ngevaki yay - kusetyenzwe
 iyure e - 8 ngemini. Umphathi wefektri leyo uthethe ezizinto bazifunayo zingam-
 phuzu kwandla yaye ziya kwenza uphushululu efemini.
 Abasebenzi kubutho weUnion onamalungu ayi 10 000 (amawaka alishumi) obizwa
 ngokuba yi Food and Canning Workers Union bathi abo bagxothwayo bebesayini e-
 amapha. I-Union igunya lokuba benze uthethathethwano ngemeko ezibetele
 ekuncinane kusetyenzwe phantsi kwazo. Ifektri leyo lalile oluthethathethwano
 ne leyo. Ifektri ibalula into yokuba omatshini ekusetyenzwa ngabo bathethe indawo
 yabantu leyo fento kunyanzeleke ukuba kuphugulwe abasebenzi.
 Nangona oobagxothwayo ingabantu babala uninzi lwabo bagwayimbeliyo ngamaduka
 abantu eMantlani. Nangona batho bagrogiswa ngokugxothwa babuyele emphandleni abo
 basebenzi eMantlani bame bem kwicala lababala ababathatha ngokuba bangabantakwabo.
 Ngosuku lokugqala loqwayimbo indoda emele icala lomsebenzi. Izame ukubhula she-
 bala kwantu abamnyama xa bebemngaphandle kwefektri. Abasebenzi balile ukwahlula,
 omnye wabo uthethe "Silapha sonke yaye injongo zethu zinye."
 Ayanda amanani abantu abazibanakanyi leyo nabasebenzi abagwayimbeliyo. Kwenye
 yeentsomi ngakumbi zokuxhasa abasebenzi kwivele - ephelileyo kubekho abafundi base
 University nakwano kolegi ababafundi kwe - 500. Ababafundi bavele kwazi zikulo
 U.M.C. Hlati, Bellville Technical College, Peninsula Training College. Ababafundi
 batho abasebenzi mabaphinde bagqokelele kungenjalo yonke imveliso yakwe Fatiss & Monis
 ingathethwa.

UNILEVER DISPUTE
Thu 25/11/80
Shop steward axed

Was Paul Ntuli sacked because of poor job performance or because he held office in a black union? Skakes Sikhakhane general secretary of the Black Food and Beverage Workers Union this week wrote a letter to Unilever's management requesting an enquiry into Ntuli's dismissal on December 20

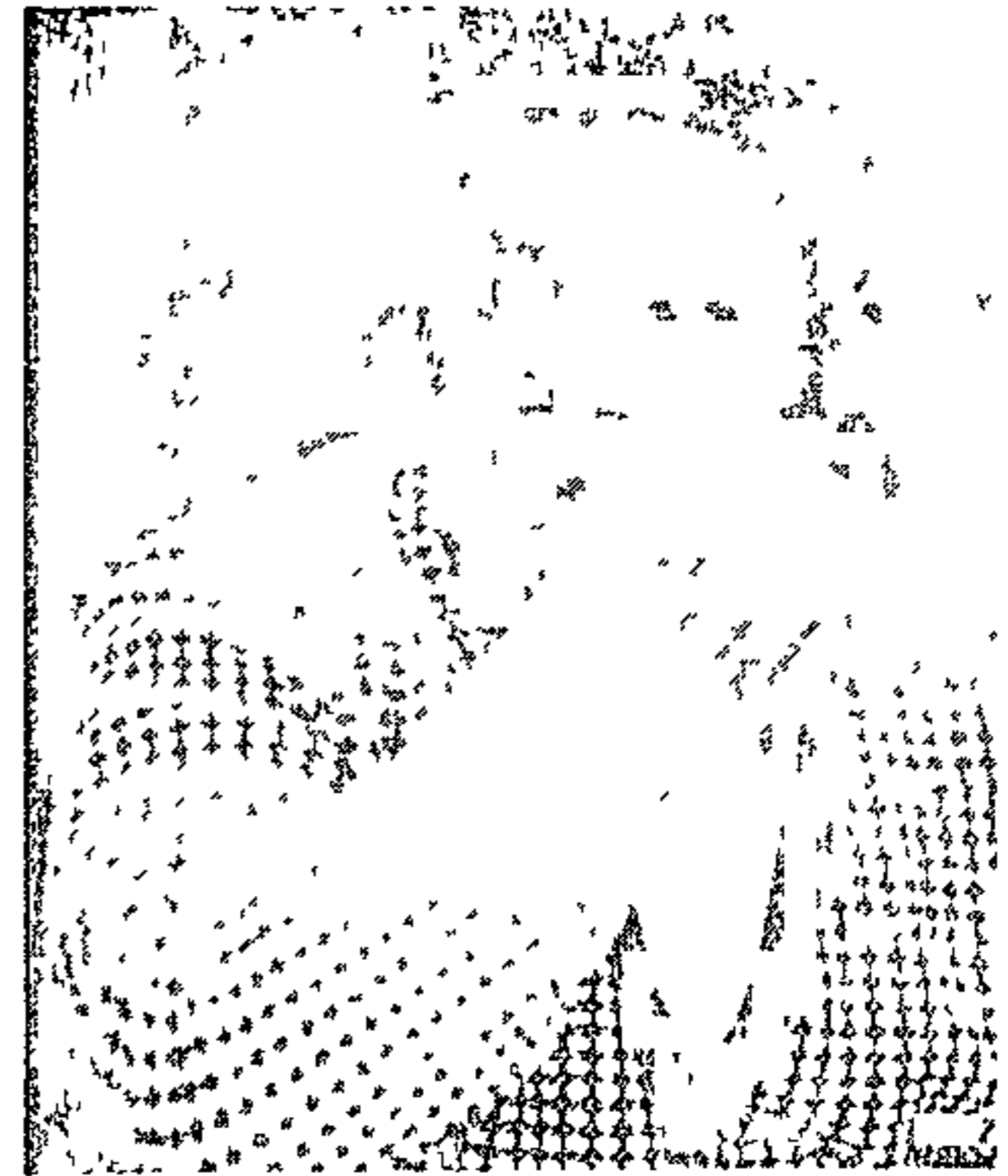
Ntuli was a union shop steward in the British-owned multinational's Boksburg plant

Says Sikhakhane "We have consulted our attorneys who have advised us that Ntuli's dismissal does constitute victimisation. But we have not instructed them to institute proceedings at this point because we believe that if a proper enquiry is held, it will be clear that Ntuli was wrongfully dismissed

Unilever has stated its position clearly in a letter to Ntuli. In it management says "It has become increasingly clear that you are no longer deriving satisfaction from your training with us and that your conditions of employment are no longer acceptable to you. This has become apparent not only in your work and attitude but has been confirmed in recent discussions with members of management

A Unilever spokesman says that Ntuli "responded to an advertisement for an experienced process plant operator. As he had insufficient experience, he accepted a job as a trainee operator which gave him every opportunity for advancement. He

269



Sikhakhane legal action if no enquiry

signed an engagement card which clearly stated his position and he was in full knowledge of the job title and conditions of service"

The company maintains he was dismissed as a result of his personal behaviour and only after a sequence of cautionings and written warnings

Ntuli has dug in his heels, claiming that as a matriculant he had applied for a job which promised professional training, which then never materialised. He alleges that his position as a shop steward jeopardised his chances and that the attitude of the company changed significantly once they became aware that he was a union representative

This week Ntuli submitted a memorandum of his grievances to Unilever along with Sikhakhane's letter. He claims never to have been given an opportunity to state his case to the liaison committee. However a Unilever spokesman states categorically that the liaison committee is not a grievance procedure body

Sikhakhane says that, if Unilever does not conduct a full enquiry legal action will be taken

Walk-out at meat firm

Industrial Reporter **2/2/80**

EMPLOYEES of a Somerset West meat firm have walked off the job over a pay dispute

The secretary of the Food and Canning Workers' Union, Mr Jan Theron, yesterday said about 20 workers had refused to return to the Helderberg Meat Products plant since Tuesday after receiving notification of increases in special employee meat prices. Mr Theron said many women at the plant were being paid R14.10 a week while men were getting as little as R17.

A director of the firm, Mr A J Carstens, said only "nine or ten" workers had left, and the company was not paying less than the minimum wage determination for the job. Most of its employees, he said, were getting considerably more.

Mr Carstens said some of the workers had returned to the plant yesterday but had been refused re-employment. He confirmed that the meat price paid by workers had been increased, and attributed this to rising costs.

Mr Theron said the workers had not been compensated for the increase with higher pay and the minimum wage was based on a determination which was more than a year old. The firm's management had told the union it was not prepared to negotiate with it, he said.

(forms) (adv., adv., adv.)
 st. government...
 (AV) + I... done!
 car, que. Often streets
 v. stressed form of bon
 of boche, nf., bouche
 Cl. III, NS brs, for,
 bouter, see boter
 Ten boter, provoquer des incendies
 boter, frapper
 bord, m., bord
 bordon, m., bâton de pèlerin
 borve, St/u, borve
 boom, see buen
 blor, adj., bleu
 blaus, var. f. of bel
 beste, nf., bete
 ben, var. bien
 bel, adj., beau
 cêtre bel, semblar hon
 beer, désirer
 beans, f. of hel
 battre, 1/2, battre
 batrunt, P6 v. battre
 barun, see baron
 barun, noble
 baron, m. Cl. II, NS bar, baron,
 bannere, nf., bannière
 bacheler, m., jeune homme, bachelier
 Ayton, m. Cl. III, NS ayton, Ayton
 prep., avec
 avoc, avoques, var. of avoc, adv.
 aventure est, il est possible
 aventure, nf., événement, chance
 avaler, descendre rapidement
 bien terme, bien lagomé
 atorn, arranger, garnir
 atant, adv. alors, là-dessus

an, var. on (see omg)
 an, an-, see en, en-
 anclo, var. P of enclore
 ancor, var. ancor(e)
 andus, OP., tous les deux
 anprendre, see enprendre
 anpison, var. P of emprisonner
 anver, var. onver, prep.
 an, a = a + le
 vant, mats, au contraire, avant
 anz, adv. conj. prep., plutôt, auparavant
 angors, adv. prep., avant
 angors que, conj., avant que
 aine, adv., jamaïs
 brocher of a, donner de l'éperon
 ail, (meaning doubtful)
 aitez, PS5 v. avoir
 adbez, var. P5 v. adober
 adhent, var. P6 v. adober
 adonc, adv., alors
 adcher, équipé, armer
 ad (2), P13 v. avoir
 ad (1), prep., see a
 acourler, accoupler, lier
 acortance, nf., coutume
 acortier, armer, acquérir
 aderer, var. P13 v. adoborer, rubber

186
139
Sgw Triob 3/2/80
FEBRUARY 3, 1980

UNIONISTS SUGGAR MEN ACT

BLACK sugar mill workers are on the brink of deciding whether to form an industry-wide union to complement the present system of workers' committees in the mills.

Representatives for 11 250 black workers from mills throughout Natal met for three days this week at Mount Edge-

combe to decide a course of action. The decision, which is expected to be told to the employers shortly, may set the future pattern not only for the sugar industry but for other industries in the country.

The workers may opt for a single union for the industry or they may prefer to throw their lot in with existing unions such as the Sweet and General

Workers unions. They can also decide to keep the present system of workers' liaison committees in the mills and not register a union at all. The right of black workers (other than agricultural-workers) to form unions was provided in amendments to the Industrial Conciliation

Act. At least one black union has already been registered in the Transvaal

The mill workers are likely to be among the first black workers to form a registered union in Natal and this move will no doubt be welcomed by employers who would not like to see a number of splinter

unions, as in many British industries, which bedevil industrial relations.

Indeed C. G. Smith Sugar's managing director, Tony Norton, speaking on behalf of employers, told workers representatives at Mount Edgecombe last year that they favoured one trade union for one industry.

"Furthermore if we are to see an end to racial discrimination we consider that this should be a multi-racial union, although we fully realise the difficulties in achieving this aim."

Norton favours a two-tier structure of consultation and collective bargaining: Multi-racial committees at mill level supporting an industry-level structure which negotiates employment

conditions through the Industrial Council.

In the past black mill workers have sent representatives to Industrial Council meetings but they had little status other than to discuss business affecting them directly.

If they form a union they will have full membership and voting rights and can take part in drawing up a binding agreement

Norton has spelled out the employers' attitude

"We are not in any way opposed to our workers being represented by a trade union. We support the views of the Wharfedale Commission that the employees must be free to decide for themselves whether they wish to be represented by a trade union."

Inyanga ngoku sele izakuphela e ebeli ille South Bengwayimbo abaluan ebebesenza nabo. Bat kukuba bebengamalingu etrade Un thethwano lokuba kunyuswe imali ngemini Umphathi wefektri le ziya kwenza unshululu efemini. Abesamaguhveni kumbutho weUntor ngokuba yi (Food and Canning) amaphepha anika iUnton igunya thi kusetyenzwe phantsi kwazo ifektri ibalula into yokuba om linto kunyanzeleke ukuba kuphul Nangona aba bagxothliweyo ingab abamnyama. Nangona bathe bagro bamnyama bame demi kwicala le lokugala logwayimbo indoda ire abamnyama xa bebemengaphandle "Siphah sonke yaye iingongo z Ayanda amanani abantu abaziban abafundi base University nakwa zikolo U.W.C., Hewart, Peninsula Abafundi bathe abesebenzi mab Fattis e Monis ingathengwa. Umbutho oyi Western Province ukuba angayithengi imveliso y Umbutho oyi South African Court izikolo ezinonxibelelwane kuny bageshwe. Yaye akufuneki bayit Abafundi base U.C.T. bayenzike Bacele ukuba imveliso zakwa n

Umbutho kunye n Umbutho Wakhuphi Ufatis ungungh ngabam abesebe imveliso Nguban Record Record Record Mile Fattis Prince Checke Wrench Somers Published by S.R.C. Press, U.C.T.

GENERAL NEWS

Bishops focus on help for black unions

Pretoria Bureau

THE Southern African Catholic Bishops Conference yesterday proclaimed its support for the black trade union movement and bishops were urged to encourage leadership training among workers through the unions

And economists, trade unionists and theologians told the conference in Pretoria that the cause of unemployment and poverty were fundamentally inherent in the country's political and economic organisation

Black trade unions, the conference was told, regretted that in seeking registration they had to forfeit their right to participate in political dialogue on the future of their country, whereas whites union members had access to the ballot box

The conference decided that the bishops should do all in

their power to encourage leadership training among workers through the trade unions themselves

The bishops underlined the need to urge the Government to start an emergency public works programme, their support for worker organisations and trade unions struggling for justice for workers, and support for the right of workers to join trade unions

The bishops said the church needed to study the provisions of the Unemployment Insurance Act

Amendments which could be made to the Act included cover for farm workers, domestics and Government workers, cover for all genuine workseekers - to provide for school leavers who, through no fault of their own, remained unemployed - an extension of the period of

benefit beyond its present six months limit, and improved benefits

The bishops decided that unemployment could not be solved in isolation from workers' other, related problems

In discussion, delegates strongly condemned the Land Act of 1913, the pass laws and the inadequate system of black education, as well as an economic system that operated largely on the assumption that economic activity had little or no social responsibility

Discussion also focused on the inequitable distribution of national wealth and the view that the homelands policy was contributing to the enrichment of the "white" urban areas, perpetuating poverty, suffering and high unemployment among the majority of homelands residents - with black women in the homelands worst-hit

atory, and Monis also checkers and and spagettis - board, s, wafers, r; All f flour, cake jces the

ing workers. t have kept roducts by r of the firm

cott of all

f the wrkers bodies and

The Western Province Traders Association says it will instruct its members not to sell the factory's products unless there is negotiation. Moves of solidarity with the striking workers are increasing. At a solidarity meeting last week more than 500 university and college students from U.W.C., Hewat, Peninsula Training College and Bellville Technical College called for workers to be reinstated and for a boycott of Fattis & Monis products. Although those dismissed are 'Coloured', more than half the men on strike are African contract workers. In spite of the threat of being endorsed back to the Homelands, the African workers have stood firm with their 'Coloured' brothers and sisters. On the first day of the strike men from the Department of Labour tried to separate 'Coloured' & African workers who had gathered outside the factory. The workers refused to be separated. One said, "We were all there for the same purpose." Officials of the 10 000 member union (the Food & Canning Workers Union) say the dismissed men had signed a document giving the union rights to negotiate for better conditions. The factory has refused to negotiate with the union. It says the men were replaced by machinery and that it was part of a cut-back of staff. For almost a month 88 workers at the Fattis & Monis factory in Bellville South have been on strike. They struck because five of the fellow workers were dismissed. The workers say the dismissals were because all five were members of a trade union. The union was trying to negotiate for better pay and hours of work - R40 a week and an 8 hour working day. A director of the factory says these demands are "out of all proportion" and unreasonable and would lead to "disruption" in his firm.

Unions Plan to phase blacks in

139
Cape Times 18/2/80

Own Correspondent

JOHANNESBURG — A controversial plan to grant some workers more trade union rights than others is being mooted by senior government officials

It is argued that the plan would allow certain workers — almost exclusively blacks — to be "phased in" to trade union rights

This proposal comes at a time when speculation is mounting that the government will soon introduce legislation to allow racially-mixed unions

Its supporters argue that it could allay white worker fears about the granting of union rights to blacks. They argue that it is only a theory at this stage, but suggest that it "is definitely a real possibility"

At a recent closed meeting a senior official suggested that freedom of association need not be an all-or-nothing thing

He argued that it was possible to grant some workers union rights while not allowing them some of the rights which union members traditionally enjoy

Some workers could, for example, be granted the right to belong to a union but be barred for a time from taking part in a strike ballot

They could also be prohibited from becoming union officials for a period

Do not allow

In South Africa most registered unions do not allow members to hold office till they have belonged to a union for a certain time or have attended a stipulated number of union meetings

Although the plan, if it is implemented, would be formally non-racial, it could well be used to allay the fears of white unionists who fear that allowing blacks union rights will enable them to "swamp" non-black workers in union elections

It would enable the authorities — and the unions — to allow black workers into the union movement formally but to "phase them in" to full union rights over an indefinite period

Many unionists, however, are likely to oppose bitterly any plan of this sort arguing that it discriminates against new entrants into the union movement, the vast majority of whom will be black

is consistently worse than that of the whites. The 'coloureds' have higher mortality rates for all the major causes of death apart from cardiovascular diseases and neoplastic diseases in men over 65 years of age, neoplastic diseases in women in this group, and cardiovascular disease in men 45-64 years of age during 1960 and 1970. Clearly the rate of 5/1 000 which has been chosen is entirely arbitrary but a similar pattern of mortality emerges if lower or higher levels are selected.

Two aspects of these age-cause specific mortality rates require emphasis.

Some workers could, for example, be granted the right to belong to a union, but be barred for a time from taking part in a strike ballot. They could also be prohibited from becoming union officials for a time.

Specific suggestions along these lines have also been made. They are.

● Unions registered by the Government could be "graded" into A, B and C class unions. There would be differential rights according to their status. So, for example, some unions could be barred from negotiating binding wage awards; others barred from striking.

● Unions could grade their own members. Some would be allowed to draw benefits from the union; others to vote but not stand for election; others to vote for officials, but not take part in a strike ballot.

Supporters of the suggestion argue that such a scheme would have to be formally non-racial. They also claim that other Western countries impose restrictions on the holding of

elect office in a union. In some, for example, convicted criminals may not hold office.

In South Africa, most registered unions do not allow members to hold office until they have belonged to a union for a certain time, or have attended a stipulated number of union meetings.

Though the plan, if implemented, would be formally non-racial, it could well be used to allay the fears of white unionists who believe that allowing blacks unions rights will enable them to "swamp" non-black workers in union elections.

It would enable the authorities — and these unions — to formally allow black workers into the union movement, but to "phase them in" to full union rights over an indefinite period.

Many unionists, however, are likely to bitterly oppose to any plan of this sort, arguing that it discriminates against new entrants into the union movement, most of whom will be black.

Both white and 'coloured' females have shown an increasing life expectancy at the age of 45, and although this has been small, it contrasts with the downward trend of both white and 'coloured' males.

Although it is apparent that the Expectation of Life at birth for the 'coloureds' has shown a marked improvement between 1941 and 1970, it is salutary to note that neither 'coloured' males nor females, at either age 0 or 45, have reached expectations of life in 1970 which are as high as the whites were in 1929. What also gives some cause for concern is that although the expectation of life cannot be expected to improve indefinitely, it appears that the 'coloured' life expectancy is levelling off at a lower age than has occurred in the white community.

POLITICS AND LABOUR

RAND DAILY MAIL

Govt considers 'graded' union plan for blacks

By STEVEN FRIEDMAN
Labour Reporter

A CONTROVERSIAL plan to grant some workers more trade union rights than others is being mooted by senior Government officials.

It is said that the plan would allow certain workers (nearly all blacks) to be "phased in" to trade union rights.

The proposal comes at a time when speculation is mounting that the Government will soon introduce legislation to allow racially mixed unions.

The plan's supporters say it could allay white workers' fears about the granting of union rights to blacks. Though they argue that it is only a "theory" at this stage, they suggest that it is definitely a "real possibility".

It has been suggested that "freedom of association need not be an all-or-nothing thing" — and it is possible to grant some workers union rights while not allowing them some of the rights union members traditionally enjoy.

ties, although it is particularly marked in the 1941-1970 period. For whites a deficit of 1,0 years in 1941 at age 45 has become 6,9 years in 1970. For blacks a deficit of 3,7 years in 1929 has increased to 7,0 years in 1970.

10. DOLL, R. (1976) : Monitoring of Government Statistics, in Seminars in Community Medicine, Volume 2. Ibid.

J.H. (1970) : S. Afr. J. Economics, 38, 1.

11. S.H., Keyfitz, N. and Schoen, R. (1977) : Causes of Life Tables for National Populations, Seminar Press, New York.

12. Africa (1948) : Official Year Book No. 23, 1946, Chapter XXIX, Government Printer, Pretoria.

13. Africa (1971-1977) : Department of Statistics, Reports of Statistics, Reports 07-03 - 01 to 07 - 03 - 12, Government Printer, Pretoria.

14. Africa (1961-1965) : Bureau of Census and Statistics, Annual Report on Deaths, South Africa and South West Africa, Reports 961, RP 17/1961, RP 45/1965, RP 63/1965, Government Printer, Pretoria.

15. Africa (1929-1940) : Report on the Vital Statistics of the Republic of South Africa, Annual 1926-1938, Government Printer, Pretoria.

16. K.L. and Henderson, M.M. eds. (1976) : Health Planning, Administration, and Evaluation, Oxford University Press, New York.

17. R.M., Hall, D.J. and Aird, L. eds. (1976) : Health Information and Monitoring, Oxford University Press, London.

Controversial plan on trade union rights

18/2/80

(139)

JOHANNESBURG — A controversial plan to grant some workers more trade union rights than others is being mooted by senior government officials.

It is argued the plan would allow certain workers (almost exclusively blacks) to be "phased in" to trade union rights.

This proposal comes at a time when speculation is mounting that the government will soon introduce legislation to allow racially mixed unions.

Its supporters argue it could allay white worker fears about the granting of union rights to blacks.

At a recent closed meeting, a senior official suggested that "freedom of association need not be an all-or-nothing thing".

He argued it was possible to grant some workers union rights while not allowing them some of the rights union members traditionally enjoy.

Some workers could, for example, be granted the right to belong to a union but be barred for a time from taking part in a strike ballot, it was suggested.

They could also be prohibited from becoming union officials for a time.

Specific suggestions along these lines have also been made.

They are.

- Unions registered by the government could be "graded" into A class, B class, and C class unions.

They would be granted differential rights according to their status.

- Unions could grade their own members. Some would only be allowed to draw benefits from the union, others would be allowed to vote but not stand for election, others to vote for officials but not take part in a strike ballot.

In South Africa most registered unions do not allow members to hold office until they have belonged to a union for a certain time or have attended a stipulated number of union meetings.

Although the plan, if it is implemented, would be formally non-racial, it could well be used to allay the fears of white unionists who fear that allowing blacks unions rights will enable them to "swamp" non-black workers in union elections — DDC

A striking feature

Table 3

Africans	4
White	
Coloured	
Asian	
Total	4

Source: Union Notes: 1. Inc equ

2. Inc Tot Yic
3. Fir
Some people, p
in several ton
for whom langu
language statistics are not available

Africans learnt Afrikaans or English in order to understand their employers than whites learnt Nguni or Sotho despite the fact that both these languages were the mother tongues of more people than spoke either of the official languages.

The political importance of language as a frontier along which battles raged made it itself explicitly felt in the Afrikaans language movement which was a major source of energy for Afrikaner nationalism in its drive to power. It was not until 1976 and the revolt of the Soweto school-children against the forcible imposition of Afrikaans as a medium of instruction that language moved to the centre of the black political stage.

2.

straight line separating Namibia from Angola tends to obscure the fact that people on either side of the boundary share common language and customs.

More restricting still is a definition which excludes Mozambique whose south is bound by language, trade, and a long history of oscillating migration.

No definition would eliminate such difficulties but one should be conscious of the subtle bias which it introduces.

In societies where pigmentation is important there is more to colour than meets the eye and not even South Africa was able to produce an infallible definition of 'race' for purposes of population classification.

Table 2. Colour-Castes in Southern Africa 1936

	African	White	Coloured	Asian	Total
South Africa	6 597 (69)	2 004 (21)	770 (8)	220 (2)	9 590 (100)
Lesotho	559 (99)	1 (-)	1 (-)	0.3 (-)	562 (100)
Namibia	288 ^x (91)	31 (10)	x	-	318 (100)
Botswana	260 (98)	2 (1)	4 (2)	-	266 (100)
Swaziland	153 (97)	3 (2)	1 (1)	-	157 (100)
Total	7 857 (72)	2 041 (19)	776 (7)	220 (2)	10 893 (100)

Source: Official Year Book of the Union of South Africa, 1941.

Notes: x For Namibia 'Native and Coloured' were enumerated together. (3 - figures in brackets denote percentages rounded).

Despite fuzziness at the edges, colour-caste divisions (and the ancestry they implied) were important primarily in terms of what the racist legislation, already firmly entrenched, (f.n. Mines and Works 1911/Land Act 1913/Urban Areas Act 1923) permitted but also in terms of peoples' perceptions of each other even within communities that were themselves discriminated against (f.n. Rive/ZK).

Strike is ~~still~~
RY 201 1/90
still on (39)

CAPE TOWN - The strike at the Ceres Fruit Growers Co-operative Association in the Cape yesterday entered its fifth day as the management refused to guarantee re-employment of all the striking workers.

Five or 10 people are in danger of not being able to return, the secretary of the Food and Canning Workers Union Mr Jan Theron said yesterday.

Workers decided to strike on learning that a colleague, Mr Klaas Markus had been asked to retire - Sapa

Post 21.2.80
Poached

139
144
135
Workers

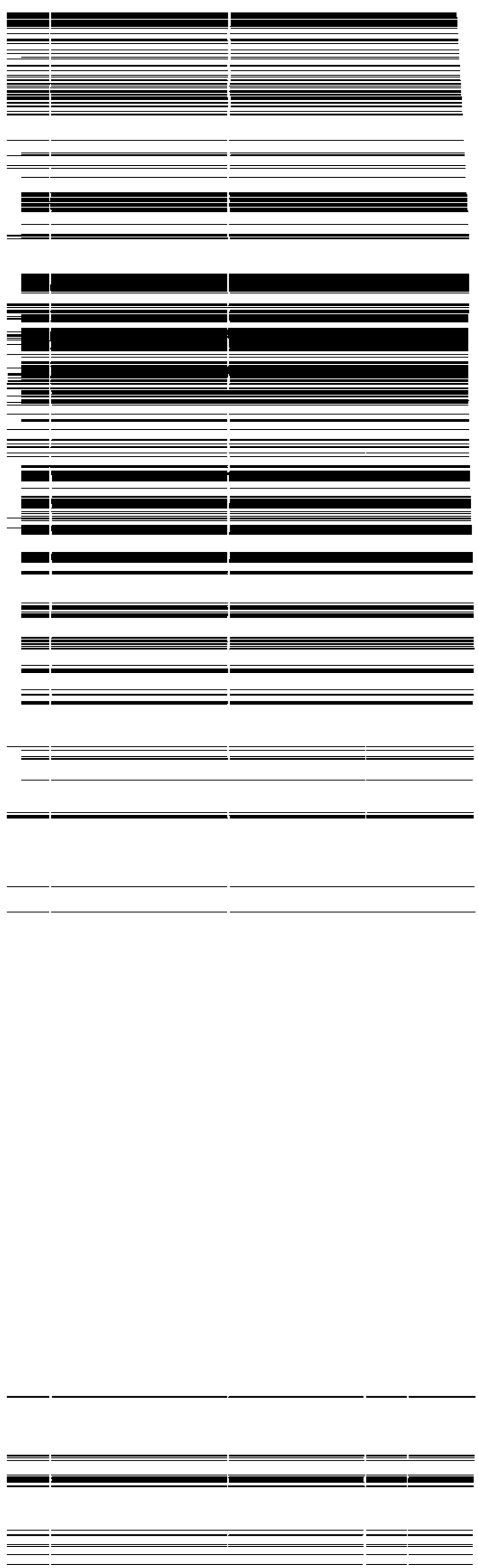
Mystery deepens

THE MYSTERY of the organised poaching of East London members of the National Union of Clothing workers has deepened.

Mrs Lucy Mvubelo, secretary of the NUCW, has accused an organiser of the Black Allied Workers Union (BAWU) of touting members. BAWU has no members in the Cape, according to BAWU's secretary, Mrs Mary Ntseke. The East London based national organiser of the

South African Allied Workers Union, Mr Thozamile Gqweta, has also denied poaching. "I am just blank as you are," he said. "I would also like to know who this person Mrs Mvubelo is talking about. It is definitely not me. I do not visit people at their homes when canvassing. I organise workers at their factories and the only people I visit at their homes are my contacts." Mr Gqweta, however, said his union had embarked on an intensive drive for members in the border area. He said SAAWU did not concentrate on knitting and clothing workers only but on all the workers

Mrs Lucy Mvubelo



Agricultural census data give the following averages:

TABLE 2

District, Number of permanent ('regular') coloured and African men workers employed, number of holdings and average number employed per holding, 1972-73 :

District	No. of workers	No. of holdings	Average No. of workers per holding
Beaufort West	1 015	274	3,7
Fraserburg	591	214	2,8
Middelburg	1 141	204	5,6
Graaff-Reinet	1 384	199	7,0
Total	4 131	891	4,6

SOURCE: Report on agricultural and pastoral production, Agricultural Census No. 46, 1972-73, Report No.

06-01-10.

The Unisa su

workers per farm

The difference

those quoted by th

research, seem to

in this survey are

average in the are

district, covering

permanent men work

in the Graaff-Rein

Apology

Mr Gert

van der Walt

Stw 22/16
139

On August 14 1979 this newspaper published an article under the heading "Transport union in leader crisis". A portion of the article concerned Mr Gert van der Walt Secretary of the African Transport Workers' Union. Insofar as this article unintentionally casts aspersions on the integrity and good character of the Gert van der Walt and suggests that he acted dishonestly improperly or other than in the best interests of the union the allegations are without foundation and are withdrawn.

Any embarrassment caused to Mr van der Walt and arising from the article is regretted.

F 5,62 permanent farm
rea 4. (3)

lved in this survey and
at extent by the Unisa
that many of the farms
about forces - than the
arms in the Beaufort West
ares, employ 25 and 23
farm of 13 000 hectares

1005 22 2.80

Putting ~~135~~ the record straight ¹³⁹

ON August 13, 1979, this newspaper published an article under the heading "Union Oust White From Driver's Seat" in which certain allegations are made concerning the conduct of Mr Gert van der Walt, Secretary of the African Transport Workers' Union.

Insofar as the article unintentionally cast aspersions on the integrity and good character of Mr Gert van der Walt and suggested that he acted dishonestly or improperly and other than in the best interests of the Union, the allegations are without foundation and are withdrawn.

Any embarrassment caused to Mr van der Walt and arising from the article is regretted.

Argus 22/2/80
Boost for labour relations

Political Staff

THE Government yesterday launched a high-powered campaign to 'sell' its new labour policies.

At a Press conference, the Minister of Manpower Utilisation, Mr Fanie Botha, announced that a

committee to launch and administer the country-wide programme — Manpower 2000 — had been formed.

On the committee were representatives of commerce, industry, education and trade union leaders.

Manpower 2000 is an information and education project aimed at creating a new awareness and attitude in the country so that the numerous problems and deficiencies in the manpower situation can be overcome, he said.

Mr Botha said that the promotional programme had not been initiated to overcome resistance to the Government's new labour policies by certain trade union leaders.

There is a sense of responsibility among trade union leaders and they are more positive in their approach than is generally thought, he added.

The Manpower 2000 programme would be officially launched by the State President, Mr Marais Viljoen, in Johannesburg on March 31.

The main objectives were:

- To further the rationalisation of vocational guidance and all forms of training;
- To identify problems and provide solutions;
- To increase productivity;
- To promote re-training and in-service training programmes;
- To create employment opportunities;
- To promote a peaceful labour force.

An enormous task lies ahead for the country and the people in training and the creation of jobs. There will be 50-million people in South Africa by the end of the century and they will need jobs, said the Minister.

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,17	0,13	0,00	0,21	0,06	0,16	0,04	0,06
1-4	0,03	0,07	0,07	0,00	0,07	0,05	0,03	0,04
5-24	0,09	0,05	0,07	0,05	0,06	0,04	0,05	0,04
25-44	0,26	0,33	0,21	0,26	0,54	0,55	0,55	0,55

MORTALITY RATES FOR THE 17 MAJOR DIVISIONS OF THE ICD (8th REVISION)

(Note: There are no tables for divisions V, XI, XII, XIII because of the small numbers in each of these categories).

TABLE I

5-24	0,01	0,01	0,01	0,01	0,01	0,01	0,02	0,02
25-44	0,02	0,02	0,08	0,08	0,08	0,05	0,06	0,07
45-64	0,09	0,12	0,39	0,88	0,28	0,42	0,24	0,61
65+	0,39	0,59	1,61	2,59	0,81	1,28	1,04	1,44
ALL	0,05	0,08	0,12	0,18	0,28	0,26	0,22	0,33
No.	114	173	43	63	316	307	455	530

	B	
	M	F
2,31	1,96	
1,02	1,29	

NO.	5-24		25-44		45-64		65+		ALL	
	M	F	M	F	M	F	M	F		
399	0,02	0,02	0,06	0,03	0,25	0,13	1,04	0,72	0,19	0,15
315	0,07	0,08	0,17	0,20	0,75	0,45	1,61	1,98	0,56	0,45
198	0,21	0,21	1,14	0,78	3,30	1,37	5,48	2,78	3,33	2,69
159	0,20	0,22	0,36	0,45	2,15	1,27	5,45	2,93	1,66	1,61
3792	3146	3472	2593							

POULITZ SAYS WOMAN ASSAULTED TRUCKER

APC HEALD 23/2/80

1391
1522

A WOMAN worker who was part of the negotiating team trying to sort out the differences between 750 striking Ceres workers and their bosses claimed that she was assaulted by riot police on Monday as the strike entered its second day.

750 stop work as Ceres

Worker fired

The woman, Mrs. Maria Abrahams, claims that riot police, who had been called to the factory on Monday morning, when workers again refused to go back to work, assaulted her, ripped her clothes off and dragged her to a waiting police van in her underwear.

She has now instructed attorneys to lay a charge of assault against the police.

A senior police spokesman for the Boland police confirmed on Monday that the woman had been arrested but denied any knowledge of the assault claim.

SACKED

Trouble started at the Ceres Fruit Growers' Cannery on Friday when workers found out that one of their colleagues, Mr. Klaas Markus, had been sacked.

Mr. Markus played an active role in getting the workers to join the Food and Canning Workers' Union and his dismissal infuriated workers.

After the morning tea-break, workers refused to go back to work and were milling about the factory grounds. Riot police were called and they arrived in six vans but did not enter the premises. Senior officers did, however, mix with the crowd.

A representative from the company then gave the workers five minutes to get off the premises but they refused to go and demanded to speak to a spokesman from the

On Monday a group of four, including Mrs. Abrahams, approached the factory management and were told that if the workers were not at work in three minutes they would all be sacked.

The workers then left the premises.

One of the women in the group, Mrs. M. Schuurman, told Cape Herald:

'As we came through the gate one of the managers pointed Mrs. Abrahams out to the police and two of them rushed her. One struck her in the face with the fist.

'Some of the workers ran forward and

Food and Canning's police then gathered alone. Workers' Union. We all walked away from the factory but then the riot squad vans established that no one would be sacked, but if this were done then the person would be given a week's notice in writing.

The workers said that at one stage they were told that the factory had 700 other workers to take up to us shouting. We all walked away from the factory but then the riot squad vans blocked the street. A policeman then ran up to us shouting. We were ripped from her and she was dragged away in her underwear. I said, Mrs. Schuurman.

S. 1001
Apology (139)
July 1980
to Mr Gert

van der Walt

ON August 12, 1979 this newspaper published an article under the heading "Union In Sabotage Row" appearing next to which was a photograph of the empty desk of Mr Gert van der Walt, Secretary of the African Transport Workers' Union, taken at the union's offices

Insofar as the article or caption to the photograph unintentionally cast aspersions on the integrity and good character of Mr Gert van der Walt and suggested that he "sabotaged" the union or acted dishonestly or other than in the best interests of the union, the allegations are without foundation and are withdrawn

Any embarrassment caused to Mr Gert van der Walt by the article or photograph is regretted

S. Poot
Apology (139)
2/1/80
to Mr Gert

van der Walt

ON August 12, 1979 this newspaper published an article under the heading "Union In Sabotage Row" appearing next to which was a photograph of the empty desk of Mr Gert van der Walt, Secretary of the African Transport Workers' Union, taken at the union's offices

Insofar as the article or caption to the photograph unintentionally cast aspersions on the integrity and good character of Mr Gert van der Walt and suggested that he "sabotaged" the union or acted dishonestly or other than in the best interests of the union, the allegations are without foundation and are withdrawn

Any embarrassment caused to Mr Gert van der Walt by the article or photograph is regretted

RDM 29/2/88
**Fruit packer
strike ends**

CAPE TOWN — About 700 workers at the Ceres Fruit Growers Co-op have decided to end their two-week strike and return to work.

The workers brought seasonal fruit-packing to a halt on February 15 over the threatened dismissal of a colleague.

A representative of the Food and Canning Workers Union said they had been given the assurance that Mr. Klaas Markus would be reinstated — Sapa

Unions in ^(1/24) unique talks

Labour Reporter

A POTENTIALLY controversial document on trade union recognition has been unanimously accepted in unique meetings between employers and black and white unionists.

However, serious differences between black and white unionists over black artisan training have led to a decision to discontinue the 'consultations' for the time being.

The meetings were attended by black unionists affiliated to the Consultative Committee of Black Trade Unions, senior employer representatives and registered trade unionists, mainly those affiliated to both the Confederation of Metal and Building Unions and Fucsa.

Two members of the Wiehahn Commission were present.

They formed part of a joint labour management programme organised by Wits University's Graduate School of Business Administration and were aimed at setting a new tone for industrial relations in South Africa.

Details of these 'consultations' were released this week by the Graduate School's Director, Dr Gideon Jacobs.

He revealed that all participants had endorsed a statement on trade union recognition at a meeting last month.

Another statement, on relations at factory level, was also endorsed, although this contained disagreement on key issues between the three parties.

While they all agreed that a relationship between employers and workers at factory level was necessary, they disagreed on how this should be done.

According to Dr Jacobs, the problem was the deep suspicions of black unions based on their experience with labour committees.

He added however that given time an agreement could be worked out on this.

After the document on unions was accepted, black unions indicated that they would not take further part in the meetings until they had clarified their relationship with non-black unions.

They were reacting to a discussion on artisans in which they argued a prominent registered unionist had made it clear that blacks could still be excluded from artisan status because of their colour.

Dr Jacobs said however, that he believed the programme would continue despite this disagreement.

'After every meeting, it seemed that we would not have another one. But we've always managed,' he said.

He added that bearing in mind the South African situation it would be remarkable if

WORKER AGREEMENTS

Negotiation road

AM 7/13/60
This week, two employers agreed to negotiate — not just consult — with African worker representative bodies. One is an unregistered trade union, the other a shop steward committee. This is a rare achievement. The majority of employers refuse to have any dealings with unregistered unions, let alone agree to negotiate with them.

The Engineering & Allied Workers Union of SA (EAWU) entered into a written agreement with Fagersta, a Swedish subsidiary in Springs. And the Cape Town Stevedoring Association (CTSA) agreed to negotiate with a worker-elected committee. Members of the committee are shop stewards of the unregistered Western Province General Workers' Union (WPGWU), which says it represents about

75% of the stevedores

In December, the stevedores staged a one-day walkout in protest against the Association's refusal to recognise a worker-elected committee. They had been asking for recognition for seven months.

After this, it was agreed to talk and listen to any worker representation. However, negotiations with anyone but a registered union, were ruled out. But now the CTSA has accepted the committee's constitution, which stipulates:

- The committee has full rights of negotiation over wages and working conditions
- The committee has the right to invite its union officials to any meeting with management. They will have observer status.
- The workers' union has exclusive control over all committee training programmes and facilities
- And committee members can carry out their functions during working hours, after

informing their supervisors

This week, the committee submitted wage demands, and started negotiations. They will continue next week.

Says David Lewis, an organiser for the WPGWU: "we are really pleased about this. It is the first industry-wide agreement involving employee representation and an unregistered union since the Wiehahn recommendations." And, he adds: "We are happy with just observer status. The union is not looking for full negotiation status. It is the workers' struggle, and they are the ones who are fully aware of their working conditions and so on."

The agreement between Fagersta and EAWU is the third in the Fosatu group of unions, which are often shun by employers who believe they are too militant. The other two are with Smith & Nephew and Kelloggs. The agreement with Fagersta is basically a recognition agreement, acknowledging the right of the union and

shop stewards to negotiate matters such as grievance and dismissal procedures. It also allows the EAWU access to the company premises once a week, as well as office and canteen facilities when needed by the union.

Says Calvin Nkabinde, EAWU's general secretary: "This is the first time the union has achieved such a major breakthrough since its establishment in 1963. The agreement will give encouragement to all our members, and will guide them to the kind of relationship that all managements should enter into with workers in their plants."

The EAWU has been organising at Fagersta for a year, with access to the plant. Tore Lunberg, Fagersta's MD, points out that no pressure has come from the Swedish government. But, he says: "The trade union operating in the parent company is interested in blacks in SA being organised. It is also in our interest for workers to be organised." The company employs about 250 Africans.

The EAWU agreement is similar to that between Kelloggs and the Sweet, Food & Allied Workers Union. A full agreement with Kelloggs is expected within the next few months. The Smith & Nephew agreement is complete, but is due for review in September. Although Ford has recognised an unregistered union, the agreement is verbal, not written.

RDM 11/3/80

NP pamphlet: unregistered is unpatriotic

(166)
(139)
(140)
(145)

By RIAAN DE VILLIERS
Labour Correspondent

THE National Party has launched a remarkable pamphlet campaign aimed at allaying white workers' fears about granting registration to black trade unions

The pamphlet, issued by the NP's Parliamentary manpower study group, is backed by private funds

Entitled "We are worried about black trade unions", the pamphlet argues that the registration of black unions is necessary to enable the Government to exercise control over their activities

The pamphlet describes the activities of unregistered black unions as a "danger to the white worker and the country"

Among its claims are that black unions "send their leaders in certain ways behind the Iron Curtain"

Others are that unregistered unions are free to engage in politics and that they join "strange international bodies"

Arguing that this state of affairs could not be allowed to continue, it concludes "The National Party has acted. The black trade unions must now come under the law where we can see them and know what they do"

"The National Party protects

Kyk net —

- ★ in 1978 het Swart vakbonde R700 000 op aller gekry
 - ★ hulle kan buitelanders in hul besture aanstel
 - ★ hulle hoef nie 'n konstitusie in te dien nie
 - ★ hulle hoef nie jaarverslae voor te lê nie
 - ★ hulle hoef nie ledelyste te laat nasien nie
 - ★ hulle hoef nie finansies te laat oudit nie
 - ★ hulle kan politiek en ander sake bedryf nes hulle
 - ★ groot maatskappye hou amptelike vergaderings
- Wat vind ons? Ons vind daar is 27 ongeregistreerde in 'n dosyn belangrike bedrywe. Hulle het 'n ledeta vreemde internasionale liggame. Hulle stuur hu Ystergordyn in

An extract from the pamphlet

its people and its country"

The pamphlet was sharply criticised yesterday by Mr Alec Erwin, secretary of the predominantly black Federation of South African Trade Unions, who said "The ignorance displayed, and the absurd allegations made, does not bode well for sound labour relations in the future"

Mr Hans Ungerer, MP and secretary of the study group in whose name the pamphlet was issued, said yesterday it would be distributed to as many white workers as possible

"There is a degree of unrest among white workers and the pamphlet is aimed at allaying their fears," he said

Mr Ungerer said the pam-

phlet was funded by private funds channeled through the study group

But he would not give details

Mr Erwin said it was views such as those expressed in the pamphlet which caused suspicions among unregistered unions over the intention of new labour legislation

"If decisions about unregistered unions are going to be taken on the basis of these kinds of facts, then I foresee danger for the long-term future of labour relations.

"I sincerely hope the Minister of Manpower Utilisation is better informed and considers our registration applications on a more rational basis," he said

Black ^{STAR}
leaders ^{13/3/80}
fear new ⁽¹³⁹⁾
crackdown ⁽³²⁷⁾

By Derrick Thema

Fears of a crackdown on black consciousness organisations, individuals and members of the black Press are being raised after the questioning of three black leaders by Security Police.

Mr Chris Nkondo, suspended president of the Azanian People's Organisation, Mr Lekgan Mathabane, a member of the Committee of Ten and Mr Banyana Mazibuko, secretary of the Soweto Teachers' Action Committee, say they were all called to the Protea Police Station for questioning this week.

A black journalist, Mr Enoch Duma, vice-president of the Writers Association of South Africa, is also believed to have received a note asking him to report to Protea tomorrow morning.

Mr Nkondo told The Star that a Sergeant du Toit asked him questions about the police station nearest to his work and home and about his church denomination and attendance, his dependants and his mother-in-law's name and address.

He said Sergeant du Toit had told him to expect to be served with a banning order within three weeks.

Unregistered trade unions can spell danger

STAR
13/3/80

~~139~~
139
~~139~~

Political Reporter
CAPE TOWN — Unregistered trade unions with a large membership could be a danger to any country in the world Mr Hans Ungerer, secretary of the National Party Manpower Study Group said today.

He was reacting to criticism of a pamphlet issued by the group to explain National Party manpower policies.

The general secretary of Fosatu M. Alec Ewin, has objected to a claim in the pamphlet that leaders of unregistered unions are

sent behind the Iron Curtain.

He said the whole idea that unregistered unions were irresponsible and therefore had to be controlled, was unacceptable.

Mr Ungerer said today the point that was being made was that trade union leaders could be sent behind the iron curtain if there was no control.

He said there was little doubt that trade unions could become communist oriented. This was the

case in many parts of the world.

It had to be recognised that trade unions could have a great influence in politics — as they did in Britain.

That is not the case here at the moment, but we want to prevent the same thing from happening.

He said the Government wanted to give the black man bargaining ability, but did not want this to move in a dangerous direction. He firmly believed that effective bargaining power could be obtained within the framework of a registered trade union.

Dr Alex Boraine, Opposition spokesman on Manpower, said today "The real danger to South Africa does not come from the existence of trade unions black, white or mixed registered or unregistered. The danger comes from the unfair discriminatory treatment of certain workers. This danger is aggravated when Nationalist politicians take up a hostile suspicious attitude towards black workers, as this present pamphlet does."

Black unions pamphlet is called 'a bid to smear'

STAR
12/3/80
134
1401

A pamphlet warning of the "danger" of unregistered black trade unions, found today by a white householder in Honeydew, has brought a sharp reaction from the general secretary of the Federation of South African Trade Unions, Mr Alec Erwin

The pamphlet which bears the name "Hans Ungerer, MP, secretary of the National Manpower Study Group," condemns unregistered unions as a "danger for the white worker and the country."

Among allegations made in the pamphlet are:

- 27 unregistered black unions are active in a dozen important business concerns

- They have a membership of 75 000

- They join foreign international bodies

- They send their leaders behind the Iron Curtain

The pamphlet says black unions exist legally "and everybody acknowledges them but the Government has not acknowledged them" It says the black trade unions are compelled to register and act like all other unions.

Speaking from Durban, Mr Erwin said "If this is the kind of ignorance that a senior member of the National Party is going to display, it is dangerous for industrial relations in South Africa"

UNACCEPTABLE

Mr Erwin said he objected in particular to "the accusation about the alleged political activities of unregistered trade unions and the claim that leaders were sent behind the Iron Curtain"

If this is the motivation towards the whole process of registration then it is little wonder that unregistered trade unions are treating registration with suspicion and caution," he said

"The whole idea that we are operating in a random and irresponsible way and therefore need to be 'controlled' is unacceptable"

"The companies who do business with us do so because we have shown that we can represent the workers effectively"

"We have at no stage hidden the source of our finances. Fosatu unions have always had their books audited"

"The accusation that our members are being sent behind the iron curtain is nonsense and seriously misrepresents our activities. It seems a deliberate attempt to smear all unregistered unions"

"If this comes from the secretary of the National Party labour caucus we would be horrified if the Minister shared these views"

139

mid, other remuneration taxpayer addresses ed not to ig on 30 -1 year of year in ar ending der the red within er of the in respect ue, drawn 60 days before 30 taxpayer, days of 30 days of he render-on to the son requi- delivered " will ho fails to liable to ment for both such ble income amount of makes any attempts to taxpayer R1 000 exceeding able to be of the tax by reason een called

Nadere inligting

Nadere inligting of hulp kan of by die kantoor van die Departementale Ontvanger van Inkomste van die aanslaggebied waarin u woon of by hierdie kantoor verkry word
Departement van Binnelandse Inkomste, African Eagle Life Sentrum, Vermeulenstraat, Posbus 402, Pretoria.

W. J. H. VAN DER WALT, Sekretaris van Binnelandse Inkomste.
14 Maart 1980.
(14 Maart 1980)

Further information

Further information or assistance may be obtained either from the Departmental Receiver of Revenue in whose assessing area you reside or from this office.

Department of Inland Revenue, African Eagle Life Centre, Vermeulen Street, P.O. Box 402, Pretoria.

W. J. H. VAN DER WALT, Secretary for Inland Revenue

14 March 1980.

(14 March 1980)

KENNISGEWING 185 VAN 1980

WET OP NYWERHEIDSVERSOENING, 1956
AANSOEK OM REGISTRASIE VAN 'N VAK-
VERENIGING

Ek, Johannes Nicolaas Hitchcock, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Electrical and Allied Workers Union of South Africa. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Laboragebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (Posadres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging—Electrical and Allied Workers Union of South Africa

Datum waarop aansoek ingedien is—10 Januarie 1980

Belange en gebied ten opsigte waarvan aansoek gedoen word—Swartes wat vir die doeleindes van die Wet werknemers is en in diens is in enige hoedanigheid betrokke by—

(a) die vervaardiging en/of montering, uit samestellende dele, van elektriese uitrusting, naamlik generators, motore, konvertors, skakel- en kontrole-uitrusting (met inbegrip van relê's, kontakters, elektriese instrumente en uitrusting wat daarmee in verband staan), elektriese verligtingsuitrusting (met inbegrip van neontekens, gloeilampe en buisligte), verhitings-, kook-, bevroings en verkoelingsuitrusting, transformators, oonduitrusting, sein- en telekommunikasie-uitrusting, televisie-ontvangtoestelle, televisie-uitrusting, televisielugdrade, radio- of elektroniese uitrusting, en ander uitrusting waarin die beginsels toegepas word wat gebruik word in die bediening van radio- en elektroniese uitrusting, elektriese kables en huishoudelike elektriese toestelle, en

(b) die ontwerp, beplanning, oprigting, installering, onderhoud, herstel en/of bedrading van die uitrusting in paragraaf (a) hierbo bedoel, in die Nywerheid betrokke by die Vervaardiging van Elektriese- en Staalkables, die Elektrotegniese Aannemingsnywerheid, die Hyser- en Roltrapnywerheid en die Meganiese Ingenieursnywerheid in die provinsies Natal en Transvaal

NOTICE 185 OF 1980

INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR REGISTRATION OF A
TRADE UNION

I, Johannes Nicolaas Hitchcock, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as a trade union has been received from the Electrical and Allied Workers Union of South Africa. Particulars of the application are reflected in the subjoined table

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union—Electrical and Allied Workers Union of South Africa

Date on which application was lodged—10 January 1980

Interests and area in respect of which application is made—Black persons who are employees for the purposes of the Act and employed in any capacity concerned with—

(a) the manufacture and/or assembly from component parts of electrical equipment, namely generators, motors, converters, switch and control gear (including relays, contactors, electrical instruments and equipment associated therewith), electrical lighting equipment (including neon signs, incandescent lamps and fluorescent lights), heating, cooking, refrigeration and cooling equipment, transformers, furnace equipment, signalling and telecommunication equipment, television receivers, television equipment, television aerials, radio or electronic equipment, and other equipment utilising the principles used in the operation of radio and electronic equipment and electric cables and domestic electrical appliances, and

(b) the design, planning, erection, installation, maintenance, repair and/or wiring of the equipment referred to in paragraph (a) above in the Industry concerned with the Manufacture of Electric and Steel Cables, the Electrical Contracting Industry, the Lift and Escalator Industry and the Mechanical Engineering Industry in the Provinces of Natal and the Transvaal

139

KENNISGEWING 196 VAN 1980

SUID-AFRIKAANSE RESERWEBANK

Staat van bates en laste op die 29ste dag van Februarie 1980

Laste		Bates	
	R		R
Kapitaal	2 000 000,00	Goud	5 048 936 314,50
Reserwefonds	26 435 568,36	Buitelandse	
Note in omloop	1 582 574 905,00	Wissels	37 471 326,28
Deposito's		Beleggings	46 700 640,55
Regering	955 024 708,45	Ander bates	697 587 210,25
Provinciale administrasies	105 687 931,76	Totaal aan goud en buitelandse bates	5 830 695 491,58
Bankiers	439 811 358,61	Binnelandse	
Ander	30 573 235,29	Gediskonteerde wissels	431 690 000,00
Ander laste	4 508 253 610,80	Lenings en voorskotte	
		Regering	—
		Ander	612 719 755,11
		Sekuriteite	
		Regering	67 262 805,01
		Ander	4 700 040,00
		Ander bates	703 293 226,57
	<u>R7 650 361 318,27</u>		<u>R7 650 361 318,27</u>

Verhouding van goudreserwe tot verpligtings teenoor die publiek min buitelandse bates 82,7 persent
Pretoria, 7 Maart 1980

A S JACOBS, Hoofbestuurder

NOTICE 196 OF 1980

SOUTH AFRICAN RESERVE BANK

Statement of assets and liabilities on the 29th day of February 1980

Liabilities		Assets	
	R		R
Capital	2 000 000,00	Gold	5 048 936 314,50
Reserve Fund	26 435 568,36	Foreign	
Notes in circulation	1 582 574 905,00	Bills	37 471 326,28
Deposits		Investments	46 700 640,55
Government	955 024 708,45	Other assets	697 587 210,25
Provincial administrations	105 687 931,76	Total gold and foreign assets	5 830 695 491,58
Bankers	439 811 358,61	Domestic	
Other	30 573 235,29	Bills discounted	431 690 000,00
Other liabilities	4 508 253 610,80	Loans and advances	
		Government	—
		Other	612 719 755,11
		Securities	
		Government	67 262 805,01
		Other	4 700 040,00
		Other assets	703 293 226,57
	<u>R7 650 361 318,27</u>		<u>R7 650 361 318,27</u>

Ratio of gold reserve to liabilities to the public less foreign assets 82,7 per cent
Pretoria, 7 March 1980
(14 Maart 1980)/(14 March 1980)

A S JACOBS, General Manager.

KENNISGEWING 193 VAN 1980

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING

Ek, Johannes Nicolaas Hitchcock, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die South African Chemical Workers' Union. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p a die Departement van Mannekragbenutting, Laboriagebou, h/v Paul Kruger- en Schoemanstraat, Pretoria (posadres Privaatsak X117, Pretoria, 0001).

NOTICE 193 OF 1980

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR REGISTRATION OF TRADE UNION

I, Johannes Nicolaas Hitchcock, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as trade union has been received from the South African Chemical Workers' Union. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

washing
a canal
he canal
as likely
y to a
board is
shall be

the flow
be guilty
conviction,

close or

shall be
he laying
tude area

ys' notice
he water
ring such
may do

the board
nt against
tribution
i writing,
between
oard and

ard shall
ninate on
i year, as

payments
ffs levied

76 of the
912 (Act

AT THE
ERASIE

he above-
ter on 27
the Co-

MENT
N

that the
ection 109
appointed
J. Best,
Cornelissen
on 109 (7)
der Chair-
years, as

NEL'S DISPUTE
151
139
More sour milk

It seems that the milk of human kindness has not been flowing at Nel's Dairy. Since the court settlement, barely two weeks ago, the firm has laid off two more workers, and they are claiming victimisation.

The Food, Beverage Workers Union (FBWU), which represents about 60% of African employees at Nel's, informs the FM that a letter of demand has been sent to the company. It states that unless the two are reinstated, victimisation charges will be brought against Nel's.

If Nel's ends up in court, this will be its third appearance in less than a year. The first time, 24 employees sought an interdict to stop future unlawful dismissals. Nel's voluntarily undertook in court not to fire workers for trying to set up a works committee. But then Nel's dismissed seven of the applicants. The case was revived, and two weeks ago charges were dropped, with Nel's agreeing to pay costs of R25 000.

Jairus Mosime and Isaac Khanye — the two who have just lost their jobs — had been with Nel's for 14 and 26 years respectively. Both signed a petition calling for a works committee.

Khanye, who is 52 years old, was among



Sikhakhane . workers unhappy

the 24 who brought the interdict against Nel's. A week ago "Hans" Nel senior told Khanye he was to be put on pension. Says Khanye "I did not ask to go on pension. It was forced on me." He adds no complaints had been made about the quality of his work.

Khanye says he received about R110 a month, but that despite 26 years' service, all he received was a R481,18 pension payout. According to Skakes Sikhakhane, general secretary of the the FBWU, the African workers at Nel's are very unhappy with the pension scheme, started in 1974.

In addition, Khanye has been endorsed

out of Johannesburg, in spite of holding one job in the area since 1954. The majority of workers dismissed from Nel's have received the same treatment by Wrab.

Mosime alleges he was told by Nel senior to leave because a personnel officer had seen him speaking to Joseph Mobaso, while he was on his rounds. Mobaso, the first applicant in seeking an interdict, also brought proceedings against the company and Nel senior for being in contempt of court. Mobaso, who had been with the company since 1953, was dismissed just after Nel's voluntary undertaking.

Mosime and Khanye join the ranks of 30 other workers allegedly dismissed under circumstances they claim amount to victimisation. Sikhakhane points out that only one of the original leaders is still at Nel's.

He also raises the question "Why haven't criminal proceedings been brought against Nel's by the Department of Labour after more than 30 dismissals, many of whom had worked for the firm for years?"

When asked about the dismissals by the FM, Nel's attorneys stated "The relationship between them (Nel's) and their employees, the termination of the employment of any employee and the reasons therefore, and the relationship between them and the works committee is the private concern of the company and its employees."

EXAMINATION RESULTS IN FACULTY ARTS

13110 PERFORMERS DIPLOMA IN SPEECH & DRAMA YEAR : 1

STUD NO	SURNAME	FIRST NAMES	COURSE
135656C	KANTJES	EDUARD SIFEMANUS	116120
154209M	COPIOV	MATTHYS CHRISTOFFEL	116120
156762U	KRUSKAL	MEGAN	116120
162343K	MILITZ	NICOLA ANDREA	116120
154826P	SAMUELS	ANDRE CUPIDO	116120

* TOTAL NUMBER OF STUDENTS 5

DEAN

31 33 35 37 39 41 43 45 47 49 51 53 55 57 59 61 63 65

STAR 14/5/80
Miners betrayed,
211 139
says union boss

Mr Arrie Paulus, boss of the 18,000 strong Mineworkers' Union last night accused the Minister of Manpower Utilisation of betraying white miners.

The Minister betrayed us when he said that black trade unions could be registered, said Mr Paulus.

There are 100,000 black miners compared with 18,000 white miners and they will just overwhelm us."

Mr Paulus revealed where his affiliations lay "I am a member of the white ethnic group, and it is their interests that I will try my best to protect."

His role of protector could be exchanged for that of a hero, but that was unlikely to happen, said Mr Paulus.

"If we go so far as to say that tomorrow we will let blacks join our union, then friends, you will get so sick of reading my name in the newspapers and seeing my face on television I will be a hero."

If blacks were to have

trade unions "and if I try to be honest, then the majority must have the say. Then it would be them saying 'we want this and we want that,' and if what they want is better than we have then they must get it."

Mr Paulus said he knew what was the proper thing to do.

When in Rome do as the Romans do. If I emigrate to Transkei then I will do what they tell me to do. And if a citizen of the Transkei comes here then he must do what we tell him to do.

"In South Africa a feeling of guilt has now been instilled in the white worker. We are told that everything we do is discriminatory."

"We owe the black worker nothing."

"The black worker owes the white worker a lot."

But, said Mr Paulus, being a black miner in South Africa was not too terrible.

"If I were black then I would want to be a black miner in South Africa," he stated.

STAR 15/3/80 ~~(33)~~
'Register ~~(33)~~
all trade ~~(139)~~
unions' ~~(157)~~
139

The Building Industries Federation of South Africa (Bifsa) has called for compulsory registration of all trade unions — including black ones.

An editorial in the latest SA Builder condemns as "totally undesirable" the failure of some black trade unions to apply for registration.

It says that for many years black unions were not allowed to register. Now that they are the attitude of those which ignored the door which has been opened is "intolerable".

The editorial claims it is unfair that registered trade unions are subject to legal restrictions while unregistered unions are not.

Bifsa has appointed a sub-committee to look into the question of unregistered black trade unions.

Allied agrees

to talks with union men

RDM. 15/3/80

139

195

By STEVEN FRIEDMAN
Labour Reporter

A POTENTIAL confrontation between the management of Allied Publishing and the company's newspaper vendors and drivers appears to have been averted

The company has agreed to meet representatives of the unregistered Commercial, Catering and Allied Workers' Union, together with union shop stewards, in order to discuss a range of issues, including worker grievances

Last weekend a meeting of Allied workers gave Allied until today to agree to a meeting with union officials and worker representatives

A statement issued after the meeting said Allied workers would not meet management unless union representatives were present. They said they feared Allied was trying to revive their defunct liaison committee. Allied has denied this.

Union officials warned at the time that "the situation could become very serious" if management did not agree to such a meeting.

This week, Allied agreed to a meeting and has sent the union a proposed agenda which includes the question of worker grievances.

Workers are due to meet today to discuss this development

The union's general secretary, Mrs Emma Mashinini, told the Rand Daily Mail yesterday that union membership at Allied has risen sharply in the last week.

Meanwhile, negotiations between Allied and the union, aimed at securing a recognition agreement between the two parties, ran into a snag yesterday.

The Institute for Industrial Relations (IIR), a joint labour-management body which is advising Allied in the negotiations with the union, and which had agreed to audit the union's membership records to determine how many members it has at Allied, decided not to go ahead with the audit.

In a letter to the union, the IIR said the relations between it and the union were such that it feared the union might not accept that its audit was impartial.

Mrs Mashinini said she was "surprised" by the letter. "I know of no incident which could have led them to take this step," she said.

No IIR spokesman was available for comment yesterday.

KENNISGEWING 206 VAN 1980

Ingevolge artikel 34 (2) van die Bouverenigingswet, 1965 (Wet 24 van 1965), word onderstaande saamgestelde opgawe vir algemene inligting gepubliseer

NOTICE 206 OF 1980

In terms of section 34 (2) of the Building Societies Act, 1965 (Act 24 of 1965), the following composite return is published for general information

SAMEVATTING VAN MAANDELIKSE OPGAWES DEUR PERMANENTE BOUVERENIGINGS VIR DIF MAAND GEËINDIG 31 JANUARIE 1980
SUMMARY OF MONTHLY RETURNS BY PERMANENT BUILDING SOCIETIES FOR THE MONTH ENDED 31 JANUARY 1980

Table with 3 columns: Description, Getal Number, Bedrag Amount R. Rows include: Getal verenigings/Number of societies (12), Aandelekapitaal/Share capital (Onbepaalde/Indefinite, Vastetermyn/Fixed period), Algemene reserwe/General reserve (Deposito's/Deposits, Transmissie/Transmission, Spaar/Savings, Vaste/Fixed), Opgeloopte rente/Accrued interest, Kollaterale kontantdeposito's/Collateral cash deposits, Lenings en oortrekkings/Loans and overdrafts, Voorskotte teen verband/Mortgage advances, Likwiede bates/Liquid assets, Statutêre minimum bedrag/Statutory minimum amount, Voorgeskrewe beleggings/Prescribed investments.

KENNISGEWING 208 VAN 1980

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING

Ek, Johannes Nicolaas Hitchcock, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Furniture/Bedding and Allied Workers Union of South Africa. Besonderhede van die aansoek word in onderstaande tabel verstrekk.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Laboragebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (posadres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging—Furniture/Bedding and Allied Workers Union of South Africa

Datum waarop aansoek ingedien is—21 Desember 1979

NOTICE 208 OF 1980

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR REGISTRATION OF A TRADE UNION

I, Johannes Nicolaas Hitchcock, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as a trade union has been received from the Furniture/Bedding and Allied Workers Union of South Africa. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union—Furniture/Bedding and Allied Workers Union of South Africa

Date on which application was lodged—21 December 1979

Belange en gebied, ten opsigte waarvan aansoek gedoen word—Swartes wat vir die doeleindes van die Wet werknemers is en in die Meubelnywerheid, Saagmeulnywerheid, Doodkisvervaardigingsnywerheid en die Laaghoutnywerheid in diens is in die landdrosdistrikte Bellville, Die Kaap, Goodwood, Mafeking, Port Elizabeth, Vryburg en Wynberg en die provinsies die Oranje-Vrystaat, Natal en Transvaal

“Meubelnywerheid” beteken, sonder om die gewone betekenis van die uitdrukking enigerwyse te beperk, die vervaardiging, hetsy in die geheel of gedeeltelik, van meubels van alle tipes, afgesien van die materiaal wat gebruik word, en sluit die volgende werksaamhede in

Herstel-, stoffeer-, herstoffeer-, beits-, spuit- of poleer-en/of herpoleerwerk, die maak van los oortreksels en/of stoelkussings en/of die maak en/of herstel van raamveermatrasse en/of rame vir stoffeerwerk, houtmasjienwerk, fineerwerk, houtdraaiwerk, houtsnijwerk in verband met die vervaardiging en/of herstel van meubels, poleer- en/of herpoleerwerk aan Haviere of die vervaardiging en/of herstel van en/of beits-, spuit- en poleer- en/of herpoleerwerk aan meubels vir teekamers, kantore, kerke, skole, kroes of teaters en kabinette vir musiekinstrumente en radio- of draadloos- en/of televisiekabinette, en ook die vervaardiging van alle soorte meubels vir huishoudelike doeleindes sowel as die vervaardiging, uit hout, van orrels, biljartafels en/of koelkaste, en ook die vervaardiging of die proses vir die vervaardiging van beddegoed, wat so omskryf en uitgelê moet word dat dit alle soorte matrasse, veermatrasse, beleglae, kussings, peule en stoelkussings insluit, en ook die werksaamhede wat uitgevoer word op alle persele waar houtmasjienwerk, houtdraaiwerk en/of houtsnijwerk uitgevoer word in verband met die vervaardiging van meubels, en voorts ook herstel-, herstoffeer- of herpoleerwerk aan meubels in of in verband met bedryfsinrigtings waarin die bereiding van 'n meubelstuk of in die geheel of gedeeltelik uitgevoer word, en fineerwerk aan deur wat van lamelblokbord of laaghout gemaak is en wat vir meubels gebruik word, en alle dele van materiaal wat by die vervaardiging van meubels gebruik word, die vervaardiging van stoep-, tuin- en kampeermeubels, maar uitgesonderd sowel die vervaardiging van artikels wat hoofsaaklik van mandjesgoed, gras en/of rottang gemaak is, as die vervaardiging van metaalmeubels, met inbegrip van metaalkatels.

“Saagmeul- en houtwerknywerheid” beteken die nywerheid waarin een of meer van of al die volgende bedrywighede verrig word Kloue, in stukke kap, saag, skaaf of enige ander werksaamheid in die verwerking van timmerhout of stompe tot balke, planke, rubalke, mynstutte of dwarslêers of ander standaardvorme, en die vervaardiging van kiste, duie, pakmatte, plakkissies en kratte en ander artikels uit hout vervaardig, en ook alle werksaamhede wat daaruit voortvloei, maar nie die vervaardiging van laaghout, lamelbord, blokbord, meubels en skrynwerk nie

“Doodkisvervaardigingsnywerheid” die nywerheid waarin een of meer van die werksaamhede uitgevoer word wat betrekking het op die vervaardiging van doodkiste

“Laaghoutnywerheid” die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is in bedryfsinrigtings wat geregistreer is of aan registrasie onderworpe is ingevolge die Wet op Fabriek, Masjinerie en Bouwerk, 1941, met die doel om een of meer

Interests and area in respect of which application is made—Black persons who are employees for the purposes of the Act and who are employed in the Furniture Manufacturing Industry, Sawmilling and Woodworking Industry, Coffin Manufacturing Industry and Plywood Manufacturing Industry, in the Magisterial Districts of Bellville, Goodwood, Mafeking, Port Elizabeth, The Cape, Vryburg and Wynberg, and the Provinces of the Orange Free State, Natal and the Transvaal

“Furniture Manufacturing Industry” means, without in any way limiting the ordinary meaning of the expression, the manufacture either in whole or in part of all types of furniture, irrespective of materials used, and includes the following operations

Repairing, upholstering, re-upholstering, staining, spraying or polishing and/or re-polishing, making of loose covers and/or cushions and/or making and/or repairing of box spring mattresses and/or frames for upholstering, wood-machining, veneering, wood-turning, carving in connection with the manufacture and/or repair of furniture, polishing and/or re-polishing of pianos or the manufacture and/or staining, spraying and polishing and/or re-polishing and/or repairing of tea-room, office, church, school, bar or theatre furniture, and cabinets for musical instruments and radio or wireless and/or television cabinets, and shall include the manufacture of all types of furniture for domestic purposes as well as the manufacture from wood of organs, billiard tables and/or refrigerators, and shall include the manufacture or processes in the manufacture of bedding, the definition and interpretation of which shall include all manner or types of mattresses, spring mattresses, overlays, pillows, bolsters and cushions, and including the activities carried on in any premises where wood-machining, wood-turning and/or carving in connection with the production of furniture is carried on, including further the repairing, re-upholstering or re-polishing of furniture in, or in connection with, establishments in which the preparation of any article of furniture, either in whole or in part, is carried on and the veneering of laminated block-board or plywood doors used for furniture, and all parts of materials used in the construction of furniture, the manufacture of veranda, garden and camp furniture, but excluding both the manufacture of articles made principally of wicker, grass and/or cane, and the manufacture of metal furniture, including the manufacture of metal bedsteads

“Sawmilling and Woodworking Industry” means the industry in which one or more or all of the following operations are performed Splitting, cutting up, sawing, planing or any other operation in the reduction of timber or logs to beams, planks, baulks, mine props or sleepers or other standard forms, and the manufacture of boxes, shooks, pack mats, trays and crates and other articles made of wood, and including all operations incidental thereto, but does not include the manufacture of plywood, laminated board, block, furniture and joinery

“Coffin Manufacturing Industry” means the industry in which any one or more of the operations relating to the manufacture of coffins are carried on

“Plywood Industry” means the industry in which employers and employees are associated in establishments which are registered or liable to registration in terms of the Factories, Machinery and Building Work Act, 1941, for the purpose of manufacturing any one

van die volgende produkte te vervaardig Laaghout, fineerhout, fineer-, lamel-, blokkies- of spaanderbord of enige soortgelyke produk waarvan hout die hoofbestanddeel vorm, en ook alle werksaamhede wat met engeen van voornoemde bedrywighede in verband staan of daaruit voortspruit

Posadres van applikant—Posbus 2040, Johannesburg, 2000

Kantooradres van applikant—Eerste Verdieping, Meubelentrum, hoek van Eloff- en Andersonstraat, Johannesburg, 2001

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem

(b) Die prosedure soos voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word

J N. HITCHCOCK, Nywerheidsregistrator
(21 Maart 1980)

KENNISGEWING 209 VAN 1980

KENNISGEWING VAN STAATSGROND BESKIKBAAR IN DIE REPUBLIEK

Aansoeke om die aankoop van ondergenoemde plaas kragtens die bepalings van die Wet op Landboukrediet, 1966, word ingewag

Die Staat behou hom die reg voor om die plaas wat hierby te koop aangebied word, te eniger tyd voordat dit verkoop word, terug te trek.

Aansoekvorms (LKG 86) is verkrygbaar by enige landdroskantoor, uitgesonderd die Landdroskantoor te Pretoria, asook van die Sekretaris van Landboukrediet en Grondbesit, Kamer 1013, Poyntonsentrum, Kerkstraat-Wes, Pretoria, of Privaatsak X118, Pretoria, 0001 (Telefoon 48-2781, bylyn 115)

Alle aansoeke moet aan die Sekretaris van Landboukrediet en Grondbesit gestuur word, sodat dit hom uiterlik op 21 April 1980 bereik. Aansoeke moet nie by landdroskantore ingedien word nie

Beskrywing—Onderverdeling G van Welgevonden 287, geleë in die distrik Vryheid, provinsie Natal

Grootte—242,3286 ha.

Koopprijs—R55 820

Ligging—Hierdie eiendom is ongeveer 12 km noord-oos van Vryheid en 8 km van die Hlobane-spoorwegstasie geleë

Verbeterings—Woonhuis (redelike toestand), melkstal (swak), masjienkamer (swak), motorhuis en pakkamers (redelik)

Reënval—800 mm per jaar

Landerye—Onder besproeiing: 25 hektaar, moontlike besproeibare grond 12 hektaar, droelande 60 hektaar

Weiding—142 hektaar.

Watervoorziening—Fonteine

Drakrag—2,5 hektaar per GVE, 0,4 hektaar per KVE

or more of the following products Plywood, veneers, veneered boards, laminated boards, block-boards, chipboards or any similar product of which wood forms the main component, and includes all operations incidental to or consequent on any of the aforesaid activities

Postal address of applicant—P O Box 2040, Johannesburg, 2000

Office address of applicant—First Floor, Meubelentrum, corner of Eloff and Anderson Streets, Johannesburg, 2001

Attention is drawn to the following requirements of section 4 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged

J N HITCHCOCK, Industrial Registrar
(21 March 1980)

NOTICE 209 OF 1980

NOTICE OF STATE-OWNED LAND AVAILABLE IN THE REPUBLIC

Applications are invited for the purchase of the undermentioned farm in terms of the Agricultural Credit Act, 1966

The State reserves the right to withdraw at any time before the sale the farm hereby offered for sale.

Application forms (LKG 86) are obtainable at all magistrates' offices, except the Magistrate's Office, Pretoria, and from the Secretary for Agricultural Credit and Land Tenure, Room 1013, Poynton Centre, Church Street West, Pretoria, or Private Bag X118, Pretoria, 0001 (Telephone 48-2781, extension 115)

All applications should be forwarded to the Secretary for Agricultural Credit and Land Tenure, to reach him not later than 21 April 1980. Applications should not be handed in at a magistrate's office

Description—Subdivision G of Welgevonden 287, situate in the District of Vryheid, Province of Natal

Area—242,3286 ha

Purchase price—R55 820.

Situation—This property is situate approximately 12 km north-east of Vryheid and 8 km from the Hlobane Railway Station

Improvements—Dwelling (fair condition), milkshed (poor), engine room (poor), garage and storerooms (fair)

Rainfall—800 mm per annum.

Lands—Under irrigation 25 hectares, possible irrigable land 12 hectares, dry lands 60 hectares

Grazing—142 hectares.

Water supply—Fountains

Carrying capacity—2,5 hectares per L.S.U., 0,4 hectares per S.S.U.

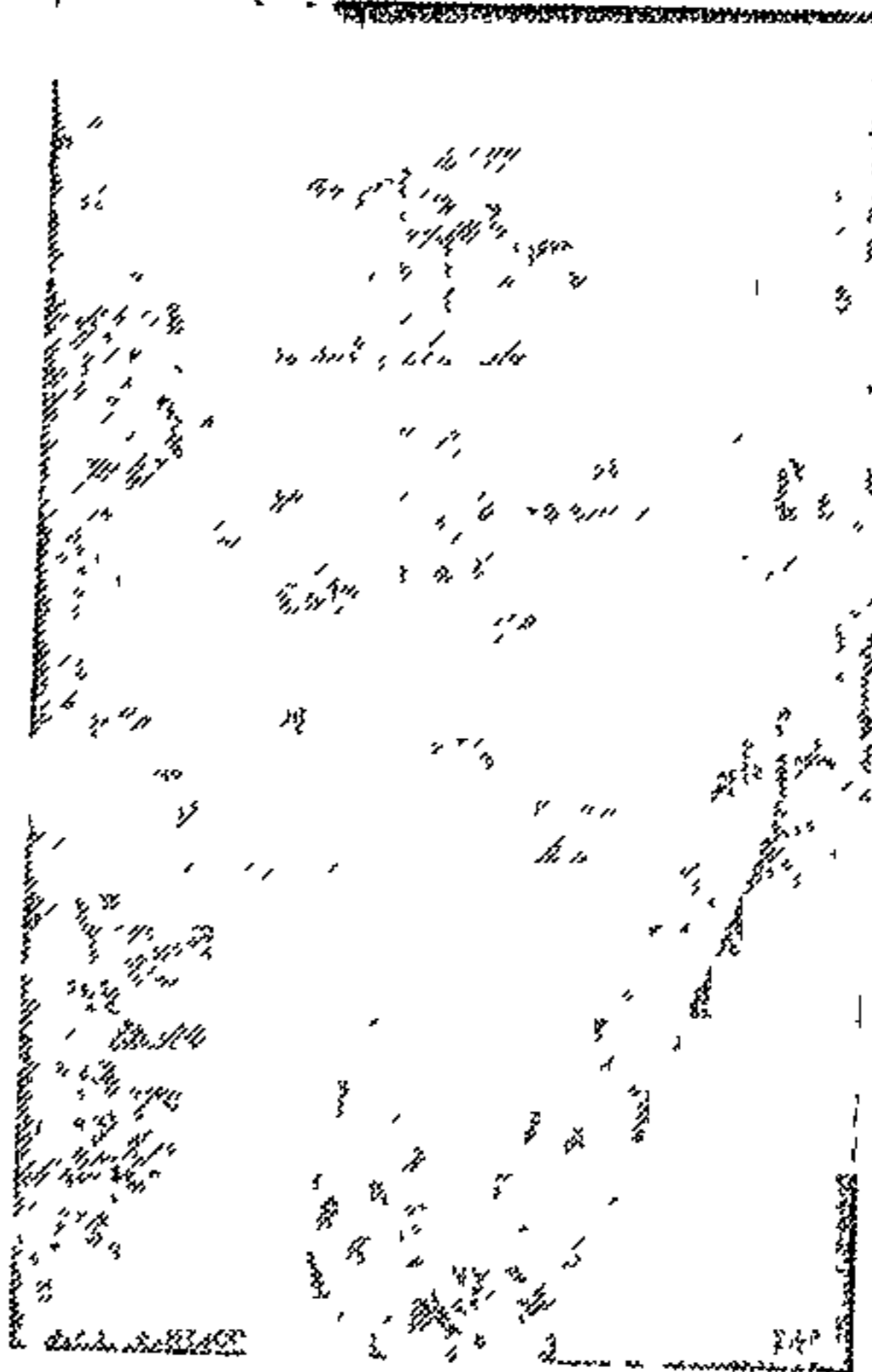
The day a milk run went sour

STAR 21/3/80

31

139

143



Mr Isaac Khanye . . . claims he got only R481 when he was pensioned off after 10 years' service.

By Elizabeth Wilson,
Labour Reporter

For 10 years, winter and summer, Isaac Khanve (52), has got up long before dawn for his milk round for Nels Dairy in Victory Park

Suddenly he has been pensioned off with a cheque, he says, of only R481

He has also been endorsed out of Johannesburg

"I don't know how I can live on R481 for the rest of my life," says the tall, loose-limbed milkman

"I have a wife and child to support

"If I am sent back to Rustenburg, I don't know what work I will find

"How will I feed and clothe my family?"

The Food Beverages Union is taking up the matter and demanding that the dairy reinstate Mr Khanye, and another long-serving employee, Mr James Mosime

Both union members claim to have been victimised

Mr Khanye alleges that on March 6 he was called into the office of Mr Hans Nel, sen, and asked his age

He claims that when he gave his age as 52 he was told he was to be put on pension

Mr Nel, however, will not say why Mr Khanye's service had been terminated.

Mr Khanye is claiming that he has received only R481,18 from the pension fund.

He says he was told this amount was "in full and final settlement of all benefits" due to him from the fund.

"After all these years, I expected more," he says

"I expected to carry on working until I was 60"

In the wake of his ter-

union members at the dairy

In the same year, a petition was sent to the management of Nels Dairy asking for an elected works committee and suggesting a list of nominees

Mr Khanye was one of the workers who signed this petition

He was also one of the applicants in court proceedings brought against Nels Dairy last year

In May last year, 24 of Nels's black workers went to court because they feared they would be victimised for trying to establish a works committee

Subsequently, the first applicant, Mr Joseph Mabase was dismissed

He then instituted contempt of court proceedings against the dairy

Both the interdict and contempt applications were settled in February with the dairy agreeing to pay a R25 000 contribution towards costs

According to the union, a works committee was only set up in early December last year when, it claims, many of the workers' leaders had been dismissed

The union has said that unless Mr Khanye and Mr Mosime are reinstated, further legal proceedings will be instituted

Mr Nel says the R481,18 quoted by Mr Khanye was the employee's contribution to the pension fund, without interest

He said another R600 or R700 would be paid to him as the employer's contribution

Mr Nel said Mr Khanye had been earning a gross R185,50 a month.

He said no employee of the dairy had been dismissed "without justifica-

termination of service, Mr Khanyo says he was endorsed out of Johannesburg, in spite of the fact that he had worked for the same employer for 10 years and in Johannesburg for 26 years

The Black Sash has been asked to look into his case

According to the General secretary of the Food Beverages Union, Mr Skates Sikhakhane, the latest dismissals from Nels brings the total to "close on 40"

But Mr Nel puts the figure at "about 32."

All workers dismissed, says Mr Sikhakhane, allege they were dismissed on "frivolous" or "non-existent" grounds

He says workers began joining the union in 1978 because of dissatisfaction

At one stage, he says, there were more than 280

tion

He said he had told dismissed workers he would look at their situation again in six months' time

Asked about the reinstatement demand Mr Nel said "I will just ignore it

"They can take what steps they think they are entitled to"

He denied that the dismissal of Mr Khanyo and Mr Mosime had anything to do with the petition for a works committee.

An attorney acting on behalf of Nels Dairy refused to discuss the matter.

He said "The relationship between Nels and their employees and the termination of employment of any employee, and the reason therefor, is the private concern of the company and its employees"

21/3/80 Star

BLAC

Another firm accepts union

(39) ROM
26/3/80

POLITICS

3 JANUARY 1980

ARCH 1980

By RIAAN DE VILLIERS
Labour Correspondent

AN EAST Rand firm yesterday became the fourth company in South Africa to conclude a formal recognition agreement with an unregistered black trade union

The company is SKF Engineering, a subsidiary of SKF South Africa, which in turn is a subsidiary of the Swedish firm AB SKF

The agreement is the second to be concluded by the Engineering and Allied Workers' Union, an affiliate of the Federation of South African Trade Unions (Fosatu)

It won a similar agreement from another Swedish subsidiary, Fagersta, earlier this month. The two other formal agreements, with the British subsidiary Smith and Nephew, and the American subsidiary Kelloggs, also involve Fosatu affiliates

The agreement was welcomed yesterday by Mr Ncebisi Mqhayi, union president

In a statement, the firm said it envisaged the agreement would form the basis of further agreements in the future relating to grievances, dismissals, negotiation procedures and other matters of mutual concern

The agreement allowed union officials access to the company's premises once a week at lunch times or by arrangement when workers were not required to work

Union officials had undertaken to come into the factory through the normal way and to be subject to the same security procedures applicable to all visitors

The company had agreed to recognise the union and its efforts to work for improved employment conditions

The firm also agreed to the appointment of shop stewards to carry out the union's functions on the shop floor

The company pointed out that its Uitenhage factory had had trade union representation for black workers for about two years, although not on a formalised basis

It added "SKF points out that it has not been pressurised into this move by its Swedish parent but has adopted the policy that if employees consider the need to have trade union representation, it would agree."

Sullivan

STAR
code 27/3/80
~~133~~ ~~134~~ 139
attacked ~~62~~

by labour leaders

By Cheetah Haysom, The
Star Bureau

NEW YORK — International experts in labour and trade unions told representatives at the United Nations that the Sullivan Principles for American companies in South Africa had helped worsen conditions for black workers.

And a speaker for the World Confederation of Labour (WCL) described the recent labour reforms in South Africa as "superficial."

Speaking at a special meeting of the Anti-Apartheid Committee, Peter Bakvis of the WCL said the reforms resulting from the Wichahn Commission report allowed only unions that "maintained peace and harmony" to get legal accreditation.

"EXPLOITIVE"

He said people involved in black trade union activity in South Africa were victimised by pass laws and banning.

The Sullivan Principles, a voluntary code of conduct for American companies, was blamed by a speaker from the Institute of Policy Studies in Washington DC, for worsening black workers' conditions.

Elizabeth Schmidt of the Institute's Africa Project condemned the principles as "an American code for business as usual in South Africa," and said American companies endorsed the code to change their "exploitive image" and mollify critics at home.

By October 1979, 134 of about 350 American companies in South Africa had signed the principles.

RESTRAINTS

Among the criticisms of the application of the principles were

• Some companies claiming to have desegregated facilities had actually enforced continued race separation by swapping "Whites Only" signs for "Salaried Workers" signs, and "non-Whites" signs had been replaced by "Hourly Workers" signs.

• Work slow-downs,

strikes and lockouts by black workers' unions were subject to so many restraints they were almost impossible. The Government could revoke registration of unions that did not toe the line.

• More whites were being trained for skilled jobs than blacks, although white workers already dominated the skilled labour force. The great majority of blacks being trained were for jobs such as operators, rather than as artisans or supervisors — guaranteeing that the majority of black remain in the lowest category of skilled work.

Among the speakers at the hearing were Ronald Press of the banned South African Congress of Trade Unions and a representative of the World Federation of Trade Unions.

POST

STUDY NO	EXAMINATION RESULTS IN FACULTY ARTS	AS AT 29 6 2 50	PAGE 1
14149	H.A.A./...		
142531	...		
142531	...		
14149	...		
142531	...		

Sacking
 PM 27/3/80
 may go
 (139)
 to court

Labour Reporter

A MEYERSON company, Vaal Potteries, has been threatened with legal action by a black trade union

The Building, Construction and Allied Workers Union claims the company fired a union executive member, Mrs Mattha Magxaliswa, after she had complained about deductions from workers' pay packets

The company's financial manager, Mr F Gericke, yesterday denied the union allegations, but added "We are prepared to look at this matter again if they contact us. We are not opposed to unions"

According to the union, Mrs Magxaliswa was one of a group which took part in a company-sponsored trip to Durban last month. At the end of the trip, workers were told they would have to pay an extra R7

The union alleges workers were compelled to sign a form agreeing to this amount being deducted from their pay

Mrs Magxaliswa, a union executive member and union shop steward at the company, led opposition to the deduction and was later fired

"The company was not entitled to make these deductions and it has victimised a union representative. The matter is now in the hands of our lawyers - the union general secretary Mr Frank Mohlala, said yesterday

Mr Gericke confirmed that Mrs Magxaliswa had been dismissed, but said the dismissal had had nothing to do with her complaints about deductions

"We have since discovered she was fired by a previous employer for blowing up disputes which had been settled between management and workers," he said

He said the deductions had been made because additional transport costs had been incurred. The other workers who had taken part in the trip had accepted this, he added

Mr Gericke said he had invited the union to make further representations about the issue, but had received no response. "They are welcome to take it up with us again"

Mr Mohlala said yesterday that he would write to the company, but added "I have been trying to contact them for some time without success"

He reiterated that legal action would ensue if the issue was not resolved

STU13-9
 EXAMINATION RESULTS IN FACULTY ARTS
 YEAR : 3

AS AT 29 02 80

PAGE 2

STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL	13030
1331002	VILJOEN	ADELE	116317	DRAMA III	2-	(63) 4
113116C	KANWENBURG	MOIRA MANIA	908307	GEOGRAPHY IIB (HALF COURSE)	F	(51) 4
0961466	WENGWOLE	CAROL TESSA	110301	HISTORY III	F	(45) 5
0965606	WILLIS-SAITH	GRANT	906205	GEOGRAPHY IIB (HALF COURSE)	ABS	4
103278J	NYNGAARD	GAIL ESTELLE	110301	HISTORY III	F	(43) 4
114463K	ZOLLER	CHRISTOPHER HANS	102101	AFRIKAANS	ABS	5

TOTAL NUMBER OF STUDENTS 29

DEAN

REGISTRAR (ACADEMIC)

Vertical lines and circles forming a grid for student identification, with numbers 1 through 63 along the top and bottom edges.

Change

CT. 28/3/50

(134)

Work still to be done

DURBAN — For the first time in South African history blacks now enjoyed the same trade union rights as others and all South African. In the perspective of colour could now be trained as artisans, the Minister of Manpower (Education), Mr. Fanie Botha said here yesterday.

Addressing a seminar of the Natal Chamber of Industries, he said the orderly evolution of South Africa's labour relations had been started with the changes made to the Industrial Conciliation Act last year.

I agree that it cannot be claimed at this stage that the process has been completed. On the contrary a lot of work still has to be done.

One of the issues which needed attention was the concept of full recognition of freedom to associate with regard to trade unions. The concept implied also the freedom not to associate

and thus the whole closed shop practice was still at stake.

We are at least satisfied at this stage that some obvious deficiencies have been attended to and that the structure for dealing with the remaining problems have been created.

Mr Botha said that 19 black unions had applied during the past year for registration and that one had already been registered. There were a few more in the process of applying.

He had the right to grant permits on far mixed trade unions and 19 existing trade unions registered as either white or coloured or both had applied for permits on to enrol workers belonging to other race groups. Eight of these applications had been approved.

In terms of the powers vested in him by the Industrial Conciliation Amendment Act of 1949 he had proclaimed that all migrants and com-

muters from all independent and dependent black states previously part of the Republic were employees for the purposes of the legislation.

If practice this means that only contract workers from outside the borders of South Africa are excluded from trade union rights.

Thus for the first time in South African history blacks now enjoy the same trade union rights as the non-bantu population of groups. Mr Botha said.

Another important development had been the repeal of Section 17 of the Act which provided for job reservation, a step introduced to the Government's aim to reserve as little as possible in matters which could be regulated through agreement between employers and employees themselves. The approval applied equally to the govern-

ment of deservent. A certain prescribed facilities for office and factory workers.

Intervention by the Government in the process of collective bargaining is merely an attempt to lay down the rules of a game in a situation where two opposing groups of people come together to negotiate conditions of employment.

Although the 1949 act controlling apprentices had not been repealed, legislation had for policy reasons not been registered as apprentices in the Republic.

This situation has now changed and contracts regarding the employment of apprentices were registered last year.

We can now offer all our citizens, irrespective of race or colour the opportunity to be trained as artisans. Mr Botha said — Sapa

RESULTS IN F
FIRST MA
HARLES PETER
STUDENTS

Meat strikers return with ultimatum

By RIAAN DE VILLIERS
Labour Correspondent

THE 59 striking black workers at the Karoo Meat Exchange returned to work yesterday with the ultimatum that unless all were re-employed they would continue to strike

However, the firm's general manager, Mr Johan Louw said applications would be considered over the weekend and appointments would be made on Monday

He said he could not say at this stage whether all workers would be taken back

Workers at 11 major meat firms in Cape Town have pledged their support to the Karoo workers and have undertaken not to do any work for the firm while the dispute continues

In a letter sent to the Karoo management yesterday, representatives of workers at the 11 firms pledged their "absolute" support for the "non-negotiable

demand" by Karoo workers that they all be re-engaged

The representatives added they had decided that no workers employed at the 11 firms would do any work for Karoo while the dispute continued

The letter was sent following a meeting attended by more than 100 representatives of meat workers at the 11 firms on Wednesday night

In a statement issued yesterday, the union warned the workers were in an "extremely angry" mood and were determined that the attitudes and actions of the Karoo management should not be extended to the rest of the industry

The incident at Karoo had come at a time when meat workers were complaining bitterly about wages and conditions in the industry, it said

It added, Karoo workers would report back to a mass meeting of meat workers in Langa township tomorrow

The letter to Karoo expressed "total opposition" to Karoo management's behaviour during the dispute towards its elected workers' committee

It added "We demand that you explain to the workers at each of the companies the reasons for your refusal to re-engage all Karoo workers"

A union spokesman said yesterday workers at another meat firm had been asked by their firm to help handle goods from Karoo Meat Exchange, but they had refused

Mr Louw confirmed he had received the letter and that other firms had offered to help Karoo during the dispute

"But while isolated incidents of assistance may have occurred, we have not accepted their offers because we don't need help"

Mr Louw said the management of all 11 firms met yesterday afternoon. He would not disclose what was discussed at the meeting

③ meat
RD
28/3/80
⑤2

139

UCT

EXAMINATION RESULTS IN FACULTY ARTS		YEAR - 3	
STUD NO	SURNAME	FIRST NAMES	COURS
13030	BACHELOR OF ARTS	ADELE	116317
13310PZ	VILJOEN	MOIRA MARIA	908307
113116P	HANWENBURG	CAROL TESSA	11030
096146G	WENGPOLE	GRANT	90620
096560G	WILLIS-SAITH	GAIL ESTELLE	11030
103278J	RYNGAARD	CHRISTOPHER HANS	10210
114465K	ZOELLER		
* TOTAL NUMBER OF STUDENTS			29

DEAN			

1 3 5 7 9 11 13 15 17 19 21 23 25 27 29 31 33 35 37 39 41 43 45 47 49 51 53 55 57 59 61 63 65

Coloured union to merge with blacks regardless

5776 24/3/40
(130)
(170)
(45)

By Sieg Mannig

In a major breakthrough for non-racial trade unionism, a coloured trade union has announced that it will merge with a black union — regardless of the prospect of being swamped by blacks.

The union is the 13,000 strong Motor Industry Combined Workers' Union of Mr Ronnie Webb, vice president of the multiracial Trade Union Council of South Africa.

"Those who accused us of racism because we established a parallel union for blacks will now have to eat their words," said Mr Webb.

He announced that he has received Government clearance to admit blacks in to his registered union.

STATUS

This meant that the members of the black union would join the registered union previously restricted to coloureds.

"Our new black members will enjoy the same status and benefits as the members of the registered union," Mr Webb said.

They will be eligible to hold office in — subject to the existing qualifica-

tions applicable to coloured members.

Asked about the prospect of the union becoming predominantly black, Mr Webb said:

"We accept this without reservation."

"Such 'wamping' is an inevitable development in the South African scene if we want to promote harmonious co-existence."

Mr Webb said the registered union's status as a fully fledged negotiating partner with the two white unions in the Industrial Council for the Motor Industry would not be challenged.

RIGHTS

Neither white unions nor employers objected to the planned change, he said.

This means that black workers in three South African industries are about to enjoy full bargaining rights.

They are the motor industry, the printing industry and the motor transport industry on the Reef and the goldfields — where a black union has been registered and is in the process of being admitted to the Industrial Council.

24/1/58
Trade union talks on
Border jobless

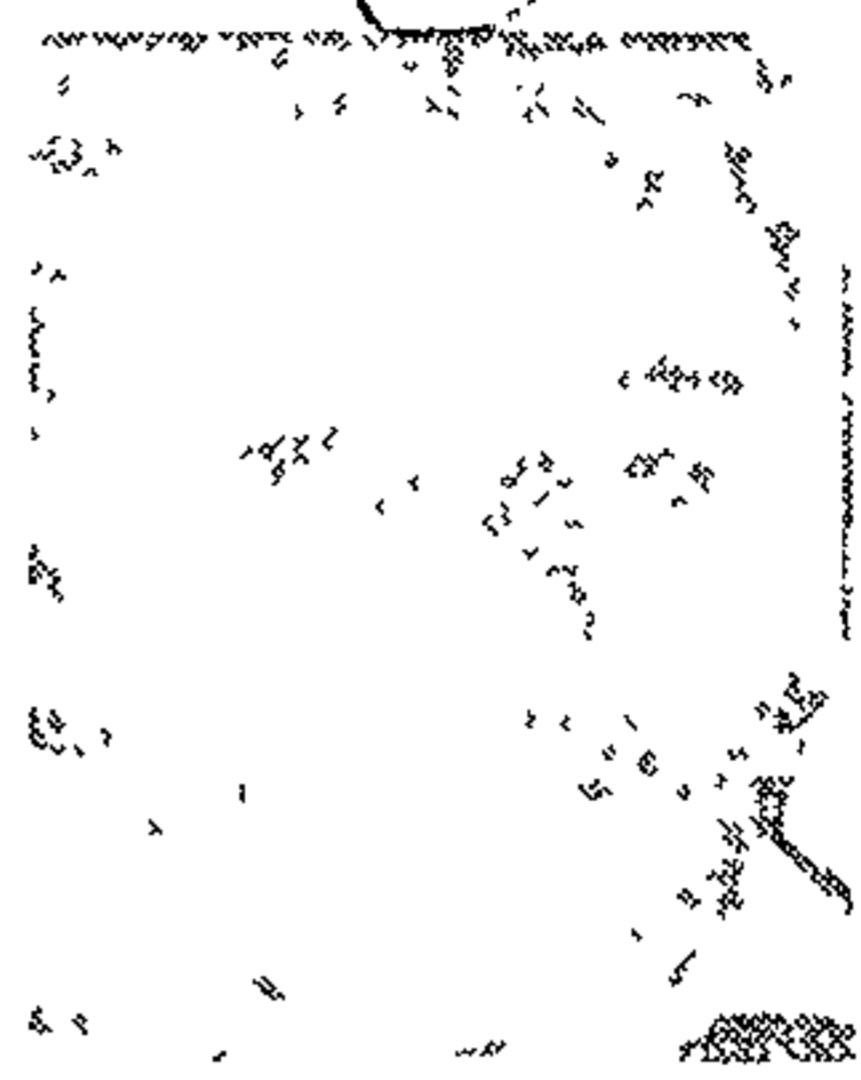
~~139~~
DURBAN (S.A.P.) — The high rate of unemployment in the border areas is to be raised at the annual congress in Durban this weekend of the newly-formed Food and Canning Workers Union.

The new union is a merger of the South African Allied Workers Union and the South African Food Canning Workers Union, it was disclosed by the secretary of the SAAWU, Mr S. K. B. Kiriene, of Durban here yesterday.

Mr Kiriene said the newly formed union was to launch a nationwide campaign against rising unemployment.

It would call on the central government to provide with investments in South Africa.

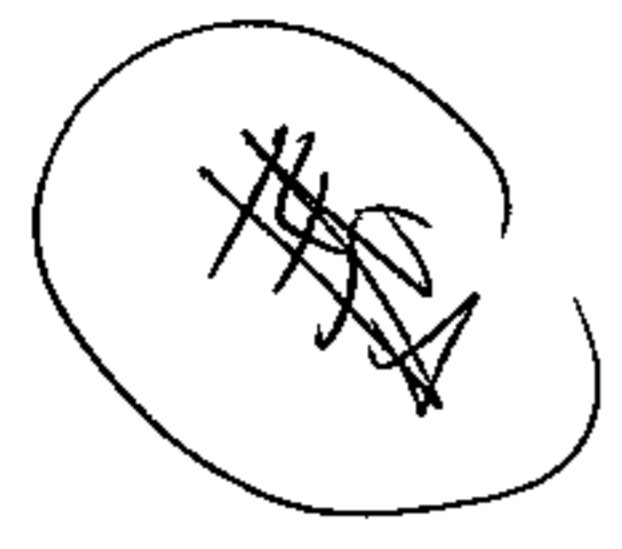
Mr Kiriene released a statement by the SAAWU and the CCWU announc-



MR KIRIENE

ing the merger and revealing that the head office of the new union would be situated in Cape Town.

At Sunday's congress in Durban the question of membership will be raised and the large number of unemployed workers in the border area discussed. DDP



139

BLACK UNIONS

Seifsa reconsiders

FM 1/14/80
The Steel and Engineering Industries Federation (Seifsa) is considering changes to its controversial guidelines on black trade unions. This is at the request of the unions in the industry, which are affiliated to the Confederation of Metal and Building Unions (CMBU).

The guidelines call on the 5 000 associated employers not to have any dealings with black unions until they have received final registration and are party to one of the industrial councils. Employers are urged not to give unions access to their premises. In addition, the guidelines suggest the continuation of works and liaison committees for "effective employee/management communication at individual company level."

In a letter to Seifsa, the CMBU criticised the anti-union and pro-works/liason committee inferences in the guidelines. Part of CMBU's interest stems from the involvement of some of its unions in organising Africans.

After meeting with Seifsa three weeks ago, reckons Ben Nicholson, CMBU director. "There appears to be a change in heart among employers in assisting black trade unions. But this is incumbent upon the unions applying for registration at some stage."

Seifsa is considering two proposals. One

relates to union access to employers' premises. The unions have asked Seifsa to suggest that employers meet unregistered unions. Says Nicholson: "We are not asking employers to go so far as allowing unregistered trade unions to hold meetings on company premises."

The second proposal relates to the ban on the provision of stop-order facilities to unions not party to the industrial council. The guidelines reminded affiliates of this prohibition, which is written into the industrial agreement.

On this, employers at the meeting recommended exemptions being granted for at least six months. If, within that period, the unions have not applied for registration, stop-order facilities can be withdrawn.

Comments Seifsa's director, Errol Drummond: "Our discussions are nowhere near complete. We are still evaluating their proposals."

The issue has become internationalised. In a letter to the International Organisation of Employers (IOE) the unregistered Steel, Engineering and Allied Workers' Union asserts: "These irresponsible and dangerous guidelines are a denial of freedom of association." SA Consultative Committee on Labour Affairs (Saccola), to which Seifsa is affiliated, is a member of the IOE.

The IOE subscribes to the principle of

freedom of association as laid down by the International Labour Organisation (ILO) — which also states voluntary negotiation between employers and workers' organisations should be promoted.

The union asked IOE "to explain, after advice from the ILO Committee on Freedom of Association, why Saccola's membership of IOE should be allowed to continue because of the anti-union stance of Seifsa."



Nicholson . . . sees a change of heart

In reply, the IOE asserts that the guidelines are "fully consistent with IOE statements on freedom of association and racial equality." For, it says, in the document spelling out the guidelines, Seifsa states it "supports the establishment of black and/or mixed trade unions which represent employees and the negotiation of their conditions of employment through the National Industrial Council."

In addition, the IOE says: "A requirement to register and/or become a party to a national industrial council for the industry — which is the legal pattern of industrial relations in SA — would not of itself be contrary to the principles of freedom of association."



It's
all
been
said

Turning back through the FM's files

20 years ago (April 1 1960)

Mr Harry Oppenheimer considers the time ripe for wide rethinking of fundamental issues because for the first time partly because of the combined pressures of African nationalism and liberal world opinion white South Africans are ready to give priority to what has always been the supreme problem that faced them. In these circumstances politics in South Africa appear more fluid than for many years past.

10 years ago (April 3 1970)

is the skilled labour shortage as serious as the country has been told by employers, politicians and the Press?

No Party denies that there is a serious shortage of skilled labour. The NP points to the measures it is taking to alleviate it. These include immigration up from 14 600 in 1958 to 40 500 in 1968, amendments to the Apprenticeship Act improving wages and shortening training periods, and the recent amendments to the Industrial Conciliation Act providing for funds (to which employers also contribute) for training certain classes of labour.

Five years ago (April 4 1975)

The greatest danger for SA's future — and also the greatest challenge — is the fact that it contains poverty in the midst of advanced industrial development. The great majority of the black population is in a situation similar to that of the typical working-class of Marx, Lenin, Proudhon and Engels.

Dr Wim de Villiers believes this is the only conclusion to be drawn from SA's pattern of income distribution. In his inaugural lecture last week as an honorary professor at Rand Afrikaans University, De Villiers pointed out that though whites constitute only 17% of SA's population, they receive 70%-76% of the country's total income.

for mixed status, and hope to merge with their parallels, include the Textile Workers Industrial Union, the National Union of Bank Employees, and the Transvaal Leather and Allied Workers Union. Norman Daniels, general secretary of

the textile union, says he would like to see its parallel union merge with it along with other unregistered unions representing workers in the industry.

If the Transvaal Leather Workers Union is granted an exemption and merges with its long-standing parallel, then Africans will make up the bulk of the members. Steve Scheepers, the union's general secretary, says: "I started the African union 25 years ago. In that time we have always worked closely without problems, and the benefits provided by the unions have been the same. So it is logical to be mixed."

The emergence of a number of parallel unions was accompanied by the intensification of the battle between parallels and independent unregistered unions (those which have no links with registered unions). The Federation of South African Trade Unions (Fosatu), the largest group of unregistered trade unions, issued a document slamming parallels. Fosatu argued that the registered unions are only interested in organising Africans to prevent job undercutting by Africans.

But in response to these moves towards non-racial unions, Fosatu general secretary Alec Brown says: "From our point of view, if these unions are bona fide and there will be no racial differentiation, then we welcome this."

The FM learns a second African union was registered last week. It is the National Union of Engineering, Industrial and Allied Workers Union, a parallel union. The African Transport Workers Union, also a parallel, was the first.

PARALLEL UNIONS

Joining "parents"

Some registered unions, which have been organising Africans into "parallel" unions, have decided to drop this in favour of mixed unions. The Motor Industry Combined Workers Union (MICWU) has just been granted mixed status. So its parallel union, the Motor Industry Workers Union, will now merge with MICWU. Others plan to do the same if the Minister grants them an exemption for mixed status.

Parallel unions have been around for years, with Tucsas unions most active in organising them. However, after the release of the Wiehahn report, the race to organise Africans really began, and several new parallel unions emerged. MICWU was one.

Why the decision to have a mixed union rather than a parallel? Ronnie Webb, general secretary of MICWU, says: "We have always believed in non-racial unions. But in the past they have not been possible. So the only way to organise Africans was by forming a parallel union."

Arthur Grobbelaar, Tucsas general secretary, says non-racial unions are important to stop racial polarisation among workers. He adds that separate unions create "administrative difficulties" — for instance, there is an unnecessary "duplication of work and overlapping of functions."

Webb points out that they will offer Africans the same benefits as MICWU's coloured members receive. And like the coloured members, Africans only have to be members for six months to qualify for a place on the executive.

Other Tucsas unions that have applied

Handwritten notes in the left margin: "Fm 4/80" and "13/3/75".

Bid to launch black mine union

5-TAR
10/12/80

(128) (139) (140) (141)

Efforts to launch a black mineworkers' union have been announced by a former public relations officer of the Black Allied Workers' Union (BAWU). Mr Chillian Motha

Mr Motha has submitted a draft constitution of the proposed union to the multiracial Trade Union Council of South Africa (Tucsa) and asked for Tucsa's support, including a donation.

The proposed union's aims and objects are, among other things, to "educate and conscientise black mineworkers and make them aware of their significance and power in a job situation"

The constitution also sets out the aims of obtaining "just wages" and settling disputes with employers by peaceful means

Mr Motha felt "just wages" would amount to a minimum of R50 a month

He said "conscientising" workers meant making them aware that they were the backbone of the economy -- not indoctrinating them in the racial or political sense

Mr Motha did not see his lack of money as an insurmountable obstacle to the launching of the union

"We are going to ask black mineworkers to help us with recruiting members," he said

He said he left BAWU about two years ago "because people in leading positions were incompetent and did not appear to have the interests of the workers at heart."

2 new unions for wine and spirits

STAR 11/4/80

182
~~135~~
139

By Sieg Hannig

The wine and spirits industry has two new trade unions — one for blacks and one for other races — which will cover factories in about 40 magisterial districts in all provinces.

The application for the registration of the black union has been published in the Government Gazette and that for the mixed union is expected to be published soon.

This was disclosed today by Mr Barney Krynauw, general secretary of the Garment Workers' Union of South Africa and provisional general secretary of both new unions.

Two separate unions

were formed because current legislation demanded that a mixed union with white members had to have a white executive committee.

"Any future changes in the law will be used to change this dispensation," Mr Krynauw said.

The unions have submitted a memorandum to the Wage Board in an effort to improve the industry's wages and working conditions.

Mr Krynauw hoped that direct negotiations between the unions and the employers would be made possible through the eventual establishment of an industrial council for the industry.

Vendors

STAR 11/4/80

negotiate

big pay

increase

Allied Publishing signed a wage agreement with the Catering and Allied Works Trade Union, yesterday, ending a dispute over newspaper vendors' pay

The new agreement will come into effect next week, after weeks of negotiation. The increases affect 2 000 workers in the Transvaal and Orange Free State

Manual labourers who are presently started at R24 a week will now receive a 33 percent rise to R32 a week

Vendors in suburban streets will now get R38 a week and main street sellers and sub sellers R50 a week

Drivers will receive R35 to R50 a week regardless of the distance they have to travel

Roundsmen — sellers who deliver on bicycles — will get R10 rises, to R38 a week

Drivers and roundsmen were dissatisfied with the increases

Trade union votes against re-registering

488 (139) AD 15/7/80

EAST LONDON — More than 800 members of the African Food and Canning Workers' Union and the South African Allied Workers' Union have rejected the registration of black trade unions.

The decision was taken at a meeting held in Duncan Village, here, at the weekend.

The main reason for the refusal to register — released in a statement after the meeting — was that it was felt such registration would not be meaningful until the Pass Laws, influx control regulations, Group Areas Act, section three of the Factories' Control Act, Separate Amenities' Act and the migratory labour system, the Industrial

Conciliation Act of 1950 as amended, including the Wage Determination Act of 1957 and the liaison committee machinery were all repealed.

Also discussed at the meeting, after which the statement by the general secretary of the South African Allied Workers' Union, Mr S K Kikini, of Durban, and the secretary of the African Food and Canning Workers' Union, Mr B P Norushe was issued, was the question of the future of workers in the homelands.

The workers rejected the Bantustan system claiming 'the system automatically deprives black workers of their birthright when their

white counterparts are not subjected to the same laws," the statement said.

Also criticised was a claim by the secretary of the Ciskei Central Intelligence Services, Col Charles Sebe, that workers in the Ciskei were locked after by the government.

The workers appealed to all churches and ministers of religion to make their church premises available for workers meetings 'with no strings attached' because the workers were responsible for maintaining the churches, the ministers and their families.

Meanwhile, un-

employed workers are reporting in large numbers to register in black trade union offices here following a call by black trade unions that all unemployed workers must register at their offices in Duncan House, Terminus Street.

A report by a Johannesburg trade unionist at the meeting was that the campaign to register unemployed workers had received support from various organisations.

In a 'right to work' demand the workers invited civic, political and welfare organisations to support the unemployed workers campaign throughout the country.

COLONEL SEBE ment attacked state

... in the ... to arrar
 ... how to elect p
 ... We pass ov
 ... of ... or manufac
 ... or single product, local or m
 ... or non-unions
 ... whether the enterpris
 ... we can
 ... in ability
 ... temporarily that all pe
 ... a few contro
 ... each member's reward
 ... and internal
 ... what influenc
 ... known as a b
 ... how people are gu
 ... push it for twice a
 ... can push
 ... need not
 ... physical or
 ... work together o
 ... surgical side and
 ... on a pa
 ... and harder of th
 ... a fishing
 ... you as for
 ... two of us o
 ... have
 ... work
 ... another coun
 ... in the
 ... in
 ...

16

AS AT 29 02 80

EXAMINATION RESULTS IN FACULTY COMMERCE

YEAR : 2

SY 4B-JL

DESCRIPTION

COURSE

FIRST NAMES

SURNAME

STUD NO

102120A	STOLIZMAN	MARLON PHILLIP	ANTONYS	201202
133775H	THEODOSIOU	ENRICO	WILLIAM PELHAM CLYBORN	201202
121480U	VAN VLAANDEREN	KIMON MICHAEL		201202
119139Z	WILLIAMS			
139402Z	ZAVERDINUS			

* TOTAL NUMBER OF STUDENTS 49

DEAN

Black union votes against registration

EAST LONDON — More than 800 members of the African Food and Canning Workers' Union have rejected the registration of black trade unions

They decided this at a meeting in East London at the weekend

The main reason for refusing to register was that they felt it would not be meaningful until there was end to the pass laws, influx control, Group Areas Act, Section 3 of the Factories' Control Act, migratory labour system, the amended Industrial Conciliation Act — including the Wage Determination Act of 1957 — and liaison committee machinery

A statement was issued after the meeting by the general secretary of the South African Allied Workers' Union, Mr S K

Kikini, of Durban, and the secretary of the African Food and Canning Workers' Union, Mr B P Norushe

The meeting also discussed the question of the future of workers in the homelands

The meeting rejected the bantustan system, claiming "it automatically deprives black workers of their birthright, when their white counterparts are not subjected to the same laws"

Also criticised was a claim by the secretary of the Ciskei Central Intelligence Services, Colonel Charles Sebe, that workers in the Ciskei were looked after by the Government

The workers appealed to all churches and ministers of reli-

gion to make their church premises available for workers' meetings "with no strings attached", because the workers were responsible for maintaining the churches, the ministers and their families

Meanwhile, after a call by unions, unemployed workers are reporting in large numbers at union offices in East London to register

A Johannesburg trade unionist reported to the meeting that the campaign to register unemployed workers had received support from various organisations

In a "right to work" demand, workers invited civic, political and welfare organisations throughout South Africa to support the Unemployed Workers' campaign

157
139

16/4/80

186

3 5 7 9 11 13 15 17 19 21 23 25 27 29 31 33 35 37 39 41 43 45 47 49 51 53 55 57 59 61 63 65

Seifsa guidelines on unions set for change

WDM 16/4/80.

By RIAAN DE VILLIERS
Labour Correspondent

THE controversial guidelines on black unions issued by the Steel and Engineering Industries Federation of South Africa (Seifsa) may be changed as a result of industrial council negotiations with registered metal unions this year.

This is likely to include a relaxation of the existing bar on stop-order facilities for unregistered unions contained in the current industrial council agreement.

This emerged yesterday following a meeting of the industrial council's executive committee.

The guidelines were discussed following representations to Seifsa by the Confeder-

ation of Metal and Building Unions (CMBU) — which represents the bulk of registered unions in the industry — earlier this year.

Seifsa's director, Dr Errol Drummond, confirmed the guidelines had been discussed and said employer representatives had proposed certain modifications "which would be the subject of formal industrial council bargaining next month."

CMBU's director, Mr Ben Nicholson also confirmed that the guidelines had become a subject for industrial council negotiations.

If agreement is reached over the employer proposals before the council it will entail amendments to the guidelines, he said.

Both spokesmen declined to

comment on the proposals as they were now sub judice in terms of industrial council rules.

However, it is believed the present bar on stop order facilities for unregistered unions is likely to be a major issue.

In its guidelines on the unionisation of blacks issued to member companies last year, Seifsa pointed out that the current agreement prohibited firms from granting stop order facilities for the deduction of dues to members of unregistered trade unions.

This has been one of the major objections of registered unions involved in organising blacks, who have claimed that the restriction would make it difficult to get black unions off the ground.

On the application of Portfolio Theory
"Money in a Theory of Finance" Washington, 1960.
"The Determinants of Deposit-Rate Setting by Savings and Loan Associations", Journal of Finance, June 1970, 25, 615-32.
"Bank's Demand for Excess Reserves", Journal of Political Economy, July/August 1971, 79, 802-25.
"Cash Balance and Simple Dynamic Portfolio Problems with Proportional Costs", International Economic Review, 1969.
"The Mathematical Theory of Banking", Journal of Royal Statistical Society, March 1888, 51, 113-27.
"The Liquidity of the Savings and Loan Industry", in Study of the Savings and Loan Industry, Washington, D.C. The Federal Home Loan Bank Board, 1969.
"The Loan Market, Collateral, and Rates of Interest", Journal of Money, Credit and Banking, November 1976, 8, 439-56.

On the application of Portfolio Theory
"Money in a Theory of Finance" Washington, 1960.
"The Determinants of Deposit-Rate Setting by Savings and Loan Associations", Journal of Finance, June 1970, 25, 615-32.
"Bank's Demand for Excess Reserves", Journal of Political Economy, July/August 1971, 79, 802-25.
"Cash Balance and Simple Dynamic Portfolio Problems with Proportional Costs", International Economic Review, 1969.
"The Mathematical Theory of Banking", Journal of Royal Statistical Society, March 1888, 51, 113-27.
"The Liquidity of the Savings and Loan Industry", in Study of the Savings and Loan Industry, Washington, D.C. The Federal Home Loan Bank Board, 1969.
"The Loan Market, Collateral, and Rates of Interest", Journal of Money, Credit and Banking, November 1976, 8, 439-56.

Hart, O.D.
Shaw, L.S.
Gurley, H.G.
Jaffee, D.M.
Goldfeld, S.M.
Frost, P.A.
Fama, E.F.
Eppen, G.D.
Edgeworth, F.Y.
Cootner, P.H.
Barro, R.J.

Black boycott rocks unions

By STEVEN FRIEDMAN
Labour Reporter

IN A move which has major implications for inter union co-operation across the colour line, predominantly black metal unions yesterday boycotted a meeting of an organisation which has been seen as a forum for inter-race co-operation among unions

The meeting of the South African Co-ordinating Council of the International Metalworkers Federation was attended by the federation's Geneva-based general secretary Dr Werner Thonessen

It was expected to discuss growing tension in its ranks between registered unions and those affiliated to the Federation of South African Trade Unions

At a Press conference yesterday, Dr Thonessen said the co-ordinating council was 'in abeyance for the moment'

He added that it will not function again until the two parties are able to sit around the same table again

He described the rift as serious and damaging but added that he was confident that co-operation would be restored and that the council would continue to operate

He added that he would be meeting Fosatu-affiliated metal unions in Port Elizabeth today and hoped to use the meeting to mediate between the two sides

The metal council is South Africa's biggest co-ordinating union council in a particular industry and has been seen as a significant forum for inter race co-operation

But tensions between Fosatu affiliated unions and some registered unions have grown lately

Fosatu unions have been angered by some registered unions which they claim are

organising parallel black unions in competition to them

There has also been tension over a call by registered unions for blacks who wish to become artisans to undergo military training

A spokesman for the Fosatu metal unions confirmed last night that the unions had stayed away from the meeting

'We feel that attending council meetings is not productive. Some registered unions are using the council simply to build up credibility. They claim to be co-operating by sitting on the council, but they refuse to co-operate on the factory floor'

He added that Fosatu unions 'are not opposed to co-operation. But we believe co-operation must start on the shop floor and we will concentrate our efforts on building this'

At yesterday's meeting, Dr Thonessen said he would use his visit to attempt to 'encourage a spirit of co-operation among affiliates'

He conceded that his mediating role was just beginning and revealed that the chairman of the council Mr Ike van der Watt, had agreed to help in the process

Mr Van der Watt said yesterday 'We have had our crises before and we weathered them. We can do the same this time'

Mr Thonessen also revealed that yesterday's meeting had suggested that a non-Fosatu black union, the Steel, Engineering and Allied Workers Union, be admitted to the council

This is expected to anger Fosatu unions

He denied suggestions that the IMC would cut off aid to local unions if the rift continued. It believed in constructive engagement in South Africa and would continue to help local unions, particularly those organising blacks

ad for), adhering
for the data above,
short notes
tions. Both jobs
fe or are likely

to about

(b) Manual labour is hired locally from week to week.
(d) All the plant needed for Southampton has been owned for some years. £1,600 is the year's depreciation (straight-line) in the financial accounts. If the hull job is taken, less plant will be required, and the surplus items will be hired out rental of £750.
entry, at 5% of

A revised budget as far as possible explaining your would last 12 to be offered.

Required:

(f)

Argus 21/4/80
Health (134)
Warming

by union

leader

Labour Reporter

ALL possible health precautions and the strictest Government supervision should be applied at the asbestos textile factory under construction at Phillippi, according to a local labour leader.

We welcome any move to boost the economy of the Western Cape, but we don't want a boost at the expense of human lives,' said Mr Norman Daniels, general secretary of the Textile Workers' Industrial Union.

He was reacting to an Argus report on the Kapasit Asbestos factory and the hazards of working with asbestos, a known cause of lung cancer.

'The factory is a fair accomplishment. But all the people going to work there should be fully aware of the risks they might run,' Mr Daniels said.

MEDICAL HISTORY

'Although I have been assured by officials that all tests and safety precautions will be applied, I still fear that the health of workers will be endangered.'

Mr Daniels said the medical history of workers should be closely followed after they left the factory.

'Workers could pick something up which might show itself only in five or 10 years' time.'

Clothing Workers' Union to register

By JOE THOLOLO

THE 20 000-MEMBER
National Union of
Clothing Workers has
applied for registra-
tion under the new
labour laws.

The application will
appear in the Gov-
ernment Gazette on
Friday — exactly a
week after the appli-
cation of the 'Textile
Workers' Union (TVI).

The Clothing Workers
Union has a paid-up mem-
bership of 20 483, making
it the largest black union
in the country.

The secretary, Mrs. Lucy
Mvubelo, is already ser-
ving on the Manpower
Commission.

The union has applied
to cover the areas of
Kimberley, the Eastern
Cape, the Orange Free
State, and the Transvaal.

The application comes
in the year when the
union has its elections
for all office-bearers from
branch level to national
executive.

Nominations for all
positions have to be sub-
mitted before April 30
and the new offices are
taken over in July.

W.D.N. 23/4/80

Angry black union quits in protest

(132)
(139)

By STEVEN FRIEDMAN
Labour Reporter

A UNIQUE organisation, which attempts to increase co-operation between bosses and trade unions, suffered a blow this week when one of its key black union affiliates resigned

The organisation is the Institute of Industrial Relations, a joint management-labour body whose affiliates include major employers, registered unions and unregistered black unions

The union is the Commercial Catering and Allied Workers Union, which has resigned in protest at the institute's role in the recent dispute between Allied Publishing and the union

The institute's acting director, Mr Sam van Coiler, acted as an advisor to Allied management during the early stages of the dispute, and the institute offers courses in negotiating skills to the company

In addition, the union's general secretary, Mrs Emma Mashinini, has resigned from the institute's Board of Trustees

Although the institute is not the only joint management-labour body in the country (the one other is based at Unisa), it is the only one with a sizeable black union membership

It was set up to provide training in labour relations to both unions and employers and

to play a neutral role in labour matters. It aims to improve the negotiating skills of both sides and to foster bargaining between them

In its letter of resignation the union says it "sees no advantage" in remaining affiliated "to a supposedly neutral body which is in reality heavily biased towards management"

The union says it takes this view as a result "of the part your organisation played in our dispute with Allied Publishing" It accuses the institute of "advising Allied behind our backs"

It refers to a statement by Allied management that it had

"strictly followed the guidelines laid down by the institute" in dealing with the union

"We can only assume that the Institute advised the firm to ensure that the commencement of negotiations be delayed for as long a time as possible," the union's letter says. Allied has since recognised the union

The union also claims that a senior institute staff member told Mrs Mashinini that it had been "irresponsible" in its handling of the dispute

Mr Van Coiler yesterday declined to comment, beyond saying that the resignation "will obviously be discussed internally at the institute"

128

Strikers return

139

RDM 29/4/80

GRABOUW — The situation at the Kromrivier Apple Co-operative in Grabouw, where labourers were involved in a dispute on Friday, was reported to be calm and back to normal yesterday

A senior police spokesman said no further incidents had been reported after Friday's stone-throwing

The dispute apparently began after talks with the co-operative's management broke down. About 700 labourers stopped work and police were called in when workers began throwing stones

During the stone throwing, the District Commandant of Stellenbosch, Lieutenant-Colonel J F Kirsten, was slightly injured and buildings were damaged by the stones — Sapa



Some of the 33 cannery workers who were dismissed by Western Province Preservatives last week met yesterday at the offices of the African Food and Canning Workers' Union to discuss action against the firm.

DD 29/4/50

Row as cannery fires 33 workers

(139) (335) (186)

EAST LONDON — A decision by a local cannery to dismiss 33 workers has sparked off a confrontation with the workers' trade union.

The controversy arose when Western Province Preserving Company retrenched a number of people involved in preparing pineapples for canning at their West Bank factory.

The workers, some of whom claim to have worked for the firm for the past 20 years, claim they were retrenched "without reason".

One of the company directors, however, Mr B. R. Hanley, said the workers were employed on a seasonal basis, depending on the amount of fruit the cannery handled.

"We hire a lot of women on a part-time basis to prepare the pineapples for canning," he said yesterday.

"We are a seasonal industry and only have a few permanent workers such as lorry drivers."

He said the cannery was only in operation for about 150 days a year. All the women who were retrenched were employed on a weekly basis and were on a week's notice.

The secretary of the African Food and Canning Workers' Union, Mr B. P. Norushe, said it was

"ridiculous" to say the workers knew they were only hired on a seasonal basis.

"Mr Hanley is hiding behind a bush when he says these people were told they would only be hired when there was fruit," he said.

He said Mr Hanley was wrong if he said none of the retrenched workers had served for 20 years.

"It looks like these people have been dismissed because they are members of the trade union," he said.

Mr Norushe said he was disturbed to hear from some of the workers that they were told by a Mr Louw to "run to their mama, the union" if they had any grievances.

More than 650 of the cannery's black workers belong to the union, and they have arranged a meeting at the Duncan Village Community Centre on Sunday morning to discuss the retrenchment.

"The workers will decide what to do," he said.

Mr Hanley refused to disclose who Mr Louw was, although he said Mr Louw was "in closer contact with the workers" than he was.

He was "curious" to know why there was a sudden interest in the company's policy of

retrenchment of part-time labourers.

"This is nothing new. It has been happening since we started, and happens at most canneries," he said.

More than 500 workers were retrenched before Christmas, and a number were dismissed in February.

Mr Norushe said he spoke to Mr Hanley about the workers' grievances yesterday, but had merely been told that there was a liaison committee to deal with workers' grievances.

The union, which opened an office here in November last year, has more than 10 000 members in the Cape — DDR

DO 29/4/80 (11A) (139) (140A) (327)

New bid to oust PE union leaders

PORT ELIZABETH — Workers at the Ford factory here are pressing ahead with attempts to remove their local union leadership from office. They have demanded a general meeting of union members to discuss ousting office-bearers.

The union is the black United Automobile Workers, which is affiliated to Fosatu. One of the targets of the campaign is Mr John Mke, president of Fosatu, which is regarded as a "militant" organisation by employers.

The chief cause of the dissent is the recent strike at Ford. Dissenters, most of whom belong to the Port Elizabeth Black Civic Organisation, claim that local union leadership was "pro-management" during the strike.

At a meeting at the weekend, the dissidents decided to send a letter to the union, demanding a general meeting of members to discuss removing the union's Port Elizabeth branch executive.

Earlier this month, workers adopted a no-confidence motion in the executive and demanded its resignation. But the executive refused to resign.

saying its dismissal was unconstitutional

At the weekend meeting, Mr Dumile Makhanda, who heads an action committee which is attempting to remove the union leadership, said his committee had decided "to adopt a more constitutional approach".

They had decided to write to the branch executive demanding a general meeting within 30 days. If this was not complied with, workers would elect their own executive.

If the present executive refused to hand over the branch's property to this committee, legal action would be taken, Mr Makhanda said.

The chief reason given for the move was dissatisfaction with the handling of the Ford dispute. But other claims made at the meeting were that six members of the branch committee had been "unconstitutionally" sacked and that workers were dissatisfied with the executive's last financial report.

Dissatisfaction with the running of the union was also expressed.

Union officials were unavailable for comment yesterday. — DDC

DO 29/4/80 #A
New bid to oust
PE union leaders

PORT ELIZABETH — Workers at the Ford factory here are pressing ahead with attempts to remove their local union leadership from office. They have demanded a general meeting of union members to discuss ousting office-bearers.

The union is the black United Automobile Workers, which is affiliated to Fosatu. One of the targets of the campaign is Mr John Mke, president of Fosatu, which is regarded as a "militant" organisation by employers.

The chief cause of the dissent is the recent strike at Ford Dissenters, most of whom belong to the Port Elizabeth Black Civic Organisation, claim that local union leadership was "pro-management" during the strike.

At a meeting at the weekend, the dissidents decided to send a letter to the union, demanding a general meeting of members to discuss removing the union's Port Elizabeth branch executive.

Earlier this month, workers adopted a no-confidence motion in the executive and demanded its resignation. But the executive refused to resign.

saying its dismissal was unconstitutional.

At the weekend meeting, Mr Dymile Makhanda, who heads an action committee which is attempting to remove the union leadership, said his committee had decided "to adopt a more constitutional approach".

They had decided to write to the branch executive demanding a general meeting within 60 days. If this was not complied with, workers would elect their own executive.

If the present executive refused to hand over the branch's property to this committee, legal action would be taken, Makhanda said.

The chief reason given for the move was dissatisfaction with the handling of the Ford dispute. But other claims made at the meeting were that six members of the branch committee had been "unconstitutionally" sacked and that workers were dissatisfied with the executive's last financial report.

Dissatisfaction with the running of the union was also expressed.

Union officials were unavailable for comment yesterday — DDC

New black union a triumph for Lucy Mvubelo

STAR

30/4/80

(155)

(139)

(157)

For years Mrs Lucy Mvubelo has fought for the recognition of black trade unions with full privileges and rights.

"I never thought it would happen in my lifetime," she said "But I am so pleased I feel now that my work is done"

In 1974 the National Union of Clothing Workers submitted a memorandum to the Minister of Labour seeking recognition. At that stage the union had 18 000 members.

The Minister was adamant that there was legislation regulating black workers in industry and commerce, but the union continued to press for a meeting with him and on March 21 in 1975 a deputation saw him.

The union leaders described their position and indicated that the structure as it was then made black unions weak and powerless in spite of their numbers.

"The functions of a union are to bargain and negotiate with employers on behalf of their members," said Mrs Mvubelo. "But without Government recognition, we could not participate in all these negotiations."

Mrs Mvubelo said her union, while remaining a black union for the time being, was not dismissing the idea of mixed unions.

"A number of unions have been granted exemptions to become integrated. For those which have never had organised black workers, it is an opportunity to be organised in already well-established unions."

She believed the same privileges would be given to each racial group in these unions.

UNITY

"There will not be white or black domination only people working together as workers," she said.

"Such members have proved to the Government that both black and white can stand together. I am in favour of progressive trade union unity."

For the time being the NUCW will remain a black union belonging to the Federation of Garment Trade Unions.

Although its numbers would give it the power to dominate a mixed union, Mrs Mvubelo said. "We do not want to dominate, we want the same status as other groups. This is why we have established the Federation." But, she said, a mixed union would be something to consider in the future.



STRIKING WORKERS from Kromrivier Apple Co-op gathered at the Gerald Wright Hall in Pinetown, Grabouw, for a meeting yesterday after the dismissal of contract workers

Bring back sacked workers — strikers

ARGUS
1/5/80

(132)
(4)
(138)
(139)

Labour Reporter

STRIKING workers of the Kromrivier Apple Co-op at Grabouw are demanding the reinstatement of all employees, including seasonal and contract workers evicted from their hostels by the management.

There is anger at the summary dismissal of these workers and the alleged role of riot police and other policemen in evicting them and putting them on buses to go home

About 100 black migrant workers returned to Transkei in a Kromco bus yesterday after their contracts were cancelled

NO BONUSES

Workers said they had been chased from their Houhoek hostel by police about 5 am. The management had given them no option but to return home

They had been paid off, but did not receive bonuses and backpay, bances, he said

The night before coloured seasonal workers were evicted from a company hostel in Bot River and taken to their home towns.

BRUTALITY

The Food and Canning Workers' Union today deplored the 'brutality' of the Kromco management's response to the workers' demand for higher wages

'It has refused to negotiate and called in the police and riot police when there was no necessity to do so,' said Ml Jan Theron general secretary of the union

Brigadier C A Swait, Divisional Commissioner of Police in the Boland denied that police had played an active part in evicting workers

'There was no such thing as far as I am aware. The police were only in the background in case of possible disturbances,' he said

810 1/5/80

No money from Reds say black unions

(139) (1407)

DURBAN — Claims that black trade union organisations had accepted funds from behind the iron curtain were untrue, Mr Alec Erwin, General Secretary of the Federation of South African Trade Unions (Fosatu), said here yesterday.

Addressing a seminar on the growth of black unions, Mr Erwin said it was true, however, that the movement had accepted between R400 000 and R500 000 a year from foreign trade unions and churches.

He said the union had

been forced to accept foreign funds because of legal restrictions on their arranging stop orders for the subscriptions of black workers.

These legal restrictions meant black unions would not be able to operate without financial help. Help had been accepted from the International Labour Organisation, Scandinavian trade unions and some church groups. All the aid had been received openly and was reflected in properly audited books, he said.

Mr Irwin whose organisation embraces

20 000 workers, also criticised the newly established National Manpower Commission and Labour Court. He said the commission consisted of 41 people of whom only seven were trade unionists. Only one of those was black.

In addition, the president of the Labour Court could be appointed and dismissed by a government minister. Fosatu would therefore continue to use the civil court when needed, as long as this was permitted, he said. — SAPA

RDM 1/8/30.
155 144
139

Union leader denies Red aid

DURBAN — Claims that black trade union organisations had accepted funds from behind the Iron Curtain were untrue, Mr Alec Erwin, general secretary of the predominantly black Federation of South African Trade Unions (Fosatu), said in Durban yesterday

Addressing a seminar on the growth of black unions, Mr Erwin said it was true, however, that the movement had accepted between R400 000 and

R500 000 a year from foreign trade unions and churches

He said the union had been forced to accept foreign funds because of legal restrictions on their arranging stop orders for the subscriptions of black workers

These legal restrictions meant black unions would not be able to operate without financial help

Mr Erwin said help had been

accepted from the International Labour Organisation, Scandinavian trade unions and some church groups

All the aid had been received openly and was reflected in properly audited books

Mr Erwin, whose organisation embraces 20 000 workers, also criticised the newly-established National Manpower Commission and Labour Court

He said the commission con-

sisted of 41 people of whom only seven were trade unionists, and only one of those was black

In addition, the president of the Labour Court could be appointed and dismissed by a Government minister

Fosatu would therefore continue to use the civil court when needed, as long as this was permitted, he said — Sapa

Meeting ARGUS 2/15/88 supports striking workers

Labour Reporter

AT a mass meeting in Pineview, Grabouw, last night it was decided to support the striking workers of the Klom River Apple Coop in their demands for higher wages and the reinstatement of dismissed employees.

The strike by about 800 workers began last Friday after they received no response to their call for increased wages, said to be as low as R13 a week.

Management, with the help of police, this week evicted seasonal and contract workers from their hostels. About 100 black workers were returned to Transkei.

The chairman of the Grabouw action committee which arranged last night's meeting, Mr Percy Carolus, said it had been decided 'to go to the nation' for support for the workers if any lost their houses because of the strike.

He said the meeting, which was primarily concerned with the shortage of housing in Grabouw, had called on the local management committee to resign.

AD 5/5/80
137
136

Trade union forced to cancel meeting

EAST LONDON — A trade union meeting scheduled to be held at the Duncan Village Community Centre had to be called off at the last moment yesterday morning.

The secretary of the African Food and Canning Workers Union, Mr B. P. Norushe, explained to about 100 workers who had already gathered for the start of the meeting that it could not be held because permission to hold it in the hall had not been obtained.

Mr Norushe said they had paid for the use of the hall but a letter which had to be sent to the board at least 48 hours before the meeting only reached the board on Friday afternoon and could not be entertained.

Efforts were then made to get some other accommodation and the assistance of the chairman of the Community Council, Mr T. Matuntuta, was sought.

He said the only alternative would be to try to get a school but that had to have the approval of the school committee and not the community council.

Mr Matuntuta explained

that the board had to inform the security police about meetings held in the township and that was why the written letter of application had to be received at least 48 hours before the meeting starts.

Mr Norushe told the workers they would be advised of the next date and venue of their meeting.

He said they could not hold the meeting outside the community centre as they would infringe the Riotous Assemblies Act — DDR

Judges uphold

plea by silent

Post journalist

STAR 5/15/80

(243)

(139)

(227)

(331)

Own Correspondent

Two Pretoria Supreme Court judges today set aside the nine-month sentence imposed on the news editor of the Sunday Post for refusing to answer questions put to him in court

Mr Justice C Theron and Mr Justice P van der Walt upheld an appeal against the conviction of Mr Zwelakhe Sisulu by a Pretoria magistrate last year, and referred the matter back to the magistrate

The questions asked of Mr Sisulu in the magistrate's court involved two telephone conversations he allegedly had with Thami Mkhwanazi — a Post reporter based in Pretoria who has been sentenced to seven years' imprisonment for offences under the Terrorism Act

One call allegedly involved the recruitment of

Atteridgeville youths for military training outside South Africa. The other allegedly concerned attempts to disrupt the Tete-Knoetze fight at Mmabatho

Mr Sisulu's advocate, Mr I Mahomed SC, said the magistrate had erred in finding there was no just cause for Mr Sisulu to claim privilege against giving self-incriminatory evidence

Mr Mahomed said the magistrate had failed to investigate Mr Sisulu's basis for refusing to answer questions put to him — namely that he could incriminate himself, and that he was laying himself open to possible criminal proceedings stemming from an offence about which he had not been properly informed by the prosecutor

The advocate representing the state, Mr J J Pelsner, agreed the matter should be referred back to the magistrate

Mr Sisulu is president of the Writers' Association of South Africa

REF.

(UNIV. OF RHODESIA)

ENGLISH PLANNI NAMES

JORDS.

1967

JRS.

8/5/80 (139) (166) (177)

Wiehahn warns

PORT ELIZABETH — South African businessmen were urged yesterday by Professor Nic Wiehahn, president of the recently-established Industrial Court, not to regard trade unions and other worker organisations with enmity

He warned the Afrikaanse Handels-instituut congress here that a negative response from businessmen to worker organisations in the 1980s would draw a counter-reaction from workers that would only lead to trouble in industrial relations and other areas

Trade unions were a fact of the industrial community and attempts to ignore them or attack them were counter-productive, short-sighted and indeed stupid

"Businessmen and employers still holding the battle axe in their hands against trade unions are fighting a losing battle."

Prof Wiehahn said the 1980s were going to call for the greatest co-

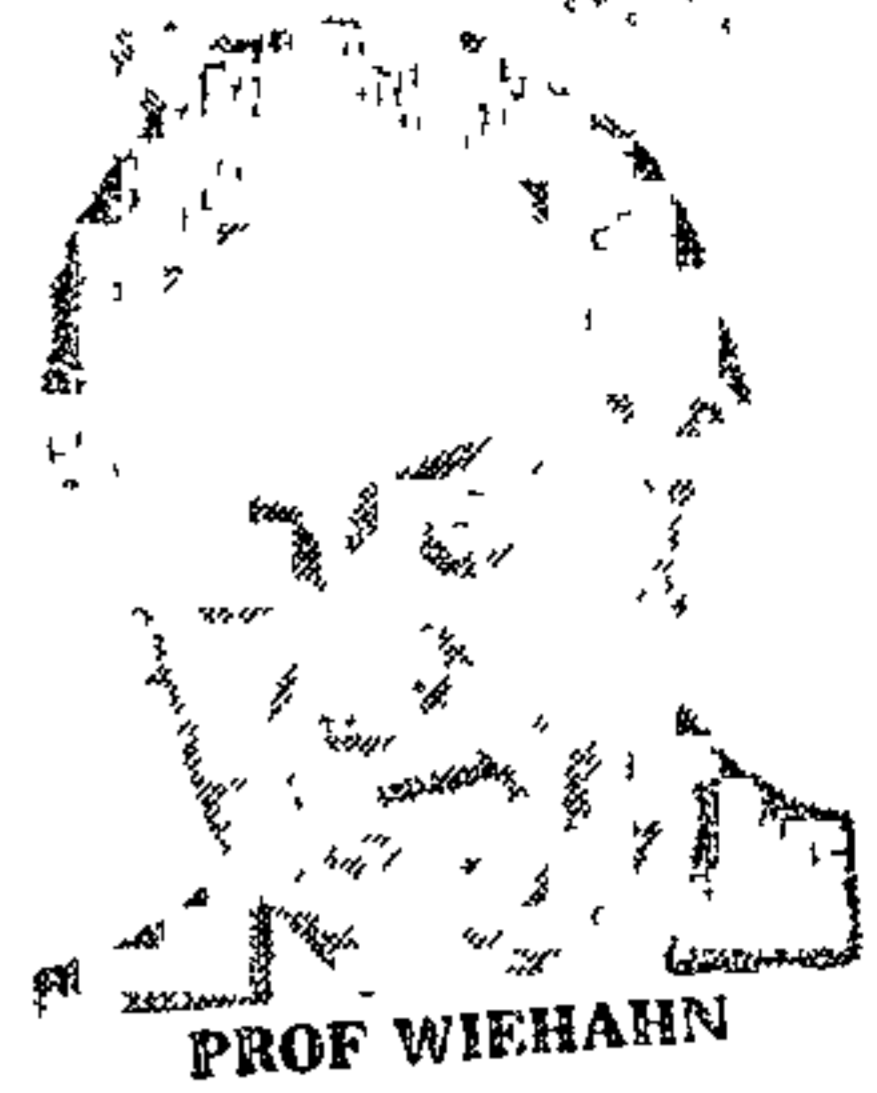
operation between the state, employer and workers

He said some of South Africa's trade unions received instruction in trade union practices in Europe and the United States, many of the negotiations tactics being derived from diversities in the Eastern bloc

Prof Wiehahn

emphasised that more attention would have to be paid to training high-level executives in companies for personnel relations

He called for South Africa to develop its own code of fair employment practices to replace foreign employment practices introduced by multinational companies — SAPA



PROF WIEHAHN

Workers win union battle with big firm

DM 8/5/80

By STEVEN FRIEDMAN
Labour Reporter

BLACK workers in Natal have won a Supreme Court order instructing a major multinational company to establish a works committee for its black workers.

A recent judgement in the Natal Supreme Court by the Natal Judge President, Mr Justice N James, gave the company 10 days to establish this committee. The deadline expires this week.

The court action is the latest development in one of the longest and most bitter union recognition disputes in recent labour history.

The Metal and Allied Workers Union has been demanding recognition from Glacier Bearings since 1978.

Glacier is a Pinetown based subsidiary of the British-owned multinational Associated Engineering. Mawu is a predominantly black union affiliated to Fosatu.

Mawu sees the court order as a breakthrough which will compel management to deal with elected worker representatives.

The dispute has been deadlocked since Glacier set up a multiracial bargaining committee in its plant. According to Mawu's general secretary, Miss Junerose Nala, this committee is a device to block the union.

The multiracial committee also superseded a black liaison committee which had operated in the plant and which, the

union says was dominated by union representatives.

Although Glacier has dealt with the new multiracial committee rather than the union, black worker representatives have boycotted it and it is now defunct as far as black workers are concerned, Mrs Nala said.

In an attempt to break the deadlock black workers at Glacier asked the Natal Supreme Court to order the company to establish a works committee.

These committees are established in terms of present labour law and employers are compelled to establish them if a majority of workers want them and there is no liaison committee in the plant.

Mawu expects most union shop stewards to win election to this committee. It sees it as a means of compelling management to discuss worker grievances with union members at the plant.

In his judgement Mr Justice James found 'virtually unchallenged evidence' that the majority of Glacier's black workers wanted the establishment of a works committee.

He also found there was no other committee at the plant which carried out the functions of an in-plant bargaining committee as envisaged in labour legislation.

The company was therefore ordered to take the necessary legal steps to arrange for the election of a works committee.

It was also ordered to pay the costs of the action.

Strikers ~~145~~
9/5/80
beat up

fellow ~~152~~
~~138~~ 139
worker

CAPE TOWN — Violence broke out yesterday morning among striking workers of the Table Bay Cold Storage Company when one man allegedly tried to return to his job.

He was severely beaten by fellow workers near the factory gate and stabbed in the shoulder.

About 80 workers reported to the factory yesterday after downing tools on Wednesday in protest against the management's alleged refusal to recognise the elected workers' committee.

They again refused to work until their demand for recognition was met.

According to a worker, the manager said he did not want anything to do with a "union committee". He wanted a "Labour Department liaison committee".

Workers said that when they insisted they did not want a liaison committee they were told to collect their wages and return to Transkei.

They said they refused to take their pay and left the premises at about 8am.

Then, within 100m of the gate, the fight started. After being frequently knocked to the ground, the injured man left with the others. He was later taken to hospital.

A Western Province General Workers' Union spokesman said committees similar to that demanded by the Table Bay workers were recognised by all the other major meat firms.

The manager of Table Bay Cold Storage would not comment on the incident — Sapa

Black strikers win 50% pay increase

~~ST~~ (139) ~~ST~~ (DM) 9/5/80

By STEVEN FRIEDMAN
Labour Reporter

A STRIKE by black and coloured workers at a Cape apple packing factory has ended with a remarkable settlement which raises wages and ensures that most will get their jobs back.

The strike, at the Kromco factory in Grabouw, was marked by fighting between strikers and police and the arrest of about 40 strikers.

That the strikers have won a settlement is seen as evidence of the growing power of workers in Cape rural areas who have usually had little bargaining power because they could be replaced so easily by employers.

The Kromco strike is the second in a Cape rural area in recent months. The first was at the Ceres Fruit Growers Co-op. It also ended with a settlement.

At Kromco the settlement is more remarkable because the apple picking season is ending and employers will need fewer workers in coming months. This strengthened their bargaining position.

The strike began two weeks ago when 800 workers stopped work in protest over their wages. They are members of the Food and Canning Workers Union, which claims that many earn R15 or less a week.

According to the union, the strike was also prompted by workers' fears that the management was planning to lay off union members.

Police arrived at the scene and there was fighting between them and strikers after police are alleged to have tried to arrest a striker. Riot police were called and about 40 people arrested.

According to the union the management tried to replace the strikers by bringing in workers from Caledon. About 100 were recruited in this way, it said.

African workers at Kromco are employed on six-month or one-year contracts. Most expire in July, and the six-month contracts are renewed only the next January.

Most observers expected the strike to end with management replacing workers rather than settling the dispute. However, last week Kromco agreed to meet union representatives and after a lengthy meeting earlier this week the strike ended in a settlement.

Management agreed to increase wages — raising the minimum to about R26 a week for men, and about R23 a week for women. This is an in-

crease of more than 50%.

Kromco also agreed to take back all coloured workers involved in the strike. African contract workers will not be taken back before July, but the company has agreed to pay them 50% of their wages from the time they struck until July.

Kromco also guaranteed African workers on one-year contracts that these will be renewed in July and Africans on six-month contracts will have first option on a contract in the new year.

However, the union says few of the six-month workers will take up the offer as they will have to seek new jobs between now and January.

Mr Jan Theron, general secretary of the union yesterday described the settlement as "satisfactory in the circumstances".

09/05/80 ARGUS

Support for meat men

Labour Reporter

STRIKING workers at Table Bay Cold Storage Co Ltd have the support of workers at 14 Peninsula meat factories in their demand for recognition of their elected committee. Representatives have sent a letter to the company's management, calling on it to explain to workers at the various factories why it has refused to recognise the committee.

'At all our factories we

have such committees and through them we have been able to take our grievances to the management in a peaceful way,' the representatives wrote. 'The constitution of the Table Bay Cold Storage workers' committee is the same as constitutions in all the meat factories. The Table Bay workers will return to work on Monday at 7:30 am. We hope that you will agree to their demands.' Workers at the other factories would refuse to

work at Table Bay Cold Storage if asked to do so, the representatives added.

A meeting of meat workers will be held in Langa tomorrow.

Sapa quotes the management of Table Bay Cold Storage as saying yesterday it was not prepared to re-employ any of the 75 black workers on strike and had made arrangements for bus tickets for the men to return to Transkei.

ANY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which the questions are answered), leave column (2) blank

	Internal	External
1	(2)	
2		
3		
4		
5		
6		
7		
8		
9		
10		
11		
12		
13		
14		
15		
16		
17		
18		
19		
20		
21		
22		
23		
24		
25		
26		
27		
28		
29		
30		
31		
32		
33		
34		
35		
36		
37		
38		
39		
40		
41		
42		
43		
44		
45		
46		
47		
48		
49		
50		
51		
52		
53		
54		
55		
56		
57		
58		
59		
60		
61		
62		
63		
64		
65		
66		
67		
68		
69		
70		
71		
72		
73		
74		
75		
76		
77		
78		
79		
80		
81		
82		
83		
84		
85		
86		
87		
88		
89		
90		
91		
92		
93		
94		
95		
96		
97		
98		
99		
100		
Examiners' Initials		

Surname

(In block letters)

First Name(s)

Date

17/10/79

Degree/Diploma/Certificate for which you are registered (e.g. B.A., B.Sc.)

Subject

B B.Sc.

(to be copied from the heading on the Examination Paper)

Paper No

1

(to be copied from the heading on the Examination Paper)

NOTE CAREFULLY

- 1 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
- 2 Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used
- 3 Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used
- 4 Do not write in the left hand margin

WARNING

- 1 No books, notes, pieces of paper or other material may be brought into the examination unless candidates are so instructed
- 2 Candidates are not to communicate with candidates or with any person except an invigilator
- 3 No part of an answer book is to be torn out
- 4 All answer books must be handed to the invigilator or to an invigilator before leaving the examination

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

Fm 9/5/80

Handwritten notes in circles: 45, 13, 145, 162

Workers dig in their heels

Some new trends in labour relations that could have far-reaching political and business implications are evident from recent strikes, especially those in the Cape

One is towards rising solidarity among workers, not only among those working for the same employer but between coloureds and Africans

Another is that consultation with worker representatives is becoming increasingly important, both insofar as dismissals are concerned and in the establishment of channels for negotiation

The FM has assessed this situation at first hand in the Western Cape where, over the past year, there has been a marked escalation of strikes

The latest occurred at the Kromrivier Apple Co-operative near Grabouw, when 700 coloured and contract workers walked

out and violence did not take long to erupt

Jan Theron, general secretary of the Food and Canning Workers Union (F & C) says "Stone-throwing broke out after police arrived, and attempted to arrest a striker carrying a placard demanding R40 a week"

In the Monis & Fattis dispute last year, workers held out for seven months — a rare display of worker solidarity for SA. And during the Karoo Meat Exchange strike, workers at 11 major meat firms in Cape Town refused to handle Karoo's meat until the 59 strikers were reinstated. The firm finally agreed to this, and to paying the strikers for the week they were out

The Karoo dispute, according to the Western Province General Workers Union

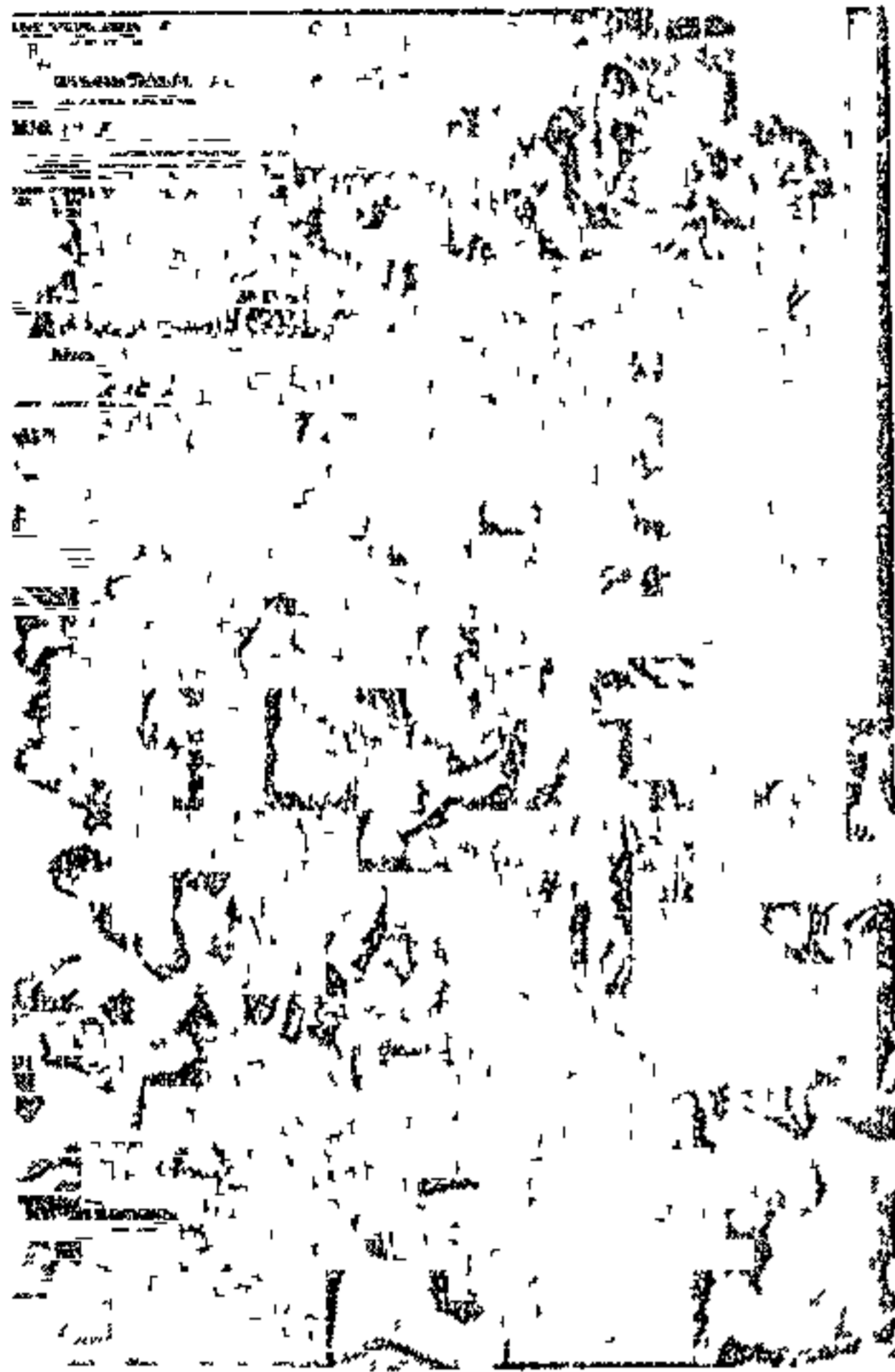
(WPGWU), to which the meat workers belong, indicates clearly that the days when management could take decisions affecting workers without prior consultation with worker representatives are now over. Workers struck because management dismissed a colleague without consulting the worker committee

The Monis & Fattis dispute and the stevedores walkout in December showed unusual cohesion between coloured and African workers. At Monis & Fattis, African and coloured workers walked out over a union recognition dispute culminating in the dismissal of five coloured workers

Ted Frazer, general secretary of three unions in the liquor and catering, brewing and jewellery industries, says "There is a growing awareness of indivisibility Col-

ired and African workers are seeing themselves as workers with common interests, rather than workers with racial differences" Even so, unionists admit here is still a very real division, which will probably remain as long as the two groups belong to different unions

Other disputes include strikes at the Jeres Fruitgrowers' Co-operative, the



Striking workers . . . sitting it out

CMGM civil engineering site at Saldanha Bay — both in February — and at Sea Harvest Fish Factory at Saldanha Bay in December. The walkout of 750 workers at the co-op was due to the dismissal of a worker involved in wage negotiations.

At CMGM, 450 contract workers walked out in protest over the dismissal of eight colleagues, while 280 rejected management's offer and returned to the Transkei. And at Sea Harvest some 600 employees walked out in protest over wages.

In all these disputes, Food & Canning and the WPGWU have represented workers. Johann Maree, head of industrial sociology at UCT, says "The effect of these unions cannot be ignored. The fact that these strikes are linked to unions is partly to do with the way they organise. They put the emphasis on shopfloor organisation, concerning themselves with workers' grievances. Most other unions in the area are mainly benefit societies, with very little shop floor activity."

Jack Roos, director of Cape Chamber of Industries, says "we think we have industrial peace here. The strikes involve many individual firms, which are not part of an organised industry. In organised industries such as the clothing, furniture, and leather industries, labour stability has predominated, and over the years a good

record of, for instance, fringe benefits and medical aid has been built up."

Moreover, says Roos, the strikes mainly involve unskilled and contract labour. This is true, but they are an important part of the labour force and cannot be ignored.

Roos reckons "many of the strikes seem to be due to a breakdown in communications and human relations." But the unionists involved disagree, saying at the heart of all these disputes is extreme dissatisfaction with "appalling working conditions and starvation wages."

Frazer believes "black workers are becoming more conscious of their working conditions. It is a natural development, along with greater political awareness."

Shunted to the Flats

Many black employees in the Western Cape are earning below the Household Subsistence Level which, during April, for Cape Town was R180 a month for Africans and R184 for coloureds. According to Theron, the Kromrivier strikers are earning around R15 a week. He says this is not an unusual wage, particularly in out-lying districts and in firms linked to agriculture. When the *FM* interviewed workers in the construction, meat, textile and agriculture related industries, the majority claimed to earn between R25 and R35 a week.

Added to this is government's policy of shunting coloureds out to the Cape Flats. Frazer says this has resulted in many coloureds now paying R1 or more a day for transport. "They are very bitter," he says.

In response to complaints about low wages, Roos says "it is fairly normal to want more." He adds that "in manufacturing about 13% of the labour force is African. We would like to see that section of the labour force brought into the negotiating machinery. And being such a small proportion, separate unions would be unrealistic. But we are in favour of freedom of association, so it is up to employees to decide."

F & C and WPGWU say negotiations between management and worker-elected committees is what they want but not what many firms want. This frequently results in conflict, since workers see in the attitude of their employers the way to improving their position blocked.

Says Theron "Where we are able to negotiate there is often labour peace. But at Kromrivier and Monis & Fattis, for instance, management established liaison committees after we started organising. They weren't accepted by workers."

Some members of WPGWU, whose firms are negotiating with committees elected by employees, told the *FM* "our working conditions have improved since being unionised and management has recognised our worker committees." They said they rejected the liaison committees because "these didn't help us."

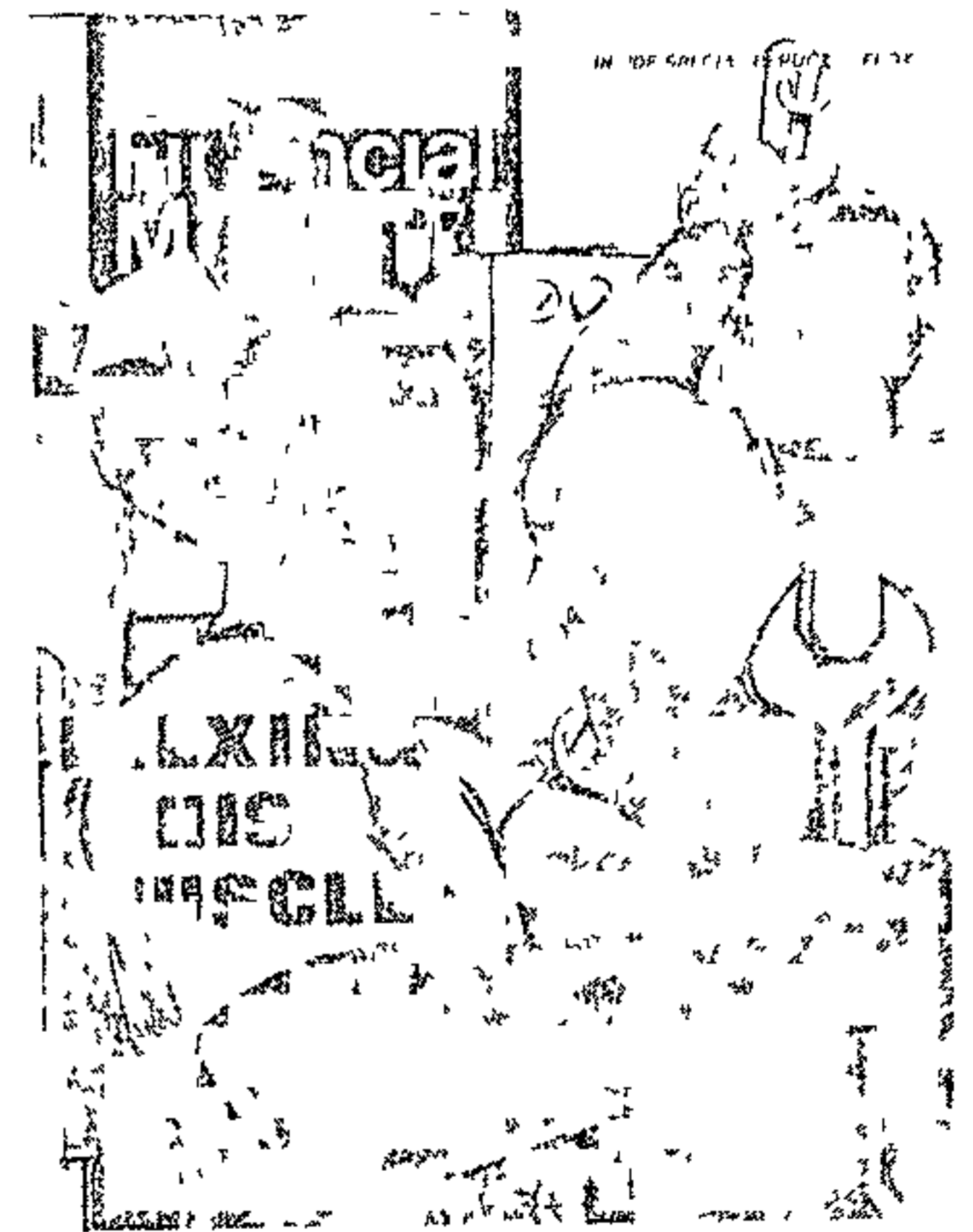
When looking at African labour in the Western Cape, the effect of the coloured labour preference policy should not be ignored. This results in about 70% of 30 000 or so African workers in the area being contract workers. A number of the recent strikes have involved contract workers, despite the risk of their losing their jobs, being sent back to their "homelands," and facing the difficulty of finding another job. Why?

Aninka Claasens writes in her dissertation *Riekert and Wiehahn, Unions and Migrants* "They work in the worst jobs in the worst sectors, they suffer the worst treatment, at the lowest pay. It is clear that it is the particularly bad conditions in which migrants work which make them more militant."

And, unlike anywhere else, even Africans with permanent residence rights in the Cape find themselves in much the same position as migrants due to coloured preference which fortunately the National Manpower Commission has recommended be scrapped.

Roos says priority should be given to all workseekers including Africans living in the Cape. The Chamber of Industries reckons Africans with Section 10 residential rights should not have to obtain a certificate from the Department of Manpower Utilisation before they can be employed in the area.

Clearly, as the days of a passive labour force are disappearing, there will also



Strike action . . . a potent political force

need to be a shift in management's approach. Maree reckons the most realistic way of dealing with this is to recognise an inherent conflict in industrial relations, and to encourage its expression through strong unions and good faith bargaining.

Without that, the conflict could burst open with serious consequences.

Cape strike could spread

186

139

152

145

WPM
10/5/80

By STEVEN FRIEDMAN
Labour Reporter

A STRIKE at a Cape Town cold storage plant is threatening to spread to other meat plants in the area

All 75 workers at Table Bay Cold Storage, members of the Western Province General Workers Union, have been on strike since Wednesday, demanding that the management recognise a workers' committee

Worker representatives at 15 other meat factories have supported the strikers' demands, and there will be a mass meeting of meat workers today to discuss the Table Bay strike

The Cape Town meat industry has been the scene of labour ferment for some months, and this is the second strike by meat workers in recent weeks

A union spokesman said yesterday "The situation throughout the industry is tense. If management take a hard line with Table Bay workers, we fear trouble in other factories"

The union believes Table Bay is planning to send the workers, all of whom are on contract, back to Transkei

The dispute at Table Bay began six weeks ago when workers asked the company to recognise a six-man worker committee. According to WPGWU, the proposed committee has the same constitution as committees recognised by most Cape Town meat companies

The union says the management told workers on Tuesday that it would deal only with a

four-man committee, and insisted that workers dissociate themselves from the union

The management also demanded that the committee be registered in terms of labour legislation. The workers rejected this and walked out of the meeting

On Wednesday, the workers refused to work until management agreed to meet the committee. A Department of Manpower Utilisation official intervened, and he and management tried to persuade workers to accept a registered committee and leave the union, according to the WPGWU

Workers rejected this and have been on strike since. On Thursday, a worker who attempted to return to work was attacked by his colleagues

Table Bay workers now plan to return to work on Monday to demand that their grievances be met. If they are not, the strike will continue, they say

The Table Bay company refused to comment yesterday, except to say that a full statement will be issued next week

On Thursday, worker representatives from 15 meat factories met and compiled a letter to all meat managements. It demands that the Table Bay company recognise the committee and says similar committees at other plants "have helped us to take our grievances to management in a peaceful way"

It warns that workers will not "do the work of Table Bay workers" as they were asked to in an earlier strike

Meat
workers'
conflict
grows

By STEVEN FRIEDMAN
Labour Reporter

FEARS of a major labour confrontation in the Cape Town meat industry have risen after a mass meeting of meat workers at the weekend expressed "full support" for striking workers at Table Bay Cold Storage

The meeting of about 500 meat workers, held in Langa township, accused "meat bosses" of being "intent on provoking a dispute with the meat workers" and resolved to "defend" worker demands that management negotiate with a worker committee

At the same meeting, the Table Bay strikers decided to appear at their plant at 7 30am today and demand that management recognise an elected worker committee. They also resolved to continue their strike if the company refused.

In a further development, another meat employer, National Meat Supplies, refused to recognise an elected workers' committee because it refused to register in terms of labour law

The Table Bay workers are striking in support of their demand that management recognise an unregistered committee. Workers say they are not prepared to accept a registered committee because these committees are restricted to black workers only.

Table Bay workers are members of the non-racial Western Province General Workers Union who said another cause of the strike was a management demand that workers distance themselves from the union.

The workers insist they will only accept committees on which coloureds and blacks serve together

There are fears that management at Table Bay plans to dismiss all the strikers today, thus forcing them to return to Transkei. They are all contract workers

A union spokesman said yesterday "If that happens, we doubt whether we will be able to hold other factories back. The situation is dangerously close to confrontation."

At the weekend's mass meeting, workers from 15 other meat factories decided to demand that their companies inform them at noon today of the decision of Table Bay management

They will meet tonight to decide how to respond to Table Bay's developments.

In a statement issued by the WPGWU after the meeting, workers condemned the "provocative attitude" of employers

"Meat workers are not seeking confrontation, but nor are they prepared to sanction division between coloured and African workers or turn their back on their union. These are reasonable decisions which will be defended by the meat workers," the statement said

MDM 13/5/80

New fears of meat workers' confrontation

186
145
139

By STEVEN FRIEDMAN
Labour Reporter

FEARS of confrontation between Cape Town meat employers and their workers continued yesterday as management at Table Bay Cold Storage refused to meet a delegation of striking workers and said the strikers were "no longer employees"

Worker representatives from 15 other meat factories were meeting last night to consider their response to Table Bay's decision. There are fears that the decision could spark off confrontation at other plants.

Workers at Table Bay say they are striking because management has refused to recognise an unregistered workers' committee and has demanded that workers distance themselves from the Western Province General Workers Union.

Table Bay's managing director, Mr R L Selzer, has denied that management had refused to recognise a committee and made it clear that Table Bay was not prepared to meet the workers' demands.

He said in a statement yesterday that a meeting of all Cape Town meat employers on Friday had backed Table Bay's stand and had discussed "con-

tingency plans for the future" and that "alternative arrangements" had been made which "enabled operations at Table Bay to continue unimpaired".

Yesterday, Table Bay workers gathered at the company's Paarden Eiland factory, where a large contingent of police were waiting.

A company employee told them that management would not see them and that those who wished to could sign off and collect their pay. The workers then left without signing themselves off.

According to a union spokesman, attempts by the union late yesterday to discuss a compromise with management were rebuffed.

In his statement, Mr Selzer said the strike had not been caused by a refusal to recognise a committee. "Management offered workers the committee of their choice on several occasions without specifying the format."

He added that "the fact that such a committee would have to be registered by law appeared to be unacceptable to the employees."

Mr Selzer claimed that there had been "repeated calls" by the workers for recognition of the union "but at no time did

the union approach the management as is usual in such cases."

Management would expect the union to demonstrate that it was duly constituted, "managed their affairs in a business-like manner" and was representative of workers before recognising it. It would also want to know the union's position on current labour legislation.

He said the strikers had "terminated their services" by refusing to work and that management had refused to meet the worker delegation yesterday morning because they were "no longer employees".

In a statement issued yesterday, the union denied that workers had requested union recognition.

The WPGWU statement adds that "Mr Selzer has regrettably not offered the workers a committee of their choice. The workers have opted for an unregistered committee because they are no longer prepared to accept a committee which constitutionally excludes coloured workers."

The union claimed that management had insisted on a liaison committee which "not only excludes coloured workers but implies a management presence."

So - - -
d to a
that
been meeting
firm products
me
of their
their
me
an
the of they
it of

decreases
by a
loop
will
returns
income
savings
that
New
increases
did
savings
The same

things rather than increasing growth
it. A A
In order for the paradox of thrift to operate we must
make two assumptions. The first one is that there are
efficient resources for a change in spending to lead to
a change in output and income. This is because if
the economy is at full employment a fall in income is
the main demand for goods by will be near that price
will rise at prices. The economy cannot increase its
output. A decrease in demand will lead to a decrease in

stock.

(ii)

Guidelines for steel workers may be eased

1897
139
123
136

WDM
3/5/80

By STEVEN FRIEDMAN
Labour Reporter

DEMANDS by registered trade for changes in controversial black labour guidelines formulated by the Steel and Engineering Industries Federation (Seifsa) will be discussed at two-day negotiations starting in Johannesburg today

The Rand Daily Mail understands that Seifsa will agree to changes in the guidelines, which have been attacked bitterly by unionists.

The guidelines will be discussed at a meeting of the industry's council called to review the agreement which lays down minimum wages and work conditions

The agreement, which affects about 500 000 workers, is renegotiated annually.

Wage demands by the unions will also be a key point in the talks, which will be attended by about 200 delegates, including black liaison committee members.

The Seifsa guidelines were slammed by unionists as "an attempt to forestall black unionisation". They advise employers not to allow unions to have access to their factories, and not to deal with them unless they are members of the industry's industrial council

It is learned that Seifsa will

agree to some changes to the guidelines. In particular, one which will make it easier for unions with black members to have union dues deducted for them by employers.

The wage talks are expected, by employers and unions, to be less controversial than for some years

Registered unions, represented by the Confederation of Metal and Building Unions, have put in demands calling for a 20% increase in minimum wages.

Employers have not yet responded formally to these demands, but were meeting yesterday to discuss a counteroffer, according to Seifsa's director, Dr Errol Drummond

A prominent CMBU unionist, Mr Ike van der Watt, said yesterday that he expected the negotiations to be completed within the two days. In previous years, deadlocks between employers and unions have led to protracted negotiations

Mr Van der Watt said, however, that unions were "a little worried" by the fact that employers had said they had a number of suggested changes to the agreement which they would raise at the meeting

"We are not very happy about them raising issues which we have not discussed with our members," he said

During the steel
that in order to
would be a
feasible. even
sort of change.

Keynes then put
the point, we
will bring a
We have assumed
are untenable
as the foundation of things.

Reasons under which this foundation operates:

- The economy cannot be at full employment level. If the economy was at full employment, any increase in consumption (ie. people start spending more) would just lead to an increase in the price level which will generate inflation. (This comes from the relationship between money and price level, price level will be fixed and cannot change, according to Keynes.)

it was believed
union, people
little as
not in this

we look at
5 from 5 to 5,
from 7, to 12
but Keynes
let it know

Seifsa deal stops at union dues

133
139
151
184

By STEVEN FRIEDMAN
Labour Reporter

IN A statement which is certain to disappoint unregistered black unions, the director of the Steel and Engineering Industries Federation (Seifsa), Dr Errol Drummond, yesterday denied claims that changes to Seifsa's black labour guidelines would make it easier for unions with black members to negotiate with employers.

Dr Drummond stressed that the changes affected only the right of employers to deduct members' dues on behalf of trade unions. This means that the change is more limited than was thought at first.

However, a leading metal trade unionist, Mr Ike van der Watt, said yesterday that the changes would "obviously make it easier for employers to recognise unions with black members".

Registered metal unions had asked for a softening of the guidelines on the union dues issue because they argue that the deduction of these dues by an employer is an important source of financial stability for unions.

Unions sources told the Rand Daily Mail on Tuesday that the changes would allow individual employers to deal with black unions provided that the unions met certain conditions.

These were that the union would have to have applied for Government registration, that its constitution had been approved by the Industrial Registrar and that its registration application had been published in the Government Gazette.

Dr Drummond confirmed yesterday that these conditions would apply. But he added that union compliance with them would merely enable an employer to deduct membership dues on the union's behalf.

Another condition would also apply, Dr Drummond said. The union concerned would have to undertake to join the industry's industrial council once it had gained registration.

He added that this stipulation would only apply for the next six months and that employers would not be permitted to deduct union dues for foreign black workers.

If a union had not gained registration within six months "through no fault of its own", the industry's industrial council may decide to extend the six

month limit.

Besides this change "the guidelines still apply", Dr Drummond said. He added "We will certainly not permit unions to bargain with individual employers. All bargaining must take place through our industrial council."

Dr Drummond's clarification of the change will come as a shock to black unions who argue that unions must be recognised in an individual factory so they can take up grievances with individual employers.

The Seifsa guidelines do not make provision for this.

However, registered unions who are planning to organise black workers say the change will help them to win recognition from employers.

"We don't believe that you have to get an individual employer to formally recognise you in order to be effective. But, by softening the guidelines on deductions, Seifsa has made it easier for unions to grow and thus to win recognition from employers," Mr van der Watt said.

He added that "the change will definitely assist unions in their dealings with individual employers."

145 139
Cape
meat
men
locked
out

By STEVEN FRIEDMAN
Labour Reporter

THE Cape meat strike continued to escalate yesterday as employers locked out striking black workers and refused to allow them to return to work.

Black workers at 17 Cape Town meat factories staged a one-day general strike on Monday in support of strikers' demands at Table Bay Cold Storage. Estimates of the industry's black labour force range between 500 and 700.

When workers returned to work yesterday they were met by large contingents of police and found that employers would not allow them to resume their jobs.

Employer spokesmen said yesterday that the strikers would not be employed, while the union stressed worker willingness to negotiate and accused employers of attempting to "starve the black workers into submission".

Monday's strike was the first across factory lines by black workers in several years.

Observers believe employers are taking a hard line with the strikers in an attempt to combat the growing effectiveness of worker action and the growing influence of the Western Province General Workers Union.

In another development, the chairman of the Western Cape Traders Association, Mr Kassim Allie, will meet the managing director of Table Bay, Mr R L Selzer, today.

It is believed that the association, which represents coloured traders in the Peninsula, may consider a boycott of meat products in support of worker demands that Table Bay management recognises an unregistered worker committee.

The association played a key role in the boycott of Fattis and Monis products during a labour dispute at the company last year.

Meanwhile the Maitland Abattoir was operating on a skeleton staff yesterday and farmers have been advised

not to send stock for slaughter without consulting their local Meat Board agent

A Meat Board spokesman said from Pretoria yesterday that, by refusing to work, the strikers had "resigned." He said they would not be re-employed and that attempts to hire alternative black labour were "already under way."

He added that slaughtering in Cape Town was continuing, although at a reduced rate, and said that consideration was being given to diverting some stock to Port Elizabeth for slaughtering.

Workers have decided to meet on Thursday to review the situation.

Govt's strikes warning fuels unions' fears

152 327 145 139 151 140-A

RDM 24/5/80

By RIAAN DE VILLIERS
Labour Correspondent

MR JAAP Cilliers, director-general of Manpower Utilisation, yesterday warned that if the present wave of "illegal" strikes continues, his department may identify people "inciting" workers and point them out to the Department of Justice and Police

The warning has brought renewed fears of Government action against trade unionists, as labour unrest yesterday spread in Cape Town and Natal

Unionists reacted to Mr Cilliers' warning by rejecting charges of "agitation" and warning that workers had deep-seated grievances

Mr Cilliers said it appeared the strikes were triggered by black unions and union leaders who had asked for registered union rights for many years,

but were still acting outside the system now that these rights had been granted

This pointed to these unions having "questionable motives"

He said the department was compiling reports on the strikes "If these illegal strikes continue, we will have to start identifying people causing the trouble and inciting workers without using the proper channels"

These people would be brought to the attention of the Department of Justice and Police

He added "Employers should put their foot down and refuse to negotiate with unregistered unions"

The Western Province General Workers' Union reacted strongly in a statement issued last night, saying the responsibility for the situation in the Cape lay with the "provocative

unwillingness" of employers to discuss issues at present and before the confrontation escalated

The situation would not be defused by looking for "so-called agitators" Worker leaders took their instructions from workers themselves

Mr Alec Erwin, secretary of the Federation of South African Trade Unions (Fosatu), also rejected any charges of "agitation" by unionists

Far from agitating among workers, the National Union of Textile Workers had done all it could to try to control workers, he said

The liaison committee at Frametex, containing union members, had gone "out of its way" to try to negotiate with management to the extent of running the risk of being discredited among workers, he said



55 held

after stoppage

(152)
139
157

Staff Reporters
FIFTY-FIVE black workers were arrested yesterday after a work stoppage at a Boksburg company, Rely Precision Castings.

They have been refused bail and will appear in court this morning.

A police spokesman said the workers had been charged with holding an illegal strike.

The company's managing director, Mr H G Thomson, said he had dismissed all the workers "That settles the matter," he said.

He declined to comment further beyond saying that not all the company's workers had joined the stoppage.

Sources told the Rand Daily Mail that the company's entire black workforce had participated, while coloured workers had remained at work.

A spokesman for the unregistered Metal and Allied Workers' Union, which says it represents the most workers at the plant, said yesterday that a workers' dismissal on Saturday had sparked the stoppage.

70		
68		
66		
64		
62		
60		
58		
56		
54		
52		
50		
48		
46		
44	51.70	70
42	00.00	00
40	87.80	80
38	00.00	00
36	94.20	20
34	71.20	20
32	45.20	40
30	92.60	60
28	97.20	20
26	27.50	00
24	10.20	40
22	85.40	40
20	95.80	80
18	97.50	75
16	92.60	25
14	64.60	60
12	90.70	00
10	91.10	10
8	00.00	00
6	47.50	50
4	82.40	40
2	00.00	00

0	80.08	
0	80.08	
1	91	
0		
0		
0		
1		
0		
0		
0		
1		
0		
1		
0		
0		
0		
2		
0		

SS	TOTAL SCORE	PERCENT SCORE	RAW MEAN	CORRECTED MEAN
10				
8				
6				
4				
2				
10				
8				
6				
4				
2				

1112442111
NSWER

COURSE

1978

LANGUAGES

6000 textile strikers fired

Labour Reporter

7007
8/5/80

THE Frame Group of textile companies yesterday fired an estimated 6000 striking workers as labour unrest continued to simmer in Durban and Cape Town

The number of strikers continued to grow

In Clermont Township, Durban, traders closed their stores after being warned unrest could develop. Police continued to patrol the township

There were unconfirmed reports that people were stopping buses entering and leaving the township in a bid to intercept workers at factories in the Pinetown-New Germany complex

According to union sources, most factories in the area were allowing workers to go home early

The National Union of Textile Workers was again refused a permit to hold an open-air meeting in Cler-

mont, and its general secretary, Mr Obed Zuma, said workers would meet again in a church hall this morning, to be told of Frame management's decision to dismiss them

There are fears that worker reaction to this decision could escalate the unrest. Workers at five Frame plants are striking

The Frame Group's decision to fire the strikers was conveyed to the Frametex black liaison committee yesterday after a meeting of about 5000 strikers in a Clermont church decided not to return to work until management made a firm wage offer

In Cape Town, the red meat boycott in support of striking meat workers continued in all black townships yesterday and there were indications that coloured meat workers were planning to join the strike

DL
UN), SANS(NN,N), ICOPY(1
) , ITEST(M), IR(5),-I

X'(11)'/
X'(11)'/

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12
- 13
- 14
- 15
- 16
- 17
- 18
- 19
- 20
- 21
- 22
- 23
- 24
- 25
- 26
- 27
- 28
- 29
- 30
- 31
- 32
- 33
- 34
- 35
- 36
- 37
- 38
- 39
- 40
- 41
- 42
- 43
- 44
- 45
- 46
- 47
- 48
- 49
- 50
- 51
- 52
- 53
- 54
- 55
- 56
- 57
- 58
- 59

```

C
ENCODL (175,IR(4)) NX
ENCODL (175,IR(4)) NX
C
C READ PARAMETERS
C
READ 130, DATE
WRITE (18,130) DATE
WRITE (5,130) DATE
C
WRITE (5,190) I1N,I1M,I1N,I1A
C
C READ MODEL-ANSWERS TO FIRST STUDENT ANSWER
C
5 CONTINUE
READ (7,195,ERR=155) L,LL
IF (LL.GT.0) GO TO 10
READ (10,IR,ERR=155) ITEST(L),(MODEL(L,I),I=1,N)
WRITE (18,IR) ITEST(L),(MODEL(L,I),I=1,N)
IMOD=1 GO+1
GO TO 1
10 CONTINUE
WRITE (5,200)
WRITE (5,200) IMOD
READ (10,IR) SNUM(1),(SANS(1,IR),IR=1,N)
WRITE (18,IR) SNUM(1),(SANS(1,IR),IR=1,N)
C

```

By STEVEN FRIEDMAN
Labour Reporter

POLICE last night arrested three representatives of striking workers at Frame Group textile plants near Durban. They were held as they left a meeting with the management.

The arrests came as 6 000 strikers continued their strike, with violent clashes between Clermont township residents and workers who refused to join the strike.

Police told lawyers for the strikers that the arrested men — the chairman and two other members of the Frametex liaison committee — would be charged with holding an illegal strike, and appear in court today.

The general secretary of the Federation of South African Trade Unions (Fosatu), Mr Alec Erwin, described the arrests as "provocative".

They came after a long meeting between management and the liaison committee, during which management said it would award workers an increase if they returned — but once again refused to specify an amount.

The committee will report back to workers at a mass meeting today.

Earlier yesterday, a meeting of more than 5 000 striking Frame Group textile workers decided to ignore the company's decision to fire them.

Union sources estimate that 500 to 1 000 workers at the Frame group's complex in New Germany were still working yesterday. This meant 6 000 to 7 000 workers were still on strike.

Meanwhile, violent clashes between groups of Clermont township residents and those workers who have not joined the strike continued.

Police used teargas on a group gathered outside Clermont waiting for textile workers coming off day-shift.

Groups in the township were continuing to stop buses, and at a number of bus stops workers returning from factories were assaulted.

A Pinetown Red Cross spokesman told Sapa that two Frame workers had

Police hold textile strikers spokesmen

RDM 29/5/80

1977 152
329
140A
139

been taken to hospital after being assaulted while attempting to report for duty. A police ban on ambulances entering Clermont, imposed after an incident in the township last week, is still in force.

In Cape Town, 150 coloured butchers on the Cape Flats decided to join the boycott of red meat products in support of striking black meat workers.

The Progressive Federal Party's spokesman on Manpower Utilisation, Dr Alex Boraine, said in a statement yesterday that the Frame Group's decision to dismiss strikers was "like putting a match to dynamite".

"Against the background of the present unrest in South Africa, the situation can only be described as explosive. Already there have been incidents in Clermont, and we cannot afford to have 5 000 workers on the rampage. A compromise must be found," Dr Boraine said.

He called on the Minister of Manpower Utilisation to intervene in the dispute, because workers' wages had been set by a Government wage order. They are set by the Minister after consultation with management.

Dr Boraine quoted figures which indicated that the wages of Frame workers had fallen in real terms since 1972. The minimum wage for men was now

R11,95 in 1974 prices, and that for women R9,61. The minimum in 1974 was R13 for men and R10,40 for women. He said the workers had become "impatient" because management had refused to make them a firm wage offer.

At yesterday's worker meeting in Clermont, described by union sources as "the biggest so far held during the strike", workers said that they still regarded themselves as Frame employees.

They decided to ignore a directive from the company that they should collect their pay and sign off because they were no longer employees.

The meeting decided that their liaison committee should continue attempts to negotiate with management, despite the company insisting it will not negotiate until strikers return to work.

In Cape Town, meat workers have now been on strike for ten days and the meat boycott in black townships is continuing.

At a meeting on Tuesday of the newly-formed Cape Butchers' Association — which represents Cape Flats butchers — it was decided to begin a boycott on Monday if the strike is not settled by the weekend.

Black traders are continuing efforts for a meeting with meat employers.

NOTICE 378 OF 1980
INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR VARIATION OF SCOPE OF
REGISTRATION OF A TRADE UNION

I, Johannes Nicolaas Hitchcock, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the African Transport Workers' Union. Particulars of the application are reflected in the subjoined table

139

KENNISGEWING 378 VAN 1980
WET OP NYWERHEDSVERSOENING, 1956
AANSOEK OM VERANDERING VAN DIE REGI-
STRASIFBESTEK VAN 'N VAKVERENIGING

Ek, Johannes Nicolaas Hitchcock, Nywerheidsregis-
trateur, maak ingevolge artikel 4 (2), soos toegepas by
artikel 7 (5), van bogenoemde Wet, hierby bekend dat
'n aansoek om die verandering van sy registrasie bestek
ontvang is van die African Transport Workers' Union.
Besonderhede van die aansoek word in onderstaande
tabel verstrekk

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (Postal address Private Bag X117, Pretoria 0001), within one month of the date of publication of this notice

TABLE

Name of trade union—African Transport Workers' Union

Date on which application was lodged—18 April 1980

Interests and area in respect of which application is made—Black persons who are employees for the purposes of the Act and are employed as drivers and van salesmen in the Baking Industry in the Magisterial District of Brakpan

"Baking Industry" means the industry in which employers and employees are associated for the purpose of making or manufacturing bread and/or confectionery for sale, and includes the distribution by such employers and/or employees of bread or confectionery or both, and further includes all operations incidental to or consequent on any of the aforesaid activities

Postal address of applicant—P O Box 19, Johannesburg, 2000

Office address of applicant—Sixth Floor Cape York House, 252 Jeppe Street, Johannesburg

Attention is drawn to the following requirements of sections 4 and 7 of the Act

(a) The representativeness of any trade union which objects to the application shall, in terms of section 4 (4) as applied by section 7 (5), be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged

J N HITCHCOCK, Industrial Registrar
(30 May 1980)

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Laboria-gebou, hoek van Paul Kruger en Schoemanstraat, Pretoria (Posadres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging—African Transport Workers' Union

Datum waarop aansoek ingedien is—18 April 1980

Belange en gebied ten opsigte waarvan aansoek gedoen word—Swartes wat vir die doeleindes van die Wet werknemers is en in diens is as drywers en bestelwaverkoopsmanne in die Baknywerheid in die landdrostdistrik Brakpan

"Baknywerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is met die doel om brood en/of banket vir verkoop te maak of te vervaardig, met inbegrip van die distribusie deur sodanige werkgewers en/of werknemers van brood of banket of albei, en sluit verder alle handelinge in wat met bogenoemde werksaamhede in verband staan of daaruit voortvloei

Posadres van applikant—Posbus 19, Johannesburg, 2000

Kantooradres van applikant—Sesde Verdieping, Cape York House, Jeppestraat 252, Johannesburg

Die aandag word gevestig op onderstaande-vereistes van artikels 4 en 7 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word inpevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat inpevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem

(b) Die prosedure soos voorgeskryf by artikel 4 (2), moet gevolg word in verband met 'n beswaar wat ingedien word

J N HITCHCOCK, Nywerheidsregistrateur
(30 Mei 1980)

njins
101/

papier

ompa-

alumi-
ers en-

trans-

papier
urking
ys 37/

istofbe-
ys 35/

08 ten
128/79,

nels en
ore vis-
K 148/

atus en
gebruik

die tyd-
k of die

r papier,
wegdoen-

(11) (140A) (57) (139) PDM 6/6/80
'Let black unions monitor UK firms'

By MARGARET SMITH
London Bureau

black workers in South Africa

LONDON — The Labour Party is pressing the British Government to let black trade unions in South Africa monitor the reports of British-based companies on the wages of their

This is the latest development in the growing row over the Conservative Government's refusal to disclose the names of British-based firms paying "poverty wages" at their South African plants

Mr Michael Meacher, a Labour MP, has written to the British Secretary for Trade, urging him to accept the view of the Federation of South African Trade Unions that black trade unions should check the firm's claims about wages

He has also submitted a Fosatu document giving "details of the actual practical operation of the (EEC) code of conduct and charges that it shows the implementation of the code is in some instances not only ignored but deliberately circumvented

139

No 1198

6 June 1980

NOTICE UNDER SECTION 29 OF THE FUND-RAISING ACT 1978 (ACT 107 OF 1978)

Under section 29 of the Fund-raising Act, 1978 (Act 107 of 1978), I Laurens Albertus Petrus Anderson Munnik Minister of Health, Welfare and Pensions, hereby prohibit the collection of contributions by or for or on behalf of the Federation of South African Trade Unions (FOSATU)

L A P A MUNNIK Minister of Health Welfare and Pensions

No 1198

GG 7053

6 Junie 1980

KENNISGEWING KRAGTENS ARTIKEL 29 VAN DIE WET OP FONDSINSAMILING 1978 (WET 107 VAN 1978)

Kragtens artikel 29 van die Wet op Fondsinsameling, 1978 (Wet 107 van 1978) verbied ek Lourens Albertus Petrus Anderson Munnik, Minister van Gesondheid Welsyn en Pensioene hierby die insameling van bydraes deur of vir of namens "Federation of South African Trade Unions (FOSATU)"

L A P A MUNNIK, Minister van Gesondheid Welsyn en Pensioene

DAILY DEP 9/6/80

Meat workers backed

139

EAST LONDON — Members of two unions decided here yesterday to support the red meat boycott

A statement released to the press after a well-attended public meeting of the joint South African Allied Workers Union and African Food and Canning Workers Union held at Duncan village Community Centre yesterday, said the unions were going to support the Western Province General Workers' Union boycott

The statement said the boycott would go on until all members of the Table Bay Cold Storage factory had been taken back in their jobs

They said the boycott would also include

sausages and bacon

The workers would buy from butchers which were not selling red meat. Butchers were urged to stock poultry only. Workers also agreed not to buy fish or poultry from supermarkets in town. They were urged to buy from their own townships.

The two unions would send donations to the Western Province General Workers Union.

The Ciskei Transport Corporation was also discussed. The workers demanded that buses be tidy, windows be repaired, tickets be sold at half price for pensioners and scholars, there be no expiry date on clip cards, shelters be established wherever there was a bus stop, the urgent improve-

ment of the main bus terminus at Mdantsane and a timetable at all bus stops.

The meeting decided to launch a workers civic organisation.

We uphold that the workers' grievances don't end at the factory floor, but extend beyond the boundaries of the factory to the ghettos where they stay under squalid conditions, the president of the South African Allied Workers Union in East London, Mr Ihozamile Gqwetha said.

The meeting decided that all workers were to complete lists of people without housing and then approach employers to assist in providing subsidies for their workers.

The meeting also decid-

ed a conference for unemployed workers be held at Duncan Village Community Centre from 10 am to 6 pm on June 29 to highlight the plight of unemployed blacks and to prepare demands that the government expand and extend existing industries so that more jobs were created.

The president of the African Food and Canning Workers Union, Mr Welile Mzozovana, criticised personnel officers for not identifying themselves with the workers. Not a single one of them attends workers' meetings whereas they regard themselves as a link between workers and management. Their jobs, he said, were secured by the workers. DDR

EDM 10/6/80
Fosatu mit
~~USA~~ 139
by Govt
cash ban

By RIAAN DE VILLIERS
and STEVEN FRIEDMAN

THE Federation of South African Trade Unions (Fosatu) — South Africa's major co-ordinating body for predominantly black trade unions — has been prohibited by the Government from collecting funds inside South Africa or abroad.

While the full implications of the prohibition were unclear yesterday, the move could cripple Fosatu, and is expected to have major repercussions in South Africa and abroad.

In hard-hitting statement yesterday, Fosatu condemned the prohibition as an "apparent attempt to destroy the federation".

It also called on the Minister of Manpower Utilisation, Mr Fanie Botha, to clarify the Government's stand on Fosatu's continued existence.

The prohibition is made in a Fundraising Act notice by the Minister of Health, Welfare and Pensions, Dr L A P A Munnik.

Gazetted on Friday, it prohibits the collection of contributions "by or for or on behalf of" Fosatu.

The notice was made in terms of Section 29 of the Fundraising Act of 1978, which empowers the Minister to prohibit the collection of funds "if deemed in the public interest".

The full implications of the notice were unclear yesterday.

The prohibition will cut off the funds which Fosatu, like other black unions, receives from Western European unions.

Labour lawyers fear the prohibition is so wide that it prevents Fosatu from receiving affiliation fees from its member unions — which would put it out of business.

This was denied yesterday by both Dr Munnik and the director-general of Health, Welfare and Pensions, Dr J de Beer, who said Fosatu would still be

able to receive funds from its affiliates.

But lawyers were adamant that the notice effectively prohibited Fosatu from receiving any funds.

"If this was not the Government's intention, then the notice will have to be withdrawn," one said.

Even if the prohibition affects only Fosatu's fundraising activities, it will come as a severe blow to the organisation, and may well slow the pace of black unionisation.

The Minister of Manpower Utilisation, Mr Fanie Botha, could not be reached for comment yesterday.

The Director-General of Manpower Utilisation, Mr Jany Cilliers, said he had no knowledge of the prohibition, and declined to comment.

Dr Munnik refused to give reasons for the prohibition.

The move is likely to spark fierce criticism from trade unions and union federations in the Western World who have supported Fosatu unions financially.

It comes on the eve of an executive meeting of the International Metalworkers Federation, the largest of the Western trade union secretariats, which has a number of Fosatu affiliates in its ranks.

The chairman of the IMF's co-ordinating council in South Africa, Mr Ike van der Watt, said yesterday that the move would "certainly not help the South African delegates at the IMF meeting".

A prominent labour academic with close links to the black union movement, Mr Loet Douwes-Dekker, said it was "tragic" that "the concept of freedom of association supported by the Wiehahn Commission is still not understood by the authorities".

© Editorial comment

— Page 12

demand had to do

Expenditure

Black labour's growing voice

Labour Reporter

THE Federation of SA Trade Unions (Fosatu), whose funds have been cut off by the Government, represents the first attempt since the 1960s by predominantly black unions to form a national federation

Officially established in April 1979, it represents 13 trade unions with a total signed-up membership of more than 50 000

It is regarded at present as the most representative mouth-piece of black union opinion

Fosatu represents most of the largest predominantly black unions, but is non-racial.

At present, nine of its affiliates are unregistered, with mostly black members, and four are registered non-black unions

Although its membership is still relatively small, it is regarded by most observers as an increasingly influential force on the labour scene

A Fosatu union, the National Union of Textile Workers, became the first unregistered union to win recognition from an employer when it signed an agreement with the Pinetown-based British firm, Smith and Nephew

The agreement was hailed at the time as a breakthrough for black unions.

Since then, Fosatu unions in the sweet, motor assembly and engineering industries have won other similar agreements.

Fosatu unions have also successfully brought civil cases to the courts on behalf of black union members. Judgments in a number of these have been hailed as "ground-breaking" by labour lawyers

Fosatu unions are regarded as "militant" by many employers because of their rejection of the Government's liaison committee system and their insistence that black unions should be allowed a role in representing their members' interests on the factory floor as well as at a national level

In contrast to many registered unions, those affiliated to Fosatu place great emphasis on the role of shop stewards — union members elected by their fellow-workers on the factory floor — and insist on their involvement in the settlement of disputes

Government officials are wary of the new organisation — partly because it refused at first to participate in the Government's new labour dispensation.

Observers have long believed that the new dispensation is aimed at assisting unions which have links with the existing registered union movement,

continued.
higher the
supply of money,
and it was ne
they were in
to do with suppl
and is worth of
interest
rate

at national income

first decreased until

national had little
goods. Ratio - hand
was seen -

6

15

9

139

Wiehahn Commission's report on labour

Report recommends training controls

CAPE TIMES
12/6/80

Political Staff
GOVERNMENT-SUPPORTED industrial relations training, as well as new official controls over this training, have been recommended by the second Wiehahn Commission report.

These recommendations could have a severe effect on worker education and training programmes conducted by the unregistered black trade union movement.

The black unions regard their training programmes, which are designed to build up worker knowledge of labour law and

trade unionism, as essential to the development of a strong labour movement and are likely to react angrily to the proposals.

The report recommends that all training legislation be framed "in such a way as to indicate clearly that industrial relations training is included in all references to training".

This would mean that industrial relations training schemes approved by the government would be entitled to tax concessions — a move which would weaken the effectiveness of those schemes which stayed out

of the government's ambit

It would also subject this training to the same controls and strictures to which technical training is subjected

The report also recommends that the proposed National Training Board, whose establishment it recommends, specifically promote industrial relations training and that it be charged with implementing the proposals made by the first Wiehahn report on this issue

It suggests that the National Manpower Commission and the Defence Manpower Board

examine means of encouraging a levy system to promote and finance industrial relations training

These include a suggestion that the Department of Manpower Utilization have the right to prohibit any person or organization from offering industrial relations training except at a centre approved by the department

This prohibition should not apply to the formal education system or to registered trade unions, employer organizations, works committees, industrial councils and works councils,

the report recommended. It also expressed concern at "foreign influences" in some industrial relations training programmes

The second report says the commission "remains as concerned as it was at the stage of its first report that there should be means of countering undesirable influences from abroad in regard to both course content and the financing of training"

It is also concerned that "training should be provided with maximum incentives and minimal State control"

Call to defer army training for apprentices

Political Staff
JOHANNESBURG — The Wiehahn report has recommended that "serious consideration" be given to the deterrent of compulsory military training for apprentices in "key designated trades"

This is one of a number of recommendations made by the commission aimed at easing the military service obligations of white apprentices

Resistance

The commission was prompted to make these recommendations because "problems have been experienced with the indenturing of black apprentices on account of resistance on the part of certain trade unions represented on apprenticeship committees"

Some white unions have been blocking black apprenticeships, arguing that employers will give them job preference because, unlike whites, they do not have to serve in the Defence Force and will not be lost to their employer

The commission has stopped short of making firm recommendations on this issue but has recommended that the is-

ssue be taken further through a joint investigation by the National Apprenticeship Board, the National Manpower Commission and the Defence Manpower Board on the effect of military service on apprenticeship training

Dissatisfaction

It recommended that consideration be given to "problems and dissatisfaction" that arise from "the fact that only whites are at present compelled to undergo compulsory military training" and that consideration should be given to the use of military trainees in "various civil capacities"

It says that a precedent has already been set in respect of students who enroll at universities and that deferments will serve as an incentive to become an apprentice

A deferment system would only affect the intake of trainees for a limited period since apprentices will be liable for service once they have passed their trade tests and people who have qualified as artisans could be used "more effectively and productively" by the Defence Force

Separate training for apprentices

Political Staff
THE Wiehahn Commission's report on training has recommended that blacks be trained as apprentices — but that this training take place mainly in racially separate institutions

The commission recommends that "provision be made" for both the practical

and, theoretical training of black apprentices at the 16 Black In-Service Training Centres or "other similar institutions where facilities do not exist or where they are inconveniently situated or are unsuitable"

These centres, which are now administered by the

Department of Manpower Utilization, were set up under the 1976 Black In-Service Training Act

The commission also recommends that, where theoretical training facilities are not available for certain (presumably black) apprentices consideration be given to the use of existing facilities for theoretical training "as an expedient"

This should, however, only be done "subject to suitable arrangements being made at such centres"

Makeshift basis

Observers interpret this to mean that the bulk of black apprenticeship training would take place at the separate centres, but that the existing technical colleges and training centres where non-blacks receive theoretical training could be used on a makeshift basis

A similar recommendation has been made in connection with centres set up under the 1951 Training of Artisans Act, which allows certain workers to be trained as artisans without passing through the apprenticeship system

The commission found, however, that it was "desirable and in the interests of uniformity of standards" that black apprentices undergo their trade testing "at existing and newly established centres as is the case with apprentices of other population groups"

Testing facilities

It recommends that "improved trade testing facilities be used for the testing of all apprentices and makes the same recommendation for trade testing under the 1951 Act

In another controversial recommendation, the commission calls for consideration by the National Manpower Commission of ways and means of "co-ordinating and standardizing the training efforts with neighbouring independent self-governing black states"

It is not clear whether suggestion refers simply to black homelands or neighbouring Southern African countries



Move could spark angry reaction

Political Staff

JOHANNESBURG. — The Wiehahn Report has recommended an investigation which could significantly reduce the power of trade unions on apprenticeship committees and could spark angry reaction from white unions.

The committees make recommendations to the government on applications by apprentices to be indentured and white unions have been accused of "blocking" black applications which have come before these committees

The Minister of Manpower Utilization, Mr Fanie Botha, recently warned artisan unions that he would take action against them if they continued to block these applications

The report recommends that the proposed national training board give attention to the question of representativeness on apprenticeship committees with a view to making recommendations to the Minister of Manpower Utilization

Significantly, this is the only specific proposal in the report which elicited a minority opinion

Mr Tom Neethling, general secretary of the Amalgamated Engineering Union and the former president of the SA Confederation of Labour, Mr Attie Nieuwoudt, dissented since they consider the present system satisfactory in all respects

The report also recommends that the Minister of Manpower Utilization lay down broad guidelines on principles to be followed by apprenticeship committees when they consider applications for apprenticeships. These are

- o Consultation with all parties before a decision is taken
 - o No race or sex discrimination
 - o Full reasons must be given to an applicant when an application for apprenticeship is refused. The committees should have the right to ask the industrial court for an advisory opinion in order to enable it to reach a final decision
- Both these proposals could result in reduce white union representation and power on these committees
- The commission also recommends that the scope of apprenticeship committees be broadened to enable them to serve as "industrial training committees" with wide responsibilities to monitor and control training within their industries
- Industrial relations committees should be established in industries where apprenticeship committees do not operate, the report recommends.

Restructuring of training possible

Political Staff
YESTERDAY'S Wiehahn report made a number of recommendations that could lead to a restructuring of the skills training system

Chief among these is the suggestion that the National Apprenticeship Board examine existing designated trades to determine whether any of their operations ought to be "deskilled" and whether their existence is still justified

It should also examine whether higher admission qualifications for apprentices are necessary

It should submit its views on

this issue to the National Manpower Commission the report recommends

"Deskilling" is the process whereby a job, or some aspects of it are opened up to workers who do not possess artisan qualifications

The commission also recommends an investigation into the "feasibility" of a system of graded artisan training

Other measures suggested by the commission include

- o That the National Manpower Commission together with the Defence Manpower Board give consideration to encouraging a levy system to promote and finance training,
- o All training legislation should be consolidated according to guidelines laid down by the Riekert Commission.

A brick in the wall of a 'new labour deal'

• That a national training board be established, which would be a broadened version of the National Apprenticeship Board and the two existing in-service training councils,

• Raising the minimum age qualification for admission to training centres under the Training of Artisans Act from standard seven to eight for certain trades, a move designed to raise the standard of non-apprentice trainees,

• The introduction of improved incentives for the attainment of higher qualifications for artisans,

• An investigation into the decentralization of trade test centres.

• The establishment of regionally-based industry training schemes should be encouraged

• Stricter control over employers who are permitted to run approved training schemes

JOHANNESBURG — The report of the Wiehahn Commission of Inquiry into labour legislation, released yesterday, represented another step in the development of a "new labour deal", the Association of Chambers of Commerce said in a statement

The Assocom statement noted that the Wiehahn report stressed the need for improved training and education of all racial groups

"It is again apparent from this report that the growing needs of the South African economy, and the skilled manpower shortage, require a massive degree of training and retraining in order to fully develop our human resources

Assocom also shares the

commission's view on the need for sound industrial relations. Good labour relations — racial harmony at the workplace — are essential to productivity gains in South Africa in the years ahead," the statement said

"Assocom agrees with the creation of a single national training board to implement the new policy, which will facilitate co-ordination in this important field. This also is reflected in the commission's recommendation that consolidated non-discriminatory legislation on employment and training — as visualized by the Riekert Report — should be prepared with the least possible delay

"Assocom endorses the emphases placed in the report on the need for better manpower planning in reconciling the military needs of the country and the needs of the economy in general"

The association said it hoped that the government would take early action on the report and the white paper — Sapa

Other reports later this year

Political Staff

THE outstanding reports of the Wiehahn Commission on Labour Reform may be released later this year.

Addressing a press conference on the second report yesterday, the Minister of Manpower Utilization, Mr Fanie Botha, said he regretted the delay in releasing the outstanding reports

However, they could be released later this year by special permission of the State President provided they were tabled at the beginning of next year's parliamentary session.

12/6/60
Cape Times

Post
13/6/80 (147A) (139) (142)

Union's meeting

WORKERS are invited to a meeting of the Wood, Paper and Allied Workers Union at the Roman Catholic Church, Kwa-Thema, on Sunday, June 15 at 2 pm.

There will be an election of shop stewards and union recognition will be discussed.

For more details telephone the union at 56-7925.

Bannings still *CAPE TIMES 18/6/80 139* 'govt's answer'

SOVENGA — Bannings and banishments continued to be the white man's response to the black man's plea for human rights and respect for human values, the chairman of the Writers' Association of South Africa, Mr K Makhadu, said here on Monday night

Reading a June 16 commemoration address on behalf of the editor of Post newspaper, Mr Percy Qoboza, he told about 800 people at Mankweng township near Sovenga that imprisonment without trial was still the government's answer to the legitimate expression of the blacks

"The structure of apartheid still remains intact and the monstrosity of its implications continues to play havoc with our communities

"Whites have been kept captive by racism which has created unfounded fears which they use as justification for their perpetuation of domination over the majority of people of South Africa. As long as this domination persists, peace and stability will continue to painfully evade the nation"

Referring to the press laws, he said that if Dr Piet Koornhof believed that the laws were causing greater polarization among the races, then he should not improve them but abolish them. If the National Party was serious that every man had a right to self-determination, then they should prove it by extending the franchise to every man and woman in South Africa irrespective of race and colour

The National Party should understand that blacks were refusing to be party to "their dangerous and futile policies of separation"

"We do not want any part of your homeland. We refuse to adapt to your unilateral decision-making process and demand full citizenship in the land of our birth

"Although the government has refused the black man's hand of friendship, I repeat that even at this late stage there is still an alternative to violence and unnecessary waste of human life"

Sapa

Cape Times
18/6/60

New black trade unions

FINAL registration had been accorded to two black trade unions, provisional registration to one, while 11 applications were still under consideration, the director-general of the Department of Manpower Utilisation, Mr E A Cilliers, said in a statement yesterday.

They were the 14 black trade unions which had applied for registration since the Industrial Conciliation Amendment Act, which provided for the recognition of black trade unions, came into operation.

Mr Cilliers said that the minister had granted approval in principle to six unregistered trade unions affiliated to the Federation of South African Trade Unions (Fosatu) to apply for registration in terms of the Industrial Conciliation Act on a multi-national basis.

"A similar concession has been made in the case of two other newly-established trade unions," he said.

"The applications of the trade unions concerned will now be dealt with in accordance with the Act and will be published in the Government Gazette for objections."

After saying that 14 black trade unions had applied for registration, Mr Cilliers said that 29 existing registered trade unions had applied for permission to admit members of population groups other than that in respect of which they originally obtained registration.

"Of these applications, 21 have thus far been approved and the rest are still under consideration," he said. —

Sapa



Mr J Mahuhushi

THE treasurer of the Engineering Allied Workers' Union of South Africa and leading personality in KwaThema, Springs, will be buried in Lesotho on Sunday.

Mr Nicodemus Marabe who died on June 11, associated himself with the labour movement in the '50s.

In 1973 he organised some delegates from his factory, Van Leer He served in the workers' weekend seminar organised by Young Christian Workers and conducted by the Urban Training Project

The workers at Raleigh Cycles, Springs, were fighting for the establishment of the works committee Mr Marabe and Mr Mcebisi Mqhayi, president of the Engineering Allied Workers Union of South Africa or-

Death of a labour fighter

ganised other factories to join in the fight for the works committee.

A works committee was eventually established at Van Leer.

The management then decided to expel Mr Marabe.

He was unemployed for three months. He was however reinstated after pressure was exerted on the management by the workers.

In 1975 Mr Marabe served in the national executive committee of the union and two years later he was elected treasurer of the union.

Counsel told the court that Mr Woods, who had written the book shortly after he and his family arrived in England in December 1977, had found the article, written in July 1978, both "hurtful and offensive."

The article had completely misrepresented the facts, he said, adding that Mr Woods had, since his arrival in England, made arrangements to assist Mrs Biko in a number of ways, despite communication difficulties

Mr Woods sued Express Newspapers and Sunday Express editor John Junor for libel.

139
Post
20/6/80

10
70"

Half
stelde
ie wat

Tarief
er kpi

c
10
69
69
04"

Wal
k (C)
Ondet

NOTICE 429 OF 1980

DEPARTMENT OF MANPOWER UTILISATION
INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR REGISTRATION OF
TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as a trade union has been received from the National Union of Sugar Manufacturing and Refining Employees

Particulars of the application are reflected in the subjoined table

139

KENNISGEWING 429 VAN 1980

DEPARTEMENT VAN MANNEKRAG-
BENUITING

WET OP NYWERHEIDSVERSOENING, 1956
AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die National Union of Sugar Manufacturing and Refining Employees. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union—National Union of Sugar Manufacturing and Refining Employees

Date on which application was lodged—15 April 1980

Interests and area in respect of which application is made.—Black persons who are employees for purposes of the Act and who are employed in the Sugar Manufacturing and Refining Industry in the Magisterial Districts of Durban, Eshowe, Hlabisa, Inanda, Lower Tugela, Lower Umfolozi, Mtunzini, New Hanover, Piet Retief, Port Shepstone and Umzinto

“Sugar Manufacturing and Refining Industry” means the industry in which employers and employees are associated for the manufacture and/or refining of sugar.

Postal address of applicant—P.O. Box 2951, Durban, 4000.

Office address of applicant—311-320 West Street, Durban.

Attention is drawn to the following requirements of section 4 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

M W J. LE ROUX, Industrial Registrar

(20 June 1980)

Enige geregistreeerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand ná die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Laborigebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (posadres: Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging—National Union of Sugar Manufacturing and Refining Employees

Datum waarop aansoek ingedien is—15 April 1980

Belange en gebied ten opsigte waarvan aansoek gedoen word—Swartes wat vir die doeleindes van die Wet werknemers is en in diens is in die Suikervervaardigings- en -raffineernywerheid in die landdrostrikte Durban, Eshowe, Hlabisa, Inanda, Lower Tugela, Lower Umfolozi, Mtunzini, New Hanover, Piet Retief, Port Shepstone en Umzinto

“Suikervervaardigings- en raffineernywerheid” beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir die vervaardiging en/of raffinering van suiker

Posadres van applikant—Posbus 2951, Durban, 4000.

Kantooradres van applikant—Wesstraat 311-320, Durban

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem

(b) Die prosedure soos voorgeskryf by subartikel (2), moet gevolg word in verband met 'n beswaar wat ingedien word

M W J. LE ROUX, Nywerheidsregistrator

(20 June 1980)

20/6/80
131

Union protests detentions of EL members

EAST LONDON — The African Food and Canning Workers' Union has protested against the detention of members of the union's East London branch

The union's general secretary, Mr Jan Theron, said this was an attempt to "break the union and intimidate members"

Mr Theron named three officials who had been either detained or charged since Friday, and a further four officials who he said had been questioned by security police

"On Sunday June 15, the chairman of the branch, Mr Welile Mzozoyana and a member of our executive committee, Miss Cynthia Bishot, were detained for two days for questioning," Mr Theron said

Both were workers at Langeberg Ko-op, where workers downed tools in favour of the union yesterday

Another three shopstewards at Western Province Preserving Company, scene of a walkout last Friday, had also been detained at the weekend, he said

Mr M Fraser was questioned and released,

while Mr Gideon Zwakala and Mr Dan Mavume were charged with taking part in an unlawful strike

Mr Zwakala and Mr Mavume appeared briefly in the Regional Court here on Wednesday but were not asked to plead

In addition, he said, the union's branch secretary, Mr B P Norushe, was detained on Sunday and was being charged under section 22 of the General Law Amendment Act

Mr Norushe is due to appear in court here today

Mr Theron said the detentions and "harassment" showed the authorities were "not willing or able to accept unions for all workers"

"Our union makes the strongest protest against this harassment and detention," he said

"With whom are employers supposed to negotiate if worker representatives are threatened with arrest, or arrested?" he asked

The head of the security police here, Colonel A P van der Merwe, said his officers "never threatened people" — DDR

TWO COMPANIES RECOGNISE UNION

139

ST LONL... — The managements of Langeberg Ko-op and Western Province serving here have accepted workers' committees from the African Food and Canning Workers' Union as representatives of their workers

Management officials from the firms met union officials here yesterday to hash out the union's position at their factories following recent walk-outs

At Langeberg, union officials discussed the issue with the firm's group personnel manager, Mr M...nd, yesterday and entered their requests to management

Two of these requests were accepted, according to the production manager at Langeberg, Mr Chris Phillips

The same requests were met by management at

Western Province Preserving, according to a company director, Mr Bruce Hanley

Both managements agreed to accept the union committees as representatives of the workers who were able to negotiate on their behalf

They also agreed to disband their liaison committees, which had been rejected by the workers

However, they postponed a decision on a third request that the union representatives be allowed to hold meetings with the workers on factory premises

Mr Phillips said this was because his company wished to adopt a "uniform policy" and would have to discuss the issue at board level before any decision could be made

He said the company had agreed to accept the unregistered union "because the feeling was

that the union had the support of our workers"

"We held a mass meeting and got the impression the workers did not want the liaison committee to carry on functioning," he said

"Rather, they wanted the union to speak on their behalf"

He said management had to communicate with their workers and the union seemed the best body to act as a voice

Mr Hanley said his firm had "sorted out" their problems with the union and the workers and had agreed to disband their liaison committee because they did not enjoy the workers' support

A spokesman for the AICWU said it was "a big day" for the union and he was pleased that the management at the two factories were prepared to consider their workers' feelings — DDR

Municipal workers form a union

Post 25/6/50
139

A NEW trade union, the Black Municipality Workers' Union (BMWU), was born this week in Johannesburg.

The union, which opened its membership to all blacks employed by the City Council of Johannesburg, was formed during a lively meeting held at the City Hall and attended by more than 300 people.

It comes after a break off by a majority of the council workers from the existing municipal union which, it was felt, had not served the interests of black workers for

years

And despite the "ban" on all meetings in the council compounds to canvass for membership for this new union, hundreds of workers turned up for the meeting at the City Hall and unanimously agreed to support the new union.

Speakers called on workers to fight against acts of intimidation by managements.

"Do not fear. No employer will run your union," said one speaker.

Office bearers of the union will be announced soon.

79

FM 27/6/80

139

139

BLACK TRADE UNIONS

A stabilising force?

As sporadic labour unrest continued, the *FM* spoke to Alec Erwin, general secretary of the Federation of South African Trade Unions (Fosatu), largest umbrella body for independent black and non-racial unions. Fosatu has 13 affiliate unions, many of which have applied for registration, with a total signed-up membership of about 50 000.

FM: Why do you think government prohibited the further collection of funds by Fosatu?

Erwin. It may just be government's suspicion of overseas funds. But the ban will harm Fosatu's ability as a national co-ordinating body for Trade Unions to build up its strength. That's the most serious implication of the prohibition: the weakening of a national trade union movement, precisely at the time that we need to build something like that.

Don't employers have reason to be suspicious of black unionisation?

Employers are probably suspicious of all unionisation. They take the view that unionisation, particularly of black workers, is politically motivated. But, if they were to look at the situation realistically, you can't hope for industrial peace and stability if you don't have an independent and reasonably powerful trade union movement. An accommodating and weak trade union movement could result in a serious conflagration in SA.

Do you absolve unions from any blame for the present wave of labour unrest?

Both now and in previous unrest the unions have followed the strike action, in the sense that the strikes are outbursts in a situation in which workers' conditions are deteriorating quite markedly. We now have a situation very similar to that in 1973, when rising prices and unemployment coincided. Now you have the added factor of a fairly heightened political awareness.

But, at the moment, there is no way the unions are prompting or creating these strikes. They are following after them, fulfilling an important function from a worker point of view of trying to give some coherence to demands and negotiate on behalf of workers.

Are you then arguing an employer benefits by the unionisation (through a union with black credibility) of his black workers?

Yes. The major advantage is that through a credible union, an employer talks to representatives of workers who

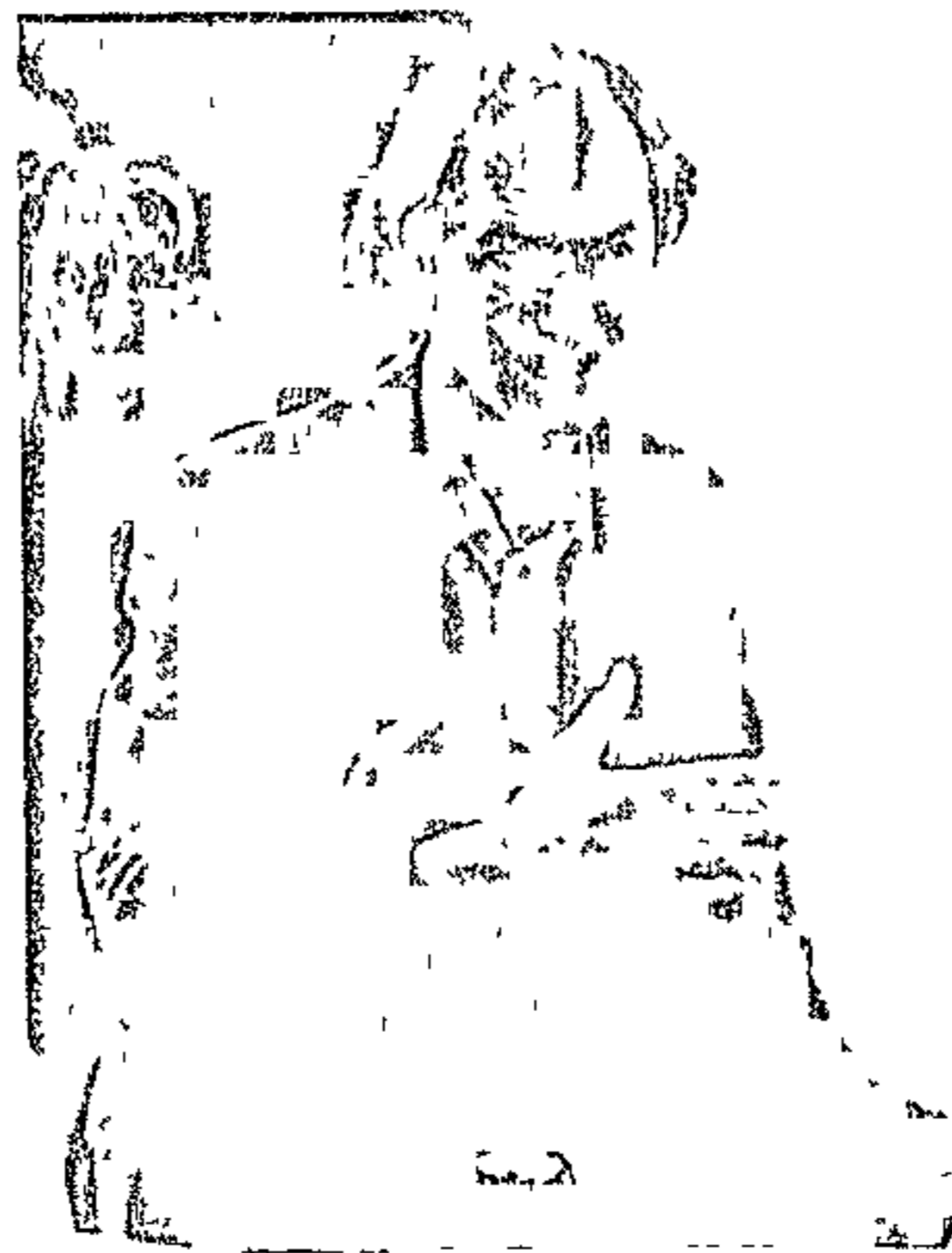
are expressing the actual problems workers are experiencing. In a crisis situation, a union with worker credibility becomes a negotiating party. But where you have a union without that credibility, and find yourself in a crisis, you are likely to have no-one to talk to.

Is there any political role for the black unions?

Fosatu takes the view that we wish to retain our independence of any political organisation. However, we believe we have a right to speak out on political matters that affect workers. So the role the unions at a political level would be to speak out on political issues that affect their workers.

Why does Fosatu insist that its unions be non-racial?

We believe worker problems are gen-



Erwin blacks need a powerful union movement

erally the same. We are not blind to the fact that, in SA, racial groups have developed various tiers of privilege. But we feel that ultimately, those racial divisions benefit the employer, so we want to overcome the divisions. We also believe that an industrial relations system based on racial divisions is inherently unstable. It promotes secular interests and prevents workers and management coming together on common problems.

What improvements to labour legislation would you advocate?

An end to restrictions on whom unions can recruit is the key issue. We must have the right to raise funds overseas to create a viable indepen-

dent and relatively powerful trade union movement. Industrial relations must be taken out of the hands of the State's security apparatus. Their involvement at this point is far too great. It tinges the atmosphere of industrial relations with subversion instead of allowing industrial relations to be what they should be in any healthy society — the collective bargaining between two parties.

How do you view the industrial councils?

We will participate in the councils, but we feel management's expectations of the system are unrealistic. Until now, the system has coped with the negotiation of minority interests. But now the interests and grievances of the semi- and unskilled workers are coming to the fore. The industrial councils don't have the resources to cope with them — it's absurd to rely on the agents of an industrial council to deal with the thousands of daily disputes that arise. So we believe the key area remains the factory floor. There must be first line grievance and bargaining procedures at plant level. With the industrial councils, this would create a two-tier system.

The second Wiehahn report and government's white paper seem to lend themselves to job fragmentation. Your opinion of this?

Job fragmentation, where there is no organised labour presence to negotiate, it can only benefit the employer. But, where workers do negotiate, it could be useful provided it is always accompanied by training as well.

Is the factory floor going to be the battleground of the Eighties in SA?

Battleground makes it sound as though there's going to be open warfare. But I would certainly say it's going to be one of the greatest challenges to our society. If one is going to have a more just society in SA, a great deal of that justice has to be carried out on the factory floor. And that is where we would argue that, in a sense, you find the root of many of the social injustices and iniquities that exist for black people.

Are you optimistic about the resolution of the racial and economic conflicts in our society?

In SA, one must be cautious about making that kind of judgment. But Fosatu is convinced that an organised and independent labour movement can make a crucial contribution to a just society in this country.

28/6/80
139
DD

Workers call for improved bus service

EAST LONDON — Workers here have called on Gampo Transport to improve their bus services from Mdantsane and Duncan Village.

The South African Allied Workers' Union and the African Food and Clothing Workers' Union have presented a joint statement to the bus company on behalf of workers here listing what they regard as "legitimate complaints".

The national organiser for the SAAWU, Mr Thozamile Gqweta, said members of the two unions were concerned at "the poor state of their means of transport".

They asked the company to do their best to make the buses "more pleasant to travel in" and listed eight requests to management.

They claimed some of the buses were not cleaned before they left the depots and there were no cushions on some of the seats.

The workers also claimed some buses travelled with broken windows and that the bus shelters were in a "deplorable state".

Requests were made for the scrapping of the existing system of club-cards and for pensioners and scholars to be offered half price tickets.

Other requests were for the erection of more bus stops along Oumza Highway and for timetables to be displayed at all bus stops.

A spokesman for the company said the requests would be discussed on Monday, when their general manager, Mr Hans Kaiser, returned from leave — DDR

Recognise black unions, bishop tells investors

STARS 30/6/80

60

139

12

124

NEW YORK — Foreign firms investing in South Africa should apply stringent conditions aimed at recognising black trade unions and weakening the migratory labour system, says Bishop Desmond Tutu, head of the South African Council of Churches.

In an interview published in the current issue of Newsweek magazine,

Bishop Tutu said: "If people want to invest in South Africa I would like to see them apply certain very stringent conditions. They should insist that workers are housed in family-type accommodation near their place of work. This would weaken the migratory labour system immediately."

Newsweek interviewed

the bishop in Johannesburg where he is awaiting trial for protesting against the recent police crackdown on political demonstrators.

Black trade unions should be recognised, the bishop said. If there were real trade unionism the worker would be free to sell his labour wherever he wished and influx control would have to go.

He added: "If companies want to invest in South Africa they should also be required to invest massively in black education and training."

Asked if he favoured economic sanctions against South Africa, Bishop Tutu was quoted as saying: "The West should apply diplomatic, political and economic pressure. But you must decide for yourselves whether economic pressure should include sanctions."

The bishop said that American firms had been trying to improve, rather than change, the situation.

Of South Africa's Prime Minister, Mr P W Botha, the bishop said: "I have commended Mr Botha on his courage. He certainly has a better grasp of reality than any of his predecessors."

Bishop Tutu concluded: "On the whole we have had a great deal of rhetoric. Important rhetoric because it is not the sort you expect to hear from a National Party Prime Minister. But very little of that has been translated into action." — Sapa-Reuter

(139) (14) (15) (16) (17)
POST 3/7/80 (18)

Calls to support red meat boycott

By JOE THLOLOE

BISHOP Desmond Tutu is to ask church leaders to consider joining the snowballing boycott of red meat in support of striking workers in the Western Cape.

And the local branch of the African Canning Workers Union has joined the call for a Transvaal boycott, which was initiated two weeks ago.

In a statement yesterday the union said "We call on all workers in the Transvaal to support their fellow workers as they did in the Fattis and Minus dispute which resulted in an historic victory for all workers by boycotting red meat in the townships in order to compel the meat employers to see reason and negotiate with the strikers."

Bishop Tutu yesterday said he believed labour unrest would become endemic to South Africa and "we want to be part of the process of reconciliation."

He said the SACC had offered to mediate in the Cape meat industry dispute but this had been rejected by a management representative.

He pointed out that the council of churches had mediated successfully in the Fattis and Minus dispute last year.

"While remaining unbiased, we believe labour dispute must be seen as a just in the oppressive and unjust socio-political dispensation in this country."

The labour consultant who had met Bishop Tutu on behalf of the management, Mr Antony Low, yesterday said he had been instructed by his clients to meet Bishop Tutu.

The Transvaal branch of the African Food and Canning Workers Union

○ Condemned the Government for "intervening in the dispute by sending riot police to prevent the workers returning to the factories, detaining union officials and deporting striking workers to their 'homelands'".

○ Appealed to "progressive butchers in the townships to stop selling red meat and to sell chicken and fish only", and

○ Said the detention of African Food and Canning Workers Union and Western Province General Workers Union officials was "direct violation of the principle of freedom of association which underlies the Wiehahn Commission's report."

Trade Unionists on the Reef said that although they had not been allowed to hold meetings to discuss the boycott of red meat, it was gaining support.

Among the organisations that have pledged support for the boycott are Azapo, the Committee of Ten, the Commercial Catering and Allied Workers Union, the Food Beverages and Allied Workers Union, the Laundry and Allied Workers Union and the Soweto Traders Association.

A meeting that was planned for the St Francis of Assisi Anglican Church in Rockville on Sunday to discuss the boycott has been called off because of the ban on meetings.

The Housewives' League is trying to meet other women's organisations before taking a decision on the boycott, according to the president, Mrs Sally Motlana.



The workers who claim SATV fired them unfairly. From left, Mr Kota, Mr Njikelana and Mr Gaca.

DAK 7 JSP 3/7/80 (138) (139) (137) (136)

Union trio claim unfair dismissal

EAST LONDON — Three SATV workers claimed yesterday they were sacked after being accused by management of being "trouble-makers"

But last night the firm's managing director, Mr Mike Bosworth, refused to confirm or deny the allegations.

Asked about the alleged trouble with his 1 500-strong black staff, Mr Bosworth refused to comment but said the situation was under control

The sacked trio — Mr Xolani Kota, Mr Sisa Njikelana and Mr Mthobela Gaca — alleged they were sacked for their trade union activities and because SATV did not want to recognise their trade union, the South African Allied Workers' Union (SAAWU)

Mr Kota is secretary of both the workers' committee at the Wilsonia plant and the Border branch of SAAWU. Mr Njikelana is chairman of both the workers' committee and the Border branch of SAAWU

Mr Kota works as a fault

finder, Mr Njikelana as a radio lab assistant and Mr Gaca as an operator.

The men claimed that trouble started at the plant when management wanted to have a works liaison committee elected because they were not happy with liaison with the workers.

"They called in 38 senior black staff members to put their proposals to them but the workers later took a stand that they were satisfied with their workers' committee and did not want a liaison committee.

"Forms were attached to our pay packets about the liaison committee and were to be returned but more than 80 per cent of the workers ignored the forms

"Management then came out against SAAWU saying it was not a registered trade union and by midday yesterday, the three of us were called individually by Mr Bosworth and the general manager, Mr W Winkler, and fired.

"This was despite an

assurance to the workers nobody would be victimised. Moreover there was no strike or work stoppage of any sort and we merely talked to some of the workers

"We view our dismissal as sheer victimisation and have passed on the matter to our union"

The national organiser of SAAWU, Mr Thozamile Gqweta, said last night he had informed his head office of the matter and was awaiting further instructions

"We, however, condemn the actions of SATV as blatant victimisation and demand their reinstatement. As trade unionists we are fighting for the rights of workers and for better protection against injustices and exploitation

"I have always maintained with these firms that the business of our union not being registered is not their concern. That is a matter between us and the government and we have already outlined our reasons for not registering." Mr Gqweta said — DDR

SATV: No union link in sacking

DAVID J. SP 4/7/80

(NSA)
(NSA)
(139)

EAST LONDON — Only two employees had been dismissed at SATV this week and their dismissal had nothing to do with their membership of a trade union, the managing director of SATV and Sparrat, Mr M. P. Bosworth, said yesterday.

Mr Bosworth was reacting to a claim by three workers that they had been dismissed because they were involved in trade union activities.

He said the two men fired were Mr Xolani Kota and Mr Sisa Njikelana

Mr Mthobeli Gaca had been suspended and his situation was being investigated, he said

"The two men were sacked because they have been found to be working against the company," Mr Bosworth said

"It has got nothing to do with their membership of SAAWU (South African Allied Workers' Union)."

He said he had spoken to Mr Gaca yesterday and it appeared the information received by management about him had been incorrect

"We have a few investigations to clear and if we find that the information we have is incorrect he will be reinstated with full pay for the time he was suspended on July 14"

Mr Bosworth said there had been no dispute at the two factories. They had had pressure from SAAWU members who called for the recognition of their trade union and management's stand had always been not to



MR BOSWORTH

recognise an unregistered trade union

"We realised that the liaison committee was dead and I stated in a letter to the staff I did not favour the re-election of a liaison committee

"I then suggested that we have a works committee and that we have elections to form such a committee on the grounds that we would work together as one family for the good of SATV," he said

This view had been put forward on the understanding that such a committee would have to fulfil two requirements

- It had to be fully representative and every worker had to vote. This was based on the fact that it had been realised that SAAWU had lower than 50 per cent support at the two factories

- People elected had to be sincere in their motives to ensure smooth working within the factory and working to improve everyone's lot

"I said I would approach

it in the same spirit, on the grounds of mutual trust.

"At no stage did I try to force a liaison committee on the employees because I had already realised it had run out of time," Mr Bosworth said

The two factories had two minor stoppages yesterday when some workers did not return to work after the tea and lunch breaks.

"On both occasions I went to the groups — which were out at different times — and said I was not prepared to negotiate under duress."

He had asked each group to elect four representatives, which they did, and they had discussions which he considered more fruitful than any talks he had with workers in the past

"What emerged was the realisation from all sides that we could achieve more through dialogue and not confrontation"

Mr Bosworth said he was impressed with the maturity of the two groups he met yesterday

For the company the disturbances had come at a time when valiant efforts were being made to improve communication between management and the black staff

On June 11 Mr Bosworth had issued a circular calling on workers to elect a works committee as against a liaison committee. He conceded the circular should not have been issued the way it was and they had found their mistakes had been exploited against their good intentions — DDR

Union men win court orders

232
139
139
139

By STEVEN FRIEDMAN
Labour Reporter

BLACK workers at a Port Elizabeth company have won an interim court order restraining their employer from dismissing them because they refuse to join an in-company trade union.

In terms of the order, the company has until August 5 to show why it should not be made final.

The case is expected to have far-reaching implications. It is the first time that a dispute between an independent black trade union and one allegedly supported by employers has been tested in the courts.

Disputes between the two groups of unions are common at present.

The employer is Port Elizabeth Tramways and the action has been brought by five workers who are members of the Transport and Allied Workers Union (TAWU), a black union affiliated to the Consultative Committee of Black Trade Unions.

The workers allege that the company has tried to compel them to join the Bay Bus Workers' Union (BBWU), an "in-company" union which they claim has been formed by PE Tramways.

They allege they were not willing to do this and feared they would be dismissed yesterday if they continued to refuse to join the BBWU.

TAWU claims that 60% of the company's workers are union members and that the BBWU was formed to counter it.

The workers allege that the company has violated their freedom of association which, they claim, is guaranteed in industrial law.

The interim court order granted this week restrains the company from

- Dismissing any of the five applicants "by reason of their membership" of TAWU or their refusal or failure to apply to join the BBWU,
- Dismissing any other of their employees for the same reason, or
- Requiring any workers "either as a condition of employment or otherwise" not to join the Transport and Allied Workers Union or to join the BBWU.

Court stops firing of six PE workers

CAPL T.M.B. 5/7/80 222 157 124 139

PORT ELIZABETH — An intermum interdict stopping the dismissal of six Port Elizabeth Tramways employees, who refused to join the in-company Bay Busworkers' Union, was granted late on Thursday night, hours before the workers were due to be 'retired'.

The order was granted by Mr Justice Smalberger in the Grahamstown Supreme Court following an urgent application by the Transport and Allied Workers' Union (TAWU) and six Tramway workers.

The general manager of PE Tramways, Mr Carl Coetzer,

Own Correspondent

allegedly told workers on May 21 that if they did not join the in-company union, they would be fired.

A rule nisi issued in terms of the order calls on PE Tramways to show cause why the dismissal on the grounds of their membership of the TAWU, or because of their refusal to join the newly-formed Bay Busworkers' Union (BBU), is valid.

The return date was set for August 5.

In a founding affidavit filed with the court, Mr Michael Mohatla, general secretary of the TAWU alleges the BBU was set up in an attempt to produce a closed shop situation in which PE Tramways could effectively exercise control over its employees' labour organizations.

Mr Mohatla claims further that PE Tramways' finances the BBU and that it has no autonomy.

In the affidavit he claims the BBU began drawing 25 cents union dues from the 350 Tramway workers since its inception in July.

'Coerced'

All present and prospective employees were being coerced into applying for membership of the BBU and were reluctant to provide supporting affidavits for fear of victimization, Mr Mohatla said.

Letters included in the court papers, addressed from management to the six applicants on June 6, read "Please be advised that as you have reached the age of retirement, it has been decided to terminate your employment with this company. Your last working day will be on Friday, July 4, 1980".

The letters were signed by Mr Van der Merwe.

Mr Mohatla submitted the age of the workers had little to do with the termination of their services and that:

- The terminations were effective from the date on which the BBU was apparently to become effective.
- All the men were in good physical health and adequately able to perform their duties.
- The company was terminating the services of employees who refused to sign application forms for the BBU.
- There was a very real likelihood of PE Tramways unlawfully dismissing other employees if they refused to join the BBU or if they continued their TAWU membership, Mr Mohatla claimed.

WASA warns Post owners of action

WASA warns Post owners of action

139

JOHANNESBURG — As the strike at Post and Sunday Post enters its seventh day today, the Writers' Association of South Africa (WASA) yesterday gave the papers' management and owners till Wednesday to resolve the workers' grievances and demands

down if the striking workers did not return to work by tomorrow The resolution, which is to be sent to the managements of the Argus and South African Associated Newspapers (SAAN) groups, said "We call on the management of the Post and the Argus Company to urgently meet representatives of the workers at Post and Sunday Post to resolve the workers' demands and grievances by Wednesday

"Taking note that SAAN and Argus are interlinked, we as black workers employed by these groups, believe that the grievances at Post and Sunday Post are not confined to these newspapers but are also indicative of the problems faced by black workers on all newspapers

Last week the workers said Mr Qoboza told them he had been authorised to make them an offer, but details would be given only if they returned to their desks Reporters on the two newspapers started the strike last Tuesday when they complained of disparity in the salaries and other grievances, including calls for a review of the entire employment structure

After the Tuesday meeting, a memorandum listing the workers' grievances was presented to Mr Qoboza Post has not been published since Friday

The meeting resolved that should Post and Sunday Post be shut down or produced without the workers' grievances being settled, then the association would be "compelled to call on the community to take appropriate action against all Argus publications"

The association also called on SAAN and Argus managements to recognise that "we view the actions of either as being representative"

A speaker said that the editor of Post and Sunday Post, Mr Percy

With the new situation, the what they want... The meeting also called on SAAN and Argus managements to recognise that "we view the actions of either as being representative" A speaker said that the editor of Post and Sunday Post, Mr Percy... perfect competition... equilibrium... 68

The equilibrium can be maintained... Thus we see that the theory of perfect competition... always hold

Now 200 on strike at NCI

139
150
187

ABOUT 200 workers at National Converter Industries (NCI) in East London downed their tools yesterday following the sacking of the chairman, secretary and a shopsteward, all members of the South African Allied Workers Union.

The managing director of the firm, Mr Gerdner, refused to comment. He said NCI was a private company and whatever happened within the premises had nothing to do with the Press. He then banged his telephone.

The workers said the trouble at the firm started after they had elected their works committee members, who are members of the SAAWU.

Management asked the workers instead to elect a liaison committee which they turned down, the workers said.

On Monday three members of the workers committee were fired on the grounds that they were "working against the interests of the company."

The workers have made four demands:

- The recognition of their trade union (SAAWU) committee
- Reinstatement of the dismissed workers committee members

- Reinstatement of all the dismissed workers and

- There should be no loss of remuneration.

The national secretary of SAAWU, Mr Thozamile Gqweta, said the matter was receiving the union's attention. He said while the union was playing cards close to their chest at the moment he would like to remind all the employers and managers of Prof N Wiehahn's recent statement that trade unions were a part of the industrial community and attempts to ignore them were counter productive, short sighted and stupid.

DAILY JSP 12/7/80

126 charged under Riotous Assembly Act

EAST LONDON — A total of 125 men and a 17-year-old youth appeared briefly in a special magistrate's court at Cambridge police station here yesterday charged under the Riotous Assemblies Act

The men and the youth, who were arrested near a factory on the West Bank, appeared before Mr N. R. Oosthuyzen

They were charged with attending a gathering of more than ten people which has been prohibited in terms of a government notice of June 27, published in a Government Gazette issued on June 30, 1980.

No evidence was led. They were not asked to plead and were remanded

in custody to appear in court on Wednesday, July 18

All the men are believed to be employees of National Converter Industries who were refused entry to the company's premises this week following a dispute over the operation of a trade union committee on the premises

They are Mr BenSant Goda, 60, Mr Mhndeli Reuben Siselana, 22, Mr Zola Richmond Nyaniso, 22, Mr William Makeleni, 26, Mr Petrus Salman, 24, Mr Albert Mazomba, 22, Mr Martin Kupiso, 22, Mr Wilson Jwili, 20, Mr Mzingisi Norman Maku Makuzeni, 23, Mr Andile Augustine Notshati, 22, Mr Ashton Kill, 25

Mr Mongezi Siyo, 25, Mr Luvuyo Somtsewu, 25, Mr Welcome Dikana, 31, Mr Sonwabo Mbekeni, 27, Mr Wehle Ngxonono, 29, Mr Samuel Geswind, 29, Mr Cyril Cakata, 62, Mr Ngekeza Bom 32, Mr Michael Siko, 37, Mr Cameron Ngudle, 29

Mr Herbert-Jadi, 40, Mr Lungstine Ngcwangu, 24, Mr Bloem Mjilana, 33, Mr Tennyson Ndungane, 45, Mr Ernest Dunjwa, 26, Mr Headman Mayekiso, 43, Mr Bonakele Mazwayi, 21, Mr Samuel Ntsakana, 20, Mr Mzwanele Futshani, 23, Mr Lawrence Ngcukana, 26, Mr Howard Mlindi Qoboza, 66

Mr Alfred Bambele, 23, Mr Edward Yapi, 48, Mr Jacob Hewu 20, Mr Nkenke Dukisa, 38, Mr Mitchell Salman, 27, Mr Sophitsho Rani, 29, Mr Ndyabo Ketele, 21, Mr Lawrence Luka, 21, Mr Promise Diko, 29, Mr Leonard Goniwe, 27, Mr Manduleli Ngaka, 24, Mr Sidwell Gijana, 24, Mr Benjamin Mnyute, 34, Mr Mlandeli Matonise, 21, Mr Eric Yose, 42

Mr Thami Banjwa, 40, Mr

Merriman Nohai, 28, Mr Mzimasi Xobongo, 23, Mr Alphius Gwadana, 35, Mr Matthews Suntele, 33, Mr Mthunzi Sikhaka, 30, Mr Mpumelelo Kupiso, 27, Mr Mhlangani Gxekilali, 25, Mr Mota Katse, 32, Mr Walter Kase, 20, Mr Thembinkosi Qongq, 25, Mr David Ntshoza, 24

Mr Richard Gijana, 40, Mr Michael Ngoma, Mr Sandisile Vika, 25, Mr Alfred Gqweta, 40, Mr Desmond Hanabe, 42, Mr Wellington Rafani, 26, Mr Sithembele Mabula, 23, Mr Michael Mbutuma, 26, Mr Ndzonozolo Kwelimefene, 44, Mr Christopher Miseli, 46, Mr Sonwabo Mbangi, 30, Mr Nkululeko Mlunguza, 22, Mr Joseph Non zinyana, 26, Mr Terry Dameni, 21, Mr Lunga Mahlanyana, 21

Mr Nkosi Nkohla, 39, Mr Stoto Kilani, 22, Mr Myuka Gcaza, 19, Mr Lazarus Matsila, 24, Mr Willie Jwili, 62, Mr Gilbert Mayekiso, 25, Mr Willie Matyolweni, 23, Mr Richard Boshula, 23, Mr Boy Msongelwa, 52, Mr Wilson Nguta, 46, Mr Makapula Tora, 29, Mr Ntsikelelo Ngoloba, 50, Mr Freeman Mcaka, 24

Mr Madoda Qelo, 34, Mr Ndoda Daniso, 38, Mr Lindela Jadezwani, 27, Mr Mgoso Diko, 38, Mr Ephriam Sekhalo, 38, Mr Meshack Ndaliso, 21, Mr Hamilton Fikizolo, 38, Mr Isaac Gqirana, 38, Mr Maxixoy Best, 40, Mr Matthew Plaatjie, 47, Mr Robben Mofodi, 42, Mr Daniel Kombela, 26, Mr Otto Tokwe, 26

Mr Kholisile Ndleleni, 29, Mr Banele Godlo, 23, Mr Mongezi Makoa, 24, Mr Bernard Ketelo, 35, Mr Johnson Mbembe, 34, Mr Elliot Sintame, 36, Mr Hamilton Dikana, 34, Mr Zolile Kilana, 42, Mr Stanley Sofute, 22, Mr Maxwell Duma, 24, Mr Sampu Dunjwa, 29, Mr Alfred Daniso, 26, Mr Temba Dukisa, 30

Mr Mninimzi Gxwalli, 33, Mr Darrington Matowane, 29, Mr Preston Nyala, 24, Mr Maxwell Mzini, 39, Mr Trayitshite Tsewu, 32, Mr Leonard Makala, 42, Mr Fumanekile Tona, 25, Mr Melvin Gotyana, 24, Mr Albert Magadela, 23, Mr Clerington Hoho, 38, Mr Mntuwasekhaya Ngcaba, 52 and Mr Sydney Mbuyazwe, 49 — DDR

By STEVEN FRIEDMAN
Labour Reporter

THE two-month-old wage dispute in the Eastern Cape motor industry has been settled

At an industrial council meeting yesterday morning, unionists representing black and coloured workers agreed to accept a management wage offer which will raise minimum wages in the industry to R1,45 an hour.

Service bonuses ranging from 3c to 10c an hour are also included in the agreement, effectively raising minimum wages to R1,48 an hour.

The previous minimum was R1,15 an hour.

The new agreement also contains automatic pay increases over the next 18 months which will bring the minimum to R2 an hour by January 1982.

Employer sources have described the increases under the new agreement as "huge".

However, unionists argue that the settlement does not yet meet worker needs.

An independent survey of workers' living needs — in an attempt to draw up a standard for a "living wage" in the Eastern Cape — will also be undertaken in terms of the new agreement.

Worker demands for a R2 an hour minimum sparked a strike at Volkswagen which lasted three weeks and spread to other Uitenhage plants. At the height of the strike wave, an estimated 70% of Uitenhage's black and coloured workforce was out on strike.

The R1,48 minimum falls significantly short of the R2 demand. But it falls only slightly short of the amount which the two unions — the (coloured) National Union of Motor Assembly and Rubber Workers and the (black) United Automobile and Rubber Workers — regarded as the absolute minimum that could secure a settlement.

However, the two unions were prompted to recommend that their members accept the increase, because they believed the independent survey would prompt significant improvements in the industry's wage structure.

Last week, the employer offer was put to meetings of

132
Wage
132 140A
deal
138 139
ends
RDM
motor
15/7/80
dispute

workers, at Ford and General Motors, who accepted it.

Attempts to put the proposal to Volkswagen workers were frustrated, however, by the Government's ban on meetings of more than 10 people and by the lack of a venue large enough to accommodate VW's 3 500 workers.

The unions agreed to ratify the employer proposal without putting it to a mass meeting of VW workers. However, the unions had apparently tested VW worker opinion by putting the proposal to small groups.

These soundings apparently indicated the workers were prepared to accept the offer, and the unions agreed to ratify it.

And in Geneva yesterday, the International Metalworkers' Federation (IMF) hailed the wage agreement as a major breakthrough.

The IMF general secretary, Mr Herman Rebhan, said: "It is also important that all the strikers have been re-engaged without victimisation. I hope this agreement plays a pioneer role for future negotiations for black unions". UPI reports

Mr Rebhan said international solidarity played an important part in obtaining the increases

Union to probe steel's armour

By STEVEN FRIEDMAN
Labour Reporter

THE steel and engineering industry's attitude to black trade unions, which has been the subject of controversy over the past few months, is to be tested soon.

A black trade union, the Steel, Engineering and Allied Workers Union, has approached the steel industrial council and asked permission for stop order facilities at all factories in which it has members.

This is the first such approach by a black union not linked to a registered trade union.

However, employers may oppose the Seawu request, because it does not accord with controversial black labour guidelines adopted by the industry's employer federation, Seifsa.

Granting of the facilities would mean that employers would automatically deduct union dues from the pay packets of members at their plants.

Stop orders are regarded by unions as an important source of financial stability, and granting of this facility is regarded as a limited form of trade union recognition.

Most registered non-black unions enjoy stop order facilities in the industries in which they are active, and black unions see the denial of these facilities to them as

"discriminatory".

The approach by Seawu, which is affiliated to the Consultative Committee of Black Trade Unions, follows a decision by its first annual convention at the weekend.

Its general secretary, Mrs Jane Hlongwane, said yesterday the union had already sent a written request to the industrial council for stop order facilities.

However, the approach could well be opposed by Seifsa because the union does not yet conform to its guidelines.

The guidelines, which were attacked by unionists of all races when they were released last year, advise employers not to deal with black trade unions before they receive Government registration.

After negotiations with registered unionists, Seifsa agreed to relax its guidelines to allow employers to grant stop order facilities to unregistered unions.

However, these unions must have applied for registration and their applications must have been gazetted, thus indicating that their constitution has been approved by the Industrial Registrar.

Although Seawu has applied for registration, it has not yet received official approval for its constitution.

Seifsa may thus decide to oppose the request.

ADM 15/7/80

~~137~~
139
~~135~~
~~133~~

'Living wage' is hailed by Cape unions

By STEVEN FRIEDMAN
Labour Reporter

EASTERN Cape motor unions yesterday hailed as a "major breakthrough" an agreement in which employers have approved an attempt to calculate a "living wage" for workers in the area

The unions, the National Union of Motor Assembly and Rubber Workers and the United Auto and Rubber Workers' Union, also released calculations in which they estimate a family of six in the Eastern Cape needs R463 a month to "live a decent life"

Part of the agreement between employers and unions, which ended the two-month-old wage dispute in the Eastern Cape, is a proposal for a survey of workers' living needs which will try to go beyond the various poverty datum lines used by many employers

The survey is expected to have far-reaching effects on

wage bargaining for lower paid workers

The Johannesburg Chamber of Commerce's poverty datum line, released this week, sets the minimum needs of a family of five at R213,41

Nunstarw's general secretary, Mr Fred Sauls, said yesterday that attempts to find a body acceptable to both sides to conduct the survey were continuing and a decision should be reached soon

In a statement released yesterday the unions said the employers — Ford, General Motors and Volkswagen — "have agreed to accept the concept of a living wage rather than the subsistence wage levels usually quoted in negotiations in most industries"

The statement says the poverty datum lines calculate a wage "which only allows workers to exist" One such calculation, the Household Effective Level, stood at R171 a month — "not a wage which allows the

worker and his family to live as human beings"

It said the recent wage dispute in the Eastern Cape had occurred because workers "wished to break away from survival wages"

The worker demand for R2 an hour, or R360 a month, would have "brought them nearer a wage which they consider appropriate for a decent life"

According to the statement, the unions drew up a budget "of the minimum expenses necessary for an acceptable basic living standard"

This estimate totals R463, but the unions had "drastically cut and compromised on expenses in order to present a claim which the industry could reasonably meet" This had led to the R2 an hour claim

This would still mean, according to the statement, that "workers would have to scrimp and deny themselves and their children some things"

152

142

138

139

140

RDM 16/7/80

JK

140

Black car workers

flex their muscles

TO the bewilderment of South African employers, black workers are rapidly discovering the strength of their bargaining power.

A wave of illegal strikes over the past weeks in the Eastern Cape town of Uitenhage, 20 miles from Port Elizabeth, has ended.

It appears that the area's three largest employers, Ford, General Motors and Volkswagen, have already come close to accepting workers' demands for a 70 percent increase in minimum wage rates.

The motor industry's new minimum is bound to have a ripple effect on wages at other Eastern Cape companies.

More important, the psychological impact of the motor workers' impending success on workers in other parts of the country is likely to be enormous.

South African employers, and especially the local subsidiaries of multinational companies, will probably be confronted in coming months by increasingly frequent and well-organised industrial action, aimed at raising black living standards and ending race discrimination on the shopfloor.

Johannesburg's black bus transport was paralysed for two days recently by a wild-cat strike by drivers demanding higher pay.

The Eastern Cape strikes at their peak involved 8 000 workers in a dozen companies.

But the workers' main target has been the local subsidiary of Volkswagen, whose wage agreements apply also to Ford and General Motors.

In a remarkable display of solidarity, 3 500 black and coloured production workers at Volkswagen have for three weeks re-

THE development of black labour power in South Africa's car industry is examined by the London Financial Times' Bernard Simon in Port Elizabeth. Established trade unions which claim to have no political ambitions are being outflanked by more radical groups. As their example is followed elsewhere in the country the impact is likely to be enormous

sisted management's efforts to cajole them back to work

The Volkswagen strike, unlike those at the other factories, had been expected for several weeks

Although Volkswagen is regarded as an above-average employer, an organiser of the United Auto and Rubber Workers' Union, whose members make up 57 percent of Volkswagen's black workforce, said: "Management paid little attention when we passed workers' grievances to them"

An industry spokesman in Port Elizabeth agreed: "Volkswagen selected itself as a target. Dissatisfaction was growing"

The workers began by demanding a minimum wage of R2 an hour, compared with the then minimum of R1.15

STRIKE

After the strike started, the company offered (and implemented a R1.40 minimum, at the same time opening the factory to strikers who wished to return to work. Only 400 responded.

Volkswagen was keen to settle the dispute quickly. It has no cars to sell at a time when the South African car market is booming, and was estimated to be losing R7m in sales each week.

The company pushed up its offer at the following week's meeting of the Industrial Council, the industry's wage negotiation body. The new offer comprising attendance bonuses and other fringe benefits comes close to the unions' R2 minimum demand

The workers had received

agreed to review piece-work incentives, allow pay deductions for a black union, and sponsor new education programmes.

The Volkswagen strike was not politically motivated in the sense that the prolonged stoppage at Ford was eight months ago. The Ford walkout was sparked by a management ultimatum to a black civic leader either to curb his political activities or face dismissal.

Wages were the immediate issue at Volkswagen. None the less, the strike had wider significance. Blacks are rapidly realising that industrial action is one of the very few channels open to them for expressing political frustrations

"They're taking on the system," said an industrial relations expert. Spokesman put it even more succinctly: "Labour power is political power"

The political significance of labour power has meant that established unions in the Eastern Cape, which claim to have no political ambitions, are being out-manoeuvred by more radical groups with essentially political aims

The motor industry unions (the United Auto and Rubber Workers Union for blacks and the National Union of Motor Assembly and Rubber Workers for coloureds, which, in practice, functions as one body) were completely by-passed during the Ford dispute

Instead workers' grievances were aired through the Port Elizabeth Black Civic Organisation, whose leaders have since been

When Goodyear's management asked strikers to elect seven spokesmen, not one nominee was a union man.

The unions have not been completely powerless at Volkswagen as they were at Ford, partly because black activists have kept a lower profile, and have thus found it useful to work through the unions.

A large proportion of Volkswagen's black workers are members both of their car workers' union and of the Uitenhage Black Civic Organisation. The unions will thus be able to emerge from the dispute with some credibility.

The disputes have taught black activists and unionists that the chances of industrial action succeeding are far higher at foreign-controlled companies than locally owned ones.

SKF, the Swedish-owned ball-bearing manufacturer which was one of the smaller Uitenhage companies hit by strikes last month, was apparently instructed by its parent company not to dismiss strikers.

And although local Volkswagen management insisted it was given a free hand in dealing with the strike, others suspect that German trade union pressure has been an important factor in the company's conciliatory stance, particularly the decision so far not to dismiss strikers. A German trade union official flew to Port Elizabeth to help mediate in the dispute.

South African companies, by contrast, are not as vulnerable to foreign pressure.

The Volkswagen strike has thrown into doubt the yardsticks by which black wages in South Africa have been measured in recent years, namely the regular studies by the University of Port Elizabeth and South Africa to determine poverty levels in different parts of the country.

The Eastern Cape motor industry has paid wages well above these studies'

139
132
134
135
108
17/1/80

ed no. 3
Government decree cut their union off from overseas funds last month. They decided to return to work while negotiations continued.

Workers at other factories were as well-organised as those at Volkswagen. At Goodyear Tyre (next to the Volkswagen plant), 1300 employees walked off the job in support of a R3 an hour minimum wage demand, which even unionists described as "ridiculous." The workers were dismissed, but 1000 have been re-hired and production is now back to almost pre-strike levels.

Even at Goodyear, however, management has

served with government banning orders.

The organisation's leadership is now more conservative, but its members are still in control at Ford's Cortina plant. The plant's action committee is currently attempting to unseat an official of the black car workers' union.

Black activists took a lower profile in the Volkswagen dispute, but there is little doubt that they, not the unions, were calling most of the shots.

The union's limited influence over Volkswagen workers was illustrated by two appeals by its general secretary during the first few days of the strike, urging them not to take part in an illegal dispute

estimated poverty level. But the unions have questioned the validity of the university estimates, which are based on imputed subsistence requirements rather than a family's actual spending patterns.

The University of Port Elizabeth's most recent "household subsistence level" for blacks and coloureds in the Eastern Cape is around R169 a month.

But the union's own survey of 50 families showed that a "decent life without any luxuries" required a minimum monthly income of R368, the income on which its R2-an-hour demand was based

• Write to the Editor at P O Box 6663 Johannesburg 2000. Nom-de-plumes can be used but full names and addresses should be supplied or the letter will not be published.

Political comment in this issue by P Oboza and A Klaats. Sub editing, headlines and posters by S Matihaku. All of cor. Blumberg Street and Com-mando Road, Industria, Johannes-burg.

THE REPRODUCTION or broadcast without permission of articles published in this newspaper on any current economic political or religious topic is forbidden and expressly reserved to The Argus Printing and Publishing Co Ltd under Section 12 (7) of the Copyright Act 1978

17/7/80
139
Post

20/7/50
134

'Parallel' unions just a stop-gap, says Tucsa

PARALLEL trade unions formed by White, Coloured or mixed "parent" unions to organise Black workers have always been seen by the Trade Union Council of South Africa and its affiliates as a temporary measure, Mr Arthur Grobbelaar, general secretary of Tucsa, told the Sunday Express this week.

"We saw them as a way of filling the gap until the law was amended to allow Blacks to join the parent union. Indeed, there are few parallels left in Tucsa — most have already merged with their parent union," he said.

Mr Grobbelaar denied that Tucsa was engaged in a struggle with independent unions to win the support of Black workers, as recent reports in the Sunday Express and other newspapers have alleged, but admitted that many of Tucsa's affiliated unions were engaged in organising Black workers.

"They have done so for some time," he said.

Tucsa has always advocated nonracial trade unions. The majority of our affiliates which belong to mixed unions are becoming more and more nonracial.

Most operate on the shop steward system, which is generally considered vital to workers. Grievances are handled by shop stewards or other representatives of the unions concerned. Tucsa does not serve on grievance committees.

Tucsa had always been strongly opposed to works and liaison committees which were set up as a discriminatory and inferior system of labour relations for Blacks, he said.

Tucsa disagreed strongly with Fosatu (Federation of South African Trade Unions) that plant-based agreements were preferable to industry-based agreements, said Mr Grobbelaar.

By JEAN LE MAY

"Industry-wide agreements are the norm in the industrially advanced countries, and certainly fundamental to the industrial relations system as developed in South Africa," he said.

Plant-based agreements, on the other hand, open up the way to local, regional or national-demand leap-frogging and this is not conducive to industrial peace.

"I think the example of the United Kingdom, where leap-frogging tends to be prevalent, should make us wary of the industrial chaos which can develop."

Commenting on the present state of industrial unrest in South Africa, Mr Grobbelaar said that despite what employers were saying about freedom of association for their workers it was obvious that they would resist every form of organisation.

"It is obvious to me that there is an intensified worldwide campaign to curtail the power of trade unions," he said.

Mr Grobbelaar cited legislation in Britain, France and Italy, West Germany and the United States.

"In the US, where there is a large number of unemployed, strike-breakers have even been used recently to solve labour problems," he said.

139
100 fired
12/27/80

after stoppage

Mercury Reporter

ABOUT 100 workers at the Veka clothing factory in Newcastle have not been re-employed after a two-day stoppage over a wage dispute

Mr M J Kumalo, president of the unregistered Black Allied Workers Union, claimed that this was because they were members of the union.

But the manager, Mr Dawid van der Merwe, denied this and said the company was unable to re-employ all the workers because they had been overstaffed

The workers went on strike on Monday

On Tuesday Mr van der Merwe explained that strikes were illegal and that all workers were no longer employed by the company

PC-1

'On Wednesday we re-registered 881 of the original 1021 workers. We told the rest that we would be unable to take them all on again but that they could come back on Friday when we might take on another 50. About 50 demanded to be paid right away and left,' Mr van der Merwe said

He said he did not believe in dealing with the Black Allied Workers Union because they were unregistered and were not representative of the clothing industry only.

'I am prepared to deal with any trade union that is registered and purely representative of the industry,' he said

Mr Kumalo said when the workers returned to work management told about 100 of them that they were fired

'I have drafted a letter containing statements from the workers to the Department of Manpower Utilisation asking them to investigate the matter,' Mr Kumalo said

1 000 down tools over pay dispute

139

~~139~~

~~139~~

MORE than 1 000 municipal workers in Johannesburg and Roodepoort went on strike yesterday after pay disputes.

The Roodepoort workers returned to work after an assurance that increases of between 15 and 20 per cent were effective as from today.

But in Johannesburg the workers were ordered off the premises of the Orlando Power Station, where they staged their strike. About 500 of the 650 that went on strike were yesterday reportedly stranded with accommodation as they are migrant workers and occupy hostels while in the employ of the Johannesburg Electricity Department.

Negotiations between the Chief City Electrical Engineer, Mr W Barnard, and the strikers, drew a blank.

Addressing the strikers, Mr Barnard said: "I am not prepared to talk to you while you are not

By MAKGARE SEKOTO

working. I want you to be back at work within 30 minutes or else I will be left with no option but to repatriate all migrant workers and dismiss the rest."

To this the strikers answered with shouts of "do as you please."

A spokesman of the workers' Action Committee told POST that they decided to down tools after management had refused to talk to a workers' delegation over pay increase.

According to a spokesman, the workers are demanding a uniform R58 weekly salary for all their unskilled labourers — a R25 increase from the current average salary of R33.

Mr Barnard, who had earlier said that he was not prepared to speak to a delegation of the strikers, later asked Wap police to invite the delegation to an office where talks were held for about an hour.

The Press was barred from the meeting, but both Mr Barnard and the delegation announced a deadlock after their talks.

The strikers had also demanded that the wage gap be closed with immediate effect. Black electrical wiremen, with double qualifications earn R564 per month. Their white counter-parts' salary scale is unknown to the strikers.

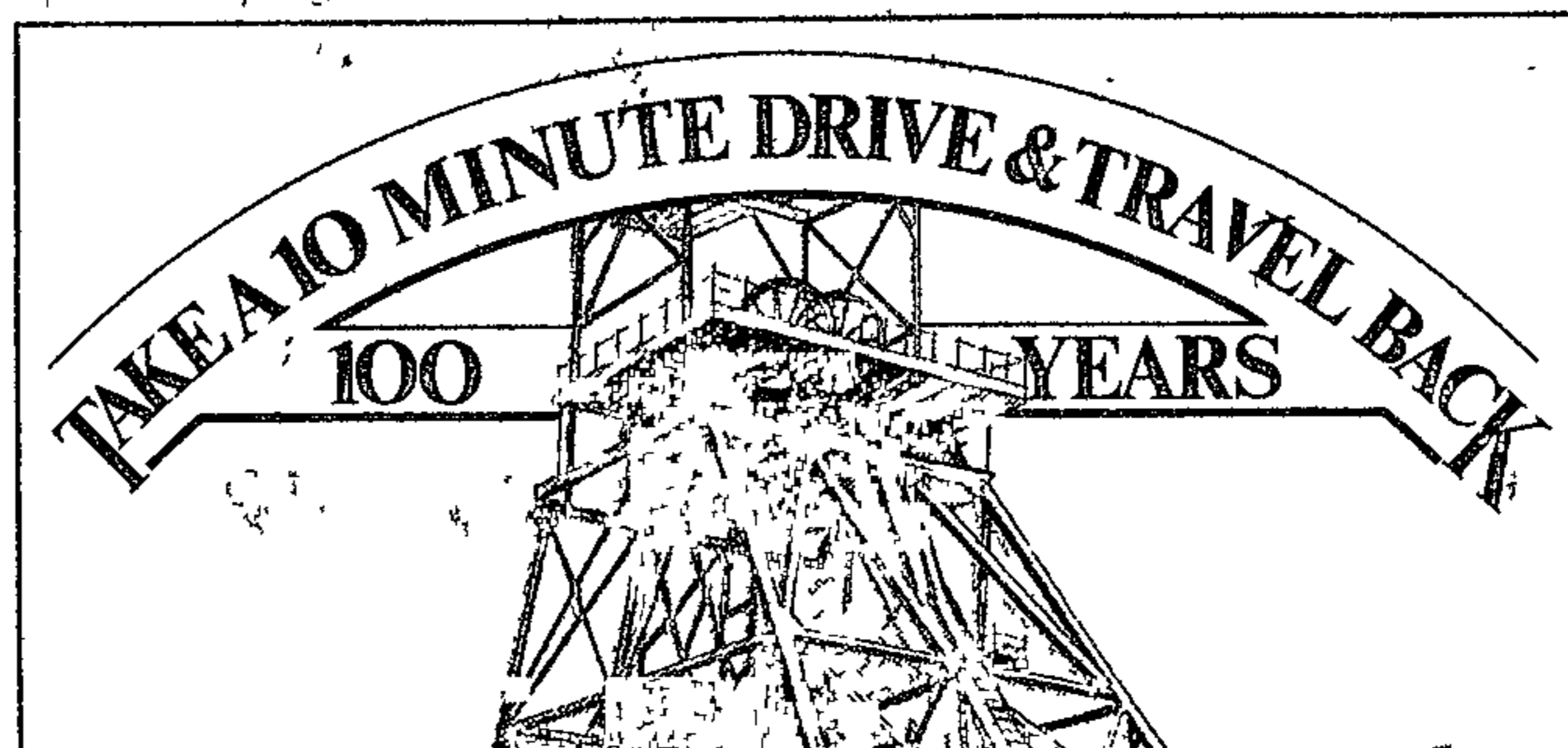
The peaceful strike nearly went wild as tempers went high after word had gone around that Mr G S Webb, a white engineer working in Soweto, had said the strikers were a 'bunch of idiots'.

Mr Webb is also alleged to have called Mr Martin Sire, a member of the delegation, a troublemaker.

Mr Barnard said in an interview that Johannesburg and suburbs, including Soweto, would not be blackened out despite the strike.

"We can generate power from Escom near Pretoria, though at very high costs," he said.

And yesterday the Black Municipal Workers' Union said that other City Council departments had indicated their intentions in joining the strike.





UNIVERSITY
EXAMINATIONS

1350

strikers fired on Rand

C. Times (LW)
26/7/80
1500
26/7/80
B39

All answer books must be

Number of books handed
Number of this book

Surname *R*

First Name(s)

Date

Degree/Diploma/Certificate
you are registered (e.g.)

Subject
(to be copied from)

Paper No
(to be copied from)

JOHANNESBURG. — A total of 1350 Johannesburg municipal electricity workers have been dismissed and about 300 transport labourers went on strike as municipal labour unrest mounted here yesterday.

In developments yesterday
• About 800 electricity workers went on strike for more money and in support of 550 Orlando power station workers who were dismissed for striking on Thursday. The 800 were fired yesterday afternoon.

• About 300 transport labourers at the municipal Transport Department's Fordsburg branch struck for higher minimum wages.

• A union official warned that 9 000 workers, including men in key departments of the city council, might strike on Monday.

The strike cut output by half at the Orlando power station, but Johannesburg electricity supplies were not affected. The effects of yesterday's further strikes are not yet clear.

After lunch yesterday, the 800 electricity workers who were sitting in the Van Beek Compound in Doornfontein were dismissed. The compound manager, Mr P J Roberts, told the crowd over a loud-hailer that the council would not put up with their actions.

The crowd shouted back, he told them they were fired and they dispersed. Earlier, the workers had declined to appoint representatives to discuss their grievances. They also rejected efforts by an official of the

Department of Manpower Utilization to intervene on their behalf and insisted that the minimum wage be raised. Most of the Orlando workers paid off were promised repatriation to their homelands, but were refused train tickets on the grounds that this was not in accordance with council policy. Yesterday afternoon transport workers at Fordsburg went on strike, demanding a minimum wage of R58 a week. They said they were earning R29 a week.

The leader of the black Municipality Workers' Union, Mr Joseph Mavi, said bus drivers, clerks, sanitation and maintenance men and technicians would join the strike on Monday, as would electricity workers at the Kelvin power station at Isando. Mr Mavi said he had ordered City Council health workers and ambulance drivers who had wanted to join the strike to continue with their work as usual so that the sick, injured and disabled would not be affected.

— Own Correspondent, Sapa

NOTE CAREFULLY

- 1 Enter at the top of the block question you answer. The answers should be written in blue or black ink. Underline the words of the question which you answer. Use a pencil for underlining.
- 2 Blue or black ink answers. The answers should be written in blue or black ink. Underline the words of the question which you answer. Use a pencil for underlining.
- 3 Names must be written in blue or black ink (e.g. graph, examination, etc.).
- 4 Do not write in the margins.

Any dishonesty

sheet
nal to

4 All answer books must be submitted to the invigilator or to an invigilator before leaving the examination.

liable to disqualification and to possible exclusion from the University

to seek

THE Black Municipal Workers Union (BMWU) will tomorrow seek a court interdict restraining the Johannesburg City Council from ejecting over 600 dismissed labourers who live at the Orlando power station compound

And union leaders have warned that 9 000 black municipal workers, including bus drivers, could join the strike tomorrow. BMWU president Mr Joseph Mavi said there was a lot of "sympathy and solidarity" with the 1 630 striking workers from several Johannesburg municipal departments

Mr Mavi told SUNDAY POST that over 600 striking workers who lived in the Orlando power station compound still had money and other belongings in the rooms. Security officers refused to allow the workers into the compound and they had to sleep in the veld on Friday night

The labourers were now staying in the homes of friends, relatives and colleagues until they were paid off and could return home.

He said it was "disgusting" the way officials had settled new recruits in these rooms. "What is the money and belongings of these workers got?" he asked

He said his union's attorneys had been briefed to handle the matter

Mr Mavi said the city electrical engineer, Mr Wessel Barnard, should be removed from his position of dealing with the black staff as he had "no respect"

Shortly after the dispute, Mr Barnard said "I feel very upset because the black skilled staff was highly motivated and qualified." He said some had been with the council for more than 10 years.

He said he did not sack the workers. He had explained to them that he would have to take their demands to the City Council's management committee for a decision. He said the workers could be reinstated

The strikers want a minimum wage of R33 per week for unskilled labourers increased to R58 per week.

But their demands were rejected by the town clerk, Mr A P Burger. And at a special meeting on Friday, the management committee endorsed his decision

Mr Burger said the 40 electricians who had joined the strike at Orlando

tion on Thursday had "just been put on the white rate of pay. All workers had this month received an increase plus a 13th cheque.

"We could not therefore agree to their demands. In addition, we cannot differentiate between them and the other council workers," he said.

The council also took the stand that the strikes were illegal in terms of the Industrial Conciliation Act.

Mr Mavi said the strikers could agree to being reinstated provided this was unconditional and their pay increase demands were met.

More join strike

139
Post 28/7/86
2/2/86

THE STRIKE by Johannesburg municipality workers spread when refuse removal workers at the Selby depot refused to start work last night, demanding more pay.

The men were due to start work at 6,30 pm but by 6,45 they were milling around, shouting angrily to a white man who tried to address them.

ant chief solid waste engineer at Selby, last night said the men had been told to go home for the evening.

"We do not want a confrontation and we have cancelled our operations for the night," he said.

He said he believed about 120 workers were due to start work at 6,30 pm and another about 60 and 7,45 pm.

The strikers are demanding:

- A minimum pay of R58 a week;
- Recognition of their trade union; and
- Better working conditions.

The strikers say they cannot live on their present wage, recently raised to a minimum of R33 a week for adults and about R30 for juveniles.

Fears now are that the strike will spread to other municipal workers like bus drivers, clerks, etc.

About 400 men listened as the official told them they would not be able to get more money by striking. He told them there were channels they could use to ask for more money.

The men shouted him down. They also threatened to assault journalists who went to the cleansing depot office.

The first municipality workers to go on strike last week were from the Orlando Power Station. By the end of last week 1 630 workers from various departments were on strike.

The newly formed Black Municipal Workers Union has responded by warning that 9 000 black municipality workers will join the strike.

Mr G Pirie, the assist-

Productive technological resources, or capital resources, at the available resources level) Together with general nutrition levels (Physical Welfare of Living level)
ricity consumption
consumption
y consumption
not allocated to specific activities, they can processing (Security component of Level of Living e technological resources (energy and

6 Average number of...
indicators emphasizes the importance of this investment in the development situation

The basic level is that of the state of welfare of the group (cf [9]) This is a state of the group at a particular instant of time, and is the quantity we are ultimately concerned with. It can be considered as consisting of two major components, one concerned with material well-being and one with socio-cultural well-being. As mentioned above, it is very difficult to assess (it will be discussed further in Appendix A, where each level in turn will be considered in more detail).

It is easier to measure aspects of the first level of control, namely the level of living (we use Drewnowski's name for this level) This is concerned with the deployment of the available flow of resources and amenities which make possible¹⁴ the maintenance and improvement of the state of the welfare. Thus one would find here, for example, the way available income is used in expenditure on food and medical services, on rental payments or other payments to maintain shelter, and so on. However, the concept of resource-usage implied here is not a narrow financial one, it encompasses all resource usage leading to increased welfare, using the term 'resource' in its widest sense (cf [29]) to include, for example, clean air and quiet, unspoiled countryside, sonnets and symphonies. The definition of a resource, therefore, will be taken to be any quantity or feature whose use or deployment can be controlled to improve the group's welfare. Thus an art gallery is a resource which I use ('enjoy' or 'consume') if I visit the gallery, similarly in the case of a concert hall, where I may hear symphony concerts. A beach or wilderness park is a resource I am able to 'consume' if I am able to visit it. Thus such resources would be accounted for at this level. Again, both 'organisation' and 'knowledge' are resources which can be used or 'consumed'. Overall, this level is concerned with all ways the flow of available resources is used to increase the group's welfare, the main four categories of such resource use (discussed further in Appendix A) are resource use for physical welfare and safety, for security, for 'higher' needs, and for organizational purposes. In quantifying this level, there are two basically

¹⁴ See, for example, pages 139 and 140 of [85], and Appendix C

How 12 city departments are affected

By Lynda Loxton
 Information available to
 The Star indicates that
 the following departments
 in the Johannesburg City
 Council are affected by the
 strike:

- City Engineer's Department — about 3 000 of cleansing staff, mainly
- Gas Department —

all 50 on strike.

- Transport Department — about 500 of 750 staff, including labourers and bus drivers on strike.
- City Health — 50 of 700 staff on strike. These are mainly those who clean public toilets and an emergency team has been formed.

● Library — all 90 black staff on strike.

● Books requested by readers cannot be delivered to branch libraries.

● Water Branch — all 490 staff on strike.

● Civic Centre — all 100 or so messengers and cleaning staff on strike.

● City Treasurer's —

half of the 240 staff on strike

● Market — about 30 of the 50 black staff on strike

● Electricity Department — about 400 of the 2 300 are still refusing to go to work or be discharged

● Parks and Recreation Department — no figures available but the Johannesburg Zoo is reported to have no black staff at all

The department has about 2 000 black staff.

● Traffic Department — about 200 staff are on strike

● A few hundred staff could also be on strike in various of the council's smaller departments.

Minister called in as city strike crises deepens

29/7/80
 SKW
 YSB

early today, the general manager of the Transport Department Mr Les Pettey, said today

About 75 drivers were fired yesterday when they stopped work, but about half of those eligible to be rehired were back at work today, he said

Inspectors also helped drive the buses and Mr Pettey said there was no need now to ask white drivers to stand in on black routes

About 500 labourers in the department are still on strike and white staff are now cleaning and maintaining buses

Hundreds of strikers were this morning seen entering the Selby compound in West Street

In the City Engineer's Department, about 2 500 cleansing division workers continued their strike

At the Market 30 of the 50 black labourers "decided not to go to work today," the director, Mr P M Venter, said today.

Officials at the municipal works in Johannesburg began negotiating with about 400 workers who went on strike

Early this afternoon the officials, through an interpreter, heard the workers' grievances

The general manager, Mr Malcolm Woodrow, said the strike would not have any drastic effect on the supply of gas

In the Traffic Department, 200 labourers continued their strike today. Officials claim they have also not yet made any demands

Johannesburg's Civil Defence chief, Mr H van Elst said the city's Civil Defence would not act until the city council declared a state of emergency.

Spokesmen for gas workers said they were striking in support of fellow municipal employees and for higher wages.

A spokesman for the workers said. "We have been promised R58 a week but we are only getting R33 a week

"We will continue to strike until we get our increases," he said.

Interior gates at the factory were locked and the Press was not allowed through

Police at the site said the crowd was quiet and that no trouble was expected

A small contingent of policemen with a dog were stationed at the gasworks.

If cleansing department workers remain on strike until tomorrow thousands in Klipriviersoog, near Nancefield, could face serious sanitation hazards

The families in the area depend on a thrice-weekly bucket system since there is no piped sewerage

Compound roof collapses

Several strikers were injured today when a roof collapsed at the Selby Compound

More than 60 were sitting on the tin roof which gave way under their weight. One man was carried off with an injured back and several others complained of lesser injuries

Scores of armed policemen were in the vicinity this morning, and traffic officers diverted cars from West Street near the M2 Motorway

www.iampage.com

Three day jobless

Post
29/1/83

came

to a

(134)



Some of the angry municipality workers who are striking for more money.

stands still

NIGHT soil piled in Kliptown and refuse in central Johannesburg and the white, coloured and Indian townships yesterday as the municipality workers' strike spread to other parts.

The strike that started at the Orlando Power Station last Thursday spread to transport workers in President Street, and

to negotiate. The offer was made through the union's legal representatives.

A union official addressed 3 000 workers at the Selby depot and told them to disperse until today. He said they would not give in until their demands are met.

Commuters who use early buses from the centre of the city to the suburbs were late as drivers refused to work in sympathy with workers who were sacked from the Orlando Power Station and in support of better pay. Management had anticipated us and had asked

		(2)			
		(3)			
		Internal			
		External			

RY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered), leave columns (2) and (3) blank

University

Jo'burg strike spreads

105

From Page 11

dents He was put in a police van

At the Nancefield depot, city council officials addressed workers urging them to get to work while their grievances were being looked into. The workers refused to start work.

The workers at this depot remove night soil from Kiptown, and refuse from all coloured and Indian townships in to

Johannesburg

At the Norwood and City Deep depots trucks did not move and police were on the grounds.

The workers are demanding the reinstatement of all the workers who have been sacked since the strike started last week, an increase of the minimum pay to R52 a week and 'equal pay for equal work'.

The Progressive Reformed Party will try to

raise the strike during the council's meeting this afternoon

P.P. Councillor Dr Selma Browde last night said it was imperative that there be negotiations.

The South African Institute of Race Relations yesterday appealed to the Johannesburg City Council and the workers to exercise patience and restraint in the negotiations which 'must now follow the strike'.

Nancefield Antea in Croesus 10 involve
more than 6 000 workers
By last night it was clear that the strike
would continue today as the Johannesburg Man-
agement Committee had not responded to an
offer from the Black Municipal Workers Union.

to the depot a driver told POST. "The inspectors took
over but buses were late all the same"
The striking transport workers, estimated at be-
tween 120 and 200 were transported by police vans
from their depot to the Selby compound, where they
joined thousands of cleansing and other staff
An inspector who was seen driving past in a
municipal bus was chased.

where he was assaulted
The inspector, Mr Edward
Nleko, was taken by am-
bulance from Selby to the
Johannesburg General
Hospital, where he was
treated for a stab wound
in the chest and discharg-
ed

The strikers at Selby
were later joined by wor-
kers who struck at the
Orlando Power Station
last week and were later
dismissed. The Orlando
workers walked the 15
km from Orlando to Sel-
by.

All morning the strik-
ers at Selby turned away
vehicles that tried to
drive into the compound
and shouted angrily at the
black workers in them.

A man was arrested
during one of these inci-

• To Page 2

Post
29/7/80

Workers stop work briefly

182
184
29/7/80
139

Labour Reporter

A FORLUSBURG clothing manufacturer, Van-Neths Clothing, was affected by a brief work stoppage at the weekend

According to the National Union of Clothing Workers to which the workers belong, they stopped work early because of an internal grievance

But all workers returned to work today

A union official, Mrs Sarah Chitja, said she visited the factory after hearing of the strike. She said the workers had an "internal grievance" prompted by dissatisfaction with a fellow worker who was supervising them

This had led a group of workers on the Saturday shift to knock off early in protest

Mrs Chitja said, however, that the dispute had now been settled and all workers had returned to work today

"Management were very cooperative. It was never a serious problem," said Mrs Chitja

A company spokesman said there had been no strike at the plant. "I don't know where people get this story from," he said

Workers stop work briefly

MSA
WPA 135
29/7/80
MSA

Labour Reporter

A FORDSBURG clothing manufacturer, Van-Neths Clothing, was affected by a brief work stoppage at the weekend

According to the National Union of Clothing Workers to which the workers belong, they stopped work early because of an internal grievance

But all workers returned to work today

A union official, Mrs Sarah Chitja, said she visited the factory after hearing of the strike. She said the workers had an "internal grievance" prompted by dissatisfaction with a fellow worker who was supervising them

This had led a group of workers on the Saturday shift to knock off early in protest

Mrs Chitja said, however, that the dispute had now been settled and all workers had returned to work today

"Management were very co-operative. It was never a serious problem," said Mrs Chitja

A company spokesman said there had been no strike at the plant. "I don't know where people get this story from," he said

Municipal strike

Jo'burg bosses

Post 30/7/80

139
287
306
315
318

see Botha



Mr Fanie Botha

JOHANNESBURG MUNICIPAL BOSSES YESTEDAY MET THE MINISTER OF MANPOWER UTILISATION, MR FANIE BOTHA, AS ALMOST A THIRD OF THE CITY'S BLACK MUNICIPAL WORKFORCE — ABOUT 4 500 MEN — DOWNED TOOLS.

At the same time, Mr Sam Moss, leader of the opposition in the Johannesburg City Council, announced that he was asking for the agenda of yesterday's monthly council meeting to be urgently suspended so the full council could discuss the "deteriorating" strike situation.

Mr J F Oberholzer, chairman of the city's management committee, said the full committee had met Mr Botha in Pretoria before yesterday's cabinet meeting.

Mr Botha had asked for full information on the situation, but no decisions had been taken.

Mr Moss yesterday unsuccessfully tried to per-

Own Correspondent

suade the committee to meet workers' leaders. He said the committee's refusal was "foolhardy".

But Mr Oberholzer said that until the Johannesburg Black Municipality Workers Union — which has played a leading role in the strike — was registered, the committee could not negotiate with it. Workers should approach department heads, he said.

Meanwhile several of Johannesburg's municipal strikers were injured when a roof collapsed at the Selby Compound yesterday.

Herded

The accident happened at about 9 am after thousands of strikers had been herded into the compound peacefully by armed police. Several dozen of them sat on a

and traffic officers diverted cars from West Street near the M2 Motorway.

The police had rifles, machine pistols and rubber truncheons. Teargas equipment and gasmasks were also in evidence, but there were no incidents.

Police stood by at various municipal departments and compounds in the city where workers congregated.

Rubbish is still piling up in streets and there are fears that about 10 000 people in Klipriviersoog, near Nancefield, could face serious sanitation risks if cleansing department workers do not return to work by today.

Black bus services were running normally again early yesterday, reported the General Manager of the Transport Department.

DATE MUST enter in number of each question order in which it has have columns (2) and

1.1.72
Mr Les Pettey.
About 75 drivers were fired when they stopped work, but about 50 per cent of those eligible to be rehired were back at work," he said.
Inspectors also helped drive the buses and Mr Pettey said there was no need now to ask white drivers to stand in on the black routes.

corrugated roof which gave way under their weight.
Although they dropped no more than a few metres, one man was carried off with an injured back and several others complained of lesser injuries.
Scores of policemen, most of them in camouflage uniform, were standing by in the vicinity

nate-room

other invi-

com- g the

n the

Suid Afrika

The union that can't be ignored

139
MMZ
ADM
30/7/80

THE Progressive Federal Party was entirely justified yesterday in lambasting the Johannesburg City Council's management committee for its crass handling of the municipal workers' strike.

The crisp point at issue in the strike is the gap between what thousands of workers want, and what the management committee believes they should want. That has led the committee to refuse to deal with the Black Municipality Workers' Union.

The major reasons given for this stance are that the union is not registered, plus the old South African parrot-cry of "agitators". The sheer strength of the strike nails both these arguments. It is beyond doubt that the union enjoys massive popular support by the city council's own reckoning, some 10 000 workers are now on strike.

To refuse to deal with the union because it is not registered is to fly in the face of reality — apart from which, a whole series of precedents exists where employer companies have entered into formal, and successful, negotiations with unions in the same position.

A mere few weeks ago Putco was insisting on speaking only to the liaison committee which it recognised. It took a full-blown strike for the bus company to be forced into bringing the workers' own action committee into the negotiations.

The Johannesburg situation is already far bigger and more critical than was the Putco trouble. For the management committee to continue stubbornly refusing to speak to the union is to risk plunging the city into an even deeper and more dangerous crisis.

The committee would prefer to have the Union of Johannesburg Municipal Workers represent its black workers. To prefer it is one thing, to defy workers' desires is to court disaster.

Having begun with this fatally flawed approach, the management committee has succeeded in escalating the situation by resorting to bullying and high-handed tactics. It has fired workers, locked workers out of their quarters, and issued a series of peremptory threats.

It obviously thought that by playing it tough, the workers would be forced to return to their jobs and the union would be crushed. It hasn't worked out that way. Indeed, all the signs are that exactly the opposite has occurred because passions have been aroused and greater militancy has been engendered.

If the management committee is so certain about the representative nature of its favoured union, then let it at least follow the example of the Veldspun textile factory faced by a similar conflict last month. Veldspun arranged a ballot and then negotiated with the union for which the overwhelming majority of its workers voted. It happened to be an unregistered union.

Instead of blundering on, the management committee must now accept that a trade union capable of bringing out the bulk of the city's workers cannot be ignored. It dare not be ignored.

Talking to the workers' leader, Mr. Joe Mavi, would not immediately resolve the pay demand which underlies the strike. But it would be the start.

Council won't meet worker leaders

By GRAHAM BROWN

139

City Editor

RDW

30/7/54

Editorial Comment — Page 12; More Pictures — Pages 3 and 11

THE Johannesburg City Council yesterday rejected oppositor Progressive Federal Party pleas that it should meet the leaders behind the strike action which caused about 10 000 workers to down tools

The council rejected a PFP motion that it should immediately convene a meeting of all concerned in the strike and reinstate all sacked strikers

The management committee took the line that it was doing all it could to get the strikers to appoint compound representatives to thrash out their problems with management

But it refused to meet representatives of the union which called the strike, the Black Municipality Workers Union, or its president, Mr Joseph Mavi, on the

grounds that the union has not been registered in terms of Government labour policy

The PFP leader, Mr Sam Moss, accused the management committee of hiding behind legalities in its refusal to meet the union's executive

He said the council had shown itself 'desperately incompetent and dogmatic' in dealing with the changed state of labour relations ushered in by the Wierhahn Commission

The main effect of the commission had been to grant freedom of association to black workers, a freedom which the management committee was now trying to deny its workers

The strike would continue to escalate as long as the council showed its workers a "matted fist", because threats and ultimatums served only to weaken the hand of management and reduce the options open to it, Mr Moss said

The management committee chairman, Mr Francois Oberholzer, said the strike was the result of a power struggle between two unions vying for the right to represent all the council's workers

"Power is what they want. What they will do with it when they get it is another question. I think they'll use it as a political instrument," he said

Mr Oberholzer said the strike had been started by a group of black electri-

cians who had just been given a pay increase of about 22% as the council finally closed the pay gap for comparable posts

The deputy chairman of the management committee, Mr Gerrit Bortman, said the council had talked to a committee of 21 appointed by electricity department strikers on the first day of the strike last week

But groups of workers who had joined the strike since then had refused to appoint representatives to talk to management — particularly the transport workers' works committee and representatives of the various compounds

Mrs Rae Graham, PFP-Westcliff, said 'Management must never say who can sit around the negotiating table

"Isn't it time to stop saying what we think is right and just listen for a change?"

Strike by municipal workers goes on . . . despite the good vibes

30/7/50

284
285
286
287
288
289

An attempt to reason and negotiate with a group of striking municipal workers at the West Street compound failed yesterday despite what appeared to be "good vibes" between the City Engineer, Mr Eric Hall, and hundreds of his staff. When Mr Hall addressed the crowd, hecklers were silenced by the body of the workers.

He told them "You are my people. We have worked together for years. Let us talk together. Will all of you who are prepared to talk, hold up your hands".

Nobody did. The determination of the staff was further demonstrated at the end of a long tense day of apparently fruitless negotiation when the management organised a fleet of buses to take the 3,000 workers home.

As the compound gates opened and the labourers poured past the shotguns, dogs and machine-guns of the police, not a single worker boarded the waiting buses.

In vain a manager shouted that the buses were freely available to take the workers wherever they wished.

Earlier in the day police locked the crowd into the compound and, although senior officers said that the men would be allowed food, the vast majority went hungry.



"All those who will talk with me raise your hands", the chief engineer of Johannesburg, Mr Eric Hall, (centre) asked a crowd of striking workers at the Selby compound yesterday.

Nobody raised a hand. Mr Hall is arrowed in the picture. With him (left) the municipal director of housing, Mr M P Wiltschach and the chairman of the Staff Board, Mr J C de Villiers.

© Pictures by Clive Lloyd

Strike: ten-day deadline for city's health

Mr John Bates, liaison officer for the City Engineers Department, said today that about 8,000 workers from his department were on strike. About 70 cleaners of public toilets had also stopped work.

Emergency teams of cleaners had been called in to service 110 toilets in various parts of the city. Residents of the central business district and the suburbs are being given extra refuse bags in which to store their rubbish. They have been asked to keep rubbish on their

properties and not on the pavement. Mr Bates said the homeowners could dispose of perishable rubbish at any of the city's 13 garden refuse sites. He stressed that garden refuse would not be accepted.

Dr Richards warned that if refuse bags spit their rubbish in a second bag to keep out rats. Refuse should be kept to a minimum and should be put in plastic bags. The necks of the bags should be firmly secured.

He warned that there was a backlog of refuse collection and appealed to residents not to put out garbage. "If people do as we ask, we will have no problems. The weather is fairly cool and there should be no health hazards for about 10 days."

Mr Bates said the city council office workers who have had their strike with the garbage collectors' wearing gloves and carrying banners. Municipal workers are spending an hour at the end of their shifts cleaning up the city.

Some of the city council members have been asked to help with the cleaning up. The council has also asked for volunteers to help with the cleaning up.

The council has also asked for volunteers to help with the cleaning up. The council has also asked for volunteers to help with the cleaning up.

Council Gives Ultimatum on Strike

Staff Reporters

Johannesburg's 10,000 municipal strikers have been warned that they will discharge themselves if they do not return to work tomorrow.

But a top city council spokesman said today the council hoped a fresh bid to end the strike deadlock, which was launched today, would forestall the ultimatum.

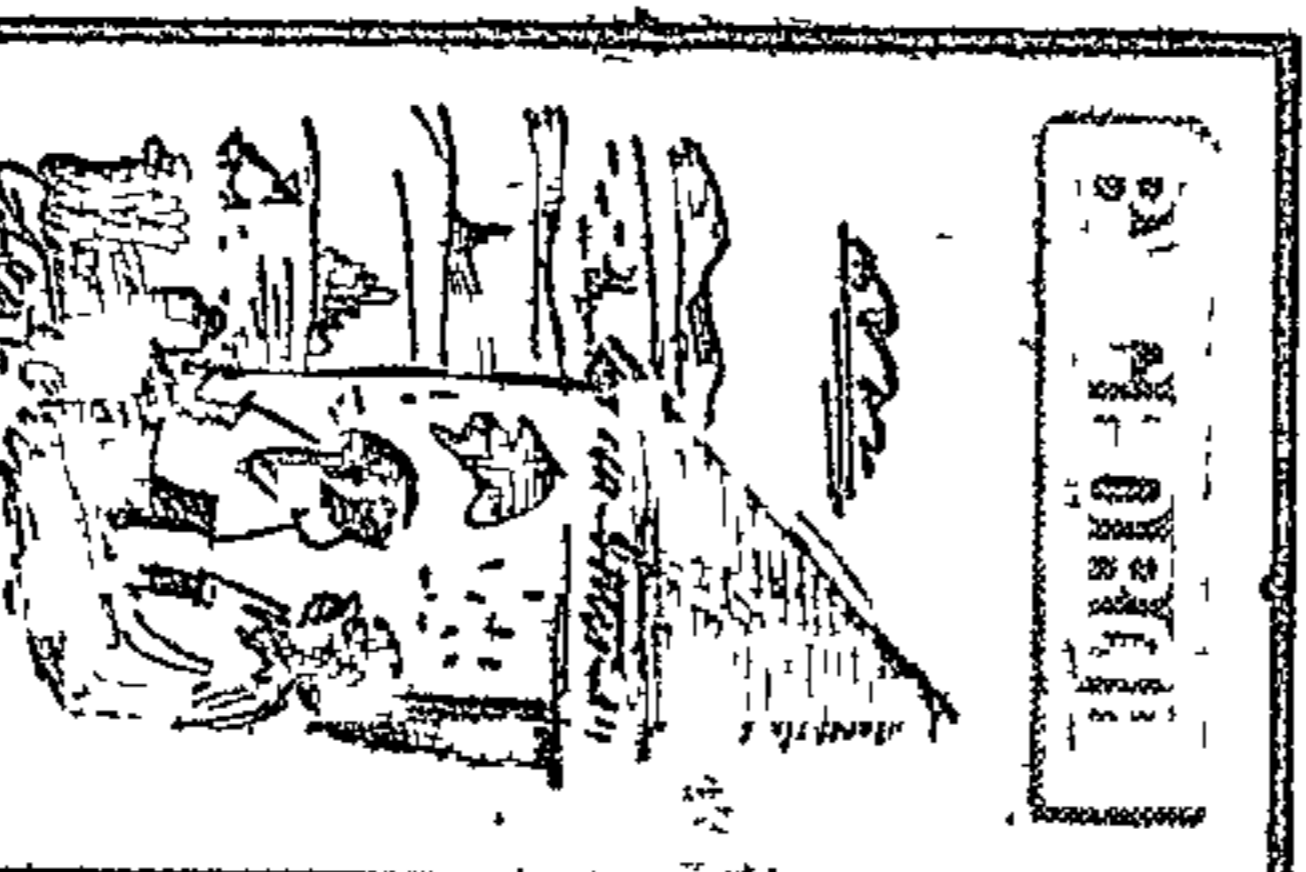
Mr Gerrit Bormann MPC, leader of the National Party in the council, said today that since Monday workers receiving their pay had been told that if they did not return to work tomorrow, they could not be further employed by the council.

He stressed, however, that the outcome of today's tour of municipal compounds by senior officials would be decisive in whether the council gave effect to the ultimatum.

"Everything is subject to what happens today," he said. Today's compound tour is aimed at persuading the workers to appoint representatives to "thrash out" grievances while workers return to their jobs.

But council critics, including opposition city councillors, have predicted that the dispute will not be resolved by the council's hard line.

Mr J F Oberholzer, MPC, chairman of the city's management committee, said homeland envoys would be asked to accompany the officials. They would help explain the situation and try to persuade workers to elect representatives to negotiate with the council.



"If we had a job we could be on strike now."

Take comments to the editor

will continue in the S-N will attempt to maintain

Page 2: P.P.P. call to negotiate, not sack. Page 25: Report and pictures.

New moves to end city strike

312 30/11/80 266 1351

Union rejects

rejected negotiations by representatives appointed in municipal compounds. They also came out against homeland envoys being called in.

They said the demand for the minimum wage to be increased from R33 a week to R58 a week still stood.

At the West Street municipal compound, workers addressing the crowd at a short meeting at lunch-time today, said that if the authorities sacked some workers tomorrow "then let us all be fired."

Spokesmen for the workers held up crudely-drawn posters saying "Negotiate with our Union," "Reinstate our co-workers" and "We want money."

Speakers said there had been no consultation between workers and management, and that workers had been neglected.

"We are not going to let our authorities divide us," one worker told the crowd of more than 1 000.

"If some of us are going to be fired tomorrow, let us all be fired," he said.

Workers at the City Deep municipal compound said that although managers had spoken to them about a bonus scheme, they wanted higher wages instead of the bonus.

About 100 of 126 black bus drivers were back at work today and uniformed police were stationed on all buses "to protect the drivers," said the general manager of the Transport Department, Mr Les Petey.

The department has re-

fused to take back about 16 drivers — branded as "troublemakers."

Information collected by The Star indicates the following departments in the Johannesburg City Council have been affected by the strike:

● City Engineer's Department — about 8 000 of 9 500 black staff are on strike

● Gas Department — all 450 on strike

● Transport Department — about 400 of 750 staff. About 50 drivers have been re-employed

● Library — all 90 black staff on strike. Books requested by readers cannot be delivered to branch libraries

● City Health — about 50 to 700 staff on strike

● Civic Centre — all 100 or so messengers and cleaning staff on strike

● City Treasurer's — half of the staff of 240 on strike.

● Market — all 65 black staff on strike

● Electricity Department — about 300 of the 2 300 are still refusing to work or be discharged

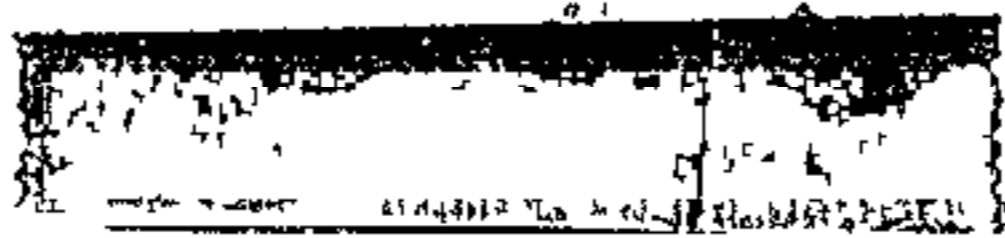
● Parks and Recreation — no figures available, but a spokesman said "We are having trouble with about 300 of our staff." It has about 2 500 on the payroll

● The Johannesburg Zoo — is reported to have no black staff at all

● Traffic Department — about 200 are on strike

● A few hundred could also be on strike in various of the council's smaller departments

Handwritten scribbles and marks at the bottom of the page.



Mr Japie de Villiers, chairman of the council's Staff Board, was given a hostile reception by large crowds of angry workers at the West Street municipal compound when he addressed workers early today.

And the Bophuthatswana vice-consul in Johannesburg, Mr J Boyang, said he would not speak to workers unless they wanted him to.

'Dictate'

"Nobody else but my people will dictate to me," he said.

Venda and Transkei diplomatic representatives were not available for comment. But Mr Baldwin Mudau, leader of the opposition Venda Independence Party, said he felt urban workers were unlikely to respond to homeland representatives.

Council officials said most council workers were migrant labourers from Venda, Transkei and Bophuthatswana

The Johannesburg Black Municipality Workers' Union, which has played a leading role, today demanded the unconditional reinstatement of dismissed workers and again insisted that the council should negotiate with it

Since the strike began, the council has refused to negotiate with the unregistered union, but has said it is willing to negotiate with worker representatives

Workers have so far refused to appoint representatives.

Union officials today
To Page 3, Col 5

30/7/80

31/1/80
 134
 The Star Thursday July 31 1980
 27

ROUND

Strikers want better pay—but that's not all

By Elizabeth Wilson
 As the strike by thousands of Johannesburg's black municipal workers enters its eighth day, and tensions grow, city residents wonder what is at the root of it all.

What, they ask, prompted more than 10 000 workers to down tools and risk their jobs when there are rents to pay and mouths to feed.

Some say it is a desperate last resort by people who cannot live on their wages. They point out that the council's minimum R33-a-week wage for labourers is below the household subsistence level.

Others lay the blame on the sluggish introduction of black trade unions. Still others maintain it is an attempt to force "defacto" recognition and alter the negotiating power base.

Professor Roux van der Merwe, professor of industrial psychology at the University of Port Elizabeth, sees similarities with the recent Port Elizabeth labour unrest.

Workers, he believes, are being hard hit by price increases. Food, transport, fuel... there is

almost nothing which has not leaped in price.

Aside from this, he is also critical of the Government's "inability to bring black trade unions into the labour relations structure quickly enough."

Wiehahn and his immediate aftermath, he says, raised black worker expectations which were not realised. Delays in the re-

gistration of black trade unions led to black unions asserting themselves — ir-respectively of registration.

"You have people who were disappointed and who are now giving vent to their frustrated feelings about the situation," he says.

Prof van der Merwe is "appalled" that management refused to speak

to the union because it is not registered. The unions, he says, have not had sufficient opportunity to register.

"I think they miss the point altogether that, if workers are on strike, you should be only too glad to have a union to talk to — whether it is registered or not."

Employers should "encourage the development of strong, responsible trade union structures — where possible within an industrial council system."

"It is our failure to bring the benefits of the industrial council system home to blacks that is resulting in this rejection of the system," he says.

The question of "competing" unions could become a key issue.

Prof van der Merwe sees it as "major shortcoming" of the Wiehahn Commission that it does not make explicit provision for the process of union recognition.

Other countries such as the United States have very clear legal provisions for recognition.

Far from seeing an overnight solution to the present labour unrest, Prof van der Merwe predicts more strikes.

"If you create conditions for change, you must also create the structures for handling the consequences," he says.

Professor Wynand Pienaar, professor in organisational behaviour at Unisa's School of Business Leadership, suggests a re-arranged power is rearranged on the basis of a crisis, we will have to live with it forever. The moment you give in, any unregistered union can act the same way. It is like a hijacking.

Prof Pienaar suggests that South Africans are standing at the threshold of deciding how much power they will have to share. When? And with whom?

The claim of strikers, he says, is not so much for more money as "I want a say... responsibility and authority." These are what are negotiable

THE STRIKE: THE UNION TO BRING 'IT' HOME

The Minister of Manpower Utilisation, Mr Fanie Botha, last night called for an end to the strike by Johannesburg's black municipal workers through negotiation and said intimidation and intimidation were present in the unrest.

The following is the full text of the Minister's statement:

As it happens with strikes of this nature, there is a strong element of incitement and intimidation present.

The unfortunate victims thereof are the clear majority group of unwilling strikers who are carried along in the process.

It is the families of these people who suffer while the instigators retain their income.

The role of the Department of Manpower Utilisation is to provide the machinery and act as mediator between the parties.

Thus far the strikers have by-passed this machinery and in certain cases have refused that the conciliation machinery be put into operation.

Municipal services are in fact essential services where strikes are prohibited in terms of the Industrial Conciliation Act and where compulsory arbitration is prescribed in terms of the Act.

As in the past I am ready to put into operation the conciliation machinery prescribed by law. Action of this nature undetermines the maintenance of law and order.

The successful application of the methods of conciliation are essential but the maintenance of law and order must at all cost enjoy precedence. Over the past two years

I have done everything in my power to improve the process of conciliation and the maintenance of order in the work situation and to bring it into line with the requirements of the day.

I therefore reject irresponsible conduct and I should like to express my trust that employers will succeed in normalising the situation within the framework of the existing negotiating machinery.

Prof Pienaar suggests that South Africans are standing at the threshold of deciding how much power they will have to share. When? And with whom?

The claim of strikers, he says, is not so much for more money as "I want a say... responsibility and authority." These are what are negotiable

Mr S P Botha

Post editor joins striking staff

star 3/17/70 (139)

Post editor Mr Percy Qoboza has joined the walk-out of 53 staffers who are on strike because of inequitable salary increases

This was confirmed by Mr John Gittins, manager of Post, who with Mr Qoboza was negotiating with newspaper staff

The exact reason for Mr Qoboza walking out is not yet known. Mr Gittins would not comment further.

Post newspaper was on the streets today, brought out by Mr Qoboza and five other senior staff members, Mr Gittins said. It is not certain whether Post will appear on the streets for the remainder of the week

By this morning, Post and Sunday Post editorial staff had not sat down with Mr Gittins and Mr Qoboza, to negotiate, Mr Gittins said. Staff had demanded a

wage increase across the board — with immediate effect — which was refused earlier by Mr Gittins and Mr Qoboza

This morning Mr Qoboza also walked out of Post's offices in Industria, Mr Gittins admitted.

Father of the Post chapel, Mr Philip Mthikulu, was not available for comment

The Writers' Association of South Africa (WASA) pledged its solidarity today with striking Post reporters and said it was convinced the grievances of the journalists were genuine

5-m abortions

PEKING — Five million abortions were performed last year in China and in some isolated instances were "involuntary," says a state family planning official — Sapa-AP.

Wasa backs POST strike

THE Writers' Association of South Africa was convinced that the grievances of striking members of the POST (Transvaal) newspaper were "genuine and deserved immediate and urgent attention," the Association's Southern Transvaal Region chairman, Mr Goba Ndhlovu, said yesterday.

He was reacting to the strike by about 50 members of POST and SUNDAY POST newspapers over disparities in their salaries and other grievances.

In a statement he said: "We the journalists of the Southern Transvaal region of Wasa solemnly pledge our solidarity with journalists at POST newspapers who have taken strike action against the disparity in their salaries.

"We hope manage-

ment at POST and the editor, Mr Percy Goba, will give the grievances of all their reporters urgent attention so that the matter can be resolved amicably.

"POST has an admirable record among the black community and it will be unfortunate if management and the editor will be seen to be going against the policies represented in their editorial column.

"For a long time now POST has been regarded by blacks generally as their mouthpiece. Whether this image will continue, depends entirely on how management and the editor handle the present strike." — Sapa.

WORKERS ON STRIKE

WORKERS ON STRIKE
The Sack:

JOHANNESBURG'S 10,000 municipal strikers have been warned that they will discharge themselves if they do not return to work today.

Mr. Gerrit Borman, MPC, leader of the NP in council, said yesterday that since Monday workers receiving their pay had been told that if they do not return to work they could not be further employed by the council.

He stressed, however, that the outcome of yesterday's tour of municipal compounds by senior officials would be decisive in whether the council gave effect to the ultimatum.

"Everything is subject to what happens today," he said yesterday. Full figures of the number of strikers released by the council show that an estimated 10,000 workers - two-thirds of the city's black municipal workforce - are on strike.

The compound tour yesterday is aimed at persuading the workers to appoint representatives to "thrash out" grievances while workers return to their jobs. But council critics, including Opposition City Councillors, have predicted that the dispute will not be resolved by the council's hard line.

Workers were asked to stay at their compounds instead of going to their work places yesterday so that senior officials could address them in smaller groups.

Mr. J. F. Oberholzer, MPC, chairman of the City's Management Committee, said homeland envoys would be asked to accompany the officials. They would help explain the situation and try to persuade workers to elect representatives to negotiate with the council.

Post

31/3/80

139

500 who refuse to go back will be paid off today, say police

Strikes, earnings, claims

Obiole

Staff Reporters

Johannesburg City Council officials today claimed the number of striking municipal workers had dropped to 2 500

Council officials said they had "broken the back" of the week-long strike, which threatened to bring municipal services to a standstill.

But a spokesman for the Black Municipality Workers Union (BMWU) said strikers were forced

Page 27: Experts view on causes of strikes — and the way to end them.

to work and warned strikers could lose their honor.

Council officials said most of the 2 500 workers who had stayed away from work today had in fact wanted to work but had been threatened by strikers.

At the height of this week's stayaway, there were 10 000 workers had gone to work.

The council also announced today that they would pay off the 500

Municipal Workers — rival of the BMWU, which has played a leading role in the strike — had been registered and could now negotiate with the council.

But another union leader warned that a policy of bypassing the BMWU, when it was playing an important role in the strike, could not be expected to help resolve the dispute.

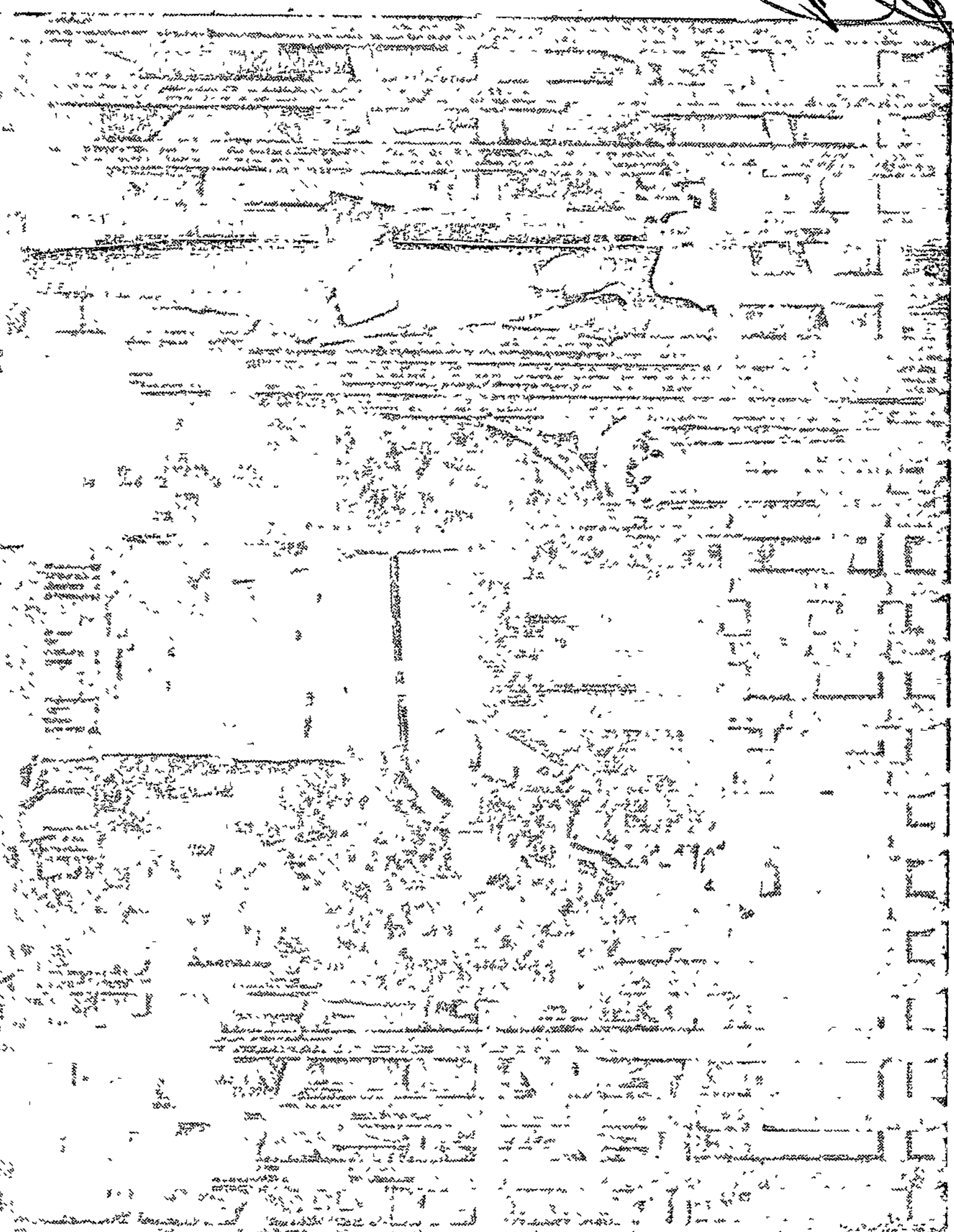
Brigadier Gert Kruger, Divisional Commissioner of Police for the Witwatersrand, said that at noon today, 500 out of about 1 400 workers gathered at the Selby compound were still refusing to go back to work.

He said they would be paid off this afternoon.

Council officials said the workers paid off would be provided with transport to take them to their homes.

It is believed that about 200 workers from the Orlando Power Station gathered at the Selby compound today. So did about 350 workers from compounds throughout the city.

But reporters from The Star saw at least 1 500 workers from other parts of Johannesburg arrive in the city today.



Police guarded all gates at Johannesburg's Selby compound today as talks continued in an effort to find an early settlement to the strike by the city's municipal workers.

Volunteers start drive to clean up Johannesburg

The Johannesburg Civil Defence Corps has joined the massive drive to clear the rubbish which is piling up in Johannesburg's streets.

Scores of volunteers, including women and schoolchildren, and municipal office workers have joined forces to clean up the city.

Civil Defence volunteers

gathered at the Civic Centre today to plan a concerted clean-up drive.

Mr John Bates, liaison officer for the Johannesburg Engineer's Department said volunteer municipal workers were moving into the suburbs to clean up rubbish.

About 50 large built containers were being placed in strategic positions in the central business district, Hillbrow and Kew Gardens and should be used by businesses.

Mr Bates said the helpers would be placed in different parts of the city. He asked companies not to put unnecessary rubbish into the bins, and to contact the container section of his department when the bins were full.

The telephone number is 721 5370 extension 2673.

He added: "We have started working on the problem of nightsoil collections in coloured areas."

Three Johannesburg city councillors — Mr Simon Chilchik, Mr H Rudolph, and Mr Max Neppes — inspected Hillbrow yesterday and found that conditions were "terrible".

Oppositist private garbage collectors are charging 50c a bag or R100 a truckload to remove rubbish instant businesses are popping up in the city with private contractors pledging to "go anywhere to pick up your rubbish".

Three Johannesburg city councillors — Mr Simon Chilchik, Mr H Rudolph, and Mr Max Neppes — inspected Hillbrow yesterday and found that conditions were "terrible".

Oppositist private garbage collectors are charging 50c a bag or R100 a truckload to remove rubbish instant businesses are popping up in the city with private contractors pledging to "go anywhere to pick up your rubbish".

Oppositist private garbage collectors are charging 50c a bag or R100 a truckload to remove rubbish instant businesses are popping up in the city with private contractors pledging to "go anywhere to pick up your rubbish".

The Star Thursday, July 5

The back of the

on

SUNDAY NEWS, 1964

broken - Obie

DISCONTINUED

two groups at the Selby compound this morning.

The first group was confronted by police under the M2 motorway.

After an altercation, police allowed the strikers into the compound.

A second group arrived by train. They were also allowed into the compound.

Mr J F Oberholzer MPC, chairman of the city's management committee, today reported. "The strike is over."

He said most of the workers at the city's main major compounds had reported for work today.

He attributed the end of the strike to the drive by senior officials yesterday to address all workers in compounds to explain the situation to them.

He denied reports that those who refused to go back to work would be "deported" immediately to their homelands.

He hoped that many of the people still not at work today would still decide to return to work.

Mr Oberholzer said it

was no longer necessary to ask the envoys of Transkei, Venda and Bophuthatswana to talk to the workers.

He admitted that approaches to one homeland so far — he would not name it — had been unsuccessful.

Mr Oberholzer said, that those who had reported for work, including cleansing workers, were "back on the road" again today.

The Market, Traffic Department and Gas Department reported that all their workers had reported for duty today.

In the Library, Transport Department, City Hall and Electricity Department, more than half of the striking workers went back to work today, said spokesmen.

About 100 of the 120 black bus drivers were back on duty today and policemen rode on the buses with them "for security."

Employers were meeting the workers today and those who wanted to return would be allowed to do so. Those who did not would be paid off.

16 sites to dump perishable refuse

The Johannesburg City Council is permitting householders to dump perishable refuse at any of its 16 garden refuse sites.

But it has stressed that garden refuse should not, until further notice, be dumped at the sites.

Extra plastic refuse bags will be delivered to householders this week.

The garden refuse sites are at:

Bezuidenhout Valley in 5th Avenue, Norwood depot in Orchards, corner Pine and Short streets, Birdhaven in Edgewood Street, Fourmain in the Lombardy area — Drome Road just off Pretoria Road.

The main tipping site at

Lubro Park, near the Lubro Park off-ramp from the Eastern Bypass; Greenside in Victory Road near Pirates Club, Crosby in Ashanti Road.

Fairlands in 6th Avenue off Smit Street; Mayfair West in Bellona Road; the old tipping site at Water-val in Johannes Road, Triomf, behind the Westpark Cemetery; Montee in Columbine Avenue corner Royal Oak Street.

Robertsham, cur of Harry and Rifle Range roads; Robinson tipping site opposite the Wembley ice skating rink; Meredale Main Street near park; Kibler Park, corner Star more Crescent and Main Road, and Moffat Park; East Road behind The Hill High.

Kliptown facing health hazard

City health officials today warned of serious health hazards as a result of a build-up of human waste in Kliptown because of the strike by refuse collectors.

Hundreds of latrine

garbage mounds near homes

Social workers and doctors in the area said the contents from the buckets lying around, created the risk of an epidemic in the densely populated area.

live there in appalling, overcrowded conditions. Children were today seen playing among the garbage heaps.

Families were living in clustered hovels, where more than 30 people share

Several thousand people
in the open on latrines

139 (139) (139)
Minister:
negotiate
with Govt
machinery

Staff Reporter

JOHANNESBURG's municipal strikers had "by-passed" the Government's conciliation machinery and the strike under mines the basis of law and order", the Minister of Manpower Utilisation Mr Fanie Botha, said yesterday.

He said he trusted that employers would succeed in "normalising the situation" within "the framework of existing negotiating machinery."

In another statement issued yesterday, the Transvaal region of Fosatu blamed the council's "unreasonable refusal to negotiate with genuine worker representatives" for the strike.

Mr Botha said his department's role was to provide conciliation machinery in disputes and to "act as mediators." He criticised the strikers for bypassing this.

He said he was "ready to put into operation the conciliation machinery prescribed by the law" — in this case compulsory arbitration because municipal services were essential services where strikes were prohibited.

Labour observers have argued that the Government's machinery for settling disputes is too cumbersome and "filled with red tape" to meet the needs of black workers.

Fosatu said the municipal workers had "a legitimate grievance" because "no-one can live on R33 a week."

It said the only solution to the problem was a direct meeting between the city council and worker representatives.

Fosatu dismissed as "a red herring" the council's suggestion that it would not negotiate with the Black Municipality Workers Union because it is not registered.

"There is no legal bar to negotiating with an unregistered union," Fosatu said.

PFP bid to set up strike talks

~~152~~ ~~245~~ (139)

RDM 3p/7/80

STAFF REPORTERS

THE leaders of the Progressive Federal Party in the Johannesburg City Council will try to open negotiations with strike leaders today to resolve the deadlock between the management committee and city's 10 000 striking workers.

This follows the council's latest threat to strikers: Return to work today — or quit.

It was issued by the chairman of the council staff board, Mr J C de Villiers, at the workers' compounds yesterday.

But the City Engineer, Mr Eric Hall, said that whatever happened today he would go on talking to his 7 000 employees in the compounds.

Meanwhile, as mountains of refuse piled up across the city, volunteers yesterday launched a clean-up in several suburbs.

As the strike goes into its eighth day, the PFP will try to find Mr Joseph Mavi, president of the Black Municipality Workers' Union, to open lines of communication with the strikers.

The management committee



PFP bid to open talks ~~206~~ with ~~139~~ ~~152~~ strikers

of are the clear majority of unwilling strikers.

Police moved in early yesterday to cordon off the compounds housing the striking workers, preventing them leaving to congregate at Selby, as they have been doing since Monday.

As a result, five black ambulance drivers were unable to get to work affecting emergency services for the first time — despite the union's instruction that its members in these departments were to stay at work.

All workers in the compounds were told that if they returned to work today they would get yesterday's pay.

Mr De Villiers, during his tour of the compounds, was greeted by jeers when he repeated the council's offer to negotiate with four elected representatives from each compound.

Those who no longer wished to work for the council were free to go back to their homelands, he said, and buses would be laid on this morning.

He told workers the council operated on a fixed budget, financed by ratepayers. It was unable to raise extra finance at a moment's notice, and if it was forced to pay higher wages the work force would have to be cut back.

Mr De Villiers pointed out that the council had granted an increase from July 1 raising the basic minimum wage from R30,36c to R33 a week. The crowd reacted with shouts of "Two rands — that's not money!"

"The point is that even if it's two rands it is more money," Mr De Villiers retorted.

One strategy that appeared by last night to have failed was the council's decision, announced on Tuesday, to ask the ambassadors of Venda, BophuthaTswana and Transkei to appeal to workers to end the strike.

Sources in these diplomatic offices said the strikers would be unlikely to listen to them. And it appeared no approaches had been made to the missions by the council.

Meanwhile, a municipal task force — a special group of men trained to protect municipal property in times of unrest — is keeping a close watch on security at Orlando power station.

The group of 50 volunteers from various municipal departments has been on duty at the

power station since Saturday to ensure the safety of people and property there.

They are armed, and drive special "riot" vehicles.

Police at Selby addressed about 1500 strikers through a loudhailer at 11.30am. They told strikers they were free to go about their personal business, but asked that everyone remain calm and cause no trouble.

This was the pattern at the other compounds. Police said the request was heeded and there were no incidents.

Brigadier Gert Kruger, Divisional Commissioner of Police for the Witwatersrand, described as "ridiculous" reports that some strikers were forced to scale walls to get out of Selby to buy food on Tuesday.

"We have no intention of keeping people from buying food — nor did we, as another report said, chase people on to a roof until it collapsed. People stood there of their own free will."

"Our interests are simply to ensure peace and calm, and stay out of domestic grievances," he said.

FOOTNOTE A city bus driver, Mr Clement Venter, plans to organise a huge clean-up operation in the city centre on Saturday if the strike continues until then. He said the council's cleansing department had agreed to provide a number of trucks, which he and other volunteer bus drivers would man. Mr Venter appealed to school-children to help.

POLITICAL COMMENT IN THIS ISSUE BY ALBANE

has steadfastly refused to negotiate with the BMWU, claiming they cannot deal with an unregistered union. The PFP has accused the management committee of "hiding behind the letter of the law".

There are now indications that the workers, who went on

Do's and don'ts for employers — Page 10
Editorial Comment
— Page 10

strike for more pay — they want the basic wage raised from R33 to R58 — and recognition for the BMWU, are keen to settle the dispute soon.

White and black volunteers moved through several suburbs yesterday, clearing a steadily growing pile of garbage bags and rubble from pavements.

Despite these efforts, masses of litter lay strewn across parks and open ground. Ripped garbage bags around lampposts and trees showed scavenging dogs had been at work.

The Medical Officer of Health, Dr Baldwin Richard warned people to pack all refuse properly in tightly sealed bags to avoid attracting rats, which could nest and breed.

He added: "Do not pile up boxes and paper carelessly in your backyard because this provides rats with ideal harbour."

The Minister of Manpower Utilisation, Mr Fanie Botha, said the strikers had bypassed the Government's conciliation machinery and that the strike "undermined the basis of law and order."

He charged there was "a strong element of incitement and intimidation present, and unfortunately the victims here-

Operation clean-up as Johannesburg sinks under its own refuse. Municipal workers load confirmed refuse bags on to a truck in Houghton Estate. Teams of volunteers — white and black — yesterday tackled the rubbish mountains throughout the city.

31/7/80

139
143 144
RDM 2/8/80

Court hearing on Mavi report

Staff Reporter

THE EDITOR of the Rand Daily Mail, Mr Allister Sparks, appeared before Johannesburg magistrates yesterday in terms of a subpoena under Section 205 of the Criminal Procedure Act to be questioned in connection with police investigations into a possible charge of sabotage against Johannesburg strike leader Mr Joseph Mavi.

He was asked whether he had any documents of tape recordings relating to an interview with Mr Mavi which formed part of a profile of the strike leader published in the "Mail" on Tuesday.

He said he did not. Assistant magistrate Mr T J le Grange, who was on the bench, ruled that the public and the Press could not attend the hearing.

Beforehand, the public prosecutor, Mr A Hattingh, made it clear the police had no complaint about the "Mail" report itself, which in no way constituted any offence.

Mr Sparks was visited in his office on Thursday by two members of the Security Police seeking evidence to authenticate statements attributed to Mr Mavi in the report.

He declined to make a voluntary statement, and was served with the subpoena in terms of which he could be compelled by a magistrate to answer questions on pain of imprisonment.

After appearing before Mr Le Grange yesterday, Mr Sparks said he had declined to make a voluntary statement because he felt it was outrageous that the police should be trying to bring a charge of sabotage against a strike leader.

"I also felt it was outrageous that when Mr Mavi went to court to seek redress he was grabbed there and hauled off into detention," he said.

"I decided I should be forced before a magistrate before answering any questions.

"In the event I am happy to say I had no evidence to give them anyway.

"All I did was explain how newspapers worked — some-

THE problem with black strikers, it seems, is that they continually ignore the Government's machinery for settling disputes

The Government is aware of this fact, and is obviously upset about it. Mr Jaap Cilliers, the director-general of Manpower Utilisation, complained of it during the Frametex and Cape meat strikes earlier this year

And this week, the department's Minister, Mr Fanie Botha, complained again — this time in a statement on the Johannesburg municipal strike

He said that the Government's conciliation machinery was available to the strikers, but that they had chosen not to use it

Both summed up the bewilderment in official labour circles. The authorities have finally moved, after five decades of racial exclusion, to allow black workers and their unions into the official labour relations system — but the workers are not using it

"For years, these people bombarded us with demands that we allow black trade unions to register and join the system. Now, when we agree to that, they slap us in the face," a senior civil servant said recently

All this seems eminently reasonable. If the system has been opened up to blacks, why don't they use it, as non-blacks have for all these years?

The answer, labour observers are increasingly coming to believe, is that the system doesn't work — at least not for black workers. The authorities, they argue, would be better advised to look to their own system and examine why it is failing, than to blame black workers for this trend

In short, they argue that the system is too cumbersome and too hedged with official controls to enable black worker grievances to be channelled through it. There are also those who argue that the system has a built-in bias against trade unionism

An often-heard variant of this issue has been provided by the City Council itself

One reason it has given for not dealing with Mr Joseph Mavi's Black Municipality Workers Union is that it is not registered with the Government

Registration is the process by which unions gain entry to the Government's bargaining system and it entitles them to access to various official bodies on which bargaining takes place

So the council is also complaining that the BMWU is not working through the system

This is an oft-heard argument among employers, some of whom — like the council — also claim that unions which are unregistered are "illegal"

Black trade unions point out immediately that unregistered unions are not illegal. They have existed throughout the half-century in which black workers were denied access to the official system

There is nothing to prevent an employer from recognising an unregistered union and about a dozen employers have, in fact, done this

The unions argue that there is a great difference between registration and recognition. Registration entitles a union to use the Government machinery. Recognition by an employer means that he agrees that he will negotiate with that union on worker grievances

Just as unregistered unions are recognised by employers, so too are there registered unions which have been denied recognition — indeed, a 1978 strike at the Eveready factory in Port Elizabeth was sparked precisely because the employer would not recognise a registered union for coloured workers

Registration, unions argue, is a matter between unions and the Government. It is up to the union's membership to decide whether it wants to enter the official system and all an employer need worry about is whether the union is representative of his workers

As a prominent black unionist, Mr Henry Chipeya, put it in a statement this week, "It is

Spanner in labour works

The City Council strike has been blamed on the refusal of workers to use the Government's disputes machinery. But many observers believe that this machinery is inadequate. Labour Reporter STEVEN FRIEDMAN discusses this charge.

about time employers realised that it is not registration or Government recognition which makes a trade union representative"

The demand for registration is simply an attempt by management to ensure that the union it deals with is acceptable to the authorities and is used to delay legitimate requests for union recognition, the unions argue

One of the chief advantages of registration is that it allows unions access to industrial councils, bodies which bargain on minimum wages and working conditions on an industry-wide basis

However, it is recognition from the individual employer that the black unions are primarily seeking

Not that they don't want to negotiate on an industry-wide basis — indeed, they demand this right. But they do demand the right to speak for their members when problems arise in the factory floor, and it is this right which recognition provides

Most grievances occur on the factory floor, not at an industry-wide level. It is thus logical, the unions argue, that they should primarily seek to be active there

They see the employer demand that they should register and enter the industrial councils as a means of "shunting the union aside" into a body where it does not bargain with the individual employer — unless its seat on the council is accompanied by the right to take up grievances in the factory

Most of the black unions are now reluctantly applying for registration because they feel it is the only way to gain access to employers

Their reluctance stems from the fact that registration carries with it a considerable amount of Government control

The Government's registrar must approve the union's constitution. He must decide what categories of workers unions may represent and in what industries — or even in what section of a particular industry

Registration also carries with it financial controls on unions and a prohibition against union involvement in politics

While political involvement by worker organisations sounds wildly radical in this country (and is not a demand of most black unions who stay aloof from politics), it is an established right in all Western European democracies and in the

United States

Another control which worries the unions is the provision that the Government may grant a union provisional registration only

This means that the union is subject to all the official controls but is not automatically entitled to any of the benefits of the system

The Council's own "company union" was granted provisional registration this week — a form of registration which the unions affiliated to Fosatu, for example, refuse point blank to accept

But disenchantment with the official system goes deeper than concern about the effects of registration

In short, labour observers argue that the system worked for non-black unions because they didn't need it

White, coloured and Asian workers were privileged relative to their black counterparts and benefited from the effects of job reservation, which meant that skilled workers were in short supply. They had greater job security and could demand higher wages

As one observer put it: "The white worker didn't have to go to his union if he had a problem — he simply went to another employer and got another job"

Black workers can't — and they therefore need a system which enables them to be represented by strong trade unions who can vigorously take up their demands. They also need a grievance-settling machinery which can quickly take up their grievances

Observers are increasingly realising that the machinery Mr Botha demands that black unions follow is not really able to do either

The dispute-settling machinery is extremely cumbersome. If workers have a grievance, their union must first take it up with employers. If it doesn't succeed, it must declare a formal dispute. Only thirty days after that, can workers resort to a strike

A similar, but more restricted system, exists for workers who don't belong to registered unions

The Government believes that this prevents strikes, by making them more difficult to call. Its critics believe it does no such thing

Because a legal strike is only allowed as a last resort, and then only after a lengthy period, workers with a burning grievance are not likely to wait for the process to end. They will simply strike

And because employers know that there is no immediate threat of a legal strike, there is no pressure on them to hurry through a settlement. A solution is thus delayed further

Of course, many workers, like the Council's, are employed in "essential services" which means that strikes are always illegal and a dispute must be submitted to compulsory arbitration by a third party, itself a lengthy process

The result in both cases is that workers simply lose faith in the official machinery and take action of their own. The machinery does not mean that there are fewer strikes — simply that there are fewer legal strikes

A clear case of how the Government's machinery works is provided by the experience of Mr Steven Maponya, who became the first black worker to test the Government's new machinery for the redress of worker grievances

Mr Maponya is a migrant worker and his contract was not renewed by his employer. He believed he had been victimised and his union took up his case before the Government's industrial court which can hear cases in which workers believe they are victims of unfair labour practices

It took several months for his case to reach the court. Throughout all that time he has been unemployed and subject to arrest under the pass laws

All this becomes more pertinent when it is borne in mind that this machinery is supposed to handle grievances which could result in strikes. It is doubtful if a group of potential strikers would wait as long as Mr Maponya has

Similar criticisms are levelled at the industrial councils, the core of the Government's system

The councils themselves are cumbersome and are not geared to handle disputes quickly. Sensitive negotiations have been known to drag on for months

Violations of an agreement at the councils are not policed by the trade unions, but by independent agents, employed by the council, thus often cutting the unions out of the process of monitoring whether their members are actually getting the deal employers agreed to

Often, the red tape of council proceedings takes up so much time that unions are not able to attend adequately to their members' grassroots needs

If this is the only system available for bargaining, as many major employers and the Government argue, it is clear that the unions will be greatly weakened by it and that it will prove inadequate

It is for this reason that the unions are asking for it to be supplemented by more informal procedures and by a union presence on the factory floor

The Government does not agree — indeed, it wants the industrial councils to be supplemented by "works councils" which resemble the liaison committees which have been designed for black workers up to now

These committees have increasingly come to be seen as "stooge committees" because they are weak and prone to intimidation to employers

Several recent strikes have been caused specifically by worker dissatisfaction with the liaison committee system, and it is doubtful whether the councils will enjoy any more worker support than the committees have

These are only some of the reasons advanced for the failure of the Government's system to work. And it is significant that employers and unions in the Eastern Cape strikes were able to settle the unrest only by making substantial modifications to the system by mutual agreement

In short, if workers are bypassing the system it is the system, not the workers, which is to blame. Changes to the system are likely to do more for industrial peace than appeals to workers to use it.

Sash urges council to recognise union

Staff Reporter

THE Black Sash yesterday called on the management committee of the Johannesburg City Council to recognise and negotiate with the Black Municipality Workers' Union

The management committee has steadfastly refused to do this on the grounds that the union is not registered

In a statement, Sash president Mrs Joyce Harris said "There is nothing to prevent it (the management committee) recognising and negotiating with an unregistered union, especially when it would be in the obvious interests of all concerned."

The BMWU claimed to represent the striking workers and had "valid grievances requiring discussion and redress," she said.

"If there is any doubt about the question of representation, then the Black Sash further calls on the management committee to conduct a referendum among the workers in order to establish recognised spokesmen with whom the management committee must then immediately negotiate"

The Sash statement said the management committee should learn from the experience of those large firms which had found that the only way they could resolve their conflicts with striking workers was through negotiation with the workers' chosen leaders — "whether they are from registered unions or not"

"The management committee should have the courage to change its strategies in the face of new challenges, to nego-

tiate instead of threaten, and to establish leaders whom the workers recognise"

This was one more opportunity for peaceful change and a chance to establish goodwill instead of resentment and hatred

The Sash said "It is to be hoped that the continued viability of the unsuitable marriage of the New Republic Party and the National Party in the management committee is not going to take precedence over the interests of the city and the entire country"

Commenting on the strike yesterday, the Azanian People's Organisation (Azapo) said the workers had taken it upon themselves to provide solutions to their problems, which were mainly those of economic exploitation

They had learnt on the factory floor and work place that they too — not only their employers — had power

The workers had realised that their problems, which included housing, rents, transport, migrant labour, economic exploitation, influx control and enforced resettlement, were created by man

"They want to provide solutions to these problems, and surely they don't need any agitator in order to do this

"Azapo salutes the workers for the courageous stand they have taken in downing tools to express their abhorrence of an economically exploitative regime

"Azapo promises them unqualified support in their period of stress and strain," says the statement

STROON STRIKERS ACTIVE

1/8/80
10:00

- Workers trucked off under police escort
- Mavi may face sabotage charge
- Strike leaders seek urgent court interdiction

STAFF REPORTERS

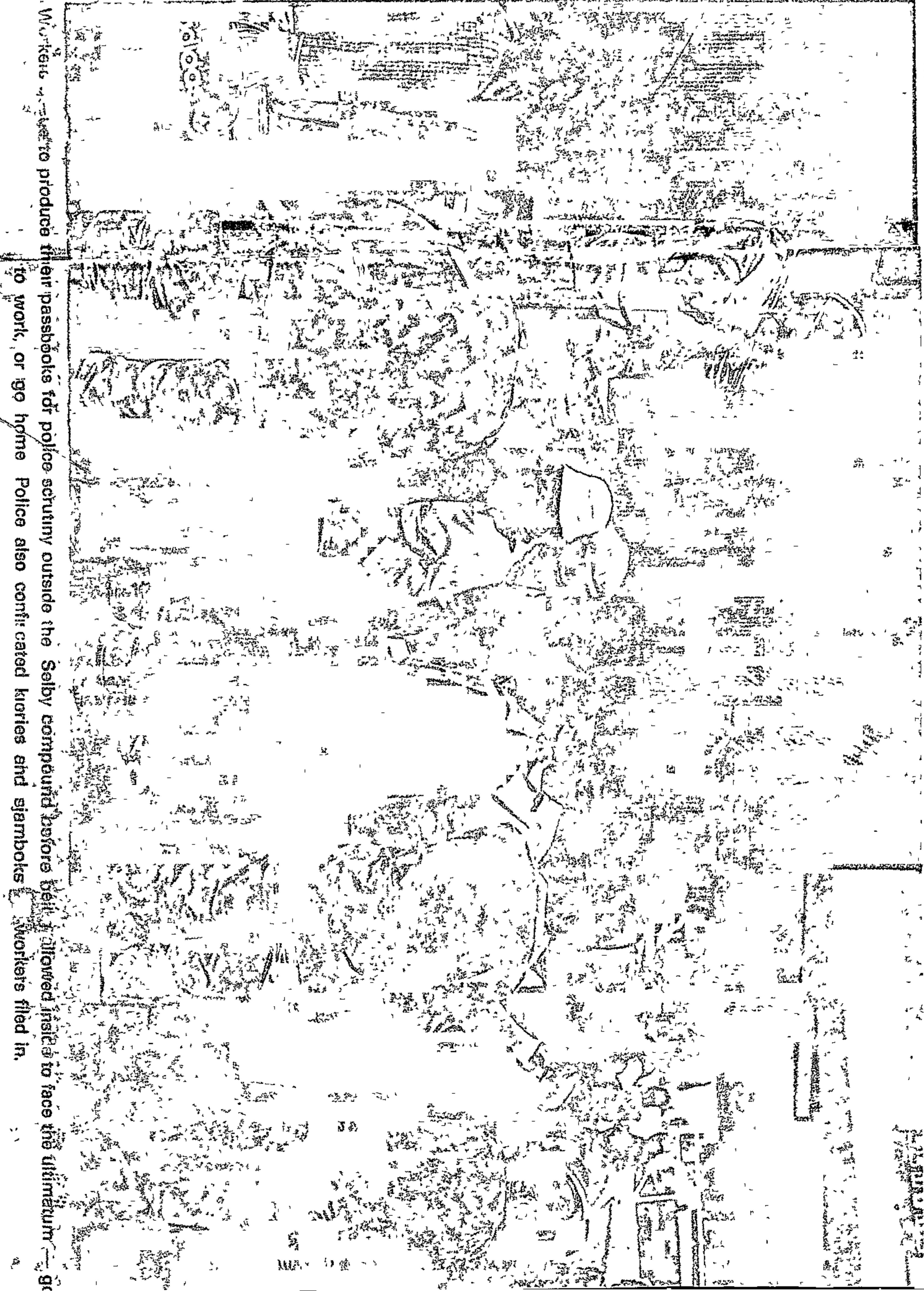
THE Johannesburg City Council used strongarm tactics yesterday to break the 10 000-man strike, working through the night to send about 1 200 of them back to their homelands today in a fleet of Pitco buses.

And Security Police investigated the possibility of a sabotage charge against Mr Joseph Mavi, president of the strikers' Black Municipality Workers Union.

The BMWU was last night preparing to bring an urgent Supreme Court application against the Johannesburg City Council and the police to stop them busing workers out to the homelands.

The union was also demanding the release of some of its members who it alleged were being detained by municipal police at the Anthea compound at Croesus.

The application was due to



Workers to produce their passports for police scrutiny outside the Selby compound before being allowed inside to face the ultimatum to go to work or go home. Police also confiscated knives and sjamboks. Workers filed in.

1/8/50

Nestadt in the Rand Supreme Court last night.

Police claim Mr Mavi has contravened either the Riotous Assemblies Act or the General Law Amendment (Sabotage) Act. Both Acts include parts referring to breaches of con-

tract by employees in public utility services, and the disrupting or threatening of these services.

Yesterday strikers converged on the Setty workers' compound, where a strong contingent of police had cordoned off the area and were manning the gates.

As the men were allowed into the compound one by one, police scrutinised passports, confiscated some, and seized knobkerries, spanboks — and one umbrella.

Council officials and police —

Editorial comment — Page 10 Where it broke down — Page 11 A spanner in the works — Page 11

armed with shotguns, R1 rifles or semi-automatic pistols — separated the men into two groups, those who agreed to work, and those who wanted to go home.

The hordebound, estimated at about 1200, were paid off, and will be driven to their homelands by Putco buses today. Police led the others away to their quarters.

One worker in the compound said: "We have been forced to go back to work. The council will not even consider our

claim.

Mr François Oberholzer, chairman of the council's management committee, said the workers themselves had asked either to work or go home.

Non of them wanted to continue the strike, he said. Those who had agreed to return home were taken there, and the rest were ordered to go back to work.

But a worker who spoke to the Daily Mail with the BMWU said the council was asked by a union

clerk — with an armed policeman standing by — if he was prepared to go back to work.

The clerk would not discuss strikers' demands.

"We were intimidated by the armed police and did not want to say no, we would not work. So we told them that we did want to work but we wanted more money. Many of the workers said this."

He said workers who gave this answer were led by police to the trucks. "We had no

trucks and went back to the compound. Others who went with the police said they still supported the BMWU and did not want to return to work "until the union says we should."

"We are determined not to go to work, and many of those who were told to go back to work do their best not to go back until this is settled," he said.

Security Police investigating charges against Mr Mavi yesterday ordered the Editor of the Rand Daily Mail, Mr Allister Sparks, to appear today before a magistrate and hand over "any book, paper, document or tape recording" relating to Mr Mavi and his union, including information which

Council cracks down on the strikers

was used in an article about Mr Mavi in the "Mail" on Tuesday

Mr Sparks will appear before the magistrate at 9 30am. He is described in the subpoena as "a person who is likely to give material evidence as to the supposed offence" of sabotage or a contravention of the Riotous Assemblies Act, "alleged to have been committed" by Mr Mavi

The "Mail" article told how Mr Mavi had become involved in trade unionism, and gave a broad outline of how he had spent Monday

Mr Sparks is "required to testify and declare all he knows concerning the supposed offence . . . alleged to have been committed by Joseph Mavi"

It is understood that the editor of The Star, Mr Harvey Tyson, has also been subpoenaed. Last night he refused to comment

Last night, police said their armed men were at the Selby compound to maintain law and order "among a large crowd in an explosive situation"

Late yesterday, the council announced that the Union of Johannesburg Municipal Workers — the rival of the strikers' BMWU — had been registered and could now negotiate with the council

And the management committee slapped a ban on the City Engineers' Department releasing any information relating to hiring and firing of staff

The department employs nearly two-thirds of the council's 15 000 black workers.

The management committee ruled that such information may now only be divulged by the Town Clerk

Earlier this week the City Engineer, Mr Eric Hall, said he had no intention of firing anyone who did not return to work, adding that he wanted to keep on talking to dissatisfied

staff

Where it all broke down

AS WITH many strikes, the Johannesburg City Council strike that led this week to more than 10,000 workers downing tools was sparked by a yawning communications gap.

The 50 electricians who started it all, and who have since been fired, didn't know that the racial wage gap had been closed by the council.

And thousands of unskilled labourers didn't know that, for the first time, they would be getting an annual double cheque that effectively raised their pay by about 8%.

The chairman of the Staff Board, Mr J C de Villiers, concedes that there might have been a "colossal communication problem" to which urgent attention would be given "as soon as the dust settles".

The electricians downed tools last Thursday because they saw that, although the pay gap had been scrapped with much fanfare, they were still being paid less than the lowest-paid white artisan.

This was because they entered the white pay scales for the first time last month at the lowest level, while their white colleagues had already climbed a considerable way up the pay ladder.

The closing of the wage gap, plus the normal July increment meant that the minimum

⁽¹³⁴⁾ ⁽¹³²⁾ ⁽¹³²⁾ ^{DM 1/8/80.}
The striking black council workers in Johannesburg are at the far side of a communications gulf from their employers. City Editor GRAHAM BROWN reports.

wage for artisans jumped last month by 17% from R445 to R521, and the maximum about 22% from R483 to R590.

But, because of the scarcity of white electricians, all of them are now classified as staff artisans or senior staff artisans, with a minimum pay of R640 a month.

So the black electricians understood only that their maximum pay was R50 less than the minimum earned by their white colleagues.

They claimed that they had repeatedly asked management for a comparison between black and white pay, but without success.

The misunderstanding provided the spark to an already tense situation in which many workers were upset that the council would not recognise the Black Municipality Workers Union.

Council critics say the confusion about pay details in workers' minds is in itself the best reason for recognising any

union that obviously has the ear of its workers, even if it has not received Government registration.

Grievances which had been simmering below the surface bubbled to the surface and the strike rapidly became a test of support for the BMWU.

About 550 labourers in the electricity department took up the call for more pay, a call which subsequently spread to their colleagues throughout the council's service.

They wanted their minimum pay raised from R33 a week to R58. The maximum is currently R42,24 a week.

Last month the labourers received an increase of about 8,7% — raising the minimum from R30,36 — plus, for the first time, an annual double-cheque ranging between R143 and R183, and taking the total effective increase to about 17%.

This week the council agreed to pay the bonus in immediate weekly instalments if the work-

ers asked for it, and also agreed to abandon its unpopular decision to pay the workers fortnightly instead of weekly.

Council officials claim they have been congratulated by the Department of Manpower Utilisation for paying a minimum wage that compares well with the country's best.

But they made many enemies among their black staff by refusing to recognise the BMWU on the grounds that it had not yet received Government registration.

The BMWU's president, Mr Joseph Mavi, a busdriver who was fired earlier this week, claimed 9 000 workers had applied to join his union.

Previously he and his colleagues had rejected the black Union of Johannesburg Municipal Workers, because they alleged it had been started by the council and was thus unlikely to negotiate effectively on behalf of workers.

The UJMW was given provisional registration by the Department of Manpower Utilisation this week.

It has so far received about 2 000 applications for membership, according to its president, Mr Philip Mgwenya.

Mr De Villiers says the council would recognise the rival BMWU union once it had also received Government registration.



UNIVERSITY OF CAPE TOWN EXAMINATION ANSWER BOOK

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered), leave columns (2) and (3) blank

Mystery terms of the late-night agreement

Staff Reporter
ATTORNEYS acting for the Black Municipality Workers' Union (BMWU), and an independent source, yesterday confirmed that the Johannesburg City Council had agreed on Thursday night not to force strikers to board buses to the homelands.

Since the agreement, which was concluded out of court at the Rand Supreme Court early yesterday morning, the city council has continued to send workers to the homelands in buses.

And the chairman of the city council's management committee, Mr Francois Oberholzer, has denied that the council agreed to stop "busing" workers to the homelands.

The BMWU brought an urgent court interdict against the city council and the Minister of Police on Thursday night, which sought to restrain them from wrongfully or unlawfully detaining, restraining or assaulting members of the union.

The order also sought to re-

strain the city council and the police from wrongfully and unlawfully depriving union men of their possessions contained in their lockers at the council's compounds.

The case did not come to court and an agreement was made between counsel early yesterday morning.

A spokesman for the office of Priscilla Jana and Associates, attorneys for the BMWU, said yesterday the city council's legal team had made specific undertakings to the union's lawyers.

The undertakings had been made without liability, which means that the city council did not concede the accuracy of the union claims.

The city council, the spokesman said, agreed not to unlawfully detain union members.

This meant that no workers would be forced to board buses taking them to a homeland against their will.

The undertaking also stemmed from a union allegation that a city council official had detained union members at one of the compounds.

According to the spokesman, the police had said that no specific undertaking on this issue was necessary from them. Police had only been assisting the city council to load workers on to the buses, and the fact that the city council had undertaken not to do this meant the police would no longer assist it.

Police did, however, agree that the union's lawyers would have access to any BMWU man who was detained and was needed to assist in the case.

An independent source yesterday confirmed the broad outline of this account.

He said he could not remember the full details of the agreement, but that the city council had undertaken not to force workers on to the buses.

Counsel for the city council, Mr R Kruger, confirmed yesterday that an agreement had been made, but refused to divulge details.

	Internal	External
All	(2)	(3)
1	4	
2		
3		
4		
5		
6		
7		
8		
9		
10		
11		
12		
13		
14		
15		
16		
17		
18		
19		
20		
21		
22		
23		
24		
25		
26		
27		
28		
29		
30		
31		
32		
33		
34		
35		
36		
37		
38		
39		
40		
41		
42		
43		
44		
45		
46		
47		
48		
49		
50		
51		
52		
53		
54		
55		
56		
57		
58		
59		
60		
61		
62		
63		
64		
65		
66		
67		
68		
69		
70		
71		
72		
73		
74		
75		
76		
77		
78		
79		
80		
81		
82		
83		
84		
85		
86		
87		
88		
89		
90		
91		
92		
93		
94		
95		
96		
97		
98		
99		
100		

Paper No
(to be copied from the heading on the Examination Paper)

NOTE CAREFULLY

- 1 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
 - 2 Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used
 - 3 Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used
- Do not write in the left hand margin

WARNING

- 1 No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed
- 2 Candidates are not to communicate with other candidates or with any person except the invigilator
- 3 No part of an answer book is to be torn out
- 4 All answer books must be handed to the commissioner or to an invigilator before leaving the examination

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

WORKERS' EXODUS — UNDER POLICE ESCORT

WDM a/s/86

STAFF REPORTERS

HUNDREDS of municipal workers were driven to their homelands yesterday after armed police at the Johannesburg City Council's City Deep compound escorted them to waiting buses.

The workers would have relays of police escorts all the way, a police spokesman said.

After the buses had left, Rand Daily Reporters and an advocate acting for the Black Municipal Workers Union saw council workers, supervised by compound officials, load hundreds of litter bags crammed with possessions on to council trucks, which were driven away.

A supervisor said the bags contained "rubbish". Workers claimed later that they had seen many of their colleagues drop their bags as they were hurried into the buses and were unable to retrieve them.

At least 30 heavy, average 100 split open and spilled their contents as they were thrown on to the two trucks.

Some clothing fell on to the M2 West as the trucks drove towards the southern suburbs.

The council's director of housing, Mr. RAY WILSHACH, said the two trucks were carrying the belongings of about 60 electricians.

The men had been among hundreds shut out of the compound at the beginning of the strike, and their belongings had

A pillow lies on the M1 motorway yesterday afternoon after it had fallen from a Johannesburg city engineers department truck. Earlier the truck had been loaded with goods belonging to strikers at the

compound

Mr Wilsnach said 70% of the Orlando strikers — those who had agreed to return to their homes in the buses — had picked up their belongings

But about 60 had refused to use the transport, so they were taken in another bus to the Nancefield compound, where they would be expected to walk to the nearby Nancefield station and find their own way home.

The bus to Nancefield was followed by two trucks carrying their belongings. The men subsequently claimed their property at Nancefield, he said.

By midday yesterday the eight-day strike, which earlier this week had brought out 10 000 workers, had been effectively crushed

A council spokesman said that only about 500 workers were still on strike and the rest had all returned to work

Police said 1 265 workers were paid off yesterday. Those buses going to the homelands will have relayed police escorts. Police and council officials escorted them to fetch their belongings from their compounds

The destinations of the buses included Lebowa, Gazankulu, BophuthaTswana, Transkei, Venda and even Guguletu, a Cape Town township

Convoys escorted 12 buses carrying 825 strikers back to the Transkei and Venda, 220 men returned to homes in Soweto, and 220 others decided they were not leaving

These men were taken to New Canada Station where they had to pay for their own transport home

More than a dozen strikers interviewed independently by the "Mail" at the Croesus compound — where they had been driven to fetch their personal effects — said they were given no choice but to board the buses.

They said they were told by police using megaphones "There are the buses to take you home, get on them".

The strikers claim that:

⊙ They were given a meal on Wednesday afternoon and not fed again until 3am yesterday, when each man was given a half-loaf or loaf of bread.

⊙ They were not allowed to leave the compound, but were made to line up to board the buses and not allowed to use any other transport

⊙ They were ordered to divide into groups according to their particular homeland.

⊙ One busload was taken to the Anthea Compound in Croesus

21/8/80

Workers'

exodus

ADM 2/8/80
— under

police

escort

and allowed to collect baggage — and although they had been promised transport home, there was no bus waiting when they were let out again in groups of 10 or 15 at a time.

The men were taken away in 13 buses. One worker described the morning's events as "humiliating".

"I was lucky enough to be in the front of a long line waiting to board the first bus."

He said that the entire operation was rushed.

"We had nothing with us, but others had big parcels which they dropped in the rush."

Another worker said "We were lucky not to leave everything we have there. Some people will be taken home like cattle, in only their skins," said another worker.

The Black Sash said yesterday that the council's action in transporting strikers to the homelands reaffirmed that the homelands policy was designed to "provide a labour reservoir for white South Africa".

The president of the Sash, Mrs Joyce Harris, added that it also showed the council supported this policy.

Mrs Harris said the council was using "disgraceful tactics" by "returning workers to their so-called homelands and then replacing them with others brought in from the same places."

The statement also criticised the detention of Mr Joseph Mavi, president of the BMWU.

"As for Mr Mavi's detention at the Rand Supreme Court while actually engaged in using the due process of the law, words fail us," Mrs Harris said.

She said the council workers had legitimate grievances. They wanted to work, but they also wanted to be paid adequately for their work.

The Sash expressed its "deep anger" at the way the council had handled the strike.

The deputy director of the Homelands Information Service, Mr N E Mulaudzi, said yesterday that the council had approached the Venda government for help in recruiting fresh labour.

He would not disclose when the council approached Venda, or what labour requirements it had stated.

Mr Mulaudzi said magistrates in four districts would report by next Wednesday on whether labour would be available from Venda.

"They are the only people who are in direct contact with the labourers in Venda," said Mr Mulaudzi.

"The two governments will

decide on the conditions of recruitment as well as the binding of contract.

• A police spokesman said yesterday that four policemen were injured and two police cars and a Traffic Department motorcycle damaged by hurled missiles this week.

City broke its word, say union lawyers

Jan 21/8/82

2665
152
139

Staff Reporters

As hundreds of dismissed municipal workers were moved back to the homelands under police escort yesterday, many of those remaining expressed dissatisfaction at the Johannesburg City Council's handling of the situation.

There have been allegations that dismissed workers were removed against their will, but this was strongly denied today by a senior council official.

The allegations have been made by lawyers who are acting for the Black Municipality Workers' Union. They are based on statements by workers who remained in Johannesburg to collect their baggage.

The lawyers claim some workers had said they were deported without receiving leave pay or accrued benefits such as pensions.

The lawyers claim statements by workers show the Council has "breached its undertaking made on Thursday night" that "union members would not be moved from their hostels against their will."

Lawyers also allege that piles of possessions were abandoned at the City Deep compound.

Workers fed

The director of the council's housing department, Mr M P Wilsnach, today strongly denied that workers had been intimidated or forced to leave the hostels. Those who wanted to remain, were allowed to do so, he said.

He also denied that workers were denied food for up to 12 hours before being bussed to the homelands. On Thursday evening each worker was given bread, two tins of meat and milk, he said.

The workers were told to save half this for a later meal, said Mr Wilsnach.

He said he had personally addressed the workers to explain the situation.

He described the Council's compounds today as "100 percent quiet."

During the past week about 10 000 workers — two-thirds of the city's black municipal staff — went on strike for higher pay and union recognition. Police said yesterday 1 265 workers were paid off.

Early this morning the situation at most of Johannesburg municipal compounds was quiet while a few workers started their normal Saturday duty.

"We are back at work but they are still refusing to give us enough money," said one worker. He said other workers might return on Monday.

Workers at the Croesus compound said that they might return to work on Monday but they would still demand an increase.

A dissatisfied worker at the City Deep compound, where 1 265 workers boarded buses for the homelands yesterday, said "our workers were forced to get into those buses."

He said many workers at the compound were angered during the week when "at least two buses of men" arrived from Venda to replace striking council workers.

Workers interviewed by The Star this morning said: "We remained behind because we can easily be replaced by people from the homelands who are longing for a city job."

Sapa says a group of concerned white Johannesburg citizens met last night to discuss the plight of the strikers.

STRIKE - STRIKE - STRIKE - STRIKE - STRIKE - STRIKE - STRIKE

BILL ASHTON

© Roderick Mbovane, 41, a Johannesburg bus driver for many years, says he was dismissed this week for striking. He is married with six children and said: "Print my name, and my photograph I am not scared. We have nothing more to lose now."

A thin and angry man — he's your hard-core striker

"IMALI." The word "money" is spat out angrily by the illiterate Xhosa binman.

More than the thousands of words written and spoken on this week's strike by Johannesburg municipal workers, it explains the reason for — and the solution to — the piles of rubbish in the city's streets.

Ernest Mabaso — surprisingly, he did not mind being identified — has been a contract worker with the municipality for 13 years.

He doesn't mind hostel life, he knows no other. He has lived that strange, unnatural life since he was an adolescent.

For all those years he has put up with a smelly, un congenial job and low wages, a bachelor for 11 months every year in order to send his wife and children money in Transkei.

His aim in being part of the migrant worker syndrome which makes normal family life impossible is "I want my children to go to school. I can't do any other job than refuse work because I cannot read or write."

He looked at us with amazement when we asked him why he was prepared to forfeit his job, his pay and the only means of support for his wife and four young children.

His single word, "money," was his only reason, his only complaint.

"I think he thought we were idiots for asking what was, for him, such an obvious question.

He answered questions through an interpreter with growing anger and impatience, dressed in a tatty overall, his lips pink and chapped by the cold.

The remedy to get him back to work, he said, was that figure he repeats automatically — R58 a week. At present he earns R33 per week before deductions.

He says he is prepared to stay off work for six months if necessary.

When asked when he saw his wife and children, who live in a tiny rural settlement in Transkei, he again replied with one word to explain the only system of family life he knows. "Contract."

This single word amply describes a migrant worker's life. Like thousands of other municipal workers who live in hostels and compounds, he comes to the city to provide for his family and sees them for between two and four weeks a year.

Politics is a word he doesn't understand. Like thousands of other illit-

erate peasant strikers, politics for him is simply survival and being able to send his children to school.

We asked him if he enjoyed his smelly job. "I can't do anything else. I don't mind it. It is a job."

His wife and family scratch out a meagre living in hard, unfriendly Transkei soil. He sends them whatever he can afford, usually R10 a month.

He didn't understand the word "solidarity," that one hears frequently when talking to strikers.

He represents the core of the strike. He is thin, hungry. So, he told us, are his wife and children. He said when the strike collapsed he wouldn't return to work at his present wage. He will find another job, any job, providing he can attain that magical figure of R58.

When he came into the tiny office of the Black Municipal Workers' Union, one which has no telephone, no secretarial service, not even a waste paper basket, he mingled easily with the more sophisticated, educat-



who have jobs will help me. I don't worry about money.

"We will share food with each other."

"This strike has got nothing to do with politics, just economics."

"Our buses have holes in them, they leak."

All the men in the crowded room burst into laughter at this.

"You don't believe me? Next time it rains go and have a look. We drive the buses wearing raincoats, with an umbrella over our heads to keep out the rain."

"When the White drivers started doing our job this week they used White buses. They wouldn't like to drive ours."

The mechanics who service the buses were also out on strike. "They are dangerous. We can't fix them properly. How can you fix such old buses and make them safe?"

Another driver pushed to the front. "I want to say something too. I want my name in the paper. I want people to know where I stand."

Mr Ronald Mkwize, 30, with three children, lives in a small room in Soweto.

"Why can't we earn what the Whites get? Just like Whites, I want a home for my children."

"How can I teach them to grow up properly, learn the value of decent family life, in a garage? We eat and sleep in the same room. I send them to school, but there isn't enough

space or light for them to do their homework."

"I am prepared to lose everything for this struggle because if we don't struggle now my children are going to go through the same thing."

"I am a man. A man must suffer for what he knows is right."

"My wife is working in a sweet factory. She will keep us going until we get what we want."

Initially suspicious of us, because they thought we were from John Vorster Square, the room soon became a chorus of men spilling out their grievances.

They told us how ambulance workers were told to keep at their jobs, "otherwise our people must suffer." They said the White ratepayer should realise that his city survived on the labours of underpaid Black workers.

"You White ratepayers must suffer. You must learn you can't do without us and you must pay us properly for our work."

Many of the men were office bearers in this infant, still to be recognised, union.

And while this was going on, Mr Mabaso, who doesn't even know what a shop steward is or what the word union means, cleaned up the office, empty tins being used as ashtrays, not understanding what the men were talking about. He just wants R58.

Strike aftermath: Workers tell of baton prodging

THE Sunday Express has been given detailed statements in which Black municipal workers claim that when their strike had been broken they were herded at gunpoint into a disused, draughty compound where they were forced to spend the night in conditions too cramped for them to lie down.

The statements come from migrant workers who say they spent Thursday night in the compound at City Deep, without toilet facilities, or adequate food, guarded by police. Several claim they were threatened with batons and rifle bullets.

But a police spokesman said the police had never adopted a threatening attitude to the strikers, and denied that they had ever used their guns, batons or spamboks.

"It was a matter between the municipality and the strikers and we were not involved," said

He said the compound gates had never been locked and workers had been allowed out to buy food.

The Sunday Express obtained statements from workers, speaking with incidents which took place from Wednesday

'NO FOOD WHILE WE WERE SHUT IN COMPOUNDS'

BY PETA THORNVCROFT and DAVID NIDRIE

"On Thursday, July 31, we workers all went to the Selby Compound. We were forced into the compound by men in camouflage.

"They opened the gates in a little way and ensured people went in one by one. Some workers employed by the municipality were scared and did not go in I went in.

"I was forced in with batons, as were others." He said the police had guns and spamboks.

"We had nothing to eat, the whole day. The gates were locked and we were not permitted to leave. During the day municipal officials interviewed each employee.

"I was asked whether I wanted to work, and said I did, but wanted more pay. I was then discharged and paid off. I do not know how the termination amount was

make our own way home.

"We were let out in groups of five. This was about 1pm.

"A second Transkei migrant worker, employed by the Johannesburg cleansing department for the past 10 years, says he was kept behind locked doors for several hours from Wednesday in the compound in which he lived for 11 months of the year.

"The gates were guarded by members of the SAP and municipal police.

"At approximately midday we were addressed by a White man. We were told to return to work and that we would not get an increase.

"We were then allowed to leave the compound at approximately 1pm. On Thursday July 31 I went to work. On my arrival I found that all the other

ing. While I did not get pushed with a gun I saw others being pushed in the same way. We were held in there, surrounded by the police, and were not allowed to leave in order to relieve ourselves.

"At 7.30 am the police opened the door. We were told to get to the buses. They told us that these buses were loading us to our homelands.

"Other workers from Croesus told the police that we could not board because our belongings were still at the Croesus Hostel. We were divided from the rest, who were divided according to their homelands.

"We were then told to board the buses for Croesus hostel.

"There we were escorted by the Blackjacks (municipal police) to (collect) our belongings and were then allowed out five at a time by the assistant compound manager."

Hours earlier, in the passages of the Rand Supreme Court, the Johannesburg City Council underlook not to illegally detain striking members of the Black Municipal Workers' Union — the workers who had brought the city's services to a standstill.

The undertaking was given after lawyers for the union had informed the city council and the police of the union's intention to ask the courts for an order preventing the enforced removal of worker members from municipal compounds back to their homelands.

The city council agreed to give the undertaking, but emphasised that this was not an admission that the union's allegations were correct.

Lawyers acting for the police said police were only assisting the municipality, and that similar undertakings on their part would therefore be superfluous.

Lawyers for the municipality told the Sunday Express this week the undertaking had been made by the municipality not to force workers on to buses or out of municipal compounds.

Earlier this week, the strike brought Johannesburg civil services to a halt.

The strike, in which more than 10 000 Black workers participated, caused mounting piles of rubbish, which threatened city health. More than two-thirds of Johannesburg's 15 000 Black municipal workers

were on strike for better wages.

The Johannesburg Municipality refused to negotiate with the non-registered union, although it claimed the support of more than 60% — 9 000 — of the city's Black workers.

The municipality told strikers the only recognised workers' voice was that of their opposition, Government-registered, Johannesburg Municipal Workers' Union, which the BMWU alleges has only minority support.

Mr Sam Moss, leader of the Johannesburg City Council's Progressive Federal Party opposition, has called for an urgent council meeting to censure the management committee's "out-dated, sledgehammer handling" of the strike.

Mr Francois Oberholzer, chairman of the management committee, again denied yesterday that striking migrant workers were forced onto buses which took them to City Deep Compound.

He said the conditions at City Deep compound were adequate, although he conceded that it was an old compound. He refused to accept that conditions were so cramped that the men had to stand through the night.

Mavi found little sanctuary in the Halls of Justice: Just the way to a comfortless cell

MAVI, the bus driver who led the striking workers in Africa's richest city, knew he would be arrested.

After seeing the strike begin and knowing he had achieved the solidarity among the Black municipal workers that he had hoped for, he went into hiding. We missed seeing him in his hiding place by a few minutes.

When we arrived at the Sauer Street offices of the Black Municipal Workers' Union we were welcomed. The members had stopped suspecting us of being police, as we had been there several times during the week Mavi's deputies were also there. Many of them had deliberately dressed as labourers. We asked to be taken to see Mavi on a promise that we would not reveal his whereabouts to anyone.

There was a heated discussion. "Mavi must reveal himself, he must talk to the people."

"No, the workers understand he is in danger, they know he has to hide."

"Take her to him. She won't tell. Maybe it will be better if he speaks to the union through the newspaper, if he can't come to us himself."

"We are prepared to die with

Mavi. If they take him, there are others to take his place."

Finally, the men agreed and two balaclava-hatted men, both leaders in the strike, agreed to take us to Mavi.

The tall man who wouldn't give his name said we must pretend to be their employers.

We drove around Johannesburg and arrived at a very public place, which we promised not to identify.

It was teeming with people. Initially the men said we should walk casually behind them until we came to Mavi but in the car they decided he might get a fright if he saw them arriving with two Whites.

"Stay in the car, we will go to him and ask him if he will speak to you."

We waited about half an hour. It was obvious they had their men posted all over the complex.

They told us Mavi had abandoned his more formal clothes and had also decided to dress as a labourer.

Those men had spent the previous day with Mavi keeping a low profile, but constantly watching for anyone who took notice of them or their leader.

Mavi hadn't slept at his Soweto home for most of the week; neither had his wife or

children. They had stayed in different places each night. When they returned we were told Mavi had left earlier to see lawyers appointed by the union.

"If he comes to the office, we will give him a message from you. He must speak to the people somehow," they said.

During that half an hour, sitting in a parked car, we were aware that we were becoming conspicuous.

We drove to a couple of other places where the fugitive union leader had also been known to hide behind the anonymous clothing of a labourer who wouldn't, by his very dress, attract attention to himself.

Twelve hours later Mavi, who knew his freedom was in danger, was sent to jail. No charges have yet been laid against him.

He obviously felt he was safe, just for the moment, in the Halls of Justice where he was arrested. He pated visibly when the police arrested him and his eyes widened in disbelief.

I had won a grim bet with other reporters that he wouldn't see out the week as a free man.

Shortly after dropping the two union officials back at their office, we went for the Selby

compound.

Nobody would tell us where the crowded trucks, filled with labourers, were going. About every five minutes open trucks hired from private contractors arrived at the compound. The drivers didn't know where they were going either.

The police turned us away. They wouldn't let us talk to the men.

"It's not your business," a policeman in camouflage uniform said. "Get out of here."

We then tried to follow the trucks to see where they were going. We parked in a side street and when we saw a truck leaving the compound, we followed it. The truck moved up the Selby ramp onto the motorway — but the traffic police barred our way so we could not follow.

We tried this three times and when the police succeeded in preventing us from following the trucks, for the third time, they burst out laughing.

We then tried going up another ramp to the motorway and driving slowly, hoping one of the trucks would catch us, but the highway patrol was out in force and kept us moving.

Nobody would help us find out where the men were being taken. C. C. 3-7-79

Municipal workers in the queue of men being searched were surrounded by the biggest show of force since the strike began. They told us, until we were ordered to stop talking to them, that the men disappearing in trucks had been "forced" to go to work at the Orlando Power station.

They said the men were being harassed and beaten into the trucks, but we had no way of knowing if that was true.

We were told the Press was not allowed on the same side of the street as the men queuing up to get into the Selby compound.

"This is out of bounds for you. We have orders not to let the Press speak to the men," the policeman said.

The crowd stood back as the mammoth, sneeze machine entered the compound and an anxious Anglo-American Corporation security man monitored the situation on a walkie-talkie. He said the corporation feared that if trouble erupted its nearby buildings would be vulnerable to fleeing strikers.

Overseas Pressmen were stunned at the show of force. TV coverage of the event overseas will no doubt horrify millions of viewers. "It horrified me

S/Express

3/8/80

morning to midday on Friday in particular, in the midst of fierce controversy over whether the Johannesburg City Council broke undertakings it is claimed to have given, that workers would not be moved from the hostels against their will.

Here are two of the statements in the possession of the Sunday Express:

© A Transkei worker of the Municipal Cleansing Department, who has worked for the council for two years, said:

"On Tuesday, July 29, the workers stopped work. On Wednesday at approximately 8am the gates of the compound were locked and we were kept inside the compound by men in camouflage uniform.

"We wanted to get out but it was impossible. I myself tried to get out. We were addressed by a certain White man about our demands, but he said we must go back to work.

"In the afternoon at about 4.30, the police unlocked the gates, but refused to let us out. I did not leave the whole day.

"The police refused to let us out of the compound.

"At 1.30am we were forced into buses with batons and rifles. From there the buses went to City Deep compound.

"We were left in open rooms with cement floors.

We could not sleep, but spent the night standing up. The windows were broken and the people were crowded in too tightly for anyone to lie down.

"At 1.45am the council traffic police gave us bread to eat.

"On Friday at about 9am we were separated according to the homelands for which we were destined.

"We were taken by bus to fetch our belongings at our compounds. We were ordered onto the buses with police at the back and to the side.

"The police were pushing us forward with batons. I was hit on the back with a baton.

"At the Anthea compound the bus dropped us. The compound manager, Mr. Martin, told us there was no more transport, and we were told to

workers were not working.

I went with other workers to Selby compound to find out what was going on. I was

pushed by men dressed in camouflage uniform into a queue. I

was poked in the back by a gun, quite hard, several times.

I was discharged. I was paid off R28 which was R5

short of my normal weekly wage. This money was for the

week ending on July 25.

I was unhappy with the pay, but was given no opportunity to

resolve the matter. I was immediately pushed along by men

with guns into a bus.

I did not know where the bus was going and had no opportunity for refusing to board

this bus, and I waited for at least three or four hours in the

queue and then left the Selby Compound at 11pm.

"The bus went to City Deep Compound where we were told

to get off. The men in camouflage showed us a building and

told us to sleep. There was no place to sleep.

"The floor was concrete. We were forced into this build-

S/Express 3/8/80

Jo'burg's municipal unions in clash

Staw
139
2517
S/S/S

An admission by the Union of Johannesburg Municipal Workers (UJMW) that it had only 2 000 applicant "provisional" members before its registration last week have been branded as "scandalous" by the rival union

The UJMW — which the Johannesburg City Council has recognised over Mr Joseph Mavi's Black Municipality Workers' Union — was granted provisional registration by the Government last week

Its president, Mr Phillip Ngwenya announced yesterday that only 2 000 of the council's workforce of 15 000 had applied to the union for membership before it was registered

It had a paid-up membership of 40, he said.

Mr Gatsby, Mazwi, an official of the rival BMWU, described the admission as a "scandal" and "a clear indication that the council was promoting a union without support"

"The Industrial Conciliation Amendment Act lays down that registered unions must represent at least 51 percent of the workforce and that the membership must be paid-up," he said

He went on to say that the majority of council workers had "never heard of the UJMW"

"Those who have," he added, "want nothing to do with it"

RECRUITMENT

Mr Mazwi claimed the Council had openly sponsored the UJMW during its recruitment drive earlier this year

Union organisers had been conducted through the municipal compound by a member of the Staff Board, he said, and had been personally introduced to the compound managers

"We have even heard the UJMW uses council stationery," he scoffed

Mr Mazwi warned against the "folly" of negotiating only with unions which are favoured by management rather than those truly representative of worker interests.

"You cannot bypass representative bodies," he said "There are only two choices — to talk to them, or to use force"

Council to discuss the strike

Municipal Reporter

Johannesburg's Opposition councillors have been pipped at the post, but they have got what they wanted — a special council meeting to discuss last week's strike by municipal workers.

PFP councillors yesterday planned to petition the Mayor, Mr Carel Venter, to call a special meeting to censure the management committee for "gross ineptitude" in handling the strike

But before the PFP could draw up its petition, the management committee itself asked the Mayor for the special council meeting.

Mr J F Oberholzer MPC, chairman of the management committee, said today his petition to the Mayor called on the council to instruct the committee about what steps should be taken to ensure continued peaceful labour relations and the safety of all citizens

The special meeting, to be held on Monday, will probably end in the council commending the management committee for its handling of the strike

But the PFP is expected to put up a strong fight

WN BOOK

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered), leave columns (2) and (3) blank.

	Internal	External
(1)	(2)	(3)
3	57	
1	40	
Examiners' Initials		

071

Paper)

Paper)

WARNING

- 1 No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.
- 2 Candidates are not to communicate with other candidates or with any person except the invigilator
- 3 No part of an answer book is to be torn out
- 4 All answer books must be handed to the commissioner or to an invigilator before leaving the examination

are used

Under the candidate liable to disqualification and to possible exclusion from the University

Council

Union

claims

2 000

By STEVEN FRIEDMAN
Labour Reporter

THE Union of Johannesburg Municipal Workers, which the Johannesburg City Council has recognised in preference to Mr Joseph Mavi's Black Municipality Workers' Union, had 40 paid-up members when it was granted provisional registration by the Government last Tuesday.

Another 1 000 of the council's 15 000 workers had signed "provisional" union membership forms after the union had addressed all workers at council compounds and work-points, the union's president, Mr Philip Ngwenya, said yesterday.

Mr Ngwenya, a city health inspector, said the UJMW now had 2 000 members and denied it had been set up by the city council or was controlled by it.

He declined to comment on claims by Mr Mavi's union that it had the support of most workers.

The BMWU claims the support of 9 000 workers and 10 000 joined last week's strike.

Mr Ngwenya was interviewed yesterday after first trying to find out whether his departmental head would allow him to speak to the Rand Daily Mail.

He had received permission to talk to an afternoon newspaper but was not sure whether this constituted blanket permission or whether he had to check with his superiors whenever he was approached by the Press.

However, Mr Ngwenya later said he was prepared to talk to the "Mail" because he assumed he had been granted blanket permission.

The UJMW had begun organising workers last October. Union officials had addressed all the council's black workers and 1 000 had filled in provisional membership forms. The union was established on January 23 and was run by an interim steering committee.

He said his union had been recognised by the council and had taken part in talks on closing the wage gap. It had also been informed of the recent increase for the lowest-paid daily-paid workers and had recorded its view that the new rate was "still very low".

"My message to all workers is that unity is strength," Mr Ngwenya said.

Mr Mavi could not be approached for comment. He is still detained under Section 22 of the General Law Amendment Act.

● The Johannesburg Municipality's work force is "almost back to normal" and the cleansing department is working without "mishaps", according to Mr John Bates, public relations officer for the City Engineer's Department. He said all workers who had elected to remain in the employ of the council were working.

Police seize documents in raid on union

ADM 6/8/80

By STEVEN FRIEDMAN
Labour Reporter

SECURITY police yesterday raided the offices of the Black Municipality Workers' Union in Sauer Street and seized several documents — including letters addressed to the city council.

Many of the union's members were involved in last week's strike by Johannesburg City Council workers. The BMWU's president, Mr Joseph Mavi, is now in detention.

Police have said that they are investigating a charge of sabotage against Mr Mavi arising out of last week's strike.

A union official said yesterday that police had arrived in the afternoon and had produced a warrant entitling them to search the premises.

Police comment, from the SAP Directorate of Public Relations, was not obtainable yesterday.

Two policemen took part in the raid, the union official said. One has been identified as a Lieutenant J C J Smit.

They searched drawers and confiscated several documents. He did not have the warrant and could not recall which Act the police had invoked.

The official said they had also asked him whether any union officials were planning to go overseas in the near future.

"This was a strange ques-

tion. None of us are going overseas. We are a new union and we are just beginning. Where would we get the money to send somebody overseas," he said.

Police furnished the union with a receipt detailing the documents seized in the raid.

They were:

- Two letters from the union's vice-president Mr Martin Sere, to the chairman of the city council's staff board, Mr J C de Villiers.

- The union's "operational budget".

- Minutes of union meetings and the agenda of a meeting held at the Orlando tower station where the municipal strike began.

The city council has refused to recognise the BMWU and has preferred to deal with its "company union", the Union of Johannesburg Municipal Workers.

The government last week granted this union provisional registration.

Meanwhile police said yesterday that they could not say whether sabotage charges would be brought against Mr Mavi or whether he would appear in court.

"You will only know about that when he actually appears," a spokesman said.

Reporter is quizzed over Mavi interview

ADM 7/8/80

Staff Reporter

A RAND Daily Mail reporter, Mr Harry Mashabela, was subpoenaed to appear before a magistrate yesterday and, under threat of imprisonment, was made to answer questions relating to an interview he had last week with Johannesburg strike leader Mr Joseph Mavi.

Mr Mavi is in detention, and Security Police are investigating a possible charge of "sabotage" against him.

Mr Mashabela appeared before the Johannesburg magistrate after declining an option to make a voluntary statement to the Security Police.

The Editor of the Rand Daily Mail, Mr Allister Sparks, appeared in court on Friday after being served with a similar subpoena. He, too, refused to make a voluntary statement.

The editor of The Star, Mr Harvey Tyson, also appeared in court yesterday under a similar subpoena.

In a statement after the hearing in camera, Mr Mashabela said he had refused to make a voluntary statement 'because I was appalled that the Security Police should be trying to bring a charge of sabotage against the leader of the Black Municipality Workers' Union. I also find it disgraceful that the police should try to make newspapermen become informants.'

Mr Mashabela said he believed his replies to questions by the prosecutor were likely to be of greater benefit to the defence than the State. "This is because my replies make it clear that Mr Mavi, far from being a 'saboteur,' was in fact a deeply concerned man, anxious to negotiate with the Johannesburg City Council management committee and reach some settlement of the workers' dispute."

He said his lawyer — the Mail's senior legal adviser, Mr K W Stuart — had been prevented, after an objection by the State, from asking him questions to clarify some aspects of evidence.

Yesterday Mr Tyson asked for a postponement, after certain questions had been put to him, to enable his legal adviser to attend.

Mr Tyson said in a state-

[REDACTED]

Sit-in workers baton-charged

EAST LONDON — Police yesterday baton-charged about 250 workers in the canteen of an East London factory Ray-lite batteries after they refused to work.

The stoppage follows several strikes in the East London area in recent months in protest at the government's liaison committee system.

An East London police spokesman confirmed that police had dispersed a gathering of workers at the factory.

He said the workers had been staging "a passive refusal to work" and that police dispersed the meeting because it was unlawful.

A director of the company, Mr D G Saunders said yesterday that all workers had been dismissed after staging a 'sit-in' strike. If they returned to work today all would be re-

employed he said.

However, the South African Allied Workers' Union president and national organizer Mr Richard Gqweta, said workers would not return today until negotiations had taken place.

On Tuesday, the SAAWU approached management and asked it to deal with a worker committee elected in the plant under the union's auspices.

According to Mr Gqweta, all the workers are members of the Chemical and Allied Workers' Union, a SAAWU affiliate.

SAAWU was formed as a result of a break-away from the Black Allied Workers' Union, a general union.

Management refused to deal with the committee and told workers that if they were not prepared to accept this decision they could leave the company.

London Evening News

whose leader, Mr Joseph Mavi, is detained under Section 22 of the General Laws Amendment Act DREW FORREST tried to speak to leaders of both the rival unions, to hear their claims for the backing of the city's black work force. But the officials of the recognised UJMW refused to be interviewed. Here are the views of Mr Gatsby Mazwi, committee member of the unrecognised BMWU...

After breaking a strike of up to 10 000 municipal workers last week with methods which are still the subject of simmering controversy, the City Council officially recognised the Union of Johannesburg Municipal Workers (UJMW) as the strikers' legal organisation. By doing so it rejected the strong claim to majority support of the workers by the rival Black Municipality Workers' Union (BMWU).

Question: I believe your union was set up in response to the formation of the UJMW. Why did you feel a response was needed?

Mr Mazwi: The UJMW was clearly a Council initiative. Our information was that they simply took the members of the existing liaison committee and transformed them into union officials.

With what purpose? The Industrial Conciliation Act provides for a measure of black trade-union power. The Council was making sure this power stayed in safe hands.

Mr Phillip Ngwenya, president of the UJMW, said yesterday the union had visited "all compounds and workplaces" in a recruiting drive last year. How active has his union been? All I can say is that we never saw their faces in the transport section, where I work.

What do you make of Mr Ngwenya's claim that the UJMW had 2 000 applications for membership before being registered last week? In the first place, I think

Making sure hands is 'in safe hands'

evidence do you have of Council sponsorship? We know UJMW organisers were taken through the compounds by a member of the Staff Board, who introduced them personally to the compound managers. We have been barred from the compounds on the instructions of the same officials.

And their relationship with the Press: Yes, I believe Mr Ngwenya must get Council permission to talk to the papers. As a bus-

portrayed as reasonable men? Your comment? At their first public meeting in the City Hall, the UJMW refused to allow Mr Mavi to speak because, they said, "he belonged to another organisation". That is not the behaviour of "reasonable men". For our part, we just want the Council to talk to us. They cannot say we are unreasonable until they have heard our terms.

The Council wants a "tame" union in the UJMW, you say. What

It's nonsense. Most of the workers have never heard of the UJMW, and those who have want nothing to do with it. The other thing is why were they allowed to register? The Industrial Conciliation Act says registered unions must represent the majority of the workforce and there are 15 000 municipal workers in Johannesburg.

You have been consistently portrayed by the Council as "agitators," while UJMW officials are

also spoke to the PPP councillor Sam Moss, who promised to ask Mr Oberholzer to give us a private interview. I cannot see what else we could have done.

What is your view of the conduct of the Council during the strike? Let me put it this way: Council officials failed to convince the workers by addressing them directly. They went to homeland representatives, that also failed. Then the sacking began. Could they not first have said to the workers "Tell us who you want to speak for you"?

What further action is your union contemplating? Apart from possible legal action against the Council, we plan to register as soon as we can. It seems to be the only way to get anyone to talk to you.

Finally — do you regard the strike as a defeat for your union? Definitely not. Only the totally intimidated workers will desert us — the arrest of Mr Mavi has shown the others why we failed. Our members are not children, whatever the Council may think.

CANDIDATE MUST enter in) the number of each question (in the order in which it has vered); leave columns (2) and

Internal	External
(2)	(3)
58	
46	

of paper or other material to examination room unless acted communicate with other person except the invigilator. book is to be torn out. be handed to the commis- r before leaving the exam-

to disqualification and to possible exclusion from the University

Protest to PM over strikers

COM 7/8/80

152
1719
284
139

By MARGARET SMITH
London Bureau

LONDON — The general secretary of the International Confederation of Free Trade Unions (ICFTU) has sent telegrams of protest to the Prime Minister, Mr P W Botha and the Johannesburg City Council

These condemn the sacking and "forcible deportation" of Johannesburg's striking black municipal workers

The ICFTU represents nearly all major trade unions in countries outside the communist bloc

Its secretary, Mr Otto Kersten, also called for the immediate

release of Mr Joseph Mavi, president of the Black Municipal Workers' Union The ICFTU has also submitted a detailed report to the United Nations on what it terms "the general repression against black strikers in South Africa"

The union has asked UN Secretary-General Dr Kurt Waldheim to press for the immediate release of detained trade unionists as well as "an end to police and State interference in industrial disputes"

Mr Waldheim has also been asked to demand the lifting of the fund-raising ban imposed on the Federation of South African Trade Unions

copy

Canada

1719

152
1719
284
139

382 (134) POST 8/18/80

THE Port Elizabeth bus company, PE Tramways, has denied allegations that it dismissed workers for refusing to join the recently established in-company Bay Bus-workers Union.

The company also denies that this union is financially backed by the company or that it is not autonomous.

It admits that money and other assistance was provided to the union to start operating. Also that new employees were asked to join the union.

Existing employees, however, were not compelled to join, although the company would have preferred all its workers to belong to one trade union.

The claims were made in a reply affidavit filed in the Supreme Court in Port Elizabeth on Wednesday by the company's general manager, Mr Carl Coetzer.

He was responding to an interim interdict granted by the Grahamstown Supreme Court at the beginning of July to stop the company dismissing

Fired workers in-firm union claims denied

workers who refused to join the in-company union.

Applicants in the case were the unregistered Black Transport and Allied Workers Union, represented by its secretary, Mr Mike Mohatla, and six Tramways employees who alleged Mr Coetzer told workers those who refused to join the in-company union would be fired.

In his affidavit Mr Coetzer denied documents submitted to court by Mr Mohatla were sufficient authority to act on behalf of the union or the workers, that the union or workers had a legal right to bring the application, or to apply for any of the relief claimed.

Judgment will be given on August 25th.

'Move on 139 1374-101 1001 RDM 8/8/80. striker's creates threat'

By PATRICK LAURENCE
Southern Africa Editor

THE 'deportation' of striking black workers to the homelands would raise the level of frustration there and turn the homelands into fruitful catchment areas for the banned African National Congress, Mr Robert Lambert, of the University of Natal, said this week.

Mr Lambert, a lecturer in industrial sociology, was commenting on the Johannesburg City Council's 'deportation' of about 1 200 striking municipal workers to Transkei and Venda last week.

Noting that the strikers had been partially unionised and politicised by their role in the short but intensive strike by 10 000 municipal workers, Mr Lambert foresaw two alternative consequences of their return to the homelands.

The first was that they would try to organise workers in these territories into trade unions.

The second was that they would be unable to do so, but that their presence would raise the level of frustration and thereby the number of potential recruits to insurgency.

Mr Lambert doubted whether the first alternative would materialise. Not only were the homeland governments hostile to trade unions, but the large number of unemployed people would make it difficult to organise them into viable worker movements.

Of the second alternative, Mr Lambert said "It is difficult to quantify, but I doubt whether the returning strikers will find work and this will raise the level of frustration and make the homelands more profitable as recruiting areas for the Afri-

can National Congress."

Professor David Welsh, professor of African government at the University of Cape Town, endorsed Mr Lambert's view.

He said the city council had handled the strike with "colossal ineptitude" and its actions would rebound to create problems for white authority in the future.

Describing the homelands as 'client states of South Africa', Prof Welsh said "repatriation" of unionised workers was not to solve the problem but merely to export it, for the homeland governments to deal with.

Existing suspicion toward homeland governments for their purported "collaboration" with Pretoria would be heightened by their acquiescence in recruitment by the city council of replacement labour in the homelands, he added.

Describing deportation as an 'embittering experience,' Prof Welsh said "It is likely to accentuate the climate in which recruitment for insurgency takes place."

Leaders of the independent homelands of Transkei, BophuthaTswana and Venda are known to have grave reservations about the need for trade unions in their territories, seeing them as inimical to the priority task of economic development and the creation of work opportunities.

President Kaiser Matanzima of Transkei has been most forthright in his opposition to trade unions as 'obstructors' of national growth and productivity.

If trade unions were ever allowed in Transkei, their powers would be 'carefully circumscribed,' he has said.

5111K (139) (140) (127)
8/18/33
Reporter subpoenaed

The Star's Labour Correspondent, Mrs Elizabeth Wilson, was subpoenaed before a magistrate in Johannesburg today to give evidence concerning allegations made against the Black Municipality Workers' Union president, Mr Joseph Mavi, Mr Mavi is being detained under the General Laws Amendment Act and has not yet appeared in court

Mrs Wilson said today: "All I know has been published in The Star, much of it under my own by-line. But I feel unhappy about having to give evidence in this way. Actions such as this could make the most routine, every-day reporting task almost impossible. It will undermine the confidence which all genuine sources have in us."

The editor of The Star, Mr Harvey Tyson, appeared earlier this week on subpoena to submit cuttings from The Star, and in an effort to prevent reporters having to appear in court.

STAR **GENERAL**
'Putco is delaying on pay'
11/8/50 (139)
22

Putco's bus drivers have accused the company of "dragging its feet" in their demand for a R25 a week increase and have urged their action committee to adopt a strong approach to management.

The committee was due to meet management today to seek recognition of its union.

At a meeting attended by about 400 drivers in Soweto at the weekend the drivers said:

○ They were tired of the "delaying tactics" used by management in their wage dispute.

○ They wanted recognition of their union, which has 1,000 members.

○ They wanted the dismissal of a Mr Vorster, a Putco official.

A member of the action committee told the meeting that negotiations over wage demands had become "bogged down".

He felt that the stages the negotiations had to go through were taking too long.

A driver said he had accepted the 15 percent pay increase offered by the company "under protest".

1051-1 1/8/00

Sacked council workers claim unresolved grievances

By CAMUEL DIKOTLA
NOT all of the hundreds of Johannesburg City Council workers who were sacked during the last month's strike have "disappeared"

Scores are to be seen every day, milling optimistically around the offices of lawyers sympathetic to their plight

Today the city council meets to debate its strong-arm action in dismissing about 2 000 workers, with one motion praising the move and another censuring it

Last week the Rand Daily Mail selected three sacked workers at random to explore their grievances first-hand, and to find out what they plan to do next

They are

• Mr A, aged 49, from Venda but now a registered Soweto tenant, who has 13 children from two wives — one in Venda and one in Soweto. He was a compound supervisor at the Orlando compound earning R38,72 a week after 24 years service

• Mr B, aged 30, a migrant worker from Transkei with a wife and two children, who earned R33 a week as an electricity department labourer after starting at the council 10

years ago as a cleaning labourer at R9,64 a week

• Mr C, aged 29, single, a Transkeian who regards Soweto as his home a record clerk with nine years service in the council, now earning R226 a month

Mr A, like most of the sacked strikers, had no intention of giving up his job and now fears that nobody will give him another

His reference book, like that of many of his colleagues, bears only the date of his discharge, with no other details such as the signature of the employer. This means that he hasn't yet been officially discharged and so cannot find another job

"Every fortnight I send R40 to my second wife and children in Venda. My money wasn't enough to feed them properly and now they'll be getting nothing"

Like many other sacked strikers, Mr A is confused about the monies he believes the council must still pay him, such as pension contributions

Mr B was one of the Transkei workers bussed back home. He didn't want to go because, like many migrant workers semi-permanently in Johannes-

burg, he regards Soweto as his home

His family is in Johannesburg, and only his elderly parents are left in a small Transkei village. Mr B was ferried "home" but found his way back to Johannesburg within three days

He is staying with his sister, but fears arrest every time he sees a policeman because, of course, has now been endorsed out of Johannesburg

Mr C who lived at the Orlando compound, said he had been told to wait three weeks for his salary, and had nowhere to stay since the strikers had been refused re-entry to their compound

Like many of their colleagues the men claimed to have lost most of their belongings and considerable amounts of money after they had been locked out of their compounds and their personal lockers had been emptied into plastic bags by council officials

The bags were later given to the sacked strikers

Mr B said R40 had disappeared from his locker, and he had seen a friend break down and cry upon allegedly discovering R150 was gone

Mr C told of one man who

had been appointed a banker by migrant colleagues and had discovered about R600 — most of it not his — had disappeared from his locker

And a lawyer is handling the case of one lowly-paid migrant worker who had been religiously saving a little money each month to pay for his daughter's wedding in the Transkei

Up to the time of the strike he had accumulated R300. It all disappeared. Now he goes back home with no money, no clothes, no job and years of saving down the drain," the lawyer said

The men all claimed that the Black Municipality Workers Union (BMWU) which called the strike, had their full confidence. And they dismissed the council-supported Union of Johannesburg Municipal Workers (UJMW) as toothless

Mr B: "We don't support the UJMW because it does not answer our questions. But the BMWU listens to us and we elected it ourselves"

Mr C: "The council told us it was not prepared to listen to our union representatives because our union was not registered"

They weren't prepared to listen to our grievances at all"

Union sues over magazine report

DURBAN — A managing director and his company are being sued by the Metal and Allied Workers Union (MAWU) and the union's general secretary

The action against Mr William Richards and Glacier Bearings, a British subsidiary, was brought by Miss June Rose Nala and MAWU, an unregistered union

Damages of R4 000 were claimed in the Durban Supreme Court

Glacier Bearings is part of the Associated Engineering Group in South Africa, which is nearly two-thirds owned by Associated Engineering of the United Kingdom

In papers before Mr Justice Kriek, MAWU alleges that Mr Richards told the Financial Mail in an interview that "some people tell us they are forced to sign pieces of paper, or get beaten up"

MAWU maintains that when the statement was made, Mr Richards was discussing the activities of MAWU at Glacier Bearings and the statement reflected adversely upon MAWU and the general secretary, or the organisation's recruiting techniques, or methods of motivating workers

In the light of the controversy, MAWU alleged that the statement made by Mr Richards was initiated by malice and calculated to injure the reputation of the union

Mr Richards and Glacier Bearings, who are defending the action, maintained that the statement in the Financial Mail was wrongly attributed to Mr Richards or that alternatively the statement did not refer to the plaintiffs and was not defamatory — Sapa

13/8/80 ARGUS
Nyanga

329
leaders

139
detained

THE chairman of the Nyanga Residents' Association, Mr Oscar Mpetha, 71, and the association's secretary Mr Leon Mqhakayi were detained by police early today.

Mr Mpetha, a diabetic, was taken into custody at his Nyanga home at about 4 am.

He was quoted in a newspaper report yesterday as saying that unrest in Nyanga on Monday had been caused by police provocation and confrontation with pirate taxi

THREATS

His son said today that several telephone calls threatening Mr Mpetha's life had been received at their home following the appearance of the report.

Mr Mpetha is national organiser of the African Food and Canning Workers' Union and Mr Mqhakayi is an organiser of the Commercial, Catering and Allied Workers' Union of South Africa.

Colonel H W Kotze, head of the security police in the Western Cape, denied the arrests had been made by security police.

(139) (31/1/41)
**Mavi refused bail
after police plea**
SIR 14/8/80

By Rashid Chopdat

Mr Joseph Mavi, president of the Black Municipality Workers Union, and the union's secretary, were today refused bail by a Johannesburg magistrate.

The court found that the police investigations were at a delicate stage and there was a possibility that witnesses might be interfered with. It was regrettable that the police could not disclose to the court what was delicate in the investigations.

The prosecutor told the court in argument the charge was serious and that about R100 000 of damages was involved. The defence counsel replied that there was no evidence to show the damages, and this took him by surprise.

Mr Mavi (42) of Zola North, Soweto, was appearing with Mr Philip Dhlamini (29) on a charge of sabotage.

They are being charged under Section 21 of the General Law Amendment Act.

Mr Mavi said during his application for bail that he was arrested on July 31 and had been in custody since then. Security police had interrogated him four times.

He said he had no intention of leaving South Africa before his case was finalised, would not interfere with witnesses and that nobody was supporting his wife and children.

Constable Cornelius van Aswegen of the Security Branch said that his investigations had not been completed and was presently at a delicate stage.

He would have no objections if Mr Mavi was granted bail after the delicate stage of the investigation was over. Constable van Aswegen declined to disclose what was delicate at this stage.

He also feared that if Mr Mavi was granted bail there was a possibility that it might hamper investigations and that possible witnesses might be influenced.

Constable van Aswegen said that the investigations would be completed by next Tuesday or Wednesday. The hearing was provisionally postponed to August 28 and the two men were remanded.

Mr G. J. Jordaan was on the Bench. Mr M. Baslian (instructed by Mrs P. Jana) appeared for Mr Mavi.

Mavi, Dlamini refused bail

139 APR 15 1980 POST

MR JOSEPH MAVI, leader of the Black Municipality Workers' Union, yesterday appeared in the Johannesburg Magistrate's Court with the union secretary, Mr Phillip Dlamini and both were refused bail.

He appeared before Mr J G Jordaan. No charges have been set against

them as yet. They will appear in court again on August 28.

Mr Jordaan, said bail was refused on the grounds that police were still investigating. It was also feared that Mr Mavi and his co-accused might interfere with State witnesses

The bail application was refused after the investigating officer, Constable Cornelius Johannes van Aswegen,

said investigations were at a delicate stage.

Constable van Aswegen said it would not be a problem to grant bail after investigations had been completed.

Mr Mavi, president of the union, was arrested on July 31 during the municipal workers' strike in Johannesburg. He was detained under the General Law Amendment Act.

In applying for bail,

Mr Mavi told the court that he had seven children to support at his Zola North home in Soweto. He said he had been in custody since his arrest two weeks ago, and was interrogated four times.

He said he had not been told what the charges and allegations against him were.

Mr Mavi said he did not intend to leave South Africa.

The court heard that Mr Mavi was employed by the municipal transport department as a bus driver since April 11, 1977. He told the court that when he was arrested he was still busy negotiating with management on the strike.

Constable Van Aswegen said that according to the superintendent of Mr Mavi's department, Mr Mavi had been dis-

charged and paid off before his arrest.

Mr Mavi said he knew nothing of this as far as he was concerned, he was still employed by the municipality. He also denied that he was paid off.

The magistrate told the two accused that they might be called to court before August 28 to be granted bail. It all depended on police investigations

Unionists held under section 22

JOHANNESBURG — The two Cape trade unionists arrested this week in connection with the unrest near the Crossroads squatter camp are being held under section 22 of the General Law Amendment Act.

The two are Mr Oscar Mpetha, national organizer of the African Food and Canning Workers Union, and Mr Leon Mqhakayi, organizing secretary of the Commercial, Catering and Allied Workers Union.

Mr Mpetha, a diabetic who needs medication, is chairman and Mr Mqhakayi secretary of the Nyanga Residents' Association.

The men were originally arrested by the Murder and Robbery Squad under section 50 of the Criminal Procedure Act, which provides for 48 hours' detention before a charge is laid.

Police are reported to have told lawyers for the men that they were investigating a charge of murder arising out of the disturbances near Crossroads.

However, they were yesterday transferred to section 22, which provides for 14 days' detention without trial. This means that they are now being held in terms of security legislation.

Union leader appears in Rand court

Own Correspondent

JOHANNESBURG - The president of the Black Municipality Workers Union Mr Joseph Mavi appeared in court yesterday charged under a law which carries a maximum penalty of death

Mr Mavi has been charged together with the BMWU's secretary Mr Philip Dlamini. Both men appeared briefly in the Johannesburg Magistrate's Court.

Members of the BMWU were recently involved in the week-long strike by an estimated 10 000 Johannesburg municipal workers.

Mr Mavi and Mr Dlamini have been charged under the 1962 General Law Amendment Act.

Bail application refused

They were not asked to plead and their case was postponed to the Rand Supreme Court on August 28. An application for bail for the two men was refused.

Mr Mavi was detained in the corridors of the Rand Supreme Court during the strike and has been held under section 22 of the General Law Amendment Act.

It is understood that the two men have been charged under clauses (b), (d) and (f) of section 21 (1) of the 1962 act.

This section carries a minimum penalty of five years imprisonment and a maximum of death. According to the law, people convicted under it are liable on conviction to the penalties provided for by law for the offence of treason.

The relevant clauses make it an offence for a person to commit any wrongful and wilful act whereby he injures, damages, destroys, renders useless or unserviceable, puts out of action, tampers with, pollutes, contaminates or endangers any of the following: The maintenance of law and order, the supply or distribution of light, power, fuel, foodstuffs or water, or of sanitary, medical or fire extinguishing services, the free movement of traffic on land, at sea or in the air.

5/18/80
C.F.
**Man injured
in explosion**

A CROSSROADS man was slightly injured in an explosion yesterday at Parow General Galvanising in Beacon Road, Beaconvale

Mr William Kkosana was taken to Conradie Hospital Last night a hospital spokesman said his condition "did not seem to be very serious" He was hurt when a sealed radiator was lowered into a molten zink bath

The force of the explosion knocked out several window panes the production manager of Parow General Galvanising, Mr Aage C Buus, said

Confused.

Confused.

62%

O.K. a be straight IN-EX model. Totally confused on the Monetview view.

Case for the strikers

I CONDEMN and censure the Management Committee for its arrogance, its short-sighted insensitivity, its disregard for people and the suffering its strong arm tactics have brought to thousands of our workers and their families.

Bluster and bullying — those are the two principles on which the Management Committee acted during the strike. If they had stopped at that they may have prevented the disillusionment, the anger, the bitterness and resentment among workers — both those who actively took a decision to stay away from work and those who went along with the others, in support of a call for — and I quote — a R33-a-week labourer — “a living wage”.

But no, this Management Committee, incapable of resolving the conflict itself, had to call in a heavily armed contingent of police to do its bullying and blustering. I bow my head with shame for them, that the only way they can talk to people is from behind police-batons and rifle butts.

You say you saw the threat of violence and you acted. Mr Oberholzer and your committee are the ones who started the violence. You set in motion a train of events that violently ripped apart the working relationships between yourselves and our black workforce. With your use of institutionalized violence you have outraged human dignity and human feeling. You have taken advantage of an underprivileged oppressed group and I feel shame and sorrow for you in your immorality.

Have you any idea what you have done?

Let me give you a few examples of individual cases of workers I spoke to last week. And what I tell you is contained in sworn affidavits. And if you bluster once again and deny what I say I challenge you all to come with me in the morning to see the affidavits and speak to the workers.

Example

MR A is a skilled carpenter. He has spent 25 years in the C.I.D.

The Johannesburg City Council met this week to discuss last month's strike by thousands of council workers. The PFP councillor for Norwood, MRS JANET LEVINE, made a stinging attack on the council's Management Committee for its handling of the strike. Here are extracts from her address.

How can they do your firing? How can they have that function with men who live under their jurisdiction, but do not work for them?

Mr C felt — and I quote — “that I was justified to strike. I was striking for living wages for my brothers — peacefully. The trouble is not over, the council have treated us like naughty children. No one can live on R33 a week.”

Mr C went to Selby for his papers on the August 4, 5 and 6. Finally he was told by a Mr Retief that he must wait three weeks for his wages and other payments. His reference book was not endorsed. He therefore cannot look for another job and is at risk in terms of the Pass Laws, while he awaits the council's pleasure. Must I commend you for this?

Example

MR D is a supervisor at Orlando. He is a Venda. He started work with the council in 1956. In those days he earned £2,9d a week as a labourer. In 1965, he became a supervisor and obtained his certificate in 1970. He did general plumbing maintenance at Orlando Compound. He now earns R38,72. He has 13 children, four of whom are still at school. He sends home R40 every fortnight. Mr D is a quiet, dignified, elderly man and you have fired him after 21 years service. He had tears in his eyes and he kept on telling me “I trusted the council, the council had always been good to me.”

carried out by the council in this ad hoc and blatantly unjust manner. The migrant workers have no chance of re-employment. They withheld their labour as a right. The strike committee showed its responsibility by keeping the essential fire and ambulance services manned. Surely we can show our responsibility as employers and reinstate our employees and begin negotiations with elected representatives, as is the norm in any Western industrialised country?

The Management Committee must call in outside experts to investigate the conditions under which our workers live. Our older hostels are a disgrace. Those that can must be rebuilt to modern specifications and those that cannot be rebuilt must be condemned. The whole salary structure will have to be reconstituted. Not only will the basic minimum wage have to be raised, but the whole question of annual automatic increments, pensions, sick leave, medical benefits, etc., will have to be implemented, for all categories of workers.

The Management Committee must, as a matter of urgent priority, set about providing a mechanism that will enable all the black workers of the city to elect their bona fide leaders. It must then accept those leaders and begin the process of negotiation and bargaining with them.

It must recognise that the workers have a right to exercise commonly accepted labour practices, such as the right of association, the right to organ-

Last year he proudly received a long-service award. He has bought a house in Soweto through the Johannesburg Municipal Pension Fund and has a monthly repayment of R54. He was not at work because — and I quote — 'No one can live on R33 a week and I trusted Mr Oberholzer to know this.' Mr A was fired last Monday. His white supervisor phoned me to try to help him be re-instated. Does 26 unblemished years count for nothing? And for this action against Mr A I must commend you?

Example

MR B is a brick-layer. He is a skilled artisan. He has worked for the council for 22 years. He did not go on strike. He slept at his job in Lenasia because he is a family-man and did not want to risk losing his gratuities and pension. On Thursday, July 31, he went to Selby Compound because he had heard "that things were being sorted out there." They certainly were! He was herded into a queue, given a number, called into an office, told he had been dismissed, called a "cheeky kaffir", when he protested that he had been at work. He went back to Klipspruit on Monday morning but despite his supervisor's efforts he has not been reinstated. This is a blatant case of unfair dismissal. And for this I must commend you?

Also at Klipspruit, I know of four labourers with long-service awards who have been dismissed. Does their loyalty count for nothing? They have been dismissed with no prospect of employment. You, by your crass insensitivity, have condemned them to an old age starvation in the homelands.

A senior official in the CED, who, with a number of his colleagues strongly disapproves of what you are doing and has asked me to say so, told me that your attitude is "rather to fire 10 who did not want to strike than employ one who did." Refute that if you can, Mr Oberholzer. And for this attitude I must commend you?

Example 2

MR C is a R226-a-month recorder clerk at Orlando. He has been with the council since February 4, 1971. He was locked out of the Orlando Compound all through the strike and had to sleep in Soweto. He returned to work on Monday, August 4 and was told by the compound manager that he had been fired because he had spoken behind the compound manager's back. Is that what you call a legitimate reason for dismissing someone from work?

And there is much more that disturbs me concerning that subject. Since when do com-

I would like the Management Committee to meet Mr D and then tell me if I must still commend them for their actions.

Example

MR E is a 30-year-old Transkeian. He joined the council in 1970 as a R9 64 a week garbage collector. He now earns R33 a week. Mr E is married and has two children. At Orlando on July 24, he and many others were told by a Mr Barnard that they had been fired. Despite returning to Orlando every day subsequent to that he and the others were barred from the hostel and their belongings

At Selby, where he was taken by bus on Thursday, July 31, he was paid off and given a 72-hour stamp by Wrab officials in his reference book. Since when is the Council an agency for Wrab? But there is another question. Mr E attests to "rough handling by the police with rifle butts and batons." He says he was "very frightened."

He was then put on a bus and taken back to Orlando, where six people were sent into the hostel to verify the fact that there were no possessions there. They returned to tell others that their lockers had been cut with bolt-cutters and that all their belongings were at City Deep Compound.

The bus proceeded to City Deep where Mr E was put into a room for 80 people with 120 others. There was little ventilation and no room to lie down. They were not given their belongings. In the early morning Mr E asked if he could go to the toilet. He was told by a white traffic officer of this city — and I quote — "K-k sommer daai langs jou kaffir broers." And for these acts of inhumanity I must commend you?

In the morning Mr E was given a plastic garbage bag with his belongings. He then underwent an uncomfortable 22-hour journey to Transkei under police escort. Stops were infrequent and no food or drink was provided.

Mr E returned to Johannesburg immediately to look for work and "to find the missing money and clothes that were not in the plastic bag." His statement of property loss has been corroborated by many others in sworn affidavits. I accuse this Management Committee of acting malevolently and in panic, in dealing with the dismissed workers. Mr E's story (and there is plenty more, believe me) is a blot on this council. I abhor the way in which people have been affronted and humiliated. These five cases tell their own story. I do not have to draw any conclusions for you.

I call for the unconditional reinstatement of all workers and ask that no retrenchment be

use, the right to consultation, negotiation and bargaining, the right to protection against abuse and the right to legally withhold labour.

The people I spoke to last week universally dismissed your union, Mr Oberholzer, out of hand. You sent black personnel officers of this city's Staff Board around the compounds with registration forms for your union.

If it were not so sad, it would be laughable. Do you think you are dealing with innocent children? The men know whom they want to represent them. Your black works and liaison committees and any extensions thereof have come to a dead end.

These committees' right to organise is controlled by management. They do not belong to the Industrial Council, so their real right to consult, bargain and negotiate is denied and frustrated. The committees do not have formal grievance and disciplinary machinery. Procedures, where they exist, are handed down from management. As we have seen, the right legally to withhold labour is ignored and the right to protection from abuse has been flagrantly violated.

These mechanisms must be introduced with the full agreement and participation of black workers, otherwise they will be deemed as another management ploy and will be meaningless.

By your actions over the last weeks, you, the Management Committee, have written a shameful chapter in the history of this city. You have much to do to restore our good name. I hope you have the courage and goodwill to begin now for, if you fail in this, you fail all the people of Johannesburg.

Mavi to face strike charge in high court

139 ~~266~~ ~~237~~
RDM 15/8/80.

By STEVEN FRIEDMAN
Labour Reporter

THE president of the Black Municipality Workers Union (BMWU), Mr Joseph Mavi, appeared in the Johannesburg Magistrate's Court yesterday charged under an Act for which the law allows the death penalty to be imposed

He and Mr Philip Dlamini, secretary of the BMWU, are charged under the 1962 General Law Amendment Act, known generally as the "Sabotage Act"

BMWU members were involved recently in the week-long strike by about 10 000 Johannesburg municipal workers

Mr Mavi and Mr Dlamini were not asked to plead and were remanded to a hearing in the Rand Supreme Court on August 28.

Yesterday the Rand Daily Mail learned that a third BMWU executive member, Mr

Hope Mamabolo, was taken from his place of work this week by men who said they were members of the Security Police

Fellow workers of Mr Mamabolo at the Johannesburg City Council Traffic Department said he was taken away at 9am on Wednesday

Relatives of Mr Mamabolo said police at John Vorster Square had said they were not holding him. By late yesterday, attempts to obtain official police comment had been unsuccessful

In the Johannesburg Magistrate's Court yesterday, an application for bail for Mr Mavi and Mr Dlamini was refused. They will remain in police custody

During the strike, Mr Mavi was detained in the corridors of the Rand Supreme Court. Police said at the time that they were investigating charges against him of sabotage

It is understood that Mr Mavi

and Mr Dlamini have been charged under Clauses (b), (d) and (f) of Section 21 (1) of the 1962 Act

This section carries a minimum penalty of five years' jail, and a maximum of death. According to the Act, people convicted under it "are liable on conviction to the penalties provided for by law for the offence of treason"

The relevant clauses make it an offence for a person to commit "any wrongful and wilful act whereby he injures, damages, destroys, renders useless or unserviceable, puts out of action, tampers with, pollutes, contaminates or endangers" any of the following:

- The maintenance of law and order,
- The supply or distribution of light, power, fuel, foodstuffs or water, or of sanitary, medical or fire extinguishing services,
- The free movement of traffic on land, at sea, or in the air

Unity is strength

Heed me! Carry over for me (Shunzi)

139

S. Post 17/8/80

TRADE unionism in East London and Mdantsane is growing and workers are flexing their muscles despite suppression from various quarters.

Both union leaders and workers are facing strong opposition from employers and authorities.

However, workers are not put off.

The South African Allied Workers Union (AAWU) and the African Food and Canning Workers Union

(AFCWU) boast a membership of more than 20 000. SAAWU was introduced in the area in April 1979 and AFCWU earlier this year.

Despite harassment workers have taken up the task of organising themselves. They seem not in the least deterred by dismissals, intimidation and arrests.

At least two Eastern Cape factories, Western Province Preserving and Langeberg Koo, have recognised AFCWU. Negotiations have already reached advanced stages. Some companies are working towards the recognition of the trade unions while others are sitting on the fence.

OWEN VANDA in East London

East London workers flex their muscles

Others are opposed outright to trade unions

Both these unions have rejected the registration of black trade unions. They feel that registration with the Government would be meaningless until the pass laws, influx control, the Group Areas Act, Section Three of the Factories Act and other restrictive laws are scrapped.

The two factories recognised the union after the workers flexed their muscles and went on strike in protest

against the refusal to recognise workers' committees from their union

Workers rejected the Government's liaison committee system as "ineffective rubbish" stamps that did not represent the interests of the workers.

But the introduction of trade unions in the area has not been without casualties. A number of workers have been victimised through dismissals as soon as their association with the unions became

known to their management.

Trade union leaders and some workers have also fallen foul of the law.

The national organiser of SAAWU, Mr Thozamile Gqweta, is facing a charge under the Riotous Assemblies Act, following a strike by workers at the Mdantsane Special Organisation in April.

Prior to his arrest, more than 100 women members of the ruling Ciskei National Inde-

pendence Party demonstrated at the Mdantsane Civic Centre against Mr Gqweta and his trade union. His house was stoned.

Two men from Western Province Preserving have been charged for taking part in an unlawful strike after the workers downed their tools when management refused to recognise their union.

Some 125 men and a 17-year-old youth from National Converter Industries are facing charges under the Riotous Assemblies Act. They are accused of attending a gathering of more than 10. They were refused entry to the factory following a dispute over the operation of a trade union committee on the premises.

Mr Gqweta has been greeted with insults and harassment during his discussions with some white factory representatives.

A manager of Meadow Feeds, a subsidiary of KSM Milling, was ordered by the company's director to make a pub-

lic apology to SAAWU following a meeting with union leaders in which he referred to his workers as "lazy kaffirs".

The Ciskei government authorities do not entertain the concept of trade unions. They see them as redundant, claiming that the government looks after the interests of its citizens. Mr Gqweta said workers accepted that workers' liberty was never achieved without pain and tears.

"It is painful. It is like the birth of a child. But out of these tears will emerge a new and free labour situation in South Africa, a healthy labour community that will free all racial prejudice based on the colour of a worker's skin."

"Employers who still prevent, threaten and fire workers when they organise themselves under the unions of their choice are fighting a losing battle," Mr Gqweta said.

Portions of this report have been withheld in terms of the Police Amendment Act.

Flexing muscles . . . apparently the most effective exercise in labour relations.



SA needs
more racial
mixing, says
black leader

139
THAR
19/8/80

By Steg Hannig

Racial mixing such as that at Craven Week rugby is exactly what South Africa needs, says the country's best-known black labour leader, Mrs Lucy Mvubelo

"A few coloured children, playing rugby at the Craven Week, created a major incident," she told the Skills Growth 80s symposium of the Golden City Jaycees in Johannesburg today

"Yet it is exactly this mixing of our youths that will lead to greater understanding, to a better command by black children of English and Afrikaans

"Surely the incentive of knowing the language of your rugby or soccer rivals is a greater incentive than knowing the language of your oppressor"

Language separation among white school children had given rise to derogatory terms

"What are the terms of feelings developed by the total separation of apartheid?" Mrs Mvubelo asked

"Training facilities are now being made available — and still the tendency remains for black centres, coloured centres and Asiatic centres," she said

"If we are to work together, let us get to know each other at the training centres

"Let us develop common standards, common interests and concepts," Mrs Mvubelo said

arrest

DM 2/8/80

THE arrest on Thursday night of Mr Joseph Mavi was an outrage.

As president of the Black Municipality Workers' Union he had gone with lawyers to seek the protection of the Supreme Court for his members.

But while waiting in the passage outside Court 13 for the hearing to start, Mr Mavi was arrested and taken away by the police. It was to no avail that one of his lawyers asked that his removal at least be delayed so that he could, if necessary, give evidence in the pending case.

The arrest was an act of cold contempt for the circumstances in which Mr Mavi was at court. To grab a person in such circumstances has the hallmarks of a police state.

As is the contemptuous way in which the police colonel concerned responded to a question by one of Mr Mavi's lawyers about the section under which he was being detained: "Under Section 50", said the colonel.

"Section 50 of which Act?" asked the lawyer.

"Section 50 of the usual Act," was the reply.

As it later turned out, Mr Mavi was not detained under "Section 50" (of the Criminal Law Amendment Act, which would have required him to be brought before court within 48 hours), but under "Section 22" (of the General Law Amendment Act, which means he can be held incommunicado for at least 14 days).

Placing Mr Mavi beyond the reach of legal process in this way made it impossible for anyone — his lawyers or even the judge — to do anything.

arrest. Everyone was rendered impotent.

Regrettably, silence prevailed.

The entire episode is a frightening illustration of the level to which personal liberty has been reduced in our country.

Perhaps, in the light of the events of this past week, we should not be overly surprised: the behaviour of Johannesburg's management committee, in concert late in the week with the police, has been in the same mould.

The strike by 10 000 black workers has been broken by the application of strongarm tactics, thus overriding considerations of attempting to come to terms, through negotiation, with the desire of workers to have their own trade union.

But at what cost in race and labour relations? More particularly, what will be the effect on the shining hopes for a new labour dispensation which were engendered by the Wiehahn Commission a mere 15 months ago?

The Government's apparatus for dealing with labour conflicts failed miserably this week. Its inadequacies have been revealed.

After the example set by Johannesburg's management committee, aided and abetted by the central Government, of grinding workers into the ground to force them into docility, what confidence in the new dispensation can be retained by blacks?

That, ultimately, is going to be the gravest legacy left by the strike.

4th black
municipal
union man
detained

Half the executive committee of the Black Municipality Workers' Union (BMWU) is now in detention following the arrest of a fourth member yesterday.

Mr Gatsby Mazwi, acting secretary of the BMWU, was arrested outside the union's offices in Sauer Street, Johannesburg.

The union's president, Mr Joseph Mavi, and its secretary, Mr Philip Dlamini, have been charged under section 21 (d) of the General Law Amendment Act of 1962.

Another executive member, Mr Hope Mamabolo, was reportedly arrested at his place of work last week.

Colonel H Muller, Security Police chief for the Witwatersrand confirmed that Mr Mazwi was being held under the Criminal Procedure Act. There was a "strong possibility," that he would soon be held under section 22 of the General Laws Amendment Act, which provides for 14-day detention.

Union leader
in bail bid

Mr Phillip Dlamini, secretary of the Black Municipality Workers' Union, yesterday appeared briefly before a Johannesburg magistrate to make a fresh application for bail.

The application was postponed for hearing to tomorrow at the request of the State when he will appear jointly with his president, Mr Joseph Mavi, also for the same purpose.

Both men have been charged with sabotage.

Mazwi detained ⁽¹³⁹⁾ (32)

POLICE yesterday confirmed the detention of the third executive member of the Black Municipality Workers Union, Mr Hope Mamabolo, under Section 22(1) of Act 62 of 1962

Mr Mamabolo was reportedly detained last week at his place of work. Yesterday police could not, however, say under what law the fourth executive member

of BMWU, Mr Gatsby Mazwi, acting secretary of the union is detained

Mr Mazwi was arrested on Wednesday at the union's office in Sauer Street Johannesburg. P.S. 2/18/64

Two other leading officers of the union, president, Joseph Mavi and secretary, Phillip Dlamini have now been formally charged under section 21 (d) of the General Law Amendment Act of 1962

STAR 22/6/80

Unrest expected as black unions mature'

By Mike Derry

South Africa can expect more labour unrest in future as newly-formed black trade unions mature, speakers at the 14th South African Security Association Conference warned yesterday

Both speakers who took part in a panel discussion at the conference yesterday also indirectly criticised the Johannesburg City Council for its handling of the recent municipal workers' strike

Mr J A Grobbelaar, general secretary of the Trade Union Council of South Africa (TUCSA), said much of the recent unrest could have been averted if employers had been more skilled in industrial relations technique

Mr L B de Wet, industrial relations manager for the Hulett's Corporation, said the refusal by management to enter into dialogue with black trade union leaders solely because they were not yet registered "makes little sense to me"

Mr Grobbelaar said because black workers were in a much more inequitable situation than whites, they could be expected to resort to vigorous strikes to try to bring about more of a balance

He said the black unions would be generally more militant in their approaches, they were going to ask for a lot, and they wanted their demands met immediately

Mr Grobbelaar said it

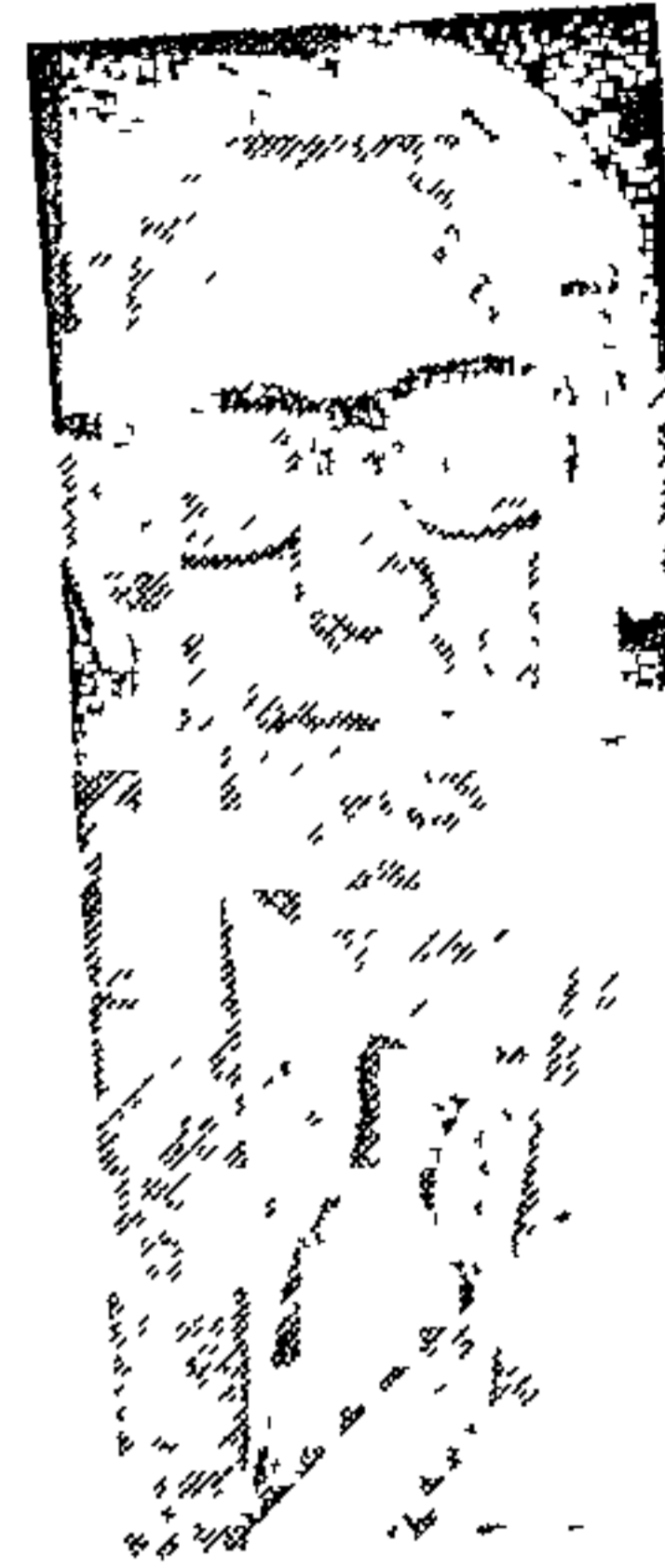
could be expected that strike action would escalate considerably over the next few years, but after a few years time the "dust will settle"

The black trade union leaders and the employers would become more skilful in industrial negotiation, he said.

Both groups would employ the tested techniques of collective bargaining without the situation leading to industrial unrest

Mr de Wet said he was disturbed by the tendency of both management and workers to resort to "confrontation tactics"

He said the refusal to deal with unregistered unions and the tendency to dismiss all employees made little sense



MR GROBBELAAR

STAR 23/8/80
**Mavi has
'restful'
night after
release**

Mr. Joseph Mavi, president of the Black Municipality Worker's Union (BMWU), who is facing charges under the Sabotage Act, said today at his Soweto home that he spent a restful night for the first time in three weeks after his release on R500 bail yesterday.

He is facing the charge following the recent municipal workers' strike.

He told The Star he has been warned by his attorney not to give interviews to the Press.

On his arrival at his Zola home last night friends and relatives were waiting for him. His wife, Ruth, was in another part of the township but he managed to be with her last night.

Mr. Mavi's ten-year-old daughter, Tembeka, said "I am so happy to see daddy. We have been alone for a long time."

Many people visited the Mavi home as early as 7.00 am today. Friends said they were delighted to see him.

Mr. Mavi, a 42-year-old father of seven, was detained by the Security Police in the corridors of the Rand Supreme Court on July 31, minutes before his union brought an urgent interdict against the Johannesburg City Council and the Minister of Police to prevent them from taking action against members of the BMWU.

Mr. Mavi, who has lost weight since his arrest, came to Johannesburg from Transkei in 1957.

C 23/8/52 (152)

Rand strike: Joseph Mavi granted bail (134)

Own Correspondent

JOHANNESBURG — The president of the Black Municipal Workers' Union (BMWU), Mr Joseph Mavi, 42, who is charged under the Sabotage Act, was granted R500 bail in the Johannesburg Magistrate's Court yesterday

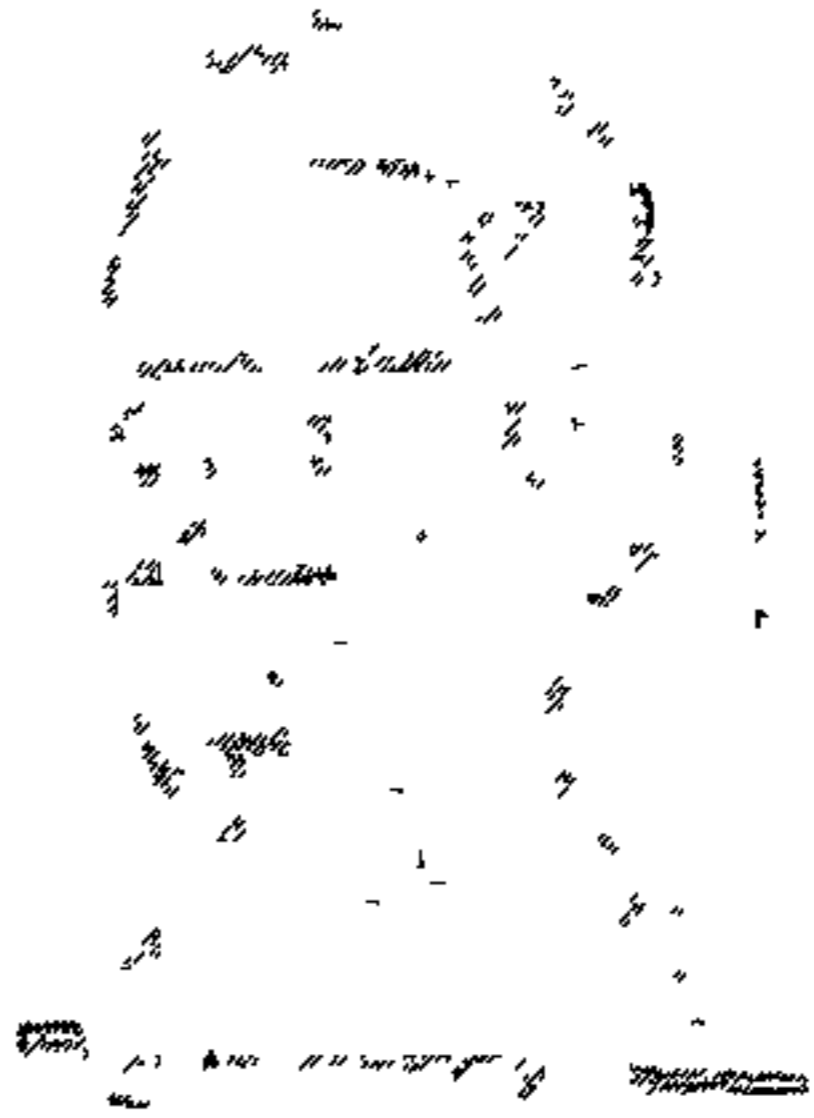
He is facing a charge relating to the recent municipal workers' strike

The prosecutor, Mr A du Plooy, said that although the investigations had not been completed, the damage as a result of the strike had been estimated at between R300 000 and R400 000

Mr Du Plooy said Mr Mavi, who is appearing with the secretary of the BMWU, Mr Phillip Dlamini, was facing a serious charge

Earlier yesterday Mr Dlamini, 29, of Soweto was released on R1 000 bail

Bail for Mr Mavi was initially fixed at R1 000, but Mr M



Mr Joseph Mavi

Barrister for Mr Mavi asked for a reduction to R500 as Mr Mavi could not afford more

Mr Mavi and Mr Dlamini, who have not yet pleaded to the charges, have to report daily to the Jambulani police station and surrender their passports

The case was postponed to August 28.

Sugar

ONE of the fastest growing black trade unions in the country, the National Union of Sugar Manufacturing and Refining Employees, has been funded to the tune of R10 000 by the South African Sugar Association.

The union has, however, rejected suggestions that it is a management-promoted trade union organisation.

Mr Selby Ntsibande, secretary-general and or-

ganiser of the new union, told SUNDAY POST in an interview that there was no truth whatsoever in claims that his union was initiated and started by the sugar industry.

"Those who are making the claims don't know what they are talking about. All that happened was that the Sugar Association had given us an interest-free loan of R10 000 for five years, because we

did not have any money," Mr Ntsibande said.

Mr Ntsibande, a former chairman of the works committee at the Amtikulu Sugar Mill on the Natal North Coast said that the union was initiated after 15 worker representatives from different sugar mills held a meeting in October last year.

The union was formally launched in the first week of January this year. Within six months

it had a membership of more than 4 200 and had become the fastest growing black trade union in the country.

It rents offices in the plush 320 West Building in Durban and has two organisers, an office secretary and a messenger.

It also boasts some of the finest furniture and is, perhaps, the first black trade union in the country to start off on such a high note.

Mr Ntsibande said he

Union

was confident that the union would soon be able to sign up the rest of the sugar industry's 10 000 black employees.

He initially experienced problems with management because they accused him of introducing politics when he addressed workers at their mills, he said.

He said that his union would be registered by the Department of Manpower Utilisation in the next few weeks.

Handwritten notes and stamps at the bottom of the page, including "MAB" in a circle, "13/10/73" in a circle, and "S. N. S." in a circle.

POST 26/8/80 (139) (3/29/81)

Union man charged

MR Gabsy Mazwi, executive member of the Black Municipality Workers Union (BMWU) detained by security police last week, is to be charged today, union lawyers have said.

Mr Mazwi, the acting

secretary of the BMWU, was the fourth member of the union's executive committee to be arrested.

According to the lawyers, he will be charged under Section 21 (B, D and F) of the Criminal Law Amendment Act — the same charge as faced by Mr Joseph Mavi, BMWU president, and Mr

Philip Dlamini, union secretary.

The Act, commonly known as the "Sabotage Act" carries a minimum of five years' imprisonment and a maximum sentence of death.

A bail application by Mr Mazwi will also be heard today, the lawyers said.

Unionist is charged

Staff Reporter

A THIRD person, the acting secretary of the Black Municipality Workers' Union, Mr Gatsby Mazwi was charged with a contravention of the Sabotage Act in the Johannesburg Magistrate's Court yesterday.

Last week the president of the BMWU Mr Joseph Mavi, of Soweto, and the secretary, Mr Phillip Dlamini, also of Soweto, appeared in court.

Mr Mazwi and the other two men are facing charges relating to the recent black municipal workers' strike.

Mr Mazwi was released on R500 bail.

Mr Mavi and Mr Dlamini were released on bail of R500 and R1 000 respectively.

The men will appear again on August 28.

(1)

(13)

13
13
13

POST 2/1/50

Mazwi in court

ANOTHER member of the Black Municipality Workers Union (B.M.W.U.), Mr Gatsby & Mazwi, appeared in the Johannesburg Magistrate's Court yesterday on a charge of "sabotage".

He was granted bail of R500.

Mr Mazwi, acting secretary of the organisation, was the fourth member of B.M.W.U. arrested by security police after the recent black municipal workers strike which swept Johannesburg after a pay dispute with the City Council.

Two other leaders of the organisation, Mr Joseph Mavi, president, and Mr Phillip Dlamini, secretary, were granted bail of R500 and R1000 respectively last week.

Mr Mazwi appeared before Mr C H Fouche in the Johannesburg Magistrate's Court.

Mr Mazwi will now join Mr Mavi and Mr Dlamini as accused number three when they appear in court again tomorrow.

The men are being charged with contravening Section 21 (B, D and F) of the Criminal Law Amendment Act, commonly known as the Sabotage Act.

The conditions of Mr Mazwi's bail are that he report daily at the Jabulani Police Station in Soweto.

Pulp industry gives nod to black unions

By STEVEN FRIEDMAN
Labour Reporter

THE paper and pulp industry yesterday became only the second to approve the granting of "stop order" facilities — a form of limited recognition — to an independent black trade union

A meeting of the industry's industrial council agreed yesterday to allow employers to grant these facilities to a Fosatu-affiliated unregistered union, the Paper, Wood and Allied Workers Union, provided the union complied with certain conditions, according to informed sources

These are identical to conditions recently imposed on unregistered unions applying for stop orders by the steel and engineering industry's industrial council

Although official confirmation of the decision could not be obtained yesterday, sources on the industrial council confirmed that the union's application had been approved

The granting of "stop orders" means that an employer agrees to deduct union dues on behalf of the union from the pay packets of workers at his plant. Unions regard them as both a limited form of recognition and an important source of financial stability

Yesterday's decision does not automatically entitle the union to "stop orders" from all employers in the industry. However, it means that employers who wish to are now entitled to extend these facilities to the union and it is expected that most will do so

The steel and engineering industry recently became the first to extend stop orders to independent unregistered unions (unions which do not have links with non black registered unions in their industry)

It imposed certain conditions on the granting of "stop orders" which, it is understood, have also been imposed by the paper industry

The conditions were

○ The union must lodge its constitution with the industrial council,

○ It must provide proof that it has applied for Government registration,

○ It must give a written undertaking that it will apply to join the industrial council once it has obtained registration,

○ The exemption allowing the union to enjoy "stop order" facilities is valid for six months.

Union stop orders may not be issued on behalf of foreign black workers, although those from the "independent" homelands are eligible

A spokesman for the PWAU welcomed the decision last night and said it would enable the union to expand significantly

"The union's support in the industry is growing and the granting of stop orders will hasten this process," he said

The union had already complied with a number of the conditions and would comply with the rest, he said

informal structure which might help us to establish the following:

(a) Is there a necessity to introduce changes in the relationships? If the answer is positive, we shall ask ourselves

(b) Is there a need for more formalization, namely, more mutual perception among organizational members as to the formal structure? Or perhaps, is there a need to increase the informal activity of members of the organization in order to get them out of the apathy resulting out of too much formalization?

The answer to these last two questions, coinciding with the study of the activities and attitudes of the organizational members, will enable us to establish what is to be done. Changes are not absorbed in the organizational structure, however, unless being integrated into it with the aid of change agents. One encounters, generally, a large amount of resistance to changes and specially when they involve a change in the

prevaling between them, e.g. one might say that he is superior to the other while the other one would say that they are peers (that both of them report to the same superior). Two members of the organization might, likewise, disagree as to the informal relationship existing between them, e.g. when one of the two says that he maintains a close working relationship with the other, while the other fails to mention the first one as one of those with whom he maintains close working relationships. Thus we find, in fact, many inconsistencies in both the formal and informal structures

The only formal structure which is clear-cut, in spite of relying on perception, is that structure usually referred to as an "organization chart". This chart is nothing but the formal structure as perceived by the members of the organization, usually to be found at the top of the chart. The organization chart being the perception of one man only, one cannot expect to find any inconsistencies in it

The study of the relationship structure is based on data received from members of the organization, which is followed

Unregistered unions get legal boost

By STEVEN FRIEDMAN
Labour Reporter

THE Industrial Court yesterday ruled that all trade unions, whether or not they are registered, can bring matters before the court on behalf of their members.

The ruling which came in response to legal argument in the court's first major test case, is seen as a significant breakthrough for the black trade union movement.

In another crucial ruling the court agreed to hear evidence on allegations that an employer who had refused to renew the contract of a migrant worker had been guilty of an "unfair labour practice" even though he was within his legal rights not to renew the contract.

This too is seen as an important victory for black workers because it makes it possible for a contract worker whose employer refuses to renew the contract to seek relief from the Industrial Court even though the employer was legally entitled to refuse to renew the contract.

The judgment was handed down by the court's deputy president, Mr Benjamin Parsons, assisted by two assessors, Professor P A K le Roux and Mr D S Harris.

It followed legal argument in a case brought by the unregistered Metal and Allied Workers Union and a contract worker, Mr Stephen Maponya, against a Johannesburg company, Precision Tools.

The union and Mr Maponya allege that the company refused to renew Mr Maponya's migrant service contract as a reprisal for his union activities. The company denies this was its reason.

The immediate effect of the court's ruling is that counsel for Mr Maponya and the MAWU can now lead evidence before the court in an attempt

to establish their case. The court will sit next month in order to hear this evidence.

The Industrial Court was established following the recommendations of the Wiehahn Commission and one of its chief functions is to hear cases in which workers allege they have been victims of "unfair labour practices".

In a statement issued last night the union described the court's ruling as "a great victory" and "a step in the right direction".

The union said the judgment could create problems for employers who refused to renew labour contracts "without valid reasons".

The union also welcomed the court's ruling that the union had *locus standi* to represent its members before the Industrial Court and described this as "a highly significant breakthrough".

Legal sources last night described the judgment as "heartening" and added that the court had "shown a flexibility and a willingness to cast aside formalism".

On the question of the union's standing in court the judgment found there was no obligation under industrial law for a trade union to seek Government registration. It also found that a union can exist for the purposes of industrial legislation without being registered.

In addition, in a more significant finding, it also found that trade unions have the right to represent their members in the court.

An earlier Supreme Court judgment in the "Bosman case", had held that trade unions have no standing to bring legal actions on behalf of their members. Legal sources warned at the time that this meant black workers who wished to protect their rights in court could only do so individually.

400 stop work at East London cannery

DD 2-18-52
139
1952

EAST LONDON — About 400 workers at a cannery here stopped work yesterday.

The manager of Collondale Cannery, Mr G. Cianforlini, confessed last night that staff at the cannery had downed tools after lunch. They had not been fired and "everything will be okay tomorrow."

He confirmed management would be meeting the workers today. Asked whether the work stoppage was the result of six workers being retrenched, Mr Cianforlini said "We have too many people and had to put some off."

According to a spokesman for the African Food and Canning Workers' Union the stoppage occurred when workers gathered in the company's canteen to demand an explanation for the retrenchment of six of their colleagues, including the chairman of a committee recently elected under the auspices of the union.

The spokesman said the

African Food and Canning Workers' Union, an unregistered black union, had been active in the company for some time and had asked for recognition there.

A worker committee had also been elected at the cannery.

Last week, however, six workers, including the committee's chairman, were informed that they were being retrenched and were scheduled to leave the company tomorrow, he said.

Workers then decided to send the newly elected committee to management to demand the reinstatement of the men. However, he said, management told them that it would only deal with its liaison committee.

The spokesman said workers gathered in the company's canteen at midday and sent a member of the liaison committee to see management.

A company official then arrived in the canteen and asked workers why they had gathered and were

not at work. They replied that they wanted an explanation for the retrenchments.

The official then told workers that the men had been retrenched because work at the company was slack. Workers denied this, claiming that truckloads of fruit were being delivered to the company to be canned.

They also complained that some of the retrenched workers had enjoyed long service at the company.

The union alleges the official then replied that those who did not want to work would be retrenched. "This angered the workers and they said they would not leave the canteen until the matter had been resolved," the spokesman said.

He said that management had then told workers to return to work or take off their work clothes and leave the company. He said they could collect their pay tomorrow -- DDA-DDC.

400 fired after cannery dispute

C. Times 25/8/50

152
196
139

Own Correspondent

JOHANNESBURG — About 400 workers at an East London cannery — the entire workforce — were fired yesterday after a brief work stoppage.

The stoppage — at Colondare Cannery — occurred when workers gathered in the company's canteen to demand an explanation for the retrenchment of six of their colleagues including the chairman of a committee recently elected under the auspices of the African Food and Canning Workers Union.

Workers have said they want their jobs back — but will only return if the retrenched men are reinstated.

Management comment was not available yesterday but workers are due to meet a company official today to attempt to resolve the dispute. An official of the Department of Manpower Utilisation will also attend this meeting.

A union spokesman said yesterday that the African

Food and Canning Workers Union, an unregistered black union, had been active in the company for some time and had asked for recognition there.

A worker committee had also been elected at the cannery.

Last week however six workers including the committee's chairman were informed that they were being retrenched and were scheduled to leave the company tomorrow.

Workers then decided to send the newly elected committee to management to demand the reinstatement of the men. Management told them they would only deal with its liaison committee.

Yesterday workers gathered in the company's canteen at midday.

A company official arrived and asked why they were not at work. They replied that they wanted an explanation for the retrenchments.

Three in court after strike

1980
29/8/80
Pp 15/16

Staff Reporter

THE 'Sabotage Act' case against three executive members of the Black Municipality Workers Union in connection with the recent Johannesburg municipal strike was postponed in the Johannesburg Regional Court yesterday after the brief appearance of the three men.

The case under the Act, the General Law Amendment Act of 1962 which provides a minimum jail sentence of five years and a maximum penalty of death was postponed to September 29.

The union's president, Mr Joseph Mavi together with secretary Mr Phillip Dlamini and deputy secretary, Mr Gatsby Mazwi were not asked to plead and no evidence was lead.

The three men are on bail. The national president of the Black Allied Workers Union, Mr M J Kuma'lo, was also at court as a mark of solidarity, he said.



Three executives of the B.M.W.U., from left, Mr Joseph Mavi, Mr Gatsby Mazwi and Mr Phillip Dlamini, outside the Johannesburg Regional Court yesterday.

PHOTO: JOMANKJUS

Labour Reporter

THE unregistered Western Province General Workers' Union today welcomed the ruling of the new Industrial Court that all trade unions, whether or not they are registered, can bring matters before the court on behalf of their members.

We hope the decision of the court to acknowledge unregistered trade unions

if they represent their members will be noted by employers and the authorities, a union spokesman said.

Recent events in the labour field have indicated strong contempt on the part of the State for the representatives of unregistered unions.

The court ruling came after preliminary argument in its first major test case, brought by the un-

registered Metal and Allied Workers' Union and contract worker Mr Stephen Maponya against the Johannesburg firm Precision Tools

The presiding officer also ruled that evidence could be heard in connection with the allegation that the employer had committed an unfair labour practice by failing to renew the migrant worker's contract.

Labour lawyers see the decisions as throwing the Industrial Court open to unregistered unions acting on behalf of their members, at least in cases of unfair labour practices.

Also, although an employer is entitled to allow a migrant worker's contract to lapse, it may now become illegal where the motive can be shown to be victimisation and

where the worker had reasons to expect the renewal of his contract

The Federation of South African Trade Unions (FOSATU) has commended the court's ruling as a 'welcome decision'

A spokesman said it lent weight to FOSATU's contention that representation, not registration, was the key issue in the recognition of trade union-

Benefits in joining says union leader

EAST LONDON — Iron and steel workers were given a talk here by the president of the Boilermakers Trade Union, Mr M Peterson, of Johannesburg.

He spoke of the advantages of belonging to his union.

In the case of labourers losing their jobs, Mr Peterson said they would receive a minimum amount of R2,50 a day.

In case of death of members who had been registered with the union for at least six months, their families would be compensated R1 000, if they had been members for a year, R1 150 was payable.

If a wife or husband of a member died, the member received R300.

Mr Peterson said his union was recognised by the government and could negotiate with management as it was registered.

The committee of the union could also attend meetings held on company premises between employers and employees and witness any negotiations.

The union worked hand-

in-hand with liaison committees and mostly used them as channels of communication.

In case of members losing work, the union aids members to seek work and to check they got a secure job with comparative wages and good working conditions.

Mr Themba Bottoman, chairman of the iron and steel workers' liaison committee, thanked Mr Peterson but asked him to give them time to consider the matter.

2-11

Inaction 139
24/8/80
139
139

Post 29/8/80
139
Mazwi
7801

Mavi 'sabotage' case postponed

By KINGDOM
LOLWANE

THE "sabotage" case against three executive members of the Black Municipal Workers' Union was again postponed in the Johannesburg Magistrates' Court yesterday.

The three, Mr Joseph Mavi, Mr Phillip Dlamini and Mr Gatsby Mazwi, appeared before Mr J C

Kotze. They were not asked to plead and are out on bail

The men are charged with contravening Section 21 (B, D and F) of the Criminal Law Amendment Act, commonly known as the Sabotage Act

They were arrested by security police after the recent municipal workers' strike which brought Johannesburg to a standstill after being sparked off by

a pay dispute with the City Council.

Mr Mavi and Mr Mazwi are out on R500 bail each while Mr Dlamini on R1000. The conditions of their bail are that they report daily at Jabulani Police Station, in Soweto

Mr Ernest Wentzel SC, instructed by Mrs Priscilla Jana and Associates, appeared for Mr Mavi and Mr Mazwi. Mr Dlamini was represented by Mr Ratha Mokgoatheng.

Strikers want jobs back

Own Correspondent

EAST LONDON — Four hundred cannery workers here refused to be paid off yesterday after management called them to collect their pay packets.

A spokesman for the African Food and Canning Workers Union, Mr Jan Theron, said the workers regarded themselves as employees and wanted their jobs back.

The workers went on strike on Wednesday after six workers were retrenched. Mr Theron said the workers were told to collect their pay at 2pm yesterday and to enter the factory in groups of 100.

After an impromptu meeting near the factory gate, the workers moved across and were addressed by the managing director, Mr Corder Tilney.

"They regard themselves as employees and want their jobs back," Mr Theron said. "They are asking that all workers be allowed to go back, including the six who were retrenched."

Workers felt management was victimising union members, Mr Theron said, as some of the retrenched men were union members.

Cape unionist freed by police

ROM
134
ROM
2/1/80

By STEVEN FRIEDMAN
Labour Reporter

ONE of the two Cape black trade unionists and community leaders detained in the wake of the violent incidents near Crossroads squatter camps earlier this month has been released.

He is Mr Leon Mqhakayi, organising secretary of the Commercial, Catering and Allied Workers Union in the Cape and secretary of the Nyanga Residents' Association (NRA).

However, the second man, 71 year-old Mr Oscar Mpetha is now being held under Section 6 of the Terrorism Act, according to union sources.

Mr Mpetha is an organiser for the African Food and Canning Workers Union and chairman of the NRA.

Police confirmation that he was now being held under Section 6 was sought early yesterday, but had not been obtained by last night.

The two men were held earlier this month after violence near Crossroads claimed three lives.

Mr Mqhakayi and Mr Mpetha were originally arrested under Section 50 of the Criminal Procedure Act, which allows police to detain people for up to 48 hours before laying a charge.

At the time, police said they were investigating a charge of murder against the two men arising from the Crossroads incidents.

However, shortly after they were arrested, police transferred the two men to detention under Section 22 of the General Law Amendment Act which provides for 14 days' detention without trial.

The arrest of the two men was sharply criticised by both their trade unions. They said that the two were respected trade unionists and community leaders and the CCAWU expressed shock at the arrests.

Their arrest followed a spate of detentions of trade unionists in the Eastern and Western Cape.

In the Eastern Cape, the East London secretary of the African Food and Canning Workers Union, Mr B P Norushe, is still in detention under Security legislation after several weeks.

Other unionists have been arrested and have since been released or are facing charges in the courts.

In the Western Cape, several officials of the Western Province General Workers Union were detained under the Internal Security Act and then released.

Cape Town (139) (30/8/80)

Overseas funds

30/8/80

for Mavi denied

LEGAL representatives of black trade unionist Mr Joseph Mavi have denied knowledge of funds sent by overseas organisations for his defence.

Mr Mavi, leader of the Black Municipal Workers Union, which led the recent municipal workers strike in Johannesburg face charges related to the strike

On Friday he was released on R500 bail. Previously bail was set at R1000

The State opposed bail and referred to a news report which stated that the Black Consciousness Movement of Azania, which is based in London, had revealed that an amount of R5000 had been sent to South Africa for Mavi's defence.

DENIED

This was denied by Mr Mavi's counsel

Bail was set at R500 on condition that Mr Mavi hands over to the police any travel documents and reports daily to the Jubulani police station

After his release Mr Mavi told newspapers that his lawyers warned him that he must not give interviews to the Press.

Relatives and friends of Mr Mavi visited him at the weekend and said they were happy he was out on bail

139 20/8/50

4000 striking workers refuse to be paid off

DD 20/8/50
DAILY DISF
139

EAST LONDON — Four hundred cannery workers here refused to be paid off yesterday after management called them to collect their pay packets.

A spokesman for the African Food and Canning Workers Union, Mr Jan Theron, said the workers regarded themselves as employees and wanted their jobs back.

The workers went on strike on Wednesday after six workers were retrenched.

Mr Theron said the workers were told to collect their pay at 2 pm yesterday and to enter the factory in groups of 10.

After an impromptu meeting near the factory gate, the workers moved

across and were addressed by the managing director, Mr Corder Tilney.

Mr Theron said the workers decided not to accept their pay and left the area.

"They regard themselves as employees and want their jobs back," Mr Theron said.

"They are asking that all workers be allowed to go back, including the six who were retrenched."

Workers felt management was victimising union members, Mr Theron said, as some of the retrenched men were union members.

"Management said they were prepared to speak to the liaison committee, but

the workers said their liaison committee was defunct.

"They had no wish to be represented by the liaison committee because they had the union to do it for them."

They requested management to restore the status quo and to start anew with worker-management relations, he said.

The branch chairman of the AFCWL, Mr Wehle Mzozoyana, issued a statement on behalf of the branch condemning management's attitude.

"They have no argument if they say the union is unregistered," Mr Mzozoyana said.

"The Industrial Court has recently recorded that recognition can be given to unregistered unions."

"The dismissals at Collydale Cannery were unnecessary, in our opinion."

If there was to be industrial peace, he said, "those in the higher echelons of management must adopt an attitude of willingness to negotiate."

A Daily Dispatch reporter and photographer were ordered to leave the factory premises yesterday afternoon after a security guard allowed them in.

When a reporter asked which of the men standing with Security Police officers

was the manager, Mr G Cianforini, a man came out of a nearby building and ordered him to leave the premises.

"We are busy with negotiations and do not need the press here," the man said.

He refused to identify himself and said management would issue a statement later.

After the workers dispersed from the gate, a Security Police vehicle patrolled outside the factory.

Workers said they were told to stand in line and behave themselves until buses arrived to take them into town. The first bus left about 10 minutes

after the group left the factory.

Later, Mr Tilney issued a statement explaining management's attitude towards the workers.

"On Friday, August 5, a total of 22 employees were given one week's notice as a start to our retrenchment programme following a policy decision by the directors because of the drought conditions causing a fall-off in the delivery of fruit for canning."

"On Wednesday August 27, all employees came to work as usual after lunch. The women employees went back into the cannery but the men refused to go to work."

Three male employees then called on all female employees to stop work, which they did.

"Management were told that the workers made a pre-condition to their return to work that the five retrenched employees were re-employed."

"Management has been prepared right through to discuss matters with works or liaison committees or other representatives of the employees provided they are satisfied that the trade union represents the workers and provided no pre-conditions are made that the retrenched employees must first be re-employed."

"The decision of management to implement the policy of the company by retrenchment was effected normally and with no ulterior motive. The employees in question were retrenched for reasons outside their activities in any trade union."

"Under the circumstances the employment of all employees has been terminated. Those who wish to be re-employed may apply on Monday, September 8."

Management is aware of the fact that a certain amount of intimidation has been taking place and employees have been warned that if there is any further intimidation action will be taken by the authorities. — DDR

Trade union leader freed

CAPE TOWN — One of the two Cape trade unionists detained after the violent incidents near Crossroads earlier this month, has been released

He is Mr Leon Mqhakayi, organising secretary of the Commercial, Catering and Allied Workers Union in the Cape and secretary of the Nyanga Residents' Association

The second man, 71-year-old Mr Oscar Mpetha, is now being held under Section 6 of the Terrorism Act, say union sources

Mr Mpetha is an organiser for the African Food and Canning Workers Union and chairman of the NRA

The two men were held earlier this month after violence near Crossroads had claimed three lives

Mr Mqhakayi and Mr Mpetha were originally arrested under Section 50 of the Criminal Procedure Act, which allows police to detain people for up to 48 hours before laying a charge

At the time, police said they were investigating a charge of murder against the two men arising out of the Crossroads incidents

However, shortly after they were arrested, police transferred the two men to detention under Section 22 of the General Law Amendment Act, which provides for 14 days' detention without trial

Meanwhile the East London secretary of the African Food and Canning Workers Union, Mr B P Norusha, is still in detention under security legislation after several weeks — DDC

Many workers believe that the only thing unsympathetic black personnel officers are concerned with is

Keeping the bosses happy

S. POST
31/8/80
WBPA
139

BLACK PERSONNEL officers have been accused of being a stumbling block in the advancement of black workers, especially in the crucial field of trade unionism.

In fact this argument surfaced forcefully in June during a commemorative service at Soweto's Regina Mundi Church when Mrs Emma Mashinini, secretary of the Catering and Allied Workers Union of South Africa, lashed out bitterly at black personnel officers

Among other things, she told the gathering, these officers are because of their company cars and other attractive fringe benefits, did not want to be seen by managements as being on the side of their brethren.

Hence, in most cases, they always side with management.

Mr Frank Mohlala, organiser of the Building

By Z. B. MOLEFE

Construction and Allied Workers Union, supported Mrs Mashinini to the hilt.

"These personnel officers are there to oppress us. They are retarding the progress of black workers. This is more rife in

the construction and civil engineering fields"

Mr Leonard "Shakes" Sikhakhane, secretary of the Food and Beverage Workers Union, told SUNDAY POST: "Those guys are terrible. Their attitude is very anti-trade union. I think their problem is fear of management"

Then during the SUNDAY POST investigations, we stumbled against 36-year-old Mr Thomas Kgotseia, a R150-a-month packer for a large clothing chain, who claimed he lost his job all because of a black personnel officer.

According to Mr Kgotseia, some time in July he was laid off work for a week because of illness. When he returned to work, armed with a doctor's certificate, the personnel officer made him sign some papers.

Said Mr Kgotseia: "I was not aware what I was signing for. The personnel officer forced me to sign. Later I discovered that I had signed resignation papers and I was paid off for the month of August."

He then approached his union, the Commercial Catering and Allied Workers Union, for help.

Mr Norman Makgatho, training officer of the Edgars Group, refused to discuss Mr Kgotseia's case with SUNDAY POST.

"I have told the union to contact our managing director. This must be discussed at the highest level," said Mr Makgatho.

Mr Makgatho also pointed out that it was true that personnel officers were part of management. And this had nothing to do with colour.

He went on: "People tend to take a labour conflict as a political conflict."

But, warned Mr Makgatho, many blacks were not aware that when a



Mr Thomas Kgotseia, who claimed a personnel officer forced him to sign resignation papers after he had been sick for a week.

black was appointed a personnel officer he became part of management. And this automatically gave rise to the problem of the "manager and the managed".

A giant cash-and-carry wholesale group also came under heavy fire from a number of trade unionists. Allegations were that the group's personnel officer discouraged unions.

Workers would find themselves in the position of the Johannesburg City Council workers who were sent to the homelands after the recent strike

Another allegation: a worker who had been with the company for over four years was demoted to cleaning toilets

"This is a bad company. And the main culprit is our personnel officer who is a 'yes man'. He does not look after our interests at all," said one worker this week

Also, he confirmed most of the allegations made by the unions

He also claimed that

Most of the company's salaries were less than R150 a month

Another worker with more than ten years service with the company earned something in the region of R210 a month.

There was great employee dissatisfaction about management.

The personnel officer of the company would not discuss the case of the employee who it is said was demoted. He told SUNDAY POST: "I have discussed the matter with the secretary of the union, Mrs Mashinini. And she was not happy with what I told her"

On the question of trade unions, he said he personally was not against them. In fact, he had met a union official who wanted to organise the workers

Pressed for more information on the workers' allegations, he suggested a personal meeting with SUNDAY POST at a later date

Unions who spoke to SUNDAY POST also had some fears that these personnel officers would make their work tougher in future

Thus, they pointed out, would affect their memberships as they go for membership now that the Government has recognised the black trade union muscle.

"In fact," said one trade unionist "We have strong feelings that these officers are being misused by managements to influence our potential members to opt for in-company unions. Which will be no better than the old system of works and liaison committees"

Another said that these officers feared that their power would be minimised once trade unions operated freely.

In the committee system these officers had great influence with management. This often led to management receiving wrong information on worker problems and aspirations.

Sourly commented one worker: "Poor chaps. They have to please management at our expense in order to keep those fat salaries and all the trimmings that go with them."

139

INDUS. REL. - Workers' Orgs. -
African Unions

1-11-80 - 31-12-80

Post strike
in third day

There was no Post (Tvi) on the streets today as strikers entered their third day of their most recent strike. Black journalists demand the recognition by newspaper managements of the Media Workers' Association of South Africa (MWAS) as the mouthpiece of black newspaper workers.

S. 742/11/80
139

Black journalists' strike hits SAAN

The black journalists' strike today spread to another major newspaper company

A spokesman for the Media Workers' Association of South Africa (Mwasa) said journalists employed by SA Associated Newspapers would refuse to work when they reported to their offices today.

This followed a call by the Southern Transvaal region of Mwasa yesterday for a national strike by black journalists.

Natal members of (Mwasa) also joined fellow members in the decision to strike

No details have been given on which newspapers were affected.

At the same time, newspapers of the Argus Printing and Publishing Company — where strike action started — were faced with a boycott threat

Pamphlets urging a boycott of all Argus group newspapers, including The Star, Post (Transvaal) and Sunday Post, have been distributed at railway stations and at the Orlando Stadium, another Mwasa spokesman said

Yesterday's Mwasa meeting called for the boycott and said it might be extended to other newspapers

The meeting also resolved to seek the support of other black community organisations — which the

spokesman would not name

Striking journalists at The Star were today told to hand in their company security cards and to leave the building until the dispute had been settled.

The Mwasa demands, listed in a statement issued after yesterday's meeting, are that

- Salaries, wages and working conditions of all black media workers be improved.

- The situation at the Cape Herald be resolved

Cape Herald workers have struck in support of a demand for the extension of wage scales negotiated at Post (Tvl) after a stoppage earlier this year

- All salaries be paid for the time they have been on strike because management is responsible for the dispute

- Management talks to Mwasa's elected representatives

Argus management has said it was never given time to negotiate, and that it is, in fact, offering more pay than the strikers are demanding

As a signatory to the SA Newspaper Press Editorial Conciliation Board, the Herald is bound by the terms of an existing Conciliation Board agreement, management holds

Management has also stated that it will not pay strikers for the time they have been off work

TOMAN ESBURG — The black journalists' strike today spread to another major newspaper company

A spokesman for the Media Workers' Association of South Africa (Mwasa) said that journalists employed by SA Associated Newspapers would refuse to work when they reported to their offices today

This followed a call by the Southern Transvaal region of Mwasa yesterday for a national black journalists' strike

HERALD

As the Cape Herald strike entered its 10th day today, a memorandum, containing the demands made by the newspaper's staff, was issued

The demands were made to The Argus management on October 17 but were not available to the public.

They include:

Salary scale for all secretaries, typists, clerks and switchboard operators

Press strike spreads

to start at R225 a month. By their fifth year they should earn R425

Scale for sales representatives to start at R355, by their fifth year they should earn R540

Scale for tele-ad sales employees to start at R285. By the fifth year they should earn R500 a month

LOWER

The demands made for their reporters were lower than those offered to the Southern African Society of Journalists recently.

The Cape Herald's demands were R320 for a first-year journalist, with a fifth year salary of R600

The SASJ received R700 for fifth-year journalists.

In a statement issued today by the Western Cape Traders' Association, it was alleged that the black staff of The Cape Herald were lower paid than their white counterparts on The Argus.

The manager of The Argus, Mr L P Willis, declined to comment

● The Argus Group's head office has said it was never given time to negotiate, that it is in fact offering more pay than the strikers are demanding and that as a signatory to the SA Newspaper Press Editorial Conciliation Board, the Herald is bound by the terms of an existing conciliation board agreement

● A spokesman for the Cape Herald action com-

mittee said they had met the managing director of The Argus Company, Mr Hal Miller, today.

'Mr Miller repeated the company's attitude towards the strike, saying we would not be paid while on strike and that our demands would not be negotiated until we returned to work'

The spokesman said the strikers would not go back to work until their demands for new wage scales had been accepted in principle.

Mr Miller was not available for comment — Argus Correspondent, and Staff Reporter.

Threat to boycott the Argus

Cape Times

3/11/80

Staff Reporter

THE Western Cape Traders' Association, which represents 2 000 shopkeepers and traders, has threatened to instruct its members to boycott the Argus in support of striking staff at the Argus-owned Cape Herald

The strike enters its 10th day today

The chairman of the WCTA, Mr Dawood Khan, said yesterday that he had met the manager of the Argus, Mr L P Willis, on the instructions of his working committee to discuss the strike last week

Mr Willis had reassured him that a settlement was near and Mr Khan had agreed to wait till the matter was settled

"But nothing has been done. We are concerned because this settlement has not been reached, but what concerns us more is that the black staff of the Cape Herald are being paid lower salaries than their white counterparts on the Argus. We feel this is morally wrong and discriminatory," he said

Mr Khan will refer the strike developments to the full executive of the WCTA on Wednesday and, if no settlement has been reached by then, the executive will instruct its members to stop selling the Argus in sympathy with striking staff of the Cape Herald

Mounting support for the strike has come from many quarters, including advertisers, some of whom have cancelled advertisements due to appear in the Herald

Staff at the Post newspaper in Johannesburg and black journalists working on the Star have also gone on strike in support of their Cape Herald colleagues

Journalists, messengers, and classified, advertising and secretarial staff at the Cape Herald downed tools on October 29 after the management failed to meet a deadline stipulated in a memorandum detailing the staff's dissatisfaction with salaries and working conditions

● Sapa reported yesterday that the Media Workers Association of South Africa (Mwasa) has called on its members throughout the country to go on strike in solidarity with the striking Cape Herald staff

In a statement issued after a meeting in Orlando, Soweto, yesterday, Mwasa said "All our members throughout the country will go on strike this week and will not go back to work until management of all newspapers have met our demands.

"The demands we have made are that the salaries, wages and working conditions of black media workers be improved, that the situation at the Cape Herald be resolved, and that salaries are paid for the time that they have been on strike because management is responsible for the situation, and that management talk to our elected representatives"

Botanical...
that Africa...
7. ZOOLOGY
The study...
their sub...
thru light...
zoo...
inst...
a project...
breeds...
in Africa.

8. CHRONOLOGY
Chronology...
little...
Relative...
for...
exact...
A...

A number...
Historical...
when...
relying...
the...
to...
fossil...
according...
fully...

regular...
ago...
From...
regular...
ago...

clearly...
Arche...
and th...
of ear...
useful...
are th...
By st...
vocabulary...
constan...
This technique...

Vertical column of illegible text on the right side, possibly bleed-through from the reverse side of the page.

Vertical column of illegible text on the right side, possibly bleed-through from the reverse side of the page.

Vertical column of illegible text on the right side, possibly bleed-through from the reverse side of the page.

Vertical column of illegible text on the right side, possibly bleed-through from the reverse side of the page.

Black media workers to go on nationwide strike

Staff Reporter

MEMBERS of the Media Workers' Association of South Africa (Mwasa) will go on a countrywide strike this week and will not return to work until managements meet their demands

The decision was taken at a meeting of the Southern Transvaal Region of Mwasa in Soweto yesterday

The four-hour meeting follows the strike called last week by the black staff of The Star and Post (Tvl) in solidarity with striking journalists on the Cape Herald. The Cape Herald staff have been on strike since October 25

The Argus management has

refused to meet demands by Herald staffers for an immediate increase and for pay while they strike

The Argus group has said that the Herald journalists would benefit from the 12% across-the-board increase awarded last week in negotiations with the South African Society of Journalists (SASJ)

The Star's black editorial staff joined Herald staffers asking for similar wage increases to those gained by Post (Tvl) staff after their August strike

A statement released after yesterday's meeting read "Mwasa has decided to go on strike. All our members throughout the country will go

on strike this week and will not go back to work until managements meet our demands"

Mwasa is demanding that

- Salaries, wages and working conditions of media workers be improved

- The situation at the Cape Herald be resolved

- All the workers be paid for the time they have been on strike, because managements are responsible for the situation

- Managements talk to Mwasa's elected representatives

Meanwhile, thousands of Mwasa pamphlets were distributed in Soweto yesterday urging the black community to support the strikers by boycotting Argus newspapers

Strike:

**Call for
pressure
on Argus**

A PUBLIC MEETING in support of striking staff at the Cape Herald last night called for a co-ordinated campaign to bring pressure to bear on The Argus Company to settle the strike.

The meeting, in Klip Road, Grassy Park, was organised by the Lotus River Residents' Association and attended by about 60 people. It was addressed by a member of the Cape Herald action committee.

The Western Cape region of the Media Workers' Association of South Africa (Mwasa) is holding a meeting today to decide on a course of action.

STRIKE CALL

Members of Mwasa in Johannesburg and Durban have gone on strike following a call by the Southern Transvaal region of Mwasa for a national black journalists' strike.

A meeting yesterday between the Herald's action committee and Mr Hal Miller, managing director of The Argus Group was inconclusive.

In Johannesburg, members of Mwasa had a 4½-hour meeting with the management of SA Associated Newspapers last night without reaching agreement.

The Mwasa chapel at SAAN decided on Sunday to refuse to work.

IN SUPPORT

Last week black journalists employed by Post (Transvaal) and the Star's Africa edition went on strike in support of the Cape Herald black staff's stand.

Natal members of Mwasa have joined in the strike decision. Both Argus Group newspapers in Durban — the Daily News and the Sunday Tribune — are affected.

A secret ballot supported by 123 of the 165 Star editorial staff in Johannesburg decided yesterday against any strike action or moves contrary to their conditions of employment.

~~1272~~ Media
139 men ^{NM} 4/11/80
~~165~~ join ~~245~~
strike

Mercury Reporter

THE Natal branch of the Media Workers Association of South Africa yesterday decided to join the black journalists strike, according to branch chairman Mr George Luse

This is in line with the national executives call for all members of the association working for the Argus or South African Associated Newspapers groups to strike, he said in a statement to the Press

According to Mr Luse the strike will involve Tribune Herald journalists and a Daily News journalist

Unregistered unions to have Govt talks

Rom 4.11.60

139

By STEVEN FRIEDMAN
Labour Reporter

THE Government's National Manpower Commission is to hold talks with unregistered black and non-racial trade unions, including those union groups which have refused to register under the Government's new labour dispensation.

This was confirmed yesterday by Dr Hennie Reynders, chairman of the NMC, at a Press conference in Pretoria.

The NMC was set up following a recommendation by the Wiehahn Commission. It is an official body — composed of employers, Government officials and registered union representatives — whose job it is to advise the Government on labour issues.

Its plans to meet unregistered union groupings are seen as an indication of top-level concern at the refusal of some unions to register and thus join the Government's new labour system.

The Government is planning changes to labour legislation in an attempt to make registration more attractive to unions and the NMC's move may form part of this approach.

There has been speculation

for some time that the NMC was planning to meet unregistered union groups which refused to register in an attempt to discover why they refused to join the Government's new system.

Dr Reynders yesterday confirmed reports that meetings with unregistered unions were planned but denied that the purpose of these meetings would be solely to discover why unions refused to register.

He said the talks would be part "of an effort to canvass the full spectrum of employer and employee opinion". He added, however, that unions' reasons for rejecting registration were certain to be discussed.

Dr Reynders declined to furnish the names of unions with which the commission would be meeting.

He said individual unions had not yet been informed and he would therefore be unable to provide names.

However unions which have refused to register include the South African Allied Workers Union, a growing force in the East London area, the Western Province General Workers Union, and the African Food and Canning Workers Union.

It is believed that the com-

mission is likely to attempt to arrange meetings with at least some of these unions.

At yesterday's Press conference, held after the NMC's last meeting of the year, Dr Reynders also gave other details of the commission's work at present.

He said the commission was engaged in a study on the laws hampering the development of small businesses. This would include a look at the "informal sector" — hawkers, shebeens and other activities which are technically illegal but which play a major role in black economic activity.

Some moves to legalise aspects of "informal sector" activity seem likely.

The NMC also discussed labour implications of the draft legislation released last week by the Department of Co-Operation and Development, Dr Reynders said.

It had appointed a sub-committee to examine the legislation which could submit recommendations on it.

It had also discussed the merits of granting exemptions from military training to artisans on the same basis as the exemptions provided for students.

Mwasa group to meet bosses today

Staff Reporter

WHILE the strike by black newspaper workers spread yesterday, representatives of the workers and managements of the Argus and SAAN groups agreed to meet this afternoon.

"This represents progress," said Mr Clive Kinsley, managing director of South African Associated Newspapers.

Black journalists from the South African Press Association yesterday joined the strike by colleagues from 12 newspapers throughout the country.

The newspapers are the Argus-owned Post (TVI), Sunday Post, the Star, the Cape Herald, Sunday Tribune, Daily News and Sowetan, and the SAAN's Rand Daily Mail, Financial Mail, Sunday Express, Sunday Times and Soweto News.

The strikers are members of the newly-formed Media Workers Association of South Africa (Mwasa), which aims to represent all black, coloured and Asian media workers, including non-editorial staff.

The decision by Mwasa and the two managements to meet today emerged after two days of talks between SAAN management and the SAAN unit of Mwasa.

And the SAAN chapel of the Southern African Society of Journalists — a non-racial union with predominantly white membership — decided yesterday not to fill in on jobs normally done by their Mwasa colleagues.

The chapel also decided to meet today to consider further action in the light of negotiations then in progress between strikers and SAAN management.

The strikes were sparked off by wage demands at the Cape Herald.

Meanwhile, Sapa reports that five striking Daily News and Sunday Tribune Herald journalists were yesterday banned from the Daily News building by the management and their pay has been stopped until the strike ends.

At a meeting yesterday, the Sunday Tribune's SASJ chapel affirmed its support for its Mwasa colleagues and, according to the deputy chapel father, Mr Darryl Balfour, has taken a resolution that:

"Reporters will dissociate themselves from assisting in the production of the Tribune Herald, and that sub-editors will work to rule on Tribune Herald copy. No copy other than that written by Tribune Herald staff will be accepted."

Mr Peter Davis, editor of the Tribune Herald, said the newspaper would still come out this weekend. As he is the only member of the staff left he will write all the copy. — Sapa.

STX 5/11/80
Media ~~(243)~~ ~~(135)~~
strike is ~~(132)~~
spreading (139)

By Mike Derry

Representatives of striking black media workers and the Argus and South African Associated Newspapers groups met today for talks.

As the strike by members of the Media Workers' Association of South Africa (Mwasa) spread throughout the country, six members of the Argus staff in Cape Town stopped work today in sympathy with striking workers on the Cape Herald

Three journalists, two reporters and a sub-editor said in a statement that they would be on strike until the dispute at the Cape Herald was satisfactorily settled

Mwasa members at 12 newspapers, the Financial Mail magazine and the national news agency are now striking for higher salaries and better working conditions

GENERAL

STAR 5/11/80

Talks with unofficial unions sanctioned

139

EAST LONDON — Employers have agreed to negotiate with the unregistered trade unions which have been at the centre of the recent labour turmoil in the area

This radical change in policy was disclosed yesterday by the secretary of the East London Chamber of Commerce, Mr R Alison. Representations by the chamber also prompted Assocom's policy statement issued last week, which advised employers to negotiate conditionally with representative unregistered unions, he revealed

Mr Alison agreed that most East London employers had taken a hard line with the unregistered South African Allied Workers' Union and the African Food and Canning Workers' Union, whose members have brought at least five factories to a standstill in recent months

But he said, employers had been following guidelines laid down by the Minister of Manpower Utilisation, Mr Fanie Botha, who had publicly advised them to have no dealings with unregistered bodies

Employers now recognised that in the interests of industrial stability, they should talk to these unions, Mr Alison said

He said there had been no official response to the policy change "We are still waiting for some guidance from the Government on this one."

A spokesman for the South African Allied Workers' Union said employers were already taking "a more reasonable line"

123 124 (139) (145)
CAPE TOWN 0/11/80

Barlow's new deal with black unions

JOHANNESBURG — The Barlow Rand company group has publicly committed itself to negotiating with unregistered trade unions and has said that it "may even have no option but to allow them some form of recognition"

This commitment is contained in a recent speech by the group's executive chairman, Mr Mike Rosholt to the Natal Society of Accountants

Barlow Rand would still prefer unions to register, but Mr Rosholt said the group would have to talk to, and perhaps recognize, unregistered unions until the government "makes the registration procedure more attractive to black unions"

The group's workers were also free to choose whether they should be represented by a union or a liaison committee

Mr Rosholt said this new

policy had been adopted some time ago and predated recent statements by the Federated Chamber of Industries and Assocom, which backed talks with unregistered unions on a "conditional" basis

Mr Rosholt also gave details of a memorandum prepared by Barlow Rand for the Institute of Directors, which criticizes employers who suggest they will only deal with black unions who they see as "responsible"

This usually means that they favour the more compliant type of union, an approach which could cause serious problems for them later on

The memorandum adds "If employers accept that unions are essential to channel conflict, their chief concern should be the extent to which the union enjoys worker support. All other considerations are secondary"

Barlow Rand's big step towards unions

By STEVEN FRIEDMAN
Labour Reporter

IN an important development, the giant Barlow Rand group has publicly committed itself to negotiating with unregistered trade unions and has said it "may even have no option but to allow them some form of recognition"

The group also believes it should "at all times talk with any unions which approach us, whether they are registered or not"

This commitment is stated in a recent speech by the group's executive chairman, Mr Mike Rosholt, to the Natal Society of Accountants. A copy of the speech was released to the Rand Daily Mail yesterday

Until recently, Barlow's policy was to recognise only registered unions, except in "very special circumstances"

Barlow Rand would still prefer unions to register, but Mr Rosholt said the group would have to talk to, and perhaps recognise, unregistered unions until the Government "makes

the registration procedure more attractive to black unions"

He said the new policy had been adopted some time ago and predated recent statements by the Federated Chamber of Industries and the Association of Chambers of Commerce (Assocom), which backed talks with unregistered unions on a "conditional" basis

He referred to events at a Barlow Rand subsidiary, Veldspun, in which the company had recognised an unregistered union after workers had chosen it in preference to a registered union in a referendum

Barlow Rand believed "care should be taken" by the group's companies not to take sides when rival unions competed for members within companies

"To show preference, for instance, for a parallel union that promises us a more docile labour force could be fatal," he said

In his speech, Mr Rosholt also released details of a memorandum prepared by Bar-

low Rand for the Institute of Directors, which criticises employers who suggest they will only deal with black unions they see as "responsible"

"This usually means that they favour the more compliant type of union, an approach which could cause serious problems for them later on"

Other employers would only deal with unions after they accepted conditions laid down by the employer, "conditions which tend to weaken the union"

Mr Rosholt adds: "If employers accept that unions are essential to channel conflict, their chief concern should be the extent to which the union enjoys worker support"

He urged employers to "minimise the risk of industrial unrest" by improving conditions for workers. Companies should draw up internal codes of labour practice — Barlow Rand had done this — and ensure their implementation

© Editorial Comment
— Page 12

e has

company

world.

or

imisation.

erations

own and

computer

on and

IN LESS than two weeks a strike by black journalists and workers at the Cape Herald escalated into a nationwide dispute as black newsmen throughout the country launched solidarity strikes on major English-language newspapers.

Seen in broader context neither the extent of the strike nor the apparent swiftness with which it took root is surprising. As long ago as January 1973 black journalists gave notice of their intention to fight for their rights as they perceived them when they established the Union of Black Journalists (UBJ). Black journalists were not isolated from the rising militancy of the black workers. They were part of it. The growth of black worker power was manifest in recurring strikes in major industrial centres, starting in 1972-73 but reaching new peaks in the past few months.

The UBJ, a black consciousness union which sought to mobilise black journalists and to synchronise their aspirations with those of the broader black community, was banned in the October 19, 1977 crackdown.

Within a year a new union arose, phoenix-like, to fill the vacuum created by the banning of UBJ. Like the UBJ, the new union, the Writers Association of South Africa (Wasa) subscribed to the black consciousness philosophy. Wasa's constitution restricted its membership to black journalists and writers, black being used in the black consciousness sense to include Africans, coloureds and Indians.

The exclusion of whites led inevitably to the accusation that Wasa was "racist" in outlook and practice. Wasa replied, in part, that black newsmen faced unique problems which could only be overcome by the mobilisation and application of concerted black pressure.

Wasa's response reflected the black consciousness axiom that whites, even if they were fellow journalists subscribing to liberal values, could not solve black problems because they neither knew nor felt deeply enough about them.

Flowing from this black consciousness premise was an important and controversial corollary. Wasa expected black journalists to give their first loyalty to their community and then only to their profession — to be blacks first and journalists second.

Wasa's declaration led to criticism that it was abandoning the ideal of objectivity and exhorting its members to

Scores of black journalists have been on strike for days, forcing the temporary closure of three newspapers. The strikes underline the rise of black journalists as a major force in the newspaper industry. PATRICK LAURENCE examines the background to the strike and traces the genesis of *Mwasa*, the black trade union at the forefront of the strikes.

Black journalists: A tough new force

become propagandist for "black liberation" and polemicists for majority rule. Wasa president, Mr Zwelakhe Sisulu, was unimpressed by these critics. He argued that South Africa's situation left black journalists to opt out to be propagandists but gave them the choice of what cause to make propaganda for.

"In our situation the question is not whether one is a propagandist or not, but whether one is a collaborator propagandist or a revolutionary propagandist," he said at Wasa's annual congress last month.

"Because we have expressed a desire for radical change in the scheme of things, we must be propagandists for change.

If expressing the aspirations of the people is propaganda — if propaganda denotes one who opts for commitment as an alternative to non-commitment — then surely we are propagandists."

Given Wasa's perspective that black journalists have more in common with black workers than with white journalists, it seems inevitable in retrospect that they would try to broaden and strengthen their ranks by opening their membership to all black workers in the newspaper industry.

A decision to open their ranks to black newspaper workers from messengers to printers was taken in principle at Wasa's annual congress last year. In ideological terms it was justified as nec-

essary to combat black elitism — and set the tone for the black consciousness movement to increasingly involve itself at grassroots level.

More important at the practical level it gave Wasa a new potential as a political force. But the prospect of "revolutionary propagandists" seeking recruits among black workers seemed designed to bring Wasa into conflict with newspaper managements.

At its most recent congress in Cape Town, Wasa took the decisive step of changing its constitution to open its ranks to "workers in the communications media" and, consequently, of formally changing its name to the Media Workers Association of South Africa (Mwasa).

At that stage Wasa had won the allegiance of about 90% of the roughly 280 black journalists Mwasa, with its aim of recruiting black workers, confronting a challenge of different and more daunting order.

With the advantage of hindsight, the strike in August by journalists and workers at Post was a sign of the storm to come. More than 50 of Post's black employees went on strike, closing the newspaper for a few days.

The Post strike, the first serious strike by black workers in the newspaper industry, contained all elements of a volatile situation. The Argus Company, which owns Post, reportedly threatened to close down Post and

on the Cape Herald. But the Herald strike was on behalf of media workers and not only journalists and the strike was unresolved.

Within days the situation was exacerbated by solidarity strikes by black journalists. Starting at Post and Sunday Post last week, by Monday the strike had embraced a clear majority of black journalists in South Africa.

Negotiations between the Mwasa executive and senior members of the Argus and SAAN managements were underway yesterday. Cardinal to them is the Mwasa drive for recognition of its right to speak for its members in the newspaper industry.

As newspaper companies jealous of their international reputation as enlightened or liberal forces in South Africa, the companies are clearly under some pressure to resolve the issue, particularly as Mwasa has charged them with "exploiting" black journalists and denying them a fair deal. The companies deny these charges, but remain sensitive to being criticised for these reasons.

But the striking journalists are under pressure of a different but not lesser sort — they have been told they will not be paid while on strike, although they have been told they are welcome to return to work at any time.

Crucial but as yet unanswered questions lie ahead. It remains to be seen whether management can reconcile itself to a union which aims at representing the apparently disparate interests of black journalists, messengers, cleaners, drivers, and works staff. A related question is whether Mwasa can hold these distinct interest groups together under the banner of black consciousness.

Another critical battle is in the offing. Mwasa's attempts to recruit black printers will be resisted by the South African Typographical Union, which has obtained permission to recruit black members and already has a considerable number.

But amid the uncertainties two points seem unequivocally clear. Mwasa has posed white journalists with an agonising dilemma: how do they respond to a strike by a black journalists union which had declared whitey to be irrelevant to their struggle and which aspires to speak for black workers with whom most "bourgeois white journalists" have little in common?

The second point has ramifications far beyond its apparent simplicity: the days of "double" black journalists are gone forever.

on and
puter
n and
rations
mission.
or
world.
company
He has

No agreement as Mwasa meets bosses

By ROB MEINTJES

REPRESENTATIVES of striking black workers in the newspaper industry failed to reach agreement yesterday with employers at a meeting in Johannesburg

And a warning that the dispute could have "long-term and destructive" repercussions on the newspaper industry has come from the national council of the Southern African Society of Journalists, a non-racial union with predominantly white membership

The council said it would call for an emergency meeting of the Conciliation Board — the body which regulates relations between managements and members of the SASJ

The dispute could jeopardise the future of newspapers aimed at black readers, the council said in a statement yesterday

It could also disrupt relations between all black newspaper employees and employers and permanently damage relations between black journalists and the established English-language Press in South Africa, the statement said

Mr Clive Kinsley, managing director of South African Associated Newspapers, who chaired the meeting, said no "firm arrangements" had been made for another meeting between the parties

"We are disappointed that we failed to reach agreement

and will pursue every opportunity available to us to resume negotiations as soon as possible," Mr Kinsley said.

Black journalists and other media workers are on strike at 12 newspapers and at the South African Press Association

The strikes were sparked off by wage demands at the Argus-owned Cape Herald and spread to other newspapers as an expression of solidarity with the Herald staffers

The strikers are members of the newly-formed Media Workers Association of South Africa (Mwasa) and one central demand has been that newspaper managements should recognise Mwasa

One of the earlier demands made by strikers was that Argus management should pay Herald employees while they were on strike and grant them immediate pay increases.

At the time Argus spokesmen rejected these demands.

The national council of the SASJ said yesterday the "unprecedented nation-wide strike of black journalists" was largely due to a lack of real management responsiveness to the needs and wishes of black journalists over a long period

"The Society has for a number of years warned newspaper managements through the SA Newspaper Press (Editorial) Conciliation Board of the justifiable dissatisfaction of black

journalists," the statement said

"It specifically called attention to high levels of staff discontent at the Cape Herald — where the current strike began — two years ago

"Before that it had been warning employers of the dangers of alienating black journalists

"The Council fully supports the right of Mwasa to recognition by newspaper managements and efforts to improve the pay and working conditions of all newspaper employees.

"The current dispute is leading to grave discontent among SASJ members, both white and black. Numbers of members have threatened to take industrial action in support of their black colleagues

"The SASJ Council advises members that it is strongly opposed to them doing the work of colleagues on strike

"Before taking further action, the council will call for an emergency meeting of the Conciliation Board This emergency meeting will not deal with issues which are the proper concern of Mwasa and managements. At the meeting the society will deal with the effects upon its own members of the dispute The society will report back to members on the meeting"

© See Page 13

He
Re
St
He
So
de.

te has
company
world.
or
nisation.
ations
n and
puter
and

UNION RECOGNITION —

Dealing them in

FM 7/11/50
Employer organisations in SA are now spelling out their attitude to black unions — some very boldly indeed. The Federated Chamber of Industries, Assocom and Barlow Rand have all recently updated their industrial relations guidelines for companies under their wings.

A positive aspect of these directives is the call for employers to deal with "representative unions" — registered or not. However, Barlow Rand goes furthest, making this recommendation without any reservations and with strong criticism of the government's present labour dispensation for black workers.

In comprehensive, and what some employers might consider "radical" guidelines, Barlow companies are told to "talk, at all times, with any unions that approach you, whether they are registered or not." They are also advised that "employees should have a free choice as to whether they wish their interests to be represented by trade unions or by elected members of the liaison committees."

The guidelines go even further. "Above all, we believe that care should be taken not to take sides when rival unions are competing for membership in a company's ranks to show preference, for

instance, for a parallel union that promises us a more docile labour force could be fatal."

On the touchy issue of registration, Barlow Rand points out that "whilst we would naturally prefer all unions to register and to take part in the industrial conciliation procedures laid down by law, this is just not possible under current conditions."

It charges "The whole process is in practice far too slow and cumbersome. And until the government tackles this situation and makes the registration procedure more attractive to the black unions, we are going to have to continue to negotiate with unregistered unions — and we may even have no option but to allow them some form of recognition."

This contrasts with the FCI and Assocom guidelines. The latter takes what most labour observers consider a conservative stance by opposing recognition of unregistered trade unions. It argues that this would lead to a proliferation of unions within the same industry, making it difficult to know with whom to negotiate. Also, "there is no statutory obligation for employers to negotiate conditions of employment with such unions or to utilise the conciliation procedures."

Assocom places great emphasis on registration, saying that the "economy would

be best served through fully integrated registered trade unions."

But it does concede that "it sometimes may be necessary for management to negotiate with unregistered unions conditionally." It qualifies this by saying that this must only be done where assurances are given that the unions will apply for registration and that "such negotiations do not prejudice or undermine the long-term position of the industrial council system."

The FCI takes a similar stand in guidelines which will be spelled out in greater detail this week, it recognises the need for employers to talk to representative unions — but emphasises that this should only be "conditionally." It also warns of the dangers of such negotiations "undermining the official industrial council system."

In the light of unions opposing the registration system — such as the Western Province General Workers' Union and the SA Allied Workers' Union — labour observers feel that Barlow Rand has set out the most realistic directives. They are based on the assumption that unions are essential to channel conflict and that as such employers' chief concern should be the extent to which the respective union enjoys worker support.

In its eyes all other considerations are secondary.

CAPE TIMES 7/11/80 (128) (139) (142)
Dismissal threat
to white newsmen (147) (243)

Own Correspondent

JOHANNESBURG — White journalists yesterday defied a warning from management of South African Associated Newspapers (SAAN) that they could be "dismissing themselves" if they refused to do the work of black colleagues presently on strike. Journalists from SAAN newspapers resolved to continue their refusal to do work normally performed by their black colleagues till the strike had been settled.

The resolution passed by the SAAN chapel blamed the crisis in the newspaper industry on "the failure of managements to recognize the needs and aspirations of black journalists and to create adequate channels for black advancement."

Earlier Mr Raymond Louw, general manager at SAAN, warned journalists that refusal to do the work of black colleagues could constitute disobedience of legitimate orders from their editors and be in conflict with the Conciliation Board agreement.

"I do not say that management would have dismissed you but you would have dismissed yourselves," Mr Louw told a meeting of the SAAN chapel of the SASJ.

Black members of the newly-formed Media Workers' Association of South Africa continued their strike yesterday at 12 newspapers and the South African Press Association. The strike was sparked off by wage demands at the Cape Herald on October 24 owned by the Argus company, and spread to other newspapers as "an expression of solidarity."

Yesterday black journalists were still on strike at the Argus-owned Post, Sunday Post, Star, Cape Herald, Sunday Tribune, Daily News and Sowetan, and the SAAN's Rand Daily Mail, Sunday Express, Sunday Times, Financial Mail and Soweto News, as well as the South African Press Association.

Mr Louw said an emergency meeting of the Conciliation Board would be held on Monday.

NEWS 244
7/11/60
NEWS
Newspaper
strike still
a deadlock

TALKS between representatives of striking employees on the Cape Herald and management broke down yesterday

Mr Hal Miller, managing director of the Argus group, met the Cape Herald action committee yesterday for the second time this week

A spokesman for the committee said hopes had been high that a breakthrough would be achieved but the meeting had ended in deadlock

No meetings were planned for today he said

The strike by journalists and other staff on the weekly newspaper began two weeks ago

Talk to unregistered unions urges Allison

THE EAST LONDON CHAMBER OF COMMERCE, Mr R. Allison, said yesterday
Employers should be prepared to negotiate with unregistered trade unions on certain conditions, the Secretary of the East London Chamber of Commerce, Mr R. Allison, said yesterday
He said: "If there is only one trade union dealing with a particular problem obviously you have to talk to it, and if necessary negotiate with it, even if it is unregistered. It is only common sense."
But he added basically he was opposed to unregistered unions - "the

EAST LONDON — Employers should be prepared to negotiate with unregistered trade unions on certain conditions, the Secretary of the East London Chamber of Commerce, Mr R. Allison, said yesterday

He said: "If there is only one trade union dealing with a particular problem obviously you have to talk to it, and if necessary negotiate with it, even if it is unregistered. It is only common sense."

But he added basically he was opposed to unregistered unions — "the

government should talk to these unions and get them to come into the fold."

During the recent Assocom congress held in Johannesburg, Mr Allison said the East London delegation had raised the question of unregistered trade unions and put forward the point of view that if there was only one union involved it was ridiculous to say, 'Don't talk to them'

"As far as we are concerned, you have no choice. You have to negotiate with them or close down," he said —

... of society seems as if ... the ... across the ...

... history ... archaeological ... linguistics ...

Ciskei holds 13 unionists

8/11/80 MR. CUS.
By DAVID BLEAZARD,
Labour Reporter

THIRTEEN people were arrested at a road block in Mdantsane, East London, last night in what has been described as an 'emerging vendetta' against trade union work in the area.

Among those arrested were the national president of the registered Food and Canning Workers' Union, Mr Manie van Graan, and the vice-president of the unregistered African Food and Canning Workers' Union, Mr Alfred Noko.

Officials of the unregistered South African Allied Workers' Union and Western Province General Workers' Union were also held, apparently under Ciskeian Proclamation R252.

A spokesman for the WPGWU said the trade unionists were arrested about 10 pm by Brigadier Charles Sebe, head of Ciskeian Intelligence, and a South African Security Police captain.

LOCAL CHAIRMAN

Others arrested last night include the local chairman of the AFCWU, Mr Welile Mzozoyana, a member of the FCWU's management committee, Mr Kallie Schippers; a SAAWU organiser, Mr Xolani Khota; and a WPGWU organiser, Mr Wilson Sidina.

Mr Robert Gqwetha, Mr Lawrence Tulula, Mr Bangunzi Sisingo, Mr Humphrey Mxegwana, Mr September Mpakati, Mr Orea Ndingayi, and a Mr Kwesha were also detained.

The secretary of the AFCWU'S East London branch, Mr B P Norushe, has been in detention for nearly five months.

Two officials of the SA Allied Workers' Union, the branch chairman, Mr Sisa Njikelana, and the national organiser, Mr Thozamile Gqwetha, have been detained in the past two weeks.

Dispatch
8/11/80 ARGUS
newsmen
join strike
134

WITH the dispute at the Cape Herald newspaper unresolved after two weeks, black journalists on the Daily Dispatch in East London have joined the strike by members of the Media Workers' Association of South Africa (Mwasa).

The Daily Dispatch unit of Mwasa said there was no dispute between its members and their employer.

The members were answering a call from the Mwasa national executive to support striking Herald employees.

REGRETTED

Mr G A Farr, editor of the Daily Dispatch, said the extension of the strike to newspapers not involved in the dispute was regrettable.

On Monday an urgent meeting of the SA Newspaper Editorial Conciliation Board will be held in Johannesburg to discuss the strike by black journalists of the Argus Company and SA Associated Newspapers (SAAN).

Mr Raymond Louw, general manager of SAAN, said the meeting would discuss the refusal of white journalists to do the work of striking members of Mwasa.

Unions hit at detentions

CAPE TOWN
8/11/80
139

Staff Reporter

THREE unregistered trade unions have strongly condemned the recent detention of two union organisers by the Ciskei security police

Mr Thozamile Gqwethi, an organizer of the South African Allied Workers' Union (SAAWU), was detained in East London on Sunday. The East London branch secretary of SAAWU, Mr Sisa Njikelana, was arrested in Mdantsane township outside East London on Wednesday.

In a joint statement issued last night, South African Allied Workers' Union, the Food and Canning Workers' Union and the Western Province General Workers' Union also condemned the detention of two F&CWU officials, Mr Bonisile Norushe and Mr Oscar Mpetha, who are being held under Section Six of the Terrorism Act.

A spokesman for the three unions said "We reject with contempt the allegation that the two SAAWU officials had been detained in connection with student-based disturbances in East London. We firmly believe that the disturbances stem from the overwhelming support enjoyed by SAAWU from the workers of East London — a support based on strongly-held non-racial and democratic principles."

The spokesman said the authorities had "once again responded characteristically to evidence of worker support by detaining the workers' chosen leaders."

"Time again it has been shown that this exacerbates an already tense situation and does not serve the intended purpose of intimidating the workers."

"Moreover, recently, leading employer organizations have called on their members to negotiate with unregistered trade unions."

Black ^{Sun Times} 9/11/80
newsmen's
strike: (23)
No end (139)
in sight (15)

By BEVIS FAIRBROTHER

NO end to the strike of black journalists is in sight.

More than 100 black journalists on 11 newspapers, a magazine and a news agency are striking in sympathy with demands for better working conditions from the staff of the Argus-owned Cape Herald

Negotiations between the black Media Workers' Association of South Africa (Mwasa) reached deadlock this week

Yesterday, management sources, asked if they thought there would be any change soon, said "No."

Mwasa refused to comment. Its president, Mr Zwelakhe Sisulu, said any information issued by Mwasa would facilitate the production of the publications against which they were striking

Four newspapers, Post (Transvaal), Sunday Post, the Cape Herald and the Sowetan have suspended publication because of the strikes

Others papers affected are the Star, Sunday Tribune, Daily News, Rand Daily Mail, Sunday Express, Sunday Times, Financial Mail, Soweto News and Sapa

Support

All strikers are members of the newly formed Mwasa, which aims to represent all black, coloured and Asian media workers, including messengers, cleaners and other non-editorial staff

Meanwhile, some white journalists have pledged support for their black colleagues by refusing to work normally performed by Mwasa members.

Mr Raymond Louw, senior general manager of SAAN, warned journalists that refusal to do the work of black colleagues could constitute disobedience of legitimate orders from editors

This would be in contravention of the Conciliation Board agreement

This agreement regulates relations between newspaper managements and members of the Southern African Society of Journalists (SASJ).

"I do not say that management would have dismissed you but you would have dismissed yourselves," Mr Louw told a SAAN chapel meeting

He said an emergency meeting of the Conciliation Board, requested by the SASJ, would be held tomorrow

Because Fanyana had to leave the following morning we started the proceedings early

1. OPEN DAY

1.1 Because of the open day

(i) make of what it

(ii) to pro Booster Pro Catholic Bis

(iii) to p bursary pro

1.2 Centre or Na

Fundraising upon at a d arrange the

13 Detentions: Union asks Govt to act

Ms 16/11/80

(189)

(189)

(189)

(189)

EAST LONDON — The Minister of Manpower, Mr Fanie Botha, has been asked to intervene in the detentions of 13 trade union officials in the Ciskei.

This was disclosed yesterday by the secretary of the African Food and Canning Workers' Union, Mr Jan Theron, who spoke to Mr Botha on Saturday.

The men were detained by South African and Ciskeian police at the entrance to Mdantsane near here at about 10.30 on Friday night.

Brig Charles Sebe, the highest-ranking police officer in the Ciskei, was reported to be present when the arrests were made along with members of the South African Security Police.

The men are all officials of the South African Allied Workers' Union, the African Food and Canning Workers' Union,

Thursday, having travelled to East London from the Western Cape by car.

"The suggestion that such men are instigators is an outrageous smear. It also shows that since the only association between the arrested men was that they were trade unionists travelling home, the real motive for the arrest was their trade union activities."

"Unless the authorities release these men we will be forced to conclude that it is because of their success in organising workers in East London and because of the acceptance and recognition being gained from employers that the South African state has now

and the Western Province General Workers' Union

Mr Theron said yesterday when he asked Mr Botha to intervene, Mr Botha referred him to the Chief Minister of the Ciskei, Chief Lennox Sebe.

He said Chief Sebe told him he was not prepared to allow trade union officials to organise Ciskei workers "and lose them their jobs."

Speaking on behalf of the three trade unions involved, Mr Theron said: "We are outraged by the arrest of 13 trade unionists travelling home on Friday night along with the arrests last week of 120 other trade unionists."

"We are convinced that this is a full-scale attack by the State on trade unions in East London. We are also convinced that the Ciskei authorities are being used by the South African authorities to do their dirty work for them. The fact that a captain and other officials of the South African Security Police were present at the time the arrests were made bears this out."

"Claims that these men are connected with schools unrest in Mdantsane or any other disturbances are patently ridiculous. Four of the arrested men have been in East London only since

law on fund- with any funding

1.4.1 / ...

timisation," Mr Theron said.

The detained men are Mr Wilson Sidina, an official of the Western Province General Workers' Union, Mr Alfred Noka, national vice-president of the African Food and Canning Workers' Union, Mr Dan Welle, Mozoyana, chairman of the East London branch of the African Food and Canning Workers' Union, Mr an Graan, national president of the African Food and Canning Workers' Union, a Mr Kwesha, a member of the African Food and Canning Workers' Union, Mr Xolani Kota, Mr Robert Gqweta, Mr Lawrence Tujula, Mr Bangunzi Sifingo, Mr Humphrey Maxegwana, Mr September Mpakati and Mr Orna Ndingayi, all of the South African Allied Workers' Union, and Mr Kalle Scheepers of Cape Town.

Six women who were in the company of the detained men were kept in custody for a few hours before being released and told to report to the headquarters of the Ciskeian Security Police in Zwelitsha today, Mr Theron said.

Attempts to contact the South African Security Police for comment were unsuccessful last night.

DDH

Bid to resolve Press dispute

5/11/80

13/11/80

12/11/80

2/11/80

By Kevin Murray

The standing committee of the South African Newspaper Editorial Conciliation Board met today to discuss the strike by black journalists — which spread still further at the weekend.

In East London, the Daily Dispatch's black chapel came out in support of colleagues on the Cape Herald — where the strike began more than a fortnight ago.

Black journalists of the Argus Company, and SA Associated Newspapers in Durban, Cape Town and Johannesburg are continuing their sympathy strike.

The Dispatch chapel stated that it had no dispute with its management but would strike until Herald grievances had been settled.

The editor of the Dispatch Mr George Farr, regretted the extension of the strike to newspapers not involved in the original dispute.

Today's conciliation board meeting was requested urgently by the national council of the SA Society of Journalists, a non-racial but mainly white organisation.

In Natal, 13 black organisations have expressed support for the Media Workers' Association of South Africa whose members are on strike.

The 13 organisations formed a media workers' support committee on Friday night. A spokesman said they would call on the "community as a whole" to take action against the newspapers if they did not negotiate with MWASA without prior conditions.

13 held in union swoop at weekend

STAR 10/11/80

134

139

Thirteen black trade-unionists were detained at the weekend in a police crackdown on independent trade unions operating in the East London area. They include Mr Manie van Graan, national president of the Food and Canning Workers' Union, vice-pre-

sident of the African Food and Canning Workers' Union, Mr Alfred Noko, branch secretary of the South African Allied Workers' Union, Mr Solani Kota, and at least one official of the Western Province General Workers' Union, according to a joint statement issued

by the unions. Last week two leading figures in SAAWU, national organiser Mr Thozamile Gqweta and East London branch secretary, Mr Sisa Njikelana were arrested by the Ciskeian police, allegedly for their boycott. A total of 17 officials of

the unions are known to be in either South African or Ciskeian hands. Police confirmation of the detentions could not be obtained at the weekend, but according to union sources the officials were arrested in Mdantsane township last Friday.

4 Cape Herald workers go back

By Kevin Murray

Four Cape Herald workers returned to their jobs yesterday and today as their black colleagues in other newspapers countrywide continued their stayaway. 13 of the Herald's staff of 87 are still on strike.

Those who returned to work in the past 48 hours are two members of the editorial department, one from the advertising department and a telephonist.

The managements of newspapers which are signatories to the SA Newspaper Press (Editorial) Conciliation Board were warned yesterday that there could be international

repercussions if they were seen to be forcing white journalists to do the work of black colleagues on strike.

At a four-hour meeting with a delegation from the Southern African Society of Journalists, the managements were also warned that if their current dispute with black journalists was not speedily resolved, the long-term damage to the newspaper industry could be irreparable.

Mr John Marquard, manager of The Star, and one of the Conciliation Board signatories, said today the meeting had been "worthwhile".

STRIKING workers on the Argus Company publication, Cape Herald, have begun to trickle back to work. Thirteen of the newspaper's staff complement of 37 are still on strike.

Strikers on SAAN and Argus publications elsewhere are continuing their stayaway in sympathy with the demands of the Cape Herald staff.

Three Cape Herald staffers returned to work yesterday and a fourth today. Argus management confirmed.

13 Herald staff still on strike

With the strike entering its third week, 24 of the 37 staff members are at work.

However, no confirmation could be received of reports which said that senior management staff would meet today to decide whether to start producing the newspaper again.

The managements of

newspapers which are signatories to the SA Newspaper Press (Editorial) Conciliation Board were warned in Johannesburg yesterday that there could be international repercussions if they were seen to be forcing white journalists to do the work of their striking black colleagues.

At a four-hour meeting

with a delegation from the Southern African Society of Journalists, the managements were also warned that if their current dispute with black journalists was not speedily resolved, the long-term damage to the newspaper industry could be irreparable.

The black journalists on strike are members of the Media Workers' Associa-

tion of South Africa (Mwasa) and work for Argus Company and SA Associated Newspaper Publications throughout the country.

A statement issued by the SASJ after the meeting with the conciliation board yesterday urged managements to take far-reaching and imaginative steps to come to terms with Mwasa.

NOVEMBER 11, 1980

The society also placed on record its strong opposition to members being required to do the work of striking journalists.

Mr J Marquard, manager of the Star, and one of the conciliation board signatories, said today the meeting had been worthwhile.

As a result of the meeting, we both came away with an understanding of each other's points of view. But I don't think we were required to reach any agreement at the meeting.

Ciskei's detention of unionists criticised

By STEVEN FRIEDMAN
Labour Reporter

THE continued detention of trade unionists in the Ciskei — despite the fact that Ciskeian authorities have said publicly that the unionists will not be charged — was slammed by unionists yesterday.

The detentions may also elicit strong reaction from overseas unions. The Rand Daily Mail has learnt that they are aware of the detentions and are expected to react to them soon.

And unregistered unions charged yesterday that the detentions were a concerted attempt by the authorities to "smash" them before new legislation aimed at wooing unions into the Government's official bargaining system was introduced.

Ciskeian authorities detained 13 trade unionists from four separate unions at the weekend, bringing to 15 the total number of unionists in detention in the homeland.

Two other officials of unregistered unions are being detained by South African police.

This is the biggest crack-down on the union movement since 1976.

Unregistered unionists said they believed the South African authorities are partly responsible for the arrests. But Ciskeian authorities have denied this.

South African Security Police were present when the detainees were taken to a police station in Mdantsane township, although Ciskeian authorities said this was "a coincidence".

In other developments yesterday.

• Hopes that the unionists would be released immediately dimmed as Ciskeian Intelligence Service secretary, Brigadier Charles Sebe, said a decision on whether to free the men would be made on Friday — he had originally said a decision would be made today.

• Three unions, the SA Allied Workers Union, African Food and Canning Workers Union and Western Province General Workers Union announced that a mass meeting of East London workers would be held tonight to discuss the arrests.

Protests at the detentions from the unregistered union movement continued yesterday.

In a joint statement, the AFCWU, WPGWU and SAAWU said statements that the Ciskeian authorities did not plan to charge the men proved "that there was no evidence of their having committed an offence".

Referring to impending changes in law designed to woo unions into the Government's official bargaining system, the unions said:

"We can only conclude the suggested reforms presuppose the repression of unions who have opposed the present labour dispensation and we are understandably sceptical about the motives behind these reforms."

371A
12/11/80
Ciskeian detainees released

Own Correspondent

EAST LONDON—The 13 trade union officials detained by the Ciskeian police at the weekend were released at noon today

The men, all officials of the South African Allied Workers' Union, the African Food and Canning Workers' Union and the General Workers' Union, were detained as they crossed the border of Ciskei into Mdantsane.

The Ciskeian Police head, Brigadier Charles Sebe, said the men were detained in connection with schools unrest

He said today that the Ciskeian Cabinet yesterday had decided to release the officials

"We have completed our investigations and it will not be necessary for them to appear in court," he said "We are also satisfied that they will be returning home"

a a letter published
b a struggle over cattle?
c a struggle over land?

Discuss each of the possibilities mentioned.

2 To what extent do the Kholohut show an understanding of motives for, and implications of, colonial incursions?

Consider specifically the words of the Kholohut as quoted by Van Rensburg.

3 Discuss the differences between the settlers and the Kholohut in their respective attitudes towards the land. Quote from the extract in support of your views.

4 "Who should retain in justice give way, the rightful owner or the foreign intruder?" (Lines 22 and 23)

"Their land had justly fallen to us in a defensive war, won by the sword, as it were." (Lines 35 and 36).

5 Paving special attention to the underlined words, critically discuss the "justness" of the two claims.

Trade unions to discuss detentions tonight

EAST LONDON — The three trade unions whose members were detained by Ciskei security police on Friday night are to hold a mass meeting at St John's Church Hall here tonight to discuss the continued detention of the 13 men.

The men were members of the African Food and Canning Workers' Union, the South African Allied Workers' Union and the Western Province General Workers' Union.

Mr David Lewis, an organiser with the Western Province General Workers' Union, speaking on behalf of all three unions, said last night the Ciskei authorities had publicly stated they did not intend charging the people.

"In other words, we have stated all along there is no evidence of their having committed any offence and yet they continue to remain in detention.

"Accordingly we can only repeat that we

believe these people are being held in a deliberate attempt to smash the three trade unions and as a direct response to the overwhelming support enjoyed by our unions in East London.

"It is ironic that the Minister of Manpower Utilisation should be visiting East London tomorrow in order to

promote Manpower 2,000. The Minister would do better to reflect upon the sorry state of industrial relations in East London despite recent attempts by local employers at reconciliation.

"We can only conclude that the real content of the suggested reforms of the industrial relations legislation presupposes

the repression of those unions which have opposed the current dispensation.

"We are understandably sceptical of the Government's good faith in this regard and of the support which their reforms will find among those workers who are consistently subjected to repression of this type," Mr Lewis said — DDR

299

The Cape Times

139

Bullying Unionists

THE ARREST OF 13 trade union officials at a road block near East London last Friday appears to have been a straightforward case of harassment and intimidation. Brigadier Sebe, head of the Ciskei security police, says with cheerful ingenuousness that he has no valid reasons to take them to court — and they will probably be released before the end of the week. The detained men are officials of three independent trade unions, including the long-established and respected

Food and Canning Workers' Union, whose members were in East London for negotiations with employers in the canning industry. According to Mr Jan Theron, the general secretary of the FCWU, the trade unionists concerned are being victimized because they had established successful relations with employers in the area. Whatever the reason, this bullying of trade unionists is hardly likely to advance the Botha administration's aim of normalizing labour relations.

12/11/89

Unions to meet on detentions

Staff Reporter

THREE independent trade unions will meet in East London tonight to discuss the continued detention of 13 union officials and members arrested at a roadblock by Ciskei security police last Friday

The African Food and Canning Workers' Union, the South African Allied Workers' Union and the Western Province General Workers' Union said in a joint statement last night

"The Ciskei authorities have publicly stated that they don't intend charging our members and have no evidence of them having committed any offence, yet they continue to remain in detention

"We can only repeat that we believe these people are being held in a deliberate attempt to smash these three trade unions as a direct result of the overwhelming support we enjoy from workers in East London"

"The minister would do better to reflect on the sorry state of industrial relations in

East London despite recent attempts at reconciliation by employers. It appears that the real content of the suggested reforms in the legislation presupposes repression of those unions who oppose the current dispensation"

Among the 13 trade unionists, who are being held under section eight of Ciskei's Proclamation R252 in Mdantsane, are the national president of the Food and Canning Workers' Union, Mr Manie van Graan, the national vice-president of the African Food and Canning Workers' Union, Mr Alfred Noko, the national organizer of the South African Allied Workers' Union, Mr Thozamile Gqwetha, the East London branch chairman of SAAWU, Mr Sisa Njikelana, the local chairman of the AFCWU, Mr Wehle Mzozoyana, a member of the FCWU's management committee, Mr Kallie Schippers, a SAAWU organiser, Mr Xolani Kota, a WPGWU organiser, and Mr Wilson Sidina

Starved dog ate bowl

LONDON — A couple who starved their pet dog so much that it ate its metal food bowl were banned from keeping a dog for 10 years yesterday

Alan Martin, 30, and his wife, Sandra, 29, of Edenthorpe, Yorkshire, admitted causing unnecessary suffering to the animal and were fined R90 each by a Doncaster magistrate

The court heard that when a veterinary surgeon examined the dog after it had died of starvation, pieces of aluminium were still lodged in its stomach

four months
Van On
recorder
him the
which by
He sa
through
register
Van
GENEVA
and enamel
was to be
here today
Bernet, ha
The egg,
ing East
Faberge,
Sotheby's
A spoke
tioneer sa
spotlights
cubated an
It is ow
family wh
raise m
charity
The egg
golden yoll
a golden c
said it wa
be repaired



"The Lab with far if get a Fo No 10

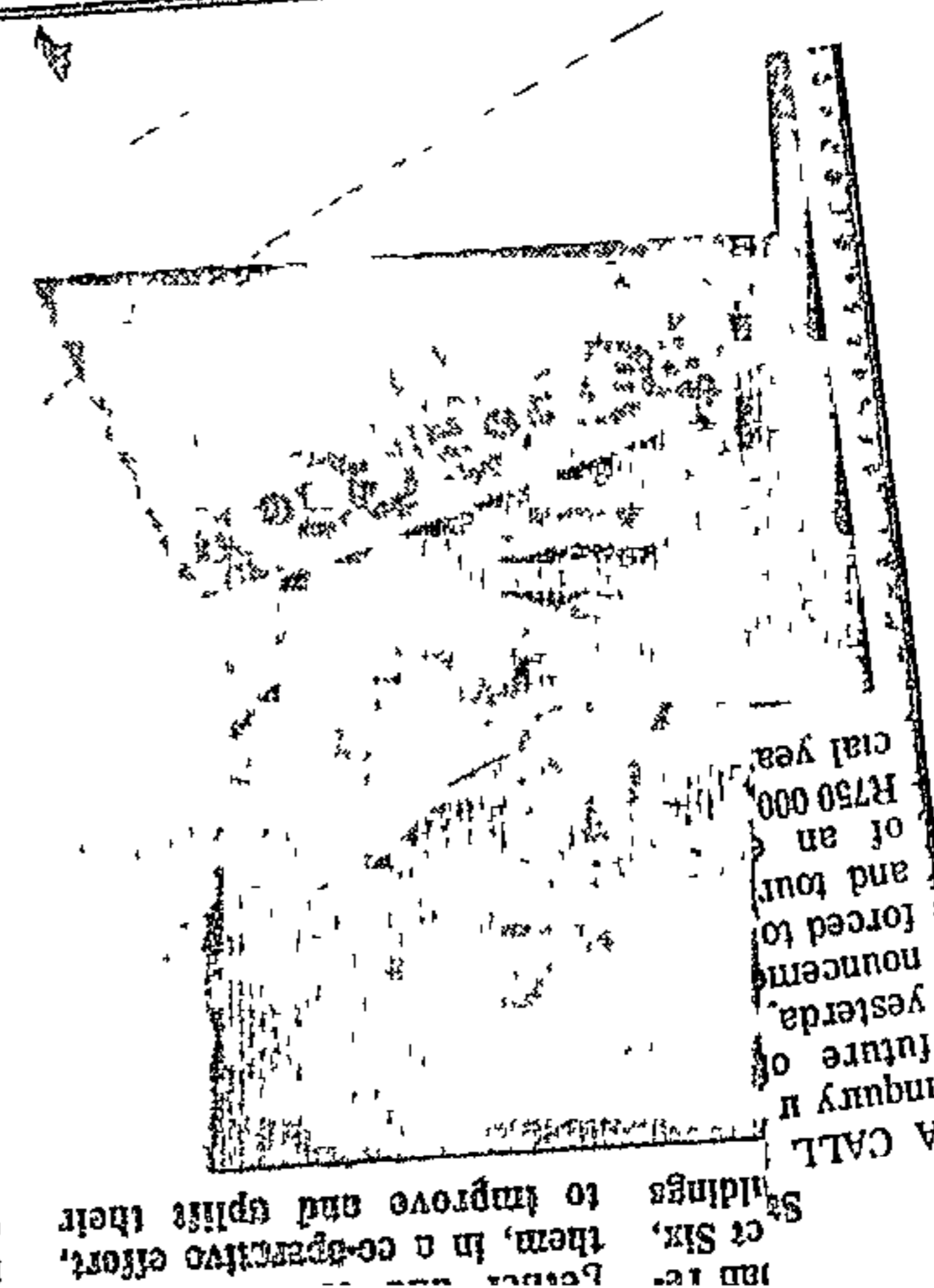
DE TV	2	Weather	25	Aircra
FOCUS	9-11	Classified	18-24	Burge
		Look at today	25	Bucin
				Comon
				Comla

men for... on what has been achieved there but my point is that this concept could and should have been applied in District Six as well"

Mr Tian van der Merwe, MP for the area and the Progressive Federal Party's Western Cape chairman, described the government booklet as a "party-political pamphlet" and said he deplored the fact that it had been produced at the expense of the South African taxpayer.

"I think it is an absolute disgrace. The government is obviously embarrassed over District Six and this booklet is a vain attempt to justify its actions in this sordid affair."

"This violent removal in District Six it is a mention of the future of the area and the Progressive Federal Party's Western Cape chairman, described the government booklet as a "party-political pamphlet" and said he deplored the fact that it had been produced at the expense of the South African taxpayer.



A CALL
inquiry n
future of
yesterday
nouncem
forced to
and four
of an
R750 000
cial year

and re... in a co-operative effort, to improve and uplift their

Ciskei police free detained union officials

EAST LONDON — The 13 trade union officials detained by the Ciskei police at the weekend were released at midday yesterday. They had been held for four days. No charges were brought.

The men were all officials of the South African Allied Workers' Union (Saawu), the African Food and Canning Workers' Union, and the Western Province General Workers' Union.

All three unions are unregistered. They have refused to register under the Government's present Labour dispensation.

Reacting to the news of their release, Mr Jan Theron, acting as spokesman for all three unions, said the detentions were a "disgrace."

He said: "It is obvious that these men were arrested and held for four days for absolutely no valid reason."

"The fact that they were not questioned upon being detained, and the fact that while they were still being held the authorities were able to say that no charges would be laid against them, shows this was an attack on the trade unions and a misguided attempt to break the unions."

The men were arrested at a road block at the entrance to Mdantsane last Friday night.

They said yesterday they were told by the Ciskei police when they were released that those of them who did not live in Mdantsane were not to return to Mdantsane but were to find accommodation in East London last night, which they did.

About 800 people packed into St John's church hall here last night, to hear first-hand accounts from the detainees about

their detention.

Mr Robert Gqweta of the South African Allied Workers' Union said after being stopped at the road block, they were taken to the police station by the Ciskei police. "While they were going through the formalities, Brigadier Sebe entered," he said. "Is this Saawu?" he asked. "As we were not there as Saawu but as workers we did not give him a reply. Thereafter we were called before Brig Sebe one by one. He didn't bother to ask us but told us we were involved in the school disturbances and he immediately booked us under Proclamation R252."

"I do not know the limits and latitudes of this law but I know it is the one most commonly used in the Ciskei."

Mr Gqweta said the men were all locked up together which made them feel at home. He described their stay in detention as "tolerable."

The freed men are Mr Wilson Sidina, Mr Alfred Noka, Mr Welile Mzozoyana, Mr M. van Graan, Mr E. T. Qwasha, Mr Xolani Kota, Mr Lawrence Tulula, Mr Bangunzi Sifingo, Mr Humphrey Maxegwana, Mr September Mapakati, Mr Oria Ndingayi, Mr Kalle Scheepers, and Mr Gqweta.

There are six trade unionists still in detention in South Africa and the Ciskei. — DDR.

Cape union protests,
page 2.

DD 13/11/80 (127) (139) (139)

Union condemns detentions

CAPE TOWN — The detention of 13 trade unionists, who were released yesterday by Ciskeian police, was "repressive action" to crush worker organisation and a "set-back in the field of labour relations."

This was said in a statement yesterday by an official of the Western Province General Workers' Union. She said

the union officials should not have been detained in the first place.

The officials of the South African Allied Workers' Union, the African Food and Canning Workers' Union and the Western Province General Workers' Union were detained last Friday as they entered Mdantsane.

The statement said: "If the recent government overtures to the black un-

registered trade unions are to be treated seriously, then trade unionists should be allowed to engage in their normal organising activities without fear of detention and continual police harassment.

"We hope that the Ciskeian and South African authorities will take heed of this and refrain from such action in the future." — DDC.

STAR 13/1/80

Eastern Province black newsmen strike

Own Correspondent
PORT ELIZABETH —
The strike of black journalists at several newspapers has spread to Port Elizabeth where the only two black journalists on the staff of a morning daily are on strike

A spokesman for the Eastern Province Herald said that the two black journalists informed the company this week they intended to strike in solidarity with those on

strike elsewhere.

The only black journalist of an afternoon daily, The Evening Post, has said he would be on strike as of tomorrow. Mr Jimmy Matvu said he had been asked by Media Workers' Association of South Africa officials to strike

● Four students' organisations of the University of the Witwatersrand have expressed support for the striking black media workers

MOTOR WORKERS

Signal from Sigma

With the lessons of Volkswagen and Ford fresh in their memories employers in the Transvaal motor industry are preparing to accommodate the growing trade union presence on the Rand. In what appears to be the first step in this direction, Sigma has signed a recognition agreement with

the National Union of Motor Assembly and Rubber Workers of SA (Numarwosa) and the United Automobile Rubber and Allied Workers Union of SA (UAW)

The two unions have merged (*Current Affairs* October 31) but says a union spokesman, this will not affect the agreement whereby the union will be "phased in" as its membership increases. To date the union has been granted stop-order facilities and union members have access to the plant.

Once the union has achieved 35% membership — it now represents 19% of the workers — it will nominate two Sigma employee members onto the Executive Liaison Committee" and thereafter the union gets an additional member for every 5% increase in membership.

Sigma's initiative is important for the Transvaal motor industry, so far untouched by wildcat strikes such as those experienced by the eastern Cape companies. This peace seems to be breaking as evidenced at Datsun-Nissan last week when 3 000 workers downed tools over a dispute concerning special savings accounts. Although the strike was set off by a relatively minor issue it is certain to

spark more serious demands relating to the liaison committee system overtime and wage structures.

Already workers have expressed dissatisfaction at the discrepancies between wages in Rosslyn and surrounding areas and the eastern Cape.

Following the Volkswagen strike in July eastern Cape workers negotiated a minimum wage of R1 48/hour which was binding on all motor industry employers in the area. Part of the problem facing the Transvaal and the rest of the motor industry is lack of uniformity: there is no binding industrial council agreement. As a result, the wage structures negotiated by the respective liaison committees vary greatly.

The lowest paid workers are those at Alfa Romeo (Pretoria) where the minimum wage is 63c/hour followed by Datsun-Nissan (Pretoria) at 90c/hour. BMW (Pretoria) pays the highest minimum rate of R1.25/hour, Mercedes-Benz (East London) R1 15, Motor Assemblies (Durban) R1 10, Leyland (Cape Town) R1 05 and Sigma (Pretoria) R1.00. The workers will continue to demand a deal in line with their fellow workers in the eastern Cape and from indications last week they will not hesitate to strike to get it.

What could make the situation more volatile in the Transvaal is the union's weakness.

Martin Ndaba, a UAW organiser claims some employers have been tough in their dealings with the unions. He admits, though, that the work forces are dispersed. Union meetings are difficult to coordinate with some workers living as far as 50 km from Pretoria.

Cape Herald pay talks carry on

139

CAPE TOWN.—The Cape Herald staff association and Argus management met briefly yesterday to discuss the still unresolved pay dispute and will meet again this morning.

A spokesman for the association said that after meeting for about an hour yesterday both parties apparently agreed "to sleep on the matter" and resume discussions today.

Further particulars of the meeting were not made available.

The key issues which still remain unresolved are the date for the implementation of new salary scales, the extension of messenger scales from five to 13 years and the payment of "strike wages".

The strikers have indicated that they are prepared to compromise on the first two demands, but

Argus management has rejected the "pay while on strike" demand.

Student organisations yesterday came out in support of striking media workers.

In a statement issued only to foreign correspondents and withheld from the local press, the Congress of South African Students (Cosas), the National Union of South African Students (Nusas), the University of the Witwatersrand black Students' Society and the South African Student Press Union (Saspu) said: "We, as organisations committed to a non-racial and democratic workers' struggle, support the demands of striking media workers for better wages, improved conditions and the right of workers to organise and be represented by organisations of their own choice." — DDC.

100 101 102 103 104 105 106 107 108 109 110 111 112 113 114 115 116 117 118 119 120 121 122 123 124 125 126 127 128 129 130 131 132 133 134 135 136 137 138 139 140 141 142 143 144 145 146 147 148 149 150 151 152 153 154 155 156 157 158 159 160 161 162 163 164 165 166 167 168 169 170 171 172 173 174 175 176 177 178 179 180 181 182 183 184 185 186 187 188 189 190 191 192 193 194 195 196 197 198 199 200

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

Union attacks detention of 13

14/1/80
ACCUS
105
Labour Reporter
139

THE recent detention of 13 trade unionists working in East London was a repressive act aimed at crushing worker organisations and a definite setback to labour relations, the Western Province General Workers' Union said in a statement yesterday.

The union welcomed the release of the organisers and workers, who were detained for five days by Ciskeian police, but said they should never have been detained.

OVERTURES

'If the recent Government overtures to the black unregistered union movement are to be treated seriously, trade unions must be allowed to engage in their normal organising activities,' the union said.

It noted that four trade unionists were still in detention. Mr B P. Norushe, branch secretary of the African Food and Canning Workers' Union in East London, has been in detention for more than five months and the union's national organiser, Mr Oscar Mpetha, 71, for more than three months.

Mr Thozamile Gqwetha and Mr Sisa Njikelana are also still in detention.

(139) (152) (153) (154) pom.
14/11/80

UK Pressmen picket to back SA strikers

London Bureau

LONDON — Members of Britain's National Union of Journalists (NUJ) yesterday formed picket lines in Fleet Street in support of the black journalists' strike in South Africa

About a dozen protesters, carrying placards calling for equal pay and conditions for black journalists, gathered outside the offices of the Argus group of newspapers and of the South African Morning Group

The pickets made no attempt to stop journalists entering the offices and emphasised their protest was meant only to draw public and Press attention to the plight of black journalists

They distributed a pamphlet demanding that

© The Media Workers' Association of SA (Mwasa) be granted recognition.

© Mwasa members receive pay rates prevailing within the media in South Africa and that, © Mwasa members be paid for the period they had been on strike

Mr Francis Beckett, the NUJ executive spokesman, said the union had offered to take action by "blacking" — refusing to handle — copy sent from London to the Argus group and South African Associated Newspapers

He said Mwasa officials replied that such action was not necessary and would be counter-productive at this stage

"We remain in close contact with them and will continue to offer whatever support we can from Britain or on an even broader international basis"

The NUJ pamphlet distributed to people in Fleet Street said Argus and SAAN con-

trolled 65% of newspapers sold in South Africa and that the groups were financially interlocked. They were "massively profitable" and had ties with "mining, finance and banking interests, the pamphlet said.

"Their newspapers are bought and read by the black community, but their interests serve the minority white population, who control the wealth of South Africa"

Meanwhile four South African student organisations yesterday declared support for Mwasa's strike demands

A joint statement, issued only to foreign correspondents in South Africa, was signed by the Congress of SA Students (Cosas), the National Union of SA Students (Nusas), the University of the Witwatersrand Black Students' Society and the South African Student Press Union (Saspu)

Fattis writes new chapter for the unions

By STEVEN FRIEDMAN
Labour Reporter

THE unregistered union movement has passed another milestone — Fattis and Monis, hit by a protracted strike and consumer boycott last year, has signed a non-racial recognition agreement with two unions, the Food and Canning Workers' Union and the African Food and Canning Workers' Union

According to the unions, the agreement "goes a lot further" than other accords between companies and unregistered unions, because it lays down wages and working conditions, rather than simply recording recognition of the union

The agreement affects not only the company's Bellville plant, the site of the 1979 strike, but a plant at Isando, near Johannesburg, as well

It is accompanied by a wage agreement which raises the firm's minimum wage to R40 a week

According to a statement issued by the two unions yesterday, the agreement makes no distinction between the registered (coloured) union and its unregistered counterpart

The two unions work closely

together, and AFCWU is one of those black unions which have refused to register under the Government's new labour dispensation. Few employers are prepared to deal with these unions

In a joint statement, the two unions say the agreement is "of significance for progressive employers and the trade union movement"

The statement also paid tribute to the company and its managing director, Mr Peter Moni

"It has been a brave step for them to negotiate this agreement with the union, particularly in view of the fact that the majority of its workers are Africans belonging to an unregistered union

"They have also been willing to go a lot further than the other employers negotiating with an unregistered union, in agreeing on wages and working conditions and recognising a union committee"

The company was hit by a seven-month strike and consumer boycott last year after union members were dismissed at its Bellville plant. The strike was settled when the company agreed to reinstate all strikers

However, no recognition agreement was signed at the time and no negotiations took place on workers' demands on wages and working conditions

In terms of the new agreement, Fattis have recognised the two unions "for an indefinite duration"

The agreement provides facilities for the unions and for the recognition of a union committee which will replace the company's "discredited" works and liaison committees

A second part of the agreement lays down wages and work conditions. From the beginning of this month, minimum wages for general workers will be R45 a month (for men) and R40 a month (for women)

The unions said it had begun organising anew at the Bellville plant after the strike, and had also organised workers at the Isando plant

The agreement had been signed because the unions had demonstrated "overwhelming" worker support at both plants and because workers "decisively rejected" the official works and liaison committee system in both factories

He is recognised as a member of the consultants group of the Computer Society of South Africa and specialises in requirement definition and Stellenbosch. He has taught courses in Management Information Systems and Operations research at the Business Schools of the Universities of Cape Town and He has a degree in Operations Research from Tilburg, Holland. He has been with Shell International for 10 years and worked for that company as an international consultant in several countries around the world. His experience includes the design and development of systems for financial management, manufacturing control and production optimisation.

Klaas van der Poel

CURRICULUM VITAE

kom. 15/11/80

Black union wins right to sue PE firm

By STEVEN FRIEDMAN
Labour Reporter

IN A decision which could have far-reaching implications for employers who encourage "company" or "parallel" unions, a black trade union has won the right to sue an employer who, it alleges, forced workers to join a "company" union.

The Transport and Allied Workers Union instituted the action against a Port Elizabeth company, PE Tramways, a subsidiary of the Tollgate Holdings Group.

It alleges that the company has forced workers to join two company unions, one for black workers and the other for coloured workers.

They claim that the company makes it a condition of employment that workers join these two unions and that there is a substantial number of workers who wish to resign from the two unions to join TAWU but who fear that they face dismissal.

The company denies this.

Thus far the case has been taken up with legal argument.

Counsel for the union argued that, if the company had acted in the way the union alleges, it was infringing workers' freedom of association and that workers were entitled to take action against it.

Counsel for the company argued that workers or unions

had no legal standing to bring such a case to court.

This week, the Cape Provincial Division of the Supreme Court found that the union did have the right to ask the court to intervene in such cases.

The union and the workers who allege that they were prevented from joining TAWU and forced to join the company unions are now able to go ahead with the case, which will depend on whether the plaintiffs can prove the facts are as they allege.

Labour lawyers had not had an opportunity to study the court's judgment yesterday, but they said it could open up new avenues for unions who claim that employers are attempting to keep them out of factories by backing company or other unions.

Independent black trade unions have consistently complained that some employers establish company unions or give active assistance to rival mixed or parallel unions in an attempt to avoid talking to representative unions.

If the judgment is as wide as lawyers believe it to be, unions could have grounds for legal action against these employers if they can prove that workers believe they could lose their jobs by refusing to join an employer's favoured union.

East London hit by another factory strike

Labour Reporter

EAST London was hit by yet another strike yesterday when the entire workforce of about 170 workers at East London Furniture Industries downed tools.

A spokesman for the South African Allied Workers Union (Saawu), Mr Xolani Kota, said workers had been told to collect their pay and return to work on Monday when they would be re-employed selectively.

The company could not be reached for comment last night.

East London has been hit by a wave of strikes this year, many of which have been sparked by management unwillingness to talk to unregistered unions.

Mr Kota said the strike followed considerable tension at the factory after management had "introduced" a parallel furniture workers union.

He said management had been actively assisting this

union by calling workers in and asking them to sign membership forms.

However, most of the workers had resigned from this union and had joined Saawu. They had also assisted their official liaison committee, which they rejected.

Recently, management had asked workers to elect their own committee. When workers presented this committee to management, the company had refused to deal with it because it had been elected under Saawu's auspices.

"They said they did not want to deal with an outside organisation, despite the fact that they are prepared to deal with a rival union. Workers explained that the committee was democratically elected, but management did not react," Mr Kota said.

He added that management's decision to ask workers to elect a committee was "premature" because Saawu had been on the

verge of approaching the company and asking it to deal with a Saawu committee.

However, yesterday's strike appears to have been directly caused by a meeting at which worker representatives fact management to complain about a company notice claiming that workers were being "intimidated" into joining "a particular one" and warning that those responsible would be dismissed.

Workers interpreted this as an attempt to dissuade workers from joining Saawu.

Management had said at this meeting yesterday morning that it was prepared to discuss worker grievances at 3pm. However, workers became angry when they were told they would lose half an hour's pay as a result.

"Management said workers were initiating the meeting and that they should be prepared to lose pay as a result. This appears to have made workers very angry," Mr Kota said.

Has a degree in Operations Research from Tilburg, Holland. He has been with Shell International for 10 years and worked for that company as an international consultant in several countries around the world. His experience includes the design and development of systems for financial management, manufacturing control and production optimisation. He has taught courses in Management Information Systems and Operations Research at the Business Schools of the Universities of Cape Town and Stellenbosch. He is recognised as a member of the consultants group of the Computer Society of South Africa and specialises in requirement definition and design of industrial systems.

Klaas van der Poel

CURRICULUM VITAE

Govt

to crack

15/11/80

down on

20m

illegal

152

strikes

139

By STEVEN FRIEDMAN
Labour Reporter

ITS official — the Government is to clamp down drastically on strikes by negotiating agreements with Southern African states and homeland governments whereby any migrant worker taking part in an illegal strike will be immediately expelled from "white" South Africa

This move could have ticklish political implications for all Southern African states whose citizens work in South Africa

The Minister of Manpower Utilisation, Mr Fanle Botha announced this at a Press conference in Pretoria yesterday at which he also confirmed details of forthcoming changes in labour law designed to woo unions into the official bargaining system.

Mr Botha said key changes in labour law would include the right of all workers, including foreign black workers, to join registered unions and the right of unions to have fully non-racial constitutions. Trade union "autonomy" would also be guaranteed

"Unions will be able to enroll who they wish and any of whichever other unions they like. After this nobody will be able to say that our legislation is designed to police unions," Mr Botha said

It is not clear how far-reaching these steps will be, however, because Mr Botha said yesterday that the Government's existing registration system would not be changed

The unions believe that the Government's registrar will still have the power to prevent registration in respect of particular race groups if a union represents only those workers objects

Mr Botha declined to comment on whether legislation would be introduced to force unions to register. He said, however, "You do not get anywhere by threatening people. I prefer to negotiate with people on this first"

He also confirmed that new measures would be introduced to curb "foreign intervention" in South African labour affairs.

Mr Botha was speaking after holding talks with registered

associations on the new legislation.

Many of his remarks at these meetings have been "leaked" to the Press and Mr Botha yesterday confirmed Press speculation about the contents of the new legislation

He said the new legislation had the support of all employers and "99%" of the registered union movement, including conservative unions

"The trade unions are behind us — the situation is much better now than it was a year ago," Mr Botha said, referring to rightwing reaction to reforms introduced after the Wilehahn Commission report

He said he would soon begin negotiating with "Southern African States" on an agreement that any migrant strikers would be immediately deported if the strike they were engaged in was illegal

Asked what would happen if these governments refused to accept such agreements, Mr Botha said the Government could react by refusing to allow their workers to work in "white" South Africa

Mr Botha also confirmed that legislation would be introduced to prevent foreign money coming into the country "to finance strikes."

Equipment definition and its group of the Computer
Systems of Cape Town and
Systems and Operations
and production optimisation.
ment of systems for
entries around the world.
nd worked for that company
urg, Holland. He has

AFRICA
as a m
business
IT sees
ent, m
cludes
al cons
nterna
peratio

Boycott firm recognises union

DA 15/11/80

139

CAPE TOWN — One year after the Fattis and Monis strike and boycott ended the firm has recognised the workers' unregistered union and negotiated an agreement with them

In a statement issued at a press conference in Cape Town yesterday, Mr Jan Theron, Secretary-General of both the African Food and Canning Workers Union and the Food and Canning Workers Union, praised Fattis and Monis, and particularly Mr Peter Moni for their "brave step" in recognising the union

The statement said the new agreement placed the pasta firm in the vanguard of progressive employers

It said the agreement recognised the union as spokesman of the coloured and black workers, not only at the company's Bellville plant, the site of the original dispute, but at Isando in Johannesburg.

"No distinction is made between the registered union, legally for coloureds only, and the unregistered union, for blacks — a division forced upon the union by the

segregatory labour laws "

The statement said the seven-month Fattis and Monis strike and the boycott with which it was associated, has become a landmark in the union movement in South Africa.

The strike was settled with an agreement by which the 56 strikers remaining were to return to work.

Fattis and Monis could expect criticism from reactionary employers and from the government, the statement said

"But what the boycott showed is that the masses of the people also have a say," it concluded. — DDC

6 Herald Argus 16/11/50 strikers return 139 to work

SIX Cape Herald staff members who were on strike last week have gone back to work. This was confirmed today by the editor of the newspaper, Mr Ted Doman.

He said the six included sub editors, reporters and commercial staff.

This means that 12 of the newspaper's 26 staffers are working.

One of the six, who does not wish to be named, said he had sent an urgent letter to the Cape Herald Staff Association last week but they had refused to read it to their members.

He said that in view of the latest developments he believed a new approach should be taken to solve the deadlock.

PURPOSE

The letter said 'I don't believe our hardline attitude is going to bring us victory in the end — whenever that may be. What we should look at immediately is the purpose of the strike.'

He asked if its purpose was to cripple the company or to get more money for workers.

There was an alternative 'If we do not like the deal we are getting from the Argus Company, why do we not resign and find other jobs?'

He proposed that the action committee ask for an emergency meeting with management.

A SIGN

'I believe that if it means going back to work to achieve our aims, then that is not a sign of defeat but of victory.'

'Management have given us the assurance that they are prepared to be generous in their offers.'

A spokesman for the Cape Herald action committee said the strike was still on. 'The demands made to management on Thursday still stand.'

The demands were that workers be paid for the period they had been on strike, that the new scales be introduced from November 1, and the messengers' scales be pushed up to their 13th year and not their fifth.

Meanwhile the standing committee of the South African Newspaper Editorial Conciliation Board met in Johannesburg today to discuss the strike by black journalists.

5 MAR 17/11/80

(137)

(138)

(139)

Press strikers back at work

The Daily Dispatch, East London, chapel of the Media Workers' Association of South Africa (Mwasa) today ended a 10-day stayaway in solidarity with Cape Herald strikers.

They went back to work after saying they felt they had contributed to the national effort of striking black journalists.

The Cape Herald is today preparing to produce its first issue since the strike began on October 24. Thirteen of the total staff of 37 are still on strike.

A spokesman for the strikers said they were still deadlocked with the management over certain issues, but would hold further meetings to try

to resolve the dispute.

When members of Mwasa came out on strike in support of colleagues on the Cape Herald they demanded that the strike there be settled before they would return to work. They also demanded payment for all strikers for the time they were away and recognition of Mwasa

Management says all staff know they will be given substantially higher increases on January 1 than the strikers asked for. It has been pointed out that strikers are in breach of their legal contracts, but that they may return to work at any time.

"We have told Mwasa and explained carefully to the Cape Herald Action

Committee that we cannot pay those who are not at work that it is not for management to pay employees on strike," said Mr Hal Miller, managing director of the Argus Company.

"We believe this to be an absolutely vital principle in our industrial negotiation, not only for the newspaper and printing industry, but for all industry in South Africa," he said.

"We have told the Cape Herald committee that either the period of the strike may be written off against their leave entitlement, or that we will be prepared to let them meet the liability over a period of six months."

He emphasised that Argus management was prepared to discuss the recognition of Mwasa with the association. This was made clear in a meeting with Mwasa's head executive in Johannesburg two weeks ago.

Strike continues but paper back on streets

CAPE TOWN — After an absence of three weeks the Cape Herald resumed publication yesterday with one third of its staff still on strike

A brief statement yesterday by the Cape Herald Staff Association said there was still a deadlock between the strikers and the Argus management. Another meeting between the two parties will be held today.

In Johannesburg, Mr Hal Miller, managing director of the Argus Company, reiterated yesterday management could not pay workers on strike — the only outstanding demand blocking a settlement of the strike.

"We believe this to be

an absolutely vital principle in our industrial negotiations, not only for the newspaper and printing industry, but for all industry in South Africa," he said.

"However, we have no wish to make its application more burdensome than it need be and we have therefore told the Cape Herald committee that either the period of the strike may be written off against their leave entitlement or that we would be prepared to let them meet the liability over a period of six months.

"In the latter event, if the strike lasted, say, till the end of November, a man earning R600 a month would receive R500 a

month over the next six months and would be paying back strike pay of R100 a month. By this means the burden would be spread to avoid serious difficulty in any one month but the principle would be held intact.

"Finally I must emphasise that we are, of course, prepared to discuss the Media Workers' Association of South Africa (Mwasa) our recognition of them in a properly structured industrial agreement. We and the SA Associated Newspapers made this clear in a meeting with Mwasa's head executive in Johannesburg two weeks ago," Mr Miller said — DDC

DD 18/11/80 (193) (139)
Motor workers' union
in merger move (145A) (138)

PORT ELIZABETH—The newly-launched Motor Assemblies and Component Workers' Union of South Africa (Macwusa) has made a move towards merging with two other militant unregistered trade unions

Macwusa officials met representatives of the South African Allied Workers' Union (Saawu) and the Western Province General Workers' Union here at the weekend

The Macwusa move comes in the wake of an announcement by three affiliates of the Federation of South African Trade Unions (Fosatu) that they had decided to form a non-racial union

One of the merged

Fosatu affiliates is the United Automobile, Rubber and Allied Workers of South Africa, from which Macwusa broke away

The three militant unions have rejected government registration

Mr Dumile Makhanda, Macwusa chairman, said the talks at the weekend were informal, and the three unions would meet again soon.

"We realised we had a lot in common with Saawu and the Western Province Union, except for a difference here and there in administration. We thought it would be to the benefit of the workers if we merged."

STAR 18/11/80

Herald back on streets ⁽¹²⁸⁾ but facing ⁽¹³⁹⁾ boycott ⁽²⁴³⁾

By Kevin Murray

The Cape Herald is back on the streets today facing community boycotts by supporters of the newspaper's striking employees

The newspaper was produced yesterday after an absence of four weeks

Only 13 of its staff of 37 are still on strike

Members of the Media Workers' Association of South Africa at Argus and South African Associated Newspapers offices throughout the country are still on strike

The editor of the Cape Herald, Mr Ted Doman, said "The paper was produced under pressure and with less staff, but in my opinion it is still the normal Cape Herald"

BOYCOTT CALL

About 10 000 pamphlets calling on the public to boycott both the Herald and The Argus were distributed at the weekend

Traders organisations in the Cape have stated they will not sell, advertise in, or buy, the two newspapers until the dispute has been settled

A spokesman for the Herald's staff association said today the strikers were still deadlocked with management over the issue of strike pay, but would hold further meetings this week.

The strikers want to be paid for the period they have been away from work, but management has refused on the grounds that this was an issue vital to industrial negotiations.

Herald back on the streets

CAPE TIMES
18/11/80
128 (139) 140 141 142

Staff Reporter

AFTER an absence of three weeks the Cape Herald resumed publication yesterday with one third of its staff still on strike

Approached for comment yesterday the editor of the Cape Herald, Mr Ted Doman, said

"The paper was produced under pressure and with less staff, but in my opinion it is still the normal Cape Herald. There is nothing extraordinary about it."

He said that the Mitchell's Plain supplement of the Cape Herald, the Plainsman, would appear on Wednesday

At the weekend 10 000 pamphlets calling on the public to boycott both the Cape Herald and the Argus were distributed by the Media Workers Association of South Africa (Mwasa). The pamphlets outlined the reasons for the strike and said that the public could support the strikers by not buying the Argus and Cape Herald, not advertising and not buying at the Central News Agency (CNA), "another Argus firm"

A statement yesterday by the Cape Herald staff association said there was still a deadlock between the strikers and the Argus management, which owns the Cape Herald. It said the Western Cape Traders Association had instructed its 2 000 members not to sell the Argus and Cape Herald and not to advertise in the publications

Threats to boycott the Cape Herald and Argus have come from the Grassy Park Traders Association and the residents and ratepayers associations in Mitchell's Plain

A spokesman for the strikers said that another meeting with the Argus management would be held today

For the first time in its 15-year history, the Cape Herald failed to appear after workers went on strike on October 24

In a statement in Johannesburg yesterday Mr Hal Miller, managing director of the Argus company, said that management felt it was necessary "to put the dispute into perspective by succinctly stating again the demands made by Mwasa and the action that had been taken to meet them"

"In the November issue of its bulletin Kwasa, Mwasa records these demands as settlement of the Cape Herald strike, payment for all strikers for the time spent away from work, and recognition of Mwasa," Mr Miller said

"At the Cape Herald, only 13 of the total staff of 37 are on strike at this moment. The

"At the Cape Herald, only 13 of the total staff of 37 are on strike at this moment. The staff know that from January 1, 1981, all the editorial and non-editorial members will be given pay increases substantially higher than those increases they themselves have demanded

Vital principle

"We have pointed out that by refusing to take up their duties, the strikers are in breach of their legal contracts with us but we have said that they may return to duty at any time. We have told Mwasa and explained carefully to the Cape Herald action committee that we cannot pay those who are not at work, that it is not for management to pay employees on strike

"We believe this to be an absolutely vital principle in our industrial negotiations, not only for the newspaper and printing industry but for all industry in South Africa

"However, we have no wish to make its application more burdensome than it need be and we have therefore told the Cape Herald committee that either the period of the strike may be written off against their leave entitlement or that we would be prepared to let them meet the liability over a period of six months

"In the latter event, if the strike lasted, say, till the end of November, a man earning R600 a month would receive R500 per month over the next six months and would be paying back strike pay of R100 per month. By this means the burden would be spread to avoid serious difficulty in any one month but the principle would be held intact

"Finally, I must emphasize that we are, of course, prepared to discuss with Mwasa our recognition of them in a properly structured industrial agreement. We and SAAN (SA Associated Newspapers) made this clear in a meeting with Mwasa's head executive in Johannesburg some two weeks ago," Mr Miller said

No sabotage

charges

57th 19/11/30
139
200
The State has withdrawn sabotage charges against the leaders of the Johannesburg Municipality Workers Union.

Instead, Mr. Joseph Mavi, Mr. Philip Dlamini, and Mr. Gatsby Mazwai, officials of the Black Municipality Workers Union, will be charged under the Riotous Assemblies Act.

In the new charge sheet it is alleged that they incited an illegal strike. This represents a substantial reduction in the seriousness of the offence.

The Sabotage Act carries a mandatory minimum sentence of five years upon conviction and a maximum sentence of death.

Union leaders told sabotage claim altered

Staff Reporter

SABOTAGE charges have been withdrawn against three leaders of the Black Municipality Workers' Union (BMWU), whose members were involved in the Johannesburg municipal strike recently.

Disclosing this yesterday, lawyers for the men — Mr Joseph Mavi, the BMWU president, and executive members Mr Philip Dlamini and Mr Gatsby Mazwi — said they would face charges under the Riotous Assemblies Act instead.

The trial will begin in the Johannesburg Regional Court on February 16. A week has been set aside for it.

The State's decision to drop the sabotage allegations means the three men no longer face charges which carry a maximum penalty of death.

A charge sheet handed to the men's defence team by the State earlier this year said they were being charged under the 1962 General Law Amendment Act — formerly known as the Sabotage Act.

The charge sheet claimed they had disrupted certain "essential services" in Johannesburg because of the strike.

They were to face trial on these charges in the Rand Supreme Court.

It was the first known occa-

sion on which worker leaders were to be charged under the Act in connection with a strike.

Now it appears the men will face charges instead of "inciting an illegal strike" under the Riotous Assemblies Act.

Several worker leaders have been charged this year under the section of this Act dealing with strikes.

A court spokesman said yesterday that no charges have yet been formulated against the men. But he confirmed that they could "possibly" be charged with participating in an illegal strike or inciting people to strike.

Mrs P. Jana is appearing for Mr Mavi and Mr Mazwi, and Mr R. Mookgathlong for Mr Dlamini. The prosecutor is Mr A. van Wyk.

Deportation plan 'will be resisted'

PATRICK LAURENCE
Southern Africa Editor

NEIGHBOURING states are certain to resist South African plans to deport migrant workers who take part in illegal strikes, Dr Deon Geldenhuys, of the Institute of International Affairs, said yesterday.

His prediction was given immediate backing yesterday when Chief Gatsha Buthelezi, Chief Minister of KwaZulu and leader of the Inkatha movement, condemned plans to apply a similar policy to South Africa's black homelands.

Dr Geldenhuys made his forecast in response to intended changes in South African labour legislation which the Minister of Manpower Utilisation, Mr Fanie Botha, outlined to newsmen.

A key point related to migrant workers from neighbouring states and homelands

The right of migrant workers to participate in trade union activities would be enshrined in

law, but in return, South Africa wants to persuade neighbouring governments to agree that migrant workers should not take part in illegal strikes — and if they did, they should be deported.

Dr Geldenhuys said. "If the neighbouring states enter into the proposed agreements, it will imply approval of South Africa's labour legislation, which is seen as a vital element in the socio-economic order."

Rather than confer "legitimation on South Africa's labour legislation"; the neighbouring states — Botswana, Lesotho, Swaziland, Mozambique and Zimbabwe — would resist attempts to persuade them to sign formal agreements, he predicted.

But he conceded that, to the extent that they depended on South Africa to provide work for their growing populations, they would be vulnerable to South African pressure.

However, these states had

participated in moves to set up a counter-constellation to South Africa's proposed "Constellation States", he said.

Dr Gavin Maasdorp, of the University of Natal, described the relationship between South Africa and neighbouring suppliers of workers as one of interdependency, which meant the states could counter moves to get them to sign unwanted labour agreements.

Though there had been a sharp reduction in South Africa's dependence on foreign labour since the mid-1970s, it still relied on some foreign workers — particularly skilled Lesotho migrants on the mines, said Dr Maasdorp.

According to figures quoted by Dr G M E Leistner, of the Africa Institute, there were more than 327 000 registered foreign black workers in South Africa in 1978, of whom more than 258 000 were in mining and quarrying.

In briefing newsmen, Mr Botha made it clear that it was

the intention of his department to seek the same sort of "illegal strikers" agreement from leaders of South Africa's "homelands".

He has had a rebuff from Chief Buthelezi.

"I have applauded the formation of black trade unions, but under no circumstances will I be a party to any agreement which makes punitive deportation of members of these unions a matter of agreement between me and the South African Government," said Chief Gatsha.

"No member of any other race group is subject to deportation, and I do not see why Africans should be singled out for this kind of arbitrary action by the Government.

"It is iniquitous to try to use blacks who are heads of their governments against their own people. The deportation plan is a sting in the tail which will not help South Africa against the worldwide trade union movement."

Do 20/11/80 (13) (128) (139)

Cape Herald 3-week strike ends today

CAPE TOWN — The Cape Herald strike is over

After a three-week long pay dispute with the management of the Argus, the strikers said in a statement yesterday they would return to work today

Their decision came after yesterday's negotiations with management on messenger scales

The Staff Association statement said that after initially agreeing to salary scales for messengers up to five years, management yesterday conceded to scales up to 14 years. The staff had asked for scales up to 13 years

The association said it found the scales to be low but nevertheless they believed that the scales "could form the basis for future negotiations"

The dispute over messenger scales was one

of three stumbling blocks. The two were strike pay and implementation of the new salary scales for all Cape Herald staff from November 1. Management did not accede to the two demands

The statement said management was prepared to compromise on strike pay by letting the strikers take the strike period as leave or to have the pay lost as the result of the strike deducted over a period of six months, or a combination of both

"The Staff Association rejected these alternatives in principle although we feel that some people, because of personal circumstances, would be forced to make use of the offer," the statement said

The Argus management had also given the under-

taking that no strikers would be victimised by being dismissed or by having their chances of promotion affected

Management had also agreed to recognise the Staff Association as the legitimate representatives of the Cape Herald staff and a meeting had been set up for November 25 to discuss improved working conditions

The association believed the decision to call off the strike had in no way negated any of the number of victories gained

The association said their action precipitated a tremendous union awareness among all workers in the newspaper industry and they were deeply indebted to colleagues on other newspapers who came out in support of them — DDC

Herald

20/11/80
strikers

return

to work

By Kevin Murray

The entire staff of the Cape Herald newspaper is back at work today after discussions with management yesterday but black journalists at other newspapers throughout the country are still out on strike.

The Herald workers decided to return to work today after reaching an agreement with management on one of three issues they have been disputing that of pay scales for messengers.

But they rejected in principle having their pay docked while away from work even though some would be forced to accept a management compromise on the issue.

Management said strikers could take the strike period as leave or have lost pay deducted over six months or a combination of both.

A spokesman for the Media Workers Association of South Africa — whose members are still out on strike — refused to comment on the decision by Herald employees to return to work.

Members of Mwa at South Africa located Newspapers and Argus Company publications in Durban, Cape Town and Johannesburg are now in their fourth week on strike.

When they went out on strike they demanded settlement of the Herald workers' grievances, that workers should be paid for the time they were on strike, and that Mwa be recognised as the negotiating body for black newspaper workers.

STAR 21/11/80

Newspapers hit by distribution strike

By Kevin Murray, and Drew Forrest

The distribution of several Johannesburg and Pretoria newspapers, including The Star, was seriously disrupted, today because of a strike by drivers, street-sellers, and deliverymen.

The workers, who are employed by Allied Publishing Ltd, have taken action in support of striking black journalists throughout the country and over a number of

grievances with their own management.

At an urgent meeting with management this morning, several hundred workers decided not to return to work until the strike issues were discussed at a further meeting this afternoon.

Shop stewards of the Commercial Catering and Allied Workers' Union of South Africa — of which the strikers are members — are being assembled

To Page 3, Col 7

Newspapers hit by distribution strike

STAR 21/11/80

128 139

from Allied Publishing depots throughout the Transvaal for the meeting

The union said yesterday that workers had decided to act in concert with the Media Workers' Association of South Africa

Members of M w a s a, whose members include black journalists from Argus Company and SA Associated Newspapers publications throughout the country, have been on strike for three weeks

This strike was partially resolved yesterday when workers at the Cape Herald, where the strike originated, returned to their desks.

Allied workers are also concerned about the dismissal of two colleagues this week and have demanded for the transfer of an area manager of the company.

Mr RC Alport, Transvaal provincial manager of Allied, said the two workers at the centre of the dispute would be suspended on full pay pending an investigation into their dismissal.

He also stressed that by undertaking a sympathy strike, the workers were acting in breach of an agreement with the union.

The action has meant that the distribution of several Johannesburg and Pretoria newspapers has been seriously disrupted.

The distribution of The Star was affected and management could not find an alternative means of selling newspapers on streets or making home deliveries at short notice.

The New Deal for Workers

Like a well-known sticking sweet, the new labour deals introduced by the government tend to have a hole in the middle.

While policy switches often bring important changes around the periphery, they all too often have a fatal flaw at the centre which threatens to render the whole exercise meaningless.

And so it may prove with the changes in labour law which the Minister of Manpower Utilisation, Mr Fanie Botha announced last week.

Mr Botha told the press of changes aimed at introducing union autonomy, allowing mixed unions, and giving all workers, including foreign black contract workers, full union rights.

Speaking after talks with employers and rejected unions, he was pleased at the progress he appears to have made in selling the legislation to the right-wing unions who staged a last-ditch stand against reform last year.

Put he also made clear his belief that the proposals would help to woo the growing unregistered union movement into the official labour system and still foreign and local criticism of the government's labour reforms.

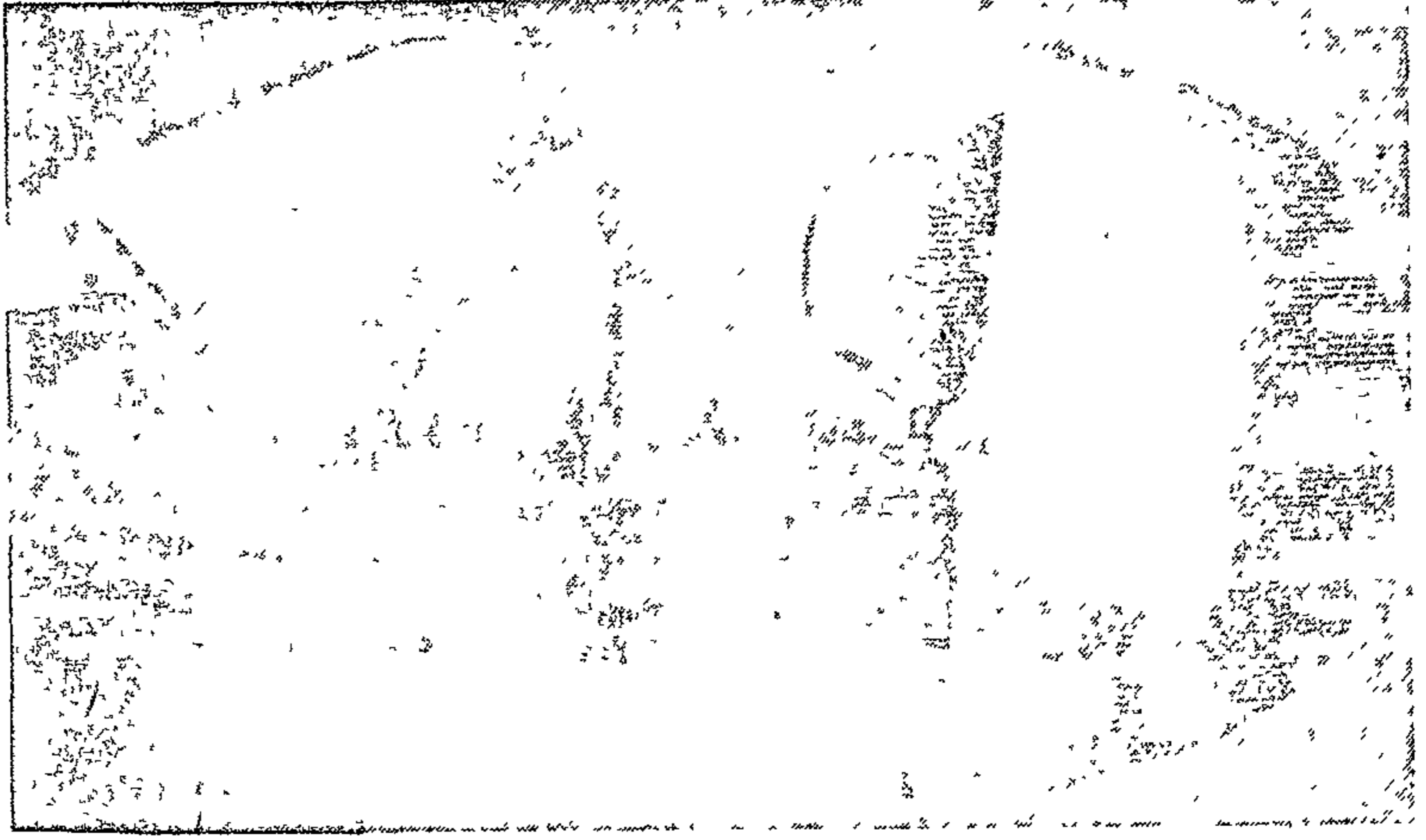
Reiterating parliamentarily to the charge that changes were designed to control unions, Mr Botha said: "After this, no-one will be able to say our system is designed to police unions."

The all-important details of the new legislation are yet to come. But Mr Botha has spelled out the broad direction of the changes and there are already doubts about whether his optimism is well-founded. The new moves may well increase, rather than still, criticism of government labour policy.

His optimism is based on the fact that full union rights for all, including the right to mixed unions, are now entrenched in law. Mr Botha added that union autonomy would also be guaranteed — unions would be free to organise whom they wished and to form union alliances as they wished.

But accompanying the new legislation — its "hole in the middle" — are tough measures which could drastically raise the penalties attached to striking, for tens of thousands of black workers.

According to Mr Botha, he will begin negotiating bilateral agreements with "Southern African States".



Minister of Manpower Utilisation, Mr S. F. Fanie Botha

whereby any of their citizens who engage in an illegal strike will be summarily removed from the white area.

While he said it was a priority to negotiate such agreements with foreign Southern African countries, he added that they would also be entered into with the homelands.

If they did not sign, these countries or homelands could simply find that their labour would not be used here, Mr Botha said.

This could mean, quite simply, that any contract worker who takes part in a strike which is not legal in terms of the government's machinery, will lose the right to earn a living in white South Africa.

those who ignore it. But critics of the system claim the machinery is so cumbersome, there have been few legal strikes in the country's labour history.

Before a legal strike can be called, workers have to go through elaborate machinery which can take months to complete. By the time the channels are exhausted, workers have usually long since lost interest.

Mr Botha made it clear that the machinery would remain unchanged. This means that contract workers could be faced with the prospect of negotiating a range of red tape when they have a grievance, or taking matters into their own hands and losing their jobs.

The move could also pose a dilemma for black homeland and other governments in the sub-continent. If they sign, they invite a backlash from disgruntled workers. If they don't they could see job opportunities for their citizens dry up — and face the same backlash.

Other aspects of the proposals may also pose problems for Mr Botha.

First, there are doubts as to how far-reaching his guarantees of union autonomy will be. He made it clear that the official registration system would remain unchanged because the country had "the best labour legislation in the world".

Unions were quick to comment that this could render the promises of change hollow.

They and some employers also have argued that the registration system is a large part of the reason why unregistered unions have refused to register, for the system itself plays a key role in controlling unions.

The government's registrar can register a union for a specific area, industry or part of an industry only. This gives him the power to deny unions rights in areas where they have members.

union backing) has yet gained registration. It is for this reason that various employer groups have called for a streamlined system in which the representation of a union in a particular plant would be the chief criterion.

Mr Botha said last week that one reason for not changing this system was to prevent competition between unions in particular areas. This could be seen as a means of protecting established unions against their emerging rivals.

But what is clear is that the system's critics will remain unhappy as long as registration remains unchanged.

Another contentious issue is likely to be the proposed clamp on links between local unions and their foreign counterparts. Western unions have argued they should be free to assist black unions here and that by doing so they are contributing to the country's industrial life.

And local unregistered unions have argued that they need help from abroad to find the funds and resources which decades of exclusion from official bargaining rights have denied them. This, too, is likely to be seen as a clamp on unions' freedom to associate.

Mr Botha's announcement follows weeks of speculation about forthcoming changes. Influential business organisations had been demanding change and the government seemed to be listening. Expectations of a substantial revamp of the official labour system were high.

This was hardly surprising. Labour events throughout the year had illustrated the need for change had never been as pressing.

The Wiehahn Commission's first report last May had opened the official bargaining system to black workers and their unions for the first time. In so doing, it let black un-

ions in from the cold — but ushered them into a system hedged with controls which soon proved inadequate for worker and particularly black worker, needs.

The thinking behind the strategy was clear. Black unions were a relatively weak force, battling against official and employer hostility. But they were beginning to grow and a handful of employers were beginning to recognise them.

Rather than allow a record system to grow up outside the net of official control, therefore, the government moved to include black unions in the system. This would allow them to grow — but only on terms laid down by the system.

In reaction to this year's strikes and the growth of a union movement which refuses to enter the government's labour system, the Minister of Manpower Utilisation, Mr Fanie Botha, has announced forthcoming changes in labour law. Labour Reporter STEVEN FRIDMAN examines these developments.

The problem was that some unions, arguing that registering was likely to produce more disadvantages than benefits, decided to stay unregistered.

In many cases, the unions concerned have proved to be those which have grown fastest and there is mounting co-operation between those unregistered unions who refuse to register. The prospect of a powerful force rising outside the government's system once again reared its head.

At the same time, the wave of strikes this year made it clear the government moves had not dampened black worker militancy.

A factor officials have always down-played, but about which there is no doubt, is that the reforms were partly aimed at reducing hostility to the government in inter-national labour circles. However, influential employer spokesmen attending international labour conferences this year found this simply wasn't happening.

Indeed, they returned to voice their concern that the "malaise" which the government and business could have obtained from the changes were being almost totally nullified.

Particular aspects affecting foreign opinion were that migrant workers and commuters (those who live in a black homeland and commute daily to work in a white area) were granted union rights by ministerial proclamation rather than law, and that mixed unions could only be registered with ministerial consent.

Another issue was that foreign black workers are not permitted registered union rights while foreign whites are.

As a result, leading employer organisations such as the Federated Chamber of Industries and, to a lesser extent, the Association of Chambers of Commerce, began calling for changes in labour legislation.

Besides the need to respond to foreign criticism, they argued that important unions were refusing to register and that the spectre of a powerful labour operating outside official control was looming. If that happened the country faced "industrial anarchy", they said.

The official system had to be made more attractive to unregistered unions. This could be done by entrenching full freedom of association in law — allowing all workers to join registered unions and allowing unions to have totally non-racial structures if they wished.

Equally important, employer bodies began to take the initiative by accepting the need to negotiate conditionally with unregistered unions, thus raising the possibility that the official system would be by-passed again.

The government's response, mainly communicated through public and private speeches from Mr Botha, was ambiguous. On the one hand, he started many observers by boldly calling on employers to deal with representative unions rather than "sweetheart" groups which could be relied on to avoid hard bargaining.

He added that the government was determined to make the system more attractive to unions by eliminating some of the controversial controls.

As always, the danger of allowing an unregistered union movement to develop, which would mean, he said, that some unions would benefit by being allowed to escape the controls to which their rivals were subjected.

He also warned that unregistered unions would be free to link up with political organisations, a practice which is long established in the western world, but which the government has always been determined to outlaw.

And he made it clear he was as concerned as ever by foreign unions backing the local unions.

His statements caused a good deal of confusion. Some employer and union spokesmen complained that Mr Botha was blowing hot and cold and that the two postures appeared to contradict each other.

They didn't. The two approaches were entirely consistent.

The government, Mr Botha was saying, was determined to bring into its system any unions which could be persuaded to come in. Any union which was prepared to submit to the controls would be welcome, no matter how militant some employers believed it to be.

On the other hand, unions unprepared to come into the new system would face the wrath of an officialdom no longer prepared to countenance them.

The goal is still control as a means of warding off what it sees as undesirable political and foreign influences. If possible, by negotiating the system if that is not possible, presumably by other means.

The new legislation encapsulates that principle. Whether it does so effectively remains to be seen.

The moves to woo unions are obviously an improvement. But they seem to have fallen far short of expectations and the system still seems unable to do what it presumably is designed to do — ensure industrial peace by allowing workers full bargaining rights.

The anti-strike measures, powerful as they are, are unlikely to solve the government's problem, even if unwilling homeland and Southern African governments go along with them. Legislating against strikes hasn't tended to stop them in the past. It may not do so this time.

Mpetha

protest in

London

Argus Bureau

LONDON — About 150 people, including leading trade unionists, have taken part in a demonstration outside the South African Embassy here in support of Mr Oscar Mpetha, a black trade unionist held in solitary confinement in South Africa.

Mr Mpetha, 71, is alleged to have been involved in the Fattis and Monis strike earlier this year.

Among trade union leaders at the demonstration yesterday, were Mr Clive Jenkins, general secretary of the ASTMS (white collar workers), Mr Jack Boddy, general secretary of the Agricultural Workers' Union, Mr Albert Spanswick, general secretary of the Health Service Employees' Union, Mr Brian Price, of AEW-Tass (white collar section of the Engineering Workers Union), Mr Jerry Gillman, general secretary of the Civil Servants' Union, and Mr Walter Grendale, of the Transport and General Workers' Union.

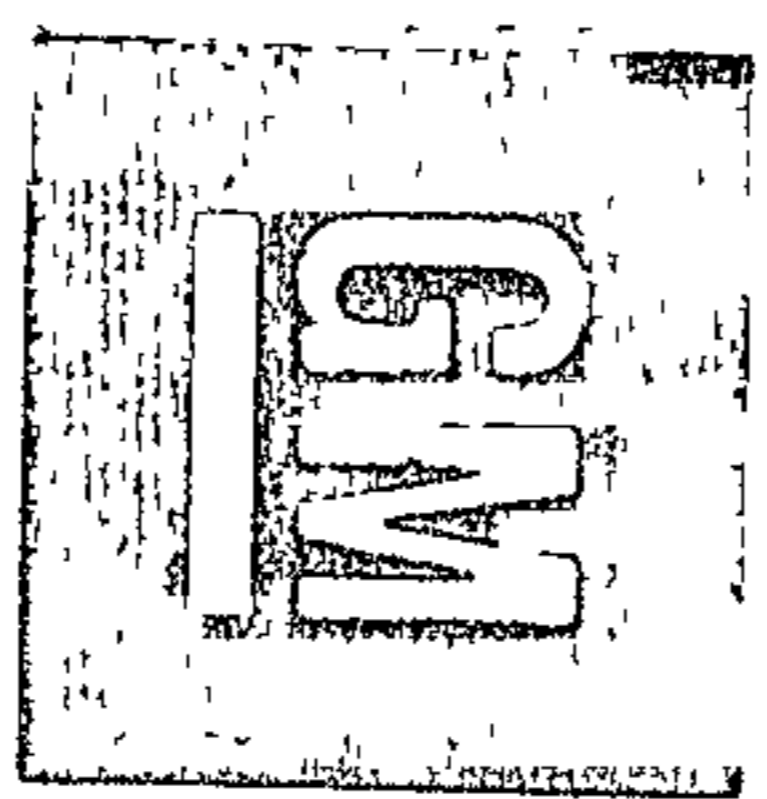
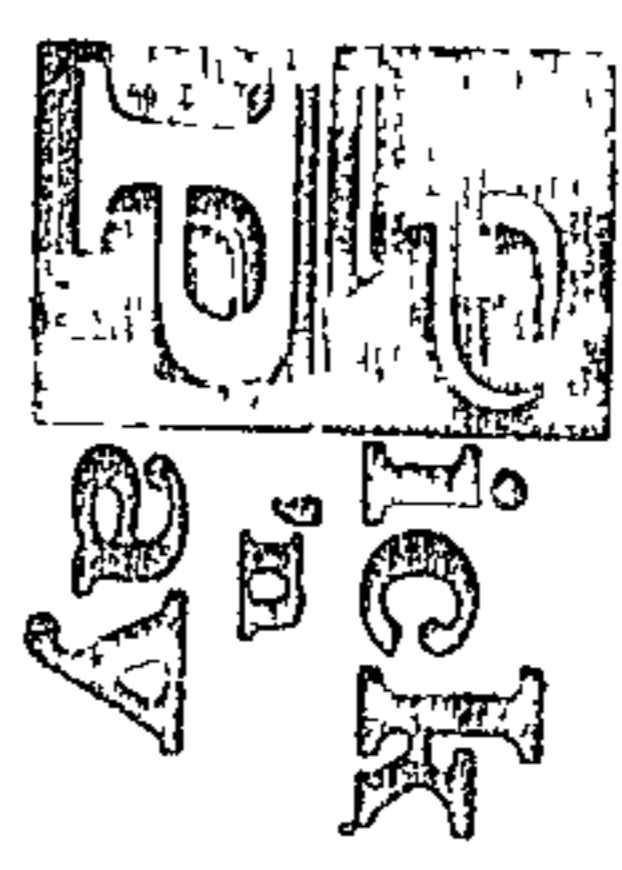
Mr Peter Hain, the anti-apartheid campaigner, took part in the demonstration

Firms accept representation rights

Industrial Reporter

FIRMS participating in the Cape Times employment survey recognize the right of employees to establish the form of labour representation

made by any unions to organize our employees or for access to workers' the company said. It was willing to engage in collective bargaining with non-white labour unions provided they were representative of the common interest groups on whose behalf they present themselves.



they wish but answers to the questionnaire reveal that this does not always mean unions. BP for example pointed out that there are no recognised trade unions in the oil industry in South Africa. No requests have been

Groups Areas Act etc — BP said this was handled by personnel officers in each region. "All employees are free to discuss matters requiring legal assistance with the company's

collective bargaining with unions. Coloured staff had always been members of the appropriate unions and in effect blacks had automatically bene-

liaison committees and the bank deduced that they were not wanted. It was policy to encourage members of the unions to take an interest in union matters

banks or the unions and the minutes of these meetings formed the agreements with the unions. It is known that there is no limit to the extent which the bank will offer to provide assistance in regard to employee problems arising from race laws.

me in their contentment the annual survey a few staff members had joined the staff recently and had their names put to rest. Pick's Pay said that its part

In the forth and final report on the Cape Times survey of employment practices, based on a United States Export-Import Bank questionnaire, Industrial Reporter GORDON KING looks at firms' willingness to engage in collective bargaining with labour unions and their facilities for assisting employees to overcome problems caused by laws and regulations relating to race.

In terms of concepts recently propagated by the Wiehahn Commission, all employees were represented by a two-tiered system of works councils. This took place first at the worksite level, where consultation related to local matters and next at the regional level where matters of a more general nature were discussed.

Employee reaction to this system was assessed by the company through a secret ballot. Staff at 24 out of 26 worksites voted 70 percent in favour of works councils in an 82 percent poll.

The motor company should not be seen as an attempt to frustrate the growth of trade unionism as we believe the two systems can develop independently of each other. Regarding assistance to employees having problems with laws and regulations relating to race — pass laws

filled from union negotiators in the same way as their coloured colleagues. Social Welfare officers provided help with difficulties created by the country's race laws.

Our staff may join unions and union representatives may meet with our staff in our canteens during their lunch and tea breaks.

Non-white workers were represented by a works committee elected out of a free committee as a body has the right of electing a free member of staff to be vicariously for reporting anything to the works committee or the works committee member raising it with management.

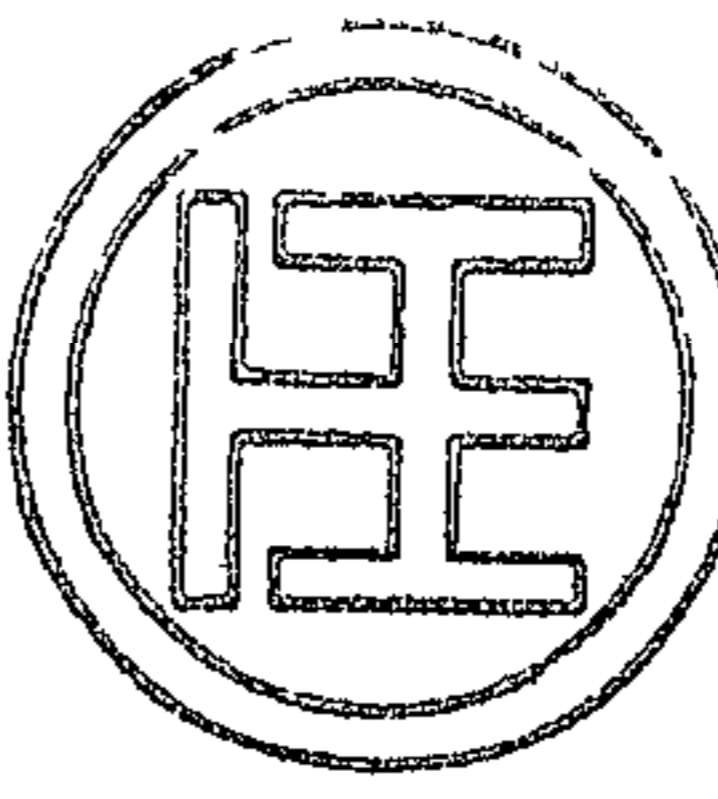
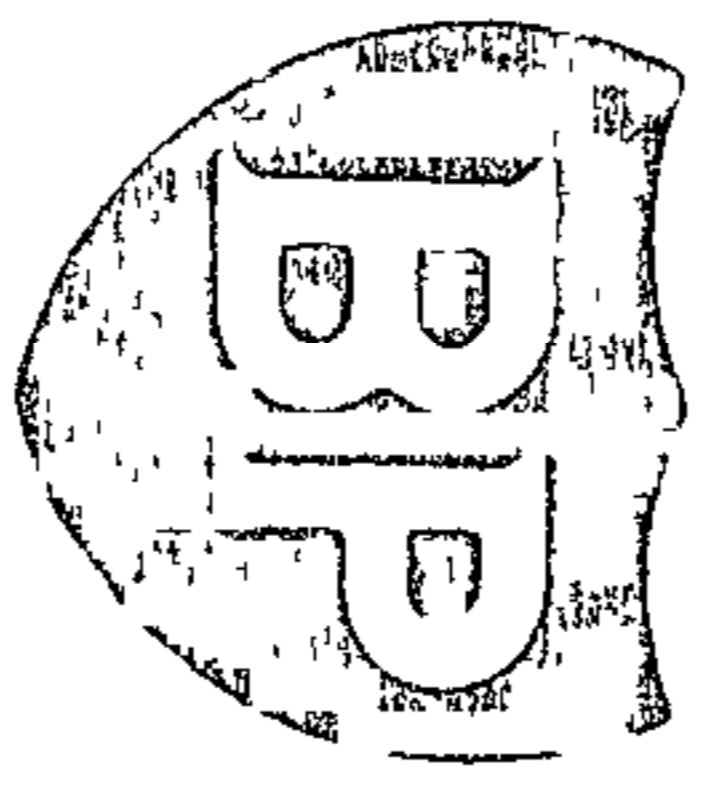
legal advisers". Ford said that it dealt with these problems through labour relations or personnel services departments, mainly by counselling.

The motor company recognised and negotiated with three unions, one each for blacks, coloureds and whites. All its employees were eligible for representation by unions and this representation was initiated by both employees' representatives and industrial relations management.

Negotiations were conducted jointly between the banks and the three unions. The bank was agreeable to the collection of union fees by debit order system and paid leave for union duties and for courses run by the Institute of Industrial Relations. It also agreed to the display of union notices on bank premises and free access to employees to counsel and enroll members.

Periodically an in representative had approached staff

sonnel department was continually liaising with the Department of Manpower and with Labour Affairs in an effort to help employees where ever possible in the lines of employment and housing.



23/11/80 1309

Workers still on strike 23/11/80

Sunday Express Reporter

THE strike at Allied Publishing Company, in which several hundred workers walked out of their jobs earlier this week, was still fully effective at the weekend and is expected to continue into the coming week, according to management sources.

The strike has affected distribution of newspapers owned by South African Associated Newspapers and the Argus Printing and Publishing Company and will affect the street sales of Johannesburg's two English-speaking Sunday newspapers, the Sunday Express and the Sunday Times.

A meeting on Friday afternoon between Allied management and the Commercial Catering and Allied Workers Union of South Africa which represents the striking workers, ended in deadlock.

Strikers demands include

- The immediate and unconditional reinstatement of two

No home deliveries

MR Nigel Twidale, a SAAN general manager, said there would be no home deliveries of his company's Sunday papers — the Sunday Express and the Sunday Times.

However, he said the papers would be available from all cafes and booksellers which opened on Sundays.

He said SAAN regretted the inconvenience. If the strike continued into next week he invited "anyone who would like to assist as a seller or an agent to phone the newspaper offices. We will happily employ them".

workers dismissed earlier in the week

- The removal of an Allied distribution manager, who the union contends, dismissed the two workers and also assaulted some workers.

- The resolution of the present Mwasa strike.

Mr Nigel Twidale, a SAAN general manager, told the Sunday Express after the meeting with Argus and Allied management that Allied workers have no grounds for striking because of conditions at Allied. Their strike appears to be one of solidarity with striking Mwasa journalists.

Mr R J Mitchell managing director of Allied told the Sunday Express. The issue which sparked the strike was the speed at which the two workers were hired. It didn't allow them the chance to lodge an appeal. We have agreed with this view.

We recognise that these men weren't given that chance. But now we have reinstated them.

It appears however that the union are still not satisfied because the men although reinstated have been suspended pending an investigation of alleged theft.

STAR 29/11/80

Allied workers may be fired

By Kevin Murray

The employers of the striking newspaper deliverymen said today if the workers did not return to duty by tomorrow morning they would lose their jobs.

Street-sellers, deliverymen and truck drivers of Allied Publishing Ltd have been on strike since Thursday night.

The distribution of several Johannesburg newspapers, including The Star, has been seriously disrupted by the strike.

Mr R J Mitchell, managing director of Allied, said today the workers were on strike in breach of their contracts with the firm. They had, in effect, terminated their own employment.

"We are bitterly disappointed the agreement reached with the Commer-

cial Catering and Allied Workers' Union of South Africa has not met the first test and instead we face a strike by all of Allied's black employees," he said.

Students have been recruited to sell The Star and other newspapers as a holiday job during the strike by Allied workers.

The students will be helping deliver the newspapers to cafes and will sell them at selected street corners in Johannesburg.

Subscribers to The Star have been urged to buy their copies at their local cafes, as home deliveries are still affected.

They will be compensated for the period of the strike.

This also applies to subscribers of the Rand Daily Mail.

Parents Limited and its Subsidiary Company:

Income Statement for the Year ended 30 June 1979:

Net Income before items below (140 000+40 000+35 000) 215 000
 Profit on change in holding 587,5
 Transfer to Non-distributable Reserve (587,5)

Depreciation (35 000-1 500-1 500)

Net Income before taxation

Taxation

183 000

90 000

93 000

5 175

87 825

36 000

51 825

390 187,5

R442 012,5

Net Income after tax

Outside shareholders' interest

Net Income attributable to Parent

Dividend

Retained Income for the year

Retained Income at beginning of year

Retained Income at end of the year

3. Depreciation Adjustment

Depreciation p.a.

i.e.

Therefore need to reduce depreciation

He said 1981 would be one of increasing union activity and organisation and that peace on employers' terms was probably an option not available to all employers

The short term objective for employers should be to minimise their vulnerability by putting their own houses in order as this was the key to survival, he said

On liaison, he said management should look beyond the factory floor where employee bodies existed to a second tier of relations where more formal relations with labour should exist. Management now needed to look to both these tiers to deal with appropriate sensitivities

and original increase in depreciation in 4th year

3.1 Depreciation adjustment to

1.10.76 to 30.6.77 = 3

3.2 Depreciation adjustment 1.7.

1.7.77 to 30.6.78 =

3.3 Depreciation adjustment 1.1.

= 3 0

Industry not set for trade unions'

A large section of commerce and industry was ill-prepared for the development of trade unionism as it would be manifesting itself in the very near future, Mr Andrew Levy, chairman of the Associated Commercial employers said, writes Geoff Shuttleworth

Addressing the Johannesburg Chamber of Commerce's quarterly general meeting, Mr Levy said black trade union membership had risen by between 56 and 59 percent compared with more or less constant membership in white and coloured unions over the last five years

The short term objective for employers should be to minimise their vulnerability by putting their own houses in order as this was the key to survival, he said

On liaison, he said management should look beyond the factory floor where employee bodies existed to a second tier of relations where more formal relations with labour should exist. Management now needed to look to both these tiers to deal with appropriate sensitivities

Management now needed to look to both these tiers to deal with appropriate sensitivities

Management now needed to look to both these tiers to deal with appropriate sensitivities

R1 500

R1 500

R5 250

3 000

R2 250

R17 000

8 000

R9 000

i.e.

10 p.a. for 3 years

(587,5)

587,5

215 000

32 000

183 000

90 000

93 000

5 175

87 825

36 000

51 825

390 187,5

R442 012,5

Striking^{5/12} workers^{26/1/80} may lose⁽¹⁹⁸⁾ their jobs⁽¹³⁹⁾

By Kevin Murray

The Argus Company has told striking employees of the black newspaper Post (Transvaal) they will forfeit their jobs if they do not return to work by tomorrow.

The strikers are all members of the Media Workers' Association of South Africa, and have been away from work for more than three weeks.

Members of the association from Argus and South African Associated News paper publications in many parts of the country are on strike.

Their negotiations with management are deadlocked over the issue of strike pay — Mwasa demands members be paid for the period they have been away from work, management refuses.

In a statement released today, Mr Hal Miller, managing director of the Argus Company, said the workers from Post had been reminded they were in breach of their legal contract and had, in effect, dismissed themselves.

He added that the Argus was ready to re-employ them because it wished to resume its service to the community and the advertisers by publishing Post again.

If the 70 striking members of Post — out of a total staff of 260 — did not return to work by tomorrow the Argus would take the view that they themselves had terminated their employment from the date they ceased to work.

Argus and SAAN said they were ready to finalise arrangements for recognition of Mwasa among employees who they represent, but claimed Mwasa refused even to discuss recognition until the companies agreed to strike pay.

Durban (139) textile firm fires workers

Labour Reporter

ABOUT 18 workers — an entire department — at a Durban textile company, O.T.H Bayer, were fired this week after a dispute at the company.

Mr Samuel Kikine, general secretary of the South African Allied Workers' Union, of which the dismissed workers are members, said the firings had occurred after "long-standing worker grievances" at the company had come to a head.

He said workers had decided to take the case to the newly established Industrial Court, alleging they had been unfairly dismissed.

The company's director, Mr Gunther Bayer, could not be reached for comment yesterday, but a company spokesman confirmed that "about 18" workers had been dismissed.

Mr Kikine said that virtually all workers at the plant are Saawu members. He said workers had "long-standing grievances" about working hours and overtime pay.

These had come to a head earlier this week when a group of workers had assaulted a man they claimed was "a company spy".

Mr Kikine said management had selected a particular department at the plant and had asked workers in it to identify the man's attackers as he himself was unable to identify his assailants.

Workers in the department had refused to do this, saying that they did not know who was responsible for the attack. All had then been fired, he said.

Mr Kikine said negotiations on the issue would take place today.

Post strikers get sacking ultimatum

pom
27/4/80

By MARIKA SBOROS

SEVENTY striking employees of Post (Transvaal) will be sacked today if they do not return to work

The ultimatum was issued yesterday by the managing director of the Argus Company, Mr Hal Miller

The three-week-old strike was called by the Media Workers Association of South Africa, (Mwasa), of which most of the strikers are members

The stayaway is affecting newspapers owned by the South African Associated Newspaper group as well as other Argus-owned papers

The ultimatum follows deadlock between Mwasa and managements over strike pay

It is unclear whether the ultimatum will be extended to strikers on other newspapers

Mr Clive Kinsley, managing

director of Saan, said the company has not considered issuing its Mwasa strikers with a similar threat

Mr John Marquard, managing director of the Star newspaper, refused to comment on whether there was a possibility of striking Star reporters being given an ultimatum to return

In a statement yesterday, Mr Miller told the Post strikers that if they did not return to work today, they would be dismissing themselves because they were in breach of contract

He also told them they would not be paid for the time they had been on strike, although the Argus company was prepared to treat the absence as leave or as in the case of the Cape Herald dispute which has been settled, to spread the liability over six months

Mr Miller said the Argus company was ready to take back any workers who wished to return

Meanwhile, two temporary news vendors employed by the Allied Publishing Company who were allegedly assaulted by company strikers for scabbing, have laid charges with the police

Police arrested the driver of a car with false numberplates after receiving reports that the car had been used by people intimidating and assaulting newspaper sellers

The sellers claimed they were forced into the car, their money taken and told to stop selling the papers

The incident allegedly took place during the recent Allied strike which was resolved on Monday

END OF PAPER

Striking Post men fail to turn up

By Kevin Murray

A total of 70 striking employees of the Argus Company failed to meet a management deadline to return to work today.

They were told yesterday to return to work today or forfeit their jobs.

The strikers are all journalists of the black newspaper Post (Transvaal).

At the time of going to Press, a spokesman for Post said: "None of the workers has returned. We are waiting to see what happens."

There are 190 non-editorial employees of Post still at work.

Argus management said yesterday the strikers were in breach of their contracts with the company and had, in effect, dismissed themselves.

If the workers had returned to duty today they would have been re-employed because the Argus Company was anxious to resume its service to readers and advertisers by once again publishing Post.

Mr Hal Miller, managing director of the Argus Company, said yesterday if the 70 striking members of Post did not return to work today management would take the view that they had ended their employment from the date they stopped work.

Mr Miller would not comment on what would happen to black journalists from other Argus publications who are also on strike.

71 Lose jobs after strike

STAFF 128 (139)
28/11/80 (42) (12)
245

By Kevin Murray and Mike Cohen

Seventy-one striking employees of the Argus Company have lost their jobs after defying a management ultimatum to return to work.

Argus management said the strikers were in breach of the contracts and had, in effect, dismissed themselves. A total of 68 strikers from the black newspaper Post (Transvaal) were yesterday formally told they had terminated their employment from the date they left work four weeks ago.

In Durban, three striking members of the Sunday Tribune also lost their jobs today.

Mr J Nuttall, manager of the Tribune, said the three strikers had been told they should be back on duty by this morning or lose their jobs.

At the time of going to press the three had not turned up and were deemed to have fired themselves, said Mr Nuttall.

Two journalists from



Employees of SAAN picketed The Star building today in protest at the Argus Company's decision to terminate the employment of 68 striking Post Transvaal journalists.

Post returned to work yesterday and were also re-employed. There are now 192 people on duty at the newspaper.

Mr Hal Miller, managing director of the Company, said to Post was not being closed down.

The workers are being paid and will continue to

he said, said Mr John (T.M.) Maritz of Post. All the strikers are members of the Media Workers' Association of South Africa.

About 20 employees of South African Associated Newspapers picketed The Star building today in protest at "the sacking of 68 members of Post."

Argus sacks 68

Post strikers

By MARIKA SEOROS

THE ARGUS Company yesterday sacked 68 striking Post (Transvaal) workers.

Late yesterday afternoon Mr Hal Miller, managing director of the Argus company, said the Post employees had "dismissed themselves" by not returning to work after an ultimatum was issued.

"We are sorry to say that only two of the striking Post workers returned to work. Those who are still on strike are in breach of their legal

contract with us and have dismissed themselves as from the date they went on strike," he said.

A radio report yesterday said strikers on the Durban-based Argus newspapers, the Sunday Tribune and the Daily News, now face a threat of sacking if they do not return to work today.

Argus management refused to confirm or deny the report. Last-ditch attempts to avert the Post firings failed yesterday as deadlines for the dismissal were extended from 10 30am to 3pm.

Most of the sacked workers are members of the Media Workers' Association of South Africa (Mwasa).

Mwasa reached deadlock with managements over the issue of pay for workers during the three-week-old strike.

In another development yesterday a meeting of the SAAN editorial chapel of the SASJ voted 55-20 against a motion proposing a one-day strike in sympathy with the sacked journalists.

Instead a motion was passed condemning the Argus company "in the strongest terms for this provocative and unnecessary action" and welcoming "SAAN's more conciliatory at-

titude". The chapel urged SAAN management to continue to explore every possible opportunity to achieve a settlement with the striking SAAN journalists "irrespective of the action taken by the Argus company".

The chapel sent Mr Miller a telex in which they expressed a "widespread belief" that the dismissal would have grave and irreparable consequences for the entire newspaper industry.

However 18 white journalists from three South African Associated Newspapers decided to stage a one-day strike in sympathy with the sacked workers.

A statement by the 18 journalists said: "Our loyalty to our newspapers and their readership remains paramount. We feel the gravity and tragedy of the situation has forced us to adopt this position."

Earlier yesterday, Mr Miller refused to meet a deputation from the editorial chapel of SAAN, which intended to urge Argus management to withdraw the sacking threat.

Mr Miller said the SAAN chapel had no standing in the dispute and he would not see the deputation.

FOOTNOTE: Mr John Gittins, the manager of Post, refused to comment on the future of the newspaper.

68
125
139
142
200

GOVT'S LABOUR DEAL MAY GET A SETBACK

ROOM 22/11/80 (151)

By STEVEN FRIEDMAN
Labour Reporter

TRADE unions say the Government's new labour dispensation seems about to receive a serious setback.

Yesterday there was a meeting between the Minister of Manpower Utilisation, Mr Fanie Botha, and the unregistered unions which have applied to register under the new dispensation.

It was the first time a Cabinet Minister had invited independent black unions to talks.

Last night, union sources said the meeting had been "stormy", and that influential unregistered unions were "seriously reconsidering" their decision to join the new dispensation -- which would be a serious setback for the policy.

The sources said that an important source of friction was a statement, which Mr Botha is claimed to have made warning of new curbs on unions who refused to register.

Mr Botha is claimed to have said that agreements between employers and unregistered unions would have no legal force under legislation to be introduced next year.

The sources said this would mean that the Government would be unable to force the issue.

Other contentious issues were the Government's intention to sign bilateral agreements with homelands and in Botswana, Lesotho and Swaziland, and proposed curbs on overseas financial support for unions.

Last night Mr Botha said he was surprised to hear that the unions claimed the meeting was stormy and that some might be reconsidering their attitude to the new dispensation.

I found it amicable," said Mr Botha. "I wouldn't describe it as stormy at all."

He said he could not comment further because he had an important function he had to attend.

The Government's labour strategy is believed to rely heavily on participation by unions affiliated to the Council of Unions of South Africa (Cusa), and the Federation of South African Trade Unions (Fosatu).

However, it is the unions affiliated to Fosatu which are believed to be now reconsidering their decision to join the new dispensation.

If the unions decide to withdraw, the credibility of the Government's moves would suffer a serious setback.

Yesterday's meeting was attended by Fosatu and those affiliated to Cusa and a number of parallel unions.

Most are unregistered, but have applied for registration. The others were registered recently.

Union source, said Mr Botha told the meeting that he was the first Minister in charge of labour ever to consult the black union movement.

The sources said last night that the earlier part of the meeting was very constructive -- the Minister appeared to be listening to us.

The unions also managed to obtain important clarification on issues concerning them.

They had learned, for example, that some form of overseas funding for unions would be permitted. It was still not clear, they said, how far-reaching any curb on foreign funds would be.

The meeting had become heated however when the issue of measures to deport strikers had been raised.

The unions had also been concerned about warnings of action to "cripple" unregistered unions, they said.

A major stumbling block, sources said, was that the meeting was relatively short.

We were still raising important points when the Minister had to go off to an important meeting. We don't believe we were able to put our viewpoint adequately enough," a source said.

Black journalists' strikes have lessons for newspapers

CT. 127
28/11/80
134

THE CURRENT industrial unrest in the newspaper world is noteworthy not because it happened but because it did not happen sooner

This is because newspapers are in no way exempt from the powerful new pressures, racial, political and industrial, at play in South African society. A country that used to boast to strike-ridden Western nations that strikes were virtually unknown now has a major strike problem. A National Development and Management Foundation study recorded 36 reported strikes in 1979, involving 21 000 workers, yet by the end of August this year there had been 61 strikes involving 95 000 workers. Almost every strike was illegal, and in many cases police involvement complicated matters.

Exposed position

The newspaper industry is in a particularly delicate and exposed position. It employs people who are trained to observe things shrewdly and to think. The new forces at play in South Africa are not missed by journalists, particularly blacks who suffer under apartheid and who understandably want a totally new society. The liberal-inclined English-language newspapers, moreover, offer advice and criticism on how South Africa should be run, and how businesses should put their houses in order. This places a heavy onus on newspapers to see that their own is shipshape. If not, they are sitting ducks. Newspapers are also part of a world-wide community, which has quick communications and great sensitivity to what happens in the South African press. Newspapering in South Africa is a high-profile activity. And a hostile government is waiting to pounce on

Black journalists have been on strike in many parts of South Africa, raising questions for their white colleagues and disrupting black editions. The Editor of the Cape Times looks at the situation.

any weakness in the English-language press

Perhaps the most important point, however, is that the English-language newspapers are basically white-owned but blacks form half their readership. In some cases such as the Argus Company's Cape Herald and Post, readership is virtually exclusively black. Many English-language newspapers run separate black pages or editions. Such operations are potential albatrosses for managements in the case of industrial unrest. Newspaper groups are increasingly reliant on black custom and black journalists. And if black workers or consumers are to be organized against newspapers, for whatever reason the damage is obvious. With this will come damage to the cause of free expression because there should be no mistake about it: the only beneficiaries of weakened English-language newspapers are the Nationalists who would rather rule without these troublesome priests.

Bearing all this in mind, what approach should newspapers adopt when industrial troubles threaten? Some thoughts:

• Managements should be extremely sensitive to black demands, and move quickly and helpfully in cases of grievance. In the Cape Herald affair, there was evidence of tardiness in handling the strikers' original complaints, though this was later remedied. Black sensitivity is acute in South Africa, because of the nature of the society. It must be taken fully into account.

• The status of the profession must be raised. Journalists

are not well paid, considering the burdens they bear, the risks they run, the people they meet and the hours they work. Modern technological advances — such as electronic editing — place critical new responsibilities on their shoulders. They must be looked after properly. Some considerable distance toward improving the situation was covered in the recent negotiations between proprietors and the South African Society of Journalists, with an effective 16 percent salary increase in prospect. But there are still problems in the profession, exacerbated by the polarizing effect of the strike by black journalists.

• Blacks must be advanced, not just in "black journalism" but to influential and responsible positions in the mainstream. Why, it might be asked, do the big newspaper groups not, like Anglo-American, appoint blacks to their boards? Since more than half their readers are black, the question is apt. Why are there not more blacks in influential editorial — not to mention managerial — posts? To say that such people are chosen strictly on merit is, in present South African conditions, not realistic nor probably even accurate. There are numbers of blacks capable of holding down such positions. And the corps is growing every year. When industrial trouble comes, such people act as bridges. And in the on-going running of newspapers, their specialized knowledge of black opinion and vast areas closed to white South Africa is at a premium.

• Employees must appreciate the hard fact that if they

withdraw their labour they will not be paid. It is axiomatic. Nowhere in the civilized world is it different. And they should also appreciate that those in senior executive positions such as editors and deputy editors — whatever their feelings about pay and conditions in the industry — will automatically produce newspapers in the event of a strike, because of their overriding commitment to the free flow of information.

Black consciousness

• Employers must appreciate that when they deal with black strikers they are dealing to a very large extent with the potent force of black consciousness, which — in spite of Mr Jimmy Kruger's enthusiastic efforts — is alive and well. This means handle with great care. The charge made by the (black) Media Workers' Association of SA in the recent unrest that the white liberal press preached about change but was inflexible when it came to introducing change within its own structures must not stick.

There is no ready handbook for employer or employee in South Africa's wave of industrial unrest. But tact and an understanding of what it is like to be black in South Africa, are a good start.

Klaas van der Poel

Workers fail to regain jobs

DD 26/11/80

EAST LONDON — Cannery workers who were dismissed by Collondale Cannery here in August, but have refused to collect their pay packets, yesterday made an unsuccessful attempt to get their jobs back.

The managing director of the cannery, Mr Corder Tilney, said he received a phone call from the general secretary of the African Food and Canning Workers' Union, Mr Jan Theron, who is based in Cape Town, indicating the workers wished to meet the cannery management.

Mr Tilney said about 150 people arrived outside the cannery at 7 am yesterday and demanded their jobs back. He said he had already hired others to fill their jobs and he could not dismiss them as they were working well.

He claimed the workers replied: "Kick all those out and give us back our jobs."

The request was refused, and Mr Tilney told those who had been dismissed to collect their pay packets. They declined to do this.

Mr Tilney confirmed Security Branch policemen were present at the factory while he was speaking to the crowd.

Afterwards Mr Lordner Njozela, 42, who was employed at the cannery until the dispute with management in August, was taken in by the police for questioning, but was released a few hours later.

Mr Tilney said the factory was working at full strength (450 people) at present, but added: "I have said all along, if and when we have vacancies, we will rehire those who have lost their jobs."

The assistant secretary of the African Food and Canning Workers' Union, Miss Deborah Komose, said yesterday a meeting would be held in the next few days to decide what action should be taken about collecting outstanding pay packets.

The dispute, between about 400 workers and the Collondale management centres around the retrenchment of five men at the end of August.

The management claimed it was necessary to start a retrenchment programme because the drought had caused a drop in the amount of fruit arriving at the cannery.

The workers took a different view. They claimed fruit was arriving at the factory as usual, but the men were being

retrenched because they were members of the African Food and Canning Workers' Union.

About 400 men and women downed tools as a result. They were dismissed after 48 hours but were told they could re-apply for their job on September 8. Most of them did not do so — mainly because they did not want to lose all the benefits which would accrue to them for long service.

Management claims by not returning to work within the stipulated 48 hours, the workers dismissed themselves.

Management Information Systems and Operations tools of the Universities of Cape Town and of the consultants group of the Computer specialises in requirement definition and

research from Tilburg, Holland. He has for 10 years and worked for that company in several countries around the world. design and development of systems for capturing control and production optimisation.

Management Information Systems and Operations tools of the Universities of Cape Town and of the consultants group of the Computer specialises in requirement definition and

research from Tilburg, Holland. He has for 10 years and worked for that company in several countries around the world. design and development of systems for capturing control and production optimisation.

Management Information Systems and Operations tools of the Universities of Cape Town and of the consultants group of the Computer specialises in requirement definition and

research from Tilburg, Holland. He has for 10 years and worked for that company in several countries around the world. design and development of systems for capturing control and production optimisation.

Management Information Systems and Operations tools of the Universities of Cape Town and of the consultants group of the Computer specialises in requirement definition and

research from Tilburg, Holland. He has for 10 years and worked for that company in several countries around the world. design and development of systems for capturing control and production optimisation.

STAR 29/11/80 (139)

Way open for Post strikers

CURRICULUM

Klaas van

Has a degree

been with

as an inte

His experie

financial m

He has taug

Research at

Stellenbosch

He is recogn

Society of Sc

design of inc

The Post newspaper is ready and willing to re-engage all striking staff immediately, with no loss of service privileges. The manager confirmed this morning, however that the paper could not concede the principle of paying strikers

Mr John Gittins, Post manager, said "We are very ready to re-engage, immediately, all staff who wish to take up their duties again. I know the staff are aware of this

"While we cannot agree to pay the strikers while they have been away from work there will be no break in service. We have maintained the company's contributions to the pension and medical aid funds while staff have been away, and they are therefore fully protected by the funds although they have not been at work

We are ready, and happy, to have them back

"We cannot move on the principle of strike pay. On everything else, we will do what we can to help. We know and understand the pressures, but we simply cannot let up on the principle of paying staff on strike

"We are prepared to regard the period away from work as part of annual leave, or, as in the case of the Cape Herald, spread the loss of pay over six months and so lessen the burden, particularly at this time of the year."

He stressed that 192 people — mostly black works staff — were still at work and had never gone on strike. "Those at work are black, white, Indian and coloured people.

"They have stayed at their posts throughout the strike of journalists, and continue to receive their pay"

Page 3: Mwasu's new threat.

olland. He has

ed for that company

around the world.

of systems for

uction optimisation.

ems and Operations

of Cape Town and

of the computer

t definition and

Strike threat over sacked journalists

29/11/80
245
137

CAPE TOWN — The Argus, Cape Herald and Cape Times units of the Media Workers' Association of South Africa (Mwasa) yesterday decided to go on strike if 71 employees dismissed by the Argus Company are not reinstated on Monday.

Sixty-eight workers at Post (Transvaal) and three at the Sunday Tribune in Durban were dismissed on Thursday after the company issued an ultimatum to them to end their four-week strike.

The Western Cape Mwasa units yesterday addressed the following letter to the managing

director of the Argus Company, Mr Hal Miller: "A meeting of the Argus, Cape Herald and Cape Times units of Mwasa was held today in response to the dismissal of 71 colleagues at Post Transvaal and the Sunday Tribune. It was decided to demand the reinstatement of our colleagues by 8 am on Monday, failing which we will go on strike."

The Argus (Cape Town) and Star (Johannesburg) chapters of the Southern African Society of Journalists (Sasj) resolved yesterday to support a call for negotiations between the Argus Company and Mwasa, with a view to the reinstatement of the sack-

ed workers.

According to Argus Company management, the strikers were in breach of their contracts and had, in effect, dismissed themselves.

They were told on Thursday they had terminated their employment from the date they left work four weeks ago.

And in Durban, three striking members of the Sunday Tribune have also lost their jobs.

About 20 employees of South African Associated Newspapers picketed the Star building yesterday in protest at "the sacking of 68 members of Post" — DDC-SAPA

e has
company
world.
pr
isation.
ations

Stellenbosch.

He is recognised as a member of the consultants group of the Computer Society of South Africa and specialises in requirement definition and design of industrial systems.

More strikes loom as Argus fires 77

Mercury Reporter

THREE striking Sunday Tribune journalists were yesterday 'sacked' when they failed to return to work after an ultimatum had been issued.

The men — Mr Ticks Chetty, Mr Marlan Padyachee and Mr Shami Harichunder — had been informed by telegram that they should return to work by yesterday.

Mr David Wightman, assistant editor of the Tribune confirmed last night that the three men had not returned to work before yesterday's deadline.

'It means that they have dismissed themselves from

November 4 — the date they went on strike, he said the Argus Company dismissed 63 striking Post (Transvaal) journalists on Thursday.

All are members of the Media Workers Association of South Africa and have been on strike for about four weeks.

Cape Town

In Cape Town the Argus, Cape Herald and Cape Times units of the media association decided yesterday to go on strike if the people dismissed by the Argus Company are not reinstated by Monday morning.

A striking Daily News reporter Mr Devan Mastry and two from Post (Trans-

vaal) returned to work yesterday and have been re-employed.

It is learned that Sunday Tribune freelance reporters and a photographer who were striking in sympathy with the full-time journalists have decided not to offer their services to the newspaper until the 'sacked' journalists are re-employed.

In Johannesburg, journalists at the Star yesterday called for an arbitration committee to seek ways of reopening negotiations between the Argus Company and the association.

The Star chapter of the Society of Journalists passed a resolution regretting the sackings.

LET DRAWING BOARDS STAY OUT OF DRAWING BOARDS

3/11/68
 Tribune

Tribune Reporter

IT'S BACK to the drawing boards for Minister of Manpower Utilisation Fanie Botha if he hopes to attract unregistered trade unions into the official industrial relations machinery.

His only other option is a continuing war of attrition against them through the security police and awkward legal provisions making their continued existence more difficult, but not impossible if the past is any indicator.

This is the upshot of the stormy meeting this week between Mr Botha and unions affiliated to the Federation of South African Trade Unions (Fosatu) and the Council of Unions of South Africa (Cusa), on whose participation the success and credibility of the Government's developing labour dispensation depends.

Fosatu, largest umbrella body for unregistered unions representing more than 50 000 workers, threatened after the meeting to have nothing whatever to do with the official system if proposed labour law



Fanie Botha . . . his only other option is to carry on fighting

changes went through unchanged.

A number of Fosatu unions have already applied for registration. These applications would be withdrawn unless certain proposed changes to labour law were scrapped, Fosatu said.

Some Cusa unions have also indicated their past willingness to apply for registration. Hence the Government's reliance on Fosatu and Cusa's registration as a way of getting crucial labour oversight for its labour dispensation.

But other major unregistered unions — the Western Province General Workers Union, the South African Allied Workers Union, and the African Food and Can-

ning Workers Union — have thus far remained firmly opposed to registration in its present form.

It is these unions which would be the major victims of the labour law changes to which Fosatu has objec-

ted. But, in Fosatu's opinion, any of its unions opting for registration would also suffer.

Fosatu has objected to anticipated measures which will ban stop-or-see facilities for unregistered unions.

FIGHTING soldiers, in the nature of their job, never see the grand order of battle, the nice maps so prized by generals depicting the lines of advance and retreat.

No, the view from the battlefield is of the next few metres of ground, the next hiding hole, the next bush where snipers may lurk, the sweating neck of the man in front.

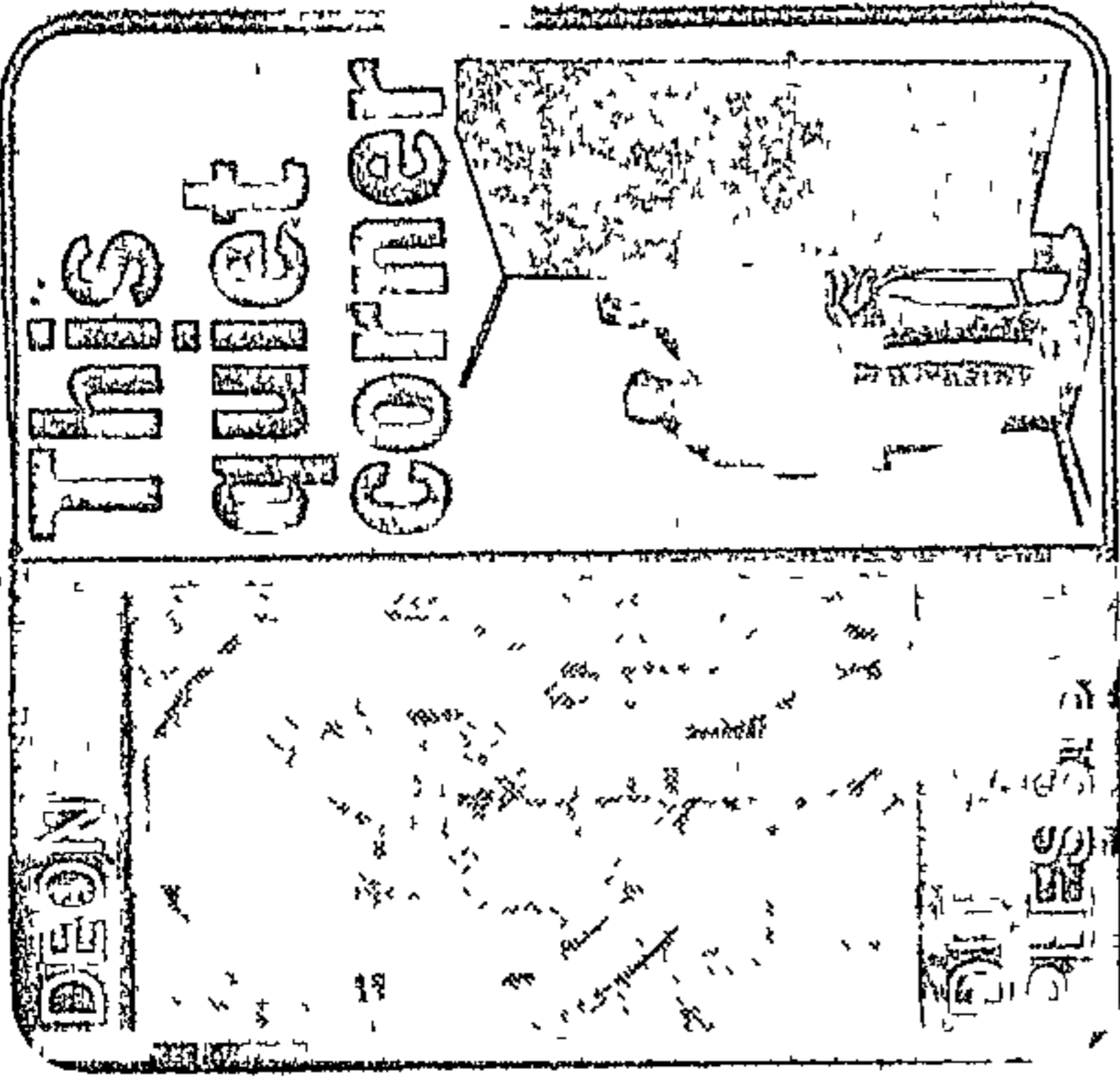
So it is too in the conflict between top management of South Africa's English language Press and the black Media Workers' Association of South Africa (MWASA). MWASA has been on strike for a considerable time today a good portion of its members are without jobs

Far from corporate boardrooms and MWASA meeting halls where great strategies are no doubt debated, the view of the battle from This Quiet Corner is of three empty desks.

They are the desks of Ticks, Shami and Marlan, the Tribune's three Indian staffers. MWASA members, who, like most of their union colleagues, have been on strike since early November.

Because they did not return to work last Friday they are today deemed to have resigned their jobs. With a stalemate in negotiations firm action became more or less inevitable.

Just as a front line trooper must sometimes pause to reflect just why the party on the other side is straining every sinew to blast him away, so perhaps should the Corner today look further than the three empty desks and ask



what the hell this is all about.

Ticks, Shami and Marlan were colleagues on this newspaper. They still are fellow journalists: a part of the brotherhood which, it is said, will be the only one to find jobs in Heaven where everything is perfect so there's no need for doctors or rat-catchers but there will be for journalists because one part of Heaven will always want to know what the rest is up to

This touches on the Western (including white South African) attitude to the job. We are seekers after truth (whatever that may be) presenting the same, fearing or favouring nobody, in the best possible way in the shortest possible time to the widest possible audience

So high minded an attitude is not shared by many black South African journalists, on the receiving end of apartheid's in-

THE THREE EMPTY DESKS AT THE TRIBUNE

Whether you agree that black journalists should identify with this cause or not, it must be sponsors for black journalists to have to decide between the traditions of their profession and their own circumstances in the peculiar South African situation

IT'S no use hooting with glee over the discomfiture of English language newspapers, traditionally mostly liberal and in opposition to the National Government, even though it looks like a case, as a Johannesburg editor said, 'the better being bit.'

What's happened to us seems set to happen increasingly to others all over the country. The fact that our negotiations failed is an unhappy omen. It's no laughing matter.

And so back to the three empty desks. However one may feel about the issues, Ticks, Shami and Marlan stuck with their original position. The fact that they are now without jobs

in this, the happy season, is a damn tough bullet to chew

BLACK worker power may be burgeoning, but its organisers are bound to find it's a wild tiger to ride. A replacement of an old order doesn't necessarily mean everything becomes rosy

Who among the millions who voted for Robert Mugabe earlier this year and thought everything would be good and clean and fresh from now on would have even considered they'd still be striking for a better deal in six months time?

So, a line or two of warning. The story is lifted from Die Transvaler's columnist, Piet Snuffelaar who, it must be said, used it to illustrate quite another point

A motor-bike nut bought himself a Honda 1100 and, as a series of such mean machines will, took it to a quiet road to test the top speed

At 150 km/h a Mercedes E 230 Sport flashed past. The bike caught up at 190 km/h and the rider belted. "Do you know a Honda?" "No," shouted the Mercedes driver and the Honda dropped a gear and flashed away leaving the Mercedes behind.

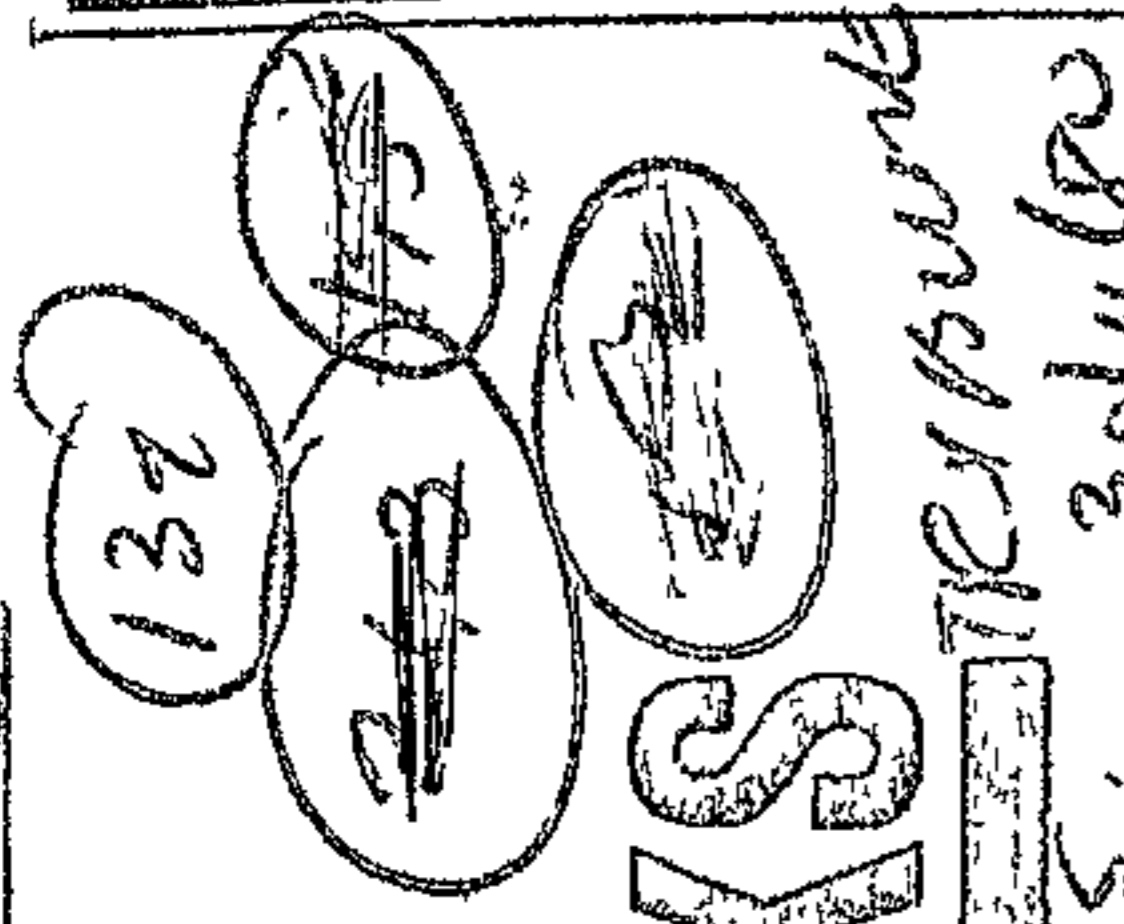
At 220 km/h a Maserati thundered past the bike. "Oy" bellowed the rider, "Do you know a Honda?" "Sure," sneered the Maserati maniac shifting down to fourth "Great" screamed the rider, "How do you switch the thing off?"

IT'S good to see compulsory education for blacks starting up in part of the country. It must become national policy. So

This Week's Unsolicited Advice:

Heed the wise university principal Prince Minister, who said earlier this year that if South Africa had education bonds there would be no need for defence bonds

Ticks, Shami and Marlan - stuck to their original positions



5 APR 1/12/80
Post men
stay away

By Mike Derry

None of the 68 sacked Post workers had returned to work by today, Mr John Gittins, manager of Post, said this morning.

The workers were dismissed last week when they ignored an ultimatum from Post management to end their strike and return to work.

Management has offered to reinstate the workers — members of the Media Workers Association of South Africa (Mwasa) — if they return to work.

Mr Gittins said that as yet none of the 68 dismissed workers had taken advantage of the offer and returned to work today.

In Cape Town, about 20 black journalists on the Cape Times, the Argus and the Cape Herald met today to decide whether to go on strike to support their colleagues on Post.

Unions: Shock new curbs

Own Correspondent

SHOCK NEW CONTROLS on trade unions — the toughest ever proposed — are contained in a draft bill drawn up by the Department of Manpower Utilization.

139
160
C. Times
1/12/80

A

139
From page 1

• Unions would be prohibited from operating in "independent" black homelands and may also be barred from non-independent homelands

The draft bill would forbid unions from having their head office "or any other offices" in an area which does not fall "within the sole jurisdiction of the government of the Republic of South Africa"

This rules out offices in "in-

dependent" homelands and may also rule them out in the others

• Controls on political activity by unions are widened dramatically and it appears that unions would not be allowed to associate with any organization other than another union

Up to now, registered unions have not been allowed to affiliate to a political party, receive funds from one or give one funds

The draft bill prevents all unions, whether registered or not, from assisting any group or person which has "political" aims or which promotes "socio-cultural interests in such a manner that he or it derives or may derive political benefit therefrom".

Many black and non-racial unions have been seeking informal ties with black community organizations. The draft bill appears to ban this and to prevent unions from actively involving themselves in community issues

Controls on unregistered unions are increased

Up to now, most government controls have affected regis-

tered unions only. The bill proposes to extend the bar on association with community groups to registered unions as well as other controls.

These unions would have to submit records to the government, would be subject to controls on voting procedures and must have audited accounts

Strict controls are proposed on fund-raising by unions and no union, registered or unregistered, would be allowed to receive any donation without the minister's permission

It was originally thought that this bar would apply only to overseas money for strikes, but the bill forbids donations from any source "to further the interests" of any union, employer organization or union federation

These provisions are stricter than those currently contained in the Fund-Raising Act. There is a minimum R500 fine for contravening this provision

Registration would become compulsory for union federations. All unregistered union federations would have to apply for registration within three months of the passing of the Act

The draft bill also contains several far-reaching measures which will substantially improve the position of workers and their unions

A copy of the first draft of the bill — the Labour Relations Amendment Bill — has come into the possession of the Rand Daily Mail

The bill is likely to provoke bitter protest from large sections of the union movement both here and overseas if major changes to it are not made

The draft seeks to give the government's registrar the power to close unions down, to prevent unions from having offices in the homelands, bars all donations to unions without ministerial provision, drastically widens bars on union political activity, makes it compulsory for union federations to register and extends official controls to unregistered unions

Sex discrimination

It also abolishes all references to race, outlaws sex discrimination in wage agreements and makes it easier for unions to have union dues deducted on their behalf by employers

A source who has studied the draft bill yesterday described it as "a strange mixture of important progressive moves and draconian controls"

make it an offence for any wage agreement to discriminate on grounds of sex. This would bring an important change for thousands of black women workers in the lower pay grades.

Most wage determinations and some industrial agreements set minimum wages for women which are substantially below those set for men.

It also removes all reference to race, thus allowing all workers in the country to join unions and all unions to become fully integrated if they wish.

The draft bill also makes it compulsory for employers to deduct union members' dues on unions' behalf whether or not the union is representative.

The draft bill also seeks to abolish the system of provisional registration which has been strongly criticized by unions.

Key controls

Among the key controls likely to be fought bitterly by many unions are

- The government's registrar would have the power to recommend the closing down of registered unions or union federations

He could do this if he believed the union had acted "unreasonably" or had acted in such a way that its members were "dissatisfied with it" or if he believed certain "irregularities" had occurred.

If he believed this, he could recommend that the registration of the union be cancelled and it would then cease to exist. Its funds would go to a rival union in the same industry.

◆◆◆◆
To page 2

A

B9
C Times
1/12/80

152/57/144/43
No sign of an end to black
black newsmen's strike

Staff Reporter

THE STRIKE by members of the Media Workers Association of South Africa (Mwasa) entered its second month today with no immediate signs of it coming to an end.

Negotiations between the strikers and newspaper employers are deadlocked over a demand by Mwasa, which represents black journalists and other media workers, that their members be paid for the time they have been on strike.

About 20 Mwasa members at the Cape Times, the Argus and the Cape Herald have threatened to join the strike today if the Argus Company fails to reinstate 68 strikers at Post

(Transvaal) who were sacked on Thursday.

On Friday 13 white journalists were suspended by South African Associated Newspapers, pending internal hearings, when they staged a one-day strike in protest against the Post sackings.

Mr Hal Muller, managing director of the Argus Company, said last week the Post workers had "dismissed themselves" by not returning to work after they had been given an ultimatum.

Management at Post has offered to reinstate the 68 workers immediately with no loss of service privileges, but has refused to back down on its

stand against the strike pay demanded by Mwasa.

"We are prepared to regard the period away from work as part of annual leave, or as in the case of the Cape Herald, spread the loss of pay over six months and so lessen the burden, particularly at this time of year," said Post manager Mr John Gittins.

He said 192 Post workers — mostly black works staff — were still at work.

Mr Gittins said he did not expect any response to his offer of reinstatement until this morning.

THE MWASA STRIKE

Beneath the surface lie bottomless depths

The strike by the Media Workers Association of South Africa was a minor matter as far as numbers go. For most of it not much more than a hundred people were involved. But it was a strike with a difference. It was not a matter of blacks asking employers to pay them more, but of black workers limbering up to tell the employer how to run things.
Denis Beckett reports

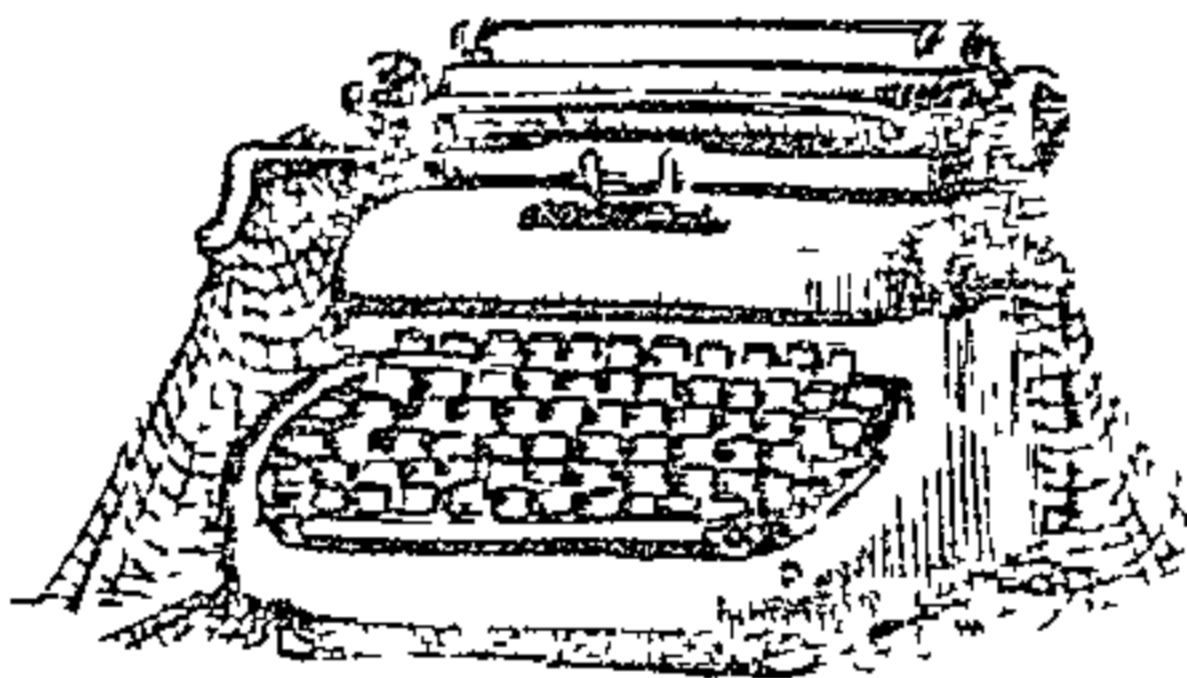
In August this year a small blacks-only trade union called the Writers Association of South Africa orchestrated the first production-stopping strike in South African publishing history. The strike took Post, the Argus company's African newspaper and the biggest of its three 'ethnic' papers, off the streets for a week. It ended with the introduction of a wage scale system, and scales substantially higher than those which applied at the white papers. Although the Wasa members were all journalists, they demanded - and got - increases for black non-journalists as well.

Wasa also claimed that management should pay the strikers for the period of the strike, on two grounds: that since management had acceded to the strikers' demands, therefore it had been wrong in the first place and had caused the strike by failing to realise it was wrong; and that management was doubly wrong in not having already recognised Wasa and arranged a dispute procedure.

Management flatly refused strike pay, and within Wasa there was some grumbling that the leadership did not hold out on this. On balance, however, Wasa won the bout resoundingly. Only 17 of the 54 strikers actually received immediate increases as a result, but in impact the strike had, as a senior man in the mainly-white South African Society of Journalists (SASJ) put it, "won more in a week than we've won in years".

Two months later Wasa met in Cape Town for its annual congress. There, it changed its name - to the Media Workers Association of South Africa (Mwasa) - and it finally severed its last lingering vestiges of respect for the traditional ethic of 'objective journalism'.

The change of name was far more than a change of name. It was an overturning of the rules of unionism. Wasa, as Wasa,



had hardly been a model of adherence to the patterns of the industrial relations textbooks, and it included among its 260 members a fair number of part-time poets and the like, but it was essentially recognisable. A writers union, a craft union. Now, it professed to accommodate all blacks - and only blacks - in the entire media industry: Labourers, messengers, the lot. What was this - a trade union or a mass movement? The umbrella opened so wide that it stuck in the eyes of the bystanders, including the SA Typographical Union (SATU), which after years of having ignored blacks entirely had recently been going all out to attract black printing staff.

Neither change was in fact totally unexpected. A year earlier Wasa had given notice of its intention to spread its wings to non-journalists, but at the time was not taken seriously. The ethic that black journalists were "blacks first and journalists second" had been developing for a decade but had remained a relatively distant cloud on the horizon of the press establishment. Now the sacrament of objectivity was summarily jettisoned with no more commotion than it takes to sweep out the waste paper.

Mwasa president Zwe'akhe Sisulu did not even acknowledge it as worthy of debate. The real choice facing journalists, he announced, was whether to be "col-

laborative propagandists or revolutionary propagandists."

A week later white-collar workers at the Cape Herald, the Argus company's 'coloured' newspaper, walked out. The prime issue was pay, and there was a goodly column of other traditional-style complaints to boot. The Herald had been host to a high level of discontent for years.

Generally, management people felt that the Herald strike was 'legitimate' in that it was dealing with ordinary employment issues. There was also some concern, though, that it was partly prompted by a combination of headiness following the Post strike and eagerness to get in a second crack of the whip. Wasa had threatened a national solidarity strike at the time of the Post dispute. Now Mwasa threatened it again.

This time, it came off. Within a week, virtually all black journalists in the Argus and Saan groups were out, and Post was again off the streets.

There was some effort to bring out the few black journalists employed by other companies, with little success. (At one black magazine, known for its high pay, reporters tentatively suggested that they should respond to the national call. "Fine", said the editor, "you're welcome to strike in support of the rates the Herald is demanding. We'll reduce your salaries to those rates." The reporters stayed at work.)

The main initial issue, solidarity with the Herald, was rapidly overshadowed by two others: recognition of Mwasa, and strike pay.

Early in the strike management met Mwasa, implying what Saan managing director Clive Kinsley called 'de facto recognition'. At various stages management gave more or less firm indications that it was prepared to recognise Mwasa, but wanted the strike settled first. Management had in any case

agreed to recognise Wasa a year previously, but Wasa had turned this down, largely because it would be required to share recognition with the SASJ, and partly because this offer was effectively a kind of charity by the SASJ, which proposed reducing its own representation on the joint management / union body by half leaving the other half of its seats for Wasa

Wasa felt insulted by what one of its leaders calls "an attempt to fit us into a corner of the existing system." Times had changed. Wasa people said. The 'white' papers were now half black, as far as numbers of readers went. What was called for was a drastic change, giving blacks a full role in those papers. The half-and-half recognition was seen as symbolising an intent to make concessions rather than changes. Another factor - related to the syndrome which has led to the general decline of black enthusiasm for non-racial organisations over the last twenty years - was the fear that the black representatives would be dominated by better-educated and more experienced white 'partners'. "We have to be able to make our own mistakes," said one Wasa leader.

The incident fueled management suspicion that what Wasa meant by recognition was something very different to what management understood by it - namely, some sort of share in the control of the press, which the SASJ certainly doesn't have, and which has not yet been a factor in trade unionism in South Africa.

The presslords had never been eager to rush into recognition. Their own liberalism balked at Wasa's very existence. They were opposed to apartheid, why should they now recognise reverse apartheid? Moreover Mwasa was unrepresentative, and management already recognised a perfectly good union - the SASJ. Wasa had 2 members at one major paper when it first approached it for recognition. If a separate black union, then why not separate unions for Greeks or Italians or Buffelspoort Hoerskool Old Boys?

Wasa countered that only blacks were thought separate enough to be provided with separate racial editions. Moreover until 1977, Africans were debarred from joining the SASJ. Then after a long internal battle the SASJ took the unique step of deregistering itself as a trade union in order to become fully open to blacks. The move did not impress most black journalists, and especially not the Johannesburg storm-troopers of black militance. In their eyes the fact that the move was finally made was outweighed by resentment at the decades of exclusion behind it and disillusion with the reluctance the SASJ had shown to make the relatively minor sacrifice involved in de-registering.

Mwasa members list a long litany of slights and rebuffs from management, highlighting incidents such as one where a letter asking for stop-order facilities was returned with a refusal written on it, instead of being granted the dignity of a formal reply.

By the time of the strike, Mwasa was

in no mood for offers of future recognition. It demanded recognition first, and negotiation about detail afterwards. The matter was not resolved, but it was pushed into the background by the other issue - strike pay.

There is no need for bugging devices in the boardrooms of Sauer Street and Main Street to know with certainty that a refrain in there was that the opening of Pandora's Box would be as nought in comparison with breaching what Argus boss Hal Miller called the "absolutely vital principle" of not paying strikers for striking.

Let alone the follow-ups the press barons might be inviting on their own account they would hardly endear themselves to their friends and shareholders in the Rand Club by providing that sort of precedent.

Tales of intimidation were laughed at

Management claimed consistently that strike pay was an outrageous suggestion, and that it had never been done before. Strictly speaking that isn't correct. The Karoo Meat strike earlier this year ended with the strikers getting paid but there the circumstances were totally different. The strike was settled in an amicable meeting at the end of which the liaison committee, the 'tame' form of black worker representation, asked by-the-way whether workers would be paid. Management promptly agreed, in the spirit of the moment, while the unionists (the 'tough' form) looked on inunder-struck.

What Mwasa was demanding was something different - a direct and highly visible defeat for management.

Three weeks into the strike, the Cape Herald went back to work. In the meantime the pay issue had been resolved by a totally unrelated procedure - the annual bout of SASJ pay negotiations. That had led to its own bit of history-making militance, with journalists picketing their employers for the first time, and it had also left the journalists among the Herald's strikers with a higher rise than they had been striking for. This was followed up by a speedy offer to the non-journalists, which also bettered what had been asked for, and the Herald strikers backed down on the strike pay question.

With the Herald back, and most of the smaller and out-of-Jo'burg papers also back, the strike seemed on the point of crumbling. But the big three - Post, the Mail and The Star, which between them employed the vast majority of the strikers - were holding firm. In the first six weeks of the strike only three one-time strikers drifted back, to join the five black journalists who hadn't gone out in the first place.

In management circles, stories of intimidation were commonplace. In Mwasa circles these weren't denied - they were simply laughed at.

Frontline has not been able to find a single case of a blackleg who claims that he or anyone else was threatened with violence. All of them say they have been called sell-outs and so on which is standard in any strike situation and some admit that they painted lurid pictures for their bosses' benefit.

The only known case of violence in fact worked the other way. A striker tried unsuccessfully to have a non-striker thrown out of a black boxing tournament. The non-striker then beat him up. The non-striker was later erroneously evicted from his employer's building as a 'Mwasa spy', to the great delight of Mwasa.)

Less than a week after the Herald's return the Allied Publishing Company's newspaper deliverers came out on strike.

How far the strike was an offshoot of Mwasa's strike and how far an issue of its own is impossible to determine. The union's leadership had not wanted it, and it seems to have been arranged by a group of shop stewards. It was short-lived and although the union claims that it was ended by agreement between itself and Allied management, the overwhelming public impression was that it was ended by a clear ultimatum to workers get back or get sacked.

The workers got back. For Mwasa, the appearance of massive black solidarity brought on by the Allied strike had more than outweighed the Herald's reneging. Now, that elation was converted to another defeat. "If you say that Mwasa was disappointed", says one of the Allied union's officials, "that would be an understatement."

The next step was a meeting between Mwasa and the two press bosses, Miller and Kinsley under the chairmanship of the Oppenheimer of black business, Sam Motsuenyane. Mwasa expected the MDs to offer some form of compromise - perhaps a half-pay arrangement, perhaps payment into a training fund - and had been prepared to accept something of this nature. But the offer did not emerge, the two MDs refused to consider strike pay at all. Motsuenyane shifted from a neutral position into open identification with what he called the "black tide", and the meeting broke up in some acerbity.

By now, a month after the outbreak, the strike was making itself felt - among blacks if not whites, most of whom barely noticed it apart from the few days when newspaper deliveries were disrupted.

Black leaders told Mwasa that the absence of the 'watchdog' was damaging the townships. Rumours were rife. In one case a shoot-out between police and an ANC gunman in Chiawelo had been amplified and exaggerated across most of Soweto and beyond before information was published three days later.

However much black sympathy there might have been with the strike it certainly was not total. Distribution

PLEASE TURN OVER

243

139

152

FRONTLINE December 1980 5

The Mwasas strike

CONTINUED

people received complaints about the absence of Post and the shortage of 'black news' in black editions of the Mail and The Star. Mwasas call for a boycott of the newspapers had little ascertainable effect. The Mail was selling 25 000 additional copies of its black edition, and The Star's black edition showed no decline. Most of Post's 100 000 readers clearly were not buying alternative newspapers, but there is no way of knowing how much of that was because of the boycott call and how much because of the price difference.

Within Mwasas there was great dissatisfaction. Some members said the leadership was 'drunk with power'. Others that the strike pay issue was a stupid one to stick on, since there were bigger and better ones in the background or that the claim that it was all in the interests of the 'black masses' was phony, since it was run by an elite corps of intellectuals most of whom earned as much in a month as the 'black masses' were lucky to see in a year.

At the end of November, perhaps fortified by the success of the Allied ultimatum, Argus set a return-or-else deadline for the 70 Post strikers. Mwasas was at a low ebb. Many members had given up hope of ever collecting their November cheques, and were seriously wondering about December's. But to the surprise of practically everybody, including some of Mwasas own leaders, precisely two strikers responded (both of them drivers.)

The next day Mwasas distributed the first allowance from strike funds. Strikers got R40 each, evidently drawn from a R5 000 grant by an international union body. (Two weeks later, another round of the same amount was handed out, much of which had been made by concerts and community appeals.)

No sooner had its ultimatum flopped than Argus backtracked, saying it would be happy to 're-engage' the strikers. The Argus about-face was apparently designed to appear magnanimous to the strikers without being too obvious a backdown for the tastes of other employers, but seems to have had the opposite effect.

Within Mwasas there was much hilarity, a general feeling that Argus was over a barrel, and nil applications for 're-engagement'. Among at least some employers in related industries, who were already blaming Argus for settling the Post strike favourably enough to encourage more of the same, there was fury.

By this time, there were aspects which would have made a logician weep. At the Mail, several white journalists went on strike in protest against the Post dismissals (and some picketed the Star, headquarters of the Argus company, to the mighty irritation of some of their colleagues at the The Star, who objected

to the Mail's holier-than-thou approach.)

Here were the staff of one company striking in protest against the uncertain sacking of employees of another company who had been striking in solidarity with a third lot of strikers who were already long since back at work. To round it off that third lot - the Herald - then went out on a new two-day strike.

From the beginning the strike wrought havoc on the SASJ. Should white journalists strike in support or refuse to supply copy to the black editions or ignore the whole thing or what? Most local branches finally agreed that they would not do the work of black colleagues, but since the work done by the blacks was highly flexible this didn't mean particularly much in practice, other than that black editions appeared with a dearth of lesser-level black sport. In Mwasas there was much muttering that whites were doing 'black work', and at senior editorial level there was outrage that they were not.

Tension was acute. SASJ branch executives rose and fell at a great rate. At least five members resigned because the SASJ was showing too much support, and several threatened to resign for the opposite reason.

We challenged the liberals - and they ran

As time passed, sympathy diminished. Liberal journalists denounced Mwasas in tones of hostility previously reserved for the government. The dormant white radical resentment of black consciousness became open, helped along by an article in Mwasas bulletin which made much of "the law of Big Chief Sitting Bull - White man speak with forked tongue." Mwasas name was punned into "Mediocre Workers Association." Many white journalists strongly resented the turmoil and agony they were being plunged into over the question of how far to support a rival organisation which had made a regular practice of kicking them in the teeth, and had for a long while tried to have their union, now the open one, expelled from the International Federation of Journalists to leave sole representation to itself, the racially exclusive one.

The white journalists had grown so used to the official black consciousness line that liberals were irrelevant, getting in the way of black self-expression, hypocritical, and so on, that many had come to believe this was just morale-boosting beating of ritual drums. Now, it suddenly seemed that maybe the blacks meant it after all, and that realisation came as a shock to a lot of people's systems.

Within Mwasas, there was initially some resentment that the white journalists did

not go out on strike and re-later harping on the old theme that white chips are down the white liberals and 'black man's friends' throw in their lot with the establishment. But when finally eleven journalists did stage a one-day strike (and one got fired for sending news of the strike to other papers through the Saan telex system - he was also re-instated a day later) there was no audible appreciation from Mwasas quarters.

On some editorial executives the effects were worse. They were the liberals, who had been writing leaders calling for a better deal for blacks since back when Eloff Street was a donkey-trail. To victimize them was sheer bloody-mindedness. The prevailing feeling was that Mwasas was trying to destroy the liberal press, for the sake of removing the prime obstacle to polarisation and clearing the ground for that much-predicted clash of opposing nationalisms from which in the long run there can only be one winner.

That seems unlikely if for no other reason than that the strikers had mouths to feed. But it is not without foundation. For years there have been mutterings among black journalists that the liberal press ignores issues of national relevance for the sake of offering irrelevant titillation to whites.

In this respect, the strike could hardly have come at a more apposite time. The great Wino-Snot-JI hysteria fell in the middle, giving the point a topical edge way beyond what could have been expected. "I couldn't believe my eyes", said one striker "the employers keep telling us how they're on our side, and doing their best for the black man, and every time I open a paper all I see is a lot of rubbish about this TV programme. That is the real problem. For the whites, apartheid is just one of many topics to deal with. For us, it makes everything else insignificant." (Evidently not everyone agreed. A Mwasas meeting on Dallas night ended early by request.)

It was not new to anyone in the profession that many blacks had scorned the great triumphs of the press - the Info Scandal and so on - since they didn't change the system. Nor that there were blacks who had zero interest in those years of well-meaning but ineffective leading articles. Nor that black journalists rejected the idea of having the black readers concept of change directed by people with swimming baths and servants and the benefits of whiteness and wealth. But all that, too, had become old hat, taken as a stock exercise which was good for grumbling and blowing off steam.

Now what? Was Mwasas actually taking it seriously?

Well, yes.

"We've challenged the liberals who are always talking about black rights", says one of Mwasas leading lights, "and they've turned and run. They want to go on editorialising about change. They don't want to see it happen."

Mainly, it is the right-wing which says that Mwasas strike is a political matter, and says it in tones of injury as if that were grossly improper. (As in the old phrase "don't bring politics into sport".)

243 139 152

which invariably actually means "don't tamper with the politics which already is in sport") But within Mwasa it is their fiercest opponents who agree that they're right

For the duration of the strike Mwasa, officially, does not talk to Frontline or to any other South African publication except the black-owned Voice

Accordingly there is no such thing as an official Mwasa stance on most of the implications of the strike. Privately and off the record though, large numbers of Mwasa members speak freely. That does not greatly help the cause of finding out what it's all about, since there are approximately as many interpretations as there are members.

The points which do emerge regularly are interesting. One is dissatisfaction with the leadership, the other is a determination to stand by the leadership.

Inconsistent perhaps, but an indication that the logic of blackness carries a higher rating than most whites including the left-wing theorists of the workers' revolution, would like to suspect.

The leaders are black. They are standing up to whites, and are striking a chord among people who by and large have good personal relationships with white individuals but are tired of being permanent junior partners to white colleagues and subordinates in a white run system.

As far as this impatience takes a specific form, it centres around three areas: the 'objectivity' row, the allegation that blacks are discriminated against, and the absence of black decision-makers on the white papers.

The three interlock. For example, many Mwasa members suspect that one of the reasons there are no blacks in positions of authority at the white papers is that editors are scared that they will be plugging a 'committed' line, sneaking in material which suits the purpose but is not accurate.

Sisulu's 'revolutionary propagandist' speech aggravated such fears. It is not hard to imagine that the speech was received with interest in Union Buildings, but it needs no effort at all to see how it was received in the established press. It elicited a flood of reproofing editorials, and widespread fears that Mwasa was trying to legitimise a system of bending the facts to fit the cause. That reaction upset Mwasa further. A column by the editor of the Citizen, John Johnson, caused special anger. Johnson castigated the 'men with a mission' for trying to bend the world to their way of thinking. A reply in a Mwasa bulletin, sarcastically addressed to 'Baas Johny', described The Citizen as "one of the most subjective and the most partial of all koerante in this country."

The liberal papers also came in for their share of abuse. Partly on grounds of hypocrisy. One Mwasa bulletin complained that the liberal press "dished out heaps of advice" urging government and other employers to recognise black unions, and refused to follow its own

advice. The SASJ's bulletin *The Journalist* concurred, pointing out that management's first response had been a stonewalling of the kind that "were it to happen to meatworkers or municipal workers, would be sternly reprimanded in editorials."

A Mwasa statement, released to the overseas press, said the liberal press "trumpeted its belief in non-racialism, but has continued to discriminate against black workers." The white press said the statement was "like so many other white institutions apron-stringed to the Nationalist government's racist attitudes and contemptuous of the black worker's lot."

A taste of the road to thought control

Among Mwasa members allegations of double standards were routine. "They keep saying that blacks must be able to speak for themselves," said one. "Now we're doing that and they don't want to hear."

A larger share of the fire was aimed at the liberals' worship of objectivity. The essence of the complaint was that 'objectivity' as seen through white eyes is really a bias in favour of continuity. Said a bulletin leading article: "We are fed up with the ridiculous claims of objectivity so often espoused by the liberals. Liberalism is an ideology... when a liberal speaks from his ideological platform he can by no stretch of the political vocabulary claim to be objective. Objectivity is an outdated myth."

Black Consciousness proponents make no foolish claims to objectivity. We realise that we are expressing the ideals and aspirations of our people through the philosophy of black thinking.

Clearly, the idea of 'committed journalism' does not make the best bed-fellow with the staple maxim of the established press that 'comment is free but facts are sacred'. However, there is room for doubt as to quite how sacred the facts ever are, even in the quarters which pay the most enthusiastic lip-service to the maxim. And it may be that the two principles are not wholly irreconcilable.

Within Mwasa there are some people who believe that facts which damage the cause must be suppressed. But this is by no means a belief unique to Mwasa, although when you're twisting facts in order to support the status quo it is a lot easier to persuade yourself that you're being objective than it is when you're twisting them the other way. In any case, there are other Mwasa people who say that 'commitment journalism' shouldn't tamper with facts or accuracy at all, but that it really means locating those accurate facts within a framework of the overall quest for liberation.

To liberal editors that too smacks of the road to thought control and even by

the most benevolent interpretation there is a narrow borderline between re-locating facts and re-adjusting them.

Nonetheless, Mwasa has a case. "The Mail, The Star and The Citizen all claim to be objective", says one member. "But since they all have different interpretations of the news at least two of them must be wrong. Our case is that they are all wrong, they all push readers in the direction their bosses want to see, and that is a direction which suits different types of whites." Objectivity and 'balance', (which is the official keyword in the Argus company's editorial policy towards race issues) clearly look somewhat different from the dining rooms of Sandton to what they do from the queue at the pass office.

In the editorial conference rooms, though, the idea that the professionals and the meritocrats should dilute their own ideas of objectivity in favour of an ethic which does not believe in objectivity at all goes down about as leadenly as the suggestion that they should submerge their standards of efficiency for the sake of providing a decision making role for blacks.

Which is exactly what the other large underlying issue amounts to.

If change is to mean anything, Mwasa people argue, it must mean a black role in making decisions and forming directions. Without that, what does change boil down to? A more benevolent form of white control, with duly trained and educated blacks slowly slotting into top jobs in twenty or forty years time?

The black journalists' complaints about wages and positions of authority come in two categories.

The first is common. It is that the blacks are not getting what they deserve. That they do not get 'beats' (the special areas of responsibility), they get lower pay than whites, they are not given choice assignments, and they are largely confined to writing for the 'Extras', the black editions.

The second is more fundamental, and less frequently raised - at least in direct form. It is that whether or not black journalists deserve better by the conventional standards of merit selection is irrelevant. The conventional criteria are no longer applicable. The patterns must adjust themselves to what living in Africa means, because if they do not do so the white man with his large headstart will remain ahead forever. Blacks must have a role in the power process, and must have that role because they're black, regardless of whether their individual abilities qualify them for it by the white man's definitions of merit.

From a distance, that all looks correct and proper. The voice of the people is crying out, and the oppressor in his villainy refuses to turn an ear. Let alone the demonstrators in London, one imagines that if today's managers and editors were to take Rip van Winkle pills and look back from the future they too would say that the battle for black rights was self-evidently right, and that the efforts to stall it were merely the futile

TURN TO PAGE 37

243 (139) 152

The Mwasa strike

CONTINUED

rearguard skirmishes of an embattled ruling class on the road to oblivion. History does not give much of a showing to anything the liberal administrators of Pharaoh's time might have had to say about how things were getting better and standards had to be observed. Moses liberated the people, and in the broad sweep of time that is what counts.

But down on the ground floor, the broad sweep is invisible. There, what the editors see is a situation where they are bending over backwards to accommodate blacks, where they are providing openings as fast as blacks emerge to take them up and would have no hesitation at all about providing those openings faster and further if they could find blacks to fill them.

Which is the crux of the problem. The bosses espouse the cause of non-racialism. To many of the black journalists, non-racialism is a dirty word. That is not because they hate whites — the actual level of gut racism among the militants tends to be less than among many of the people who present a ja-baas exterior — but because non-racism would in practice leave whites as the leaders and blacks as followers. The bosses are being challenged to do very much more than live up to their non-racial principles which almost none of them sincerely believe they already do and many of their black employees claim they do not. They're being challenged to reshape their entire concept of progress and justice to fit into a very different mould — one designed by the people who have been sucking on the khor straw for 300 years and now demand that the balance has got to be tilted in the opposite direction before a state of equilibrium can be reached.

It's totally logical, say Mwasa people, the liberals call for a black share in government, knowing that that would affect the lesser-educated and less wealthy whites but often expecting that they would not be affected themselves. Let them now take a bit of their own medicine and swallow a black savior in their own affairs.

The two situations are totally different, say the liberals. Public affairs are the affair of the whole population, but the press is private enterprise and belongs to its owners. If blacks want to run newspapers their own way let them set up their own newspapers.

So far, Mwasa has not officially done much more than hint at the heavier issues involved, and even some of its most hard-core members are privately jumpy about the practical implications of appointing blacks to top jobs because they're black — rather than because they're good — doesn't this have the effect of devaluing the position of the blacks who actually are good, and confirming the 'blacks can't do it' attitude?

What Mwasa has done, and what most

of its members do regularly, is allege that they are not being given even what they do deserve by the ordinary merit criteria.

Black standards which whites don't see...?

Editorial executives on the other hand insist that if there is any discrimination involved it is in the opposite direction. They discriminate in favour of the black journalists many of whom would not have jobs at all if they were white, because they aren't delivering the goods.

Now, this is a very touchy issue.

White readers might have some difficulty in perceiving quite how touchy it is. But forty years ago, or so, Afrikaners at least may have had an inkling of it. Then there were plenty of English-speakers who thought and said that: "Afrikaners are not as good as the English" which for practical purposes was true. Afrikaners weren't getting to the best jobs, they weren't 'making it' in the commercial environment. The implication of inferiority touched a sensitive nerve. Now, of course, it would simply be laughed off, since Afrikaners

conspicuously are "as good as" anyone else. Which makes the analogy a good one for another reason. Back then the English-speakers often assumed they had some sort of genetic superiority, whereas now no-one suspects that the Afrikaner's "inferiority" was ever anything other than the result of a disadvantaged background, helped along by employers' expectations of failure.

Among the black journalists there are innumerable different responses to the proposition that the overall standard is not what it might be. Some, maybe most, dismiss it as just another manifestation of white supremacism. There is no such thing as a quality problem, they say. The only reason their copy does not feature as prominently as they think it should, or gets re-written before publication, is because the mealie-mouthed liberals who run the show actually have a vested interest in demoralising blacks in order to keep their own positions unthreatened, and are politically frightened of giving expression to the authentic voice of the people.

One step up comes the argument that white executives are — perhaps sub-consciously — locked into white standards and cannot recognise differing black standards. There may be something important in this but even if there is a black standard of quality which escapes whites it is inconceivable that it encompasses everything produced by the usually unsuccessful reporters who most like to use it as an excuse.

Within the leadership echelon, which includes many of the best journalists, the point is made that the expectation of

PLEASE TURN OVER



Martell
Five Star Brandy.
Pure Quality.
Pure Style.

Martell Five Star is a smooth, pure brandy imbued with five star quality — a sophisticated taste with distinctive five star style.

Produced and bottled in South Africa under the supervision of Martell and Co. France

8393

The Mwasa strike

black failure has created a vicious cycle. Executives expect to have to re-write work done by blacks, so they re-write it even when it is not necessary, so blacks lose interest and pride and produce worse copy. Moreover, every time a black does offer inadequate performance that is taken as another proof that blacks can't do it, whereas when a white offers an equally bad showing that is considered to be just an individual aberration.

Many of the senior journalists acknowledge the existence of the quality gap, but argue cogently that it is not nearly as wide in practice as it is by reputation. Few of them make any

serious attempt to excuse the whole problem away, but many point out that at least part of it may be blamed on factors over which the reporters have no control. Whereas any white reporter can freely interview any black newsmaker, for example (and usually in his own language too), black reporters meet instant barriers if they try to interview the average white.

Then there is a string of practical proposals - better training, better selection, better personnel management, a full-scale management effort to counteract the disabilities imposed by Bantu Education and so on. All of which are perfectly sound but do not get to the root of the problem, which is the demand that change be looked at with the impatience of the victims of discrimination rather than the measured tolerance of its more ethical beneficiaries.

How far this stretches, who knows? Even within Mwasa there are many who

see it in more... address within the existing rules... who have no desire to... their own bosses. And Mwasa itself has a certain difficulty in sustaining its claim to be the representative of the ideas of the people. Vanguard, maybe, but who is representative is difficult to put down. Even within its own profession Mwasa's record shows less than universal support. The entire works staff of Post has joined the SATU, for example. Then again, allowing for the brevity of Mwasa's existence as Mwasa before the outbreak of hostilities, a situation may not stay that way forever. At Saar, Mwasa claims, it signed up 98 non-journalist members in the ten days or so before the journalists were barred from the building - and 24 of those new members were already members of the SATU. The reason these 98 did not join the strike Mwasa claims is because the leaders advised them not to. However, that seems to be implicitly contradicted by the fact that when Saar's messengers became embroiled in a minor dispute in the middle of the strike they chose to sort it out for themselves rather than rushing to Mwasa for help.

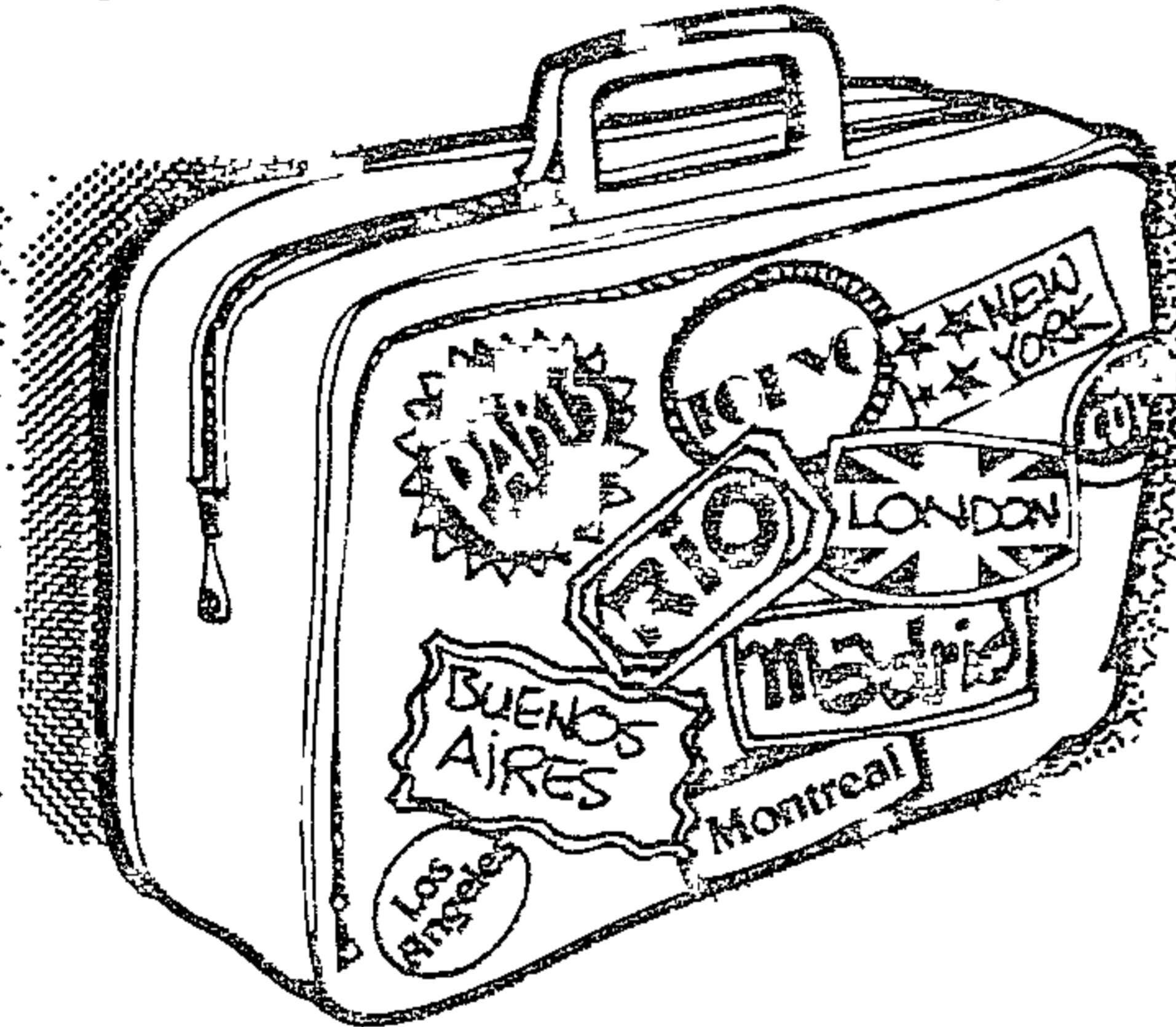
Mwasa's record so far is highly uncertain, but whether it is tapping a groundswell which already exists or venturing into entirely new territory, its direction is one of which more is likely to be seen in the future.

To management that direction is not a comforting one - although probably no worse than the power-crazed illogic of striking for striking's sake which is the way the strike was initially interpreted.

Even from management's point of view, though, it may just turn out in the end to have been a blessing in a rather convincing disguise.

If the result is that the opposing sides start finding a joint way of designing a new set of rules working out how commitment and objectivity might tie in together, how the imperative for black involvement meshes with the maintenance of the standards which make the wheels turn on time, how far whites subconsciously practise discrimination and how far blacks hide behind non-existent discrimination as a defence against failings, to what extent the people who spend their days working at an institution have a right to influence the decisions of the people who put their money into establishing it, where it's up to employers to counteract the disabilities imposed on blacks, and where it's up to blacks to stop wailing about those disabilities and start pulling their fingers out, then the Mwasa strike may yet turn out to have started treading that elusive course to a future which is not too ghastly to contemplate.

Train in computers and see the world...



A job in computers offers many advantages. One of these is that it is an international career. If for example you train in Johannesburg you could just as easily work in New York. The skills and know-how required are the same in either city.

If an international career appeals to you, so may our Institute. We are the local division of one of the world's largest computer training organisations. We can offer you sophisticated, individualised instruction as you train to become a computer programmer - the person who tells the computer what to do.

If you have a qualification ranging from matric to degree, phone Lee Warren on 29-2671 to arrange a time to learn more details.

CONTROL DATA INSTITUTE

an educational service of
CONTROL DATA (PTY) LIMITED

Achieving excellence in education

Airtel 1664

OPEN NIGHTLY FOR BOOK BARGAINS!
A breath taking range to choose from - new titles added daily!

48 Pretoria Street (off Cairn St) Hillbrow, Jhb. Tel: 642 5068

EXCLUSIVE BOOKS

J16176

Is the Press underplaying journalists' strike?

dom 11/2/80

PROSPECTS for an early settlement of the current strike by black journalists do not look good.

Whatever view one takes of the Argus company's dismissal of 68 workers on the black newspaper "Post" and three on the Sunday Tribune, the move has certainly not reduced the tensions now racking an industry that has hitherto been free of strikes or serious turmoil.

It is ironic that South African Associated Newspapers, who had sacked no one, had to bear the first impact of resentment when 12 of its white journalists staged a one-day sympathy strike.

Meanwhile, has the Press been underplaying the strike? This question is raised by Mr Griffiths Sibhole of Kwazulu, who says the newspapers have been "very quiet" about the strike and contrasts this with the prominence they gave to the recent strike by Johannesburg's black municipal workers.

On that occasion, adds Mr Sibhole, the Rand Daily Mail called on the city council to talk to the strike leaders, but he has seen no similar appeal this time.

To deal first with Mr Sibhole's second point, he need arise for the "Mail" to call on the newspaper managements to talk to the strikers. It is true that there was some initial delay in one quarter, but it did not last long and talks were soon launched in Cape Town where the original strike had broken out at the Cape Herald and-off basis in a widening circle, but, so far, without result. Fortunately the door to a settlement does not appear closed.

Nevertheless, Mr Sibhole is right in saying that the strike has not made big headlines. He is probably not alone, either, in making the comparison he does and in finding it disturbing.

There are several reasons for the disparity in treatment. First, in terms of news values, there is no real comparison between the two events. In the municipal strike several thousands of workers were involved, the physical well-being of Johannesburg's population was threatened and there was a fear of possible disturbances.

The journalists' strike, while it raises issues of undeniable importance, affects only a relatively handful of people. It could scarcely involve the baleful consequences feared in the case of the municipal strike.

This, of course, does not dispose of the matter. It is the duty of newspapers not only to record events but, where necessary, to provide readers with enough background to enable them to follow them intelligently.

Here the newspapers have been inhibited — to the detriment, no doubt, of their readers. The major difficulty is that the newspapers are themselves parties to the dispute. They have their own axe to grind in reporting and commenting on the strike, not to appear biased in their own cause.

A special complication has been the refusal of the union involved, the Media Workers' Association of South Africa (Mwasa), to issue statements to the Press. To do so, they claimed, would be to provide material for publication and thus reduce the effectiveness of strike action. You can't get a

Rand Daily Mail
Ombudsman

JAMES

MCCLURG

takes a critical
look at the media

If you have any complaints against the Rand Daily Mail or suggestions for the Ombudsman to take up, write to the Editor, PO Box 1138 Johannesburg

debate going if one side refuses to take part.

It could no doubt be argued that some newspapers have been too timorous. On the credit side it is possible to point to an excellent article by Patrick Laurence, setting out the main issues involved, in the Rand Daily Mail of November 6. Similar articles, a shade bolder, have appeared in the Sunday Express.

Editorially the Rand Daily Mail has so far confined itself to appealing to Mwasa to negotiate. This appeal gained force from the fact that the original strikers, at the Cape Herald, had gone back to work. The remaining strikers came out in sympathy with the Herald staff.

The disagreement now appears to centre round the refusal of the newspaper managements to pay striking workers for the period of their absence. A part of the background to

the dispute, however, is that Mwasa is not only concerned about black journalists, but seeks to represent all black workers in the media.

This is in keeping with its view that the first loyalty of black journalists is to their own community and the championship of its cause. This is carried to the point where the whole notion of objectivity in journalism is rejected because it has so far "acted only to preserve the status quo" in South Africa.

These are complex issues, and I shall not plunge into them today. But they will have to be resolved — however long it takes — if black journalists are to be successfully accommodated in a white-owned newspaper industry with established goals and policies.

WHETHER anything so dramatic has happened at the

SABC as to justify headlines about an attempted coup d'etat" is doubtful. So long as the board has the final say it is hard to see how a subordinate body like the management committee could hope to force through a major decision against opposition from above.

The management committee no doubt has ideas of its own about the SABC's future. It may well, therefore, have thought it a useful ploy to pig forward firm recommendations on how vacant top posts should be filled. No doubt, too, its members, having served together under Dr Piet Meyer, are not avid for change and least of all keen to see outsiders brought in to take the plums.

Human nature, let alone the Byzantine politics of Auckland Park, would make that pretty certain.

What matters now is that the board should assert its authority and make whatever changes in the executive establishment are needed to ensure that the SABC serves the interests of all South Africans, not those of a party or a faction.

Mr Jan Swanepoel, one of the

two directors-general, still has a year or two to go before retirement. Dr Jan Schutte, the other director-general, is already over retiring age and will it is understood, be leaving at the end of March. The board thus has to decide whether to appoint a successor to Dr Schutte or to carry on with a single director-general. It also has to decide what it is going to do when Mr Swanepoel follows.

Dr Schutte, however, has a long way to go before he retires. It is vital that the right man or woman be found to infuse new ideas into the organisation and offer strong leadership.

Such leadership comes more easily from one source than from two. In principle, therefore, the board should opt for a single director-general. In any event, the stress must fall not so much on orderly administration (essential though this is in its own sphere) as on the need for lively and challenging programmes.

In principle, too, I believe, after studying this question at close quarters for many years, that a part-time chairman is best. Ideally, he should be close



enough to the organisation to know what is going on, but not so close as to become enmeshed in its day-to-day business.

If he becomes a part of the machinery he loses the measure of detachment that should be one of his most valuable contributions.

However, if there is serious doubt about the willingness or capacity of the present management to make the necessary changes, the best solution, as a temporary measure, would probably be for Prof Mouton to assume full-time duty. If he cannot do that, because of his commitment as rector of the University of the OFS, someone should be found who can.

In present circumstances, in fact, it could well be easier (with no disrespect to Prof Mouton) to find a new chairman than to find a new director-general.

THERE is no housing shortage. It is a tricked, he put out to discredit the Government by people who have nowhere to live — Hindustan Times

PARALLEL UNIONS (139) 
Foreign look-in (125) 

The issue of parallel unions — those established by white registered bodies for black workers — is once more under scrutiny. A nine-man delegation from the International Metal Federation (IMF) is in SA studying labour developments, as well as the activities of its affiliates — some of whom have established parallel unions.

The delegation is visiting SA as the result of a heated debate at the IMF's conference in Geneva last year where a hard-hitting resolution was put forward condemning the action of certain affiliates operating in SA and asking for action to be taken against them. The resolution was withdrawn only on the understanding that an IMF delegation would investigate the allegations first hand.

The eight unions affiliated to the IMF represent a broad spectrum of the labour movement in SA. Three are affiliated to the Federation of SA Trade Unions (Fosatu), two to the Trade Union Council of SA (Tucsa) and three are independent.

The development of parallel unions has been condemned by Fosatu and other independent trade unions who argue that registered trade unions are organising black workers in cahoots with management. They cite cases where managements have called in "tame" white unions to organise black workers in an effort to "undermine independent unions which had already organised black workers" and to "channel union organisation in their plants".

In defence parent unions argue that parallel unions are merely a stepping stone to greater unionisation of black workers.

The IMF delegation is also investigating accusations that black workers are coming off second best where they are being organised by white unions. One example quoted is that some white unions protect their skilled and semi-skilled members during wage negotiations at the expense of the unskilled (black) workers.

The delegation is also to meet unaffiliated trade unions and employer organisations such as Anglo American and the Steel and Engineering Industries Federation of SA (Seitisa).

6
8
4
7
5
2
8
4

CX
CS
CP
CM
CL
CC
CB
CA

Cash budgets

No. of Puts

Details

Code

Factory

urged to

rehire

workers

EAST LONDON — The African Food and Canning Workers' Union here yesterday called on the management of Collondale Canneries to take back the workers fired from the factory when there was a downing of tools on August 27

The call was made following a decision by the former workers not to go to the factory to collect their pay

For some time management at the cannery had been calling on the former workers to go and collect money due to them and the workers have been refusing to do so claiming they are still legally employed at the factory

The workers still claim they are entitled to their jobs and are prepared to return to the factory to work

"We call on the employers to agree to take back all the old workers and end the bitterness and antagonism that must result from their intransigence," the workers said — DDR

Unions hit out at draft labour Bill

By STEVEN FRIEDMAN
Labour Reporter

TOUGH controls on trade unions contained in a controversial draft labour Bill drawn up by the Department of Manpower Utilisation were slammed yesterday by a wide range of trade unions

Unionists said the draft contained "unacceptable controls" and that it was "totally unacceptable". One accused the authorities of "trying to bring Poland here".

Yesterday, the Rand Daily Mail revealed the contents of the draft Bill, which contains several important measures aimed at improving the legal position of workers and unions but also includes the toughest controls on unions in the country's history.

Most sources approached yesterday expected the Bill to be modified, at least in part, before it was put to Parliament next year.

Yesterday the general secre-

tary of the Federation of SA Trade Unions, Mr Alec Erwin, said the draft Bill as it stood "thoroughly jeopardises any chance the new legislation has of starting out on the right footing".

Referring to controversial legislation introduced after the Wiehahn Commission reported in 1979, he said "This means we will be getting off on the wrong footing for the second time".

The controls in the draft were "totally unacceptable" and "confirm our suspicions that reform would be mixed with Government control".

Mr Erwin called on established registered unions to "make their voice heard" in protesting against the Bill.

The director of the Confederation of Metal and Building Unions, Mr Ben Nicholson said he was reluctant to comment fully without seeing the draft Bill, but added "If this is correct, the draft Bill seems to

provide for extraordinary control over unions".

The CMBU is largely composed of established registered unions.

Mr Nicholson said he was in favour of "some sort of control" but said that controls over unregistered unions suggested in the draft Bill "could drive unions underground".

The general secretary of the SA Allied Workers Union, Ir Samuel Kikine, said the draft was "an attempt to bring the Polish system to South Africa".

SAAWU has refused to register under the Government's labour dispensation.

The general secretary of the National Federation of Black Workers, Mr Matthews Oliphant, said the draft was a case of "one step forward, nine steps back".

Rightwing unions are also likely to react to any further clamps on political activity as they have indirectly supported the HNP on some occasions.

Handwritten notes and stamps: "AUG 15", "131", "LWA 100", "LWA 101", "LWA 102", "LWA 103", "LWA 104", "LWA 105", "LWA 106", "LWA 107", "LWA 108", "LWA 109", "LWA 110", "LWA 111", "LWA 112", "LWA 113", "LWA 114", "LWA 115", "LWA 116", "LWA 117", "LWA 118", "LWA 119", "LWA 120", "LWA 121", "LWA 122", "LWA 123", "LWA 124", "LWA 125", "LWA 126", "LWA 127", "LWA 128", "LWA 129", "LWA 130", "LWA 131", "LWA 132", "LWA 133", "LWA 134", "LWA 135", "LWA 136", "LWA 137", "LWA 138", "LWA 139", "LWA 140", "LWA 141", "LWA 142", "LWA 143", "LWA 144", "LWA 145", "LWA 146", "LWA 147", "LWA 148", "LWA 149", "LWA 150", "LWA 151", "LWA 152", "LWA 153", "LWA 154", "LWA 155", "LWA 156", "LWA 157", "LWA 158", "LWA 159", "LWA 160", "LWA 161", "LWA 162", "LWA 163", "LWA 164", "LWA 165", "LWA 166", "LWA 167", "LWA 168", "LWA 169", "LWA 170", "LWA 171", "LWA 172", "LWA 173", "LWA 174", "LWA 175", "LWA 176", "LWA 177", "LWA 178", "LWA 179", "LWA 180", "LWA 181", "LWA 182", "LWA 183", "LWA 184", "LWA 185", "LWA 186", "LWA 187", "LWA 188", "LWA 189", "LWA 190", "LWA 191", "LWA 192", "LWA 193", "LWA 194", "LWA 195", "LWA 196", "LWA 197", "LWA 198", "LWA 199", "LWA 200".

Cape Mwanza staff strike in solidarity

By Mike Derr

About 20 black journalists at the Cape Times, the Argus and the Cape Herald began a two-day strike this morning in sympathy with their sacked colleagues on Post (Transvaal)

The 71 workers, members of the Media Workers' Association of South Africa (Mwasa) were sacked when they ignored an ultimatum to return to work and end their month-long strike

Although the Argus company has offered to reinstate the Post workers, none has returned to work so far

Mr Hal Miller, managing director of the Argus Company, would not comment today on possible action against the strikers in Cape Town

Mr Miller also said he had no knowledge of reported talks between Mr Harry Oppenheimer, chairman of Anglo American, and Dr Nthato Motlana, chairman of the Committee of Ten, or of involvement by Mr Oppenheimer in moves to resolve the strike

The 12 white journalists at South African Associated Newspapers who were suspended after staging a one-day sympathy strike on Friday are still under suspension

145
JWK
2/12/81

23 striking newspaper staff suspended

Argus 3/12/80

139 152 243

195

Labour Reporter

THE management of The Argus and the Cape Herald today suspended 15 employees, bringing to 23 the number of Cape Town newspaper workers under suspension for going on strike.

The Argus has suspended the 15 for five days following their two-day protest strike against the dismissal of 71 Mwasa journalists in Johannesburg and Durban.

Letters of suspension were handed to three Argus journalists, 11 Cape Herald staff and one Rhodes University student doing vacation work on the Cape Herald.

The staff members were told they would not be paid for the period they were on strike or the period they were under suspension.

Yesterday the management of the Cape Times suspended eight of its employees — all Mwasa journalists — for five days following their two-day strike.

FORFEIT PAY

The eight have also been told that they will forfeit their pay during the period of their suspension.

The managing director of the Cape Times, Mr Wally Judge, was not prepared to comment today on the suspension.

A Mwasa spokesman said a statement would be issued late today.

In Johannesburg 12 South African Associated Newspapers (SAAN) journalists have been suspended without pay for seven days for going on a wild cat strike last week.

The suspensions come after internal disciplinary hearings by the editors of the Rand Daily Mail, the Sunday Times and the Sunday Express.

The journalists, including some cadets, went on a one-day strike to protest against the dismissal of the 71 Mwasa workers last week.

Their action followed the defeat by 55 votes to

23, of a motion proposed by them at a meeting of the SAAN chapel of the South African Society of Journalists last Thursday.

The 71 Mwasa workers, from the Post and the Sunday Tribune, were sacked after a strike lasting more than a month.

CONDEMNED

The Western Cape Region of the South African Society of Journalists has condemned the suspension of the 23 black journalists.

Instead of suspending people who are willing to return to work and deducting seven days' pay from their salaries, the management should be seeking areas of dialogue and agreement with black journalists, the statement concluded.

employment

there are limitations t

remain unresolved. A]

that questions that mig

little of the data col

represents a considera

these circumstances. 5

have differed on the c

estimated from the 19

times called labour fo

remained constant at it

since 1970, assuming

and the increase in h

confined himself to c

(1976) avoided making

of homeland agriculti

primary workers
unemployment,
instance, de-
ons about the
approach to un-
discussion of

ions to be made.
n order for its
cepted simply:
PS data. In the
ve, even if given
ected to find
ce deportation from
pondents who are
survey data on
appreciated that
sing CPS information
ablished so far, so
unfortunately very
ulation survey
construction, under
tion census. Opinions
(1) rates had to be
conomic activity (some-
ral employment re-
ent/underemployment
ymen in white areas
otal unemployment and
ures, van der Merwe

on the gr
clined to
South Af
employme
causes a
one's ap
b)
All this
reliabi
it has
light o
assuran
questic
a white
illegal
employment
there are limitations t
remain unresolved. A]
that questions that mig
little of the data col
represents a considera
these circumstances. 5
have differed on the c
estimated from the 19
times called labour fo
remained constant at it
since 1970, assuming
and the increase in h
confined himself to c
(1976) avoided making
of homeland agriculti

Trade
union
of
man held

139

EAST LONDON — The chairman of the East London branch of the African Food and Canning Workers' Union, Mr Wehle Mzozoyana, has been detained under the Ciskei emergency regulations, the Secretary of the Ciskei Central Intelligence Services, Brig Charles Sebe, confirmed yesterday.

Brig Sebe said Mr Mzozoyana was detained on Monday morning for Saawu activities.

Asked how Mr Mzozoyana, could be detained for Saawu activities, he said: "The terminology may be different, but the two unions are interwoven in their operations"

Mr Mzozoyana was one of 13 trade union officials arrested at the entrance to Mdantsane on November 7. They were released on November 12.

A spokesman for the African Food and Canning Workers' Union headquarters in Cape Town said: "One can only suppose Mr Mzozoyana's detention is part of the continuing harassment of trade unionists"

The union's branch secretary here, Mr Bonisile Norushe, has been in detention since June. He was detained by the South African Police under the General Laws Amendment Act and later under the Terrorism Act.

— DDR

No. of Tuts	Details	Code
9	Misc	CX
8	Stan	CS
4	Prok	CP
7	Marginal costing	CM
5	Linear programming	CL
2	Contract costing	CC
8	Capital budgeting	CB
4	Cash budgets	CA

SASJ
appeal

Staff Reporter

THE Argus chapel of the South African Society of Journalists (SASJ) yesterday called for an immediate end to the suspension of 22 black Mwasa journalists by the Argus and the Cape Times

The chapel also decided to make R200 available from its funds to compensate the three Argus Mwasa journalists who have been suspended, and will lose a week's pay

The chapel's decision to supplement the pay of the suspended journalists follows a decision by Cape Times SASJ journalists to contribute individually and to donate R200 of their chapel funds to the eight Mwasa Cape Times journalists who have been suspended

8 journalists suspended for five days

Staff Reporter

THE management of The Cape Times yesterday suspended eight Mwasa journalists for five days following their two-day strike to protest against the firing by the Argus company of 71 Mwasa journalists in Johannesburg and Durban

The eight — two photographers and six reporters — have also been told that they will forfeit seven days' pay, the period of their strike and suspension

The fourteen Argus and Herald strikers, who have also been on a two-day sympathy strike, intend to be back at work today, according to a Mwasa spokesman

A spokesman for the Cape Times Mwasa unit said last night he and the seven other striking Mwasa Cape Times employees had also intended to return to their desks today

However, they had received letters from the managing director of the Cape Times, Mr W Judge, telling them of their suspension and docked pay. The spokesman viewed this as regrettable.

"We would have thought there were alternative courses of action open to management," he said

• The 12 SAAN journalists who went on a wildcat strike on Friday, have been suspended without pay for seven days, following disciplinary hearings by management

A SAAN spokesman also said yesterday that one person had been given notice for "unauthorized use of the Rand Daily Mail communications system"

The hearings, conducted by the editors of the three SAAN newspapers concerned — the Rand Daily Mail, the Sunday Times and the Sunday Express — were concluded yesterday

The journalists, including some cadet-journalists, went on a one-day strike in to protest against the sacking of 71 workers from Post and the Sunday Tribune by the Argus Printing and Publishing Company

They decided to strike after a motion put forward by them at a meeting of the SAAN chapel of the South African Society of Journalists (SASJ) last Thursday, was defeated by 55 votes to 23

The Post and Sunday Tribune workers were sacked after a strike by members of Mwasa, which lasted more than a month

Late last night, the editor of the Rand Daily Mail, Mr A Sparks, said he would be prepared to hear representations on behalf of the journalist who had been given notice.

A Johannesburg newspaper yesterday reported that Mr Harry Oppenheimer, head of the Anglo American Corporation and Dr Ntatho Motlana, chairman of the Soweto Committee of Ten, had intervened in the Mwasa dispute in

an effort to end the strike

When asked to comment on the report, Dr Motlana said yesterday "In view of the Mwasa situation and the general reaction of the press, I have no comment to make on the matter"

Mr Oppenheimer could not be contacted for comment

Cape Times
31/12/80
139

Court at prison

MR OSCAR MPETHA, 71, detained chairman of the Nyanga Residents' Association, would face charges under the Terrorism Act and a charge of murder when the Wynberg Magistrate's Court sat in Pollsmoor Prison tomorrow morning, his lawyer said last night.

Mr Brian Lutzno, who will represent Mr Mpetha, told the Cape Times, "Mr Mpetha will be formally charged on Thursday with 17 others when the Wynberg Magistrate's Court will sit in Pollsmoor prison."

"They will face charges under the Terrorism Act and a charge of murder, alternatively public violence."

"I will appear, but expect the case to be postponed for a week until detailed charges are drawn up."

"I have yet to confirm with the authorities whether the court will be open to the public and whether the provision of section six of the Terrorism Act will fall away, enabling Mr Mpetha's family to have access to him."

Mr Mpetha was detained on August 14.

(39)

SAAN suspends strikers

By JAYNE LA MONT

THE 12 SAAN journalists who went on a wildcat strike on Friday and have undergone internal disciplinary hearings, have been suspended without pay for seven days

A SAAN spokesman also said yesterday that one person had been given notice for "unauthorised use of the Rand Daily Mail communications system"

The internal hearings, conducted by the editors of the three SAAN newspapers concerned — the Rand Daily Mail, the Sunday Times and the Sunday Express — were concluded yesterday

The journalists, including some cadets, went on a one-day strike to protest about the sacking of 71 workers from Post

Transvaal and the Sunday Tribune by the management of Argus Printing and Publishing Company

They decided to strike after a motion put forward by them at a meeting of the SAAN Chapel of the South African Society of Journalists (SASJ) last Thursday, was defeated by 23 votes to 55

The Post and Sunday Tribune workers were sacked after a strike, lasting more than a month, by members of the Media Workers' Association of South Africa (MWASA)

A Johannesburg newspaper yesterday reported that Mr Harry Oppenheimer, head of the giant Anglo American Corporation and Dr Ntatho Motlana, Chairman of the Soweto

Committee of Ten, had intervened in the Mwasa dispute in an effort to end the strike

When asked to comment on the report, Dr Motlana said yesterday "In view of the Mwasa situation and the general reaction of the Press, I have no comment to make on the matter"

Mr Oppenheimer, who owns 30% of the shares in the Argus, could not be contacted for comment

And in Cape Town, members of the Western Cape branch of Mwasa are still on a two-day sympathy strike

Later last night after further discussions Mr Sparks said he would be prepared to hear representations on behalf of the journalist who had been given notice

STMR
11/12/80
Post out soon, pledges Miller

Post (Transvaal), the black-oriented newspaper that has been crippled by strikes for more than a month, will be on the streets again as soon as possible

Mr Hal Miller, managing director of the Argus Company, which owns Post, said today it was the company's firm intention to produce the newspaper again "as soon as possible."

Post ceased publication more than a month ago when 71 workers — all

members of the Media Workers' Association of South Africa (Mwasa) — went on strike.

The workers ignored an ultimatum to return to work, and were later sacked.

Mr Miller would not comment on the possibility of the Argus Company recruiting workers to replace those fired from Post

A total of 36 journalists in Johannesburg and Cape Town have been suspen-

ded without pay for staging strikes in protest at the dismissal of the Post employees

A Rand Daily Mail journalist who was dismissed for unauthorised use of the newspaper's communication facilities has been reinstated after "representations, explanations and apologies," a Mail spokesman has announced

The journalist, who also went on strike on Friday, has also been suspended for seven days

Detention of unionists condemned by Fosatu

EAST LONDON — The Federation of South African Trade Unions (Fosatu) has condemned the detention of trade unionists here

In a statement issued by the federation through its secretary, Mr A Erwin, from Durban yesterday, a call was also made to the South African government to use its "very powerful position" to ensure the release of those trade unionists held by the Ciskeian government

The full statement reads "Fosatu condemns in the strongest possible terms the detention of trade unionists in East London by whatever authority

"These detentions can only be seen as a concerted attack on the un-

registered trade unions operating in East London

"Workers must be allowed to join unions of their choice

"It is the detention and banning of worker leaders and trade unionists that is a major factor in preventing reform in industrial relations

"Repressive laws and actions against workers will never stop them organising into unions of their choice

"We call for the immediate release of the detained unionists and we further call on the South African authorities to use their very powerful position to ensure the release of those unionists held by the Ciskeian authorities"

— DDR

<u>No. of Tuts</u>	<u>Details</u>	<u>Code</u>
9	Miscellaneous	CX
8	Standard costing	CS
4	Probability	CP
7	Marginal costing	CM
5	Linear programming	CL
2	Contract costing	CC
8	Capital budgeting	CB
4	Cash budgets	CA

KEY TO COSTING TUTORIALS

Unions condemn EL detentions

CAPE TOWN — Trade unions have condemned the harassment of East London union officials by the South African and Ciskeian authorities saying the action would inflame the area's already volatile labour situation.

Earlier this week an official of the African Food and Canning Workers' Union, Mr Welile Mzozoyana, was detained for the second time in a month bringing to eight the number of union officials and members in detention in East London.

A statement issued by the AFCWU reads "Our union protests at the continued harassment of union officials in East London by the Ciskeian authorities and the South African Government

"Mr Welile Mzozoyana, branch chairman of the African Food and Canning Workers' Union, East London, was picked up again at 5 am on Monday,

December 1, at his home by Ciskeian security police, after having been released on November 13 after five days' detention.

"Our East London branch secretary, Mr Bonisile Norushe, has been in detention for almost six months. No one has seen him and we are extremely concerned for his safety. We call for the immediate release of both Mr Mzozoyana and Mr Norushe."

The Western Province General Workers' Union statement said. "There are now eight trade unionists in the East London area in detention. These detentions come in the midst of reports of further harsh legislative measures aimed at controlling the trade union movement

"Their actions will only serve to inflame an already volatile labour situation in the Border area," the statement said.

— SAPA.

See page 17.

Unionist charged under Terror Act

By Drew Forrest
 Trade-unionist Oscar Mphetha — the subject of an intensive Anti-Apartheid Movement campaign since his detention in August this year was yesterday charged under the Terrorism Act

Mr Mphetha (71), national organiser of the Food and Canning Workers' Union, was charged

together with 17 others in a court specially convened for the purpose in Cape Town's Pollsmoor Prison, a union spokesman said

They are believed to have been charged under Section Eight of the Terrorism Act

The spokesman condemned the "extraordinary" nature of the proceedings

saying he had heard of a court hearing in a prison outside Robben Island. He added that visitors and family had been scanned by a metal detector before entering court

Mr Mphetha was detained last this year after releasing a statement to the Press

condemning the alleged police provocation of violence in Nyanga and Crossroads in Cape Town. His age and the fact that he is diabetic have made him the focal point of a sustained campaign by anti-apartheid activists overseas.

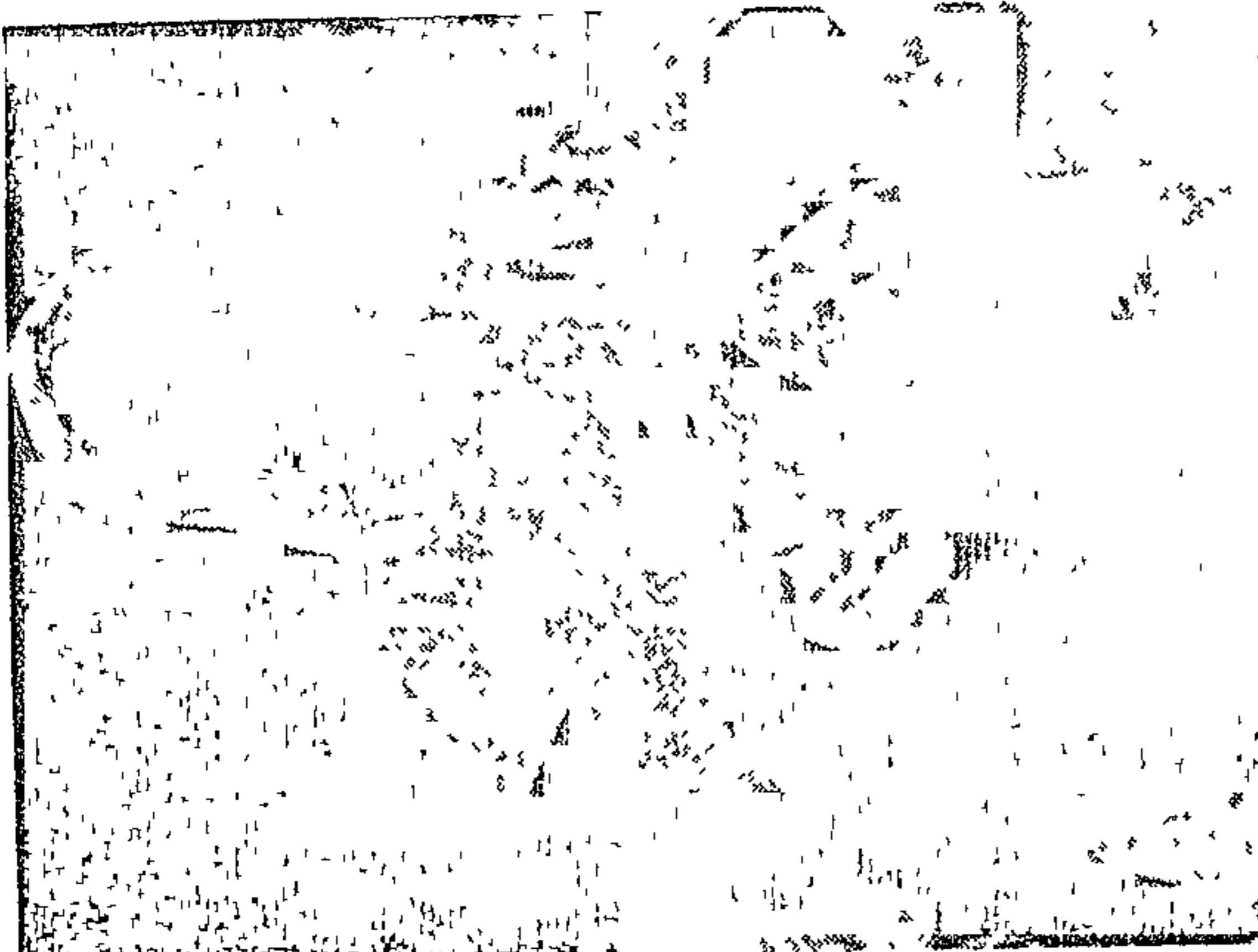
In a further statement, the African Food and Canning Workers' Union,

condemned the continued harassment of East London union officials by the Ciskeian and South African authorities. The statement referred to the arrest on Monday this week by Ciskeian Security Police of AFCWU branch chairman Mr Wehle Mozoyana, and to the union's branch secretary Mr Bonisile Norushe,

who has been held under South African security legislation since June this year. "No-one has had access to them, and we are extremely concerned for their safety," the statement said. It went on to call for their immediate release, and for an end to the official campaign against the union

Mpetha sees his family — for first time in 113 days

Aug 5 1980
 337
 379
 139
 114



MISS ESTHER MPETHA holds a bundle of her father's dirty clothes shortly after seeing him yesterday for the first time in 113 days.

THE detained chairman of the Nyanga Residents' Association, Mr Oscar Mpetha, saw his family for the first time in 113 days yesterday at Pollsmoor Prison.

Earlier, Mr Mpetha and 17 others had appeared in the Wynberg Magistrate's Court, which sat at Pollsmoor Prison on charges under the Terrorism Act and two of causing the death of Mr Casper Jansen and Mr George Beeton, who died in a fire in Nyanga on August 11 this year.

Mr Mpetha's daughter, Esthei, was clearly relieved that her father was in good physical health

She said members of the family had been very concerned because he suffered from diabetes.

A DIET
 However, prison authorities had been treating him well and had made provision for him to be placed on a special diet and to be checked and treated by a doctor.

'Although I am very happy to have seen my father I am very anxious that he could be detained up to 180 days, without us knowing what could happen to him during that period,' Miss Mpetha said.

Her brother, Tembu the only other member of the family who attended the

court hearing, said he was very upset that his father had not been granted bail. 'My father is 71, and at that age, I don't know if he can withstand prison confinement.'

3 MINUTES
 Mrs Mpetha's children were allowed to see him immediately after his appearance yesterday morning. They saw him for about half an hour. As a result of a court ruling yesterday parents may visit the detainees, they will now be allowed to see their father twice a week for half-hour periods.

Asked why their mother was not in the court, Miss Mpetha said 'My mother

is at home — ill in bed. She is very confused and does not seem to know what is happening.'

Mrs Mpetha suffers from a mental disorder which her daughter said, was caused when her father was detained in the 1960s for more than three months.

COFFEE

'Today I am doing what my mother did then — taking my father clean clothes and coffee, which he desperately wants.'

The situation is very bad at home since my father has been in detention. If it were not for the trade unions we would be down and out,' she said.

CHATting out
 Tembu Mpetha,

The distribu
 region-type,
 (Throughout t
 Bophuthatswan
 This is neces
 statistics.)

Table 3 present
 sector in 1960,
 mated using the
 column B under
 TABLE 3: AFRIC
 AND

1. Agriculture:
2. Mining:
3. Manufacturing e
4. Electricity e
5. Construction
6. Commerce:
7. Transport, st
8. Finance:
9. Services - go

- pr
 TOTAL E

whereas male employ-
 en 1960 and 1970. It

ance to be noted from

Percentages from
 1978a: 45).

kers, unless they were
 o homelands than in
 r in the rural areas
 rtment of Statistics
 as rejected, because

ment in the homelands
 into urban and rural.
 Homeland areas are

into alignment.
 nt is multiplied by a
 Employment figures in

in the Census do not
 l - homeland rural.
 - metropolitan - home-
 Metropolitan figures

homeland and rural homeland employment using the principles of esti-
 identified, but it is possible to derive estimates of urban
 (a) 1960 Population Census: This does not have homeland areas

Sources: (Table 1)

argues.
US trade unions to 'help' SA blacks

Argus Bureau

NEW YORK — American labour organisers met here yesterday to plan new action by US trade unions to help the 'struggles' of blacks in South Africa.

The meeting was addressed by Mr Thozamile Botha, the banned black South African civil rights activist who was detained after the strikes at the Ford plant in Port Elizabeth last year.

What Mr Botha told the meeting cannot be reported in South Africa.

Mr Henry Foner, president of the Fur, Leather and Machine Workers' Union, said Mr Botha's speech was a 'catalogue of indictment' of corporate America's relations with the black workers in South Africa.

ACTION

He urged that knowledge of this fact be brought to US workers. They should be made to feel it is part of their own struggle.

He said union leaders had to dispel the notion that the mere presence of American companies in South Africa would bring progress to the country. We have to respond with action — by withholding our labour.

He quoted an example of employers at a factory in New York whose black workers said they would not work on goods being shipped to South Africa.

Mr Botha has been touring the United States and Canada giving talks on labour and the involvement of multinational corporations in South Africa.

grew by 519 000 (62%
 a) the growth in female

Table 4:

There are two points of

(d) From (a) and (b)

(a) and (b)

(c) Population, Siskins

wives of household

the 'white' rural

who were unemployed

to classify all fel

of the odd decision

by sex as given by

The division of ag

identified, but st

(b) 1970 Population C

Factor designed to

Table 3, so each

tally exactly wt

Total sectoral e

land urban and 'w

are given so 'whi

mation discussed

Now sports body 'blacks' journalists

By Deven Moodley

THE Natal Council of Sport (Nacos) has instructed all its affiliates not to speak to or provide information to journalists who are not members of the black Media Workers' Association of South Africa (Mwasa)

The unanimous decision was taken at the annual meeting of Nacos at Isipingo at the weekend in sympathy with the 71 black journalists who were dismissed by the Argus Company following a one-month strike

Mr Archie Hulley, an official of the Amateur Swimming Federation of South Africa, called on the meeting to take the decision after one of the striking journalists arrived at the meeting

The retiring president Mr Paul David, made a bid to have the matter discussed but Mr Hulley threatened to leave the meeting if his call were not entertained

A journalist from Post (Natal), Mr R Brijlall, and a photographer, Mr Nithia Naidoo, who are not members of Mwasa, were asked to leave the meeting

Mr Hassan Howa, president of the South African Council of Sport (Sacos), said he would not allow his organisation to take such a decision as long as he was in the chair

'It is unfair to take such a decision because there are many journalists, including those from other countries who do not belong to the association'

Economics

Law

Psychology

Science

Sociology

hour sessions per week progressing in a systematic manner from some Standard 10 Maths. through to university level. It will include a thorough introduction to the subject and its practical applications. The emphasis is on full student participation in discussing and solving problems and understanding what is learnt. This course provides a basis for the Foundation Science Course.

Union pleas for SA national minimum wage are rejected

By STEVEN FRIEDMAN
Labour Reporter

THE Minister of Manpower Utilisation, Mr Fanie Botha, yesterday rejected suggestions for a national minimum wage in South Africa, and for domestic and farm workers to have official bargaining rights, according to black union sources.

But, the sources said, Mr Botha agreed to meet a delegation of independent black unions next year — a sign that the Government is continuing efforts to win the approval of sections of the independent black union movement for proposed changes in labour laws.

He also told the unions that the Government would try to remove sex discrimination from all future wage orders and agreements.

These points emerged at a meeting yesterday between Mr Botha and the Council of Unions of South Africa (Cusa). Cusa raised a wide range of issues which are causing concern in the black and nonracial union movement.

In a statement released after the meeting, Cusa described its discussion with the Minister as "frank".

Cusa had asked for the meet-

ing to clarify points raised at an earlier meeting between the Minister and some black unions. It also wanted to raise "in-principle" objections to details of a draft labour Bill prepared by the Government.

Cusa said in its statement that the Minister agreed to meet a delegation from independent black unions next year.

The Government is known to be eager to ensure that bodies such as Cusa and the nonracial Federation of South African Trade Unions (Fosatu) join its new labour dispensation.

Fosatu recently threatened to withdraw from the official system — its unions have applied for Government registration — unless changes were made to legislation the Government proposed last year.

Mr Botha's agreement to a second meeting with independent unions indicates that the Government remains anxious to win their support for proposed changes.

The Cusa statement said that it had approached Fosatu to join the Cusa delegation to see the Minister, but Fosatu had been unable to attend because of "administrative and logistical problems".

Cusa, however, had undertaken — in agreement with Fosatu — to present to the Minister "common in-principle objections" to the draft labour Bill and "points at issue" from the previous meeting with him.

The statement said points raised at the meeting included:

- A change of the definition of the term "employee" in labour legislation to allow domestic and farm workers to join registered unions,
- The autonomy of unions, the question of foreign funds for unions, and strike provisions in labour legislation,
- Sex discrimination, the issue of a minimum wage, unfair dismissals, discrimination in employment and workers' maternity benefits,
- Issues affecting foreign workers, as well as those affecting workers and unions in the homelands,
- The delays unions have experienced in gaining registration, union stop-order facilities, and access to industrial councils,
- The training of black workers for artisan status.

A Cusa spokesman said yesterday that the Minister indicated that farm and domestic workers would not be granted

official bargaining rights at this stage.

"We are unhappy about this," the spokesman said. "We feel they need these rights badly."

Mr Botha had also argued against the concept of a national minimum wage, saying it would increase unemployment.

On sex discrimination, Mr Botha said his department was seeking to eliminate sex differentials in all industrial agreements and wage orders. He stressed that anti-strike measures were aimed at illegal strikes only, and said that unions would be entitled to receive foreign funds so long as they were not used to finance illegal strikes.

"We will be watching carefully to see whether this principle is included in the legislation," the spokesman said.

The recent detentions of unionists in Ciskei and various problems relating to discrimination in employment and unfair dismissals had also been raised.

The spokesman said the Minister had invited him to approach his department on these issues if further problems arose.

ve-
th
at-
vi-
is-

s'
rs
e,
ty
ht
h
d

s
n
e
i
d

1

kom

Byron

2/5 139

4/2/80

Union depllores detention of chairman

EAST LONDON — The African Food and Canning Workers' Union here has deplored the detention of the East London branch chairman of the trade union, Mr Weille Mzozoyana

In a statement issued by the general secretary of the union, Mr Jan Theron, the action against Mr Mzozoyana and other trade unionists detained in the Ciskei is seen not as action directed at the local unions but against the entire trade union movement.

"We consider it outrageous that our chairman should be detained quite explicitly for trade union activities which are perfectly legal and above board," the statement said.

"This kind of action completely undermines the credibility of any reforms to labour laws that have been proposed lately.

"As a trade union we are not concerned in the least with the Ciskei or Ciskei politics but with our members in factories in East London."

The union said it must once again assume that the Ciskei had not acted independently of South African authorities in harassing its officials whose activities did not concern the Ciskei in any way

"We have noted the statement of Brig Sebe that Mr Mzozoyana was detained for South African Allied Workers Union (Saawu) activities and further that Saawu and Afcwu were one and the same thing. "Saawu and Afcwu are separate unions but we have a co-operative relationship

"This action is not action against Saawu or Afcwu but an attack on trade unions as a whole," the statement said —
DDR

Mwasa strike now in second month

Cape Own Correspondent

JOHANNESBURG — The strike by members of the Media Workers' Association of South Africa (MWASA) enters its second month today with no immediate signs of it coming to an end

Negotiations between the strikers and newspaper employers are deadlocked over a demand by MWASA — which represents black journalists and other media workers — that their members be paid for the time they have been on strike

About 20 MWASA members at the Cape Times, the Argus and the Cape Herald have threatened to join the strike today if the Argus Company fails to reinstate 68 strikers at Post (Transvaal), who were sacked on Thursday

White journalists suspended

On Friday 13 white journalists were suspended by South African Associated Newspapers pending internal hearings, when they staged a one-day strike in protest against the Post sackings

The managing director of the Argus Company, Mr Hal Miller, said last week the Post workers had "dismissed themselves" by not returning to work after they had been given an ultimatum

Management at Post has offered to reinstate the 68 workers immediately with no loss of service privileges, but has refused to back down on its stand against the strike pay demanded by MWASA

Members of the Cape Western Branch of MWASA which includes workers on the Argus Cape Times and Cape Herald newspapers have issued an ultimatum to Mr Miller that unless the 68 sacked staff members at Post newspaper are reinstated, they will go on strike

Yesterday, the chairman of the branch Mr Moegsien Williams, said that about 20 MWASA members would go on strike if their ultimatum was not met

FM 12/12/80
CAPE DOMESTICS

131
201

Maids, madams. . .

Employers of domestic servants in Green Point and Sea Point, Cape Town, may soon find themselves without live-in workers

In a series of meetings after the enactment of an amendment to the Cape municipal ordinance (providing for the introduction of a type of compound labour system for domestics) workers have declared they would rather suffer the privations of commuting, or find other jobs, than submit to the workings of the new law (due to be promulgated early next year)

The measure, adopted after persistent pressure from the Ratepayers' Association of Green Point and Sea Point, and based upon recommendations of a Commission of Inquiry headed by Community Development Secretary Louis Fouche and leading Cape Town municipal officials, forbids live-in servants to entertain visitors between the hours of midnight and 8 00 am. Employers will be compelled to keep a register of servants and to keep duplicate keys to servants' quarters which will have to be presented, on demand, to police or municipal officials at any time.

Meanwhile, leaders of the Domestic Workers' Association (DWA) have been

distributing pamphlets in Green Point and Sea Point cautioning domestics not to join a protest movement organised by the Domestic Workers Employers' Project (DWEP)

DWEP is a caring concern linked with the SA Council of Churches and the Black Sash, but unlike the DWA does not seek to organise workers into a kind of trade union movement. According to the DWA, DWEP arranges "tea and entertainment and prayer" for off-duty domestics. It is headed by Leah Tutu, wife of Bishop Desmond Tutu.

Rivalry

Whatever rivalry exists between the two movements has sharpened into outright hostility because DWA has pointed out to workers that it is incongruous to join an action organised by employers of domestic servants. And DWA has reminded workers that the law they are protesting against has been inflicted on them by employers in Green Point and Sea Point, many of whom could well be concerned members of the SACC and Black Sash.

All hope of a reconciliation between DWA and DWEP has been dashed following a recent incident when DWA members were told they could no longer hold meetings in the hall of St James Anglican Church, Sea Point. DWEP no longer holds meetings there.

DWA also suspects that a white cleric called the police who arrested DWA leader Maggie Oewies and two helpers when they were distributing pamphlets outside the Congregational Church in Marais Road, Sea Point. The pamphlets warned workers not to join a protest movement organised by concerned "madams and masters."

FIGURE 1: DISTRIBUTION

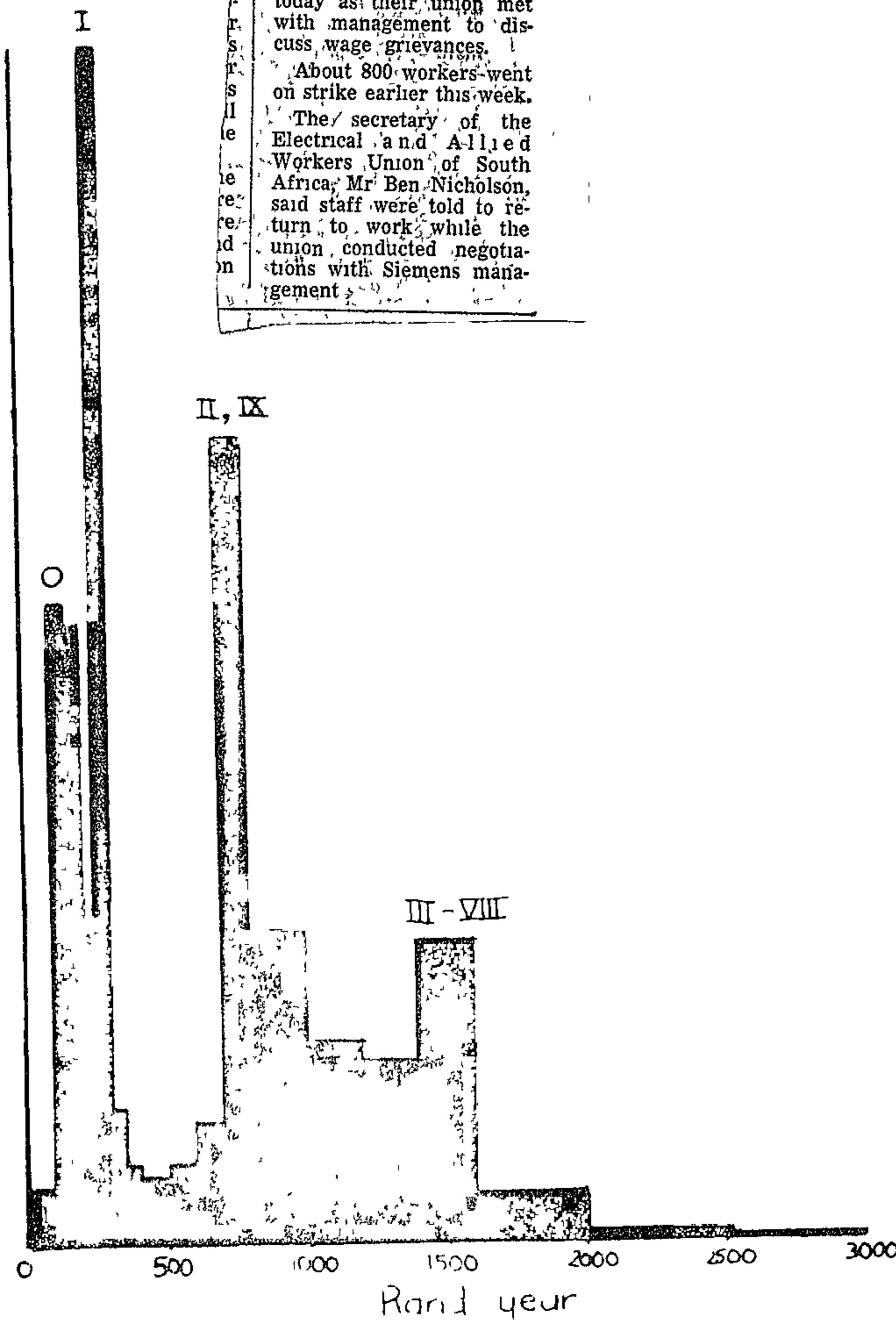
Workers go back to work AFRICANS 1976

Labour Reporter

Striking workers, at the Siemens plant in Rosslyn, Pretoria, returned to work today as their union met with management to discuss wage grievances.

About 800 workers went on strike earlier this week.

The secretary of the Electrical and Allied Workers Union of South Africa, Mr Ben Nicholson, said staff were told to return to work while the union conducted negotiations with Siemens management.



Source: Simkins, 1979b Figure 2.

Figure 1 is a histogram representing transfer incomes and earnings of Africans. Leaving aside the transfer earnings (pensions, unemployment insurance, maintenance and disability

(139) Mwasa strikers see newspaper bosses (145)
RDM 18/12/80

Staff Reporter

THE strike by black journalists went into its seventh week as South African Associated Newspapers and Argus Group managements met representatives of the strikers yesterday.

Mr Clive Kinsley, managing director of SAAN, declined to disclose any details about negotiations aimed at resolving the deadlock between management and the strikers, who are mostly members of the Media Workers' Association of South Africa

But he confirmed that yesterday's meeting was called by the Argus managing director, Mr Hal Miller, and was attend-

ed by representatives of Mwasa's executive

Another meeting is scheduled for Friday.

The countrywide Mwasa strike began at the end of October in sympathy with the staff of the Cape Herald, who struck on October 25

The Cape Herald strike ended in November when the strikers returned to work after a three-week pay dispute with Argus management had been resolved

Mwasa workers on the Herald then went on a two-day protest strike after the Argus company sacked strikers on Post (Transvaal) last month.

How you can write
a book like this

Writing a book is not as difficult as it might seem. It is very exciting writing about the place you live in. From the biggest city to the smallest township, each has its own history and its own kind of people who live there.

The best way to start is to get a group of people together to help you on such a project. You can work with the help of your History Society or through your Cultural Society. This is the reason such bodies exist at your school. If there isn't such a society, then start one. This could be part of an awareness programme at your school.

The group working on such a project need not be large. A group of five or six people is enough. It would also be a good idea to establish contact with your typing teacher or typing students, as what you publish would look better typed.

First you should go to a library and ask the librarian if there is anything written about your area. There will probably be very little,

Call to
15/10/84

STAR 139

deal with unregistered unions

The Federated Chamber of Industries — a top employer body which speaks for organised industry in South Africa — has once again urged employers to recognise unregistered trade unions representative of workers.

In its 'guidelines for industrial relations in the 80s' released to members today, the FCI calls on management to negotiate recognition agreements "as an early step" in its dealings with representative unregistered unions.

Such agreements would define "the scope of bargaining and the ground rules for negotiation between the parties".

Although the guidelines flesh out the "six principles" on industrial relations enunciated by the FCI in September this year, they suggest a slight shift in the Chamber's thinking on this crucial labour issue. The principles had accepted that employers might find it necessary to negotiate with unregistered unions in some instances and on a conditional basis.

The guidelines re-emphasise that negotiation at industrial council level should be the "ultimate goal" of both sides of industry, and states that it is "preferable" for both employer and employee bodies to go for registration.

However they stress that registration is not an end in itself, and that in practical terms the "representativeness" of unions is the more important issue.

Strikers at Siemens back after accord

By STEVEN FRIEDMAN
Labour Reporter

A STRIKE by about 600 workers at the Siemens electrical factory at Rosslyn, near Pretoria, was settled yesterday.

The strike was the third to affect Rosslyn in the past few weeks. Two motor firms, Datsun-Nissan and BMW, were also hit by strikes recently.

On Monday, workers at Siemens struck in support of demands for a R1-an-hour wage increase.

But yesterday, workers returned to work after electing a committee of union shop stewards to represent them. The registered Electrical and Allied Workers Union of South Africa will now negotiate with management on the workers' demands.

According to the manager, Mr R Sanne, the workers "interrupted" work on Monday morning, demanding between 50c and R1 per hour wage increase.

Mr Sanne said the workers did not leave the premises during the strike and had returned to work later that day.

He added that there were different payment categories

for the workers, the lowest being between R1,25 and R1,50 an hour and the highest between R3,50 and R4, but would not comment further.

The union's general secretary, Mr Ben Nicholson, said the strike had been sparked by "the general mood in Rosslyn at the moment".

He said Siemens workers had compared their wages to those being paid by motor companies in the area and decided that they were lagging behind. "They see the motor firms awarding large increases and they feel that they should receive them too," he said.

Earlier this year, negotiations between union representatives and East Cape motor firms culminated in an agreement which substantially raised motor wages.

Union sources believe the two Rosslyn motor strikes were prompted by dissatisfaction among workers at the plants because their pay was lagging behind that of Eastern Cape workers.

Rosslyn motor companies have now also raised wages substantially in the wake of strikes at their plants. The Sie-

mens strike appears to be the latest example of the "ripple" effect created by the increases.

Mr Nicholson said that his union, which represents 85% of the workforce at the plant, had set "a timetable" for negotiation on the pay issue which sparked the strike.

He would be negotiating on the issue and would then report back to a committee of union shop stewards.

Meanwhile, a strike by workers at Creamline Dairies in Pinetown, which affected milk supplies for thousands of holidaymakers in the Durban area, has been settled, according to a company spokesman.

The strike is the second to hit Creamline in the past few weeks. Workers at one of its depots at Florida struck earlier this month.

Sapa reports that the strike cut off milk deliveries to scores of hotels and tea rooms along the entire Natal coast and in the Durban metropolitan area.

It was sparked by worker complaints that they were being paid only a 25% bonus. They claimed that workers at other dairies were getting a 100% bonus.

Strikes hit Mercedes assembly line

RDM
19/12/80
139
192
155

By STEVEN FRIEDMAN
Labour Reporter

THE biggest private employer in East London this week became the latest company to be affected by the strike wave which has swept the city this year

Earlier this week, workers at CDA, which manufactures Mercedes-Benz vehicles, downed tools in protest over the firing of a worker

Yesterday workers returned to work to collect their end-of-year pay CDA's Christmas shut-down begins today

However, a union source warned that there was still tension at the company and that more unrest was possible in the new year if long-standing wage demands were not met

CDA employs well over 1 000 workers and is one of the few multinational companies operating in East London

More than a dozen East London employers have been hit by

strikes this year However, CDA is only the second major employer to be affected — Wilson-Rowntree recently experienced a series of strikes

The strike wave has coincided with the dramatic rise of the unregistered SA Allied Workers Union (Saawu), whose membership has jumped four-fold this year and now stands at about 20 000

Saawu is also active at CDA, but the majority of the company's workers belong to the registered National Union of Motor Assembly and Rubber Workers of SA (Numarwosa) which is recognised by the company.

Numarwosa, which is recognised by CDA, is a non-racial union affiliated to the Federation of SA Trade Unions.

Union sources said the strike was sparked when a Numarwosa member in the company's paint shop was dismissed

Workers felt that the dis-

missal was unfair and a union shop-steward approached the department foreman to discuss the issue. However, the foreman refused to discuss it and workers then struck," a union spokesman said

A Saawu spokesman said that Saawu members at the plant had joined the strike in sympathy with the dismissed worker.

The Numarwosa spokesman added that the strike followed a period of tension at the factory over wage issues This tension, he said, "could well have contributed to the strike".

The union had demanded that management raise minimum wages to R1,60 an hour in line with rates in the Port Elizabeth motor industry Thus far, however, the company had only offered R1,45

"We have said that we will take appropriate action in the new year if workers' demands are not met There is a lot of tension about the wage issue," the spokesman added

The main explanation for the discrepancy between my estimate and the CPS estimate of agricultural employment, then, is probably that I have overestimated employment in homeland agriculture. It may also be the case that the 1979 level of employment in 'white' agriculture is lower than that in 1976, continuing the trend between 1970 and 1976. This tendency for agricultural employment to contract in absolute and, a priori, in relative terms is a major 'demand-for-labour' factor against which to understand unemployment. The lack of a detailed understanding of the process remains a lacuna in any account of unemployment. It is possible, using the 1960 and 1970 population censuses, to analyse African unemployment by sex and region-type. The results are presented in Table 4: (see following page)

TABLE 14: U S DIRECT INVESTMENT IN SOUTH AFRICA, 1969 - 1978
 BOOK VALUE AT YEAR END
 (millions of dollars)

Date	All Industries	Mining and Smelting	Petro-leum	Total manu-facturing	Food pro-ducts	Chem-icals & al-lyed pro-ducts	Prim-ary & fabri-cated metals	Machi-nery	Trans-portion equip-ment	Other manu-facturing	Other indus-tries	Trans-porta-tion, Commu-nication & public utility	Trade	Finance & other indus-tries	Other
1969	755	84	158	373							140				
										163		1	113	(D)	45
										179		1	156	37	51
										193		-	181	(D)	54
										210		1	204	-12	66
										(D)		2	201	-11	69
										(D)		2	230	(D)	87
											261				

Claim of pressure on unions to register
 139
 19/12/80

Labour Reporter

AN unregistered black trade union yesterday claimed that the authorities were telling employers not to have any dealings with unregistered unions. The president of the Natal-based National Federation of Black Workers, Mr A Maphalala, said his union "strongly objects to official pressure on employers not to deal with us - it is up to a union's membership to decide whether to register or not." Mr Maphalala said that he had attempted to take up a complaint this week on behalf of one of his union's members in Pinetown. But the worker's employer refused to see him and told him that he had been advised by the authorities not to deal with unregistered unions. "This means that we cannot attend to a legitimate grievance because of official pressure on employers - and simply because we have not decided to register," Mr Maphalala said. The National Federation of Black Workers is composed of workers who split from the Black Allied Workers Union which is committed to the black consciousness philosophy.

Percentage distribution by sector

1969	100,0	11,1	20,9	49,5	6,4	5,7	3,0	10,4	14,3	18,5	0,1	11,2	-0,6	3,9
1977	100,0	45,6	39,8	6,4	5,7	3,0	10,4	14,3	18,5	0,1	11,2	-0,6	3,9	

Source: U S Department of Commerce, Survey of Current Business, various issues.
 Note: (D) denotes suppression to avoid disclosure of data of individual companies.

Strike 00
 may be
 eased 19/12/8

CAPE TOWN - The Western Cape committee of the Media Workers Association of South Africa (Mwasa) met yesterday with the Argus management and will meet the Cape Times management today to discuss an interim working relationship until a formal agreement is reached with Mwasa nationally.

The move follows several months of strikes, dismissals, sympathy strikes, and suspensions throughout the country's newspaper industry.

Although Mwasa members on newspapers here have returned to work, journalists on the Star and South African Associated Newspapers in Johannesburg are still out on strike. DDC

Children's Fund

Pres. at kn. v. d. d. d.	1 409 32
Fund. and Comm.	
Bur. Under	3 00
Mr. and Mrs. A. Beaumont	20 00
Police	3 00
B. Smith and Co.	10 00
	RE 417 17

Van der Merwe P.J.
 1976 Black Unemployment Problems in South Africa
 Pretoria: Bureau for Economic Policy and Analysis, Research Report No 6.
 1977 Unemployment Statistics.
 Pretoria: Bureau for Economic Policy and Analysis.
 Westcott, G.
 1977 Obstacles to agricultural development in the Transkei
 in (eds) F Wilson, A Kooy and D Hendrie, Farm Labour
 in South Africa.
 Cape Town: David Phillip

Ciskei frees 12 unionists without trial

RDM
20/12/80

139
105

By STEVEN FRIEDMAN
Labour Reporter

CISKEIAN security authorities yesterday released 12 detained East London trade unionists — some after six weeks detention — without laying any charges against them

The unionists, 11 of whom are officials or members of the SA Allied Workers Union — were held in the biggest crackdown on South African unionists since 1976

They were released a few days after two of the detainees went on a hunger strike for the second time, demanding that they be charged or released

A spokesman for the Ciskeian Intelligence Service confirmed yesterday that the men had been released and that no charges had been laid against them

The detainees included Saawu's national organiser Mr Thozamile Gqweta its East London branch secretary Mr

Sisa Njikalana, and the East London branch chairman of the African Food and Canning Workers Union Mr Welile Mozozoyana

The other detainees were active Saawu members at two East London companies, Border Passenger Transport — in which the Ciskeian Government has a share — and Wilson-Rowntree

While in detention, Mr Gqweta and Mr Njikalana twice went on hunger strikes, demanding to be charged or released. The second hunger strike began earlier this week

Both spent some time in hospital as a result

Saawu's general secretary, Mr Samuel Kikine, said yesterday that Mr Gqweta was well but that Mr Njikalana would still have to spend time in hospital after his release

The unionists had been held in terms of Proclamation R252, which enables the Ciskeian authorities to detain people for up

to 90 days without trial

The secretary of the Ciskeian Intelligence Service, Brig Charles Sebe, had first claimed that the unionists had been held in connection with "schools unrest"

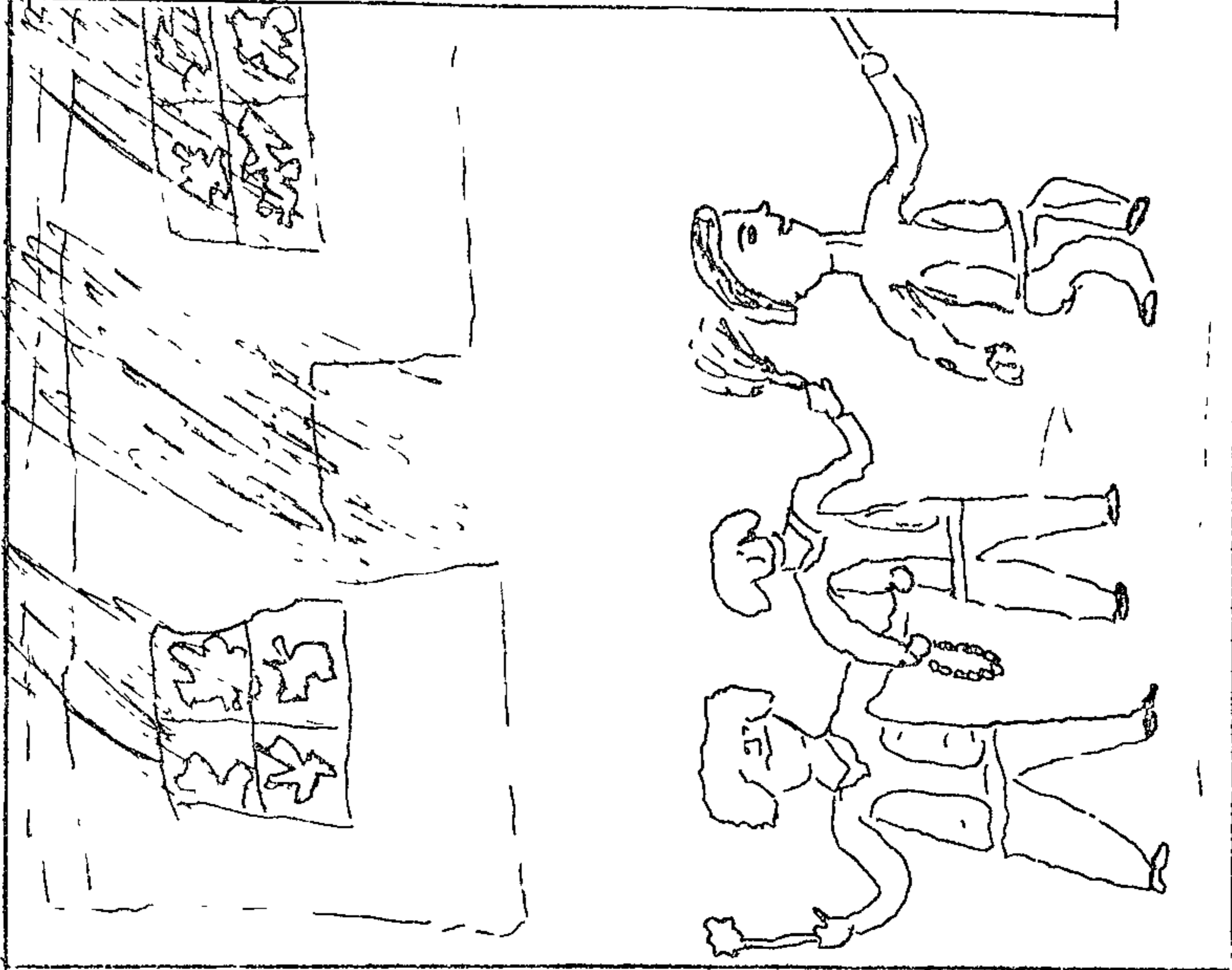
He later confirmed that they were being held for "Saawu activities" and said there was "more to Saawu than meets the eye"

Later Brig Sebe said that some of the unionists were being held because "they were using Saawu to further the aims of the banned African National Congress"

Labour observers in East London said yesterday that the detainees "appear to have been vindicated totally"

Unionists saw the detentions as a crackdown on unregistered unions which refused to register and claimed that the Ciskei was acting as a "proxy" for South Africa

Brig Sebe denied this, however



RDM 20/12/80
 Mwasa managements meet
 (13) (14) (15) (16) (17) (18) (19) (20)
 week Mr Clive Kinsley, managing director of SAAN, declined to comment on the negotiations, aimed at resolving the deadlock between management and the strikers, who are mainly members of the Media Workers Association of SA

which is often the result of a change from a single class teacher to many teachers. The Education Authorities are unlikely to change this, because the teaching system is aimed at producing specialists. And from standard 6, schooling is by specialists. But the younger kids need older people to identify with, and standard 9 and 10 pupils should organise teach-ins with the younger pupils. These could be informal, they could discuss anything that was of interest to most of the people there, and it would not be necessary to stick only to school subjects. It could be a sharing of experiences. The best way of organising this would be through your Students Representative Council. If there is no SRC you should try to form one.

This informal teaching would be of benefit to both older and younger students. And they could take it out of the schools to people in the community. Many people in the community cannot read or write. Many of these are the gangsters too. SRC programmes could teach these people to discuss things that are important to them, then they would become interested. They must be shown that much of what they are doing fits in with the needs of the rich and that they are harming working class communities. It's a big thing to do, but no action can come out of a community that is divided against itself.

1754

Ciskei frees union officials

24/12/80
Camp
(234)
30

10 13 02

Weekend Argus Correspondent

JOHANNESBURG — Fourteen East London trade unionists who have been held by Ciskeian security police for up to five weeks were released yesterday without being charged

6 This was announced by the secretary of the South African Allied Workers' Union, Mr Sam Kikine

41 Among those released were the SAAWU organiser, Mr Thozamile Gqweta, SAAWU East London branch secretary Mr Sisa Njikelana and the branch chairman of the African Food and Canning Workers Union, Mr Welile Mzozoyana

39 All had been held under a Ciskeian proclamation providing for indefinite detention without trial

Mr Kikine said the two senior officials, Mr Gqweta and Mr Njikelana, had been on hunger strike since last Friday

Mr Njikelana was 'unwell' as a result of this and an earlier protest fast he added

Their release followed speculation that their original detention had been related to the Ciskeian referendum held this month

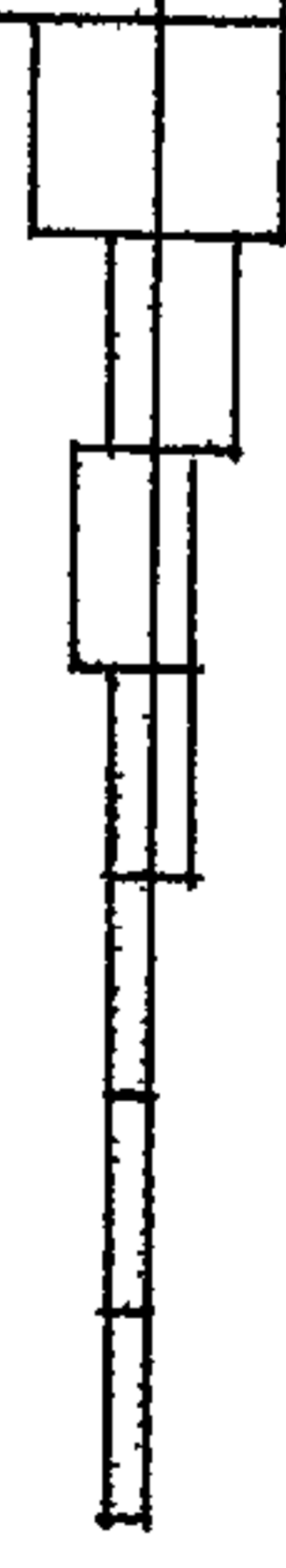
Brigadier Charles Sebe, head of the Ciskeian security services, could not be contacted for comment

Mr Kikine called for the charge or release of an East London unionist still in detention

He is the branch secretary of the African Food and Canning Workers' Union, Mr Oscar Norushe, who has been held under South African security legislation since June

Page 2

67-57
+
75-55
+
66-55
+
69-64
+
65-69
+
70-74
+
75+
+



POPULATION PYRAMID

TABLE 4

C. Lewis
20/12/80
Ciskei
139 32 105
frees 12
detained

Own Correspondent

JOHANNESBURG — Ciskeian security authorities yesterday released 12 detained East London trade unionists — some after six weeks' detention — without laying any charges against them

The unionists, 11 of whom are officials or members of the South African Allied Workers' Union (Saawu) — were held in the biggest crackdown on South African unionists since 1976

The detainees included Saawu's national organizer, Mr Thozamile Gqweta, its East London branch secretary, Mr Sisa Njikalana, and the East London branch chairman of the African Food and Canning Workers' Union, Mr Welile L Mozozoyana

The other detainees were active Saawu members at two East London companies, Border Passenger Transport — in which the Ciskeian Government has a share — and Wilson-Rowntree

While in detention, Mr L Gqweta and Mr Njikalana L twice went on hunger strikes, demanding to be charged or released. The second hunger strike began earlier this week

Both spent some time in hospital as a result

The unionists had been held in terms of Proclamation R252, which enables the Ciskeian authorities to detain people for up to 90 days without trial

The Putco

strike:

talks

RDM
22/12/80
~~152~~ ~~323~~ 139
today

By MARTIN FEINSTEIN

HOPES for an early end to the Putco strike were dashed yesterday when representatives of the striking drivers failed to turn up for a meeting with the bus company's senior management.

But Putco hopes to have its Soweto bus services back to normal today, although 440 drivers were still on strike yesterday.

Putco's managing director, Mr A Carleo, and the manager of the strike-hit western area, Mr George Hall, were to have met three drivers' representatives and officials of the Transport and Allied Workers Union (Tawu) yesterday morning.

According to a Putco spokesman, however, only one Tawu official arrived at the Putcoton depot where the meeting was to be held.

Labour observers see Putco's willingness to talk as an "encouraging sign" indicating that the company sees itself in a "tight position".

One pointed out that Mr Carleo had refused to see striking drivers in June this year.

The talks have now been rescheduled for today, the Putco spokesman said.

No union officials could be contacted for comment, but it

is understood that the striking drivers also plan to meet today.

Some have apparently asked the chairman of the Soweto Council, Mr David Thebehall, to attend.

The Putco spokesman said normal Sunday bus services between Soweto and Johannesburg had been maintained, and hundreds of Putco buses had been used to take mourners to funerals in the Soweto area.

"At present, 810 of 780 striking drivers have returned to work, and a number of other drivers have indicated their willingness to be back at work today," the spokesman said.

He said Putco was optimistic that normal weekday services to and from Soweto would be restored early today "providing the steady stream of drivers back to work continues".

An official at Putco's New Canada depot said many drivers had not turned up for work yesterday, although services had not been seriously disrupted.

Drivers are striking in support of a demand that a divisional manager, Mr F Vorster, be fired. They are also upset that the company's apparently refused to discuss the issue with a delegation early last week.

Mwasa strike: more talks

RDM. 22/12/80.
139 152
243
195



MR QOBOZA
... I am involved

Staff Reporter

AS THE strike by black journalists enters its eighth week, further negotiations will be held today between the strikers, mostly members of the Media Workers' Association of South Africa (Mwasa), and the managements of the Argus group and South African Associated Newspapers

Today's talks follow two meetings last week between managements and members of Mwasa's executive in an attempt to resolve the deadlock

Meanwhile, Mr Percy Qoboza, the editor of Post, the black newspaper crippled by the strike, is hoping his newspaper will be back in production by Christmas

"It will be the greatest Christmas present I could have," he said in an interview at his Soweto home yesterday

Mr Qoboza said he had had talks with "both sides" in the dispute

"I believe there is a genuine desire on the part of the reporters to go back to work and on the part of managements to break the deadlock.

"My hope is that both realise this is not the time to score points," he said

Mr Qoboza said he had been asked by his journalists not to get involved in the dispute.

"I am involved. It is my paper," he said

He said he was not in a position to comment on the issues involved in the strike because he had been in the United States when the dispute began

139 (15/1/83)
 Meetings fail to
 resolve strike
 23/1/80

The strike by members of the Media Workers' Association of South Africa has not been resolved, despite a series of meetings with Argus and SAAN managements.

Main issue at stake appears to be payment for the time employees have been on strike. Managements refuse to grant it, but promise that if the Mwasa members — all blacks — return to work they will not lose any service privileges.

<u>Year</u>	<u>Details</u>	<u>Marks</u>
1976	-	
1977	-	
1978	-	
1979	Calculation of basic variances	40
1980	Treatment of variances - Auditing Paper	20
	Average	12

SUMMARY OF F.O.E. QUESTIONS 1976 - 1980

STANDARD COSTING

Bill will curb the training of union workers

By STEVEN FRIEDMAN
Labour Reporter

UNREGISTERED trade unions will no longer be able to formally train their members in union work free of Government control if a proposed Bill released last week becomes law — a move which is likely to provoke heated reaction from unionists

Anyone who contravenes this stipulation would face a fine of up to R600, or one year's imprisonment, or both

Unregistered unions argue that this training is essential to them if they are to grow

It was initially thought the Bill, the Manpower Training Bill drafted by the Department of Manpower Utilisation, allowed all unions to conduct labour relations classes for their members, free of control

However, a subsequent reading of the Bill reveals that the exemption from official control applies to registered unions only. Several major unions have refused to register because they claim this would weaken them

The Bill would make it an offence for any union which is not registered to conduct labour relations classes unless these were registered with the

Government and the courses had the approval of a Government registrar

Government controls on labour relations training by unregistered unions have been expected for some time

The Wichahn Commission claimed this training was based on overseas models and that it allowed "foreign influences" to be introduced into the country's labour relations

The commission expressed its "concern" at this, and Government spokesmen have made it clear that a clampdown was planned

The unions rely heavily on labour relations training to build up the skills required for running a union among their members

They fear that official control would ensure they could only train their members within the confines of Government policy

Section 31 of the new Bill makes it an offence for anyone, except a registered union, registered union federation, employer organisation, industrial council or educational institution to conduct labour relations training at a 'private training centre', unless the centre is registered

The Putco strike has ended

ADY
23/12/80
139

By STEVEN FRIEDMAN
Labour Reporter

THE Putco bus strike ended yesterday as drivers accepted the terms of an agreement hammered out between the company, driver and union representatives, according to a company statement.

A company spokesman said yesterday that all drivers were expected to be at work today.

It was also learnt yesterday that a number of drivers held by police during the strike have been released.

Yesterday morning two driver representatives, and a TAWU representative, met management — including Putco's managing director, Mr Albino Carleo — in an attempt to resolve the dispute.

After the meeting, driver representatives left for the DOCC hall in Orlando, Soweto, in order to put the agreement to drivers.

Yesterday afternoon, driver spokesmen contacted the company to say that the agreement had been accepted. The company then agreed to send buses to the hall to take strikers back to their jobs, a company statement said.

Union sources said yesterday that driver representatives had had to "work hard to sell the agreement to drivers".

According to a Putco spokesman, however, some of the strikers had not been at the meeting and would therefore probably only return to work today.

He said that the company had managed to restore a full service by yesterday, despite the fact that most drivers had not returned to work.

He conceded, however, that "we would not have been able to keep a full service up for long" had the strike not ended.

Full services had been restored only because drivers who were on duty had worked

substantial overtime, he said.

According to Putco, 370 of the 780 strikers had returned to work by the time the strike ended. Driver sources confirmed that some strikers had returned but put the figure much lower than the company's.

Drivers struck last Wednesday in support of demands for the dismissal or transfer of a divisional manager at Putco, Mr F Vorster.

Most sources also believe that general dissatisfaction with the company's disciplinary procedure had also played a role.

Putco fired all the strikers but said it would re-employ them selectively.

Drivers insisted that they all be reinstated unconditionally.

In terms of the yesterday's agreement, all drivers will be able to re-apply for their jobs without losing any of their accumulated service rights.

Those who were not immediately re-engaged would have their cases reviewed by an "indaba" composed of the company's liaison committee and management before next Monday. A union observer will be present at these meetings.

Anybody fired by the "indaba" could appeal to Putco management.

The "indaba" system is believed to be one of the key sources of worker dissatisfaction at the company.

A union source yesterday acknowledged that the agreement had fallen short of worker demands.

Putco had apparently said that it would not re-instate drivers because it was not prepared to take back workers who were convicted of an offence in connection with the strike. This appears to have fallen away with the release of those drivers who were being held.

New Bill will affect unregistered unions

139
10/10
23/12/50

JOHANNESBURG — Unregistered trade unions will no longer be able to formally train their members in union work free of government control if a Bill released last week becomes law — a move which is likely to provoke heated reaction from unionists

Anyone who contravenes this stipulation would face a fine of up to R600 or one year's imprisonment or both

Unregistered unions argue that this training is essential to them if they are to grow

It was initially thought that the Bill, the Manpower Training Bill drafted by the Department of Manpower Utilisation,

allowed all unions to conduct labour relations classes for their members free of control

However, a subsequent reading of the Bill reveals that the exemption from official control applies to registered unions only. Several major unions have refused to register because they claim this would weaken them

The Bill would make it an offence for any union which is not registered to conduct labour relations classes unless these were registered with the government and the courses approved by a government registrar

Government controls on labour relations training by unregistered unions

have been expected for some time

The Wiehahn Commission said this training was based on overseas models and that it allowed "foreign influence" to be introduced into the country's labour relations

The commission expressed its "concern" at this and government spokesmen have made it clear that a clampdown was planned

The unions rely heavily on labour relations training to build up the skills required for running a union among their members. They argue that this training is essential if they are to build up grass roots leadership in the union movement

They fear that official control would ensure that they could only train their members within the confines of government policy. This, they fear, could substantially weaken the union movement and ensure that unions could only develop along lines laid down by the government

Section 31 of the new Bill makes it an offence for anyone, besides a registered union, registered union federation, employer organisation, industrial council or educational institution to conduct labour relations training at a "private training centre" unless the centre is registered —
DDC

Bill puts curb on training of union officials

STAR 24/12/80

139
327

0,4 M

By Drew Forrest
A draft Bill which proposes a curb on all industrial relations training by unregistered trade unions has been sharply attacked by several black unionists. The controversial provisions are contained in the Manpower Training Bill, which was released in draft form last week. The provisions had "confirmed suspicions that the State intends using its new labour dispensation to take all independence from trade unions," a spokesman for the unregistered Western Province General Workers' Union said yesterday. And, according to the secretary of the South African Allied Workers' Union, Mr Sam Kikine, the Bill envisages the "domination rather than the education of workers".

The draft Bill restricts the private training of unionists to trade unions, union federations, employer bodies, industrial councils and educational institutions which are registered under industrial law. Private training centres would be registered "on such conditions as the registrar may deem fit to impose". Several important black unions — among them the WPGWU and Saawu — have rejected registration. If the Bill is enacted in its present form, it will deny them the right to train members for union activities.

The draft Bill also envisages the appointment of official "training advisers" to police training schemes, with wide-ranging powers. The advisers would be empowered to inspect the facilities, equipment or materials of any premises believed to be used for training. To inspect any "book, record or other document, or microfilm thereof" connected with training, and to make extracts from it. The obstruction of an adviser during an investigation, or the failure to provide him with materials related to it, would be an offence.

The vice-chairman of the National Manpower Commission, Professor P J van der Merwe, said that the registration and inspection of training centres would ensure that courses were properly conducted by trained personnel and were relevant to local conditions.

No State clampdown was intended, he said.

(c)
(b)
(a)
The 11.7
The 11.6
The 11.5
The 11.4
The 11.3

- 11.1 The solubility product of silver chloride is 1×10^{-10} . Calculate its solubility, in mg/litre, in pure water
ii) sodium chloride solution of concentration 20 g/litre.
[i] $1,435 \text{ mg dm}^{-3}$; ii) $4,2 \times 10^{-5} \text{ mg dm}^{-3}$
- 11.2 The solubility of lead sulphate in water at 25°C is 20 mg/litre. What is its solubility in 0,1 M Na_2SO_4 solution?
[0,013 mg dm⁻³]
- 11.3 The solubility of silver bromide is 6×10^{-7} mole per litre at 18°C. What mass of silver bromide will be precipitated when 0,119 g of potassium bromide is dissolved in 1 litre of a saturated solution of AgBr?

27 p.p.m. calculate the

10-10

STR 10 2 8 x 10-9

Newsmen

RDM 24/12/80
end 139 ~~182~~

the ~~243~~

strike 195

Staff Reporter

THE two-month-old strike by black journalists and media workers ended yesterday

The strike was called off "with immediate effect" by the Media Workers Association of South Africa (Mwasa) after a four-hour meeting of its members in Soweto yesterday

A brief joint statement announcing the end of the strike was issued yesterday by Mwasa and the managements of the Argus group and South African Associated Newspapers

It said an interim agreement had been reached on the "remaining items of dispute".

Strikers and management had remained deadlocked for weeks on the issue of strike pay but neither the strikers nor management spokesmen would comment on the issue yesterday

Mwasa is due to issue its own statement today

Mr Clive Kinsley, managing director of SAAN, said he had nothing to add to the joint statement except to say that he was "very relieved" that the dispute was over and that he looked forward to a "fruitful association" with black staff.

Now Putco accused of victimisation

RDM 24/12/80
33 (182) (139)

By STEVEN FRIEDMAN
Labour Reporter

THE possibility of renewed tension at the Putco bus company loomed yesterday as the company was accused of victimising worker leaders in the wake of the Putco strike

Striking drivers returned to work yesterday after accepting an agreement hammered out between Putco, worker and union representatives

They began their strike last week in support of demands for the removal of a Putco divisional manager, and were then fired by the company

In terms of the agreement, all drivers were able to re-apply for work yesterday. Any worker who was refused reinstatement would have his case heard by an indaba composed of management and liaison committee representatives

Yesterday, a spokesman for the drivers' action committee said that only three of the committee's 12 members had been reinstated

The rest had been told that they were to appear before an

indaba on Monday. This appears to mean that they have been fired pending the inquiry

In addition, several other workers — most of them union shop stewards — had not been allowed to resume work yesterday and had been told to appear before the indaba, the spokesman claimed

He accused Putco of "victimising worker leaders" and of "trying to break our union, the Transport and Allied Workers Union, so that the liaison committee can continue unhampered"

He said the company seemed to be trying to "pick off worker leaders" and accused it of "dividing workers by setting those who have not got their jobs back against those who have"

The allegations could spark renewed tension at the company, which has been hit by two drivers' strikes this year.

A Putco spokesman yesterday confirmed that several workers had not been re-employed and would now have their cases heard by the indaba

He said 70 drivers were re-

employed by the company yesterday. More than half of them had not applied for reinstatement

The rest had not resumed work because "the company does not wish to re-employ them"

It was not possible, he added, to say whether those who had not been reinstated were members of the action committee

"The committee's composition has changed several times and we would only be able to confirm or deny the claims if

we were given the names of the drivers in question," he said

In terms of the agreement, workers who are not reinstated can have their cases reviewed by the indaba. A representative of TAWU will be present at this hearing

This fell short of original drivers' demands that all strikers be unconditionally reinstated

According to Putco, all bus services between Johannesburg and Soweto were operating normally yesterday

Newspaper strike ends

12 APRIL 1963

been one of the stumbling blocks in the way of resolving the strike. Mr Miller said it had been agreed the workers would not be paid for the period they had been out on strike

He said he was 'very pleased' the strike was over

The strike was sparked off at the end of October by a strike at the Cape Herald Black journalists at newspapers in Durban, Cape Town and Johannesburg went on strike in support of their colleagues on the Herald

Newspaper strike is ended

By Mike Derr

Black journalists started work again today when the two-month long strike by members of the Media Workers' Association of South Africa ended

The strikers agreed to return to work after talks yesterday between newspaper managements and representatives of Mwasa

In a joint statement by Mwasa and the Argus and the SAAN companies after the meeting, the strike was called off with immediate effect

An interim agreement has been reached between Mwasa and the managements on the remaining items of dispute,' the statement said

Questioned on the issue of strike pay, which has

To Page 3, Col 5

STRIKE
157
223
34

SCAR
JUNE
34

By HOWARD

BARRELL

Judgment tomorrow in Argus court case

25/12/54, 10h (27) (15) 213

A TRANSVAAL judge will deliver judgment tomorrow on an urgent application brought by the Argus Company yesterday against the deregistration of four of its newspapers by the Department of Internal Affairs.

Argus had asked Mr Justice Coetzee for an order declaring that the four newspapers -- Post (Transvaal), Sunday Post, Saturday Post and the Sowetan -- are validly registered and directing the State to pay the costs of the action.

The registration, in terms of the Newspaper and Imprint Act, of the four newspapers was said by the Department of Internal Affairs this week to have lapsed. The department said that the four newspapers had not been published for more than a month in November and that, therefore, in terms of section six of the Internal Security Act, their registration had lapsed.

Journalists on the four papers, most of them members of the Media Workers' Association of South Africa have just returned to work after a two month strike.

Present at the case were Mr Hal Miller, Argus managing director, and Mr John Gittens, manager of the four newspapers. Also present was Brigadier Johan Coetzee, chief of Security Police.

Mr W. Schreiner, SC, for the Argus Company told the court Argus would not be seeking the re-registration of Saturday Post, as it no longer intended publishing this newspaper.

Mr Schreiner argued that, in the case of the other three newspapers, single sheet editions had been printed on November 21 in the case of Post Transvaal and the Sowetan, and on November 24 in the case of Sunday Post. Copies of these sheets were subsequently sent to, among others, the Secretary for Internal Affairs, the Postmaster in Johannesburg, the Bloemfontein Public Library and the other legal deposit institutions.

The last editions of the newspapers published before the journalists' strike took effect were on October 25 in the case of Saturday Post, October 26 in the case of Sunday Post, October 29 in the case of the Sowetan and October 31 in the case of Post (Transvaal).

This meant the newspapers had been published as legally required, added Mr Schreiner.

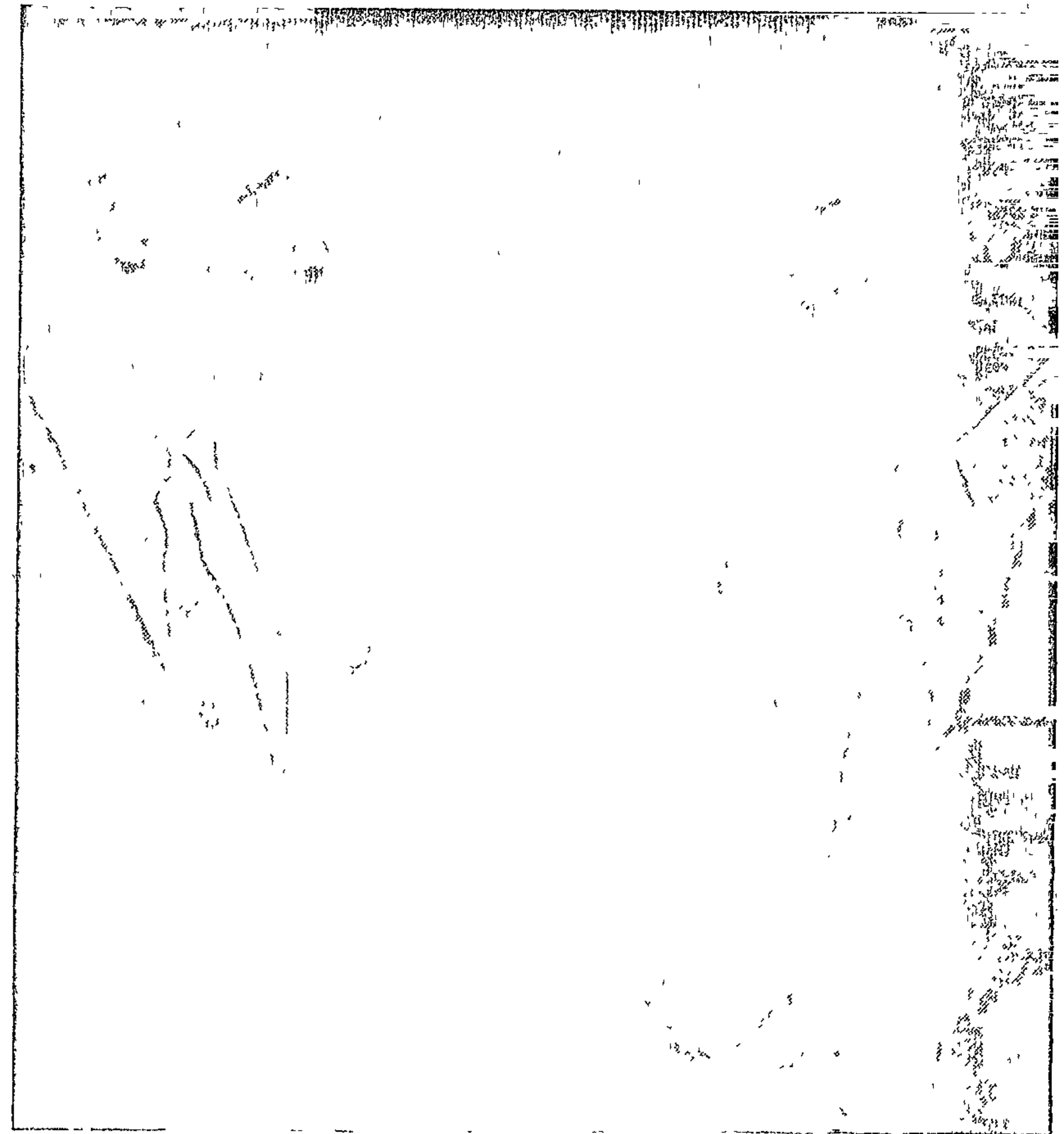
Argument between Mr Schreiner and Mr Rene Kruger, for the Department of Internal Affairs, revolved around whether these single sheet editions and their distribution legally constituted publication of the newspapers within the period laid down by the Internal Security Act.

In deciding this, argument involved two Acts -- the Newspaper and Imprint Act, and the Internal Security Act.

Applying the requirements of the definition of a newspaper given in the Newspaper and Imprints Act, Mr Justice Coetzee said Argus' case depended on whether the three newspapers were published "within a month as newspapers, as newspapers are defined."

One of two requirements had to be satisfied. They were that the sheets had been "intended for public sale" or "intended for public dissemination".

However, said the judge, in his affidavit, Mr John Gittens, manager of the newspapers, had merely said he intended to comply with the provisions of the Newspaper and Imprint Act by publishing the sheets. Given the possibility



Hal Miller, managing director of the Argus Company, with John Gittens, Post manager, before yesterday's hearing.

Two characters of major historical importance at the turn of the century met in a European graveyard to discuss their difference.

When lengthy argument had produced no agreement, the first, exasperated, said: "My friend, history will judge you badly."

The second smiled, then replied: "Ah, but it depends who writes the history."

This exchange came in a BBC dramatisation of an encounter between Lenin and Trotsky. Trotsky was later murdered but, before that happened, he had taken care to write his account of the historical epoch in which he had been involved.

How the strike by members of the Media Workers' Association of South Africa (Mwasa) is ultimately judged will depend on exactly that.

But for the present, the strike which until this week looked like costing 71 jobs, has brought into sharp relief a series of divisions.

It appears also to have considerably increased Mwasa's power. The SUNDAY TRIBUNE understands that, in terms of its agreement with English newspaper management, Mwasa will find its way clear to organise all other categories of media workers besides journalists.

This opens the way for a factory floor war between Mwasa and the South African Typographical Union (Satu) which is presently organising black workers.

In addition, managements have undertaken to enter into "affirmative action" programmes with Mwasa for the upgrading of black journalists. Management has also agreed to a separate conciliation

ty of a misreading of the Act, Mr Gittens may have intended something quite different from what the legislation in fact required, said the judge.

This could mean that the three newspapers had not been published "as newspapers" added the judge.

Mr Schreiner argued that, in terms of the Newspaper and Imprint Act, the presumption existed that a newspaper was intended for publication "unless the contrary is

proved". Mr Justice Coetzee replied that the presumption only applied if an action was brought in terms of that Act. But it did not apply where a declaratory order was asked for, as Argus was doing.

But, said Mr Schreiner, the judge had to decide whether the sheets constituted publication in terms of the Internal Security Act.

The Newspaper and Imprints Act merely described the broad nature

and initial intention of a newspaper. Whereas in terms of the Internal Security Act publication was "making public and making known to a number of persons" argued Mr Schreiner.

Hence he added the newspaper, had indeed been published as legally required and were still validly registered.

Mr Kruger for the Department of Internal Affairs argued that publication in terms of the Internal Security Act must satisfy the conditions laid

down by the Newspaper and Imprints Act -- mentioned earlier by the judge.

Taking up Mr Schreiner's point the judge replied to Mr Kruger's argument by asking if publication defined by Mr Schreiner could be satisfied by contribution to a few civil servants and libraries. Kruger submitted it could not. Their number was inadequate and it was doubtful they could be called the "public". Kruger added

Who will write the history?

Tribune Reporter

Board agreement between it and Mwasa -- independent of that between white journalists and management.

The most obvious division the same revealed was that between black journalists and newspaper managements.

Another is the division between whites and black journalists, divided in membership between the non-racial, though overwhelmingly white South African Society of Journalists (Sasj) and Mwasa.

The strike has also revealed racial differences within the black community over Mwasa's black exclusivity, its choice of issues and some of its tactics.

But perhaps the most important difference, to some extent unifying all others, is that of political languages.

Mwasa president Zwelakhe Sisulu put this difference somewhat bluntly recently, saying there were basically two kinds of journalism in South Africa -- establishment or "revolutionary."

Similar, it seems, sees commercial press reporting being either openly supportive of the existing South African structure or indirectly so because it calls for change and reformist, also serve basically to legitimise existing order.

"Revolutionary" journalism, the other hand, would seek a fundamental change in power relationships. It would not accept a definition of society's problems given by the economically powerful ruling group. Instead, it would seek to re-define the terminology, political debate in line with perceptions of the exploited or oppressed.

Then too, a nationalistic group with strong feelings of racial and economic oppression ought to challenge the hegemony on the spread of information and opinion enjoyed by another group -- that instance, the English.

It is not substantially different Mwasa and black journalists in general are challenging the professing altruists of the liberal left.

And, in Mwasa's terms, they have been found wanting -- manager and reporter alike.

They have appeared unable to understand that, in a deeply divided society like South Africa, they are likely to be deeply divided perceptions of reality.

No one group has the proprietary right to objectivity. Journalism is not language immaculately free of cultural or economic bias. So black journalists are now demanding what has long been enjoyed by most of their white colleagues -- the right to speak their bias.

Bill Disregards Labour Court

By Drew Forrest
A recently published draft bill — the Manpower Training Bill — has been sharply criticised for its failure to extend the powers of South Africa's new industrial court.

The Bill appears to have been drafted without the court in mind, say labour lawyers, who comment that "it is pointless to set up an industrial court and then to deny it effective powers".

The draft follows existing labour law by providing that apprentices unpaid in terms of their contracts should lay a charge against their employers. Civil action would be possible after an ac-

quittal, or a refusal by the State to prosecute. The lawyers point out however that the industrial court has no criminal jurisdiction, and that as a court of law it has no power to hear civil dis-

putes arising out of contracts of employment. A "golden opportunity" to strengthen the court will be lost if its jurisdiction is not extended into this area of wage recovery, the lawyers say.

IA & IB

Intending to proceed to Economics II should take Economics IB as a terminal course and does not naturally to Economics II. However, students who wish to another curriculum after their first year may the Head of the Department of Economics for permission to Economics II after Economics IB.

Mathematics in the last section of this prospectus. Mathematics I, as detailed in the entry of the Department of Mathematics in these curricula is drawn to the entrance requirements in these curricula are intended for students d background in mathematics. The attention of students mathematics/statistics curricula are intended for students

seven basic first-year curricula, leading to several streams. All the curricula have accounting as a core and Statistics, and these subjects are offered as second majors, along with Economics. Curriculum structure is detailed in Schedule A. are designed in such a way that the student acquires and knowledge for his final year in his first and second year. For example, a knowledge of commercial and auditing is essential for the final-year courses on accounting, and auditing.

Wishing to enter the business world with a background in accounting and other subjects or wishing to qualify as attorneys, advocates or legal advisers (see also the chapter on Entrance to legal Profession) wishing to qualify as teachers of Commercial

ession)

Under Section 31 of the proposed Bill, any centre used by an unregistered union for labour relations training would have to be registered. Such training would have to be "in accordance with training courses approved by the registrar."

REGISTERED

The vice-chairman of the National Manpower Commission, Professor P. J. van der Merwe, has said no State controls on the ideological content of training courses are intended.

ing at e a ing as

Harsh bans on 2 black journalists

RDM 30/12/80

328 139

By HELEN ZILLE
Political Correspondent

THE GOVERNMENT cracked down yesterday on two of South Africa's leading black journalists, Mr Zwelakhe Sisulu and Mr Marimuthu Subramoney.

Each was banned for three years and placed under partial house arrest in terms of the Internal Security Act.

The banning orders, described by a leading Johannesburg attorney as the "toughest and tightest imaginable", evoked widespread condemnation from all sectors.

Mr Sisulu, 30, news editor of Sunday Post and leader of South Africa's black journalists, spearheaded the recent two-month strike by black media workers as president of the Media Workers' Association of South Africa.

Mr Subramoney, 35, a correspondent for the BBC, lives in Verulam and is a national vice-chairman and Natal regional secretary of Mwasa.

Both men will be prevented from continuing their professions or trade union activities in terms of the banning orders, which are among the most stringent ever issued.

The men are restricted to their homes between 7pm and 6am on weekdays and will be under a blanket house arrest over weekends and public holidays.

They may receive no visitors at their homes except their parents, parents-in-law and a medical doctor.

Their banning orders prevent them from entering any newspaper office, industrial complex or educational institution and also bar them from attending social or political gatherings.

The executive committee of Mwasa yesterday strongly condemned the banning of the two journalists.

In a statement released in Johannesburg, the association said the bannings formed part of a long campaign of bannings, detentions and harassment of black journalists.

The chairman of the Soweto Committee of Ten, Dr Nthato Motlana, expressed "shock and outrage" at the news.

The two men were in the prime of their journalistic careers and it was outrageous that they had been silenced by the stroke of a pen, he said.

Mr P McLean, general manager of the Argus company, which owns Sunday Post, also condemned the bannings.

Asked whether the company would apply for a relaxation of Mr Sisulu's banning order so that he would be able to continue working, Mr McLean said "It will be given attention."

The president of the South African Society of Journalists, Mr John Allen, described the bannings as "an appalling act" and called on journalists throughout the world to protest.

Mrs Joyce Harris, national president of the Black-Sash, said it was obvious the men had not contravened any law because they had not been charged in court.

Mrs Harris pointed out that the Government had banned Mr Sisulu just as the Sunday Post and several other Argus newspapers were preparing to republish after the MWASA strike.

Mr Alec Irwin, general secretary of the Federation of South African Trade Unions, strongly condemned the banning of the two journalists.

"By resorting to totally unacceptable security legislation to deal with labour disputes, the Government is destroying the credibility of its labour legislation, not only in South Africa but internationally as well," he said.