

INDUSTRIAL RELATIONS — AFRICAN
TRADE UNIONS

1983

JANUARY — JULY

Farmers doubt Essop's ⁽¹³⁹⁾ allegations ^{D. Rasputh} 1/1/83

JOHANNESBURG — Organised agriculture responded to an allegation by the chairman of the Farm Labourers' Union in the Karoo, Mr Solly Essop, that Karoo farm workers are being exploited

The vice-president of the Eastern Cape Agricultural Union, Mr Tobie Meyer, said the allegation has created a negative image of agriculture and is not a true reflection of the relation between employer and employee in agriculture

He says that in view of the appointment of a commission of inquiry into agricultural labourers, organised agriculture regrets that it was not consulted before the report was issued

Referring to Mr Essop's allegation that 50 labourers and their families had been left destitute over Christmas and had been forced to approach welfare workers for assistance, Mr Meyer said that it had not been proved. He seriously doubted its accuracy. Mr Meyer said that agriculture would welcome details of each of the 50 cases so that the matter could be investigated

Earlier, in his capacity as chairman of the Farm Labourers' Union of the Karoo, Mr Essop urged the government to introduce legislation protecting the rights of farm labourers and relaxing influx control governing coloured people —
SAPA

Labour Party move angers trade unions

By STEVEN FRIEDMAN
Labour Correspondent

OPEN conflict between the emerging trade union movement and the Labour Party has broken out over the party's decision to take part in the Government's planned constitutional changes

In the past week there have been clashes between members of three unions and LP supporters at two party meetings and this week the Food and Canning Workers' Union announced it would "resist" the LP's decision and criticised its behaviour at one of the meetings

This comes in the wake of plans by the Federation of SA Trade Unions to campaign against the LP decision and the planned changes. There is a strong possibility of a united union front to fight the Government's plan

The FCWU has a wide following among coloured workers in Cape rural areas which the LP regards as strong areas of support

Last week members of the union, together with members of the SA Allied Workers' Union and the General Workers' Union, clashed with Labour Party supporters at

an LP meeting in East London

And at the weekend, members of the FCWU's Saldanha branch, who arrived at an LP meeting in Vredenburg to heckle LP leaders, were initially excluded from the meeting and were then involved in scuffles with LP supporters

In its statement, the FCWU said it "deplores the action of the Labour Party at (the Vredenburg) report-back meeting"

It added "These actions show in the clearest manner that the Labour Party can't even pretend to represent coloured people"

The union said the LP had originally sought to exclude workers from its meeting. The Security Police had then arrived "apparently to maintain order"

Referring to an incident later in the meeting when a vote of confidence in the LP was passed after union members left the meeting, the FCWU said "The decision was taken by a minority in utter disregard for the decision of the majority"

"The FCWU rejects the Government's constitutional

proposals and the LP's acceptance of them. Workers have never given the Labour Party a mandate to talk with the Government on their behalf. We resolve to resist any attempt to mislead people into accepting these proposals

"We can't fight for the unity of all workers on the factory floor and allow a constitutional dispensation which discriminates against people of different races and excludes the majority"

The deputy-leader of the Labour Party, Mr David Curry, told the Rand Daily Mail's Cape Town correspondent that he rejected the union's allegations. He said unions were entitled to express their views on the proposals, but accused them of leading "organised disruption" of LP meetings

He said the LP was opposed to aspects of the constitutional plan just as the unions were

Fosatu has indicated that it plans to seek co-operation with other "progressive" unions to oppose the proposals and the developments at the two meetings appear to indicate that this approach will receive support

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Examiners' Initials	66	

(to be copied from the heading on the Examination Paper)

Paper No. ONE.

(to be copied from the heading on the Examination Paper)

NOTE CAREFULLY

1. The answers only on the right hand pages will be marked. The left hand pages may be used for rough work, but no credit will be given for such work
2. 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.
3. 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.
4. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.

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

11/1/83
2104

Minister to defend SAP assault claims

Mail Reporter 139

THE MINISTER of Law and Order, Mr Louis le Grange, intends defending an action instituted against him by a Johannesburg trade unionist for alleged assault in detention

Mr Jabu Ngwenya, an official of the General and Allied Workers' Union (Gawu) is suing the Minister for R15 000 damages as a result of alleged assaults he suffered on November 17, 1981, at Protea police station

According to papers served in the Rand Supreme Court, Mr Ngwenya of Senoane, Soweto, states that he was wrongfully and unlaw-

fully assaulted by members of the Security Police acting in concert with each other. He was punched, electrocuted, physically abused and reduced to exhaustion

In assaulting him, he said, members of the South African Police were acting within the scope of their employment as employees of the Minister representing the South African Government

Mr Ngwenya has been detained several times. In November 1981 he was held until September last year. He gave evidence in the inquest into the death in detention of the trade unionist, Dr Neil Agett

Unions damn party's move as 'farcical'

S. Post 7/11/83

CANDIDATE MUST enter in the number of each question (in the order in which it has appeared), leave columns (2) and

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By SANDRA SMITH

MAJOR non-racial trade unions today joined black organisations in sharply criticising the Labour Party's decision to accept the Government's constitutional plans

The Federation of SA Trade Union's (Fosatu) general secretary, Mr Joe Foster, called the constitutional proposals a "farce of so-called constitutional reform" and condemned the Labour Party's decision to participate

He said the party had now "paraded their political opportunism for all to see"

It had shown its true colours to workers last year when its leaders "sided with employers and attacked workers and their unions when they were striking for a fair wage"

The party's latest decision finally confirmed its political irrelevance for workers, he said

"The decision can only be seen as a desperate attempt by an unrepresentative leadership to prolong their own political careers

"To do this the Labour Party has been prepared to sacrifice unity in the struggle and has finally bowed to racist political divisions and abandoned 80% of South Africa's population," Mr Foster said

He said the party had accepted the label "coloured" and was prepared to "sit around a table and wait for a few coloured crumbs"

In doing so the Labour Party had sided with the forces of apartheid

Fosatu and its members rejected this "short-sighted opportunism" and felt the party clearly could not give workers assistance in their struggle for economic and political justice

A spokesman for the Food and Canning Workers Union said the constitutional proposals had been

discussed and completely rejected at the union's September conference

"They were seen as a means of dividing the working class and intensifying a "racial war"," she said

At the conference it had been said that the proposals represented a distinct danger for coloured workers in that they were being "bought off"

The General Workers Union (GWU) also criticised the Labour Party decision, saying that the union rejected any system whereby people were represented along ethnic lines, believing this to be divisive

Two other unions, the General Workers Union of SA (Gwusa) and the Motor Assembly and Component Workers Union (Macwusa) have branded the Labour Party action as an attempt by the party's leaders to "enrich themselves from the coffers of apartheid"

(to be copied from the reading on the examination paper)

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Star
12/1/83
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234

Magistrate rules Keagile statement is admissible

A Johannesburg Regional Court magistrate today ruled admissible as evidence a statement in which Miss Lilian Keagile admitted acting as a messenger and conveying money for the African National Congress

The magistrate said Miss Keagile (25), of Molapo, Soweto, who is charged under the Terrorism Act, had not proved she made the statement involuntarily.

In the statement Miss Keagile said she acted as a courier for the ANC between Botswana and Soweto "because my husband became a member in 1980 and because I did not know I was doing wrong."

The statement said she brought

R2 000 to the South African Black Municipality Workers Union in 1981 and contacted people in Soweto for the ANC

She said the statement was inadmissible because she was assaulted by Security Police and forced to make it

A State witness in the trial refused to give evidence

Mr Phillip Dhlamini, secretary of the South African Black Municipality Workers Union, said he refused to testify and would not give reasons because he was sick

He will appear in court tomorrow after consulting a doctor and attorney

The case is continuing

● See Page 4

LABOUR BRIEFS

Unionists get their jobs back at Gallo.

Five trade union shop stewards were reinstated at the Gallo music company branch in Germiston this week after a dispute about union recognition.

The men, members of the Commercial, Catering and Allied Workers' Union, reportedly were dismissed for intimidating other workers. A spokesman said the union represented the majority of workers at the firm and hoped to negotiate with management at a later stage. Gallo spokesmen were not available for comment.

DEMANDS

● Most strikes in 1981 were for higher wages, according to the recently released annual report of the Department of Manpower.

The report describes 283 strikes and 59 work stoppages as part of the "growing pains" linked with the new labour dispensations. There were in 1981 two important pieces of legislation — the Labour Relations Act and the sixth Wiehahn Commission report, which dealt with the mining industry. Employers and employees had to learn that they could no longer delay facing the demands of labour in South Africa, the report said.

ANNEXURE "P" 167
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ANNEXURE "Q" 168
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WEATHER

TRANSVAAL - Till 6 pm tomorrow Cloudy and cool over the north and east with fairly general rain, otherwise partly cloudy and hot with scattered thunderstorms

Temperatures and rainfall for the 24-hour period ended 8 am today

	Max	Min	Rain mm		Max	Min	Rain mm
Bryanston	33	17	7.8	Vereeniging	31	14	8.5
Pretoria	31	16	23	Cape Town	31	14	-
Krugersdorp	29	15	8.5	Durban	22	19	38.2
Springs	34	16	23.0	Port Elizabeth	21	18	1.6
Nelspruit	28	18	8.3	East London	20	17	7.5
				Bloemfontein	32	16	0.4
				Pretoriusburg	32	16	11.5

JOUBERT PARK - Today 8 am, 17 deg C Wind NE. Yesterday Maximum, 28 deg C, minimum, 14 deg C Rainfall 6.1 mm.
 SUNSET today, 19 04, sunrise tomorrow 05.29 sunset tomorrow, 19 04

EXPECTED TEMPERATURES FOR TOMORROW

	Min early AM	Max PM		Min early AM	Max PM
Johannesburg	14	29	Maritzburg	16	26
Pretoria	16	32	Port Elizabeth	19	26
Durban	19	24	Cape Town	16	27

Witness jailed for his silence
 14/1/83 Stan

By Fiona Macleod, Court Reporter

A State witness who refused to testify because he did not want to be branded a "sell-out" was jailed for 18 months by a Johannesburg Regional Court magistrate yesterday.

Phillip Dhlamini (31), the former general secretary of the South African Black Municipality Workers' Union, refused to testify in the trial of Miss Lillian Keagule, who is charged under the Terrorism Act

The magistrate, Mr I J J Luther, said Dhlamini had not given a justifiable excuse for his refusal

CREDIBILITY

Dhlamini said his union had an international reputation and would lose its credibility in South Africa and overseas if he testified

A statement he had made to the Security Police was incorrectly recorded and was made under duress in fear of indefinite detention, he said

He said he did not want to be branded a "sell-out" by the black community

In mitigation of sentence, Mr R Mokgoatlheng, appearing for Dhlamini, said "A black man who testifies in political cases is ostracised There have been assassinations in such cases"

Mr Luther said political sympathy with an accused was no justification for refusal to testify The interests of the State had to be protected

Dhlamini has been in detention since May 1982 and has been charged in a separate case

He was an important witness in this trial The State closed its case and the trial was adjourned until March 7

State witness' silence gets him 18 months

139
Sawetan
14/1/83

A STATE witness who refused to testify because he did not want to be branded a "sellout" was jailed for 18 months in the Johannesburg Regional Court yesterday.

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Mr Luther said political sympathy with an accused was no justification for refusal to testify. The interests of the State had to be protected

Stewards ¹³⁹ reinstated

FIVE TRADE union shop stewards were reinstated at the Gallo Music Company branch at Germiston this week after a recent dispute over union recognition.

The men, all members of the Commercial, Catering and Allied Workers' Union, were reportedly dismissed for intimidating other workers.

A CCAWUSA spokesman said the union represented a majority of workers at the firm and hoped to enter into recognition talks with management at a later stage. Gallo spokesmen were not available for comment.

Sowetan
14/11/83

Union boss jailed for terror trial refusal

Mail Reporter

THE general secretary of the Black Municipal Workers' Union, Phillip Dlamini, was jailed for 18 months yesterday for refusing to give evidence for the State in a Terrorism Act trial

He had been called to testify in the trial against Miss Lillian Keagile, 24, of Molapo, Soweto

Dlamini, 31, of Zola, Soweto, had been called as a witness three times, the third time yesterday, but each time refused to testify

He told Mr I J J Luther in the Johannesburg Regional Court yesterday "It was written in the Good Book that a person should not give false evidence against a neighbour"

Mr Ratha Mokhoatlheng, for Dlamini, said in mitigation that blacks who had given evidence for the State in the past had been ostracised by their community and some of them had been assassinated

He said Dlamini had told him his conscience did not allow him to give evidence against Miss Keagile

As an official of the BMWU, he felt he would lose credibility and be regarded as a "sell-out" if he testified

Mr Mokhoatlheng said Dlamini had made a statement to police under duress after being threatened with detention

Mr A R van Wyk, prosecuting, said Dlamini had been taken into custody in May last year and was facing certain charges

He was to have been a key witness and his refusal to testify would weaken the State's case considerably

Mr Luther rejected the application ● Captain J C Coetzee, a Security Policeman, told the court on Monday that Miss Keagile was arrested on the Botswana border on November 18 1981

He and a colleague fetched her from Zeerust police station and brought her before a magistrate the following day, when she allegedly made a statement

He had questioned her for about 10 minutes at the Magaliesberg police station on the night of her arrest and told her she was being held in connection with a serious offence involving the ANC

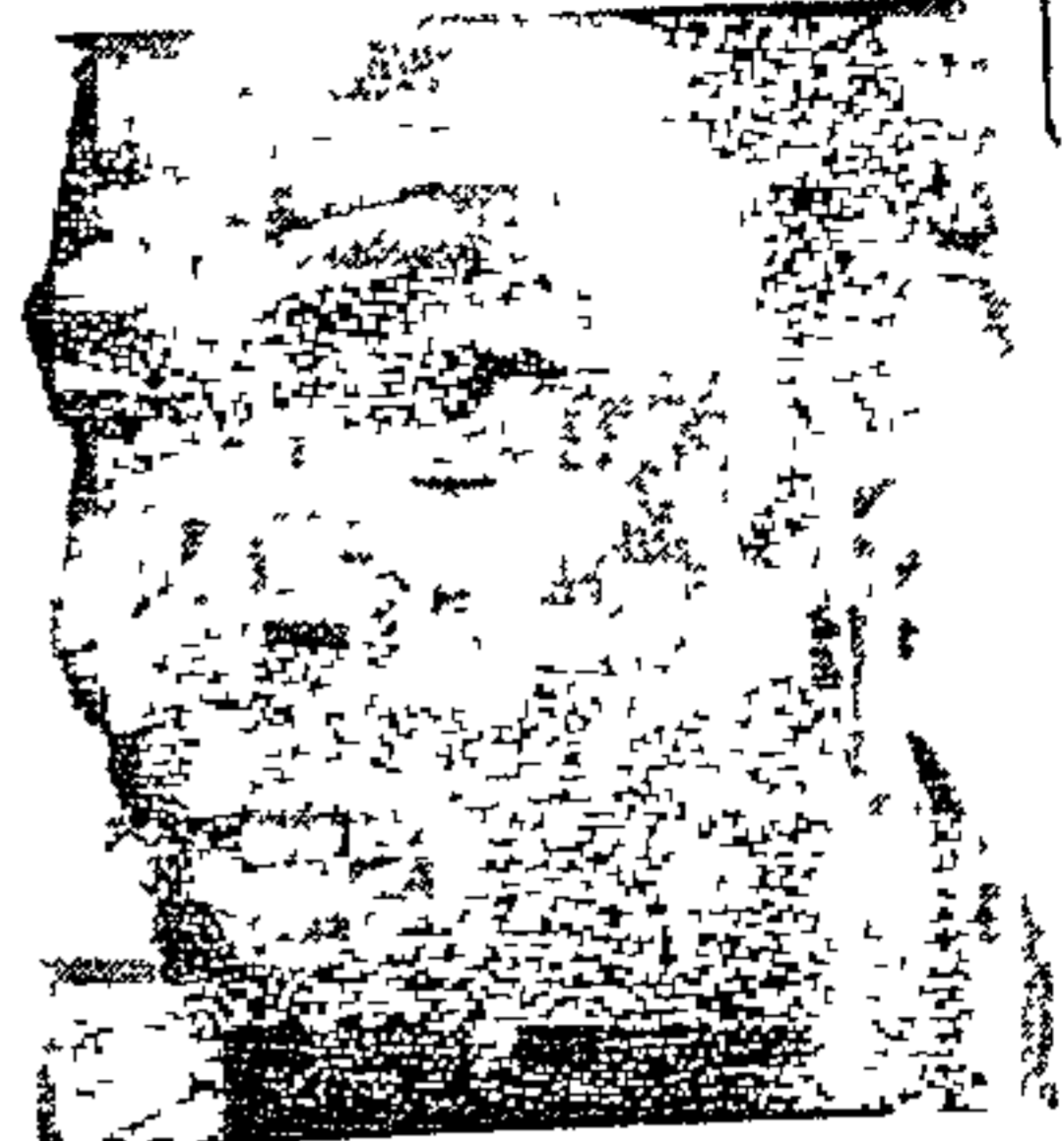
He denied under cross-examination that she was ever assaulted, and specifically that the car carrying her had been stopped in the veld and she had been assaulted, as she had claimed

He said he had been shocked to read in the Press about her allegations

Mr Mailer put it to Capt Coetzee that three children, among them her own child, were used to pressurise Miss Keagile into co-operating with the police and making a statement Capt Coetzee denied this

Asked whether the children had spent the night of November 18/19 in a cell at Magaliesberg with Miss Keagile, he said he did not release the children immediately because he did not want other suspects to know at once that Miss Keagile had been arrested

Re-examined by the prosecutor, Capt Coetzee said the accused was happy to



PHILLIP DLAMINI
Jailed for 18 months

be with the children and had never asked that they be allowed to go

He also denied that the children were left alone in the cell while she was being questioned, or that they and Miss Keagile were deprived of food

The children were given cool drinks and chips in the car while they travelled, he said At one point, the police had stopped the car at a shop to allow Miss Keagile to buy more food and milk for the children

Miss Keagile had earlier claimed during a trial within a trial that she was assaulted and sexually molested after the police car was stopped in the veld

Miss Keagile was remanded in custody and the trial will resume on March 7

15/11/87 20M

Union trespass case ends in acquittal (3)

Pretoria Bureau

AN ORGANISER of the General Workers' Union of South Africa (Gwusa) was yesterday acquitted of a trespassing charge by the Kempton Park Magistrates court

Mr Solomon Maluleke, 30, was arrested with two other Gwusa officials outside the State Trade Centre at Olifantsfontein on November 29. The charges against the other two men were withdrawn when they appeared in court earlier this month.

Mr Maluleke, Gwusa's Transvaal secretary, Mr Donsie Khumalo, and an-

other Gwusa organiser, Mr Solly Masemela, were arrested at the centre when they went there to see the head, Mr M Smit, with whom they had an appointment.

They failed to trace him and when they left the centre they were arrested, taken to the Olifantsfontein police station and charged with trespassing.

Mr Khumalo is facing a charge of inciting workers at the De Luxe Dry Cleaners in Pretoria to strike. Judgment in that case will be given in the Pretoria Regional Court on January 21.

D. Dispatch
15/11/85

Geldenhuys warns unions, students

PRETORIA — The Chief of Police, General Mike Geldenhuys, warned that the police would continue to act mercilessly against students and trade unionists that propagated or furthered the aims and objectives of banned organisations

Addressing a passing-out parade for 360 newly-trained police recruits at the police college here yesterday, General Geldenhuys said

"It is often very easy to accuse the police of unnecessarily acting against individuals who are deliberately misusing their positions at university, in trade unions or elsewhere to propagate or even further the aims and objec-

tives of banned organisations, without realising what would happen if the police were to be unconcerned"

Prosperity, growth and progress in South Africa could only be maintained in an atmosphere of peace and order, he said

It was the police force's duty, he added, to preserve internal security and maintain peace and order in the country. This it would continue to do within the limits of the law

General Geldenhuys also attacked "misguided idealists" who, he charged, were unwittingly or wittingly playing into the hands of the enemy

"The onslaught

against our country is as much a psychological and political as it is a military exercise

The philosophy of our enemies is that where violence cannot succeed, subversion of our established institutions and of the minds of individuals will succeed

"This strategy is evident if one takes a closer look at the activities of certain radicals who profess to be motivated by a desire for what they term social justice, he said

"What they fail to realise, is that by causing unrest and polarisation, they are playing into the hands of those who clamour for our downfall and the end of peace and stability — SAPA

Unionists slam jail sentence

17/1/83
139
South Africa
1404

By JOSHUA RABOROKO

ABOUT 30 trade unionists have condemned the 18-month sentence imposed on trade union leader Phillip Dlamini for refusing to testify in a terrorism trial in Johannesburg last week

The unionists affiliated to the Council of Unions of South Africa (Cusa), and the Metal and Allied Workers' Union, an affiliate of Fosatu, observed a moment of silence during a special service held in Johannesburg on Friday. In a statement afterwards they also condemned the solitary confinement legislation in South Africa.

Phillip Dlamini, former general secretary of the SA Black Municipality Workers' Union, was sentenced after refusing to testify in the much publicised trial of Miss Lillian Keagile in the Johannesburg Regional Court.

In a statement the unionists said they protested against unjust victimisation, intimidation and subjugation by the South African Government on trade unionists.

"We condemn solitary confinement and feel this form of legislation is unfair. We support the stand Dlamini has taken," said Mrs Agnes Molefe, general secretary of the South African Laundry Dry Cleaning and Dyeing Workers' Union.

In a separate statement, Mawu also condemned the sentence imposed on Mr Dlamini.

4. The Cape Times, Wednesday, January 19, 1983

139 382 280 1983

Mwasa calls for boycott of tour

EAST LONDON. — The national council of the Media Workers' Association of South Africa (Mwasa) has added its voice to those who have called for a boycott of the West Indian rebel cricket tour of South Africa.

The R4-million provided for the tour could be used to provide better facilities for South African sportsmen within the country, Mwasa members said at a meeting in East London at the weekend.

A statement released by Mwasa at the meeting said: "The argument by one of the players that he has children to feed is the height of hypocrisy. Would he feed his children with money obtained from sources that are starving millions of children by paying below-the-breadline wages to workers, and still be happy?"

"The story that the South African Broadcasting Corporation has provided a large part of the money is clear proof that the government is behind it all. The SABC is a mere front," the statement said. — Sapa.

Retrenchment anger

Migrant contract workers sent home

Sowetan 19/1/83

By SELLO RABOTHATA

ABOUT 84 contract workers, mainly from Transkei, employed by Clifford Harris Construction company near Vereeniging have been forced back home after being retrenched before the expiry of their contracts.

The Orange Vaal branch of the General Workers' Union of South Africa, the union representing them, is to seek a Supreme Court order restricting the company from dismissing the workers

The union claims the company retrenched its migrant workers before the expiry of their minimum three-month contract

CONTRACTS

The contracts are to expire in March, they said

The workers were retrenched last week, hardly a week after their

arrival from different homelands

Retrenched workers allege

- They were dismissed before their contracts expired, they were not paid for the outstanding period of their contracts, they were given no notice prior to dismissal, they were not transferred to other branches as promised by the recruiting officer and they were left "in the lurch" because they were not transported back to their homelands

Angry workers who had thronged the union offices said "Hardly any

reasons were given for the termination of our contracts which expire only in March. We are sick and tired of being toyed around with by the employers just because we live in the homelands. I do not know whether they are taking advantage of the labour-dry homelands but they send us from pillar to post while our children are dying."

UNION

The secretary-organiser of GWU in the area, Mr Phillip Masia, said his union had tried to negotiate with management at the company but there seemed no sign of agreement as to the re-instatement of the workers concerned. Most of the workers left the area last Wednesday

— a day after their retrenchment

"We are now going to take the matter to court because the company's management is adamant they will not re-instate them. We must brief our lawyers so that we can start preparing for the court action. Management does not seem prepared to take the workers back or to pay them for the outstanding period," he said

Mr Masia said GWU was not the kind of union that would buy retrenchment packages from employers because of the economic downturn. The economic downturn is the employers' and not the workers' worry. He said the workers who had already left for their homelands would be called back for re-instatement or to collect their dues

Postal workers in ^{139.}
Natal form a union ^{staff}

Labour Reporter 19/1/83

A trade union for postal workers in Natal was launched last weekend in Durban. The National Post Office and Allied Workers' Union had about 550 workers at its inaugural meeting.

However, the union may run into conflict with existing labour legislation which bars public servants from becoming members of trade unions. Similar attempts to organise black postal workers have failed, largely as a result of concerted police action.

A spokesman for the postal union said the weekend meeting was a follow-up to several gatherings held last year, but there had only been poor turnouts in the past. This he attributed to intimidation by the authorities.

Another meeting is being held next month to elect an executive committee.

CAPE TIMES 22/1/83

Unionist acquitted of incitement

Own Correspondent

PRETORIA — The Transvaal secretary of the General Workers' Union of South Africa (GWUSA), Mr Donsie Khumalo, was acquitted yesterday of a charge of inciting workers at a Pretoria dry-cleaning firm to strike.

He was acquitted after the magistrate, Mr A J le Roux, had said he found the evidence of the State witnesses "contradictory, conflicting and vague", while Mr Khumalo's evidence was convincing.

The magistrate also accepted that Mr Khumalo wanted to have facilities for the workers at De Luxe Dry-cleaners in Koedoespoort improved and rejected the State's claim that Mr Khumalo had gone to the company's premises after he had incited a strike.

The three main State witnesses — who claimed that Mr Khumalo had incited them to strike at a meeting in a church hall in Mamelodi the evening before the strike in September 1981 — were very vague and even incoherent in their evidence, Mr Le Roux said.

The security police arrested Mr Khumalo on the De Luxe premises after he went there during the strike in an attempt to help settle the dispute.

Last week trespassing charges against Mr Khumalo and another GWUSA organizer, Mr Solly Masemola, were withdrawn in the Kempton Park Magistrate's Court.

Another GWUSA organizer, Mr Solomon Maluleke, was acquitted on the same trespassing charge.

Mr M Brassey appeared for Mr Khumalo.

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NMC to investigate ways of simplifying the registration of trade unions

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IN AN ATTEMPT to simplify and expedite trade union registration applications speedily, a union with a traditional collective bargaining system could take between three months to a year working on a special injunction — the fifth report of the Wiehahn Commission.

This was told to the SOWETAN yesterday by the chairman of the NMC, Dr Hennie Reynders, who said that the commission was still busy investigating the matter after the investigation would probably be completed during the first section of this year he said.

The registration of unions was not only done in South Africa, but was a world-wide system, he added.

He disclosed that the present registration of statements, head office addresses and so on the spokesman said.

Applications normally take about six weeks if there are no objections from other unions. However, applications are often time-consuming because the applicants frequently fail to submit their constitution in accordance with the Act.

On the other hand most unregistered unions have rejected the industrial council system which is seen by some sections in the labour field as a breakthrough.

The unions have contended that they preferred plant level bargaining to the Industrial Council system of negotiation.

The question of the Industrial Council system has in the past created a furor among black unions as some favoured while others rejected them.

During the motor industry labour unrest in the Eastern Cape the Motor Assemblies and Component Workers' Union (Maewusa) refused to serve on the Industrial Council and later disassociated itself from unions which participated in the council.

Thus while bosses contend that the system works unionists especially those belonging to unregistered unions maintain 'no dice' on the issue of the system.

OK

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

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Disqualification and to possible exclusion from the University

Sisulu banning order relaxed

THE BANNED former president of the Media Workers' Association of South Africa (Mwasa), Mr Zwelakhe Sisulu, has been given permission to occupy his new house in Dobsonville

But the permission is temporary — until he receives further notice from the Minister of Justice Mr Sisulu will live in his new house for only one month — in accordance with the permission which is valid from yesterday and is due to expire on February 24 this year

Mr Sisulu whose father is a former leader of the banned ANC and is currently serving a life imprisonment sentence, has been living at his parents home in Orlando West with his mother Mrs Albertina Sisulu, who is also banned

The new house, in Madonsela Street Dobsonville was built in the middle of last year and Mr Sisulu was informed in October that the house was ready for occupation

But until yesterday Mr Sisulu could not even see the house because Dobsonville falls outside the magisterial district of Johannesburg to which his banning order restricted him

According to the letter giving Mr Sisulu permission to occupy his new house his three-year banning order which expires on December 31 this year, will be amended during his temporary stay in the house by substituting the word Orlando with the word Dobsonville

But the house arrest order which becomes effective between 7pm and 6am during weekdays and at all times during Saturdays, Sundays and public holidays, remains unchanged

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Sisulu
25/1/83

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NOTE CAREFULLY

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Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

Domestic claims 'master' beat her

By ELLIOT
TSHINGWALA

AN elderly domestic worker claims she was sacked without pay and her belongings thrown in the street after she was allegedly sjambokked by her Bryanston employer this week.

Mrs Grace Sedumedi (48) who was employed by Mr Deon Lombard yesterday told The SOWETAN she had to receive medical treatment following the assault and has complained to the Domestic Workers' and Employers' Project (Dwep) under Mrs Leah Tutu

Mrs Sedumedi, who worked for the Lombards for five months said trouble arose after she agreed to sell some of Mrs Lombard's dresses last year. She sold most of the clothes and bought one dress for herself.

"She had apparently not told her husband because last Sunday the 'master', who had been quarreling with his wife, asked for the keys to my room.

"I quietly followed him to see what he was going to do. He started searching through all the things until he found the dress. Holding the dress

with one hand and hiding a sjambok with the other he asked me how the dress came to be in my room. He refused to believe I had bought it from the missus. He started lashing me with the sjambok," she said.

Mrs Sedumedi said he beat her until she screamed with pain. She said her backside was swollen and she could hardly sit.

Mrs Sedumedi intends laying a charge of assault against her employer.

Meanwhile Mrs Lombard denied that she had asked her employee to sell the dress for her



Mrs Grace Sedumedi grimaces with pain as she tries to sit.

SOWETAN, Friday, January 28, 1983

AMNESTY SLAMS BANNINGS

AMNESTY International has appealed to the South African Government to lift banning orders on all members of the Media Workers' Association of South Africa (Mwasa) and not to re-ban Mr Mono Badela, a former journalist whose order expires on Monday.

At the time he was slapped with a three-year banning order in 1980, Mr Badela, who is from Port Elizabeth,

was employed as a journalist by Sunday Post, which was closed down the same year after a two-months' strike by Mwasa members.

At the time he was also chairman of the Eastern Province region of what was at the time the Writers' Association of South Africa (Wasa) the ban was imposed on

him immediately after he was released from detention under Section Six of the Terrorism Act.

LETTERS

Amnesty International wrote two letters, one to Foreign Minister Pik Botha and the other to Minister of Justice Kobie Coetzee.

The letter to Mr Botha says "The General Assembly again demands that the racist regime of South Africa release all persons detained, imprisoned or charged under arbitrary laws for their opposition to apartheid and abrogate the bans on organisations and news media opposed to apartheid."

The other letter addressed to Mr Coetzee calls for the lifting of banning orders on Mwasa members.

BANNED

The banned journalists are Mr Zwelakhe Sisulu, former Mwasa president, Mr Phil Mthimkulu, national secretary, Mr Mathata Tsedu, chairman of the

Northern Transvaal branch who has now been in detention for seven months, Mr Marimuthu Subremoney, Natal vice-president, Mrs Juby Mayer and Mr Joe Tlholoe, Transvaal regional secretary who is facing charges under the Internal Security Act. Adding his voice to the call for the lifting of

the banning orders, Mwasa's senior vice-president, Mr Don Mathera, whose own banning order was recently lifted after eight years, said Mwasa bannings and those of other people were a sign of accelerated repression against journalists and people who fought for the truth.

He said all banned people, black or white, should have their orders unconditionally lifted.

FM 28/1/83
CYRIL RAMAPHOSA



139

face to face

'We have numbers'

The *FM* spoke to Cyril Ramaphosa, general secretary of the National Union of Mineworkers (NUM), the first black union to negotiate a recognition agreement with the Chamber of Mines

FM. The NUM is entering the mining industry at a time when employers and established unions are finding it difficult to agree on how to phase out job reservation. Can the NUM help to speed up this process?

Ramaphosa Job reservation has, for a long time, been a burning issue for our members. Our members have resolved to fight for its abolition as it is a violation of their rights and dignity and a threat to industrial peace

We are aware of the complexity of the problem. But as much as we may want to help speed up the process, we are dismayed that the mining bosses and the white unions are seemingly meeting behind closed doors, discussing and plotting our members' future without our participation. The scrapping of job reservation is our major struggle and we will use all the power at our disposal to have it scrapped

Do you agree with observers who believe employers and some white unions will never be able to agree on the scrapping of job reservation and that government will finally have to intervene?

The complexity of this problem

deepens when one looks at government's insincerity in effecting changes. Government has gone on record that it will protect white miners' interests. It is obvious that when black workers' interests are at stake, the government sidesteps the issue and passes the buck to the bosses and the white unions

The government allows white unions to hold the economy and black workers to ransom. Some white miners are threatening a repeat of 1922 if legislation is changed to allow our members to have blasting certificates. But they seem to forget that we have numbers on our side. We have a potentially explosive situation on the mines and government had better realise this

What kind of reception has the NUM had from mine managements?

It has been cautious — and has varied from neutral to negative. I guess mine managements are still steadfastly colonial, and to a large extent racist, and have not adapted to the abolition of the Masters and Servants Act. They still see their workers on the mines as servants who have to obey everything the master says. When we came in as a union, we did meet harsh resistance on some mines where managements were openly restricting or restraining workers from joining the union

Do you believe these managements are adequately prepared for issues they will



NUM's Ramaphosa . . . fighting job reservation

now face due to black unionism becoming a fact of life in their industry?

They might believe that they are prepared, but we do not think they are. Why has the NUM grown so quickly?

There are two reasons. Firstly, black mineworkers are the only workers in SA, besides agricultural workers, who have been left out of the unionisation process. They have seen other workers represented by unions and they have great expectations and are responding at a fast rate to unions

Secondly, our recruiting strategies have been well geared to meet their needs

So far the NUM's major impact has been felt at gold mines. What sort of progress is it making on other mines?

Our strategy has been to concentrate on gold mines first and then move to coal mines later

BLACK MINERS FM 28/1/83

Chamber says 'yes'

139
The Chamber of Mines has agreed to negotiate its first recognition agreement with an emerging black trade union — a decision that paves the way for profound changes to labour practices in the mining industry

The chamber will have talks with the National Union of Mineworkers (NUM) over the union's application for it to be recognised as the representative of certain categories of black workers at two gold mines Western Holdings' Welkom Division and the Elandsrand mine

The chamber's decision signals the end of the tradition of only white union leaders being involved in collective bargaining in the industry. It also raises the question of how a black union, which has differing needs and goals, will be accommodated in the collective bargaining process

White mining unions have traditionally made a joint approach to employers in annual pay negotiations. However, NUM gen-

eral secretary Cyril Ramaphosa says his union will not join the Confederation of Associations and Mining Unions

The confederation was formed by white union leaders late last year, in an apparent effort to create a multiracial union co-ordinating body in the mining industry. However, soon after its formation it turned down a membership application from the coloured, Asian and black Federated Mining, Explosives and Chemical Employees' Union (FMECEU). Ramaphosa says the

NUM regards the confederation as a "white racist collective bargaining front"

Mining employers will also have to contend with the NUM's demand for workers at mine-level to have a strong input into the collective bargaining process

Ramaphosa says the NUM would like to see collective bargaining in the industry operating at two levels. The first would be the industry-wide level where the NUM would sign a substantive recognition agreement with the chamber. At the second level it wants to sign subsidiary agreements with each mine management

At chamber level the NUM would like to negotiate wages and conditions of work for the entire industry. At mine management level it would seek to negotiate disciplinary, grievance and retrenchment procedures

"We are approaching recognition in this way because we feel it will be in the interests of our members and workers in the industry," says Ramaphosa. "If we are able to get a good wage at industry level, it will also help push up the wages of those workers who are not yet our members."

The union wants to sign the agreement at mine level because it wants to have its shaft stewards monitoring that agreement. Ramaphosa says it would be very difficult to monitor such an agreement if it were signed at chamber level. He emphasises that the union wants its shaft stewards to participate at all levels of the collective bargaining process

While the chamber has moved with commendable speed to recognise the NUM, there are signs that some mine managements are apprehensive about what lies in store for them. Clearly they are in for a difficult testing period in an industry which has a turbulent labour history

139

Sowetan 1/2/93

UNIONS SLAM PROPOSED CELEBRATIONS



APHANE: Facing pressure.

THE GENERAL Workers' Union of South Africa (Gwusa) and its sister union, the Metal and Chemical Workers' Union of South Africa Macwusa, have joined other Mamelodi leaders in rejecting celebrations proposed to celebrate the founding of the township.

Celebrations are to be held on March 23 to mark the township's thirtieth birthday. In a statement issued in Pretoria on Friday the unions said. "We con-

demn with the strongest possible terms a proposed celebration of Mamelodi by the community council. We call on residents to boycott the event. Rents and services are going up and the housing waiting list is reaching great length."

The statement added that the plight of workers was not considered by the council which was doing nothing to improve living conditions in the townships. The council, it appeared,

wanted to celebrate the dusty streets of the area, the statement read.

The chairman of the council, Mr W A Aphane, has said that preparations would go on irrespective of mounting opposition from local leaders. He said he did not care who was against the move.

Gwusa said other unions and different organisations would meet to help mobilise the community against participating in the proposed celebrations.

100 Gallo
2/2/83
workers
dismissed ^{Star}

Labour Reporter

About 100 workers at the Gallo music company's warehouse in Germiston were dismissed today after refusing to meet a return-to-work deadline

The workers, many of whom are members of the Commercial, Catering and Allied Workers Union, went on strike yesterday over retrenchment grievances

A Gallo official, Mr Malcolm James, said the workers were given an extended return-to-work deadline of this morning but had not reported for work and were dismissed

He said the company had laid off some workers in the past and had intended to do so again. Work at the warehouse was being maintained by a skeleton staff and it was hoped to fill the vacancies with workers from other areas within the group, Mr James said

Gallo is holding recognition talks with Cca-wusa and a union spokesman said they were discussing the dismissals.



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.

~~139~~ (139) RDM
3/2/83
Strikers return to work but find gates locked

By STEVEN FRIEDMAN
Labour Correspondent

WORKERS who downed tools at Gallo Africa's Bedfordview warehouse on Tuesday returned to work yesterday, — to find the gates locked

By late yesterday the strike, the third to hit Gallo recently, remained unresolved and the company said it was recruiting temporary workers from the East Rand Administration Board to keep the warehouse in operation

The company dismissed almost its entire workforce on Tuesday after they refused to meet an early afternoon return-to-work deadline

The strike was sparked by retrenchments, including that of a union shop steward, and came on the day Gallo held its first recognition talks with the Commercial, Catering and Allied Workers' Union (Ccawusa)

The union's president, Mr Isaac Padi, said yesterday Ccawusa contacted the company late on Tuesday. It had agreed to alter its decision to sack workers, agreeing they

could return if they arrived for work yesterday morning

Mr Padi said union officials had persuaded workers to return but that the warehouse gates had been locked

He said Gallo had met worker leaders but refused to meet union officials. Workers wanted to return, but insisted on the re-hiring of the retrenched men

"We can't understand their refusal to meet us. We want a settlement as quickly as possible," Mr Padi said

A spokesman for Gallo, Mr Malcolm James, said the gates were locked because warehouse management were unaware the return-to-work deadline had been changed

He had addressed workers outside the gates and told them management had the right to retrench. He said he told them they could return but, in terms of the company's disciplinary procedure, they would all receive a warning.

"They then left, claiming we had added extra conditions to their return. But we made it clear from the outset

that a warning would be given"

Mr James said Gallo would not reinstate the strikers without a warning. "We have had three strikes and on one occasion took a conciliatory stance by reinstating dismissed workers. We feel that if workers have grievances they must use company channels, rather than strike"

He said the lay-offs were carried out in terms of a company procedure

However, he had agreed to investigate the retrenchments after the workers returned. He said the shop steward's retrenchment was unconnected with his union position

"We are now in an impasse. But we hope emotions will cool in the next day and enable us to resolve the dispute," Mr James said

Gallo would not meet union officials because it did not recognise Ccawusa yet, but it was still willing to recognise the union, he added

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Anniversary

Aggett service

3/2/87
Sowetan
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A SERVICE to commemorate the first anniversary of the death in detention of trade unionist Dr Neil Aggett will be held at the University of Witwatersrand on Saturday.

The service, organised by the Food and Canning Workers Union (FCWU), of which Dr Aggett was the Transvaal secretary, will be held in the university Great Hall and a number of leading trade unionists have been lined up as speakers

CELL

Prominent churchmen, including friends and colleagues of Dr Aggett's in the medical profession, will also speak at the service

Dr Aggett had partly abandoned his medical profession to devote his

time and energy to trade unionism. He was detained in November 1981 and on February 5 last year he was found hanging in his cell at John Vorster Square

POLICE

His was the 52nd death in detention and he was the first white person to die while in police detention in South Africa

During his inquest, shocking allegations of police torture against him and several other detainees were made

These included assaults, deprivation of sleep, lengthy interrogation sessions, threats of death, forced strenuous physical exercises and subjection to electrical shocks

One of the main wit-

By SAM MABE

nesses at Dr Aggett's inquest told the court that Security Police had threatened to charge, jail, then ban and house arrest him if he agreed to give evidence at the inquest

SHOCKS

Dr Aggett had made a statement 14 hours before he was found dead, in which he said he was blindfolded, handcuffed behind his back and given electric shocks. He also said a Security Policeman slapped him, and squeezed his testicles

At the end of Dr Aggett's inquest the presiding magistrate, Mr P A J Kotze, found no-one responsible for his death

(139) E. Post 3/2/83

Director's statement on platoon system questioned

By JIMMY MATYU
THE Domestic Workers Association of South Africa (Dwasa) claimed today that the regional director of the Department of Education and Training, Mr G W Merbold, was incorrect when he said this week that the platoon system in black schools only existed in lower primary schools

Mrs Pat Maqina, secretary for Dwasa, added that nevertheless "we welcome the move by Mr Merbold to send details of the number of children turned away to Cape Town with a request for more teachers"
In a statement from Dwasa, Mrs Maqina said the association wished to make it quite clear to the

regional director that his statement on Tuesday that the platoon system was applied only in lower primary schools was incorrect
Mr Merbold was quoted as saying the system could not work for higher primary schools because those children had a longer schoolday

Mrs Maqina said "Mothers from the Zwide area with children in higher primary schools have complained to us that because of the platoon system they were forced to give up their jobs through having to see that their children attended school in the afternoon and did not play truant"
She said on investigation

the association discovered that most higher primary schools in Zwide had this platoon system
Mrs Maqina said "The association and the Zwide mothers are appealing to the department to do away with this system in the higher primary schools in their area as it encourages truancy"

Dr Liz Floyd was one of the speakers at a service held to pay tribute to the memory of the trade unionist who died in detention on February 5 last year. Dr Floyd said it was important to come together to mourn his death, to be together to celebrate and appreciate the courage and solidarity he had shown, and to carry on his work in this spirit.

By Carolyn Dempster
At a four-hour service in Johannesburg this weekend, a massed gathering of trade unionists, students and workers paid tribute to the memory of Dr Neil Aggett, on the anniversary of the trade unionist's death in police detention on February 5 last year.

Cries of "Amandla" and freedom songs reverberated through the packed Great Hall at the University of the Witwatersrand, as speaker after speaker stood up to pay honour to the dead unionist.

A quiet and dedicated worker, Neil Aggett had become a symbol of unity in the trade union movement, said Dr Liz Floyd, a close friend of his. He had worked tirelessly to respond to the problems of the workers and to promote the cause of the independent trade unions which were still in their infancy in the Transvaal.

"He played a particular role at a particular time which brought him face to face with the Government which didn't want that type of union to be consolidated here," she added.

Hundreds pay tribute to Aggett

139

Representatives of the independent trade union movement reiterated the importance of unity within the movement — one of the ideals for which Dr Aggett had been striving.

"Like 11 players on a soccer field, the different unions are all heading towards the same goal," emphasised a speaker for the Federation of South African Trade Unions (Fosatu).

Speaking on behalf of the African Food and Canning Workers' Union (AFCWU), of which Dr Aggett was the Transvaal secretary, Mr Israel Mokgathe said Dr Aggett as a white trade union organiser in a largely black union had fought against apathy, repression and the suspicion of certain workers who saw the struggle

purely in terms of a racial context.

"Our union was proud to have a man of such character who showed that South Africa can be one country with one future"

The trade union representatives of Fosatu, AFCWU, the Commercial and Catering Workers' Union of SA, the SA Allied Workers' Union, the General and Allied Workers' Union, and the Orange Vaal Workers' Union hit out at the inquest finding into the death of Dr Aggett.

Attributing Dr Aggett's death to South Africa's repressive security system, they referred to him as "a single casualty in the struggle for a free and democratic South Africa."

Messages from such

organisations as the Black Sash, South African Society of Journalists, National Union of South African Students, Azanian Students' Organisation, Federation of South African Women, Congress of Unions of South Africa and the Congress of South Africa Students underlined the sentiments of a spokesman for the Anti SAIC who said: "Neil's death, far from being a deterrent, has served as a source of inspiration to all progressive people in South Africa"

Dr David Webster, speaking for the Detainees' Parents' Support Committee, pointed out that Dr Aggett's death had united progressives, resulted in a nation-wide work stoppage and had initiated attempts at unity within the trade union movement.

"One should not regard Neil's death in isolation, however, but remember the 51 people who died in detention before him,"

Dr Webster also lashed out at the Minister of Justice, Mr Louis le Grange, for his attack on the DPSC as "an organ of the communists and ANC" on Friday.



Hundreds of trade unionists, students and workers attended a four-hour service in Johannesburg this weekend to pay tribute to the memory of Dr Neil Aggett on the anniversary of his death in detention.

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Dr Aggett described as a 'bully'

By SAM MABE

THE MINISTER of Council of Churches Law and Order, Mr Louis le Grange, was accused of being a bully by a speaker during the commemoration service of the first anniversary of the death in detention of trade unionist, Dr Neil Aggett.

The service, attended by about 1 000 blacks and whites, was held in the Great Hall of the University of Witwatersrand on Saturday.

REJECTED

It was organised by the Food and Canning Workers' Union (FCWU), of which Dr Aggett was secretary, and opened by the Rev Peter Storey, president of the South African

A spokesman for the Detainees Parents' Support Committee (DPSC), rejected allegations made by Mr le Grange in Parliament last week, in which he accused the DPSC of

spreading "poisonous propaganda" and of serving the interests of the banned ANC and the Soviet Union. The DPSC spokesman, Mr Dave Webster, said Mr le Grange said what he did because he was hiding behind parliamentary privileges. He challenged him to repeat his allegations outside Parliament so that "the libel laws of this country can test his courage". "He is nothing short of a bully. He is trying to bully us into submission so that nothing he

does can be challenged," Mr Webster said.

He added that the struggle in South Africa was intensifying and also warned, in an indirect reference to the Labour Party's acceptance of the Government's constitutional proposals, that those who collaborated with the Government would be held jointly responsible for repression in South Africa.

He said the Government was desperate for the President's Council to be successful. In praise of Dr Aggett,

Mr Webster said he had set standards which very few people could live up to.

He described Dr Aggett as a quiet person who had a shy exterior which covered an inner strength. He was a tireless fighter for certain ideals.

Mrs Jill Burger, sister to the late Dr Aggett, was close to tears when she described how she felt when Dr Aggett was in detention and how she received news of his death. She read a message from her parents, who apologised for not being able to attend the service.

One speaker said it was difficult to recon-

cile the Government's talk of a new dispensation with the continued imprisonment of Mr Nelson Mandela and the forced removal of people from their homes.

The speaker said the best way in which Dr Aggett's death could be commemorated was by way of uniting all trade unions which were presently at variance.

"Dr Aggett worked for unity, and if we can be united now, we shall have achieved his ideals," the speaker said.

Messages from various student and labour organisations were

RDM Feb. 1983

139

Unions set to oppose Labour Party

AN ALLIANCE of emerging unions against the Labour Party's decision to take part in the Government's constitutional plan seems on the cards.

The Federation of South African Trade Unions (Fosatu) has decided to campaign against the LP move. So have the Food and Canning and General Workers' unions. There have been clashes at meetings between LP supporters and union members.

Unions such as the SA Allied Workers' Union and General and Allied Workers' Union have also backed action against the proposals.

This is a significant development.

Fosatu, particularly, has not involved itself in a political campaign before — though it has always rejected claims that it is "non-political" and has been more prepared to make political statements for the past year or so.

The reason has been largely tactical — the belief that unions should build factory-floor strength before taking up political issues.

But what makes last week's union moves doubly significant is that they are, unionists say, a reaction to a groundswell of worker anger at the LP move.

Thus unionists report many requests from workers to discuss the proposals and the union's stand on them.

Fosatu's general secretary Mr Joe Foster says that, at Fosatu's recent executive meeting, all regions reported "anger" at the LP move, with black delegates — particularly from the Inkatha stronghold of Northern Natal — charging that they had been

"sold" and asking where coloured delegates stood.

There are many reasons why unionised workers might oppose the plan. But one factor may help explain why they see this as such a pressing issue.

A key aim of many emerging unions is to build co-operation between black and coloured workers. In some areas, they have succeeded.

They argue that the plan seeks to split irrevocably coloured and black people and so flies in the face of what they are trying to achieve in the factories. Its effect on them as unions is thus far more concrete than many other political issues.

□□□

LAST week saw the launching of the country's first labour mediation service.

The new service plans to set up a panel of mediators which will be available to help settle labour disputes.

Mediation is a normal part of factory life in many Western countries, with governments often assisting it.

A mediator's job is to help bargaining — he only intervenes when both sides ask him to and seeks ways to get them bargaining again.

Here, worker suspicion of the Government has led to the belief that mediation must be totally independent of officialdom, which the new service is.

But planned legislation enabling the authorities to appoint mediators to settle disputes if both sides ask for them means mediation clearly has Government support.

Many unions are suspicious of it, seeing it as a threat to their independence.

And some labour experts argue that for mediation to work both sides must recognise the value of bargaining with each other — at least in principle. Where that exists you don't need a mediator, they say. Where it doesn't, mediation will be resisted.

Supporters of the new service reply that once it establishes itself it will show it is an aid, not an obstacle, to independent bargaining.

They also believe there are many firms in which the two sides have agreed to bargain, but where this is placed under stress by a dispute.

They believe they have a key role there and that, once they prove they can play a useful role, the demand for mediation will grow.

In this way, they say, the service can play a key role in promoting bargaining and reducing factory conflict.

□□□

FORMAL efforts to cement unity between emerging unions are under way again.

Last year efforts to get the unions to bury their differences and get together in a working alliance failed.

But the talks led to a realignment in which two groups emerged — on the one hand Fosatu, the GWU, and two food and canning unions, on the other a group of "community" unions led by the Motor Assemblers' and Components Workers' Union and the SA Allied Workers' Union.

The Council of Unions of SA has remained neutral.

With plans afoot to call a new meeting of unions to form a federation, the trends which emerged last year have hardened. Co-operation between Fosatu and its allies has increased — as has hostility between them and the Macwusa group.

There is thus little chance the latest move will produce an alliance of all the unions. But it may well cement the alliance between Food and Canning, GWU and Fosatu.

As they have the vast bulk of unionised workers and factory muscle, this would be a big boost to unionism.

□□□

FOSATU's Sweet, Food and Allied Workers' Union is predictably delighted about an out-of-court settlement which means meat employers Vleissentraal will reinstate 30 workers it fired after a dispute last year.

One reason for the union joy is that Vleissentraal is a tough employer which took an uncompromising stance for much of the dispute.

But the deal was also made an order of court and is the first such order reinstating workers, rather than compensating them for their sacking.

Because it did not come to court, the case does not set a legal precedent.

But in this and similar recent cases, employers seem willing to settle rather than face court action.

One reason may be the judgment in a Transvaal case last year which gave much greater legal muscle to dismissed workers.

Paper No

E 76

E 78

(to be copied from the heading on the Examination Paper)

ners' Initials

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

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Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

139 Feb. 1983

WE WON'T FORGET NEIL AGGETT

HE IS BUT ONE OF MANY

On February 5, one year ago, Neil Aggett died in detention. He was found hanging in his cell in Johannesburg's central security building - John Vorster Square. Today we mourn his death, and learn from it.

Dr. Aggett was not the first to die in police custody. Since 1963, 53 people have lost their lives whilst in detention. In the crisis years after Sharpeville, and up till 1969, 19 people lost their lives whilst in detention. With the Soweto unrest in 1976 25 people died between the years 1976 and 1978. Since 1980, the numbers have picked up once more, with 5 deaths over the period 1980 to 1983.

South Africa is faced with a period of crisis. Strikes, boycotts, demonstrations and guerilla warfare are on the increase. Overseas countries refuse sporting and cultural ties. Unemployment is worsening, and people are demanding a decent living. The government has attempted to resist change through introducing reforms. The President's Council was a result of the need for reform, and most people have rejected their proposals. A motion passed at the TASC Congress in Johannesburg in January 1983 stated:

"We cannot accept any constitutional proposals that do not flow from a national convention of representatives of all the people of South Africa".

Another means to resist change in South Africa, has been the increase of repression. Bannings, imprisonment and security legislation have become a part of our lives. Detentions have increased with 956 people being detained over the whole of South Africa in 1980, and more than 630 in the first six months of 1981. Detention can be an horrific experience. People are interrogated, deprived of sleep, abused and beaten. Some claim to have faced electrical shocks, interrogation and indefinite isolation. Solitary confinement has been known to have severe effects on people. Detainees have become depressed, anxious, uncertain and helpless. They have found themselves open to propaganda and persuasion. Many have spoken of being disorganized, some even suicidal. Fifty three people are known to have died in detention in South Africa. Neil Aggett was merely the 52nd.

TUESDAY, 8 FEBRUARY 1983

†Indicates translated version

For written reply

151

139

Hansard
Q Col. 33

Registration of trade unions

139

9/2/83

16 Dr A L BORAINÉ asked the Minister of Manpower

How many trade unions applied between 1 January and 31 December 1982 for registration in respect of (a) Black employees only, (b) White employees only, (c) Coloured employees only and (d) employees of more than one population group?

The MINISTER OF MANPOWER.

- (a) None
- (b) None
- (c) None.
- (d) Four

enter in question
it has
(2) and

Dismissed workers reinstated

139
Star 10/2/83
Labour Briefs

● Dismissed workers at the Gallo music company warehouse in Germiston this week agreed to return to work after management granted a new return-to-work deadline. At a meeting between shop stewards belonging to the Commercial, Catering and Allied Workers' Union and Gallo management, a conditional reinstatement for former workers was agreed. The conditions are that there will be no loss of service benefits, workers will not be paid for the period from their dismissal to reinstatement and pending retrenchments will be effective.

About 100 workers had gone on strike last week over the retrenchment issue and were dismissed

after refusing to meet a return-to-work deadline. A Ccawusa spokesman described the reinstatements as a victory, considering that workers were told last week they had "dismissed themselves".

● A case of breaking banning orders against a former head of the Motor Assemblers and Component Workers' Union of SA, Mr Dumile Makanda, was postponed in the Port Elizabeth Magistrate's Court on Monday until March 28. This was the third court appearance of Mr Makanda, who was served with the two-year banning order last year after he had spent about eight months in detention. He was released without being charged. Three of his union colleagues were also served with two-year banning orders.

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Date

22/10/76

Degree/Diploma/Certificate for which you are registered (e.g. B.A., B.Sc.)

ESC (HONS)

Subject

ECONOMICS IA

(to be copied from the heading on the Examination Paper)

Paper No

1

(to be copied from the heading on the Examination Paper)

Examiners' Initials		

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Court hears of threat

A suggestion that Durban lawyer, Mr Griffiths Mxenge, was killed for cheating or betraying the banned African National Congress was contained in a death threat letter produced in the Durban Regional Court yesterday.

The letter was produced in the trial of Temba Wilmot Zwane (32), who was sentenced by Mr H W Weltz to two years' imprisonment for contravening the Intimidation Act. The whole sentence was suspended for five years.

Zwane, a shop steward for the South African Allied Workers' Union, admitted sending a letter containing threats against the life of Mr Thamsanga Luthuli, a supervisor at O T H Beier and Company, where they were both employed, during September last year.

In the letter, Mr Luthuli was told that there were people who wanted to kill him. Zwane wrote that he had heard people talking about Mr Luthuli. He said everything had been arranged and the assassin selected,

Azapo to forge links with trade unions

By SAM MABE
IN ONE OF the numerous resolutions passed during its congress held in Pietermaritzburg last weekend, Azapo resolved to form links with local trade unions and to organise workers at their places of employment.

Azapo also intends forming trade unions where they do not exist and will also educate

workers and community organisation on matters related to trade unionism. Other resolutions taken at the congress include:

- Intensifying South Africa's isolation,
- Devising means of stopping evictions and demolition of shacks,
- Pledging solidarity with the Palestine Liberation Organisation;

Azapo also condemned what it called the Government's obsolete strategy of divide

and imposing divisions within the "oppressed ranks" by dividing them into categories such as "urban blacks" and "rural blacks".

It also noted that individuals and organisations participating in bodies such as the President's Council were knowingly selling their birthright and that they had to be exposed as

and rule and of fostering and imposing divisions within the "oppressed ranks" by dividing them into categories such as "urban blacks" and "rural blacks".

It also noted that individuals and organisations participating in bodies such as the President's Council were knowingly selling their birthright and that they had to be exposed as

and its proposals, and; Reject attempts by sections of the oppressed to co-operate in the President's Council ploy

The President's Council was intended to foster an illusion and a myth of change, peace and prosperity within the structures of an oppressive and exploitative system, Azapo noted before further resolving

to

and its proposals, and; Reject attempts by sections of the oppressed to co-operate in the President's Council ploy

Azapo also resolved to convey these resolutions to organisations such as the United Nations, Organisation of African Unity, Palestine Liberation Organisation, Swapo and the Arab League.

• Reject the council

Armed police evict brothers

ARMED Soweto Council policemen seized furniture and evicted five brothers from their Orlando East home yesterday, following a row between them and their sister over the ownership of their dead mother's house.

A sad Mr Joseph Mabileza (36), of 6299 Orlando East, watched helplessly as about ten policemen, some of them armed with rifles, loaded his family's furniture on a privately hired truck under the supervision of a black township manager whom he only

By SAM MABE

registered in his name and he lived in the house with his elder sister, Catherine, and his four brothers.

He said he had been paying rent for the house until the family were raided,



House sales rise

A TOTAL of 17 000 houses worth about R18 million have been sold under various leasehold schemes in Greater Soweto.

This was disclosed yesterday by the West Rand Administration Board's chief estate officer, Mr P Gems, who added that an average of 60 houses a month were being sold to tenants in the townships.

But, he added, not all of the 105 000 houses in Greater Soweto would be sold. Some houses in Klipspruit and Meadowlands, and all those in White City Jabavu

Azapo newsletter

139

Sowetan 11/2/83
THE AZANIAN People's Organisation (Azapo) has produced a workers' newsletter called "Mosebetsi/Umsebenzi".

The newsletter, launched at Azapo's congress held in Pietermaritzburg at the weekend, will be a forum for workers to air their views and to debate on labour issues in South Africa, according to an Azapo spokesman

In the first edition, the Council of Unions of South Africa (Cusa) has written an article on the legal rights of black workers

There is also an article on whether the struggle in South Africa is a class or a race struggle, and there are other articles written by workers on their experiences on the factory floor

Gwusa petrol backfire

1/2/83

139

Sowetan

By ALINAH DUBE

TWO members of the General Workers' Union of South Africa (Gwusa) have been dismissed by Jagmar Spares in Pre-

toria for allegedly mis-using the company's petrol

Mr Jacob Selloane and Mr Joel Shabangu were employed as drivers and they were shocked when a man-

ager accused them of stealing petrol from the company this week.

The manager, Mr J Joubert, told him the men were dishonest and that the company would not keep them

Mr Joubert, however, told The SOWETAN that he did not know what the men had done, but he confirmed that there were irregularities involved in the administration of petrol



Domestics meeting

THE MORE than 4 000-strong South African Domestic Workers' Association is to discuss future steps to be taken towards the protection of domestics when it holds its annual general meeting on February 17.

139



some time
17/2/87

PE workers stage protest sit-in

C. Post
Post Reporter *2/2/83*
ABOUT 100 OK Bazaars employees at the Main Street and Greenacres branches staged a sit-in in their cafeterias today, demanding the reinstatement of a dismissed colleague

The store's industrial relations controller, Mr Keith Hartshorne, said from Johannesburg that between 40 and 50 black workers at each of the branches had staged a "sit-in"

They were demanding the reinstatement of Mrs Betty Dali, who was dismissed on January 27, before they would return to their posts

(139)
Mr Hartshorne said Mr Dali had been dismissed for, among other things, insubordination

A spokesman for the 20 000-strong Commercial, Catering and Allied Workers Union of SA (CCAWUSA) said union representatives would hold talks with management on the issue today

However, Mr Hartshorne said the workers had been told talks would only begin once they had returned to work, and the company was attempting to contact the union to convey this to it as well

Workers at third OK store join sit-in protest

22/2/83 E Post 139

Post Reporters

MORE than 100 workers at two branches of OK Bazaars, who are staging a sit-in demanding the reinstatement of a dismissed colleague, have been joined by 10 workers at the store's Walmer branch

The workers began their sit-in in staff cafeterias yesterday at the Greenacres and Main Street branches. They were joined by workers at Walmer yesterday afternoon.

They have refused to return to their posts until Mrs Betty Dali, dismissed last month, gets her job back.

The OK's industrial relations controller, Mr Keith Hartshorne, said she had

been fired for, among other things, insubordination.

A spokesman for the 20 000-strong Commercial, Catering and Allied Workers' Union of SA (CCA-WUSA) said that workers felt Mrs Dali had been unfairly dismissed after responding to "a racist insult by her supervisor".

The protesters have resolved to continue their sit-in until the matter is dealt with to their satisfaction.

Mr Hartshorne said management still wanted the workers to return to their posts before talks began.

The union's general secretary, Mrs Emma Mashinini, met management representatives in Johannes-

burg today and "we are asking for her to come back to us", Mr Hartshorne said.

Asked whether temporary staff were being employed to take the place of the strikers, he said this was possible but he was not certain.

One of the strikers said today management had offered to reinstate Mrs Dali if workers returned to their posts and that afterwards she would be officially fired. The workers had not agreed to this.

They had also been refused service at the Main Street branch staff cafeteria yesterday and had sent to a nearby cafe for food.

OK won't pay strikers while sit-in continues

~~139~~ 139 E. Post 24/2/83

Post Reporter

THE 113 workers involved in a sit-in strike at three OK bazaars stores in Port Elizabeth will not be paid while they are off work, according to a statement from the firm's management.

The dispute began on Monday when the workers gathered in staff cafeterias, demanding that Mrs Betty Dali be reinstated. They claimed she had been "unfairly dismissed" for alleged insubordination.

A statement released by OK Bazaars management said the firm "indicated its willingness to handle the matter in terms of the disciplinary procedure which provides for workers to appeal against their dismissal if they believe this to be unfair".

The procedure provided for reinstatement if the appeal is upheld.

Detailed discussions had been held with officials of the Commercial, Catering and

Allied Workers Union of SA (CCAWUSA) in Johannesburg since the weekend, the statement said.

"These discussions ended when the general secretary of the union notified us that the matter was resolved and workers would return to work on Wednesday morning pending an official appeal being lodged with the company."

The sit-in continued, however.

"The OK views with concern the failure of the workers to deal through the union which purports to represent them," the statement said.

"The company has appealed to the union executive to use the mutually agreed procedures and is currently awaiting their response."

CCAWUSA spokesmen could not be contacted for comment this afternoon.

Legal rights of a domestic worker

THE NATIONAL Manpower Commission is investigating the working conditions of South Africa's two million farm and domestic workers who fall outside the scope of existing labour laws. Although there is an urgent need for domestics to have their own legal rights the commission's findings won't go through Parliament this session. Here FOCUS takes a look at the few rights that domestics do have, the salaries they are paid and the conditions that they are expected to work and live under.

ALTHOUGH the recommended minimum wage for domestic workers is R110 a month, the average pay of a live-in domestic worker in Cape Town is about R60-R80 a month, according to Mrs Dolly Mgoqi, organiser of the Domestic Worker's Employment Project in Cape Town

'One of the reasons why salaries are so low is because a number of illegal domestics are working in Cape Town,' said Mrs Mgoqi. 'As they desperately need jobs and employers are well aware of their predicament, they are paid very little'

According to Mrs Mgoqi the situation is getting worse. Even if employers can offer a domestic accommodation and a fulltime job the Western Cape Administration Board (WCAB) refuse registration, insisting that legal domestics should rather be employed

But she said that the majority of women who have permits to live in Cape Town prefer to work in restaurants

'A lot of domestics are unmarried mothers and widows from the Transkei and Ciskei. Even if they are paid the absolute minimum, this isn't nearly adequate to

cover the needs of their families'

In suburbs like Constantia and Bishops Court the average wage is R100. 'Although,' says Mrs Mgoqi, 'there are a few people who are prepared to pay R130 for a domestic with experience'

Besides being underpaid, domestics arrive at the Domestic Workers Employment Project in Long Street, Mowbray, daily with many complaints. DWEP deals with them as best they can but they haven't the legal backing to put up a fight.

Domestics, says Mrs Mgoqi have no workmen's compensation, even though statistics show that most accidents happen in the home

'A particular case we're looking at, at the moment involves a domestic who burnt herself while defrosting the refrigerator with hot water'

After it was tended to she was told to carry on working. The next morning when she woke up with blisters she took herself to hospital where she was admitted for two days

On the third day when she returned to work, she found she'd been replaced. In a case like this DWEP normally writes a

letter to the employer — asking for at least the hospital fees and wages to be paid

If they are not successful they send their clients to Legal Aid at UCT

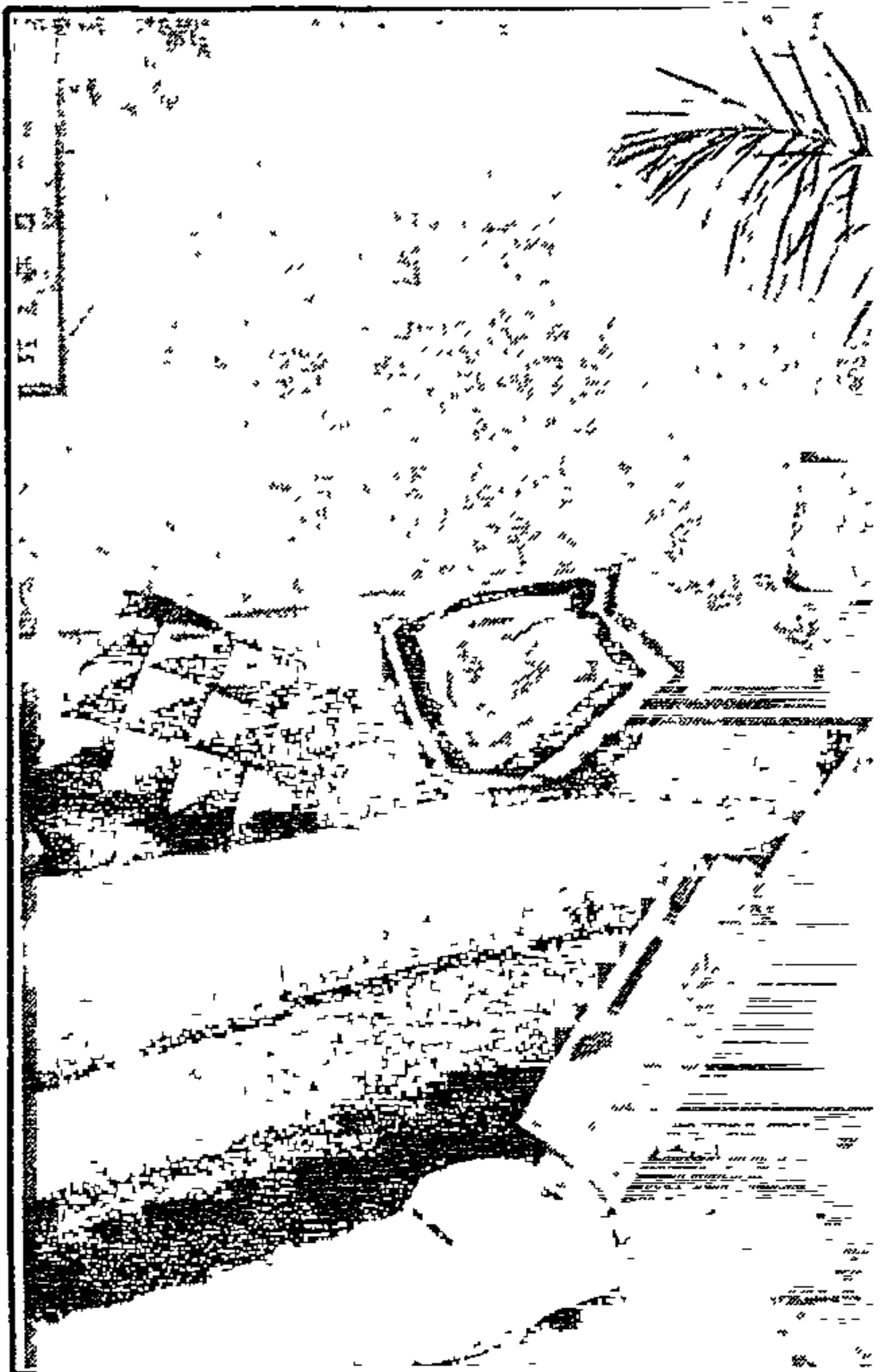
'A lawyer's letter works wonders,' said a spokesman from Legal Aid. 'This is when we normally get some kind of settlement from an employer'

Complaints are many and varied. They have dealt with cases where domestics have been fired without getting any pay

'Employers biggest excuse is that a diamond ring was stolen, a priceless vase broken or a negligee burnt,' said the spokesman

'Domestics have few concessions. We base our arguments on common law — the origins lie in Roman Dutch law — which entitles a domestic to one month's notice and a reasonable period of sick leave

To try and avoid these discrepancies DWEP has drawn up a contract for employers and employees stipulating payment, leave pay, time off working hours and conditions. A special sheet has been drawn up for employer and employees to sign for wages. 'Often employers in-



● A domestic at work — vacuuming the lounge can perform during a

sist that they have paid their domestics and there is no record of it.'

DWEP are fighting for an eight-hour working day since they have established that sleep-in domestics in the cities work an average of 10 to 12-hours a day — between 55 and 70 hours a week.

Many of these domestics are expected to work from 7.30 am to 8 pm with a break of about two hours in the afternoon. 'A large proportion don't get a proper rest during this time as they're told not to leave the yard in case the phone rings or are expected to look after a child, which certainly is not a proper break,' said Mrs Mgoqi

On her day off a domestic should not be expected to report for duty at all. 'Too many employers feel they should do the washing up in the morning before they leave'

A pension fund scheme is available for domestics but most employers view the

idea as an unwelcome imposition. 'I always recommend that a monthly pension of R10 a month over and above the employee's wages is taken out,' said Mrs Mgoqi

Annual leave for domestic workers is often ignored. Although employers give their domestics leave, invariably they are not paid. Three weeks leave is recommended

'Most domestics are not paid extra for babysitting. All they get is a 'thank you and we'll have coffee at 7.00 am tomorrow'. Recommended overtime is R1.20 an hour

Another bugbear is living conditions. Some domestics sleep in garages or cells which are often not fully equipped — and yet employers are always quick to point out that they feed and house their domestics

'What they don't take into account is that most of these women are the sole breadwinners for their families,' said Mrs Mgoqi. **ANNE BARON**

294 (139)
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 "Often employers in-



● A domestic at work — vacuuming the lounge carpet, just one of the many duties she may have to perform during a 12-hour day.

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 women are the sole
 breadwinners for their
 families," said Mrs
 Mgoqi ANNE BARON



● Time off — domestics should have a proper break during the day.

FROM
24/2/83
(139)

'Settled' OK strike resumes

By STEVEN FRIEDMAN
Labour Correspondent

A STRIKE by more than 100 workers at a Port Elizabeth branch of OK Bazaars ended on Tuesday evening — and then resumed again yesterday morning

According to OK, the strikers returned late on Tuesday after talks between management and the Commercial, Catering and Allied Workers' Union (Cawusa) and it was assumed that the strike had been settled

But yesterday morning they did not begin work and resumed their sit-in in the canteen in protest at the dismissal of a colleague

However, Sapa reports that workers interviewed at the branch yesterday denied that they had returned to work on Tuesday

The strike, which began on Saturday, comes as OK and Cawusa are negotiating a union recognition agreement. Other major commercial groups are also negotiating on recognition with the union. Last year, OK and

Cawusa negotiated a national wage agreement which is unique in the commercial distributive trade

Cawusa grew rapidly last year when a series of strikes by its members shook several leading retail groups. Since then, the companies have been negotiating with the union in an attempt to find a channel for bargaining in the trade

The OK's industrial relations controller, Mr Keith Hartshorne, told Sapa that negotiations with Cawusa on the dismissal of the worker, Mrs Betty Dali, could not begin yesterday as management had insisted on a return to work before talks began

The union's general secretary, Mrs Emma Mashinini, said Cawusa had put a proposal to management on Monday that both Mrs Dali and a supervisor who is alleged to have made racist remarks, be suspended

Mr Hartshorne said "We are not prepared to suspend the supervisor at this stage and the matter will be investigated"

'Govt prepared to negotiate with unregistered trade unions'

Mercury Reporter
PROPOSED changes relating to conditions of employment in industry meant the Government was now prepared to negotiate with unregistered trade unions, the Department of Manpower's director of labour relations, Mr Mike van Noordwyk, said yesterday

Promulgation of the new legislation expected around mid-year would make it possible for unregistered unions to have full access to the Conciliation Board as a means of settling disputes

Mr van Noordwyk was addressing a Durban Chamber of Industries symposium yesterday

Shops Act

The department was aware of 53 current unregistered trade unions and, after communicating with each, only one had 'told us to go to hell — so far', Mr Van Noordwyk said

He described the scrapping of the Shops and Offices Act and the Factories, Machinery and Building Works Act, which will be substituted by the Machinery and Occupational Safety Act and the Basic Conditions of Employment Act, as a 'wide rationalisation programme'

But he warned that problems could be anticipated in bringing about the new legislation — notwithstanding the improvements it heralded for employers and employees

Consensus among the more than 250 delegates appeared to be that the changes were welcomed

A point raised by Mr

Van Noordwyk was that a number of 'labour brokers' — some of whom operated from the backs of trucks — had started appearing around industrial sites and that it was proving difficult to control the numbers and categories of workers they recruited

Medical aid

The new legislation was also aimed at improving medical aid, sick leave and pension fund benefits for such employees, for example

Another provision was that all employees would have to be provided with certificates of service once they left a place of employment

The only sexually discriminatory legislation was a stipulation that pregnant women could not be required to work 'four weeks before or eight weeks after the occasion'

Cape Times
24/2/83

~~170~~ ~~145~~ 139

PFP: Defuse SATS dispute

HOUSE OF ASSEMBLY.
— The dispute between the General Workers Union (GWU) and the SA Transport Services (SATS) over labour representation could escalate into a national crisis if not defused, Dr Alex Boraine (PFP Pinelands) said yesterday.

He was speaking in support of an amendment moved by the PFP that the Conditions of Employment wants to get its fingers into the SA Transport Services?"

The bill resulted from negotiation between management and SATS workers.

"Where does the PFP come barging in from the side? The GWU uses the same language in its dispute with the SATS as the PFP used in the House"

Dr Boraine replied that the PFP held a brief for

Sit-in Sowetan

THE four-day long dispute between the workers and the management of OK Bazaars took a new twist yesterday with the newly established branch in Port Elizabeth of the Azanian People's Organisation pledging its solidarity with the workers involved in a sit-in protest against the dismissal of a fellow worker.

24/2/63

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OK staff

~~130~~ 139
resolute

Stan 25/2/83
on firing

Labour Reporter

The work stoppage by more than 100 OK Bazaars workers at three branches in Port Elizabeth will continue until a dismissed worker is reinstated, union officials have warned

The stoppage began at the weekend in protest against the dismissal of Mrs Betty Dali, allegedly for being late

In a statement yesterday, the company announced recognition talks with the Commercial, Catering and Allied Workers Union were being suspended

The union's general secretary, Mrs Emma Mashinini, said the OK had cancelled talks scheduled for Monday.

Workers have rejected the company's call for them to lodge a formal appeal on Mrs Dali's case in terms of negotiated disciplinary procedures.

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Rand DAILY JOHANNESBURG, FRIDAY, F

Chain
 store
 conflict
 looms
 RDM 25/2/83

Inspected Hillbrow 'jawbreaker'

Drama as Ax curses

By GEOFFREY ALLEN

CHAINS and yelling obscenities, Rodney Ax, the alleged Hillbrow rapist, bulldozed his way from the dock in magistrate's court yesterday and ended up in the cells refusing to go to trial on a charge of assault.

Despite all the efforts of six policemen and stern warnings from a prosecutor to bring back into court the unruly man who heard that a Sterkfontein magistrate considered him "probably a certifiable psychopath"

Prison
 the only
 escape
 for you'

By GEOFFREY ALLEN

The alleged Hillbrow rapist Rodney Ax is "probably a certifiable psychopath" but is going to trial because he refused to go to trial because of what he was doing in a rampage of alleged sexual and armed assault.

After the finding of Dr. Ax a psychiatrist at the Hillbrow Hospital where he was examined in November last year.

Dictation on Ax's state of mind given yesterday in which he was found guilty of assaulting a prison warder in a bid to escape.

Johannesburg magistrate A H Barlow jailed Ax for two years for assaulting a prison warder. Ax was told by the magistrate Mr G P Button that his crime was "so serious" that he would be moved to the higher regional court for sentence.

Twenty minutes later Ax was led into the regional court and spotted a different

Later he stood subdued as a five-year jail sentence was passed on him for assaulting a prison warder.

But as he again surged from the dock after sentence Ax winked at his sister Mrs Jenny Johnson who was sitting among the spectators and then pointed an angry finger at a social worker yelling at him "Jou vark".

Mrs Johnson sounded reproving as she exclaimed breathlessly "Rodney".

Then as she left the court she threatened a Rand Daily Mail photographer "I'll stick that camera". She then ran across the street towards him still shouting threats but was coaxed away by social worker Mr Mathys de Koning.

The first of the many trials which Rodney Ax has still to face was a day of high drama.

He first appeared in the magistrate's court where he had been found guilty of assaulting prison warder Sergeant Antonie van Wijk. The rubber of the court was told by the magistrate Mr G P Button that his crime was "so serious" that he would be moved to the higher regional court for sentence.

Twenty minutes later Ax was led into the regional court and spotted a different



Labour Correspondent
 PROSPECTS for bargaining in major chain stores suffered a key blow yesterday when OK Bazaars announced that it was "suspending" recognition negotiations with the Commercial, Catering and Allied Workers Union of South Africa (CCAWUSA). OK said it had taken this action pending the outcome of a strike at three of its Port Elizabeth stores, in which it alleges CCAWUSA had refused to make use of a disciplinary procedure agreed on with OK. Recognition negotiations between CCAWUSA and major chain stores are at an advanced stage and the possibility of other stores also suspending talks with the union cannot be ruled out.

This could raise the prospect of serious conflict in the industry.

Yesterday CCAWUSA's general secretary, Mrs Emma Mashinini, rejected crucial aspects of OK's statements and said allegations it made against the union were "simply not true".

OK said that, during the strike by 113 of its 637 workers in Port Elizabeth, it had indicated its willingness to handle the matter in terms of the disciplinary procedure which provides for any worker to appeal against dismissal if this is believed to be unfair.

OK charged it had been involved in detailed discussions with the union on the PE strike and that Mrs Mashinini had said workers would return on Wednesday, pending the lodging of an official appeal with OK.

But the sit-in had resumed and attempts by the union to persuade workers to abandon it had failed.

The OK views with concern the failure of workers to deal through the union which purports to represent them. It has appealed to the union executive to use the mutually agreed procedures and is awaiting their response.

Further discussion on the recognition agreement has been suspended pending the outcome of the current LOU dispute," OK said.

Mrs Mashinini described the statement as "very one serious". She said it was "untrue" that she had told the company that workers would return, but had not honoured this. "The workers said point-blank they would not go back and I informed the company of this".

Strip poker doing in '83

Drought off i

By GERALD Pretoria

DROUGHT will Africa a mass... lion foreign... during the... season, agricul... ties in Pretoria

This will offset gain from the gold price and adverse effect of payments

The SA Agricultural economist Mr Lemse said yesterday exports valued at R21...

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Agricultural normal year about 20% of all including gold

The Nationalducers' (Nampo) estimated

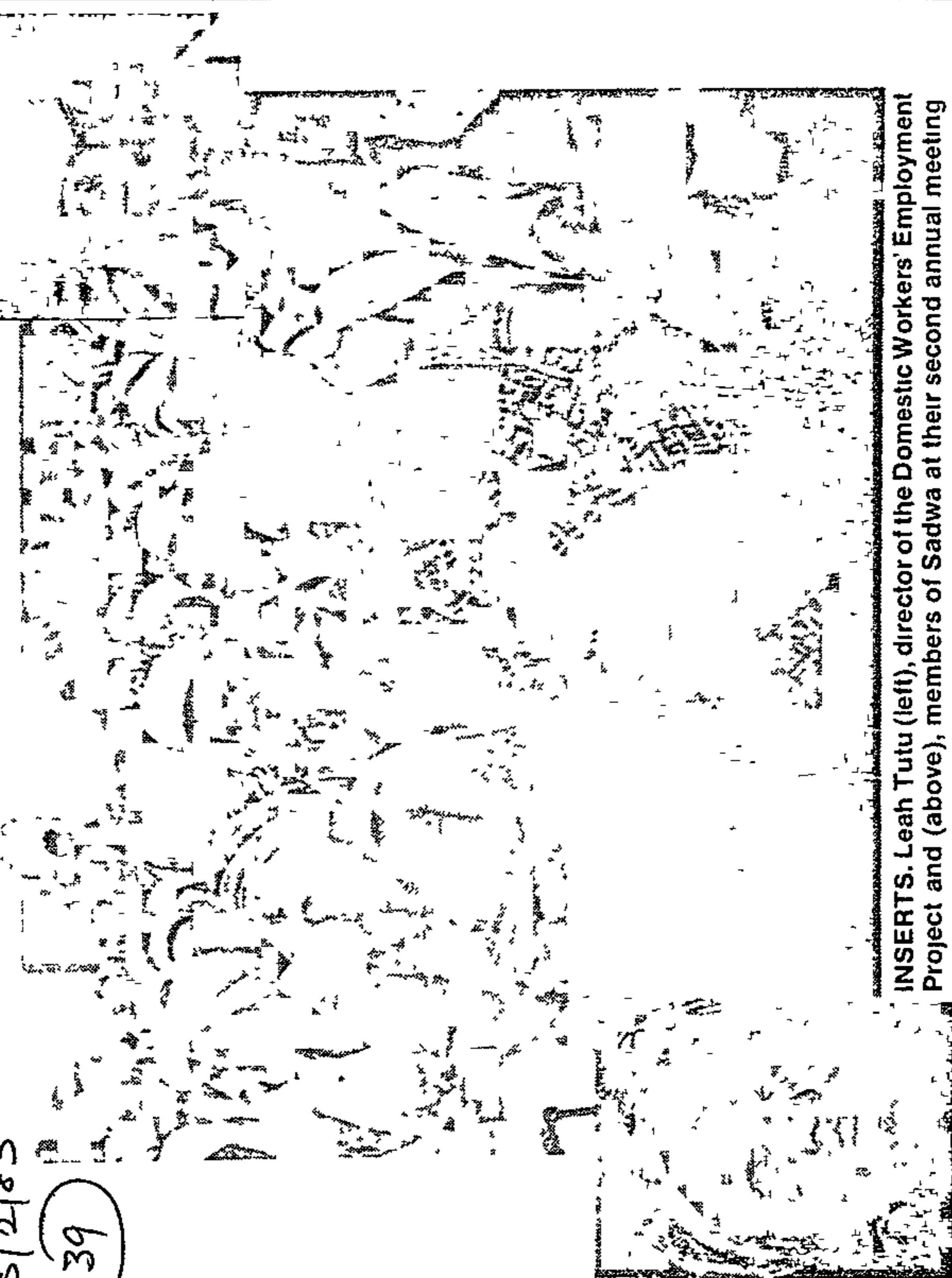
SWAZI

WINDHOEK of South West Africa has invited... with specialist committees

According to today, the... assist the... government of... mulate general... The chief executive Greebe said in w

Caroline Sottwe, (right) chairperson of the South African Domestic Workers' Association.

Sowetan
25/2/83
(139)



INSERTS. Leah Tutu (left), director of the Domestic Workers' Employment Project and (above), members of Sadwa at their second annual meeting

not everybody would benefit immediately the domestics of tomorrow would

She also said that for the first time in Parliament the Minister of Manpower Utilization, Mr S P Botha last year spoke about the plight of domestic workers in this country. This, she said, showed that things would probably work out positively in the near future.

The new management committee for Sadwa will be elected at an executive meeting to be held at Dwep offices in Braamfontein on March 3.

The interim management committee comprises the following (all domestics): Mirriam Motloung, Mabel Phiri, Carphus Nkomo, Violet Mohlasedi, Winnie Khanyile, Selina Vilakazi, Amanda Simango, Martha Maloka, Margaret Nhlapo and Christina Kgapola.

The director of Dwep, Leah Tutu and a community worker, Lolo Tabane advised the domestics, who attended sewing, literature and other upgrading classes at the centres of concern in the suburbs, to start a union to help voice their grievances.

"We realised the need for such an organisation after being faced with scores of domestics, most of them bringing complaints like ill-treatment by employers exploitation and many others. Dwep will only appeal or rather recommend minimum salaries to the employers, who will also optionally agree to that. Sometimes we appeal for long service money which also relies on the employer's discretion," said Ms Tabane.

She told the meeting that the main objective of Sadwa was to fight for recognition in the labour force. She said although

The voiceless masses in the country's white suburbs are growing into a force to be reckoned with. Already boasting a membership of 6 000 within two years of existence, the South African Domestic Workers' Association (Sadwa) last week held its annual general meeting in Rosebank.

Presenting her report, the chairperson of Sadwa and domestic worker for 25 years, Caroline Sottwe said a steering committee elected to look into the working conditions of the domestic has submitted a third memorandum to the labour commission, demanding recognition of domestics' services.

Sadwa believes their members have bargaining power to sell their labour at competitive prices in this country. The association is fighting a system whereby its members contribute to the country's wealth and economic growth by standing in for the housewife and enabling her to join the industry, yet domestics are not allowed to share the fruits of their labour.

Sadwa is spearheaded by the Domestic Workers' Employment Project (Dwep), a voluntary organisation which offers professional advice and services to destitute domestics.



MUSIC MAN Deejay and Family Malaza

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- Umlakho Uyasibiliselaphupha ngetyha - 10 32
- Ezabasha Jikelele Ukusiza Iizwi - a documentary about the mission station of Mantsi 11 00
- Ezabasha Jikelele - 11 30
- Abangqabi - 11 45
- Ziyabuya eThekweni - music programme - 12 00
- Usenzekile - the final episode - 12 15
- Jikelele - 6 30
- Ncutelwa Yintsha - a music programme

TV2

no Enkoko 6 40
Subwindata 7 31
ile - 7 10
- 4 programmes of light wuvul Yintlele
Bongela - a young boy is a drug addict - a woman is trying to help

Union denies informing store of end to the sit-in

E. Post
25/2/83 *139*

Post Reporter

THE Commercial, Catering and Allied Workers' Union of SA (CCAWUSA) today disputed a statement by the management of OK Bazaars, where 113 workers are on strike, that the union had informed the company that workers would return to work on Wednesday

The workers have staged a five-day sit-in in three OK branches in Port Elizabeth, demanding that Mrs Betty Dali, who they feel was unfairly dismissed, be reinstated

Management has refused to hold discussions on Mrs Dali's position until workers return to their posts and Mrs Dali lodges an appeal against her sacking

Yesterday management released a statement which said "These discussions ended when the general secretary of the union notified us that the matter was resolved and the workers would return to work on Wednesday morning, pending an official appeal being lodged with the company"

The workers did not return to work

CCAWUSA's East Cape organising secretary, Mr P Maneli, said the union had

agreed to take the management proposal to the workers

The workers had rejected this course of action

On the agenda for today's planned talks between management and union in Johannesburg was an allegation of attempted assault on Mr Maneli by a non-striking worker at the Main Street branch

Mr Maneli alleged the attempted assault by Mr E Mpulampula had been watched by a member of the OK's management

He had not reported the matter to the police as the union would take it up at today's talks, he said

The company's industrial relations controller, Mr Keith Hartshorne, said "We have established that Mr Maneli was not assaulted"

Yesterday strikers at the Main Street branch refused to accept their pay packets because deductions had been made for the period they have been involved in the sit-in

The East Cape Coordinating Committee (Ecco) today joined the Azanian People's Organisation (Azapo) in expressing solidarity with the strikers

204 26/2/83

Fresh hopes of end to OK Bazaars deadlock

By STEVEN FRIEDMAN
Labour Correspondent

HOPES of a break in the deadlock between OK Bazaars and the Commercial, Catering, and Allied Workers' Union (CCAWUSA) were raised slightly yesterday, but the strike by some union members in Port Elizabeth remains unresolved

OK has suspended recognition talks with the union pending the outcome of the strike and there are fears other large chain stores could be considering similar moves

This would set back hopes of a permanent bargaining agreement between employers and the union

It would also raise the possibility of serious conflict between stores and the union

The strike and sit-in at three Port Elizabeth stores concerns the sacking of a union member OK suspended recognition talks with CCAWUSA after claiming its members

were striking rather than using agreed procedures for appeals against sackings The union says these procedures are not yet in force because the company has not yet recognised it.

Yesterday the sit-in at the stores continued, but OK announced that CCAWUSA officials in Johannesburg had "agreed to request local union officials in Port Elizabeth to submit evidence in connection with the alleged unfair dismissal of one of their members"

It is understood management regards this as an agreement by the union to use the appeal procedures, which it sees as a breakthrough

The union insists it is not doing so, but is merely putting "the other side of the story" in an attempt to win the worker's reinstatement and end the strike

Despite this move, however, there seemed little sign yesterday of an immediate end to the strike and a resumption of negotiations

139

**New
union**

formed

Mercury Reporter
MORE than 200 Durban nightwatchmen decided this week to break off in-house negotiations with their management and form their own trade union.

Mr Isaac Ngcobo, Natal branch chairman of the South African Allied Workers Union, said that the nightwatchmen were despondent about promised wage increases that had not materialised.

They had dissolved their liaison committee to form the new union — to be named the Watchmen and Allied Workers' Union.

He said the new union would be affiliated to SAAWU.

But Mr Tom Connolly, guards director of Fidelity Guards (Pty) Ltd, which has taken over Durban Nightwatchmen (Pty) Ltd, said there was no truth in the workers' complaints, and he could produce minutes of meetings held with the liaison committee to prove it.

Mr Connolly, who is also the Natal divisional chairman of the newly registered South African National Security Employers Association, said wage legislation laid down in July 1981 had provided for a minimum wage for workers, and that was effective until July 27 this year.

Talks ^{7/11} today ^{11/14} on OK ¹³⁹

sit-in ^{E. Post} dispute

28/2/83
By SANDRA SMITH

A DEADLOCK in the week-long OK Bazaars dispute in three Port Elizabeth branches was broken at talks on Friday when management agreed to listen to reasons advanced by the workers.

The store's industrial relations controller, Mr Keith Hartshorne, flew to Port Elizabeth today to meet Commercial, Catering and Allied Workers Union of SA (CCAWUSA) officials.

The dispute began when 113 workers at the OK's Main Street, Greenacres and Walmer branches staged sit-ins in their staff cafeterias in support of a demand that a dismissed colleague, Mrs Betty Dahl, be reinstated.

Management has refused to discuss the issue until the workers return to their positions because it feels agreed-upon grievance procedures have been ignored.

However, after a meeting between management and CCAWUSA representatives in Johannesburg on Friday, the OK released a statement saying that the union's executive had asked PE officials to submit evidence about the "unfair" dismissal.

A meeting will be held this afternoon.

ROM 1/3/83
(139)

Sacked union man is key in OK strike

By STEVEN FRIEDMAN
Labour Correspondent

OK BAZAARS management yesterday heard submissions from the Commercial Catering and Allied Workers' Union (CCAWUSA) on the firing of a union member at one of its Port Elizabeth stores which sparked a strike at three OK stores

Its decision on the fate of the dismissed worker is likely to have a crucial bearing on the outcome of the strike, which is continuing

The future bargaining relationship between OK and the union may depend on the strike's outcome and the company's decision should be made known today

The union has issued a statement disputing allegations made against it by OK

The company alleges that, by refusing to use an appeal procedure against dismissals agreed on between it and CCAWUSA, the union had

broken the terms of an agreement

It also alleges there is a dispute procedure in existence which CCAWUSA has refused to use

Although these provisions are contained in an agreement which has not been signed, OK bases its view on the fact that one clause of the agreement — the granting of "stop order" facilities to CCAWUSA — is already being implemented

The union said yesterday it had broken no agreement

"The recognition agreement — which contains the appeal procedure — is still in the process of being negotiated and has not been signed

"There is no agreement that any section of the agreement presently under negotiation can be put into practice before the final signing"

It said OK "wished to take out a provision from the agreement that suited them

without first reaching formal agreement on its implementation"

The union again denied that it had promised OK strikers would return to work pending an appeal and also denied that its officials had tried to persuade workers to stop striking

"As a principled union, CCAWUSA officials always consult with workers and any decision to end the strike would come from the workers," it said

It rejected management charges that strikers were not negotiating through CCAWUSA "At all times workers have dealt through the union. All communication by workers to management during the dispute has been through the union"

CCAWUSA said OK's claims were "a deliberate management strategy to undermine the credibility of CCAWUSA"

OK Bazaars resumes talks with union

Star 1/3/83

(139)

Labour Reporter

pend recognition talks with the CCAWU until the dispute was settled

OK Bazaars in Port Elizabeth continued talks today with the Commercial Catering and Allied Workers' Union (CCAWU) in a bid to resolve the week-old strike by more than 100 workers

The union yesterday dismissed claims that it had ignored disciplinary procedure by not lodging an appeal for the worker's rehiring

The strike centres on the sacking of one worker, allegedly for repeated lateness

The CCAWU felt that there was no agreement providing for implementation of any part of the talks until the final settlement was signed

The OK last week sus-

Evidence heard on sacking of store worker

E 984 113/83 139
Post Reporter

OK BAZAARS management and representatives of striking workers at three of the store's Port Elizabeth branches met today to hear evidence about a dismissal which led to the dispute

Two officials of the Commercial, Catering and Allied Workers Union (CCAWUSA) and six worker delegates met the OK's industrial relations consultant, Mr Keith Hartshorne, at the company's Deal Party warehouse

Mr Hartshorne flew to Port Elizabeth yesterday to hear evidence presented by the union and worker representatives as to why they consider the dismissal of Mrs Betty Dali to have been unfair

A union official said it was likely Mrs Dali would also present evidence at the talks, which began at 10am today

The OK's general manager of personnel, Mr R T Blackwell, said if Mrs Dali's dismissal — for, among other things, alleged insubordination — was found to be unjust, she would be reinstated

Disciplinary action would also be taken against the supervisor involved if evidence showed that she had acted unfairly, Mr Blackwell said

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OK talks

resume

2/3/83
today

E. Post

Post Reporter

MANAGEMENT and worker representatives and a dismissed woman yesterday aired their views at talks aimed at ending the seven-day-long OK Bazaars dispute

An official of the Commercial, Catering and Allied Workers' Union (CCAWUSA) said all parties had contributed to yesterday's discussions, and talks would resume today at 2pm after management had conducted further investigations

EEQ L-11

139

Tswanas get labour deal

BOPHUTHATSWANA will strike out in a different direction from its sister "independent" territories of Transkei, Ciskei and Venda when it introduces a new law providing for the recognition of trade unions

Due to be tabled in the Bophuthatswana National Assembly in May the law is being drafted under the aegis of Mr Rowan Cronjé, former Rhodesian Minister of Manpower and now Minister of Manpower and Co-ordination in Bophuthatswana

Legalisation of trade unions in Bophuthatswana under Mr Cronjé's new deal will stand in marked contrast to the hostility adopted towards trade unions in Transkei, Ciskei and Venda, where trade unionism is seen as a form of Western "decadence" or, worse still, as incipient "subversion"

But, Mr Cronjé makes clear, trade unions in Bophuthatswana will function within a tightly controlled structure

A point repeatedly emphasised by Mr Cronjé is that South African unions will not be allowed to move into Bophuthatswana and organise workers there, irrespective of their general ideological outlook

Referring to the envisaged Bophuthatswana Industrial Conciliation Act he says "Once our legislation is passed no union or association outside our borders will be allowed to operate or function inside Bophuthatswana"

It will allow only Bophuthatswana-based unions to function and thus bar both the Rightwing Mine Workers' Union — which remains a force on mines which straddle the Bophuthatswanan-South African border — and South Africa's vigorously growing black-based unions



Bophuthatswana's Industrial Conciliation Act, which is modelled largely on industrial relations law bequeathed by Mr Ian Smith's Rhodesia to Mr Robert Mugabe's Zimbabwe, will forbid all forms of race discrimination, including the obsolete clause in the South African Mines and Works Act which prevents blacks from holding blasting certificates

Mr Cronjé insists there can be compromise on this question but chooses his words carefully

"We accept that it is a delicate issue. We will treat it accordingly. It is something we will have to discuss. But the one thing that our Act will forbid is any form of discrimination"

On the exclusion of South Africa's burgeoning black-based unions Mr Cronjé is again circumspect, but his message is clear

"Whether people agree or not with Bophuthatswana's independence, fact is that it is an independent country. Just as any independent state will not allow another country's trade unions to interfere, so we won't either"

Though he does not say so specifically, there is another reason for the decision to exclude South Africa's black-

based unions anxiety that they will introduce "political" objectives and attitudes into Bophuthatswana

"Trade unionism outside Bophuthatswana is pretty complex. There are certain influences we would rather not accommodate in Bophuthatswana. Conditions under which trade unions will operate in Bophuthatswana differ from most countries in Southern Africa"

Pressed to be more specific, he replies "The moment I answer that, I antagonise someone. But conditions in Bophuthatswana allow a trade union to concern itself with its proper function, which is to represent the interests of its members to the best of its ability"

He adds "There is no reason whatsoever in Bophuthatswana for a trade union to involve itself in political matters — because there is ample scope for people, of whatever political persuasion, to organise themselves into a political party and indulge in politics. Our constitution guarantees that"

Mr Cronjé is too skilled a politician to say so outright but the inference is that the situation in South Africa has forced some black unions into the political arena and that their "political" outlook is best kept out of Bophuthatswana

But whether Bophuthatswana will succeed to seal

Bophuthatswana, most industrial of South Africa's nominally independent polities, will soon legalise black trade unions and charter its own industrial relations system. Political Editor PATRICK LAURENCE reports

ROWAN CRONJÉ Delicate Issues

its border ideologically is doubtful, particularly as several parts of Bophuthatswana are adjacent to South African industrial areas

In these areas thousands of its citizens cross the border every day to work in South African factories and cities, where trade unions are free to organise them and influence their perception of the wider South African political situation

Mr Cronjé says "Those who work in South Africa will not be prevented from joining South African unions. I will not try to stop them. It is a South African problem"

Inside Bophuthatswana the pending Industrial Conciliation Act will rest on several underlying principles, the linch-pin of which is that it will create the legal machinery for unions and employer associations to "freely negotiate with as little government interference as possible"

Recognising the importance of unions as part of this bargaining process, the Bophuthatswana Government will encourage their emergence and even provide "experienced people to tram them in their rights and responsibilities"

To conclude lawful agreements on behalf of workers, unions, like employer associations, will have to register with the government-established industrial registrar

But to register they will have to satisfy the registrar that they are representative of the trade within which they function. To this end they will have to submit membership lists of fully paid-up members to the registrar

If the registrar concludes

from these lists that a union is less representative than another claimant to registration, the registered union will be deregistered and official recognition will be conferred on the rival

From this it follows that the practice of "closed shop" — where workers in a particular trade or industry are forced to belong to a particular union — will be outlawed. Mr Cronjé describes "closed shop" as inimical to the principle of freedom of choice and association on which, he says, the law will be based

Bophuthatswana unions will, however, have to fulfil another criterion for registration. They will have to submit audited financial statements to the registrar once a year. If the registrar finds that membership fees are misappropriated the union faces deregistration

The smooth running of Bophuthatswana's proposed industrial relations system will depend further on two special institutions: an industrial court and an industrial tribunal

The industrial court will serve as an appeal court in which decisions by the industrial registrar to deregister either unions or employer associations can be challenged

The industrial tribunal, which will be chaired by a judge or a person of equivalent standing, will settle disputes of interpretation over agreements made between unions and employers where these cannot be resolved through mediation or arbitration

Mr Cronjé is convinced that the new law provides a sound basis on which to construct healthy industrial relations, though he concedes much will depend on the "human factor"

He says "We have a mechanism which will effectively eliminate a lockout or strike situation. But in the end the secret of success in industrial relations is determined by human relations and attitudes"

Probe ~~is~~ into OK sit-in ^{E. 627} goes on ^{3/3/83}

Post Reporter ⁽¹³⁸⁾

THE investigation by industrial relations staff into the nine-day strike by more than 100 workers at three Port Elizabeth branches of the OK Bazaars continues today

The workers staged sit-ins in staff cafeterias at the Walmer, Greenacres and Main Street branches in a demand that a dismissed colleague, Mrs Betty Dal, be reinstated

The OK's industrial relations controller, Mr Keith Hartshorne, is in Port Elizabeth to hear evidence before a decision is made on Mrs Dal's case. He said yesterday had been spent in questioning local management and "investigating the basis for the dismissal"

A tight schedule yesterday meant management representatives could not meet officials of the Commercial, Catering and Allied Workers Union, as was initially planned

Union officials and representatives of the strikers are due to meet management today to discuss the appeal. Management would hear further evidence if necessary, Mr Hartshorne said

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Trade union movements detainees

394 Dr A L BORAINÉ asked the Minister of Law and Order

- Handwritten:* 4/3/83
- (1) (a) How many (i) Blacks, (ii) Whites, (iii) Coloureds and (iv) Indians involved in trade union movements were detained in each month since 1 January 1982, (b) how many such persons were still in detention as at the latest specified date for which figures are available and (c) in terms of what legislation were they so detained,
 - (2) whether any of those detained were released without charges being brought against them, if so, how many?

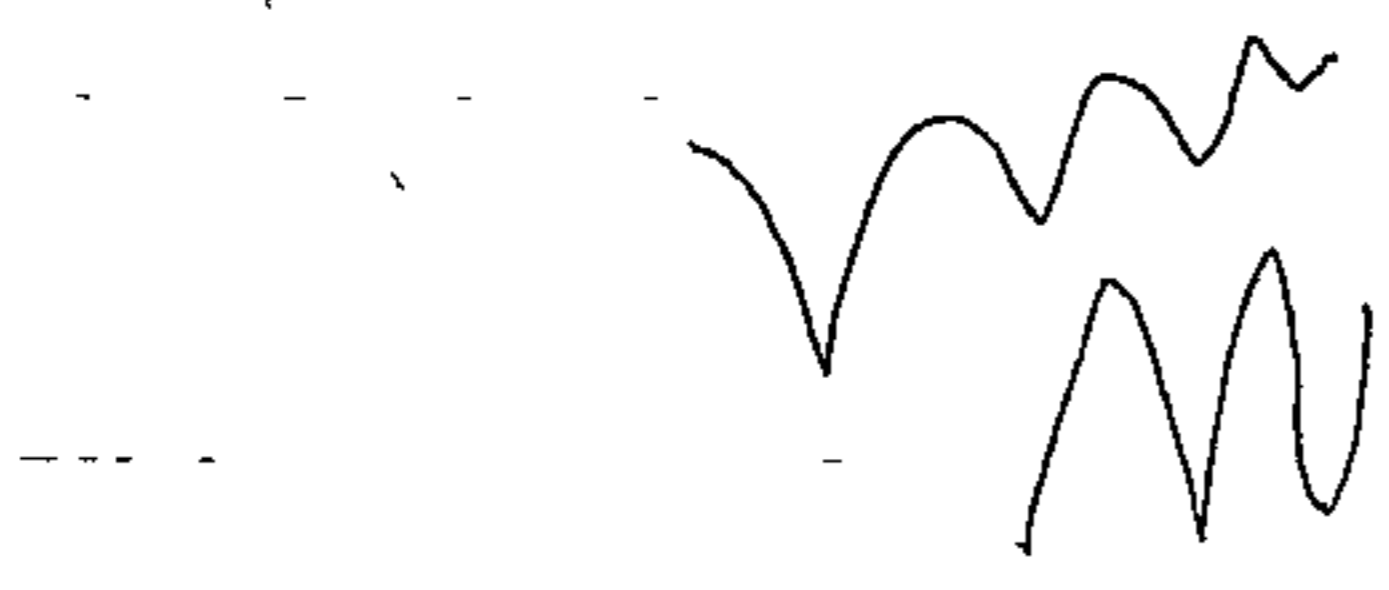
The MINISTER OF LAW AND ORDER.

(1) (a)	(i)	(ii)	(iii)	(iv)
January	10	3	—	—
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July 1982 to February 1983	—	—	—	—

(b) None

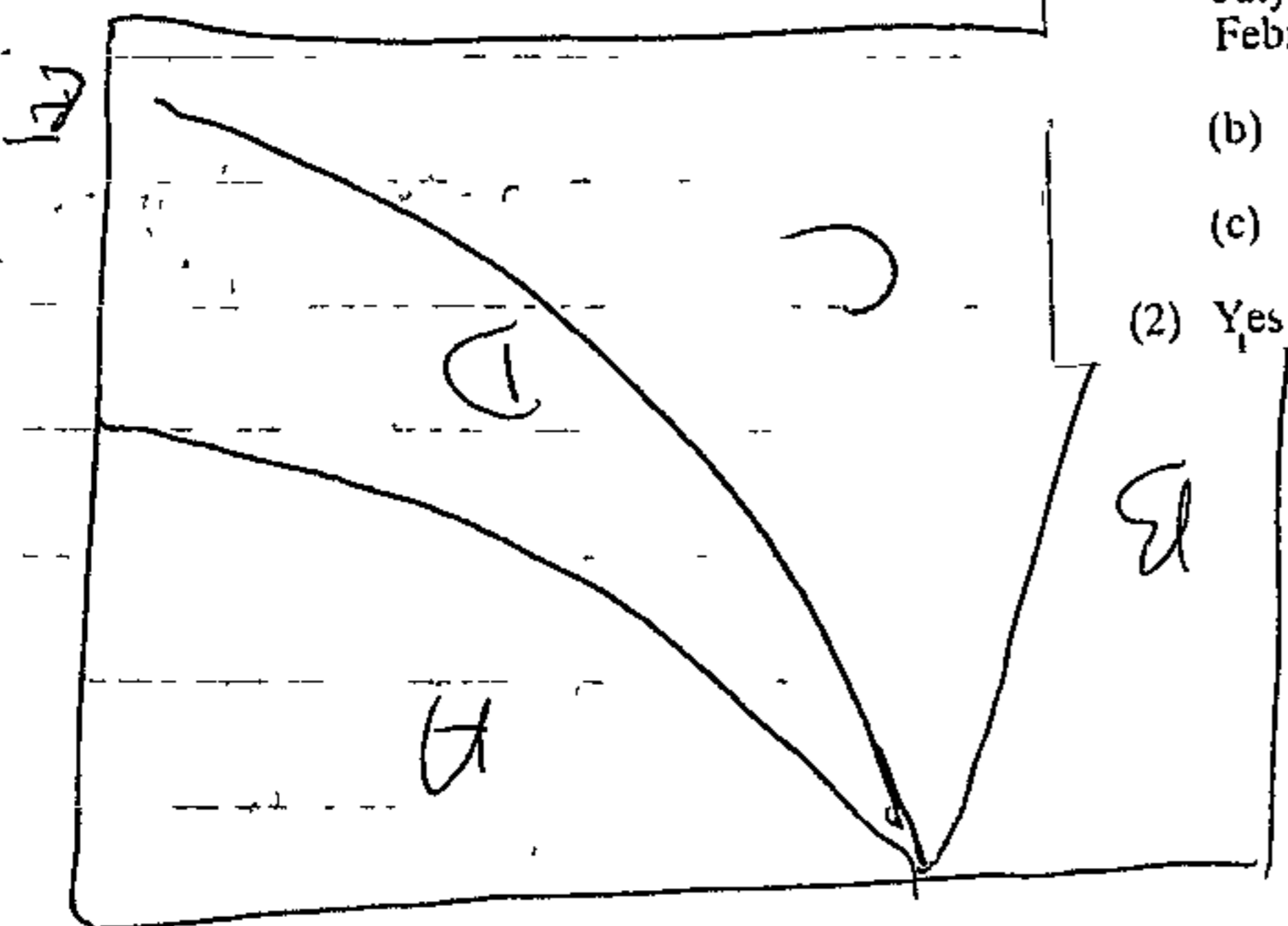
(c) Section 6 of Act No 83 of 1967

(2) Yes, four

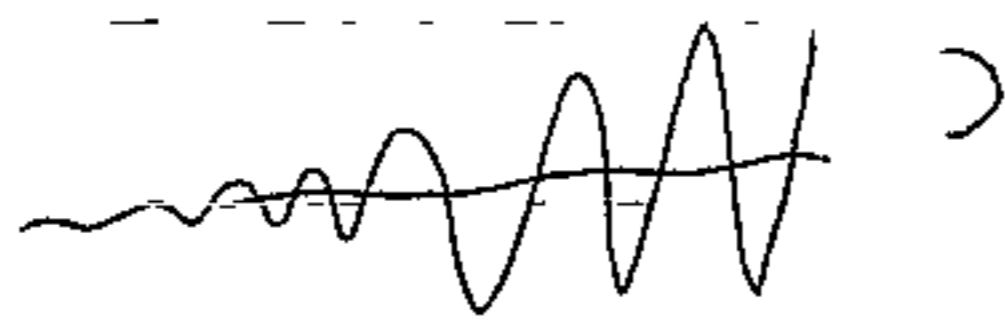
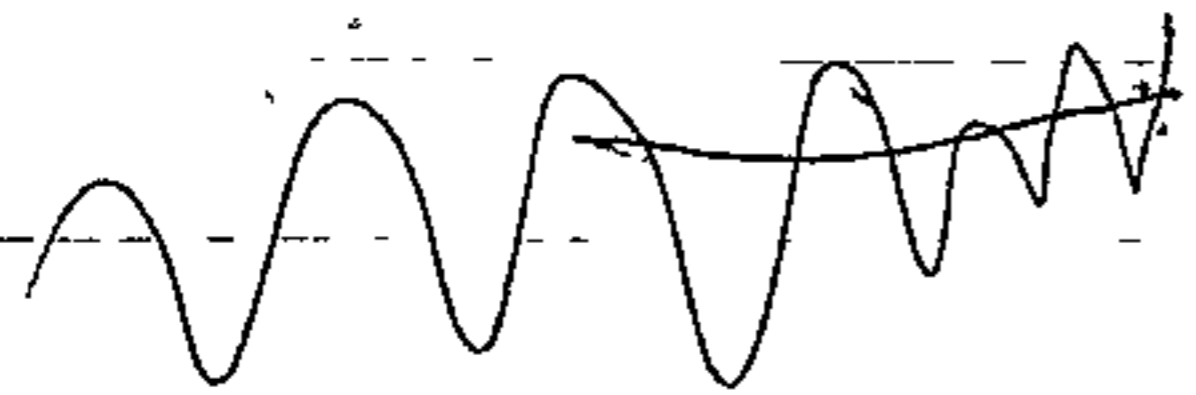


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While watching, she said, she saw her brother-in-law across the street and greeted him.

"Before I knew what was happening, Mr Hugo, who apparently thought I was shouting at them, slapped me and also said I was a bitch."

"He held me by the scruff of the neck and, when I tried to wrench free, his colleague, Mr Floor, joined him in assaulting me," Miss Dlamini said.

She said she was then kicked and dragged across the street.

The hearing was postponed to June 1

By Themba Molefe

Soweto was a dangerous place on June 16 1976 because police shot people at random, a Kempton Park Regional Court magistrate was told yesterday.

Mr Mthuzeli Madalane (24), of Senoane, Soweto, one of four charged under the Terrorism Act, told Mr I J J Luther that he supported the grievances which sparked the 1976 pupils' unrest.

However he did not support the violence that ensued and did not take part in the burning and looting because his Roman Catholic school treated Afrikaans as a subject and not as the medium of instruction.

tion, he said

He admitted that he was a member of the Azanian Students Movement (Azasom) and said it adhered to the black consciousness philosophy, which advocated self-reliance among black people.

He said the organisation accepted the term "Azania" as an alternative name for South Africa.

He had kept a pamphlet, exhibited in court to show his parents, he claimed.

The pamphlet, entitled "The Struggle Goes On Support the Media Workers' Strike", was one of many distributed by the Media Workers' Association of South Africa (Mwasa) during the Mwasa strike in 1980.

he said He had picked it up near Baragwanath Hospital in Soweto

Also exhibited in court was a photograph of Hector Petersen, the first Soweto pupil to be shot by police on June 16 1976

Mr Madalane said he obtained the picture at the unveiling of Hector's tombstone in Soweto

Also charged with Mr Madalane are Mr Stanley Radebe (27), of Senoane Mr L& bana Ernest Mohakata (23), of Molapo, Soweto, and Miss Nonkululeko Innocentia Mazibuko (20), of Zone 6, Diepkloof All four have pleaded not guilty

The case continues today

Police shot at random, court told

were several alternatives trade union movements operated with police

139

Light wines
to enjoy
as often
as you like

Fleur du Cap offers you an elegant alternative — the white Premier Grand Cru Natural Light or the bright Natural Light Rosé

Two delightful wines — lower in alcohol and lower in kilojoules

Take them to lunch

February hit the hot spot

Johannesburg residents this year experienced one of the hottest and driest Februaries in at least a decade.

The average maximum temperature in Joubert Park last month was 27,8 deg C and only 24mm of rain fell in the city at a time when an average of

Picture by Clive Lloyd

Sewell on 'open' policy

By Shirley Woodgate

The question of opening amenities to all races was not whether it should be done, but how far and how fast it should take place, the chairman elect of the Management Committee of the Randburg Town Council, Mr Bill Sewell, said yesterday.

The matter was no longer an issue in South Africa as both the Progressive Federal Party and the National Party were moving towards orderly reform, the main difference in approach being the manner in

Richard Otterley more than two centuries ago there were two things he could possibly never have imagined One that it would be up for sale in Johannesburg and the other that the asking price would be in the region of R120 000 It is one of the prize pieces brought to South Africa by the London art dealers, Spink and Son, and is at present being exhibited along with other valuable works at the La Chine des Ts'ing Gallery in Mutual Square, Rosebank Admiring Mr Otterley is Candy Meagher

Unless South Africa can dismantle its enormous bureaucracy, break up some of its "job-destroying" corporate giants and go flat out to encourage smaller scale private enterprise, it cannot avoid massive unemployment.

There are at least 800 laws inhibiting private enterprise in South Africa," says Mr Andre Spier of Syncom His "think tank" organisation is advising Network, The Star's campaign which is seeking practical solutions to South Africa's classic problem areas

Economic freedom of the individual is an essential precondition to solving the problem of fewer jobs," he said

Mr Spier advocates the breaking up of monopolies especially where these have cornered the markets providing basic commodities such as food, clothing furniture

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PASTOR'S PLEDGE

I'm no stooge!

City Press 6/3/83 139

By DERRICK LUTHAYI

SOWETO — Vuyisile Peter Rojie has done nearly everything in the 40 years of his life.

He has been a teacher, a priest, secretary of a rugby board, president of a cricket board, a traffic officer, a personnel officer

But never a spy.

And, he told City Press, he never will.

His trouble, he says, is that the cops don't believe him.

Mr Rojie, a pastor with the Pinville Twelve Apostles Church, says he was first approached by the security police last year, during the OK Bazaars' strike of more than 1 500 workers. Mr Rojie is personal manager at OK.

"I was staying in a backyard room in Mofolo. A Mr Van Wyk and two black men promised me a house, money and a car if I inform against my colleagues.

"I immediately informed my church elders and officials of the Commercial, Catering and Allied Workers' Unions of South Africa." But due to police pressure for information he resigned from Cawusa



● Rev Rojie . . . I'm no spy.

Then to my surprise, they came back last week and told me to get them information on the shack meeting at the Orlando Roman Catholic Church

"I went to the meeting, and could not contain myself. I jumped up and told the people"

There was dead silence in the church hall as Mr Rojie related his experience.

Despite his public statement, the cops turned up at his home on Sunday to ask for a report-back.

"I had had enough. I told them I do not have a statement. But they promised to come and see me on Tuesday anyway. I don't think they will come back now that I have made a statement to the newspapers," said Mr Rojie.

Mr Rojie was a schoolteacher at the Dalwonga High School, Duba, before he resigned in 1977 during the Soweto disturbances

At that time he was the general secretary of the Transvaal African Rugby Board and president of the provincial cricket body.

"For most of my life I had been involved in the liberation struggle. How will my children look at me if I was to sell the nation?" asked Mr Rojie

Handwritten notes: 200g, 100g, 50g, 20g, 10g, 5g, 2g, 1g, 50c, 20c, 10c, 5c, 2c, 1c

Handwritten notes: Security

Security guards vote to end strike

By STEVEN FRIEDMAN
Labour Correspondent

A WEEK-LONG strike over pay demands by Durban security guards ended yesterday as the men, most of them members of the Commercial, Catering and Allied Workers' Union, agreed to return to work pending talks with management

The union believes the strike has again focused attention on the "very low wages" it says are paid by some security firms and on the "lack of protection" afforded workers by the industry's official wage determination

Cawusa organiser Mr Vivan Mtwá said yesterday the workers, who are employed by security firm Safeguard, a subsidiary of the Grindrod group,

downed tools last Monday in support of demands for a R350-a-month minimum salary

Mr Mtwá said the lowest-paid workers at the company received R152 a month, the minimum set by the Government's wage determination. The determination had not been reviewed since it was gazetted in 1981

"We feel these workers, most of whom are our members, were fighting for a living wage. The minimum set down by the wage determination is not enough to live on," Mr Mtwá said

Attempts to obtain comment from the company yesterday were unsuccessful. Safeguard referred the Rand Daily Mail to Grindrod's group personnel manager in Durban, who was not available

Mr Mtwá said that, after beginning their strike on Monday, the workers had

returned the next day after management had said an announcement about their demands would be made on Wednesday

But on Wednesday the company had not made workers a wage offer and the strike resumed

Management offered workers an extra R5 on Friday, but they had rejected this

Late last week, a "few" workers began to return to work and yesterday the strikers decided to call off their action pending a meeting this morning at which they will be addressed by management

Mr Mtwá said the union had approached the company twice with a request for talks aimed at settling the strike, which was turned down both times

ROOM 81 3/83

139

8/31/83 RDM (139)
OK Bazaars sit-in strike continues

Mail Correspondent

PORT ELIZABETH — The sit-in strike at three OK Bazaar's branches in PE will continue, says an official of the Commercial, Catering and Allied Workers Union of SA

Mr Pindile Maneli, East-

ern Cape organising secretary of the union, said union members were still stunned by the re-affirmation of the dismissal of OK dishwasher Mrs Betty Dal for, among other reasons, alleged insubordination

Members had, in turn, re-

affirmed their determination to continue their sit-in at OK's Main Street, Greenacres and Walmer branches

Yesterday, OK's senior industrial relations representatives in Johannesburg Mr Richard Blackwell and Mr Keith Hartshorne were not available for comment

66 of the 113 striking OK workers go back to work

139
E Post
8/3/83

By SANDRA SMITH

SIXTY-SIX of the 113 striking OK Bazaars workers returned to work this week, but the rest have decided to continue their sit-in

The workers have refused to accept the results of a management investigation into the dismissal of Mrs Betty Dalı and its decision to reaffirm her sacking

Workers at three OK branches — Walmer, Main Street and Greenacres — have staged sit-ins in staff cafeterias for more than two weeks

They have demanded that Mrs Dalı be reinstated, and that management recognise the 'unfairness' of her dismissal for alleged insubordination

An official of the Commercial, Catering and Allied Workers Union (CCAWUSA), Mr P Maneli, said today the issue would now be dealt with by the union's head office in Johannesburg

He said most of the striking workers were dissatis-

fied with the outcome of management's week-long investigation

Union officials were also unhappy that they had not been given the opportunity to examine the evidence of those who testified against Mrs Dalı at the inquiry

The OK's industrial relations controller, Mr Keith Hartshorne, said management had decided not to reinstate Mrs Dalı "after hearing evidence from all quarters"

He said all the strikers at the Walmer branch had returned to work today, and that 29 at Greenacres and nine at the Main Street branch were back at work

This meant 47 workers were still on strike

"We are obviously unhappy about the fact that those involved in the sit-in are maintaining their stance"

"Those workers who have returned will be treated no differently than before, although they will not be paid for the period they did not work"

Strikers

at OK

drift

back

By STEVEN FRIEDMAN
Labour Correspondent

A POTENTIALLY damaging breakdown in bargaining between OK Bazaars and the Commercial, Catering and Allied Workers Union (CCAWUSA) seems to have been averted.

Strikers at three OK stores in Port Elizabeth drifted back to work yesterday

OK suspended its recognition negotiations with CCAWUSA pending the outcome of the strike. This sparked fears that other major chainstores, which are also discussing recognition with the union, might follow suit, thus triggering off a serious conflict between the union and the stores.

The strike has not yet been formally settled. After a week-long probe, OK confirmed the firing of a woman dish-washer, whose sacking had initiated the stoppage. The suspension of recognition is still in force.

But yesterday, OK's industrial relations controller, Mr Keith Hartshorne, said that all but 47 of the 113 strikers had returned to work and other sources confirmed there were signs that many of these were also returning.

CCAWUSA's general secretary, Mrs Emma Mashinini, said the union's Port Elizabeth branch had confirmed that "a few" workers had returned to their jobs. She said she was confident that the recognition talks were not in danger. She said that OK had continued to hold discussions with the union on the Port Elizabeth strike and added that OK had not withdrawn any of the facilities it had offered CCAWUSA pending the signing of the recognition agreement.

Last week management had agreed to a union request to allow shop stewards time off work to discuss aspects of the recognition issue, she added.

It is understood that there is little likelihood of a permanent break in relations between CCAWUSA and OK, or other stores with which it is bargaining.

While the union has expressed dissatisfaction with the outcome of OK's probe into the worker's sacking, it is unlikely to take further action on the Port Elizabeth strike.

OK workers back at their posts

9/13/87
E. Post By SANDRA SMITH

139
THE strike by more than 100 OK Bazaars workers in Port Elizabeth ended today when the strikers returned to their posts after a three-week protest.

And last night the worker whose dismissal led to the strike, Mrs Betty Dal, was admitted to hospital, apparently suffering from the stress she has been under since the strike began.

The general secretary of the Commercial, Catering and Allied Workers Union (CCAWUSA), Mrs Emma Mashinini, said from Johannesburg that at a meeting last night the workers had decided to return to work on condition that the union continue negotiating for Mrs Dal's reinstatement.

Mrs Dal's dismissal for alleged insubordination led to the sit-ins in three OK Bazaars staff cafeterias by 113 workers.

Last week management held an intensive investigation into Mrs Dal's sacking — including charges that racially offensive remarks had been made to her by a supervisor — and decided not to reinstate her.

The OK's industrial relations controller, Mr Keith Hartshorne, said no disciplinary action would be taken against workers who had been on strike.

OK strikers back at work

Star 9/3/83 Labour Reporter 134
Striking workers at three Port Elizabeth branches of the OK Bazaars last night decided to end their three-week strike and return to their jobs this morning

The decision follows the company's announcement on Saturday that it would not reinstate Mrs Betty Dali who had been dismissed at the end of January for alleged repeated lateness. More than 100 workers at the three branches had stopped work and demanded that Mrs Dali be reinstated.

The OK Bazaars suspended its recognition talks

with the Commercial, Catering and Allied Workers' Union because of the strike and talks were held between union officials and management in Port Elizabeth and Johannesburg.

The OK's industrial relations controller, Mr Keith Hartshorne, said that recognition talks would resume when the situation at the three branches had returned to normal.

Since the OK's announcement not to reinstate Mrs Dali, striking workers had been trickling back to their jobs and by yesterday only about 60 were still involved in the protest action.

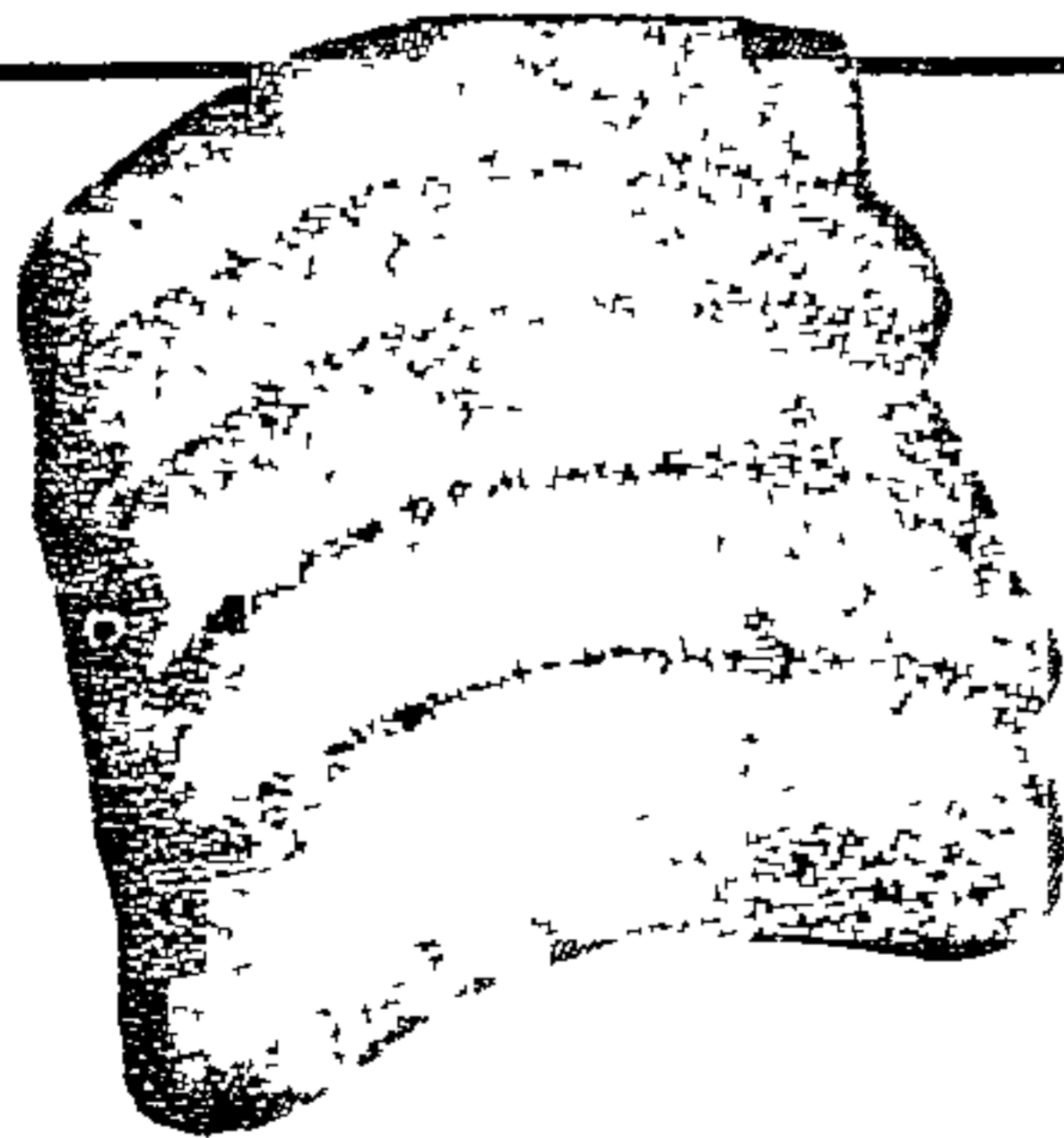
"Let us hear from Koornhof that there forced 'persuasion' intimidation — inc the withholding of sion rights and the al by officials to r workers — and all ner of harassment Government offic order to violently people from their so that they m squeezed into cam tined for inclus some strange home

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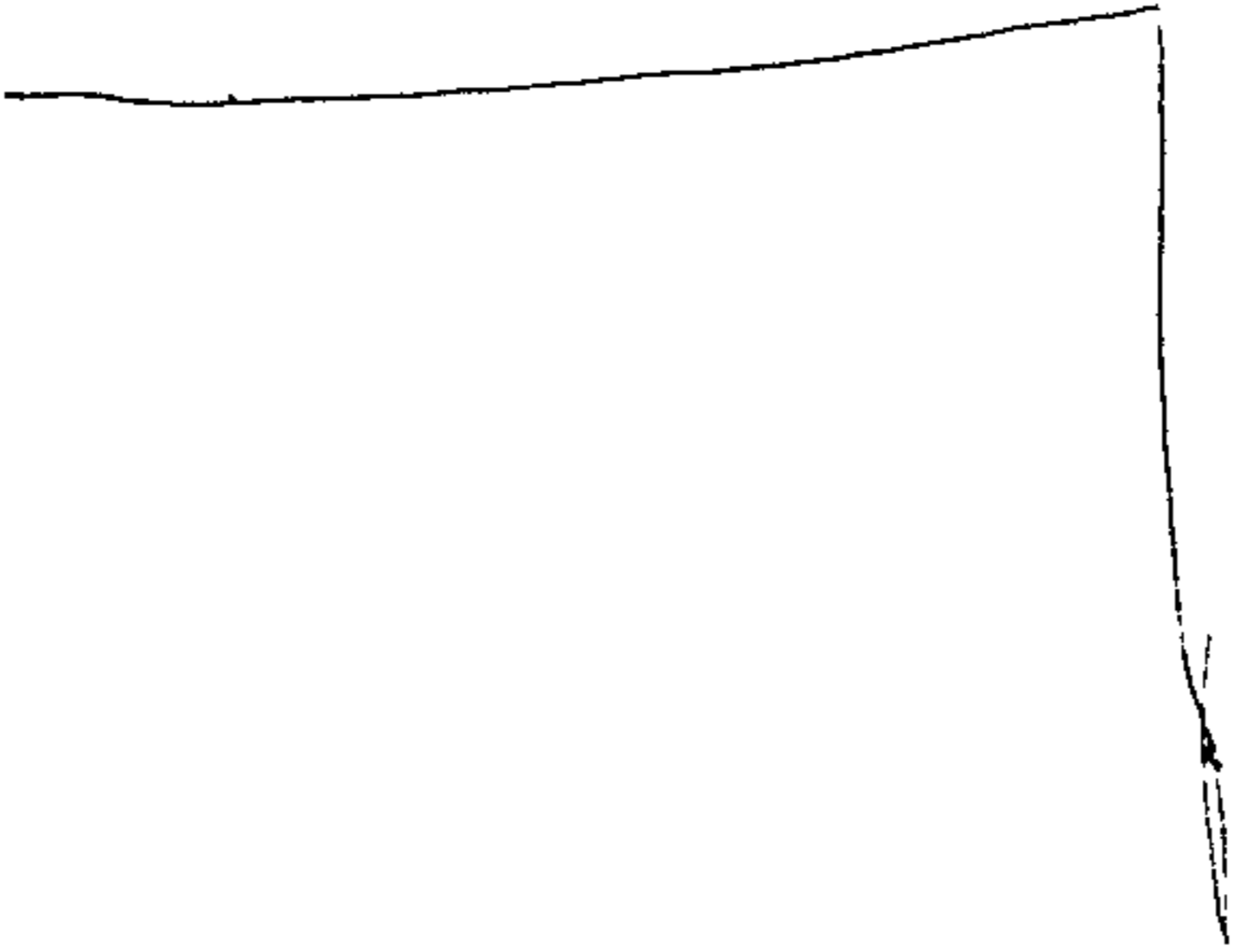
139
goes on

D. Dispatch 9/3/83

PORT ELIZABETH —
Sixty-six of the 113 striking OK-Bazaars workers in the Eastern Cape returned to work this week, but the rest have decided to continue their sit-in

The workers have refused to accept the results of a management investigation into the dismissal of Mrs Betty Dali, nor its decision to reaffirm her sacking

They have demanded that Mrs Dali be reinstated, and that management recognises the "unfairness" of her dismissal for alleged insubordination — SAPA



British unions advised on SA visits

Post Correspondent

LONDON — The Labour Party yesterday advised British trade unions not to accept visits to South Africa organised by the South African Government or by companies with interests in South Africa, or to have contact with the South African Confederation of Labour or Trade Union Council of South Africa (Tucsa)

These were said not to qualify as being "independent and non-racial"

The Labour Party says "visits should only take place at the request of and according to a schedule drawn up in co-operation between British unions and the independent and non-racial trade unions in South Africa"

The advice to the British trade union movement is contained in the form of guidelines prepared by the Labour Party's national executive committee

The Labour Party's statement distinguishes between unions that are "genuinely independent and non-racial" and those that are not. It says unions affiliated to the South African Confederation of Labour, which organises white workers in "openly racist unions", clearly are not non-racial

Unions affiliated to Tucsa, although they include some 170 000 Indian and coloured workers and more than 20 000 black workers, also are not "independent"

The remaining unions, says the Labour Party, generally can be described as non-racial

According to the Labour Party statement, the best known and most representative of the trade unions in South Africa are those grouped around the Federation of South African Trade Unions, the Council of Unions of South Africa, and unaffiliated unions such as the General Workers' Union, the South African Allied Workers' Union and the Food and Canning Workers' Union

Call Times
Strong union

11/2/83
139

● WHILE the recession has slowed the growth of most of the emerging trade unions, at least one union seems to be going from strength to strength. The Commercial, Catering and Allied Workers' Union (Ccawusa) has been at the centre of an increasing militancy among shop workers throughout the country. Ccawusa's main area of operation has been the big chain stores such as OK Bazaars, Pick 'n Pay, Edgars and Woolworths in Port Elizabeth over

Unions dissociate themselves from smear letter

139 ~~USA~~ ~~USA~~
12/3/83 By JIMMY MATYU

S. Post

THE Motor Assemblers and Component Workers Union of South Africa (Macwusa) and its sister organisation, the General Workers Union of South Africa (Gwusa) have vehemently dissociated themselves from a bogus smear letter

The letter stated that another union — the General Workers' Union — was "a bunch of whites manipulating black workers for its own obscure ends"

It was dated January 5, 1983, signed in the name of Mr S Duze (one of the Macwusa officials) and received in Cape Town by Mr David Lewis, secretary-general of the General Workers Union (GWU)

It was written after Macwusa, Gwusa and 13 other trade unions had met in Cape Town and Port Elizabeth during the past two years for trade union unity talks

Today Mr Government Zini, organising secretary of Macwusa and Gwusa, said "We deplore this' mischievous letter and we dissociate ourselves from it Mr Duze has denied knowledge of it

"It is understandable why it is written on our letter-heads, because in the past our offices had been burgled several times We have our suspicions about who wrote it, trying to create mistrust between the progressive trade unions"

He said a similar letter with the same insulting wording had been circulated among civic and trade unions and its authors claimed it came from the South African Allied Workers Union of South Africa (Saawu) Saawu also denied writing that letter, he said

Strikers fired after dispute

By ENRICO KEMP

EMPLOYEES at the Eastern Cape Agricultural Co-op Creamery in Queenstown have been dismissed after going on strike in protest against the management's refusal to recognize their union

The employees, all members of the African Food and Canning Workers' Union, stopped work on Wednesday after the management informed an employees' committee that it would not recognize or deal with the union

The manager of the creamery, Mr C A Botha, yesterday confirmed the dispute. He said 70 employees were involved and they had already been replaced

The union's general secretary, Mr Jan Theron, said the dispute arose when the management told the committee to elect a liaison committee to represent the interests of the creamery's 200 employees

The employees rejected representation through a liaison committee and all 200 stopped working on Wednesday. The creamery's management has

since refused to meet union officials to discuss the situation

Approached for comment yesterday, Mr Botha said "Seventy workers went on strike because they wanted us to recognize their union. We asked them to go back to work, but they refused

"They said they would not accept a liaison committee. I told them that they must go and work for their union in that case"

According to Mr Theron, the basic wage at the creamery is R29,10 a week. Higher paid workers with long-service earn up to R35 a week. He said employees complained that working conditions at the creamery were "bad"

"We fully support the workers. It is no coincidence that it is a company which pays such wages to its workers that will also not allow a union on to its premises

"We demand the reinstatement of the workers and call on all persons and organizations, which are concerned for the future of the country, to support this demand," Mr Theron said

70 sacked at East Cape creamery

AC665
15/3/83

Labour Reporter
WORKERS at the East Cape Agricultural Co-operative Creamery have been dismissed after downing tools in protest against a management refusal to recognise their union, the African Food and Canning Workers' Union

139
this country" to support the demand of the workers to be represented by the union of their choice

The company, which manufactures butter and cheese, had told the workers to elect a liaison committee, but this they refused to do, he said

200 WORKERS

"The workers' committee met the management on March 9 and were told that the management would have nothing to do with any union and that the workers should elect a liaison committee"

The AFCWU spokesman said that about 200 workers were involved in the dispute. Those with long service earned R35 a week, while the basic wage was about R29 a week

"It is no coincidence that it is a company which pays such wages to its workers that will also not allow a union on its premises"

"NO NEED"

Mr C A Botha, managing director of the co-operative, said he did not see the need to talk to a union

"Only 70 people went on strike and eventually we asked them to leave. They had always been happy here before"

Mr Botha confirmed that the basic wage was R29 a week, but said workers with long service could earn up to R60

A spokesman for the AFCWU's head office in Cape Town has called on "all persons and organisations which are concerned for the future of

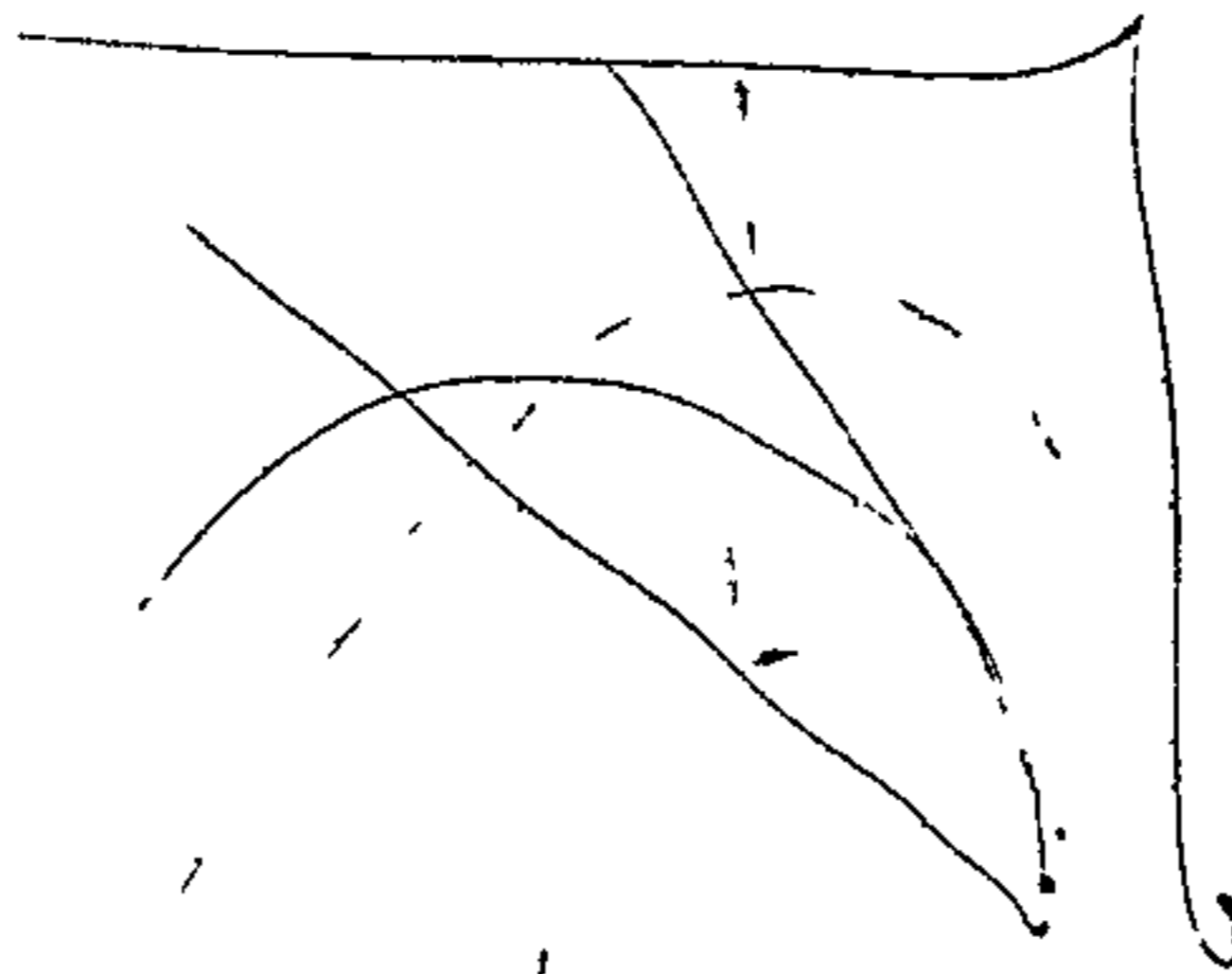
Strike at
co-op
over DD. 15/3/83

QUEENSTOWN — The strike at the Eastern Cape Agricultural Co-op creamery here is over

Mr C A. Botha, the general manager, said that 30 per cent of the workforce had returned and the other vacancies have been filled by new recruitment

He said that he had had no further communication from the union involved — the African Food and Canning Workers' Union — but was pleased that so many workers had decided to return — DDR

* * *



Dutch union rejects criticism of planned SA tour

Post Correspondent AMSTERDAM — The Dutch Christian Trade Union Federation (CNV) has rejected anti-apartheid criticism of a planned visit to South Africa's black Urban Training Unit.

"We are, to put it mildly, surprised," a CNV spokesman said of the protest by members of the Dutch Anti-Apartheid Movement.

A CNV delegation, including secretary Mr Arle Hordijk, is scheduled to give a series of lectures at the training unit run by the independent black trade union movement in South Africa.

"Through financial aid and other activities, including this sort of visit, we try to help independent black trade unionists in their fight against apartheid," the spokesman said.

"It is not correct to say that this visit will legitimise the apartheid regime. We maintain similar contacts with, for example, the independent trade union movements in Latin America, though it cannot be said that our visits suggest that we support their despicable regimes."

The spokesman said the training unit was well known to the CNV. It was highly thought of as an institution quite different to the Government-sponsored black "shadow unions".

With Dutch society sensitised on the issue of visits to and from South Africa by the recent statements in South Africa by Dutch author W F Heremans, there was a move in parliament yesterday to prevent a visit by the secretary general of the Union of Orange Workers, Mr H F Verwoerd.

MPs Mr Ria Beckers of the Radical Party and Mr Relus ter Beek of the Labour Party asked Foreign Minister Mr Hans van den Broek to deny Mr Verwoerd a visa.

They argued that such a visit, which would include talks with Government and party officials, would contravene Dutch policy against political and cultural exchanges with South Africa.

Mr Van den Broek has not yet responded to the request.

In Amersfoort, the synod of the Hervormde Kerk has announced that Dominee C B Roos will travel to South Africa with the reformed world deaconate representative Mr Maas van den Heuvel, to give evidence for the South African Council of Churches before the commission of inquiry into its activities.

PE hosts some well-bred visitors

12 top yearlings end their sea trip

TWELVE New Zealand-bred yearlings worth almost a million pounds, including three horses bought for more than NZ\$100 000 (R139 000) each, were unloaded at the Port Elizabeth harbour today.

The horses, bought at the Trentham Bloodstock Sales in New Zealand, arrived on board the container ship SAF Ocean Nederland from Freemantle in Australia.



Nkomo lies low without contacting UK officials

LONDON — The Zimbabwean opposition leader, Mr Joshua Nkomo, has gone to ground in London — without making any requests to meet British Ministers or officials, according to the Foreign Office.

A spokesman for the office said today that Mr Nkomo, who arrived in London on Sunday after fleeing to Botswana, had not sought any meetings or negotiations with Government officials regarding his future.

And an opposition Member of Parliament, Mr Robert Hughes, said last night he and other members of the Labour Party interested in African affairs were trying to arrange a meeting with the Zapu leader. But there was no news that a meeting has been set up.

"As a friend of long standing, I want to meet Mr Nkomo to discuss current events. A number of other MPs are also interested in meeting him," said Mr Hu

Co-op denies union claims

QUEENSTOWN — The general manager of the Eastern Cape Agricultural Co-op here has completely denied allegations by the African Food and Canning Workers' Union that their workers were insulted and assaulted by management and that one employee was shot in the leg at work.

Mr C A A Botha said "These things definitely did not happen I am the general manager and I know — the workers were not insulted and no-one has been shot"

A statement from the general secretary of the union, Mr Jan Theron, referring to the recent creamery strike, said

"We utterly reject the statement made by the employers of the Eastern Cape Agricultural Co-op which is designed to mislead the public

"Thirty per cent of the workers have not returned to work, six or seven have and 179 are at present outside. The employers are refusing to negotiate with the unions. Their stated attitude is that if the workers wish to belong to the union they can get work elsewhere. We are not surprised that the employers should adopt this attitude as they pay their workers appalling wages

"The basic wage is R29,10 a week. The workers complain they are dismissed for no reason, are insulted and assaulted by manage-

ment and the foremen carry guns at work

"A worker's jaw was broken last year when he came late for work and another was shot in the leg at work and then dismissed, but nothing came of the case he made

"The employers provoked a strike. For over six months they have refused to recognise the union, ignored letters from the union and now they have dismissed the workers

"We do not seek confrontation with the employers but a solution to an increasingly ugly situation which will have repercussions for labour relations not only in Queenstown. But the employers must agree to negotiate a solution with the union"

Asked to comment on this statement, Mr Botha said that 30 per cent of the workers had indeed returned, as previously stated

He said that the basic wage was R29,10 a week, but that most workers were paid considerably more than this

It was true that he had refused to speak to representatives of the union as he considered the matter of the strike now closed, he said

"They are blowing this matter out of all proportion," he said "We have no intention of having a union here and if the workers want a union they must find a job elsewhere" — DDR

Jan 18/3/83

Unions for local govt: probe urged

CAPE TOWN — Attention had to be paid to the position of the large number of local authority workers who were still unorganised and had little trade union experience of industrial and conciliation councils, the Minister of Manpower, Mr Fanie Botha, said yesterday.

Speaking at the annual meeting of the United Municipal Executive of South Africa, he called on it to look into the matter thoroughly and quickly and submit concrete proposals.

Mr Botha said developments in the field of labour relations would place exceptional demands on local authorities in the future.

"Most whites employed by local authorities are at present members of one well-organised trade union, the South African Association of Municipal Employees (SAAME)."

It negotiated on salaries and working conditions and the system had worked well so far.

"We dare not allow this situation to be disturbed," said Mr Botha. "That is why we must take notice of the position of the large number of workers ... who have so far remained mostly unorganised."

Mr Botha said these workers would turn increasingly to the union movement, and it was important to establish efficient structures acceptable to all.

The Department of Manpower was looking into the manpower situation in local authorities as a matter of urgency. High-level talks had already been held and there would be more, Mr Botha said — Sapa

US look at changing face of SA unions

Argus Bureau

NEW YORK — Not even the most optimistic labour union organiser in South Africa could have imagined the developments now taking place among black mines workers, the New York Times reported this week

The prominent report looks at the President Brand Mine at Welkom, where 700 mineworkers recently gathered to hear a black organiser speak on white oppression and black solidarity — and was cheered with clenched fists and shouts of "Amandla!" — the Zulu expression for "It shall be ours"

GROWING FAST

The Times notes that the National Union of Mineworkers seems to be the fastest-growing black union in the country and is negotiating with the Chamber of Mines for recognition as a bargaining agent in 16 job categories at President Brand and four at other mines

"It is the first time the mining companies have negotiated with anyone but themselves about their black workers since gold was discovered in South Africa 97 years ago"

The developments have "breathtaking" potential because blacks form 97 percent of the work force on the mines — which are the main-spring of the South African economy

DOORS OPENED

The decision to open the doors to black unions on the mines was made in the boardrooms of Johannesburg's financial district, in particular the Anglo-American Corporation

The theory was that it is "easier to deal with recognised leaders of organised unions than to confront an angry mob"

'Undermined' Rhodes worker leaders resign

Weekend Post Correspondent

GRAHAMSTOWN — The entire executive of the Rhodes University Black Workers Association (Rubwa) has resigned in protest against several recent decisions by the university administration which, Rubwa say, have undermined their credibility with their members

Rubwa chairman Mr M G K Nombewu and the other eight executive members have now called on Rhodes to moderate its stand on several issues before they consider withdrawing their resignations

Mr Nombewu said his association found it impossible to represent the issues of Rhodes black workers and interpret the university's regulations at the same time

The current row apparently started last November when Rubwa asked the administration to change the black staffers' pay date from the 15th to the 21st of each month. The assistant accountant turned down the request after six of the 47 departments objected

Then, in December last year, a worker

from Smuts Hall, Mrs V Hoboshe, was fined after being accused of stealing five old spoons. Mrs Hoboshe denied the charge and Rubwa backed her appeal — which was unsuccessful

In a second case, two men were accused of stealing five bars of soap from the university laundry

Both received "warning letters", which apparently serve the same function as a suspended sentence

A black mark is placed in their records, according to Rubwa, and further transgression means dismissal

Rhodes, Vice-Chancellor Dr Derek Henderson met the Rubwa executive on January 12 and two weeks later the association received a detailed, written reply. In the letter, Dr Henderson set out the university's decisions, which he said were final

In an interview published in Grocott's Mail yesterday, Dr Henderson said he could not go into specific details, but said confidently he did not expect any further problems, despite the mass walkout of the Rubwa executive

Journalists questioned

2018
139 City Press
ZWELITSHA — The offices of a Zwelitsha news agency were searched and two of its employees were questioned for six hours last weekend.

Mr Charles Nqakula, a senior journalist, and photographer Mr Elliot Maziko were released after being questioned.

Mwasa

Mr Nqakula is president of the Media Workers' Association.

Mr Nqakula said four officials took documents from the office after an hour-long search.

- (b) No
- (aa) Refer to part (a)(i) to (a)(v) of the reply
- (bb) Three
- (cc) One White controller per route
- (dd) For economic reasons

270 139 #57 Hansard
 Transport Services: staff associations
 Q. Col. 743 - 744 21/3/83
 513 Mr G B D McINTOSH asked the
 Minister of Transport Affairs

- (1) Whether the position of non-White staff associations in the South African Transport Services is being investigated, if so,
- (2) whether the investigation is being conducted by a commission of inquiry, if so, (a) who is the chairman and (b) what are the terms of reference of such commission, if not, by whom is the investigation being conducted?

The MINISTER OF TRANSPORT AFFAIRS

- (1) The whole question of staff representation in the Transport Services which affects the position of all staff associations is currently being investigated
- (2) No, but by a committee of inquiry
- (a) Mr J P Verster, former Assistant General Manager (Manpower)
- (b) In the light of the constantly changing labour situation, to examine, report upon and submit recommendations on the whole question of staff representation in the South African Transport Services with specific reference to—
- (i) the position of senior offic-

ers in such a staff representation system,

- (ii) guidelines whereby efficient consultative and negotiating machinery with due regard to the principle of identity of interests, could be provided for all employees, and
- (iii) the practical application of such guidelines

→

New trade union set against registration

Star 21/3/83 139

Labour Reporter
A new unregistered trade union has been launched in Pretoria — the National General Workers' Union

The general secretary is Mr. Donsie Khumalo, until recently Transvaal secretary for the Port Elizabeth-based Motor

Assemblers' and Component Workers' Union

Mr Khumalo said that the union had resolved not to register and adhered to the policy of union demarcation, that is, the NGWU would not organise in areas where other emergent unions were active.

~~241 138~~ (139)

Managers told to accept black mining unions

By BRENDAN RYAN
JOHANNESBURG — Mine managers should accept the circumstances of unionization of black mineworkers in good grace rather than cause antagonism by resisting change

That is the opinion of Mr R P G Steyn, outgoing president of the Association of Mine Managers of South Africa

Addressing the associations general meeting in Johannesburg he said five unions are presently recruiting black, coloured and Asian employees on

the mines. If South Africa follows international trends there is a great deal of unionization ahead much of which will happen in the mining industry

New moves

"It would be a naive observer who expected only good to flow from the new moves which allow black mineworkers to organize — and a confirmed pessimist who expected it to be all bad

"There will certainly be problems to start with, and invariably a certain amount of shows of

power
"Would it not be better to acknowledge the circumstances and accept them in good grace, than to cause antagonism by resisting the change?"

In South Africa 24 per cent of white workers are unionized compared with a level of 12 per cent for black workers. Black workers in the mining industry were 11 per cent unionized compared with 58 per cent in the motor industry and 30 per cent in the metal, pulp and paper industries

Unregistered unions

He said the decision by the Chamber of Mines to consider the recognition of unregistered unions demonstrated the mining industry's desire to keep the game alive and practical in the industrial relations sphere

"We are going to have to move and make changes, to keep abreast of changing circumstances"

Turning to the question of skilled manpower Mr Steyn said the expansion of the South African economy had resulted in a high turnover of staff. On the mines for 1981/82 there was an average turnover of 45,2 per cent for union men and 37,4 per cent for officials

"It is obvious with this level of turnover it is virtually impossible to build up an experienced team"

"The mining industry places great emphasis on training and considerable expenditure is incurred annually to train black and white employees in the various disciplines

"However, it is doubtful whether we are getting an adequate return on this investment while various parasitic organizations with no training commitment spring up, utilizing expertise poached from the mines to provide and attempt to sell these services back."

Final analysis

"In the final analysis, the skills shortage can be traced back to a simple case of supply and demand — the continued failure of the South African training system to provide sufficient skills at the right level to meet the needs of the economy"

In spite of a non-racial training policy and enabling legislation in the form of the manpower

training act, the shortage of skilled artisans remains acute

Figures released by the Department of Manpower show a shortage of 27 562 people which is an increase of 151 per cent since 1979. In the professional, semi-professional and technical occupations there is a shortage of 37 509 people, an increase of 73,4 per cent since 1979

Mr W W Malan, president of the Chamber of Mines, said to resist changes in the industrial relations scene would be futile and not in the best long-term interests of the mining industry or its employees

"The white population is no longer able to produce the country's growing requirements of skilled manpower. It is, therefore, inevitable that increasing numbers of blacks will have to be drawn into the skilled, supervisory and managerial ranks

"The Bureau for Economic Research at the University of Stellenbosch has estimated that by the year 2 000 one-million jobs, traditionally done by whites, will have to be done by blacks

"In all our deliberations on ways and means of overcoming our skilled manpower shortages we will obviously not lose sight of the needs of our white labour force, such as the need to feel secure in the working environment and also the need to progress in that hierarchy of jobs on our mines," he said

Call to scrap apartheid to control growth

By JIMMY MATYU

THERE would be no need for drastic population control measures if apartheid was dismantled, black civic leaders said in Port Elizabeth today

They were commenting on the report on demographic trends by the Science Committee of the President's Council which warned that unless steps were taken to curb population growth — particularly that of blacks — South Africa was headed for a major disaster

The secretary-general of the Domestic Workers' Association of South Africa (Dwasa), Mrs Pat Maqina, said because of the wide gap in wages between blacks and whites, blacks felt that more children were a safeguard against old age

"Even family planning clinics already in existence are viewed with suspicion and are not acceptable to most blacks," she said

The chairman of the Kwazakele Residents Asso-

ciation, Mr Jackson Mdongwe said he was opposed to proposals made without consulting the people

"We have not been asked for our views. It will be worse with some of our conservative blacks who believe that when a man pays lobola for his wife he is entitled to as many children as she can produce," he said

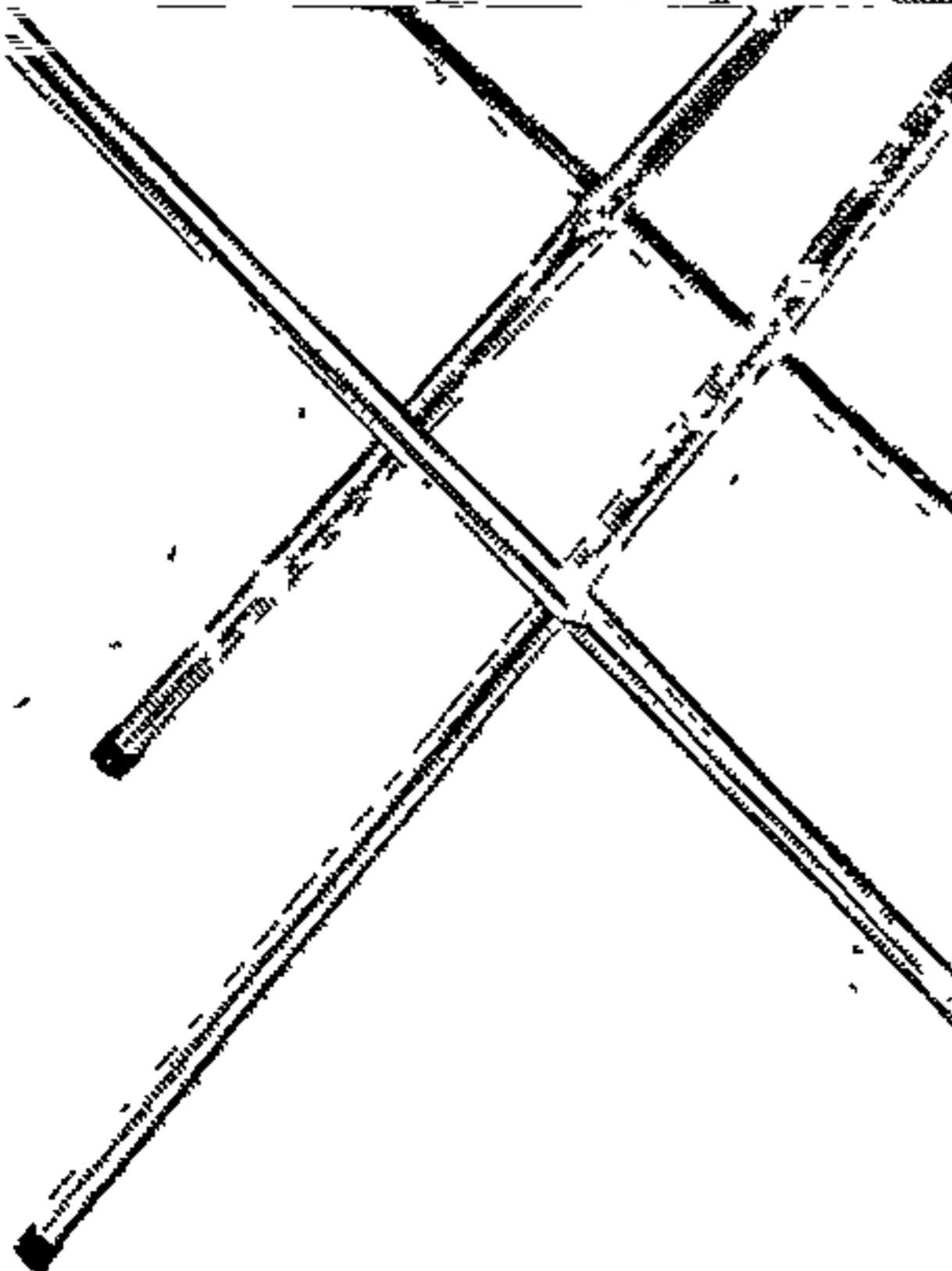
Mr Mdongwe said the large number of children in each black family was treated as some form of social security for parents in their old age

An executive member of the Roots cultural movement, Mr M Mayekiso, said blacks did not accept two-child families

"I see no need for proposals to curb population growth as long as the system of apartheid is dismantled, and the laws governing social benefits restructured to give every person, irrespective of race or colour, equal pay" he said

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Jan 24/3/83

Union, hotels meet over stoppage

Labour Reporter

Officials of the Commercial, Catering and Allied Workers' Union were due to meet hotel managements today to discuss a work stoppage by staff at three Johannesburg hotels on Tuesday

The dispute started at the Landdrost Hotel after the promotion of an "outsider" over regular hotel staff being trained by the hotel Staff at the Sunnyside Park and Towers hotels then conducted a sympathy stoppage in support of their colleagues

The stoppage ended when hotel management agreed to transfer the person concerned and promote one of the regular staffers, a Ccawusa spokesman said

Staff had been opposed not to the individual but to the principle of outside appointments, the spokesman added

Leading drummies off to UK

Johannesburg's premier drummers, the Northview High School majorettes, leave Jan Smuts Airport on Saturday to compete in the Britannia Cup International Band and Display Competition held annually in London over Easter

The team will compete against more than 30 teams of precision majorettes, drill teams and marching bands from many parts of the world

About 1 000 people will take part in the competition before an audience of 20 000

The 39-member South African squad will also perform at various festivals and sports events in Scotland, France and



ical director Marilyn Taylor is an unusual musician. She played the Indian Hindu temple horn, known as the Nathaswaram. She came to South Africa for a holiday last year — and ended up staying. She was finally home on Wednesday, after a well-travelled Nathaswaram on Wednesday, after a holiday in the Baxter Theatre, Mr John Slemon, who was with him from a business trip to England.

'at ruling liquor giant

wine and spirits

The Minister of Industries, Commerce and Tourism, Dr Dawie de Villiers, has instead "now welcomed the CWD wholesale suppliers into the retail trade", Dr Pretorius said, "by granting it — a total stranger to retailing — a maximum of 300 outlets, while other wholesalers are permitted to retain present totals

"The discrimination against the small retailer is taken further by allowing grocers a maximum of 35 off-consumption wine licences. This is in direct conflict with the Cabinet decision of 1979, whereby a maximum of up to 5 retail outlets were laid down"

City SAP man killed

Staff Reporter

A CAPE TOWN policeman, Sergeant Jan Andries "Andre" Nell, 23, was killed in a skirmish with Swapo guerillas in the operational area, the Commissioner of Police, General MCW Geldenhuys, said yesterday

Sergeant Nell was stationed at Sea Point police station and lived in the police single-quarters

His father, Mr GHE Nell, of Parow, a retired policeman, said last night that his son had been serving his fourth term of border duty

Sergeant Nell matriculated from the Tygerberg High School in 1977 and joined the police force the following year

Mr Nell said last night that their late son has one sister, Mrs Ohna Bodkin

Funeral arrangements had not been completed

Mwasa workers lose jobs

JOHANNESBURG — More than 150 members of the Media Workers' Association of SA (Mwasa) employed by The Star, were advised yesterday that they had broken their employment contracts and had therefore dismissed themselves, The Star said last night.

The newspaper said that the employees had broken their contracts by refusing to resume work after a stoppage that began on Thursday

The workers were seeking the reinstatement of a Mwasa member who was dismissed last week after threatening the life of a supervisor, according to The Star

The man had been given a final written warning last September over "serious disciplinary offences", The Star said

The newspaper's management had agreed to suspend the dismissal pending the outcome of an appeal, but refused to let the man resume work in the meantime Mwasa wanted him reinstated as a condition for calling off the stoppage

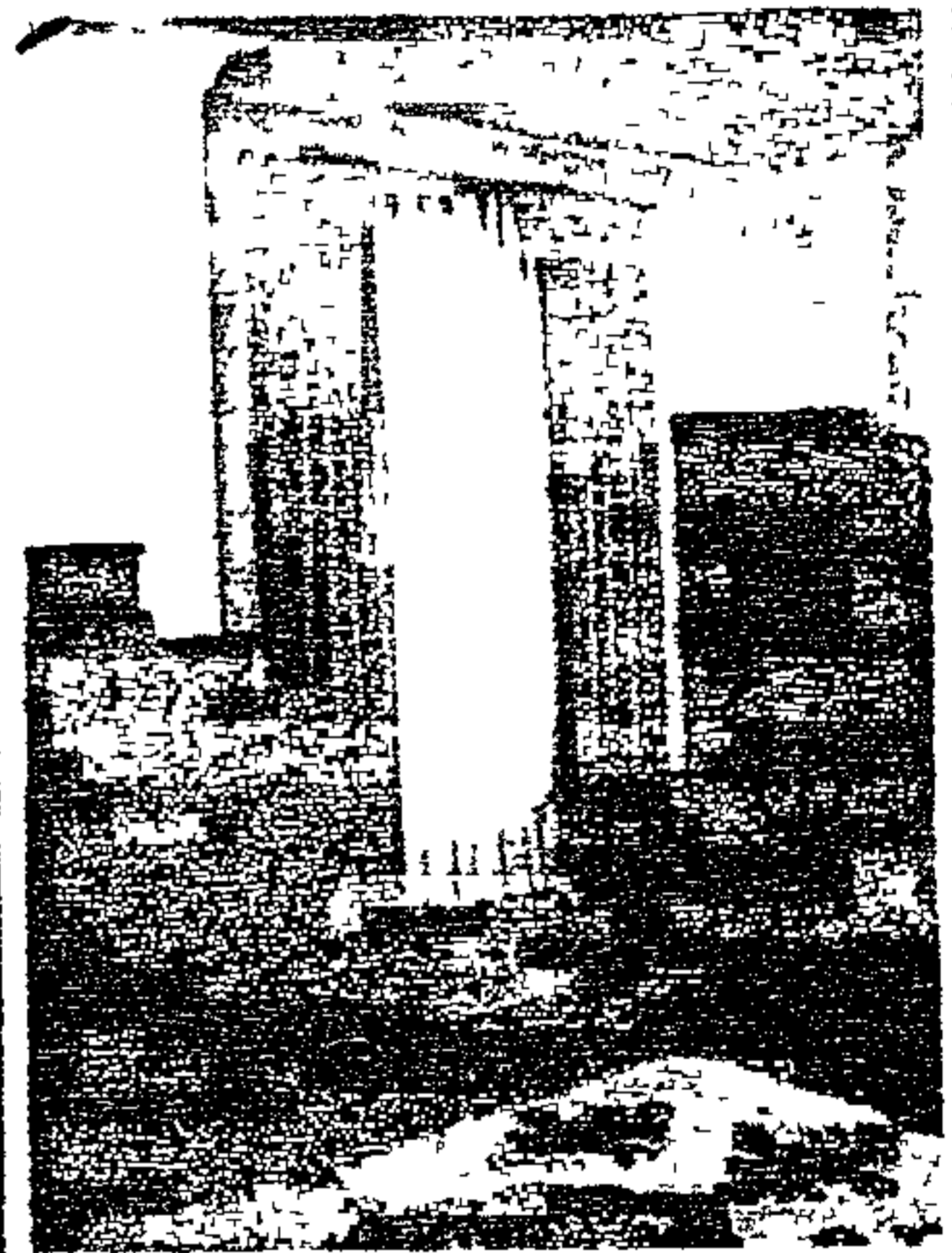
In an attempt to break the deadlock and get the employees back to work, the management had offered to advance to yesterday the start of the appeal against the worker's dismissal. This offer had been rejected

Production of The Star began later than usual but was completed on schedule. Staff from numerous departments helped operate the machines in the inserting room

A Mwasa spokesman last night announced that an emergency meeting would be held to discuss the issue at the Donaldson Community Centre, Orlando East, Soweto — Sapa

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Unions to meet for historic unity talks

SUPER UNION ON THE CARDS

CAPE TOWN — South Africa's major independent unions will take a break from bargaining with the bosses in the second weekend of April and get down to some hard bargaining among themselves

What could emerge is the largest non-racial body of organised labour in recent history

The Cape-based General Workers' Union has invited all the major independent union groupings to Cape Town to discuss the formation of a new union body.

At this stage, union leaders are tight-lipped about their attitudes to the meeting and its chances of success

CITY PRESS
Correspondent

They fear a repeat of last year's breakdown in unity talks at Wilgespruit and Port Elizabeth

Off the record, unionists believe a new federation will emerge, even if it contains only some of the invited unions

Most likely at this stage is an alliance between the largest union grouping, the Federation of South African Trade Unions (Fosatu), the smaller GWU, the Food and Canning Workers' Union (FCWU) and the African Food and Canning Workers' Union (AFCWU).

Signs of new ties between these unions have been seen lately.

This week shop stewards of the GWU and the Metal and Allied Workers' Union (Mawu), an affiliate of Fosatu, employed by the Dorbyl Group met to discuss retrenchment procedures at Dorbyl factories

Formerly bitter rivals, Mawu and the GWU decided on a joint strategy in their severance-pay dispute with Dorbyl.

And the FCWU has co-operated with Fosatu's National Union of Textile Workers (NUTW) to organise Cape workers.

Labour observers are watching with interest whether the Council of Unions of South Africa (Cusa), the South African Allied Workers' Union (Saawu), the Commercial Catering and Allied Workers' Union

(Macwusa) and the Orange Vaal General Workers' Union will also become party to the new alliance

The Port Elizabeth-based Motor Assembly and Component Workers' Union (Macwusa) which led the walk-outs at the two previous unity meetings, will be sending a delegation, even though its annual conference

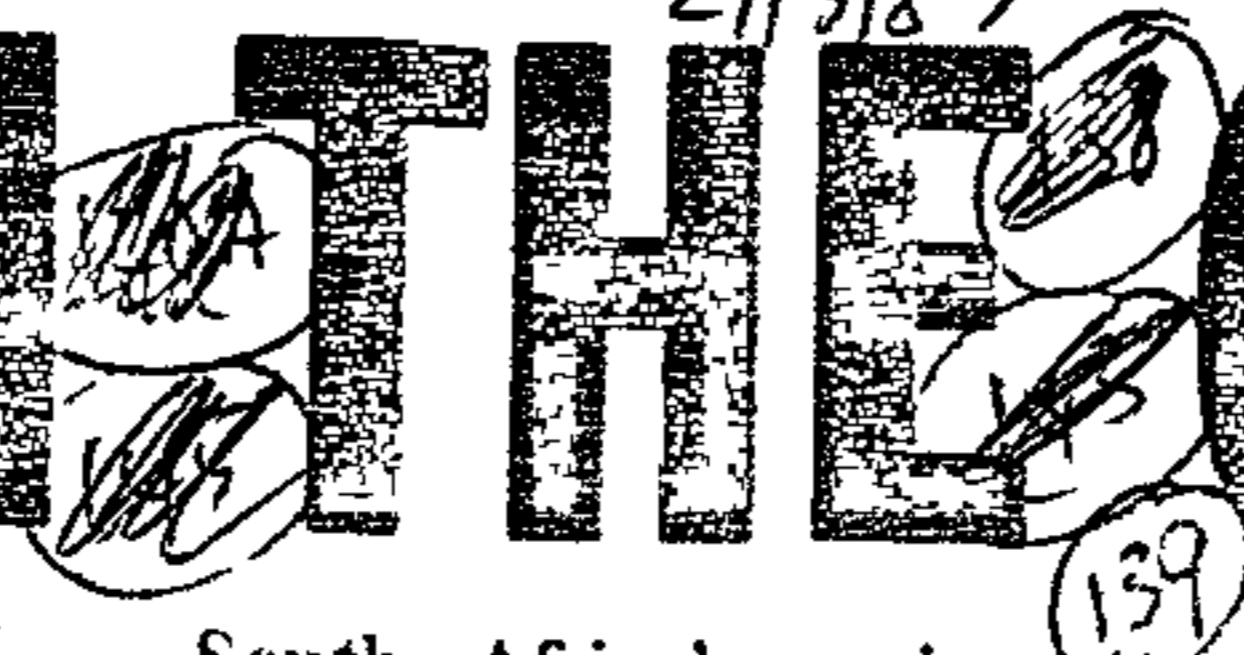
is being held on the same day

Macwusa walked out because it objected to the fact that some of the unions present were registered or served on industrial councils

This time individual union policy will not be at issue — the criterion for participation will be democratic control of unions by their members

27/3/83

City Press



139

Star 28/3/83
Moye to end
Star dispute

The Star's manager will meet the national executive of the Media Workers' Association of South Africa (Mwasa) today in a bid to resolve the newspaper's labour dispute with works department union members

Mr Jolyon Nuttall said the dismissal of more than 200 workers remained in effect and alternative measures were being taken to ensure The Star's production. The workers were dismissed at the weekend for refusing to return to their jobs

Bid to halt Star strike

Sowetan
28/3/83
~~28/3/83~~
~~28/3/83~~
139

By SAM MABE

MEMBERS of the Media Workers Association of South Africa (Mwasa), yesterday expressed concern over reports that the union had used bomb threats against management at the Star newspaper where 150 workers went on strike last week.

At a meeting held at the Orlando DOCC where the strike which started on Thursday over a dismissed Mwasa member was discussed, members accused management of using false allegations as an indirect way of inviting the intervention of the Security Police.

The strike by 150 workers in the inserting department was sparked off by the dismissal about two weeks ago, of a Mwasa member who allegedly threatened a black supervisor who is a member of the predominantly white rival union, the South African Typographical Union (Satu).

The dismissed worker, whose employment was to be termi-

nated on Wednesday, is believed to have been physically removed from the premises of the Star when he ignored his dismissal and started working on Thursday.

Other workers downed tools in solidarity with him and demanded that he be reinstated before they could start working again. On Friday afternoon, they were informed by management that by refusing to resume work, they had broken their contract of employment and therefore dismissed themselves.

Staff from other departments of the newspapers helped to operate machines in the inserting room.

After an unsuccessful meeting between management and Mwasa officials, management agreed to suspend the dismissal of the worker pending the outcome of an appeal against the dismissal, but would not allow the workers to resume work in the in-

term

Mwasa on the other hand, is demanding the worker's re-instatement as a pre-condition for resuming work.

The fate of the 150 "self-dismissed" work-

ers will be decided at today's meeting between Mwasa officials and management. It is believed that Mwasa is likely to demand management's withdrawal of the "self-dismissal" letter before any negotiations can be entered into.

(a) How many persons were in detention in each detention centre of the South African Defence Force as at the latest specified date for which figures are available and (b) for what offence was each of them detained at that date?

The MINISTER OF DEFENCE

(a) On 22 March 1983 the position was as follows

Voorrekkerhoogte	473
Wynberg	58
Grootfontein	26
Bloemfontein	21
Simon s Town	4
King's Rest	5

(b) Description of Offence

Offences in connection with conduct in action	14
Absent without leave	185
Assaulting a superior officer	8
Disobeying lawful commands or orders	4
Theft of government property or property belonging to a comrade, mess, etc	10
Negligent loss of kit, weapons, etc	2
Using or taking an article issued to or under control of another person	4
Drunkenness	2
Conduct to the prejudice of military discipline	1
Refusal to undergo military training in the Citizen Force or commando	355
Common assault	2

Defence Force: persons died/seriously injured

600 Mr P A MYBURGH asked the Minister of Defence

(1) How many South African Defence

Force personnel members died as a result of accidents in 1982.

(2) how many such members (a) died or (b) were seriously injured as a result of other causes, excluding enemy action, in that year?

The MINISTER OF DEFENCE

(1) 259

(2) (a) 149

(b) 72

Kruger Rand coins

631 Mr T ARONSON asked the Minister of Finance

(a) What was the total number of Kruger Rand coins sold in 1982 and (b) what was the amount obtained from the sale of such coins?

The MINISTER OF FINANCE

(a) (i) Kruger Rand (1 oz)	2 179 120
(ii) 1/2 Kruger Rand	222 044
(iii) 1/4 Kruger Rand	695 755
(iv) 1/10 Kruger Rand	1 017 192

(b) (i) Kruger Rand (1 oz)

(ii) 1/2 Kruger Rand	865 203 588,52
(iii) 1/4 Kruger Rand	46 246 228,73
(iv) 1/10 Kruger Rand	64 188 634,94
	44 909 270,46

R1 020 547 722,65

Handwritten notes: Howard 28/3/83, Q 61, 828 - 829, 633 Mr A F FOUCHÉ asked the Minister of Community Development +

How many areas (a) have been proclaimed in terms of section 19 of the Group Areas Act, No 36 of 1966, and (b) are still under consideration?

The MINISTER OF COMMUNITY DEVELOPMENT

(a) 27

(b) 11

Group Areas Act

644 Mr G B D McINTOSH asked the Minister of Community Development

Whether any open areas have been proclaimed in municipal areas in terms of section 19 of the Group Areas Act since February 1982, if so, (a) in which municipal areas and (b) when?

The MINISTER OF COMMUNITY DEVELOPMENT

Yes

(a) Potchefstroom Cape Town, Springs

(b) 19 May 1982, 1 October 1982, 29 October 1982

Handwritten notes: Social workers Q 61, 829, 660 Dr M S BARNARD asked the Minister of Defence

(1) How many posts for social workers in his Department (a) were vacant and (b) had been filled as at 1 November 1979, 1980, 1981 and 1982, respectively

(a) Vacant	(b) Filled	
(1) 1979	8	42
1980	39	39
1981	41	61
1982	46	79

The MINISTER OF DEFENCE

(2) whether any such posts lapsed in any of these years, if so, how many in each such year?

TUESDAY, 29 MARCH 1983

+Indicates translated version

Handwritten notes: For written reply, Howard Q 61, 830, 29/3/83, 392 Dr A L BORAINÉ asked the Minister of Justice

Whether any (a) Blacks, (b) Whites, (c) Coloureds and (d) Indians involved in trade union movements and detained since 1 January 1982 have been tried for any offence, if so, (i) how many in each category, (ii) for what offence in each case and (iii) how many of them were convicted of the offence charged?

The MINISTER OF JUSTICE

As the hon member knows people are not prosecuted in the Republic of South Africa on account of bona fide trade union activities. The required particulars of the activities of persons detained since 1 January 1982 in connection with activities pertaining to the safety of the State and who are or were otherwise involved in trade union movements but for which trade union activities no prosecution was instituted are as follows

(a) (c) and (d) No

(b) Yes

(i) 2

(ii) and (iii) 1 person was prosecuted in terms of section 2(1)(a) of the Terrorism Act, 1967 (Act 83 of 1967) and was acquitted 1 person was prosecuted for high treason and was convicted on the charge

Handwritten notes: Howard Q 61, 830 - 831, 425 Mrs H SUZMAN asked the Minister of Co-operation and Development

Counsel says PE banned man will deny charge

139

E: Post

29/3/83

Post Reporter

DEFENCE counsel for a banned former trade unionist told the Port Elizabeth Regional Court yesterday that his client would deny he had banned publications

Mr P N Langa appeared for Mr Dumile Dennis Makanda, 32, of Kwazakele, who pleaded not guilty to contravening his banning order and to possession of banned literature

Mr Makanda was allegedly found at his brother's house in Zwide, a township outside the area to which he is restricted, on October 8 last year

It was also alleged that he was found in possession of the banned publication — New Dawn, Volume 1, Number 2, 1981, three banned stickers with photographs titled "People's Hero — Joe Gqabi", "Peo-

ple's Hero — Solomon Mahlangu", and "People's Hero — The Silverton Three" and photographs allegedly showing notices framed by ANC colours

Mr Langa submitted that Kwazakele, the area to which Mr Makanda was restricted, was not clearly demarcated and that the order of restriction was vague and uncertain

He said members of the Port Elizabeth security police belittled Mr Makanda when they found him under a bed at his brother's house. They referred to a pending restriction order confining him to his house during certain hours

The case was postponed to June 1

Mr J B Robinson was on the Bench. Mr J Nel appeared for the State. Mr Langa was instructed by S Nkanunu and Company

Mwasa meets management

By SELLO RABO
THATA
Sweetan 3d/83

MEMBERS of the national executive of the Media Workers Association of South Africa (Mwasa) yesterday met the manager of The Star in a bid to resolve a labour dispute with union members in the works department.

The company's management said the dismissal of more than 200

workers remained effective and alternative measures were being taken to ensure the newspaper's production. A further meeting between the two parties is planned for today.

The strike by the workers in the inserting department was sparked off by the dismissal about two weeks ago of a Mwasa member who allegedly threatened a black supervisor who is

a member of the predominantly white rival union, the South African Typographical Union (Satu)

The dismissed worker, whose employment was to be terminated on Wednesday, is believed to have been physically removed from the premises of The Star when he ignored his dismissal and started working on Thursday. Other workers downed tools in

solidarity with him and demanded that he be reinstated before they could resume working again.

Meanwhile, Mwasa members expressed concern over reports that the union had used bomb threats against management at The Star newspaper. A meeting was held by the "self-dismissed" workers at the Orlando DOCC at the weekend.

Star refuses to reinststate worker

Star 30/3/83

139

The Star management yesterday turned down a Mwasa appeal to reinstate a worker who was dismissed last week

The dismissal resulted in a strike by Mwasa members in the inserting department — leading to production and distribution problems

The Star's manager, Mr Jolyon Nuttall, said the appeal hearing had found that the worker concerned, Mr Oupa Msimang, had threatened to kill his supervisor in front of a number of witnesses

The supervisor thought it sufficiently serious to report the incident to the police

As Mr Msimang had already received a final written warning in September 1982 for serious disciplinary offences, Mr Nuttall found that Mr Msimang's dismissal under the circumstances was correct

This finding has no bearing on the dismissal of the 203 workers who went out on strike after Mr Msimang was fired and the issue is still to be resolved by Mwasa and The Star management

Americans to see spoilt SA union film

31/3/83 Hermy

139

By Richard Walker

NEW YORK—Fogged film — allegedly deliberately damaged by South African authorities — will be a star feature of a documentary on black trade unions that promises to be among the harshest examinations of South Africa yet carried by American network television

Lavish pre-publicity is providing a build-up for the hour-long show — to be screened by ABC-TV today to a 'prime time' nationwide audience

Apart from one union meeting, the lost ma-

terial was shot again. It includes an interview with a trade unionist

Also interviewed is a former detainee who — in ABC's words — 'graphically describes what happened to Dr Aggett before he died'

ABC accuses the Government of displaying 'deep schizophrenia' towards the union movement, putting many unionists in solitary confinement and 'often' torturing them

It finds 'varied' business reactions — a Ford official interviewed sees the unions 'having a stabilising role in our relationships', while the South Africa Transport Ser-

vices director, Dr J G H Loubser, declares that a black dockworker 'can join that trade union, but he can't negotiate'

The TV network makes clear its own conclusion. The union movement 'is becoming the most serious challenge yet to that country's white Government'

'The South African Government does not easily give permission to film a documentary,' ABC tells guests invited to preview screenings,

'It took ABC news more than a year to gain entry. Once there, there were severe problems'

SA — scriptland for TV newsmen

By John D'Oliveira
The Star Bureau

WASHINGTON — I swear: if South Africa did not exist, American television would be forced to invent the place.

After all, where else are the good guys so obviously good and the bad guys so obviously bad? Where else are the issues so clear-cut, the moral lessons so obvious and the picture painted in such bold strokes of white and black?

Most of all, where else are the participants in such a racist system so accessible? Where else can television producers and their assistants travel in five-star luxury while recording such great evil? And where else can they imply brave defiance of a police state without actually being in any great danger?

Where else can they find both an Arrie Paulus and an Auret van Heerden?

Where else a secret police chief as leeringly sinister as Ciskei's General Charles Sebe? Where else could they serve all this up against a background of the hauntingly beautiful chanting of black South Africans?

EXAMINATION

These thoughts were prompted by Friday's screening of ABC's hour-long programme entitled "Adapt or Die" and billed as an examination of South Africa's emerging black trade union movement.

In fact, the programme is no more than a look at four South African black unions: a mine-workers' union, two unions at the Ford Motor Company in Port Elizabeth and a dock-workers' union, also in Port Elizabeth.

They do their work skilfully — and they use television's inherent facility for oversimplification and glib commentary to make a breathtaking leap from the specific (the four trade unions) to the general (South



A much-publicised American TV film called "Adapt or Die" turns out to focus on four black South African trade unions. But, writes John D'Oliveira after watching the documentary, the producer presents a somewhat one-sided picture.

Two figures who represent opposite sides of an endless South African controversy: Mr Auret van Heerden (left), ex-Nusas president who was detained last year, and Mr Arrie Paulus, general secretary of the Mine-workers' Union.

Africa itself).

Mr Elliot Abrams, the Reagan Administration's Assistant Secretary of State for Human Rights and Humanitarian Affairs, put it last year when he released the department's 1982 report on human rights around the world: "South Africa is a unique blend of good and evil."

Few people who know South Africa would quarrel with this.

But ABC producer Christopher Eisham acknowledges very little that might be good about South Africa.

He does not even concede that many of the black mineworkers he pictures have come from neighbouring "free" black countries, sometimes waiting weeks or more for the opportunity to work in "racist, repressive" South Africa.

In contrast, last week a select company of Americans — the Chicago Foreign Relations Council — was given a totally different picture by Mr Harry Oppenheimer, chairman of South Africa's mighty Anglo American Corporation.

Mr Oppenheimer stated his

opposition to racism, his belief in government by the consent of the governed and the need for peaceful change.

He referred to the economic trends in South Africa's "free" neighbours, said these had been little short of disastrous, bringing a grave restriction of individual liberty and stressed that economic growth was the factor with "much the greatest potential for effecting peaceful change in South Africa."

He gave statistics of what he called the "quite remarkable redistribution of wealth" in South Africa in the past 10 years and said that these statistics made nonsense of the claim that economic growth in South Africa was based on the exploitation of blacks — and that it boosted apartheid.

He spoke of other positive changes in South Africa including the change in government policy towards black unions.

When, in 1973, the government came to realise that black workers were becoming increasingly conscious of their power, it reacted in a conciliatory fashion and, in 1979, extended trade union rights to blacks on the same basis as whites.

He conceded that the growth of black industrial unions would make the lives of employers more difficult and more complicated. However, if the worst came to the worst, strikes were preferable to disorganised violence.

Mr Oppenheimer said he had tried to paint a picture of both light and shade and that it remained to be seen whether South Africa could find its way into the full light of day.

"It can at least be said that South Africa is on the move as never before..."

Mr Oppenheimer made a convincing case — and so did ABC.

But ABC failed even to concede that there was another side to the issue: that what it was examining was the effects of a deliberate decision by the Nationalist Government to liberate the South African economy from some of the ravages of apartheid; that for every industrial confrontation in South Africa now there were a dozen satisfactory negotiations and that for every Arrie Paulus there were 10 white trade union leaders trying to accommodate the new situation.

Star 5/4/83

139

No Star jobs for Mwasa strikers

JOHANNESBURG — The 209 workers who went on strike at the Star newspaper in Johannesburg recently would not be re-employed, the manager, Mr Jolyon Nuttall, said yesterday

He said in a statement "Management of the Star today told members of the national executive of the Media Workers' Association of South Africa that none of the 209 workers, who broke their contracts recently by refusing to work, would be employed again by the newspaper. They had automatically dismissed themselves."

The employees refused to work on March 17 and 18 unless a fellow Mwasa member, who had been dismissed for threatening the life of a black supervisor, was reinstated pending an appeal against his dismissal.

Management agreed to suspend the dismissal of the employee, Mr Oupa Msimang, pending the appeal, but not to permit him to resume work.

The appeal was heard last week by the manager of the Star, Mr Jolyon Nuttall. He upheld the decision to dismiss Mr Msimang. The worker had received a final warning last September for serious disciplinary offences.

'Extremely painful decision'

Mr Nuttall's statement read

"The decision not to re-employ all or some of the 209 workers, dismissed recently by the Star for refusing to work

and thereby breaking their contracts of employment, has been extremely painful

"It has been taken in the knowledge that personal hardships may well result and that long service by some of those involved will remain severed

"Our decision is based on the belief that industrial peace and harmony become remote prospects, not only at the Star and in the newspaper industry, but in South Africa as a whole, if agreements are not observed and if contracts are broken

"As the country's leading daily newspaper, the Star is an essential service in the provision of information

'Severe disruption'

"For two days, the workers involved caused severe disruption to that service by repeatedly refusing to work. In the process, they broke the terms of the national agreement between their union — the Media Workers' Association of South Africa — and the Argus Company

"Sound labour relations must be based on faith in, and adherence to, formally concluded agreements and procedures. Wildcat stoppages and illegal strikes undermine this base

"The management of the Star believes it is necessary to stand firm at this time, if there are to be fruitful years ahead"

— Sapa

Handwritten notes and scribbles in the bottom left corner of the page.

Star 6/1/83 (139)

Star says 'no' to strikers

The 209 workers who went on strike at The Star recently would not be re-employed, the manager, Mr J Nuttall, said yesterday

"The Star management told members of the national executive of the Media Workers' Association of South Africa that none of the 209 workers, who broke their contracts recently by refusing to work, would be employed again by the newspaper. They had automatically dismissed themselves," he said

The employees refused to work on March 24 and 25 unless a fellow Mwasa member, dismissed for threatening the life of a black supervisor, was reinstated pending an appeal against his dismissal

Management agreed to suspend the dismissal of the employee, Mr Oupa Msimang, pending the appeal, but not to permit him to resume work

The appeal was heard last week by

Mr Nuttall, who upheld the decision to dismiss Mr Msimang

Mr Nuttall said, "Our decision is based on the belief that industrial peace and harmony become remote prospects, not only at The Star and in the newspaper industry, but in South Africa as a whole, if agreements are not observed and if contracts are broken"

As the country's leading daily newspaper The Star was an essential service in the provision of information. For two days, the workers involved caused severe disruption to that service by repeatedly refusing to work. In the process, they broke the terms of the national agreement between their union and the Argus Company

He said "Sound labour relations must be based on faith in, and adherence to, formally concluded agreements and procedures. Wild-cat stoppages and illegal strikes undermine this base"

made

There were also three rapes and four robberies

Star provocative, says Mwasa

Star 7/4/83

139

Trade union secretary Mr Goba Ndhlovu of the Media Workers Association says the refusal of The Star to re-engage 209 Mwasa members could lead to widespread labour unrest in the newspaper industry

The dispute arises from the dismissal of a black worker who allegedly threatened the life of his black supervisor. The worker's colleagues refused to work unless he was reinstated. Management later announced that, by withholding their labour, the Mwasa members had automatically dismissed themselves.

"The Argus and SAAN have decided to generalise the dispute and to attack Mwasa as a whole," Mr Ndhlovu said. "They must realise that widespread labour unrest throughout South Africa is being created."

Mwasa said the manner in which management of The Star had refused to reconsider the dismissal of the workers was "intolerable and extremely provocative".

Mwasa alleged The Star had breached agreement procedures by dismissing a Mwasa member without according him the necessary representation. Only after the Mwasa national executive had intervened was a proper hearing held, it says.

The statement said "Mwasa is aware the decision not to reconsider the dismissals was taken at a level above The Star's management."

"The matter was no longer confined to one signatory to our recognition agreement," the statement said.

The manager of The Star, Mr Jolyon Nuttall, said all procedures had been followed to the letter and management had done its utmost to contain the stoppage before it developed into an illegal strike.

There was no question of any other Argus newspaper or SAAN being involved, he said.

139 7/4/83

Mwasa reacts

Somehow
THE MEDIA Workers Association of South Africa (Mwasa) has accused the management of The Star newspaper of being "extremely provocative" in the "callous manner" in which they have refused to reconsider the dismissal of 209 Mwasa members.

In a statement released yesterday the union said the manner in which management had treated the whole issue was "intolerable" and was "contemptuous of the workers' committee, the union's regional executive and the national executive

"The management at

The Star has breached the agreed procedures by dismissing our members without affording them the necessary representation," the statement read

The employees were dismissed after they had refused to work on March 24 and 25 unless a fellow Mwasa member, dismissed after allegedly threatening the life of a black supervisor, was re-instated, pending an appeal against his dismissal. The appeal was heard last week by management who upheld the decision to dismiss the worker

Union may enlist miners

By JOSHUA RABOROKO

THE BLACK Allied Mines and Tunnel Workers Union (Bantwu) has become the third trade union to be granted permission to recruit members on mines under the control of the Chamber of Mines

Bantwu, an affiliate of the Black Allied Workers Union (Bawu), representing thousands of miners, would use this opportunity to voice workers' grievances, according to union

sources

The other black trade unions to which the chamber has granted access to mines for recruiting purposes are the National Union of Mine-

workers, who are affiliated to the Council of Unions of South Africa (Cusa) and the Black Mineworkers Union

A fourth union the Federated Mining Ex-

plosives and Chemical Employees Union, representing mainly coloureds and Asians, was granted access to mines for recruiting purpose last year

The union has subsequently signed a recog-

nition agreement with the chamber, in terms of which the chamber will negotiate with the union on wages and other conditions of employment on behalf of certain categories of employees initially on two mines

Residents to coach

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D. Dispatch 8/4/83 (139)
Cusa support for sacked workers

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JOHANNESBURG — The Council of Unions of South Africa (Cusa) yesterday expressed its support for the "victims of workers" in the recent Star newspaper dispute

workers — all members of the Media Workers' Association of South Africa — who went on strike following the dismissal of a worker who threatened the life of his supervisor

A spokesman for Mr Phiroshaw Camay, Cusa's general secretary, said the council had followed the dispute with growing concern over the past two weeks, noticing "how the Star management escalated the dispute by allegedly attempting to dismiss union members."

The Southern African Society of Journalists said yesterday it viewed with grave concern The Star's dismissal of the employees and its refusal to re-employ them

Star management refused to re-employ 209

"Whatever the merits of the dispute and the strike which preceded the dismissals, the SASJ does not believe the heavy-handed management response is conducive to sound labour relations," it said — SAPA

~~103~~ ~~139~~ ~~145~~ ~~148~~ ~~151~~ ~~154~~ ~~157~~ ~~160~~ ~~163~~ ~~166~~ ~~169~~ ~~172~~ ~~175~~ ~~178~~ ~~181~~ ~~184~~ ~~187~~ ~~190~~ ~~193~~ ~~196~~ ~~199~~ ~~202~~ ~~205~~ ~~208~~ ~~211~~ ~~214~~ ~~217~~ ~~220~~ ~~223~~ ~~226~~ ~~229~~ ~~232~~ ~~235~~ ~~238~~ ~~241~~ ~~244~~ ~~247~~ ~~250~~ ~~253~~ ~~256~~ ~~259~~ ~~262~~ ~~265~~ ~~268~~ ~~271~~ ~~274~~ ~~277~~ ~~280~~ ~~283~~ ~~286~~ ~~289~~ ~~292~~ ~~295~~ ~~298~~ ~~301~~ ~~304~~ ~~307~~ ~~310~~ ~~313~~ ~~316~~ ~~319~~ ~~322~~ ~~325~~ ~~328~~ ~~331~~ ~~334~~ ~~337~~ ~~340~~ ~~343~~ ~~346~~ ~~349~~ ~~352~~ ~~355~~ ~~358~~ ~~361~~ ~~364~~ ~~367~~ ~~370~~ ~~373~~ ~~376~~ ~~379~~ ~~382~~ ~~385~~ ~~388~~ ~~391~~ ~~394~~ ~~397~~ ~~400~~ ~~403~~ ~~406~~ ~~409~~ ~~412~~ ~~415~~ ~~418~~ ~~421~~ ~~424~~ ~~427~~ ~~430~~ ~~433~~ ~~436~~ ~~439~~ ~~442~~ ~~445~~ ~~448~~ ~~451~~ ~~454~~ ~~457~~ ~~460~~ ~~463~~ ~~466~~ ~~469~~ ~~472~~ ~~475~~ ~~478~~ ~~481~~ ~~484~~ ~~487~~ ~~490~~ ~~493~~ ~~496~~ ~~499~~ ~~502~~ ~~505~~ ~~508~~ ~~511~~ ~~514~~ ~~517~~ ~~520~~ ~~523~~ ~~526~~ ~~529~~ ~~532~~ ~~535~~ ~~538~~ ~~541~~ ~~544~~ ~~547~~ ~~550~~ ~~553~~ ~~556~~ ~~559~~ ~~562~~ ~~565~~ ~~568~~ ~~571~~ ~~574~~ ~~577~~ ~~580~~ ~~583~~ ~~586~~ ~~589~~ ~~592~~ ~~595~~ ~~598~~ ~~601~~ ~~604~~ ~~607~~ ~~610~~ ~~613~~ ~~616~~ ~~619~~ ~~622~~ ~~625~~ ~~628~~ ~~631~~ ~~634~~ ~~637~~ ~~640~~ ~~643~~ ~~646~~ ~~649~~ ~~652~~ ~~655~~ ~~658~~ ~~661~~ ~~664~~ ~~667~~ ~~670~~ ~~673~~ ~~676~~ ~~679~~ ~~682~~ ~~685~~ ~~688~~ ~~691~~ ~~694~~ ~~697~~ ~~700~~ ~~703~~ ~~706~~ ~~709~~ ~~712~~ ~~715~~ ~~718~~ ~~721~~ ~~724~~ ~~727~~ ~~730~~ ~~733~~ ~~736~~ ~~739~~ ~~742~~ ~~745~~ ~~748~~ ~~751~~ ~~754~~ ~~757~~ ~~760~~ ~~763~~ ~~766~~ ~~769~~ ~~772~~ ~~775~~ ~~778~~ ~~781~~ ~~784~~ ~~787~~ ~~790~~ ~~793~~ ~~796~~ ~~799~~ ~~802~~ ~~805~~ ~~808~~ ~~811~~ ~~814~~ ~~817~~ ~~820~~ ~~823~~ ~~826~~ ~~829~~ ~~832~~ ~~835~~ ~~838~~ ~~841~~ ~~844~~ ~~847~~ ~~850~~ ~~853~~ ~~856~~ ~~859~~ ~~862~~ ~~865~~ ~~868~~ ~~871~~ ~~874~~ ~~877~~ ~~880~~ ~~883~~ ~~886~~ ~~889~~ ~~892~~ ~~895~~ ~~898~~ ~~901~~ ~~904~~ ~~907~~ ~~910~~ ~~913~~ ~~916~~ ~~919~~ ~~922~~ ~~925~~ ~~928~~ ~~931~~ ~~934~~ ~~937~~ ~~940~~ ~~943~~ ~~946~~ ~~949~~ ~~952~~ ~~955~~ ~~958~~ ~~961~~ ~~964~~ ~~967~~ ~~970~~ ~~973~~ ~~976~~ ~~979~~ ~~982~~ ~~985~~ ~~988~~ ~~991~~ ~~994~~ ~~997~~ ~~1000~~

Cusa backs victimised Star strikers

THE Council of Unions of South Africa (Cusa) yesterday expressed its support for the "victimised workers" in the recent Star newspaper dispute

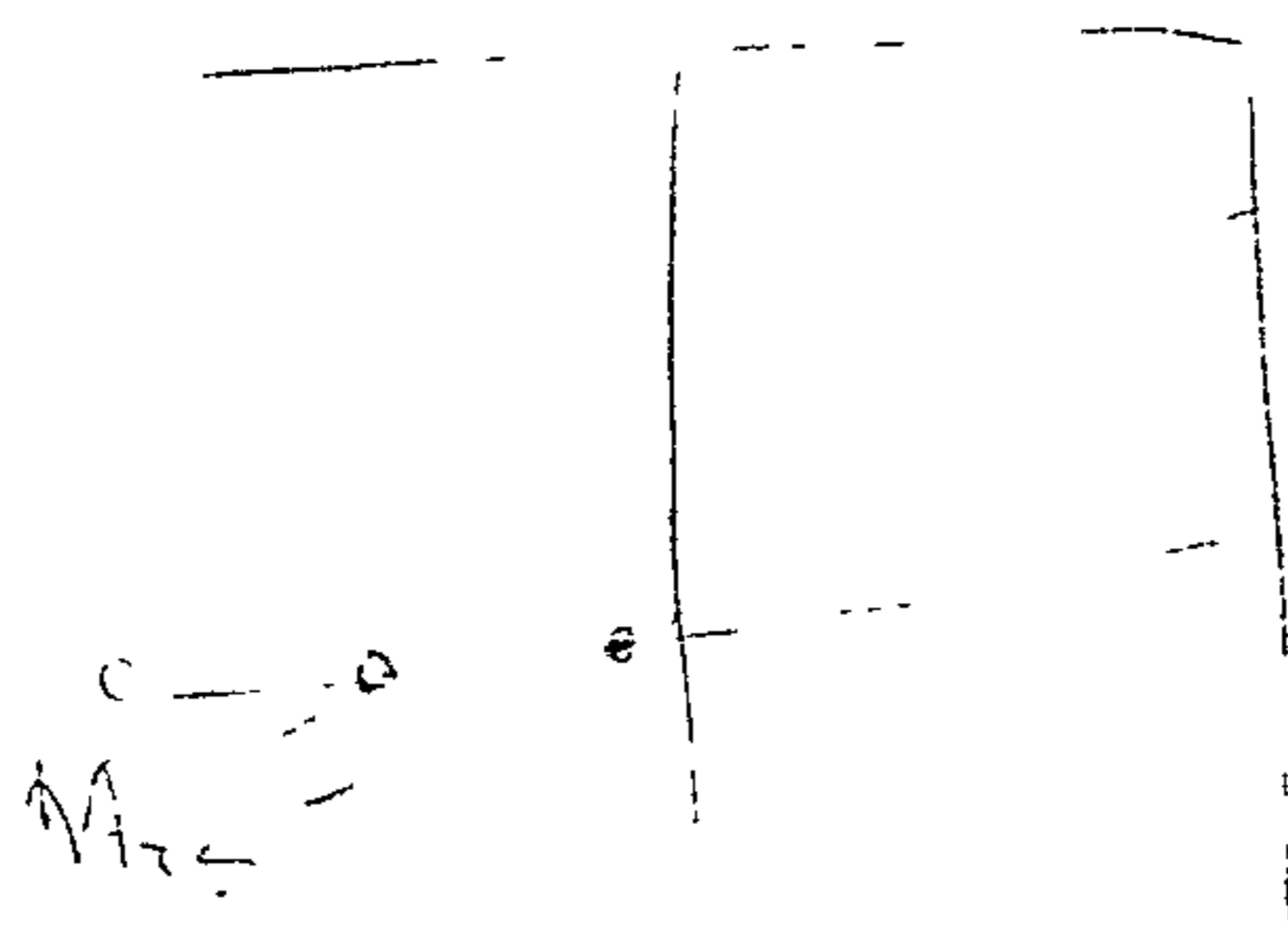
Mr Phiroshaw Camay, Cusa's general-secretary, said

in Johannesburg that the council had followed the dispute with growing concern over the past two weeks, noticing "how the Star management escalated the dispute by allegedly attempting to dismiss Union members"

Cusa saw this as a "blatant attempt" to rouse the solidarity of Mwasa membership, he said

"We await the reaction of Mwasa membership and will provide every support to the members as desired"

Star management refused to re-employ 209 workers — all members of the Media Workers' Association of South Africa — who went on strike following the dismissal of a black worker who threatened the life of his black supervisor — Sapa



(139) (202) WDM 8/4/83
Teachers move to form union

Mail Correspondent

DURBAN — A move has been made in the Transvaal to unionise school teachers, in spite of them being excluded from the provisions of the Labour Relations Act

And the secretary of the Trade Union Council of SA, Mr Arthur Grobbelaar, has offered them his advice and guidance if they elect to form a union

At the annual conference of the Transvaal Educators Society a suggestion was made that the country's 22 teacher organisations

should hold a meeting with a view to forming an organisation which, through collective action, could work towards improving teachers' salaries and working conditions

Yesterday Mr Grobbelaar said the TES wanted to form a bona fide trade union, though this would depend on the consensus of other teacher organisations

"There is a pressing need for teachers to try and improve their lot — forming a union would not be easy in the face of the present labour dispensation, but they could battle against this legislation and have it changed"

Star 'no' to rehire 150 strikers

The Star's management yesterday told the black Media Workers Association of South Africa (Mwasa) that it was with much regret it was unable to re-hire any of the 209 union members who went on strike in March.

This was in response to a union proposal that The Star take back "not less than 150" of the strikers.

The Star's senior assistant manager, Mr Jimmy Mould, said "We gave serious consideration to Mwasa's proposal and we are deeply conscious the effect our decision will have on the lives of the 209 strikers.

"In order to alleviate their plight we have told the union that, as an issue entirely and completely separate from legal considerations, we are examining sympathetically whether we can make a special ex-gratia severance payment to those former employees who had considerable service with us."

Mr Mould said Mwasa's precipitous action on March 24-25 had "unfortunately painted Star management into a corner

"Despite repeated appeals from us and the union's executive, the workers chose to ignore the agreed negotiation procedures. In the end we were left with no alternative but to take the action we did," Mr Mould said.

Out of the 209 dismissed workers, 67 had worked at The Star for more than eight years.

Star 9/4/83

139

Star workers go on strike

Sowetan
12/4/83
139

By MONO BADELA

BLACK workers at the Star newspaper are to strike in sympathy with the 210 sacked members of the Media Workers' Association of South Africa (Mwasa).
All Mwasa members, including journalists, went on strike as from Saturday. The resolution for the strike at The Star was taken at the DOCC, Soweto on Saturday afternoon. The meeting assigned delegates from other newspapers to formulate a strategy to give solidarity to the Star staff.
The strike follows

talks between Mwasa and The Star management over the dismissal of 210 workers who went on strike two weeks ago, when a co-worker was dismissed for alleged misconduct which ended in a stalemate.
The Southern Transvaal region of Mwasa supported the decision and demanded the unconditional reinstatement for the dismissed workers. The resolution concluded that "we also realise that this is a Satu and Mwasa fight with Satu enjoying the full support of management"

Labour Week ~~10/10/83~~ ~~10/10/83~~ ~~10/10/83~~ By STEVE FRIEDMAN

DOM 28/2/83 268 139 204 197

Industrial council victory

SUPPORTERS of industrial councils seem to have won a major victory now that the Metal and Allied Workers' Union has applied to join the Metal Council

For the past three years, MAWU, with other emerging unions, has resisted joining these cornerstones of the Government-approved bargaining system

It argued that to join the council would be to bargain where it would be weak, rather than in the factories where it was strong

But "seems" may be the operative word MAWU's move doesn't automatically imply greater black worker support for councils

MAWU has not changed its basic view of the council, but two factors have now forced it to apply to join There is almost universal employer resistance to bargaining with it outside the council

And the recession, which has brought unprecedented retrenchments and tougher Government action against migrant workers — most of MAWU's members — has weakened its ability to use factory muscle to force employers to do so

So it believes tactics force it to join the council — perhaps temporarily, until it feels strong enough to move outside it again

That MAWU is applying to join the council while proclaiming that it will continue to bargain outside it and will withdraw if necessary, and while warning workers not to expect great things from the council, confirms this

Its move may usher in a stormy period on the council and it does not necessarily mean greater grass-roots worker support for the council

In previous strike waves, black workers ignored, or rejected, wage deals made at the council and may do so again when the economy improves

Even before its membership application MAWU lacked control over worker action — employer refusal to bargain with it in factories meant it could not develop the muscle to control events and

its scanty resources worsened the problem

There is still gut black worker resentment of councils and MAWU's ability to control worker action may not grow simply because it has joined a council

Much will depend on whether MAWU can, by its presence, effect the kind of changes which will increase the Metal Council's black worker credibility

Only if it does will MAWU's move herald a beginning of an end to the battle over councils

□□□

A MINOR dispute at three OK Bazaars stores in Port Elizabeth has placed labour relations in the major chainstores on a knife-edge

The strike comes at a time of worsening relations between stores and the Commercial, Catering and Allied Workers Union (CCAWUSA) and has already led to a decision by OK to suspend recognition negotiations with the union

The stakes are high Last year CCAWUSA's membership snowballed as its members were involved in a series of strikes at leading stores

Employers agreed to negotiate recognition with the union in an attempt to stabilise relations These talks, which seemed set to lead to black bargaining rights in many major stores, have reached a relatively advanced stage

Now the entire deal could be in jeopardy Employers claim that since the beginning of the year CCAWUSA has been damaging negotiations by adding new issues for discussion whenever agreement seems to be reached

If OK continues to hold off on recognition talks — and this depends on the outcome of the dispute — other stores could do the same

This could lead to all-out conflict between CCAWUSA and employers

In the short term, bearing in mind the recession and the fact that CCAWUSA has still to consolidate its newly-won support, employers hold the whip-hand So there is little mileage for CCAWUSA in confrontation

But in the long-term, stores are vulnerable to walk-outs by key staff and to consumer action and employers need a permanent accommodation with a union

So there is still incentive aplenty for both sides to rescue matters

□□□

RETRENCHING or firing workers is becoming a costly business for some employers

Last week a major steel firm, Dunsward Iron and Steel paid out more than R30 000 to retrenched migrant workers because they were fired before their contracts expired which, lawyers, believe, may entitle workers to damages

The Durban textile company SA Fabrics, too, shelled out R16 000 to ex-workers on the eve of an industrial court case in which a union planned to allege it was an "unfair labour practice" to retrench workers without consulting a majority union and building in certain safeguards for workers

Recently, the industrial court twice ordered reinstatement of fired workers, and meat giant Vleissentraal agreed to rehire fired workers

All this confirms that unilateral employer decision-making on firings and retrenchments is under intense pressure

It also shows that, because their power has been weakened by lay-offs, better-organised unions are turning to court action to reinforce their demands

Although the scope for this sort of action is clearly limited, they appear to be doing so with some success

□□□

THERE were clear signs last week that major employers are pushing for an unofficial wage "freeze" for at least the next few months

Both Escom and metal employers said as much and they are not alone

Some tough talking lies ahead But this punter is backing two near-certainties There will be negotiated pay rises, but these will be the smallest for some years

134

D. Dipak 11/4/83

Police question Sacos leader

PORT ELIZABETH — A guest speaker at the third annual congress of the Motor Assemblers and Component Workers Unions of South Africa (Macwusa) was detained by the Security Police and three television vans and many people of different races wishing to attend the congress were refused entry into New Brighton yesterday

A spokesman for the Security Police, Colonel N van Rensburg, confirmed that Mr Frank van der Horst, president of the South African Council on Sport, had been detained at the roadblock and taken to Security Police headquarters where he was questioned for about three hours

"A statement was obtained from him and he was released at about 6 45 pm The names and addresses of two black people who were with him were taken down and they were allowed to

enter the township"

Col Van Rensburg also confirmed that many whites, Indians and coloureds were turned away "because they did not have permits to enter a black residential area"

Major Annelize Melville, acting police liaison officer for the Eastern Cape, said last night that routine uniformed police roadblocks had stopped three vans carrying television crews from entering New Brighton The crews did not have permits

It was alleged by the organising secretary of Macwusa, Mr Government Zini, and other speakers that

● Two guest speakers, Mr Zak Yacoob, president of the Natal Indian Congress, and Dr Brown, representative of the Eastern Cape Coordinating Committee which represents 15 black bodies, had been

refused entry into the township

● A security policeman had been seen leaving the Great Centenary Hall earlier yesterday after tearsmoke had been released in the hall

● The Security Police were using two kombis disguised as pirate taxis to take people away

When people arrived at the hall at about 2 pm yesterday, they ran into small puddles on the hall's cement floor They were also greeted by a nose-biting and eye-burning gaseous substance which some identified as tearsmoke

Colonel Van Rensburg denied that Security Police had used tearsmoke in the hall

He said he had no knowledge of any incident involving pirate taxis, "but I can state categorically that nothing like that happened It was not my instruction" — DDC

Journalists stay away from Star

Nine journalists of the black Media Workers Association of South Africa stayed away from The Star today in support of 209 other workers who, according to management, "automatically dismissed themselves" after a two-day work stoppage last month

A number of MWASA members did report for duty

Star management was not formally notified of any new stayaway until nearly midday. In response to a formal inquiry, MWASA stated that a resolution had been passed that "all members at The Star would go out on strike in solidarity" with those who had already gone. MWASA was requested to tell the nine striking journalists that an illegal stoppage would place their employment in jeopardy

Star 11/4/83

~~Star~~

~~Star~~

13

In a post bordering on obscurity in the past Mr for Israel could be just ardized if Jewish liberals Sapa-AP

Olympics man backs French ban

Own Correspondent

PARIS — The French Olympic committee president, Mr Nelson Paillou, has defended his government's attempt to stop France's rugby tour of South Africa, saying the only effective weapon against apartheid was to isolate Pretoria.

Quoted at the weekend, Mr Paillou said the French Rugby Federation president Mr Albert Ferrasse, who opposed the government action believed it was better to try to convince South Africa to change its policies.

But the Olympic committee held the opposite view 'because its not enough to include in a team two or three black players to convince us apartheid no longer exists'

The committee and the French Government believed the most effective approach was to isolate South Africa to allow the country "to reflect on the problem and find a solution"

The French Government said on Thursday that all amateur sports federations should end contact with South Africa, in line with government policy Professional sportsmen are exempt

Mr Paillou said the committee would not force federations to comply but hoped the government's ruling would be followed The government had not consulted the committee before making its decision

Police question Sacos man

Own Correspondent

PORT ELIZABETH — A guest speaker at the Motor Assemblers and Component Workers' Union of South Africa (Macwusa) congress was detained by security police yesterday

A spokesman for the security police, Colonel N van Rensburg confirmed that Mr Frank van der Horst, president of the SA Council of Sport, had been detained at a roadblock and taken to security police headquarters for questioning

"A statement was obtained from him and he was released about 6 45pm"

The colonel confirmed that many people wanting to attend the congress had been turned away because they did not have permits to enter a black residential area

Major Annelize Melville, acting police liaison officer for the Eastern Cape, said last night that "routine" uniformed police roadblocks had stopped three vans carrying television crews from entering New Brighton They had not had permits

Too late for classification

LOST

AN aged white and brown fox terrier with brown collar in Langebaan village on Sunday afternoon Reward offered Phone 72 5646

Cape Queenstown received 12 5mm Willowmoore 12 3mm Douglas 8 5mm Middelburg 9 5mm De Aar 8 5mm Graaff Reinet 7 5mm East London 7 8mm Jansen ville 7 7mm and Kuruman 6 8mm — Sapa

This series is directed and produced by Michael Landon of "Little House on the Prairie" fame and looks like promising Sunday evening family viewing

DIANE CASSERE

tail Mich tafa A ga anv



Wimbledon, Henley, Ascot and Lords The British Museum, the National Gallery, Buckingham Palace and the Changing of the Guards These are just a few of the great British Classics And you could be there, courtesy of Black & White Scotch Whisky for a fortnight during June & July

As winners, your tickets, fees to the Thirty each receive White Scotch Entry for your local But hurry closes on

It takes taste to choose the **Black & White** Scotch Whisky

WOMAN

STANCE FOR WEIGHT AND PRIVATE PROGRAMMES

VISIT 11th FLOOR, PARKADE AND STREET, CAPE TOWN

Statement

Crowds gather between the wrecks of burnt cars and vans in Crossroads, where two rival groups clashed yesterday



Crossroads residents watch, Divisional Council fire-move the body of one of the eight men killed



icides e y Year

I believe both the
er and the vehicle
be re-tested after
-cident "

Among the ideas the
-nment is looking at
he system of routine
ie re-testing at six-
-thly or yearly inter-
-vals applied in many
-pean countries and
-ican states

The problem is the
-ion of staff and fa-
-res," Mr Schoeman

However, in some
-eas systems, ordi-
-garages which meet
- requirements are
-ved as testing sta-
- for vehicles more
- one or two years

icle owners are
-lled to take their
-es along for road-
-thness checks at
-fied intervals

the vehicles do not
- they must be re-
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or aspects of tight-
-up road safety in-
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-testing and possi-
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-very few years



Jamaican Jimmy Cliff.

Pop star banned in Zimbabwe

Argus Foreign Service
HARARE — Jamaican
reggae star Jimmy Cliff,
scheduled to tour Zim-
babwe next week, will
not be allowed to appear
in the country because he
has performed in South
Africa, deputy education
and culture minister,
Senator Joseph Culver-
well, has said

In an interview with
the Zimbabwe Broad-
casting Corporation, Sen-
ator Culverwell said any
performer or sportsman
who, acting against the
wishes of the internatio-
nal sporting community,
has performed in South
Africa would be banned
from doing so in this
country

Jimmy Cliff's concert
tour was being organised
by Pan African Produc-
tions and was due to
start next week

Police turned away union supporters'

ARGUS 11/4/83
139
ZPP
SPP

Argus Bureau
PORT ELIZABETH —
Police action has dis-
rupted the national
congress here of the
Motor and Component
Workers Union of
South Africa (Mac-
wusa) and the General
Workers Union of
South Africa (Gwusa)

The police sealed off
the entrances to New
Brighton township and
refused entry at the
weekend to white, col-
oured and Indian visitors
who did not have permits
to enter a black area

The main speaker at
the congress, Mr Frank
van der Horst, president
of the South African
Council of Sport (Sacos),
was held by members of
the security police before
he had made his speech

A police spokesman
said he had been arrested
for entering a black resi-
dential area without a
permit. A statement had
been taken and he had
been released after three
hours of questioning

The spokesman said
the roadblocks had not
been connected to the
congress — they had
been a routine operation
after a recent bomb ex-
plosion in the city

Mrs Molly Blackburn,
MPC for Walmer, said
later that the police ac-
tion in preventing people
from entering New
Brighton had been "total-
ly unreasonable and
heavy handed"

Uproar

The meeting of 2 000
erupted in uproar when
the president of Macusa,
Mr Government Zini,
said supporters were be-
ing turned away at road-
blocks, and that "at this
very moment our guest
speaker, Mr van der
Horst, is being ques-
tioned by security
police"

He said such "harass-
ment" would not stop the
union from following its
chosen course

The union had suffered
from harassment from
the State and this, he

said, raised questions
about joint action on the
part of the State and em-
ployers to oppress the
workers

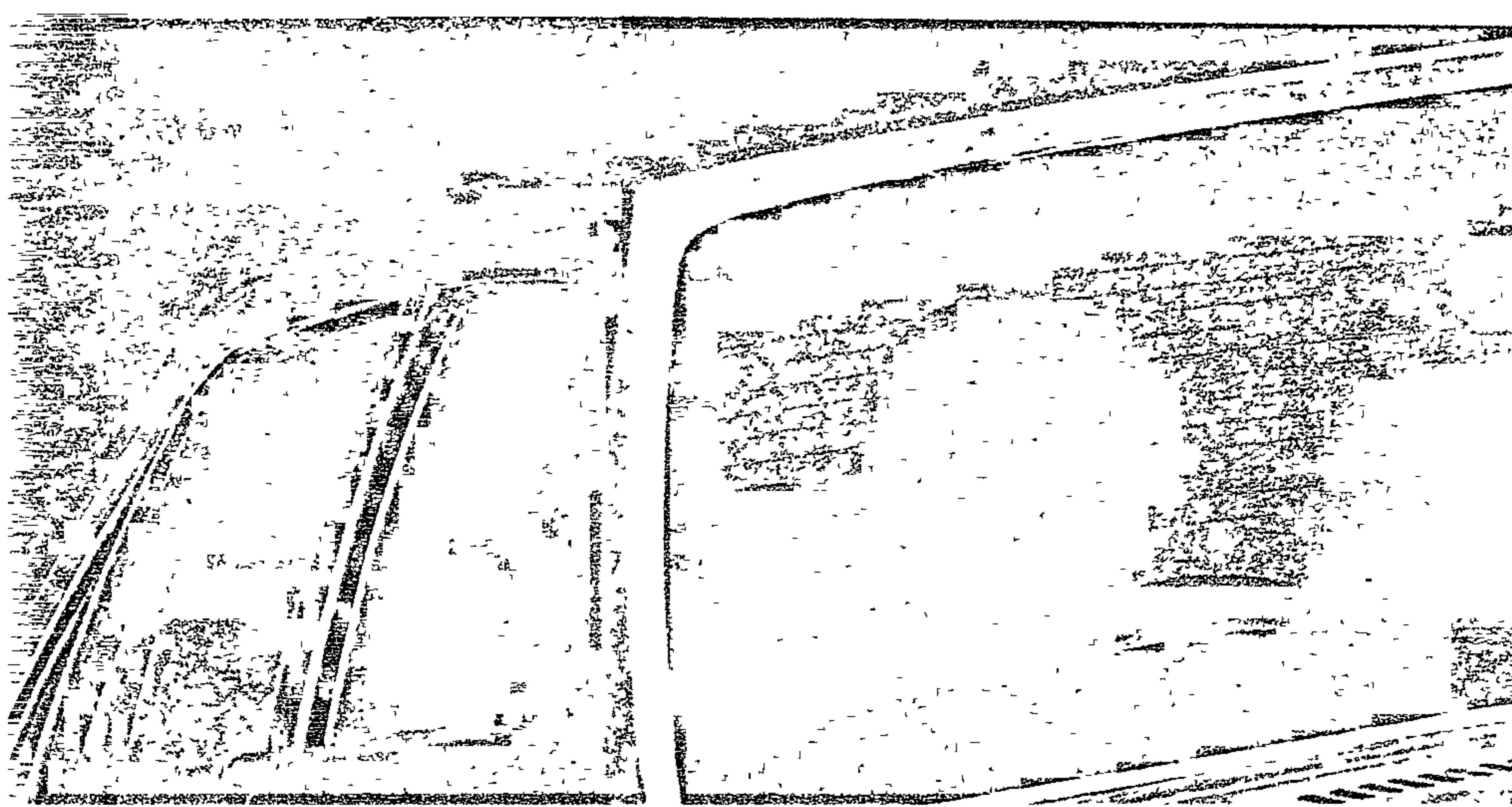
"Not political"

He said trade union ac-
tion in Port Elizabeth
was in no way politically
motivated. The unions
realised the need for a
stable economy

But only sound rela-
tions between workers
and employers could
bring about a sound econ-
omy. "Management
should not see trade un-
ions as robbers by night,
but accept them as a vi-
tal part of the free enter-
prise system"

Union policy was that
the needs of the worker
could not be separated
from the needs of the
community, workers
should be represented by
unions of their choice,
and the union believed in
negotiation with manage-
ment, provided manage-
ment came to the negoti-
ating table with the
union as equals, he said

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New union federation on the cards

By STEVEN FRIEDMAN
Labour Correspondent

A NEW emerging union federation bringing together unions representing more than 180 000 workers is certain to be formed after a unity meeting held in Cape Town at the weekend, union spokesmen say

If the new federation is formed, it will be the biggest umbrella body representing black workers in the country's history and is certain to add considerably to black worker muscle in the factories

The new body seems certain to bring together the Federation of SA Trade Unions, the Food and Canning Workers' Union, the African Food and Canning Workers' Union, the Commercial, Catering and Allied Workers' Union, the General Workers' Union, and the Cape Municipal Workers' Association

At the weekend's meeting, these unions, together with the SA Allied Workers' Union and the General and Allied Workers' Union, agreed to form a committee to examine the feasibility of a new federation

But Mr David Lewis, general secretary of the General Workers' Union, said yesterday that the committee had not been formed to discuss whether a federation should be formed but "when and how" this should happen

"We are totally committed to a federation and there is no turning back now," he said

Mr Joe Foster, general secretary of Fosatu, agreed, and added "It was made clear at the meeting that groups who joined the committee were agreeing to form a new federation. The committee will work out its structure and policy"

In a statement issued yesterday the Food and Canning Workers' Union took the same view. They said it was inevitable that other unions could not join the new body both because of policy differences and because their unions were not at the same stage of development as those who had joined

It added that the unions who had joined the committee were now at a stage where they were ready to form a federation. They, it said, had no option but to unite nationally

"A national federation is the only forum through which we can fight both legislation which is hostile to workers and intransigent employers," it said

The new body's doors would be open to other unions if they wished to join in future

Although Ccawusa did not react officially, it is understood that the union is committed to such a federation as is the Cape municipal union

The attitude of Saawu and Gawu, both of which have up to now been hostile to a federation with unions such as Fosatu is still unclear. Spokesmen for the two unions could not be contacted yesterday

Emerging union groups which have stayed out of the new initiative include the Council of Unions of SA, the Motor Assemblers and Components Workers' Union (Macwusa), the Orange-Vaal General Workers' Union and the General and Municipal Workers' Union

Macwusa's congress at the weekend, endorsed the idea of a federation of unregistered unions. Some of the unions who stayed out could join such a body

But Cusa would not be eligible as many of its unions are registered and it is likely not to seek an alliance with other union groups

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139

NINE MWASA REPORTERS AT STAR ON STRIKE

(39)

secretary
NINE journalist members of the Black Media Workers' Association of SA stayed away from The Star yesterday in support of 209 other workers who, according to management, automatically "dismissed themselves" after a two-day work stoppage last month.

Other Mwasa members reported for duty. Star management was not formally notified of the stay away until nearly midday. In response to a formal in-

quiry, Mwasa said a resolution had been passed that "all members at The Star would go out on strike in solidarity" with those who had already gone.

Mwasa was requested to tell the nine striking journalists that an illegal stoppage would place their employment in jeopardy. — Sapa



(Handwritten initials)

Terror witness: I won't take oath

By Fiona Macleod *Stew* 12/4/83

A major trial on alleged involvement in and revival of the banned Pan Africanist Congress (PAC) and Azanian National Youth Unity (Azanyu) began in a packed Johannesburg Regional Court today

Nine men — including Mr Joe Nong Thloloe (40), who is the banned vice-president of the Media Workers' Association of South Africa, and a senior journalist on The Sowetan newspaper — pleaded not guilty to charges under the Internal Security Act and Terrorism Act

They did not state the grounds of their defence but denied all the charges, which include furthering the aims of the PAC and Azanyu and endangering the safety of South Africa

An impressive defence counsel of five advocates, instructed by four firms of attorneys, represented the nine men

The trial got off to a shaky start as the first State witness, Mr Michael Siphon Mtshingana, refused to take the oath

"The evidence I have been told to give here is a total untruth," he said

Mr P Diar, his attorney, asked for the case to stand down till tomorrow so he could consult Mr Mtshingana and two other State witnesses he represents

The case continues

Appearances Mr T Klemhans presided, Mr A R van Wyk prosecuted, Mr M F Noorbha appeared for Mr Sibanda and Mr G Bizos SC assisted by Mr D Soggot Mr C R Mailer and Mr M Baslian appeared for the other eight men.

SACOS CRITICISES COPS

THE PRESIDENT of the South African Council of Sport (Sacos), Mr Frank van der Horst, yesterday slammed the Security Police for arresting and preventing him from attending a trade union congress meeting in New Brighton, near Port Elizabeth, at the weekend.

He described the police action as a grim commentary of the "vicious system of tyranny that exists in the ghettos"

The third national congress of the Motor Assembly and Compo-

nents Workers' Union of South Africa (Macwusa) and its sister union, the General Workers' Union of South Africa (Gwusa), was disrupted during the weekend when police sealed off New Brighton township and refused entry to all people without permits to enter a black area

The main speaker, Mr Van der Horst, was arrested by the Security Police in the township and had his prepared speech, which he was to deliver at the third con-

gress, confiscated. Speaking from his Cape Town home, Mr Van der Horst said he was subsequently released. A spokesman for the Security Police in Port Elizabeth, Colonel M van Rensburg, is reported to have confirmed this. Mr Van der Horst was released after spending three hours at the New Brighton Police Station.

Reacting to his arrest, Mr Van der Horst told

The SOWETAN: "I saw massive police road blocks at most of the entries to the townships. This gestapo-like harassment and victimization of guest speakers and the public at a legitimate and well-advertised trade union meeting make a total mockery of the Government's much publicised claim that racial discrimination is being abolished in South Africa."

Sowetan 13/4/83

(34)

Unions support a united front

139
2011
3/4/83

Mall Correspondent

DURBAN — The proposed new national trade union federation, the subject of a union summit meeting in Cape Town last weekend, could have wider support than earlier reports suggested

Seven independent trade union groups, representing about 200 000 workers, voted to set up a feasibility committee to consider the formation of the new federation

The summit included the initiator, the General Worker's Union, and the Federation of South African Trade Unions

Four union groups did not vote, but according to spokesmen this was simply because they wanted to report back to their member unions and obtain a mandate

If just one of these union groups, the Council of Unions of South Africa (CUSA), does decide to join, the proposed federation will represent the vast majority of organised workers in the independent trade union movement

CUSA general secretary Mr Pirshaw Camay said yesterday his organisation would have to obtain a mandate from member unions before a decision could be taken

He said the matter would be decided at a joint executive council meeting at the end of the month

The general secretary of the Motor Assembly and Component Workers' Union (MACWUSA), Mr Dennis Neer, said his union delegation left before voting took place on Sunday because of their annual congress. A decision would be made soon, he said

Unions which did vote for the formation of a new federation at the weekend said yesterday they were pleased with the result of the meeting as a united workers' organisation was badly needed in the South African labour movement

UNIONS

FM 15/4/83

USA

Moving to unity?

(139) (140A) (143) (145)
Past attempts to forge unity between SA's emerging unions have faltered, but there are signs that the latest effort has a good chance of succeeding. Leaders of unions representing about 200 000 workers agreed last weekend to form a feasibility committee which will investigate the possibility of establishing a major new trade union federation.

Unions and groupings which have committed themselves to the investigation are the Federation of SA Trade Unions (Fosatu), the General Workers' Union, the Food and Canning Workers' Union and the African Food and Canning Workers' Union, the SA Allied Workers' Union (Saawu), the Commercial Catering and Allied Workers' Union (Ccaawusa), the General and Allied Workers' Union, and the Cape Town Municipal Workers' Association.

Most union leaders involved in the latest unity effort are reluctant to comment publicly about what exact form they would like the new federation to take. But there is considerable optimism that it will be possible to find a formula acceptable to all who have agreed to serve on the feasibility com-

mittee. One union leader tells the FM it would be more accurate to describe the committee as a "steering committee," thus implying that the body will have more on its agenda than a mere examination of the desirability of a new federation.

There is little doubt, however, that much hard bargaining has still to take place. Some unions are, for example, opposed to past suggestions from Fosatu members that there should be tight, centralised control within a new union federation.

Unions and groupings which did not vote in favour of the federation were the Council of Unions of SA (Cusa), the Motor Assembly and Components Workers' Union of SA (Macwusa), the Orange Vaal General Workers' Union and the Municipal and General Workers' Union. Cusa has displayed a lukewarm attitude towards past unity efforts, while Macwusa has refused to ally itself with unions which register with government or take part in the industrial council system.

Employers are obviously watching these developments with great interest — and a certain amount of anxiety. If the new federation is formed, it will be the largest, and probably the most effective, co-ordinating body to represent black workers in SA's labour history. Inevitably this could strengthen the position of black workers on the factory floor.

But there could be some benefits for employers as well. Relations between some of the unions which are moving in the direction of the new federation have been extremely poor in the past. The fact that they are now willing to enter a strong alliance suggests that inter-union rivalry, which has presented severe problems to employers, may be reduced.

operation which would cessive disastrous SAPA

~~Police take documents~~ D. Dispathe 16/4/83 (139)

EAST LONDON — Several church and Media Association of South Africa (Mwasa) documents and papers were taken by Ciskeian Police from Mr Leslie Xinwa, of the Daily Dispatch, at a roadblock near Mdantsane on Monday night

The documents taken were two South African Council of Churches booklets, minutes of the

1982 meeting of the Justice and Reconciliation Commission meeting of the Methodist Church of Southern Africa and the agenda for the 1983 meeting held in Johannesburg several church notices, copies of a proposed constitution for Mwasa, a copy of the constitution of the defunct Writers' Association of South Africa and two other papers on Mwasa

Press cuttings taken earlier from Mr Berlin Hoho, of the Daily Dispatch, who was driving a vehicle hired by Mr Xinwa, were given to Mr Xinwa when he claimed them at the roadblock

Efforts to contact the Commander-in-Chief of State Security in Ciskei for comment on the documents taken were unsuccessful yesterday — DDR

Talks may lead to SA's biggest movement

LAST weekend's union unity meeting could be a watershed for emerging unions

Groupings with a combined membership of more than 180 000 — Fosatu, the General Workers Union, the Food and Canning unions, the Commercial, Catering and Allied Workers Union and the Cape Municipal Workers Association — have agreed to form a committee to work out details of a new federation

Threshing out how this body will operate should take several months at least and there could be hiccoughs along the way

But the unions insist it will emerge Food and Canning, for example, says the unions have "no option" but to form the new body if they want to tackle "intransigent employers" nationally

In other words, most major emerging unions believe they have reached a stage where the costs of not uniting are so great that old rivalries will not stand in the way of the new body

When it is formed, it could be the biggest black union body in the country's history. It also could see a merging of unions in key industries and a streamlining of black union operations in the factories

Who will join is still unclear. It is still conceivable, but unlikely, that some groups listed above could drop out

The SA Allied Workers Union and General and Allied Workers Union have also joined the committee planning the new body

But they have not publicly committed themselves to it as the others have and it will still be a surprise if they join. Several groups which did not join the committee insist they may yet join. The 100 000-member Cusa will discuss the issue on April 30. It stresses it needs a main-



STEVEN FRIEDMAN

Labour Week

date from members to decide

Even the Motor Assemblers and Components Workers Union (Macwusa), which walked out of past unity summits, says it is still to decide on its attitude

Perhaps But, Fosatu, GWU, Food and Canning, Ccawusa, and the Cape municipal union are still by far the likeliest starters

homelands and workers will have to collect benefits in these areas

There are doubts as how the separate UIFs will be run. And the new system also creates an unusual situation

It will mean, for example, that a Venda citizen who is born in a "white" city, has made his home there and has never visited Venda, will have to commute to that territory, forthrightly to claim benefits if he loses his job

Nobody's surprise, the Metal and Allied Workers Union has formulated demands for the metal industrial council pay talks which far exceed those of established unions on the council

MAWU expects to take part in the bargaining for the first time this year. It wants a R90 a week minimum wage — some 40%

more than the present minimum — and an R18 a week across the board rise. It also wants an overtime ban and a 40 hour week to reduce retrenchments

Another MAWU proposal is that the council no longer bar "stop orders" to unions who have a majority or represent 500 workers in a plant. Most of these demands will be fiercely resisted by employers who want a temporary wage "freeze" because of the recession

But a key issue could be the metal pension fund. The agreement setting it up is due for renewal this year and MAWU wants its rules changed to give workers a majority on its board

Both employers and established unionists are against this and some industry sources say the fund's existence is in danger — at least temporarily.

HERE'S one for those who feel the Mail's labour coverage is madly radical

Two unions, the SA Allied Workers Union and General and Allied Workers Union, this week held a Press conference. We did not attend — it is our policy only to cover conferences if we are told where they are being held

There they issued a statement attacking our coverage of union talks and charging we were "prejudiced and derisive" in our labour reporting

The two claim the Mail incorrectly portrayed them as opponents of union unity and say we are "becoming part and parcel of a total strategy aimed at subverting the workers' struggle"

Attempts to obtain confirmation of our new role from General Magnus Malan have thus far proved unsuccessful

Why Mwasa writers returned to work

139

18 APR 1967
Star

The Star's nine black Mwasa (Media Workers' Association of South Africa) journalists who stayed away from work for three days last week returned to the office on Thursday at the directive of the union's national executive council

In a statement today, the journalists said that

the decision to return was not in any way influenced by The Star management's ultimatum to return to work by Thursday or lose their jobs

The decision to return to work was taken before the ultimatum was received by the journalists, said the statement

137
18/4/83

Unions accuse press

CAPE TIMES
Labour Reporter 18/4/83

THE South African Allied Workers' Union (Saawu) and the General and Allied Workers' Union (Gawu) have accused the press of "adjusting public opinion" and "subverting the workers' struggle" by its reporting on the moves towards trade union unity.

In a joint statement issued on Friday, the unions said reports that seven trade unions had walked out of the unity talks in Port Elizabeth last year were lies.

The statement said that between the Port Elizabeth talks and the recent talks in Athlone, a lot of "prejudiced and divisive statements" had appeared.

"It is unbecoming for the press to adjust public opinion into its own wishful thinking by stating that there are unions hostile to the formation of the envisaged trade union federation and others for the federation."

"That is not our experience. All unions which participated in the unity talks were committed to the formation of a federation though they may, understandably, differ on how to work towards it."

Star, Mwasa discuss strike

19 APR 1983

parties into an im-plant level balance

The committee agreed that all parties would work urgently towards the finalising of formal disciplinary and grievance procedures at

tee also agreed that there was a need for an extension of the learning process by both management and Mwasa towards sounder labour relations in the future

— Sapa

THE Dismissal of 209 members of the Media Workers' Association of South Africa (Mwasa) employed by The Star was considered yesterday by the national working committee of Mwasa and newspaper management.

After discussion of the issues concerned it was agreed that no further progress could be

made on the particulars before the committee. A representative of the Argus company confirmed that The Star was not able to agree to employ again any of the workers who were dismissed

A representative of Mwasa stated that the position adopted by The Star had thrown future relations between the

SOUTHERN

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24% ^{(33) RUM} wage ⁽¹³⁹⁾ hike ⁽²⁷⁾ after mediation 19/4/83

Labour Correspondent

IN AN unusual move, wage negotiations between a newspaper distribution company and the Commercial, Catering and Allied Workers Union have been settled with the help of mediation

Allied Publishing, which recognises the union, has now reached a wage agreement with it which will see minimum pay for the company's 1 500 workers rise by 23,8% and wages for the highest paid rise by 16,3%

The union's general secretary, Mrs Emma Mashini, hailed the agreement, saying it was "excellent, bearing in mind that employers always raise the recession when we negotiate wages"

Mediation, in which a third party intervenes to settle a dispute, but does not try to dictate a settlement to either side, is attracting increased interest from local managements, although some unionists and managements reject the idea

The Government is also introducing a mediation service in labour law, but the Allied mediation took place independent of this service

Allied's managing director, Mr R J Mitchell, said the negotiations had begun about a month ago and that the two sides had initially been far apart

"The union initially demanded a 57% rise which we could not accede to and we decided that a third party could help

to bring the two parties together"

The mediator, Mr Paul Pretorius, had been called in a week ago and had "done an excellent job in bringing the two parties together", Mr Mitchell said

He stressed, however, that the negotiations had "taken place extremely amicably, even when we were in dispute"

According to the union, the new agreement will push minimum wages up to R64,35 a week for workers who started at Allied after January 1 this year. The minimum for other workers will be R65,10

It said the increases ranged between R12,50 and R19,50 a week.

Mr Mitchell confirmed these figures

Uitenhage townships and would soon present a R300-million blueprint for the provision of new services and the upgrading of existing services to the Cabinet.

"It is my personal view that the problems in the East London-Border area will have to be solved in order to solve problems in the Port Elizabeth-Uitenhage area.

"We will therefore have to look at development in the East London-Border area that will stimulate the economy in the region and create enough employment to stop people east of the Fish River moving west of the river to look for jobs," he said.

He would now investigate ways of improving the situation in the East London-Border area which also includes the Transkei and Ciskei according to the original assignment by the Government.

The East Cape Administration Board would make an office available for him in East London.

Asked whether he would use the same strategy in planning improvements in the East London-Border area Mr Rive said planning would be determined by the money available for his R300-million project for the Port Elizabeth-Uitenhage area.

"I will have to use a different modus operandi," he said. Mr Rive said he had approached several overseas investors for capital for the Port Elizabeth-Uitenhage project. "Some reacted very positively, but in other instances there was a big political resistance to investing money in South Africa," he said.

Until overseas capital was available, the Government would make bridging finance available so the R300-million project in Port Elizabeth and Uitenhage could be started.

Mr Rive said the amount of bridging capital would depend on how soon overseas money became available. "If we get overseas money soon the amount for bridging capital will obviously be considerably less," he said.

Editor pays photo fine

BLOEMFONTEIN — The editor of Die Volksblad, Mr Jacob Hendrik van Deventer, today paid a R100 admission of guilt fine for publishing a photograph of Dr H F Verwoerd's assassin.

The fine was paid on behalf of Nasionale Koerante Bepark. The photograph appeared in its July 10 magazine supplement, "By," last year, without the permission of the Commissioner of Prisons.

The company was charged with publishing a photograph of Demitrio Tsafendas, a parliamentary messenger at the time of Dr Verwoerd's murder, and subsequently a State President's patient — Sapa.

Mwasa talks deadlocked

THE dismissal of 209 members of the Media Workers Association of South Africa employed by The Star was considered yesterday by Mwasa's national working committee and newspaper managements.

After the talks it was agreed that no further progress could be made.

A representative of the Argus Company confirmed that The Star would not re-employ any of the sacked workers.

A representative of Mwasa said the position adopted by the newspaper had created an imbalance in future relations between the two.

The committee agreed that all parties would work urgently towards finalising formal disciplinary and grievance procedures at plant level — Sapa.

Gang robs 'gullible' man

A MULTIRACIAL gang of six men pinned a Pretoria man to the ground and robbed him of R1 500 after faking an argument to lure him into a block of flats.

Mr F D Changion, of Millar Road Queenswood told police that on Friday afternoon he drew money from a bank and, while walking along Van der Walt Street, was approached by a man who told him there was trouble in a nearby block of flats.

Mr Changion said he saw two men seemingly arguing in the grounds of the flats. As he approached them, he was attacked — Sapa.

Cashier is sued by Tote

Mall Correspondent

DURBAN — A teenage cashier and ticket seller at a Tote office was sued in the Supreme Court, Durban, for repayment of R34 900 he spent on racehorse bets.

The youth, who is under 18 and cannot be named, did not defend the action.

The Totalisator Agency Board claimed that about September 11 last year the teenager stole or misappropriated the money by issuing to himself betting tickets worth R34 900, which he failed to pay.

Settlers total 3 944 for month

A TOTAL of 3 944 immigrants entered South Africa last July, according to figures released in Pretoria yesterday by the Central Statistical Services office.

During the same month, 526 people left the country.

Visitors to South Africa last July totalled 44 382, while 48 694 South Africans visited foreign states — Sapa.

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Sowetan
Unions (39)

unite (34)
20 APR 1983

1983

THE National General Workers' Union (NGWU) has agreed to join a proposed federation of unions.

A spokesman for the union, Mr Donnie Khumalo, said: "Representation by one body could go a long way in solving labour disputes. The step may also create a sense of togetherness among workers."

Unions that have so far agreed to form a committee to work out details of a new federation are Fosat, Gwusa, the Food and Canning Unions, Commercial Catering and Allied Workers' Union and the Cape Municipal Workers' Association.

(139) (M) NDM
2/14/83

Clash over car splinter union

Labour Correspondent

A BITTER row has broken out between the unregistered Motor Assemblers and Components Workers Union (Macwusa) and one of its Pretoria officials who has broken away to form a rival union.

The official is Mr Donsie Kumalo, a former Sigma worker who launched a Macwusa branch in Pretoria after the Sigma strike in 1981. He also later ran a branch of Macwusa's sister union, the General Workers Union of SA (Gwusa).

Mr Kumalo has now formed the National General Workers Union which he says has a membership of 2 000.

Mr Kumalo says he resigned from Macwusa because of "policy differences" with its Port Elizabeth leadership.

He also alleges that the PE leadership refused to allow him to open a new branch in the Transvaal and that it "sabotaged" an overseas trip

he was planning to make.

He claims that most former Gwusa and Macwusa members in Pretoria have joined his new union, but that Macwusa organisers are now telling workers the new union is "illegal" and that they will lose their money if they join it.

Mr Kumalo also claims Macwusa and Gwusa organisers assaulted him and took away his bank and reference books.

"We want workers to know there is nothing illegal about our union and that they are free to join it," he said.

But Macwusa's secretary, Mr Dennis Neer, says Mr Kumalo was suspended from the union for using its offices and resources to launch the rival body.

"His charges are nonsense. He never complained about policy differences, or anything else and we have no idea why he formed a new union," Mr Neer said.

Behind

Acid was poured down the drain

Mall Correspondent

CAPE TOWN — About 3 000 l of poisonous waste believed to be a mixture of chromic hydrochloric and sulphuric acids was discharged into a stormwater drain leading into Sandvlei yesterday when a container burst at a Retreat factory

Officials of the City Council's health department were sent to the scene to trace the flow and ensured that children in the vicinity would not be harmed by the acid

The container burst on the premises of a printing company, Photoflex, at 191 Main Road, Retreat

Cape Town's Medical Officer of Health, Dr R G Coogan, said water-sportsmen may have to be warned not to use Sandvlei if water samples taken yesterday showed that the discharge was widespread and concentrated

"It might also have an effect on the water foliage fish and bird-life," he said

The managing director of Photoflex, Mr R Jones, yesterday refused to be quoted, but denied that the discharge contained any acid. He described it as "purely effluent" that had "leaked from a cracked asbestos tank"

He said cracks in the tanks occurred "from time to time" and added that in this case some of the liquid had fallen over an employee's car but no damage had been caused to the spray painting

A committee plans for new union federation

By STEVEN FRIEDMAN
Labour Correspondent

THE Federation of SA Trade Unions has already elected its representatives to a committee which will explore a proposed union federation

The committee is optimistic the new federation will be formed

This is the implication of a Fosatu Press statement which details decisions on union unity taken at the federation's central committee meeting at the weekend

Fosatu says it believes there is "sufficient common ground" between the seven unions who have agreed to serve on the committee to allow for "constructive and fruitful discussions" on a new federation's policy and structure

Earlier this month, seven unions representing over 200 000 workers agreed at a meeting in Cape Town to serve on a committee to plan a new federation which would considerably boost black worker muscle if it is formed

In the statement, Fosatu says its central committee "welcomed the fact that after a very difficult and disrupted meeting there

were seven unions who were prepared to act in the interest of workers and commit themselves to building a new federation"

It said Fosatu had backed moves towards a wider federation "as it has always believed such a move on common policies was crucial to the worker movement"

It said the meeting had elected Fosatu's five representatives to the committee and mandated them to "fully discuss the policies and structures of the new federation"

The statement said Fosatu's central committee also condemned statements made by the rival Motor Assemblers and Components Union (Macwusa) which has not joined the committee

This is believed to refer to reports that Macwusa had endorsed a federation of unregistered unions in opposition to that which the seven unions are to discuss

Macwusa spokesmen have since claimed they were misreported, that they endorsed only the idea of a federation of all unions, and that they have not yet decided whether to join the committee planning the federation

Teenagers on phone box charge

Mall Reporter

THREE teenagers appeared in the Johannesburg Magistrate's Court yesterday after they were allegedly caught breaking open a public telephone and assaulted the policeman who arrested them

Mr Andre Erasmus, 19, Mr Theo Denton 18 and Miss Lindy Erasmus 19 all of De Ville Street Langiaagte, appeared before Mr M M Muller

Mr Erasmus and Mr Denton pleaded not guilty to both charges

Miss Erasmus said she slapped Sergeant Petrus Van Vuuren after he grabbed her arm. A plea of not guilty was entered for assault and she was not charged with theft

The case was postponed to June 9 for trial and all three were allowed out on warning

MATTER OF FACT

SYD FLOOK, the winner of the 1927 D-J motorcycle race, was mistakenly referred to as "the late" in a caption to a photograph in the Rand Daily Mail yesterday. He celebrated his 90th birthday on February 26 and, though compelled to use a wheelchair for several years because of severe arthritis, still takes a keen interest in events

A REPORT in Monday's Rand Daily Mail incorrectly attributed a statement made by Mr Athol Fugard to Sir Richard Attenborough, producer/director of the film "Gandhi"

This mistake occurred during the production process

In the statement Mr Fugard said Ster-Kinekor had not done enough toward desegregation in the South African film industry, nor enough to help encourage and finance the local film industry

Mr Fugard told the Mail during the interview that when Sir Richard had phoned him from London to ask advice whether he should visit South Africa for local premieres of the film, he had told him "I don't think you owe Ster-Kinekor anything because they owe the country something. Ster-Kinekor have not put their weight behind desegregation"

TO CORRECT specific errors of fact, write to the Editor at P O Box 1138, Johannesburg, or telephone the Editor's secretary at 710-9111 between 9am and 5pm on weekdays

If you have broader complaints about the Rand Daily Mail these can be taken up with the Mail Ombudsman, James McClurg c/o the Editor's secretary

'Bulldog Drummond' dies

LONDON — Colonel Gerald Fairlie, the man on whom "Sapper's" famous character Bulldog Drummond was based died in London yesterday, aged 83

Fairlie was also a prolific

writer of thrillers and collaborated with Col Cyril McNeile ("Sapper") to produce several Bulldog Drummond plays and films in the 30s

Weather Mail

THE Weather Bureau's forecast for today —

TRANSSVAAL — Fine and cool, but cold over the highveld. It will be cloudy over the eastern lowveld and escarpment

FREE STATE and CAPE north of the Orange — Fine and cold but warmer over the west

CAPE south of the Orange — Fine and mild but partly cloudy and cold over the east with light rain in the morning. It will be hot over the northern parts of the west coast

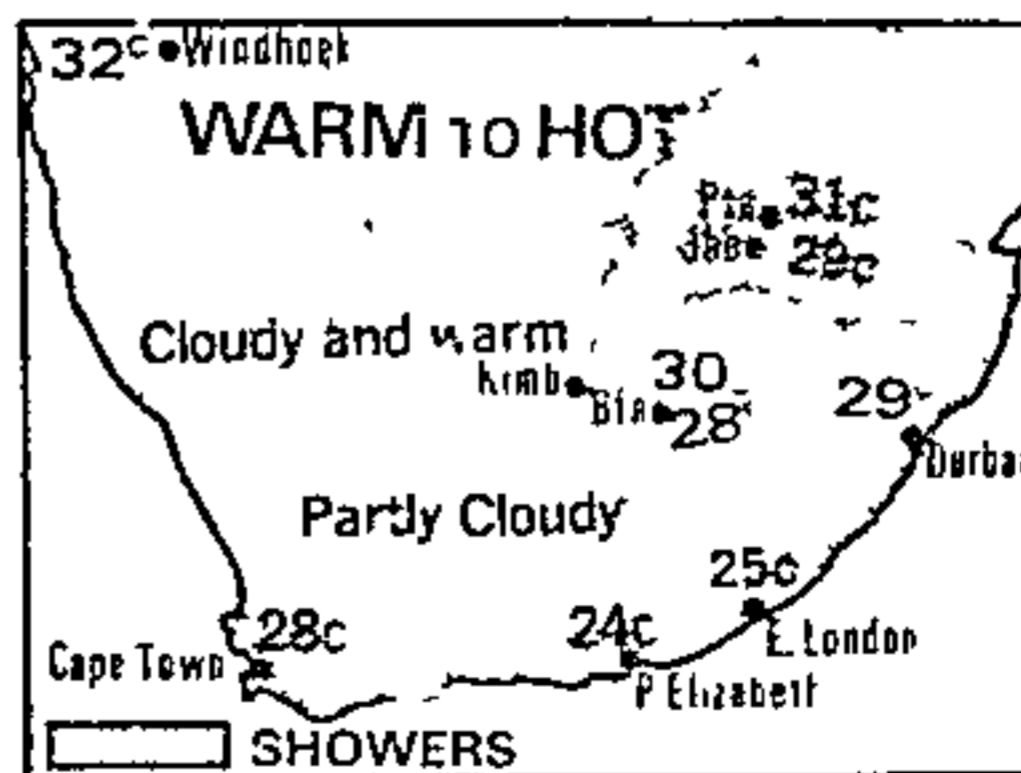
NATAL — Cloudy and cold with occasional light rain

SOUTH WEST AFRICA — Fine to partly cloudy and warm but somewhat cooler in the south. Isolated thundershowers will occur over the north-east

BOTSWANA — Fine to partly cloudy and warm but cooler over the south-east. Isolated thundershowers will occur in the north — Sapa

TEMPERATURES ARE CELSIUS MAXIMUMS EXPECTED FOR EACH CITY

Rand Daily Mail Weather Station
TUESDAY April 19 1983
Temperatures:
08h00 14h00 21h00
14°C 21°C 15°C
Humidity:
50% 32% 65%
Max temp 22°C
Min temp 7°C
Rain 24 hours to 20h00 Nil
Sunset today 17h50
Sunrise tomorrow 06h25



SOUTH AFRICA YESTERDAY

Temperatures at 14h00		
°C	°C	°C
Bloemfontein 25	Jan Smuts 21	Potchefstroom 25
Cape Town 26	Nelspruit 30	Pretoria 22
Durban 25	Pietersburg 21	Rustenburg 24
East London 18	Port Elizabeth 20	Skukuza 21

SOUTH AFRICA Hottest at 14h00 Nelspruit 30°C Coldest at 08h00 Sutherland 0°C
TRANSSVAAL Hottest at 14h00 Hoedspruit 27°C Coldest at 08h00 Potchefstroom 3°C

THE WORLD YESTERDAY

Min	Max	Weather	Miami	15	24	Cloudy
°C	°C					
Amsterd. 12	15	Cloudy	Montreal	0	1	Snow
Athens 10	22	Cloudy	Moscow	7	13	Cloudy
Buenos 7	13	Cloudy	New York	4	10	Cloudy

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ie up watchman with R10 000

criminal investigating officer for Northern Transvaal, said

In another incident, a 76-year-old woman was robbed of R162 after being throttled

At about 3pm on Monday, Mrs Anna Visser of Arcadia, was attacked in her flat by a man and left unconscious

When Mrs Visser came round she discovered the cash was missing. She was slightly injured, police said — Sapa

et for trial of Air Force men

Legal sources said the delay in bringing the officers to trial was because of "difficulties" with the dockets and a heavy backlog of cases before the High Court

The officers are Air Vice-Marshal Hugh Slatter, the Deputy Air Force Commander, Wing Commander Peter Briscoe, Air Commander

CASSETTE RECORDER at

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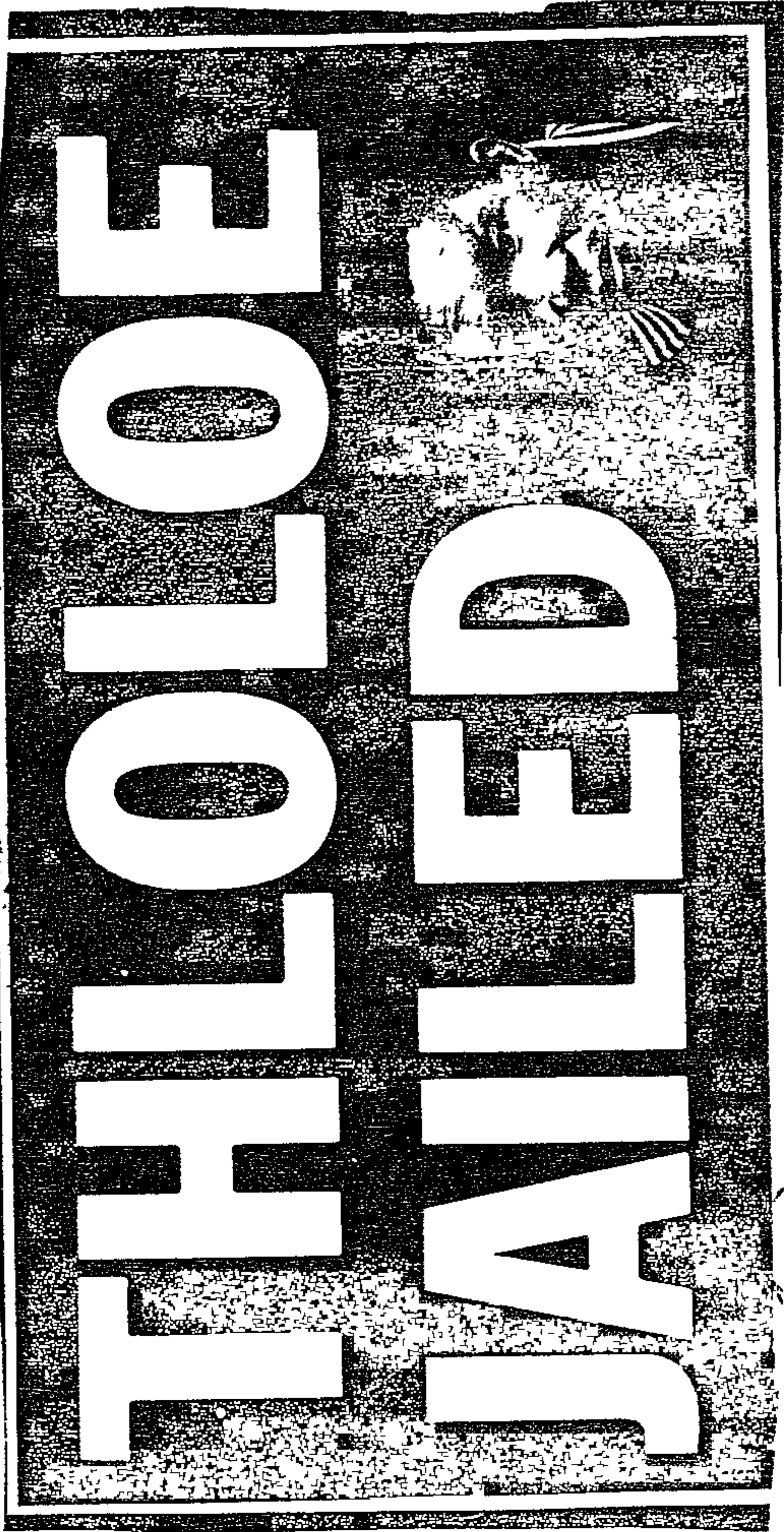


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PRICES EXCLL



BANNED JOURNALIST Joe Thloloe was yesterday sentenced to two-and-half-years imprisonment after being found guilty of possessing banned Pan African Congress literature.

Sipho Moffat Ngcobo (28) of Soweto was also jailed for 2½ years Nhlanganiso Sibanda (26) of Alexandra Township got three years and Steven Sipho Mzamo (26) of Tembisa also three years

(139)

By **NKOPANE
MAKOBANE**

Immediately after sentence was passed by magistrate Mr T Klein his defence counsel for the four indicated an intention to lodge an appeal. The hearing was then adjourned until today when an application for bail pending the appeal would be made.

In his remarks before passing sentence the magistrate said he had listened carefully and paid particular attention to suggestions by the defence that the offence was least serious.

However the court viewed the offence as serious and differed with the argument that the accused should be given suspended sentences.

He said that the evidence given in camera by a witness who may not be identified and which dealt with PAC literature and propaganda was very important.

"The court has also taken into account the interest of the State and the society and has come to the conclusion that the collection and distribution of PAC literature was not in the interest of either," he

said *Sowetan*

He went on to say it had not been an easy task to decide on the sentence. The court has however, taken into consideration that the accused had been in detention for 10 months prior to the trial.

Again, he said they had shown readiness to plead guilty and take punishment.

Meanwhile three men and a woman who had been held as potential State witnesses in the trial were released yesterday. The four include Mr Mathata Tsedu the banned former journalist with **The SOWETAN** and also member of the Media Workers Association of South Africa (Mwasa).

Mr Tsedu lives in Pietersburg. The other three who live in Kagiso Krugersdorp are Sipho Ntshingane who refused to testify and was threatened with a five-year jail sentence. Ms Cynthia Ntshingwa and Mr Richard Maserumule

PRESS DISPUTE

~~The dispute between~~ *The Star* newspaper and the Media Workers' Association of SA (Mwasa) continues

At a meeting earlier this week, the parties failed to find a solution to the impasse which has resulted from the dismissal of 209 black workers at the newspaper last month. The workers were fired for having taken part in a two-day work stoppage (*Current Affairs* April 15)

Mwasa leaders are seeking the reinstatement of those dismissed, but they were told at the meeting that the newspaper would not re-employ the strikers

The Star's management is, however, considering the possibility of granting some form of severance payment to dismissed employees who had worked for the newspaper for a long time. About a third of the dismissed workers had worked for *The Star* for eight years or longer.

Meanwhile, many Mwasa members employed on other publications are still displaying little enthusiasm for a sympathy strike. Some say, however, that they are considering "alternative strategies" to persuade *The Star* to change its stand

Unions to join hands

SEVEN trade unions have re-established a South African Co-ordinating Council to promote co-operation and understanding between unions in the metal industry, and to represent the interests of their members jointly on a national and international basis.

The unions, all affiliates of the International Metalworkers' Federation (IMF), are the Metal and Allied Workers' Union, the South African Tin Workers' Union, the SA Boilermakers' Society, the National Automobile and Allied Workers' Union, the Radio and Television Workers' Union,

^{SOWETAN} the Engineering Industrial Workers' Union and the Engineering and Allied Workers' Union

Mr Ike van der Watt, the general secretary of the SA Boilermakers' Society, was elected president, with Mr David Sebabi of the Metal and Allied Workers' Union, and Mr Archie Pool of the Engineering Industrial Workers' Union, as first and second-presidents respectively. Mr Brian Fredericks of the National Automobile and Allied Workers' Union was chosen secretary-treasurer.

At its meeting this week the council decided to support the ap-

plication of two more unions for affiliation to the IMF. They are the Steel, Engineering and Allied Workers' Union and the Federated Mining Union. The applications will be considered by the central committee of the IMF when it meets in Zurich, Germany in June.

The IMF, with headquarters in Geneva, represents more than 14 million metal workers in the non-communist world.

The South African Co-ordinating Council of the IMF ceased being operative two years ago because of a lack of agreement in its ranks.

22 APR 1983

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23/4/83
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Kearney said he had
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We know the State s
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Spokesmen for the
atters said they pro-
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ad their case with the
cal commissioner of the
partment of Co-Oper-
ion and Development

ine for threat

Mercury Correspondent
JOHANNESBURG—An
liberton private detec-
ive was fined R400 in the
ohannesburg Magis-
rate's Court yesterday
er he was found guilty
of threatening the life of
ennis star Johan Kriek
Alfred Patrick O'Driscoll,
44, of Petersfield Street,
Raceview, was found
guilty of contravening the
Intimidation Act

3 held after killing of senator

HARARE—Three men
had been arrested in con-
nection with the killing of
Zimbabwean Senator
Paul Savage, 70, his
daughter Colleen, 20, and
their British visitor, Miss
Sandra Bennett, 38, the
Zimbabwe Government
announced yesterday

The arrested men were
identified by a Govern-
ment spokesman, Mr Jus-
tin Nyoka, as being
dissidents loyal to the
run-away opposition lead-
er, Mr Joshua Nkomo

One of the men had ad-
mitted being involved in
the killings and had also
told of the involvement of
seven other dissidents
who had since crossed the
border into Botswana the
spokesman said Police
investigations in liaison
with Botswana authorities
were under way

Court

The spokesman said po-
lice had also established
that a dissident injured
during the shooting at the
Savage homestead about
130 km south of Bulawayo
was taken to a traditional
healer near the Botswana
border and later taken
into Botswana for further
treatment in Francistown
where he was in hospital

The traditional healer
and his son had been ar-
rested for helping the dis-
sident to leave the
country Steps were being
taken to ensure the man's
return to Zimbabwe and
to arrest him, the spokes-
man said All the men ar-
rested so far would
appear in court soon

The victims were
gunned down at their
home One dissident be-
lieved to have been ac-
cidentally shot dead, was
taken away in a vehicle
belonging to the senator
and, when the vehicle
broke down, he was
buried in a shallow grave
— (Sapa)

Salvaged skiboat back home

Mercury Reporter

Sugar union 'gets better deal' from direct talks

Labour Reporter

SUGAR industry wages
have been negotiated out-
side the Industrial Coun-
cil for the first time — and
union members feel
they've ended up with a
better deal because of
this

The agreement was be-
tween the giant C G Smith
sugar company and the
Fosatu-affiliated Sweet,
Food and Allied Wokers'
Union

After more than a
month of negotiations
wage increases ranging

from 13 percent on the
lower grades to 7.5
percent on the higher
grades have been agreed
on

Union branch secretary
Petros Ngcobo said the
union was 'not satisfied
with what we got but we
feel we have achieved a
better deal than the
unions that sit on the in-
dustrial council'

Mr Ngcobo said unions
which sat on the council
had settled for a 7.5
percent across-the-board
increase

He also said the food ra-
tion allowances at the
Noodsburg and
Umzimkhulu mills had
been increased by R5

Mr B Horlock, C G
Smith's group personnel
director said he was
pleased with the
agreement.

He said however, that
there had been a last
minute 'technical prob-
lem' with the Natal Sugar
Industry Employees'
Union, who were meant to
be party to the agreement,
but he felt sure that the
matter could be solved

Sentenced for slapping baby

Court Reporter

A MAN who slapped his
four-month old daughter
on the buttocks because
he became irritated with
her crying was sentenced
to 12 months imprison-
ment — suspended for
five years — by Mr N Kr-
uger in the Durban Magis-
trate's Court yesterday

William Louis
Bianchina, 22, pleaded

guilty to striking the child
at his flat at Illovo Beach
on February 15

The Court was told he
had been drinking and
was tired and became an-
gry when the child cried

He admitted a convic-
tion for driving under the
influence of liquor

Mr Kruger said he had
committed a serious of-
fence and he had to im-

pose a sentence which
would deter Bianchina
and like-minded people

The Court heard that
the child had been re-
moved from the care of
Bianchina and his wife
Mr Kruger said it seemed
that they were too young
and immature to have a
family

Mr C Cornell appeared
for the State

Former astronaut Glenn aims for fit



NEW CONCORD—Former astronaut Sen John Glenn gives the thumb
his wife Annie stands at his side as he officially announces his ca-
(Sapa)

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Mr Alex
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Bakery, staff bypass IC

Labour Reporter

THE African Food and Canning Workers' Union (AFCWU) and Attwell's, the City's largest bakery, have bypassed the Industrial Council for the bakery industry by negotiating a plant-level wage and recognition agreement.

This is the first such agreement to be negotiated outside the official bargaining machinery for the industry and was concluded before this week's Industrial Council agree-

ment between the Bakery Employees' Industrial Union and the Western Cape Bakers' Association.

In a statement yesterday, the AFCWU said they had signed a recognition agreement with Attwell's Bakery which recognized them as sole representatives of the company's more than 300 workers. The agreement provided for negotiating wages and conditions of work on an annual basis.

The union had negotiated an interim agreement with the company, backdated to the beginning of February, which would be in operation to the end of June, when further increases were to be negotiated.

The statement said. "The workers at the bakery have been dissatisfied with the Industrial Council for a long time. They saw the workers at the mills, which are represented by our union, were much better off than the workers at the bakeries and insisted on joining our union."

The statement commended the employers on their "far-sighted approach" for accepting the situation when they saw that the union had majority support.

"It is also significant that subsequent to our negotiations with the company, the Industrial Council has laid down basically similar wages to those negotiated between Attwell's and the AFCWU."

Spokesmen for Attwell's were not available for comment yesterday.

(139) (204) (206)
Challenge

~~219~~ N.P.M.
over rights

27/4/83
Pretoria Bureau

THE National General Workers Union is to apply to the Central Transvaal Administration Board this week for 39 NGWU members — all hostel dwellers — to be granted Section 10 rights

And the union says it will take legal action if the applications are not granted

Yesterday, the NGWU general secretary, Mr Donste Khumalo, said the applications would be made on the same grounds as those on which the Khomani and Rikhoto cases, which overruled official regulations barring certain groups of blacks from receiving permanent city rights, were based

Six strikers held

RAM
27/4/83

— union

Labour Correspondent

SIX members of the African Food and Canning Workers' Union were yesterday arrested in Queenstown and will face Intimidation Act charges in court this morning, their union said yesterday

The workers were all involved in a strike at a co-operative creamery in the town, which attracted attention when AFCWU alleged that workers had been assaulted by foremen before the strike and that one had been shot in the leg

Yesterday, a police spokesman in Queenstown denied all knowledge of the arrests

AFCWU members at the Eastern Cape Agricultural Co-operative Creamery struck recently, and all were fired. According to AFCWU, the six arrested workers are members of the union who worked at the creamery

The union alleged at the time of the strike that foremen had assaulted workers, which the creamery denied

At the time of the strike, the union's chairman at the creamery, Mr Tandi Madikane, was arrested and charged under the Intimidation Act with one other worker, but these charges were subsequently dropped, according to the union

But it says Mr Madikane was arrested again yesterday, together with five other workers — Mr Zanemvula Tyholo, Mr Tayitele Mjongile and three others whose full names are not available

It said it had learned they were due to appear in court today to face intimidation charges

According to AFCWU, several of the fired strikers, including Mr Madikane, have been questioned for up to five hours by police in the past week

It said most of the strikers fired by the creamery had been replaced by new workers but that some had returned to work

"Only those who had been working there for a short time have returned and the longer-service workers are still refusing to do so," a union spokesman said

27/4/8 3 (21) (19) (139) (173) (177) RUS 09

Seifsa agrees to make wage offer

By STEVEN FRIEDMAN :
Labour Correspondent

KEY pay negotiations in the metal industries, which affect about 500 000 workers, adjourned yesterday after the Steel and Engineering Industries Federation (Seifsa) agreed to make unions a wage offer

This means Seifsa has abandoned its earlier stance that the state of the industries was such that there should be no negotiated rises at all for at least six months

It is almost certain, however, that Seifsa's offer will fall well short of union demands for at least a 14% rise

It is understood that Seifsa adopted the same stance for much of yesterday's meeting of the metal industries' industrial council — which was

called to negotiate the industries' annual pay agreement

But union sources said it agreed towards the end of the meeting to consult its members and then come back to the unions with an offer

Another meeting will take place on May 24 and a document setting out the employer position in the negotiations will be sent to the unions before then

Both Seifsa and the unions will now go back to their constituents to discuss their next moves

However, Seifsa, which represents employer associations in all sectors of the metal industries, told unions at yesterday's meeting that some sectors of the industries would not be able to make unions an offer

Union sources believe steel producers are most likely to stick to the view that a wage freeze is necessary

Unionists also pointed out yesterday that the metal pay agreement expires in mid-year and that the May 24 date would leave "very little time" to negotiate an increase

They said Seifsa had originally wanted the next negotiating meeting to be held in June — a move they described as "a delaying tactic to increase pressure on the unions" but had then agreed to the May date

Seifsa's director, Mr Sam van Coller, yesterday referred the Rand Daily Mail to a statement released by the industrial council

The council statement said both unions and employers

had voiced viewpoints on wages at yesterday's meeting which took the current state of the industry into account

The statement said both sides had agreed to return to their constituents before meeting again on May 24 and that employers had agreed to present unions with a document outlining their position before the meeting

It said "a large number" of delegates had attended the talks

Yesterday's negotiations were the first which were attended by Fosatu's Metal and Allied Workers' Union, which has applied to join the council but has not yet been admitted as a member.

It is understood that a large MAWU delegation took part in yesterday's talks

Union acts on rights

THE NATIONAL General Workers' Union (NGWU) is to apply to the Central Transvaal Administration Board to give Section 10 rights to about 40 of its members who come from homelands, failing which the matter will be taken to court.

A spokesman for the union, Mr Donsie Khumalo, said each member had worked for the same company for more than ten years and all were presently staying at the local hostel. The main aim, he said, was to enable members to acquire unemployment benefits

without difficulty and also to discourage the idea of having to apply for contracts on a yearly basis

Mr Khumalo said trade unions were time and again faced with a problem of workers who were sent from pillar to post each time they applied for unemployment benefits

"One other serious problem is that employers reserve the right not to renew contracts and this has led to many people losing their jobs without valid reasons being given," said Mr Khumalo

139
~~275~~

27 APR 1974
SOLJETA

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Women sacked 'for refusing to strip'

~~31/1/83~~ 139 ROM

By STEVEN FRIEDMAN
Labour Correspondent

28/4/83

to strip on April 19, and had been fired on April 20

WORKERS at Pep Stores in Vereeniging are forced to strip to undergo security checks — and yesterday their union claimed that five of its women members had been fired for refusing to do so

The Commercial, Catering and Allied Workers' Union (Ccawusa) said the five were fired the day after they refused to strip naked. It said workers have been forced to strip at the store for some months, that this is continuing and that it is "humiliating and degrading"

A company official confirmed yesterday that workers were forced to strip for "security reasons". But he said the five women were fired for "refusing to obey orders", not for refusing to strip

He also denied a claim by the union that workers are forced to remove their underwear. He said they only had to remove some garments

Ccawusa's Vereeniging organiser, Mr Mongezi Radebe, claimed yesterday that workers had been forced to strip naked since January when a new manageress was transferred to the store from Orkney

He said five women at the store had refused

He said management had defended the stripping instruction on the grounds that the store had suffered "heavy stock losses"

Mr Radebe said management had also defended asking women to remove their underwear "because they claimed that some workers came to work without underwear and left wearing the firm's underwear"

He said management had since claimed that the women were not fired for refusing to strip, but for "disobeying an order" and because "they didn't do their best"

"But I examined the store's disciplinary book and could find no other reason for their firing than their refusal to strip," Mr Radebe said

He said the stripping rule was "contrary to any acceptable human standards" and the union planned to take further action against Pep Stores

A spokesman for Pep Stores confirmed yesterday that workers were forced to strip. However, the five women had been fired for refusing to obey orders, not because they had refused to strip

"It is not true that they are forced to take their underwear off — that's just their story," he said

Dispute over security strip

Own Correspondent

JOHANNESBURG — Workers at Pep Stores in Vereeniging are forced to strip in security checks — and yesterday their union said that five of its female members had been fired for refusing to

The Commercial, Catering and Allied Workers' Union (CCAWUSA) says the five were fired the day after they had refused to strip naked. It says workers have for some months been forced to strip at the store, that this is continuing, and that it is "humiliating and degrading".

A company official yesterday confirmed that workers were forced to strip for "security reasons". But he said the five women had been fired for "refusing to obey orders", not for refusing to strip.

He also denied a union accusation that workers had been forced to remove their underwear. He said they only had to remove some clothes.

CCAWUSA's Vereeniging organizer, Mr Mongezi Radebe, said yesterday that workers had been forced to strip naked since January.

He said that on April 19 five women at the store had refused to strip. They had been fired on April 20.

He said the management had defended the stripping instruction on the grounds that the store had suffered "heavy stock losses".

Mr Radebe said the store had also defended asking women to remove their underwear "because, they claimed, some workers came to work without underwear and left wearing the firm's".

He said the management had since said that the women were not fired for refusing to strip, but for "disobeying an order".

29 APR 1985

SOWETAN

(74)

Loan scheme fails

MAMELODI residents have shown little interest in applying for loans put aside by the local community council for the improvement of housing in the area, the chairman of the Council, Mr W.M. Aphane, told The SOWETAN yesterday.

Earlier this year the council allocated a sum of R100 000 to help finance people who wish to extend or improve their houses. Each resident was entitled to a loan for R2 000 only.

Mr Aphane said only nine people had so far applied for the loans

He said he was disappointed by residents who "do not like beautiful things. The council offered loans to residents but they don't seem to want to do anything about improving their living conditions — even when there is money," he said.

Most residents said R2 000 was too little to extend a house. They said that with the cost of building materials so high, the money would only serve to pay for labour. They said the council should have negotiated for more

money if it had the welfare of its people at heart.

A resident, Mr R Khonoth, said it was surprising to find that the council, which was against the erection of shacks in the township, expected the community to put up proper houses with the little amount offered.

"There is a possibility that the council made provision for improved shacks and not houses. Every resident is aware of the type of houses black people build for themselves of late

It is high time councillors came up with sound resolutions," Mr Khonoth said.

A national secretary for the National General Workers' Union (NGWU), Mr Donsie Khumalo said he suspected the residents' reluctance to apply for loans was caused by loss of confidence in community councils. He said the council failed to represent the community's interests and that only a handful of people ever sought help from the body.

(Point to page 11)

(139) RDM 29/4/83
Unions to celebrate May Day

Labour Correspondent

FIVE trade union groups, including unions who are bitter rivals, are supporting a rally to be held in Mamelodi township, Pretoria, on Sunday to mark May Day, International Labour Day

A spokesman said members of various student and religious groups would also be attending

He said the Motor Assemblers and Components Workers Union (Macwusa), General Workers Union of SA (Gwusa), Council of Unions of SA and SA Allied Workers Union were supporting the rally at the Mamelodi Community Centre

According to the spokesman, community groups supporting the meeting would be the Young Christian Workers,

Young Christian Students, Interdenominational African Ministers Association, Azanian Students Organisation and Council of SA Students

The National Automobile and Allied Workers Union (Naawu) a Fosatu affiliate, has endorsed the meeting, but will not have a representative at the rally

Naawu's Pretoria branch will hold its annual meeting

on Sunday, which will clash with the rally

Cusa, the country's second biggest emerging union group, has called on Christian and Muslim religious ministers to hold special May Day commemorations in their churches or mosques on Sunday by allowing members of the congregations to talk on the significance of the labour movement

FM 29/4/83

LABOUR LAW

Focus on firings



Is an employer who is faced by a work stoppage entitled to dismiss workers *en masse*? Can an employer, who has formulated a dismissal procedure, be forced to hold individual hearings for *all* the employees involved in the stoppage, either before they are fired, or at a later appeal stage in the procedure?

Answers to these questions may emerge from a legal challenge made by the Media Workers' Association of SA (Mwasa) against the dismissal of 209 employees of *The Star* newspaper last month

Having failed to persuade the newspaper's management to reinstate the employees, members of Mwasa have now decided to take legal action

As previously predicted by the *FM*, the impasse between the newspaper and Mwasa seems likely to be one of the most protracted labour disputes this year

A group of Mwasa members filed papers at the Industrial Court last Friday in an attempt to obtain the reinstatement of the 209 workers, who were dismissed after they took part in a two-day work stoppage. They had refused to work unless a fellow Mwasa member was reinstated, pending an appeal against his dismissal

The Star's management has maintained that the worker whose dismissal sparked off the stoppage had been given a final written warning in September last year as a result of disciplinary offences. He was fired last month after he was alleged to have threatened the life of a supervisor and his dismissal was confirmed at a later appeal hearing. Mwasa has since accepted this ruling

However, management appears to have taken the view that because their newspaper performs an essential service, there is an onus on employees to honour contracts and agreements. It has therefore taken a tough stand against the workers who participated in the stoppage. Mwasa has maintained that such drastic action was unwarranted

By last week, however, after talks between newspaper employers and Mwasa leaders, it became clear that *The Star* did not intend rehiring the sacked workers. It was willing to consider some kind of severance payment for those who had worked for the newspaper for a long time. The *FM* understands that the newspaper's management had decided to pay about R70 000 to dismissed workers, but that payment has been stalled by Mwasa's court action

Mwasa is seeking reinstatement in terms of Section 43 of the Labour Relations Act. This section provides for the granting of interim relief to an aggrieved party — for



Star on sale ... tough management line

example, reinstatement of a dismissed worker — pending a later hearing on the dispute

The Mwasa case appears to hinge on three main arguments

- Management precipitated the stoppage due to the irregular manner in which it dismissed the individual whose firing led to the subsequent labour unrest,
- Management's entire handling of the events during the dispute amounts to an unfair labour practice, and
- In the dismissal of the 209 workers, management did not adhere to its dismissal procedure

Management denies these charges and tells the *FM* that it intends contesting the application

Large-scale dismissals of employees are not unusual in SA. They have often been seen by many employers as a legitimate response to what they perceive to be irresponsible worker actions. Given the fact that unions are making increasingly successful use of Section 43, the case is likely to be watched closely by both employers and unions

Warning

on strip

29 APR 1978

searches

Labour Reporter

The chairman of the holding company of a retail group has warned that disciplinary action would be taken against anyone overstepping the line when conducting staff security checks

Mr C Wise, chairman of Pepkor, which controls the Pep Stores chain, was reacting to union claims that workers at a Pep store in Vereeniging were being subjected to humiliating strip searches

The Commercial, Catering and Allied Workers Union this week said workers at the store had to strip naked in front of supervisory staff, apparently because of clothing thefts at the branch

The union's Vereeniging organiser, Mr Mongezi Radebe, said five Ccaawusa members at the branch were dismissed earlier this month for refusing to undress

Mr Wise said he was investigating the worker searches as claimed by the union were against the chain's general policy and philosophy

Workers mark May Day at PE meeting

By JIMMY MATYU

THE church had an important role to play in the black man's struggle for liberation and equality, Pastor Philip Pandle said in New Brighton yesterday

He was opening the May Day/International Labour Day commemorative meeting in the Centenary Great Hall

The meeting was organised by the Motor Assemblers and Component Workers' Union of South Africa (Macwusa), the General Workers Union of South Africa (Gwusa) and the Azaman People's Organisation (Azapo)

Mr Pandle, of the Assemblies of God Church, said the Lord's Prayer taught people "Thy will be done on earth as it is in heaven"

The function of the church was based on that teaching

Mr M Dukumbana, regional organiser of Azapo, said they were gathered to mark May Day and to pledge their solidarity with the workers of the world and rededicate themselves to the worker struggle

Racism divided the working class into black and white, and the division "prolonged the reign of the exploiting class"

Mr Dukumbana said racism and the ruling class had divided the black workers into three oppressed groups — the African, coloured and Indian

"Racism has drawn the capitalists into an unholy alliance against black workers. The black worker has become reactionary and conservative," he said

Mr Government Zini, organising secretary of Macwusa, criticised registered trade unions and various other sports, civic and political bodies which toed the Government line

He said the creation of a black middle class was "another development designed to divide the black working class"

He also criticised the unhygienic living conditions of workers in the shack area of Soweto, saying one-room shacks provided no privacy for parents

Success for PE coloured doctor

Post Reporter

A PORT ELIZABETH doctor has become one of the first coloured anaesthetists in the country

He is Dr Lionel Smith, 36, the eldest son of Mrs J M Smith, of Durban Road, Korsten, and the late Mr Gordon Richard Smith

Dr Smith qualified at the Wentworth Medical School, Durban, after matriculating in Port Elizabeth

He served his housemanship in Durban and at Livingstone Hospital after qualifying

Dr Smith was born in Humansdorp and grew up in South End and Korsten. He and his wife, Mrs Candice Smith, have two children

After practising in the Gelvandale area, he took a four-year course in anaesthetics — two years

SAA drops Maseru trip

JOHANNESBURG — South African Airways terminates its thrice weekly service between Johannesburg and Maseru today

Air Lesotho has now taken over

This is in preparation for the introduction of a larger 44-seat Fokker F-27 aircraft on July 1. A Lesotho Government delegation will leave for Europe on Wednesday to make final arrangements for its delivery — Sapa

Terror trial postponed

MARITZBURG — The trial of Mr Khaya Skweyiya, 21, due to start today in the College Road Supreme Court, Maritzburg, has been postponed until tomorrow

Mr Skweyiya, of New Brighton, Port Elizabeth, will face 12 counts, including high treason, terrorism, participation in terrorist activities, unlawful possession of arms, ammunition, explosives and grenades, attempted murder and

BY CLAIRE
PICKARD-CAMBRIDGE
BEING placed second out of 3100 competitors in a mathematics olympiad was one of the many achievements of Warren Kahn, an American Field Service student who arrived home in Port Elizabeth last week

Warren spent nine hectic and exciting months in the small town of Hardin, Montana, before returning home early because of family illness

He was ranked second in the state when he obtained 95% in the olympiad and also came top in a general "academic decathlon" between three schools in the area

He not only distinguished himself academically, but endeared himself to the community as an excellent

AF's st while i

American football player

Warren, a former first team rugby player at Grey High School in Port Elizabeth, described American football as tough and demanding

He nevertheless supported the idea of "men's liberation" and enjoyed an array of sewing, cooking and typing classes

"I also obtained academic credit for weightlifting," he said "That really amazed me"

He said half the pupils in his school were Red Indians, the town of Hardin



The Rev D WILCOCKS
VORSTER

Bible Society post in E Cape

Post Reporter

THE Rev D Wilcocks Vorster, from the Northcliff Union Church, Johannesburg, has been appointed organising secretary in the Eastern Cape for the Bible Society of South Africa

He will take up his appointment in Port Elizabeth on May 1 and will be focusing on the English speaking churches of the Eastern Cape and the Baptist churches of the Republic

He will be accompanied by his wife, Rosalie, and two of their children

Mr Wilcocks Vorster grew up on a sheep farm in Middleburg, Cape, and served Baptist churches in Cradock, Cape Town and Queenstown

After that he became minister of the interdenominational Northcliff Union Church in Johannesburg, where he has served

Shutterb attend si PE conf

A SIX-DAY conference that photographic map of the sub city from Friday, October 7, the 29th congress of the Photo Africa and the venue is the

A PE Camera Club committee of Mr Garth Robertson, with tary, is already organising of the congress

About 100 delegates from beyond plus all the local photographers right from the word to the official opening of Game Park on the Friday

The floodlights will be switched on. Then there will be a braai to be devoted to lectures on dolphins and other attractions. Hobie beach on Sunday

More pictures will be taken at the hotel in the afternoon. A to Loerie, with a braai at Y. Monday Models will be on. will be spent at lectures

Wednesday will start with end with a formal banquet. Camera Club about R4 000 delegates fees' and sponsors will go to club funds

INTEREST is expected in Family Relationships film to end in two church halls this St Paul's Church, tells me calls about the films

The second part of What Knew About Women is "sex and children. The film is at 16 Tucker Street, Port Elizabeth, 7 30pm tomorrow in St Paul's Park

It is hoped that a clinical will be at St Paul's to assist be served. The entrance silver collection

A SLIDE show and

May Day

139

report

IN a report yesterday on the May Day celebrations it was stated that Mr M Dukumbana, regional organiser of Azapo, had said the "black worker has become reactionary and conservative"

Mr Dukumbana has pointed out that he said "the white worker"

The Evening Post regrets the error

By JOUBERT MALHERBE
Pretoria Bureau

THE Progressive Federal Party in Waterkloof and the National General Workers' Union are considering taking court action over the Pretoria City Council's plan to ban blacks from 17 parks in the city

But yesterday a council spokesman said there would be no reversal of the controversial decision, and added that the Reservation of Separate Amenities Act of 1953 gave the council the sole discretion to decide whether to ban "certain people" from parks

The leader of the PFP in the council, Mr Tertius Spies — who is also the PFP's candidate in the Waterkloof by-election — said yesterday the parks ban would influence the result of the by-election

On Saturday the PFP had an information table at a shopping centre in the constituency and many people

PFP and union plan action on parks ban

139 (USA) NOM 3/5/83
were highly critical of the neutral stance taken on the issue by the National Party candidate in Waterkloof, Dr Org Marais.

Dr Marais said earlier he did not think it "proper" for an MP to interfere in the affairs of local government and said he believed the council took the decision only after "thoroughly investigating" the situation.

Mr Spies said the PFP was seeking legal advice on the question of whether a new by-law would have to be passed to enforce the park ban. If this was the case the by-law would have to be approved by the Administrator

According to the provincial ordinance, a period of 14 days has to lapse before a new by-law was passed or an existing one amended. It was during this time when interested parties could make representations about the proposed changes or new by-law.

"It will be then when the PFP in Waterkloof will go all out to prevent the new by-law from being promulgated. We will hold petition campaigns and we will also hold a protest meeting," Mr Spies said

Mr Donsie Khumalo, national organiser of NGWU, said yesterday his union was seeking legal advice about

getting a Supreme Court interdict granted to prevent the city council from enforcing the ban

He condemned the ban "in the strongest possible terms" and said the reason why black workers had their lunches in city parks was because there were no canteen facilities for them

A council spokesman said yesterday it was "highly improbable" that the Government would intervene to persuade the council to reverse its decision and he pointed to the 1953 Act which gave city councils the discretion to act on issues such as park bans

● See Page 2

5 MAY 1983

Row over TP parks rages on

By ALINAH DUBE

SEVERAL protests, including a threat to take legal action, have been made by community leaders in Pretoria to stop the local city council from barring blacks from white parks.

The National General Workers' Union, which has strongly condemned the council's decision has already briefed its lawyers on the controversial issue

The Pretoria City Council decided to close 17 of the city's 300 parks to blacks during a meeting last week

"Workers will be the most hard hit because they use parks during lunch time. This shows to which extent the Government is not prepared to dismantle its apartheid structures", the union said

A Mamelodi community councillor, Mr H M Pitje, said the council should withdraw the move. He

said blacks should realise that whites were only interested in blacks when it suited them "I hope blacks learn to react to such matters by either boycotting buying in the city or staging a protest march," he said.

The chairman of the local community council, Mr M W Aphane, said his council would meet to decide on steps to be taken against the city council

President of the Vulamehlo Vukani People's Party Mr Bernard Ndlazi said it was high time black people united and fought oppression. He said the city council's decision was one of the many ways whites were using to show black people that they were unwanted in their own country. He said it was the right of all citizens to use public facilities as they wished

Independent homeland ~~workers~~ workers now Mercury paying to UIF

Mercury Correspondent

JOHANNESBURG—Migrant workers and commuters from independent homelands began contributing to the Unemployment Insurance Fund again yesterday — but the homeland unemployment funds to which their money will go have not yet been established

Official spokesmen yesterday assured workers, however, that these funds would be set up soon and that there was no chance their money would go astray or that they would not receive benefits to which they were entitled

Until now, migrants and commuters have been excluded from the UIF after their homelands opt for independence

From today they will re-join the fund, but each independent homeland is to set up its own UIF and workers who lose jobs will be expected to return to their homeland to claim their benefits from these funds

Money paid into the UIF will be transferred to these separate funds at regular intervals

Mr Cyril Ramaphosa, general secretary of the National Union of Mineworkers, says his union has discovered that none of the three homelands who are supposed to set up funds — Venda, Ciskei, and Transkei — have yet done so

"We are worried there will be chaos. What happens when our members want to claim their benefit and there is no fund?" he said

He said the NUM was also concerned because the

money would be paid into the homeland UIFs only after six months. But any worker who had contributed to the UIF for 13 weeks and then lost a job was entitled to benefits

The Director-General of Manpower, Dr Piet van der Merwe, said yesterday he understood the three territories were in the process of setting up their funds

Department of Manpower officials had been seconded for this purpose

Stipulation

"But it is a firm stipulation that no money will be paid into these new funds until they are fully operational — and that means they must have passed en-

Union and store for strip talks

139
E 5 MAY 1973
Labour Reporter
SMC

Senior management from Pep Stores will meet officials of the Commercial, Catering and Allied Workers Union to discuss allegations that employees were made to strip in front of supervisors because of property theft at the chain's Vereeniging branch

The union claimed five of its women members had resigned from the group's Vereeniging branch because of frequent strip searches

Mr C Wise, chairman of Pepkor which controls the Pep chain, said talks would be held with the union to sort out the dispute. Appropriate measures would be taken if anyone had overstepped the bounds.

"Our company philosophy is strongly people-oriented and our personnel policy is non-discriminatory," Mr Wise said

However, some security measures had been introduced at some of Pep's smaller branches because of stock losses

6 MAY 1983 SOWETAN (139)

Star under fire

FOUR of the 209 Star newspaper employees sacked by the management last month will challenge their dismissal in a court of law, a spokesman for the workers said yesterday.

According to the spokesman, the court action was being taken independently of their trade union, the Media Workers Association of South Africa (Mwasa). He said the four workers, who felt strongly

about their dismissal, filed papers at the Industrial Court last week to obtain the reinstatement of the 209 workers who were dismissed after they took part in a two-day work stoppage.

They had refused to work unless a fellow Mwasa member was reinstated, pending an appeal against his dismissal. According to an informed source, The Star management had

asked for an extension of time. The spokesman for the workers said the case could be heard early next month.

The workers are challenging the dismissal in terms of Section 43 of the Labour Relations Act. This section provides for the granting of interim relief to an aggrieved party like the reinstatement of a dismissed worker pending a later hearing on the dispute.

139 (280-285) City Press

Union backs Pretoria cafe boycott move

CP Reporter 8/17/83
PRETORIA — The 4 000 members of the National General Workers' Union will support the planned boycott of Pretoria's cafes and restaurants in protest against the decision to ban blacks from the city's parks.

The boycott call was made by Saulsville-Atteridgeville council chairman, Mr Joe Tshabalala, and the Mamelodi township council chairman, Mr W M Aphané.

Mr Donsie Khumalo, national organiser of

NGWU, this week said his union will join forces with other workers.

He said his union was also seeking legal advice about obtaining a Supreme Court interdict to prevent the council from enforcing the ban.

Mr Khumalo said several meetings will be held in the city and the townships to explain the effects of the ban to its members.

"We will also support the boycott call and explain this to the workers."

NGWU AIDS MAKABELA WIDOW

SOWETAN (139) ~~37~~
THE NATIONAL General Workers' Union (NGWU) has intervened in a legal suit involving a destitute Atteridgeville widow and a local social worker.

National Organiser for NGWU, Mr Donse Khumalo, told *The SOWETAN* last week that his intervention came as a result of reports that Mrs Monica Pamela Makabela (44) of 1 Masipha street was threatened with the sale of her house if she failed to pay R10 000 damages to Mrs Michael Rantho

Mrs Makabela's husband died last year before he could settle a claim he was ordered to pay to Mr Rantho by the Pretoria Supreme Court
Mr Khumalo said his organisation had held talks

with Mr Rantho and that "he seemed prepared to negotiate payment on humanitarian grounds," but said the union should first consult his lawyer

"The response from the lawyer was that he was acting on behalf of his client and there was nothing he could do," Mr Khumalo said.

According to Mr Khumalo, an agreement had been entered into with the Atteridgeville branch of the Congress of the South African Students (Cosas) that an ad-hoc committee be formed to raise funds in trying to help the widow make the payment. Other community organisation and trade union movements are also to be contacted and informed about Mrs Makabela's plight

DDM. 9/5/83
 SAUSA 139
 187/243

Unions use court to settle disputes

A WHILE ago, a chief employer labour priority was avoiding strikes. Now it is staying out of the industrial court.

Since the recession began, Fosati and to a lesser extent, Cusa, have been using the court to seek redress against employers in cases where the unions believe they have no other avenue.

But now there are signs that other emerging unions plan to use the court.

Members of the SA Allied Workers Union and the Media Workers' Association of SA have filed papers before the court, asking it to reinstate workers fired during work stoppages.

Saawu's case concerns a stoppage at a Berlin smelter — sold by battery firm Chloride to Fry's Metals — which led to the sacking of 73 workers and threatens one of the union's oldest recognition agreements.

The court has already granted an order temporarily reinstating four Saawu members whose sacking sparked off the stoppage.

The Mwasa case concerns the sacking of workers at The Star newspaper for striking.

Both are key cases, because they may test for the first time the circumstances in which employers can fire strikers, a practice which is common here but less so in other Western countries.

But the cases are also significant because both unions have opposed using Government labour machinery.

The court is a key element in the official labour set-up, and in some cases — such as Saawu's — disputes which come before it have to be processed by an official industrial council first.

Both Saawu and Mwasa say their members, rather than the union itself, are using the court — but the distinction is a fine one.

The two cases show the court is winning a credibility among black unions which once seemed unlikely and which even seems to override suspicions about taking part in "the system".

Courts are only used in cases where unions feel they have no other avenue, so its workload will reduce when the economy picks up and unions feel better able to settle disputes in other ways.

While some employers are disgruntled about the court's new role in settling disputes, it is worth noting that this year has seen few of the boycotts and campaigns which might have been expected during the recession.

Union fights for mums

139

9 MAY 1983

THE Commercial, Catering and Allied Workers' Union of South Africa (Ccawusa) is negotiating maternity agreement for its over 30 000 women members with several major stores in the country.

The union's regional organiser, Mr. William Dichaba, told The SOWETAN last week they wanted the maternity agreement to be included in the recognition agreement with stores such as Woolworths, OK Bazaars and CNA.

Most women, married or single, employed by major stores have no maternity benefits and there is no law protecting them during and after pregnancy.

According to Mr. Dichaba most pregnant women have no maternity leave, suffer a drop in salary if they are re-employed, do not benefit from annual bonus, were re-employed on condition their performance was good and they often suffer a lot of misery during pregnancy.

The union wants its members to be given maternity leave of up to a year to be regarded as unbroken service when resuming work.

It also wants an assurance from management that workers will be safe when they go on leave and that they will not be transferred to another store.

Mr. Dichaba stressed that pregnant women who have been contributing to the Unemployment Insurance Fund are entitled to money after five or six months.

~~SA~~
~~SA~~
~~SA~~

Southern

Union leaders

hit back at

retrenchments

129

9 MAY 1983

WHILE bosses and the Government say retrenchments are unavoidable during a recession, trade union leaders say companies re-

trench to maintain huge profits. The deepening recession and its resultant retrenchments and high rate of unemployment is leaving in its wake the dreaded spectre of debt, poverty and frustration among countless blacks

A glaring picture of this was evident when Iscor Steel Industries in Pretoria earlier in the year retrenched more than 40 percent of their 5 000 workers, mostly blacks

The general secretary of the General and Allied Workers' Union (Gawu), Mr Sidney Mufamandi, said that during recession bosses try to maintain their profit rate and do this at the expense of workers by cutting back their labour costs and dismissing large numbers of workers

He agrees that retrenchments may occur during an economic crisis but claims that recession always follows a boom period in the economy

In a boom bosses make very great profits. In fact South Africa had one of its greatest economic booms between 1979 and 1982

He said bosses could use the high profits made in this period to support workers during the recession

Instead, he claimed, the workers who made the profits for the company were now put onto the streets

During recession, inflation increases and workers are faced with a rocketing of prices in household subsistence goods which make their burden even heavier, he said

He also claimed that bosses use retrenchments to weaken and disorganise worker organisations in the factory by dismissing leaders. The workers who remain behind were overworked because bosses want to maintain

By **MONO BADELA**

a high level of production and because these workers are also doing the job of the retrenched workers

Mr Mufamandi said "One realises that retrenchments are aimed at consolidating the bantustan strategy. Contract workers are hardest hit and forced to go back to the 'homelands' and are subjected to drought and general poverty in the balkanised homelands

"This forces them to join Government-created institutions like the army," he said

According to the Metal and Allied Workers' Union (Mawu), "these companies did not retrench to stay in business but to maintain huge profits"

Different trade unions have put forward suggestions on how they plan to fight retrench-

ments. Some of the alternatives are
• Managements should give factory committees or unions long notice of an intended retrenchment and provide full information explaining why it is necessary.

• All overtime must be stopped. The bosses cannot be retrenching workers and still have enough work for overtime. By working short time the number of hours which all workers work may be reduced, so the burden of the lack of work is shared

If retrenchment is to take place, trade unions suggest the following guidelines

• "Last in, first out" — workers with the shortest service should be retrenched first. This prevents the bosses from getting rid of older workers who have given long service to the company.

• Workers must receive severance or redundancy pay according to the number of years they have served the company.

□ □ □ □ (148) (139) R071
9/15/83

IN A move which came as something of a surprise the 100 000-member Council of Unions of South Africa has opted to join the committee planning a new union federation. While Cusa shares some broad approaches to unionism with other major emerging union groups on the committee, its stress on black leadership seemed set to keep it out.

Most of the other groups have white senior officials.

Cusa says it will now look at whether the black leadership principle can be accommodated in an organisation which includes whites.

If Cusa joined it, the new body could incorporate all the major union groups and represent around 300 000 workers.

But negotiations on the policy and structure of the new body are still to take place, and any decision to join it would have to be taken by a full Cusa congress.

139
10/3/83
Firm to
deal with
a union
it once
fought

Labour Correspondent

IN A sequel to a bitter labour dispute two years ago, an unregistered trade union, the National Iron, Steel, Metal and Allied Workers Union, has won full recognition from a Richards Bay company, Richards Bay Minerals

The union announced this in a Press statement yesterday and said it would now ask the company, which employs over 950 workers, to commence negotiations on workers' demands for a R3 an hour minimum wage

The official industrial council minimum for the metal industry is less than half this figure

Members of NISMAWU, which is affiliated to the National Federation of Workers, were involved in a bitter dispute with the company after a strike at its plant

However, the dispute was eventually settled and the two sides have been negotiating since then

The signing of the agreement follows an earlier decision by the company to grant the union interim recognition

In its statement, NISMAWU said it viewed the agreement as "a breakthrough for the union, as well as a victory for the unions that have refused to register" with the Government

The statement thanked union members "who have consistently fought hard for the past twenty four months to have NISMAWU fully recognised by their employer"

It said the recognition agreement gave its members the right to elect shop stewards and to negotiate on work conditions and wages.

Handwritten: *Harwood 9.61.1262*
Stamp: *105* Arrest of Tandi Madikane
Stamp: *139*
Stamp: *11/5/83*
Text: *15 Dr A L BORAINÉ asked the Minister of Law and Order

(1) Whether one Tandi Madikane was arrested by the South African Police on or about 26 April 1983, if so, (a) when, (b) where and (c) why

- (2) whether any other persons were arrested on the same occasion, if so (a) how many (b) why and (c) what are their names,
- (3) whether any charges have been laid against those arrested, if so (a) for what alleged offences, and (b) under what statutory provision, in each case?

The MINISTER OF LAW AND ORDER

- (1) Yes
 - (a) On 25 April 1983
 - (b) At his home
 - (c) Because he allegedly committed intimidation and malicious damage to property
- (2) No
- (3) Yes
 - (a) and (b) Contravention of section 1(1)(b) of Act 72 of 1982—intimidation and malicious damage to property which is a common law offence

Dr A L BORAINÉ Mr Speaker, arising out of the hon the Minister's reply, could he please tell us whether Tandi Madikane is still being held and if so, where?

The MINISTER Mr Speaker, I am sorry but I do not have that information I shall go into the matter and let the hon member know

Dr A L BORAINÉ Arising further from the hon the Minister's reply, is he aware that according to Press reports this person has now been detained in Ciskei by his counterpart Charles Sebe?

The MINISTER Mr Speaker, I am not aware of the particulars the hon member is mentioning now, but I have taken note of a debate which has been held in which the

comment of the hon member is known He should perhaps inquire there

Dr A L BORAINÉ Arising further from the hon the Minister's reply I should like to know whether it is policy for the S A Police to co operate closely with the Ciskeian Police?

†The MINISTER Mr Speaker, it is the policy to try to maintain the best relations with all police forces of the neighbouring States of South Africa There are good relations between the South African Police and the police of Ciskei

Dr A L BORAINÉ Mr Speaker, further arising from the hon the Minister's reply, can the hon the Minister tell us whether it is possible that Tandi Madikane as a trade union spokesman, could have been handed over to the Ciskeian Police by the S A Police if so is that normal procedure?

†The MINISTER Mr Speaker I cannot comment on this individual case because I do not know what the facts are to which the hon member is referring It can in fact happen that as a result of the co-operation of these two Police Forces a person is detained by one of the Forces and then according to the normal process of law be handed over to the other country for further detention in that country It is in fact possible, but I cannot elaborate on the particular facts

For written reply

30/1/83 139

UIF: Unions and employers to meet

By MARTINE BARKER

REPRESENTATIVES of five trade unions today meet East London employers to discuss the recent implementation of the transfer of Unemployment Insurance Funds (UIF) from South Africa to Ciskei, Venda and Transkei.

At the beginning of May, contract and commuter workers who were cut off from the UIF as each homeland took "independence" began having contributions to the South African UIF deducted from their wages again.

The change from their previous participation in the UIF is that they will now have to return to their respective homelands if they want to claim benefits.

A statement released yesterday by the

General Workers Union, the South African Allied Workers Union, the Media Workers Association of South Africa, the African Food and Canning Workers Union and the National Automobile and Allied Workers Union said the transfer of funds had caused considerable reaction among workers.

The resolutions taken by workers at a mass meeting last weekend would be conveyed to East London employers through the representatives of the local chambers of industries and commerce at the meeting.

A telex to the Minister of Manpower, Mr Fanie Botha, proposing a meeting with a delegation of workers on the UIF issue is being prepared.

Workers' fate in balance

THE FATE of the five women who were dismissed by Pep Stores in Vereeniging because, they claimed, they refused to strip may be decided next week.

A spokesman for the Commercial, Catering and Allied Workers' Union (Ccawusa), the union representing the workers, said next Thursday has been agreed upon by both the union and the management to thrash out the matter.

Mr Mongezi Radebe, the Ccawusa's Vaal chief met the company's executive last week and expressed concern about the alleged violation of human dignity.

He said at the talks the union will ask for the unconditional reinstatement of the five women. It will also demand com-

By **MONO
BADELA**

pensation for the five women for having been humiliated as well as for the payment for the time the women were not working.

Mr Radebe said the five women were fired the day after they had refused to strip naked. He said the workers had been forced to strip at the store for some months.

The allegations were confirmed by the company official who said the workers were forced to strip for "security rea-

sons".

But he also said the five women were fired for "refusing to obey orders" and not for refusing to strip. He denied a claim by the union spokesman that workers are forced to remove their underwear. He said they only had to remove some garments.

He said management had defended the stripping instruction on the grounds that the store had suffered "heavy stock losses".

He also said management had defended asking women to remove their underwear "because they claimed that some workers came to work without underwear and left wearing the firm's underwear".

15 May 1983

D. DISPATCH

~~107~~ ~~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~~

Unions to protest at UIF transfers

EAST LONDON — Trade unionists will meet representatives of the East London chambers of commerce and industry today to discuss "workers' unhappiness" at the transfer of contributions from the South African Unemployment Insurance Fund (UIF) to UIF funds which have been established in Ciskei, Transkei and Venda.

The three independent states' UIF schemes came into operation on May 1 and the Minister of Manpower, Mr Fanie Botha, announced that contributions of contract

workers and commuters employed in South Africa would be transferred to the funds of the respective states.

A joint statement issued by the South African Allied Workers' Union, the General Workers' Union, the African Food and Canning Workers' Union, the National Automobile and Allied Workers' Union, and the Media Workers' Association of South Africa yesterday said workers' reaction to the move had not been favourable, and they were against the transferring of UIF contributions.

The statement said the aim of today's meeting was to put the workers' feelings across to their employers in the light of a resolution passed at a mass meeting of workers on May 8.

Workers at the mass meeting also urged an "immediate suspension of UIF deductions pending the outcome of a meeting which trade unionists hoped to have with Mr Botha. The statement said the five unions intended "telephoning a message to Mr Botha asking for a meeting with him — DDR

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~~Star~~
Miners' (139)
union is ~~2/10~~
flexing ~~2/10~~
its muscles

Star
May 1983.

Labour Reporter

The National Union of Mineworkers has called on the Chamber of Mines to complete a recognition agreement by the end of the month so it can negotiate wages for its members next month

The 20 000-member black union, an affiliate of the Council of Unions of South Africa, met last weekend to draw up policies for wages and working conditions

About 100 shaft stewards from the five regions the NUM organises attended the meeting — a clear sign of the growing strength of the union which is less than a year old

The union hoped to complete its recognition agreement with the chamber within the next two weeks, said the NUM's general secretary, Mr Cyril Ramaphosa

If the union is successful with the agreement it will be the first black trade union to hold wage talks with the chamber

In the past the chamber has announced unilateral wage increases for black miners on the recommendations of its members

At the weekend meeting mine managements were accused of racial discrimination in job promotions and in the testing and training of black miners

Existing wage scales for black miners were "disappointingly low" and had to be raised, Mr Ramaphosa said

The union is also expected to negotiate grievance and disciplinary procedures.

Other issues to be raised include privacy, pensions, safety and health and apprenticeship training

Miners union awaits recognition

By SELLO RABOTHATA

THE National Union of Mineworkers (NUM) which represents over 30 000 workers has called on the Chamber of Mines to conclude a recognition agreement in order to start wage negotiations next month.

The union's National Wage Policy Committee consisting of 100 shaft stewards from five regions resolved at the weekend that the recognition agreement which the national executive has negotiated with the

chamber be accepted

In a statement after the meeting, the union said it had taken note of the drought and the so-called recession and knows that the climate is not uniformly dismal. While some industries and companies struggle precariously, others continue to prosper and maintain healthy balance sheets and implement further expansion programmes. In those conditions the wage policy must take on an entirely different thrust

NUM said bosses give

hip service to equal opportunity, while practising racial discrimination in job placements

"Our demands will be aimed at ensuring that management hires and assigns workers on a non-discriminatory basis. We have also noted that management compels our members to do work that the law prohibits them from performing and does not remunerate them accordingly. They utilise the law to exploit our members, this practice must be stopped. Where man-

agement refuses to resolve the problems we must take steps to approach the Industrial Court."

The union also felt that many members are subjected to unfair tests when seeking advancement or are blocked by artificial entrance requirements. More trade and craft workers must be trained and qualified. Entrance requirement for apprenticeship programmes should realistically permit members access to such training

Savetan

May 1982

139

Domestics stress need for contract

139

294/355A

E. Port

1415/83

By SIMON BLOCH
WHEN a Port Elizabeth domestic worker asked her employer for an increase in her salary she collected a slap in the face for her trouble

"Why should you get more? You're not a white woman. You are just a k...," her employer allegedly told her

Another worker was allegedly so badly battered by her employer she had to receive medical treatment for her injuries

According to the woman, her employer scolded her for taking his child to the shops one afternoon

"As I came out of the shop, my employer shouted at me 'You're just a Hottentot maid. You mustn't take my child with you'

"I didn't argue because there were other domestic workers outside the shop and I was embarrassed

"Then one day while cooking, I burnt the cabbage. My employer told me I was wasting the food and he began hitting me

"He called the police and when they arrived, they told me it would be best for me to pack my things and leave. They suggested I report the matter to the officials at the Eben Donges Building," she said

These are just two of the acts of violence and abuse reported to the Domestic Workers Association of South Africa (DWASA) this year

DWASA, which has been in existence for about two years is trying to increase the lines of communication between domestic worker and employer and to inform a largely uninformed workforce that it is entitled to rights

Mrs Pat Maqina, DWASA's secretary, this week said an alarming number of complaints against employers had been lodged with the association this year

"The exploitation of domestic servants needs urgent looking into," she said

"The average salary for domestics in Port Elizabeth is R60 a month,

Reports of abuse, violence lodged with DWASA

are nothing but "the madam's maids"

"It's a miracle these ladies can survive on their pay. Many of them are the family breadwinners and have to pay rent, feed and clothe their children as well as educate them. How they even get by and still manage to buy a few pleasurable things for themselves puzzles me," Mrs Maqina said

"And the irony of it is that there are white employers who still have the cheek to borrow money from their domestics," Mrs Maqina said

Mrs Maqina said records showed that immigrants were the worst employers

"Firstly, they don't want to pay decent salaries and, secondly, they become so smug when they can employ a domestic here, they start treating them like slaves

"They are not even used to having domestic workers overseas and when they find it is the norm here, they become the worst employers

"A family from England who paid their live-in worker R30 a month (without food) justified the salary when questioned by a neighbour, saying 'Oh, but we allow her little boy to live with her'"

Asked whom domestics regarded as the best people to work for, Mrs Maqina said doctors and Jews were high on the workers' list of employers to seek jobs with

"These people expect a high standard from their workers, but they at least pay well and look after them," she said

One of the problems



Mrs PAT MAQINA
... DWASA secretary

They have no comeback against their employers

"Employers tend to take the law into their own hands. Some even think they have the right to assault their domestic workers, who are often people older than themselves"

I asked her if domestic workers were frustrated by working for peanuts in affluent white homes fitted with all the mod cons of 20th century living

"I don't think they are really frustrated people. Many of them are educated but work as domestics because of the unemployment situation

"In today's society, there are doctors, nurses and lawyers whose parents were domestic workers. It shows that they care

"But domestic workers have no protection from unscrupulous employers. That is why we are trying to have domestic workers recognised in terms of the Labour Act"

According to Mr H J Swanepoel, the Director of Labour for the East Cape, there is no minimum figure set down for domestic workers

"This is between employer and employee," he said

Domestic workers are not included in the Workmen's Compensation Act, the Unemployment Fund, the Industrial Conciliation Act nor the Wage Act. In short, they have no labour legislation protection

The only protection they have is under common law. This includes a month's notice, no deduction because of breakages and no summary dismissal without good

the/hazy until the occasion arises when they need the worker to perform a task not in the worker's normal routine

DWASA hope that an employment contract would provide some form of protection for domestic workers

"Housewives might not like the idea of being bound to a contract of this nature. But at the moment, domestic servants are at their employers' mercy. We feel they are entitled to protection as anyone else in employment is," Mrs Maqina said

There is such a surplus of domestic help available in South Africa, employers don't really have to think twice about getting replacements when they fire workers

The convenient labour bureaus will help them out, of course

A contract drawn up by DWASA last year included the following terms

- Domestics should not be made to work more than eight hours a day without overtime pay
- They should be allowed meal breaks
- The scope of the job should be demarcated - it should be made clear whether it includes general cleaning, cooking, child care or other tasks
- The number of working days a week should be constant
- Annual leave, sick leave and salary increases should be stipulated

In February last year, the Government gave urgent instructions to the Manpower Commission to investigate the establishment of minimum terms of service for farm and domestic workers

Mr Fanie Botha, Minister of Manpower and the architect of the country's new labour dispensation, said there was no reason why employees could not enjoy the necessary protection

"The Government would not be fulfilling its duty if it did not also look after the interests of this large group of workers," he said

But today, more than a year later, about two mil-

need for contract

14/5/83

By SIMON BLOCH
WHEN a Port Elizabeth domestic worker asked her employer for an increase in her salary she collected a slap in the face for her trouble

"Why should you get more? You're not a white woman. You are just a k...," her employer allegedly told her

Another worker was allegedly so badly battered by her employer she had to receive medical treatment for her injuries

According to the woman, her employer scolded her for taking his child to the shops one afternoon

"As I came out of the shop, my employer shouted at me 'You're just a Hottentot maid. You mustn't take my child with you'

"I didn't argue because there were other domestic workers outside the shop and I was embarrassed

"Then one day while cooking, I burnt the cabbage. My employer told me I was wasting the food and he began hitting me

"He called the police and when they arrived, they told me it would be best for me to pack my things and leave. They suggested I report the matter to the officials at the Eben Donges Building," she said.

These are just two of the acts of violence and abuse reported to the Domestic Workers Association of South Africa (DWASA) this year

DWASA, which has been in existence for about two years, is trying to increase the lines of communication between domestic worker and employer and to inform a largely uninformed workforce that it is entitled to rights

Mrs Pat Maqina, DWASA's secretary, this week said an alarming number of complaints against employers had been lodged with the association this year

"The exploitation of domestic servants needs urgent looking into," she said

"The average salary for domestics in Port Elizabeth is R60 a month, a far cry from the R110 a month DWASA recommended two years ago." It's probably just as bad all over South Africa where domestic workers

Reports of abuse, violence lodged with DWASA

are nothing but "the mad-am's maids"

"It's a miracle these ladies can survive on their pay. Many of them are the family bread-winners and have to pay rent, feed and clothe their children as well as educate them. How they even get by and still manage to buy a few pleasurable things for themselves puzzles me," Mrs Maqina said

"And the irony of it is that there are white employers who still have the cheek to borrow money from their domestics," Mrs Maqina said

Mrs Maqina said records showed that immigrants were the worst employers

"Firstly, they don't want to pay decent salaries and, secondly, they become so smug when they can employ a domestic here, they start treating them like slaves

"They are not even used to having domestic workers overseas and when they find it is the norm here, they become the worst employers

"A family from England who paid their live-in worker R30 a month (without food) justified the salary when questioned by a neighbour, saying 'Oh, but we allow her little boy to live with her'"

Asked whom domestics regarded as the best people to work for Mrs Maqina said doctors and Jews were high on the workers' list of employers to seek jobs with

"These people expect a high standard from their workers, but they at least pay well and look after them," she said

One of the problems DWASA is fighting against is the firing of workers without notice

"Workers often have to leave without getting paid in full for their services



Mrs PAT MAQINA
... DWASA secretary

They have no comeback against their employers

"Employers tend to take the law into their own hands. Some even think they have the right to assault their domestic workers, who are often people older than themselves"

I asked her if domestic workers were frustrated by working for peanuts in affluent white homes fitted with all the mod cons of 20th century living

"I don't think they are really frustrated people. Many of them are educated but work as domestics because of the unemployment situation

"In today's society, there are doctors, nurses and lawyers whose parents were domestic workers. It shows that they care

"But domestic workers have no protection from unscrupulous employers. That is why we are trying to have domestic workers recognised in terms of the Labour Act"

According to Mr H J Swanepoel, the Director of Labour for the East Cape, there is no minimum figure set down for domestic workers

"This is between employer and employee," he said

Domestic workers are not included in the Workmen's Compensation Act, the Unemployment Fund, the Industrial Conciliation Act nor the Wage Act. In short, they have no labour legislation protection

The only protection they have is under common law. This includes a month's notice, no deduction because of breakages and no summary dismissal without good cause

According to Mrs Maqina, employers find it convenient to leave employment conditions a lit-

tle-hazy until the occasion arises when they need the worker to perform a task not in the worker's normal routine

DWASA hope that an employment contract would provide some form of protection for domestic workers

"Housewives might not like the idea of being bound to a contract of this nature. But at the moment, domestic servants are at their employers' mercy. We feel they are entitled to protection as anyone else in employment is," Mrs Maqina said

There is such a surplus of domestic help available in South Africa, employers don't really have to think twice about getting replacements when they fire workers

The convenient labour bureaus will help them out, of course

A contract drawn up by DWASA last year included the following terms

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In February last year, the Government gave urgent instructions to the Manpower Commission to investigate the establishment of minimum terms of service for farm and domestic workers

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"The Government would not be fulfilling its duty if it did not also look after the interests of this large group of workers," he said

But today, more than a year later, about two million agricultural and domestic workers are still waiting to hear the outcome of the commission

Di. Dispatch

CH. SATURDAY, MAY 14, 1983

Botha to consider UIF talks

EAST LONDON — The Minister of Manpower Mr Fanie Botha, may consider a request from five unregistered unions for a meeting on unemployment insurance funds (UIFs), according to Mr Botha's private secretary

The private secretary, Mr J Niemand, told the unions in a telex that Mr Botha was unable to consider their request yesterday but would do so on Monday

The unions — the South African Allied Workers' Union, the General Workers' Union, the African Food and Canning Workers' Union, the Media Workers' Association of South Africa and the National Automobile and Allied Workers' Union — had earlier sent a telex to Mr Botha asking for the meeting

The unions said there was "worker unhappiness" with the transfer of contributions from South Africa's UIF to funds established in Ciskei, Transkei and Venda

Representatives from the five unions met with representatives from the East London chambers of commerce and industry yesterday morning to discuss the issue

In a statement issued after the meeting by the vice-president of Saawu,

Mr Sisa Njikelana, the unions said they had presented "several demands" to the business heads

The statement said workers represented by the unions rejected the transfer of their UIF contributions to funds run in the national states

It said the workers wanted this transferral suspended until the union leaders had spoken to Mr Botha about it. They also called for their previous contributions to UIFs to be refunded

The statement said yesterday's talks were "frank and open" and that the business heads had expressed concern at the situation

The business heads had stressed, however, that they were obliged to contribute to the UIFs, the statement said

Mr Njikelana said later that there was "great hope" among the union representatives that the workers would be given a hearing by the Manpower Minister

Neither the chairman of the Chamber of Commerce, Mr George Orsmond, nor the chairman of the Chamber of Industry, Mr David Saunders, could be contacted for comment —
DDR

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Mattera —



● Don Mattera — no regrets over resignation

a leader following the flock

City Press 15/5/83

176
243
139

SOWETO — Journalist Don Mattera, who has resigned from the Star, does not regret his decision.

“What kind of leader would I be if I did not follow my 209 colleagues who were fired from the same company on March 25,” he asked

Mattera is the national senior vice-president of the Media Workers' Association of South Africa (Mwasa). All 209 sacked employees were members of the association.

CP Reporter

“I do not believe,” he added, “that any shepherd can remain inside the house while his sheep have been chased into the street at the time when there is hardly work or food.”

Some of the fired workers have filed papers with the Industrial Court to challenge their dismissal

A SERIES of malicious pranks, curious coincidences and outright acts of terror against clergymen, trade unionists, journalists and civil rights activists in recent months are worrying Government opponents.

Recent incidents include the distribution of bogus pamphlets, tampering with motor cars and various other "dirty tricks" aimed at intimidating, shocking or inconveniencing the victims.

Few, if any, of the cases have been solved and according to Bishop Desmond Tutu, the general secretary of the South African Council of Churches, the coincidences are becoming somewhat remarkable.

There is a growing fear that an orchestrated campaign (which could become even more ugly) is being waged against liberal and Left-wing critics of the Government.

Mr John Malcomess, the PFP MP for Port Elizabeth Central, made a call in Parliament last week for a police investigation into a "sadistic campaign of intimidation" which has been waged against seven Port Elizabeth journalists over the past 18 months.

He also mentioned the case of Mrs Sandy Stewart, an active member of the Black Sash and the Detainees Parents Support Committee, who woke up one morning two weeks ago to find a dead cat dangling from the doorknob of her Port Elizabeth flat.

In a more dangerous incident on March 3 this year the Very Reverend Edward King, Anglican dean of St George's Cathedral, discovered a powerful bomb attached to the dashboard of his car.

Several other incidents of motor cars being tampered with have been reported.

Mr Jan Theron, the general secretary of the African Food and Canning Workers Union, was in George for negotiations with a company earlier this year.

After staying overnight in the town, he stopped to buy petrol. He had his tyres

Dirty tricks' cause trouble

PHILLIP VAN NIEKERK reports from Cape Town

checked the day before and pumped to the normal pressure of 180kpa.

The pump attendant, who insisted on looking at the tyres, found that three of them had been inflated to a pressure of between 400 and 450kpa, while one had been virtually deflated.

"If we had travelled on to Cape Town with our tyres at that pressure, we would definitely have had a blow-out. We had to conclude it was deliberate and that someone had inflated them during the night," he said.

According to Bishop Tutu, the cars of several other clergymen, including that of Dr Alan Boesak, the president of the World Alliance of Reformed Churches, have been found tampered with in recent months.

Several trade unionists and clergymen have died in motor car accidents in the past year. While there is no direct evidence suggesting foul play, the suspicion has been voiced that not all were "accidents".

Mr Joe Mavi, the president of the Black Municipal Workers Union, died last year when the car in which he was travelling overturned near Ventersburg in the Free State.

In March, two organisers of the National Union of Mineworkers, Mr Teboho Noko and Mr Paul Leboea, died in a smash near Welkom.

Details of the accident are still unknown and it took the union two weeks to trace the

bodies to the Teba labour recruitment offices. In March, Mr Stephen Maseko, a Pretoria organiser for the National Automobile and Allied Workers Union (Naawu), and a companion, died in a smash after his brakes failed.

The Reverend James Gawe, the rector of St Gregory's Anglican Church in Mdantsane, died when his car overturned on the East London to King William's Town freeway on June 10 last year. He had just been elected chairman of the Border Council of Churches.

At the post-mortem, which his family were reportedly not informed of and which was held without their permission, he was found to have died of a broken neck and to have had an amount of alcohol in his blood above the legal maximum.

His wife, Mrs Emily Gawe, said Rev Gawe never drank, nor had he allowed guests to drink, during the 22 years of their marriage.

Mpine Moutele, the 12-year-old son of a South African Council of Churches worker, Mr Churchill Moutele, died when their car had a blow-out and overturned last year. The Rev Frikie Conradie, of the N G Kerk in Africa, was also killed in a motor accident last year.

Port Elizabeth has been a major focus for "dirty tricks" and the Black Sash has claimed that a "pamphlet war" has been waged

against various individuals and organisations in the area.

There have been smear pamphlets containing alleged details of the private lives of trade unionists and a pamphlet, purporting to be issued by the S A Allied Workers Union, viciously attacking the General Workers Union.

The Sash itself has been a victim of false pamphlets One, distributed in black areas, offered contraceptives, "lobola" (dowry money) and free food at the Black Sash advice office. The other, distributed in white areas, accused several prominent members of the church, the PFP and the Black Sash of being "traitorous dogs".

In addition, there have been numerous obscene telephone calls to the Sash's Port Elizabeth office and photocopied pages of sex aids have been sent through the post.

Incidents in other parts of the country include last month's mysterious burglary on the Cape Town offices of the General Workers Union in which union documents were removed, but a safe containing a large sum of money left untouched.

A mini-bus with the same number plates as the one seen at the burglary was spotted in a "police only" parking bay at Caledon Square a few days later, though police have described this as a "coincidence".

On February 28, tens of thousands of pamphlets linking the National Union of South African Students (Nusas) to the military wing of the banned African National Congress (ANC) were distributed at university campuses throughout the country in a sickly coordinated campaign.

Mrs Helen Suzman, the MP for Houghton and PFP spokesman on civil rights, said there were "ominous signs of a structured chain of events, particularly in Port Elizabeth".

She said "If this is a campaign by a gang of people, it is a very ugly symptom of our times. It is hoped that the police will launch an in-depth investigation".

Union
wants

137

shorter
E. Post
hours

16/5/83

JOHANNESBURG —
Members of the country's largest black union in the commercial and catering trades have called for a 35-hour, five-day working week

About 1 000 members of the Commercial, Catering and Allied Workers' Union (CCAWUSA) attended the union's annual meeting in Orlando, Soweto, at the weekend where the working week demands were voiced

"Workers do not support the extending of trading hours," CCAWUSA's general secretary, Mrs Emma Mashinini, said

Workers in these trades worked a 5½-day week, she said

Union members voiced their demand for direct negotiations over wages and working conditions with employers and strongly supported plans for unity talks among emergent trade unions

Mrs Mashinini said CCAWUSA was also concerned with the fate of the "tent people" and the attitude of the administration board

Mrs Mashinini was re-elected general secretary and Mr Isaac Padi was re-elected chairman — Sapa

Call for ^{3a}
35-hour
work week

Star
Labour Reporter

16 MAY 1983

Members of the Commercial, Catering and Allied Workers' Union (Ccauwusa) have called for a 35-hour, five-day working week.

About 1 000 members attended the union's annual general meeting in Orlando, Soweto, at the weekend.

"Workers do not support the extending of trading hours," Ccauwusa's general secretary, Mrs Emma Mashinini, said, announcing the union's demands.

Workers in these trades currently work a 5½-day week.

Union members also called for direct negotiations with employers over wages and working conditions.

**Trade union
delegates get
a hearing**

D. Dispatch
12/5/83
139

EAST LONDON — Delegates from five unregistered unions have been granted a hearing with the Director-General of Manpower to discuss their objections to separate unemployment insurance funds (UIFs) in the national states

The unions have been invited to send delegates to see the director-general, Mr P. van der Merwe, in Cape Town on Friday morning

The invitation follows a request for a meeting with the Minister of Manpower, Mr Fanie Botha, from the South African Allied Workers' Union, the African Food and Canning Workers' Union, the National Automobile and Allied Workers' Union, the General Workers' Union and the Media Workers' Association of South Africa.

Yesterday Mr Botha's administrative secretary, Mr H Joubert, told the unions Mr Botha had a "full programme" and would be unable to see them. A meeting with Mr Van der Merwe had been arranged as an alternative, he said

Last week representatives from the five unions met local business heads to discuss workers' objections to the concept of separate UIFs in Ciskei, Transkei and Venda.

They asked for deductions for this purpose to be stopped until the matter had been discussed

A spokesman for the African Food and Canning Workers' Union, Mr Bonisile Norushe, said yesterday that the unions would meet soon to decide who should represent them at the meeting with Mr Van der Merwe — DDR

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Neutral party to probe strips

Southern 17/5/83 (139)

THE controversy surrounding the dismissal of five women last month by a Vereeniging branch of Pep Stores because it was alleged they refused to strip, took another turn this week when Pepkor Limited, the parent company, announced that a neutral person would chair the disciplinary inquiry.

In an interview, the managing director of Pepkor, Mr Thomas Ball, said "The inquiry

will be chaired by a neutral person still to be nominated. Pepkor management and officials from the Commercial, Catering and Allied Workers' Union (Gca-wusa) will be represented at this meeting."

Mr Ball said arising out of this investigation the company would seriously consider abolishing the whole system which gave birth to this incident.

Mr Ball said his company's personnel policy was based on "non-discrimination and on respect for each individual's dignity". He said it was unfortunate that in a small number of retail branches there was a very serious shoplifting problem and like most retailers they realised this problem called for "unpleasant measures to combat this evil".

These procedures were not applied arbi-

trarily in that lots were drawn to determine which employees were to be frisked on any particular occasion. Searches were conducted by members of the same sex and in a humanitarian and dignified manner, he said.

He said until February at the Vereeniging branch when there was a change of management there existed a cordial relationship between management and staff.

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MAY
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**Company
quits
labour
court case**

Sp Labour Reporter

In a surprise move, counsel for an East Rand truck manufacturing firm yesterday withdrew from an Industrial Court case in Pretoria

The United African Motor Workers Union, an affiliate of the Council of Unions of South Africa, took the management of Fodens to the court on 35 counts of alleged unfair labour practices.

However, after making undertakings for a settlement, the company withdrew from the case when counsel for the union refused to accept the undertakings.

The principal claims made by the union were that disparaging remarks were made about workers and the union by management; union members were unfairly dismissed, and that the company refused to discuss recognition with a representative trade union.

Yesterday's case brought the plant to a standstill as many of the workers were present at the court.

A spokesman for the company said they were awaiting the court's decision on their offer of a negotiated settlement.

Domestics prefer working for whites

By LESLEY LAMBERT

BLACK employers of domestic workers heard what their employees thought of them at a seminar in Port Elizabeth yesterday

And one of the loudest messages was that most preferred working for white employers

Entitled "Maids and their Madams", the seminar was organised by the Domestic Workers and Salesladies Association. It was attended by about 40 domestic workers, who aired their complaints and received advice from a panel of employers

Dwasa trains domestic workers and mediates between employers and employees to ensure a good deal and better understanding for both

In discussion, most of the workers said they would far rather be employed by

white woman. Some said they felt exploited by their black employers, who overworked and underpaid them

"And we would rather be mistreated by a white employer than by our own people," said one woman.

"We do the washing, the ironing, the cooking and we look after the children. They (the black employers) give us a rand and we must say thank you because we are hungry and only too pleased to get some money," one woman said

Another said she resented being mistreated by fellow black women

"It's a case of the black employer eating rice while the worker eats samp
"The employers go to the rural areas and entice the people from their homes because they know they are poorer, more easily used and easier to sack once they

have been used," she said

"I know of women who are paid R18 a month when we all know the minimum wage is R110 a month"

Another worker asked the guest speaker, Mrs M Ximya, a community worker in New Brighton and Kwazakale, to tell them what she as an employer expected of a domestic

Mrs Ximya stressed the importance of a written or verbal contractual agreement between employer and employee

"Once you have made this agreement it is not so easy for your employer to fire, underpay or exploit you by making you work long hours"

Some of the women said their monthly salaries were as low as R60 a month — way below the subsistence level — and that they sometimes had to pay the whole

amount for rent and other necessities the day after being paid, leaving them destitute for the rest of the month.

They said employers often refused to lend them money. If they did so in cases of emergency, the whole amount would be subtracted from the next month's salary.

A claim that black employers failed to explain routines and preferences, leading to a communications barrier and a lack of trust, was backed by most of the women

One said "Africans employers like their food fried. The English like theirs boiled. How do we know how our black employers like their food if they do not tell us?"

"We want to be told when we start work, exactly how the employer lives so we know where we stand when it comes to the housework"



Ciskei can't afford the luxury of strikes

D. Disputa

18/5/83

Xaba

139

BISHO — Ciskei could not afford the luxury of strikes, the vice-president, the Rev W M Xaba, said during the discussion of the manpower budget vote in the assembly yesterday

Strikes brought hunger, unemployment and the sending away of children from school

There was a problem of trade unions hanging a carrot before the people and promising them financial help if they went on strike and lost their jobs as a result

He said it was the duty

of the department of manpower to educate Ciskeian workers before going out to work in South Africa to be aware of "the wolves who encourage people to strike"

Recently trade unions induced people in the Port Elizabeth harbour to go on strike and as a result they lost their jobs These fired workers were now roaming Ciskei for jobs Their families went to sleep hungry, their children could not go to school because there was no money to send them to school The people who induced them to down their tools could not pay them

Mr Xaba asked where the unions were and what they were doing ab-



The Rev Xaba out these people

He was happy the Ciskeian Minister of Manpower and Utilisation had refused to meet the unregistered trade unions to discuss the proposed Ciskeian Unemployment Insurance Fund although the director for manpower in

South Africa had agreed to grant them an interview

"What can he talk about with unregistered unions," he asked

"If they are unregistered it means they are illegal They are only interested in strikes and do not care about the people They are interested in sucking their money"

He said in Israel there were trade unions but one never heard of strikes there The unions there had built hospitals and some of their projects were being subsidised by their government That was the kind of patriotism that was wanted Ciskei could not afford strikes when there were so many unemployed people in the country — DDR

2

400 strikers dismissed

By MONO BADELA

POLICE were called in when about 400 workers at Maizecor Industries in Watloo, near Mamelodi, downed tools in solidarity with six dismissed workers.

The 400 workers downed their tools on Tuesday demanding reinstatement of their colleagues dismissed recently. A spokesman for the Food and Beverages Trade Union, Mr Glen Mokoena, said four workers were dismissed

on Monday while they were still negotiating the case of two other union members who were fired earlier.

Union

He said the strike was the result of the management's refusal to meet the executive committee of the union. The 400 sat outside the workshop but remained in the premises with all the gates locked while the union officials negotiated with the management on Tuesday. During this the union orga-

niser was told that all the 400 workers were dismissed. He was no longer allowed to address them.

The spokesman for the company confirmed the strike yesterday and said the workers decided against returning to work when asked by management.

He said at that stage the union officials informed Maizecor they would take legal action against the company in terms of the new Labour Act.

Sowetan
May 1983

Seifsa ^{20/5/68}
pay talks
⁽³⁹⁾
next week

~~By~~ Labour Reporter ~~SA~~

Trade union leaders and employers in the metal industry meet again in Johannesburg on Tuesday to attempt to negotiate wage increases affecting about 500 000 workers

The Steel and Engineering Industries Federation of SA (Seifsa), representing employers, wrote to the unions this week with a suggested wage offer. The unions have demanded increases of about 14 percent. Seifsa's offer is understood to be well below this demand.

Firm reinstates 6 workers

Star 20/5/13

~~Labour Reporter~~

A large retail clothing chain has agreed to reinstate six workers without any loss of benefits. They had been dismissed for refusing to take part in body searches by supervisory personnel.

The reinstatement decision came after a four-hour meeting yesterday in Johannesburg between officials of the Commercial, Catering and Allied Workers' Union and Mr Hein Ehlers, human resources executive for the Pep Stores chain.

The body searches were initiated because of staff thefts at some smaller branches, according to Pep Stores management.

The union's general secretary, Mrs Emma Mashinini, said Pep had agreed to suspend body searches at its branches.

Search row now settled and staff fully reinstated

Labour Correspondent

PEP Stores yesterday agreed to reinstate six women workers who were fired by one of its Vereeniging stores, allegedly for refusing to strip naked in a security check.

All body searches on Pep workers have been suspended pending an inquiry into search methods and Pep's group human resources executive, Mr Hein Ehlers, has agreed to discuss a request by the women's husbands for redress with the company's chairman, Mr Christo Wiese.

This was agreed yesterday at a meeting between Mr Ehlers and the Commercial, Catering and Allied Workers Union (CCAWUSA), to which the six women belong.

The dispute over body searches at the store attracted attention when CCAWUSA charged that five of its women members had been fired after refusing to strip naked, adding that a sixth woman had been similarly fired.

It said the company had defended the searches, saying they were necessary to prevent stock losses. The union rejected this.

A company official in Vereeniging confirmed then that women were required to strip, but said they did not have to take off all their clothes. He added that the women had been sacked for

refusing to obey orders, not for refusing to strip. Pep's head office intervened and undertook to investigate the incident.

CCAWUSA's general secretary, Mrs Emma Mashinini, said yesterday that Pep had agreed to reinstate the workers without loss of pay. She said they would be placed in stores other than the one they had been fired from.

She said the company had undertaken not to victimise them.

Mrs Mashinini said body searches would be suspended pending an inquiry and added "Mr Ehlers has agreed to take up with his chairman the request of the women's husbands for redress to compensate for the indignity they suffered."

Mr Ehlers confirmed the agreement, but said body searches had been suspended some time ago — not as a result of yesterday's meeting.

He said it had been difficult to establish what exactly occurred at the store "but we decided it would be humane to give the workers the benefit of the doubt and to reinstate them."

Mr Ehlers said there was "a great deal of confusion" about events leading up to the sackings.

He added that Pep had sought a "just and humane" settlement to the dispute.

139 ROOM
20/5/83

Sowetan 24/3/83 (139)

Ciskei police detain unionists

IN another crack down on trade unionists, the Ciskei Security Forces have detained two top leaders, including the secretary general of the General and Allied Workers' Union, Mr Sidney Mafamandi of Johannesburg.

The other man detained in the Ciskei is the union's national organiser, Mr Monde Mditshwa, formerly of Port Elizabeth

A statement by Gawu said the two were detained in East London on Friday at 10pm. This is not the first time the two trade unionists have been detained

By MONO BADELA

Mr Sidney Mafamandi was last detained with five other trade union leaders, including the South African and Allied Workers' Union (Saawu) president Mr Thozamile Gqwetha, and his deputy, Mr Sisa Njikelana in March this year. They were all later released without being brought before a court of law.

Mr Mditshwa was last detained in 1980 during a crack down on student leaders during school boycotts in 1980.

In a statement the

president of the union, Mr Samson Ndou strongly said "Gawu vehemently deplores the barbaric action." He called on progressive bodies to condemn the detentions.

The secretary general of the Council of Unions of South Africa (Cusa), Mr Phirashay Camay said he was shocked that this kind of harassment was still being perpetrated in the Ciskei. "It is high time that this kind of harassment should come to an end," he said.

Earlier this month the Ciskei Security Forces

also detained another trade unionist, Mr Dlaki Vani, the Queenstown organiser of the African Food and Canning Workers' Union (AFCWU).

-Mr Vani was arrested in Queenstown by the South African Security Police and was handed over to the Ciskei authorities.

Later the Minister of Law and Order, Mr Louis le Grange admitted to Parliament that Mr Vani had been handed over to Ciskei where he is now being held in terms of Ciskei's Proclamation R252.

Chamber and union to talk

139

Slot
May 1983

Labour Reporter
Recognition talks are being held in Johannesburg tomorrow between the Chamber of Mines and the National Union of Mineworkers

A recognition agreement would extend to the union rights to negotiate wages on behalf of its members at two mines

The NUM is the largest black-member recruiting on the mines

(1610) D.D. Spando
Ciskei *24/5/83*
releases
unionists *(139)*

EAST LONDON — Two trade unionists have been released after being detained for six days by the Ciskei Central Intelligence Service

A spokesman for the General and Allied Workers' Union (Gawu), Mr Jama Masondo, said the two Gawu members — Mr Sydney Mafumadi and Mr Monde Mditshwa — had been arrested in Mdantsane on Friday

They were released late on Wednesday without charges being laid

The Commander-in-Chief of State Security in Ciskei, Lieutenant-General Charles Sebe, could not be contacted for comment — DDR

Abortion

MYSTERY surrounds the whereabouts of the two top Johannesburg trade unionists who were detained and later reported to have been released by the Ciskei Security Forces in Mdantsane, near East London during the weekend.

The men are the general secretary and national organiser of the General and Allied Workers' Union, Mr Sidney Mafumadi and Mr Monde Mditshwa. The Chief of the Ciskei Security Forces, Lt Gen Charles Sebe, confirmed on Tuesday the detention of the two men. He said they were held for questioning.

"They had gone home by Monday," Gen Sebe said. He however declined to state exactly when the men had been released.

The two unionists were detained on Friday night and their car was kept at the Mdantsane Police Station.

A puzzled Mr Samson Ndou, president of Gawu told **The SOWETAN** yesterday he was unaware that the two men had been released.

"They would surely have contacted our head office as they were released from detention," he said.

He said the men knew that they had some important work to do in Johannesburg. "I fail to believe that the men have been released," he said.

He has contacted the offices of the South African Allied Workers' Union in East London but nothing was forthcoming. The Press Officer of Saawu, Mr Yure Mdyogolo told **The SOWETAN** yesterday afternoon they have not seen the two men. "We

By MONO BADELA

believe the men are still in detention. The only thing we got from the Mdantsane Police was that we should fetch their car."

Late yesterday Mr Ndou said the Saawu officials in East London could not find the car key. Mr Mafumadi and five members of Saawu including the president, Mr Thozamile Gqwe-

tha, were held in detention for two weeks in March this year. They were released when the Attorney-General of the Ciskei, Mr Jurie Jurgens, declined to prosecute them.

The detention of the two men was strongly condemned by other trade union leaders who called for their immediate release.

Detained unionists so missing

S. B. Swart 20/5/83

Star

Six charged under Intimidation Act

139

May 1983

Five members of the Commercial and Catering Allied Workers' Union of South Africa appeared before a Johannesburg magistrate today charged under the Intimidation Act

It is alleged they incited fellow employees to down tools at the Teltron factory, where they were employed last November. They were also charged with assaulting two workers.

The accused are Mr Jacob Rafapa (31), Mr Josiah Podile (55), Mr Victor Damoed (44), Miss Joyce Mokolala (27) all of Soweto, and Mr Jack Mangwane (45), of Alexandra township. The sixth person also charged, but who was not present, is Miss Stella Mashigo (21), of Soweto.

The magistrate, Mr W Aucamp, postponed the case until July 5 and released all the accused on bail.

young and old, mothers
 at mothers well-dressed
 arm into the cavernous
 had for Room 9 on the

Johannesburg offices of the
 Room 9 is where Un-
 benefits are paid out
 there before 9 am when
 ve and hand out the ben-
 out, though Some are
 weeks as no cheque has

r of the room, while the
 the entrance Elderly
 await the pay-outs
 officials push through the

The waiting people clutch small, white cardboard
 official forms in their hands — the Unemployment
 Insurance Fund card — which is stamped and ini-
 tialled by department staff at each visit

They leave with about 45 percent of the salaries
 they received when they were last employed

Department of Manpower officials concede there
 are problems in benefit payouts, largely because of
 the rapidly increasing number of registered unem-
 ployed which peaked in March this year at about
 70 000

They said there had been backlogs because of
 problems with a new computer. Additional staff had
 been brought in

In Johannesburg alone 17 district staff were
 brought to the city offices to help

But the backlogs had been sorted out and, aside
 from the odd individual
 delays, the benefit pay-
 outs were running
 smoothly, the officials
 said

Some of the unem-
 ployed disputed this. A
 recent flood of telephone
 callers to The Star said
 they had not received
 their benefits for two
 weeks, one month, or
 even two months

From the department's
 point of view there are
 delays where forms are
 incorrectly processed and
 former employers have
 to be approached

"Look, I've been wait-
 ing for two months now
 and they keep telling me
 to come back in a fort-
 night," one caller said
 "What am I supposed to
 live on?"

Another said "I don't
 want charity I just want
 back some of the money I
 paid into the fund over
 all those years"

While a third com-
 plained "They tell me
 the computers are down
 or they don't have enough
 staff to cope with the in-
 crease in the number of
 the unemployed. Why
 don't they hire more staff
 then? Give us a few
 jobs?"

Repeated attempts to
 reach Johannesburg's Di-
 visional Inspector of
 Manpower for comment
 have been unsuccessful

Date set ⁽³⁹⁾
 for Mwasa
 versus ^{SAUW}
 The Star ^{SAUW}
 Labour Reporter ^{27/5/83}

An Industrial Court ac-
 tion by the Media Work-
 ers' Association of SA
 (Mwasa) against the
 Argus Printing and Pub-
 lishing Company over the
 dismissal of 209 workers
 at The Star in March will
 be heard in Johannesburg
 next month

The action was brought
 against the Argus Com-
 pany in its capacity as
 proprietor of The Star
 and June 21 and 22 have
 been set aside for the
 case

The Star dismissed the
 men when they refused to
 return to their jobs after
 a stoppage in support of a
 dismissed colleague

The man, a Mwasa
 member, was dismissed
 after he received a final
 written warning for an
 alleged threat against a
 supervisor. An appeal
 was turned down

The union's court ac-
 tion represents 107 of the
 dismissed men, as many
 have found other work

Mwasa is seeking rein-
 statement of their mem-
 bers under Section 43 of
 the Labour Relations Act
 which provides for inter-
 im relief pending a set-
 tlement

Climbing expedition planned

A group of South African
 climbers plans to climb
 one of the highest moun-
 tains in the Patagonia
 southern region of Argen-
 tina

The expedition,
 planned for 1985, will be
 led by Mr Paul Wallek of
 the Mountain Club of
 South Africa

Mr Wallek said the
 party would most likely
 be climbing in the
 Fitzroy range, about
 10 000 feet above sea
 level

Mr Wallek is appeal-
 ing for funds and any-
 body interested in contri-
 buting is asked to get in
 touch with him at 4 —



Durban, receives Rotary International's highest award,
 from the acting president of Durban Berea Rotary
 Although paralysed from the waist down since the
 has led a full life as a community and business leader.
 Association for the Aged and president of the Durban
 Rotary Club

Here'll be instant info ne directory queries

respondent

Electronic system for tele-
 has been developed, ena-
 s to provide almost instant

General for Telecommu-
 said in Pretoria this
 mation for Port Elizabeth
 could be the first to become
 stem

be extended to include 13
 July Computerisation of
 inc: whole of South Africa
 and 18 months to put on the

Mr Raath said information on new subscribers'
 numbers as well as changes to existing directory
 entries would be available immediately

Such information would be added to the new sys-
 tem daily

With the existing system operators at directory
 inquiries have to refer to information on microfilm
 and often to other sources as well. Under the new
 system information will be summoned on a video
 screen at the press of a few buttons

He said staff were being trained to man the 13
 information centres where the first phase of the
 new system would be introduced

These would be in Johannesburg, Pretoria,
 Port Elizabeth, Cape Town

The Cape Herald 28/5/83

139

Non-racial unions grow

A LARGE increase in the number of workers in registered non-racial trade unions and in the number of black members of registered unions took place last year.

With 380 829 members — an increase of 114 994 between 1981 and 1982 — the registered non-racial unions now have more members than the whites-only unions, who had 355 579 members last year, a

decrease of 1 422

The numbers of whites-only unions dropped to 57 from 68, while those registered for "whites, coloureds and members of the black population groups" went up by 10 to 36

These details are contained in an explanatory memorandum on the budget vote of the Department of Manpower.

467 064

SOWETAN 30/6/83

Cops release union men

(139)

By MONO BADELA

TWO top officials of the General and Allied Workers' Union, who were detained by the Ciskei Security Police last weekend, were released late on Wednesday.

The men, Mr Sidney Mafumandi, the general secretary, and Mr Monde Mditshwa, the national organiser, were detained by the Ciskei Security Police last Friday night in Mdantsane near East London.

The chief of the Ciskei Intelligence Service, Lieutenant General Charles Sebe, said last Tuesday that the men had been detained for

questioning and added that they had been released on Monday.

Puzzled trade unionists, especially officials of the South African Allied Workers' Union (Saawa) in East London, were worried, especially after they had been approached by the police in Mdantsane to remove the car from the police station. The car had been confiscated by the Ciskei Police.

According to informed sources in East London, the two men were released early on Wednesday night and were on their way to Johannesburg.

Star 3d/5/83

Mwasa out of Star action

Labour Reporter

The Media Workers' Association of South Africa (Mwasa) has withdrawn from an action against the Argus Printing and Publishing Company at the Industrial Court next month

However an action by 117 Mwasa members against the Argus will continue when the court meets on June 21 and 22

The case follows the dismissal of 209 workers at The Star in March after they had refused to abandon a work stoppage in support of a colleague who was fired for disciplinary offences

CHALLENGED

The Argus Company, proprietors of The Star, challenged Mwasa's right to take legal action which was not provided for in the union's constitution

Mwasa, in turn, told the Argus last week that it was withdrawing as an applicant in the proceedings

The union has accused management of an unfair labour practice and is seeking redress in terms of section 43 of the Labour Relations Act

4

~~###~~ ~~###~~ 139 E. Post

Pebco rally to hear report on talks with PE Tramways

30/5/83

Post Reporter

A FULL account of what transpired at a meeting between civic and trade organisations and PE Tramways officials will be given at a mass rally of the Port Elizabeth Black Civic Organisation (Pebco) in Kwazakele tomorrow

The rally will be held in the New Daku Hall from 2pm

The recent meeting between the organisations and the bus company discussed the pending bus fare increase, validity of the weekly clipcard, the extra 10c charged on the Peak Hour Express Bus and the conduct of some of the company's employees

Organisations included in talks with Mr

Carl Coetzer, managing director of the company, and some of his officials, were Pebco, the Motor Assemblers and Component Workers' Union of South Africa (Macwusa) and the African Food and Canning Workers Union (AFCWU)

Mr Vuyisile Oliphant, secretary-general of Pebco, said a guest speaker at the rally would come from the Cape Areas Housing Action Committee, based in Cape Town

Organisations invited to the rally included the Kwazakele Soccer Board, the Domestic Workers Association of South Africa, the United Women's Organisation, the Congress of South African Students, the Port Elizabeth Youth Organisation, the Gelvendale Civic Organisation, Macwusa and AFCWU

Macwusa says pamphlet was misleading

31/5/83 E. Post

139

By JIMMY MATYU

THE Motor Assemblers and Components Workers' Union of South Africa (Macwusa) today rejected and dissociated itself from a bogus pamphlet entitled "Macwusa Victory" distributed in Port Elizabeth last week

It also described the detention of two of its members at Ford on May 10 as "extreme harassment"

The pamphlet reads "It is now general knowledge that Macwusa was successful in the re-hiring of 361 of the 507 employees retrenched by Ford last year. This major achievement was largely due to our waging a continuous relentless battle on behalf of our unfortunate members

"We call on our remaining retrenched members to report at the union offices so that they can be re-employed without further delay

"All comrades must do their utmost to trace these members so that they can also share in the fruits of our success"

It concluded with "A retrenchment to one is a retrenchment to all"

In the statement today, Macwusa said the pamphlet was misleading because all the trade unions involved were informed about the re-employment programme for the retrenched workers

"This is one of the attempts to confuse workers and to discredit our integrity," it said

Macwusa has also called on the police to either charge or release Mr Siphon Hina, who were allegedly picked up by security police in the parking area of Ford Motor Company Cortina Plant on May 10 and detained under the Internal Security Act

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Ex-unionist accused of contravening restriction

E. Post

139

1/6/83

Court Reporter

A BANNED former trade unionist and ex-president of the Motor Assembly and Components Workers' Union of South Africa (Macwusa) appeared in the Port Elizabeth Regional Court today on a charge of contravening a restriction order and possession of banned literature

Mr Dumile Dennis Makanda, 32, of Kwazakele, pleaded not guilty to contravening his banning order by being in Zwide on October 8, 1982 and not guilty to possession of a banned publication between October 8 and 12

A security policeman, Lieutenant William Stanley

Dennis, gave evidence today that he had not charged Mr Makanda with being in the company of a social gathering because he had found him alone under a bed in his (Mr Makanda) brother's house

Lt Dennis allegedly found the banned publication, New Dawn, volume one, number two 1981 and two banned stickers with photographs titled "People's Hero-Joe Gqabi" and "People's Hero Solomon Mahlangu"

He told the court he had also removed another sticker titled "People's Hero The Silverton Three", photographs allegedly showing notices framed by

ANC colours, as well as an Azaso (Azanian Students' Organisation) document

Mr P N Langa, appearing for the defence, said Mr Makanda would deny that Lt Dennis asked him to whom the publications belonged

He said Mr Makanda also denied the publications and stickers were shown to him and that he had been unaware of the contents of the documents taken by Lt Dennis

Lt Dennis replied that he had shown the publications to Mr Makanda, who in turn acknowledged ownership (Proceeding)

Mr J D Robinson was on the Bench and Mr J Nel prosecuted

Queen

All unions to

open books

Star 2/6/87

(L29)

~~1/25~~

Labour Reporter

~~1/25~~

sent letters requiring information to several unregistered unions

Unregistered trade unions are now required by the Department of Manpower to provide information on membership and finances

Previously only registered unions were bound by such regulations under the Labour Relations Act, but recent amendments to the Act put the onus on unregistered unions to provide information

Unions are to submit details of income, auditors' reports, balance sheets, appointments and elections among other things

Failure to comply can mean a fine or jail sentence

The department has

The general secretary of the South African Allied Workers' Union, Mr Sam Kikine, said his offices were visited by department officials last week

He had also received a written request to submit details of his union's finances

The Deputy Director-General of the Department of Manpower, Dr C F Scheepers, said unregistered unions were being asked to comply with "minimum requirements" of the Act.

The requests were in no way a clampdown on unregistered trade unions, he added

Alleged assault leads to stoppage

By STEVEN FRIEDMAN
Labour Correspondent

ABOUT 50 workers at Checkers' Southdale store staged a brief work stoppage yesterday prompted by an alleged assault on a worker by the store's manager

A Commercial, Catering and Allied Workers' Union spokesman, Mr William Ditshaba, said the stoppage came in the wake of several grievances raised by workers about the manager. They had returned to work, but were demanding action be taken to remove him from the store.

Management comment could not be obtained yesterday.

Mr Ditshaba said workers began a sit-in in the canteen after the manager allegedly slapped a woman worker after complaining to workers in several departments about their alleged use of company telephones.

But the manager ordered them out of the canteen and they gathered outside the store. After about an hour, they decided to return to work and to ask union officials to intervene.

After negotiations with the union, Checkers management asked the manager to apologise to the worker he allegedly slapped and said they would give him a disciplinary warning, Mr Ditshaba said.

But he said workers had raised other grievances prior to the strike including claims that their work load was too heavy and they were forced to work overtime without proper notice.

"They have made it clear that they cannot work with this manager and that they want him promoted, demoted or dismissed," he said.

He added management was investigating the complaints and the union would await its response.

Trial of ~~_____~~ E-Post banned 2/6/83 (139) ex-unionist postponed

Court Reporter

BAIL was extended today for a banned former trade unionist and ex-president of the Motor Assemblers and Component Workers Union of South Africa, after his case was postponed to obtain a more clearly demarcated map of black residential areas in Port Elizabeth.

Mr Dumile Dennis Makanda, 32 of Kwazakele, pleaded not guilty to contravening a restriction order by being at his brother's house in Zwide on October 8. He pleaded not guilty to possession of banned literature on October 8 and 12 last year.

Mr P Langa (for Mr Makanda) said he opposed the application for postponement until July 7 and 8.

"We stated at the outset of the trial that the basis of our plea of not guilty was that Kwazakele's boundaries were not clearly demarcated."

He said there had been enough time for the State to collect an accurate map and that another postponement meant further hardship for Mr Makanda because the case had been hanging over his head for many months.

The prosecutor, Mr J Nel, said they were "not busy with a chess game" and he thought the map they provided was sufficient.

A security policeman, Warrant Officer L C Hattingh, was cross-examined

by Mr Langa today and said repeatedly that Mr Makanda had acknowledged ownership of literature which security policeman Lieutenant WS Dennis had found at Mr Makanda's house in Kwazakele on October 12.

Mr Langa insisted that the conversation had never taken place and that Mr Makanda had not known which publication Lt Dennis had taken.

Mr Langa told the court yesterday that Lt Dennis had also removed photographs from Mr Makanda's cupboard, of church notices bordered by what the lieutenant "had thought were ANC colours".

Mr Langa said the arrangement of colours bordering the notices were not in the order followed by the ANC.

Mr Langa said yesterday that Lt Dennis had also kept several of Mr Makanda's publications which were not banned without issuing a receipt for them.

Lt Dennis said he had wanted to submit them to the Publications Control Board, but had not done so although eight months had elapsed.

Lt Dennis did not reply when asked why a private person's books should be submitted to the Publications Control Board.

Mr J B Robinson was on the Bench.

Investigation into apprentice training

CAPE TOWN — A comprehensive investigation into the training of apprentices and artisans in South Africa was announced today by the Minister of Manpower, Mr Fanie

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UNIONS WARN BOARDS

139
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IN THE wake of several migrant workers having obtained Section 10 (1) (B) rights, the Black Sash and leading trade unions have threatened legal action against administration boards for turning away many more.

The president of Black Sash, Mrs Sheena Duncan, whose Johannesburg offices were yesterday flooded by scores of migrant workers seeking clarity following the Appeal Court's decision to grant Mr Tom Rikhotso the right to live with his family in an urban area, said they would submit three test cases to their lawyers.

The Federation of South African Trade Unions (Fosatu), the Council of Unions of South Africa (Cusa), the South African Allied Workers' Union (Saawu) and Inkatha have also entered the fray, with the unions threatening legal action as well.

A spokesman for the Legal Resource Centre in Johannesburg has also expressed willingness to take up cases concerning migrant workers who have worked for one company for more than 10 years.

The spokesman also said that Mr Rikhotso, whose case was a "big test," had been granted rights to stay with his family within the East Rand Administration Board's area of jurisdiction.

The support for the legalisation of migrant workers staying in

By LEN MASEKO and JOSHUA RABOROKO

employers welcoming the Appeal Court decision and also expressing the desire to assist their workers.

In the meantime, confusion reigned as scores of migrant workers seeking city rights were turned away at the West Rand Administration Board's offices in Johannesburg yesterday.

Disappointed, they flooded the offices of Black Sash with the hope of enlisting the organisation's help. The organisation's offices were a hive of activity as officials interviewed the workers.

"If the Government is now prepared to accept urbanisation in South Africa and allows poverty and starvation in the homelands to persist, then the situation will explode.

"We appeal to the Government to leave things as they are — let them allow the implementation of the Appeal Court rule," Mrs Duncan said.

In a statement Cusa said it would explore the possibility of seeking legal injunctions if Government officials tried to circumvent the Rikhotso decision, or if the administration boards attempted to frustrate the efforts of migrant workers trying to claim the rights they were entitled to.

"If Minister Koornhof tries to ignore the decision, and tries to push legislation through which attempts to regain control over urban black workers, it will force the labour movement to take action," the statement added.

sued the issue of depriving blacks of their rights then "we shall be forced to seek legal advice."

He said his unions had repeatedly voiced total rejection of the Government's influx control laws and that the plight of migrant workers in South Africa would be discussed at the union's central committee meeting this month. "We abhor these laws," he said.

In the East Rand, an Erab spokesman said the board would "definitely" issue the Section 10 (1) (B) stamp if the applicants worked for the same employer during the stipulated period. "I can assure those concerned that there will be no problems, as long as rules are adhered to," he added.

He said several blacks had already obtained their qualifications at various Erab offices.

However, five migrant workers told The SOWETAN yesterday that they were made to sign forms at the Edenvale offices, and told to report back on July 4. "We were told that we will get our qualifications on that date," they said.

The Department of Co-operation said in Pretoria yesterday that it had taken notice of the Rikhotso court ruling. It was therefore important the people should go to the administration board's offices in the area of jurisdiction to apply for Section 10 rights.

But, the spokesman said, they should be able to produce the necessary documents to prove that they had been in the urban areas for the stipulated period.

The documents will then be

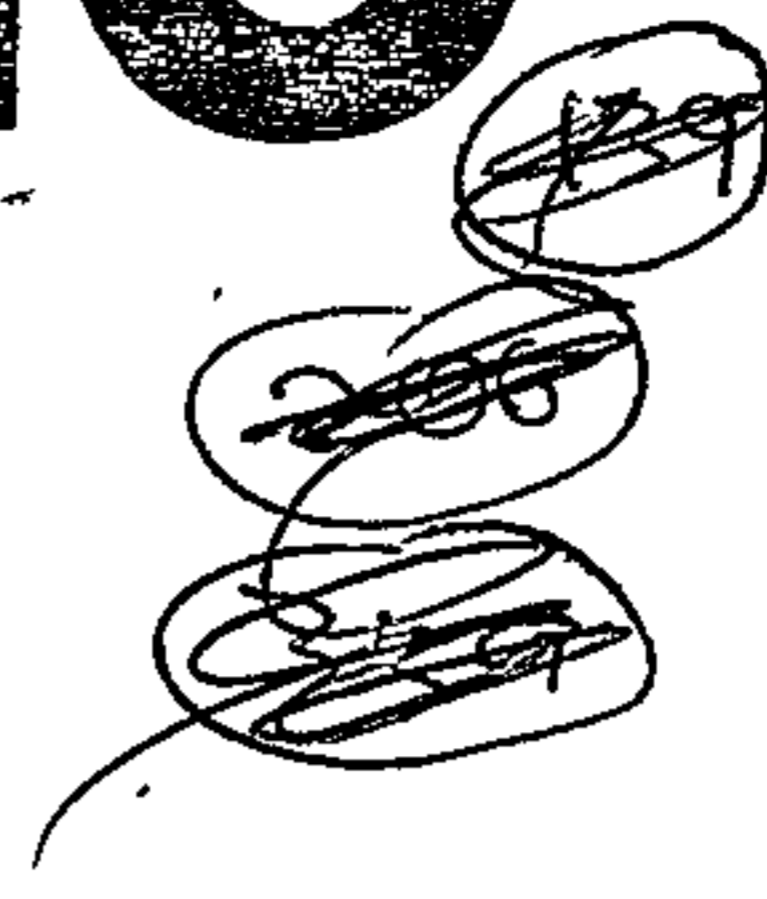
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UNIONS WARN BOARDS



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The spokesman also said that Mr Rikhotso, whose case was a "big test," had been granted rights to stay with his family within the East Rand Administration Board's area of jurisdiction.

The support for the legalisation of migrant workers staying in urban areas, many of whom have lived apart from their families for many years, gained momentum late yesterday with several em-

By **LEN MASEKO** and **JOSHUA RABOROKO**

ployers welcoming the Appeal Court decision and also expressing the desire to assist their workers.

In the meantime, confusion reigned as scores of migrant workers seeking city rights were turned away at the West Rand Administration Board's offices in Johannesburg yesterday.

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Fosatu's president, Mr Chris Dlamini, said they welcomed the decision by the Appeal Court, but said that if the Government pur-

sued the issue of depriving blacks of their rights then "we shall be forced to seek legal advice."

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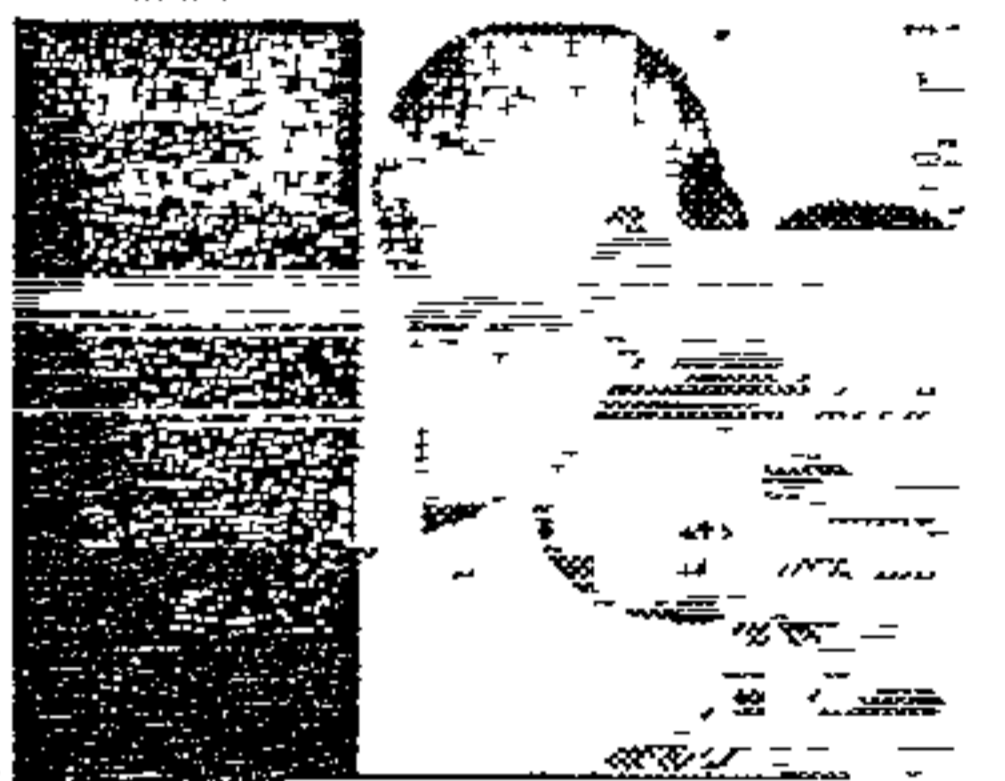
But, the spokesman said, they should be able to produce the necessary documents to prove that they had been in the urban areas for the stipulated period.

The documents will then be sent to the reference bureau where they would be processed.

See pic on page 2.



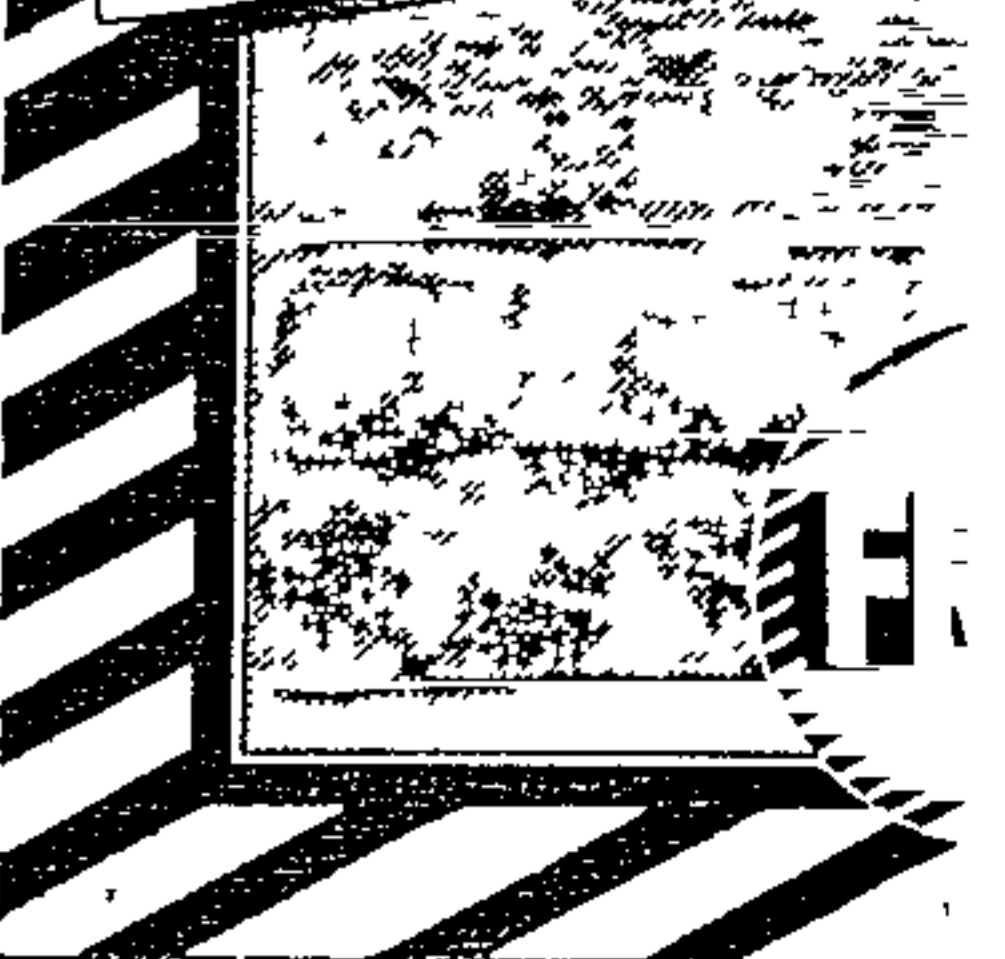
MOVING HOUSE Mrs Edith houses situated at the Sa. Helping her are Juliet



opened at Geen & Richards R30 winter

Yes it's true. Open an account for R100 or more at the Geen & Richards branch listed below and you can choose a free gift worth up to R30 from the items featured below. This offer is so generous that it must close on the 11th June

HURRY! THIS FANTASTIC OFFER EXPIRES 11TH JUNE
ONLY AT THESE STORES: MARKET ST, PRITONIA; ROSETTENVILLE, NORTHCLIFF, PRETORIA AND



GEEN & RICHARDS

Phenomenal growth

A year ago there were predictions that as the recession deepened trade unions would face slow, and possibly even declining, growth. However statistics gathered by the Department of Manpower show a massive rise in black membership of registered unions during 1982.

At the end of 1981 there were 259 582 black members of registered unions. By the end of last year this figure had risen to 394 510 — a remarkable increase of about 52%. Although the department's statistics cover only the 199 registered unions in SA there are signs that about a dozen well-organised unregistered black unions have also achieved substantial growth.

The department's figures contradict the conventional wisdom that unions struggle to grow during an economic downturn. After all it is during an upturn that the balance of power in many industries shifts more in their favour, and they are able to offer tangible benefits to potential new members.

The official statistics therefore pose the question if black union membership has grown so swiftly during a recession, will there be even more remarkable growth during the next upturn in the business cycle?

It seems likely that this will happen. But to put matters into perspective it is worth examining some of the reasons for the

strong growth during 1982.

Firstly it was perhaps inevitable that black union membership would rise sharply in the period immediately following government's first major reforms about three years ago. There was obviously enormous scope for such growth once blacks had been granted statutory bargaining rights. White coloured and Asian workers have for long enjoyed such rights. Not surprisingly therefore, the department calculates that white membership of registered unions grew by only 4% last year, while coloured and Asian membership rose by only 5%.

Secondly as General Workers Union (GWU) general secretary David Lewis has pointed out (*Current Affairs* May 13), the unionisation of unorganised workers in SA has not been significantly retarded by the recession — and in fact may have even been enhanced. He says that while workers in advanced industrialised societies might be cautious of joining a union struggle in a recession this is not so in SA. Black workers he says, have much less to lose.

Lewis argues that black unemployment was so high during the last boom that black workers do not perceive the threat of unemployment as being substantially greater now than in the immediate past. In addition there is a strong political imperative tied to a black worker's decision to join a union. Lewis says there is no reason to ex-

pect this imperative to abate.

There are other reasons. In recent years many established unions have begun to open their doors to blacks — and have attracted a large black membership. The department says membership of registered unions representing people of all races rose by nearly 115 000 last year — from 265 835 at the end of 1981 to 380 829 by the end of 1982.

Some, like the SA Boilermakers' Society, appear to be making sincere and successful efforts to cater for the needs, interests and priorities of their new black members. However, there are indications that the rapid rise in black membership of some others has resulted more from the extension of closed shop agreements to cover black workers than from any genuine attraction they may have had for blacks.

One question which may be answered during the next upturn is whether established unions can retain their black members in the face of competition from emerging unions. As one respected industrial relations practitioner puts it: "It has been relatively easy for these unions to gain a large black membership because many black workers have joined the first union which has sought to recruit them. But whether they can retain these workers' loyalty is another question."

**Workers
will discuss
unity**

4/6/83 139

E. Post

Post Reporter

THE Commercial, Catering and Allied Workers' Union of South Africa (Ccauwusu) will hold a meeting in the Roman Catholic Hall, Zwide, Port Elizabeth, at 2pm tomorrow

The question of unity among workers will be discussed

People employed in shops, offices and the newspaper distribution trade are asked to attend

Sowetan 6/6/83 (139)

Cusa to raise pass laws at conference

DELEGATES at the 69th annual conference of the International Labour Organisation (ILO), to be held in Geneva later this month will discuss South Africa's migrant labour system and the influx control regulations.

This was said to The SOWETAN by secretary-general of the 100 000 strong membership, Council of Unions of South Africa (Cusa) Mr Phirashow Camay, during the weekend. Mr Camay was reacting to the fears that the Government might overturn the Appeal Court judgment

which gave permanent city rights to migrant workers who have worked for one employer for more than 10 years or have lived in an urban area for longer than 15 years

The Government has drawn up draft legislation to overturn last week's historic Rikhotso judgment which gives urban rights to tens of thousands of migrant workers. When the Cabinet meets in Cape Town today it is expected it might decide to rush the new law through this session of Parliament

Mr Camay said a fierce debate was expected when a special report on apartheid is tabled at the conference. He said the focus would be on the migrant workers in South Africa. He said international support for black workers will increase while influx controls remain in the statute book

He warned that if Dr Kooymhof tried to ignore the decision and pushes legislation through which would attempt to regain control over urban black workers, it would force the labour

movement to take action. Cusa would explore the possibility of seeking a legal injunction if Government officials tried to do so

On its numerical strength, Cusa claims that in the three years since it was formed in Johannesburg, it has grown from strength to strength to become one of the country's giants in the labour field with a membership of 100 000. Some 20 000 of this figure are members of its affiliate, National Union of Mineworkers which is the biggest black mineworkers' union in the country

139 (1.39) ~~(1.39)~~ ADM. June 1983
Union is poised for twin victory

Labour Correspondent
THE Commercial, Catering and Allied Workers' Union (Ccawusa) has won a second key bargaining foothold at a major chain store — and is expected to make another major gain within a week.
The union announced yesterday it had signed a recognition agreement with the Woolworths chain which grants it bargaining rights at all Woolworths stores throughout the country at which it has majority

membership.
And yesterday it was locked in final negotiations with OK Bazaars which are expected to lead to the signing of a recognition agreement within a week.
Ccawusa has already been formally recognised by the Edgars chain.
Agreements with OK, Woolworths and Edgars would give the union a substantial permanent presence in major chain stores and could open the way for fur-

ther agreements with other retail groups.
Its general secretary, Mrs Emma Mashinini, said yesterday the Woolworths agreement had been signed on Friday after more than 10 months of negotiation.
The union was also negotiating several substantive agreements with Woolworths — particularly one on maternity leave — and wage negotiations with the chain would begin on July 1.
At OK Bazaars, Ccawusa

and company officials met yesterday to finalise negotiations on a recognition agreement.
Mrs Mashinini said she expected the OK agreement to be signed within a week.
The two sides are likely to reach a maternity leave agreement which has been described as "the most progressive yet negotiated in this country".
The union is hoping to win a similar agreement at Woolworths.



Striking Checkers workers, who gathered at their union's Johannesburg office yesterday, hail management's decision to transfer a store manager whose removal they were demanding.

Labour Correspondent

WORKERS from several Checkers stores, including some from Potchefstroom and Krugersdorp, struck yesterday — and then returned to work in the early afternoon when management met their demand for the removal of a store manager.

The company had initially refused to remove him.

Mrs Emma Mashinini, general secretary of the Commercial, Catering and Allied Workers Union (Ccawusa), said 10 stores were affected, including that at Eastgate, as well as stores in Benoni, Krugersdorp and Potchefstroom.

But a Checkers spokesman, Mr Peter Wicks, said only five had been hit and in some of those only some workers had taken part.

The strike was a sequel to one at Checkers' Southdale store last week, sparked by an incident in which the manager allegedly slapped a

Strikers return after pledge to move manager

ROM 139
7/6/83

worker Ccawusa charges that workers also had a range of other grievances against him.

Workers returned pending talks between management and Ccawusa and, in the wake of the strike, the company instructed the manager to apologise to the woman worker concerned. It also agreed to investigate workers' complaints.

Workers struck again on Friday, when the company indicated it planned no further action against the man-

ager Checkers said then it would not negotiate further unless the strikers returned.

Yesterday morning, workers at other stores stopped work in support of the Southdale workers and about 400 workers gathered at the union's offices in central Johannesburg.

According to Mrs Mashinini, management addressed workers at the offices and told them the manager would be sent on two months' leave.

"But workers rejected this and management returned later to say they had agreed

he would not be in charge of this or any other store. Workers at the other stores are not prepared to work under him either," she added.

As a result, workers had returned, she said. Workers from other stores had arrived at the office later to join the strike, but had been sent back to work by union officials who explained the dispute had been settled, she added.

Mr Wicks denied management had suggested the manager go on leave. "He is already on leave which is not connected with this incident and we said we would investigate and wait for his return," he said.

He confirmed the manager had been transferred but denied that Checkers had given an assurance he would not be placed in charge of another store. "We said he would be given another job in the company. We will decide what job when he returns from leave," he said.

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

Strike over transfer resolved

By Tony Davis,

Labour Reporter

Jan 26/83

139

Checkers management has agreed to transfer a branch manager after a dispute with members of the Commercial, Catering and Allied Workers' Union (Ccawusa).

About 60 workers at the Checkers Southdale branch went on strike last week after a member was allegedly assaulted by the manager.

Management called for a return to work before starting talks but workers refused to go back to their jobs until the manager was transferred.

Yesterday the strike spread to other Checkers stores as several hundred workers came out in sympathy.

After a meeting between Checkers and Ccawusa officials, the company agreed to transfer the manager as soon as he returned from leave. Workers would also not lose pay for being on strike.

A Checkers spokesman confirmed the settlement and said they would be meeting Ccawusa today.

of at- what in storage that indicates to cents in presence

wherein freed 1 and 2 get stronger. These factors have been the cause of the process of urbanization (although there are other causes) in SA. The migrant labor system has led to increasing numbers moving to urban areas, and perhaps been about SA's case but the African's in urban areas

11

Ccawusa makes its labour presence felt

Star 8/6/83 (139)

By Tony Davis, Labour Reporter

The Commercial, Catering and Allied Workers' Union (Ccawusa) has developed rapidly since it was founded in 1975. Although unaffiliated, it now has 20 000 members and is well organised in Johannesburg, Durban and Cape Town.

In spite of the detention of some of its members, including general secretary Mrs Emma Mashinini, Ccawusa has continued to make its presence felt.

This week, for example, the Checkers management agreed to transfer a branch manager to whom the workers objected. Union members at other Checkers branches had joined in the protest and management accepted the union's demands.

The management has also agreed to talks on a recognition agreement.

The union also expects to complete a recognition agreement with the OK Bazaars group and the Woolworths chain later this month.

And labour troubles between management and union members at Grand Bazaars will be the subject of high-level talks this week.

However Ccawusa's gains in membership and recognition agreements have not come easily.

Last August there was a major strike at OK stores in the Johannesburg area which at one time saw about 700 warehouse workers on strike over wage demands. They were subsequently dismissed.

Several OK Bazaars branches in Port Elizabeth

were hit by a sympathy strike in February sparked by the dismissal of a worker.

A prolonged wage strike late last year at more than a dozen Johannesburg area branches of the CNA was finally resolved in late November.

Last month the union was involved in a row with the Pep Stores chain over the searching of employees at a Vereeniging branch. As a result the six union members who had been dismissed for refusing to be searched were reinstated.

However labour disputes have not always meant victory for the union. In 1981 about 150 members at four branches of the Game chain in Durban were dismissed for striking.

Subsequently Ccawusa is now discussing an agreement with Game in Johannesburg.

Six members are also facing charges under the Intimidation Act arising from a labour dispute at Teltron electronics in Johannesburg last November.

In addition to negotiations with Game, talks are proceeding with Makro, Foschini, Pick 'n Pay, the Edgars group and Metro Cash and Carry. One of the union's most important recognition agreements was signed with Allied Publishing in 1980.

Ccawusa is also involved in the union unity talks which have been going on this year and has a number of important overseas union affiliations, including one with the International Federation of Commercial, Clerical and Technical Employees.

Star 8/6/83

~~21/1/83~~

Recognition breakthrough for mine union

139

By Tony Davis,
Labour Reporter

The National Union of Mineworkers is expected to sign a recognition agreement with the Chamber of Mines in Johannesburg tomorrow for various categories of workers at eight mines

The agreement represents a significant breakthrough for the union — which is less than one year old — and the NUM will soon be negotiating workers' wages for the first time

In the past the mining houses have unilaterally announced annual wages for black mineworkers

The union's general secretary, Mr Cyril Ramaphosa, said he saw the

signing as an important step in the struggle to organise unrepresented blacks on the mines

The mines represented are the East and West divisions of Vaal Reef, Western Holdings, the Welkom and Saaiplaas Holdings divisions, President Brand, Elandsrand and Kloof

Mr Ramaphosa said the union would be having recognition talks tomorrow with other mine bodies

The union, an affiliate of the Council of Unions of South Africa, was able to start recruiting at mines after the chamber altered its recognition criteria last year to include unregistered trade unions

Union told to submit records of members

STAR 8/6/83
Labour Reporter
139
The Orange-Vaal General Workers' Union based in Vereeniging has been told to submit membership records to the Department of Manpower or appear in court.

Several unregistered trade unions have been approached over the last few weeks with requests to submit their financial and membership records. These were required only from registered unions until recent amendments to the Labour Relations Act.

The union's secretary, Mr Philip Masia, said the union had received a warning from the Department of Manpower that it would be subpoenaed if it did not submit certain information.

Unions which refuse to comply with the department's requirements face a fine or jail term.

Senior Department of Manpower officials have said the requests for details are a minimum requirement under the Act and the department is in no way attempting to curb union activities.



Unions fight for mother

(139) Sowetan
10/6/83



● Soon mother will be allowed one year maternity leave.

MANY employers use maternity leave as an excuse for dismissing their workers, and as a result employees tend to violate their own rights by rushing back to work before the eight weeks' leave is over.

According to trade unionist and acting secretary of the Garment Workers' Union of South Africa (Gwusa), Ms Sarah Chitja, the union will intervene in a case where the worker has been unjustly dismissed because she went on maternity leave. The employer would have to pay a week's notice and other benefits due to the dismissed person.

The women mainly concerned about securing their jobs, do not comply with the policy which has been conditionally laid under the Unemployment Insurance Act, entitling them to a 45 percent weekly pay for a period of eight weeks after the birth of the child.

The application for

By SINNAH KUNENE

maternity benefits can be made at the Department of Co-operation and Development, and only women who have been in employment for at least 18 months are eligible for this claim.

Unlike other Western countries where women have been entitled by law to take indefinite maternity leave of close to two years, or some hours off daily to breast-feed the children, women here are vulnerable to exploitation in the labour market. They quite often have to choose to either have a child or a job. This is the reason why trade unions are instituting maternity agreements between employee and employer.

The Commercial, Catering and Allied Workers Union of South Africa (CCAWUSA), in a bid to safeguard women from labour exploitation, have at last managed to sign an agreement on maternity

benefits with one company.

A spokesperson for the union told SOWETAN Woman that although the UIF plays a major role in this matter, the agreement allows a worker one year of almost unconditional maternity leave, for which she may occupy her job or be given a position of similar status.

The worker would be eligible to a 45 percent weekly pay for a period of six months if she has made contributions to the UIF for three years or more.

The union is also negotiating with other companies, and the spokesperson says although their negotiations with OK Bazaars are not yet through, they hope the agreement will be endorsed anytime.

Industrial relations officer for OK Bazaars, Mr Keith Hartshorne could not be reached for comment.

Battle against councils grows

Cusa supports anti-council body (12/1)

THE 100 000 strong Council of Unions of South Africa (Cusa), emerged at the weekend in full support of the newly established Anti-Community Council Committee, urging Soweto residents to boycott the forthcoming community council elections. Sowetan 13/10/83

In a statement the union said: "Cusa wishes to endorse the call of the Anti-Community Council Committee to boycott the elections in September. Cusa believes in common citizenship in an undivided land and the separate community councils are in conflict with this."

"Instead we call for municipal rights for everyone. Community councils, like homelands, are farcical and do not even remotely fulfil the civic and political aspirations of black people

~~By~~ **By MONO BADELA** ~~By~~

"Cusa repeats its call to its members and other workers to increase their commitments to their communities through participation in activities aimed at creating a just society."

Cusa said this could be demonstrated by refusing to vote in all future community council elections "We therefore support the efforts of the Anti-Community Council Committee to boycott the forthcoming elections," the

statement concluded.

Last month the Soweto Civic Association headed by its chairman Dr Nthato Motlana fired the first shots against the proposed new Black Local Authorities Board which will soon be tabled before Parliament.

An Anti-Community Council Committee (ACCC) which is to campaign vigorously against the participation in the forthcoming elections, was formally constituted in Soweto.

Two leading PE unionists defamed in graffiti smear

139 E. Post 14/6/83

By JIMMY MATYU

TWO leading trade unionists in Port Elizabeth were defamed in graffiti painted on the walls of the Centenary Great Hall in New Brighton at the weekend

Mr Fikile Kobese, executive member of the Motor Assemblers and Component Workers' Union of South Africa (Macwusa) and the General Workers Workers Union of South Africa (Gwusa), and Mr Government Zim, organising secretary of Macwusa, are accused of stealing

workers' money by the unknown authors

In a statement today, Mr Kobese described the graffiti as "a symbol of the times"

He said it was clearly done to coincide with a Macwusa-Gwusa election held at the hall on Saturday to elect a regional executive to promote union unity

People who live near the hall said they saw white men paint the words on the walls

"According to people who saw them, there were about four white men They

were driving a yellow Cressida car at about 1am on Saturday," Mr Kobese said

Some of the writing was removed by Community Council workers yesterday

In his statement Mr Kobese said "It is an indication of the uneasiness and doldrums of frustration our enemies are in because of our progress with the struggle for liberation To me this character assassination is not new after the blast at my home at dawn on January 12, 1981, following five consecutive nights of harassment"

Star (4/1/87)

Poaching charge as food union chiefs quit

By Tony Davis,
Labour Reporter

A major row has broken out in the Food, Beverage Workers Union.

At a national meeting of the union in Johannesburg on Saturday, seven of the nine national council members walked out and an interim committee of five was formed.

The row is believed to have been sparked by the loss of members to other unions on the East Rand and Pretoria.

Mr James Mndaweni, chairman of the new committee, said national council members had not adhered to the union's constitution and had not issued financial statements or minutes.

The new committee is to run the union's affairs until an election can be held.

Among those who walked out of Saturday's meeting were FBWU president Mr L M Khwemthini and secretary Mr Skakes Sikhakhane.

Last week Mr Sikhakhane issued a statement accusing other emergent unions of poaching FBWU members.

Yesterday former FBWU members who now belong to the rival Sweet, Food and Allied Workers Union, said in a statement that they had left the FBWU because its leadership had failed to keep them informed and had not held report-back meetings.

● The Council of Unions of South Africa is investigating the row.

President walks out of union conference

Sowetan
14/6/83
139

By JOSHUA RABOROKO

SEVERAL senior officials of the Food and Beverage Workers' Union of South Africa walked out of the union's national conference at the weekend in a move that might have far reaching results.

The executives, including Mr J Kwelendeni, walked out after having been accused of not adhering to the union's constitution inter alia failing to produce a financial statement.

In a dramatic move the more than 2 000 delegates resolved to suspend the duties of the executive members and elected an interim committee which will represent their more than 8 000 members until new elections are held soon.

The chairman of the interim committee, Mr J Mdaweni, told The SO-WETAN yesterday that the remaining delegates

at the conference resolved to continue the union's activities unabated.

The officials were accused of not producing an audited financial report since the unions' formation in 1979, not attending to problems in the East Rand and not sending minutes to all regions.

The remaining members also resolved to vacate ipso facto the seats

of all the executives and "we shall henceforth investigate all the malpractices of the past national council"

The union, which is an affiliate of the Council of Unions of South Africa (Cusa), recently accused a Federation of South African Trade Union's affiliate of "poaching its members"

"The executive has been accused of most serious offences which we do not take in a light vain. If our investigations come true, strong measures will be taken,"

Mr Mdaweni said.

He urged members not to despair but should contact leaders in their regions for information on the suspended members



The South African Mining Industry entered a new era in industrial relations during the weekend when the Chamber of Mines of South Africa agreed to recognise and negotiate with a trade union for black mineworkers, the National Union of Mineworkers.

Signing the agreement in Johannesburg were Mr Colin Fenton, vice president of the Chamber and Mr James Motlatsi, president of the union. The agreement set out the procedures which the chamber and the union will adhere to in their dealings with each other. Until recently there had been no black trade unions in the mining industry since the mid-1940's

Unions clinch deals with employers

THREE trade unions have made agreements with local employers in Johannesburg during the past week.

The Chamber of Mines agreed to negotiate with a black trade union, the National Union of Mineworkers (Num), on wages and conditions of employment for a number of occupations on eight gold mines. An agreement setting out the procedures which the Chamber and the union will adhere to in their dealings with each other was signed by representatives of the Chamber, headed by Mr C T Fenton, vice-president, and Mr James Motlatsi, president of Num.

Until recently there have been no black trade unions in the mining industry since the mid-1940s. Num was formed in August last

year and was granted permission by the Chamber to recruit members on all its gold mines. In terms of its agreement with the chamber, the union will now be in a position to negotiate wages and conditions of employment for the occupations on the eight mines for which it has been recognized.

The chamber had agreed to extend the recognition agreement to cover additional occupations on the eight mines. It was also agreed that when the union's membership increases it will become representative of members on the other mines.

The gold mines involved up to date are Elandstrand, Kloof, President Brand, Vaal Reefs (two divisions),

and Western Holdings (three divisions).

At Steeledale in the East Rand, the Metal and Allied Workers' Union (Mawu) signed a procedural agreement with the small parts subsidiary of a Group 5 company, Reliable Products. The agreement covers negotiations on wages, working conditions, and disciplinary and grievance procedures. A retirement procedure was also agreed upon by both parties.

The Food and Beverages Workers' Union also signed a recognition agreement with the management of Premier Milling, Newtown branch. It provides for wage negotiations and access of union's officials to the plant.

By MONO BADELA

Printing dispute has not yet been resolved

The dispute between the management of The Star and the Media Workers Association of South Africa (Mwasa) has not been resolved to the satisfaction of both parties

This was announced yesterday by Mr H W Miller, chairman of the standing committee of the National Industrial Council of the Printing and Newspaper Industry, in the following statement

"The standing committee of the National Industrial Council of the Printing and Newspaper Industry of South Africa met on June 14 in an effort to resolve a dispute between 209 ex-employees of The Star who are members of the Media Workers Association of South Africa on the one hand, and The Star on the other hand

"The dispute was referred to the council in terms of section 43 of the Labour Relations Act 1956. It follows an alleged unfair labour practice on the part of The Star

"The committee regrets that it has been unable to settle the matter to the satisfaction of both parties

"It is, however, satisfied The Star did not act irregularly in relation to the dismissal of an ex-employee, Mr Oupa Msimang. The committee is of the opinion that Mr Msimang had been given a final written warning before committing the alleged offence in question and that his case had been handled fairly and judiciously on appeal

"The committee is also satisfied The Star did not act irregularly in regard to its refusal to recognise the further validity of the contracts of employment of those employees who had either gone on strike or, alternatively, had stopped working as a result of the dismissal of Mr Msimang

"However, the committee recognises that certain employees who have been dismissed may not, in fact, have stopped working but may, for one reason or another, have been unable to report for duty. The South African Typographical Union has reserved the right to make representations to The Star management on behalf of these persons"

(139)

~~Sowetan~~ Sowetan 16/6/83

Mine wages under focus

WAGE negotiations between the Chamber of Mines and the 20 000-strong National Union of Mineworkers (Num) representing black workers in the industry which is the cornerstone of South Africa's economy, resume in Johannesburg today.

The negotiations, which started this week, are historic in that for the first time blacks will make representations, instead of being unilaterally set by the chamber

The talks take place after a "cold war" between the chamber and Num following wide-ranging demands by the union for a 30 percent pay rise and the scrapping of race discrimination at all mines.

The chamber rejected the union's demands as "totally unrealistic" This reaction came after the two parties had signed a recognition agreement

Sources say these negotiations are essential as employers are aware of the fact that wage disparity between different mines have in the past contributed to labour unrest

Num's general secretary Cyril Ramaphosa told The SOWETAN yesterday that the union also demanded that the wage gap between races be narrowed

Num won the right of collective bargaining with the chamber when it was granted recognition at eight mines recently

Black unions and 'change'

Cape Times
17/6/83
139

Staff Reporter

RADICAL change in South Africa was highly unlikely to be caused by black trade unions, in spite of the general concern over unions "getting into politics", Mrs Kate Jowell, assistant director of the Graduate School of Business at UCT, said yesterday. Addressing the President 100 Club at the President Hotel in Sea Point, Mrs Jowell said many blacks saw our political system as "something for whites" and synonymous with apartheid.

Whites knew this — hence the fear that blacks would try to change it for a Marxist system and that they would use "one of the few legitimate and credible institutions available to them", the trade union, to achieve this.

Few organized

It was suggested that trade unions may call a general strike on the issue of influx control, or force employers to flout the law. But relatively few eligible black workers — roughly 10 per cent — were organized.

The one general union that would unite the working class in the cause of change was a pipe dream, she said. "Few working people are daft enough to make grand gestures in a world of massive unemployment and in a world where tough management and police action is still the norm."

The strikes of the past three years had been concerned mainly with "bread-and-butter" issues.

'Need each other'

However, businessmen were now being forced to bargain collectively with black unions. This forced people of different races to work out common problems and to search for ways to accommodate each other. They were beginning to realize that they needed each other.

"If these kind of changes in attitudes take place in the workplace, they cannot but bring about changes in the wider society and some pressure on our political institutions."

Union is founded for garage attendants

Labour Reporter

Jan 16/83
The National and General Workers Union, a Pretoria-based organisation, has formed a trade union for garage attendants.

The Petroleum, Garage and Allied Workers Union will be run by Mr Solly Masemole, an NGWU official. A union spokesman said the new union was needed to fill a demand by unorganised workers at garages across the country.

The National Productivity Institute (NPI) has drawn up a draft code of practice to professionalise training methods in South Africa. The code will be reviewed by the South African Society for Training and Development when it meets at its first annual congress in August.

An NPI statement said there was a need to reach an acceptable standard of professionalism in training through a set of realistic standards. This would help the country's economic growth, the statement said.

Black mine union wins pay rise

By Tony Davis,
Labour Reporter

The historic wage talks between the Chamber of Mines and the National Union of Mineworkers ended last night with the Chamber granting increases for black miners ranging between 13,9 percent and 15,7 percent.

The union's general secretary, Mr Cyril Ramaphosa, said they were generally pleased with the increases as they met the current inflation rate

The chamber had committed itself at yesterday's talks to do away with racial discrimination in employment practices on the mines, Mr Ramaphosa said

The chamber also granted

wage increases to some 460 000 non-union black mineworkers in the gold, platinum and copper mines which amounted to about three-quarters of the 12 percent increases they received in 1982

The new minimum rates come into effect on July 1. Last year's increases saw labour unrest at numerous gold mines as black miners protested "too small" increases

IMMEDIATE

The NUM only last week won recognition from the Chamber at eight gold mines and entered into immediate negotiations with the employer body

Also involved in the wage talks for the first time was the Federated Mining Union which jointly negotiated the increases with the NUM

Mr Ramaphosa said the main

problem with the talks was that there was not enough time to fully debate working conditions

He said the chamber had committed itself to enter immediately into further negotiations on issues which had no cost factor. Any issues with cost factors could also be negotiated but only implemented next year

Percentage increases for black mineworkers have usually been higher than annual increases for white miners as the Chamber has been trying to narrow the existing wage gap

White miners last month received an eight percent wage package from the Chamber.

A Chamber statement said the joint union negotiations affected some 6 000 workers in certain job categories at nine gold mines.

Black miners get new deal

Labour Reporter

Last week's wage negotiations affecting about 500 000 black mineworkers saw the Chamber of Mines enter into such talks for the first time with black-member trade unions

The National Union of Mineworkers and the Federated Mining Union jointly negotiated wage increases for 6 000 miners at nine gold-mines

While the numbers are small in proportion to the industry, it was an "historic first" as the chamber had always in the past unilaterally announced annual wage increases for black miners

The NUM won recognition from the chamber the previous week and faced several days of hard negotiations to make

Star 20/6/83
139
its presence felt. The union announced a 80 percent wage demand, which the chamber had said was "unrealistic"

The NUM was joined in the talks by the smaller Federated Mining Union, which originally was founded for coloured miners by the SA Boilermakers Society several years ago. The FMU recently extended its ranks to include black mineworkers

NUM and FMU members — as well as non-union miners — won increases roughly amounting to three quarters of the increases handed out in last year's wage package

All black miners will receive the same monetary increases in each of the job categories as a result of last week's negotiations

The NUM said the chamber had committed itself to removing racial discrimination in employment practices on the mines. This concession was a considerable one

A chamber statement said the general increases for black mineworkers were effective from July 1

The NUM, with a membership of about 25 000, is the largest of the new unions. Though this is a fraction of the 465 000 black miners in the industry, it is a significant start, taking into consideration that the union has been in existence less than a year

The NUM's general secretary, Mr. Cyril Ramaphosa, said negotiations would take place soon with the chamber on working conditions at the mines

~~SMALL~~ ~~den~~ in the closed shop was achieved last week

ROM

139

Paper giant Nampak has successfully applied to the printing industrial council to have black workers at three of its plants who do not want to belong to Tucsas SA Typographical Union exempted from the closed shop

20/6/83

The workers concerned have already joined an emerging union

But although this move could act as something of a precedent it hardly spells the end of the closed shop

The printing exemption was only granted on condition new black workers at the plants be forced to join SATL

Many councils still oppose any requests for exemption from the closed shop And the Government still backs the practice

While many established unions still cling to the closed shop as their only means of gaining black members most employers say they are against it

But employer opposition always seems to ignore one crucial factor — that there would be no closed shops if employer associations did not negotiate them with unions on councils

If employers are against minority unions forcing workers to join them they can simply refuse to negotiate further closed shops

D. Dispatch 2/16/83

Mwasa supported

JOHANNESBURG — dependent on the 209 "

Some members of the Passengers and Buyers Movement of South Africa (Pabumsa) held a protest demonstration outside the offices of the Media Workers Association of South Africa (Mwasa) in Johannesburg yesterday

Placards were displayed during the demonstration as a protest against a decision by the management of "The Star" newspaper to dismiss 209 of its black workers

Two of the placards which referred to The Star as "Mr Star" said "Please reinstate 209 workers, Pabumsa and black readers" Also "Please think of those

Pabumsa's organiser, Mr Godfrey Matsepe, said during the demonstration yesterday his group would consider encouraging blacks to stop buying copies of The Star if the sacked workers were not eventually reinstated

It was previously reported the workers were sacked earlier this year after they had allegedly refused to resume duties unless a colleague who had already been sacked was reinstated

Meanwhile, the dispute between management of The Star and its former employees will be heard in the Johannesburg Industrial Court today — DDC

RAND DAILY MAIL, Tuesday, June 21, 1983

Key advance for OK's working mums

By STEVEN FRIEDMAN
Labour Correspondent

THE Commercial, Catering and Allied Workers Union (Cawusa) has been recognised by OK Bazaars — and the two sides have also signed a ground-breaking maternity agreement believed to be the most generous yet negotiated by an emerging union

The maternity agreement has been described as a key advance for working women's rights

The signing of the OK agreement gives Cawusa, which is also recognised by Woolworths and Edgars, a further important bargaining foothold in the major chainstores

A key feature of the maternity agree-

ment is that it applies to all OK women employees of all races. This means, according to Cawusa general secretary Mrs Emma Mashinini, that a union representing black workers has managed to win a major advance from which white workers will benefit

"The days when we relied on the crumbs from negotiations between white managements and white unions are over," Mrs Mashinini said

Mrs Mashinini said that three agreements between the union and OK, covering recognition, maternity and time off, were signed on Friday

The recognition agreement gives the union wage bargaining rights, a retrenchment procedure, access to company premises and allows for the recognition of Cawusa shop stewards

It applies to any store where the union

has majority membership

But Mrs Mashinini described the maternity agreement as "by far the most important of the three"

This applies to any worker who falls pregnant three months after beginning work at OK or thereafter

Workers will be entitled to up to a year's maternity leave and will be guaranteed a job when they return

In many companies, workers who leave to have a baby must resign and are not guaranteed re-employment

Mrs Mashinini said workers on maternity leave would still be entitled to OK staff discounts, some medical aid facilities, and pension rights

On their return, these workers would benefit from any pay increases negotiated or awarded for their jobs

5 000 miners laid off as recession hits Amcoal

139
21/6/83
135

By BRENDAN RYAN
ANGLO AMERICAN Coal Corporation laid off 5 000 workers from its collieries in 1982 and about half of them were placed by the group in other jobs

Amcoal was hit by the depression in world and domestic coal markets as well as domestic steel markets in 1982 and was forced to close several collieries

The chairman, Mr Graham Boustred expects lower earnings in the current financial year than the R113 444 000 attributable profit in the year to March 31

Many of the jobs lost are not likely to be replaced when conditions improve as Amcoal has mechanised more of its operations

Amcoal no longer supplies coking coal to Iscor from its No 5 seam mining operations. The Main section of Springbok and the Navigation section of South African Coal Estates were closed last October

Springbok's Hope Section was closed at the end of May this year

Mining of metallurgical coal from the No 5 seam section of Bank was reduced to a single-shift operation in mid-1982 because of depressed conditions in the ferroalloy industry

Coke production from Vryheid Coronation is to be phased down over the next few months and the long-term position of the mine is under discussion

The reduced demand for anthracite coal both in South

Africa and on world markets forced Amcoal to close Balgrav colliery in February this year and Natal Anthracite is now the group's only producer of anthracite coal

Coal sales by the Transvaal Coal Owners Association to the South African market dropped to 17 900 000 tons in 1982 from 19 200 000 in 1981, and are expected to fall to about 16-million tons in 1983

Amcoal also had to reduce output from some collieries supplying Eskom in the second half of its financial year to March

Mr Boustred says in his annual review "Collieries supplying coal to Eskom for power generation are expected to remain at lower levels of output throughout the current financial year

"An unknown factor is the possible change in the pattern of power station burning which may have to be brought about by Eskom as a result of the serious water shortage now being experienced

"In spite of the planned commissioning of three large new projects later in the 1980s it is unlikely that the group will return to previous employment levels for some years, as the collieries closed were extremely labour-intensive, hand-got operations"

Amcoal's managing director, Mr David Rankin, says the average number of employees on group collieries in 1982 dropped to 21 289 from 22 860 in 1981

The number of colliery employees in Amcoal peaked at 24 743 in 1977 but dropped to 17 863 in March 1983

He says it is expected that trade unions will represent black employees at wage negotiations in 1984

"Three unions, the National Union of Mineworkers, the Federated Mining Union and Black Mineworkers Union, have been granted access to mine property for the purpose of recruiting and other unions have requested access

"Discussions are being held with the Underground Officials Association regarding the possible cancellation of job determination No 27 which provides for the reser-

vation of positions of surveyors, samplers and ventilation officials exclusively to white employees

"The agreement sought would provide for the appointment of these underground officials irrespective of race but with certain safeguards guaranteeing the interests of members of the association

"The implications of this development for non-racial manning are encouraging as also are discussions with the SA Boilermakers, Shipbuilders and Welders Society regarding the issue of licences of exemption to semi-skilled employees for certain specified work, and for the introduction of operators into semi-skilled positions

~~24~~ Jan 24/6/83 ~~24~~ (39)

NUM has bright start with 25 000 members

Labour Reporter

Although not yet a year old, the National Union of Mineworkers (NUM) has already made an impact on the mining industry

The union can claim a membership of only about 25 000 in a 465 000-worker industry but this represents a significant breakthrough

The NUM made mining history earlier this month when it concluded a recognition agreement with the Chamber of Mines for members at eight gold mines, and a week later entered into joint negotiations with the Federated Mining Union and the Chamber for 1983 wage increases

It was established late last year at an annual conference of the Council of Unions of South Africa (Cusa) and Mr Cyril Ramaphosa was chosen as

NUM's general secretary

The next step for the union, now that the difficult matters of recognition and wages had been settled, was to consolidate its gains at mines where the agreement applied, Mr Ramaphosa said

The union needed to train shop stewards who would then organise miners and educate them in their basic rights.

The Chamber of Mines was a tough employer, Mr Ramaphosa said, but the NUM won a commitment from it to do away with elements of racial discrimination in employment practices on the mines

"We also told the chamber we wanted to negotiate issues such as working conditions which we were unable to discuss last week because of the short-

age of time"

The chamber had agreed to discuss non-cost issues and come to terms, while those issues that had a cost factor could be discussed now though agreement would be deferred to next year.

After several days of negotiation last week the Chamber of Mines announced increases for the industry's 465 000 black miners

They are about three-quarters of last year's and take the form of monthly monetary rises for the eight different job categories

The increases range from R15 to R50 for surface workers and R18 to R57 for underground workers.

Reports in The Star giving various percentage estimates were inaccurate

Increases for black miners

After several days of negotiation last week, the Chamber of Mines released its increases for 465 000 black miners 22/6/83

The increases represent about three-quarters of those paid to black miners last year. Workers in the eight different job categories will receive monthly increases.

These are different for surface and underground staff and range from an additional R15 to R50 for surface workers and R18 to R57 for the underground staff.

Reports in 'The Star' giving various percentage estimates were inaccurate.

Harassment of unions has industrialist worried

By Sheryl Raine,
Pretoria Bureau

SAW 24/6/83
Despite Government policies guaranteeing the freedom of association to trade unionists, Security Police harassment of union officials continued to make trade union activity highly risky for those involved, a labour seminar heard in Pretoria yesterday

139
Mr Theo Heffer of Grinaker Holdings, one of several experts at a Unisa seminar on industrial relations, questioned the Government's acceptance of its own policy of freedom of association

"The Department of Manpower has a policy which states that all workers have been given the freedom of association," Mr Heffer said

However, judging by widespread Security Police harassment of trade unionists there appeared to be a contradiction within the Government

Mr Heffer questioned whether the Government in general had accepted the Department of Manpower's assurances on the freedom to associate

The Government, he said, was quick to publicly condemn unionists who had allegedly engaged in non-union activity

Nineteen such unionists were simultaneously detained in 1981, with Government denunciations about their behaviour

"Finally," said Mr Heffer, "of the 19 detained, 10 were released without charge, four were released and then banned without any recourse to the courts, three had charges brought against them which were later dropped, one was charged and acquitted and one died in detention"

Mr Heffer stressed that it was not possible to have a system of industrial relations without freedom of association

He believed that the Department of Manpower had recognised this but that general Government policy did not encompass the department's policies on the issue

Mr Heffer also voiced concern about the confusion being generated by the various divergent policies adopted by the independent homelands

He predicted that with the gradual independence of more of the self-governing homelands, the confusion would become worse

The Ciskei, for example, had adopted labour policies which in principle clashed violently with those professed by South Africa

The homeland had gone so far as to suggest the use of military-type disciplinary camps to correct the behaviour of workers who broke their employment contracts with trade union action.

Mr Heffer urged employers to support the Department of Manpower in its efforts to bring about labour reform.

'White ignorance is causing problems in labour relations'

SAW 24/6/83 Pretoria Bureau

The need to educate predominantly white supervisors and foremen about the legal implications of South Africa's new labour laws and industrial relations policies was pinpointed at a seminar yesterday

Labour relations experts at the seminar on labour issues at Unisa noted with concern the frequency with which legal problems arose in the industrial relations field because of illegal or incorrect action taken by ill-informed supervisors and foremen

Dramatic changes had occurred in the labour relations field in the past 12 years, said Professor Johan Piron of the Unisa School of Business Leadership

New laws had attempted to remove race criteria from the country's labour legislation. As a result, white workers had become fearful and resentful and blacks were increasingly expressing their aspirations

Deprived of the political rights to achieve change and recognition, black workers had inevitably turned to their only means of expressing their growing political aspirations and to achieve change, the professor said

Both black and white worker attitudes, however, had to be taken into account when managing a business

A new need had been created by emergent black trade unions for coherent in-company industrial relations which included the lowest levels of management

"In South Africa we have tended to think that it was not necessary to concentrate on in-company relations for white employees. This will have to change," Professor Piron said

Whites had a number of attitudes which had considerable impact on management and which determined labour climates

Due to sensational and negative publicity in the media, Professor Piron believed the majority of unskilled, skilled and foreman-level whites believed that most emergent trade unions were "big, black and bad"

He did not believe this image was accurate

Whites, he said, also tended to resent managements' readiness to accommodate black workers and tended to put pressure on management to take a hard line stand on trade union action

They also feared unemployment and losing their jobs to blacks

One of the white attitudes which raised the most concern was the refusal by lower and middle management to support top management labour initiatives. In some cases lower and middle management had refused to implement labour relations procedures

Sowetan 23/6/83 (61) (139)

Mwasa wins big battle in Star dispute

IN A MAJOR labour move, The Star newspaper has proposed to reinstate with immediate effect 23 of the 209 members of the Media Workers Association of South Africa (Mwasa) who were sacked following a work stoppage at the newspaper in March.

In a submission to the Industrial Court yesterday the newspaper also proposed to pay severance money to the rest of the members pending a court ruling on the matter

However, the court's president, Mr D Van Schalkwyk, has reserved judgment on the matter

In his submission Mr J L Lazarus for the Argus Company, proprietors of The Star, said that his clients were prepared to re-employ four of the members or alternatively they could take their pensions

The four are Mr John Gabela, Mr Wilson Malibanyane, Mr Alex Mulewa and Mr John Matheo

The newspaper has also offered to pay 19 workers while they are not physically employed by the company in an attempt to alleviate their

By JOSHUA RABOROKO

financial hardships. The rest of the workers will be paid pending the ruling of the court

He said that in the event of the ruling not being in favour of the workers they could benefit from the UIF. He contended that the workers had gone on an illegal strike and as such their dismissal was justified

He also denied that there was any prejudice on the part of the management when dealing with the matter and the company was not economically sound to be able to pay the other workers

The re-employment of the rest of the workers will pose a problem as the company has already employed other workers to replace

them

In his reply, Mr Clive Thompson, for the union, said the management was responsible for the labour dispute and as such should be able to bear the brunt. They were biased and did not give workers full hearing to represent the workers. They did not adhere to the procedural code

His clients, he maintained, have suffered financially as a result of the dispute and could not afford to pay the rent and support their families in these times of recession and high unemployment rate

He demanded that they should be reinstated as this would solve the industrial relations between the union and the management

Mwasa judgment reserved

23/6/83
Labour Reporter

Judgment was reserved in yesterday's Industrial Court hearing between The Star and the Media Workers' Association of South Africa (Mwasa).

An attempt to settle the dispute before the court opened failed when Mwasa applicants turned down management's offer.

During the two-day hearing the 162 union applicants have been seeking reinstatement under section 43 of the Labour Relations Act.

Advocate J L Lazarus, for The Star, said the newspaper was willing to pay R73 800 in severance pay to 139 former employees who had more than five years of service before their dismissal in March as a result of a strike.

The payouts would be determined by length of service and would range from R300 to R2 000. Other applicants would receive R250 in severance pay, he added.

Mr Clive Thompson, for Mwasa, said that while the former employees were interested in obtaining some form of interim relief their ultimate goal was reinstatement. The Star's management was responsible for having taken on a new workforce and would have to dismiss them and reinstate the 209, Mr Thompson argued.

Mr Lazarus said the dismissal of the new workforce would cause further industrial unrest. It was within management's prerogative to have dismissed the 209.

The Star offered to reinstate workers who had very long service with the paper.

Mr Thompson said the union's case rested on the argument that workers downed tools because management had abused their contractual rights.

Mr Lazarus said the applicants had chosen a bad case to argue in the dismissal of Mr Oupa Msimang and had tried to build a good case around it.

Manifesto under attack

THE ADOPTION of a manifesto by a conference convened by the National Forum Committee (NFC) in Hammanskraal recently, took a dramatic turn yesterday when two leading trade union and two student organisations said they disassociated themselves from it.

In a joint statement released to The SOWETAN the South African Allied Workers' Union (Saawu), General and Allied Workers' Union (Gawu), Cosas and Azaso, said they could not be party to the adoption of the manifesto because they were still committed to the Freedom Charter.

"We reiterate our uncompromising commit-

ment to the historic Freedom Charter as the only democratic document drafted in the history of the liberation struggle.

"The Charter stands out from all other alternatives for change in South Africa, not only because of the manner in which it came into being, but also because of the demands reflected in it.

"It can, therefore, never be substituted without the will of the majority. Any attempt by an individual or group to discredit or undermine it can only be seen as an act of betrayal to the aspirations of all the people of South Africa," the statement ended.

SOWETAN 24/6/85

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UNIONS

151
139
71
Organising stores

Recognition agreements achieved in recent weeks by the Commercial, Catering and Allied Workers' Union (Ccawusa) testify to the union's strong growth. Total membership is now about 30 000, having increased by some 10 000 during the past year, according to the union's general secretary Emma Mashinini.

This month Ccawusa has signed recognition agreements with Woolworths and OK Bazaars. Of particular interest is the generous maternity leave agreement concluded between OK and the union. Workers will be allowed to take up to a year's maternity leave — and will be guaranteed a job when they return.

Ccawusa also has recognition agreements with Edgars and Allied Publishing. Mashinini says the union is strongly represented at CNA, Checkers, Makro, 3M SA and Gallo, and is confident of being formally recognised by these companies during the coming year.

A singular feature of industrial relations in SA in the past year has been the growing militancy of black workers in the retail trade. Indeed, Mashinini attributes Ccawusa's growth to "the awareness of the

workers themselves and their willingness to stand up for their rights. Workers made life easy for the union by organising themselves."

Like many other black unions which have grown rapidly in recent years, Ccawusa has suffered from a shortage of experienced and adequately trained administrative staff. It has also been hit by the detention of some of its leaders. However, the union now appears to be creating an effective administrative structure. Not only will this result in better service to union members, but it will obviously also provide a stable foundation for further growth.

Ccawusa's constitution restricts its membership to black workers. However, it seems likely that workers of other race groups may be attracted to the union as it achieves gains such as the maternity leave agreement. Will it be willing to change its constitution and accept them as members?

"That is a matter which will have to be decided within Ccawusa," says Mashinini. She does, however, point out that the union has agreed to take part in unity talks being held among emerging unions — some of which have members of all race groups.



Mashinini ... recognition agreements signed

Financial Mail June 24 1983

Matter of fact

THE story about the Mwasa dismissals which appeared in yesterday's SOWETAN created a wrong impression.

The headline, 'Mwasa Wins A Big Battle in Star Dispute', was misleading, and so was the opening phrases of the story "In a major move"

An offer was made to reinstate just over 10 percent of the dismissed workers — and of those, only four physically. This cannot be construed as "Mwasa wins a big battle" or "a major move"

This conciliatory step by The Star was in respect of a small percentage of workers to whom the newspaper was prepared to give the benefit of the doubt over participation in an illegal strike on March 24 and 25

The Star did not say

that all four of the physically reinstated workers could take their pensions as an alternative. Only two of the four qualify. The names of the workers listed were also wrong. The right names are Mr Wilson Magwanyane, Mr Alex Mokoena, and Mr John Matseu

The newspaper did not offer to pay the other 19 "in an attempt to alleviate their financial difficulties", but decided to give them the benefit of the doubt. No severance money was proposed to the rest of the members "pending a court ruling on the matter". They will be paid only if the court does not reinstate them

Finally, the newspaper did not say "the company was not economically sound to be able to pay the other workers"

Workers want jobs back at The Star

Labour Reporter
27/6/83

Former employees of The Star took the newspaper to the Industrial Court yesterday to try to win reinstatement under section 43 of the Labour Relations Act.

The 209 workers were dismissed in March after refusing to stop striking in protest over a colleague's dismissal.

The Media Workers Association of South Africa argued that The Star dismissed the workers because it wanted to "smash" the union.

Counsel for The Star said there was no bias against union members during the dispute and that management was within its rights to dismiss the workers.

Mr Clive Thompson, on behalf of the applicants, said The Star management had ignored disciplinary procedures in Mr Oupa Msimang's dismissal and had stopped union officials helping him.

The sacked workers constituted the bulk of Mwasa membership at The Star and by dismissing them the newspaper intended to smash Mwasa, he said.

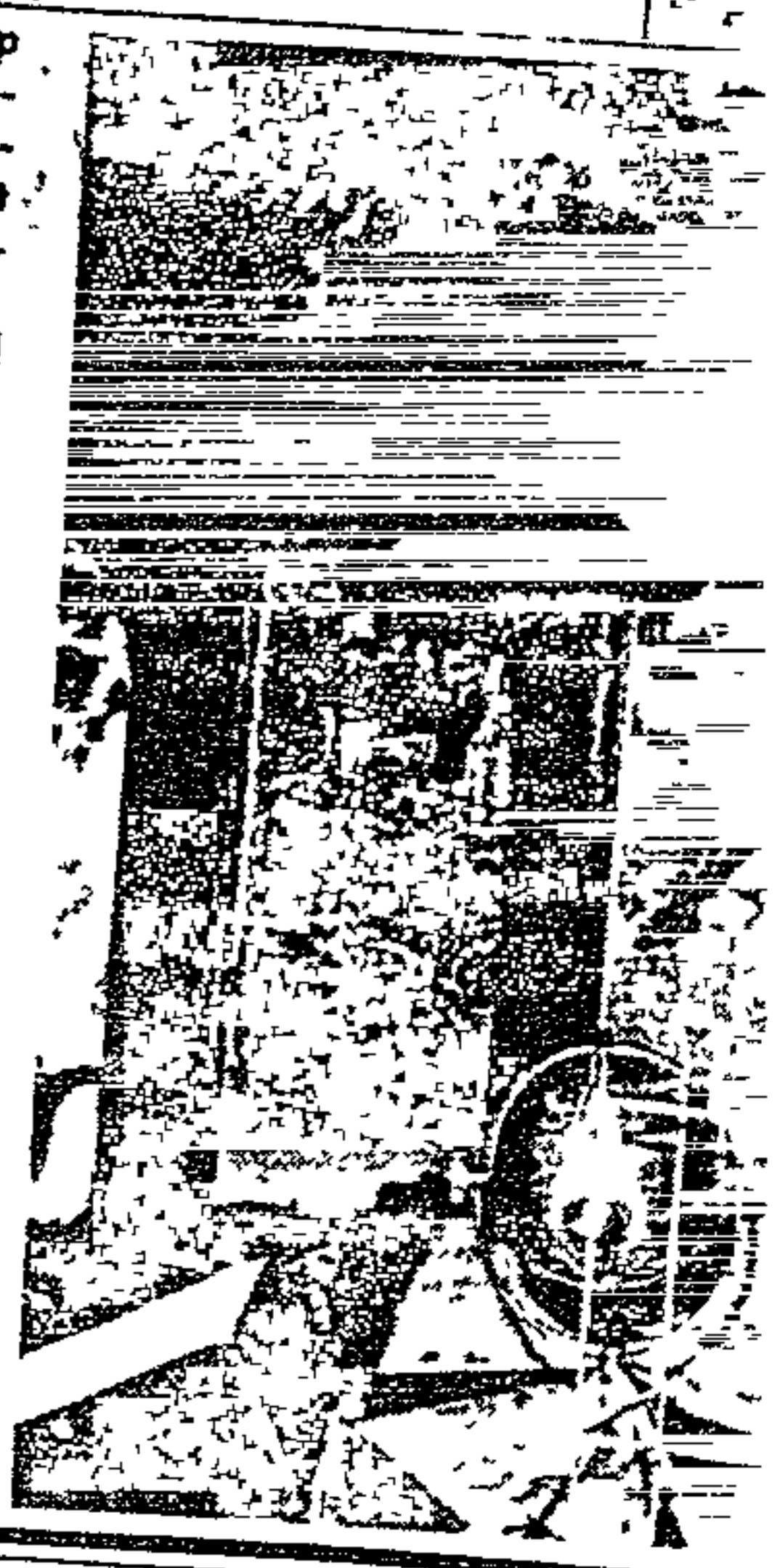
Advocate J.L. Lazarus SC, representing The Star, said no one had raised such points at the time of the dispute.

Arguments that The Star had failed to follow proper disciplinary procedure had no substance and there was no bias against union members as had been suggested.

The workers' failure to respond to management's call to return to work was cause for dismissal, he said.

The case continues today.

Fire gutted a gift shop and a luggage and leather goods shop at Highpoint in Hillbrow last night causing damage estimated at more than R50 000. The fire started shortly before 9 30 pm in the shop on the Kotze Street level of the complex. Eyewitnesses said they heard a small explosion and others said they had seen a heater which had apparently set the carpet alight. Amid the piles of rubble in the gutted gift shop, two firemen damp down the walls to prevent the fire from spreading to neighbouring shops. An unidentified woman was overcome by smoke and was found lying in a basement by firemen. She was taken to the Hillbrow Hospital. Patrons of the Highpoint cinema were evacuated.



Sauna girl tells of 'fire'

A former sauna attendant yesterday told a Johannesburg magistrate she was ordered by her employer to pay him back R1 500 after she had been sacked.

Miss E Stewart (22) was giving evidence for the State in the trial of four people who have pleaded not guilty to keeping a brothel at the Elegance Sauna in Union Centre, Harrison Street, Johannesburg.

They are Mr Carlos Alberto Pires (39), of Ansel Road, Rewlatch, Miss Yvette Rosamond Weeks (23), of Lily Road, Berea, Mrs Cornelia Alberta Taylor (26), of Kruis Street, Johannesburg, and Mrs Muriel Colominas (34), of Royal Ascot Road, Judith's Paarl.

Miss Stewart said she was employed by Mr Pires in June last year and during the interview he told her

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Fund for waifs' hc

By Yussuf Nazeer

The Johannesburg Child Welfare Society's Onthandweni Home fund-raising barometer has risen from R50 000 to R50 885.

Star readers sent in amounts of R365, R300, R200 and R20 to boost the fund towards its R110 000 target and July 1 deadline.

The money will build cottages for abandoned and homeless black children in Soweto's Mofolo South.

An appeal to Soweto's schoolchildren and their parents to give 20 c to the "Donate-a-brick" fund has also been launched by the society's public relations director, Mrs Anne-Lee Wates, and Soweto director Mrs Shirley Lesu. The money will go towards buying bricks, cement and other building materials.

Mrs Wates said the following collection points had been set up for Soweto's citizens.

● YWCA Zenzele, Dube

● Donald Centre, G

● Self Hel general Parlo

● Ranthol sane

● Family Centre, 49 Street, Joh

● Carlton Johannesburg

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THE industrial court last week heard argument which, if upheld, would curb employers' ability to fire strikers en masse

In a case between the Media Workers Association of SA and The Star newspaper, MWASA argued that it was not illegal for workers to stop work in protest at a unilateral change in work conditions by an employer

Its lawyer said court decisions had ruled that such a stoppage would be a lock-out, not a strike

This would have special relevance where a union and employer entered into a recognition agreement. If an employer breached the agreement unilaterally, workers would

139 37 ~~137~~
~~258~~
**Ccawusa gains
 in stature**

BLACK shopworkers' union Ccawusa is establishing itself as a permanent fixture on the bargaining landscape.

It has now been granted recognition at Edgars, OK Bazaars and Woolworths. Further agreements with other major stores and with companies in other areas of commerce may be due soon.

The OK agreement is the union's most significant thus far, including as it does a maternity agreement which is a major advance for working women's rights.

At a time when most companies still insist women resign from their jobs to have children, the agreement allows up to a year's maternity leave and other benefits for women who leave to have babies.

These agreements are a sign not only of Ccawusa's growing presence in the trade, but of the willingness of big employers to reach an accommodation with it.

The maternity agreement raises one other issue: white women will benefit from this advance, which was negotiated by a black union.

This confirms a trend which has been noticeable for some time. Mainly black unions are raising issues that established unions have generally ignored.

In some cases these affect black workers only, but in key areas — like retrenchment — they are of direct concern to some white workers too.

In these areas, black unions are setting an agenda from which white workers also stand to benefit.

Labour



Week

By **STEPHEN
 FRIEDMAN**

Workers clinch big deal

THE Commercial, Catering and Allied Workers Union (CCAWU) of South Africa's membership has increased from 10 000 to 30 000 in the past year — indicating that the union is growing from strength to strength.

According to the union's secretary Mrs Emma Mashinini, recognition agreements signed by the union and managements in recent weeks also testify to this fact

Ccawusa has signed

recognition agreements with Woolworths and OK Bazaars, the most significant being the one at Ok Bazaars where a generous maternity leave agreement was concluded between the union and management this month

In terms of the agreement, workers will be allowed to take up to 12 months maternity leave — thus guaranteeing them a job when they return

Mrs Mashinini said the agreement was a ma

ajor breakthrough in that women would no longer lose their jobs and other benefits after giving birth

The agreement also states that women will not be given "tough tasks" or jobs that will be a "danger to their lives" while they are pregnant

The union has recognition agreements with Edgars and Allied Publishing and is due to conclude other agreements at CNA, Checkers, Makro, 3M SA and

Gallo

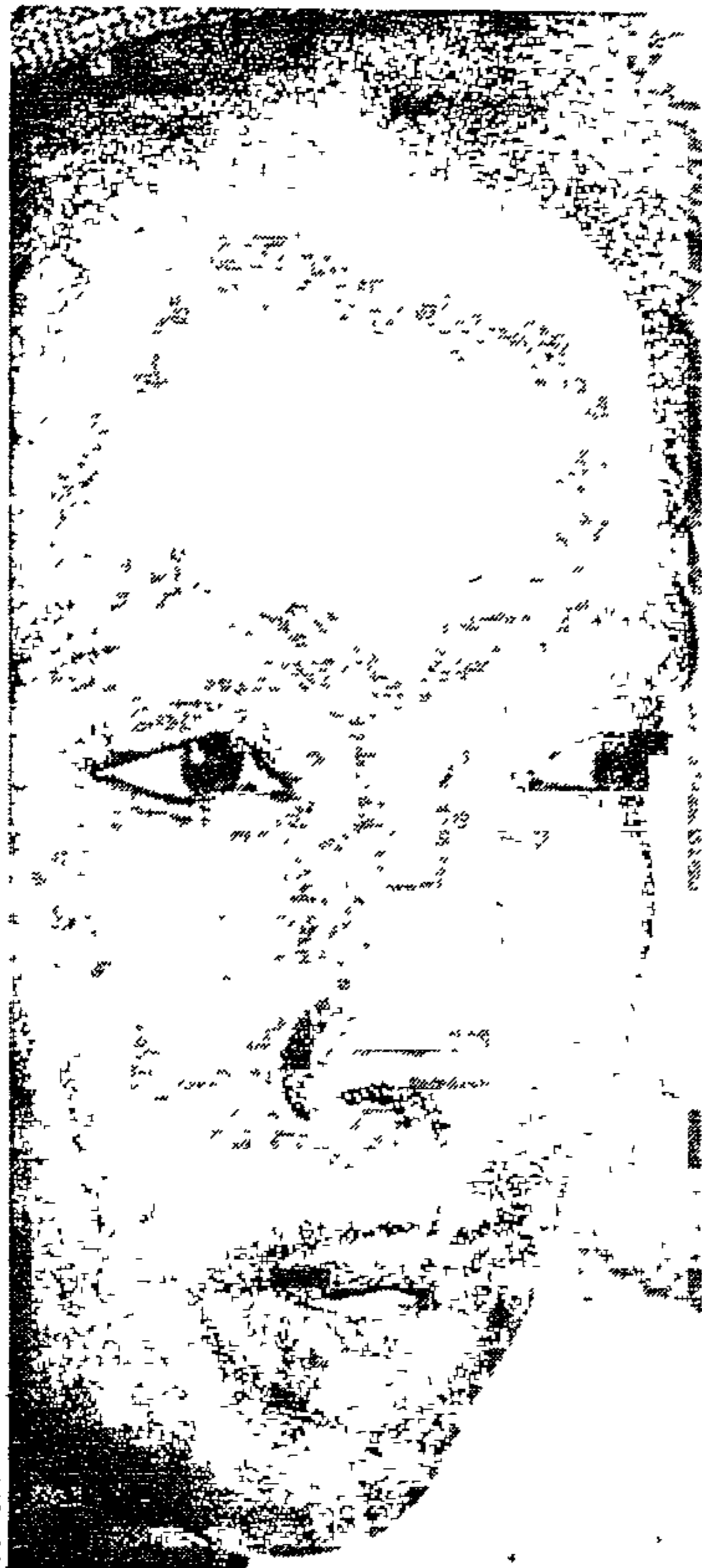
"We hope we shall be recognised at these companies so that we can represent our workers fully," Mrs Mashinini said

A significant feature of industrial relations in South Africa's retail trade has been the number of labour unrests which hit companies such as Woolworth and OK Bazaar last year.

Mrs Mashinini said that workers' willingness to fight for their rights has played a vital role

Maternity benefits

Union wages war
for working women
— and wins



• Emma Mashinini.

A historic agreement concerning maternity benefits for women was reached between the Commercial, Catering and Allied Workers Union of South Africa (Ccawusa) and OK Bazaars last month

In terms of the agreement, workers will be allowed to take up to 12 months maternity leave — thus safeguarding their jobs when they return

Ccawusa, which has a large female membership in department stores and other retail establishments, found that pregnant women suffered particularly from discrimination in the work place

Problems and hardships experienced by the union's members, were, among others, that pregnant women usually lost their jobs. They were unlikely to get back the same job or even a job in the same company

If they were re-employed, they usually suffered a drop in salary or position. Their absence while they had children was treated as broken service, and they received no wage increase that usually goes with length of service.

When allocating work, management did not consider the physical needs of a pregnant woman. Even women in advanced stages of pregnancy were often moved off the shop floor and into less visible positions

like warehouses which usually require heavier work in unhealthy conditions

The Shops and Offices Act states that shops have seats available for workers to sit at 'reasonable intervals'. This regulation is seldom adhered to, and even when pregnant, workers are seldom given jobs with seats

Women also had problems claiming maternity benefits. Pregnant women need to go for check-ups at clinics and managements often do not recognise this need, nor do

By
ZODWA MSHIBE

they count days taken off as sick leave. Women cannot take time off to attend to their children, and no thought was given to breast feeding

The union's secretary, Emma Mashinini said the agreement was a major breakthrough in that women would no longer lose their jobs and other benefits after giving birth.

The agreement also states that women will not be given 'tough tasks or jobs that will be a 'danger to their lives' during pregnancy

"Hats off to Ccawusa," said SACC's Sophie Mazibuko

"I hope people will realise how effective it is to belong to a union and we hope for better things to come," she added

Sheena Duncan of the Black Sash said that this was an enlightened ap-

proach which would benefit not only black women

A female journalist said she was thankful to be part of a generation that realised the worth and power of unions.

"Unions are doing wonders. Who would have thought that labourers would be considered, where professionals failed. People should support unions for they will give us a brighter and better working atmosphere. It is time we made employers aware of our economic power and rights and showed them that by granting us those rights, they are not doing us a favour," she said

A community worker with the Domestic Workers and Employment Project (Dwep), Nombulelo Makhubu, applauded the agreement and expressed hopes for the 'forgotten masses' — domestic workers — who have no benefits at all

JOHANNESBURG — Judgement was reserved in Wednesday's Industrial Court hearing between The Star newspaper and the Media Workers' Association of South Africa (Mwasa)

An attempt before the Court's opening to settle the dispute failed after Mwasa applicants had turned down man-

Media dispute resolved soon?

agement's offers

During the two-day hearing the 162 union applicants sought to be reinstated after having been sacked for striking in support of a dismissed colleague

Advocate J L Lazarus for the Star said that the newspaper was

willing to pay out between R300 and R2 000 in severance pay to 139 former workers who had more than five years' of service before their dismissal in March as a result of a strike Other applicants would receive R250 in severance pay

The Star also offered to reinstate some of the applicants who had had very long service at the paper

Mr Clive Thompson for the applicants, said that while the former workers were interested in some form of interim relief, their ulti-

mate goal was physical reinstatement — and the Star would have to get rid of the workers they had taken on as replacements

The union applicants' case rested on the argument that workers had downed tools because management had abused their contractual rights. Mr Thompson said

139 ~~110~~ ~~577~~ C. Herald 2/7/83

Public Servants' League slams State proposals

TO accept the Government's constitutional proposals would be to "participate actively in our own oppression and exploitation," the 26 000-strong Public Servants' League has resolved.

The League's annual meeting in East London

unanimously resolved to reject the constitutional proposals and those organisations who "operate the machinery of oppression"

"It must be clear to all inside South Africa that we stand for a united, free and democratic South Africa in which all can participate in deciding the future

"In our opinion the

President's Council and the present bill before Parliament is designed to 'divide and sub-divide the oppressed and exploited, and maintain them in a condition of oppression,' the League said

They demanded

- a full unqualified political franchise for all South Africans irrespective of sex, colour or religion,

- democratic rights, like freedom of movement, assembly, residence, and speech for all South Africans,

- all discriminatory legislation and job reservation in the public service be scrapped and equal opportunities be given to all,

- a united South Africa and one democratic parliament be based on the will of all the people

"We will work actively with other organisations who believe in the above principles and objectives," they said

Govt plans tough action on unions

PRETORIA — The Minister of Police, Mr Louis le Grange, warned last night of tough action to combat the increasing politicisation of certain areas of the trade union movement

Speaking at an Iscor function in Vanderbijlpark the Minister also warned of the machinations of the ANC/SA Congress of Trade Unions alliance

"What will it help that our sons fight and die on the border if we allow white-anting on the home front and on the factory floor"

What, he asked, should the police do when confronted by the real danger of subversion, infiltration and manipulation of, in some cases, yet unsophisticated trade unions

Urgent attention, the Minister said, was being given to the danger

The aim was clear — to disturb the economy seriously through unrest to an extent that it collapsed, and that the government would be forced to its knees

In the ANC/Sactu aimed to alert the total work force as an important component, and un-

fortunately some people and organisations however well meaning played directly into the hands of the evil alliance, he said

The Minister referred to the outcry over the "so-called" detention and harassing of trade union members, while the fact that the detentions and interrogations without exception had to do with the country's security was lost sight of

He warned that the labour field had been selected as one of the most important, if not the most important, area from which to attack South Africa

"Our enemies know the power and potential of the South African economy, and they realise they would achieve an important victory if they could undermine our economic power"

The trade unions were

being seized on by the communist orientated ANC as an instrument of incitement

The latest indications were that the ANC and its labour wing, the South African Congress of Trade Unions, were intensifying their efforts through the trade union movement, and the non-white workforce

Of significance was that local trade unions and trade union umbrella organisations were similarly busy with unity initiatives, and it could only be hoped they would be alert to a possible ANC-Sactu combination, and the serious danger of revolutionary manipulation

One of the primary cornerstones of ANC/Sactu propaganda was the mobilisation of the workforce in South Africa against the existing order

There were already examples of certain overseas organisations and trade unions making common cause with the ANC and Sactu

The International Labour Organisation was one of these, and its support of the ANC-Sactu was well known

The government was aware, however, of the scheming behind the scenes, and could give an assurance that wherever subversion lurked it would be fought with everything at the government's disposal

Mr Le Grange said although the South African Police refrained from interfering in bona fide trade union affairs it should be realised that it might be necessary when strikes were accompanied by riots, or where lives and property were threatened, for the police to intervene

Labour a target in 'onslaught' — Le Grange

PRETORIA — Labour had been targeted as one of the most important areas for the onslaught against South Africa, the Minister of Law and Order, Mr Louis le Grange, said here yesterday.

"Our enemies know the strength and the potential of the South African economy and they realise only too well that they will score an important victory if they undermine our economic strength," the Minister said.

Mr Le Grange was speaking here at an Iscor function.

He said the International Labour Organisation and other foreign organisations were interfering in the South African situation.

It was a well-known fact, he said, that these organisations associated with and supported the ANC and Sactu.

"The Government is fully aware of the scheming behind the scenes and can

give the assurance that, wherever subversion is involved, it will be fought with every possible means," Mr Le Grange warned.

Although the police — out of respect for the concept of freedom of association in a democratic state — normally stayed out of bona fide trade unionism affairs, they would not hesitate to step in situations involving unrest, he added.

He said it had to be questioned whether the authorities could allow the increasing politicising of the trade union set-up, which would have an adverse effect on the free market system.

Mr Le Grange warned against the danger of subversive infiltration and the manipulation of unsophisticated and naive trade union members.

He added that it was the duty of every employer and worker to ensure healthy labour relations — Sapa

**Checkers staff
still on strike**

Star 4/7/53
Labour Reporter

Black staff at the Kilarney branch of Checkers were still out on strike this morning over complaints against a management official at the store.

About 70 workers began their strike on Friday.

A Checkers spokesman said the company had undertaken to consider the grievances when workers returned to their jobs.

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Reef strikes go on 4/7/83

MORE than 1 000 workers who went on strike at four different factories on the Reef have vowed not to return unless their managements meet their demands today.

And, managements have urged workers to return and open negotiations or be sacked

At D and DH Limited in Cleveland, about 200 workers downed tools on Friday after management refused to meet their demands for an R80 wage increase.

About 200 workers employed by Golf Steel near Katlehong went on strike

after management had refused to listen to their demands for higher pay. Management urged workers to return today

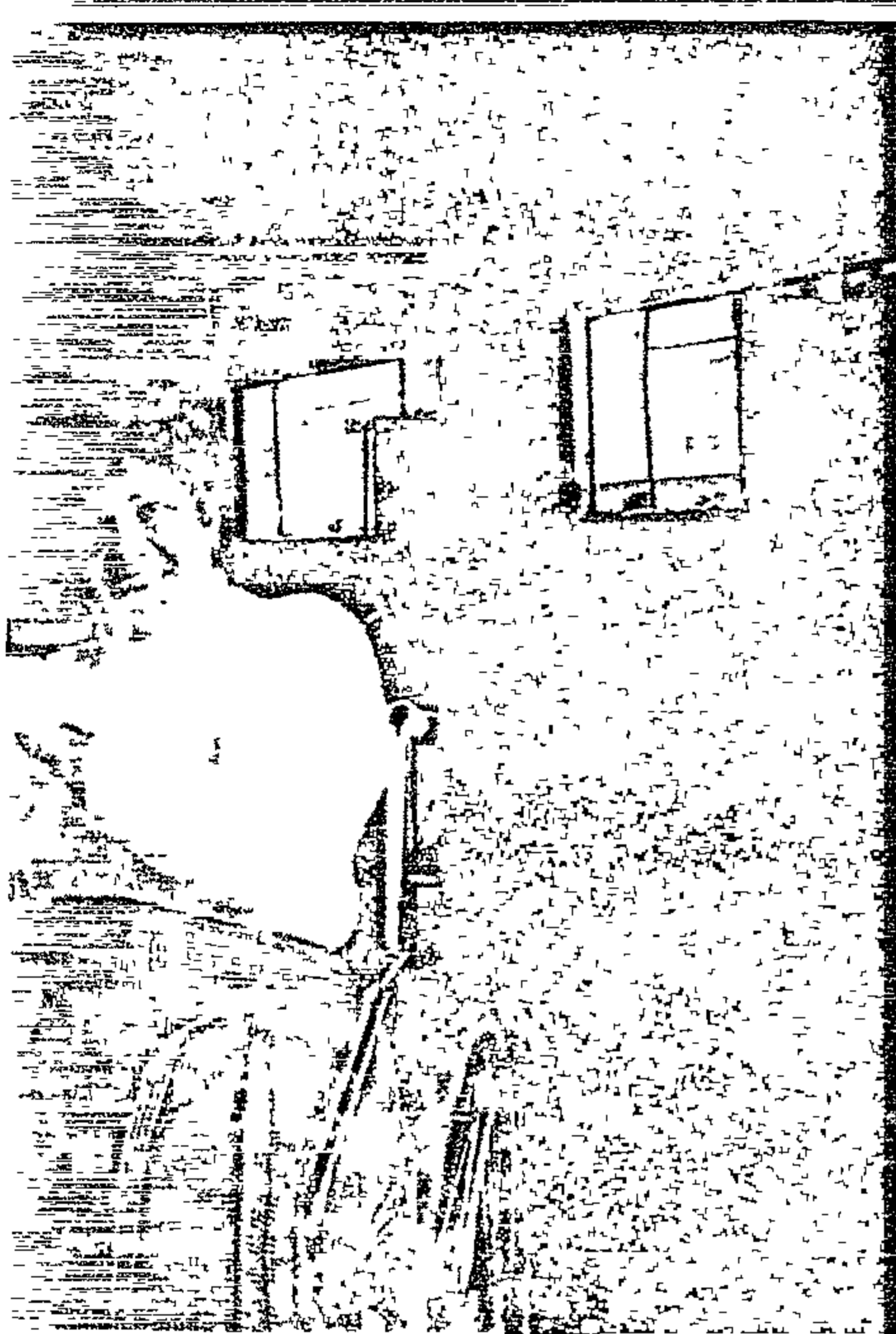
More than 70 workers, mostly women, employed at Checkers in Killarney, stopped work on Friday after a colleague was allegedly threatened with assault and complained of ill-treatment by a white supervisor. They called for his replacement.

The Commercial, Catering and Allied Workers Union of SA intervened on behalf of the workers, but manage-

ment has declined to replace the supervisor and warned that workers would not be paid while on strike

In Randfontein, Patons and Baldwins' management has warned about 500 workers on strike to return and negotiate. They had also stopped work because of pay demands

More than 450 workers at Barlows Manufacturing Company, Kew Site, near Johannesburg striking over wages increases have vowed that they will not return unless management meet their demands



Association, yesterday accepted a cheque for R25 000 from Dr J P [unclear] a fire destroyed a third of the association's Townsvlew build- to the children's home since 1957, decided at a trustee com- e wheel chairs and other amenities destroyed in the fire

Picture: ROBBIE TSHABALALA

**Profit firm Rent
sell homes control
to stay
back clients**



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be Mr who is Estate vice- Dave

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FRONT estate in black to pass being

leasehold, will then have to sit for the Estate Agents Board examination There is no minimum educational qualification for the examination, but any agent who wants to study further and enter for specialist professional designation examinations which the institute proposes to introduce next year, will have to be members of the institute and have considerable experience in their particular field

How the non-profitmaking company, HOME, will operate is still to be disclosed

Mail Reporter
RENT control has not been scrapped, the Government assured both tenants and landlords in a statement yesterday

The Department of Community Development, in a bid to reassure alarmed tenants, confirmed they were still under the protection of the Rent Control Act

The statement referred to "misconceptions" which may have arisen after the Deputy Minister of Welfare and Community Development, Mr Pierre Cronje, spoke in Parliament last week on the tabling of the second report of the parliamentary Select Committee on Rent Control.

The report of the committee, which is chaired by Mr

Unity meeting pulls emerging unions together

By STEVEN FRIEDMAN
Labour Correspondent

THE possibility of a new federation of emerging unions which would bring together all the major groups of these unions is greater than ever before since a meeting in Cape Town at the weekend

The unity meeting, which unions representing more than 300 000 workers attended, was called to discuss the details of a new federation to bring together emerging unions

Unions behind the move say that, by agreeing to attend the meeting and thus serve on the "feasibility committee" which is planning the new body, unions are agreeing in principle to enter the alliance

A key feature of the weekend's meeting was the attendance of unions which had previously seemed to oppose the move towards a new federation

Sources at the meeting said there had been little acrimony, despite the fact that some of the groupings present have been bitter

rivals

A statement said another meeting would be held in October It added that the weekend meeting had discussed details of the new federation and that unions which attended would now report back to their members

Eleven union groupings attended the meeting They were Fosatu, Cusa, the General Workers' Union, the African Food and Canning Workers' Union, the Food and Canning Workers' Union the SA Allied Workers' Union, the Cape Town Municipal Workers' Association the Commercial Catering and Allied Workers' Union Macwusa and its sister union the General Workers Union of SA and the General and Allied Workers Union

Unionists said few objections to the formation of a new federation had been voiced at the meeting while observers point out that the unions concerned still have to put the details discussed to their members and that it is possible that divisions could resurface in October

Metal union wins big pay increases

Labour Correspondent

THE Metal and Allied Workers Union says it has won wage increases from several Natal firms which exceed the 7% increase negotiated recently at the Metal Industries' Industrial Council

Recently, the Steel and Engineering Industries Federation (Seifsa), which represents metal employers, and unions on the metal council agreed on increases from 5% for the highest paid to 7% (or 10c an hour) for the lowest-paid

MAWU rejected this agreement and the unions who signed it said they had done so with grave reservations, adding they would seek higher increases with individual companies

Seifsa said it was opposed to such negotiations

In a statement, MAWU said that a Maritzburg firm, A P V Kestner, had agreed to an increase of 18c an hour in talks with the union

A second Maritzburg firm, Pillar Naco, had agreed on a 15c an hour increase

It said Forbo Krommenie, of Jacobs, had agreed to pay a 30c an hour across the board increase and a Pine-town engineering firm, Glacier Bearings, had agreed to meet MAWU's demand for a minimum wage of R2 an hour

MAWU added, however, that the negotiations had not been without incident and that certain factories were still refusing to negotiate increases with it

At some factories, it said, workers had struck in an attempt to win increases over and above those negotiated at the council

"We informed Seifsa that we did not believe our members would accept the 7% they were offering - clearly they have not," said Mr Maxwell Xulu, MAWU's Southern Natal branch chairman

350 strike after gas blast kills two men

By ANTON HARBER

THE death of two workers in

workers believed the plant to be unsafe after the explosion They refused a demand

Unions moot plan for unity

MAJOR efforts to forge greater unity between emerging trade unions representing about 300 000 workers gathered momentum at a summit held in Cape Town at the weekend.

Union sources said the two-day meeting had agreed to continue to investigate the establishment of a new union federation through a feasibility committee representative of 12 unions.

The unions are The Federation of South African Trade Unions (Fosatu), Council of Unions of South Africa (Cusa), General Workers' Union, African Food and Canning Workers' Union, South African Allied Workers' Union, Cape Town Municipal Workers' Association, Commercial, Catering and Allied Workers' Union of South Africa, Motor Assemblies and Component Workers' Union of South Africa, General Workers' Union of South Africa, General and Allied Workers' Union and Municipal and General Workers' Union

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5/7/83
Strike to
be probed

THE MANAGEMENT
of Checkers in Killarney -
is to make a full scale in-
vestigation into the
grievances of about 70
black workers who went
out on strike demanding
the replacement of a
white supervisor.

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5/7/84

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vestigation into the
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400 more join Checkers strike

By HARRY MASHABELA

THE strike at the Killarney, Johannesburg, branch of Checkers which began last Friday when 70 black employees, most of them women, downed tools, spread yesterday with more than 400 workers from eight other branches joining the work stoppage

A spokesman for the Commercial, Catering and Allied Workers Union of South Africa (CCAWUSA) said yes-

terday the original cause of the mass strike was "solidarity with the Killarney strikers", but new grievances about "poor pay and bad treatment" of workers had now cropped up

Workers at the main branch in Commissioner Street, Johannesburg, the Sandton City branch the Cresta branch also in Johannesburg, the Princess Avenue branch in Benoni on the East Rand, two branches in

Roodepoort and another two branches in Krugersdorp are all said to have joined the strike

The 70 Checkers workers at Killarney struck after a colleague was fired. The worker claimed he had been threatened with assault, and he also complained of ill-treatment by a supervisor

Checkers management was not available for comment yesterday

Strike hits nine Checkers outlets as 400 more quit

By Tony Davis,
Labour Reporter

A strike that started last Friday at a Johannesburg branch of Checkers has snowballed. About 400 workers from eight other stores joined in this week.

About 70 struck at Checkers in Killarney after presenting management with a list of grievances, mainly centring on complaints against a senior white staff member.

Checkers agreed to talk to shop stewards of the Commercial, Catering and Allied Workers Union while staff were still out on strike. Talks yesterday ended in deadlock and workers from other Johannesburg and Reef branches joined the strike.

A Checkers spokesman said at least five branches had reported staff out on strike this morning but talks with the union were still going on.

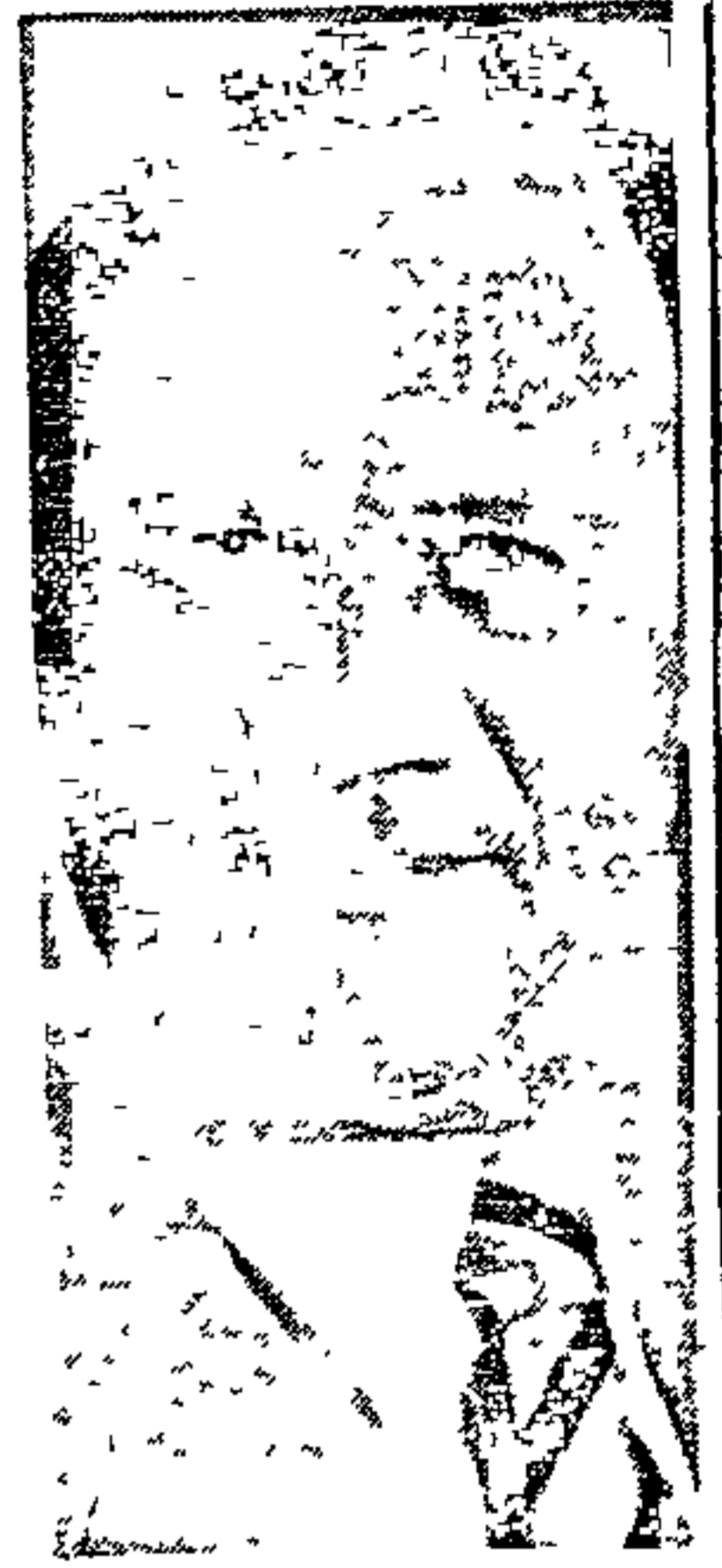
A union spokesman said workers were now demanding an R80 across-the-board monthly increase and had grievances such as an alleged unfair dismissal.

Many strikers gathered at the union's Johannesburg offices early today.

CAPE TIMES 7/7/83 134 138 139

Trade union talks could have major impact on society

By PHILLIP VAN NIEKERK, Labour Reporter



Dr Nic Wiehahn . . . in wake of report

THE creation of a new, super-union of South Africa's black workers came a step closer to reality at the weekend when representatives of 11 emerging trade unions and federations, representing some 300 000 workers, held talks in Cape Town

The emergence of such a federation — potentially the biggest and most powerful workers' organization in South African history — is likely to have a major impact on the country's industrial and political scene.

Unions which were present were the Federation of South African Trade Unions (Fosatu), the Council of Unions of South Africa (Cusa), the SA Allied Workers' Union (Saawu), the African Food and Canning Workers' Union (AFCWU), the Food and Canning Workers' Union (FCWU), the General Workers' Union (GWU), the General and Allied Workers' Union (Gawu), the Commercial, Catering and Allied Workers' Union (Ccawusa), the Cape Town Municipal Workers' Association, the Motor Assembly and Components Workers' Union (Macwusa) and the General Workers' Union of S A (Gwusa)

Moves towards a federation among the emerging, mainly black unions have been afoot for nearly two years, but have been impeded by major policy differences between the unions. In April this year, however, eight out of the 13 union groupings present at the historic Athlone

unity talks decided to go ahead and form a feasibility committee leading to a federation

Last weekend's talks were the first meeting of this committee. Press and observers were barred, and only a brief statement — saying that the talks were "successful" and that the next meeting would be in October — was issued

But there were several indications that the talks had been more amicable than previous attempts at unity. For a start, no-one withdrew and a statement was issued on behalf of all those present. This was the first time this had been possible since the abortive Port Elizabeth talks last year when a brief statement saying that "no basis for unity exists at present" was issued

Secondly, there were more unions present than had originally opted to serve on the feasibility committee. Those unions who came in late have explained this by saying they first had to get a mandate from their members to serve on the committee

But the presence of union groupings such as Cusa and Macwusa is a sign of a much deeper commitment to broader unity. Cusa, for instance, is committed to "black leadership" in the union movement and has previously had reservations about uniting with groups such as Fosatu, GWU and the AFCWU which have

white officials in key leadership positions

Macwusa's attendance signifies an even greater shift in position. Along with its sister union, Gwusa, Macwusa has in the past taken a strong line against working with unions which are registered or serve on industrial councils

It was precisely over such issues that the emerging union movement seemed irrevocably split only a few months ago. That unregistered unions such as Macwusa, Gwusa, Saawu and Gawu are now working towards a federation with registered unions is a sign that worker unity has become a more compelling issue than the policies of individual unions.

It is also a sign that the registration debate, which dominated union politics after the Industrial Conciliation Act was amended in 1979 to allow black unions to register in the wake of the Wiehahn Commission report, is effectively a dead issue. In fact this was recognized by the Department of Manpower 18 months ago

It is clear that no union federation will work without the participation of Fosatu, the largest and most powerful of the union groupings, claiming well over 100 000 members in eight affiliated unions. So while other unions might not agree with Fosatu's policies or their political style they seem prepared to work along-

side Fosatu in the interests of worker unity

Another issue which seems to have faded is the establishment of union "regional solidarity committees" as opposed to a tightly-knit federation. This option was the subject of hot debate at the unity talks in April, but it now seems inevitable that union unity will take the form of a federation

Union leaders concede that difficulties lie ahead and that much detail of the structure of the federation still has to be worked through, but there is little doubt that a dynamic new trade union force is about to be born, whether or not it includes all 11 groupings that were in Cape Town last weekend

As things stand, the unions who are poised to go into the federation represent only a fraction of the country's black workforce. In terms of numbers, in fact, they probably have less members than the establishment union grouping, the Trade Union Council of South Africa (Tucsa)

But the majority of Tucsa's African and coloured members belong to unions which have closed shop agreements with employers. Workers thus have no choice whether they want to belong to these unions or not. And while it has been Tucsa's tendency to sneer at the newer unions, there is little doubt that the future of black worker

unionization lies with the emerging unions

The future development of these unions will be greatly enhanced by the formation of a federation, the aim of which, union leaders say, will be to prevent emerging unions competing against each other for members, as has sometimes been the case up to now, and to provide a united worker front against employers and the state

An equally crucial consideration will be the organizing of unorganized workers. Millions of black workers, particularly on the mines, on the railways, on the farms in the public service and in domestic service are unorganized and therefore outside the collective bargaining structures

In the long run, the new federation could grow into the largest mass-based organization of blacks in South African history. As such, it should play a leading role in reshaping South African society

Man tells why he hid from police

E. Post
7/7/83
139

By CHRIS RENNIE

THE banned former president of the Motor Assemblers and Component Workers' Union of South Africa, Mr Dumile Dennis Makanda, told the Port Elizabeth Regional Court today that he hid from the security police because they had threatened to extend his restriction order to house arrest.

Mr Makanda, 32, is facing charges of contravening his banning order by being at his brother's house in Zwide on October 8 last year. He is also charged with being in possession of prohibited literature on October 8 and 12 last year. He pleaded not guilty on both counts.

When the State closed its case today Mr P Langa, appearing for the defence, applied for Mr Makanda's discharge on the first count.

He submitted that in order to prove Mr Makanda had contravened his restriction order by leaving Kwazakele, the State first had to prove what constituted Kwazakele.

None of the maps or documents before court defined Kwazakele.

Mr Langa said the map defining Zwide that was before court had also not been proved as an official map.

The application for discharge was refused.

Giving evidence, Mr Makanda said on October 8 he went to his brother's house to fetch some planks to build a shed.

His brother was not there, but he saw a youth named Msisi. He went into the house to telephone his brother.

While he was busy, Msisi came and told him that the police were outside.

Mr Makanda said he did not want the police to find him there because they had threatened to extend his restriction order to house arrest. He hid under a bed where he was later found by Lieutenant W S Dennis.

He agreed a book and pamphlets were taken from a bookshelf in the room. He denied he had said they belonged to him.

He agreed that Lt Dennis had searched his house on October 12 and more articles were taken.

He denied the stickers before court were among the items taken or that they belonged to him.

The photographs before court were his property. He denied the colours bordering the photographs were those of the ANC.

(Proceeding)

Mr J B Robinson was on the Bench. Mr H S Goosen appeared for the State. Mr Langa was instructed by S Nkanunu and Co.

Trip not for them

school yesterday, the last day of term, expecting to abandon their books and uniforms for the pleasures of Margate — only to be told they had not been chosen

This resulted in tears and upset parents who had been hoping to see their children off on a holiday that they could not give them

Mrs Till said yesterday it had been a case of unrealistic expectations, because it had been made clear from the beginning that not all applicants would be chosen

It was unfortunate they only learnt of this so late. We

were given two weeks notice to organise the trip and then many schools were slow in replying and it was a huge task to choose from the hundreds we got" she said

"But I couldn't bear to think of all those disappointed children and worked round the clock to organise for the remainder to go down in the December holidays" she said

Those who were chosen were due to leave early this morning in two buses. They will be staying at the Glenmore Holiday Home in Margate

Strikers blocked me worker

Mall Reporter
A JOHANNESBURG magistrate heard yesterday how members of the Commercial, Catering and Allied Workers Union of South Africa (CCAWUSA) had allegedly intimidated a worker in an attempt to stop him from returning to work at a Johannesburg factory

Mr Jacob Rafapa, Mr Jack Mangwane, Mr Josiah Podile, Mrs Joyce Mokola and Mr Victor Damoed appeared in the Johannesburg Magistrate's Court yesterday on charges of assault and inciting people to strike

The hearing follows a strike at the Teltron factory in Faraday Street, Johannesburg, on November 16 last year

Yesterday Mr Christopher Hlongwane told the court Mr Mangwane, Mr Podile, Mrs Mokola and other union members approached him at Faraday station on November 18 when he wanted to return to work

He said they told him not to go back to work because there would be "a fight" if he did

Mr Hlongwane said he was taken to work in a police van after asking a Railways policeman to escort him

Mr Trevor Kreck, personnel manager at Teltron, told the court about 200 black workers had gathered outside the factory on November 16

He said some employees had walked towards the factory but did not enter the building after they were approached and spoken to by other blacks — whom he could not positively identify. The trial continues today

400 Premier work lose jobs as plant

By ANTON HARBER
PREMIER BISCUITS has told 400 workers that they are to be retrenched because the company's East Rand plant is closing today

And in a statement yesterday the Food and Beverage Workers Union, to which most of the workers belong, accused the company of breaking one of the oldest agreements signed with a black union

The union said it would take legal action if the company did not agree to form a joint committee to investigate the need for the closure and the retrenchments

"The lofty ideals of Premier chairman Mr Tony Bloom appear not to be translated into reality by divisional executives in so far as members of this union are concerned" the statement said

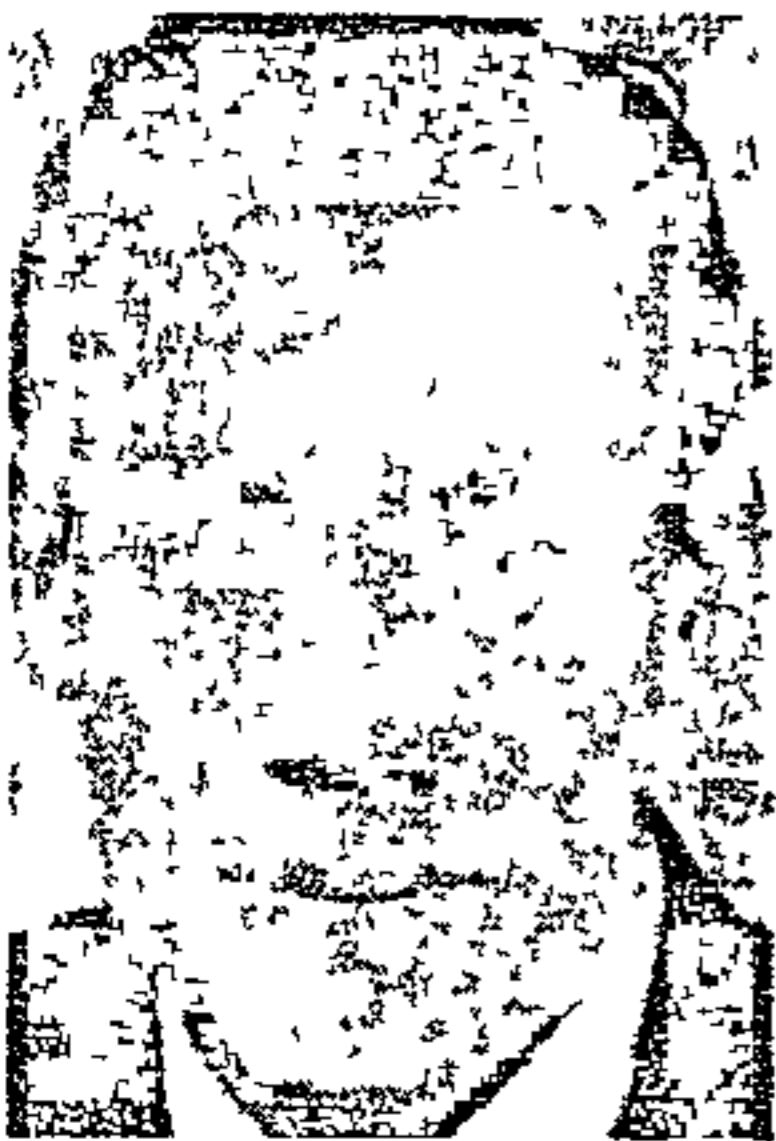
The union said its officials were told at a meeting last Wednesday that the plant was to close Fifteen minutes later the workers were assembled for the announcement that production would cease today

The union immediately demanded a meeting with the Biscuit Division of the Premier Group. A meeting was scheduled for Tuesday but was cancelled by management and rescheduled for Wednesday as a director could not be found for the meeting

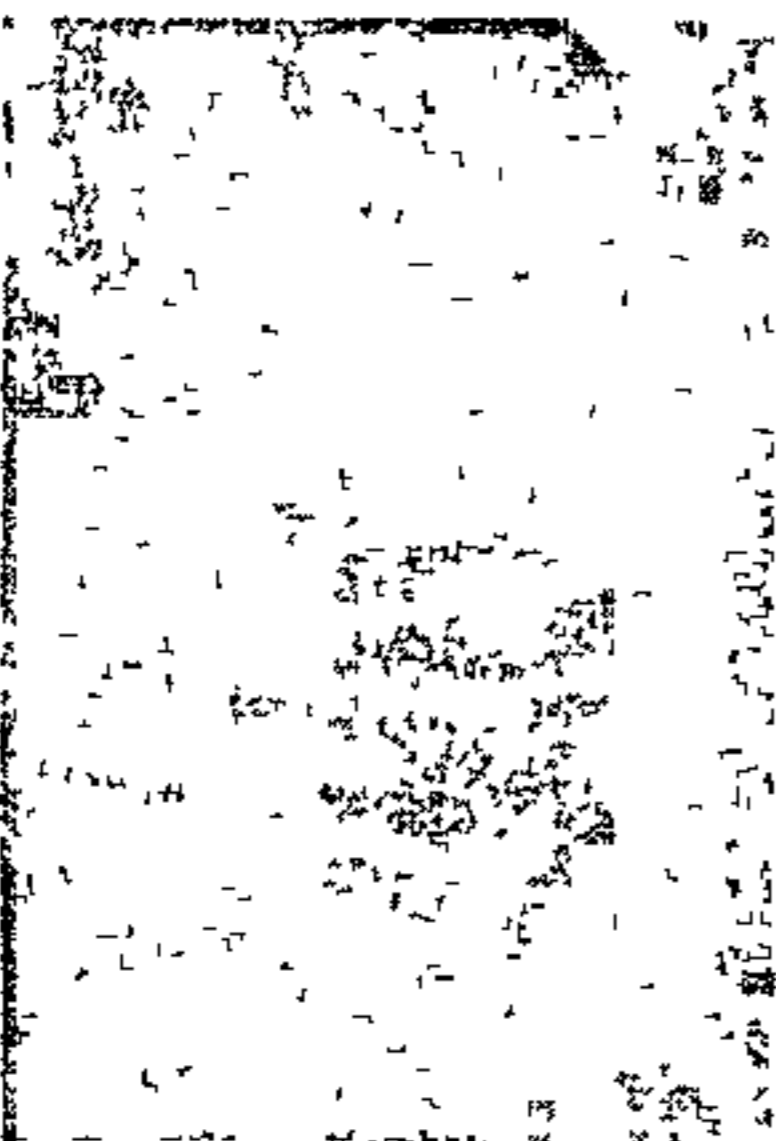
The company offered retrenchment pay of one week's wages for every year of service

"It became apparent at the meeting that the board of directors saw the decision as an economic one and appeared not to have taken into

account decision was... At work be... would... ence... used... Pr... guar... The... establi... to... the... retren... The... urgent... courts... if the... tee, it... A... Prer... spok... tacted



PETER GRUNDLING
Wanted by police



DAWN PHILLIPS
19-year-old companion

Tattooed man sought

By ANN PALMER
POLICE urgently want to contact Mr Peter Louis Grundling whom they believe will be able to help them with their inquiries into the death of an Ermelo man

Mr Barend Eugene Greyvenstein was found shot dead earlier this month in the veld outside Evander in the Eastern Transvaal. He had been robbed of cash

Mr Grundling, 35, was last seen driving a Datsun Pulsar with the registration number NUT 5347. The car was found

abandoned in Bloemfontein. Possibly travelling with him is a 19-year-old girl called Dawn Charmaine Phillips

Police warn members of the public to be careful if they spot him

Mr Grundling has a horse-shoe with a horse's head tattooed on his chest. Other tattoos include chains, daggers, dragon's head and a nude woman. Anyone with information should contact the Brixton Murder and Robbery Squad at 35-4114

250 paint workers

By ANTON HARBER
AECI PAINTS yesterday dismissed about 250 workers who had refused to work since Monday because of dissatisfaction with a pay increase

In a statement yesterday, a spokesman for AECI Paints, in Alrode on the East Rand, said the workers had ignored an instruction to return to work and were therefore dismissed

Negotiations with the SA Chemical Workers' Union, who have a signed agreement with the company, were continuing

The spokesman said wages had been set for the industry

at the industrial council, to which both the union and the company belonged

A new wage agreement had been gazetted and the company had paid its employees at or above the minimums in the agreement

"Considerable debate has taken place with the workforce on this matter and on Monday, Tuesday and Wednesday illegal work stoppages took place

"The company has an established agreement with the union, including grievance procedures, and these procedures have not been adhered to in any respect by the workforce

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Diabetics 'need not steer clear of sugar'

BOSTON — Medical researchers, motivated by the "enormous sacrifice" of diabetics, unveiled a new study yesterday that found no evidence to support traditional advice that diabetics should avoid sugar

"We see no reason for diabetics to be denied foods containing sucrose (table sugar) so long as weight reduction is not a factor and the sugar is in controlled amounts in nutritionally balanced meals," said Dr John P Bantle, of the University of Minnesota

"It's an enormous sacrifice for diabetics to have to give up all the things the rest of us love," Dr Bantle said "We reviewed the literature, and there wasn't any firm evidence supporting the advice to avoid sugar," he said

The data does "not support the belief" that sucrose ag-

Diabetes Association in New York City, said the "new research findings will be reviewed by the ADA"

He noted that association policy was "to counsel patients to avoid products containing sugar. We feel this yields better diabetic control"

Dr Bantle also warned diabetics to refrain from altering their diets based on the University of Minnesota study until others confirm the findings

The team studied the responses of 12 diabetic patients requiring insulin, 10 non-insulin diabetics and 10 healthy subjects to five meals, each containing five different test carbohydrates

In addition to the potato and wheat starch usually recommended for diabetics, the carbohydrates included

No... TOKI... repa... posal... ments... post... divid... The... THE... TR... with... T... FREE... mild... places... CAPE... and... south... during... Natal... over... Time

8/7/83 (139)

Checkers workers on strike

ABOUT 600 'Checkers' workers at 17 stores in the Witwatersrand yesterday joined the strike by 70 employees at one Johannesburg branch.

The workers downed tools after presenting a list of grievances inter alia the re-instatement of a sacked colleague and an R80 across-the-board monthly increase, according to a spokesman for the Commercial, Catering and Allied Workers' Union of South Africa (Ccausa) yesterday.

The stores affected include the head office store in Johannesburg, Krugersdorp, Benoni, Potchefstroom, Kempton Park, Roodepoort and Northcliff.

Court told of Teltron stoppage

By JOSHUA RABOROKO

PLAIN-CLOTHED police were summoned when about 200 workers at Teltron Company stopped work in support of the re-instatement of a colleague and a wage demand, a witness told the Johannesburg Regional Court yesterday.

Teltron's personnel manager, Mr Trevor Kieck, was testifying before Mr T Kleinhans at the trial in which six shop stewards of the Commercial Catering and Allied Workers' Union of South Africa (CCAWUSA) are charged under the Intimidation Act and with assault with the intent to do grievous bodily harm.

The accused, Mr Ja-

cob Rafapa (31), Mr Jack Mangwane (45), Mr Joshua Podile (55), Ms Joyce Makola (27) and Mr Victor Damoid (44), have all pleaded not guilty. A warrant of arrest has been issued by the court for the sixth accused, Ms Stella Mashego (27), of Soweto.

The State alleged that the accused intimidated several workers to abstain from work and to participate in a strike, or threatened workers with assault and injury last November 16.

They are also alleged to have stormed Mr Christian Sibisi and

sjamboked Mr Moses Mosia, who were both employed by Teltron, on December 2 last year.

In his evidence Mr Kieck told the court that prior to the strike he had received a letter from the union concerning the dismissal of a worker, Mr Marshall Sithole. The union's letter was replied to and later Mrs Emma Mashinini, the union's general secretary, had contacted him.

On November 15 he

received reports that there was going to be a strike at the plant. On arrival at work on June 16 he found several workers outside the building and he learnt that there was a work stoppage on the go.

Police were summoned and he addressed the workers, giving them an ultimatum to return to work or to leave the premises.

The workers did not listen and left en masse. There was no violence.

Proceeding

80-year-old still works hard for 6 days a week

E. Post 9/17/83

LUCIFER 1955-1976
(LUCIFER LIT E 07/15/85)

By LINDA GALLOWAY

IF you called in at Mrs Nancy Mke's smart little home in New Brighton you might easily be tempted to think Port Elizabeth's domestic workers have got nothing to complain about.

In the corner stands the colour TV set, on the opposite wall a gleaming fridge. By her bedside, a telephone.

But if you look at Mrs Mke you will know how they got to be there

Mrs Mke is 80 years old and she never stops working

"If I stopped working I think I would die," she says

For five days a week and on Sundays she is out charring around the white suburbs

Two of the homes where she works are in Newton Park. But she only takes a bus to Harrower Road and then she walks the rest of the way — uphill — because her money doesn't run to a second bus ticket

Another home is in Mount Croix. This time she walks from Main Street, North End

Other homes are in Walmer, and here she has to take buses all the way

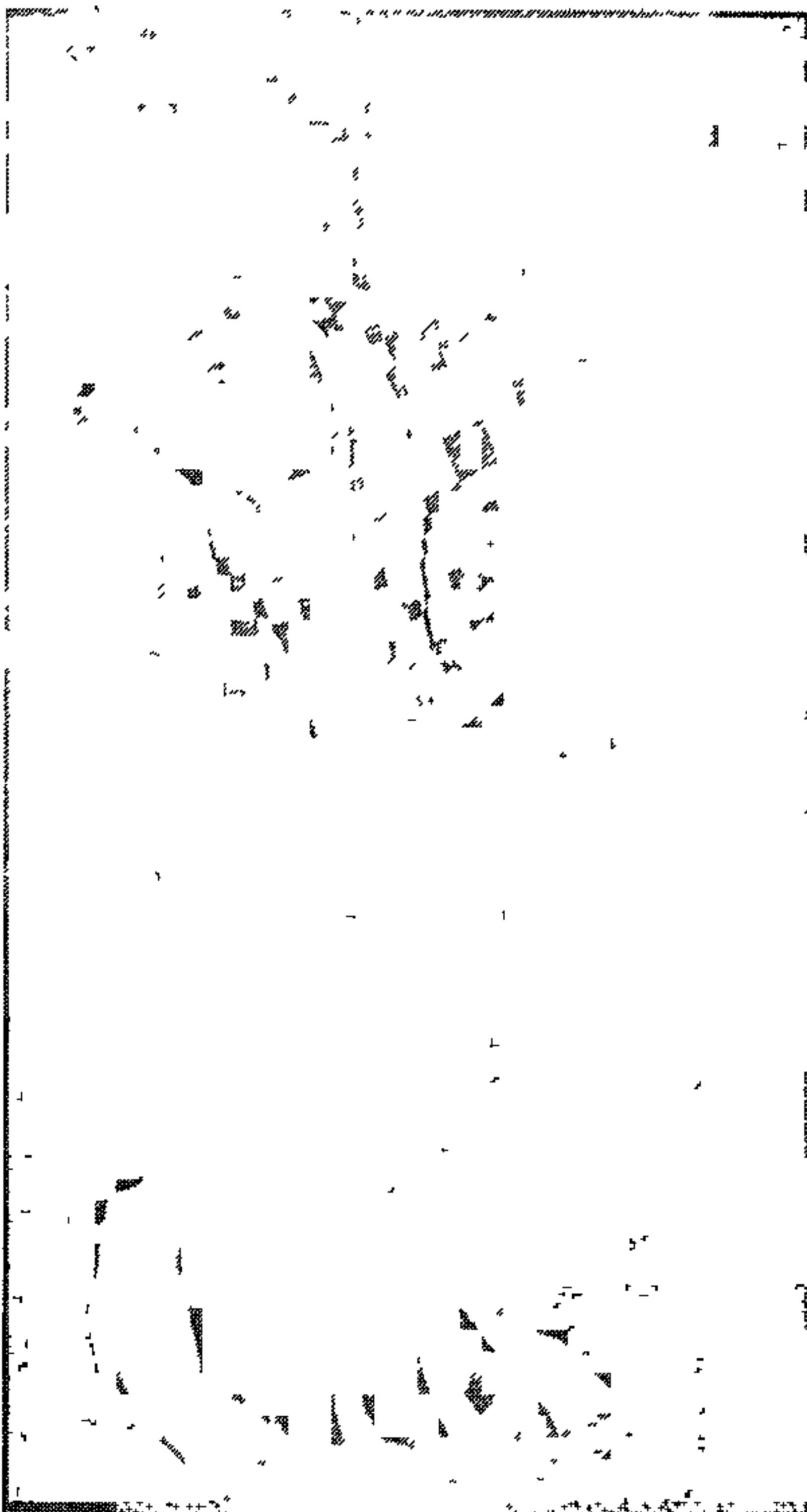
Mrs Mke is somebody who has made the very best she can out of situations in which she has found herself.

She was born in Kei Road in 1903, and lived on the farm *Thornlyn*, which belonged to a Scottish family, the Kilfoil's, with her two brothers and sister

She learnt to speak English from the two children she looked after, and somewhere along the way she learnt to speak Afrikaans as well.

"I got all my education from them," she said

"In those days there was no education for blacks, and no motor cars. It used to take us two days to get to East London by horse and wagon



MRS NANCY MKE, 80, of New Brighton, who puts in a full day's work and then goes home to do her own housework.

"Fridays and Saturdays in Kei Road were great social occasions. There was always a dance on a Friday night and tennis the whole day on Saturday. We came in by wagon, and I slept with the children.

In 1918, at the age of 15, she was sold to her husband, Mr Willy Mke, for eight head of cattle and a horse with a saddle, which in those days was a lot of lobola.

Was she happy?

"In those days you didn't think about that. You just accepted what came and got on with things

"My husband was a farm worker, but he was sick and couldn't work there anymore, so we came to Port Elizabeth and he worked at the harbour," said Mrs Mke.

"My first job was working for a firm of funeral undertakers in Uitenhage Road, where I stayed for two years, before I started

working for a family in Walmer — whom I still work for, after 40 years.

"I do work slower now than I used to, but I can still do a full day's work," she said.

Mrs Mke has seven children, of which only two live at home, with their families, which brings to seven the number of people she supports in her home, not including the two dogs, Jasper and Dog, and a cat called Pussy

Two months ago her home was burgled, and every scrap of food was removed from the fridge, and clothing and other valuables from her bedroom.

"They even took the cat's food out of the fridge," she said

"So I've put burglar bars on the windows"

Mrs Mke is very actively involved in the Church of Christ, where she is superintendent of the ladies' club, which involves looking after all the visitors to the church and visiting sick members of the congregation

"I go and see them at night, and do their washing and mending, and sometimes cook for them as well"

Services are on Saturdays, and so Saturday is the only day of the week that she doesn't work

"I work for a family on Sundays as well," she said, "so I'm hardly ever at home"

But when she is at home she still finds time to do her own housework.

"I love my work, and I will not stop until I cannot move any more. I'm happiest when I am at work," she said

Mrs Mke's memories of the "old days" are a little hazy, but at 80 she is still very active and articulate, with a mind as sharp as a knife

Is R100 wage enough for domestic?

AN advertisement this week in the smalls column of a Port Elizabeth newspaper may have caught the eyes of many job-seekers

R100 per month awaits thoroughly experienced, efficient, energetic, sleep-in cook/general with contactable references, it read

The fact that the cash was dangled at the front of the add like a lure suggested it could be regarded as rich pickings by the applicants. Maybe it could

What sort of money is being paid to domestic workers in the city these days? Would a thoroughly experienced, efficient, energetic cook/general be able to get by on R100 a month and help bring up a family — and if so, how?

Weekend Post spoke to Mrs Pat Maqina, founder/secretary of the Domestic Workers Association of

South Africa (Dwasa)

"Even if she is a sleep-in cook, she will still have to go home, so R100 a month is less than the minimum wage. Dwasa has laid down for domestic workers, unless bus fare is not included," she said

"We do not believe that a domestic can live on less than R110 a month. She does a very skilled job and should be paid accordingly

"But even so, some are paid as little as R30 to do a full-time job

"Dwasa has a domestic workers' contract which can be entered into by employers and domestics, which lays down maximum working hours and wages and also defines the duties of a domestic. Not many employers know about this service, which is beneficial to both parties," she said



● One of the temporary cashiers helping out at the Checkers store in Killarney.

Temps take to Checkers tills

S. Express ¹³⁹
By DEENA SHAPIRO ^{10/7/83}

TEMPORARY staff are manning the tills at several Checkers stores as the week-long strike continues.

Checkers said 600 workers from 12 branches were on strike but the Commercial, Catering and Allied Workers Union of South Africa (CCAWUSA) claimed that 700 workers from 20 branches were involved.

The workers want the dismissal of the assistant manager of the Killarney branch, Mr J Epstein, pay while on strike, re-instatement of a dismissed worker at Checkers's head office and an R80 a month across-the-board increase.

None of these demands would be agreed to although the pay increase would be discussed with CCAWUSA later, said Checkers public relations officer, Ms Peta Lomberg.

Workers allege that Mr Epstein manhandled a female cashier and that he had a racist poster in his office.

Ms Lomberg said yesterday a company investigation had shown the grievances against Mr Epstein did not warrant his dismissal.

"I think he is being used as a scapegoat. However, we have issued him with a formal warning in terms of the company's disciplinary procedure. He has appealed against the warning," Ms Lomberg said.

Mr Epstein would not talk to the Sunday Express yesterday.

Settlement on strike still eludes Checkers

By Tony Davis,
Labour Reporter

Star 11/17/65

The strike by several hundred workers at more than a dozen Checkers branches in the Johannesburg area and on the Reef continued today with no hope of an immediate settlement.

At a meeting on Friday, the Commercial, Catering and Allied Workers' Union, on behalf of Checkers workers, presented management with several demands before workers would return to their jobs.

These were

- That the assistant manager at Checkers Killarney be dismissed
- That workers be paid for the period out on strike
- That a head office worker who was dismissed earlier this year be reinstated
- That workers receive a new across-the-board wage increase

A Checkers spokesman today said the demands were not acceptable but that management was investigating worker grievances.

A union spokesman said the union was reporting back to the striking workers on Friday's talks.

He said that about 20 stores involving about 700 workers were affected.

Checkers has said that about 12 stores are affected with more than 600 workers out on strike.

Casual staff, including holidaying schoolchildren, are being employed to man the tills.

Star 11/783
**Premier Group
meets union** (39)

Labour Reporter

The management of the Premier Group met the Food, Beverage Workers' Union today to discuss the planned closure of Premier Biscuit in Springs and the retrenchment of 400 workers there.

The union had said it would take legal action if Premier did not negotiate the closure and placement of the workers in other Premier firms.

(39) 21
Checkers
striker's
demand
sacking

Mall Reporter

SEVEN-HUNDRED striking Checkers workers will return to work only if management meets two of their demands immediately and agrees to continue negotiations on others, their union said yesterday.

A spokesman for the Commercial, Catering and Allied Workers' Union said the workers wanted Checkers' management to sack the assistant manager at the group's Killarney store and to undertake to pay them for the period they were on strike.

"The last two demands on which they want an assurance that negotiations will continue before they can return to work, are the reinstatement of a dismissed colleague at Checkers' head office and salary increases," the spokesman said.

Checkers, however, indicated on Friday that evidence did not warrant the dismissal of the Killarney assistant manager, although it said he had been given a warning.

The company also indicated that workers would not be paid anything for the time they have stayed away from work.

Miss Peta Lomborg, Checkers' public relations manager, said yesterday there had been no new developments in negotiations with the union.

She said, "We are still waiting for the union to come to us."

The week-old strike, which began at the Killarney branch when workers accused the assistant manager of racism, spread to 20 branches when workers at other stores walked out in sympathy.

Although the strike initially centred on the Killarney dispute, the workers subsequently added other grievances to their demands to management.

138 750/45 ROM 12/7/83

Bureaucrats put on pay pressure

By GERALD REILLY
Pretoria Bureau

PRESSURE on the Government to make an early announcement about interim increases for the country's one million public sector workers is mounting

Next month the federal council of SA Transport Services Staff Associations will meet the Minister of Transport, Mr Hendrik Schoeman to make demands for interim increases later this year

And two weeks ago a deputation from the Public Servants' Association had discussions with the Minister of Internal Affairs, Mr F W de Klerk, on the same issue

The president of the association, Dr Colin Cameron, said the Minister was asked to speed up the implementation of "occupational differentiation", and to consider interim relief for Government workers during the current financial year

It was pointed out to Mr De Klerk there was an urgent need for adjustments among the lower ranks in the ser-

vice, because of continued high inflation

An undertaking was given that the Government would reassess the position of public servants

Public sector workers, including Post Office and Railway personnel, missed out on their annual routine increases in April this year

The president of the federal council of SATS Staff Associations, Mr Jimmy Zurich, said the Minister rejected a demand from the Artisan Staff Association for 16,5% increases from April this year

He stressed inadequate or no pay adjustments and continued high inflation were depressing living standards of wage and salary earners in all sectors of the economy

Meanwhile MPs are to get increases of about R600 a month

Their current earnings amount to a salary of R19 000 a year plus a R10 000 reimburse allowance

However, MPs claim this is not an increase but a "long overdue adjustment"

219 (139)

Union concerned

EAST LONDON — The management committee of the African Food and Canning Workers Union (AFCWU) expressed its "serious concern" at the continued detention of its Queenstown organizer, Mr Dlaki Vani

Mr Jan Theron, who released the statement on behalf of AFCWU, said that Mr Vani was arrested by South Afri-

can Police 12/7/83
D DISPATCH
"It is now over two months that Mr Vani was detained by the South African Police in Queenstown and we have not been able to establish how he was handed over to Ciskeian authorities

"We call for his immediate release and for the return of our documents," Mr Theron said

— DDR

Checkers (39)
12/7/83
meets union

Mall Reporter

THE management of Checkers stores and leaders of the Commercial, Catering and Allied Workers Union (CCAWUSA) were yesterday locked in lengthy talks in an attempt to break the deadlock that has led to a strike of over 600 workers.

At the end of the afternoon, a Checkers spokesman issued a statement saying the talks would be continued today and she was hopeful of an early settlement.

Meanwhile, casual staff has been hired to man the tills at the stores.

The strike began 10 days ago. On Friday, the union presented management with a number of demands, including the sacking of an assistant manager, the reinstatement of a worker, an across-the-board increase and payment for the time they have been on strike.

(139) RDM
13/7/83

Strikers return as race row is resolved

By HARRY MASHABELA more demands to management

A WEEK'S strike by more than 700 black employees of Checkers ended yesterday when management assured union leaders that an assistant manager at the Killarney branch would be moved to another post at the same branch

Mrs Emma Mashinini, general secretary of the Commercial, Catering and Allied Workers Union (CCAWU), said yesterday the assistant manager, a Mr Epstein, would have minimal contact with workers, according to management.

The branch's 70 workers struck on July 1, alleging Mr Epstein was "racist". Staff at 22 other branches struck in sympathy with their colleagues and added three

The strikers wanted the assistant manager sacked, workers paid while on strike, the reinstatement of a dismissed Checkers head office worker and an R80 across-the-board increase

A statement from Checkers last night said the assistant manager would no longer be responsible for the workers involved in the incident, strikers would not be victimised on returning to work but would not be paid for time out on strike

When Checkers' managing director returned from abroad, wage increases would be considered, but other grievances would be addressed through established grievance procedures, it said

139 Sowetan 13/7/83

139 Litemaster fires 260 strikers

SOME of the 260 workers at Litemaster Products in Wadeville who went on strike over the replacement of 44 retrenched colleagues were yesterday "summarily dismissed" by the management.

In a statement to The SOWETAN the management said the workers were offered interviews individually to determine whether they were prepared to go back to work or not.

The statement said that due to the economic downturn the company has found it necessary to retrench 44 workers.

Meanwhile after lengthy negotiations, Checkers management and the union have settled the strike and the workers will return to work immediately.

Workers have been assured that they will not be victimized on returning to work, but as stated before, workers will not be paid for time out on strike.

About 200 workers at

Universal Lace and Fabric Mills in Pinetown Durban yesterday downed tools in support of their demand for more pay, reports Sapa.

AECI's public relations officer Mr Vermont said that about 350 workers who had downed tools after an explosion at the factory in Sasolburg two weeks back, have all agreed to start work today.

And, at AECI Paints in Alrode the entire labour force that had downed tools have returned to work after agreement with the management.

July 14, 1983

South African



This is part of the group of 25 squatters who were arrested during a raid in Kliptown on Tuesday. Here they pose with the secretary of the Witwatersrand Council of Churches, the Reverend Cecil Begbie, after being granted bail at the Johannesburg Commissioner's Court yesterday. They will live at the Good Shepherd Community Centre in Eldorado Park until their fate is decided by the magistrate.

Picture: ROBERT MAGWAZA

Union lauds strike victory

THE 10 000-strong Commercial, Catering and Allied Workers Union of South Africa (Ccausa) regards the labour dispute by over 600 Checkers workers, who returned to work today after a 10-day strike, as a "major demonstration of workers unity."

The union's general secretary, Mrs Emma Mashinini, told The SOWETAN yesterday that the workers had made a "great impact" in con-

scientising other workers to "stand and fight for your rights".

About 700 striking Checkers workers have returned to work after a settlement was reached following nearly two weeks of a labour dispute.

Johannesburg's management of Checkers has agreed to transfer the assistant manager of their Killarney store to another post where he would have "minimal

contact with workers," according to Mrs Mashinini.

She said about 70 workers had protested against the manager's ill-treatment of staff and also accused him of a "racist attitude" towards workers.

Other workers' grievances, such as a R80 wage increase and the reinstatement of a dismissal of a colleague, will be discussed at a later stage.

However, she said workers demands that they be paid while out on strike has been turned down. The workers have been given an assurance that they would not be victimised on return.

Mrs Mashinini also said that about 10 workers at Jet Store in Sasolburg who went out on a three-day strike, returned to work yesterday.

July 1983

700 strikers return at the Checkers stores

Labour Reporter

Star

About 700 strikers at Checkers returned to work this morning after management reached an agreement yesterday with the Commercial, Catering and Allied Workers' Union

The agreement is

● The assistant manager concerned has been moved to another department in the same store where he will not be responsible for the workers involved

● Workers were assured

they would not be victimised, but will not be paid for the period they were on strike

● When Checkers' managing director returns from abroad the company will consider proposals for pay talks

● All other grievances will be addressed through established procedures

About 70 workers went on strike on July 1, accusing the assistant manager at the Killarney branch of racism

The strike spread to 20 other Checkers branches

as workers walked out in sympathy

Among their demands, the strikers had sought payment for the time they did not work, the reinstatement of a dismissed colleague, and the dismissal of the assistant manager

The union claims the strike affected operations at 20 Checkers branches in Johannesburg and on the Reef

Management used casual labour and holidaying schoolchildren to man the tills

Union and CNA sign agreement

By Tony Davis,
Labour Reporter

The Commercial, Catering and Allied Workers' Union signed a comprehensive procedural agreement with the Central News Agency yesterday.

The agreement covers union members at the hundreds of CNA branches throughout the country.

Important features of the agreement include union and shop steward recognition, union access to stores, the right to negotiate wages and working conditions, disciplinary, retrenchment and grievance procedures, a dispute agreement, and a time-off agreement.

PREGNANCY

A maternity agreement provides for time-off during pregnancy, automatic salary adjustments during these times as well as 12 paid days off a year for members to see to the medical needs of their children.

A major feature of the retrenchment agreement provides that management must negotiate any pending retrenchments with union officials well in advance.

White employees are likely to benefit from some of the agreements.

Unions praise new rulings

MAJOR trade unions have welcomed the Industrial Court's ruling that it is unfair labour practice to refer to a black worker as a "boy" or "kaffir".

The unions have urged workers to demand that their employers refer to them by their names and that employers should stop making derogatory remarks about employees.

They were reacting to the judgment passed by the court's president Dr D Ehlers, on a dispute between the Cusa-affiliated United African Motor and Allied Workers' Union and Fodens (South Africa) company.

In the judgment the president pointed to at least 10 instances of unfair labour practice in the use of derogatory terms such as "boy" or any other word which is

derogatory to the union and workers.

Reacting to the ruling, the Commercial, Catering and Allied Workers' Union of South Africa's president Mr Isaac Padi said that the ruling was an eye-opener for most unions.

It would serve as a sign of goodwill in promoting harmonious industrial relations in the country.

He knew of instances where employers referred to black workers as "kaffirs" or "boys" and said that workers should "rise up and fight for their rights". Workers and unions will now fight the usage of these derogatory remarks by going to court.

The general secretary of the Sweet, Food and Allied Workers' Union Ms Maggie Magubane

National Union of Mineworkers, Cyril Ramaphosa said that the ruling was welcomed and that they would take the matter up with mining bosses who call black miners 'kaffirs', etc"

Other unions which welcomed the ruling are the Federation of South African Trade Unions (Fosatu), the Council of Unions of South Africa (Cusa) and the South African Allied Workers' Union (Saawu)



HELPING OUT: In an effort to improve the high dropout rate in black schools, the South African Breweries has launched a R200 000 bursary programme to provide education from Standard Seven to matric for Soweto pupils. Attending the launching of the programme at Orlando Stadium yesterday, are from left to right: Mr Johannes Nkosi, inspector of education Mr Cyprian Mahlaba and SAB representatives Mr Gary May and Mr Windsor Shuenyane.

Motorists face stricter controls

MOTOR vehicle driving licences might be separated from the reference book or book of life next year, according to a spokesman of the Automobile Association (AA) yesterday.

The spokesman said this was part of the

The spokesman said the AA had made recommendations to the Minister of Transport on the separation earlier this year and he had hinted that it might be approved.

Separate licences which motorists will be required to carry on their persons, will facilitate quick identification

try with a central register. A point system according to which drivers will lose points if they violate any traffic ordinance, may also be introduced. South African Transport and Disruption (ATD) is calling for

be accompanied by heavier fines which will be applicable in all four provinces with effect from March next year. Meanwhile the Assor



'Spies' deported

MASERU — Two men holding British passports were to be handed over to the British High Commission in Lesotho yesterday after being caught allegedly spying on the ANC.

The two were arrested by the kingdom's security police on June 30

Lesotho Mounted Police headquarters announced that the men were found in possession of documents indicating that they were spying for "another country."

The country was not named. — SFS.

Drive for unity

REPRESENTATIVES of black governments who attended a meeting at Kempton Park on Monday have resolved to work for the establishment of a greater South Africa based on non-racialism and democracy, the Chief Minister of Lebowa, Dr Cedric Phatudi, said in a document issued to the Legislative Assembly in Seshago this week.

The meeting, convened by Dr Phatudi, was attended by representatives of Transkei, KwaZulu, Gazankulu, QwaQwa, Venda and Kangwane. — Sapa.

Case postponed

THE CASE against the police constable who shot dead a colleague with a R1 rifle at Protea headquarters on April 13, was yesterday postponed to August 5 in the Johannesburg Magistrate's court pending the Attorney General's decision.

Appearing briefly before Mr D J du P van der Walt was Mr Mokoko Sanel Lekhoaba (27), of Zone 2 Meadowlands. He has pleaded not guilty to a murder charge arising from the death of constable M W Mthombeni.

Students in court

TWO University of the North students and a former

The cartoon that mi

AN OFFICE poster saying "They can't fire us! Slaves have to be sold!" was one of the major issues that led to a 12-day strike involving 700 workers and a cost to them of R80 000

The poster was pinned to a board in the office of Mr Robert Epstein, an assistant manager of Check-

ers' branch in Killarney, Johannesburg

Black staff claimed the poster was racist and their different interpretations became a major issue in their immediate demands to the management to have Mr Epstein removed. One black worker saw the poster this way: "A cartoon of a black man with

a Checkers' push-cart. The cartoon won't be fired; blacks will remain

In the end, when the poster was these accusations suddenly fell moved to other, unrelated issues that Mr Epstein be removed did not

Anatomy of a

DAY ONE

Thursday, June 30, 5.50pm

Mrs Lettie Mabaso, cashier at Checkers, Killarney, closes till No 19 after 20 minutes overtime and prepares to leave. Mr Robert Epstein, assistant manager in charge of floor staff points to customers still queuing at tills. A dispute ensues. Mrs Mabaso leaves.

DAY TWO

Friday, July 1

Staff start arriving from 6am. Shortly after 8am all 70 cashiers, till packers and shelf packers walk out. Checkers head office telephones the Commercial, Catering and Allied Workers Union, asking "Where are our staff?" "On their way here," the union official answers.

A skeleton staff of trainee managers and staff drawn from other branches fills in at the store.

Checkers in-house labour relations consultant Mr Humphrey Oliphant is recovering from injuries sustained in a road accident. The union's general secretary, Mrs Emma Mashinini is in Cape Town. A Checkers personnel officer, Mr Reggie Machaba goes to the union offices in Khotse House, Johannesburg, to speak to officials and workers.

He returns at 4pm with a list of grievances embracing overtime pay and the sacking of pregnant women. The main issue, he reports, is a demand that Mr Epstein be suspended because of a racist poster in his office and because he had manhandled the cashier.

A number of union officials become involved in subsequent negotiations, including Mr William Dichaba, Mr Oscar Malgas, Mr Macks Ngubene and Mr Jeremy

Daphne.

A Checkers executive goes to Killarney and returns with a photostat poster which he found pinned on a board. He could find no other poster.

Miss Gerda Faure, personnel executive, speaks to the union, promising that all grievances will be investigated. She asks the workers to return, and adds that they will not be paid while on strike.

DAY FOUR

Monday, July 4

Mr Daphne asks for a meeting and for Checkers' views on the matter. Miss Faure says Mr Epstein has denied the complaints and Checkers finds no grounds for suspension. Repeats that striking workers will not be paid.

A meeting of almost three hours is held at Checkers head office. Present are Miss Faure, Mr Chris Niehaus (a divisional executive general manager), two union officials and a group of at least 15 representatives of Checkers workers.

The issues of overtime pay and pregnant women fall away. The main issue is the assistant manager Mr Niehaus says if workers return he will come to the store and speak to everyone to try to clarify precisely what happened. Workers do not go back. This idea falls away.

Mr Daphne reports back to workers and asks Checkers for another meeting. Arranged for Wednesday.

DAY FIVE

Tuesday, July 5

Staff at Checkers' New Krugersdorp

Reports by WILMAR UTTING

branch stay-away in sympathy. Packers lock their price marking guns in lockers, their normal practice to guard against theft. Strike starts spreading to branches in Roodepoort, Randburg, Benoni, Blackheath, Sandton and eventually to Springs.

DAY SIX

Wednesday, July 6

Meeting from 12 noon to 2.30pm again attended by union officials and workers' representatives. Mr Epstein is still the main issue, but today workers demand he be removed from the store, not suspended. They claim Mr Epstein grabbed the cashier's shoulder. Checkers says Mr Epstein denies this, admits he lost patience and became angry and banged his fist on the counter but did not touch the cashier.

Union produces evidence of witnesses who claim to have seen racist poster.

WITNESS No 1 "I saw a paper on the board next to the desk. The poster shows a black man and a white man and the writing says blacks will be slaves."

WITNESS No 2 "I saw a cartoon of a black man with a Checkers pushcart. The cartoon said whites won't be fired, blacks will remain slaves."

WITNESS No 3 "I saw a picture of a black man, fat and bent."

WITNESS No 4 "I saw a picture that whites won't be fired. The man is standing in an awkward position and he is a black person."

WITNESS No 5 "I saw this paper. The man is standing stooped, but I could not say if he was black or white."

The poster from Killarney is produced.

and shown to discussion, no issue is

Mr Niehaus interview Mr take a final

Two fresh workers, they woman clerk office because tory. A second ment at New K staff lockers.

After the to Checkers go back the assistant

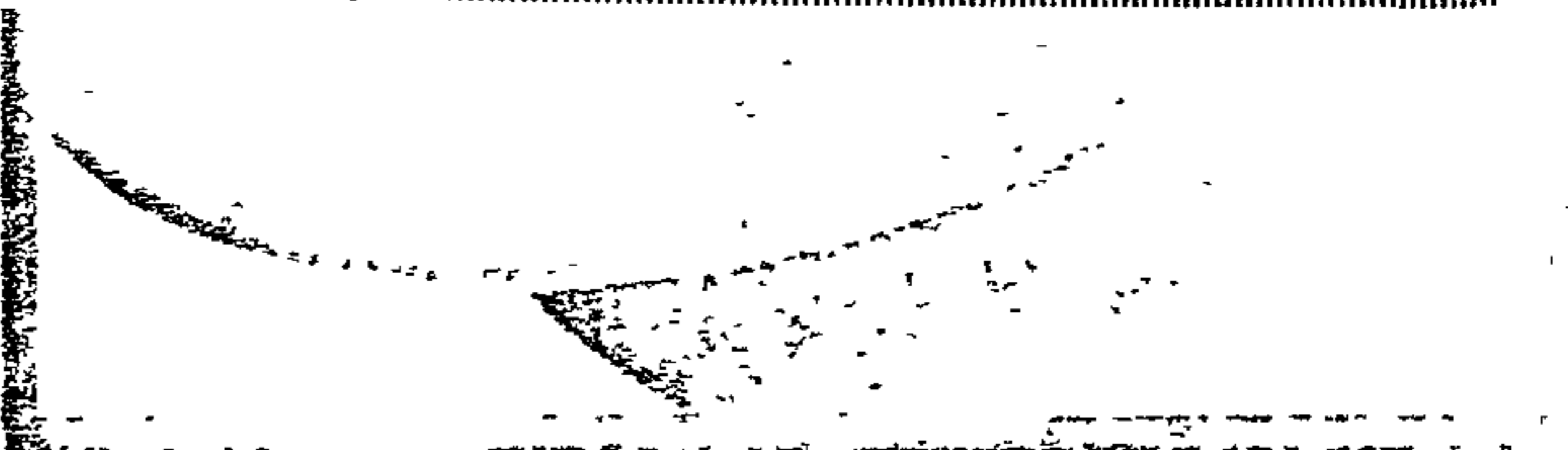
A newspaper striking over to more more muddled

Mr Niehaus presence of vehemently Checkers come across in is verbally, but

Checkers that they now and explaining the New K they needed

Union asks for

TO DAY CIVIL SERVANTS SOUTH AFRICA
TO ITS aid WITH A MASSIVE FINANCIAL STR
In the post between STRA
Transnet Government hired the
Editors public relations firm to port
its image internationally. Its three year
campaign was ended abruptly after three
months, because the President had not
been consulted and did not approve.
This sorry tale of debacles in near



sfired

said. "Whites slaves"

produced, all The dispute the demand change during

the 12 days of negotiations between workers, union and management that followed an incident at the store on Thursday, June 30

The Sunday Express has traced the development of the strike through all its twists and turns, through all its misunderstandings, from the dispute that began it to the agreement that ended it.

strike

the meeting There is no explanation offered, and the

then says he will personally about the cashier and

complaints are raised by want the re-instatement of a was dismissed from head her work was not satisfac- grievance is that manage- ugersdorp have broken into

ing a union official reports t workers are prepared to Mr. Niehaus's decision on ger

DAY SEVEN

Thursday, July 7

report, saying workers are the firing of a colleague, leads Negotiations become

speaks to Mr Epstein, in the her executive Mr Epstein touching the cashier he acted sternly and had a very aggressive way He formally warned

official notice to union have two sides to the story, that they had to break into shop staff lockers because price-marking equipment.

DAY EIGHT

Friday, July 8

meeting to clarify the actual

items of grievance Again workers representatives, union officials and Checkers team attend

Workers now demand.

- Dismissal of the assistant manager
- Pay while on strike
- Reinstatement of the sacked head office worker

To this they add another fresh demand. R80 a month across-the-board increases They also demand that all their grievances be investigated. The issue of the Krugersdorp lockers is dropped.

Checkers repeats its stand on Mr Epstein and again says it will not pay strikers It says this is not the right time to discuss increases, but promises to look into grievances

DAY ELEVEN

Monday, July 9

Mrs Mashini returns from Cape Town. Another meeting is held with four union officials, four shop stewards representing the workers, Miss Faure and Mr Niehaus

Workers now demand only the dismissal of Mr Epstein and pay while they are on strike

The entire story is repeated for the benefit of Mrs Mashini She asks why Checkers has not spoken to Mr Epstein and Mrs Mabaso together Mr Niehaus says he is still prepared to do this Workers agree Checkers repeats no pay for strikers

DAY TWELVE

Tuesday, July 10

Meeting at Checkers Present are three union officials, three shop stewards, five Checkers executives, Mr Epstein and his witness, (a casual-work supervisor), Mrs Mabaso and three witnesses (a till packer and two cashiers) Everybody talks Meeting starts 10.30am and finishes 4pm, when Checkers offers to move Mr Epstein to another position in the store.

Workers' team accepts this in principle, leaves to report back. At 5pm union official telephones to say workers will return to stores the next day or as soon as they are informed Strike ends



THE POSTER: Black staff claimed the poster was racist One-ton of a black man with a Checkers push-cart. The cartoon = fired; blacks will remain slaves.' "

The aftermath: Bosses

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THE POSTER: Black staff claimed the poster was racist. One saw-
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The aftermath: Bosses and union bury hatchet

MR ROBERT Epstein and Miss
 Lettie Mabaso, central figures in
 the Checkers 12-day strike dra-
 ma, refuse to discuss the parts
 they played.

But Mrs Emma Mashinini, gen-
 eral secretary of the Commer-
 cial, Catering and Allied Workers'
 Union, to which the Checkers
 workers belong, said "The
 lengthy negotiations show no pro-
 gress was made by either party.

"There were delays by both
 sides. The strike has proved that
 over a long time there has been a
 lack of communication between
 management and workers We
 think this has been resolved.

"The workers did not state
 their grievances clearly," she
 said.

A spokesman for Checkers, Ms
 Peta Lomborg, said: "The strike
 was an expensive exercise for ev-
 eryone. But on the credit side, it
 showed how vital it is that during
 direct negotiations the channel of
 communication between the par-
 ties be kept open and that they

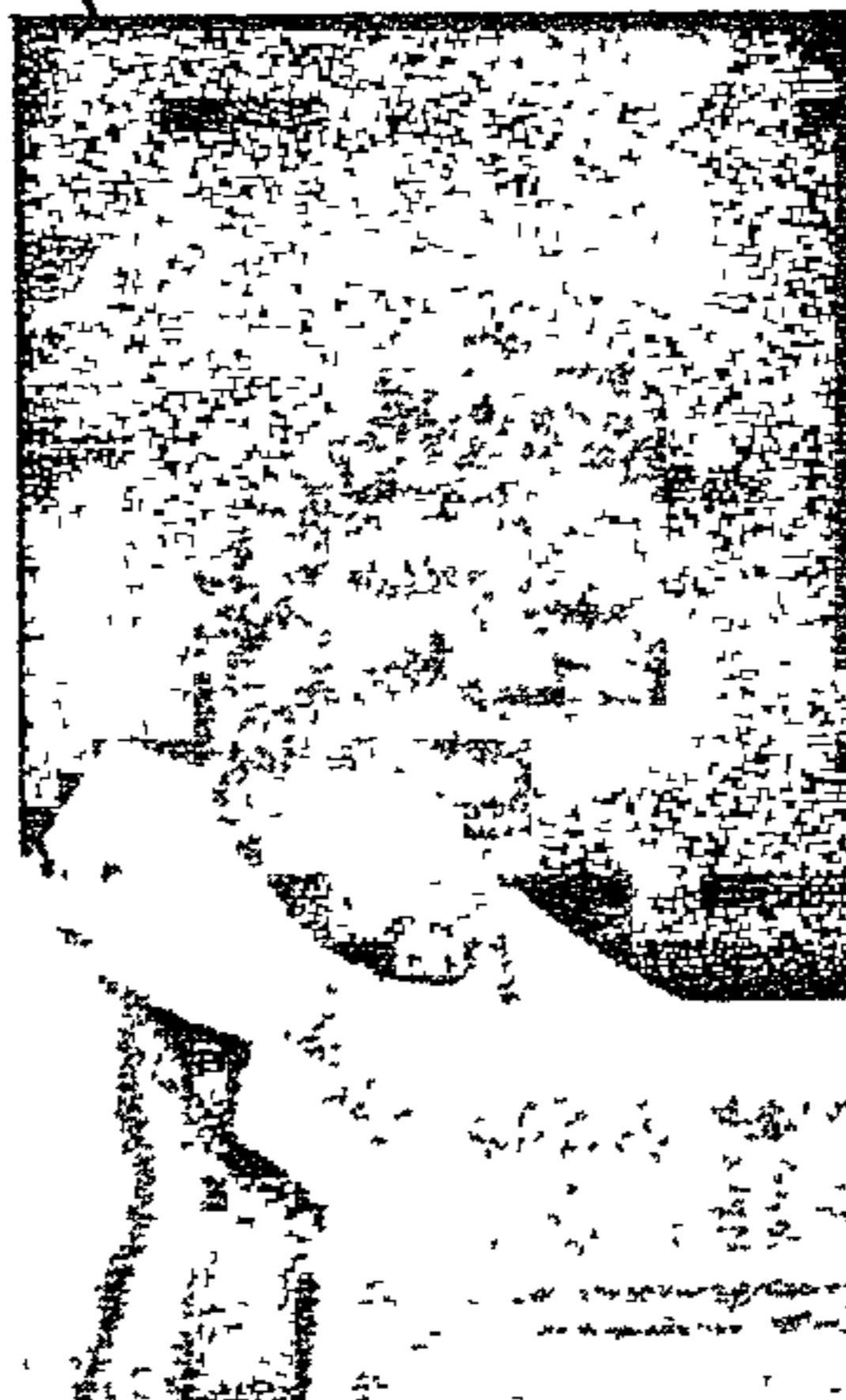
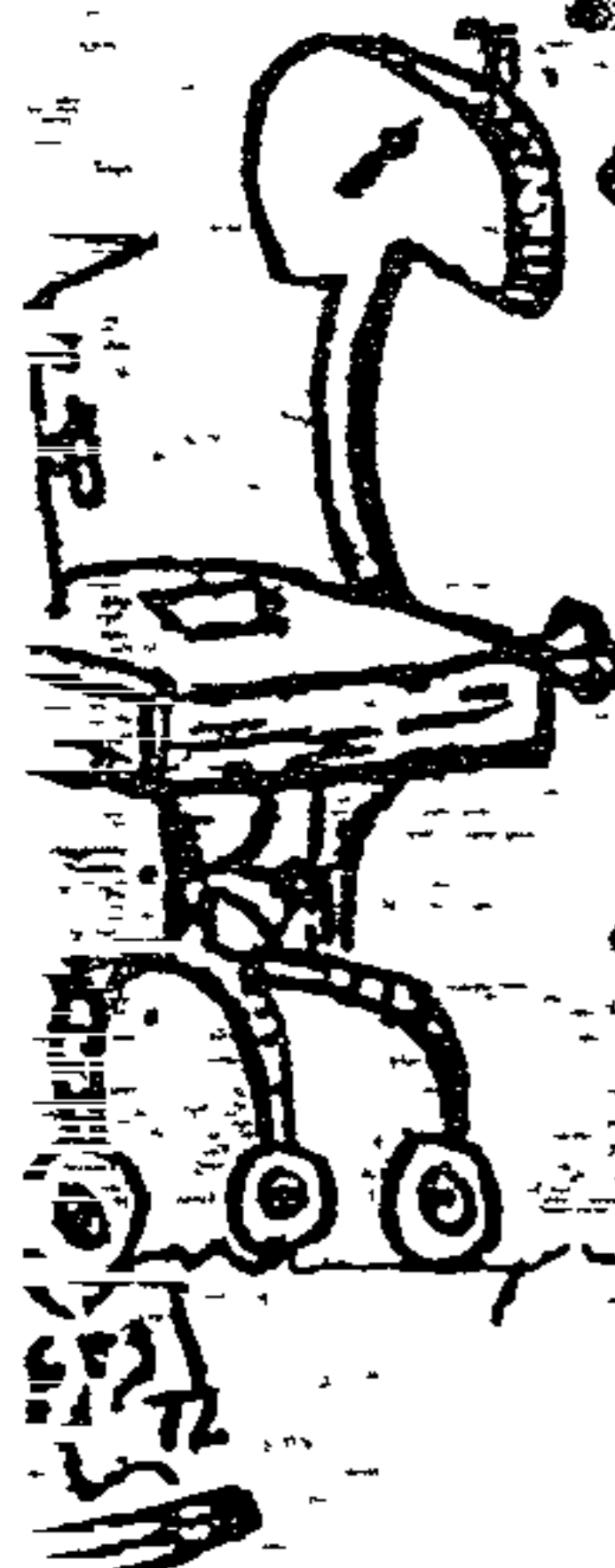


THE STORE: A poster sparked the trouble, but then
 other issues at the Checkers branch were raised.

continue talking in an effort to
 find a common solution.
 "One of the things one learns is
 how easily misunderstandings
 can occur when one is in a tense
 situation and how there can be
 difficulties in truly communicat-
 ing.
 "Another good thing that has
 emerged is that the spirit of our
 negotiations with the union can
 only be beneficial in the future."

THEY
CAN'T
HIRE
US!

SLAVES
HAVE
TO BE
SOLD



AT ODDS: Miss Lettie Mabaso, who sparked the strike, and Mr Robert Epstein, Checkers' assistant manager. A poster on his wall was one of the grievances that led 7 00 Checkers workers striking

Checkers tots up the bill

THE cost to Checkers of the 12-day 'Poster Strike' has been described as inestimable — and the cost to the strikers, whose minimum salary is R220 a month, is the R80 000 that will be missing from this month's pay packets.

The strike started at 5.50pm when Miss Lettie Mabaso, a cashier at the Killarney branch, Johannesburg, closed her till after 20 minutes' overtime and said it was time to go home.

Her action prompted a dispute with assistant manager Mr Robert Epstein, who pointed out that queues of customers were still in the store.

And so began the first round in a major industrial dispute.

Within 14 hours, 70 co-workers had backed Miss Mabaso in a protest walkout, which was to snowball into the 12-day stayaway.

Soon the list of workers' grievances extended to other issues and a truce was called only on Tuesday night.

The strike at Killarney was one of more than 1 000 that have taken place in South Africa from 1980.

Last year alone industrial strike actions totalled 394, with a loss of 365 337 man-hours.

In the case of Checkers, reconciliation was delayed by confusion over basic complaints — including the offensive 'Slaves' poster — misunderstanding and misinterpretation.

Negotiations started immediately at the offices of the Commercial, Catering and Allied Union offices.

But bargaining became confused — with grievances dropped, fresh complaints added and claims and counterclaims — until on Wednesday the strikers went back to work.

Poster was racist. One saw it this way: "A cart. The cartoon said: 'Whites won't be remain slaves.'"

139 120 M 11/7/83

'Back to work' for insurance workers

Mail Reporter

OVER 100 workers from the Liberty Life insurance company who have been on strike since Thursday were expected back at work this morning

A company official said yesterday he had met with officials of the independent

Insurance Workers' Union of South Africa, who told him the workers would be back at work this morning

The official added his company would not recognise the independent union, but would look into any grievances.

The workers downed tools

last week because of dissatisfaction with a wage increase. Management, however, refused to meet the union on the grounds it was a blacks-only union

It was company policy, the spokesman said, to only recognise non-racial unions

Strike goes on despite talks

LIBERTY LIFE Insurance Company and their striking workers remained deadlocked yesterday even after two senior representatives of management had held talks with the workers.

About 140 workers from Liberty Life went on strike last Thursday afternoon when their management refused to meet representatives of their union — the Insurance Assurance Workers Union.

When refusing to meet representatives of their union, Liberty Life had pointed out that, as a multi-racial company, they could not recognise or hold discussions with a black union. They had also expressed the hope that the workers would return to work soon to avoid any inconveniences.

But yesterday the workers, who are mostly white collar workers, again stayed out on strike. In a bid to resolve the impasse two senior officials of Liberty Life, Mr Mark Winterton, the executive director, and the managing director, Mr M I Hkowitz, went to face the striking workers. However, after a 45 minute meeting both the workers and management reported that

By PHIL MTINKULU

things remained basically the same with neither side prepared to compromise.

Mr Winterton said they were, however, clearer about what the problem was — union recognition. This was the crux of the matter as the worker did not air any other grievances. He said "the company prided itself on their fair employment practices and they were prepared to talk to individuals or representatives of the workers if they had grievances. But the representatives should be from the company."

"We are not prepared to temper or destroy our multi-racial practice by talking to a black union which does not represent the majority of the staff," Mr Winterton said.

On Friday Liberty Life had issued a circular in which they warned the workers that they were in breach of their conditions of employ-

ment and that they would not be paid for the period that they were on strike and that they risked losing their jobs.

In addition to pressuring for the recognition of their union the workers said they were not happy with their recent salary increases and wanted the union to discuss this with management.



WORKERS: From Liberty Life Insurance Company after they held a meeting with senior officials.

~~SP~~ ~~IS~~ ~~131~~ RDM (139)
Insurance workers to
list their grievances 20/7/82

Mali Reporter

ABOUT 100 striking workers at Liberty Life insurance company returned to work yesterday and said they would submit a list of grievances for attention by management

The workers, members of the independent Insurance Workers' Union of South Africa, went on strike last week because of dissatisfaction over a wage increase

Management, however, refused to negotiate with the

union because they said it was company policy not to recognise an all-black union.

A Liberty Life spokesman said yesterday that all 100 workers had returned to work after agreement had been reached that they would not be 'victimised' and that they would submit a list of grievances to management

The official said the strikers would not be paid for the two days they were off work. Their grievances would be investigated, he added.

Insurance workers end 3-day strike

THE three-day strike at Liberty Life Insurance Company is over.

According to the company's executive director, Mr M Winterton, the workers informed them on Monday afternoon that they would report for work the following day. The basis of their coming back was that there would be no victimisation.

The issue of recognition for their trade union, Insurance Assurance Workers Union, seems to have fizzled out as, according to Mr Winterton, they said they would present their grievances themselves but at a later stage.

Mr Winterton said the strikers would not be

paid for the days they were on strike. He repeated the company's standpoint that it did not recognise the all-black independent insurance worker's union, and added that grievances would be investigated.

But, according to a spokesman of the union the workers went back with a demand that they should be paid for the days on strike and that the company should also allow the union to negotiate on their behalf.

A letter has been written by the union to Liberty Life giving them seven days to comply with their request failing which the union will apply to the Conciliation Board with the view of

declaring a dispute.

Meanwhile a spokesman for Barlows which last week fired 450 workers, said the company was hiring extra staff which would be kept on when the week-old dispute at the plant ends. He said the jobs of all the strikers had been guaranteed, and a small number of them have already been rehired.

Talks between the Chamber of Mines and the National Union of Mineworkers which were deadlocked after a union request for a meeting with the Chamber's full executive was turned down will continue today.

Sawetun
20/7/87

130

**1 Unionists (134)
acquitted of
intimidation**

Star 2/17/83

A Johannesburg Regional Magistrate today acquitted four men and a woman, all Commercial, Catering and Allied Workers Union members, on charges under the Intimidation Act.

The magistrate, Mr T Kleinbans, acquitted Mr Jacob Rafapa (31), Mr Jack Mangwane (45), Mr Josuah Podile (55), and Mrs Joyce Mokola (27), all of Soweto, and Mr Victor Damored (44) of Alexandra Township.

The sixth person, Miss Stella Mashigo, has not appeared in court since the beginning of the trial about two months ago. A warrant for her arrest was issued by Mr Kleinbans.

Union members beaten outside hall — claim

Post Reporter

THE secretary of the Motor and Component Workers' Union (Macwusa), Mr Dennis Neer, today alleged that trade union members were assaulted by knobkerie and baton-wielding men outside the New Daku Hall in Kwazakele last night

Mr Neer said some of the victims were admitted to Livingstone Hospital after a group of assailants tried to prevent them entering the hall where the joint fortnightly meeting of the General Workers' Union of South Africa (Gwusa) and Macwusa was being held

Mr Neer said the meeting had just started at 8pm when latecomers rushed into the hall, bleeding and claiming they had been beaten at the gate of the hall

Mr Neer said he did not know how many assailants there were, but other union

members had gone out to investigate once all the members were inside the hall

"As soon as they got to the gate, they saw three cars moving away in the light of approaching vehicles," he said.

"The occupants were both black and white and the cars had radio aerials on the boots"

He said the windscreens of two cars belonging to union members had been broken in the scuffle and several injured members had gone to see private doctors later

Mr Neer said he did not know whether the incident had been reported to the police or whether injured members had laid charges

The Divisional Commander of the security police in Port Elizabeth, Colonel G N Erasmus, said he knew nothing about the incident.

22/7/83

139

SOWETAN, Fri



ACQUITTED: Mr Jacob Rafapa, Mr Josiah Podile, Mr Jack Mangwane and Mr Victor Damoeid.

Ccawusa 5 cleared UNION TO SEEK LEGAL ADVICE

By NKOPANE MAKOBANE

FIVE OF THE six Commercial, Catering and Allied Workers' Union of South Africa (Cca-wusa) members acquitted in the Johannesburg Regional Court yesterday under the Intimidation Act are to seek legal advice.

The sixth accused, Miss Stella Mashigo (21), of Meadowlands, was again not present in court and has since had a warrant of arrest issued against her.

Appearing before Mr T Kleinhans were: Mr Jacob Rafapa (31) of Diepkloof, Mr Jack Mangwane (45) of Alexandra, Mr Josiah Podile (55) of Naledi, Miss Joyce Mokola (27) of Rockville, and Mr Victor Damoeid (44) of Emden.

The union members, all employees of an electronics firm, Taltron, in Newton, Johannesburg, had pleaded not guilty to charges of intimidation and assault on their co-workers.

The State had alleged that between November and December last year they had compelled several employees to abstain from going to work and to participate in a strike. During that period they had stoned one employee and assaulted another by sjambokking him.

In an application for the acquittal of his clients who he did not call to testify, Advocate J N de Vos argued that evidence before the court was insufficient

He said some of the witnesses had contradicted themselves and were unreliable. Some had said they were not threatened while others said although they were threatened, it was not by the accused.

Before freeing the accused, the magistrate, dealing with Mr Mangwane, said evidence had been that he had approached an employee and spoke to him when other people started to stone the employee and then ran away. Mr Kleinhans said he had no reason to convict him on this evidence.

(39)

Union slams Liberty Life

22/7/83

BLACK workers at Liberty Life Insurance Company have unique problems compared to those of their white colleagues and as such they cannot belong to a multi-racial union.

This is the view of the workers' union, the Insurance Assurance Workers' Union, who have been battling to gain recognition from Liberty Life. One of the reasons the union is unacceptable to management is that it is an all-black union.

Mr. Jeff Lengane, the national organiser of the union, said they rejected Liberty Life's policy of multi-racialism as it did not apply to the black workers. "Our members are definitely not regarded as equal to their white counterparts", he said.

Mr. Lengane said it was precisely because their members were discriminated against that they went on strike. "If our members were part of the multi-racial policy of Liberty Life they would not have had grievances," he said.

At a workers report back meeting held on Wednesday, management's claim that they met with union officials and that the workers agreed to submit a list of grievances were refuted. The workers reiterated that the union should negotiate on their behalf.

The union has however written a letter to Liberty Life informing them that if they do not respond to the demands of the workers within seven days a dispute will be declared.

(1.34) P.O.M. 72/7/83

Court clears five union members

Mail Reporter
FIVE members of the Commercial Catering and Allied Workers Union of South Africa (CCAWUSA) were acquitted in the Johannesburg Regional Court yesterday on three charges under the Intimidation Act of 1982.

After evidence of 12 State witnesses, Mr Jacob Rafapa, 31, Mr Josiah Peditse, 55, Mrs Joyce Mokola, 27, Mr Victor Damoied, 44, all of Soweto

and Mr Jack Mangwane, 45 of Alexandra, were acquitted on all charges.

The magistrate Mr T Kleinmans, said the evidence was not acceptable to convict any of the accused.

The trial followed a strike involving 300 workers at the Teltron factory in Village Main, Johannesburg in November last year.

The State alleged the accused forced several work-

ers of Teltron to take part in a strike on November 16 last year and threatened employees with assault.

They were also charged with two counts of forcing Mr Christiaan Sibisi and Mr Moses Mosia to join the strike. Both these counts had alternative charges of assault.

At a previous hearing Mr Sibisi and Mr Mosia claimed they were assaulted by members of CCAWUSA on Decem-

ber 1 and 2 respectively for not taking part.

At the end of the State's case, advocate J N de Vos applied for a discharge of the accused, arguing that the evidence was insufficient and unreliable to convict them.

A warrant for the arrest of a sixth CCAWUSA member Mrs Stella Mashigo, 21 of Meadowlands, has been issued and she will be tried separately.

SUCH information as I can gather about the Media Council which is to succeed the present Press Council suggests that it may be in operation as early as September. This is good news, its period of gestation has already been painfully protracted

No doubt details of the council's constitution will be released shortly, and that will be the time for full comment

Meanwhile I find it disturbing that the SA Society of Journalists, representing journalists on the English-language newspapers, has not yet bound itself to play its part in the council

Without the participation of South Africa's biggest organisation of journalists the council's authority will be greatly weakened

It is very much to be hoped, therefore, that the SASJ will be able to reconcile its differences with the Newspaper Press Union and the Conference of Editors, which have been drawing up the council's constitution

The need for this reconciliation is the greater because the Media Workers' Association of South Africa (Mwasa), which represents black journalists and other employees, has, I understand, already nominated a member to serve on the council

Rightly or wrongly, Mwasa is generally seen as a more radical and recalcitrant body than the SASJ, which is itself not noted for obsequiousness

In these circumstances the SASJ's absence from the Media Council would be both glaring and ironic

It would be unfair to the SASJ to give the impression that its attitude towards the Media Council is grounded in simple bloody-mindedness

It has long been deeply and rightly suspicious of any kind of disciplinary body in which the Government has had even an indirect hand

It clearly fears that the Media Council will prove no more than a halfway house down the road to statutory control and the effective extinction of all Press freedom

It does not wish to be an

Birth pangs for the Media Council

Rand Daily Mail Ombudsman

JAMES McCLURG

takes a critical look at the media

If you have any complaints against the Mail or suggestions for the Ombudsman to take up write to the Editor P O Box 1138 Jhb



accessory to such a process

The possibility that the SASJ so greatly fears cannot, of course, be excluded. But is there any merit at this stage in a posture of despair?

I suggest that it would be in the interests of South African journalism and journalists for the SASJ to participate, if not as a permanent commitment then at least on a trial basis

If its suspicions about the new body prove justified, it can, and should, withdraw

So far as I understand the SASJ's detailed objections, it seems to me to have a couple of valid points

If it is correct that under the constitution the Conference of Editors would have the power to nominate a member of the SASJ to serve on the council in default of a nomination by the society itself, I am not surprised that this provision has been called "undemocratic"

It would also be self-defeating, since such a nominee would obviously not represent the SASJ

The society, I believe, is also right to have grave reservations about any suggestion that the Media Council should be allowed to adjudicate on complaints against publications that do not acknowledge its jurisdiction

How such a system would work is not clear to me, but, on the face of it, it could be open to abuse

I hope the NPU and the Conference of Editors will be able to give the SASJ satisfactory assurances on this point

IT WAS pleasant to read a tribute from the police to the co-operative conduct of the newsmen on the scene of the Pretoria bomb blast on May 20

As previously pointed out in this column, media representatives were freely allowed into the area of the outrage and given all available information

The editor of the police magazine Servamus, Lieutenant-Colonel Leon Menge, said the newsmen had not "hassled" the police and described their behaviour as "marvellous"

At the risk of appearing sententious, there is a moral in this story. The job of reporters and photographers — and their electronic equivalents — is to gather news

If they are needlessly obstructed, and especially if there is any attempt to mislead them or conceal the facts, they tend to react vigorously

But when they are allowed to get on with the job and are given reasonable assistance, few would want to waste their time "hassling" the police or anyone else

There can be no exact comparison between a single event like the Pretoria blast and a series of connected incidents over a wide area such as were involved in the recent disturbances at Lamontville, near Durban

But, assuming they had nothing to hide, would the police at Lamontville not have served their own interests, let alone those of the public, better if they had learned from the Pretoria example and adopted a more open approach towards the media?

□ □ □

COMPLAINTS in this column about the lack of news in Malawi have been fairly swiftly answered. In its issue of July 15, the Rand Daily Mail published a good "wrap-up" of the situation there by David Cowell of United Press International

The situation remains complex and mysterious. In the absence of direct access to closely-guarded facts, Cowell had to rely largely on what he could gather from diplomatic sources

But it was a marked advance on anything else that we have had from Malawi for some time, and readers with an interest in the country will have been grateful for it

□ □ □

ALTHOUGH the public attitude towards our superior courts is not as reverential as it once was, they still seem to be hedged with a degree of divinity

Many people, in fact, would be surprised to learn that they are perfectly entitled to criticise a judgment or the way a case has been conducted — provided they do not "cast an improper or scandalous reflection on the administration of justice" or "exceed the bounds of moderation or of fair and legitimate criticism"

Where do the "bounds of moderation" lie, and when does criticism cease to be "fair and legitimate?" Inevitably the answers to these

questions will differ from community to community and from country to country

In the United States, pre-eminently the home of free speech, standards in matters of this kind are robust

My eye was caught, for instance, by the comment of the editor of a newspaper in Arizona on a judge's decision to exclude TV cameras from the court during a part of a hearing

"For a guy who is supposed to have the wisdom of Solomon and at least a smattering of common sense," writes the Mesa Tribune, "Superior Court Judge Cecil Patterson comes up short"

A South African editor who made a similar remark about one of the "guys" on our bench would no doubt find himself in big trouble.

Nevertheless there is still room within the confines of our stricter standards for informed and, if necessary, critical analysis of the decisions and procedures of our courts

I am far from suggesting that the judiciary should be demigrated or, for that matter, criticised on a casual basis. That would be intolerable

But there is no inherent reason why judges or magistrates should be immune from the watchful eye that the Press, of its nature, must turn on all sources of power in our society

□ □ □

STOP PRESS

United American was declared insolvent and closed on Monday by State Banking Commissioner William Adams — Atlanta Journal

● Your Ombudsman, JAMES McCLURG, will be on leave for the next two weeks and this column will resume on his return

NGWU signs on white

IN a historic move, the newly formed black National General Workers Union has signed on a white woman as a full-time member.

The union's general secretary, Mr Donsie Khumalo, told The SOWETAN yesterday that they were expecting more whites and other race groups to join the

union

The union, which was formed in March this year and boasts a membership of approximately 4 000, is one of the few black unions in the country that has made provision for whites in its constitution

Most unions are opposed to white membership as they contend that whites have different aspirations than blacks in South Africa

"We regard this step as vital in that there are several white workers

who benefit from recognition agreements concluded between unions and management

"As a result we felt that whites should be included in our ranks so that they could also help in building a non-racial South Africa," Mr Khumalo said

Mr Khumalo said the union's shop-stewards would meet a delegation from the Department of Manpower to discuss various grievances at a meeting to be held in Pretoria today

Sowetan 26/7/81
139

White woman quits black trade union

Pretoria Correspondent

After making history as the first white woman in Pretoria to join a black workers' union, Mrs Maria Barnard has resigned.

She said today she joined the National General Workers' Union as she believed it would be able to help her if she ever lost her job. Now, however, she has written her letter of resignation after being a member for less than a week, amid accusations that she was intimidated.

Mrs Barnard works for a Pick 'n Pay supermarket in Pretoria. Yesterday when union officials visited Mrs Barnard at the centre, the manager, who refused to disclose his name, originally denied she was a union member. He refused to allow union officials to talk to her in private.

The NGWU's general secretary, Mr Don SiKhumalo, issued a statement saying: "This is nothing less than blatant intimidation of a member of our union."

Mrs Barnard said she would hand in her resignation to union officials when they visited the supermarket tomorrow.

The manager denied he intimidated anyone and said he would not do anything to harm the union.

After repeated attempts the national personnel director, Mr Rene de Wet, the Transvaal director, Mr N Els, and head of Pick 'n Pay, Mr Raymond Ackermann, could not be reached for comment.

Mr Nic Els, a director of Pick 'n Pay, challenged Mr SiKhumalo to prove the company had ever intimidated anyone.

INDUST. RELATIONS - WORKERS'

ORGANISATIONS - AFRICAN UNION

1983

AUGUST. - DEC ✓

Union signs up its first white member

By STEVEN FRIEDMAN
Labour Correspondent

THE National General Workers Union, an emerging union which has hitherto had only black members, signed up its first white member late last week.

But it is not clear whether the white worker who joined the union, Ms Maria Barnard — a cashier at Pick n Pay's store in Doornkop, Pretoria — plans to remain a member of the NGWU.

There are indications that she may have resigned or be planning to resign in the wake of an incident earlier this week in which Pressmen, accompanied by union officials, attempted to interview Ms Barnard at the store.

The NGWU general secretary, Mr Donsie Kumalo, said Ms Barnard joined the union late last week and he hailed her decision as a "break-through" for the NGWU, which has a non-racial constitution.

But Mr Kumalo alleges that, when he took Pressmen to the store to interview and photograph Ms Barnard, they were turned away by its manager who also, he alleges, persuaded Ms Barnard not to talk to them.

He accused the manager of "intimidating a member of our union".

A Pick n Pay spokesman denied this yesterday. He said Mr Kumalo, with Pressmen and photographers, had visited the store and asked to speak to Ms Barnard.

He said they were told they could not talk to her during working hours, but were welcome to interview her at 2pm, when she took her lunch break.

"It seems Ms Barnard became flustered at this point and wanted to know why the Press wanted to interview her and why everyone was making a fuss of her decision to join the union. She then declined to be interviewed," he added.

The spokesman said Pick n Pay had a "completely open" policy towards unions and any of its employees were free to join the union of their choice.

"We do not know whether Ms Barnard is a member of the union or not — but that is entirely her decision," he added.

There have been indications, however, that she may have reconsidered her decision in the wake of the incident at the store.

NGWU (136) agreement

^{Lowelan}
THE National General
Workers' Union
(NGWU) has come to
an agreement with the
Department of Man-
power.

^{Mweli}
At a meeting held in
Pretoria this week to
discuss payment proce-
dures affecting employ-
ees and the National
Training testing centre,
Kempton Park, the
union was assured by of-
ficials from the depart-
ment that the matter
would be attended to.

Mr Donsie Khumalo,
organising secretary of
the union, said the
centre was attached to
the department of man-
power and that employ-
ees were dissatisfied
about the pay slips
which were different
from those issued by the
head office.

(139)

Union accuses brickworks of victimisation

By STEVEN FRIEDMAN
Labour Correspondent

A KRUGERSDORP brick works has been accused of victimising members of the Building, Construction and Allied Workers Union — a charge it angrily denies

The union claims West Rand Brickworks fired one of its members, Mr Isaac Masoga, after learning he was a leading member of the union

It also claims the company confiscated membership cards from union members and has refused to return them

But a company spokesman, Dr Van Graan, yesterday denied that Mr Masoga's sacking was connected with his union membership and added that union members had voluntarily handed over their membership cards to him

According to the union, which claims "substantial membership" at the plant, management told workers at a regular Friday afternoon meeting that it had learned some were members of the union

It alleges that the following Friday, Mr Masoga was called to the office of a management man, asked why he had not told his employer that he had joined the union, and threatened

It said management had subsequently "gone round the company collecting people's membership cards" and warned workers that Mr Masoga was a 'snake'

It said Dr Van Graan had said then that he would take further action against Mr Masoga and that he had subsequently been fired

Dr Van Graan said yesterday Mr Masoga had been working as a clerk, but that there was no work for him in that job. He asked to become a driver and the company agreed as he said he had a driver's license

"But he failed a driving test arranged by the province and we had to part with him. We are hurt by these claims because he left in good spirit."

Dr Van Graan said he had become aware of the union's presence at the plant when discussing with workers a benefit scheme he planned to introduce

"Some said they already had a benefit scheme which turned out to be the union. But many were against this and a split developed along ethnic lines."

On a subsequent occasion, he said, he had come across union officials at the plant and invited them to a discussion. "But they misled me about their identity and denied being union officials."

He had told workers of this incident and some had been so angered that they had wanted to burn their membership cards. He advised them against this and these workers had handed their cards to him

"They can have them back any time they like."

He said workers had little understanding of what a union entailed

"I can understand that unions have an important role in large companies where there is little communication between management and employees. But I don't think they would have much of a role here."

Unionist resigning

THE National General Workers' Union will today visit Mrs Maria Barnard, the white woman who made history by joining the all-black union in the wake of pressure being brought upon her to resign from the union

The general-secretary of the union, Mr Donnie Khumalo, said Mrs Barnard had not as yet resigned from the union but things were being made difficult for her

The NGWU was able

to enjoy the success of having a white member for only a week before they received news that Mrs Barnard intends resigning today

When union officials went to see Mrs Barnard on Tuesday at the Supermarket where she works the manager refused the union permission to speak to Mrs Barnard privately

Prior to joining the NGWU, Mrs Barnard did not belong to any other union

Frederick
3/7/23

139

Mines sign deal with another union

By JOSHUA RABOROKO

IN ANOTHER history making event, the Chamber of Mines has granted the Black Allied Mining and Construction Workers Union access to recruit black-workers in South Africa's mining industry.

The most interesting feature about the newly-formed union is that its president, Mr Letsatsi Mosala, is a labour secretary of the Azanian People's Organisation (Azapo)

Azapo has for a long time taken great interest

in labour movements, but its involvement has mainly been limited to friendly, informal links with emerging unions

Mr Mosala has said that the union was independent of the organisation. He should be seen as a worker who must also exercise his rights in the community

The union, which has a membership of over 11 000, is growing from strength to strength, and is planning to negotiate

a recognition agreement on several issues

"We have held talks over access to gold and coal mines, but the Chamber objected to some aspects of the union's constitution. We hope at the next meeting the objections will be clarified," he said

A spokesman for the Chamber of Mines confirmed that they had granted the union access to recruit workers on their mines

Sowetan
29/7/83



c/o 72 SIGAWU AVENUE
P.O. LANGA
7455
DATE



PRES MR S.C. RABARALA
CHAIRMAN MR S.S. XAMIASHE
SECRETARY GEN MR S.A. MCHAZA
ORGANISER SEC MISS V.T. MAGWAGA
TREASURER MR S.A. MCHAZA

EST 1978

Western Cape Amateur Boxing Union

Barnard leaves NGWU

THE FIRST white woman to join an all-black union, Mrs Maria Barnard, yesterday officially resigned from the National General Workers' Union (NGWU).

The organising secretary of the union, Mr Donsie Khumalo, said his organisation had received Mrs Barnard's resignation letter but pointed out that no reasons for her resignation were stated in it.

Mrs Barnard is employed by a large chain store in Doornkloof, Pretoria, and was a member for only a week.

139
29/1/73
SOWETO 29/1/73

29/7/83 (139) R.M.
Union's white member quits

Labour Correspondent

THE first white member of the unregistered National General Workers' Union, Pick 'n Pay cashier Ms Maria Barnard, has resigned

But at the same time, the union announced yesterday that it was negotiating a procedural recognition agreement with Pick 'n Pay at six of its Northern Transvaal stores and that it expected this to be signed soon

The agreement would be the recently-formed union's first formal agreement with an employer

The NGWU general secretary, Mr Donsie Kumalo, yesterday confirmed that Ms Barnard, who works at Pick 'n Pay's Doornkop, Pretoria, store had submitted a formal letter of resignation

Ms Barnard joined the union last Friday but resigned in the wake of an inci-

dent in which Mr Kumalo, accompanied by Pressmen and photographers, arrived at the store to interview her

She declined and Mr Kumalo attributed this to "intimidation" by the store's manager, a claim Pick 'n Pay denied

Mr Kumalo said her letter gave no reasons for her resignation "so we can only speculate about the real reasons" The union regretted her decision

But Mr Kumalo said the union had also won a breakthrough at Pick 'n Pay Northern Transvaal stores

"We are negotiating a procedural agreement with the company which will cover six stores in the Pretoria area where we have substantial membership We expect it to be signed soon and it would then be extended to other stores when we win

membership there," he said

A Pick 'n Pay spokesman, Mr N Els, confirmed that talks on a procedural agreement were under way and said they had been initiated by the company

But he stressed that the agreement would "only formalise a situation which has been in existence here for two years"

He said it would incorporate the company's existing discipline and grievance procedure "This is our own procedure, which is already in force and the union has agreed to it," he added

Mr Els stressed that "a substantive agreement between us and the union, setting down negotiated wages and conditions, is still a long way down the road — this agreement is only procedural and would only spell out certain basics"

UNIONS

Arguing about race

(139) (LSA)
PM 29/7/83

Important questions in labour law are being raised in a recognition dispute between Liberty Life and the Insurance and Assurance Workers' Union of SA (Iawusa)

Iawusa is trying to represent black workers in the insurance industry. About 100 of its members employed by Liberty Life were recently involved in a two-day strike over wages. They demanded that the company recognise and negotiate with the union, which claims to represent a majority of black workers at the company's head office in Johannesburg.

The union has since made a formal demand for recognition and says it will officially declare a dispute with the company if this is not granted. Should the dispute not be resolved at a conciliation board, the union says it will take action through the Industrial Court to have the company's refusal to recognise it declared an "unfair labour practice".

Liberty Life is willing to recognise and negotiate with unions. However, the company is extremely reluctant to recognise a racially-based union and prefers to negotiate with a multiracial union.

This impasse raises a number of interesting questions. Trade unions which restrict their membership to a particular race group are, of course, common in SA. This is partly the result of government policies which until fairly recently discouraged unions from being multiracial.

Although these policies have been re-

vised, racially-based unions continue to exist because workers of different races perceive themselves to have different needs, interests and priorities. This has especially been the case in industries where there is a wide skills and pay gap between the races.

What makes the impasse between Liberty Life and Iawusa so interesting is that the company says that most of its black employees are clerical workers, who receive the same pay and enjoy the same conditions of employment as their white counterparts. Therefore, it can be argued that in the workplace the different race groups do not have differing needs.

Liberty Life says it is proud to be an equal opportunity employer and is opposed to anything which could cause divisions and tensions between employees of different race groups. Not surprisingly, the company fears that recognition of a black union could do just that.

The union, however, has a different view. It says the company cannot define how black workers should exercise their right to freedom of association. It questions the company's claim to be an equal opportunity employer and argues that black workers' needs and problems are different from those of whites and that it is impossible to have "a unity of unequals".

The union is also committed to the development of black leadership - something it believes is hampered by multiracial unionism. The union emphasises that it is opposed to wildcat strike action and claims to have played a moderating role in persuading the company's employees not to strike earlier this year.

The dispute is looming at a time when the Industrial Court is moving increasingly towards the view that an employer does have the obligation to bargain in good faith with a representative union (*Current Affairs* July 22). Should the dispute go before the court, it seems likely the court will have the task of defining more precisely what 'representative' means. Is a union representative in a company if it has the majority support of a section of the workforce who belong to a particular race group? Or should the union be representative of employees of all race groups who basically do the same kind of work?

Answers to questions such as these could obviously have a profound effect on the thorny issue of union recognition in many other industries and sectors.

Kohler issue is victory for unions

By PHIL MTIMKULU

IN the wake of a decision by Kohler Corrugated employees to reject a union imposed on them by management, trade unionists have called for the abolishment of the closed shop agreement in favour of freedom of association.

In a secret ballot on Monday, an overwhelming majority of workers at the plant voted to be represented by the Paper, Wood and Allied Workers Union (Pwawu) instead of the South African Typographical Union (Satu). Pwawu received 94 percent of the votes.

And now, unionists maintain that the workers' decision bodes ill for all closed shop agreements.

Mr F Mohlala, secretary of the Building Construction and Allied Workers Union, said his union was against closed shop agreement. "We will be the first to rejoice if the closed shop agreement is abolished. We believe that members should join a union of their choice after being given options," he said.

Mrs Emma Mashimani of the Commercial Catering and Allied Workers Union (Cca-wusa) said they were fortunate that in the commercial and distributive trade there were no closed shop agreements. "We discourage the practice, we believe in freedom of association. A person must be free to join a union of his choice," she said.

July 1983

Mr Sydney Mfama-thi, the general-secretary of the General and Allied Workers Union (Gawu) said they experienced a similar problem to the one at Kohler, but they did not have to put the matter to a vote. "We simply wrote to the company concerned and informed them that their employees wanted to be represented by us, and they agreed."

"A closed shop agreement makes it easy for unions to get membership. They hardly inform employees about the union, and in most cases the employees are ignorant of what the union is supposed to do for them. They do not have a sense of belonging," said Mr Mfama-thi.

Dwasa answers ^{30/7/83} ^{Enlist} both sides ¹³⁹ ~~257~~ ~~257A~~ needs

SIR — A letter published on July 23, entitled "Madam takes issue on pay" and calling to task Mrs Maqina of Dwasa, demands comment.

Mrs Maqina is to be admired for her efforts to ameliorate conditions of service for the most vulnerable members of our workforce — black and coloured domestic servants.

It is not that long ago that domestic servants in England and the rest of Europe suffered exploitation and hardships because of educational and social circumstances. Two world wars rather than the trade union movement brought about changes of opportunity and domestic arrangement

In South Africa education is not equal and social conditions handicap many, and in particular, females. To embark on a career (?) of domestic servitude with little or no prior education, for relatively small financial reward other than your keep and pocket money and with no guarantee of ongoing training or security other than the goodwill of your employer, is surely enough to daunt even the most willing and stout-hearted

Domestic help is a luxury which few countries afford today and employers of such help do have the choice of doing without. Alternate avenues of employment are not so readily available for domestic workers

Dwasa is to be commended for its efforts to optimise labour relationships in this field.

Employers of domestic servants and salesladies are probably not aware that Dwasa also operates as an employment agency. Applicants are carefully screened, informed as fully as possible of the conditions of service they will have to fulfil, and reminded, if necessary, of the importance of honesty and willingness to co-operate.

The prospective employer is perhaps less carefully screened, the need for tact is evident; but assurance that employer needs will be met as far as is humanly possible is freely given.

Anyone needing domestic help of any kind will be pleasantly surprised by the services offered by Dwasa regardless of their ability or otherwise to pay the recommended minimum wage. Those seeking employment are given equally sympathetic and practical help

To all the many women, young and old, who have taken pride in being domestic servants, I can simply and sincerely say we could not have coped so well without your loving support and help in raising our children or in running our homes. In saying this, I believe I express the sentiments of the majority of Southern African women who for so long have enjoyed "services we can never hope to pay for".

Port Elizabeth

BRENDA BOULT

(139)

Workers to decide action

3/2/73
Swe Am

AFTER being briefed by a legal representative, workers of Liberty Life Insurance Company are to meet on Saturday to decide on the course of action to take in their fight against their employers.

The workers who are members of the Insurance Assurance Work-

ers' Union of South Africa, met yesterday at lunchtime to discuss the response management had given to a letter from their union. In their letter the union had threatened to take Liberty Life to the Conciliation Board if it did not recognise their union and allow it to represent their employees

STRIKE

The Liberty Life workers who staged a

two-day strike last month will have to decide whether they are going to take their employers to the Conciliation Board or to the industrial court or whether they prefer mediation. Their legal representative explained the differences between the three actions and their implications.

However, whatever decision they take will have to make allowance for an anticipated re-

sponse from management. On receiving the first letter from the union threatening action, management had asked for certain information pertaining to the union. The union has responded to management's letter, and is now awaiting response.

Management has already informed the union on numerous occasions that they will not accept an exclusively black union. They prefer a multi-racial union.

Unionists detained

TWO members of the Transport Allied Workers Union (Tawu) were detained over the weekend by the Ciskei Security Police while they were recruiting workers at Gompo Transport.

The two detained unionists are Cameron Mzimane and Lulamile Qumane. They were detained in Mdantsane on Saturday. Tawu will brief attorneys to investigate the act under which they are being held. The union will also inform its membership about the detentions and will respond to a decision taken by them.

The Council of Unions of South Africa (Cusa), to which Tawu is affiliated, also condemned the detentions.

139

Sowetan 3/8/83



Attempt to break the Johannesburg to Durban cycling record are physical education Lorraine Swart, Beverley Schafer, Erika Beynon, Melonie Du Preez, Debbie Abbey and record which stands at 33 hours.

Picture: FAUL BOSMAN

in row
over
'rights'
UNION
139
6/18/83

By STEVEN FRIEDMAN
Labour Correspondent

THE unregistered National General Workers' Union says it is considering legal action against a Pretoria motor components firm which refuses to recognise the union, because it is not registered.

The NGWU's general secretary, Mr Donsie Kumalo, also says the company, Poole Industries, has threatened to call in police if union organisers are seen in or near its Pretoria plant, but a company spokesman denied this yesterday.

Mr Kumalo says the NGWU approached Poole after recruiting about 120 of its 300 workers. He was told on Thursday when he met the company's management that the company would not deal with the union.

"The reasons they gave were that we were not registered and that we are not members of the motor industry's industrial council. We regard these as unacceptable reasons," he said.

He also alleged that the company had threatened to call the police if union organisers were seen anywhere near the plant.

"We will now report back to workers on management's attitude and will also consult our legal advisers," Mr Kumalo said.

A company spokesman confirmed yesterday that Poole would not deal with the union because it was not registered and did not belong to the council.

"We asked them why they would not register and they said it was against their principles. That is not a valid reason," he said.

He said the company was covered by the motor industrial council and would therefore only deal with unions on the council.

"We prefer to deal with only one union at our plant," he said.

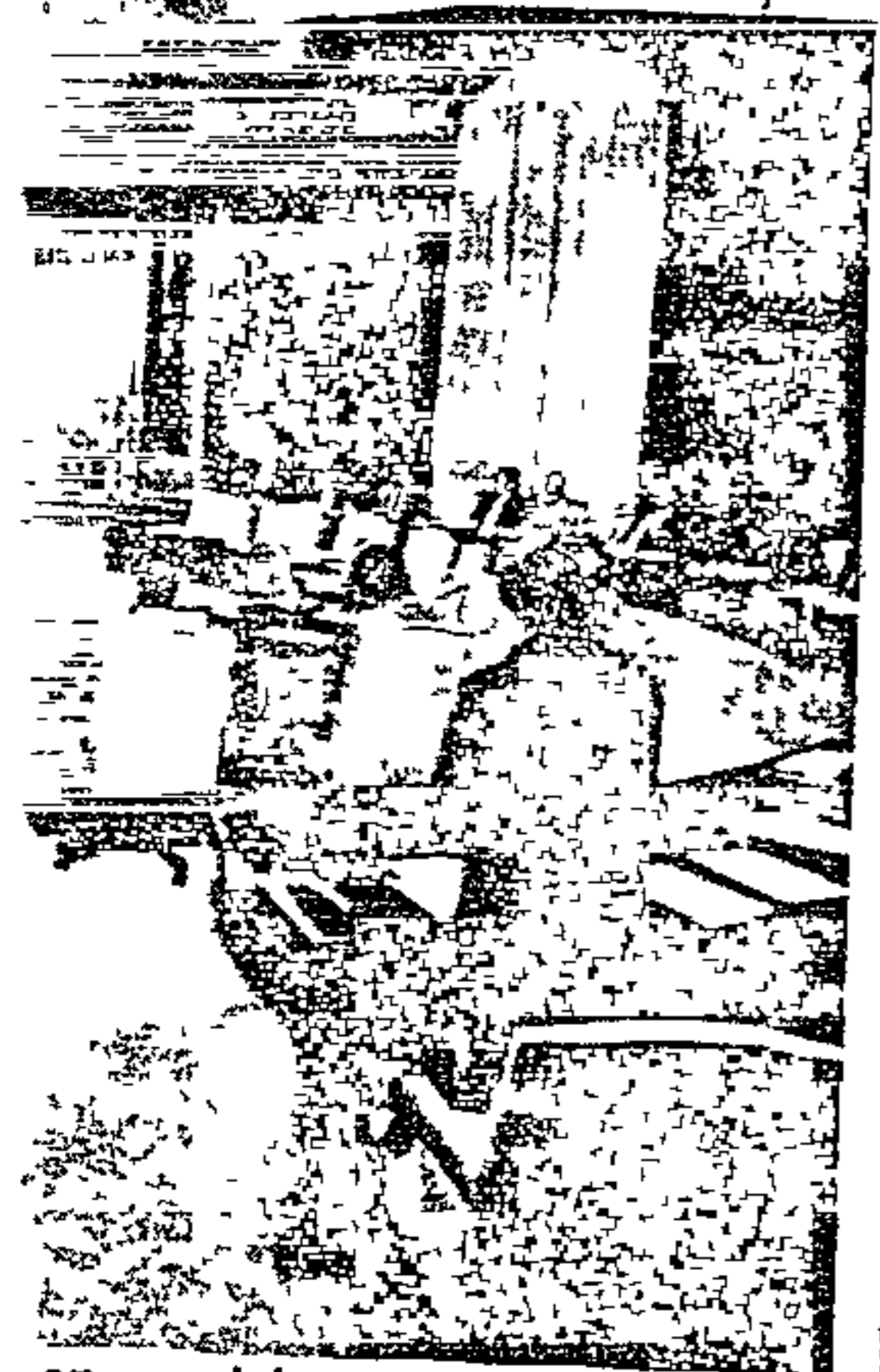
He said the company had told the union its organisers were not allowed on company premises but that "what they do outside our gates is their affair".

Mr Kumalo had threatened to brief attorneys on the issue "and we told them that if they did we would insist on consulting the Motor Industries Federation's lawyers", he said.

He said the company had always had good labour relations. "We have been hit by the state of the economy and have gone on to short time rather than retrench workers. This has involved keeping on elderly workers who are unable to continue working," he said.

Because of the "difficult time" the company faced, it was reluctant to have its relations with workers disturbed by the union, he said.

pledges housing aid at meeting



delegates to yesterday's meeting don't believe they would do it.



MR F F STOCKENSTRÖM
Of Handelsinstituut



MR JOHAN KRUGER
Co-ordinates house sale

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newsletter would be used to keep the private sector fully informed on housing policies and developments. "It is not merely with regard to the sale of these State-financed dwellings that the private sector's role is vital, but also in the development of new housing," Mr Kotze said.

for a joint and coordinated effort by all sectors of the community."

- The bilingual newsletter deals with
- The role of the public and private sectors in housing
 - The Big House Sale
 - Procedures and cost of 99-year-leasehold
 - Types of home loans which

with home improvement. Employers who want to add their voice on housing problems, are invited to do so through Assocom or other associations or through the the PR Director Communications Consortium P O Box 2983 Johannesburg 2000. Does it leave Mrs Preller's maid...

Politics and the worker interests

RELATIONS between unions and political groups has been in the news of late

Two bodies formed to fight Government constitutional proposals, the United Democratic Front and the National Forum Committee, have both seemed eager to win the membership of trade unions

Last week the UDF said it had appointed a committee to approach the biggest emerging union group, Fosatu, to request it to join

Since the unions are the biggest focus of black mobilisation in the country, winning their support is obviously crucial to the new bodies

In some cases they have succeeded — the Council of Unions of SA has joined both groups and unions like the SA Allied Workers Union have backed UDF

But they are certain to find unions like Fosatu, the General Workers Union and the food and canning unions much harder to woo

These unions fear that, by joining a particular group, they could alienate members who do not support it. But there is another reason for their stance

For some time, Fosatu in particular has argued that previous black union movements made a mistake by allying themselves directly with political movements

These movements are, of course, made up not only of workers but of professionals, business people and the like

Unionists argue that, because the "elite" have more education and time at their disposal than workers, they usually come to take up the key leadership positions in the political movement

This, they add, means worker interests take a back seat and unions may be called on to take action which fits the priorities of the "elite" leaders of these movements, but may conflict with worker priorities

So groups like Fosatu tend to prefer independent action on these issues, while building up leadership skills among workers

So in Cape Town the unions have organised their own campaign on the constitution

Of course, this is not a universal view among emerging unions. Some argue that unions who fail to join political movements are turning their back on the political aspirations of blacks

Whether this will become a bone of contention in the present union unity talks remains to be seen

Labour Week



By STEPHEN
FRIEDMAN

Union awaits bosses' reply

By PHIL MTIMKULU

A RESPONSE to their letter will determine the kind of action that the Insurance Assurance Workers' Union of South Africa will take against Liberty Life in their battle to be recognised by the insurance company.

Early last week a legal representative explained to the union the different courses of action open to them in their fight against Liberty Life. The members then decided to meet last Saturday to consider the implications of each action.

But because Liberty Life had not as yet responded to their letter, they thought it premature to decide on positive action. However consensus was strong that they should resort to the Industrial Court.

In their letter to Liberty Life, the union gave the company certain information it had requested while refusing

to divulge other information. The union enclosed its constitution, date on which it was formed and stated that it is not registered. It declined to provide Liberty Life with a head count of its members in the industry as it felt this information was irrelevant to the dispute. They also declined to provide the company with the names of their members employed at Liberty Life as they said this could be used to victimise them.

At issue here is Liberty Life's refusal to recognise an entirely black union. It prefers to deal with a multi-racial union. If the union eventually takes the case to the Industrial Court or Conciliation Board, the decision on the issue will set a precedence — whichever way it goes.

Trade unions which restrict their membership to a particular race group are common in South Africa.

139
Mercury 9/18/83

Sugar trade unions

THE Industrial Council of the Sugar Manufacturing and Refining industry decided to amend its constitution to provide for representation for trade unions based on their numerical strengths

The decision was taken at a meeting last week in Durban

In the past, each union in the council was represented by one delegate. The amendment provides for representation to be based on one delegate for every 1 000 members or part thereof

This will result in the National Sugar and Refining and Allied Industries (NSRAI), employees union having six delegates in the council with the remaining five unions each having one delegate

The NSRAI union represents the majority of black workers in the sugar manufacturing and refining industry

139
Escom's
blacks
ROM
in wage
dispute

Labour Correspondent

AN "in-house" black union at Escom has declared a dispute over wages — which means that this year's black wage increase at Escom is likely to be decided by the Industrial Court

The union, the Electricity Workers' Association (EWA), declared the dispute after rejecting an Escom wage offer of 7%. This followed a decision by unions representing white and coloured workers to accept a 6% offer.

Escom originally offered no wage increase at all, arguing that the state of the economy meant that wage rises should be deferred

Its personnel manager, Dr G F Lindeque, yesterday confirmed that EWA had declared a dispute. He said Escom negotiated with both EWA and a liaison committee for black workers

Normally the dispute would mean that the Minister of Manpower would be asked to appoint a conciliation board to settle the dispute. If this failed, the union would be entitled to conduct a legal strike ballot

However, because Escom is an "essential service", its workers may not strike legally and labour law stipulates that wage disputes in "essential" industries must be referred to the Industrial Court, which must then make a wage award

Dr Lindeque said yesterday that both sides had referred the dispute to the Minister with a request that he refer it immediately to the court for arbitration

POLITICAL comment in this issue by Benjamin Pogrand Peter Bunkell, newsbills by Michael Stent headlines and sub-editing by Paul Holroyd cartoons by David Anderson all of 171 Main Street Johannesburg

Plea sent to lawyers

Winterton
11/8/83

LIBERTY Life Insurance company has sent a request they received from the Insurance Assurance Workers' Union of South Africa (IAWUSA) to their legal advisors for consideration and they will in turn respond following the advice they are given.

An executive official of the company, Mr M

Winterton revealed that the union had not responded satisfactorily to information the company had requested. He said they were not clear on the issue of representation at the company. "We feel strongly on the issue of a multi-racial union and we are unlikely to change our standpoint," he said.

139
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~~HPA~~
Sapa 11/8/83

Reforms under fire

THE GOVERNMENT'S constitutional proposals entrenched apartheid and discrimination and sowed the seeds for greater division in the country, the national chairman of the Public Servants League, Mr Malcolm Domingo, said in Cape Town at the weekend.

Addressing a national meeting of chairman of the league's 20 branches, Mr Domingo said the league wished to reply to the people who had criticised the decision taken at the annual meeting to reject the constitutional proposals.

Criticism has been levelled at the organisation, which represents some 27 000 State employees, for entering the realm of politics.

Mr Domingo said the league — which was formed 13 years ago in

response to the exclusion of blacks from the Public Servants Association — aimed to set right what was wrong in the public service and to fight for equal opportunities for all workers in the service. — Sapa.

Mwasa to seek aid for fired 209

By SAM MABE

THE MEDIA Workers Association of South Africa (Mwasa) has launched a campaign to drum up support for 209 members fired from The Star newspaper after going on a solidarity strike with a dismissed member in March.

In a statement released yesterday, a spokesman for Mwasa said an action committee had been specifically set up to appeal for moral and material support from other workers' organisations, political and community organisations within and

outside the country. "We have launched the campaign to evoke public awareness of what is happening to our members as we see this not as a Mwasa issue alone. It involves their families because, without wages, the fired workers cannot pay rent and feed their children.

"It is in that light that we are going to notify all trade unions here and abroad of the plight of our fired brothers and ask that they be given material as well as moral support," said a Mwasa spokesman.

(137) (227/91) ROM
Unionists decry arrests
and police 'intimidation'
12/8/83

By STEVEN FRIEDMAN
Labour Correspondent

THREE members of the Commercial, Catering and Allied Workers Union (CCAWUSA) at OK Bazaars's Johannesburg warehouse were raided by police yesterday morning and held briefly, the union alleged yesterday

It also charged that this was part of a campaign of "intimidation" by the police against CCAWUSA members

The union has also called on major employers in the commercial distributive trade to join it in taking a stand on police action against unionists in the interests of "peaceful labour relations" in their stores

The union said a shop steward at OK Bazaars in Newcastle, as well as a steward at Checkers in Potchefstroom, were detained last month

In all the cases, the union charged, police questioned the arrested workers about the union's activities

A detailed account of the union's allegations was put to the SA Police's public relations division yesterday. However, by late yesterday no reply had been received

According to CCAWUSA, three of its members at OK Bazaars, Ms Lindy Nyoka, Ms Nora Ntshoke and Mr Ephraim Ntsetle, were raided by police at their homes at 2am yesterday

Their homes were allegedly searched and they were then taken to Protea Police Station in Soweto

From there they were taken to work and their warehouse was also searched. After finding no incriminating evidence the police left, the statement added

It is understood that the workers were taken to the warehouse in their nightclothes and had to return home to change

It said this had followed the brief detention of the Potchefstroom shop steward during the weekend of July 9 and 10 and the Newcastle detention at about the same time

The union branded the arrests "intimidation". It said CCAWUSA was an open union working only for the benefit of its members and that it had nothing to hide

It urged the Ministers of Manpower and Police to act to end police action against union members

Police
deny
'harass'
claim

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13/8/83

Rand Daily Mail had put them to the Police Directorate of Public Relations. The reply said the SAP "do not intimidate people". It went on to say "However, we are duty bound to carry out the functions prescribed to us in Section 5 of the South African Police Act (Act 7 of 1958)". Section 5 of the Act spells out the functions of the police. These are, it says, to

- Preserve internal security.
- Maintain law and order.
- Investigate any offence or alleged offence; and to
- Prevent crime.

The police statement did not comment further on the union's allegations.

UDF: ~~UDF~~ 139 WHERE'RE THE WORKERS?

city press
14/8/83

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SOUTH AFRICAN history is littered with the corpses of organisations formed to fight apartheid.

And, while many died under the iron fist of the Government, others just plain died of boredom, man.

And that's something the current generation of black political organisations would do well to remember.

The question is: Once you've formed an anti-apartheid movement, just what the hell do you do with it — if you want to be effective and still survive?

The ANC was effective, but it didn't survive legally, and has now made its particular choice.

Inkatha is a slumbering giant, but quite what it can legally do if it wakes up is anybody's guess.

There have also been a whole range of "dial-a-quote" organisations which while very good at issuing angry Press statements have yet to prove they can really organise and represent people.

The emerging trade union movement stands alone in really being able to develop a programme of legal action over the past 10 years which has been effective in pursuing its members' interests.

These lessons should not be lost on the leaders and delegates to the national launching of the United Democratic Front as

CP Reporter

they travel to Cape Town for their massive conference and "people's rally" on August 20, just a week away.

Presumably, some of them believe they have a pretty good idea of what programme of action they can and need to develop.

The slow, step-by-step way in which the UDF has been built since Dr Allan Boesak's clarion call in January for unity between progressive worker, community, religious, student and other organisations gives cause for some hope on this score.

The demand of the time, he said, was for a united front to oppose the new constitution and the "Kooorhof Bills".

UDF unity has not just been "declared"; instead, it has been built — first with a Natal UDF, then a Transvaal UDF, and finally a Cape UDF. Now comes the big Cape Town conference and "people's rally", at which the national glue is to be applied.

The strength of the UDF will depend on the strength of its member organisations, the quality of the central UDF leadership and its ability to co-ordinate opposition to the Government's new plans.

But some of the UDF's 100-odd member organisations are weak. Some are little more than groups of spokesmen who, while they might speak for millions, do not have

UDF UNITES - APARTHEID DIVIDES



UNITED DEMOCRATIC FRONT NATIONAL RALLY - 20 AUG CAPE TOWN

organised constituencies to whom they are responsible

The fact that Fotsatu, the General Workers' Union, and the Food and Canning Workers' Unions have decided to stay outside the UDF is a grave blow. These union groupings are arguably the most effective in the country.

The attitude of these unions is understandable. In Natal and the Cape, these union groups could be ripped apart if they were members of the UDF, and the UDF became involved in verbal battles with Inkatha or the remnants of the old Non-European Unity Movement. The reason is that these unions draw members from all political loyalties.

In addition, these unions fear their own democratic decision making processes could be over-ruled by other interests in the UDF.

These unions have not declared any hostility towards the UDF. Rather, they have indicated they largely support it. They are also involved in their own inter-union unity talks and fear member-

ship of the UDF could adversely affect these moves.

But major compromises would be necessary on both sides for there to be any hope of building a powerful worker base to the UDF. For one, the UDF would have to restructure itself so that the stronger organisations, for example the unions, have far more say than groups of unproven "spokesmen".

For the moment, the best that the UDF and these absent unions can hope for is that they work together in parallel to oppose the Government's new plans.

For their part, the unions would not mind the development in the communities, universities and professions of strong organisations which can be respected, for their organised memberships and democracy rather than merely for the big names who head them.

And strengthening member organisations in this way is what the UDF will have to be about if it is to have any chance of success.

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The law provides for disputes in "essential services" to be referred to the industrial court, which must then arbitrate — decide on an increase

Both EWA and Escom want the Minister of Manpower to refer the dispute to the court for arbitration, and electricity consumers are certain to follow the dispute with mounting interest.

So too will labour-watchers, for it will give an insight into how the court decides a pay claim — something it has done before, but not in so sensitive an industry

Arbitrations generally leave one side unhappy — whoever conducts them — and the dispute may again raise the question of whether wage disputes are not best left to employers and unions — no matter how "essential" the industry

□□□

RIVAL food unions affiliated to Fosatu and Cusa are at loggerheads at Irvin and John's Springs plant

Last week, I&J tried to settle the issue holding a "verification" test in which the union produced "stop orders" from asking that union dues be deducted on behalf

Cusa's Food, Beverage Workers' Union produced stop orders for 52,7%, Fosatu's Food and Allied Workers Union

The test settled nothing, claims some workers were signing Food, Beverage form and says it wants another which I&J opposes

So events at I&J provide secret ballots are the most of deciding which of two will recognise

Sweet, Food has said plant, but I&J says it fore the "verification"

Food rejected this Whatever the tr been increased by a ballot would

MEMBERS' Allied Workers receiving Three briefly b in New tained The datir ly d er ar r

A WAGE dispute between Escom and its black workers may thrust the industrial court into the unusual role of setting wages

The dispute has been declared by the Electricity Workers Association, an "in-house" black union at Escom EWA rejected a 7% offer after white and coloured unions had accepted 6%

Normally, this could have led to a legal strike, but Escom is an "essential service" where workers may not strike legally

15/8/83

~~177-260~~ 139 RDM

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Mwasa 'no' to Media Council

Star 10/8/85 (741)

The Media Workers Association of South Africa (Mwasa) last night denied speculation that it would participate in the proposed Media Council

Mwasa said it would "under no circumstances" do so

"We view the Media Council as a further erosion of Press freedom in South Africa and, indeed, as an extension of Government repression against that freedom," a spokesman for the national council said

The council also endorsed a decision by Mwasa's action committee to embark on a campaign to mobilise local and international labour organisations to give moral and material support to members of the association who were dismissed by The Star after a work stoppage earlier this year

NEWS EXTRA

Mwasa says no

THE Media Workers' Association of South Africa (Mwasa) yesterday refuted claims that it had accepted membership of the Government's newly formed Media Council of South Africa.

In a statement released after Mwasa's national council meeting held at Wilgespruit at the weekend, a Mwasa spokesman said the union would under no circumstances participate in the Media Council as this would be contrary to the "principles and beliefs upon which our union was founded"

Sowetan 16/8/83

(24)

Thursday, August 18, 1983*

October trial for Mrs Sisulu

ANNESBURG — Mrs Albertina Sisulu will be tried from October 17 in the Krugersdorp regional court for allegedly taking part in African National Congress activities appearing in a crowded Johannesburg regional court yesterday, 66-year-old Mrs Sisulu — wife of ANC leader Walter Sisulu — and 25-year-old Thami Mahi of Soweto were told the trial would run on October 17 and continue uninterrupted to the end of the case.

They have been charged under the old Suppression of Communism Act of 1950 which means the alleged offences were committed while Mrs Sisulu was still banned.

Mrs Sisulu, who was arrested on August 5, has never been elected Transvaal president of the United Democratic Front.

Mrs Sisulu and Mr Mahi have been in custody since their arrest following an order from the Attorney-General of the Transvaal not to grant bail.

CAPE Times 18/8/83

4 trade union men detained

139

Own Correspondent
 EAST LONDON — Four trade unionists were taken from their offices here yesterday and detained by South African Police.

They are the branch secretary of the South African Food and Canning Workers' Union, Mr N Norushe, the general secretary of the union, Mr David Tandani, the organizer of the South African Allied Workers' Union (Saawu), Mr Boyce Melitafa, and the branch secretary of Saawu, Mr Yure Mdyogolo, all of Mdantsane.

A spokesman at their offices said the officials were taken from their offices by members of the security police yesterday afternoon.

The head of the security police here, Colonel A P van der Merwe, said he knew about the matter and further details would be obtainable today.

A number of Saawu officials are being held

in detention in Ciskei. In Cape Town, the General Workers' Union (GWU) and the SAFCWU expressed "outrage" and "shock" at the arrest of the men, two of whom have been detained by South African and Ciskeian security police before.

Mr David Lewis, general secretary of the GWU, said "The South African Police are clearly looking for scapegoats for the upheavals in the Ciskei. Seeing the Ciskei authorities are no longer able to control the situation, their superiors are taking a hand".

The president of the SAFCWU, Mr L A Noko, said the arrests would "greatly aggravate an already tense situation" and that trade unions had "once again been victimized for a situation of the government's making".

The former acting president of the Media Workers Association of

South Africa (MWASA), Mr Charles Nqakula, 40, was detained yesterday by the Ciskei security police.

The head of the security police, Colonel Z Makuzeni, confirmed the detention. Colonel Makuzeni said Mr Nqakula was detained under Section 26 of the National Security Act. The act provides for indefinite detention.

Colonel Makuzeni also confirmed the detention of three former Mdantsane councillors — Mr M Maqosha, Mr D Qabaka and Mr N Nkohla.

An advocate and an attorney from Johannesburg have been barred from entering Mdantsane for 60 days by Ciskei's Commissioner of Police, Brigadier L B Madolo.

This was confirmed yesterday by the police liaison officer, Major G A Ngaki, who said the order had been issued in terms of the National Security Act.

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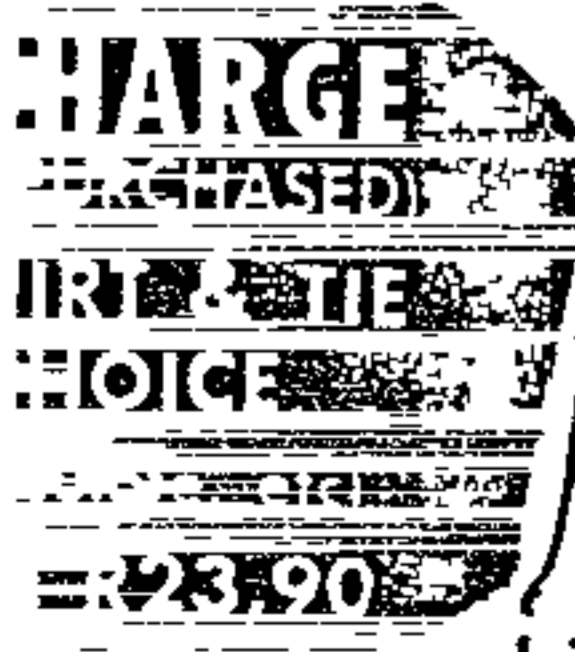
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CAPE Times 18/8/83

School exams brought forward

Education Reporter

THIRD-TERM examinations in coloured schools — due to begin in September — have in most cases been brought forward to this week.

The press liaison officer for the Directorate of Coloured Education, Mr N Eales, yesterday denied teachers and pupils had only been informed of the move this week, saying a decision to allow early exams had been taken last term.

Parents, pupils and teachers have suggested that the move may in some way be connected with the boycott of classes at the Mount-

CAPE Times 18/8/83

Pupils plan to boost boycott in 'action day'

By MARTINE BARKER
 Education Reporter

MOST coloured high school pupils in Cape Town are expected to hold a "day of action" today in a demonstration of sympathy with the boycotting pupils of Moutview Senior Secondary School in Hanover Park.

Students at the University of Western Cape and the Peninsula Technikon have also indicated they would support the "day of action".

SRC representatives from 25 coloured high schools in the Peninsula decided on the action at a meeting on Monday and confirmed this decision at another meeting

pending and face possible expulsion. The pupils have demanded, as well as the reinstatement of all 16 disciplined pupils, that the school principal, Mr P Snyders, be transferred.

The Directorate of Coloured Education has said categorically it will "not be held to ransom by these children" and will not transfer Mr Snyders.

Support

The Congress of South African Students (Cosas) has expressed its support of the Moutview pupils and their demands.

A statement issued by a spokesman for the Western Cape regional

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Ex-Mwasa head held

D. N. S. Patel
(8) 8/83
B. B. B. B.

EAST LONDON — The former acting president of the Media Workers Association of South Africa (Mwasa), Mr Charles Nqakula, 40, was yesterday detained by the Ciskei security police.

Colonel Z Makuzeni, head of the security police said Mr Nqakula was detained under Section 26 of the National Security Act. The Act provides for indefinite detention.

Mr M J Fuzile, who runs a news agency with Mr Nqakula in Zwelitsha, said he arrived at the offices yesterday afternoon to learn of Mr Nqakula's detention. He had been told Mr

Nqakula had been picked up after midday.

Mr Nqakula was, until the weekend, the acting president of Mwasa. When an interim committee was elected at the weekend to run the affairs of the association until its next congress, he had indicated he would hand over to former president Mr Zwelakhe Sisulu, Johannesburg.

Mr Sisulu was banned until the end of June.

Colonel Makuzeni also confirmed the detention of three former Mdantsane councillors. They are Mr M. Maggha, Mr D. Qabaka and Mr N Nkohlhla — DDR.

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D. D. Dispatch 18/8/83 (145)
SAP detain 4 trade unionists *(139)*

EAST LONDON — Four trade unionists were taken from their offices and detained by South African Police yesterday

They are the branch secretary of the South African Food and Canning Worker Union, Mr

B P Norushe, the general secretary of the union, Mr David Tandani, the organiser of the South African Allied Workers' Union, (SAAWU) Mr Boyce Melitafa, and the branch secretary of SAAWU, Mr Yure Mdyogolo, all of Mdantsane

A spokesman at their North End offices said the officials were taken from their offices by members of the security police yesterday afternoon

An attorney Mr W S Tutani, said yesterday he had made inquiries

about their detention and been told to contact the police today

The head of the security police here, Colonel A P van der Merwe, said he knew about the matter and further details would be obtainable today — DDR

Petrol bomb thrown into Ciskei home

18/8/83
Post Reporter

EAST LONDON — A petrol bomb was thrown into the house of an executive member of the Ciskei National Independence Party in Mdantsane today

The bomb failed to explode and little damage was done, according to Ciskei's police Press liaison officer, Major G Ngaki

Major Ngaki said the bomb was thrown through the dining room window of the home of Mr Z W Rocolo, in Zone Nine, at 1.30am

He said the bottle broke but the petrol failed to ignite. The only damage to the house was a broken window

Major Ngaki said there was a "slight improvement" in the number of people taking buses from Mdantsane since the fare reduction was announced by Ciskei's President Lennox Sebe

● Sapa reports that four trade unionists were taken from their offices and detained by South African security police yesterday

They are the branch secretary of the South African Food and Canning Workers' Union, Mr N Norushe, the general secretary of the union, Mr David Tandani, the organiser of the South African Allied Workers' Union, Mr Boyce Melitafa,

and the branch secretary of Saawu, Mr Yure Mdyogolo, all of Mdantsane

● The former acting president of the Media Workers Association of South Africa (MWASA), Mr Charles Nqakula, 40, was yesterday detained by the Ciskeian security police, the head of the security police, Colonel Z Makuzeni, confirmed

Col Makuzeni said Mr Nqakula was detained under Section 26 of the National Security Act

He is a former president of the Union of Black Journalists (UBJ), and is the editorial co-ordinator of the Veritas independent news agency, in Zwelitsha

Col Makuzeni also confirmed the detention of three former Mdantsane councillors. They are Mr M Maqosha, Mr D Qabaka and Mr N Nkohla

● A Johannesburg advocate and an attorney, both of whom have been prominent in most of the Ciskei's political trials, have been barred from Mdantsane township for 60 days

Mr Clifford Mailer and Mrs Priscilla Jana have been ordered out of the township on the authority of the Ciskei Commissioner of Police, Brigadier L D Madolo. Major Ngaki confirmed the ban

ARGUS 19/8/83

SA hands over 4 unionists to Ciskei

Argus Bureau

EAST LONDON — Four leading trade unionists detained here on Wednesday have been handed over to Ciskei police

Mr Bonisile Norushe, secretary of the African Food and Canning Workers' Union, Mr David Thandani, secretary of the General Workers' Union, Mr Boyce Melitafa, organiser of the South African Allied Workers' Union and Mr Yure Mdyogolo, secretary of SAAWU, were detained by South African Security Police

Head of Ciskei's security, Colonel Z Makhuzeni, confirmed yesterday that the four unionists were now being held in Ciskei under Section 26 of the National Security Act

He refused to say whether Ciskei had requested the South African Security Police to hold the unionists

At a Press conference on Tuesday, President Lennox Sebe charged SAAWU with organising a bus boycott.

The boycott is now in its fifth week

As from today, bus fares have been reduced by 50 percent of the increase implemented over a month ago

Indications are, however, that workers will continue to boycott the bus service in spite of the reduction in fares which Chief Sebe said had been made possible by imminent fuel price reduction

(39) (USA) (105)
D.D. Spitzer
1918/83

Ban on trade union meeting

EAST LONDON — The chief magistrate of East London has banned a meeting of representatives of four of the main trade unions in the city

It was due to have been held in Braelynn this morning

The order was issued yesterday, banning a scheduled meeting of members of the SA Allied Workers Union, General Workers Union, African Food and Canning Workers Union and Congress of SA Students

The four bodies represent an estimated 100 000 members.

The secretary of the SA Food and Canning

Workers Union, Mr P Norushe, said the meeting was scheduled for 10 am today "but we were issued with an order yesterday which banned all gatherings by the four unions from 7 am today until 7 am on Monday"

Mr Norushe declined to say what the meeting was to have been about and would only say that it had been called by the "community"

The banning order was signed by the chief magistrate of East London, Mr J M van Rooyen

It stated that it had been issued in terms of the Internal Security Act — DDR

'Never fired' workers to go back to job

Labour Correspondent

THE entire labour force of a Pretoria company Vaness Products, who were fired after a strike on Wednesday, will resume work on Monday.

The company, owned by a wood company Bruply, told all 26 of its workers on Wednesday that they had "dis-

missed themselves" for walking off the job

Yesterday, however, the general secretary of the unregistered National General Workers Union, Mr Donsie Kumalo, said the company had rescinded its decision to fire the workers after talks with the union

He said they would resume

work on Monday and would not lose any benefits as a result of the strike

Mr Kumalo said Vaness had also agreed to negotiate with the union on the wage demand which prompted the strike

A company spokesman confirmed yesterday that the workers would resume work

on Monday

He said Bruply had investigated the matter and "the workers were never fired in the first place"

He confirmed that talks would take place with the NGWU next week, adding "We are always prepared to negotiate with unions"

139

ROM

20/8/83

EAST LONDON — Five local trade unionists detained by the South African security police last week were now being held by the Ciskei security police, the head of the Ciskei security police, Col Z Makuzeni, confirmed yesterday

But he would not comment on how the men came to be detained in Ciskei after being picked up by South African Police

The general secretary of the African Food and Canning Workers' Union, Mr Bonisile Norushe, the branch secretary of the General Workers' Union Mr

Unionists now held by Ciskei Police

David Tandani, the secretary of the South African Allied Workers' Union (Saawu), Mr Mzuzwana "Yure" Mdyogolo, a Saawu organiser, Mr Boyce Melitafa, and the chairman of Saawu at a battery factory on the West Bank, Mr Bangumzi Sifingo, were all held by

South African Police last week.

In a statement the president of Saawu, Mr Thozamile Gqweta, said the men had been transferred to Ciskei,

This, he said was proof of the workers' claim that there was collabora-

tion between Ciskeian and South African Police

Mr Gqweta alleged further that Saawu offices were under surveillance and that the police were looking for him and Saawu's local organiser, Mr Jeff Wabena

The head of the South African security police here, Col A P van der Merwe, refused to comment on whether the men had been transferred to Ciskei

Col Makuzeni said the men were detained under Section 26 of the National Security Act — DDR

Dispute ends with merit increases for all

Labour Correspondent

A DISPUTE between the un-registered National General Workers Union and Pretoria company Vaness Products, a subsidiary of wood company Bruply, has been settled after talks between the two sides

The dispute led to a strike by the company's 26 workers

last week NGWU's general secretary, Mr Donsie Kumalo, said yesterday the company had agreed after negotiations, to grant a merit increase — which had been awarded to some workers and not others — to all workers

It had also agreed to establish a medical aid scheme for

workers
A company spokesman confirmed this, but added that the difference in pay between workers who had received the increase and those who had not, amounted to only 3c an hour

"Unfortunately, there was a misunderstanding. The union thought the difference

was R1,60 an hour — in fact it was — R1,60 a week," he said
He said the company had never objected to establishing a medical aid scheme and had invited the union to help set one up

"We believe these talks have established a sound relationship between us and the union," he said

139
ROM
25/8/83

139
29/8/83

Protest over held unionists

Labour Correspondent

THE detentions by the Security Police of five trade unionists in the East London area have drawn an angry protest from an international trade union representing 5 500 000 teachers throughout the world.

In a statement yesterday, the International Federation of Free Teachers' Unions announced it had sent telegrams to three Cabinet Ministers and the Commissioner of Police, General Johan Coetzee, protesting against the detentions.

The IFFTU says the telegram, which it has sent at the request of Amnesty International, has been addressed to the Prime Minister, Mr P W Botha, the Minister of Justice, Mr Kobié Coetsee, and the Minister of Law and Order, Mr Louis le Grange.

The telegrams protest against the detention of Mr David Thandani of the General Workers' Union, Mr Bonisile Norushe of the African Food and Canning Workers' Union, and three SA Allied Workers' Union officials, Mr Mzuzwana Mdyogolo, Mr Boyce Melitsa and Mr Bangumzi Sifingo.

The telegrams say the IFFTU demands the "immediate and unconditional" release of the four "unless they are charged and brought to fair trial".

NGWU in second big victory in a week

~~100/15~~ By ALINAH DUBE ~~139~~

THE NATIONAL General Workers Union (NGWU) won their second victory in a week when the Vaness Products Company in Pretoria agreed to increase wages of all union members yesterday.

The union had 25 of its members earlier this week re-instated at the same company after they were dismissed for going on strike. The workers' demands included better pay and improved working conditions. *Sowetan 25/8/83*

The organising secretary of the union, Mr Donsie Khumalo, said management agreed that disparities in wages of the employees be done away with. A medical aid scheme would also be introduced to cover all the workers and their families, he said.

Before going on strike workers had requested a 30 cents per hour increase on their present R1,30 hourly rate. They also complained that some workers received weekly wages of R58 when some got R50. Mr Khumalo pointed out that this had also been looked into and said everything had "been balanced".

Arrests
in Ciskei,
SA draw
union
protests
Z. Post
25/8/83

BRUSSELS — The International Federation of Journalists protested today at the detention of a journalist, Mr Charles Nqakula, in Ciskei

The Federation president, Mr Kenneth Ashton, sent cables to the Ciskei President, Mr Lennox Sebe, and to security police headquarters, requesting that Mr Nqakula be charged or immediately and unconditionally released

The federation, which says it represents 105 000 journalists world-wide, said in a statement that Mr Nqakula had been kept in secret detention since his arrest on August 16

He is a former acting president of the Media Workers' Association of South Africa

In Amsterdam the International Federation of Free Trade Unions secretariat has demanded the release of detained South African trade unionists

Their demand came in the form of a telegram to the Prime Minister, Mr P W Botha

Representing 5,5-million members world-wide it protested the detention of Mr Mzuzwana Mdyogolo, Mr Boyce Melilasa, Mr Bungunzi Siswingwa, Mr David Tandani and Mr Bomisile Norushe — Sapa-Reuter

As bus tickets jump by 12,5 percent . . .

PUTCO FARES DROP

WORKER and community organisations are planning a mass campaign against the latest Putco bus fare increases.

Anger has greeted the 12,5% fare hike effective from September 26 in Johannesburg and on September 1 in Pretoria.

Meetings between organisations have already taken place and more are scheduled, City Press was told yesterday by Soweto Civic Association leader Isaaq Mogase and transport campaigner Mohammed Dangor.

The General and Allied Workers' Union and the 100 000-member Council of Unions of South Africa (Cusa), have already indicated that in principle they will support the mass campaign.

Trade union and community leaders have pointed out that workers will be worst hit by the fare increases and that they come when black people are being badly affected by joblessness and rises in the cost of living.

Slamming the fare increases, Gawu and Cusa noted they have also come at a time when the price of fuel has dropped - which means that Putco now has lower operating costs.

Cusa pointed out that workers from its Transport and Allied Workers' Union (Tawu) and the Fosatu-affiliate Transport and General Workers' Union have been locked in a wage dispute with Putco.

The company is offering its workers a wage increase which is only a fraction of the 12,5 percent increase in fares it is now going to demand from commuters, according to union sources.

Cusa said Putco should have postponed the increase - or at least reduce it - following the petrol price cut.

The 12,5 percent hike, coupled with increasing retrenchments of workers, the recent increase in rail fares and other rises in the cost of living, would make the position of workers "even more disastrous", said Cusa.

Putco PRO Pat Rogers says Putco will pass on the benefits of the fuel price drop to commuters as soon as possible - but will have to apply to the National Transport Commission before it could do so.

But Cusa has rejected this line of thinking.

"Putco is able to increase its fares quickly enough when it wants to," says Cusa leader Piroshaw Camay. "Why can't it drop its fares as quickly?"

Mogase said Putco should appreciate that it relied on the goodwill of black people.

"We have made it the empire that it is," he added.

CP Reporter 139

City Press 28/8/83

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NURSES TOLD: NO UNIONS!

TRADE UNIONISTS have slammed an attempt by the South African Nursing Association (Sana) to prevent nurses from joining unions.

They reacted strongly this week to the association's warning, saying it was a "blatant attempt to steer nurses away from unions".

Tim Skosana, general secretary of the SA Chemical Workers' Union, said "It seems Sana has been

CP REPORTER

approached by a union on the question of organising, and wants to warn nurses in advance.

"Otherwise why the hysteria? There must be something somewhere."

Nurses and other unionists were angered by the Sana warning, which was issued by its executive director, R J du Plessis.

She told a symposium in Durban the as-

sociation was "aware of the pressure being brought on nurses to join trade unions".

The warning was echoed soon afterwards in the Sana newsletter, Nursing News, which said Trade unions cannot act as spokesmen for nurses when it comes to conditions of service or what professional acts a nurse may perform. This is the function of Sana and the SA Nursing

Council

"In the Nursing Act the nurse is clearly prevented from going on strike. Furthermore, a patient may sue a nurse for anything that goes wrong while the nurse is on strike."

Manoko Nchwe of the Black Municipal and Allied Workers' Union commented "This confirms what we have always said - that nurses have no control over their lives."

"This applies particularly to black nurses. We sympathise with them, as they have so many laws which have put their lives into a bottle."

A number of nurses who spoke to City Press said there was "distinct unhappiness" at the way the nursing authorities handled their problems.

They said it was "only a matter of time" before nurses started aligning themselves with unions.

THE MONSTER STRIKES AGAIN ON SUMMER FASHIONS AT THE POORMAN'S FACTORY SHOP

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sandals in wood and weave. 2 pairs for **R15,99**

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I begged for prayer, convict tells court

WHILE being severely beaten with a rubber baton by Chief Warden Gert Louis Joubert Smit, long term prisoner Barry Bloom begged to be allowed to pray, the Witbank Supreme Court heard this week.

"While I was on my knees the Chief Warden asked me 'Finished?' and then beat me on my back and on my arms," said Mr Bloom.

He was giving evidence in the Barberton heat exhaustion trial in which four white and four black prison warders are charged on three counts of murder and 34 counts of assault with intent to do grievous bodily harm on black and coloured convicts.

Mr Bloom told a horrifying tale of assault by Barberton farm prison warders on 44 convicts. They were forced to push heavy wheelbarrows full of gravel in a non-stop circle for hours, without water or rest, in blazing heat on December 29 last year.

nurses were assured they would not be returned to Barberton and Nelspruit jails.

Mr Bloom said that prisoners who had been transferred to Barberton from Durban Point the night before were taken to a farm prison dam and were made to work with the "help of rubber batons known as donkey peels".

They were told to urinate in a basin when they arrived at the Barberton prison they were cuffed and kicked by warders.

At Pretorius Dam, "I couldn't cope because I had not done much work or much exercise in Durban jail, and was soon out of breath."

He asked the Chief Warden for water.

"I was told by Smit that if I didn't work I wouldn't get water or food at lunchtime. Smit also assaulted me with a baton."

"I told him if we are going to get hit like this, how can we work?"

Firm re-instates 25 ⁽³⁸⁾

THE VANESS Products company in Pretoria yesterday re-instated 25 of its employees who were last week fired for going on strike.

According to the organising secretary of the National General Workers Union (NGWU), Mr Donnie Khumalo, members of his organisation were dismissed after they had gone on strike for better pay and improved working conditions. Management refused to meet their demands and ordered an immediate termination of their services.

Mr Khumalo said, however, an agreement to have all the dismissed workers re-instated at the door manufacturing company was entered into in a meeting between union officials and management.

Negotiations for wage increases will be held today. Workers have requested a 30 cent per hour increase on their present R1,30 hourly rate.

August 1983

Sevelan

Talk to union, or we strike

By STEVEN FRIEDMAN
Labour Correspondent

WORKERS at a Pretoria motor components plant, Poole Industries, have voted to strike on Thursday if the company does not agree to talk to their union, the National General Workers Union, by Wednesday

The union's general secretary, Mr Donsie Kumalo, alleged yesterday that the company was helping a rival union to recruit workers at its plant

A company spokesman yesterday refused to comment on Mr Kumalo's statement. He said Poole's directors had decided that no company official should talk to the Press about the dispute between Poole and the NGWU

However, the company previously told the Rand Daily Mail that it would not talk to the union because it was not registered and was not a member of the motor industry's industrial council. It has also told NGWU it will take action if its officials set foot on company property

The company says it belongs to the Motor Industries Federation and will only deal with unions who negotiate with the MIF at the industrial council

Mr Kumalo recently threatened to take legal action against the company for refusing to deal with the union at its plant, which employs about 300 workers

He said yesterday that workers at Poole had met over the weekend and decided to give the company until Wednesday to talk to the NGWU

He said workers had grievances relating to pensions and deductions from their pay and were also dissatisfied because, they allege, management was helping a rival union, the Motor Industries Combined Workers Union, to establish itself in the plant

If the company does not open talks with us by Wednesday, the workers have decided they will down tools," Mr Kumalo said

Industrial Education
an Strikes, 1973. Durban, IIE, 1974.

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Unions no to UDF at this stage'

CAPE Times 30/8/84

By PHILLIP VAN NIEKERK Labour Reporter

FOUR leading trade union groupings have decided at this stage not to join the United Democratic Front (UDF) or any other groups campaigning against the new constitution and the "Koornhof Bills"

However, the groupings — the Federation of South African Trade Unions (Fosatu), the General Workers' Union (GWU), the African Food and Food and Canning Workers' Unions (AFCWU and FCWU) and the Cape Town Municipal Workers' Association (CTMWA) — have reiterated their support for all "progressive" organizations opposed to the new constitution and other apartheid laws

'Top priority'

Mr Johnson Mpu-kumba, national president of the GWU, said the GWU was still busy with the formation of a new trade union federation, which was their top priority at the moment

"This is not to say we reject the UDF, which we would consider joining if we had a mandate from our members," he said "We wholeheartedly support any organization which is progressive and democratic and we are prepared to assist in their campaign"

Mr Joe Foster, general secretary of Fosatu, said their unions had members who supported a large number of political organizations To

side with just one organization would divide Fosatu's membership

"While we are encouraging our members to take part in progressive community organizations, we are not as an organization prepared to affiliate to the UDF at this stage — though our executive will consider their approaches," he said

Mr Foster said the big tasks ahead for Fosatu were trade union unity and the development of working-class leadership

Encouraged

The AFCWU and FCWU said in a statement yesterday that they supported the UDF's stand and encouraged their members to take part in campaigns against the new constitution and other apartheid laws

"However, our first responsibility as a union is to the workers, and their foremost need is a federation which can unite workers' organizations and organize unorganized workers Till this is done, it won't be possible for the working class to take the lead in the struggle for one united, democratic South Africa"

Mr John Erendzen, general secretary of the CTMWA said that to retain their unity, and in view of the impending federation, the workers had decided not join the UDF or any other body opposing the constitution, though individual members were encouraged to play an active role

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4 unions say no to UDF

Sowetan 31/8/83

FOUR leading trade union groupings have decided at this stage not to join the United Democratic Front (UDF) or any other groups campaigning against the new constitution and the "Koornhof Bills"

However, the groupings — the Federation of South African Trade Unions (Fosatu), the General Workers' Union (GWU), the African Food, and Food and Canning Workers' Unions (AFCWU and FCWU), and the Cape Town Municipal Workers' Association (CTMWU) — have reiterated their support for all "progressive" organisations opposed to the new constitution and other apartheid laws

Mr Johnson Mpu-kumba, national presi-

dent of the GWU, said the GWU was still busy with the formation of a new trade union federation, which was their top priority at the moment.

"This is not to say we reject the UDF, which we would consider joining if we had a mandate from our members," he said "We wholeheartedly support any organisation which is progressive and democratic and we are prepared to assist in their campaign"

Mr Joe Foster, general secretary of Fosatu, said their unions had members who supported a large number of political organisations. To side with just one organisation would divide Fosatu's membership

"While we are encouraging our members to take part in progressive community organ-

sations, we are not as an organisation prepared to affiliate to the UDF at this stage — though our executive will consider their approaches," he said

Mr Foster said the big tasks ahead for Fosatu were trade union unity and the development of working-class leadership

The AFCWU and FCWU said in a statement on Monday that they supported the UDF's stand and encouraged their members to take part in campaigns against the new constitution and other apartheid laws

"However, our first responsibility as a union

is to the workers, and their foremost need is a federation which can unite workers' organisations and organise unorganised workers. Till this is done, it won't be possible for the working class to take the lead in the struggle for one united, democratic South Africa"

Mr John Erendzen, general secretary of the CTMWA, said that to retain their unity, and in view of the impending federation, the workers had decided not to join the UDF or any other body opposing the constitution, though individual members were encouraged to play an active role — Sapa

139

Unionists detained

131
[scribble]

TWO leading trade unionists, Mr Amos Masondo and Mr Elliot Shabangu, both officials of the General and Allied Workers' Union (GAWU), were reportedly detained early yesterday.

Sosofen 31/8/83

Mr Masondo, who is the national organiser of GAWU was detained from his Senoane home and Mr Shabangu was taken from his Dube home.

There was no response yesterday from the Police Directorate of Public Relations to enquiries about the two reported detentions

A breakthrough for union

Labour Reporter

(139) 8722 1/9/83
cent of the workers who voted said they wished to be represented by CCAWUSA

After months of pressure from workers at its six Witwatersrand hotels, Southern Sun last month agreed to recognition talks with the Commercial Catering and Allied Workers' Union

The first meeting between union officials and management took place on August 12, says a union spokesman

In another breakthrough for the union, 3M South Africa agreed to recognition talks after 18 months of persistent requests by the union. In a ballot held by the company in July, 82 per-

The union is involved in recognition negotiations with five companies: Checkers, Makro, the Foschini Group, Pick 'n Pay and Game (Johannesburg)

In wage negotiations with Woolworths, the union secured monthly increases of R55 a worker, which will take effect from the end of August. At Edgars, CCAWUSA reached agreement on increases of between R50 and R54 a month. New minimum wages negotiated are between R220 and R250.

Workers 'refused choice of union'

By PHIL MTIMKULU

A SPRINGS security company, the South African Security Services, has been accused of violating worker rights by refusing to allow workers to join a union of their choice.

The workers complained to officials of the Vukani Black Guards and Allied Workers' Union, which has been started by Cusa, that they were threatened with dismissal if they did not resign from Vukani. One worker, Mr Ruthwell Ngxandeshe, a contract worker, has already been dismissed for refusing to resign from Vukani.

Vukani claims that management went into the company's hostel in the absence of the workers and searched their rooms and removed all union leaflets, application forms and some membership cards.

It is alleged that management told the workers that Vukani is a communist union and therefore workers should not join.

Mr Ngxandeshe told union officials that more workers are daily called to report to the head office to cancel their membership of the union. They claim

that management wants them to join a union of their choice.

The organiser of the union, Mr Mahlomola Skhosana, said "I have tried to talk to the personnel manager of the company, but he refuses to talk to me on the flimsy grounds that our union is not representative and that they have a liaison committee which handles worker complaints."

Jan 2/9/83

Jan 2/9/83

Mandela accepts varsity nomination

DURBAN.— Jailed African National Congress leader Nelson Mandela has officially accepted nomination for the chancellorship of the University of Natal.

A university spokesman confirmed that a letter accepting the nomination had been received from Mandela.

Mandela was nominated by students on the Durban campus of the university at the beginning of last month.

The letter follows weeks of doubt and confusion as to whether the nomination would be accepted.

Students at the Maritzburg campus nominated author Dr Alan Paton for the position after they had been told that Mandela would not accept the nomination.

Dr Paton accepted the nomination but said that he would withdraw if Mandela accepted.

A telegram had been sent to the university by Mrs Winnie Mandela's lawyer refusing the nomination on behalf of Mandela. But Mandela's Johannesburg legal representatives said he would accept.

Mrs Mandela visited her husband in Pollsmoor Prison last week to clarify the situation and the letter was re-

ceived by the university earlier this week.

Dr Paton withdrew from the running on being informed that Mandela had accepted. He would not comment further.

The president of the Students' Representative Council in Durban, Mr David Ensor, said "We are pleased that the letter has been received by the university and that the confusion resulting from communication problems has been cleared up.

"We would like to express our disappointment at the way the Chancellor of the University of Natal is chosen.

"We feel that the convocation, consisting mainly of alumni of the university and an integral part of the university, should have a major say in the decision, as at other universities."

At the University of Natal the university council makes the final decision after the nominations have been considered by a screening committee.

In 1964 Mandela was made honorary president of University College, London. He was unsuccessfully nominated for Chancellor of the University of the Witwatersrand in 1982. — Sapa.

Union says workers pressured

Labour Reporter

The Vukani Black Guards and Allied Workers' Union has alleged that workers at a Springs security company are being pressured to resign from the union or face dismissal.

However SA Security Services' personnel manager, Mr P Hattingh, yesterday dismissed the allegations as "trash".

The union claims a contract worker, Mr R Ngxandeshe, was dismissed for refusing to give up his union membership and that other workers also face dismissal unless they resign from Vukani.

A Vukani union official, Mr. Mahlomola Skhosana, said. "I have tried to talk to the company's personnel manager but he has refused to talk to me. He said they have a liaison committee which handles worker complaints."

Union will fight for pay parity

Mercury Reporter

THE newly formed Public Servants' Union — representing Indian employees in all Government departments — will be fighting for parity in pay and equality in working conditions for its members

Mr Mohan Ramloutan, the union's general secretary, said that the PSU would be giving priority to matters where Indian workers are being discriminated against and these included pay and working conditions

'We will be making representations not only for more pay, but will also insist that there be parity in the application of the salary scales for Indian and white public servants,' he added

He said the Commission for Administration, which is in charge of public servants, had approved the formation of the PSU and a directive had been issued to all Government departments to co-operate fully with the union

Union representatives have been allowed reasonable access to offices of various Government departments for recruiting members he said

The Treasury had also approved stop-order facilities for the collection of membership fees

Mr Ramloutan said that in terms of the union's constitution, it was not allowed to take part in politics

'The PSU has been formed to promote, secure and encourage efficient and competent public administration in the Public Service with particular regard to the interests of the State and public and well-being of public servants,' he said

Departments employing a large number of Indians are the Department of Internal Affairs, which includes the former Department of Indian Affairs the Department of Health and Welfare, and the Department of Justice, Manpower and Finance

27
139 Mercury
2/9/83

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Unions puzzled by council ban

TRADE UNIONS were thrown into confusion this week after a Soweto Community Council circular warned employees against joining unions

Employees who contravene this ruling shall be deemed to have resigned from the council with effect from the date they joined a union

The warning was issued to employees this week in a circular dated April 8, in which the council's administration director, Mr J D Muller, cited a sub-section of the Community Council Act

General and Allied Workers' Union spokesperson Samson Ndou said the union was considering legal action, as most of its members

By Z B MOLEFE

who worked for the council believed it was their legal right to join a union

General secretary of the Engineering and Allied Workers Union Calvin Nkabunde said the council was "tampering with its workers' freedom of association"

Maggie Magubane, general secretary of the Sweet, Food and Allied Workers Union, said the circular could lead to council-created unions in councils countrywide

"6(a) No person in the service of a Community Council shall belong to any trade or staff association not approved by the Minister

(b) Any person who in contravention of the provisions of paragraph (a) joins any trade staff association not approved by the Minister shall be deemed to have resigned from the service of the Community Council concerned with effect from the date on which he so joined.

● The paragraphs warning employees off unions.

HELL NO GO ROUND

LAMONTVILLE residents are threatening to go to the Department of Co-Operation and Development's the township under the KwaZulu government.

Deputy Minister of Co-Operation and Development George Morrison's Wednesday announcement stunned the township

The decision would be formally approved by the Pretoria Cabinet before the township was handed over to the homeland, Mr Morrison said

KwaZulu leader Chief Gatsha Buthelezi lauded the decision, saying he welcomed the addition of the township to his administration

The Rev Joe Xundu, vice-chairman of the Joint Rent Action Committee (Jorac) and a

Press Trust News

leading community figure in the township, said they would take the matter to court

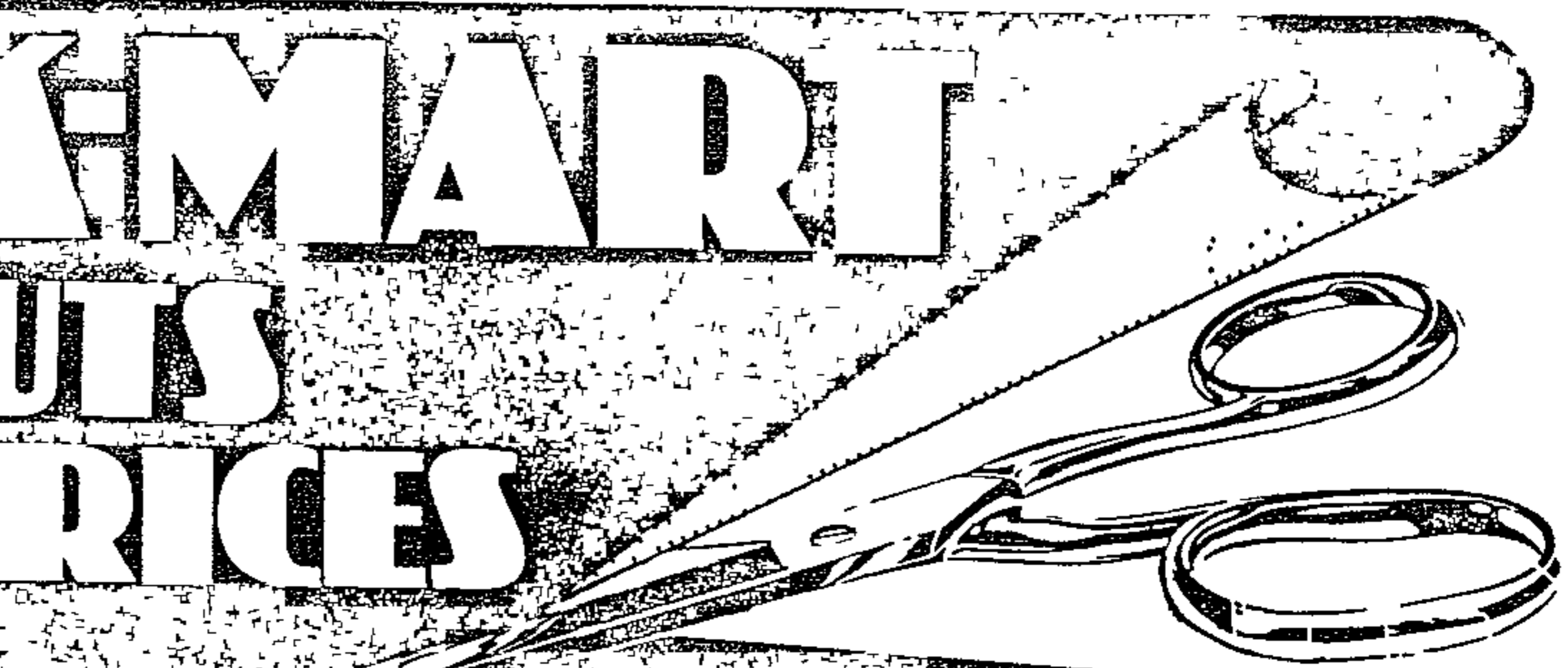
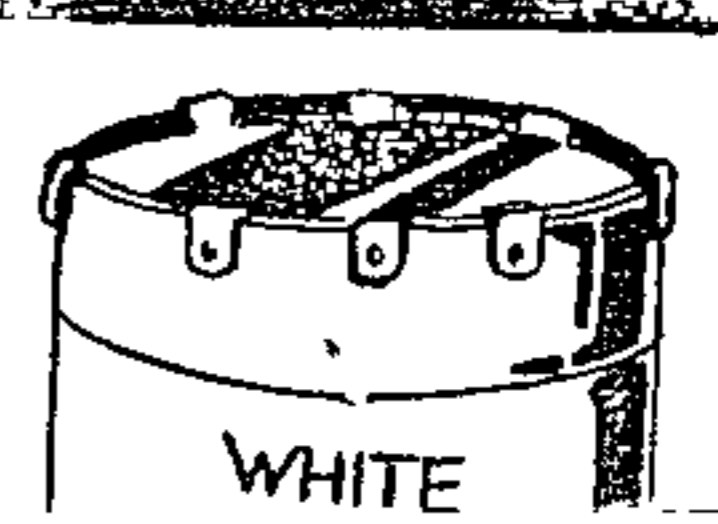
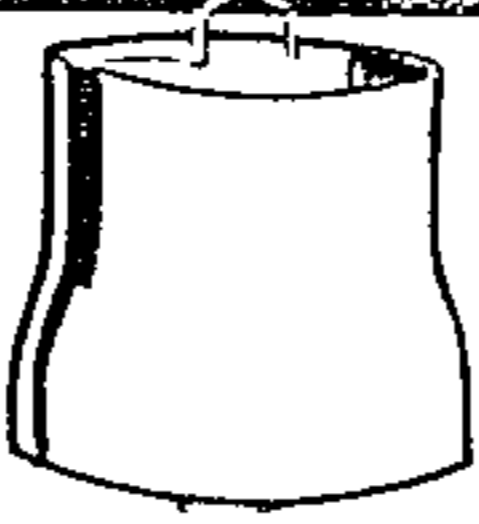
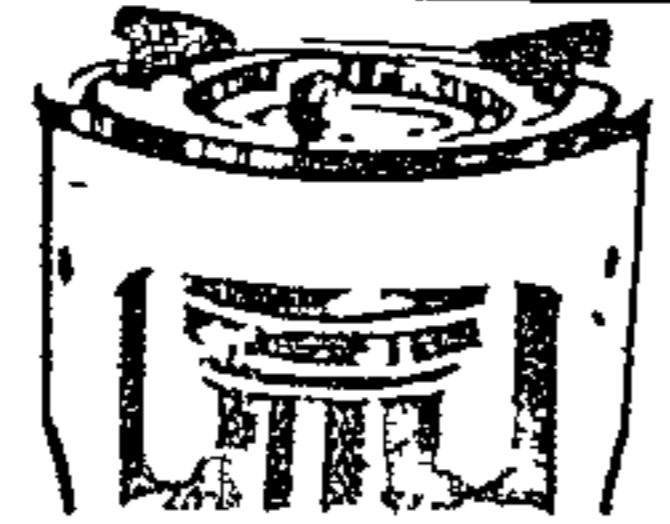
"The people are dismayed as there was no consultation with them and the decision is a blatant infringement of our democratic rights"

Their only recourse was to seek a court interdict preventing the KwaZulu authorities from administering the township

"In the same way that the KwaZulu administration won its case against Pretoria over the Ingwa-

tion, the township should show respect for their democratic rights. The decision is a blatant infringement of our democratic rights. Their only recourse was to seek a court interdict preventing the KwaZulu authorities from administering the township. In the same way that the KwaZulu administration won its case against Pretoria over the Ingwa-

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Township rent rise: Union 'concerned'

Labour Reporter

THE Food and Canning Workers' Union has expressed concern about the increase of rents in Mbekweni township, Paarl, saying it is "an impoverished community that cannot afford added financial burdens"

The union has about 600 members in the township, a number of whom were arrested last week when they marched to the Administration Board offices in protest against the rents increase

A total of 167 people appeared in the Paarl Magistrate's Court on Thursday, charged with taking part in an illegal gathering, alternatively failing to disperse when ordered to do so

The general secretary of the FCWU, Mr Jan Theron, said that Mbekweni residents had been hard hit by unemployment and severely affected by the coloured labour preference policy

"Hundreds of people have been laid off from the textile and canning industries in the past year. Most of the canning workers cannot even claim unemployment benefits because they are classified by the Minister of Manpower as seasonal workers

"Many Africans cannot work anywhere else but in the textile and canning industries because of the coloured labour preference policy," Mr Theron said

More than 2 000 canning workers in the Paarl-Wellington district have been laid off in the past year and more than

500 have been retrenched from the local textile factory

The general secretary of the Textile Workers' Industrial Union, Mr Norman Daniels, estimated last year that "more than 1 000 unemployed textile workers were walking the streets of Paarl"

Most house rents in Mbekweni have been increased by about R2, while rates for sites have been increased by R1,50

"The Mbekweni community is desperately poor. It cannot afford further financial burdens," Mr Theron said

NGWU in agreement

By Alinah Dube
A RECOGNITION agreement between the National General Workers Union (NGWU) and the Pool Industry company in Rosslyn is to be submitted for consideration this week.

The organising secretary of the union, Mr Donsie Khumalo, said the agreement was reached at a meeting with management

Problems which affected workers were discussed and shop stewards were assigned to follow them up

Among the employees' grievances were the deduction of R1 from their wages to pay for laundering their uniforms. The act had caused dissatisfaction among the workers because they said they had not been consulted.

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Leaders banned: Protests lodged

Own Correspondent
PORT ELIZABETH —
The organizing secretary of the Motor Assemblers' and Component Workers' Union of South Africa (Macwusa), Mr Government Zini, said last week that Amnesty International branches from all over the world had lodged their protest with the South African Government over the banning of the union's leadership

Those banned were Macwusa's president, Mr Dumile Makanda, Mr Maxwell Madlingozi (an executive member), Mr Zamile Mjuza (a branch committee member) and Mr Siphho Pityana (an organizer)

The four Macwusa officials had been detained for 271 days without trial, and were banned for two years six weeks after their release, said Mr Zini

"Mr Pityana has since left the country and we believe he has headed for London," said Mr Zini

"I have now received more than 4 000 letters and telegrams of sympathy from all over the world and have sent copies to the Prime Minister and the Minister of Justice"

Mr Zini said he had replied to all the letters from the Amnesty International groups and had informed them Mr Makanda and Mr Madlingozi had been re-banned for another two years

He said Macwusa felt this was a "cowardly and inhuman exercise"

Star
7/9/83

Govt responsible for Cape worker troubles

By Carolyn Dempster,
Labour Reporter

The labour conflict in the Eastern Cape should be seen as the cost of the political alienation which was part of South Africa's national policy, Professor Lawrence Schlemmer of Natal University told a top-level seminar on industrial relations in Johannesburg yesterday.

The newly-elected head of the SA Institute of Race Relations described the escalating conflict — particularly in the Ciskei — as one of the unhappiest issues in the country today

"In South Africa we struggled to a point of evolution where certain Government departments have a reasonably mature attitude to black trade unions

"In Ciskei they seem to be responding to the unions as our Government did 10 years ago," he added

"There is no need for our

industrial workers to be exposed to a different system run according to different rules"

His comments come in the wake of the Ciskei Government clampdown on the South African Allied Workers Union last week

The unaffiliated and fast-growing union was banned by the Ciskei Government last Friday after almost three years of harassment

At the time of the banning, virtually the entire Saawu leadership of the East London area was in detention and president Mr Thozamile Gweta has gone into hiding

There are also more than 80 union members still in detention following mass arrests by Ciskei police after the Mdantsane bus boycott

Professor Schlemmer said that if anything was to be learned from the Eastern Cape it was to try to avoid the same thing elsewhere

Schlemmer says labour's unity is not revolutionary

By Carolyn Dempster,
Labour Reporter

The solidarity shown by black workers over recent years should not be confused with a revolutionary worker consciousness, Professor Lawrence Schlemmer told an industrial relations seminar in Johannesburg yesterday

"All evidence indicates that the present aggression shown by unionised workers is a temporary aggression essentially different from the deep ideological rift between management and workers," he said in an address on future scenarios in industrial relations

The powerful needs and material aspirations of black workers, the idea of the black collective workforce ranged against white management, and the homogeneity of the group as a whole had contributed to this solidarity

"But radicalisation of the black labour movement is not likely to occur rapidly as long as the majority of the workforce are unskilled and hence have low bargaining power," he told delegates to the two-day seminar

However there were some danger signs for management, said Professor Schlemmer Drawing on the findings of an attitudinal survey among 500 black workers in the Durban area he pointed to

- A negative view of management — the labour force saw white management in most instances as hostile

- Some 60 percent of workers interviewed felt they were discriminated against at work because they were black

- A lack of trust in white-run institutions with the exception of banks and building societies

- The "system" in its broad sense does not have much legitimacy for workers

These factors could serve to intensify labour action among workers without a high level of political consciousness, said Professor Schlemmer.

Managements should take note of a new trend — the increase in the number of black school-leavers with higher qualifications These would become the production line workers of the future in a scarce job market "At the same time political consciousness is going to be very different," he warned

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Mail Correspondent

PORT ELIZABETH — The Minister of Law and Order, Mr Louis le Grange, has told two Port Elizabeth trade unionists he was "induced" to ban them because of information that they had carried out instructions from an African National Congress representative in Lesotho.

He said he could not disclose further information which had led him to ban the two men, Mr Dumile Makhanda, former chairman of the Motor Assemblers' and Component Workers' Union of South Africa (MACWUSA), and Mr Maxwell Madingozi, former executive member of the union, "without detriment to the public interest".

The men, who are both banned for 32 months, were told this week the Banning Board of Review saw no reason why they should be unbanned.

Yesterday the Rand Daily Mail's correspondent was shown letters telling them of the reasons for their banning.

It was also learnt yesterday the men had not applied for their orders to be reviewed.

In letters to Mr Makhanda and Mr Madingozi Mr Le Grange said the review board had "investigated and considered" the action he had taken against them.

But "the board found that no grounds exist for the amendment of the provisions of, or the withdrawal of, the notices concerned", Mr Le Grange said.

Mr Makhanda and Mr Madingozi were among 10 South Africans banned again in July this year when the orders of scores of other people automatically expired at midnight on July 1 with the introduction of a new Internal Security Act.

Mr Makhanda and Mr Madingozi were first banned for two years in March last year with two other MACWUSA officials after spending about eight months in detention.

The banning orders expire on March 31, 1986.

UDF to decide ~~to~~ on action against papers

By JOHANN POTGIETER
Political Correspondent

CAPE TOWN — The national executive of the United Democratic Front (UDF) meets in Durban this weekend to consider a recommendation that newspapers advocating a "Yes" vote in the upcoming referendum should be subjected to a "community boycott"

High on the executive's agenda for this, the first top level meeting since the launching rally of the UDF here in August, will also be the prospect of a strategy by unions in the wake of the Ciskei banning of the South African Allied Workers Union (SAAWU).

The executive will also consider the question whether white supporters of the multiracial body must vote "No" or abstain.

The national publicity secretary of the UDF, Mr M Lekota, said from Durban today that one of the recommendations from the secretariat to the executive would be that the body's 400-odd constituent organisations should pursue a boycott of those English newspapers which have supported the Government's tricameral scheme.

The period of the boycott would be open to discussion.

In the case of SAAWU, the secretariat's recommendation to the executive is that other union groups operating in the Eastern Cape area, like the General Workers Union and Federation of South African Trade Unions (Fosatu), should be invited to a joint sitting for consultations on the line to be adopted in the wake of the banning.

In the meantime the UDF is today squaring off for the first time in open political battle with the Labour Party, which dominates the management committee system.

Elections for these committees are held throughout the Cape today, and the UDF has counselled the electorate to boycott the polls.

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Union denies refusal to join UDF

Post Reporter

THE Eastern Cape branch of the African Food and Canning Workers' Union (AFCWU) has dissociated itself from Press statements that four leading trade unions had decided not to join the United Democratic Front (UDF)

The unions were also quoted as having said they would not join any other groups campaigning against the new Constitution and the "Koornhof Bills"

In a statement, Mr Boyce Soci, secretary of the Eastern Cape branch of the AFCWU, said today "As a branch of the AFCWU which believes in worker control, that statement does not reflect the feelings of our workers in the Eastern Cape

"We had a meeting with our members whereby the majority of our workers felt that it was now the right time that an organisation like the UDF emerged"

Mr Soci said their members also felt that the Eastern Cape branch of the AFCWU should follow other progressive organisations because conditions were now "favourable for the working class to take the lead" towards unity

No sabotage

DURBAN — A police spokesman said yesterday the possibility of sabotage being involved in the explosion which wrecked three floors of the Medicentre building in Durban's Grey Street area had been "almost ruled out"

It was believed the explosion occurred because of a gas build-up in the rubbish disposal chute — Sapa

Overnight, very discreetly, and very quietly these mushrooms, dieting on cigarette and petrol fumes and dirt, pushed their way through the tar in the municipal parking area opposite the EP Newspapers building Baakens Street Nobody saw them, no policeman stopped them, no municipal official heard them and no car parked on them. C the camera of Evening Post photographer Mike Holmes captured their presence, confirming a prophecy in the poem, *Mushrooms* by poet Sylvia Plath: *We shall by morning inherit the earth*

Court is told of beating of convicts at work site

WITBANK — Barberton Prison farm convicts were willing to work and there was no reason for warders to beat them with rubber batons, two inmates of the prison testified today

Andries Visagie said he was instructed to load convicts into wheelbarrows when they collapsed after being assaulted by warders at a dam site where prisoners were working on December 29 last year

Joseph Rademeyer said he pretended to have collapsed and waited to be wheeled away when he could no longer cope with the work and hidings

Both prisoners testified in the trial of eight warders who have pleaded not guilty to 34 counts of assault with intent to do bodily harm and three counts of murder arising from the deaths of three prisoners

The accused warders are Warrant Officer Gert Louis Joubert Smit, 38, Mr Christiaan Johannes Wynand Horn, 19, Mr Jacques Coenraad Stoltz, 18, Mr Burger van Dyk, 20, Mr William Kobyan, 47, Mr Jonas Zephania Madonsela, 32, Mr Lefasa Charles Makhola, 40, and Mr Fanyana Elmon Mahumane, 32

Rademeyer, a six-year convict with tattoos on his face and hands, said he saw WO Smit beating a cripple who was loading sand into the barrows

He said he was also beaten by WO Smit, Mr Horn and Mr Stoltz as he pushed a loaded wheelbarrow up an embankment

"I was tired and could not go on being hit like this, so I stopped. A dog handler, Mr John Zulu, told me they would kill me if I stopped"

The hearing continues — Sapa

Drop unfair laws — Craven

STELLENBOSCH — Apartheid laws should be abolished and a system of qualified voting should be instituted, Dr Danie Craven says

The president of the South African Rugby Football Union told the Stellenbosch Chamber of Commerce yesterday that the franchise had been stolen from the coloured people

South Africa had friends, partly because of internal division — not between black and white but also between Afrikaner and man and Afrikaner

The road back to international contact was through England and through away with unfair laws — South Africa

A sign of the rift between English and Afrikaans youth was fighting on rugby fields. That activity was a lot worse between white and coloured youth

Dr Craven said he was a South African and not a member of a selected "hate group". He was not a Boer bonder — Sapa

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...ions not to speak to the Press.
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...secondary school
...High School. A similar situation existed at the
...yesterday, there was a total boycott of classes at
...said the situation was "not a boycott as such"
...test, would not confirm the boycott
...e Acting Director-General of Education in Ciskei, Mr
...
...boycott situation in Mdantsane's high and secondary
...LONDON — A veil of secrecy was today drawn over
...Post Reporter
...schools boycott
...oil of secrecy over

Cape Times

Twelve black unions hit at Saawu banning

139 2/9/83

Labour Reporter

TWELVE black trade unions have described the banning of the South African Allied Workers' Union (Saawu) by the Ciskei authorities as the most serious attack on the trade union movement since 1976, when a number of union leaders were banned

In a joint statement last night, the unions — representing more than 200 000 workers — said neither the South African Government nor employers should think they could distance themselves from the banning

"The complicity of the South African Government is clearly shown by the South African security police arresting union officials and handing them over to the Ciskei"

The unions said there could be no talk of reform in the labour laws and the constitution

while worker organizations were suppressed. Unions which signed the statement include the African Food and Canning Workers' Union, the Council of Unions of South Africa, the General Workers' Union and the Federation of South African Trade Unions (Fosatu)

Meanwhile, Mr Thozamile Gqweta, the national president of Saawu, said the blatant obliteration of Saawu by the Ciskei Government would never take away the union's principles

Mr Gqweta, the only leading East London Saawu official not in detention in Ciskei, said statements by Ciskei officials that Saawu's activities were calculated to endanger national security and public safety were "deceptive and libellous"

"Their accusations will never find any com-

fortable place in the hearts and minds of multitudes of our members. Unless and until the Ciskei Government justifies its action through public prosecution in a court of law it cannot hope its claims will be believed by fair-minded people"

If people in Mdantsane needed any protection it was from the Ciskei police, army and vigilantes working on instructions from the government.

● The Cape Times London correspondent reports that the International Confederation of Free Trades Unions has cabled the Prime Minister, Mr P W Botha, saying the ICFTU was "shocked and appalled" at the Saawu banning and accused South Africa of "delegating its police powers" to Ciskei to assist them in detaining five Saawu leaders

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9/9/83

Work stoppages resolved

By Carolyn Dempster,
Labour Reporter

Work stoppages at two major supermarkets yesterday were rapidly resolved when management agreed to rectify worker grievances before the end of the day.

At Checkers in Primrose, Germiston, 45 members of the Commercial Catering and Allied Workers Union refused to begin work yesterday morning and presented a long list of grievances.

Chief among these was a complaint that a new manager had been forcing the workers to stay on and work overtime. As the supermarket was in an isolated area, the workers were only able to get home very late.

The 45 workers returned to work by 12:30pm.

The second stoppage occurred at the OK Bazaars store in Randburg.

(18)

Union men banning 'inhuman'

10/9/83 (39)
THE Motor Assembly and Component Workers Union of South Africa (Macwusa) has condemned the banning of its leadership, describing it as cowardly and an inhuman exercise

Those banned were the union's president, Mr Dumile Makanda, an executive member, Mr Maxwell Madlingozi, a branch committee member, Mr Zamile Mjuza and an organiser, Mr Sipho

Pityana C. Herald
Mr Government Zini, Macwusa's organising secretary, said the officials were banned six weeks after their release from 271 days of detention without trial

The banning orders are for two years

Support for the banned has come from all over the world, Mr Zini said

"I have now received more than 4 000 letters and

telegrams of sympathy from all over the world and have sent copies to the Prime Minister and Minister of Justice," said Mr Zini

The correspondence was mainly from Amnesty International groups

Two of the four officials, Mr Makanda and Mr Madlingozi, were banned before

Another, Mr Pityana has since left the country and is believed to be in London.

Death of UWO stalwart

139

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C. Herald 10/19/83

VETERAN trade unionist and community leader, Mrs Thandiwe Eunice Mfengu died in Worcester last Friday

Mrs Mfengu was born in Beaufort West in 1917 and studied in Grahamstown. She joined the Food and Canning Workers' Union in the 1940s and later became Worcester branch secretary of African Food and Canning Workers' Union.

She founded the Worcester branch of the United Women's Organisation (UWO) in 1981.

A UWO spokesperson said that Mrs Mfengu had long been a community leader and had assisted the people of Worcester during "the repression of 1960".

SURROUNDED

"When Zwelentemba was surrounded and isolated by the police, she managed to get food for the people.

"During the sixties, Mrs Mfengu remained active and worked with Elijah Loza, who died in detention in 1976.

"In 1981, Mrs Mfengu founded the Worcester branch of the UWO, and was active in the branch until she became bedridden. Even then, the women of Zwelentemba relied on Mrs Mfengu for advice and guidance.

"We will continue where this brave and courageous woman has left off. We express our sincere sympathy to her family," the UWO spokesperson said.

STRUGGLED

She had gone there to ask her mother to look after her children for the day. She found her mother seated under a tree near the house. She struggled to wake her mother as the elderly woman was under the influence of liquor.

Elizabeth Vaaltyn and Miss Engela Vaaltyn rushed from the house to find out what the noise was all about. An argument developed between Elizabeth Vaaltyn and Miss Annie Faas.

Miss Engela Vaaltyn rushed into the house, came out with an axe and chased Miss Annie Faas. When she failed to catch up with Miss Faas, she returned to her niece and the elderly woman.

Elizabeth Vaaltyn took the axe from her aunt and attacked Mrs Faas.

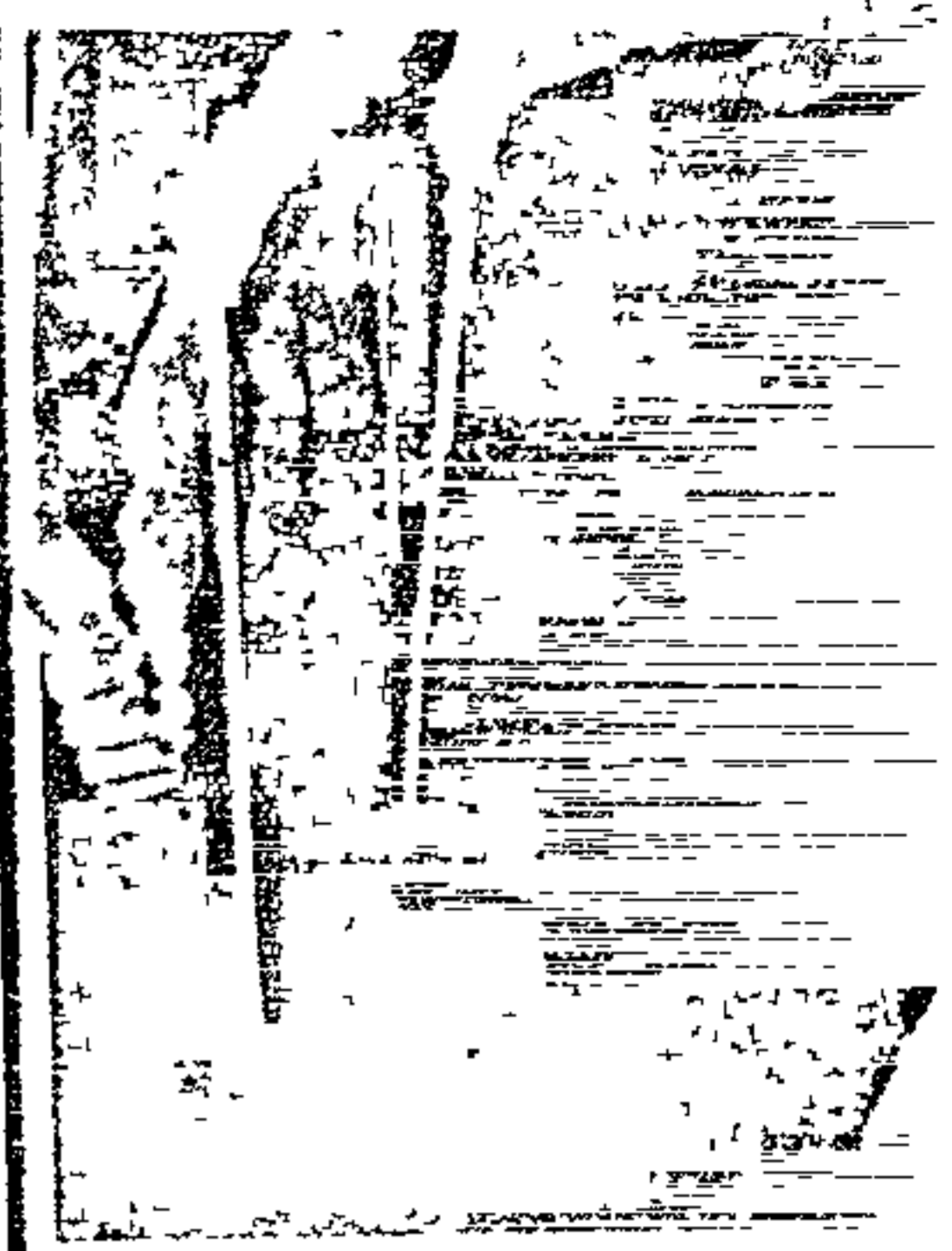
Vaaltyn told the court "I normally cause trouble when I'm under the influence of liquor and dagga".

CONVICTIONS

Elizabeth Vaaltyn acknowledged a list of previous convictions which included four cases of assault with intent to do grievous bodily harm. Two of these offences were committed while she was a juvenile.

After that, she was given a fine of R90, or 90 days, for assaulting someone with a klerie. Not long after that she received a suspended sentence of four months for seriously assaulting someone with her fists.

The court also heard that on June 19 last year, she killed Mr Freddie Fick with an axe. She was in custody until the day she committed the



● JUST a twist to the left at Cafda's Spring Fair at the Williams (68), centre, with

ONE could have been forgiven for asking "Where have all the old men gone?" at the annual Cafda Spring Fair for the aged at the Mary Atlee Centre in Grassy Park on Saturday.

For amongst the marching contingent, which had to perform their act indoors due to the inclement weather, there was not a single male face.

Supervisor Mrs Audrey Daries jokingly suggested

"The all the graves" In "derly wood r Grass Heath" and "entert women 10 to" The raise

Combi-taxi

AS the "war" between combi-taxis second week, taxi operators pledged lying down" and convened a meeting plan retaliatory measures.

It is believed that taxi operators will appeal to the community and will appeal for assistance and to commuters for

According to some operators, also on the cards, although they pre-made public at this stage.

A fares-war between City Transport monopoly in the Cape) and combi-taxis started on August 29 when the combi-bus service in the area.

The company halved its fare to 25 cents lower than that charged by the

A few days later taxi fares were The route, from Retreat Station to mostly by Mr Basil Nagel, chair

Call to boycott

THE United Democratic Front (UDF) has organised a number of mass meetings and distributed thousands of pamphlets and newsletters at the weekend calling for a boycott of this week's management committee elections.

Two meetings were held on Sunday in Bellville South and Silvertown where people rejected the management committee system and the Labour Party who "is controlling the management committees".

Similar meetings were to be held by the UDF in Kensington and Worces-

and the UDF has said that "a vote for the management committee is a vote for apartheid".

About 100 000 copies of a newsletter calling on people to form and strengthen civic bodies were distributed in the Western Cape at the weekend.

House meetings were held every night last week and a number of pamphlets condemning management committees were brought out.

At the Bellville South meeting, organised by the Northern suburbs region of the UDF, about 200 people adopted the UDF declaration and re-

Government's new housing policy.

The secretary of the Bellville South Housing Action Committee, Mrs Vivian Daniels, told the lively meeting that the management committee had done nothing in Bellville in 20 years.

Mr Wilfred Rhodes, chairman of the Cape Areas Housing Action Committee, said Cahac believed all people should have the right to decide on who should serve on the local and central Government.

Mr George Blouws, chairman of the Ravensmead Rents Action Committee, said the Labour Gov-

vele Heu Cur Ma tes emi p An of Chr E toge sti "of A ty, Geo peo olu the mit Gov

e. Herald
10/9/83

Unions won't ~~FA~~ ~~SA~~ 139 join with UDF

~~UDF~~

MAJOR unions in the Western Cape have decided not to go into the United Democratic Front (UDF), but will give their full support for the campaign against the Government's new constitution and "Koornhof Bills"

Union leaders said this week their main priority was the establishment of a major union federation which would unite most progressive unions in the country

Mr Jan Theron, general secretary of the Food and Canning Workers' Union and the African Food and Canning Workers' Union, said they supported and would co-operate with the UDF, but would not formally belong to the alliance of community organisations, churches, trade unions, student, youth and women's organisations

"We would, however, encourage our members to take part and to attend meetings of the UDF," he said

A spokesman for the General Workers' Union, said they shared the FCWU's views

PARTICIPATE

"We have always stated that we will actively participate in the campaign against the new constitution but would not join the UDF"

Other unions who have

expressed similar views are the 11 000-strong Cape Town Municipal Workers' Union and the Federation of South African Unions (Fosatu)

Most major unions in other centres have joined the UDF, including the South African Allied Workers Union (SAAWU), with an estimated 60 000 members in East London and Durban, and the Council of Unions of South Africa (CUSA) in the Transvaal

The UDF was formally launched last month at a national rally in Rocklands attended by a crowd estimated to be up to 15 000-strong at times

BLACK UNIONS SEEM AS FORCE FOR CHANGE IN S. AFRICA (1,200)
BY JO CAMPBELL
USIA STAFF WRITER

WASHINGTON -- THE REVEREND LEON H. SULLIVAN, AUTHOR OF GUIDELINES FOR AMERICAN COMPANIES IN SOUTH AFRICA IN ESTABLISHING WORKER EQUALITY, IS OPENING A SECOND FRONT AGAINST APARTHEID.

+THE BLACK TRADE UNIONS, I THINK, ARE THE MOST IMPORTANT FORCE EMERGING IN SOUTH AFRICA FOR PEACEFUL CHANGE,+ SULLIVAN SAID IN A RECENT INTERVIEW. +ONE OF MY MAJOR CONCERNS IN THE EVOLVING PROCESS OF THE (SULLIVAN) PRINCIPLES HAS BEEN THE EMPOWERMENT OF THE BLACK WORKER THROUGH THE UNIONISM FACTOR, AND THAT IS THE DIRECTION IN WHICH I AM GOING NOW.+

SEVEN YEARS AGO SULLIVAN BEGAN APPROACHING MANAGEMENT OF AMERICAN COMPANIES OPERATING IN SOUTH AFRICA, PERSUADING THEM

PAGE 2 AF3021109

TO AGREE TO THE SIX +SULLIVAN PRINCIPLES+ OF WORKER EQUALITY. ACCORDING TO THE SEVENTH REPORT ON THE SIGNATORY COMPANIES THERE ARE NOW 119, 67 OF THEM RANKED AS +MAKING PROGRESS,+ SOME +MAKING GOOD PROGRESS.+

SOUTH AFRICAN BRANCHES OF SOME AMERICAN COMPANIES YEARLY INCREASE PARTICIPATION IN THE SULLIVAN PROGRAM, ACCORDING TO THE REPORT PREPARED FOR THE INTERNATIONAL COUNCIL FOR EQUALITY OF OPPORTUNITY PRINCIPLES, INCORPORATED, BY THE ARTHUR D. LITTLE CONSULTING FIRM OF CAMBRIDGE, MASSACHUSETTS. BUT MANY COMPANIES MAKE LITTLE OR NO PROGRESS TOWARD PROVIDING EQUAL OPPORTUNITY FOR BLACKS AND OTHER NON-WHITES. THE DECISION THIS YEAR TO MAKE PREVIOUSLY VOLUNTARY ASSESSMENT PAYMENTS COMPULSORY HAS CUT 29 COMPANIES FROM THE LIST. MANY OF THE DROPPED COMPANIES, ACCORDING TO ARTHUR D. LITTLE, HAD NOT PAID FEES EVEN UNDER THE VOLUNTARY ARRANGEMENT, AND SEVERAL HAD GONE OUT OF BUSINESS.

SULLIVAN, FOUNDER AND CHIEF OF OPPORTUNITIES INDUSTRIALIZATION CENTERS (OIC), A SELF-HELP AND VOCATIONAL

PAGE 3 AF3021109

TRAINING ORGANIZATION IN THE UNITED STATES, AND OIC INTERNATIONAL, WITH PROJECTS IN AFRICA AND THE WEST INDIES, TOLD A RECENT WASHINGTON PRESS CONFERENCE THAT HIS PRINCIPLES +ARE NOT DESIGNED TO BE THE TOTAL SOLUTION IN ELIMINATION OF APARTHEID, BUT THEY CAN CONTRIBUTE WITH OTHER FORCES TO MAKE THIS A REALITY, A GOAL WHICH HAS NOT CHANGED.+

THE PRINCIPLES CALL FOR NO SEGREGATION IN ANY WORKPLACE FACILITIES= EQUAL EMPLOYMENT RULES FOR ALL EMPLOYEES= EQUAL PAY FOR EMPLOYEES DOING EQUAL OR COMPARABLE WORK FOR THE SAME PERIOD OF TIME= TRAINING PROGRAMS TO PREPARE BLACKS, +COLOREDS+ AND ASIANS FOR SUPERVISORY, ADMINISTRATIVE, TECHNICAL AND CLERICAL JOBS= INCREASING THE NUMBER OF BLACKS, COLOREDS AND ASIANS IN MANAGEMENT AND SUPERVISION= AND IMPROVING HOUSING, TRANSPORTATION, SCHOOLING, RECREATION AND HEALTH FACILITIES.

SOME AMERICAN COMPANIES IN SOUTH AFRICA, INCLUDING FORD MOTOR COMPANY, CITICORP, EASTMAN KODAK, IBM, ITT, EXXON,

PAGE 4 AF3021109

GENERAL MOTORS AND MOBIL OIL, CONTINUE ACTIVE, OUTSPOKEN SUPPORT OF THE PRINCIPLES, ACCORDING TO THE REPORT.

THE NEXT STAGE OF PROGRESS, IN SULLIVAN'S OPINION, MUST INVOLVE THE WORKERS THEMSELVES, HELPING THEM TO MOVE UP ECONOMICALLY AND THEN POLITICALLY.

+EMPOWER THE WORKERS WITH RIGHTS IN THE WORKPLACE,+ HE SAID, +AND THE WORKERS WILL EMPOWER THEMSELVES WITH RIGHTS AS A POLITICAL FORCE.+

SULLIVAN HAS BEEN INVITED TO EXPLAIN HIS PRINCIPLES DURING A MEETING OF THE INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS IN DUSSELDORF, GERMANY, AT A SYMPOSIUM JANUARY 19-20, 1984, CONVENED TO EVALUATE ICFTU'S SUPPORT OF THE BLACK UNIONS IN SOUTH AFRICA. FOLLOWING THE ICFTU MEETING, HE PLANS TO VISIT CORPORATE MANAGEMENT AND PARLIAMENTARY LEADERS IN A NUMBER OF EUROPEAN COUNTRIES AND IN JAPAN IN AN EFFORT +TO GET THEM TO PUT SOME ENFORCEMENT BEHIND THEIR EFFORTS TO REGULATE THEIR OWN COMPANIES IN SOUTH AFRICA,+ SULLIVAN SAID. +WITHOUT ENFORCEMENT, IT IS A FIZZLE.+

PAGE 5 AF3021109

THE ARTHUR D. LITTLE COMPANY, UNDER CONTRACT TO THE SULLIVAN ORGANIZATION, ANALYZES THE COMPANY RESPONSES TO THE 50-PAGE QUESTIONNAIRES CONCERNING THEIR EMPLOYMENT POLICIES AND CONDUCTS MEETINGS OF REPRESENTATIVES OF THE SIGNATORY COMPANIES IN AFRICA DURING TWO WEEKS EACH YEAR. IN ADDITION, ACCORDING TO THE COMPANY'S CONSULTANT SUSAN PENDLETON, DISCUSSIONS HAVE BEEN HELD WITH LEADERS OF BLACK TRADE UNIONS AND WITH INDIVIDUAL BLACK WORKERS.

BY AND LARGE, PENDLETON SAID, +BLACK WORKERS IN U.S. FIRMS IN SOUTH AFRICA THAT I HAVE TALKED TO...FEEL THAT THE (SULLIVAN CODE) PROGRAM IS VALUABLE...BUT THEY HAVE CONCERNS ABOUT WHAT THE COMPANIES ARE REPORTING TO US.+ MOST OF THE WORKERS THE CONSULTANT TEAM MEETS, SHE ADDED, +ARE ONES THAT THE AMERICAN FIRMS HAVE MOVED UP AND HAVE GIVEN FAIRLY RESPONSIBLE POSITIONS WITHIN THE COMPANY. SO THE PROGRAM HAS BENEFITTED THEM QUITE A BIT.

+THEY WOULD LIKE TO BE MORE INVOLVED IN THE PROGRAM, AND I WOULD LIKE TO SEE THEM MORE INVOLVED...BECAUSE THIS PROGRAM

PAGE 6 AF3021109

IS REALLY FOR THEM, TO HELP THE WHOLE SITUATION DOWN THERE....+

SOME COMPANIES HAVE OUTSTANDING WORKER-PARTICIPATION PROGRAMS, AND THE ARTHUR D. LITTLE TEAM CAN ENCOURAGE OTHER COMPANIES TO IMPROVE THEIR EFFORTS, SAID PENDLETON, +BUT IT IS UP TO THE COMPANIES THEMSELVES TO WHAT EXTENT THEY INVOLVE THOSE EMPLOYEES.+

PATRICK O'FARRELL, DIRECTOR OF THE AFRICAN-AMERICAN LABOR CENTER IN WASHINGTON, BELIEVES STRONGLY THAT THE COMPANIES SHOULD NOT BE THE SOLE ARBITERS OF COMPLIANCE OR EMPLOYEE INVOLVEMENT.

+IN THE FINAL ANALYSIS IT IS SOMETHING THAT THE WORKERS THEMSELVES HAVE TO DO THROUGH THEIR LEGITIMATE ORGANIZATIONS,+ O'FARRELL SAID IN AN INTERVIEW, ADDING THAT, IN HIS OPINION, THE WORKERS ALONE ARE COMPETENT TO SAY ON A DAY-TO-DAY BASIS THAT A COMPANY IS PAYING THE WAGE, OR INSTITUTING THE PROGRAM OR RESPONDING TO GRIEVANCES IN THE WAY IT PROMISED.

PAGE 7 AF3021109

+IN OUR JUDGMENT, A BETTER WAY TO ATTAIN THAT KIND OF SATISFACTION WITH THE WORKING CONDITIONS AND WAGES ON THE PART OF THE WORKERS IS FOR THE WORKERS THEMSELVES TO DO IT, ORGANIZE A UNION TO GO TO THE MANAGEMENT, TO BARGAIN COLLECTIVELY FOR THE CONDITIONS OF THEIR SERVICES...ON THE BASIS OF A CONTRACT,+ SAID O'FARRELL.

THERE HAS BEEN GREAT PROGRESS IN THE SOUTH AFRICAN BLACK TRADE UNION FIELD, O'FARRELL SAID.

+IF SOMEBODY HAD SAID TO YOU TEN YEARS AGO THAT TEN YEARS HENCE IT WOULD BE POSSIBLE TO HAVE A MULTI-RACIAL UNION IN SOUTH AFRICA INCLUDING BLACKS, WHITES AND ALL THE SPECTRUM OF COLOR IN SOUTH AFRICA, AND THAT THE UNION COULD BE REGISTERED AND FUNCTION UNDER THE LABOR LAWS OF SOUTH AFRICA, I GUARANTEE THAT ANYONE INVOLVED IN THE LABOR MOVEMENT AT THAT TIME WOULD HAVE SAID THAT YOU WERE CRAZY, THAT IT COULD NOT HAPPEN IN TEN YEARS. BUT IT HAS HAPPENED,+ HE SAID.

THE REVEREND LEON SULLIVAN AND PATRICK O'FARRELL HAVE DISCUSSED WAYS TO PLACE MORE POWER AND PARTICIPATION IN THE

PAGE 8 AF3021109

HANDS OF THE BLACK TRADE UNIONISTS, MAKING THEM PART OF THE REPORTING AND ENFORCEMENT MECHANISM FOR THE SULLIVAN CODE.

O'FARRELL AGREES WITH SULLIVAN THAT THE TRADE UNIONS REPRESENT A RESERVOIR OF HOPE FOR CHANGE WITHOUT CONFLICT IN SOUTH AFRICA.

+WE FEEL THAT IT IS MAYBE THE LAST REAL AREA IN WHICH PEACEFUL MOVEMENT TOWARD CHANGE CAN BE MADE,+ THE AMERICAN LABOR LEADER SAID, ADDING:

+THE INVOLVEMENT OF THE BLACK WORKERS IN THE DETERMINATION AT LEAST OF THEIR ECONOMIC LIVES WILL HAVE AN EFFECT ON THE DEVELOPMENT OF THEIR SOCIAL LIVES, AND THAT IN TURN WILL HAVE AN EFFECT ON THE DEVELOPMENT OF THE POLITICAL SYSTEM IN THE COUNTRY. THE DEVELOPMENT OF THE BLACK TRADE UNION MOVEMENT IS A VERY SIGNIFICANT DEVELOPMENT.+

ITEM

Death of former editor

BLOEMFONTEIN — A former editor of The Friend newspaper and a sub-editor on the Evening Post, Mr Paul Muller, died in Bloemfontein's Universitas Hospital yesterday aged 69.

Mr Muller, who edited The Friend from February, 1971, until August, 1974, was admitted to hospital three weeks ago after suffering a heart attack.

After retiring as editor of The Friend, he worked as a sub-editor on the Evening Post from November, 1974, to April, 1982.

Born and educated in Cape Town, he joined The Star in Johannesburg in 1950.

He was deputy news editor and gallery correspondent before his transfer to Bloemfontein in 1967 as assistant editor.

A year after becoming editor, his first wife, Mrs Maria Alette (Lettie) Muller died.

He leaves his second wife, Mrs Amy Muller, three sons, a stepson and six grandchildren — Sapa

Two employees' pay at food outlet below minimum wage level

By CLARE PICKARD-CAMBRIDGE

TWO full-time workers at a fast food outlet in Main Street, Port Elizabeth, are being paid R26,50 and R28,50 a week, figures well below minimum wage regulations for employees working in restaurants and tearooms.

Regulations covering tearooms and restaurants stipulate the minimum wages for employees classified as kitchen hands and general workers are R40,50 and R33 per week respectively for their first six months of employment.

The workers concerned said they had been employed at the outlet for more than two years. According to the regulations they should be paid R48,50 and R46,50 respectively a week.

They also said they worked more than 50 hours a week, were not given lunch or tea breaks, or days off.

Their hours of work were from 7am to 5.30pm from

Monday to Friday and from 7am to 2pm on a Saturday.

Mr Oscar Malgas, the organising secretary of the Commercial, Catering and Allied Workers Union of South Africa (CCAWUSA), said basic conditions of employment for their trade laid down that hours of work should not exceed 48 hours a week.

"They should not work more than 8½ hours a day and this includes a half-hour lunch break," he said.

"Limitations for overtime are three extra hours a day and eight hours a week."

But the workers claimed they were not paid properly for overtime and that their pay was deducted when they were ill.

The Evening Post approached the owner of the restaurant, a Mr Homola, who promised to investigate the matter.

He later told the Evening Post he was going to bring the wages of his employees into line with minimum regulations.

However, he denied his employees were deprived of their lunch hour break and said they were allowed to take one when the peak time was over.

He said he had only taken over the cafe recently and was unaware that his employees fell under wage regulations governing the catering trade.

He confirmed that they were paid R26,50 and R28,50 a week respectively. He said, however, this was more than they had been paid by their former employer from whom he had taken over earlier this year.

The Institute of Planning Research at the University of Port Elizabeth recently released statistics indicating that the household subsistence level for Port Elizabeth blacks was R263,52, or about R66 a week for a family of six.

This is a guide to the minimum amount a family can subsist on in the short term.

part in a race. These
STOPHER CUNNING-

h-speakers should their resources'

ROUWER

Africans should share their resources so that English can be taught in the language, says Dr Ken Rouwer, Research Council.

"English in Action" symposium on Monday night that the older generation had a better command of English taught by mother-tongue.

teaching English to blacks, a spiral in the standards of English. In 1981 the average mark was only 33%.

to accept the basic language Report and the continuation of Education and Training to commit themselves to

their morale and self-

He added that the quality of black teachers would also have to be improved and English teachers' associations should get closer to their black colleagues and offer support and assistance on a non-racial basis.

The universities also held a key role and should be open to all races, said Dr Hartshorne.

The universities would have to help black teachers, both those in training and in service, to improve English in the classroom.

More than 700 people attended the symposium. Other speakers included Professor Francois Swart, head of the Department of Speech and Drama at Rhodes University, Mr Don MacLennan, a lecturer in English at Rhodes University; Professor Alan Lennox-Short, recently retired from the University of Cape Town and also a well-known broadcaster, Dr Jean Branford, associate editor of the Dictionary of South African English, and Mr Kim Shippey, head of TV1 (actuality) of the SABC.

A drama presentation, *From Van Riebeeck to Van der Merwe*, with Mary Dreyer and Greg Latter, was one of the highlights of the symposium and incorporated many historical and modern facets of South African society.

Hanging attempt fails

Post Correspondent

JOHANNESBURG — A young Johannesburg woman tried to hang herself with a rope at the weekend in the same manner that her former fiancée killed himself.

The 21-year-old woman was rushed to the J G Strijdom Hospital after she had been cut down in the bedroom of her home in Melville.

Her condition was described as satisfactory today.

Her 26-year-old fiancée committed suicide on August 15 after she had broken off the engagement. He was found hanging in the passage of his Lenasia home.

WHEN WE KI
PLEASE HELP US — S



DOOR TO DOOR CAMP
12th to 23rd SEI

Blacks see unions as freedom tools, says congressman

WASHINGTON — A top American labour leader told US congressmen here that black South African workers viewed the trade union movement much as Polish workers viewed solidarity — as a vehicle to freedom.

This claim was made by Mr Marc Stepp, vice-president of the United Auto Workers, in testimony to a hearing of the House of Representatives Sub-Committee on Africa.

Mr Stepp was prominent in the news here recently when he led suc-

South Africa 10/11/83
successful labour negotiations with the Chrysler company (139) (77)

Mr Stepp was highly critical of South Africa's race policies and of the Reagan Administration's policy of constructive engagement which, he claimed, supported Pretoria economically and psychologically

Council strikers ~~139~~ charged with 139 16/9/83 trespass

Mercury Reporter

SEVERAL of the more than 100 striking Umhlanga municipal workers who were dismissed yesterday after ignoring an ultimatum to return to work, were later arrested by police and charged with trespass

This was confirmed yesterday by Capt Piet Meiring, a police spokesman in Durban

The strikers are expected to appear in the Verulam Magistrate's Court today

Capt Meiring could not say how many men had been arrested

Umhlanga's Town Clerk, Mr Brian Watson, told the Mercury yesterday that the police action came after the dismissed workers refused to leave the premises. They had also refused to collect their pay

He said more than 100 workers were dismissed after downing tools yesterday morning. They were protesting against the municipality's rejection of their latest demand for an increase in pay

'They demanded a 17 percent pay hike over and above the 11 percent rise they received in July,' he said. This was in addition to other benefits they received, including long-service pay, free accommodation, holiday bonus and three weeks' paid leave

Grievances

Mr Magwaza Maphalala, organiser of the National Municipal Workers' Union of South Africa, deplored the council's action, saying the workers had a legitimate grievance

I can only describe the wages paid to the workers as below the poverty datum line. The cost of living has increased. They are now earning between R38 and R45 a week, and they asked for the minimum to be increased to R55 a week

He said the municipality refused to meet the union to discuss the workers' grievances and it had also barred union officials from talking to workers during the work stoppage yesterday

The council has refused to recognise the union until it registers, although it has accepted 'the principle of collective bargaining'. It has said it would consider negotiating only with a union registered in terms of the Labour Relations Act

Sowetan 16/9/83

TUCSA MOVE SLATED

By PHIL MTIMKULU

THE TRADE union rights of thousands of workers — predominantly black — will be threatened if a resolution proposed by the white Mine Surface Officers' Association calling for the ban of unregistered unions is tabled and approved at the TucsA congress which will be held in Port Elizabeth from September 26-29.

The resolution, which also intends to make it illegal for an employer to have dealings with an unregistered union, has been sharply criticised by black unions, both registered and unregistered.

The Black Allied Mining and Construction Workers' Union (BAMCWU) said the resolution was destructive and would never serve the purpose of bringing about industrial peace and mutual relationships between management and black trade unions.

According to the Labour Relations Act, neither trade unions nor employers' organisations are required by law to become registered, and unregistered trade unions are therefore not illegal.

Mr Herbert Barnabas, the national organiser of Saawu, said that in terms of Section 78 (1) of the Labour Relations Act any worker was free to join a trade union of his choice for the purpose of being represented. Mr Barnabas said Saawu feels that under the circumstances it does not need any registration because they can represent workers anywhere they wish.

The general-secretary of Fosatu said it was premature to comment on the issue at the moment. He however said if accepted by the unions this motion should be condemned. He added that it was not Fosatu's policy to condemn other organisations.

Mr F Mohlala of the Building Construction and Allied Workers' Union (BCAWU) said the union which intended tabling such a motion did not have the interests of the workers at heart. "Workers should be allowed to join a union of their choice and employers should bargain with any union irrespective of whether it was registered or not," he said.

'12 percent

not enough'

139

Sept 1983

C. Herald

**Lowest-paid teachers
left out once again**

- say State workers

THE pay increase for public servants in January will not be enough, the Cape Teachers Professional Association has said

Mr Vernon Pitt, deputy president of the CTPA said in a statement they would "naturally welcome any steps to improve the financial position of teachers"

"It is, however, doubtful if the 12 percent increase announced by the Minister (of Internal Affairs) will significantly improve the situation in view of the high rate of inflation

"It is particularly disappointing that, yet again, no progress has been made in respect of the poor salaries of the lower-qualified teachers

"The CTPA has requested an early interview with the Minister to discuss the very urgent matter," Mr Pitt said

THE 12 percent increase, effective from January 1 1984, granted to State employees, would afford some relief but was still not enough to stop the effects of inflation, says Mr Malcolm Domingo, national chairman of the Public Servants League of South Africa.

"We need at least double the amount they have given us because the cost of living is so high and unbearable," Mr Domingo said

"A very frustrating factor is that an increase which is on par with inflation in fact, was given to certain State officials in high government positions (members of parliament)."

"It must also be realised that what is important to the worker is the amount that he or she takes home at the end of each month

"Here one sees that 12 percent extra on a salary of R1 500 a month amounts to an additional R180 whereas 12 percent on a R200-a-month sala-

ry, which is what thousands of State workers earn, only amounts to R24"

Mr Domingo said it was sincerely hoped that parity would also be introduced on January 1

"This should apply at all levels but particularly in the lower-income bracket"

He urged the State to view the question of parity in a "serious" light, as the efficiency of the public service was in the balance.

The League, formed in 1969, represents 26 500 coloured and Indian State employees in a number of job categories

REJECTING

At its congress earlier this year, the organisation shed its traditionally conservative image by adopting a hard line on the Government's proposed constitution — and apartheid in general — rejecting it outright

Speaking at a press conference shortly after the congress, Mr Domingo said his union would adopt an increasingly progressive line and would "work with" other democratic organisations, particularly trade unions.

Opposition to Ciskei ban on Saawu grows

By STEVEN FRIEDMAN
Labour Correspondent

ALMOST the entire emerging union movement in the Transvaal, the recently-formed United Democratic Front and the Detainees Support Committee joined together yesterday in issuing a hard-hitting statement condemning the banning of the SA Allied Workers Union (Saawu) by Ciskei authorities.

And, at a Press conference in Johannesburg, UDF spokesman Mr "Terror" Lekota, said the unions, who represent tens of thousands of workers, and include major federations Fosatu and Cusa, had agreed to discuss with their members taking further action on the issue.

One possibility, he said, was action against companies which operated in Ciskei, but had not taken a stand opposing the banning.

He stressed "We are not making threats of action, unless these have a firm base. It will be up to union members to decide if action is needed."

A five-member working committee had been appointed to plan action and, in the interim, a public meeting would be held in Johannesburg on Thursday to protest against the banning, a "media campaign" would be organised and efforts would be made to get food and clothing to detainees in Ciskei.

Attempts would also be made to mobilise overseas opinion.

Mr Lekota said these decisions had been taken at a meeting between UDF and the unions. It had been called, he said, "because we do not want to take action in this area without the full support and co-operation of the unions."

In the statement, union groups including Fosatu, Cusa, the Food and Canning Workers Union, Saawu, the General and Allied Work-

ers Union and the Orange-Vaal General Workers Union, as well as the UDF and the Detainees' Support Committee, sharply condemn the ban.

They also reacted sharply to repeated reports that residents of Mdantsane are being held prisoner in a stadium in the township by "vigilantes", loyal to President Lennox Sebe and physically assaulted there.

They say the stadium has been turned into a "concentration camp", into which "defenceless people" are being "herded".

The statement also charges that offices of other unions in East London, such as the Food and Canning, General Workers and Transport and Allied Workers unions, have been "virtually closed down" as a result of detentions.

Mr Lekota yesterday also attacked SA Security Police co-operation with the Ciskei authorities, citing incidents in which unionists had been detained by Security Police and then handed over to Ciskei authorities.

On the decision to collect food and clothing for detainees, he charged that people who had brought food to detainees in Ciskei in recent weeks had themselves been detained.

The statement said the Ciskei banning indicated that "bantustan structures" would increasingly be used to "suppress any resistance to apartheid".

Ciskei action against unions was designed "to strip the large workforce in Mdantsane of any leadership in its struggle against exploitation".

"Henceforth, any union which comes out in full support of worker resistance against bus fare hikes, rent hikes and so on will follow Saawu into banning."

It said the ban was a "veiled threat" against unions involved in community issues, but that to suppress this involvement was to "give away a fundamental element of unionism".

Mine union chiefs held

TWO OFFICIALS of the African Mineworkers' Union, who were held in Rustenburg where they had gone to recruit miners for their union last Friday, have been charged with furthering the aims of an unlawful organisation.

This was confirmed yesterday by Major H V Heyns, of the Public Relations Division of the South African Police in Pretoria

Major Heyns said the two men, Mr Themba Nontlantane, of Rockville, Soweto, and Mr Patrick Tsholentsane, of Munsieville in Krugersdorp, were to have appeared in the Rustenburg Magistrates' Court yesterday

The two are organisers of the African Mineworkers' Union, and according to a spokesman for the union, they had gone to Rustenburg to recruit miners on Friday when police held them.

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[Handwritten signature]

Soweto 22/9/52

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DOO STILL WAITING FOR A WINNER!

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FIVE HUNDRED miners at Iscor's Sishen mine in the North-West Cape have been sacked following a strike over pension payments.

And startling allegations of mass beatings and arrests have begun to filter in, says the unregistered African Mineworkers' Union (AMU), which has called an emergency meeting for tomorrow to discuss the sackings.

According to AMU chairman Samson Ndou, the strike at Sishen was sparked by miners' demands that their pension contributions be paid out to them on August 19.

But management refused and the workers downed tools for four days.

Mr Ndou said that according to information received from miners, hundreds of them were loaded onto trucks and taken to a nearby field where they were beaten up and tear-gassed. Later, many were charged with malicious damage to property and fined R30. "Those without money were locked up"

A spokesman for Iscor confirmed that the miners had gone on strike over their pension payouts, but denied the allegations that the

25/9/83
City Press
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STRIKING

MINERS

SACKED

By ZB MOLEFE

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Limited damage was done to mine property

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The statement said that "during the course of events it became necessary to discharge a-

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MAINSTAY CUT

WITS CRASH

SEE BACK PAGE

NO 'FREEDOM' FOR DR PIET — Page 2

CLASH LOOMS OVER UNION CALL

TENSION is mounting over tomorrow morning's planned half-hour work stoppage by the country's 470 000 miners to mourn the deaths of the 65 who died in the recent Hlobane colliery disaster

The Chamber of Mines has issued a strong statement, warning the National Union of Mineworkers (NUM) that the planned stoppage will constitute an illegal strike and that management might take action

The Chamber's general manager, Mr Peter Bosman, said the disruption of operations in the mining industry was "quite inappropriate" as an expression of mourning and could be construed as an action against management.

But the NUM is undeterred. "We will go ahead with the stoppage," said the union general secretary Cyril Ramaphosa yesterday, adding that he had made it clear to mine management that the workers were not asking permission to down tools between 9am and 9.30am.



3: No more SA fights
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25/9/83
City Press
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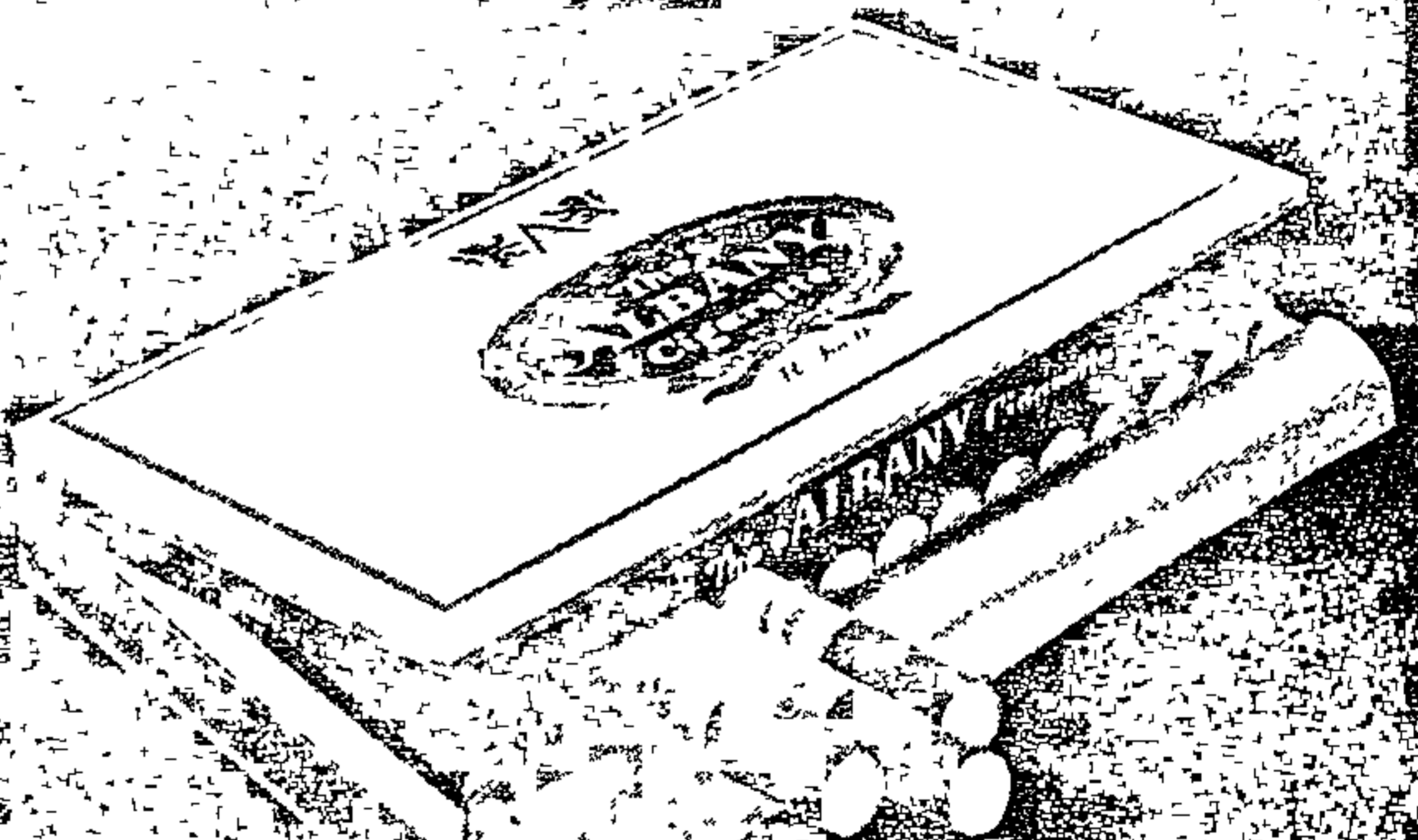
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New
Albany 30's

KING No more SA fights his boy, Gerrie

**'D'S
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**LEEDA
GETS
TALK
inside**

ces



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those from Soweto, her form fitting in an

Pic PETER SETUKE

A HUSBAND who forced his wife to have sex with him "one last time", before their marriage ended in divorce, has been jailed for three years for rape

This offence is normally impossible under British law, but the husband, a 32 year-old rail worker, was under a court order forbidding him from molesting his wife.

Brighton Crown Court was told the man had been ordered out of the family

home in January, but he returned in March and told his wife he wanted sex "one more time"

He assulted her, tore her clothes off and raped her.

Judge John Gower told him "You knew you were forbidden to molest her and that she did not welcome what happened. You used violence, and prison is the only appropriate way to deal with you."

UNIONS CALL FOR BOYCOTT OF CISKEI PRODUCE

C. Press
25/9/83

A BOYCOTT of products made in Ciskei is being considered by a Committee of Five set up in response to the homeland government's banning of the South African Allied Workers' Union.

Repeated calls for such a boycott were made by speakers at a solidarity rally organised by ten unions and the United Democratic Front at Khotso House in Johannesburg this week.

Saawu national organiser Herbert Barnabas said the union had raised the possibility of a boycott at its congress in Durban last weekend, and resolved to investigate whether it was possible.

Other speakers also condemned the ban, and called for "strong action, not just slogans"

The East London Chamber of Commerce and the Border Chamber of Industries also came under fire for not taking action in response to the ban — despite some of its member factories having recognition agreements with Saawu.

Speakers said the ban "struck at the core of the freedom of workers to associate themselves with organisations of their

own choice"

Secretary general of the Council of Unions of South Africa, Piros Shaw Camay, said the Saawu ban "went against every tenet of accepted labour law and practice."

"It is also a smack in the face for Pretoria from their homeland lackeys — it goes against the smokescreen of so-called labour reform that Pretoria wants to sell to the Western world," he said.

Camay told the meeting — attended by more than 400 people — the ban was "a deliberately orchestrated move against the growing awareness of workers of their collective power"

Other speakers were Transvaal UDF vice-president the Rev Frank Chikane, UDF national secretary Popo Molefe and Cawusa organiser Joe Mokoena.

THE (SAD) THOUGHTS OF (EX-) CHAIRMAN KNOX

IT WAS a bad week for former Vaal Community Council Chairman Josia Knox Matjila.

No sooner was it announced that the Supreme Court had rejected his application to unseat council chairman Esau Mahlatsi than the council resolved not to listen to Mr Matjila's contributions during meetings and told him to leave the council chamber.

Mr Mahlatsi told City Press later that the former chairman had been ruled out of order for raising a "very contentious issue" — an allegation that the council had deprived some traders of business sites.

"His allegations are untrue," Mr Mahlatsi

14A/105
By MONO
BADELA
139

Indians

get jobs

27/9/83

of fired

strikers

Mercury Reporter

WHILE the sacked black municipal workers at Umhlanga prepare legal action against the Umhlanga Town Council for allegedly dismissing them unfairly, a new, predominantly Indian workforce was recruited to take over essential services in the area

Town Clerk Brian Watson yesterday confirmed that 25 workers, mainly Indians, were employed to do refuse removal and street sweeping after the council's black labourers were dismissed last week following a work stoppage over pay

He said they had been given the same rate of pay as the dismissed workers

Yesterday morning gangs of Indian men in orange-coloured overalls were sweeping streets and removing refuse, jobs which until last week had been the preserve of the municipality's black labour force

A Phoenix father-of-two said he had joined the municipality last Thursday after being offered a wage of R210 a month. He said he signed a three-month contract with the municipality

Mr Magwaza Maphalala, a spokesman for the National Municipal Workers' Union, said yesterday that a Durban attorney had been engaged to institute legal proceedings against the municipality for 'unfair dismissal' of the 120 black workers

He said the sacked workers also steadfastly refused to go to the Chief Commissioner at Verulam to collect their discharge pay as instructed by the Town Clerk



DISSATISFIED. Some of the striking workers of Van Drimmel Laboratories seen outside Khotso House where they had gone for consultation with representatives of the General and Allied Workers Union (Gawu). In addition to their grievances they are demanding the reinstatement of three of their colleagues who were sacked

Three fired after strike

THREE workers at a medical laboratory were fired yesterday morning after being accused of being the ringleaders of a strike involving about 60 of their colleagues.

The sacked workers are Mr J Mchunu, Mr J Ndlovu and Mr J Maz-

By PHIL MTIMKULU

buko The striking workers, who are employed by Van Drimmel Laboratories in the centre of Johannesburg, have now combined the reinstatement of the three workers with their

other demands. The striking workers demand an increase of R2 an hour. They said some of them were earning R120 a month even after serving the company for more than six

years. Those who have just started working for the company were paid as little as R100 a month, the workers said.

The workers were also unhappy that there was no structure to facilitate communication with management. They said there was no job security and felt very insecure as some of their colleagues had actually been fired. They were also not happy with overtime which they said was made compulsory.

The workers claimed they had to pay for company property if it got damaged in the execution of their duties.

They called for the dismissal of a "bossboy" whom they said used abusive language.

The General and Allied Workers' Union (Gawu) has sent a representative, Mr Amos Masondo, to form a committee from the workers and to negotiate on their behalf. Management had refused to talk to the workers, they claimed.

Dr P van Drimmel, one of the owners of the company, was busy at a meeting yesterday afternoon and has so far not returned a call from The SOWETAN to get the company's comments about the allegations levelled by the workers.

(139) RDM
28/9/83

Council votes to outlaw all unregistered unions

Mail Correspondent

PORT ELIZABETH — The Trade Union Council of South Africa (Tucsa) voted overwhelmingly at their annual conference in Port Elizabeth yesterday for a legal bar on unregistered trade unions.

And a resolution calling for a change to the Labour Relations Act to allow workers to join the trade union of their choice was defeated.

Mr Robbie Botha, general secretary of the Mine Surface Officials' Union, proposing the "legal bar" motion, warned that legislation was in the pipeline to eliminate the principle of registration.

He said this would open the way for general unions which would "inevitably become political mass movements". If compulsory registration — confining unions to certain

areas — were not imposed, there would be "chaos".

Several delegates said their unions were under attack from unregistered unions who "did not want to abide by the rules". They said if unregistered unions had organisation and membership they should have no problem in registering.

Mr E Esau, of the Motor Industry Combined Workers' Union (Micwu), said the resolution was a sign of "weakness and panic". Many Tucsa unions had been fully protected in the past but had made no effort to organise blacks.

"Black unions came in and started organising the unorganised," he said. "Why must legislation now be imposed on these unions forcing them to register?"

The motion was carried by 125 votes to 27, with Micwu, the SA Boilermakers Society and the unregistered black SA Bank Employees' Union, among the dissenters.

A motion calling on the Government to amend the Labour Relations Act so that workers could be free to join the union of their choice was proposed by Mr Ike van der Watt, general secretary of the SA Boilermakers Society, who stressed that he was not attacking the closed shop system as such.

He said the law as it stood removed the right of workers to express their dissatisfaction by resigning and joining other unions and that some unions could find themselves dependent on employers for their very existence.

Tucsa resolution angers unionists

By PHIL MTIMKULU

A RESOLUTION passed by the Trade Union Council of South Africa (Tucsa) at their annual conference calling for un-registered trade unions to be outlawed has angered black trade unionists who view it as interference with the freedom of association.

The resolution, which was introduced by the Mine Surface Officials' Association, was passed by 125 votes to 27. It was strongly resisted by the South African Bank

Employees' Union, the South African Boiler-makers' Society and the Motor Industry Combined Workers' Union. Mr A M Moko, who represented the bank employees at the conference, said Tucsa was not the sole custodian of trade unionism in South Africa.

Mr Piroshaw Camay, the general secretary of Cusa, said the resolution went against freedom of association. He said Tucsa was fast becoming more conservative and

autocratic. "We hope that the Minister of Manpower will ignore the resolution," Mr Piroshaw said.

Mr Herbert Barnabas, of the South African Allied Workers' Union (Saawu), said his union had always maintained that unions which involved themselves with the Industrial Council tended to be toothless. "According to Section 78(1) of the Labour Relations Act a worker is free to join a trade union of his choice. Who are they to

asked

"The Tucsa resolution clearly shows where the organisation stands in regard to Government efforts to emasculate and control democratic trade unions which represent the true aspirations of the black working class," Mr Jeff Lengane of the Insurance Assurance Workers' Union of South Africa, said.



INSURANCE: Lengane.

11/10/83 139 RD 09

Liberty Life fires 90 in union row

Labour Correspondent

AT LEAST 90 black workers at the head office of insurance giant Liberty Life were fired yesterday after striking for the second time this year in support of union recognition demands

The workers want the company to recognise the Insurance and Assurance Workers Union of SA (IAWUSA), which is open to black workers only

Liberty Life has repeatedly refused to do this, saying that it is a nonracial company and that it is only prepared to recognise a nonracial union

Yesterday, both the black consciousness-oriented Azanian Students Movement and the Black Allied Mining, Construction and Allied Workers Union issued statements backing the strikers

Liberty Life said that only about 90 of its 290 black head office workers joined the strike, which began at midday on Thursday. But an IAWUSA spokesman said yesterday that 150 had been involved

A company spokesman said yesterday that Liberty Life had considered work-

ers' demand that it recognise IAWUSA, but had decided it could not do this

He said IAWUSA appeared not to represent the majority of black head office workers, but this was not the main reason for Liberty Life's stance

"We pride ourselves on the fact that there is no race discrimination in this company. To recognise a blacks-only union would split the company from top to bottom and disturb the relationships we have built up here"

The company had blacks working alongside whites in several job categories. He said IAWUSA appeared to be "politically motivated"

The workers had been given until 3pm yesterday to return or be dismissed. Most had failed to meet the deadline "and we must assume they are no longer with us"

IAWUSA's spokesman said the issue was not "Liberty Life's claims to be a multiracial company" but "the right of workers to be represented by the union of their choice without management interference"

He said black workers had "democratically chosen" to belong to IAWUSA and the company should therefore recognise it

In a statement, the Black Allied Mining, Construction and Allied Workers Union backed the strikers and urged them to "stand together"

It charged that Liberty Life's attitude was "a calculated move to dictate to workers who their representatives should be"

It said the "myth" that Liberty Life was an integrated company had been "blown open" by the workers

● A conciliation board appointed by the Minister of Manpower to attempt to settle the dispute between the National Union of Mineworkers and the Chamber of Mines' Rand Refinery will meet on October 14, a chamber spokesman announced yesterday

The board was due to meet yesterday. If it does not settle the dispute within four weeks, NUM members at the refinery can strike legally

RDM 1/10/83

3 companies hit by strikes, says union

139

By STEVEN FRIEDMAN
Labour Correspondent

THREE companies were hit by strikes by members of the Commercial, Catering and Allied Workers Union of SA (CCAWUSA) yesterday, said the union's general secretary, Mrs Emma Mashinini

Mrs Mashinini said a strike at Checkers Monument Park store had been settled, while stoppages at Game Discount World's Eastgate store and at African Sales in the city centre were still unresolved

But an African Sales spokesman denied there had been a stoppage at the company

At Game, said Mrs Mashinini, about 70 workers had been on strike since Thursday after rejecting a 10% wage offer by management. The company was refusing to negotiate with the union because it did not recognise it

"This is the same stance they took during a strike by our members at their Durban store. Then it led to a lengthy dispute," she said

According to one source, Game strikers have been fired, but this could not be confirmed. Repeated attempts to obtain management comment were unsuccessful yesterday

At Checkers, CCAWUSA said workers downed tools

yesterday morning in protest at "consistently abusive and insulting behaviour" by the store's manager. This is the latest in a series of strikes at Checkers stores prompted by clashes between workers and store managers

A union spokesman said workers returned after Checkers representatives conceded their grievances were legitimate and said the company would monitor the manager's behaviour to ensure there were no further incidents

The manager's behaviour would be reviewed after three weeks, he added

A Checkers representative, Ms Peta Lomborg, confirmed there had been a strike and said 60 workers were involved. It had lasted from 10am until 1.30pm

"There was a problem. We have agreed to investigate and report back in about a month," she said

At African Sales, said Mrs Mashinini, about 50 workers had struck in protest at the retrenchment of a colleague

The retrenched worker would receive severance pay until December, but workers were unhappy because they had not been consulted, she said

A company spokesman denied any knowledge of a strike

(139) (1001) 11/10/83

Meetings ban stops formation of union

Labour Correspondent

A BAN on all meetings in the Northern Transvaal township of Seshego has prevented the inaugural meeting of a fledgling union for black electrical workers

Seshego is situated in the Lebowa homeland and the inaugural meeting of the Black Electronics and Electrical Workers Union was to have taken place there this weekend

But, in an angry statement yesterday, the union's acting president Mr Mbulelo Rakwena said meetings in Seshego had been banned by the area's chief magistrate and alleged the ban was an attempt to act against black

unionisation

"We abhor and reject the action taken by Government officials in short-circuiting the initiative taken by black workers to assert themselves in forming and creating a platform for themselves," Mr Rakwena said

"This action clearly reflects the true intentions of white officials towards black workers," he added

Mr Rakwena said he would "like to make it known to all who oppose our struggle for the upliftment of black workers that this continued harassment and repression can never deter us in our endeavour to create a platform to fight for what is rightfully ours"

police

Trade Unions

Slam

Tucsa's 'Outlaw'

CALL

21/07/83 P.R.

BLACK Delegates at this week's Tucsa conference expressed shock and dismay at a conference resolution asking the Government to effectively ban all unregistered trade unions

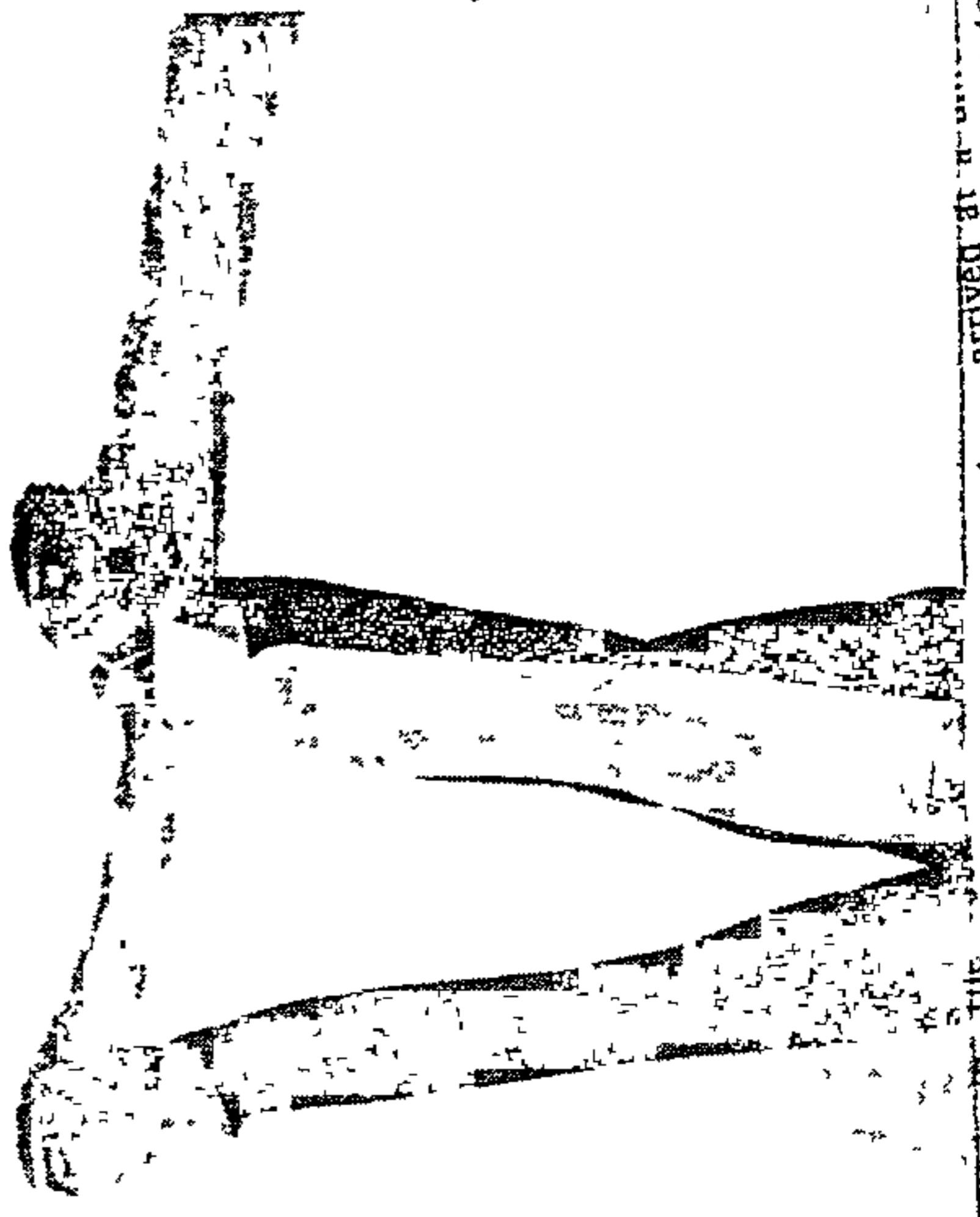
One delegate said he would not blame those who thought Tucsa was a "puppet" of a "stooge" of the Government

The motion, submitted by the right-wing Mine Surface Officials Association, was passed with 125 votes in favour, 27 against, with four abstentions - and could lead to a split from Tucsa by the 54 000 member SA Boiler-makers' Society

Society secretary like van der Wall described the motion as impractical and said it could lead to chaos if it was implemented

And in an official document, the society said "It is rare that one can say of a resolution that its imbecility is only matched by its selfishness"

139



FEATHERS FOR THE MAJOR

Soweto police public relations officer, Major Othaniel Paddy Mazibuko, gets to grips with the weights to show his team of wrestlers, how it's done. The team selected for the upcoming SA games was named this week. Mazibuko was once a top weight-lifter himself and still works out with the wrestlers. (See Page 15)

Pic: EVANS MBOWENI

A spokesman for the unregistered Bank Employees Union, A M Moko, said white union members were able to give vent to their political frustrations in political parties, "but the black man is precluded by the powers that be"

Trade unions in the Transvaal greeted the Tucsa resolution with a mixture of scorn, anger and disbelief

Proshaw Camay of the 100 000-member Council of Unions of South Africa said Tucsa had shown itself to be

"even more conservative than the Government" The resolution went against a basic principle of trade unionism, freedom of association, he added

Herbert Barnabas of Saawu said the resolution showed how scared Tucsa unions were of the independent black unions Tucsa had failed to organise black workers, and so was trying to outlaw those unions which were doing so effectively

Tucsa were a "group of renegades", he added

Samson Ndou of the General and Allied Workers' Union said the Government could forge a revolutionary situation if it did what Tucsa was asking for

Labour observers have meanwhile noted that the Tucsa resolution puts Tucsa on a par with the Ciskei Government, which recently banned the unregistered Saawu.

Another move which did little to enhance Tucsa's image was its refusal to speak out against the Government's constitutional proposals

when the Driefontein stages a number of one-man placard protests at various parts of the city to mark the committee's second anniversary.

Dr Coleman said among the main targets of the security police were students, especially university students, trade unionist, journalists, community workers as well as political activists

Solitary confinement was described as probably the most refined form of torture

Dr Anthony Zwi, the Wits community health registrar, said between 1981 and 1982 seven known detainees were admitted to psychiatric wards

He said, three months ago a detainee was admitted to such a ward with multiple wounds he had inflicted on himself

Dr David Webster, also of Wits said what he saw and learnt in the Ciskei chilled him

He said South Africa has a bad human rights record, but from what he saw in the Ciskei, the homeland has probably the worst record

"Nearly 90 people have been killed in Mdantsane," he said.

MINE TO FIGHT NUM ACTION

DRIEFONTEIN Consolidated Limited intends opposing an application by the National Union of Mine-workers for the reinstatement of 17 workers dismissed from West Driefontein last week for refusing to work in an area they considered unsafe.

The NUM gave notice of its application, in terms of the Labour Relations Act, to Driefontein on Wednesday. The Gold Fields Group said in a statement the dismissal of the workers was the culmination of a work stoppage

The work-place had been re-inspected over three days by experienced senior mine officials, Gold Fields said

Don't cast a vote - Azapo

People's Organisation (AZAPO) is in

FREE OUR LEADERS — THEN WE'LL TALK

By **MONO BADELA**

RELEASE all detainees in Ciskeian jails first before any solution can be found to the Ciskei bus boycott.

This was the message from Sam Kikine, secretary of the South African Allied Workers' Union (Saawu), to officials of the Ciskei's Corporation for Economic Development at talks yesterday held to solve the three-month-old bus boycott.

In a major breakthrough, Saawu — banned in the Ciskei — was invited to talks in Durban with Dr Jackie Adendorf, chairman of the Ciskei's CED, half-owner of the Ciskei Transport Corporation. "And after the meet-

Saawu
2/10/83
stands

firm on
city press
boycott

ing Mr Kikine said Dr Adendorf emphasised he was not representing either the Ciskei government, the CTC or the South African Government.

Mr Kikine said "We explained to Dr Adendorf that although we have nothing to do with the bus boycott, we were prepared to assist in finding the solution.

"But we pointed out to him that before any solution could be found

the Ciskei government must release Sisa Njikelana, our vice-president, George Shiba, an organiser, and all others who are in detention.

"We also told him that compensation must be paid to all the families of those who were killed in the Ciskei during the recent action by the Ciskei police."

"The two officials agreed to see what they can do and will get in touch with us again."

A second meeting may be held in East London. ~~East London~~ official can be present at the talks.

"We made it clear to them that we don't want confrontation but consultation," said Mr Kikine.

139

CIA bid to influence black S A unions

Tribune Correspondent
 THE American Central Intelligence Agency is trying to gain influence in the South African black trade union movement

This was claimed by South African, British and American trade union experts in a programme broadcast this week by the Australian Broadcasting Commission

According to the programme, Background Briefing, the CIA, through the American Federation of Labour, the Congress of Industrial Organisations (AFL-CIO) is assisting the South African Government in a deliberate programme to undermine the independent black trade unions in South Africa

"Such action began in 1964 with the establishment by the AFL-CIO of the African American Labor Centre

"The first director of the AALC was longtime

CIA operative Irving Brown who last year headed an AFL-CIO delegation which was hosted by the South African Government

"The South African organisation of the AALC is headed by Nana Mahomo," the ABC said in a statement

Participants in the programme were the

British peer Lord Tony Gifford, former South African trade unionist Stephen Barden, South African trade union leader Andrew Moletsane who recently addressed the Australian Congress of Trade Unions on union interference, and Ken Trainer, a Canadian expert on the black union movement Research for the programme was provided by Rodney Larson, an American trade union specialist

Last year's high-powered American labour delegation came to South Africa with the express purpose of discussing "assistance" programmes for the black trade union movement

It was stated at the time that the programme would include the secondment of AALC staff to act as lecturers and trainers in South Africa and cash grants to black unionists, with a total budget of millions of dollars

When the Sunday Tribune exposed the long-standing links between the AFL-CIO's AALC programme and the CIA, however, many of the trade union organisations refused to have anything to do with the AALC delegation

The delegation denied that the CIA was involved in the union aid movement in order to co-opt unions and promote pliant black leaders mindful of United States interests



...s flying. INSET: Norman Dale

£ Margaret not again

will go on to Virginia today to the Montpelier home of her friends Neil and Sharon Phillips

Gossip columns here say the marriage could take place at the Phillips's home

Princess Margaret would have to get the permission of the Queen, who is the head of the Church of England, to marry

Princess Margaret's Press secretary said last night "As far as I know she is not getting married again. If it was true, I am sure I would know about it"

He refused to comment further on the Washington rumours

Neil Phillips, too, refused to comment, and added: "You should not draw too many conclusions from that"

Nato's strike jets grounded

Foreign Service

LONDON: All Nato's 260 Tornado strike jets have been grounded after one crashed near Sandringham.

It is feared the RAF plane may have suffered some sort of catastrophic failure due to a basic design fault which had not shown up before.

Fears are also growing that major modifications will have to be carried out on every one of the 809 Tornados being delivered to the British, German and Italian air forces.

The planes, costing around R9 million each and developed jointly by the three countries, had until last Tuesday flown 35 000 problem-free hours in military service.

Investigators have begun removing pieces of the crashed jet from a 3-metre deep crater in boggy ground at Wolferton Marsh, 5 kilometres from the Sandringham royal estate in the hope of finding the cockpit voice recorder and black box flight recorder

The Tornado is the first operational jet to carry both instruments and it is hoped they will reveal what went wrong.

The navigator ejected to safety and has given investigators valuable information.

But the pilot Squadron Leader Michael Stephens died in the plane.

One theory is that he deliberately remained at the controls to provide as much information as possible about the fatal problems he was encountering.

Already pilot error, a break-up of the jet's air-frame, and engine failure have been ruled out as possible causes of the crash.

Tucsa is 'fighting for its life'

ARGUS 3/10/83 139

Inter-union tensions come to head at PE congress

By PIPPA GREEN, Labour Reporter

THE 29th annual conference of the Trade Union Council of South Africa has ended on a low note, amid strong predictions that it is in the throes of a slow death.

Held at the plush hotel in Port Elizabeth last week, the four-day conference saw tensions within the 57-member body come to a head with one of its largest affiliates, the SA Boilermakers' Society, threatening to consider withdrawing.

The Boilermakers' Society, along with a handful of other dissenters, indicated that some unions saw the greatest threat to Tucsa's existence as coming not from employers, but from the independent trade union movement.

Strong feature

And, indeed, the frequent attacks on the mainly black independent unions were a strong feature of the conference. Delegate after delegate accused the "emerging unions" of causing chaos by organising members in factories where Tucsa affiliates had been operating for years.

Mr Robbie Botha of the Mines Surface Officials' Association went so far as to describe unregistered unions as an "infant Frankenstein".

A resolution calling for a ban on unregistered unions was adopted by an overwhelming majority of delegates.

Bad Press image

It is well known in labour circles that many workers have been won over from Tucsa unions by the independent unions. Also, an increasing number of employers are saying they would prefer to deal with

"representative" unions, rather than those which for years have relied on closed shop agreements to keep their members.

Delegates also voted for an increase in affiliation fees to the council, to enable it to provide "more dynamic" services for members and so improve its "consistently bad Press image".

However, the 56 000-strong Boilermakers' Society said Tucsa's bad image was the result of a lack of commitment to unity in the labour movement.

Speaking against the fees increase proposal, Boilermakers' secretary Mr Ike van der Watt said he had dealt with several unions outside Tucsa and had found "unionists just as good if not better than in the Council".

"What we are dealing with is an inter-union war, and it would appear that, for some delegates, the main motivation for supporting the proposal is that they think that for Tucsa to survive it must destroy other unions."

Meanwhile, the Boilermakers Society has returned to its members to "seriously review" its association with the council after almost every motion proposed by the society — including one asking Tucsa to meet next year to examine its future relevance — was defeated.

"Part of a campaign"

Several delegates responded angrily to the motion, some saying it was part of a "campaign being waged against Tucsa".

One delegate, Mr Freddie Swartz, who broke ranks with his own Leather Workers' Union to support the Boilermakers, said many Tucsa leaders had lost contact with the workers they claimed to represent.

Those who defended Tucsa recalled its "glorious past".

Mr Louis Petersen of the Western Province Garment Workers' Union, said Tucsa deserved "bouquets" and not criticism.

"Tucsa is responsible for legislation which has been to the good of workers in South Africa, and other people are now enjoying the privileges," he said.

Principles sacrificed

However, critics of the body claim that in its early years Tucsa "sacrificed every trade union principle" by agreeing to exclude Africans from its unions when it was originally formed.

Tucsa's bar on African unions was lifted in 1962, but imposed again in 1969 after pressure from the Government and white unions. In 1974 Africans once again entered the fold.

In the past few years, a number of strong all-white unions have joined Tucsa and the body has lost two powerful unions in the catering and distributive trade — unions which criticised the body's move to the right.

The Boilermakers' Society, with its increasing black membership, is now being pushed farther and farther away from Tucsa. Several motions proposed by the society, including one calling for workers to have the right to belong to the union of their choice and another calling for a Government investigation

into escalating housing costs, were resoundingly defeated.

Commenting on the conference, UCT industrial sociology lecturer Mr Johan Maree said much of Tucsa's 470 000 membership had been "built on the uncertain foundation of closed shop agreements and employer goodwill".

"If those elements were pulled from under their feet much of their membership would collapse."

Mr Maree said many Tucsa affiliates were out of touch with their members.

"Research on some unions has shown that they do not have any representative structures on the factory floor," he said.

Some employers, who have Tucsa unions operating in their plants, have said that often the workers' only contact with their unions is through a monthly magazine and subscription deductions from their wages.

Black anger over white housing policy



CAMAY Carrot to white voters.



MKHABELA 'ignoring blacks.'



BUTH 'We need houses'.

Sydney Mafumad, secretary general of CAWU, said the Government was trying to reassure those doubting whites that they have stake both in the old and new order.

Azapu publicity secretary Ismael Mkhabela said the Prime Minister's announcement was disturbing. "This is definitely motivated by a government drive for its referendum and proposed new dispensations.

By MONO BADELA

While the official housing backlog for whites is 15 000, the total shortage for blacks in rural and urban areas is estimated to be 750 000 with a shortage of 1 500 000 in the townships.

Unofficial estimates are much higher. Black leaders all agree that the announcement on white housing was carefully timed to win elections in next month's referendum on the 1978 constitution.

The secretary general of the influential Council of Unions of South Africa (CUSA), Mr Prohmy, said:

"We do not believe that a government which panders to an already wealthy young section of the community can abuse its powers by ignoring the desperate plight of thousands of workers who are hopelessly squandering their money in urban areas."

If Indians and coloureds were involved in the voting, they would also be offered some other handouts.

The said there was an urgent and desperate need for houses for the black community. "I understand this and views it as a political trick with taxpayers' money to further the aims and objectives of the present government."

The Rev Sam Buti, chairman of the Alexandra Liaison Committee, said the Government attention to the immediate and urgent plight of the black workers was in desperate need of a "yes" vote. "The Government forgets that we are in dire need of houses he said, pointing out that Alex families were being housed in old buses.

At least for the time being . . . Peter Leboya, Samuel Ntutheng, Joseph Segoto and Ezekiel Mphahlele were given a last-minute stay of execution after a petition was lodged with the State President by Segoto's lawyers.

The road to death for the four men started on August 30, 1978 when they robbed and stabbed a Natal farmer. They were found guilty of murder with extenuating circumstances.

Saved from the MOOSE — FOR M

BY DERRICK LUTHAYI

FOUR CONDEMNED men this week thanked their lucky stars as they only hours before they were due to meet the hangman — their appointment with death was cancelled.

At least for the time being . . .

Peter Leboya, Samuel Ntutheng, Joseph Segoto and Ezekiel Mphahlele were given a last-minute stay of execution after a petition was lodged with the State President by Segoto's lawyers.

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"We're making it a special year for you!"



ALEX ON SHOW

ALEXANDRA township's two-week 7 celebrations kick off tomorrow — and and photographic exhibition. Anyone who should contact Cheryl Sack at during working hours.

stances and armed robbery with aggravating circumstances when they appeared in the Maritzburg Supreme Court before Mr Justice A P James.

Two other men, Phineas Mazibuko and Munganyeni Kati, were acquitted, while Frank Rivers got 15 years for robbery.

Last November an appeal was dismissed due to day. Briefed petitioner - four ac-

The been given reprieve President they are

to 000 in the town-

hypothetical estimates are much higher

Black leaders all agree that the announcement on white housing was carefully timed to win votes in next month's referendum on the con- sultation

The secretary general of the influential Council of Unions of South Africa, (Cusa), Mr Proshaw Canay, said

"We believe that this is a dangling carrot for white voters in the coming referendum.

money to further the aims and objectives of the present government

"We do not believe that a government which panders to an already wealthy voting section of the community can abuse its powers by ignoring the desperate plight of thousands of workers who are hopelessly and helplessly squating in urban areas"

Canay said instead of trying to catch some "yes" votes the Prime Minister should turn his

HUGE EXPENSE GAP

While the Government will spend nearly R28 000 on each of the 7 000 low income houses for whites this year, the Soweto Council will spend a princely sum of R2 000 on each of the 226 houses it intends to build next year for the same purpose

Housing director Mr J J Onsthuizen said this week the council had applied for a loan from the Government to start a core type scheme to alleviate the acute housing shortage in Soweto

He said the houses would be built in the Diamond butler strip and in Naledi Extension

R1 500,00 PER MONTH FOR YOU!!!

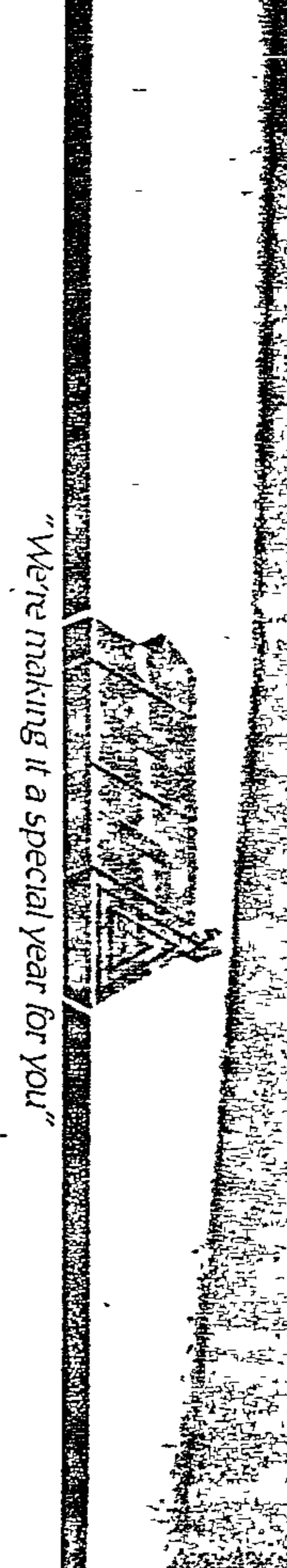
We Urgently require Men and Women of all races in every Town, Township and District of the Country, Homelands and National States as Franchise Public Relation Officers, Full or Part time.

No previous experience required. Training given in your locality.

Applicants should be:-

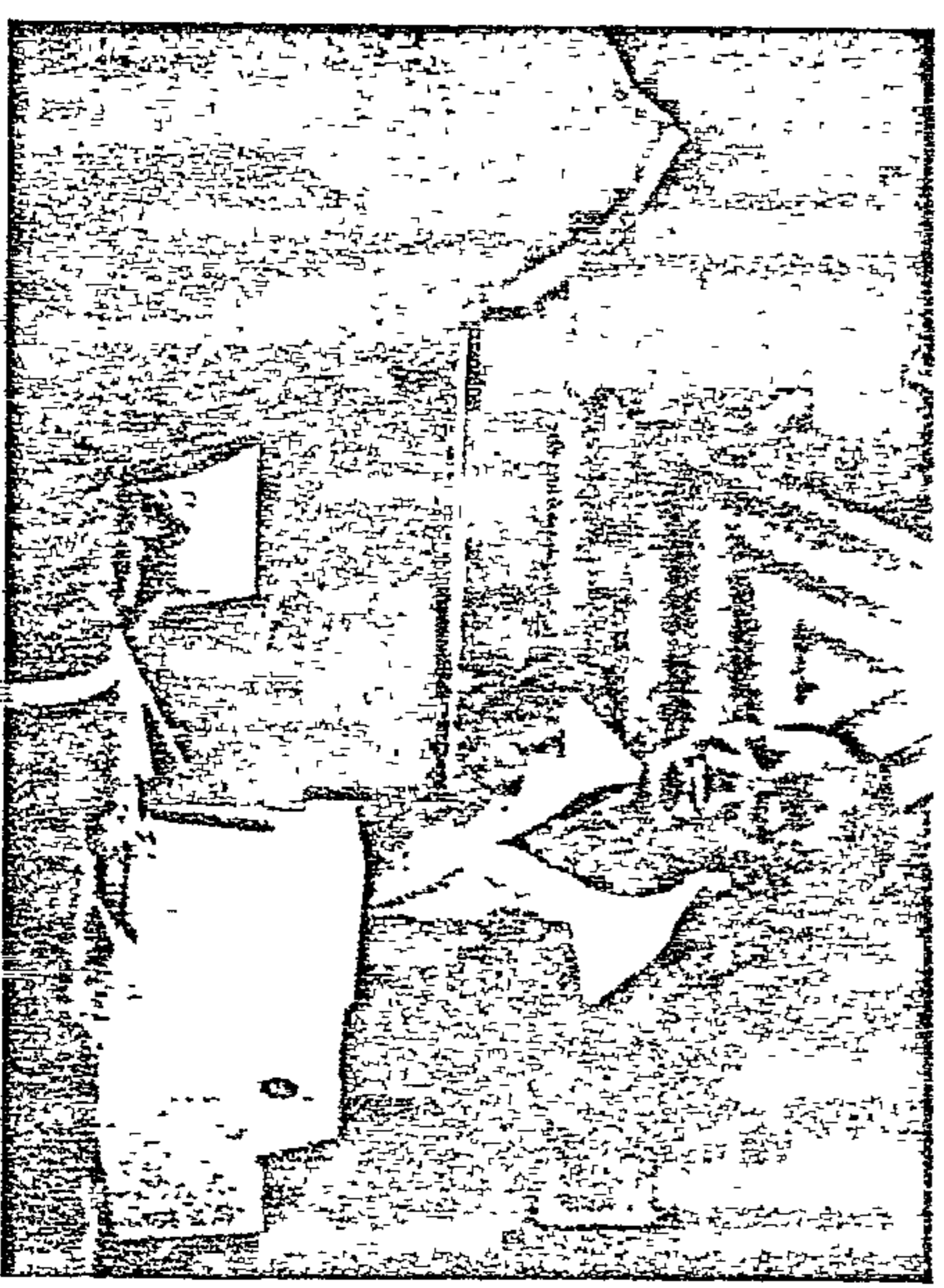
- 1) Between 18 and 65 years
- 2) Able to read and understand plain English
- 3) Able and willing to follow instructions

For more information contact:-



"We're making it a special year for you"

How the Perin and gave my children a good education



Demo by
90 striking
insurance
workers

By Carolyn Dempster,

Ninety Liberty Life Association Workers who went on strike at Braamfontein, Johannesburg last week, today staged a placard demonstration outside the association's head office

The workers — all members of the Insurance, Assurance Workers, Union of South Africa — were supposedly summarily dismissed on Friday when they refused to return to work, but they have not been formally fired as yet

Today they vowed to continue the pickets and to rally support until Liberty Life recognises the union

While the workers were standing in Ameshof Street a passing student hurled a brick at a female photographer from the South African Students Press Union. The brick narrowly missed her head and glanced off a parked car

Liberty Life Association fired 90 striking members of the Insurance and Assurance Workers' Union after a refusal to recognise the union because of its racial base

The work stoppage began last Thursday when 90 workers at the Braamfontein, Johannesburg, head office refused to return to work. A delegation was sent to management demanding that the union be recognised

"We have had talks with the union before and we made it clear then that company policy does not permit us to recognise a racial union," said the human resources deputy manager, Mr Mike Jackson

139

Fired insurance workers backed

Labour Correspondent
THE Azanian People's Organisation has backed workers who were fired last week after striking in support of union recognition demands at giant insurance company Liberty Life

The strikers were demanding the recognition of the Insurance and Assurance Workers Union of SA (IAWUSA), which is open to blacks only. The company says it is willing to recognise unions, but only if they are non-racial.

An Azapo spokesman, Mr Ishmael Makhabela, said yesterday Azapo believed the strikers deserved its "unqualified support".

He said Liberty Life's statements on the dispute were "inconsistent" with statements it had made when IAWUSA was formed.

"At that time, they said they were unhappy about unions because they could become political organisations

Now they are saying they are happy about unions, as long as they are non-racial," he said.

Mr Makhabela said IAWUSA had been formed after a series of workshops run by Azapo.

"At these meetings, it emerged that black insurance workers needed a union of their own because they were discriminated against as blacks. It became clear that insurance companies' claims to be non-racial are based on the treatment of a few token blacks only," he said.

A further point which had led to the formation of the union, Mr Makhabela said, was that "black insurance workers do not have facilities to meet at work — even to discuss matters like the death of a colleague".

Azapo therefore believed a union for black insurance workers was essential and supported the strikers' demands, he said.

Union threat to take Water Board to court

By STEVEN FRIEDMAN
Labour Correspondent

THE Rand Water Board has been threatened with possible Industrial Court action by a black union which alleges the Board is "harrasing" its members

The union, the SA Black Municipal and Allied Workers Union (SABMAWU), which belongs to the Council of Unions of SA, also charges that the Board is now refusing to discuss worker grievances with it or allow it access to workers

A spokesman for the Board yesterday denied these charges. He said the Board believed in the right of workers to belong to the union of their choice and was willing to recognise any union which represented most of its workers

According to SABMAWU's general secretary, Mr Steve Mohame, the union represents about 700 of the Board's 2 000 black workers. It also, he says, represents a majority at one of the Board's plants — at Swartkoppies

Mr Mohame alleges the Board has refused to recognise SABMAWU or grant it access to workers until it recruits a majority of workers in all the Board's plants

"We believe we should at least be given access in the plant in which we have a majority," he added

He said members of SABMAWU who worked for the Board were being dismissed regularly "and there seems to be no valid reason

for these sackings".

Mr Mohame said the Board had initially been willing to discuss worker grievances with SABMAWU, but had since changed its stance. It had written to the union telling it not to take any part in the Board's "industrial relations function", he said

"We are considering taking them to the Industrial Court, but we would prefer it if the dispute could be settled amicably," he added

The Board's spokesman charged yesterday that SABMAWU's allegations were "devoid of any truth"

He said the Board's black labour turnover was low — "around 10%" — and no worker had been fired for belonging to a union

It believed unions should be recognised once they represented a majority of workers

"We cannot recognise a union which has a majority in only one plant," he said

The Board had been willing to work with SABMAWU but "the union's attitude has changed — they are extremely negative and don't understand that it is management's job to manage"

It was willing to continue dealing with the union "but only if they understand that it is our job to run this concern, not theirs"

SABMAWU was "welcome" to take the dispute to the Industrial Court "because they have no case", he said

● More Labour Reports See Business Day Pages 6 and 14



Striking workers staged a placard demonstration outside the head office of Liberty Life Association at lunchtime yesterday. They are members of the Insurance Assurance Workers Union of South Africa,

which is demanding recognition from Liberty Life
 ● Picture by Dale Yudelman.

By Carolyn Dempster,
 Labour Reporter

More than 100 workers at Liberty Life Association staged a placard demonstration outside the insurance company's head office in Johannesburg yesterday in a further bid for union recognition

The peaceful lunchtime protest by members of the independent Insurance Assurance Workers Union of South Africa (IAWUSA) follows the reported dismissal of 90 union members who went on strike at Liberty Life last week

Holding banners which proclaimed "Liberty Life is a racial company", the

City demo hits at 'racist' company

workers stated they were prepared to be arrested under the Riotous Assemblies Act in their struggle for recognition

Shortly before 2 pm they dispersed and re-assembled elsewhere

The demonstration was the latest incident in the union's fight for recognition with Liberty Life

So far the company has refused to recognise the

union on the grounds that it is racially-based — admitting only black, coloured and Indian members

But IAWUSA president Mr Joe Seoka said yesterday that, if that were the case, Liberty Life should practise what it preached

"Black clerks start at a salary of R320 a month, whereas white clerks

start at R650 and they receive a Transvaal allowance. There are two canteens and two training schemes at Liberty Life," he said

The disparity in wage increments which sparked a strike by members of IAWUSA at Liberty Life two months ago was resolved after management promised to review individual workers'

salary increases

"This has not happened, so we will continue our fight for recognition and for support among other insurance workers until management bends to the demands of the workers," said Mr Seoka

It is still not clear whether the 90 workers, said to have been dismissed last week, have lost their jobs

A company spokesman told the Press that the workers had been summarily dismissed but, in talks with management yesterday, a union delegation was told "their jobs are at risk"

Boy with a big heart

CAPE TOWN — South Africa's first heart transplant patient with two donor hearts, Gerrie Cronje, will try to get his motorcycle driver's licence tomorrow

Gerrie (16), who lives with his family at Kraaifontein, has a 50 cc motorcycle

Besides riding his bike and visiting Groote Schuur Hospital regularly for check-ups, Gerrie is studying for his Junior

PWAWU in breakthrough

Labour Reporter
 After 18 months of intense negotiations, the Paper Wood and Allied Workers' Union scored a breakthrough yesterday when the Carlton Paper Corporation in Wadeville signed a full recognition agreement containing a crucial strike clause

In the event of a strike, the Carlton management has undertaken to dismiss all or none of the strikers, and has agreed not to selectively rehire dismissed strikers

The inclusion of this clause in the agreement is seen as a victory by PWAWU because of the widespread firings and selective rehiring in the Wadeville area, aimed at rooting out union "agitators"

greater equality in negotiations between workers and management, said a union spokesman

It is only the second time that such a clause has been written into a recognition agreement. The National Union of Textile Workers, also a Fosatu affiliate, won a similar clause in negotiations with Natal Thread recently which set the example for PWAWU

The agreement also gives the shop stewards' committee the right to negotiate on wages and all working conditions

"We commend Carlton management for being more enlightened than most employers in their attitudes towards unionism and we look forward to a constructive relationship," said the spokesman

Pavilion for Home

A new pavilion at St George's Home for Boys in Bedfordview was officially opened on Sunday.

The pavilion has been built and paid for by the school's Old Boys' association and will provide facilities for meetings as well as change rooms for sportsmen

St George's is a home for underprivileged boys.

The pavilion was opened by the chairman of the school's executive committee Mr Lance Japhet



Workers at an emotion-charged meeting

Cops out after Liberty protest

POLICE yesterday patrolled the streets surrounding the Liberty Life Centre in Braamfontein where about 90 sacked strikers had earlier during the week demonstrated with placards.

By JOSHUA RABOROKO

The workers, who did not go to the centre during lunch hour yesterday as scheduled, held an emotion-charged meeting at a hall yesterday and condemned management for refusing to recognise their union — the Insurance Assurance Workers' Union of SA.

The meeting also resolved to ask all community leaders, including churches, civic associations and pressure groups to persuade management to meet the workers' demands before it was too late.

The union's president, Mr Joe Seoka, yesterday said the police presence at the scene was "regrettable because the workers have united peacefully without any violence."

The company's general manager, Mr Mark Winterton, said the police patrolled the area to ensure order was maintained. About 30 workers had indicated to him that they were being intimidated to join the strikers.

Referring to the dismissed workers, Mr Winterton said "The situation is regrettable. The workers have been dismissed and that is all. We have always been willing to talk to unions."

During the meeting two "black executives" were accused of being "sell-outs" for not joining and encouraging the remaining workers to show solidarity with the strikers.

"We want your support because the action

we have taken is to set a precedent to the insurance and assurance companies. We receive poor salaries while we have to cater for our families," the workers said.

"We also call on those leaders to try and persuade management to rescind its decision to avoid a situation whereby their production will be forced to come to an end."

Meanwhile messages

of support have been pouring to the union's ranks pledging solidarity with the workers — the latest came from the Ennerdale Civic Association which reads "We declare solidarity with workers at Liberty Life".

An urgent meeting which community leaders and sympathisers are expected to attend will be held at Khotso House between 1-2 pm today.

Liberty Life stands firm on strike sackings

By STEVEN FRIEDMAN
Labour Correspondent

GIANT insurance company Liberty Life said yesterday it was sticking by its decision to fire 90 workers who struck last week in support of union recognition demands — despite support for the strikers from black consciousness groups and a demonstration outside the company's headquarters yesterday

And a company spokesman said yesterday Liberty Life was departing from common employer practice by not rehiring the strikers selectively

"We believe selective rehiring may well be an unfair labour practice and we therefore wish to avoid it," he said

Many companies fire strikers and then re-engage all but a few who are believed to be "activists"

But, he added, the company was prepared to listen to representations from fired workers who may not have been involved in the strike

A group of workers at Liberty Life's Braamfontein head office struck last week in support of demands that the company recognise the Insurance and Assurance Workers Union of SA (IAWUSA), which is open to black workers only

Liberty Life says it will bargain with non-racial unions only

Since the strike began, black consciousness groups such as the Azanian People's Organisation and Azanian Students Movement, as

well as black consciousness-oriented unions, have backed the strikers

Yesterday, a group of strikers held a demonstration outside Liberty Life head office in which they challenged management statements that Liberty Life was a non-racial company.

Liberty Life's spokesman said the company was approached by IAWUSA leaders yesterday who said they did not wish to negotiate with Liberty Life, but merely wanted confirmation that the strikers had been fired "so that they could plan further action"

He charged that Liberty Life workers who did not join the strike had been "intimidated" and subjected to death threats

"We are concerned about this, particularly as there are now people outside our offices trying to persuade workers to join the strike who are not ex-employees. They seem to have been brought in from elsewhere," he said

He also defended the company against charges that it still practised race discrimination. IAWUSA's president, Mr Joe Seoka, had charged that blacks started on lower salaries than whites and that the company had two canteens and two training schemes

"Salaries are based on merit and have nothing to do with race. There are two canteens, but both are open to all races

"There are also two training schemes, but one is a black development programme which is a special service to black workers. If blacks want to participate in the general training programme, they are free to do so"

~~139~~ (139) Star 5/10/83

Workers' right to organise

A few days ago a major financial institution fired about a hundred black workers for striking in support of recognition of their trade union

What makes this industrial dispute so interesting is that the grounds for its refusal to recognise the union are that it is a "non-racial company," whereas IAWUSA (Insurance & Assurance Workers Union of SA) is only open to black workers

The whole idea that trade unions are a "good thing" was sold to the country, you will remember, on the basis that it is more efficient for employers to deal with organised labour than with unorganised workers

The politically progressive, big-business establishment enthusiastically embraced the concept of black unionism because it helped them to don a shining mantle of social responsibility, of caring about the underprivileged, of doing something



constructive about advancing South Africa towards the ideal of non-racialism

The last thing they expected was that some black workers would choose to organise in the way that is traditional in the South African labour movement for many whites and coloureds — on ethnic lines

The financial institution concerned defended its brutal action in firing its black workers on the grounds that "there is no race discrimination in this company" and "to recognise a blacks-only union would split the company from top to bottom and disturb the relationships we have built up here"

IAWASU's spokesman retorted that the issue was not the company's multiracialism, but "the right of workers to be represented by the union of their choice without management interference"

It seems clear that the company concerned has embraced a particular political view and is trying to impose it on all its employees

The irony is that the revolt against its "non-racialism" has not come from its white workers but from its black ones, whom the policy was presumably primarily intended to help

This is yet another example of white liberals arrogantly assuming that they know what is best for blacks, and seeking to impose their ideals

The interests of black workers are clearly often quite different from those of white workers, and it takes a particularly obtuse or ideologically obsessed management not to see that

But whether they see it or not, the important issue here is the right of black workers to organise how they see fit, providing they do so in a legal way, concern themselves with relevant matters of dispute between labour and management, and are truly representative

It is a fond illusion of white liberals the world over that "reactionary" ethnicity can make way for homogeneous societies (which, just coincidentally, as white liberals tend to be a talented group of people, they will tend to rise to the top of) The experience has been quite to the contrary.

In the US, where lawmaking and social pressures have been most blatant in this regard, all that has happened is that ethnicity has been enhanced

Blacks are now fighting to maintain their own churches, social and professional organisations, and political identity

In South Africa, more than in any other country, you would expect employers to be sensible enough to recognise the reality of ethnicity, and its implications

One dispute ends another goes on

Labour Correspondent

A STRIKE by members of the Commercial, Catering and Allied Workers Union (CCAWUSA) at African Sales last week has been resolved, the union's general secretary, Mrs Emma Mashinini, said yesterday. But she added that there had been no progress towards a settlement at Game Discount World in Eastgate, where a group of workers was fired last week after stopping work in support of wage demands.

She said the company was refusing to negotiate with CCAWUSA because it was not recognised at the store. Mr Alec Rogoff, managing director of Beares Limited, Game's holding company, confirmed yesterday a group of workers had been dismissed. He said Game was not opposed to contact with CCAWUSA, but believed it was not representative at the Eastgate store.

At African Sales, the company has denied any strike took place last week but CCAWUSA says workers downed tools after the retrenchment of a colleague but returned after the dispute was resolved.

At Game — which was involved in a long-running dispute with CCAWUSA at its Durban stores some years ago — Mrs Mashinini said 70 workers downed tools late last week after rejecting a 10% wage increase. She said the store would not negotiate, not recognising CCAWUSA.

Mr Rogoff said only about 40 workers had rejected the increase which, he said, ranged between 10% and 15%. They had been given a choice between accepting it or leaving and had "chosen to leave".

He said the company had not resisted contact with CCAWUSA but was unwilling to negotiate with it as it did not represent a majority at the store.

Liberty Life firm on dismissals

By Carolyn Dempster,
Labour Reporter

Liberty Life Association is standing firm on the dismissal of the 90 Insurance Assurance Workers' Union members who went on strike last week, and has refuted union claims that the company carries out racist policies

In a statement issued today to clarify any misunderstandings, management said that while it accepted the principle of freedom of association and the right of employees to join trade unions, "the company cannot negotiate with a racially based trade union, since this cannot be representative of all employees"

Letters terminating contracts had been sent to the workers

In response to claims by IAWUSA that the company carries out discriminatory practices in salaries, food facilities and training facilities, Liberty Life's executive director of administration, Mr Mark Winterton, said the claims were slanted

"Salaries are determined by objective testing methods, work content and performance appraisals. All facilities are fully multiracial and training programmes are open to all races"

Mr Winterton said there might be a "basis for discussion" with management if IAWUSA opened its ranks to whites

"But we made it quite clear during the course of the last strike that we do not want political issues brought into the company"

Judging from the number of workers who participated in the strike, IAWUSA represented only a third of the company's black workers, he added

Cape Times
6/10/83
139

SA trade unions get US support

HOLLYWOOD — US trade unionists reaffirmed their support this week for the black trade union movement in South Africa, saying it offered "the best hope for the ultimate dismantling of the odious apartheid system".

Delegates to the biennial conference of the American Federation of Labour-Congress of Industrial Organisations (AFL-CIO) approved a resolution pledging to assist the movement "in its struggle against a government which resorts to brutal measures of repression against opponents of apartheid, including trade unionists".

"We call upon the US government to exert maximum pressure on the South African Government to give full recognition of the right of black workers to bargain collectively without government interference," the resolution said.

Tutu backs sacked strikers

Star 6/10/83
139

By Carolyn Dempster, Labour Reporter

The South African Council of Churches has lent its support to the Insurance Assurance Workers Union in its fight for recognition at Liberty Life Association

At a meeting held at Khotso House yesterday Bishop Desmond Tutu, general secretary of the SACC, pledged the organisation's full support for the "legitimate rights" of all workers and in particular the 90 Iawusa members fired for their part in the recognition strike at the insurance company's head office last week

Liberty Life is refusing to recognise Iawusa on the basis that it is a racially based union and is politically motivated

Bishop Tutu told the workers it was a "ridiculous statement" to say that a trade union could or should not be political

"Politics determines every aspect of our lives

That we live in Soweto and may not live anywhere else is a fact determined by politicians. The jobs we may apply for are politically determined, where we may eat, walk, sit and sleep is political

"I would be disappointed if you as a trade union were only concerned with yourselves and how to better your situation," Bishop Tutu said. "We do not live in a cocoon, an ivory tower. The workers are part and parcel of the suffering masses."

Messages of support for the striking workers came from the Azanian People's Organisation, the Azanian Students Movement and the General and Allied Workers Union

Mr Joe Seoka, president of Iawusa, announced that the union intended to nationalise the struggle for recognition and call for the support of insurance workers in Liberty Life subsidiaries throughout the country

"Striking is the only weapon we can use to claim our rights," he said

Strike enters seventh day

ABOUT 70 workers employed at Game Discount yesterday entered the seventh day of a strike in support of wage demands.

The workers, members of the Commercial Catering and Allied Workers' Union, downed tools after management had refused to hold talks with the union.

The workers had earlier made wage demands to the management which had given them a 10 percent wage increase. The workers demanded an extra 10 percent rise after they had claimed that the previous amount was not enough.

According to a

spokesman for the union, the workers have said that they will not return to their jobs until management decides to meet their demands.

A spokesman for management confirmed that the workers were on strike.

Meanwhile CCA-WUSA has confirmed that about 50 workers at African Sales have returned to work after their dispute with management was resolved.

The workers had gone on strike in support of a worker who was retrenched. The worker has since been promised severance pay until December on condition she does not find other employment during the period.

6/10/83

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139

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2004

BAWU to fight move to bar it from pension board

By STEVEN FRIEDMAN
Labour Correspondent

THE Black Allied Workers' Union (BAWU) is to resist attempts to deny it a seat on the board of the biggest pension fund for black workers of its kind in the country.

Although the union has apparently been dropped from the board, it intends to attend a meeting of it tomorrow.

The fund is the Metal Industries Group Pension Fund, which is open to all workers in the giant metal industries below a particular skill level. It has assets of over R500-million.

Four emerging unions recently won seats on the fund's board.

This is the first time mainly black unions have won a

direct say in how a fund this size is to be run and also the first time unions have been allowed a say in a key official body in the metal industries whether or not they are members of the metal industrial council.

Which unions would sit on the board was determined by a test in which all were asked to submit audited certificates of their membership in the job grades covered by the fund. The 10 unions with the biggest number of members covered then qualified for a seat.

According to sources on the fund's board, BAWU initially won a seat because it had the 10th biggest membership of unions who submitted certificates.

But two other unions, the Steel, Engineering and Allied

Workers' Union and the Engineering and Allied Workers' Union, submitted late certificates.

Because both had more members in the fund than BAWU, they were awarded seats and BAWU dropped out.

Yesterday, however, a Bawu spokesman, MR B P Kumalo, said the union had no knowledge of having been removed from the board.

"Nobody has told us about this and we regard ourselves as members. Any attempt to remove us would be unconstitutional," he said.

BAWU intended to attend tomorrow's meeting of the fund's board.

"We will take our seats and anybody who does not want us there will have to remove us," he said.

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139. ACW

11 unions plan most powerful federation

Own Correspondent

CAPE TOWN — Representatives of 11 independent trade unions will meet in Johannesburg tomorrow for talks which will pave the way to possibly the most significant trade union federation in South Africa, representing 300 000 workers

While there have been attempts to unite the independent mainly black trade unions over the past two years, major differences between unions have made this difficult

However, there are strong signs that policy differences have been set aside in favour of what most unionists describe as the more important task of uniting workers

Unionists were tight-lipped about the impending talks, but it is believed that items likely to be discussed are the funding of the new body and demarcation between unions

Unity move shows signs of stress

139

Labour Correspondent
LEADERS of the country's emerging trade unions, which represent over 250 000 workers, meet in Johannesburg at the weekend to continue their unity efforts — amid signs that the unity initiative is under stress.

It was learnt yesterday that the Federation of SA Trade Unions (FOSATU) is reconsidering its support for the unity initiative and that there is tension between FOSATU and Cape Town emerging unions — in which all major emerging unions are taking part — aimed at welding the worker shop-floor up black into a single federation.

The unions agreed earlier this year to form a feasibility committee to plan details of the new federation, and its next meeting will be held this weekend. Until now, unity between larger emerging unions, such as the General Workers Union, the Commercial, Canning and Allied Workers Union, has seemed likely, although tensions between these and the newer "community" unions have persisted.

However, differences in opinion between FOSATU and some of the unions which have been allied with it surfaced at the last feasibility committee meeting. A union source insisted yesterday that the unity initiative was progressing well.

However, it was learnt yesterday that FOSATU is to hold a seminar in a week's time to review its attitude to the unity initiative by a meeting of FOSATU's central committee, which will discuss a recommendation by the seminar on whether to continue to take part.

It is understood that FOSATU unionists are unhappy with the differences which emerged at the last meeting, and believe obstacles are being placed in the way of a new federation by other major unions.

At the same time, it appears there has been a thawing of relations between FOSATU and the second largest emerging union group, the Council of Unions of SA, which have often been hostile to each other in the past, but have recently held informal talks at which they discussed other issues, the possibility of co-operation in some factories.

be "non-negotiable" and have called for salary parity to be introduced as soon as possible at all levels

This was contained in a statement issued this week after an extraordinary meeting of the joint council of the two organizations — representing the white teaching profession in the Cape Province — had been held to discuss the position of married women teachers

The statement called for the question of career advancement for all teachers to be investigated once again at the highest level, and for an increase in the number of promotion opportunities for teachers to be given high priority

The present quota system whereby a percentage of the married women of each school's staff could be given permanent posts had given rise to dissatisfaction

The recommendations of an inter-departmental committee which was appointed some time ago to investigate better service benefits for women were still awaited, it said

Poison kills baby, mother

Crime Reporter

A PRINCE ALBERT woman who allegedly administered a fatal dose of ant poison to her seven-month-old son and later swallowed some of the deadly substance herself, died in hospital on Wednesday, two days after her child

Major Eddie Snyman, police liaison officer for the South Western Districts, said yesterday that the woman, Mrs Anna Claasen, 26, of Cyprus Street, had died soon after being admitted to Prince Albert Hospital

Mrs Claasen's son, Stephen Albertus Cupido, had allegedly been fed the ant poison on Monday, he said

Stephen was certified dead on arrival at Prince Albert Hospital a short while later

WCAB union to be formed

CAPE TIMES 7/10/83
139 Labour Reporter

THE works committee of the Western Cape Administration Board (WCAB), representing 934 black workers employed by the board, has applied for registration as a trade union

The union is to be known as the Western Cape Administration Board Workers' Union and is believed to be the first black union representing Administration Board workers

Mr George Ntuli, chairman of the works committee, said the works committee had proved powerless to fight for workers' rights and the union was being formed to take up issues which the works committee could not

He said the decision to form a union had been taken by the workers, who were employed in a number of occupations from supervisors to inspectors and wardmen used in pass raids and squatter demolitions

Mr Ntuli said that in their duties, these people were merely "carrying out the instructions of the bosses"

Mr F van Eeden, the WCAB's director of administration, said he frequently liaised with the works committee on behalf of the board

The WCAB would not lodge objections to the union's application for registration and the workers could have a trade union as far as he was concerned

He said that at the moment the works committee had no power to negotiate wages and there were no statutory minimum wage rates for Administration Board officials

Streaker's close

Staff Reporter

A STREAKER narrowly missed being hurt by a motorcycle on Thursday night when he stumbled into the Main Road in Mowbray

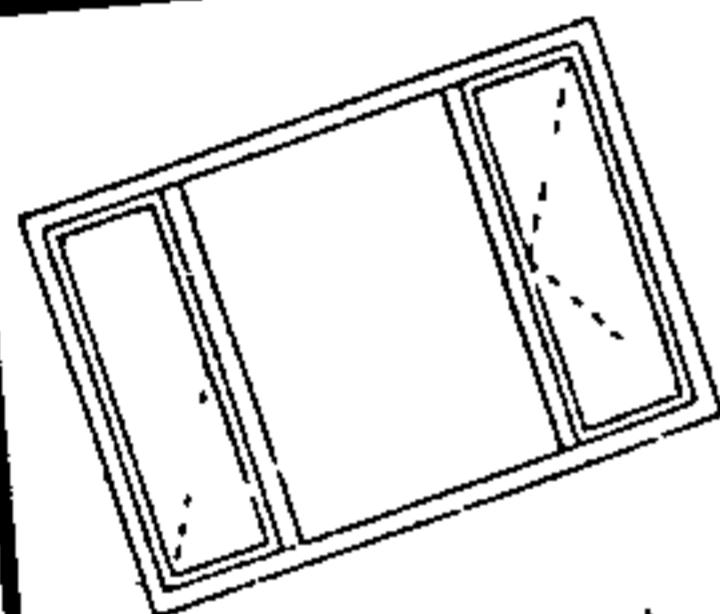
A man, part of the group of 20 streakers, knocked against the handlebars as the motorcyclist brought his machine to a halt

"I saw a person step into the road. The motorcycle braked but a

second man stumbled into it. It was only then that I realized they were naked," a bystander said

As the motorcyclist pulled off the road, a "whole pack" of naked men jogged past, disappearing into the ground of the University of Cape Town's College House residence

Deserted by his comrades, the lone streaker was left standing at the road-side where, in the



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HOW NATURAL AREA
BY DI MEE
TABLE MOUNTAIN
much of the seaboard in Sandy Bay was proclaimed a area yesterday
Minister of Development
Chris Hennis
The long proclamation,
lows more

Mr Cecil Parkinson

a child, due to be born in my, of whom I am the father. I am of course making financial provision for both mother and child.

He continued, "During our relationship, I told Miss Keys that I was having given Miss Keys that assurance, my wife, who has been a great source of strength, and I decided to stay together and keep our family together."

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(139) 2104 8/10/83

Retrenchments spark strike at store

Labour Correspondent
WORKERS at Grand Bazaar's Rosettenville store have been on strike since Thursday in protest at the retrenchment of several colleagues, Mrs Emma Mashinini, general secretary of the Commercial, Catering and Allied Workers Union (CCAWUSA), said yesterday

Mrs Mashinini said the workers allege that those retrenched lost their jobs for raising worker grievances. She said 54 workers were on strike and the company was refusing to hold discussions on the strike with CCAWUSA. A spokesman for the store referred all queries about the strike to an official at Grand

Bazaar's Cape Town head office. But attempts to reach the Cape Town office were unsuccessful yesterday.

CCAWUSA members struck recently at Grand Bazaar in protest at a dismissal. The dispute, however, was settled.

Mrs Mashinini said the re-

trenchments had occurred after workers had met a member of the store's management to raise grievances.

"He reacted by saying he was going to retrench 12 of the workers immediately. He then fired four and promptly began recruiting new workers to replace them," she said.

Workers want own Cape board union

CAPE TOWN — The works committee of the Western Cape Administration Board (WCAB), representing 934 black workers, has applied for registration as a trade union

The union, to be known as the Western Cape Administration Board Workers' Union, is believed to be the first black union representing administration board workers

Mr George Ntuli, chairman of the works committee, said the committee had proved powerless in fighting for workers' rights. The union was being formed to take up issues which the works committee could not.

He said the decision to form a union had been taken by the workers, who were employed in various capacities ranging from supervisors to inspectors used in pass raids and squatter demolitions

Mr F van Eeden, WCAB's director of administration, said he frequently liaised with the works committee on behalf of the board

The WCAB would not lodge objections to the union's application for registration

He said the works committee had no power to negotiate wages and there were no statutory minimum wage rates for administration board officials — Sapa



Bank robber Mr Johan Meij leaves the Durban Magistrate's Court with a policeman yesterday.

URBAN — A 25-year-old cameraman, Mr Johan Meij, pleaded not guilty to charges of murder, attempted murder, armed robbery and illegal possession of a firearm when he appeared in the Durban Magistrate's Court yesterday. His appearance before Mr J Laubscher arose from a robbery incident at Barclays Bank in Musgrave Road, Durban, on September 25 in which a man was shot dead, two people were wounded and bank employees were robbed of R46 825.

Bearded and long-haired, Mr Meij limped into court in a grey tracksuit. He stood stooped in the dock with his left hand holding his right side until he was asked to sit after the prosecution, Mr C Cornell, said he was obviously in pain. Mr Meij, of Morgenstraat,

Kaptein Street, Hillbrow, Johannesburg, is alleged to have murdered Mr Barney Gamsy, 69, who was shot in the head during the alleged robbery.

He is also charged with attempting to murder Mr Louis Eloff, a security guard who was shot in the chest and shoulder, and Mrs Amy Petersen who was wounded in the arm and hand.

He also pleaded not guilty to robbing Mr Philippe Rey, a teller at Barclays Bank, of R46 825 after threatening him with a firearm.

Speaking almost inaudibly, Mr Meij told the court he would need pro deo defence. He said he had no witnesses to call.

Mr Laubscher stopped the proceedings and Mr Meij was remanded in custody to October 28 for the Attorney-General's decision — Sapa

DON'T MISS THE

SEE PAGE 18 FOR DETAILS

Army chief warns on big build-up

Chief of the South African Defence Force, General Constand Viljoen, said yesterday the Soviet Bloc had spent more than R3 000-million over the past five years to maintain military personnel in Angola.

He said that the amount spent in such countries as Mozambique, Tanzania and Zambia had been R720-million.

Soviet arms in neighbouring states heightened the possibility that South Africa and South West Africa could be threatened more directly than in an insurgency war, he said.

Since 1977, the ground forces of neighbouring countries had increased to about 200 000 men.

The number of tanks had risen to 1 140, and of the 600 combat aircraft in service, 120 were MiG jet fighters of various types, he said — Sapa

nch drivers

is to be manufactured in France will determine the alcoholic content of the blood by measuring it through the breath and 0,8g a litre in the blood is equivalent to 0,4g in the breath.

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INSIDE MAIL

FOR not the first time in recent years, the Trade Union Council of South Africa, once an ardent supporter of labour reform, has found itself substantially to the right of Government policy.

Tucsa's call at its recent annual conference for a law which would force unregistered unions to register with the Government on pain of being outlawed comes at a time when the Government is widely believed to be planning to abolish the registration system in its present form.

The changes are believed to include the scrapping of the control over unions which registration brings.

They are not unexpected for registration, once the hottest issue in labour relations, has receded into the background to such an extent that commentators rarely distinguish between registered and unregistered unions any longer.

Initially the difference was fairly sharp. In 1979, when unions with black members were allowed to register for the first time, registration was seen as a device by which the Government sought to control black unions. Indeed, Government spokesmen said as much at public meetings.

By registering, unions agreed to submit their books, their membership records, even their constitutions, to Government inspection. At the same time, they agreed not to affiliate to any political organisation.

In exchange, they received the right to take part in the official bargaining system created by labour law.

They could negotiate on industrial councils, use official conciliation boards to get employers to the bargaining table and strike legally. (A registrar, however, decided for which workers unions could bargain officially.)

At the time, many emerging, mainly black, unions decided that the disadvantages of the controls far outweighed the benefits of official bargaining rights.

Indeed, the official system was treated with as much suspicion by the unions as registration itself, so they were hardly likely to submit themselves to control in order to gain the right to take part in a system they rejected.

Some key emerging union groups did decide to register then, notably unions in the Federation of SA Trade Unions and Council of Unions of SA.

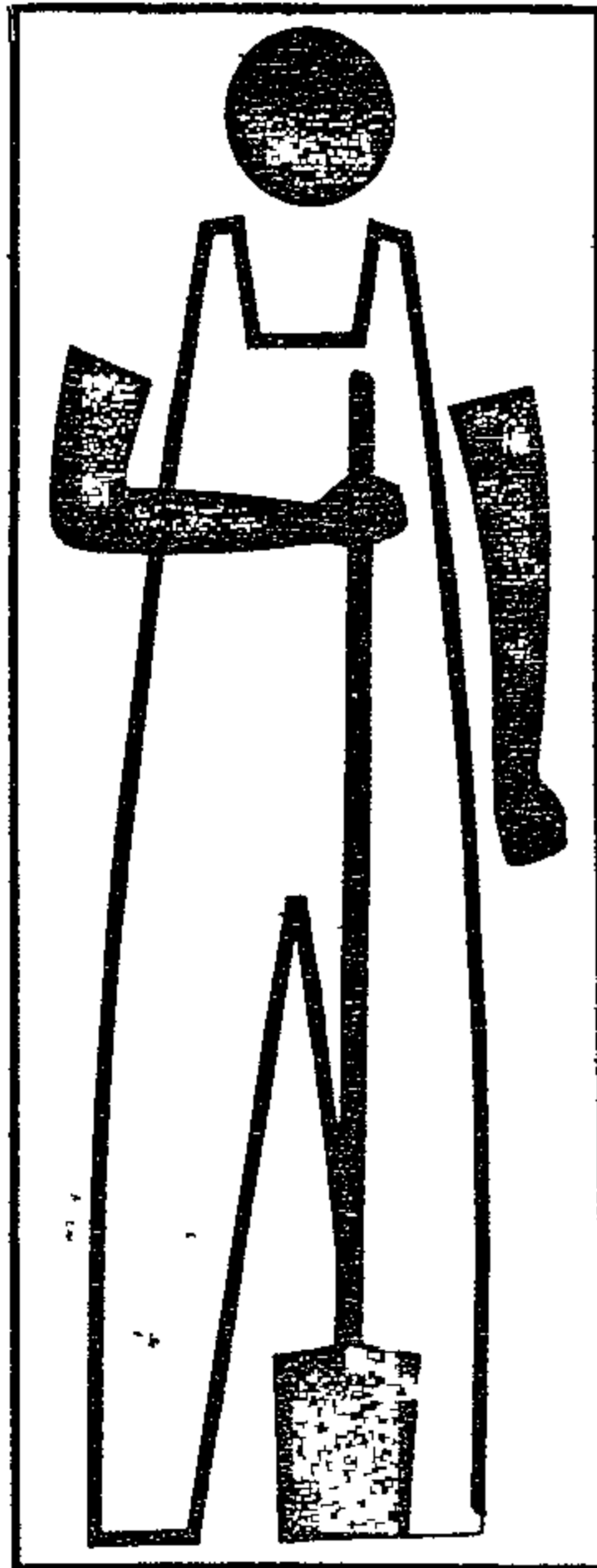
The Fosatu unions registered on condition certain controls were not applied to them. They also argued that it was possible for unions to register, but still continue to represent their members adequately on the shop floor.

But other important unions, like the African Food and Canning Workers Union and the General Workers Union, refused to register.

Later, the newer, "community based" emerging unions also refused. But, unlike the GWU and FCWU, they did not take this stance only because they feared control.

What's the union row about?

10/10/83 RWM
139



They said that to register was to participate in Government-created labour platforms. This they would not do unless all discriminatory laws were scrapped. So the registration issue was not one of tactics, but of political principle.

Since then, several changes to labour law have blurred the distinctions between registered and unregistered unions.

Firstly, some controls on registered unions have been extended to their unregistered counterparts. Unregistered unions must now also submit books and membership records to the Government. They are also barred from affiliating to a political organisation.

At the same time, some of the benefits of registration have been ex-

"Unregistered" trade unions have become an accepted part of South African labour life. What are these unions? Why is the Trade Union Council of South Africa hostile towards them? Labour Correspondent STEVEN FRIEDMAN reports

tended to unregistered unions who may now use official conciliation boards, which means the union can strike legally and use the industrial court.

And the controls on unregistered unions have not been as onerous in practice as in theory.

While officials continue to have wide controls over unions at their disposal, they have rarely used these, just as they have rarely used the controls on unregistered unions which the law allows them.

Many of the unions which registered, like those in Fosatu, continue to be more militant on the factory floor than some unregistered unions. (Fosatu union members were responsible for more strikes last year than members of all other unions combined, according to one study.)

So the expected Government move simply recognises that registration has failed as a means of control.

Nevertheless, there is still a significant body of unregistered unions, some of whom are among the most successful and tightly-organised unions in the country.

AFCWU is recognised in a wide range of major factories, and is, perhaps, the major union force in the food industry. GWU negotiates with employers in every major port. The National Union of Mineworkers is recognised by the Chamber of Mines and has a fast-growing membership.

The "community unions" have also remain unregistered.

The best-known of these is the SA Allied Workers Union, which has borne much of the brunt of Ciskei government ire in East London.

Others, such as the Motor Assemblers and Components Workers Union (Macwusa) which grew out of the 1979 Ford strike in Port Elizabeth and the Municipal and General Workers Union, which emerged in the 1980

Johannesburg city council strike, remain implacable in their opposition to registration.

Indeed, even a long-standing registered union like the SA Boilermakers Society continues to represent black workers even though the Department of Manpower says the union is not registered with them.

These unions do not make up a cohesive "unregistered union movement" — indeed, several unregistered unions tend to co-operate more closely with registered emerging unions than unregistered ones.

NUM, for example, belongs to Cusa, most of whose unions are registered. The GWU has clashed with SAAWU in Durban, even though both are unregistered.

But most of these unions still guard their unregistered status jealously and would sharply resist any move to force them to register.

Some continue to see registration as a political compromise they refuse to make. And other believe that, despite the blurring of distinctions over the past few years, registration still contains important controls.

The most important of these may give some clue to why the Tucsa unions, some of whom face a loss of black membership to the emerging unions, are so keen to see registration made compulsory.

When a union applies for registration, all other registered unions who claim membership in its industry can object to the registrar. If he upholds the objection, the new union is not registered.

Indeed, some registered unions have opposed Fosatu registration application on racial grounds by arguing that Fosatu unions should not be allowed to represent white workers, and the registrar upheld their complaints. (Fosatu has since appealed successfully to the Supreme Court against this.)

So the present system enables registered unions to "protect their turf" against newcomers simply by appealing to Government aid. The Boilermakers, themselves a registered union, believe the system now serves to protect the interests of established unions who cannot face competition from newer rivals.

This is not that crucial an issue while registration remains voluntary. If a union applies and is turned down, it carries on as an unregistered union.

But if registration were made compulsory, and the present system retained, these unions could cease to exist, or become illegal organisations, if they were refused registration.

It is this, it seems, which the Tucsa unions are seeking — a system in which they can enlist official aid to prevent some emerging unions operating.

But both the Government and many employers have learned to live with the existence of unregistered unions. So Tucsa's pleas may well fall on deaf ears and unregistered unions will continue to be part of the labour scene.

Crackdown on unions forecast

Staff Reporter

THE banning of Saawu in the Ciskei and the recommendation by TucsA that unregistered trade unions be closed down were a forerunner to government action against the labour movements, the president of the Media Workers Association of South Africa (MWASA), Mr Zwelakhe Sisulu, said at the weekend.

Addressing MwasA's third national congress in Cape Town at the weekend, Mr Sisulu said the "South Africa Government and its bantustan satellites have embarked on a pogrom against the labour movement in the country".

Mr Sisulu said that what might today seem

un-coordinated actions by the government and its proxies were a planned systematic process that sought to confuse the masses and neutralize the revolutionary effort.

"Some of these actions seem isolated and unconnected, but they are in fact part of a higher strategy of oppression.

"The banning of Saawu in Ciskei is the prime example of this pogrom, masterminded by the South African security police and their cousins, the NIS, that is about to be unleashed against our organizations.

"It is as a consequence of this, that today we have the notorious constitutional

proposals and the Black Local Authorities Act. What are the constitutional proposals worth? What is the Black Local Authorities Act worth? They are worth nothing and we reject them out of hand.

'Excluded'

"There are those who say we must reject the constitutional proposals because they exclude Africans. The constitutional proposals do not exclude Africans only, they exclude everybody of whatever colour except P W Botha and the NP.

"Those who advance the senile argument that the proposals must be rejected because they exclude Africans must then go on to say we must fight for the inclusion of Africans in the proposals, in which they do not want to be included.

"We want a true democratic process that will select the 'true' leaders of our people and the 'true' government of the people under a 'true' system of government."

(Report by R L Morris, 77 Burg Street, Cape Town)

UK Go

From IAN HOBBS

LONDON — Mrs Margaret Thatcher's Conservative government was shaken yesterday by a report claiming that the party had been infiltrated by extreme right-wing, racist and anti-semitic groups.

The Young Conservatives, the youth wing of the party, have spent more than a year investigating the infiltration of the party.

Their report expresses concern that a number of Conservative MPs are closely linked to racist groups, particularly the pro-apartheid and neo-Nazi National Front.

The report is a serious problem for Thatcher and her government before the Conservative Party starts in this week.

The Young Conservatives have a number of MPs, officials and parliamentarians among their ranks.

The investigation has continued so far with a suggestion of an African link.

The Conservative press says Arthur Williams

Children hurt by falling post

Staff Reporter

THREE Manenberg children were injured yesterday afternoon when a post of bricks and concrete fell on them while they were playing at the construction site of a new maisonette.

The children, Denzil Jacobs, 10, Jena Anders, 13, and Charles Morris, 10, were all taken to Groote Schuur Hospital with slight injuries.

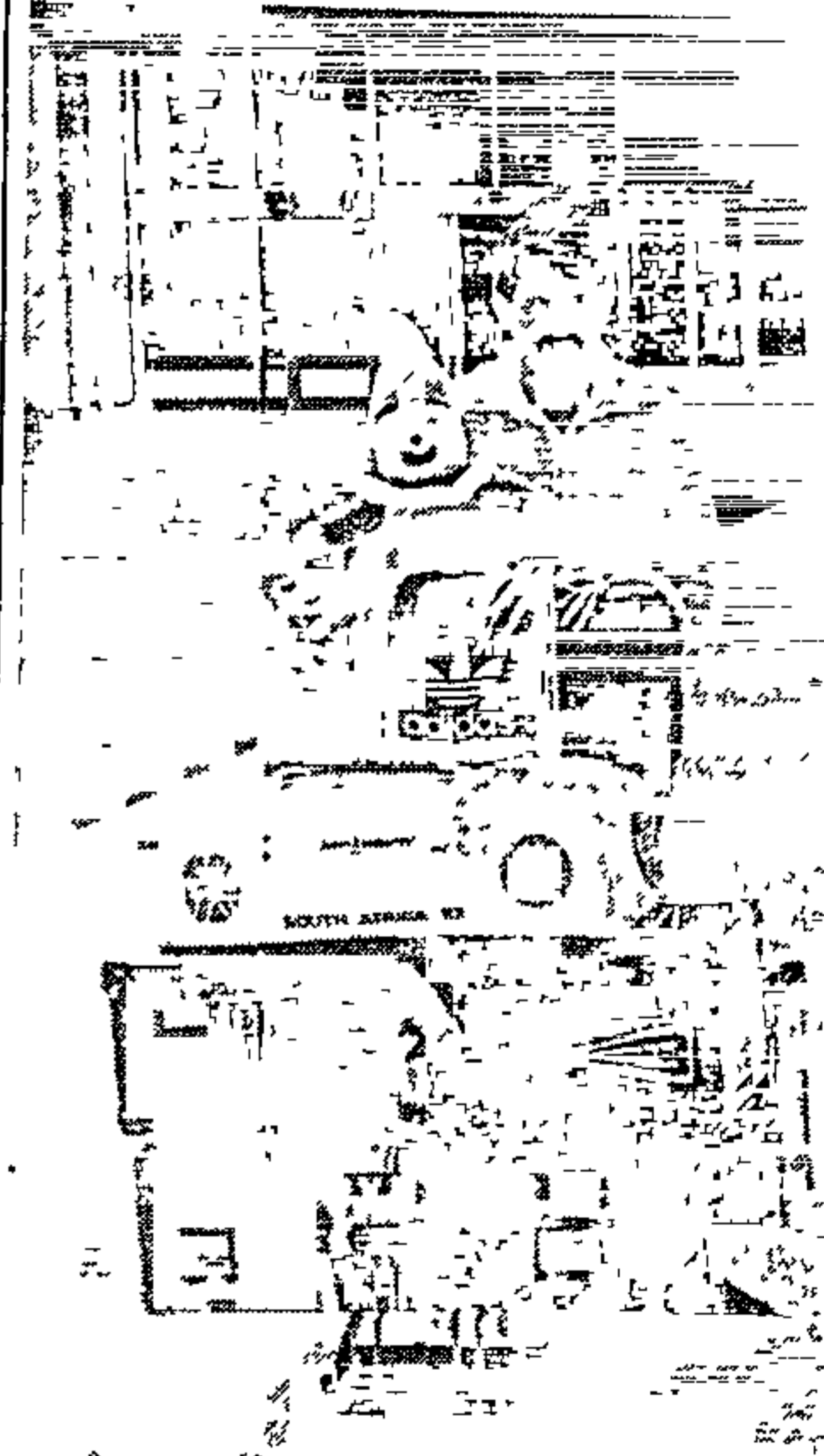
Denzil's mother, Mrs Sandra Jacobs, said there had been similar cases in the past at construction sites around Manenberg.

She said the children had nowhere else to play and were forced to play in the buildings.

Mugabe threat to seize farms

Own Correspondent HARARE — Zimbabwe's Prime Minister, Mr Robert Mugabe, has threatened to seize white-owned farms if Britain cuts aid to Zimbabwe.

In his third public outburst against Britain in a fortnight, he told rural peasants at a political rally north-east of here that "we will just take that land and not pay for it" if Britain stopped giving money to buy land for resettlement.



English cricket "rebels" Graham and DF Malan Airport were wives Brennan and Clair. Gooch and Cup match at N.

THIS WEEK'S SPECIALS

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Koevoet: C of fighters'

RUNDU — Field operatives of the special police counter-insurgency unit Koevoet were extremely loyal to one another and specialists in extermination. According to a defence detachment Koevoet report...

wards a rapprochement between Fosatu and Cusa, participants in the discussions deny they are a substitute for the unity move

The unity meeting was also expected to discuss serious tensions between the General Workers Union and SA Allied Workers Union in Durban

But it would be as well not to draw hasty conclusions from all of this

There are sound reasons why major emerging unions have no option but to get together now and the unions are still likely to decide at the end of the day that these override any politicking which may accompany the unity move

□□□

YET another new union for black workers has been formed — and its sphere of interest may come as a surprise to many.

It seeks to represent black employees of the West Cape Administration Board and its formation is inspired by the WCAB's black liaison committee. It has applied for Government registration

Its formation does not seem to worry WCAB overmuch and appears to have been prompted by the fact that the works committee cannot negotiate wages.

The union appears to be the first set up at an administration board, and is thus the first black union to boast as members officials who assist in pass raids and the demolition of squatter homes

This factor would seem to rule out an early welcome for the new union at unity talks

139
~~FR~~
11/10/83
RDH

ANOTHER development came about partly as a result of the Liberty Life strike

IAWUSA was formed as a result of seminars organised by the Azanian People's Organisation, the chief vehicle of the black consciousness (BC) philosophy

Two other new unions also seem committed to the BC approach — the Black Allied Mining and Construction Workers Union and the Black Electronics and Electrical Workers Union.

So it does seem that Azapo, and BC supporters in general, are stepping up efforts to organise workers into BC-supporting unions

□□□

BY the time this article appears, emerging unions will have met for a new round of unity talks.

The talks are taking place under something of a cloud Fosatu, the biggest emerging union group, is to meet shortly to review its participation in the unity drive

This follows the last unity meeting at which the Food and Canning Workers Union spelled out certain conditions for joining the new federation the unity moves are designed to create

Fosatu unionists say obstacles are being placed in the way of unity by setting conditions and that there is frustration over the progress of the talks

Other emerging unionists say Fosatu itself has set conditions and believe the obstacles to unity are more imagined than real.

Some are also suspicious of informal talks between Fosatu and Cusa, the second biggest grouping, seeing this a threat to broader unity. Although there have been moves to

Cape Times
11/10/83

Mwasa rejects new deal

(139)

Staff Reporter

RESOLUTIONS passed at the third national congress of the Media Workers' Association of South Africa (Mwasa) in the City at the weekend rejected the constitutional proposals and condemned the banning of the South African Allied Workers' Union in Ciskei

A resolution was also passed condemning the clash between East Rand Administration Board officials and squatters, clergymen and journalists last Tuesday.

In a statement released yesterday, Mwasa said

"Whereas Mwasa believes the establishment of a democratic system would be the best political solution for South Africa, that such a system would pave the way for a progressive government for the country, and that Mwasa believes that the National Party government policy propagates a system which frustrates all efforts designed to achieve the equality of all citizens in South Africa, and that whereas the New Constitution Bill and the Koornhof Bills seek to entrench the National Party government's policy of racial separation based on a Population Registration Act, therefore we present at the third annual congress of Mwasa re-

ject in toto and will actively oppose the Constitution and Koornhof Bills of the National Party"

The congress passed a further resolution. "Having noted with anger and dismay the recent actions of the officials of the East Rand Administration Board (ERAB) .. we hereby resolve to condemn the savagery of the assaults on squatters, clergymen and journalists by officials of Erab, condemn the system of forced removal which led to the 'squatter problem' in the first instance ..

"We further resolve to continue with our work undaunted by intimidatory action by government officials and also to assist in the squatter 'problem'.

'Salute the people'

"This third national congress of Mwasa noting that our people in the Border region are suffering continuous harassment under the so-called Ciskeian government, that this government does not have the support of the people, that the true representative organization of the workers, SAAWU, has been banned by the Sebe regime, hereby resolve to salute the people of the border region on their courageous stand against Sebe's puppet regime"

(Report by R L Morris, 77 Burg Street, Cape Town)

Sowetan 11/10/83

Mwasa ⁽¹³⁹⁾ ⁽¹³³⁾ rejects Nat reform plan

THE Media Workers' Association of South Africa (Mwasa) rejected the new constitutional dispensation and the "Koornhof Bills" at the association's national congress in Cape Town at the weekend.

A statement issued on behalf of the president, Mr Zwelakhe Sisulu, said Mwasa also condemned the banning of the South African Allied Workers' Union in the Ciskei and the East Rand Administration Board's brutal attack on squatters, a priest and newsmen last week.

It offered moral and material support for the 209 workers sacked by The Star in a labour dispute this year.

Mwasa adopted a new local organisational structure to streamline its activities and engender more worker participation. Further constitutional proposals and changes are to be discussed and adopted at a special congress scheduled for the end of January.

A new national executive to serve the organisation and facilitate the changes was elected. It consists of Mr Sisulu (president), Mr Thami Mazwai (national secretary), Mr Tyrone August (treasurer), Mr M.J. Fuzile (senior vice-president), Mr Jonas Letsoalo (Transvaal vice-president), Mr Mike

Robertson (Natal vice-president) and Mr A Sali (Western Cape vice-president).

The congress was attended by about 200 delegates from the Eastern Cape, Western Cape, Natal, southern and northern Transvaal. — Sapa.

1110

(139) 20M 12/10/83
300 workers down tools over pay rise

Labour Correspondent

ABOUT 300 workers at Pretoria motor components firm Poole Industries downed tools yesterday in protest at wage and other grievances, the general secretary of the National General Workers Union, Mr Donsie Kumalo, said yesterday

The stoppage is seen as an important test for the recently-formed NGWU as Poole Industries is its biggest factory. The union has been engaged in a recognition dispute with the company for some time.

Poole Industries has decided not to comment to the Press on its dispute with

NGWU

Mr Kumalo said workers struck yesterday morning in reaction to wage increases they received on Friday. He said there had been sharp disparities between the rises different workers had received and the workforce had reacted against this.

He added that workers

were also demanding that the company stop deducting money from their pay packets for the pension fund run by the motor industry's industrial council.

Poole has refused to recognise NGWU because it is not registered and does not belong to the motor industry's industrial council.

ROM

Black,
white
unite
in strike

(26/12/83) 139

Labour Correspondent

ABOUT 50 black and white workers at Checkers' Primrose store struck yesterday in protest at the alleged dismissal of a white worker.

It is believed that this is the first time in recent labour history black and white workers have struck jointly and the first time black workers have taken strike action in support of a white colleague

However, a Checkers representative said yesterday the worker whose "dismissal" sparked the strike had not been fired

"She was merely transferred to another department in the store. She was not at work this morning and workers appear to have got the impression that she had been sacked," she said

She added Checkers was attempting to "get to the bottom" of the dispute

She confirmed that white workers were taking part in the strike

Mrs Emma Mashinini, general secretary of the Commercial, Catering and Allied Workers Union, which is negotiating on behalf of the strikers, said yesterday that a union official was still attempting to settle the strike and full details were not available

She said, however, that coloured workers at the store had not joined their white and black colleagues in stopping work

"I have been contacted by management to say that there is a misunderstanding and that the worker has not been fired

"If this is the case, it is interesting to note that there appear to be communication problems between Checkers management and its white workers, as well as between it and black workers," she said

1300 on strike

AT LEAST 1300 workers went out on strike yesterday as labour disputes continue to rock industries countrywide

More than 900 workers employed by Union Carriage and Wagons in Nigel yesterday downed tools in support of several of their colleagues who have been retrenched by management

The workers, all members of the Fosatu-affiliated Metal and Allied Workers' Union (Mawu), claim that their union was not informed about the retrenchments which management alleges were necessitated by the recession

The company's public relations officer confirmed the strike, but declined to comment on

the issues involved

About 300 workers at Pool Industries in Rosslyn went on strike yesterday morning over pay demands

The employees, all members of the National General Workers' Union, also demanded that the company stop deducting R3 per week from their wages which goes towards their pension fund, Mr Donsie Khumalo, secretary of the union, said yesterday. He said the workers who went on strike at 7.30 am a few minutes after reporting for work, also demanded that the company cease deducting about 40 cents from the respective salaries for the washing of their overalls every week

A source close to the

workers said the strike was sparked off by the company's general increase last Friday "which had a lot of disparity" and varied between 2 cents and 22 cents per hour

"The increases were very unfair and all the workers felt there should be a uniform increment for all employees," the source said

A spokesman for the company, a Mr Pool, yesterday declined to comment on the strike and promised to release a press statement soon

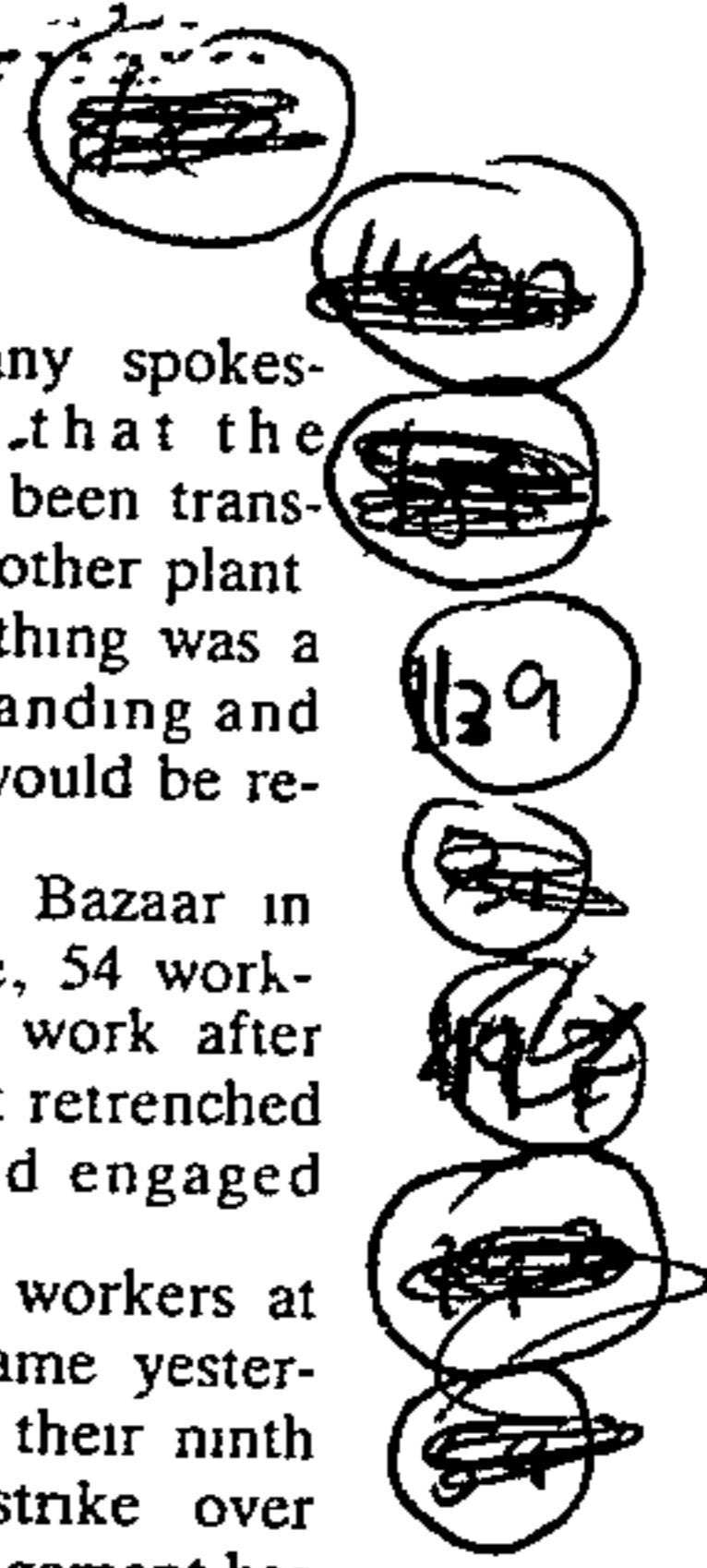
At Checkers Stores in Primrose, about 50 black and white workers went on strike after a white member of staff was dismissed without the workers' knowledge

A company spokesman said that the worker had been transferred to another plant. The whole thing was a misunderstanding and the matter would be resolved soon

At Grand Bazaar in Rosettenville, 54 workers stopped work after management retrenched workers and engaged others

About 70 workers at Discount Game yesterday entered their ninth day of a strike over wages. Management has said that the workers have been dismissed

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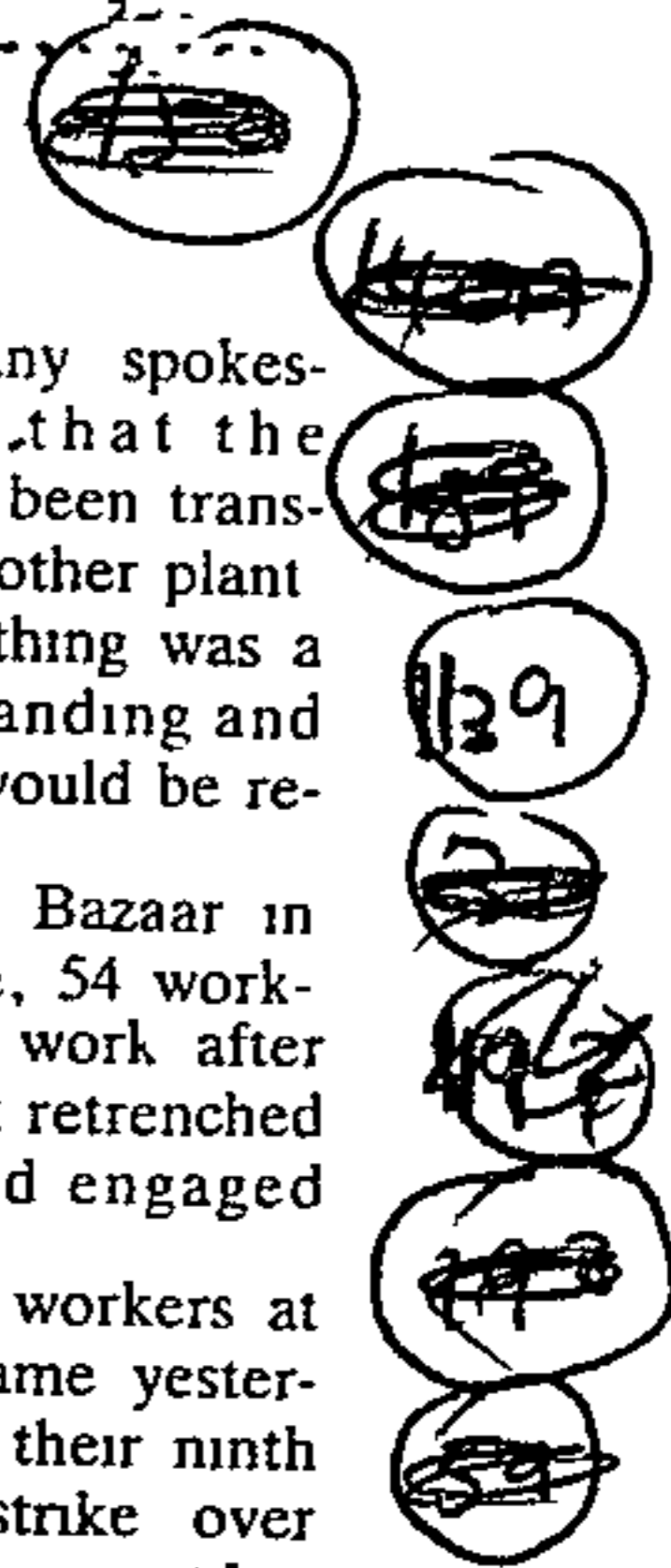
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Union attacks Liberty Life for letter 'ploy'

13/10/87
By Carolyn Dempster,
Labour Reporter

139

The Insurance Assurance Workers Union of South Africa (Iawusa) has attacked Liberty Life for using a letter "ploy" to selectively re-hire some of the 90 strikers fired by the insurance company two weeks ago.

The company has denied the allegations.

A union spokesman said some strikers had received letters of dismissal stating that, because they had taken an unauthorised two days off, they were fired. Several others got telegrams, telling them to resume work, others received letters asking them to explain their absence to management as soon as possible.

"The workers decided to send back the letters and cheques because their demand was union recognition, not selective re-employment or a pay-off," the spokesman said.

Liberty Life Assurance's managing director, Mr. Monty Hilkowitz, said no attempt had been made to selectively re-employ the strikers.

"Seven workers, who did not strike,

stayed away so we sent them telegrams asking them to explain their absence.

"Nobody who took part in the strike has been reinstated or will be. However there are different circumstances and each one will have to be dealt with separately," he said.

The company was handling the situation carefully and would not employ the type of measures Iawusa had suggested.

Iawusa has sent letters to a number of top companies urging them to publicly denounce Liberty Life's "racist policy" of refusing to negotiate with a democratically elected union.

The companies include Anglo American, the Premier Group, Johannesburg Consolidated Investments and SA Breweries.

"Iawusa wanted to tell these people of the action the union will take if the dispute with Liberty is not resolved," the union spokesman said.

Iawusa has had messages of support from local and international union groups, the most recent from the Banking Insurance Financial Union in London.

Moves to end firm's two-day wage stoppage

By STEVEN FRIEDMAN
Labour Correspondent

MANAGEMENT at Pretoria motor components firm Poole Industries was due to meet worker and union representatives late yesterday in an attempt to settle the two-day wage strike by 300 workers at the plant.

It is understood the meeting was to be attended by elected worker representatives as well as by officials of the National General Workers' Union, which is demanding recognition at the plant

A company spokesman, Mr Peter Poole, said yesterday none of the company's black workers had returned to work yesterday morning.

Meanwhile, Sapa reports that about 200 workers at another Pretoria firm, York Timbers, had been fired after a three-day strike over wage demands.

The workers ignored a call by the company's management to return to work yesterday or be fired

Mr Zolile Mtshekwane, the Pretoria branch organiser of the SA Allied Workers' Union, said workers downed tools last Friday when they did not receive wage increments. They

asked SAAWU to negotiate on their behalf, he said.

At Poole Industries' Rosslyn plant, workers are striking in protest against differential wage increases granted to them last Friday, according to the NGWU general secretary, Mr Donsie Kumalo.

He said workers had raised other grievances, but the company says it is not aware of these

Poole is the biggest factory in which the NGWU is active and the union is pressing for recognition at the plant. Poole initially refused to recognise the union because it is unregistered and is not a member of the motor industry industrial council.

But Mr Poole said yesterday the company was now negotiating on recognition with the NGWU and had submitted a statement of intent to the union on future relations between the two sides. It was still awaiting a reply, he added.

He said yesterday's meeting was to be attended by workers elected to negotiate with management on the strike and added that the company understood that worker representatives would bring the NGWU officials with them to the talks.

The company had no objection to union officials being present, he said

Black, white workers at store settle dispute

Labour Correspondent

THE strike by about fifty black and white workers at Checkers' Primrose store was settled yesterday afternoon and workers are to return to work today

The stoppage was seen as significant because black workers downed tools in protest at the transfer of a white woman worker and because both white and black workers joined the strike

A spokesman for the Commercial, Catering and Allied Workers Union (CCAWUSA), which negotiated on behalf of workers, yesterday hailed this development

"It is good to see all workers co-operating regardless of race and we hope that this will set a pattern for the future," he said

Workers originally said the worker whose alleged dismissal sparked the strike had been fired

She had, however, been transferred to another job. According to CCAWUSA, this was seen by workers as a "demotion".

A CCAWUSA spokesman said yesterday management had agreed to reinstate the worker in her previous job. He said she had originally been transferred because management said she was unable to "do her previous job properly"

But he added that a settlement had been delayed because workers had demanded the dismissal of the store's manager as well

This issue was eventually resolved, he said, when the

manager apologised for "certain incidents for which he had been responsible in the past" and agreed to "work at improving his attitude to workers and his relationship with the workforce"

Workers had agreed to return on the basis of this assurance, he said

The spokesman added that Checkers had agreed to conduct an investigation into allegations about management's attitude to workers at the store and would report back on November 1

This is the second strike at the Primrose store in the past few weeks. The first was prompted by allegations that workers were forced to work overtime

A Checkers representative confirmed the strike had been settled

Unions to continue talks on federation

Labour Reporter

TALKS to establish a federation of independent trade unions are to continue in November

This was announced after a meeting in Johannesburg at the weekend between representatives of 11 trade unions representing about 300 000 workers

Unions represented at the meeting were the Commercial Catering and Allied Workers' Union, the Federation of South African Trade Unions, General Workers' Union, Food and Canning Workers' Union and African Food and Canning Workers' Union, the Cape Town Municipal Workers' Association, South African Allied Workers' Union, the Council of South African Unions, the General and Allied Workers' Union, the Motor

Assembly and Component Workers' Union and the General Workers' Union of SA

Although few unions were prepared to comment on the talks, it is believed much of the meeting was taken up with a discussion on demarcation

Unions organised along industrial lines and those with strong shop-floor structures are keen to settle on some form of demarcation to prevent overlapping and poaching of members by other unions

However, the general unions such as Saawu and Gwusa — often labelled as the more "political" — tend to organise workers regionally and are reluctant to give up factories to other unions

An important excep-

tion to this is the Cape Town-based General Workers' Union, which, in spite of its name, agreed to restrict itself to organising in certain sectors at its 1982 national conference

It is also believed that the larger, more industrially based unions insisted on audited membership figures from all unions at the Johannesburg meeting — something some of the general unions were unable to produce to the satisfaction of the meeting

Contention over workers' safety

CAPE TIMES
13/10/83

By PHILLIP VAN NIEKERK, Labour Reporter

LISTENING to the differing views aired on the government's new safety legislation — the Machinery and Occupational Safety Act — it is difficult to believe that people are talking about the same thing

The National Occupational Safety Association (Nosa) believes the Act, which is to replace sections of the Factories Act, is an important breakthrough, providing for the safety protection of almost every worker in the country

But a visiting American safety expert, Mr Barry Castleman, said several weeks ago that the Act provided little protection for workers and that local health and safety standards were "primitive".

It seems likely that the new legislation will emerge as a major point of contention between employers and trade unions, which are increasingly taking up health and safety issues on the shop floor

On strike

In August workers went on strike at an AECI plant after several colleagues had died in an explosion, and last month the National Union of Mineworkers charged management at the Hlobane mine with negligence after the death of 65 workers in a methane-gas explosion. Thousands of workers

From the Bible

"Christ's message in all its richness must live in your hearts. Teach and instruct each other with all wisdom"

(Colossians 3:16)



downed tools for half-an-hour in sympathy

With the evolution of shop-floor organization of workers, there have been attempts to set up representative, union-based health and safety committees at factories. This could be the main area of dispute over the new Act, which provides for safety representatives and safety committees — but provides that they be appointed by management.

According to an article in the latest South African Labour Bulletin, by Dr Jonathon Myers and Mr Malcolm Steinberg, the new law is totally out of line with the spirit of reforms ushered in in the wake of the Wiehahn commission report in 1979.

They state that the Act makes no provision for real participation by workers or their unions in health and safety matters and the rights of the safety representatives and safety committees will be severely circumscribed.

Safety committees are

likened to the old liaison committees, which were regarded as unrepresentative bodies appointed as a substitute to genuine worker organization

Myers and Steinberg hold that the interests of workers in most workplaces would best be served by ensuring that safety representatives were elected democratically

Disaffiliation

● THE departure of the 54 000-strong S A Boilermakers' Society from the Trade Union Council of South Africa (Tucsa) last week casts further doubt on the future of the council

The boilermakers have been one of the few affiliates of Tucsa who have maintained a measure of credibility with the emerging unions. Their decision to disaffiliate further confirms Tucsa's drift to the right and their distance from the mainly black unions.

In a letter to the council, the boilermakers said they were leaving because of two decisions at Tucsa's recent conference in Port Elizabeth: a call to the government to outlaw unregistered unions and the defeat of a resolution calling for workers to be free to belong to the union of their choice.

Taken together, the two resolutions showed that most Tucsa unions were "prepared to place what they conceive as their vested interests above the interests of their members and the labour movement as a whole". The boiler-

makers' aim was to work towards trade union unity, a task which could no longer be performed while they remained within the ranks of Tucsa.

While they are unlikely to be party to the unity moves among emerging unions at this stage, the boilermakers are centrally involved in the local council of the International Metalworkers' Federation where unions from Tucsa, the Federation of South African Trade Unions (Fosatu) and the Council of Unions of South Africa (Cusa) are already working together.

Call condemned

● TUCSA'S call for a ban on unregistered unions has been predictably condemned by emerging unions, both registered and unregistered.

One of the strongest reactions has come from Mr Zwelakhe Sisulu, the president of the Media Workers' Association of South Africa (Mwasa), who held their annual conference in Cape Town at the weekend.

Mr Sisulu said Tucsa's call, seen together with the banning of Saawu in the Ciskei, was a "forerunner to government action against the labour movements". He warned against a government "pogrom" about to be unleashed against the unions.

And while Mr Arthur Grobelaar, the general secretary of Tucsa, believes Tucsa's stand has been misunderstood, there is no doubt the resolution lays them wide open to such interpretation.

500 workers get the sack

Labour Reporter

Ar 14/10/83

The entire black workforce of a Pretoria firm has been dismissed after a work stoppage over a pay dispute, bringing to 500 the number of striking workers fired this week

At Poole Industries (Pty) Ltd in Rosslyn yesterday, management fired 300 workers who went on strike on Tuesday over uniform wage increments

Their dismissal came a few hours after York Timbers Ltd had fired 200 workers who were also on strike over a pay rise

In a statement, the management at Poole said it could not comply with the workers' wage demands

Increments granted last Friday had been reviewed and no further adjustments could be justified on economic grounds, the statement said

Those seeking re-employment by the end of October would be interviewed and offered jobs where possible, without losing any benefits

The decision to fire the 300 workers was conveyed to representatives of the National General Workers' Union, which is currently negotiating for a recognition agreement with the motor industries firm

Motor parts firm fires entire black workforce

By STEVEN FRIEDMAN

PRETORIA motor components firm Poole Industries yesterday announced that it had fired its 300-strong workforce, which had been striking for the past three days in support of wage and other demands.

It added that fired strikers had until the end of October to re-apply for their jobs, but none had yet done so. The company charges that the strike was "illegal" and that workers were demanding increases of R4 an hour.

The general secretary of the National General Workers Union, Mr Donsie Kumalo, reacted angrily to the company's decision and said the union was considering an application to the Industrial Court to overturn the sackings.

He said the dismissals fol-

lowed a meeting on Wednesday afternoon at which the company refused to negotiate on worker demands with the union and revealed that it planned to fire the strikers.

The strikers stopped work on Monday in reaction to a wage increase granted last Friday. Workers objected to the fact that they were given different increases and demanded that all receive the same rise.

Mr Kumalo said they were also demanding that the company stop deducting money from their pay on behalf of the motor industry's pension fund and objected to a company decision to have their overalls cleaned by an outside firm and to deduct money to pay for this from their pay.

In a statement, Poole's

managing director, Mr N F Lubie, said the company could not agree to workers' wage demands.

He said the strike was "illegal" and strikers had breached their work contracts.

He said the pension issue had been referred to the Motor Industrial Council. Although no black workers had reported for work, production was continuing.

● A statement by the Pretoria firm York Timbers, which was reported to have fired nearly 200 workers who struck over a wage dispute, said yesterday that only 43 had been fired.

It said 182 workers had struck, but that all but 43 had returned to work. These workers were expected to seek re-employment "over the next few days".

Fm 14/10/83

Unity talks falter

139

It is clearly going to be very difficult to combine SA's emerging unions and union groupings into a new federation Little

139

Fm 14/10/83

progress towards the creation of a new body was made at a meeting of union leaders last weekend

Indeed, according to some union sources, an air of pessimism hangs over the future of the unity efforts. For more than a year, the concept of establishing a powerful coordinating body — with a total membership of some 300 000 workers — has been supported by many unionists in the emerging union camp. Earlier this year they decided to form a committee to discuss details of the new federation.

But when they met in Johannesburg last weekend, it became painfully obvious that the search for unity is probably going to be a slow, and possibly futile, process. The

main topic under discussion was demarcation between unions. This is a thorny issue because several emerging unions are vigorously competing with each other in the same industries. But it is obviously vital that unions belonging to a new federation respect each others' areas of interest and do not become rivals

"We did not achieve anything," one union source told the FM after the meeting. Another meeting will be held next month, but there does not appear to be much optimism about consensus being achieved at that gathering.

An important division exists between the community-based unions and the more professionally administered, essentially indus-

try-based emerging unions. Some observers believe it may be possible for unions in the latter category to combine in a new coordinating body, despite the fact that there are substantial ideological differences between them. In this category are unions such as those affiliated to the Federation of SA Trade Unions (Fosatu), the Council of Unions of SA (Cusa), as well as the General Workers' Union, the Food and Canning and African Food and Canning Workers' unions, and the Commercial, Catering and Allied Workers' Union of SA.

But, as one participant in last weekend's talks says "I don't think anyone now believes that the road to unity is going to be an easy one."

Support flows in for ninety Liberty strikers

Soweto
14/10/83

By JOSHUA RABOROKO (139)

SEVERAL messages from local and overseas organisations pledging solidarity with the 90 sacked striking workers at Liberty Life were read at an emotion charged meeting of the workers in Johannesburg yesterday.

Police patrolled the area where the president of the Insurance Assurance and Allied Workers' Union, Mr Joe Seoka, read the messages from London and Switzerland amid shouting of black power slogans.

Mr Seoka said that the workers had been getting support from various organisations and that workers at Liberty Life had arranged a meeting with these groups today.

The union has also requested several companies which are associated with Liberty Life to pressurise management to try and resolve the matter as quickly as possible.

The workers are de-

manding that management recognise their union, but management has rejected their demands saying they want a non-racial union for all workers.

At the meeting workers carried placards condemning management for not recognising their union and for paying them "starvation salaries".

Mr Seoka said that if management did not want to resolve the matter they would be forced to seek legal advice about taking them to the Industrial Court.

The union also condemned the action of the police in patrolling the area. Management had earlier claimed that certain workers were being intimidated into joining the strikers and police were called in to see that law and order was maintained in the area.

The workers have resolved to picket against their company at centres in the city and Soweto.

Store takes back fired employees

Sowetan 14/10/83

By JOSHUA RABOROKO

SIX women employees of Pep Stores in Vereeniging, who were sacked after refusing to strip naked so that their manageress could search them, have been reinstated.

The workers, all of whom are members of the Commercial, Catering and Allied Workers Union (CCAWUSA), have been paid for the time they were unemployed after an agreement between management and the union.

They claimed that a white manageress at the company forced them to strip almost naked in an attempt to recover goods stolen from the shop floor.

They had also contended that they could no longer tolerate this

"debasement process" as it humiliated and caused them embarrassment whenever they were to go off duty.

"Thinking about the whole exercise, we felt inhuman and raised the matter with the top management officials, who did not give us a hearing. We were then sacked from our jobs for refusing to strip," the workers said.

A CCAWUSA spokesman said that after hearing the grievances of the workers the union asked for an audience with the company's head office in Cape Town.

The union stressed to management that workers would not tolerate

being stripped and searched as they found this degrading.

After discussions management eventually agreed that the workers had been unfairly treated and that they should all be reinstated and be paid for the time they were out of work.

The union welcomed the management's stance that they would in future stop the searching of workers until a more suitable policy was found in securing that property was not stolen from the premises.

A company spokesman confirmed the reinstatement and said the practice was no longer being pursued.

THREE hundred striking workers at a Pretoria factory have been fired after a wage dispute with management.

Donsi Khumalo, National General Workers Union secretary, said management at Poole Industries Ltd told workers they had lost their jobs

The workers would be allowed to re-apply for their jobs.

The workers, dissatisfied with pay increases and pension deductions, went on strike on Tuesday.

300 STRIKING WORKERS FIRED

city Press
16/10/83

~~USA~~
139
~~USA~~
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Mr Khumalo said the workers were not prepared to go back to work until their grievances had been resolved.

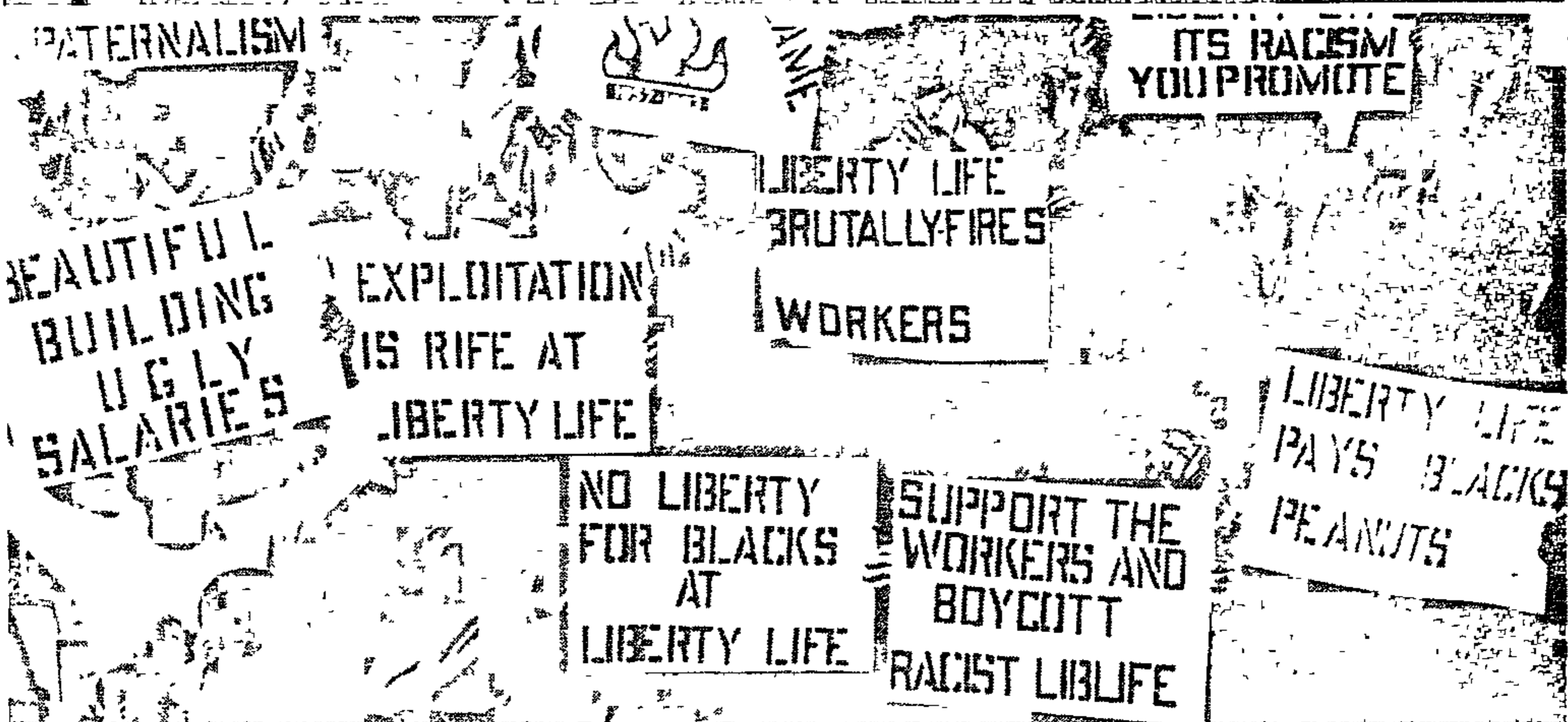
Their dismissal comes soon after another Pretoria

firm, York Timbers fired 200 workers also striking since Friday.

The workers continued to strike despite a management warning that they would be fired.

Deacon Mathe, organiser for the South African Allied Workers' Union, said the company's employees would not return until they received a wage increase.

WHITE-COLLAR STRIKERS TURN ON THE HEAT



● Liberty Life workers vent their feelings as their union mobilised local and international pressure against the company

Unions geared for action

THE Municipal and General Workers' Union fires the first shots in the battle against Liberty Life Insurance Company at a support meeting in Soweto this morning

The meeting will climax a tension-filled week for the 90 workers who went on strike three weeks ago

It was a week in which Insurance and Assurance Workers' Union (IAWU), worked flat out to bring the strikers' struggle with the company to black communities, trade unions and the business world — especially companies



which deal with Canadian-owned Liberty Life

At the same time, IAWU members were busy preparing to persuade another 130 Liberty Life workers to join them. Some of the suggested moves to achieve this were to picket their homes in a move "to educate the black community about the arrogance of Liberty Life"

In another development this week, a planned picket by the strikers was abandoned because of heavy police presence in Braamfontein, where the strikers met a few kilometres from Liberty Life

Businesses dealing that will educate the

with Liberty Life were also approached by the IAWU about the strikers' deadlock. These include the giant United Building Society, Premier Milling, SA Breweries, Anglo American and Johannesburg Consolidated

The Johannesburg Stock Exchange was also going to be picketed, with placards appearing whenever Liberty Life shares came up on the trading floor

Black business has also been approached to pressurise Liberty Life to negotiate with the striking workers

International pressure also came as Switzerland's Insurance and Finance Workers' Union put pressure on London's Guardian Oil Exchange, holder of Liberty Life shares, to have the company break the deadlock with the strikers

"These are the moves

public about Liberty Life's attitude to our struggle," said IAWU president Joe Seoka

The strike took another turn late this week after the IAWU accused management of selective re-employment after some of the strikers received telegrams to contact the firm

He said the union's problems with Liberty Life started a year ago when management issued procedures to black staff about joining trade unions

"All along our suspicion has been that they would come with a company-sponsored or favoured union," Mr Seoka said

In July, Liberty Life employees received increases — and disappointment brought the workers' anger to the surface. IAWU, which enjoyed a small membership at Liberty Life, was suddenly flooded

with applications, while others asked the union to look into "the discriminatory increases"

One of the charges was that Liberty Life paid black clerks R320 a month starting salary, while white clerks were paid R650. Another was that training schemes were segregated

Management refused to recognise the IAWU, saying the blacks-only union was racial. While the union and management debated this and other issues, the whole thing collapsed when 90 workers struck

"There are talks that we are politically motivated but management can't prove this. It has also been said that because we are politically motivated we are a racial union," said Mr Seoka

"But this whole thing shows arrogance. The law allows us to organise people of our choice. We are talking about freedom of association"

The move



Vista lays down the law

TOUGH disciplinary rules over students — and their parents — have been instituted at the new Vista University campuses around

CP Reporter: PRETORIA

This provision could prevent

"No student or student organisation shall issue any Press statement or grant any interview which involves the bodies or persons in charge of the university."

To BC or not to BC.

(139)

city Press
16/10/83

IN 90 days time the Media Workers' Association of South Africa (Mwasa) — one of the few remaining bastions of black consciousness in the trade union movement — will decide whether to open its ranks to media workers of all races.

An extra-ordinary congress will be held in East London in January to discuss a new constitution for the union, and there are strong calls from within to scrap the bar on white members.

Mwasa's third national congress — held in Cape Town last weekend — was called to specifically discuss and adopt a constitution, but it appears this could not be finalised.

For this reason, Mwasa president Zwelake Sisulu told the congress, the matter would be deferred for 90 days.

The congress did, however, adopt a new local organisational structure to streamline its activities and allow for more worker participation.

Mr Sisulu told City Press the new structure — which includes a secretariat and a paid secretary, national and regional organisers — would strengthen the democratic process within Mwasa. He also felt it would allow for better organisation and increased membership, predicting there would be 10 000 members by next June.

There have long been calls from Mwasa members for the union to open its ranks to all races, and these were expressed publically by the then president, Char-



● SISULU: Decision deferred for three months.

By **MONO
BADELA**

les Nqakula, at last year's annual conference.

Mr Nqakula warned the rank and file against isolation, saying there had been a strong call from certain Mwasa regions to open the union to all media workers.

Particularly strong on this is the Western Province region, which has affiliated to the United Democratic Front.

Mwasa already has as members a large spectrum of media workers, including drivers, sales

supervisors, vendors and journalists.

The Cape Town congress rejected the new constitution, including the Koornhof Bills, and condemned the Ciskei ban on the South African Allied Workers' Union.

It also repeated its opposition to the proposed Media Council and stressed its belief in trade union unity.

house where he had slept.

murder, takes a breather during the morning recess

Liblife pressure mounts

City Press

137

INTERNATIONAL and local pressure is being mobilised against the giant Liberty Life insurance company which sacked 90 black strikers recently over their demands for company recognition of their union.

"Time is running out", said Insurance and Assurance Workers Union (IAWUSA) president Joe Seoka this week.

He said the union was seeking the as-

Workers Union is pressuring a big London company with shares in Liberty Life to negotiate with IAWUSA.

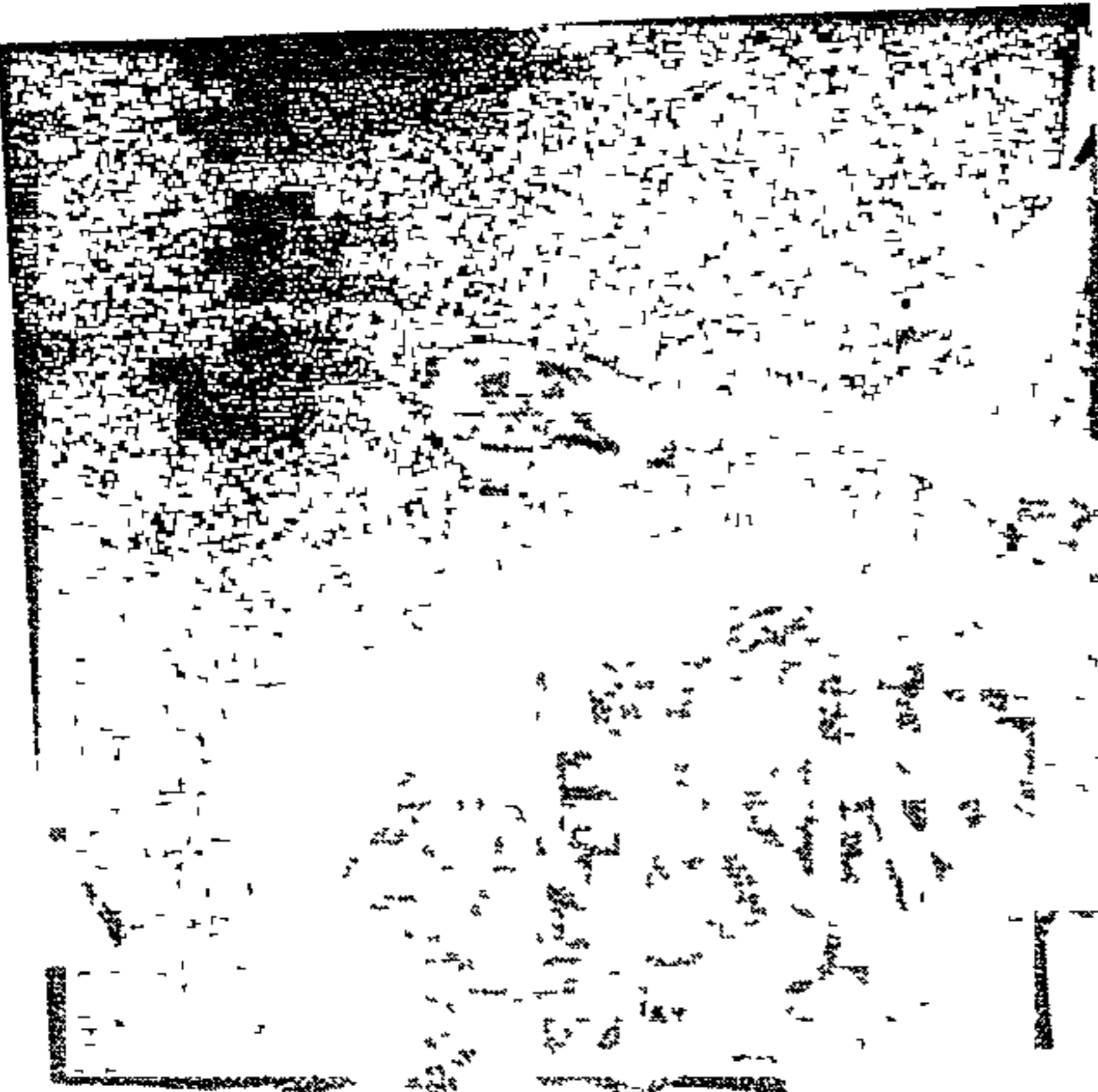
And in London this week the End Loans to SA pressure group was combing the records of the London office of Liberty Life to establish if there were any links with the SA company. The group plans to take action if it can establish a link which

the company denies.

City Press has also learnt that a Liberty Life-sponsored dinner for black brokers collapsed this week when the brokers declined to attend the dinner because of the strike.

Meanwhile, it is understood that the Anglo American Corporation has invited the union to brief it on Monday about the strike. Anglo has a big stake in Liberty Life.

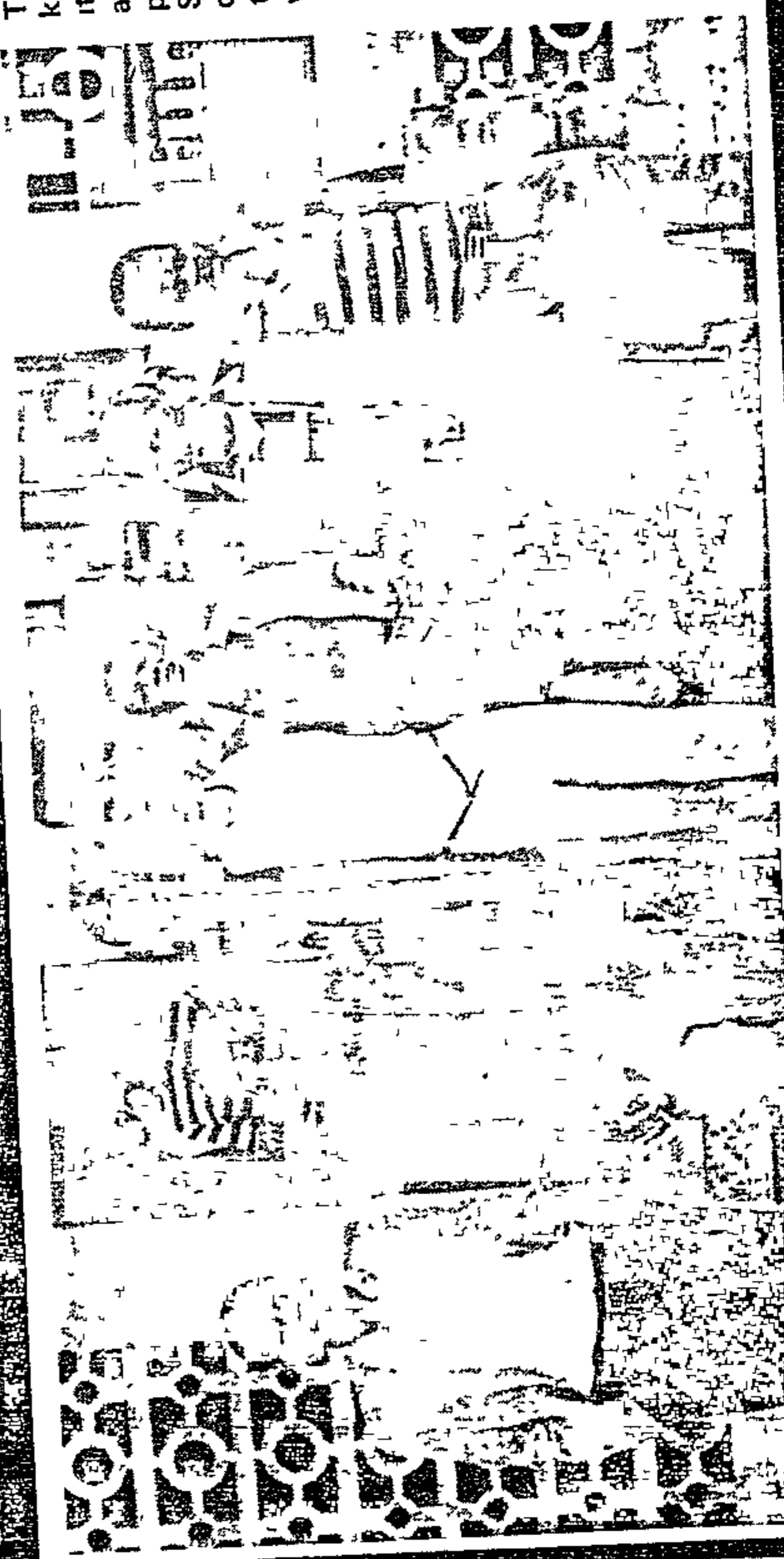
JOE SEOKA time running out



ANGRY GARDENERS STRIKE OVER DISMISSALS

THE Black Allied Workers Union has briefed its legal representatives after 20 members employed by Gordon Smith Landscape Gardeners were dismissed this week following a week-long strike.

The strike was sparked off last week when two shop stewards were dismissed from the firm. This led to the strike when management refused to talk about their dismissal or consider their reinstatement.



★ by management

RAY

in babwe are being urged to country's spirit mediums have to participate that their festival to inned.

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the spirits to relieve the brought

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NEWS

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Mankweng

EMERGING trade unions have lodged an official complaint with Pretoria about the recent Ciskei ban on the South African Allied Workers Union

The unions sent the protest memorandum to Manpower Minister Fanie Botha after unity talks at Khotso House, Johannesburg at the weekend

The move is the progressive labour movement's first official attempt to take up the issue with Pretoria

Last month ten unions formed an AD HOC committee with the United Democratic Front (UDF) and Detainees Support Committee (Descom) The committee condemned the Ciskei ban and the "reign of terror" in Ciskei, and pledged solidarity with the people of Ciskei

The unions involved are Cusa, Fosatu, Cawusa, Saawu, Gawu, GWU, MGWU and AFCWU

Saawu has already

Ciskei ban on Saawu:

UNIONS PETITION PRETORIA

city press
139
16/10/83

By MONO BADELA

declared that it intends fighting the Ciskei ban in court

Another round of talks will be held in Johannesburg on November 13, where two delegates from each union will form a co-ordinating committee to speed up the establishment of a federa-

tion for all trade unions

Meanwhile Saawu secretary-general Sam Kikine told City Press that the union's affiliate, the Metal Iron and Steel Workers Union, concluded historic recognition agreement with the giant Defy Corporation in Newcastle for more than 1 500 workers The agreement is the first to be signed by a progres-

sive union in Newcastle

Mr Kikine said another Saawu affiliate, the Baking and Allied Workers Union would conclude another agreement involving more than 1 000 workers with Union Flower Mills in Durban His organisation has also made deep inroads into the giant Iscor Corporation

SEBE WARNS.

DON'T TAKE MY NAME IN VAIN!

"DON'T take my name in vain..." — that was the message from Ciskei leader Lennox Sebe this week after numerous reports of people using his name to get favours from homeland civil servants.

Presidential advisor T C De Vries issued a circular this week saying the president would take legal action against anyone using his name without authority

Mr De Vries said this

By BENITO PHILLIPS

was because of the "mounting frequency" with which members of

the public used the president's name "when they wanted matters speeded up or wanted certain favours

"The president views this as outrageous, and will no longer tolerate it," he told City Press "It must be clearly understood that any transgression will be severely disciplined"

Mr De Vries also expressed concern that the circular had been



SERVICE TO MARK 17 BANNINGS

A COMMEMORATION service to mark the official clampdown of 17 blacks organisations including the banning of two newspapers — World and Weekend World — will be held at the DOCC, YWCA centre in Orlando East on Wednesday starting at 6.30 pm. This time, ac-

DETAINED SEBE'S SON IN HOSPITAL

DETAINED Ciskei ex-Cabinet Minister, Namaba Sebe's son, Kama, 17, who was detained last week

**WIFE
COULD
FOR
'GAS'
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FOR**

By DERRICK LUTHAY
CRIME BUR

IN ONE of the zarrre cases before the Soweto facing charges for muti... Mrs Shirley N. of Mofolo made a bri-rance in the Magistrates' this week with the murder of band Johan Mr Ncube is in Barag pital in a condition. Charged with be is 25-year-old ngoma, Mr Mothupi Meadow Mr Hendi boge, 30. The accused asked to the charge September grabbed and cut o vate parts. The magistrate Muller, the case bruary at the R300 each Mr Mataboge able to there his face led down while his made a from

Negative reaction to trade union unity talks

BY STEVEN FRIEDMAN

LABOUR WEEK

139 (2) RUM

17/10/83

THE emerging unions' unity talks seem to have reached the crossroads.

Reaction to the most recent talks from key unions was universally negative and the biggest emerging union group, Fosatu, met at the weekend to discuss whether to continue taking part in the present talks.

But unions' pessimism could be misplaced. Paradoxically, the current impasse could just break the logjam and lead to a more concerted effort to forge greater unity among emerging unions.

At the talks, differences between the older unions and their "community union" rivals came to a head — at least as far as the older unions are concerned.

Prior to the meeting, there were differences between Fosatu and the Food and Canning Workers' Union, both older unions. But these paled into insignificance at the meeting.

Instead, traditional tension between older and newer unions reached such heights that the future of the current initiative is in the balance.

Older unions say they want concrete talks on details of a new union federation.

They say the "community" unions respond to this with rhetoric only.

Tension is heightened by what unionists see as a bitter campaign by the SA Allied Workers' Union against unions like the General Workers' Union in Durban.

On the other hand, the "community" unions seem to believe their older rivals are not sufficiently committed to broader political objectives.

The schism may well boil down to this: that the two groups are at different stages of development and have little common ground.

The differences are complex. But the older group, which has most members and recognition agreements, is established in key areas and sees unity as a practical matter — a means to continue building factory muscle.

The second group isn't as

established and doesn't face the same priorities. It has devoted much time to links with community groups and may see this as a greater priority than union unity.

So if Fosatu decided to make direct contact with "like-minded" unions outside the framework of the present talks, it could prompt a realignment in which unity talks will indeed take place — but between the older unions only (this might, in turn, prompt a separate initiative by "community" unions).

The older unions still have important differences to thrash out and this could take time. But these unions would have much more common ground to begin with and a formidable new federation could well result.

□□□

A STRIKE by about 50 workers usually doesn't make headlines

But in this country, the fact that most strikers are black and are striking in support of a white worker is an event of moment. Particularly when some of the strikers are white.

This was what happened at Checkers' Primrose store last week and, to add rarity, the dispute was settled after talks between management and a black union (Ccauusa).

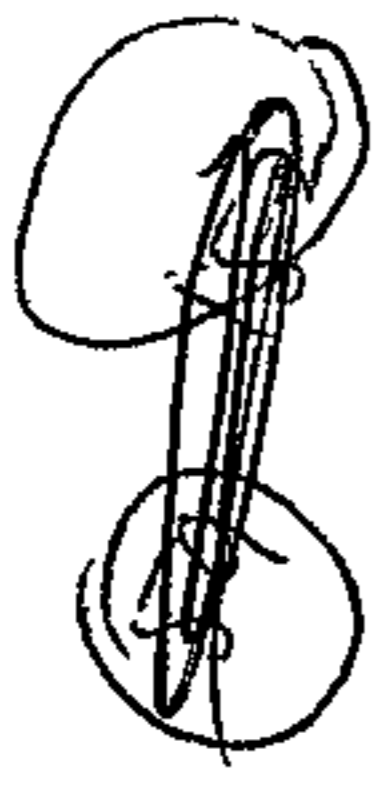
The incident may well have been isolated.

But there are unconfirmed suggestions that this is the second such incident in a store and handfuls of white workers have shown interest in joining "black" unions — in industry and commerce.

And the incident does show that inter-racial worker action, though rare here, is not an impossibility.

□□□

Liberty Life workers join 90 striking colleagues



139

Sowetan 8/10/82

SOME of the remaining workers at Liberty Life Insurance Company have joined the 90 sacked strikers amid several messages calling on management to resolve the labour dispute.

The workers all members of the Insurance Assurance Workers' Union have downed tools in support of their colleagues who are fighting for the recognition of their union.

Several messages from London, Switzerland, Brussels as well as various local organisations were received by union officials at the weekend, according to a union representative, who said that the messages all pledged sol-

idarity with the workers. The messages also called on management to withdraw the dismissal of the workers and to heed other issues involving the workers' grievances. They pleaded with Liberty to observe the Freedom of Association Act which allows every worker to be a member of any union of his/her choice.

The spokesman said that another employee who was asked by management to come back to work in view of the staff shortage had been dismissed because she was accused of being 'recalcitrant'.

We condemn man-

agement's attempts to try to rehire workers selectively. We want to assure them that we are united in our actions and no form of luring will affect us,' the spokesman said.

The union spokesman further said that they regarded as 'intimidation' the company's attempts to stifle our actions by calling on the police to watch our movements.

Liberty Life's manager, Mr Winterton, said when the dispute started they had received messages which attempted to pressurise them into changing their stance, but for the past

two weeks 'we have not received any

He was not aware of any workers who had joined the strikers and said "We have not suffered any shortage in staff."

He denied that there was any police harassment of the striking workers.

The company had not induced any of the workers to return to work by offering them anything, he said.

Meanwhile the strike by 50 workers at Game Discount Store and Coalequip is still on the go. The workers were sacked after downing tools in support of retrenched and dismissed workers.

By JOSHUA RABOROKO

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registration should become, at most, a "neutral" process and not a means of controlling unions or deciding whether they will have official bargaining rights.

But suggestions that legislation to implement this change would be introduced next Parliamentary session have been scotched by Manpower director-general Dr Piet van der Merwe.

He says there is simply not enough time between now and next session to draw up the necessary legislation.

Intriguingly, though, he also says he expects there will be a need for "lengthy consultation" with some parties over planned changes

Since both emerging unions and key employer bodies have supported moves to decontrol registration, this must mean officials believe they will have to "sell" the changes to conservative unions, particularly after Tucsa's recent call for a bar on unregistered unions.

Tucsa general-secretary Mr Arthur Grobbelaar insists its stand was not an attempt to thwart the NMC report. He says Tucsa simply called for all unions to be subject to the same system and that this did not mean it should be the present controlled system.

But this is not the interpretation placed on it by most labour-watchers — or, apparently, by the authorities. The all-white Confederation of Labour may well also balk at attempts to decontrol registration.

It would still be a major surprise if these bodies, whose shop-floor influence is declining, were allowed to thwart changes which have such wide support.

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Group to attend unity talks

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NDM
12/10/83

Labour Correspondent

THE Federation of SA Trade Unions is likely to attend the next round of emerging union unity talks in November — despite earlier suggestions that it would quit the present talks

This emerged yesterday after a meeting of FOSATU's central committee at the weekend discussed whether to remain part of the current unity initiative

FOSATU is the biggest of the emerging union groups. Its president, Mr Chris Dlamini, said yesterday that the central committee had taken no firm decision on the unity issue, although he confirmed that the issue had been discussed

Asked whether this meant FOSATU would attend the November meeting, Mr Dlamini said "It seems we will be there"

Union sources have reported "growing frustration" within FOSATU's ranks on the progress of the unity talks, which aim to weld emerging unions representing more than 250 000 workers into a powerful new federation

As a result of this, FOSATU convened a seminar late last week to discuss the unity issue and its recommendations were conveyed to the central committee at its weekend meeting

Although there have been differences of opinion between FOSATU and the Food and Canning Workers Union at previous unity talks, the key source of the federation's "frustration" appears to be continuing differences between the older and newer emerging unions

Older unions like those in FOSATU charge that the newer unions are unwilling to discuss details of the new federation and have instead engaged in "rhetoric" at unity meetings.

They allege that this has led to "little progress" being made

The newer unions, however, deny suggestions that they are not fully committed to launching a new federation.

139
Labour Correspondent

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Strike 'sparked by managers' racism'

ABOUT 50 workers at Checkers' Virginia store went on strike yesterday, demanding that three women in the store's management be dismissed, a union spokesman

said yesterday.

The spokesman, Mr Mongezi Radebe of the Commercial, Catering and Allied Workers Union, said workers alleged the three woman managers had addressed

workers in racially insulting terms

Representatives of Checkers' Johannesburg head office had reacted to the dispute by offering to give the three a final written warning,

but workers insisted that this was inadequate, he said

Mr Radebe said the workers downed tools in protest at what they alleged was the three women's habit of calling them "baboons" and "k rs"

GWU unlikely to join UDF

Labour Reporter

THE General Workers' Union (GWU) is prepared to campaign alongside but unlikely to ever join up with the United Democratic Front (UDF), according to a policy statement by the GWU's general secretary, Mr David Lewis

The statement, contained in an interview in the latest issue of the publication *Work In Progress*, is the first detailed public explanation of why many emerging unions have opted not to affiliate with the new anti-apartheid and anti-the new constitution organizations such as the UDF

Apart from the GWU, union groupings such as the Federation of South African Trade Unions (Fosatu) and the Food and Canning Workers' Union have not affiliated, while others such as the South African Allied Workers' Union (Saawu) and the Council of Unions of SA (Cusa) have done so

The relationship of unions to the UDF and the National Forum has become a key political issue

Mr Lewis said that while the GWU supported any opposition to the constitution and the Koornhof Bills, it was difficult for unions to slot into a national front

with organizations which had a completely different structure

He said the second difficulty was that unions represented only workers, whereas the other organizations represented a broad range of classes

He queried whether the style, tone, language spoken and sophisticated structures of the UDF made it easy for workers to play a role

"In 10 years of existence as a union we've never found the need to set up a single sub-committee, let alone a highly-sophisticated and complex structure"

Working class organization in South Africa had developed to the stage where workers insisted on the right to participate fully in the structures of any organization of which they were part.

Mr Lewis foresaw the possibility of a future relationship between a national trade union movement, which was still in the making, and a national political movement.

(Report by P van Niekerk, 77 Burg St, Cape Town)

(139) (51) (52)
Gold
CAPE TOWN 19/10/83
workers

to strike

JOHANNESBURG. — Members of the National Union of Mineworkers (Num) at the Chamber of Mines Rand refinery have decided to stage a strike after rejecting a "final" wage offer of nine percent from the Chamber.

At a meeting late on Monday afternoon, the members decided to notify the Department of Manpower that the NUM's dispute with the Chamber had not been settled and that they would strike after the 30-day period required by law.

The strike could have serious implications for the gold mines.

Although the refinery, which is in Germiston, employs only about 250 workers, it refines all gold produced by the Chamber's mines.

The Chamber raised its wage offer from eight percent after talks with the Union were deadlocked in August.

Num, which demanded a 40 percent rise, declared a formal dispute with the Chamber and an official conciliation board has been meeting in an attempt to resolve the dispute.

Late last week, the Chamber made an offer of nine percent, which it described as "final". — Sapa

Sowetan 26/10/83 (129) 152 (141)



STRIKERS: R30 a week is not enough.

310 remain out on strike

By JOSHUA RABOROKO

ABOUT 310 workers at Kleenim Brush Works Company in Newclare, who recently downed tools over wage demands and recognition of their trade union, will not return to their posts until their demands are met.

At a meeting at Khotso House yesterday, the workers, all of

whom are members of the African Allied Workers Union, said they were unhappy with the R30 they earned weekly and demanded a 50 percent increase

The workers went on strike on Tuesday after a

deadlock was reached between their works committee and management over their demands

After the deadlock, the workers told The SOWETAN that they "saw a number of police

around the plant", and that they were ordered to leave the premises if they "did not want trouble"

The workers said that they were not earning "decent wages" and complained of been exploited by their employers for "far too long"

The union's acting president, Mr Reggie Nekiwe, said that they tried to convince the management on the importance of a trade union, but the manager, Mr L. Barrat, told them that he did not want to have dealings with any union

Speaker after speaker at the emotion charged meeting, which was interrupted by shouts of black power slogans and the chanting of freedom songs, expressed dissatisfaction about their pay which they described as "starvation wages"

UNION STRATEGIES

Hitting the associates

EM 21/10/83

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The dispute between Liberty Life and the Insurance and Assurance Workers' Union (Iawusa) may culminate in one of the most ambitious consumer boycott campaigns in SA's history.

One of the latest developments in the dispute is an effort by the union to mobilise both local black community and union support, as well as aid from international unions to put pressure on Liberty Life and its associated companies. The union can put relatively little black consumer pressure on Liberty, but it obviously believes that some companies with financial links may be more vulnerable.

The union says it has already written to companies it believes are closely associated with Liberty, asking them to intervene in the dispute. It warns that failure to do so may result in "more drastic action" being taken — not only against Liberty, but the associated companies as well.

The dispute has its origins in an impasse between Iawusa and Liberty over recognition (*Current affairs* July 29). The union says it represents a majority of black workers at Liberty's headquarters in Johannesburg. The company says the union has yet to provide proof to support this, and points out that only about a third of the black employees at its head office took part in a recent strike over union recognition.

But perhaps more importantly, Liberty is also taking a strong stand against recognising a racially-based union — saying it is more than willing to recognise a multiracial one. The company says that is an equal opportunity employer, and employees of all races enjoy the same conditions of employment and get the same pay on the basis of their performance. It charges that

Iawusa has political motives and says that recognition of a racially exclusive union could provoke tensions between employees of different races.

Iawusa argues, however, that the company cannot define how black workers should exercise their right of free association. It questions Liberty's claim to be an equal opportunity employer and says black workers' needs and interests are different to those of whites — and that it therefore makes sense for them to have their own union.

Late last month 93 black employees were dismissed after taking part in a strike over recognition — the second within three months Iawusa has abandoned any plans it may have had to launch an action through the Industrial Court to challenge Liberty's refusal to recognise it. The union says its members have rejected legal action because it is a time-consuming process, but it is still considering possible legal action over alleged efforts by the company to selectively rehire some of the strikers.

Strong denials

The company strongly denies such allegations. It expresses extreme concern about the intimidation of non-strikers and says a number have been seriously assaulted in recent weeks. The union denies any involvement in any attacks and says it has tried to prevent friction developing between the strikers and blacks still employed by the company.

Iawusa is now attempting to gain as much support as possible to put pressure on the company to reinstate the dismissed employees and to recognise the union.

It is claiming to have the support of vir-

tually all major community organisations — including the United Democratic Front (UDF), the National Forum Committee (NFC), the Azanian Peoples' Organisation (Azapo), the Azanian Students Movement (Azasm), the Congress of South African Students (Cosas), the Committee of 10, the SA Council of Churches, and a variety of civic associations. It claims that messages of support have come from a number of foreign unions, including Britain's influential Banking, Insurance, and Finance Union. An International Labour Organisation (ILO) subcommittee is also investigating the dispute, it says.

Several local unions have indicated their support. The Food and Beverage Workers' Union, an affiliate of the Council of Unions of SA (Cusa), has already written a letter to one Liberty associate, asking it to use its influence to resolve the dispute.

An Iawusa spokesman says no deadline has been given to Liberty Life or its associated companies to heed the call for recognition and the reinstatement of the dismissed employees. But, he adds: "The fight is on and it will only end when someone wins."

Liberty does not appear to be alarmed by these developments. A company spokesman says it was perhaps inevitable that the union should seek wider publicity for its cause. One company with financial links with Liberty which has made inquiries about the dispute, has supported Liberty's stand since all the issues have been explained to it.

Consumer boycotts have, of course yielded decidedly mixed results in SA. While a few have had a measure of success, many have failed — often due to unions' inability

to mobilise widespread and sustained support. Iawusa is an inexperienced union which has yet to prove that it has the ability and influence to gain such support and to make a boycott stick.

However, two factors should be borne in mind. Firstly, Iawusa seems to be doing a great deal of strategic thinking. It has, for example, told all sympathetic groups not to launch campaigns on their own as this could result in confusion among black consumers. The message going out is that all actions and campaigns will be co-ordinated by the union to achieve maximum impact. It also appears to be carefully selecting targets. It believes, for example, that one building society (on whose board Liberty Life chairman Donald Gordon sits) is a potentially vulnerable target, and is considering making a call on blacks to close their accounts with the society.

Secondly, the campaign is being contemplated at a time when the political temperature in the black community is rising due to the debate about the constitution and the impending referendum. There is no shortage of political organisations looking for issues which can unite and politicise the black community.

Mwasa loses its appeal over workers' sackings

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22/10/87

Star

The Media Workers Association of South Africa's application against The Star for reinstatement of more than 100 former employees has been dismissed by the Industrial Court.

No order for costs was made and the written judgment — which is expected to set out important guidelines about employers' rights to fire workers en masse for striking — will be made available later.

The Star dismissed 209 workers in March after they refused to stop striking in protest over a colleague who was sacked.

Mwasa took the newspaper to court in June to try to win reinstatement under Section 43 of the

Labour Relations Act

During the two-day hearing, Mwasa alleged that The Star had ignored disciplinary procedures in the man's dismissal and wanted to "smash" the union by sacking most of its members.

The Star denied that proper disciplinary procedures had not been followed and said there was no bias against union members.

Counsel said the workers' failure to respond to management's call to return to work was cause for dismissal and management had suggested that the man appeal against his dismissal.

Mr C Thompson appeared for Mwasa and Mr J V Lazarus, SC, assisted by Mr A T Trollip, appeared for The Star.

Court action in offing Union takes on 3 more employers

By Carolyn Dempster,
Labour Reporter

The United African Motor Workers Union has challenged three separate employers with industrial court action over unfair labour practices

After its recent success in the industrial court case against Fodens, the union has instituted proceedings against Auto Industrial Pty Ltd, Rand Rubber Products, Johannesburg, and Mini Bus in Rosslyn, Pretoria

"At Auto Industrial, eight union shop stewards were dismissed by management on October 7. UAMWU general secretary Mrs Dora Nowatha said management's reason for the dismissals was "internal re-organisation"

Mrs Nowatha said she was told by one of the dismissed men the company had replaced the fired workers within five days

Management has not replied to a union letter requesting talks on the issue. Now the union plans to fight the dismissals in court on the basis of an unfair labour practice

A company spokesman

would not comment on the dismissals or the allegation that additional workers had been taken on

A refusal by Rand Rubber to recognise the union as representative of the workforce has also led to a threat of industrial action

Mrs Nowatha said although more than 50 of the 92 workers there were union members, all representations to management for recognition had been thwarted

"The managing director has said he doesn't have time for trade unions and he will never recognise a trade union in his company. He is not even prepared to look at our constitution," she said

Rand Rubber's managing director Mr A Cosani was not available to comment

At Mini Bus, the union is claiming an unfair labour practice after workers were not paid for two days after a work stoppage. The workers claim they were told to leave the premises by management after they stopped work to query wage increases, but that is disputed by the company

METRO BRIEFS

Union may

fight on *Star 24/10/83*

The Media Workers Association of South Africa is contemplating further legal action to seek the reinstatement of striking union members fired by The Star in March.

Mr Zwelakhe Sisiu, Mwasa president, confirmed today that the union's national executive would be meeting lawyers to discuss the options open to the union if they were to take the case further.

On Friday, the Industrial Court dismissed the union's case for the reinstatement of the more than 100 workers, without awarding costs.

The order came after three months of deliberation.

Mwasa has refused management's offers to settle out of court.

— Labour Reporter.

CAPE TIMES

25/10/83

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137

Num accepts wage offer

JOHANNESBURG — The National Union of Mineworkers last night accepted an offer on wages and conditions of employment made by the Chamber of Mines on Friday.

The acceptance, at a meeting at Rand Refinery, terminates the dispute declared by Num in August, when the union and the Chamber failed to reach agreement on the 1983 review of wages and other conditions of employment at the refinery.

The improvements, backdated to September 1, include wage increases of about nine percent, one extra week's leave for employees with more than 10 years' service, an improved long-service increments scheme and other improvements in conditions of service. — Sapa h

Mwasa to meet Star

THE National Executive Committee of the Media Workers' Association of South Africa (Mwasa) will hold a meeting tomorrow with The Star newspaper management concerning the case of the 209 sacked workers.

This was confirmed to The SOWETAN by the union's president, Mr Zwelakhe Sisulu, who said the union had asked for an audience with the newspaper management following last week's Industrial Court ruling.

The 209 workers,

members of Mwasa, took the company to the Industrial Court on grounds that their dismissal was unfair after they had gone on strike.

But the Industrial Court president rejected their application for reinstatement

Mr Sisulu also announced that the union's southern Transvaal region would hold a meeting at the DOCC on Sunday starting at 8 am. All members are requested to attend.

Sowetan 27/10/83

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27/10/83

NUM secretary now a very public figure

By MARTINE BARKER

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JUST OVER a year ago Mr Cyril Ramaphosa was a newly-qualified attorney working behind the scenes on the legal problems that faced the Council of Unions of South Africa (Cusa)

But since last August, when the national conference of the council decided to form a National Union of Mineworkers (NUM) under its umbrella, Mr Ramaphosa has become a very public figure

The NUM, of which he is general secretary, made South African history earlier this year by becoming the first unregistered trade union recognized by the Chamber of Mines as representative of black workers on the mines — traditionally an industry very firmly controlled by right-wing white unions

The union, which situates itself among the emerging progressive trade unions, has recruited a startling 40 000 members in its first year

This week the NUM accepted a pay offer from the Chamber for its Rand refinery, bringing to an end their first round of wage negotiations. After a two-month dispute the union last week declared it would stage a strike, but eventually accepted an improved offer from the employers

Yesterday Mr Ramaphosa said his involvement in union work came about because he had become disillusioned with the "mercenary aspects"

of private legal practice, and felt that he could serve more people as a legal adviser to Cusa

Numerous appeals were received from mineworkers for the formation of a union "Something had to be done in the way of representing them. Their wages are miserably low, conditions of work are appalling, living conditions in the hostels are just like concentration camps"

The union's members were contract workers whose living conditions were determined not only by the wages they earned, but also by the mine hostel accommodation in which they were forced to live, he said

One of the union's primary challenges was to improve these

The union's long-term aim was to become effective in industrial issues and in issues beyond the workplace. To do that the union's structure and membership would have to be consolidated, said Mr Ramaphosa

He does not always enjoy being a public figure "People tend to associate the union with me and me with the union. I am merely the spokesman for its decisions," he said

While the workers had accepted the Chamber's pay offer last week because it would improve long-service increments, they were "getting impatient" for better wages "and not without reason", he warned

Workers return after two-day stoppage

By STEVEN FRIEDMAN
Labour Correspondent
 ABOUT 70 workers at Gallo Africa's Bedfordview warehouse struck for two days this week in protest at the dismissal of two Commercial, Catering and Allied Workers Union (CCAWUSA) shop stewards. The workers returned to work

after management agreed to suspend the workers with full pay until the issue was resolved. According to the company, the dismissals are now subject to Gallo's appeal procedure. The two sides met yesterday morning and will meet again today. A Gallo spokesman said the company had agreed to suspend the work-

ers while they made use of the appeals procedure laid down at Gallo. If they were dissatisfied with the warehouse management, who were handling the appeal, they could appeal to head office. In a separate incident, a Brakpan metal company, VSP Steel Strip, had fired its workforce after it went on

strike this week, a spokesman for the Metal and Allied Workers Union said yesterday. Few details of the strike are available. According to the union spokesman, management has refused to discuss it with MAWU, beyond saying that all the workers have been dismissed.

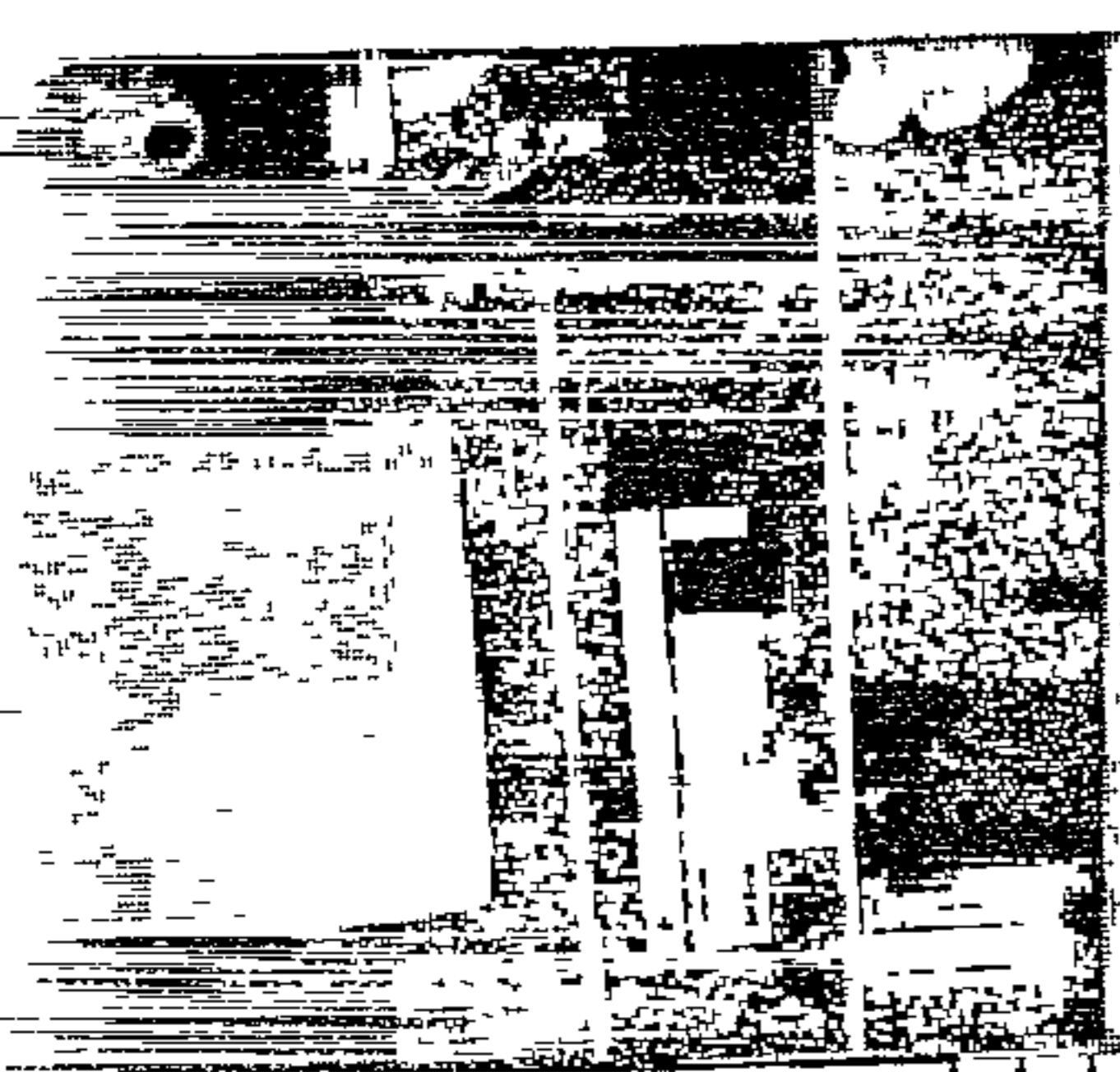
Picture: RAYMOND PRESTON and other countries," he said

Labor's secretary at 110-0111... weekdays.

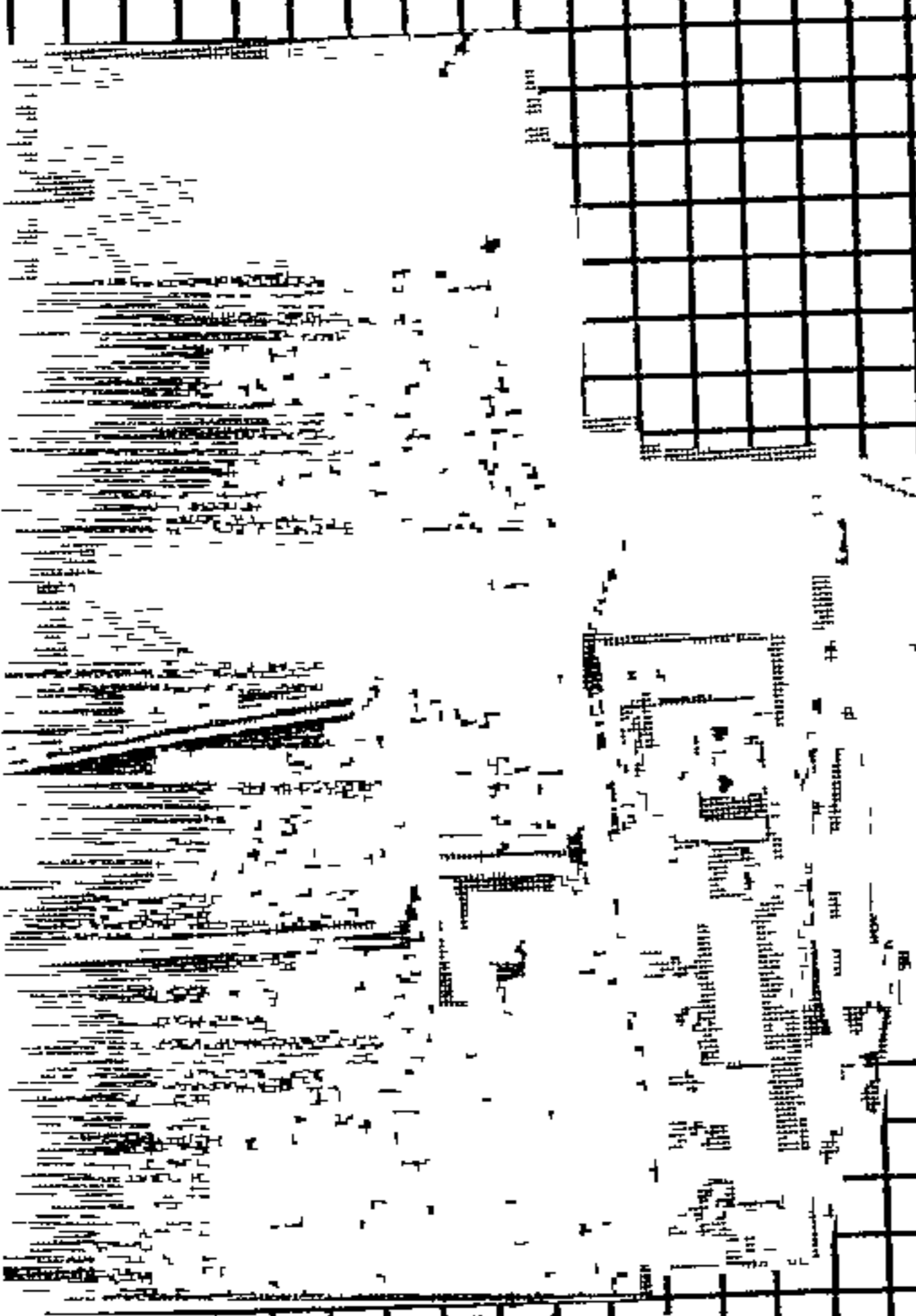
If you have broader complaints about the Rand Daily Mail these can be taken up with the Mail Ombudsman, James McClurg, c/o the Editor's secretary

POLITICAL comment in this issue by R A Gibson, Benjamin Pogrand, Peter Bunkell, newsmills by Michael Stent, headlines and sub-editing by Bryan Pearson, cartoon by David Anderson, all at 171 Main Street, Johannesburg

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Trade unions and race



When a company declares itself against racialism, it would seem on the surface, to have a *morally* irreproachable position. Or does it? What happens if some of its employees decide to

set their own criteria for association — must they be forced to comply with management's guidelines? These issues lie at the heart of the confrontation between Liberty Life and the Insurance and Assurance Workers' Union of SA (Iawusa).

Iawusa limits its membership to blacks, coloureds and Asians — and Liberty finds this unacceptable and is refusing to recognise the union. So who's right? The question is a tricky one — and there is much disagreement among employers and unions over whether it is legitimate for a union to use race as a criterion for membership, or for management to refuse to recognise a racially-based union. Given the growing strength of a rightwing white union such as the Mineworkers' Union (MWU), and the proliferation of black unions with links to the black consciousness movement, it is important to provide some perspective on the debate.

Since the early days of trade unions in the Western world, a variety of bonds have bound employees together in workers' organisations. *Craft unions* have organised workers in a variety of industries who hold common trade skills obtained through apprenticeship. *Industrial unions* have sought to represent all workers in a given industry. Workers have also organised themselves according to the place where they work, and have established *enterprise unions*. For their part, *general unions* have traditionally tried to provide a bargaining base for unskilled workers, irrespective of occupation or industry.

Skilled jobs

All these types of unions have developed in SA. However, when trade unionism became established in SA about a century ago, race overshadowed everything. *Craft unions* formed by whites demanded that entry into skilled jobs should be barred to blacks through legislation. *Industrial unions*, established from 1930 onwards, could not escape the impact of racialism because the Industrial Conciliation Act prevented blacks from belonging to registered unions.

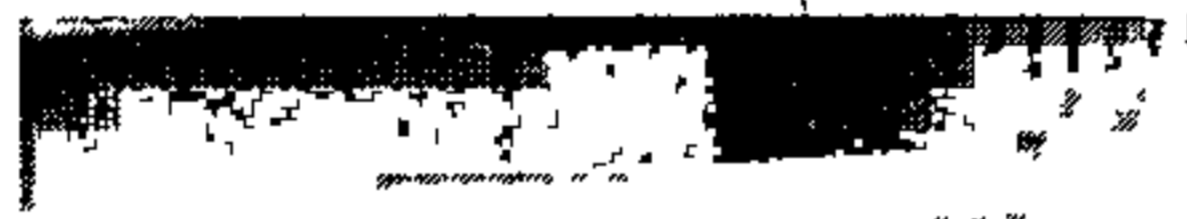
In 1979, government granted trade union rights to black workers, and since then appears to have largely revised its opposition to multiracial unions. In recent years there has been a slow, but distinct, trend towards

Stickers litter downtown Johannesburg calling for a boycott of "racist" Liberty Life. They prompt the question: just who is being racist?

multiracial unionism. In 1978 there were 41 registered unions representing whites, blacks, Asians and coloureds. By the end of last year, this figure had risen to 56. It is significant, too, that between 1978 and 1982 the number of registered white unions dropped from 84 to 71.

But there has certainly not been a stampede towards multiracial unionism. Even some black and white "parallel" unions, with a long history of close co-operation, have found it difficult to find enough common ground to achieve a merger. Most of the new generation of black unions established during the past decade accept members of all races, but in fact, few whites have joined them.

If the common interest of workers is the most effective basis on which a union can be established, then it is hardly surprising that the trend towards multiracial unionism in SA has not been a rapid one.



LIBERTY LIFE

Liberty ... no apologies for being 'innovative'

Past discriminatory legislation has retarded black education, training and job advancement. Until recently, blacks lacked effective collective bargaining power, while skilled whites had, over a long period of time, negotiated themselves the status of a privileged labour elite, enjoying high pay and labour mobility.

The needs, interests and priorities of an unskilled worker earning R1 an hour are obviously very different from those of a skilled white earning R8 an hour, or more. How much do such employees have in common? Indeed, there is the obvious danger that they would perceive each other to have conflicting interests. The recent rapid growth of the MWU outside the mining industry testifies to white workers' opposition to blacks moving into skilled jobs.

Many employers have accepted unracial unions as an inevitable fact of life in SA. They have recognised them if the unions have been able to demonstrate that they represent a significant proportion of relevant groups of employees.

Liberty, however, has decided to take a stand against such unions and has presented a number of important arguments in favour of its refusal to recognise Iawusa. The company is proud of its record of being an equal opportunity employer and says most of its black employees are clerical workers who get the same pay, on the basis of merit, as whites. Therefore, says Liberty, its black and white employees do not have differing needs in the workplace.

Bargaining unit

It believes groups who constitute a bargaining unit should be linked by a common work content — they should share common responsibilities or skills. The company wants bargaining units "which are consistent with our organisational structure in the interests of efficiency and control, and to prevent fragmentation of the workplace."

The company is also troubled by what it perceives to be a strong political message being propagated by the union, and fears that recognition of Iawusa could cause tensions between employees of different race groups.

Iawusa insists that black employees have different needs to their white colleagues and that there cannot be a "unity of unequals." More importantly, the union argues that the company cannot prescribe how employees should exercise their right to freedom of association.

The dispute has come at a time when the Industrial Court appears to have placed an obligation on an employer to bargain in good faith with a "representative union." Is a union representative in a company if it has the support of most employees of a par-

154 (65) 112

particular race group? Until fairly recently, Iawusa was considering getting an answer to this question through the Industrial Court, but now says this would be a cumbersome process. Instead, it may launch a consumer boycott against Liberty and its associated companies.

There is no mistaking how relieved the leaders of some emerging unions are about Iawusa's decision not to go to court. The reason for this lies in a victory gained by the Federation of SA Trade Unions (Fosatu) in the Natal Supreme Court earlier this year. It successfully challenged Manpower Minister Fanie Botha's support for the decision of the Industrial Registrar to register several Fosatu affiliates on a racial basis. Fosatu's view was that while the Registrar has the right to register unions for a specific "interest," race should not be regarded as such an interest.

The court ruled that there are cases in which race can be regarded as an interest in the process of registration, but it rejected the argument of counsel for the minister that different races automatically have different interests. The court said because no evidence was provided to show that special circumstances allowing race to be taken into account existed in the case of the Fosatu unions, they should never have been registered on a racial basis.

This victory was a setback to some established unions who have tried to use the registration process to prevent emerging unions from representing workers of all races. And emerging unions who favour "non-racialism" have feared that if the Industrial Court ruled in Iawusa's favour, this would considerably modify the gains made by Fosatu in the Natal Supreme Court.

But if there is a distinct lack of sympathy for Iawusa from some quarters of the emerging union movement, there is, perhaps, even less sympathy for Liberty from some industrial relations practitioners.

They argue that Liberty has made the fatal error of trying to curtail its employees' right of freedom of association. Liberty may be doing this on moral grounds. But they say that past efforts by employers to curtail this freedom by refusing to recognise unregistered unions, or forcing employees to join enterprise unions, have not only often backfired, but have diminished the credibility of any employer efforts to lay down such guidelines.

No violation

Liberty counters that it is not violating this freedom at all — and that it is merely exercising its right to decide whether or not to recognise a particular union. In the case of Iawusa, says Liberty, the union has not even been able to demonstrate that it represents most blacks employed in the company's head office.

Some of Liberty's critics also believe the company is over-emphasising the threat of inter-racial strife resulting from recognition of a black union. They say it is inevitable that black workers in industries such as insurance, where whites constitute a majority of the workforce, should want their own unions. They theorise that once the black workforce in such an industry grows — and the union representing it develops capable leadership — race will begin to decline as an issue. They also claim that Liberty is placing too much emphasis on Iawusa being a "political" union. All unions, they argue, are political.

Some believe that Liberty should have been more flexible and should have tried to establish a relationship with the union. The company could have then adopted the same approach that certain other employers have formulated towards minority unions: it could, for example, agree to discuss procedural matters (such as discipline, dismissal and grievances), but refuse to negotiate substantive issues, such as pay.

Liberty says it considered this option, but decided it was not viable. It says wage bargaining appears to be one of Iawusa's main goals. Liberty executive director Mark Winterton believes the company's critics have themselves become inflexible.

"Liberty makes no apologies for being an innovative company — either in life assurance or industrial relations," he says. "Most racially-based unions in SA are built around job protection or political ambition. In the longer term they are likely to create strife between black and white and not reduce it. The black and white members of a single multiracial union will have to come to terms, instead of confronting each other. Ultimately, black and white alike have a lot to lose by confrontation in the political arena. Do we have to repeat apartheid in the workplace at the behest of those who say it is 'naïve' or 'arrogant' to have an independent point of view?"

Indeed, Liberty may deserve some sympathy for its principled stand against the racial divisions found in the wider SA society that are now being played out in the workplace. But it has certainly discovered that taking such a stand carries great risks — and it may find in future that in such matters discretion may just be the better part of unshakable principle.

MONEY SUPPLY CONTROL

Better luck next time

In 1980, Finance Minister Owen Horwood took the unusual step of setting a money supply target in his annual budget speech. He hedged his bets, of course, in this uncharted area, by not specifying a chosen growth rate — saying merely that "a rate of increase somewhat below that of the rate of inflation would not seem unreasonable." But a year later, when describing just how wide of the mark the monetary arrow had flown, he suggested that a 10% to 12% growth rate for M2 was what he had in mind.

As it happened, the average rate of quarterly annualised growth in M2 during the 1980-81 fiscal year was almost 35%. In one quarter, it hit 49%. Something had gone terribly wrong.

Three years later, it's still going terribly wrong. Take a look at the table with this article. It shows the quarterly changes in M2 since mid-1979 as seasonally adjusted

A burst of official optimism follows each failure by the Reserve Bank to meet even informal monetary targets. Is it justified?

annualised percentages. The swings, ranging from 9% to 49%, are very large. One could say that a declining average, from 31% over the first eight quarters to 20% over the last eight, is an improvement. But bear in mind that the second eight quarters straddle the most intense economic recession since World War 2, and that a 20% growth rate remains dangerously high.

Take a look at the graphs. They show the behaviour of money supply (M1) in SA and in the US over the last 10 years. You could argue that there is little to choose between them. They both show extraordinary vola-

tility. But you'll notice that the range in which the US aggregate moves is 3,5% to 13%. The SA aggregate's range is 1% to 52%.

The truth is that the Reserve Bank is not in control of the supply of money in SA. This remains true even when a quarterly growth rate of 50% is followed by one of 10%. Both are testimonies to the failure of a self-appointed aim, a failure which the Bank itself admits even as it displays a steady professional optimism. The question is "Why?"

Economists offer a double answer to this single question. The Bank doesn't have the tools, they say, and even if it did, it doesn't have the autonomy to use them properly in an environment fraught with political obstacles.

The sharpest tools are the ones that control bank lending. As the table shows, bank credit to the private sector has been the

Over 4 000 on strike

ANOTHER 1 000 Reel workers yesterday went on strike over wage demands, adding to the more than 3 000 workers

who this week downed tools over wages and recognition of unions.

More than 20 workers at Gold Smith Company, Johannesburg downed tools yesterday after management had sacked a shop steward of the African Allied Workers' Union

Management said the workers had fired themselves by going on strike

More than 250 workers at Nampak Tissue in Pretoria West ended their two-day strike in protest against the company's refusal to accept pay increases demanded by the employees

Nampak's general manager, Mr Frans Herman, said the company would enter into negotiations with the workers' representative on condition that the strike ended immediately

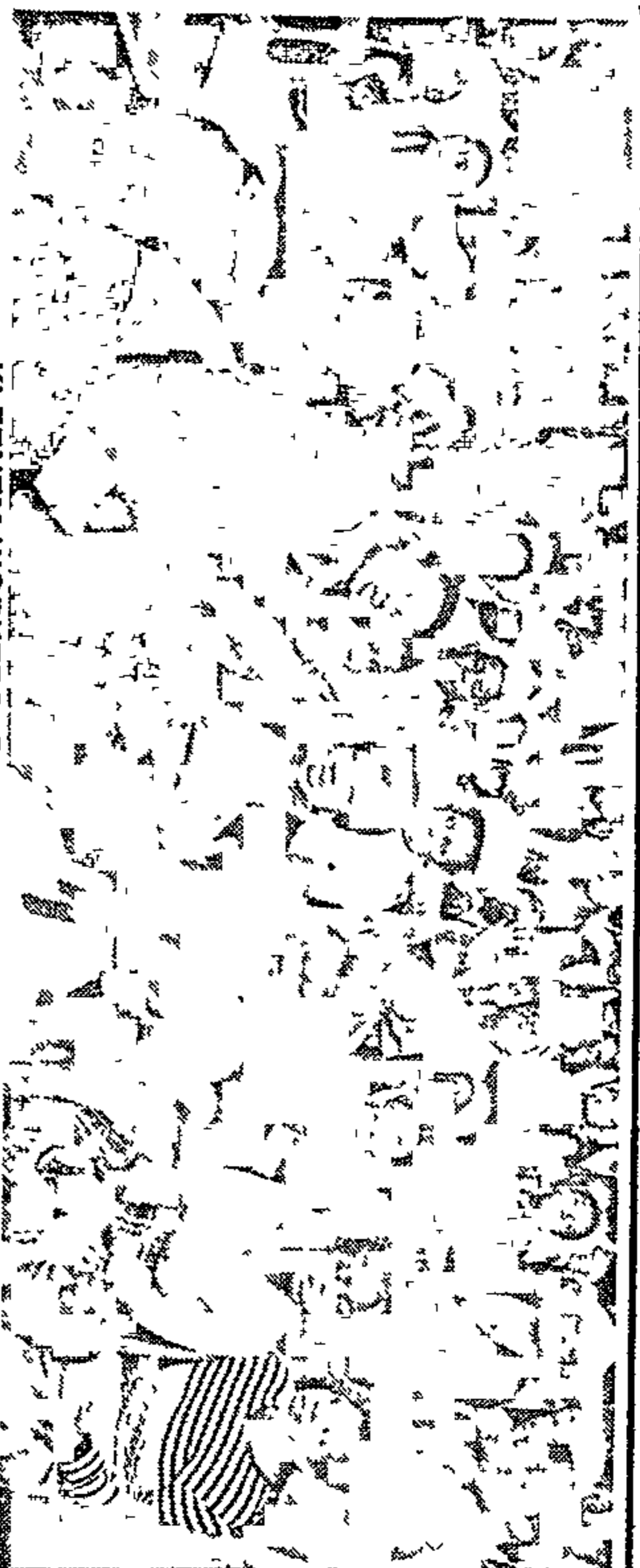
Workers at Rosslyn Company continued a strike today over the expulsion of a colleague. Some 450 workers from the Asea Electric Cable Company began the strike on Tuesday

More than 200 workers stopped work at Carborundum Universal factory in Kempton Road, Port Elizabeth yesterday after seven security guards were retrenched

28/10/83
The local Metal and Allied Workers' Union representative said the workers downed tools after they had complained that they had been paid for 45 hours when they claimed they worked 60 hours a

week
Management then called workers and told them that seven of them had been retrenched. The workers then decided to down tools. Management was not available for comment

(34)



KLEENEM WORKERS: Concern about arrested strikers.

SA sportsmen face new bar

By ZWELAKHE SISULU

TOUGH new measures aimed at minimising sporting contact between Australia and South Africa were announced by the Australian Minister of Foreign Affairs this week.

According to the statement by the Minister, Mr Bill Hayden, all South African amateur representatives would no longer be allowed entry into Australia.

Mr Hayden said his government had also decided to try and persuade Australian sports bodies to bring pressure to have South Africa expelled from international federations and

competition. He said these decisions were in line with the government's total rejection of apartheid. South Africa was the only country which based its social and political system on racial discrimination.

Australian sportsmen and sportswomen would also be discouraged from competing in South Africa.

The toughening of the policy on amateurs was because amateur sports contestants competing overseas normally did so either directly or indirectly under the auspices of their country.

In another development, Mr Hayden

said his government intended to initiate a scholarship programme for black South Africans.

It was expected that initially about a dozen scholarships a year would be awarded. The cost of the programme would be approximately 25 000 Australian dollars in its first year.

The Australian Government, Mr Hayden continued, would be prepared to see the establishment of information offices of the African National Congress (ANC) and Swapo.

This did not mean that the government of Australia condoned vio-

lence. "We hold the apartheid system itself responsible for the escalation of tension, confrontation and violence in South Africa," said Mr Hayden.

A programme of visits to Australia by prominent opponents of apartheid would soon be established. This programme would expose Australians to the harsh realities of apartheid.

"All of these measures and others still under consideration should be seen as practical steps which are consistent with the government's opposition to apartheid and which fill gaps in existing policy," Mr Hayden said.

Strikers still to be charged

Striker 28/10/83

NEWLANDS police are still preparing charges against 19 striking workers, all members of the African Allied Workers Union, who were arrested during a raid in the area this week.

Two other strikers, Mrs Grace Maweng and Mr Phillip Maboe, both of Soweto, have claimed that they were held by Security Police who questioned them about union activities and were later released.

The workers are part of the 300 employees of Kleenem Brush Works in Newclare who went on strike last week over wage demands and recognition of their union.

The 19 workers, mostly women, were arrested near a shopping centre in Newclare by police on Tuesday morning. They were allegedly put into police vans and taken to the local police station. Immediately after their arrest union offi-

By JOSHUA RABOROKO

cials made several attempts to enquire about their plight and engaged lawyers to investigate, according to Mr Cunningham Ncokez, the union's president, yesterday.

A spokesman for the lawyers confirmed that they had been trying to establish the charges under which the workers were arrested and were told that charges were still being prepared. They were due to appear in the Johannesburg Magistrate's Court yesterday.

The spokesman also said that the workers may be charged under the Intimidation Act and for holding an unlawful gathering following their arrest in the area this week.

Colonel F W Bull of the Witwatersrand Police Directorate for Public Relations, confirmed

the arrest of the workers and said that they were due to appear in court yesterday.

The Police Directorate for Public Relations in Pretoria could not confirm the arrests or the questioning of Mr Maboe and Mrs Maweng under the Criminal Proceedings Act.

In the meantime striking workers at Kleenem held a mass meeting in Khotso House yesterday where they expressed concern about the arrested workers.

Mr Ncokez said that the workers had held negotiations with management this week concerning the workers' demands. Management has indicated that they were prepared to re-hire workers selectively, but that the union has refused this offer.

The company's manager, Mr Barret, was not available for comment.

Star 28/10/83

(11) (139) (142)

Strikers call for boycott of Liberty and interests

By Jon Qwelane

The sacked employees of Liberty Life, an overseas conglomerate of companies with substantial business connections in South Africa, are to launch a campaign at the weekend aimed at Sowetans to get them to boycott the huge insurance and assurance organisation.

A spokesman for the workers who were dismissed after a protracted strike said two other major business concerns would be affected by the boycott campaign. They are the United Building Society and Sales House, a subsidiary of Edgars stores, which is mainly patronised by blacks.

The spokesman said the boycott of UBS stemmed from the fact that the chairman of Liberty Life, Mr Donald Gordon, is also on the board of the building society.

Sales House would be boycotted, the spokesman said, because of the links Liberty Life had with the clothing store.

The managing director of Liberty Life, Mr Monty Hilkowitz, confirmed yesterday that Mr Gordon was a director of UBS, and also that Sales House had ties with Liberty Life.

Regarding the planned action against the three companies Mr Hilkowitz said: "We do not believe it (the boycott) will solve any problems. We disagree with the motivation but it is their prerogative."

In August this year workers at Liberty Life went on strike over the salary increases they had been given, and also demanded that their union — Insurance Assurance Workers Union of South Africa — be recognised by their management.

Accord reached between workers and their employers proved to be but a lull before another storm, because towards the end of last month another strike was declared.

This time the grievance of the workers was union recognition.

Liberty Life has consistently said it would not tolerate any union whose membership was based exclusively on race as that would split the company right down the middle.

When the strike started last month 90 workers were involved, and the number rose to 96. Management declared that all the striking workers had dismissed themselves.

A mass meeting of workers, students and other members of the community has been called for Sunday afternoon at St Hilda's Church in Senaoane, Soweto.

One of the striking workers, Mr Petrus Molefe, was allegedly arrested in Diepkloof on Tuesday. Union officials said attempts to trace where he was being held had proved futile.

Striking workers said this would not deter them.

Garlick's
Wage levels
slated

Labour Correspondent

WAGE LEVELS at Garlick's department store in Johannesburg have come under fire from the Commercial, Catering and Allied Workers Union (CCAWUSA)

The union's general secretary, Mrs Emma Mashinini, said she had been approached by a former Garlicks worker, Ms Lena Fiska, who was dismissed this month after working for the company for 13 years. At the time she was fired, Ms Fiska was earning R200 a month, Mrs Mashinini said.

She said this wage was well below the minimum pay rate set out in the wage determination for the commercial distributive trade.

In most job categories, the determination, which is legally binding, sets out higher minimum rates for longer-serving workers and Mrs Mashinini said that Ms Fiska's wage was below that prescribed for a worker with 13 years' service.

A Garlicks representative confirmed yesterday that Ms Fiska had been receiving R200 a month, but denied that this was below the minimum in the determination.

She said Ms Fiska had been working as a "general assistant" for which the minimum is R186 a month, regardless of length of service, unlike other categories where rates rose with the length of service.

"We were therefore paying Ms Fiska above the minimum for this rate," she added.

Mrs Mashinini charged that, regardless of the legal minimum set out in the wage determination, "R200 a month for a worker who has served a company for 13 years is simply not morally justifiable".

MACWUSA HEAD ^{B68} JAILED ¹³⁹

City Press 30/10/83
PROMINENT ^{trade}

unionist, Mr Dumile
Dennis Makanda, 32,
was sentenced to 14
days in jail by a Port
Elizabeth magistrate
this week for breaking
his banning order which
restricts him to Kwaza-
khele township.

Mr Makanda, the
president of both Mo-
tor Assemblers and
Component Workers'
Union (MACWUSA)
and its sister union,
General Workers' Union
of South Africa
(GWUSA), was acquit-
ted on the second
charge of being in pos-
session of a banned
publication.

According to evi-
dence, Mr Makanda had
been found in his
brother's house in
Zwide township on
November 8, last year.

Ex-Mwasa head detained

Argus Bureau ARGUS 21/10/87
EAST LONDON (139) (20/10/87) (22/10/87) He would appear in court for remand tomorrow, Colonel van der Merwe said

former acting president of the Media Workers' Association of South Africa (Mwasa) and freelance journalist, Mr Charles Nqakula, has been detained by the security police here

Mr Nqakula had been lecturing matric pupils at a weekend camp organised by the Masazane Open School

Head of security Colonel A P van der Merwe, confirmed the detention of Mr Nqakula at Leach's Bay near here yesterday

From Pretoria Sapa reports that the general secretary of the South African Catholic Bishops Conference, Father Mangaliso Mkhathshwa, was detained by Ciskei security police at Fort Hare University yesterday, according to the associate general secretary of the conference, Sister Brigitte Slanagal

APPEAR TOMORROW

Mr Nqakula, a prohibited immigrant in South Africa, had been detained for entering the country from Ciskei without a visa

Strikers ~~152~~ Mercury protest ~~307A~~ 2/11/83 ~~307A~~ 139 at new deal

Mercury Reporter

FIVE hundred mill workers at the Umfolozi Co-operative Sugar Planters Ltd, in Mtubatuba, went on strike yesterday as a protest against the exclusion of blacks from the new constitutional proposals

Mr Selby Nsibandé, general secretary of the National Union of Sugar Manufacturing and Refinery Employees which has a majority membership at the mill, said yesterday that the protest was also staged against the company's refusal to recognise their union

Rival

He said the blacks were very much concerned about being denied their birthright as citizens of South Africa by being completely left out of the new political dispensation

He feared that it would endanger the sound relationship which presently existed between blacks, coloureds and Indians in the labour field

About union recognition, he said the workers were upset that management appeared to assist a rival Fosatu-affiliated union, Sweet, Food and Allied Workers' Union, to recruit members at the mill

Mr Ian Bales-Smith, general manager of the

co-operative, said the work stoppage was due partly to 'some political implications' but the workers' bone of contention was over union recognition

There appeared to be conflict between the union and other unions striving for membership

Talks were being held with the union to resolve the problem, he added

(Report by M Vengtas, 12 Devonshire Place, Durban)

Unions Clash over strike

RDM
Nov. 1983

Labour Correspondent

INTER-UNION strife has broken out over a strike at the Umfolozi sugar mill at Mthubatha, sparked by workers' rejection of the Government's proposed constitution, says a union official. An statement by another union denies this. According to Mr Selby Nsi-bande, general secretary of the National Union of Sugar Manufacturing and Refining Employees (NUSMRE), 500 workers at the mill downed tools in protest at the Government's plan and in support of demands for union recognition.

A spokesman for the mill said the strike "had political implications" and concerned union recognition.

Yesterday, however, the Sweet, Food and Allied Workers Union (SFAWU) issued an angry statement which gave a different explanation and accused NUSMRE of "intimidatory" tactics.

It alleged the strike had been "provoked" by NUSMRE's demand that certain members of the Federation of South African Trade Unions (FOSATU), of which SFAWU is a member, be dismissed.

The statement alleged that nearly 300 of the mill's workers had resigned from NUSMRE. It said NUSMRE's representatives saw this as a sign of "a massive switch of workers to SFAWU".

As a result, NUSMRE had demanded the dismissal of "certain active SFAWU members" at the mill and "provoked" the strike.

"If a union fails to present the interests of its members, then those workers have a democratic right to join a union of their choice," the statement added.

It said workers at another mill, Umzimkulu, had resigned to join SFAWU.

Fired
RDM ~~142~~
workers
allowed 139
to return ~~147~~

Labour Correspondent

THREE workers at Gallo Africa's Bedfordview warehouse, whose dismissal prompted a strike last week, have been reinstated

And other workers, who were served with final written disciplinary warnings, have had these rescinded

Announcing the new developments yesterday, the general secretary of the Commercial, Catering and Allied Workers Union, Mrs Emma Mashinini said the company had taken this decision after talks between it and the union

A company spokesman, Mr Malcolm James, said the firings and warnings had been rescinded after the workers concerned had successfully made use of the appeal procedure set out in Gallo's discipline procedure

"They were reinstated on a technicality," Mr James said

About 75 workers at the warehouse downed tools last week, demanding the reinstatement of the fired workers, two of whom were union shop stewards

The union charged that both their firing and written warnings issued to other workers, had not followed the discipline procedure laid down by the company, a charge which Gallo disputed

139 2/11/83

Union set for lab breakthrough

By STEVEN FRIEDMAN
Labour Correspondent

IN WHAT is believed to be a unique development, a central Johannesburg pathologists' laboratory has said it is willing to recognise a black trade union which has been recruiting its workers

The laboratory's decision follows a recent work stoppage. A second pathologists' laboratory was also hit by a stoppage, but refused to negotiate with the union because it is unregistered.

The union is the Black

Health and Allied Workers Union of SA (BHAUSA). A spokesman for the laboratory yesterday requested that it not be named for fear of contravening SA Medical and Dental Council regulations.

The laboratory employs around 100 workers and the other laboratory to be hit by a stoppage employs about 75.

In a statement released by the union and signed by a representative of the laboratory yesterday, BHAUSA's president, Mr Tlou Komape, announced that an agree-

ment had been reached between the laboratory and the union's shop stewards in talks following the stoppage.

As part of this settlement, the statement said, the laboratory had said it was prepared to recognise the union and further negotiations would take place "in due course".

The laboratory also agreed to reinstate eight retrenched workers at the same rate of pay as they were receiving before their dismissal, the statement added.

"The management will endeavour to reinstate workers in the same or similar position to those which they occupied before, as from Monday, October 31," the statement said.

BHAUSA is a union which was formed spontaneously by workers at a Johannesburg drug company earlier this year.

It has no links with any existing union federation and has no full-time officials — all officials are full-time workers.

Recently it extended its operations and began recruiting workers at laboratories to which the drug company supplies its products.

A representative of the laboratory said yesterday management had not yet recognised the union, but had indicated that it was willing to do so.

This is believed to be the first time that union recognition talks have been held between doctors and workers employed by the medical profession.

Boycott call after Liberty Life sackings

By STEVEN FRIEDMAN
 Labour Correspondent

THE black consciousness-oriented Insurance and Assurance Workers Union of SA (IAWUSA) yesterday revealed it had called on black consumers to boycott two associate companies of insurance giant Liberty Life, United Building Society and Sales House, as well as Liberty itself.

The boycott call is a reaction to recent events at Liberty's Braamfontein head office when 90 workers were dismissed after striking in support of demands for recognition of the union.

Liberty says it is not prepared to recognise the union because it will deal with nonracial unions only. It also

questions IAWUSA's claim to represent a majority of black workers at its head office.

The union revealed yesterday that three of its members Mr Petrus Mehlo, Mr Simon Dube and Mr Kenneth Gumede, are to appear in court today on charges flowing from the campaign against Liberty, which has followed the dismissals.

IAWUSA condemned the arrest of the three men as police intervention in "what is essentially a struggle between employer and employee".

Since the dismissals, IAWUSA has been issuing stickers and pamphlets urging consumers to boycott Liberty. It has also been backed by the Azanian People's Or-

ganisation and some unions.

Yesterday, however, the union's spokesman said that besides urging consumers to cancel their policies with Liberty, it was also urging them to withdraw deposits from the UBS and to boycott Sales House.

He said a meeting was to be held at a church in Soweto on Sunday "to involve the community in solidarity" with the dismissed workers. The theme of the meeting would be "worker-student-community solidarity".

He also charged that there had been a "heavy police presence" at meetings of strikers.

"SA labour disputes have one factor in common - the involvement of police."

Stayaway ~~139~~ halts sugar mills

Mercury Reporter

PRODUCTION at two Zululand sugar mills ground to a halt yesterday after 1 400 workers staged a stayaway in protest against the exclusion of blacks from the new constitutional proposals

The mills are the Felixton Sugar Mill and the Amatikulu Sugar Mill, both of the Tongaat-Hulett group, of which 'Yes' vote supporter Mr Chris Saunders is chairman

A spokesman for the National Union of Sugar Manufacturing and Refinery Employees said the workers were protesting about the three-chamber parliament for whites,

coloureds and Indians from which the blacks, who are in the majority, had been effectively left out

'The workers made it clear that they had no grievances with the management. They were merely demonstrating their dissatisfaction with the new dispensation in the hope that white voters would make the right decision when they voted in the referendum yesterday,' he said

No violence

Mr Ron Phillips, the group's public relations director, confirmed that 1 400 workers at the Amatikulu and Felixton mills had stopped work

'for political reasons'

He said the striking workers had been 'well behaved' and there had been no violence. Production had come to a standstill and the management had assisted in shutting down the mills

Mr Phillips said the management understood the feelings of the workers, who had been subjected to extreme pressure

The 500 mill workers at the Umfolozi Co-operative Sugar Planters Ltd, in Mtubatuba, who downed tools on Tuesday to protest against the exclusion of blacks from the new constitution, returned to work yesterday

New union in rag trade

C. Herald

5/11/87

(139)

IN a major development in the giant clothing industry in the Western Cape, a new trade union, the Clothing Workers Union (Clowu), has been established.

Workers in this industry are currently obliged, by virtue of a closed shop agreement, to belong to the 65 000-member Garment Workers Union.

The Clothing Workers Union was established out of disillusionment with the manner in which the Garment Workers Union repre-

sented the interests of its members, according to a Clowu spokesman, who asked not to be named for fear of losing her job.

In opposing the Garment Workers Union, Clowu has a massive task on its hands.

SUFFERING

Affiliated to the Trade Union Council of South Africa, the Garment Workers Union is by far the biggest in the Western Cape and one of the largest in the country

According to the

spokesman. "The workers involved in starting the new union realise the task facing them is a difficult one. But after many years of suffering they decided to take this step

"Clowu is a union that will fight for higher wages and better conditions. Prices go up daily and workers don't earn enough to feed their families.

"Bosses must realise that we want a say in what happens at the factory."

The new union has already run into major problems at one factory, where it alleges workers were fired for belonging to Clowu.

"In many other industries today, bosses prefer to work with unions chosen by the workers themselves; unions which have the respect of the workers.

RESPOND

"We see some bosses respond in the old way by intimidating workers. Others are realising that

they should give workers an opportunity to decide."

Clowu is presently concentrating on the Diep River industrial complex where there are a number of clothing factories virtually on each other's doorsteps.

Most of the workers in these factories reside in adjacent townships — Lavender Hill, Retreat and Steenberg.

The union has put out a number of pamphlets and claim that there is widespread interest among workers

Swetlan

Boycott warnings

4/11/83

12a

TWO major trade unions have condemned their managements for hiring scabs.

The Insurance Assurance Workers Union of South Africa has called for a boycott of two associate companies of Liberty Life Insurance —the United Building

Society and Sales and the company itself

The African Allied Workers Union has also condemned Kleenem Brush Works Company for hiring scabs to replace the over 300 striking workers at its plant in Newclare Industria West

All work and no pay for actors?

SCORES of actors in South Africa, whose income is variable at the best of times, are still owed fees for work done on films that "bombed" — or made a lot of cash

These range from thousands of rands owed to lead players to small amounts due to amateur actors and members of the public who were extras and walk-ons

Some of these debts date back to 1980, and those concerned have given up all hope of being paid.

The South African Film and Theatre Union, Saftu — the local actors' trade union — has good working arrangements with the SABC and most theatre managements, but the real problem is in the field of feature films

It has been magnified with the trend for overseas producers to make international movies in South Africa, where the weather is good, there is a pool of trained film technicians and no shortage of professional actors and spare-time "hopefuls".

Yet some of the biggest projects have resulted in financial dissatisfaction. The epic "Zulu Dawn" had severe cash-flow problems in

CINEMA

RALPH DRAPER

1978 and the South African production "The Second Mile", starring Cameron Mitchell, was never released — leaving everybody in the red

On the other hand, South Africa has produced strikingly successful movies like "Kill and Kill Again", which netted more than \$7-million (about R8 240 000) in "rentals" to the American distributors and grossed about \$25-million (about R29,5-million) at cinemas

Yet its leading actor, karate star James Ryan, says he is still owed his percentage of the profits

"All the actors were paid their fees and bonuses," he said this week, "but I am still R8 000 down on the percentage

"As for "The Second Mile", my immediate salary was to be R5 000 and I was to receive another R2 500 on acceptance of the distribution rights, plus 5% of profits

"I received nothing as the project collapsed. It's a sore point with all of us"

An even bigger loss on

"The Second Mile" was incurred by the post-production house Panorama Sound. Mr Felix Myburgh said on behalf of that company this week "We wrote off about R20 000 on that one

"Still, that's the nature of our business — high risk. I'd say our ratio of gains to losses is about 60 to 40"

At the other end of the payment scale, extras in these and other film and TV productions lost their money largely because of a defaulting agent

In 1980 some of them formed the Union of Film Extras (UFE) in an attempt to achieve solidarity among part-time film actors. Ten of them obtained a court order against the agent for a total of R1 215 in outstanding fees

Despite this, they received nothing because lawyers could not trace the agent to serve the order. A year later the UFE was disbanded

Saftu and the Afrikaanse Akteursgilde represent featured players, not extras, and except for individual

agents (most of whom are above reproach) there is now no protection for casual players

As for professional actors, Carel Trichardt, chairman of Saftu, says

"At the moment we are in negotiation with the SABC for actors to get their money quicker, and so far as theatre is concerned we have had no complaints

"I cannot speak for the independent film companies, but film contracts stipulate certain terminal dates. In any case, we can act only for members and at the moment there are a couple of cases pending

"Saftu has gone a long way in opening up negotiations and we have a standing committee with the SA Association of Theatre Managements. Things are going well as far as these are concerned. But if actors sign a bad contract, that's their lookout.

"As to agents, we have a meeting with the Personal Managers Association on November 8

"With films, the main problem is slow payments. There is not enough control and I think this has to be worked out right from the top"

INSIDE

Scribe launches attack on Tutu

THE general secretary of the South African Council of Churches (SACC), Bishop Desmond Tutu, has been accused of encouraging teachers to depart from the syllabus and to present children with "heroes" such as Beyers Naude

The Citizen newspaper and is said to have helped in its launching in 1976. The newspaper was later exposed during

chological warfare and political indoctrination

She questions the Government's decision to give Bishop Tutu his once withdrawn passport, "after all the damage he has done to us". As an answer to the Government's decision to allow the bishop to travel Ms Parker cites the fact that the John Rees fraud case 'has considerably damaged both Tutu and the SACC'



BISHOP TUTU Under attack

itics, Ms Parker says Bishop Tutu was quoted by a Soviet correspondent as denouncing the Reagan policy of so-called constructive engagement with South Africa as an open support of a vicious racist and criminal system

She says Bishop Tutu demanded the cutting of all relations with South Africa and that what emerged from all that is that the bishop is calling on radical US groups to increase the heat on SA while providing Moscow with some ready disinformation

Sowetan By SAM MABE 7/11/83

The accusation is one of several others levelled against the bishop in a newsletter produced by a well-known white journalist Ms Aida Parker, who also says that Bishop Tutu makes little effort to disguise his sympathies for the ANC

view that Bishop Tutu and the SACC have been considerably damaged by the recent fraud case proving misappropriation of international funds allocated to the SACC

Ms Parker was herself formerly employed by

the Info Scandal, to have been a Government front funded with the taxpayers money

Ms Parker also describes the SACC as the most radical pressure group legally recognised in South Africa and which carries out psy-

Sacked workers get jobs back

ABOUT 850 workers who went on strike at two companies in Rosslyn, outside Pretoria, over wages and other job-related grievances last month, were reinstated at both companies last week

The 300 dismissed workers at Poole Industries were reinstated on Friday after a strike lasting almost four weeks. The black and coloured workers, all of whom are members of the National General Workers Union went on strike on October 11 demanding a uniform wage increase of R4 an hour each

The workers had also demanded that manage-

ment stop deducting certain amounts from their salaries, which were for the washing of their overalls and the R3 deducted towards their pension funds

Mr Solomon Maluleka, national organiser of the union, told *SOWETAN* that after meeting with management on Friday it was agreed that the workers would be reinstated with immediate effect while the wage dispute was being negotiated

However, the two other issues concerning deductions from their salaries, Mr Maluleka

added would be settled in court. Meanwhile about 70 workers at the Asia Electrical Cable Company who went on strike on October 24 in solidarity with their colleague who was fired for allegedly refusing to call a white man 'baas' have also been reinstated

About 650 workers all of whom are members of the Metal and Allied Workers Union were dismissed when they downed tools and demanded the reinstatement of their colleague

A union spokesman said negotiations were continuing with management for the reinstatement of the other 80

Sowetan By MONK NKOMO 7/11/83

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Robot waiter invented

TOKYO — At last — a chance to get rid of those surly waiters and waitresses who won't take your order.

A Japanese company has developed a robot waiter, who cheerfully scoots among the restaurant tables to take orders, deliver and clear away dishes and bow

with utmost politeness to the customer

Looking very much like a fatter version of 'ET' of Hollywood fame, the "Robo mark one" is remotely operated by radio and is propelled by a flat car under its feet

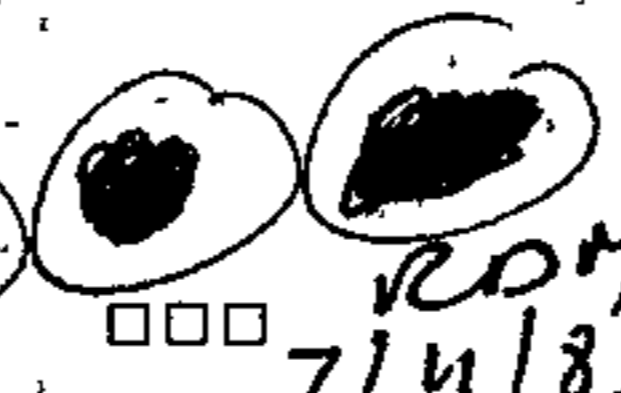
Its developer says it

can perform eight different movements, carry three trays at once and converse with customers through a limited programmed vocabulary

An infra-red ray detector enables it to avoid any obstacles in its way

And it doesn't expect tips

139



ROM 7/11/83

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govt (budgetary policy) will
everyone is paying for benef
for private wants, if a pe
forced to pay to the person
remuneration This is know
* main problem is how to
goods

IS THERE a doctor in the house? This is
a phrase rarely used by labour journal-
ists in the course of their duties Until
last week

The cause of the query was the settle-
ment of a dispute between a Johannes-
burg pathologists' laboratory and the
new Black Health and Allied Workers'
Union of SA.

The lab, which employs about 100, has
reinstated eight workers after a recent
strike and says it is willing to recognise
BHAWUSA.

If it does, this will surely be the first
time the employer side to a recognition
agreement has been a partnership of
doctors.

The story behind the formation of the
union is interesting. BHAWUSA is a rare
example of a union formed by spontane-
ous combustion rather than by an organ-
ising campaign run by unionists

Workers at a Johannesburg drug com-
pany got together and decided to form
the union Presumably, because the drug
company supplies laboratories, its
workers organised those in a couple of
city labs into BHAWUSA

There has been one other strike by
BHAWUSA members at a Johannesburg
lab, but there the doctors/managers re-
fused to negotiate with the union be-
cause it is unregistered

Whether BHAWUSA can turn its
members' enthusiasm into a permanent
union presence remains to be seen

street lighting, sanitation
in payment made and

stary payments The
n of laws to ensure that

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references for social

Sacked workers' severance pay may be forfeited

Mercury
Mercury Reporter
DISMISSED Umhlanga municipal workers, who have refused to collect their severance pay from the Chief Commissioner at Verulam, are likely to lose their money through forfeiture, according to a spokesman for the Umhlanga Town Council

Mr J W McIntosh, deputy Town Clerk of Umhlanga, said the money had been handed to Mr Brian du Randt, the Chief Commissioner, for 'safekeeping'. It was up to the former employees to go to Verulam to collect their pay.

A total of 120 workers were dismissed in September after striking in support of their demands for more pay. They asked

for their minimum pay of R42 a week be increased to R55 a week.

After refusing to end their strike, they were sacked by the council.

Later, 92 of them were charged with trespassing on the council's property. In addition they were told to collect their severance pay from Mr du Randt.

Decision

Mr McIntosh said the matter was out of the hands of his council, and the chief commissioner would have to decide the fate of the funds if the pay was still unclaimed after a certain period.

'I assume it will be forfeited like all other unclaimed funds if it is still not collected after

the necessary steps have been taken,' he said.

Mr Magwaza Maphalala, a spokesman for the National Municipal Workers' Union, yesterday confirmed that the sacked workers had not collected their severance pay.

He said they were angry and wanted to know why they should go to Verulam to collect money owed to them by the Umhlanga Town Council.

They were also awaiting the outcome of their trial on November 25 in which they are being charged with trespass, before deciding whether to collect their money.

Mr du Randt declined to comment yesterday.

139

8/11/83

139 31 1st. Cape Times 9/1/83

Wage dispute at OK

Own Correspondent
JOHANNESBURG — The Commercial, Catering and Allied Workers' Union (Ccaawusa) has declared a formal dispute with the giant OK Bazaars chain store over wages — the first time the union has ever made use of the country's official disputes machinery.

The declaration means the union has applied for a conciliation board to settle the matter, and is the first step to a legal strike.

The OK dispute, which follows a recent wage-talks breakdown, affects the pay of 20 000 workers nationally.

The white and coloured shop workers' union, the National Union of Distributive

and Allied Workers (Nudaw), also plans to declare a dispute with OK on the same issue.

Although Ccaawusa represents only black workers, increases negotiated by it are passed on to all workers. Nudaw argues that its members are directly affected by the dispute.

Ccaawusa declared the dispute late last week, and Department of Manpower officials visited its offices yesterday to verify the union's membership.

OK, which is not opposing Ccaawusa's request for a conciliation board, yesterday submitted its reply to the department.

The company's industrial relations director,

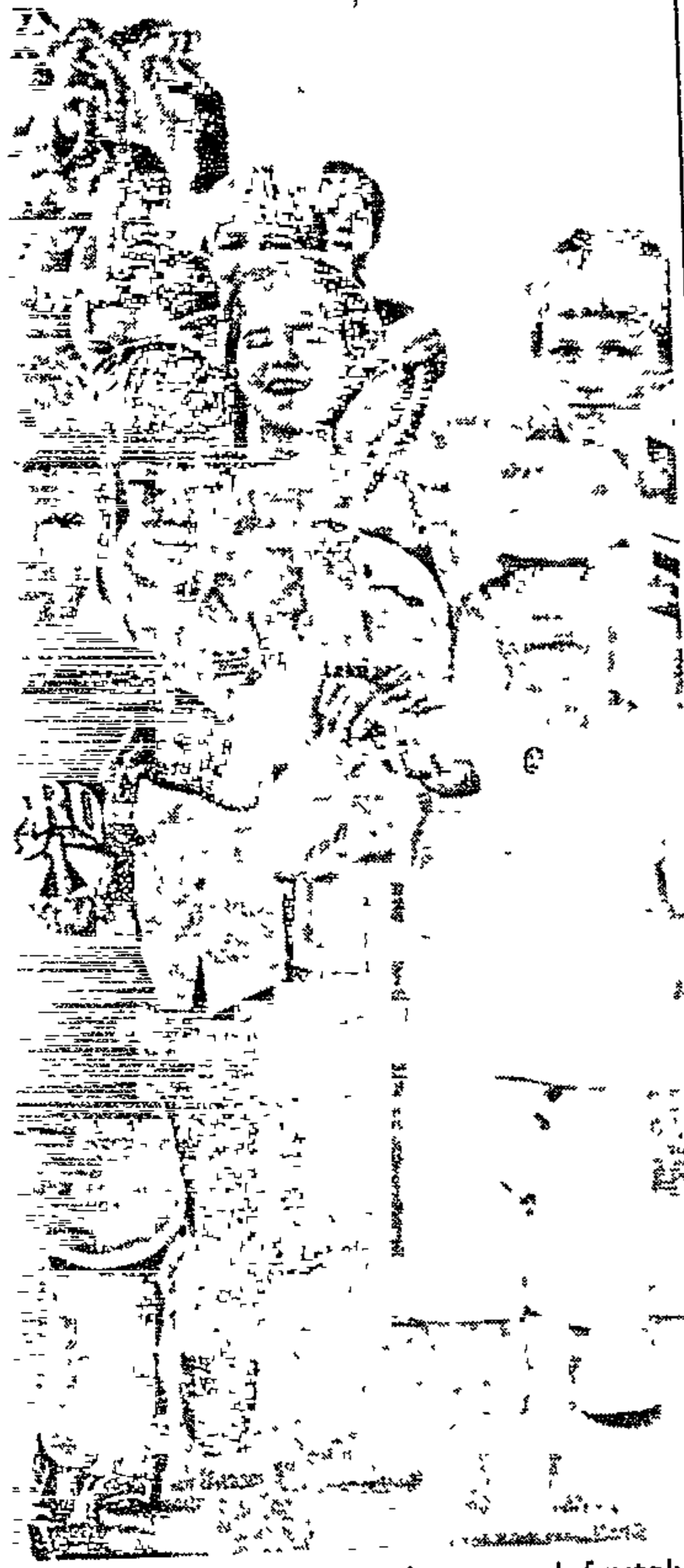
Mr Roger Blackwell, said yesterday that Ccaawusa's demands exceeded OK's profits over the past year.

Ccaawusa's general secretary, Mrs Emma Mashinini, said the union had demanded a R50-a-month increase.

OK had responded with an offer of R20 a month from December and a further R15 from February, she said. The minimum wage at OK was R240 a month.

Mr Blackwell said OK was also offering the union new negotiations in March, which could lead to further increases.

"We want to have annual negotiations, so that we can budget accordingly," he said.



of "you can win some but you definitely lose some" — a pre-primary schoolteacher worked hard to keep a class together while on strike yesterday. The children were instructed to hold on to the rope. Picture: John van der Linden

Handicapped given 'kars'

Staff Reporter
TEN Cape Town children who cannot use their legs experienced the joy of movement yesterday when they were presented with the first of 100 "Ro-kars" — four-wheeled cars propelled by hand.

The cars were presented on behalf of the Rotary Club of Constantia by the Mayor, Mr Sol Kreiner, at a function in the Civic Centre.

The idea was set in motion by a similar vehicle in Australia and has been developed by the Rotary Club over the past four years.

The Ro-kars have a single-crank back axle with two rowing levers.

Apart from the enjoyment they give, the cars also teach handicapped children co-ordination and perspective, and give them a sense of independence.



Gerhard van Niekerk, 9, of St Joseph's Home in Philippi, enjoys his first try on a hand-propelled "Ro-kar". The first ten of 100 cars were presented to homes and institutions yesterday for use by children who do not have the use of their legs.

plans nberg heme

that the plan should be undertaken over a five-year period. Mr Brand stated that access points to the park should have colourful arches or signposts to define its boundaries. A section of

Farmer loses appeal

Staff Reporter
THE Appeal Court in Bloemfontein has dismissed an appeal by Ivan Burger, of Bonnievale, against his conviction and sentence for assault with intent to seriously injure a man who had raped a woman on November 22, 1980. Burger was found guilty of shooting Mr

IN GOD'S NAME

Sowetan 139 ~~138~~ ~~137~~ ~~136~~

Sacked workers sing freedom songs Police end protest

**Tomorrow is
Your home**

to The SOWETAN/Gold
Number One has been
at entries were still pour-

winner of our first R2 000
prize tomorrow, instead

the sponsors said yester-
day that people were keen to
but did not have the nec-
essary believe there is a need for
petition, and although there
was a winner, readers have five
collecting the R2 000 to buy
for Mr Joe Latakomo,
SOWETAN.

By JOSHUA RABOROKO

POLICE yesterday dis-
persed over 30 placard
carrying and freedom
song chanting sacked
workers from Crown
Reef Restaurant after
the workers had pick-
eted outside the
Chamber of Mines
building in Johannes-
burg

The workers, all
members of the Hotel,

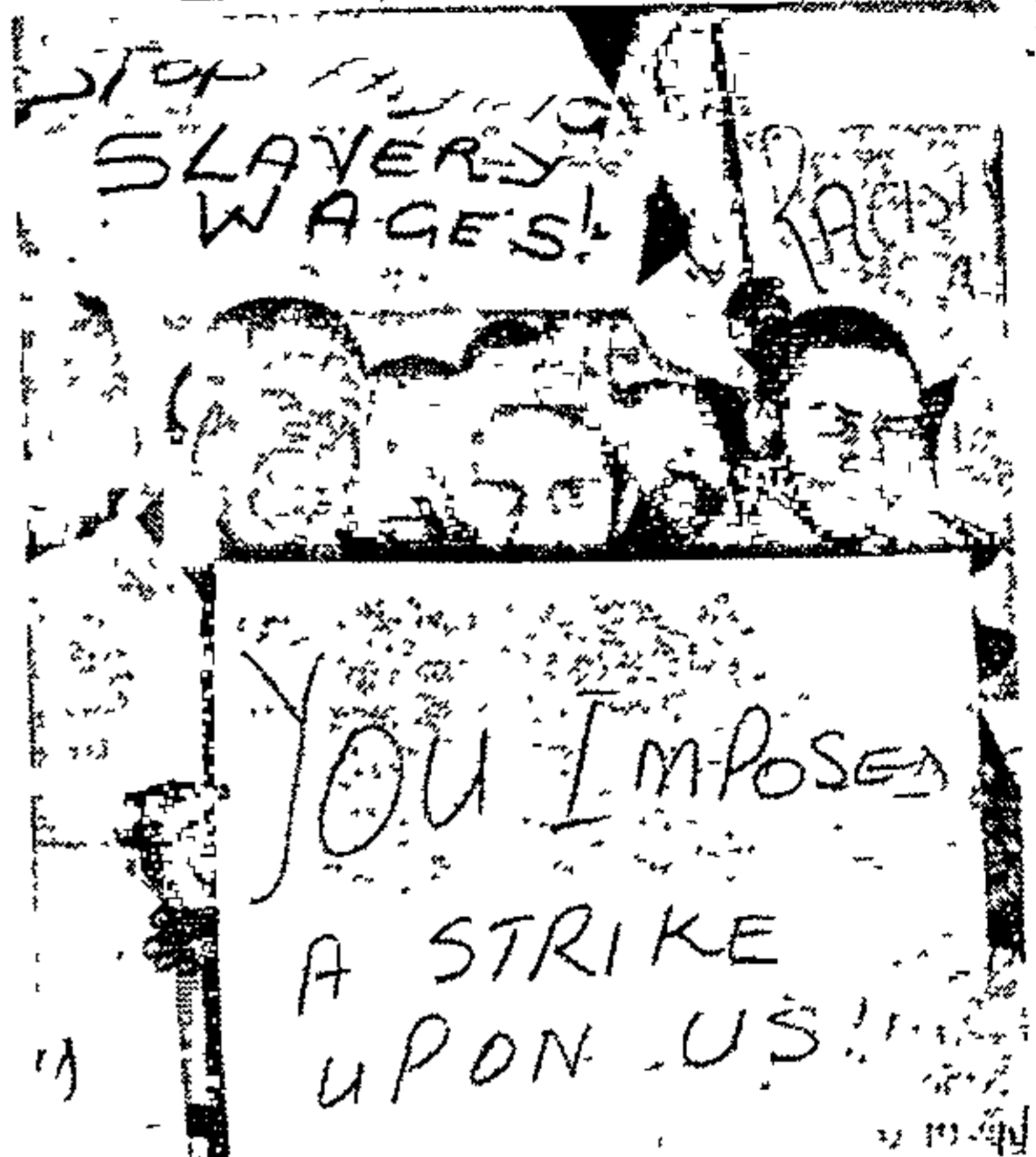
Liquor and Catering Al-
lied Workers Union
(Hotelca), staged the
demonstration in protest
against wages at Gold
Mine Museum, owned
by the Chamber of
Mines

The lunch-hour meet-
ing outside the Chamber
was disrupted when po-
lice ordered the workers
to disperse because their
gathering was unlawful
The workers, who dis-
played placards, some
reading "Chamber
Cannot Feed a Black
Family," "We Demand
Our Annual Increase"
and "Recognise Our
Union," subsequently
left the premises without
any incidents

Hotelca's president,
Mr Hamilton Maka-
dema said the dispute
with management arose
after management had
refused to pay workers
their annual increase at
the end of October

Management later
told them they had dis-
missed themselves by
going on an illegal strike
and the union inter-
vened on their behalf

"We are at the mo-
ment in the process of
trying to persuade the
bosses to change their
minds about the position
of the workers as well as



YESTERDAY. Crown Reef restaurant employees on strike.

of recognition," Mr Ma-
kadema told The SO-
WETAN yesterday

He also condemned
police involvement in la-
bour disputes and said
that the police were ap-
parently called by man-
agement A spokesman
for the company refused
to comment on the po-
lice involvement

The spokesman said
that the workers had
been told that they
would get their annual
wage increase next Feb-
ruary when the relevant
Industrial Council will
be sitting to review sala-
ries

Another meeting is to
be held between the
union and management
at 8 am today

Meanwhile Sapa re-
ports that about 400
workers went on strike
for an hour at the Shat-
terprufe Safety Glass
Company in Port Eliza-
beth yesterday

The action followed a
report-back meeting
with their union which is
currently involved in ne-
gotiations with manage-
ment The union is the
Chemical Workers In-
dustrial Union, which is
an affiliate of Fosatu

Out of United off the ground

By THAMI MAZWAI
and AMBER NCITYANA

increase in the number
of accounts being closed
by any race group"

The statement further
said the UBS had no in-
volvement in the dispute
between Liberty Life
and the union

"A spokesman for the
union, secretary Mr Jo-
seph Rakgoadi, this
week said his organisa-
tion had embarked on a
campaign to restrain the
black community from
conducting any business
with institutions linked
to Liberty Life

"On Saturday our
members manned most
branches of the UBS
where we called on
blacks to discontinue
any business with the or-
ganisation.

"This week we are in-
tensifying our campaign
with meetings in So-
weto. Our next targets
are a giant clothing con-
cern that has special out-
lets for blacks and a

banking group Details
of these campaigns will
soon be announced,"
Mr Rakgoadi said

The Liberty Life dis-
pute started when the
company refused to re-
cognise the union be-
cause, according to Lib-
erty Life, it is racial
IAWU only allows for
black members The
union also complained
of a number of labour
malpractices

Both parties refused
to give in and the com-
pany fired 90 strikers

Call to fight milk price increase

HOUSEWIVES in Pre-
toria's black townships
yesterday criticised the
move by local dairies to
increase the milk price
by 2 cents a litre from
next Monday.

They were reacting to
an announcement that
an independent costs in-

vestigation had revealed
that dairies were forced
to cope with a loss of 4
cents a litre which had
resulted in the price
hike.

The announcement
was made by Mr Edwin
Morgenrood, chairman
of the Pretoria milk dis-
tributors, who said the
decision was made fol-
lowing the investigation

A nursing sister, Mrs
S Letwaba, said she

foresaw a time when
many people would suf-
fer from various diseases
because of the unavail-
ability of vital food

"It amazes me why
authorities always take
it upon themselves to
carry out investigations
to find out how much
they lose when nothing
is being done to help the
needy get balanced
food," she said

A mother of three,
Mrs Nono Mphuti, said
it was high time black
women organised them-
selves to fight the in-
creases "It was up to
women, she said, to see
to it that the nation did
not starve

When the milk price
was to be controlled in
June this year, an appeal
was made by the Minis-
ter of Agriculture, Mr
Greyling Wentzel, for
dairies to be moderate
with increases

OUR HOME AND FAMILY SAFE!
Unity Fencing

Boycott of United gets off the ground

139
Sweeter 9/1/83

MEMBERS of the black community at the weekend responded to a call by the sacked Liberty Life workers to withdraw their accounts from branches of the United Building Society.

This is the latest development in the month-old battle between Liberty Life and the Insurance and Assurance Workers' Union (IAWU)

The branches checked were at the Tony Factor In-Town Centre, Bree Street and Eloff Street

The people interviewed expressed solidarity with the sacked workers and called on other blacks to support the strikers

A Lenasia resident, Mr Ahmed Valli, said he had withdrawn his account

An Orlando East teacher told us he had changed his intention to get a housing loan from the society

But a statement from the UBS this week said it was "unaware of any

increase in the number of accounts being closed by any race group"

The statement further said the UBS had no involvement in the dispute between Liberty Life and the union

A spokesman for the union, secretary Mr Joseph Rakgoadi, this week said his organisation had embarked on a campaign to restrain the black community from conducting any business with institutions linked to Liberty Life

"On Saturday our members manned most branches of the UBS where we called on blacks to discontinue any business with the organisation

"This week we are intensifying our campaign with meetings in Soweto. Our next targets are a giant clothing concern that has special outlets for blacks and a

By THAMI MAZWAI and AMBER NCITYANA

banking group. Details of these campaigns will soon be announced," Mr Rakgoadi said

The Liberty Life dispute started when the company refused to recognise the union because, according to Liberty Life, it is racial. IAWU only allows for black members. The union also complained of a number of labour malpractices

Both parties refused to give in and the company fired 90 strikers

to disperse because their gathering was unlawful. The workers, who displayed placards, some reading "Chamber Cannot Feed a Black Family," "We Demand Our Annual Increase" and "Recognise Our Union," subsequently left the premises without any incidents

Hotelica's president, Mr Hamilton Makadema said the dispute with management arose after management had refused to pay workers their annual increase at the end of October

Management later told them they had dismissed themselves by going on an illegal strike and the union intervened on their behalf

"We are at the moment in the process of trying to persuade the bosses to change their minds about the position of the workers as well as

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Call to fight milk p

HOUSEWIVES in Pretoria's black townships yesterday criticised the move by local dairies to increase the milk price by 2 cents a litre from next Monday.

They were reacting to an announcement that an independent costs in-

By ALINAH DU

vestigation had revealed that dairies were forced to cope with a loss of 4 cents a litre which had resulted in the price hike

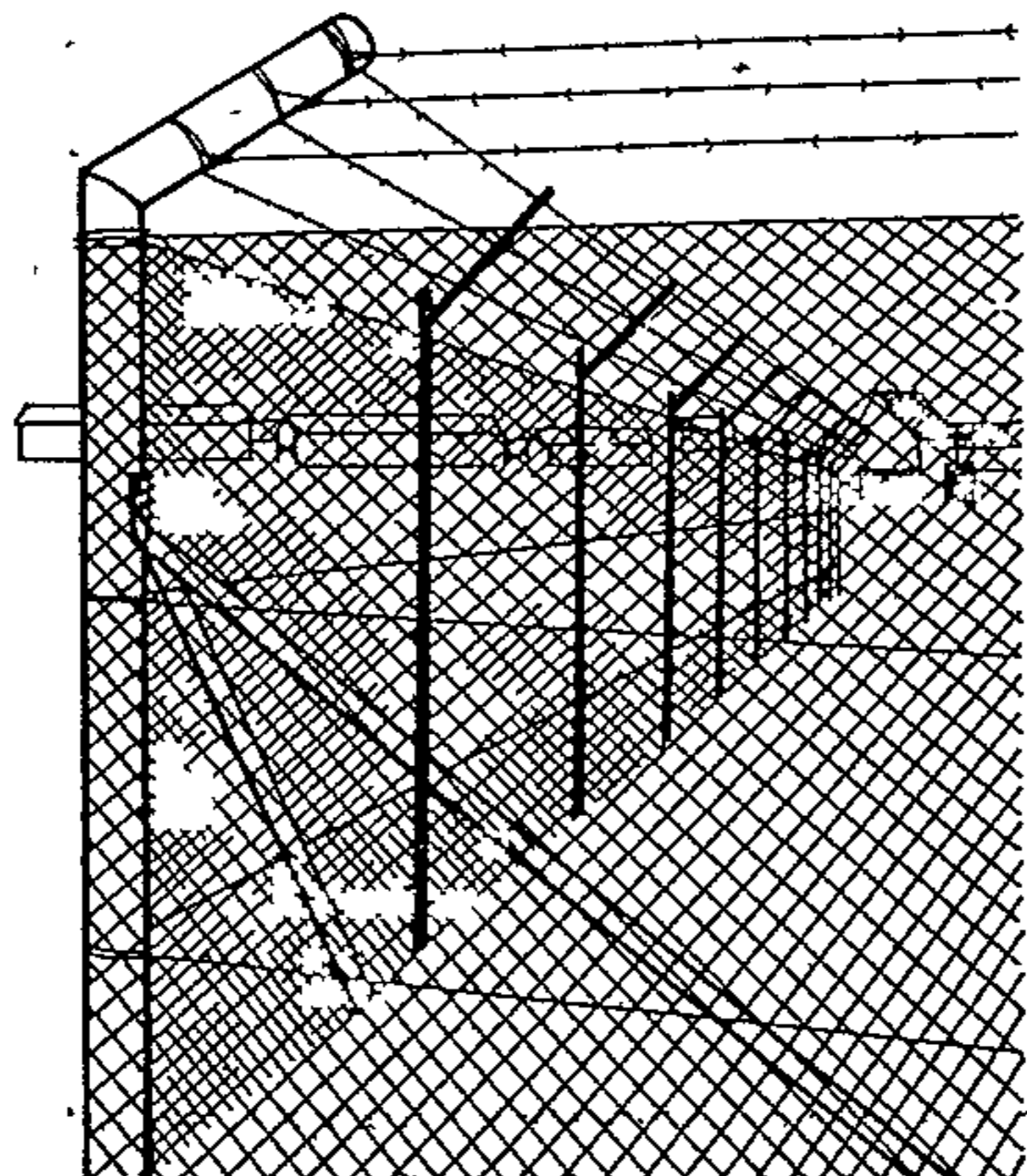
The announcement was made by Mr Edwin Morgenrood, chairman of the Pretoria milk distributors, who said the decision was made following the investigation

A nursing sister, Mrs S Letwaba, said she

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many
fer fir
becau
ability
"It
autho
it up
carry
to fir
they
is be
need
food,"

KEEP YOUR HOME AND FAMILY SAFE!

Security Fencing



For all your fencing requirements and for corrugated iron, doors and windows, guttering, downpipes, verandah posts, water piping, etc.

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BOOK NOW! OPENING NIGHT WED 9th NOV COVER CHARGE R5.50
NIGHTLY FROM TUESDAY

Union declares dispute with OK

By STEVEN FRIEDMAN
Labour Correspondent

THE Commercial, Catering and Allied Workers' Union (CCAWUSA) has declared a formal dispute with the giant OK Bazaars chainstore over wages — the first time the union has ever made use of the country's official disputes machinery.

The declaration of a dispute means the union has applied for a conciliation board to settle the matter and is the first step on the way to a legal strike.

The OK dispute, which follows a recent breakdown in wage talks between the two sides, affects the pay of 20 000 workers nationally.

It was also learnt yesterday that the white and coloured shop workers' union, the National Union of Distributive and Allied Workers (NUDAW), also plans to declare a dispute with OK on the same issue.

Although CCAWUSA represents only black workers, increases negotiated by it are passed on to all workers and the NUDAW therefore argues that its members are directly affected by the dispute.

CCAWUSA declared the dispute late last week and Department of Manpower officials visited its offices yesterday to verify the union's membership.

At the same time, OK, which is not opposing CCAWUSA's request for a conciliation board, yesterday submitted its reply to the department on points raised by CCAWUSA in

its application for a board.

The company's industrial relations director, Mr Roger Blackwell, said yesterday that CCAWUSA's demands "add up to more than our profits over the past year — they would literally put us into the red".

CCAWUSA's general secretary, Mrs Emma Mashinini, said the union had demanded a R50 a month increase to come into effect from last month.

OK had responded with an offer of R20 a month from December and a further R15 from February, she said. The minimum wage at OK was R240 a month and the offer was unacceptable to workers.

Mr Blackwell said that, besides offering two rises, OK was also offering the union new negotiations in March, which could lead to further increases.

He added that the offer applied only to workers earning below R350 a month — those earning above it would receive R35 a month from April, he said.

Mr Blackwell said OK had no knowledge of a dispute with the NUDAW. "We have not negotiated wages with them for as long as I can remember, so it is unclear what grounds they would have for a dispute," he said.

But the union's general secretary, Miss Dulcie Hartwell, confirmed that it planned to declare a dispute. OK were due to be informed of this yesterday.

"Although we have not negotiated with OK on CCAWUSA's demands, they affect our members and we also want a conciliation board," she said.

Labour Correspondent

ATTEMPTS to weld emerging trade unions representing more than 250 000 workers into a powerful new federation may face a "make or break" test at the weekend, according to union sources.

The unions are due to meet in Johannesburg to continue unity talks and unionists said yesterday they believed the meeting could be a watershed.

They believe long-existing tensions between older and newer unions may well come to a head at the meeting.

A unity meeting last month ended in acrimony and only last-minute intervention by delegates from the Council of Unions of SA ensured that the unions would meet again.

Unionists said yesterday that there had been little or no change in the relationship between the two camps since

9/11/83
139
20M

Groups in 'make or break' bid for unity

the last meeting. The divisions remained deep

A key issue which has prompted disagreement between the two camps has been the demand of older unions that voting strength in the new federation be based on unions' paid-up membership.

They argue that many newer unions quote membership figures which they cannot back up and that they should not be allowed to claim voting strength on the basis of these

However, the newer unions want claims about their membership to be accepted "on trust"

There have also been differences about the structure of the proposed federation and about demarcation between unions

Older unions believed the attitude of the newer unions was holding up the unity initiative and delaying discussion on the details of a new federation.

The older unions may, therefore, demand at the weekend that discussions on a new federation begin in earnest

This would bring to a head the differences and determine whether the two groups are to continue taking part in the unity drive together

Further call for boycott of Liberty Life interests

By Andrew Beattie

A further call for a total boycott by blacks of Liberty Life and also the United Building Society and Sales House was made by a black trade union yesterday

The Black Allied Mining and Construction Workers' Union (BAMC-WU) called for the boycott "in response to Liberty Life management's intransigence in dealing with workers' problems and the arrogance they displayed in demanding a multiracial union and later saying they didn't want a union at all"

Mr Tandelani Nefolovhodwe, regional organiser of Bamcwu, said "In support of workers at

Liberty Life and in keeping with our belief that it is the inalienable right of workers to join the union of their choice, we have decided to call for a boycott of Sales House as it is directly linked to Liberty Life"

Sales House, a subsidiary of Edgars Stores, depended on black customers for profits and viability, he said

"Mr Donald Gordon, chairman of Liberty Life, is a director of the United Building Society and we therefore call on all members to withdraw their accounts with the UBS We call on black workers to do the same and pledge solidarity with Liberty Life work-

ers," said the union spokesman

The managing director of Liberty Life, Mr Monty Hilkowitz, confirmed that Mr Gordon was a director of the UBS, and also that Sales House had links with Liberty Life

Calls for the boycott come in the wake of Liberty Life's dismissal of 90 workers more than a month ago and the company's refusal to recognise the blacks-only Insurance Assurance Workers' Union of SA

Liberty Life refused to recognise the union as its black and white employees did not have differing needs in the workplace, it said

Star 9/11/83

139

Most domestics paid less than suggested rate

10/11/83

Mercury

139

Mercury Reporter
THE wages paid to black domestic workers by Durban homeowners are more often than not below the wage recommended by the South African Domestic Workers' Association, and in some cases below reason-

able subsistence level

If an extensive, random telephone survey of white employers in the Durban and surrounding areas is representative, full-time live-in domestic workers are fast becoming a thing of the past

Part-time employers said in most cases domes-

tics had two or three, and on occasion, as many as four jobs. Only in this way was it possible for them to earn a living wage

Less than 20 percent of the families interviewed could afford the luxury of a full-time servant, and in every case where a full-time worker was kept, she was paid well below the recommended level. All provided meals for the

workers, some by allowance and others directly

Among those who employed part-time workers the pay-rate was better, but the provision of meals was scarce

A new list guiding employers on what is considered a fair wage has been published by the association. It says that in view of soaring inflation, which hits domestic

workers harder than most, the rates should be adhered to

The recommended wage for a daily worker is R11 — or about R1,40 an hour. For overtime pay the rate is R1,50 an hour

In the survey employment time varied between one hour a day, two or three times a week, to eight hours, three or four times a week

The lowest rate paid was 66c an hour, less than half the recommended level, and the highest R1,66. The average was R1,20

When employers who paid less than the recommended wage were questioned, they said they were not aware of the level. But most said they would have to consider meeting the wage

Two women slammed down their telephones

For full-time employees the highest wage was R100 a month, R20 short of the recommended minimum, and the lowest R75. The average was about R90

Guidelines concerning leave, provision of meals, accommodation, legal rights, dismissal and abolutions are included in the association's list

They recommend that domestic workers be given at least one full day off a week, and one afternoon during the weekend

Annual leave should be four weeks at full pay, and workers should be given a month's notice, or a month's pay in lieu of notice, if they were to be fired on the spot

The association reminds employers that it is illegal to deduct money from workers' pay for articles damaged in the course of duty

By ANEEZ SALIE *C. Herald*
10/11/22

THREE Cape Town clothing workers are to take their former boss to court over alleged unfair dismissals, signalling the first shots in a battle royal between a new, independent trade union, factory managements and the giant Garment Workers' Union.

According to the three workers, they have been victimised for belonging to the recently formed Clothing Workers' Union (Clowu) and they will now take their case to the Industrial Court

The three are Vanessa Beulen, Vanessa Mathews and Delia Windvogel. They said they had been employed for a number of years at Park Avenue Lingerie in Diep River

There had not been any problems with their work and they were surprised when they were suddenly called to their manager's office, Miss

Mathews said "The manager questioned us about the distribution of Clowu's pamphlets at the factory and about our membership of the union

"It was rather frightening After the questioning we were given a minute's notice," said Miss Mathews

CONSULTED

"We had a No 2 entered on our unemployment card which indicates we lost our jobs because of a reduction of staff That is untrue We were sacked because of our membership of Clowu

"But we will not let the matter rest there We will now have it out in court"

Miss Mathews said that they had approached the Legal Resource Centre for assistance.

Mr Geoff Budlender of the centre, confirmed that they had been consulted by the three workers

He said they had been instructed to institute legal proceedings They will charge that Park Avenue Lingerie had committed an unfair labour practice by dismissing the three women

The managing director of the company, Mr J Reinhardt, denied that the three had been dismissed for their union affiliation.

He said they had been asked to go because they had broken the company's disciplinary code

REFUSED

However, he refused to disclose what these breaches of discipline had been

The Clothing Workers' Union was established to break the strangle-hold which the conservative, 65 000-member Garment Workers' Union had on the industry, according to Miss Ruth van der Vindt, a spokeswoman for the new union

Workers are forced, by virtue of a closed shop agreement, to belong to the Garment Workers' Union, said Miss van der Vindt

She charged that the Garment Workers' Union, the largest trade union in the Western Cape, had not seen to workers' grievances and had become management's "sweetheart" union

They had expected factory bosses to resist Clowu, said Miss van der Vindt, and they viewed the dismissal of the three as "the first shots in a protracted war for the hearts and minds of the clothing workers."

BIG BATTLE ROYAL TRADE LOOMS

139

Friday, November 11, 1983

Top black union is likely to be mixed

By STEVEN FRIEDMAN
Labour Correspondent

THE fast-growing Commercial, Catering and Allied Workers' Union of SA (CCAWUSA), which has thus far been open to black workers only, is likely to open its doors to all races next year.

The union's general secretary, Mrs Emma Mashinini, said yesterday that it was possible CCAWUSA would become a nonracial union by March of next year.

This move would bring CCAWUSA's constitution in line with those of most other major emerging unions whose constitutions are nonracial, although the majority of their members are black.

The issue of amending CCAWUSA's constitution to admit other races was to have been debated at the union's congress in Soweto over the past weekend.

But Mrs Mashinini said yesterday the question had not been debated formally. She added, however, that most of the union's branches had submitted resolutions to the congress advocating a change to a nonracial constitution.

"Only one major branch did not submit such a resolution and, even in this branch, there is support for the idea," she said.

Mrs Mashinini said the resolutions indicated that there was strong support within CCAWUSA for a nonracial approach.

Although last weekend's congress had

not formally adopted a change in the constitution, the union would not have to wait for its next congress to admit all races, she added.

Other mechanisms in the union's constitution meant that the change could be made by March of next year if the union's members wanted this.

It is understood that support for a change in the constitution has been growing within CCAWUSA for some time.

A change in CCAWUSA's constitution could, however, bring the union into competition with the National Union of Distributive and Allied Workers, which represents white and coloured workers, and with which CCAWUSA has co-operated in the past.

Two in ⁽¹³⁹⁾
8741 11/11/83
court for
pamphlets

Two members of the Insurance Assurance Workers' Union (IAWU) appeared before a Johannesburg magistrate yesterday on allegations of unlawful distribution of pamphlets.

The two men charged with contravening sections of the Johannesburg municipality regulations are Mr Simon Dube (26), address given as Mophiring Street, Mzimhlophe, Soweto, and Mr Kenneth Gumede (22), address given as Dlamini Two, Soweto.

They are allegedly linked to the distribution of pamphlets early last month in connection with sacked workers at Liberty Life, Johannesburg.

All is not so OK

(39) Sowetan
12/11/83

THE Commercial Catering and Allied Workers Union of SA (Ccawusa) has applied for a conciliation board hearing to settle a dispute with the giant OK chainstore group which employs 20,000 workers nationally.

This was confirmed by the union's secretary Mrs. Emma Mashini who also said that officials from the Department of Manpower had visited the union offices to check on their membership.

And in another major move the white and coloured shop workers' union, the National Union of Distributive and Allied Workers, plans to declare a dispute with the same company.

The dispute by Ccawusa follows a deadlock in wage talks, and it is the first time that the union has made use of the country's official dispute machinery since the parties signed a recognition agreement earlier.

Now union support for strikers

THE Black Allied Mining and Construction Workers Union has agreed to support a call by the sacked Liberty Life strikers to withdraw accounts at a building society and boycott a clothing shop.

The union has called for the boycott in response to Liberty Life's intransigence in dealing with workers problems and the arrogance they displayed in demanding a multi-racial union.

In a statement to The SOWETAN yesterday (Bamcwu) said that it fully believed that it was the workers inalienable right to choose their own union.

"We hereby take a firm resolution in sup-

porting workers for a total boycott of Liberty Life. We have also undertaken to boycott Sales House as it has direct links with Liberty Life," the statement says. The stalemate continued.

"Sales House, a subsidiary of Edgars Stores, depends on black consumer for profits and viability. We are going to withdraw from buying there for they refuse to meet the needs of our fellow blacks.

"Mr Donald Gordon, chairman of Liberty Life

is a director of the United Building Society and therefore we call on all members to withdraw their accounts with UBS."

The union has also called on the community to pledge solidarity with the sacked workers by not supporting the two institutions until the workers demands are met.

A Liberty Life spokesman confirmed that Mr Gordon was a director of the UBS and that Sales House had links with Liberty Life.

By JOSHUA RABOROKO

New-look local govt : Blessing or a curse?

ARGUS 15/11/83 139

**Argus Correspondent
JOHANNESBURG**
— There are no city halls and plush civic centres in any urban black areas, although most of these satellite dormitories hold many more people than the white towns and cities that spawned them

They are hived off from the centres of business activity and wealth where their residents spend their most productive time and their money

They have not had the resources, the facilities nor the official permission for real urban development. Yet they accommodate well over 6-million people, double the number housed in white urban areas

Now they are being cut loose to create their own futures

Disappear

This is the effect of the Black Local Authorities Act of 1982, under which elections in 29 of the main urban black areas throughout South Africa are being held between November 25 and December 7

On one hand it is fuel to the bitter opposition of some community leaders and organisations to the new dispensation, while on the other it is grasped as a new and welcome challenge by at least some of those who have pinned their colours to this new mast

Under this new legislation the old black community councils will disappear to be re-

placed by one of two types of local authority — fully autonomous town councils with the same powers as white municipalities, or village councils with whatever powers the Minister of Co-operation and Development grants them, according to Mr John Hitge, director of black local government



Of the 29 new local authorities, 24 will be town councils and five village councils, he added

“Whatever way you look at it, the fact is that these new councils will be a vast improvement,” said Mr Steve Kgame, chairman of the Urban Councils Association of South Africa (an umbrella body of community councils) and a candidate in the Dobsonville elections on December 3

“From the advisory boards of old through

the urban bantu councils and community councils, we have graduated into full municipal authorities where we will make our own by-laws”

Finance

Mr Joseph Mahuhushi, chairman of the present Diep Meadow Council, and Mr Isaac Mashao, Dobsonville Council chairman, are both going into the new dispensation with optimism

“We will now be able to make our own decisions without any interference and without having some official or agent between us and the Government,” said Mr Mashao. Both men also believe being able to appoint and direct their own professional staff will be a big improvement

But the query hanging over all their heads is the questions of fi-

nance and how these new councils will get development off the ground with their notoriously poor resource base

It is the vagueness over this aspect which has drawn the most virulent criticism from people such as Dr Nthato Motlana, chairman of Soweto's Committee of 10. He has labelled the elections “a fraud” and referred to the prospective councillors as “pedlars of useless wares”

Like some other community leaders who will have nothing to do with the new councils, he believes they will push the financial burden of the black areas (many of which struggle under annual deficits made worse by the backlog in development) on to the residents in the form of drastically increased

rents and service charges

Mr L E Moeketsi, chairman of the Kagiso Council who has been returned unopposed, hints that an increase in rentals will be one of the ways to raise necessary finance. But, he added, there were several other plans under consideration to raise funds

Relief

Other council candidates saw this as a last resort and believed short-term relief would come via the Croeser Committee (a permanent finance liaison committee set up under senior Treasury official, Mr Gerhard Croeser, to advise the Government on the financing of black and white local authorities)

There certainly have been hints that some extra forms of finance will be made available to these new councils which the Government is more than keen to see work

A good turnout of voters — the dismal six percent poll for the Soweto Council elections in 1978 remains the spectre in the background — is considered of vital importance and councillors interviewed were confident more than 40 percent of voters would go to the polls

But, as Mr Kgame said, “only when you press the button and see how the new councils actually work will we really see if this new set-up is going to work properly”

Call to boycott stores unfair?

By STEVEN FRIEDMAN
Labour Correspondent

ATTEMPTS by a union to call a boycott of Sales House stores because of the sacking of strikers at Liberty Life were unfair, since the stores have only a "limited" relationship with the insurance company, said Edgars Stores, which owns Sales House, yesterday.

The Insurance and Assurance Workers' Union of SA (IAWUSA), 90 of whose members were fired by Liberty for striking, recently announced it was calling for a boycott of Sales House as part of its campaign against Liberty.

It described Sales House as an "associate company" of Liberty and implied that a boycott of the stores would put pressure on Liberty to settle the dispute.

Yesterday, however, Edgars rejected attempts to involve Sales House.

Edgars said it "wishes it to be understood" that it is "incorrect to describe Edgars Stores Limited or its division, Sales House, as an associate company of Liberty Life."

The company said it was "generally known" that Liberty had an investment in the Premier Group, which in turn had a minority shareholding in SA Breweries, which controls Edgars.

"Such an extended and immaterial investment relationship between Sales House and Liberty Life can in no way be construed as an associate company relationship," the company said.

It said neither Sales House nor any other Edgars Division had been a party to the dispute between Liberty and IAWUSA.

Racial union leans on Liberty associate

By STEVEN FRIEDMAN,
Labour Correspondent

THE Insurance and Assurance Workers Union of SA (IAWUSA) says it launched its campaign to boycott the chainstore, Sales House, yesterday and will continue the boycott — despite a company statement charging that a boycott would be unfair.

The union has called the boycott to help win the reinstatement of 90 of its members who were fired after striking at the insurance gi-

ant, Liberty Life, and to win recognition at Liberty. The company refuses to recognise IAWUSA because it is open to blacks only.

The union says it launched its campaign against Sales House with pamphlets at the Bree Street branch yesterday and by urging consumers not to buy there. It was satisfied with the results.

It says Sales House is an associated company of Liberty Life and has also called a boycott of the United Build-

ing Society and Liberty itself. On Tuesday, Edgars Stores, which owns Sales House, denied it was an associated company of Liberty.

Though there was an investment relationship between the two companies this was "extended and immaterial", Edgars said.

It said the dispute between IAWUSA and Liberty did not concern Sales House. Edgars' divisions, including Sales House, had been dealing "amicably" with a black

union for two years.

IAWUSA yesterday rejected this argument and vowed to continue the boycott. It also said it planned to "make life unbearable" for Liberty's chairman, Mr Donald Gordon, by "following him and facing him out".

The union said it was "not so much interested" in the extent of the links between Sales House and Liberty. Its campaign, it said, was to get "Liberty Life associates" to pressurise the company to

recognise IAWUSA.

"If they fail, they must cut links with Liberty Life as a symbolic rejection of its failure to recognise workers' freedom of association."

IAWUSA claimed it was busy "nationalising" its campaign against Sales House and UBS and said that, if it, settled by the end of the month, it would campaign against the two companies "as long as they are in business".

Nationwide boycott threatened

Labour Reporter

The Insurance and Assurance Workers Union of South Africa is preparing for a nationwide boycott of the United Building Society and Edgars' Sales House stores in a bid for recognition by Liberty Life Association.

This arises from the dismissal of 90 black workers by Liberty Life after they refused to end a strike over recognition demands. Liberty Life said the group was unwilling to grant recognition to any union which represented only one race group.

A statement released by the union said. "The union decided to launch a campaign against these associate companies to pressure them to change Liberty Life's attitude to our demands.

"We are not interested in the extent of the ties or whether the links between these companies are limited or extensive. If Edgars and its subsidiary, Sales House, cannot exert the necessary pressure, they must cut links with Liberty Life as a symbolic rejection of its racist practices in refusing to recognise workers' rights in the choice of a union."

NOVEMBER DEADLINE

"If the dispute is not resolved by the end of November we will make our boycott of the UBS and Sales House stores nationwide," a spokesman for the union added.

But Edgars has reiterated that it is in no position to influence Liberty Life.

"The boycott is unfair and likely to be ineffective," said Mr G G Barnett, group public affairs director.

"The association between Liberty Life and Edgars is tenuous. Liberty Life has an investment in the Premier Group which has a minority shareholding in S A Breweries which, in turn, controls Edgars Stores. Thus Liberty Life has no say in what we do — nor have we any influence over what they do," he emphasised.

Despite these protestations, the union went ahead with its local boycott of Sales House Stores in central Johannesburg yesterday.

This followed the same pattern as the launch of the boycott against the United Building Society two weeks ago, with workers speaking to prospective customers and handing out pamphlets in front of the stores.

Liberty boycott gathers force

By THAMI MAZWAI
and JOSHUA RABOROKO

THE boycott against Liberty Life "associates" intensified this week with the distribution of pamphlets calling for a boycott of Sales House, a major clothing shop dealing with the black community.

The pamphlets also repeated a call for the boycott of the United Building Society, a campaign which has been going on for the past two weeks.

In an interview this week a spokesman for the Insurance and Assurance Workers' Union of South Africa (IAWUSA), claimed his organisation had successfully mobilised a number of account holders at the Dube branch, Soweto, of the UBS to withdraw their accounts.

A spokesman for the UBS yesterday denied

the claims. ^{Soweto} Sales House, a member of the Edgars Group, has also reacted to the campaign by stating that it is not an associate of Liberty Life. A statement issued by the company said: "Neither Sales House or any member of the Edgars Group is in any way a party to the dispute between Liberty Life and IAWUSA or any other union."

In its pamphlets IAWUSA states that Liberty Life workers have been on strike for the past two months because of a demand that their union be recognised. "It is our belief that the exploitation, degradation and discrimination we experience at work can be ended through a union of our own choice," it states.

Workers free to join new union — say Park Avenue bosses

C. Herald 17/11/83

(139)

102

Sacked women back at work



● THE three women who opted out of the big Garment Workers' Union of the Western Province to join the fledgling Clothing Workers' Union (Clowu) are from left: Vanessa van Beulen, Delia Vindvogel and Vanessa Mathews.

THE first round in the battle between the recently established Clothing Workers Union (Clowu) and clothing bosses ended amicably last week with the reinstatement of three dismissed workers and an assurance that employees were free to join a union of their choice.

The three, Vanessa van Beulen, Vanessa Mathews and Delia Vindvogel, were sacked by Park Avenue Lingerie in Diep River for allegedly being members of Clowu and they responded by instructing lawyers to take the matter to court.

But before legal steps could be taken they were called to a meeting on Friday with the managing director of the company, Mr J Reinhart, and given their jobs back, with full pay.

All the workers at the factory were given written notices of the reinstatement in which they were told, in part, by Mr Reinhart "You are aware that three employ-

By
Aneez
Salie

ees of the company were dismissed last week and there have been claims that they were unfairly dismissed.

"Having consulted with various employer bodies and certain labour experts, we understand that there is some doubt whether their dismissal could be entirely justified on legal grounds.

DIFFICULT

"In the circumstances we believe that we should not prejudice the futures of the employees concerned, particularly where there is doubt, and in these difficult economic times.

"We have therefore offered to reinstate them in their jobs.

"You are also aware that a union, the Clothing Workers Union, has been active in our area.

"The company believes that every employee has a right to join a union of his or her choice. No employee should be victimised or in any way prejudiced for joining or supporting a union."

SUPPORT

Miss Ruth van der Vindt of the Clothing Worker's Union said the reinstatement of the three workers showed that "we can get through our problems with the support of all the workers."

She said the union was very encouraged by the attitude of the Park Avenue management.

"In giving letters to all their employees explaining their position in regard to the union's activities, they have made a

very serious attempt to forge proper channels of communication for workers to belong to the union of their choice and that will contribute towards industrial peace," Miss van der Vindt said.

The reinstatement is a significant breakthrough for Clowu in what is expected to be a protracted struggle between it and the giant Garment Workers Union, which it has set out to break.

In terms of a closed shop agreement, clothing workers are forced to join the Garment Workers Union.

However, throughout the country, in many industries, closed shop agreements have been successfully and legally broken.

'This union cares'

WHY did the three women in the centre of the Park Avenue lingerie factory sacking controversy join the Clothing Workers' Union (Clowu)?

The three ladies are back in their jobs now after being dismissed for allegedly belonging to the new union. But on factory floors throughout the Cape they are the talking point among the workers.

One of the women, Vanessa van Beulen, speaking on behalf of all three, said they felt the new union was a good thing.

"Just look at what the other union (the Garment Workers' Union of the Western Province) has done for us.

"If we go to the Garment Workers' Union and tell them about a problem, they pick up the telephone and speak to the boss. Then they just leave the matter even if the boss does nothing about it. They do nothing for us.

DISAPPOINTED

"We have now seen that the Clothing Workers' Union cares about us. We were kicked out of our jobs and felt disappointed at first because we did not think we would be able to do anything. Then we went to the union to take up our fight.

"The other women at work supported us but they could not show open support because they felt the boss could take action against them.

"Now that Clowu has acted we have our jobs back."

Referring to benefits offered by the Garment Worker's Union, Miss van Beulen said: "They want to give us money when we die. We don't want it then, we need it now.

Asked how she saw the road ahead for the new union, she said: "We will have many problems, but we will just have to fight and then we will win."

QUALIFIED

● Miss Vanessa van Beulen, 24, is a qualified examiner, who has been working at Park Avenue for three years. She worked previously at Tej Fashions. She lives in Beethoven Street, Retreat.

● Miss Delia Windvogel, 31, a factory clerk, has been working at Park Avenue for three years. She lives in Retreat.

● Miss Vanessa Matthews, 20, is from Steenberg. She started working at Park Avenue earlier this year.

Picket action against Liberty Life

By STEVEN FRIEDMAN
Labour Correspondent

THE boycott of Liberty Life, United Building Society and Sales House called by the Insurance and Assurance Workers Union of SA (IAWUSA), was "gathering momentum," the union's president said yesterday.

In an interview after union members had staged a picket outside the Standard Bank building, Mr Seoka charged that a Johannesburg company had cancelled a R100 000 deal with Liberty because of the boycott, a claim denied by Liberty.

The boycott is a reaction to the sacking of 90 Liberty Life workers who were fired for demanding union recognition.

Mr Seoka also said some Liberty policy holders were planning to withdraw their policies and that union action at a UBS branch in Soweto had persuaded many depositors to place their money elsewhere.

A group of black brokers were also boycotting Liberty and UBS, he said.

Mr Seoka also implied that IAWUSA would call a boycott of Standard Bank soon because of Liberty's investments in the bank.

But claims that the boycott is proving effective were denied yesterday by a senior Liberty spokesman, who also denied any knowledge of a firm cancelling a deal with the company.

The spokesman added that the boycott appeared to be "ineffective".

"They have had no impact on Liberty itself. Although the boycotts against UBS and Sales House concern us because they must embarrass those companies, the link between us and those companies is not as great as the union seems to believe," he said.

He added that "the union is mistaken if it believes pressure on other companies will pressure us into changing our stance".

The union also had "considerable manpower" at its disposal and "we are determined to carry this on until we win".

He said IAWUSA planned more pickets against Liberty because "they refuse to speak to us now, so the only way we have of communicating is through pickets".

Mr Seoka also charged there had been considerable "harrassment" of Liberty strikers by police.

Liberty's spokesman denied that the company refused to speak to IAWUSA.

19/11/83 RDM

Sacked Liberty workers hold lunch-hour picket

Labour Correspondent

HUNDREDS of onlookers watched as about 45 strikers fired by the insurance giant Liberty Life staged a lunch-hour picket outside the Standard Bank in Simmonds Street, Johannesburg, yesterday

The pickets said they were protesting because they believed Liberty's chairman, Mr Donald Gordon, was attending a luncheon in the building and because Liberty has a substantial investment in the bank

It is unclear, however, whether Mr Gordon was in the building at the time. A Liberty spokesman said afterwards he was not aware that Mr Gordon had been due to attend a meeting or function at the building

The picket is part of a campaign by the Insurance and Assurance Workers' Union of SA (IAWUSA) to win the reinstatement of strikers and recognition at Liberty

About 90 workers were fired after they struck in support of demands that Liberty recognise IAWUSA. The company says it will not recognise the union because it is open to

blacks only

A key element in the campaign is a boycott of Liberty, the United Building Society and chainstore Sales House

Pickets displayed placards sharply criticising Liberty's labour practices, accusing it of paying "ugly salaries" and of denying workers freedom of association. Several posters accused Liberty of being "racist"

Other placards criticised Mr Gordon himself, one poster describing him as "an embarrassment in business life", while others attacked Standard's links with Liberty

Police arrived on the scene about 20 minutes before the picket ended, but did not order the pickets to disperse. They made no arrests

A plainclothes policeman took the name of one picket and questioned him briefly on the purpose of the protest, saying the police needed to keep records of "incidents, boycotts, and so on"

● Liberty Life has said throughout the dispute that it is a nonracial company and blacks and whites work in the same jobs at its Braamfontein head office

Union threat to call boycott of Champion of Champions

By
JOSHUA RABOROKO
THE Sales House
Champion of Champions
Competition may
be boycotted following a
decision to nationalise
the boycott against the

giant Liberty Life Insurance Company.

This warning was given by the president of the Insurance and Assurance Worker's Union, Mr Joe Seoka, who said the boycott against the company has received local and international support

Speaking at a Press conference in Johannesburg yesterday, he said that several trade unions, including the Zimbabwean Associated Mineworkers' Union, the Stop Loans to South Africa Organisation in London and the Union Federation in the United States, had pledged solidarity with

the workers

In another move announced at the conference, K-Mart Company, which has thousands of rands worth of policy with Liberty Life, said it had removed certain group insurance policies from Liberty and had placed these with an organisation which "we feel is more compatible with our policy"

The boycott against the Champion of Champions competition has been called because the company that sponsors the competition has links with Liberty Life although Sales House has denied this claim, according to Mr Seoka

twon

ROM 19/11/83

Retail boycott threat against 'wrong' man

By STEVEN FRIEDMAN
Labour Correspondent

A SOWETO store to be opened by Mr Richard Maponya faces a boycott because of its links with chain-store Grand Bazaars

The boycott call has been threatened by shop stewards of the Commercial, Catering and Allied Workers' Union

About 40 CCAWUSA members were fired after a strike at Grand Bazaars, Rosettenville, recently and the union is demanding their reinstatement at either Grand Bazaars or Mr Maponya's store

CCAUSA says the shop stewards will call a boycott of the store — due to open on December 1 — unless the workers are placed in jobs

Mr Maponya said on the union was campaigning against "the wrong man" because he, not Grand Bazaars, was the sole owner of the store

Grand Bazaars' chairman, Mr Manny Sachar, rejected union charges that the workers had not been reinstated because of the company's attitude. He said the company was prepared to place them

in jobs when there were vacancies

The workers were fired after striking in protest at four lay-offs. CCAWUSA says workers believe the four were victimised. The four were later rehired but not the strikers

CCAUSA's general secretary, Mrs Emma Mashinini, said all attempts to negotiate the workers' reinstatement with Grand Bazaars had failed

When stewards learned that Grand Bazaars was to launch a "joint venture" with Mr Maponya they asked him

to intervene. As a result, she said, the company offered to reinstate only 21 workers temporarily

This was unacceptable and stewards had decided that, if all the workers were not placed permanently in either Grand Bazaars or Mr Maponya's store, they would urge a boycott

Mr Sachar said Grand Bazaars was not worried about a boycott. "But these things are always unpleasant and we feel we should set the record straight," he added

He said Grand Bazaars had a management contract with

Mr Maponya at the store but that Mr Maponya was sole owner and shareholder

Mr Sachar said, Grand Bazaars had told CCAWUSA it was willing to place the workers in jobs when these became available. But it could not fire the workers who had replaced them

"The union is working against its own interests if it expects us to fire people to make way for strikers. Retail labour turnover is high and, if they agreed to our proposal, they would have their jobs back soon," he added



JOE SEOKO

Black union is gunning for Liberty

139
5 times
20/11/83

By Angus Macmillan

ANY company with Liberty Life directors on its board is fair game for the boycott campaign of the militant Insurance and Assurance Workers Union of South Africa (Iawusa), says union leader Joe Seoko.

Iawusa members were fired by Liberty for striking after Liberty refused to recognise the all-black union.

Since then Iawusa has plastered central Johannesburg with thousands of "Boycott racist Liberty Life" stickers, and has urged boycotts of Liberty-associated companies Sales House and the United Building Society.

On Friday the union staged a picket protest outside Standard Bank's head office in Simmonds Street, Johannesburg.

Mr Seoko's latest statement means that Premier Group and SA Breweries could also be singled out for protest treatment.

He told Business Times that, if it came to it, the union would boycott SAB's beer products and jeopardise the Sales House-sponsored

Champion of Champions soccer tournament next year.

The union demands the reinstatement of the 106 dismissed Liberty employees and unconditional acceptance from management.

"We are not campaigning against companies with Liberty Life links, but merely putting pressure on Donald Gordon to recognise us and give back jobs to the workers who were fired," he says.

The insurance giant has insisted that the union be multi-racial, but Mr Seoko claims that this would lead to whites' efforts to further the cause of non-white employees.

Liberty executive director Mark Winterton is adamant that the group will not change its stance and says that the matter is over.

"We have rehired and are still of the opinion that a multi-racial union is essential in an integrated organisation like ours."

Critics of the two sides say it is Iawusa that is being racist in the matter, but that Liberty "should have known better than to have trampled on the pride of the union".

UNIONS JOIN COUNCIL BOYCOTT

400 000 workers urged
to boycott elections

FIVE emerging trade unions — representing more than 400 000 workers — this week joined the anti-community councils campaign, calling on all their members to stay away from the polls.

The unions, most of them affiliates of the United Democratic Front (UDF), are the Council of Unions of South Africa (Cusa), SA Allied Workers' Union (Saawu), General and Allied Workers' Union (Gawu), Motor Assembly and Components Workers' Union (Macwusa) and the Commercial, Catering and Allied Workers' Union (Ccawusa).

The call has added impetus to existing active opposition to the Government-created township bodies, which got underway earlier in this month when several meetings were held in the townships urging voters not to vote on Decem-

By **MONO
BADELA**

ber 3. *City Press*
The 100 000-strong Cusa this week issued a strong statement condemning the Black Local Authorities Act and the other two Koornhof Bills

"Cusa believes in common citizenship in an undivided South Africa, and separate community councils are in conflict with the fundamental belief. We reject community councils."

The union called on all its members to demonstrate their commitment to "the struggle" by refusing to vote in all future community council elections.

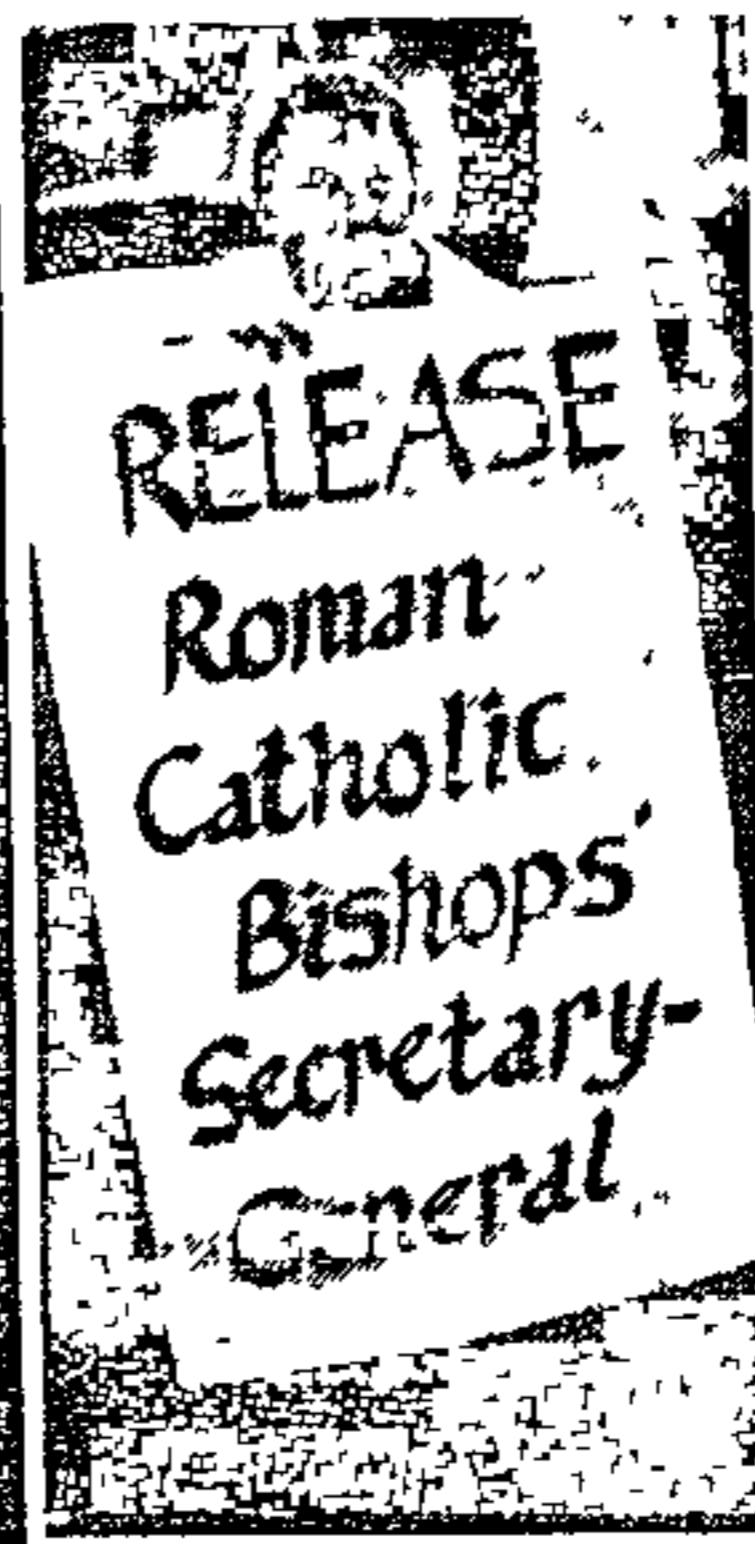
Saawu organiser Herbert Barnabas said Saawu did not believe in any Government-created institutions.

Gawu secretary general Sydney Mafumadi said workers should not



The
"Ciskei"
is
Apartheid's
child

The heavens wept



● Catholic nuns Sister Theodora (above) and Sister Benard (left) were among the more than 20 churchworkers who took to the rain-soaked streets of Johannesburg this week to protest against the continued detention by the Ciskei Security Police of Father Smangaliso Mkhathswa, General secretary of the Catholic Bishops' Conference.

The Roman Catholic Bishop of Johannesburg, Bishop Reginald Ormond, led the lunch-hour picket, which called for the immediate release of Father Mkhathswa who has been held for three weeks.

PIX EVANS MBOWENI

only stay away from the polls next month, but should also join existing structures formed to combat oppressive conditions.

In Port Elizabeth, UDF members Macwusa

and its sister union Gwusa are actively engaged in the campaign against the council elections in Port Elizabeth on November 26.

Meanwhile Cape Town-based UDF president Oscar Mpetha is scheduled to head an array of speakers at the UDF Anti-Community Council Elections rally in Soweto on Sunday November 27

Area committees have already been set up throughout the Transvaal to mobilise the UDF's "Do Not Vote" campaign.

NOMINATIONS CONTESTED

THE nomination of candidates for Witbank's local authority elections are to be challenged in the Pretoria Supreme Court today.

Khanya People's Party (KPP) leader Simon Masango claims there were certain irregularities in the nominations for the elections in Witbank's three townships.

Mr Masango said residents of the township had raised money to

take the matter to court.

"We believe we have a strong case," he told City Press.

Meanwhile the assistant electoral officer for the area, Mr W S Serfontein, has confirmed that complaints has also been received about the nomination of candidates in Middelburg.

(Report by M Ndlati, 62 Eloff St Ext, JHB).

(139) □ □ □ 138 RDM

CCAWUSA has been in the news over another issue the possibility that it might open its doors to all races

It and the unions affiliated to Cpsa are the only major emerging union which are open to blacks only

Ccawusa's blacks-only stance is partly the result of its reluctance to compete with white and coloured shop workers' union NUDAW, with which it has historic links

Now, however, there is substantial pressure within Ccawusa to open to all

Prior to the union's congress, which was due earlier this month, all but one branch — Johannesburg — submitted resolutions calling for a non-racial constitution. Even in Johannesburg, there is support for the change

One event which has increased enthusiasm for the move is a recent strike at a store, in which white and black workers took part together

The congress was not held and only a congress can make the change. But Ccawusa expects to hold one by March and the change could be made then.

Ccawusa might not compete with NUDAW in its West Cape stronghold

But it is understood that workers of other races have shown interest in joining Ccawusa in various areas

21/11/83

139
TOP M 21/11/83

JUST as union-called consumer boycotts seemed to have become a thing of the past, the Liberty Life boycott was called. Now another one could be on the way.

This time the boycott, if it happens, will be centred on a store in Soweto which businessman Mr Richard Maponya is to open soon.

It might be recalled that about 40 Commercial, Catering and Allied Workers Union strikers were fired from a Grand Bazaars' (GB) store a while back. Union attempts to win their reinstatement have failed.

Recently, shop stewards representing the strikers got wind that Mr Maponya was undertaking his new venture in association with GB.

They approached Mr Maponya and said they wanted reinstatement at GB — or the hiring of the strikers by the Soweto store. Otherwise, they would urge a boycott of the Soweto store.

Mr Maponya took the matter up with GB, which then offered to hire 21 strikers as temporary staff only — which workers turned down.

There has been no further movement and Cawusa says the stewards are now planning a boycott.

Both Mr Maponya and GB say the store is an inappropriate target because Mr Ma-

ponya is the sole owner. He simply has a management contract with GB to run the store, and to train and select staff, they say.

Cawusa seems unimpressed with this argument.

GB's chairman Mr Manny Sachar doesn't believe the boycott will harm his company GB, he says, is willing to take back the strikers — but only when vacancies arise because it won't fire the workers who replaced them.

A boycott would be Cawusa's first and would test whether it can organise enough consumer muscle in Soweto to make a boycott stick.

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Call to boycott elections

By MONK NKOMO
THE National General Workers' Union has condemned the Black Local Authorities Act and called for Pretoria residents to boycott the forthcoming community council elections.

In a statement released in Pretoria the union warned that participating in the elections was a way of supporting the apartheid regime

"The very same people who were serving on the community councils are the ones who are campaigning for the elections and their past records have been a dismal failure," the union said

The statement added "They have lied to the community of Pretoria that they would improve their lives but we experienced the contrary. Nothing has improved as far as housing is concerned. Services and rents have gone up despite the fact that they told the people they would improve their lives in the townships"

*23/11/83
Dweken*

September 24, 1983

es' linking raid to SA

Raymond was under police protection, spokesman replied "He is not in attention He is living with friends" The killers left no clue as to their identity, the spokesman said

Mr Nyanda, who came from Soweto, is the brother of Mr Siphwe Nyanda, reportedly the leader of "Ghebula Machinery", a military unit of the ANC. Some observers believe Mr Siphwe Nyanda was the real target of the assassins

The ANC presence in Swaziland has become increasingly precarious. The Swazi Government has adopted a tough attitude towards ANC expatriates and key exiles have proved to be vulnerable to assassination

In June last year, Mr Petros Nzima, of the ANC, and his wife, Jabu, were killed by a car bomb

In December, 1981 two ANC cadres were killed by gunmen just inside the Swazi border with South Africa. At about the same time the senior ANC representative in Swaziland, Mr Stanley Mazibela, was withdrawn, reportedly

because he was too vulnerable to attack. He was succeeded by Mr Nzima. The present senior ANC man, Mr Ablom Duma, has adopted an extremely low profile

Meanwhile, a spokesman for the Office of the President of Botswana confirmed yesterday that Botswana had formally requested South Africa to assist Botswana police in their investigations into the involvement of South African registered vehicles in a shootout last week with a Botswana Defence Force patrol

Last week black men in two South African registered cars reportedly opened fire on Botswana soldiers and fled when their fire was returned, abandoning the cars

In another development concerning Botswana and South Africa, it is reliably understood that Botswana has not yet responded to a request from Pretoria for a full report on the killing of two men in the Chobe River by Botswana soldiers

Boycott shuts UBS doors

By STEVEN FRIEDMAN
Labour Correspondent

ACTION by boycotters prompted the closing of two United Building Society (UBS) branches — in Lenasia and Soweto — for the day on Saturday, according to the Insurance and Assurance Workers Union of SA (IAWUSA)

Spokesmen for the UBS were not available for comment yesterday

The union has called a boycott of UBS as part of its campaign against insurance giant Liberty Life, which recently fired 90 workers at its Braamfontein head office after they struck in support of demands that IAWUSA be recognised by the company

Liberty says it will not recognise the union because it is open to blacks only

According to IAWUSA, groups of boycotters, accompanied by fired Liberty workers, arrived at UBS's Soweto and Lenasia branches on Saturday to withdraw their savings — as IAWUSA had urged

"At both branches, they approached the manager and informed him of their intention to withdraw their savings. At both branches, the managers reacted by closing the branches for the day," a union spokesman said

IAWUSA, which is also urging a boycott of Liberty itself and the Sales House group of stores, claims that the boycott is "gathering momentum"

The union also claims that plans are underway to "nationalise" the boycott. However, Liberty Life insists that the boycott is having no effect on it

While IAWUSA has launched its boycott against UBS and Sales House because it says these are "associate companies" of Liberty, a spokesman for the company says these two companies have no power to influence Liberty's stance

"Our investment links with them are not as central as IAWUSA seem to think they are," a company spokesman said

'gangster sentenced to 15 years' jail

of housebreaking
Blatt, 20, of Park Germiston, pleaded on 14 charges of housebreaking with intent to steal counts of theft com-

mitted between July and August last year

He told the court he and others drove around in a car, stopped at some houses and knocked at doors to check whether the owners were in

His request to be examined by a psychiatrist was rejected by the court

He said "I want to be examined because I feel there was something wrong with me"

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Call to shun Soweto shop

By STEVEN FRIEDMAN
Labour Correspondent

COMMERCIAL, Catering and Allied Workers Union members have begun distributing pamphlets in Soweto calling for a boycott of a shop to be opened soon by Mr Richard Maponya

The 57 workers, who were fired recently after a strike at Grand Bazaars' (GB) Rosettenville, have called a boycott because GB is involved with Mr Maponya in the shop's launching

They are demanding their jobs backs at either the GB Rosettenville or Soweto outlets

Shop stewards representing the fired workers say they have also held talks with church and community groups, traders and taxi associations in Soweto — and they have agreed to support the boycott

They also challenged statements by both GB and Mr Maponya, who say GB has no financial stake in the new shop, but simply has a contract to manage it

GB's chairman, Mr M Sachar, this week revealed the company was shortly to begin its own leaflet campaign in Soweto on behalf of the new shop

Besides offering various promotions, the leaflet — to be distributed in Soweto — would state that the new shop was "in no way whatsoever a part of the GB group".

The company says it is willing to take the strikers back, but only if vacancies arise. It says there are no vacancies at present, and that it is not prepared to fire workers hired in place of the strikers

However, shop stewards have claimed there are still vacancies at GB in Rosettenville

Stewards also charged that application forms for workers wishing to work at the Soweto shop had GB's name on them and that a GB manager had told workers that it was owned by GB

"They are hiding behind Mr Maponya — so the boycott goes on," they said

Mr Sachar denied this. He said the application forms bore only the name of Maponya's Retail Discount Store and reiterated an earlier statement that the company was merely being paid by Mr Maponya to manage the shop

In its planned leaflet, GB will tell Soweto householders that the new shop is "100% owned" by Mr Maponya and that GB will merely "train staff and provide manage-

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with benign contempt. "Dig a hole, you fall down the shaft," he says.

Although the white/black 49%/51% system is new territory for SA entrepreneurs, Katz has a savvy for black trading — developed from a wealth of experience in the field which few others can match.

"I am a self-taught man," says the heavily-accented Litvak, whose parents arrived in SA when he was eight. "My experiences when I myself was a small trader enable me to understand my customers today, to help them overcome the problems which beset the corner cafe competing with the supers and the hypers."

Now 61, Katz left school in 1939 and started work in a mine store for £5/month

"I had half a crown left after paying board, lodging and clothing. And from that half crown I paid 1/8d for my train fare and a ticket to park my bicycle at the station"

His parents, with help from a relative, bought a store in Kliptown. Coal and lucerne were the main lines. Katz filled coal sacks from trucks at Kliptown station and hawked them round the streets in a hand barrow.

The Katz store went into mealie meal wholesaling, changing its name from Kliptown Supply Store to Kliptown Wholesalers. Katz became manager.

He spotted the cash-and-carry trend emerging overseas and noted that "the traditional wholesaler was becoming a banker and a cartage contractor."

Needing more warehousing, he took over Leiserowitz Bros, thus acquiring a JSE listing. Expansion in the eastern Cape and OFS followed and Metro emerged.

But the really big take-off came in 1974 with Metro's merger with Natie Kirsh's Moshal Gevisser, once a traditional wholesaler, then a modern cash-and-carry operation. By the end of 1974, with Katz MD and Kirsh as chairman, Metro had 51 branches across the country (today it has 136, plus 16 Cashbuild builders' supplies outlets, six Bingo hardware cash-and-carries and Caterfair, a catering equipment outlet.)

With boycott threats dismissed, the Katz team smiles a lot these days — something Katz has done all his life, say friends, even when lugging his coal barrow.

JOE SEOKA, JOSEPH RAKGOADI AND JEFFERSON LENGANE

Taking on Liberty

The top three men of the Insurance Assurance Workers Union of SA (Iawusa) seem somewhat youthful to be tackling indomitable Donald Gordon and his mammoth Liberty Life. Joe Seoka, the president, is 35, general secretary Joseph Rakgoadi 29, and national organiser Jefferson Lengane 26.

But they exude confidence and are all



Seoka ... changing the strategic options

highly articulate espousers of the Black Consciousness (BC) philosophy. Frequent references to the black community, as consumers, workers, depositors or entrepreneurs, indicate what they believe to be the source of their strength.

Bearded, energetic Seoka is an Anglican priest, whose St Hilda's parish covers eight Soweto townships. He is also a member of the Azanian People's Organisation's (Azapo) labour secretariat where he acts as one of the organisation's three labour representatives. "I look at people as a whole.



Rakgoadi ... management's mechanisms aren't enough

There's no sense in dividing material conditions from the spiritual; the first affects the second and vice versa."

While still a seminarian in the early Seventies, Seoka was a member of the now-banned SA Students' Organisation (Saso), pathfinder of BC. After experience in the trucking industry as part of the industrial mission programme, he pressed for the formation of the Black Allied Workers' Union (Bawu). As Bawu got underway he became one of the first BC unionists to be trained by a Dutch industrial relations expert. In 1977 and 1981, he underwent trade union training in Holland and Germany.

"The German model of worker participation in management at policy and board level can't be translated directly to SA; and it has its weaknesses," he says. "For example, you often find shop stewards operating more as management than worker representatives."

Upon returning to SA he was posted to St Hilda's and began holding "labour clinics," using the church as a training base. Iawusa and other BC organisations were launched from it.

Seoka does not see Iawusa's BC orientation leading to clashes with other labour organisations with a different, non-racial orientation. He stresses also that Iawusa doesn't see its organisational stamping-ground being confined to the insurance industry. He says "We're also getting underway among other financial institutions like building societies and banks."

As he sees it, Liberty's intransigence has forced Iawusa to put pressure on its management — specifically in the person of Gordon — by calls for boycotts. Whether they win or not, the boycott strategy will be changed for good and all by their tactic of harassing affiliates to get at a central monolith.

Mild-mannered Rakgoadi resigned this year as an SA Eagle insurance clerk, after seven years' service, to take on the general secretary's job fulltime. He became acquainted with unionism while on the company's liaison committee.

"I found solving problems through management's own mechanisms wasn't enough. We had no power. At St Hilda's I began to raise the question of a union for insurance employees. We called a general meeting of a number of insurance workers from different companies and elected an interim committee to draft a constitution and preside over the birth of the union," he explains.

Both Seoka and Rakgoadi were elected to the committee. Some months later, in August 1982, a properly-constituted executive was formed and Rakgoadi began his term as general secretary.

The Liberty campaign is Iawusa's first major confrontation. Rakgoadi won't say whether it's a make or break venture, but stresses that credibility among their constituents and community is their guarantee of survival. That, and professionalism, he adds.

FM

25/11/83

current affairs

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LABOUR DISPUTES

Going for Gordon

Given the failure of many consumer boycotts in the past, the chances of the current campaign against Liberty Life and its associated companies succeeding would appear slim. However, there is little doubt that in the months ahead the Insurance and Assurance Workers' Union of SA (Iawusa) may make life extremely uncomfortable for some of them. In particular, the union is focusing much of its ire on Liberty chairman Donald Gordon.

Nearly two months have passed since Liberty dismissed 89 black workers who struck in a dispute over the company's refusal to recognise Iawusa because it is a blacks-only union. Iawusa maintains that it is undeterred by Liberty's refusal to re-employ the strikers or change its stand on union recognition. The union insists that the boycott campaign is gaining momentum and says that it will be waged throughout the country.

Says Iawusa president, Joe Seoka "Liberty Life believes the campaign will not be successful, but we are convinced that victory is ours because we have the resources and the manpower."

Iawusa knows that a black consumer boycott against Liberty itself would have extremely limited impact. However, it says that any company which has links with Liberty should regard itself as a potential target. So it is carefully selecting companies which it regards as potentially vulnerable to pressure because they cater for the black market.

The United Building Society, of whose board Gordon is a member, has already felt the effects of the campaign. Last Saturday Iawusa members staged demonstrations which resulted in two UBS branches — one in Dube, Soweto, and the other in Lenasia — being closed for the day. The union claims it is achieving significant support for its call on blacks to close their UBS accounts. UBS strongly denies that this call has had any noticeable effect.

Edgar's Group

Iawusa's identification of Sales House, a division of the Edgars Group, as a target has prompted Edgars to issue a public statement. It says that the "extended and immaterial investment relationship" between Sales House and Liberty can in no way be construed as an associate company relationship. Ironically, Edgars has an agreement with a black union — the Commercial, Catering and Allied Workers' Union of SA (Ccawusa) — with which it says it has worked amicably and constructively for over two years. Edgars says it is as anxious as its employees are to protect

their security of employment from the consequences of any boycott.

Iawusa says it is considering calling for a consumer boycott of mealie meal produced by the Premier Group, and (somewhat naively according to seasoned observers of past consumer boycotts in SA) is hinting at the possibility of launching a boycott of beer produced by SA Breweries.

But, for the moment, it is focusing particular attention on Gordon himself. "The workers have vowed to use all their energies to pressurise Gordon to change his mind and attitude towards Iawusa and stop being a dictator by attempting to decide which union workers must belong to," says Seoka. He gives notice of an attempt to

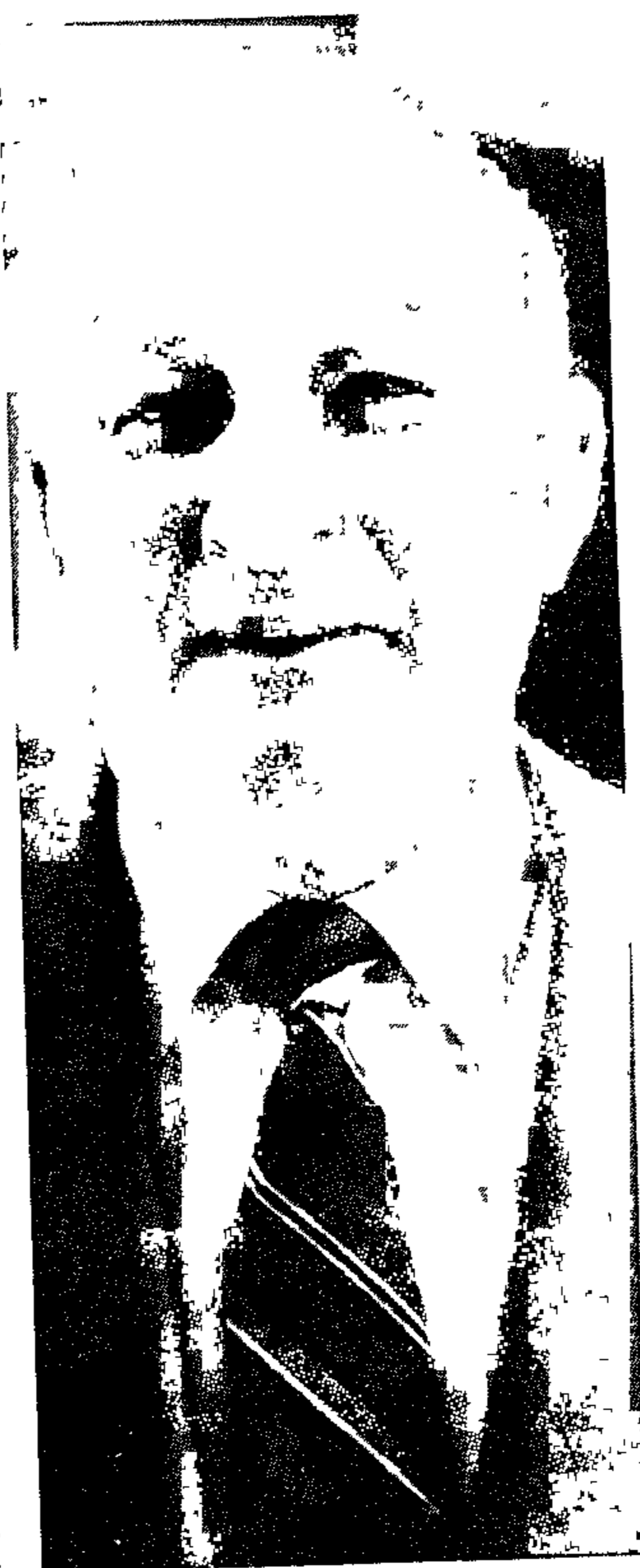
hound Gordon in public through the staging of demonstrations at any gatherings he attends in the months ahead.

"The union, together with the community, will spare no effort in following him wherever he goes. We will try to find out where he will be and will embarrass him."

Whether this will have any effect, remains to be seen. A spokesman for Liberty says the company's labour relations policies were developed by management — and not Gordon alone.

Liberty is, however, becoming increasingly concerned by what it says appears to be a sustained campaign of intimidation against black employees who did not take part in the strike. Iawusa strongly denies any involvement in such intimidation and says it has actively counselled its members to avoid confrontations with Liberty employees. The union says that for many black workers, their jobs are their only real form of property — and they can be expected to be very bitter about their dismissal. Although the union tries to calm tempers, fights can take place — especially when strikers and non-strikers meet in shebeens.

However, a company spokesman says the employees have become so fearful of attacks that they have formed voluntary groups which patrol the townships to provide protection to their households. This week, one employee had to be taken to hospital after being assaulted. The spokesman says Liberty has been reluctant to approach the police in the past, but it now feels that the scale of the intimidation has become so great that police action is needed.



Liberty's Gordon ... target of union's ire

UNIONS GET THE BOOT

Sowetan 29/11/83

By JOSHUA RABOROKO

MORE than 10 black trade unions who have offices in Vereeniging town have been thrown out, furniture and all, by officials of the Department of Community Development.

Officials of the unions involved, told The SO-WETAN that no reasons were given to them, but indications were that they were evicted in terms of the Group Areas Act

"We were given up to the end of December to remain in the buildings. Suddenly this promise was reversed when we were told to vacate the building on November 30. We were still awaiting a reply for the extension when this happened," a union spokesman said

The unions involved include the Council of Unions of South Africa, and its affiliates, the South African Chemical Workers Union, National Union of Mineworkers, Food, Beverage Workers Union, Steel and Engineering Workers Union, South African Municipal and Allied Workers Union and the independent Oranje-Vaal General Workers Union

Two white officials from the Department of Community development arrived at the offices and ordered everybody out.

An official of the Oranje-Vaal General Workers Union said that the closing of the offices was to be condemned

"No amount of intimidation will deter us from fighting for workers' rights," the official said

Marley's 'heir' coming

PETER TOSH
By KAIZER NGWENYA

THE Swaziland Government has approved the Peter Tosh show to be held at Somhlolo Stadium in Mbabane on December 17.

"The Swazi Government has given us permission to stage the show on December 17 only. We appeal to people to start making arrangements now" said Sam Mhangwani, one of the promoters who telephoned The SO-WETAN from Swaziland.

The show will also feature Carlos Djeje and the Nation, Babsy Mlangeni, Via Afrika and two Swaziland groups.

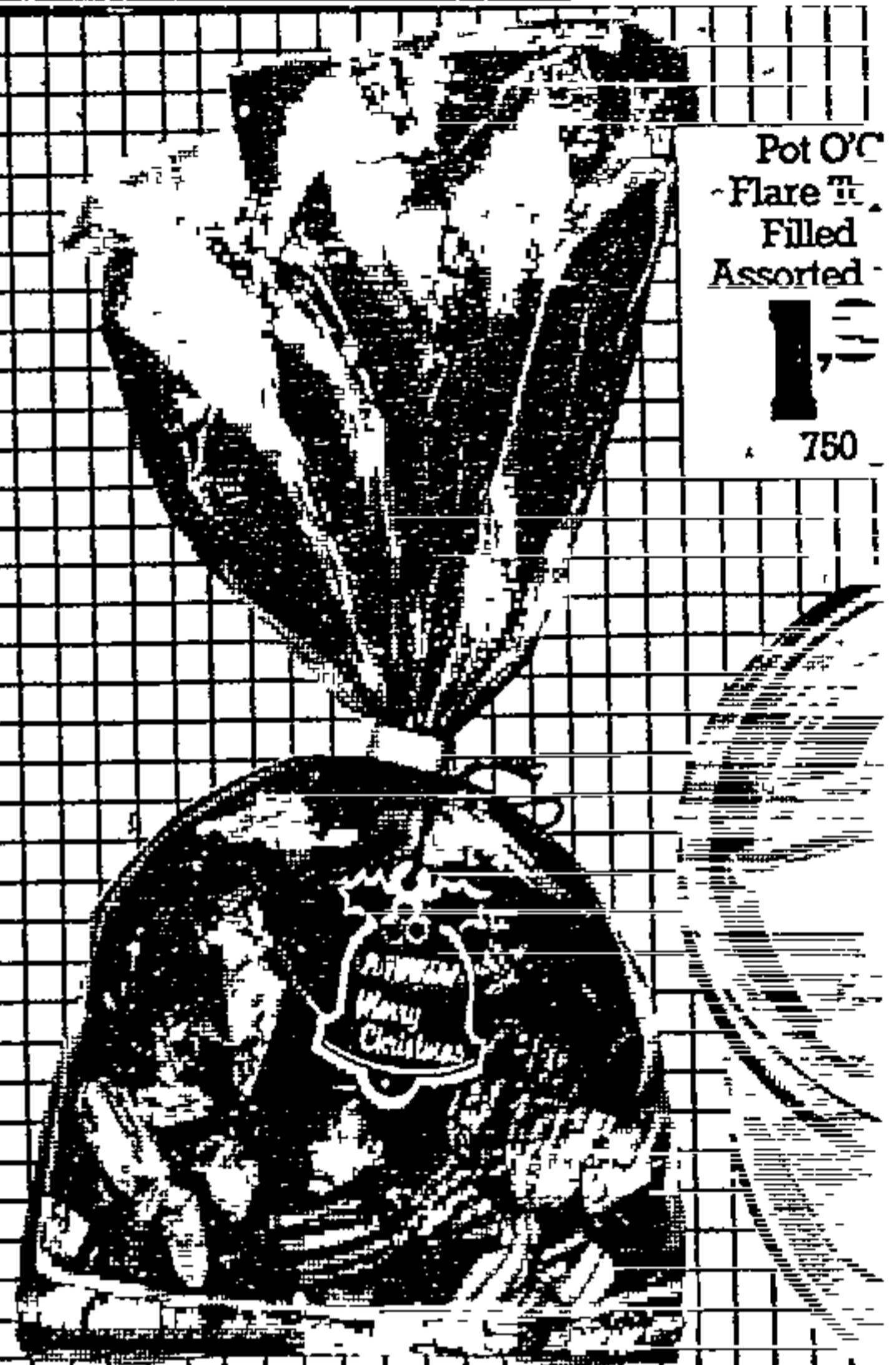
Peter Tosh will be one of the major artists and voices of reggae music to perform in Southern Africa.

UDF on alert

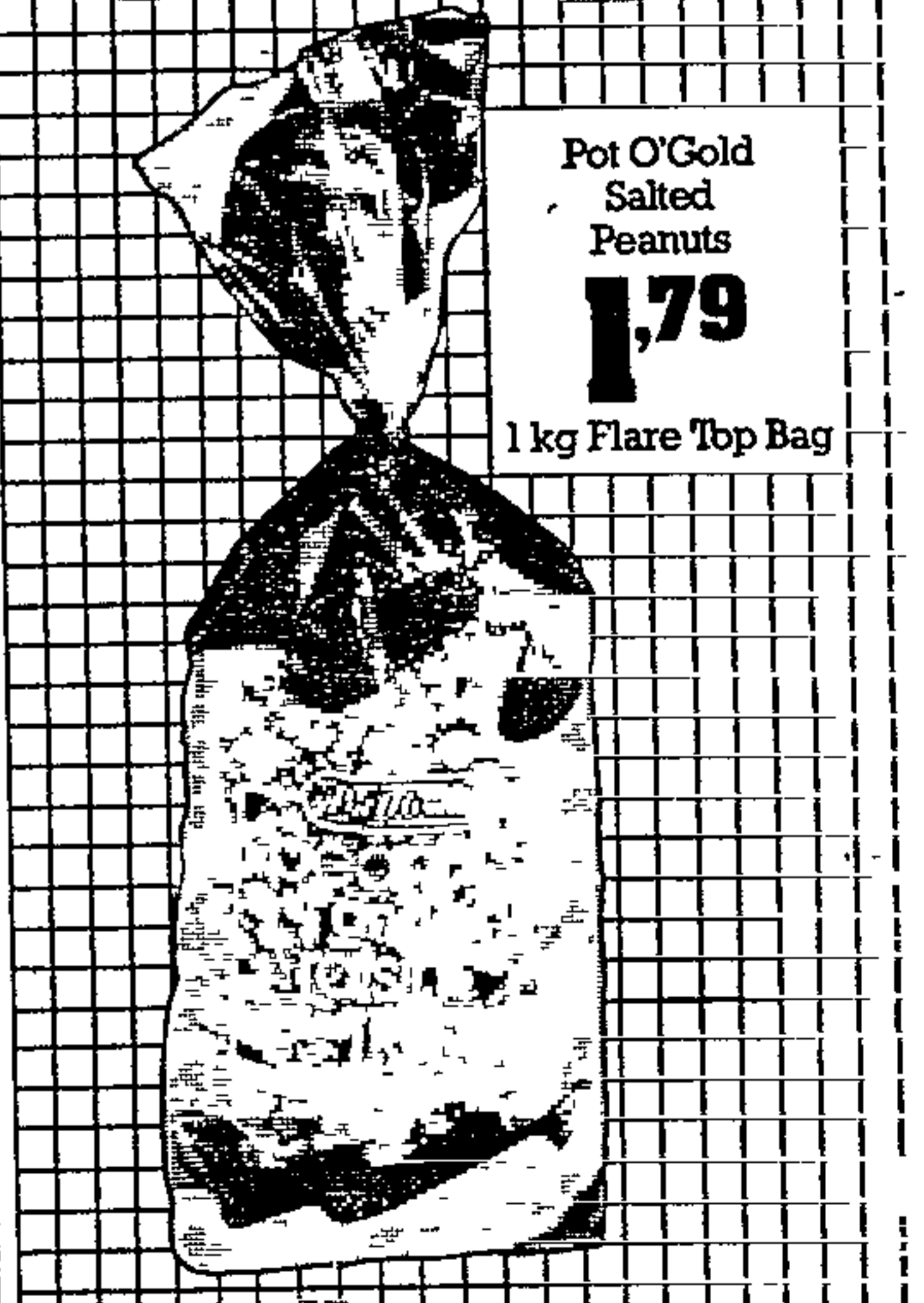
By SAM MABE
29/11/83
THE United Democratic

Sowetan
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He said a UDF meet-

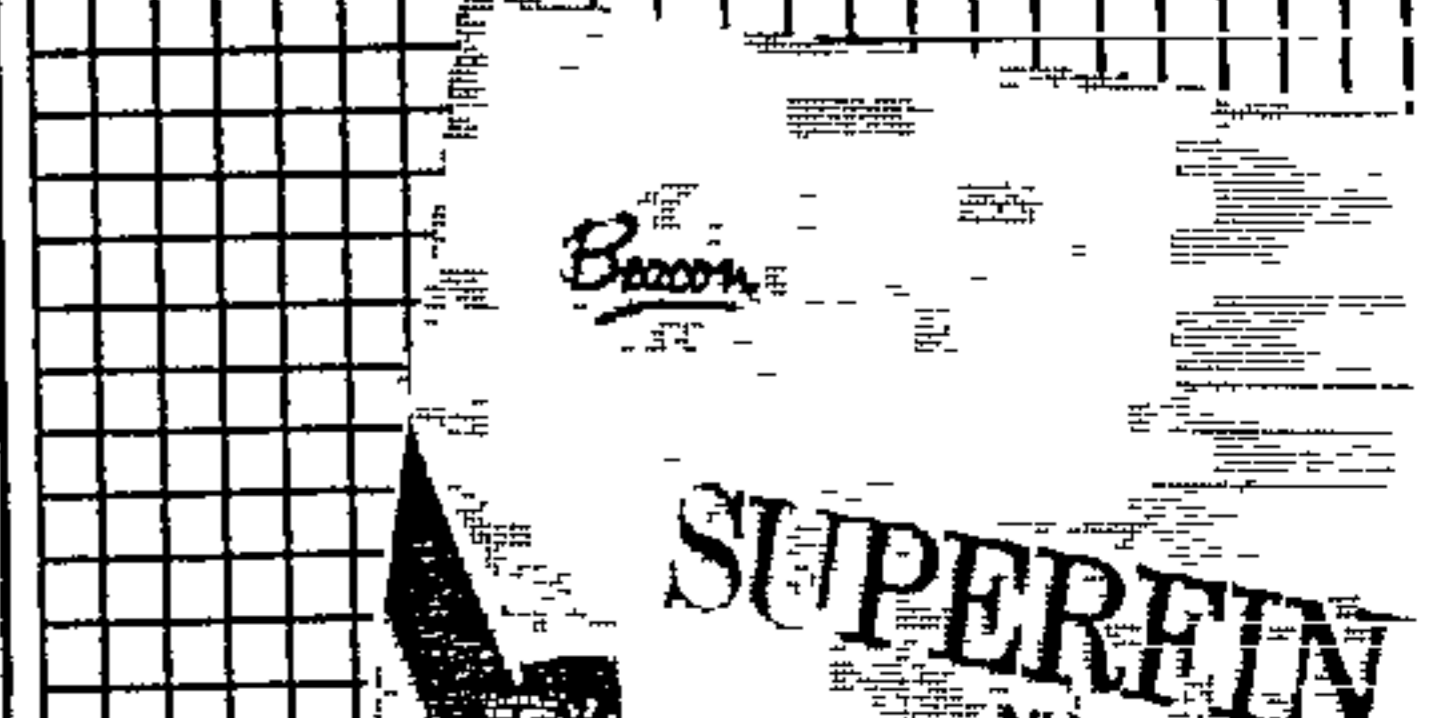
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Pot O'Gold Salted Peanuts 1,79 1 kg Flare Top Bag



25/11/83

Pickets delay store opening

By Carolyn Dempster,
Labour Reporter

The opening of the R2 million discount store owned by Soweto businessman Mr Richard Maponya was postponed for a week as picketers gathered outside the Dube complex today.

The picketers were members of the Commercial Catering and Allied Workers Union which had called for a boycott of the store because of Mr Maponya's business links with Grand Bazaar.

The boycott is the sequel to the dismissal of 59 union members who went on strike at Grand Bazaar's Rosettenville store on October 6.

RETRENCHED

Four employees were retrenched by the store and, when the 59 workers went on strike to secure their reinstatement, they were also dismissed.

Negotiations between union representatives and management subsequently broke down.

One of the dismissed shop stewards said that Grand Bazaar had a management contract with Mr Maponya and was training and supplying the staff for the Dube store.

"Our demands are for the reinstatement of the 59 workers and recognition of our union. We demand full negotiations with Grand Bazaar," read the picketers' placards.

Mr Maponya has denied these claims but was not available today for comment.

Union official 'harassed'

ARLW 25/11/83 (139)
Labour Reporter

AN OFFICIAL of a newly formed trade union in the retail sector has claimed she was harassed by authorities while organising shop workers outside a branch of a major retail store.

Miss Justine Quince of the Retail and Allied Workers' Union said she was talking to workers outside the store in Bellville this week when two Railways policemen arrived and asked her what she was doing.

According to Miss Quince, the policemen told her a member of the public had complained that she was "talking to non-Europeans in the parking lot"

She agreed to accompany them to the nearby Bellville Railway Police charge office.

"But there was no member of the public there I was questioned by the police about political matters for some time and then they asked me to wait until Security Police from Cape Town arrived.

"Two Security policemen arrived I told them I was a trade union official and I was eventually released after one and a half hours," Miss Quince said.

A spokesman for the South African Transport Services in Johannesburg has promised to investigate the incident. He confirmed that a formal complaint had been made.

139

Good-looking, babyfaced Lengane puts issues most concisely "This is supposed to be a free enterprise economy," he says, "and Gordon tries to curtail freedom of association by controlling which union his employees can join. But I wish we could just get to speak to the man in person. I'd bet that what we're saying is getting distorted on the way up through his organisation."

Lengane grew up on the reef and went to school at Orlando West. He subsequently obtained a general certificate of education and four O-levels through correspondence. He was a member of the Soweto Students' Representative Council during 1976-77 and in June 1977 was detained and charged with sedition. After a total of 23 months in detention or on trial he was found guilty and given a suspended sentence.

"I came out to find that all the BC organisations I knew had been banned. I joined Azapo in 1981 and served as head of the national labour secretariat until last year."

At about the same time he held a temporary job with an insurance company where, he says, "I came face to face with exploitation of the black working class, in the form of meagre and unequal wages and non-recognition of black skills for promotion purposes."

Of the Azapo link, he says, "Both Iawusa and Azapo are organisations that have spun off from BC — it's not the case that Iawusa is an extension of Azapo."

All are married, Seoka and Lengane each have two children. Rakgoadi speaks for all of them on the subject of spare time activities. "What spare time?"



Lengane ... a graduate of '76

MURRAY GRINDROD Changing tack

Precision and drive are integral to Unicorn Lines' (UL) Murray Grindrod. His Springbok golf cap — he was winner of the SA Amateur in 1960 and later played for SA in the Eisenhower Cup — testifies to that.

Nor is he the emotional sort. But the pride he takes in celebrating his company's 50th anniversary is 'poorly concealed'. Understandably, as Grindrod, who has been MD of UL for the past 18 years — and latterly chairman as well — has had much to do with the firm's success.

Last year, UL, which lists Gencor and Safmarine as well as the Grindrod and Renaud families among its shareholders, reached the R100m turnover mark for the first time. And this year a similar performance is expected — despite the depressed shipping climate.

The company was formed by Leon Renaud in 1933 as African Coasters (Pty) Ltd and absorbed an earlier joint venture between the Grindrod and Renaud families in 1937. The operations of Smith's Coasters and Thesens Steamship Co were absorbed in 1966 and the name was changed to Unicorn Lines in 1975.

With 16 ships now flying the Unicorn flag and several others under charter, the company has come a long way. "It's worth recording," Grindrod says with some satisfaction, "that although 40 to 50 South African ship-owning companies have been started in the past 50 years, Unicorn Lines is the only one to have traded for all that time."

But that doesn't mean the next 50 years will be plain sailing — especially in a market characterised by serious over-tonnage, accelerating competition and shrinking world trade. UL hasn't gone unscathed, as Grindrod freely admits.

On international routes, it's been exposed to merciless rate-cutting. Coastal trade, on the other hand, has held up reasonably well, although some tonnage has been lost to road hauliers, a development shipowners view as disturbing. But in the long term, Grindrod believes, the answer lies in a revival in world trade, an accelerated rate of scrapping and fewer new vessels on the slipway.

He doesn't expect an improvement in foreign trade until Third World importers get their current accounts back into the black. Given the size of their debt burden and the International Monetary Fund's tough stance, chances don't look good. The best the industry can hope for, he says, is that it will "move off the bottom slightly next year."

Not a particularly promising outlook. But Grindrod assures UL is in good shape to meet the future. It's not short of ships, for example, having embarked on major re-equipping during the Seventies. Further, he says UL is looking hard at entering the

road transportation business which seems to be creaming more and more cargo off the sea routes. Entry will almost certainly be by way of acquisition.

"It's an area we haven't been into before, despite our heavy involvement in container services." Other options could be some form of participation in to growing ocean cruise business. Grindrod admits that a "limited role" is possible, though he doubts if the local market is big enough to keep a cruise vessel fully employed.

Though Grindrod appointed a deputy MD this year to handle day-to-day operational matters, strategy clearly remains his responsibility.

"I'm consulted before any major decisions are taken," he confirms. Any speculation that he is about to retire to concentrate on his other business interests or improve his golfing backswing is probably premature. At 48 he feels he's far too young to consider retiring.

Frequently, his name, fair complexion and aristocratic bearing have led to the suggestion that his passion for the sea stems from a Nordic lineage. Rather defensively, however, he points out that his ancestry is English. His grandfather, a crusty Liverpoolian, was a ship's master.

Grindrod joined the family business in 1957 after completing an engineering degree at Cambridge. His initial responsibilities were menial — supervising the loading and canvassing for freight. But they served as a thorough grounding for the responsibilities that were to come later. He was appointed MD shortly after Gencor bought in during 1964.

And what of his children — two completing university degrees and two still at school? Will they, too, succumb to the call of the sea? Grindrod is non-committal. "I've enjoyed it," he says, "and they would probably enjoy it too."



Grindrod ... flying the 50-year flag

Threat of tension after Pretoria workers fired

By STEVEN FRIEDMAN
Labour Correspondent

TENSION threatens the Olifantsfontein industrial area outside Pretoria as a result of the dismissal of strikers at Cullinan Industrial Porcelain (CIP) — a firm in the area — and several incidents have already occurred

Fired workers have demonstrated outside the plant twice, police have raided their hostels in Tembisa township and arrested over 100 workers, and management charges there have been incidents in which workers who replaced the fired men were "beaten up"

Workers at three other plants organised by the Building, Construction and Allied Workers' Union (BCAWU) have backed the fired workers and a brief stoppage at one of them this week may be linked to the dispute at CIP

Workers say there is a threat of turmoil, and management says the incidents are the result of a "militant" campaign by BCAWU to gain recognition at CIP

According to a worker spokesman, the tension began over three weeks ago when more than 350 CIP

workers — some of whom belong to BCAWU — struck, demanding that management negotiate wages with them

The workers were dismissed and the plant closed for three weeks

During this period the strikers staged a march through Olifantsfontein

At the same time workers at three other BCAWU factories — Cullinan Refractories, Johnson Tile, and Armistage Shanks — wrote to CIP management demanding the fired workers' reinstatement

According to the worker spokesman, workers at these companies also asked their managements to intervene on behalf of CIP workers

On Monday, the spokesman said, the plant reopened and "most" strikers were not taken back. That evening management told workers who had been rehired not to return to their hostel, but to sleep on the premises

The next morning fired workers demonstrated outside the plant and that evening police raided their hostel

"Some are in hiding from police now," he said

This week Johnson Tile workers went on a brief strike. The spokesman said

while this was ostensibly over other issues, "it came after workers asked the company to intervene at CIP"

Mr Ray Tyler, chairman of Cullinan Holdings' electrical division, yesterday confirmed the demonstrations and that CIP had received letters from workers at the three other plants

He denied, however, that most of the strikers were not taken back. "Over 260 were rehired and about 100 others were replaced," he said

Mr Tyler said the arrests by police had nothing to do with the company but were related to "reports of intimidation at the hostel"

In one incident CIP workers had been "pulled off a bus and beaten up"

But a police spokesman denied that any of the arrests were connected with the strike. More than 100 workers were arrested in the raid for being "illegal" residents of the hostel, he said

Mr Tyler said BCAWU represented only about 25% of CIP workers

"We have nothing against unions and would deal with them if they represented a majority," he said

139
204 29/11/83

Strike shuts down 16 food chain outlets

Labour Correspondent

STRIKE action closed 16 outlets of the Kentucky Fried Chicken chain in the Johannesburg area yesterday, a Commercial, Catering and Allied Workers' Union (Ccawusa) spokesman said.

At the chain's Orange Grove outlet, the company's regional manager had told workers they were dismissed and had also said he was calling the police, the spokesman said.

The union had tried to contact the company for talks to settle the strike, but had been unsuccessful, he said.

The workers' chief demand was for a basic wage rather than an hourly rate for time worked, he said.

Repeated attempts to contact Kentucky Fried Chicken management were unsuccessful yesterday. The Rand Daily Mail was told the company official dealing with the strike was not available, but a company source said "not all" Kentucky's branches were on strike.

A co-ordinated strike at branches of a chain like Kentucky, which employs only a few workers at each outlet, is a rarity.

According to Ccawusa, the strike has hit Kentucky outlets in Johannesburg, Randburg, Randfontein, Alexandra township and various parts of the West Rand. Johannesburg stores affected include those at Orange Grove, Joubert Park, Melville, Jeppe Station and Victory Park.

Two unions join forces

Cape Times 29/11/83

139

Staff Reporter

IN what is seen as a significant development within the trade union movement, two unions, the Electrical and Allied Trade Union (EATU) and the Electrical Allied Workers Union (EAWU), have decided to amalgamate and form one body.

The decision to amalgamate was taken in Johannesburg on Saturday at a meeting called by the Federation of Trade Unions of South Africa (Fetusa).

A third union, the South African Electrical Workers Association (SAEWA), present at the weekend meeting, indicated that they were not prepared to amalgamate with the other two without first consulting their membership.

EATU and EAWU have, respectively, a predominantly coloured and black membership while the SAEWA is mainly white.

A spokesman for the amalgamated unions, Mr Brian Williams, who is also the chairman of the Western Cape branch of the EATU, said the two unions had decided to form one democratic worker-controlled, non-racial trade union.

This stemmed from the desire to form a united front to promote and protect the interests of union members.

He believed this would have a tremendous impact on the future of all workers.

A constitutional committee to work out a mechanism and structure for the new union was formed after the Fetusa meeting.

Union changes stance on legal recourse

139 Labour Correspondent

RD 29/11/83
"even though we have majority membership at their plants"

THE unregistered National General Workers Union has decided to make use of the Government's official dispute-settling machinery for the first time, its general secretary, Mr Donnie Kumalo, said yesterday.

Mr Kumalo said this represented a change of policy as the union had been against using the official machinery in the past. Union leaders' new stance would be put to members at a general meeting at the weekend for ratification.

He said the change was being made for "tactical reasons" and would involve referring disputes to industrial councils and the industrial court.

According to Mr Kumalo, the new stance would enable NGWU to declare disputes with two companies in the Pretoria area, MM Steel Construction and Bold Stone, who he accused of refusing to recognise the union.

The disputes would be referred to the metal and building industries' industrial councils and, if they failed to settle them, to the industrial court, Mr Kumalo said.

"It is an unfair labour practice to refuse to recognise a majority union and we believe both these companies have done this," he said.

But a spokesman for Bold Stone expressed "total surprise" at Mr Kumalo's statement.

"We are still negotiating with this union and this is the first I have heard of a deadlock or dispute. However, you obviously don't recognise a union overnight and we have been holding talks on the subject. In fact, we have been waiting for the union to come back to us with a date for further talks," he said.

An MM Steel Construction representative also denied the company refused to deal with NGWU.

Σ. Post
29/11/83
139

Five placard carriers held for questioning

By JIMMY MATYU

A TRADE unionist and four members of a youth organisation were picked up by security police in Kwanobuhle and MacNaughton townships in Uitenhage today while carrying placards demonstrating against the elections of the first black town council for the town

They are Mr Tembani Sibidla, Mr Mongameh Madaki, Miss Nopetese Spayi, Mr Norman Kona, all members of the Uitenhage Youth Congress and the Uitenhage Black Civic Organisation, and Mr Aubrey Mali, the organiser of the Uitenhage branches of the Motor Assemblers and Components Workers' Union of Africa (Macwusa) and the General Workers Union of South Africa (Gwusa)

The message on the placards was "Akuvotwa" ("We don't vote")

Colonel G Erasmus, head of the secur-

ity police in the Eastern Cape, said the people were hindering people at bus stops. They were released after they were questioned

There were no elections in Uitenhage today because all members who were serving in the Community Council were re-elected unopposed to the new black Town Council

The four congress members were demonstrating at the bus terminus in Bantom Street, Kwanobuhle, at 6am, while Mr Madaki was at Maduna Street bus terminus in McNaughton township

Mr Fikile Kobese, an executive member of Macwusa and Gwusa, said the security police photographed the demonstrators with the placards before picking them up and confiscating the placards

(Report by Jimmy Matyu, 19 Baakens Street, Port Elizabeth)

Business Day

Business must stay off 'political' unions

139 ROM 30/11/83

Financial Reporter

SOUTH African businessmen were warned this week that a developing black trade union movement may assume a purely political role instead of working in partnership with industry.

Mr Walter Goldsmith, director-general of the UK Institute of Directors, told the SA division of the institute in Johannesburg that company directors should give a clear lead to forestall the emergence of politicised unions.

"In a well-led company, trade unions will often be irrelevant. A company will be far better served by a clear strategy to maximise effective communication with the entire workforce; proper consultation in legitimate areas; involvement of employees beyond their particular daily tasks; identification with the company and, wherever possible, a direct financial link with the company's success."

A clear lead from company directors would help to remove the risk of SA being confronted by politicised trade unions, and would ensure more harmonious industrial relations, greater productivity and competitiveness.

Mr Goldsmith said that if there was one lesson from the UK's recent economic past, it was that government intervention in the economy, central planning and action based on government forecasting almost invariably did more harm than good.

"In fact, all wealth creators could well send a message to all governments of all descriptions about the

effects of their attempts to interfere in the economic process."

He spelt out the indictment of governments:

- In times of plenty, you are unable to resist the temptations to interfere in the distribution of the rewards of success. You have taxed the successful relentlessly;
- You have taxed wealth — or capital — and so attacked the basis of the capitalist system itself;
- In times of difficulty, you have taken unsuccessful industries into so-called public ownership in a futile attempt to keep them going;
- Above all, by substituting your judgement in economic matters for those of individual workers and customers, you have given them lower standards of living;
- You have therefore condemned some to enforced idleness while denying others the incentives which would allow them to fulfill themselves.

Mr Goldsmith said the challenge facing SA business leaders was to ensure the success of the free enterprise system.

"Your government may have made steps forward in reducing the burden on industry. But there is still a great deal more to be accomplished — I am sure you feel the level of taxation could be lower and that government bureaucracy is too great.

"It is up to you to lobby for less restraint so as to ensure that the creation of wealth can flourish, fostered and not impeded by Government — so that wealth can be created to support the caring society that businessmen in SA and throughout the world are seeking."

Union
ited

Electrical

Other than Gencor

... that the offer by Gencor for the ... of Tedalex, other than Gencor, at a ... African currency, will be made to ... Friday, 9 December 1983

... by Gencor will be posted to the ... offer will be open from 09h30 on ... December 1983

... Tedalex on The Johannesburg Stock

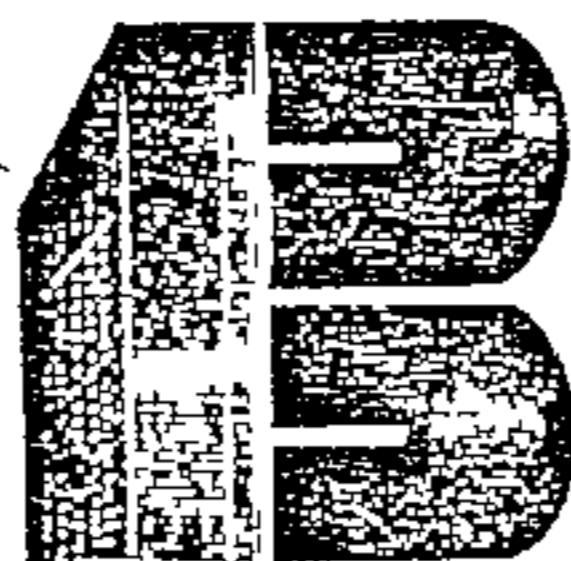
sen Ltd.

... (an), P M A M Smits (Netherlands)
... G E Salter, E J Stoddard (British),
... Williams

STATEMENT

Consolidated unaudited results for the six

Unaudited 6 months to September 1983	September 1982	Audited 12 months to March 1983
R'000	R'000	R'000
1 901	108	(20)
839	73	2
1 062	28	(22)



BRISTOL INDUSTRIAL CORPORATION LIMITED ("BRISTOL")
(Incorporated in the Republic of South Africa)

INTERIM REPORT FOR THE SIX MONTHS ENDED 31 AUGUST 1983

Financial Results

The unaudited consolidated results for the six months ended 31 August 1983 compared with the six months ended 31 August 1982 and the year ended 28 February 1983, are as follows:

Six months ended 31 August		Year ended 28 February
1983	1982	1983
R000's	R000's	R000's

139
2004 30/11/83

Fried chicken staff still out on strike

Labour Correspondent

THE strike at Kentucky Fried Chicken outlets in Johannesburg and on the West Rand continued yesterday as the company and the Commercial, Catering and Allied Workers Union attempted to negotiate a settlement, according to the general secretary of the union, Mrs Emma Mashinini

Mrs Mashinini said the key obstacle to a settlement was the dismissal of a worker at a Kentucky outlet in Ontdekkers Park. Workers had said they would not return to work unless the worker was reinstated.

The workers' major demand — that they receive a basic wage instead of a varying hourly rate — had been settled temporarily, she said. The company, which is

American-owned, had said it would refer the workers' demand to its American head office for a decision.

Despite earlier reports that workers at one branch had been dismissed, Mrs Mashinini said talks with management had indicated that none of the strikers had been fired so far.

Attempts to obtain comment from Kentucky were unsuccessful for the second successive day yesterday.

The strike — which the union says affects 16 outlets — began on Monday, when workers downed tools in support of demands for a set wage and in protest at the dismissal.

Negotiations had begun between the union and company and these were still in progress late yesterday afternoon.

100M (139)

Blacks to cut off links with white union

30/11/83

By STEVEN FRIEDMAN
Labour Correspondent

TWO trade unions — one for black, the other for coloured electrical workers — plan to form a new nonracial union to avoid the "stigma" of being racially based "parallel" unions under the control of white unionists, a spokesman for the two unions said yesterday.

The two unions' decision also means that one of the last major experiments in "parallel" unionism — whereby white unions set up racially separate unions for other races under the direction of a white unionist — is about to end.

The decision of the unions — the Electrical and Allied Trades Union of SA and the Electrical and Allied Workers' Union of SA — to amalgamate and open to all races was announced at the weekend.

Until now the two unions have been linked to the white SA Electrical Workers' Association in a Federation of Electrical Trade Unions.

Mr Ben Nicholson, general secretary of the white union, also acted as general secretary of the other unions.

A spokesman for the two unions who plan to amalgamate, Mr Tommy Olifant,

said yesterday the idea behind forming the federation three years ago had been to pave the way for an amalgamation of the three unions.

The black and coloured unions now believed the time was ripe for such a move, but the white union had said some of its members were still opposed to amalgamation with unions representing other races.

But, Mr Olifant said, the black and coloured unions had decided to go ahead with amalgamation anyway.

He said this meant the new union — which will be formed in January — would become "independent" of the white union.

A new general secretary would be elected and members of the two unions felt that the federation was no longer needed.

"We will now have the same relationship with the white union as we have with any other union — we may co-operate with them at negotiation time, but in all other respects we will be an independent union," Mr Olifant said.

The two unions had made their move because of criticisms by rival unions.

Mr Nicholson was not available for comment.

(1139) (1139) 30/11/83



Striking workers outside the Liberty Life head office during a placard demonstration in October. The battle rages on.

A battle rages over liberty and life for a union

By Carolyn Dempster

Stickers on shop windows in the city centre proclaim: "Boycott racist Liberty Life"

Sales House shoppers are urged not to buy at the Edgars-owned store, while United Building Society's black clients are persuaded to close their accounts

In recent weeks Liberty Life chairman Mr Donald Gordon has been the target of the boycotters pickets

The pressure tactics are at the heart of a campaign being waged by the Insurance Assurance Workers Union in renewed efforts to gain recognition as a union from Liberty Life Association.

The struggle began in July this year when black staff at the company's Braamfontein head office went on strike over a wage dispute and other matters. The workers agreed to return to work, but Liberty refused to recognise the union as the official representative of black workers.

Four months ago a little-known union with a black consciousness base tangled with one of South Africa's insurance giants in a fight for recognition. The ripples of the continuing battle between the Insurance Assurance Workers Union of SA (Iawusa) and Liberty Life Association are widening.



statement released in March, Liberty reiterated that the company was not prepared to negotiate with a racially-based union, neither was it prepared to recognise an unrepresentative union

"Liberty Life accepts the principle of freedom of association and accordingly accepts the right of its employees to join trade unions. The company however is firmly committed to the furtherance of equality and is proud of its totally multi-racial work environment and conditions," said the policy statement

Iawusa membership is open only to blacks, coloured people and Indians, but the union's chairman, the Reverend Joe Seoka, sees no problem in this.

"The interests of the black and white workers are really very different. It would be impossible to be representative on a multi-racial basis," he said

In any event, why should Liberty dictate to workers which union they should or should not join if they truly believe in freedom of association, he argues

On September 29, 95 Iawusa members went on strike in a bid to force

the company to recognise and negotiate with their union. The next day, Liberty fired the workers when they refused to return to work. Letters of dismissal were sent to 89 of the strikers

Over the past two months the union has tried in several ways to reinstate the sacked workers and gain union recognition

The strikers have staged placard demonstrations outside Liberty's head office, solicited the support of fellow unions and sympathetic overseas bodies, and have finally resorted to the boycott tactic

Realising that a boycott of Liberty itself would achieve very little, the union has chosen the "soft targets" among Liberty Life associates where they are convinced they will achieve some success

The boycott plan involves the United Building Society because Mr Gordon is a director of the building society and Sales House, a company

with predominantly black customers

The boycott tactic has so far caused at least two UBS branches to be closed for a couple of hours and has prompted the union to spread the plan to the rest of the country

The campaign turned into something of a personal vendetta this month when Mr Gordon was chosen as a target because of his position as chairman of the group

Liberty Life is riding out the storm

"We have been labelled racists for holding a multi-racial view," said Mr M Jackson, the company's deputy general manager of human resources

"We have presented our case and once the issues have been understood, we have received support. Mr Gordon is not at all perturbed by the personal campaign and is prepared to take flak for adopting what he considers to be a just stand," Mr Jackson said

The company believes the boycott will have minimal financial impact and pressure on associated companies — where links with the insurance giant are tenuous — and are not likely to sway Liberty's industrial relations policy, Mr Jackson said

Liberty Life argues from a moral base, pointing out that Iawusa is overtly "political" and unrepresentative of even the black staff.

While Iawusa has steered clear of the industrial court for fear of creating a precedent which would be as much to the advantage of right wing white unions as it would to black, it is an avenue which remains to be explored, said Mr Seoka

Liberty would willingly accept an industrial court ruling on the matter, said Mr Jackson

Strikers go back to work

Labour Reporter

The strike by workers at 16 Kentucky Fried Chicken outlets on the Reef ended yesterday afternoon after negotiations between management and the Commercial Catering and Allied Workers' Union

A Kentucky spokesman said the strikers had returned to work but would not comment on the discussions

A Ccawusa spokesman said the two-day strike was sparked by a wage dispute and workers had complained that they had to ask permission to go to the toilet

Outlets affected were at Randburg, Randfontein, Alexandra township, various parts of the West Rand, Orange Grove, Joubert Park, Melville, Jeppe Station and Victory Park

Ccawusa said it was negotiating for a basic wage for employees and was also trying to resolve other work grievances

2204
1/12/83
139

Chicken is frying again

Labour Correspondent

THE strike at Kentucky Fried Chicken outlets in Johannesburg and on the West Rand has been settled

Workers returned to work late on Tuesday, the general secretary of the Commercial, Catering and Allied Workers Union (Ccawusa), Mrs Emma Mashumini, said yesterday

She said the company had agreed to reinstate a fired worker and that workers had returned on the strength of this

A further worker demand — that they receive a basic wage instead of a varying hourly rate — is awaiting a decision by Kentucky's American parent company

A Kentucky representative yesterday confirmed that the strike had ended

And, in another development, the Minister of Manpower has approved the appointment of an official conciliation board to attempt to settle the dispute between the union and OK Bazaars

The dispute centres around a wage deadlock, and the white and coloured National Union of Distributive and Allied Workers has joined Ccawusa in declaring a dispute with the company

If the board fails to settle the dispute, union members will be entitled to hold a legal strike ballot.

Boycott with a twist

139
c-Herald 1/1/72

By Barry Streek

A RELATIVELY new trade-union, the Insurance and Assurance Workers' Union (Iawusa), has undertaken one of the most ambitious consumer boycotts in South African history.

Not only is it calling for a boycott of the firm in dispute — Liberty Life — but it is also slowly extending the campaign to the companies on which Liberty's chairman, Donald Gordon, is a director.

These companies include South African Breweries, United Building Society, Edgars Stores, Sales House, the Premier Group and Standard Bank.

The union accepts that a consumer boycott, particularly a black boycott, of Liberty Life, an insurance and finance group, is unlikely to have much effect on the company in the short term.

But it believes that a consumer boycott of Liberty's associated companies, particularly

those with significant black trade, could be effective.

In view of the experience with consumer boycotts in the past, few observers give Iawusa much chance of success and, without exception, they do not believe that many other unions will join the campaign.

EXTEND

Iawusa, however, is undeterred and is trying to extend the campaign outside Johannesburg to other centres, including Cape Town.

"It seems to be going very well. We have been able to close down two branches of UBS in Soweto," the union's president, Jee Seoka, said in an interview. The two branches closed for the day after a large number of clients came to close their accounts.

Pickets have also been held outside Sales House outlets as well as the Liberty Life headquarters.

Mr Seoka says the aim is to show how effective consumer power

can be until such time as "Liberty Life understands trade unionism".

He also hopes that if the boycott is extended country-wide "we will get people to understand the issues".

Liberty, however, is unmoved by the potential consumer threat — so far.

NON-RACIAL

It says it will not recognise a blacks-only union like Iawusa, nor deal with it. It will only negotiate with non-racial unions and says un-racial organisations are counter to its policy of being an equal opportunity organisation.

Liberty Life believes it has been at the forefront of encouraging racial harmony within the business sector, although Mr Seoka argues that this is not reflected in its own internal policies.

"We are being accused of racism by this union but, ironically, in our view, the issue arises from the company adopting a non-racial attitude," Mr Monty Hilkowitz, man-

aging director of Liberty, says.

The union, on the other hand, wants the reinstatement of 106 workers fired by Liberty earlier this year for going on a wildcat strike to gain recognition.

ORGANISATION

Meanwhile labour analysts believe that, regardless of blacks-only membership, workers should be able to decide which union they want to represent them. They have also been surprised that Iawusa has been able to generate such support but they argue that consumer boycotts, if they are to be successful, involve a considerable degree of organisation and energy.

They say that although there have been some successful boycotts — Fattis and Monis was one — many have floundered because the organisation and support has not been there. It is for this reason, they say, that many unions are wary of getting involved in consumer boycotts.

And the divisions in the trade unions — between the non-racial unions and those aligned with black consciousness movement — could limit solidarity action.

They also argue that an unsuccessful boycott is frequently a defeat, or at least a setback, for the union concerned.

Iawusa is, nevertheless, determined to push ahead. Mr Seoka says daily strategy sessions are held to discuss tactics.

But for all the enthusiasm and publicity, as well as the potential long-term damage to Liberty Life and Mr Gordon's companies — Mr Meyer Kahn, now head of SA Breweries said last year "No one needs a boycott, on that you can take poison" — Iawusa could, in the end, be the big sufferer if the campaign peters out without winning its demands.

Indeed, the outcome of the Liberty Life boycott could be significant in the development of the trade union movement in South Africa.

30 picket Maponya supermarket

By STEVEN FRIEDMAN
Labour Correspondent

ABOUT 30 workers who were fired from Grand Bazaars' Rosettenville store recently, yesterday picketed the opening of a new Soweto supermarket owned by businessman Mr Richard Maponya as part of a campaign to urge a boycott of the shop — but failed to prevent a large crowd of shoppers buying at the store.

The workers are urging a boycott because, they claim, the store has links with Grand Bazaars which, they say, refuses to reinstate them.

However, Mr Maponya said yesterday the picket had had no effect on business at the store. He said thousands of Soweto residents had visited the store yesterday and the opening had been "a great success".

Some shoppers had wanted to take action against the boycotters, but he had advised them not to, Mr Maponya said.

Pickets conceded that large crowds visited the store yesterday, but claimed



Some of the thousands of bargain-seekers who flocked to the opening of Soweto's first discount store — owned by Mr Richard Maponya — yesterday.

Picture: ROBERT TSHABALALA

that Maponya's had been forced to offer "massive discounts" in an attempt to "break the boycott".

The workers, who belong to the Commercial, Catering and Allied Workers' Union, called the boycott after talks aimed at winning their reinstatement had deadlocked.

Mr Maponya and Grand Bazaars say that Mr Maponya is the sole owner of the Soweto store, but that he and Grand Bazaars have signed a

management contract empowering Grand Bazaars to run the store.

However, the workers claim that Grand Bazaars has a stake in the store. They say they want reinstatement either at the Grand Bazaars store or at the Soweto store.

Yesterday's picket lasted from 7am until 8.30am and a contingent of police arrived to keep watch over it. There were no incidents.

After the picket, workers also alleged that garments

being sold in the store bore the label "Grandware", which they say is used only in Grand Bazaars stores. Mr Maponya denied this.

They also claimed the store had opened late because of the picket.

Mr Maponya said, "about six thousand" people had been waiting outside the store yesterday morning and that "the queue of those who could not get in stretched around the block".

139
Unions No
to OK offer
Mail Correspondent
2/12/83

DURBAN — The Minister of Manpower has appointed a conciliation board to resolve a wage dispute between workers and management of OK Bazaars

The Commercial, Catering and Allied Workers Union of South Africa (CCAWUSA), representing black workers, and the National Union of Distributive and Allied Workers (NUDAW), representing Indian, coloured and white workers, declared a dispute with the company recently

The workers are demanding an increase of R50 across the board, but the company offered R20 at the end of this month and R15 in February to all workers earning less than R350

A spokesman for CCAWUSA said workers had rejected the offer and were sticking to their demand.

Dispute over labour status

Labour Correspondent

AN UNUSUAL point of law may be at stake in a dispute between the Commercial, Catering and Allied Workers Union and SA Cultural Investments

The union alleges that the company, which sells a well-known encyclopedia, fired 20 sales workers because they are Ccawusa members.

It says the Department of Manpower is now investigating the dispute and that it plans to bring an industrial court action against the company

However, the company argues, according to a Ccawusa spokesman, that the 20 workers are not "employees" but freelance workers and that they are therefore not covered by labour law. Only "employees" can take action against their employers in the industrial court

Attempts to contact SA Cultural Investments for comment were unsuccessful yesterday

According to a Ccawusa spokesman, the 20 workers were paid a commission by the company on each encyclopedia they sold.

However, workers said they had to report for work daily and to work set hours and that they were therefore entitled to a basic wage rather than commission

The union, he said, had taken the matter up with the company and, at talks last Friday, management had agreed to investigate the complaint.

However, 20 sales workers had been dismissed on Monday — because, the union alleges, they had joined Ccawusa

The union had unsuccessfully tried to negotiate the fired workers' reinstatement and had reported the dispute to the Department of Manpower, but there was now a dispute over whether the workers were "employees"

The Department of Manpower was now investigating whether the workers were, in fact, covered by labour law

Further action by the union will depend on the outcome of the inquiry!

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Bikers sick of their 'red' union

City Press
4/12/83

139
139

A REBEL faction of the SA Scooter Drivers' Union threatened to pull out of the organisation this week "because unions go with communism and are full of whites".

Members of the 3 000-strong Johannesburg Scooter Drivers' Association confronted Sasdu chairman Lucky



● The rebel bikers . . . white ISN'T right for them.

Mhlayivana, and demanded that he give them the association's typewriter, cash contributions and financial statements.

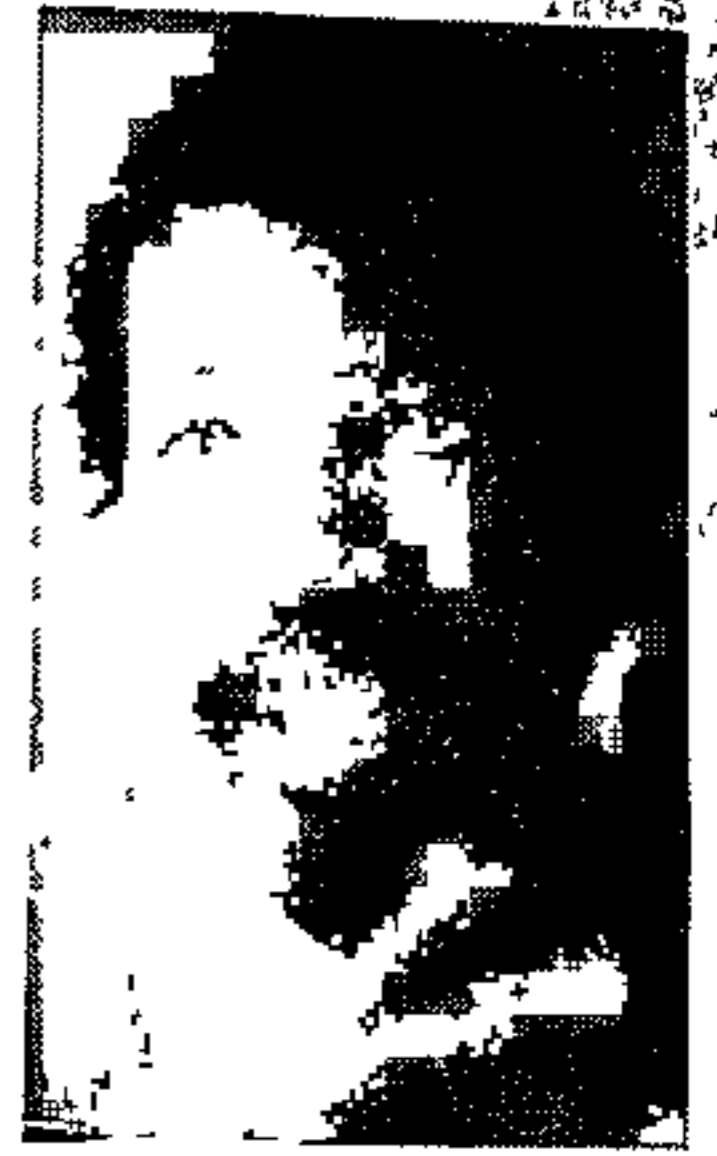
"We are not prepared for a union. Scooter drivers don't need a union. All Mr Mhlayivana did was hijack our association and form his union," said a member of the delegation.

"We want the union to keep away from us"

The confrontation was a sequel to last weekend's stormy Soweto meeting called by the Johannesburg bikers, where Mr Mhlayivana was apparently unable to satisfy some members.

Union steward Vusi Luvuno told City Press he had been confronted by the angry Johannesburg bikers while on his rounds.

"They said they didn't like unions because they go with communism and are



● LUCKY MHLAYIVANA "most bikers agreed to a union"

full of whites. They were in a real ugly mood," he said.

Mr Mhlayivana said the bikers had agreed in 1980 on the need for a union

"Only a handful of Johannesburg guys objected because they feared the word 'union'," he said.

The two groups have called a "crisis meeting" at Soweto's YWCA on December 11.

139 City Press

SOWETO ELECTIONS

'No to Mandela'

THE STAGE is set for black urban townships to be apportioned to the bantustans through one of the three Koornhof bills, the Black Local Authorities Act, Media Workers' Association leader Zwelakhe Sisulu warned this week

12/83



Sisulu, whose father, former ANC secretary-general Walter Sisulu, is serving a life sentence on Robben Island, said this had already happened with Lamontville, KwaMashu, Mdantsane, Zwelitsha and Siyabuswa

Speaking at a United Democratic Front rally at Regina Mundi, Sisulu said these bills would "complete a process of oppression for all times so that we will no longer claim — as we used to — that we are part of oppression but its victims"

He called upon residents to register their resistance to the Koornhof bills by staying away from the polls tomorrow

He warned that those who will be voting for Mr David Thebehali tomorrow would be registering a No Vote for Nelson Mandela, the ANC leader serving life imprisonment on Robben Island.

(Report by M Badeta, 62 Elolf St Ext JHB)

Selwyn-Smith and B Cohen, cartoon by A padlines and sub-editing by D Niddrie, all of

● SISULU "Completing the process of oppression"

Employers get tough with trade unions

EMPLOYER attitudes to workers are hardening. Confirmation came in last week's Barlow Rand annual report.

12/83
RDM

Barlows has as an image of commitment to dealing with black unions. But there was a marked change of tone in the report.

Fosatu and its Metal and Allied Workers Union were singled out for attack and Fosatu was accused of making demands which threatened free enterprise.

Some unions were also accused of destroying trust in factories and of singling out progressive firms as targets.

Tension between Barlows and Fosatu unions has been evident for some time. Besides a series of heated disputes between MAWU and Barlow metal firms, there have been clashes in the textile and paper industries.

Barlows chairman, Mr Mike Rosholt, believes unions are responsible for the confrontation. But MAWU insists he is being fed incorrect information.

Indeed, unionists argue that the disputes arise because Barlows is using them as guinea pigs to test how far it can go in limiting the

LABOUR WEEK

issues it will have to negotiate with them.

The battle is about management prerogatives — the decisions which management should be able to take without negotiation.

Mr Rosholt says managers see freedom to take decisions affecting workers as an integral part of free enterprise. The Barlow battle thus reflects what is going on in many unionised factories.

The main focus of union activity this year has been to whittle away at these "prerogatives", which the unions see as a licence for managers to take decisions on issues directly affecting workers without consulting them.

Retrenchment and safety are two examples of issues on which unions are challenging management's right to take decisions alone.

It is this trend to which Barlows appears to be reacting — as are employers who are irked by industrial court decisions curtailing

BY STEVEN FRIEDMAN

their right to take key decisions without negotiation.

It seems many managements recognised black unions in the belief that their decision-making power would not be curtailed and are now reacting against the discovery that this is not so.

But the battle over which decisions should remain the domain of employers is what unionism is all about in the West and the Barlows report pinpoints the area of conflict which will dominate bargaining in future.

□□□

THE attempt by sacked Grand Bazaars workers to enforce a boycott of a Soweto store owned by Mr Richard Maponya got off to an auspicious start last week.

About 30 of the workers picketed the store's opening, but failed to prevent thousands of shoppers from buying at it.

The key factor was that the store offered special offers to shoppers — either because this is

139
12/83
RDM

standard practice when a new store opens or, as the workers allege, to dent the boycott.

Although the boycotters lost the first round, the store will not offer these specials for ever and it will be a while before the strength of the boycott can be judged.

Ceawusa, the union to which the dismissed workers belong, has been careful not to allow the boycott to become a test of strength for it. It has left the boycott's organisation mainly to the sacked workers and has stressed that whether the boycott will continue is up to the Grandbaz workers alone.

□□□

PARALLEL unionism — once a standard method used by white-led unions to organise black workers — has fallen on hard times.

Most non-black unions have abandoned this strategy and one of the last surviving parallel setups — among the electrical unions — has collapsed.

Parallel unionism was devised by Tucca. A non-black union would organise a separate black union and install its general secretary at its helm.

Until the 1980s, this was seen by emerging unions as a key strategy to weaken them. They argued that the non-black union controlled the black union through this device.

Although most established unions now recruit all races into one union by means of the closed shop, the electrical unions have retained this type of unionism.

Three unions, one each for blacks, coloureds and whites, were linked by a federation and Mr Ben Nicholson, general secretary of the white union, fulfilled this function in the other two as well.

Mr Nicholson denied this was a form of control and insisted it was a unique form of federation which prevented any race from dominating another. The black and coloured unions have decided to amalgamate into a non-racial union which will operate independently.

They say they have been branded parallel unions to their cost, that they asked the white union to join them, but that it refused.

12/83
RDM

No orders, so black salesmen dismissed

By Carolyn Dempster,
Labour Reporter

The total complement of black sales representatives at SA Cultural Investments was dismissed last week for failing to bring in orders.

The 20 representatives, who are all members of the Commercial, Catering and Allied Workers Union, were, allegedly told to bring in "at least one order" by a certain date or face dismissal.

In the interim, union organisers met with management to discuss grievances voiced by the representatives over basic salaries and field trip allowances.

Mr H W Payne, director of Cultural Investments, said management had agreed to consider the union's demands, but was unaware of the threat by the branch manager.

Mr Payne confirmed that when the employees reported for work on Monday — without an order between them — they were fired on the spot.

The company has now offered to reinstate the representatives on a freelance basis only, and is demanding a R200 down-payment on the sales kit and the training course.

A spokesman for the union alleges the new conditions of employment constitute nothing less than selective re-employment.

The union has also taken the issue of basic pay to the Department of Manpower, holding that the employees should be awarded backpay for the period they were told to report to work on a daily basis.

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A dispute at

By JOSHUA RABOROKO

THE Minister of Manpower has appointed a conciliation board to resolve the dispute between the Commercial Catering and Allied Workers Union of SA (CC Awusa) and the giant OK Bazaars which employs over 20 000 people.

This was confirmed by the union's general secretary, Mrs Emma Mashinini, who told The SOWETAN that the conciliation board would sit this week.

The dispute by CC Awusa follows a deadlock in wage talks. This is the first time that the union has made use of the official dispute machinery since the parties signed a recognition agreement earlier.

Mrs Mashinini said that officials from the Department of Manpower had visited the union's offices to check on their membership. The union represents 6 000 of the 20 000 workers at all stores in the country.

The union has demanded a R50 a month increase to come into effect as from October and the company has come with an offer of R20 a month from December and a further R15 from next Feb-

the OK

Sowetan
5/12/83

ruary
Mrs Mashinini said that the minimum wage at the store was R240 a month and the offer had not been accepted by the workers.

The declaration of a dispute means that the union has to apply for a conciliation board to settle the matter and is the first step on the way to a legal strike. Failure by the board to settle a dispute can open the door to a legal strike, according to Manpower officials.

OK management has said that they intend to offer another salary increase next year, despite the two other offers.

Meanwhile it is understood that the white and coloured shop workers' union, the National Union of Distributive and Allied Workers has plans to declare a dispute with OK Bazaars

on the same issue, but the management has denied any knowledge of the dispute.

SA
139

Sullivan in SA probe

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Sowetan 7/12/83

THE Reverend Leon Sullivan, author of "Guideline Principles for American Companies Operating in South Africa," is investigating ways of allowing black trade unions to monitor the code.

The Sullivan Code, drawn up seven years ago, spelt out principles of equal pay, equal opportunity and improved facilities for black workers in South Africa

According to a recent report issued by the United States Information Service (USIS), Mr Sullivan told a Washington Press conference that black trade unions were "the most important force emerging in South Africa for peaceful change"

Mr Sullivan, head of the Opportunities for Industrialisation Cen-

tre, has been invited to explain his principles at the International Confederation of Free Trade Unions (ICFTU) meeting in Germany next year, specially convened to "evaluate ICFTU's support of the black unions in South Africa."

The USIS report quotes Patrick O'Farrel, director of the African-American Labour Centre, as saying he "strongly believes, that companies should not be the sole arbiters of compliance or employee involvement with the Sullivan Code"

Right to fire workers is clarified

By Carolyn Dempster,
Labour Reporter

An important legal precedent regarding the right of employers to dismiss striking workers has been set by the Industrial Court in the case brought by the Media Workers' Association of South Africa against The Star.

The application by Mwasa for the reinstatement of 209 workers was turned down by the court on the basis that the applicants had failed to establish a prima facie right to strike.

The significance of the judgment is that

- In view of the vague definition of an unfair labour practice, it clarifies the right of an employer to fire striking workers

- It is likely to boost the confidence of employers who seek to dismiss workers from now on

- The only way unions will be able to protect their members is through negotiating contracts preventing employers from dismissing striking workers for a stated period of time

- It is one of the few cases taken to the industrial court by a union to be won by an employer.

The application, in terms of section 43 of the Labour Relations Act, was made by Mwasa in June after The Star fired 209 workers.

The workmen went on strike over the dismissal of one of their colleagues, Mr Oupa Msimang.

In his finding, Mr DR van Schalkwyk said that, in view of the disciplinary history of Mr Msimang, "the respondent... revealed unsurpassed leniency towards him, rendering his dismissal totally justified".

Mwasa alleged that The Star management ignored disciplinary procedures in Mr Msimang's dismissal.

The court made two important rulings in this regard:

- That the "protection" in a system of procedures is not unilateral protection for the benefit of the employee only, but is bilateral and affords protection to the employer as well.

- That the action by the 209 workers constituted a strike and not a work stoppage as argued by the union, and that even if final agreement on disciplinary procedures has not been reached by the two parties, "it does not imply that anarchy is to reign in the interim".

Severance payments accepted

Labour Reporter

The Media Workers Association of South Africa has accepted the R100 000 severance settlement offered to the 209 workers dismissed by The Star earlier this year.

The union was given until November 30 to accept the offer. After receiving the Industrial Court judgment on the application for the reinstatement of the workers, the union decided not to take the matter further and to accept the severance offer.

Payments were pegged to the length of service of the individual employees dismissed and ranged from R250 to R2 000.

Recognition victory at Foschini stores

Labour Correspondent came after five months of "tough but cordial" negotiations

Ccawusa general secretary Mrs Emma Mashinini said the union and Foschini were negotiating a maternity leave agreement at present

and that wage talks were due to start soon

Meanwhile, a conciliation board called to attempt to settle a wage dispute between Ccawusa and OK Bazaars will meet in Johannesburg today

The agreement gives Ccawusa bargaining rights at Foschini stores, and at Markhams, Pages and American Swiss stores which are also owned by the company

A noteworthy feature is that Foschini owns stores with a relatively small labour force spread over a wide geographical area — a factor which usually makes union recruitment difficult

A company statement yesterday said the agreement



COUNTRY GARDEN GIFT SETS

1950

- Toilet Bag
- Foaming Bath 350 ml
- Bath Delight 100 g
- Fragrant Soap 150 g
- English Country Scent

Dion's Low Price

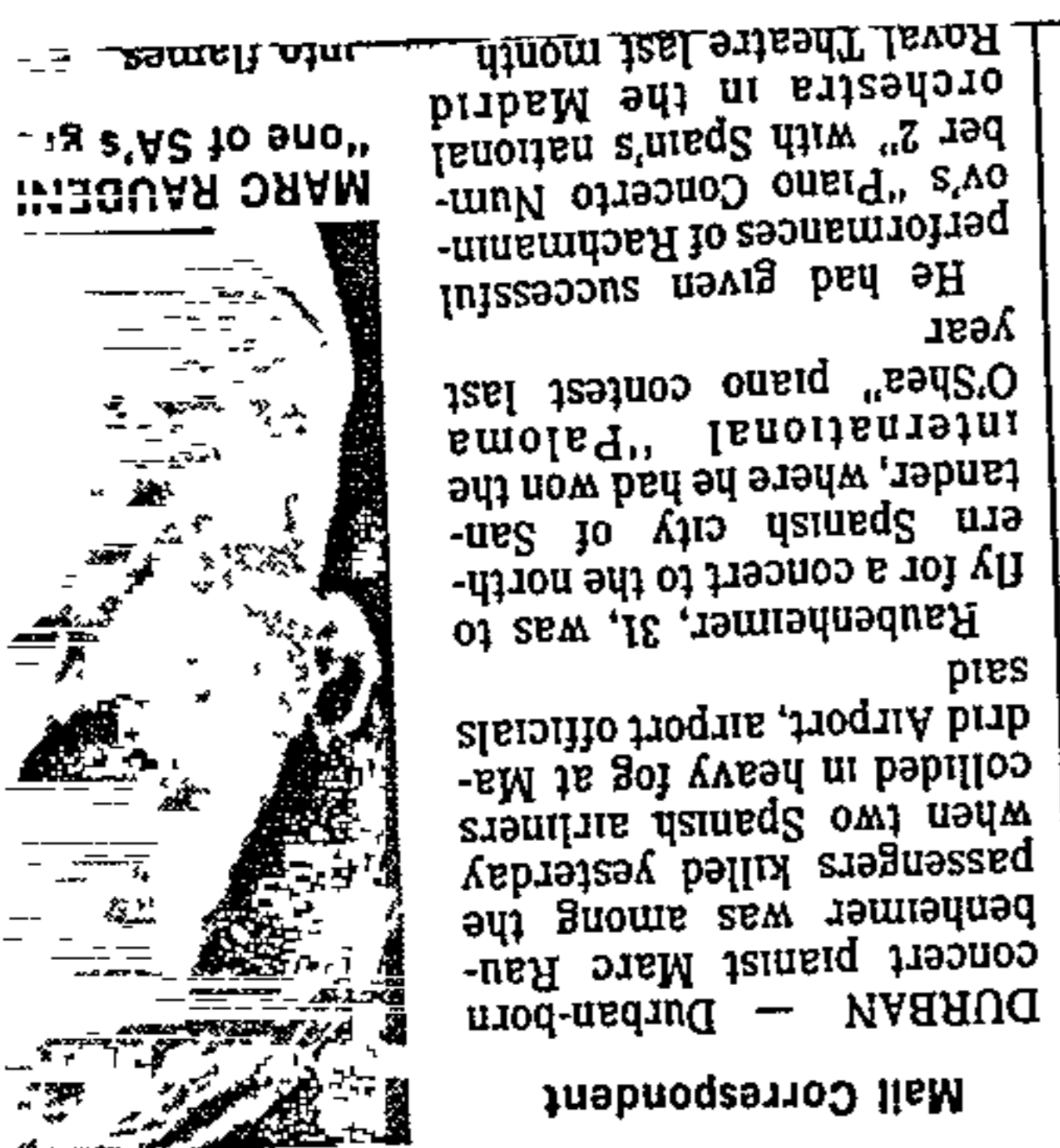
MARIELLE GIFT PACKS

- By Kanabo
- Eau de Toilette and perfume
- Fresh subtle fragrance

2500



DION LOWEST PRICES



SA pianist killed as je

DURBAN — Durban-born concert pianist Marc Raubenheimer was among the passengers killed yesterday when two Spanish airlines collided in heavy fog at Madrid Airport, airport officials said

Raubenheimer, 31, was to fly for a concert to the northern Spanish city of Santander, where he had won the international "Paloma O'Shea" piano contest last year

He had given successful performances of Rachmanninov's "Piano Concerto Number 2" with Spain's national orchestra in the Madrid Royal Theatre last month

Kirsten's innings

Springbok captain Peter Kirsten takes evasive international at the Wanderers Stadium.



THE material had been licensed by the US Commerce Department for export to the Micro-electronic Research Institute (MRI) in Cape Town, investigators say.

In all, 16 such licenses were granted for the sale of sensitive US equipment to MRI, starting in 1980 when the Carter Administration was still in office

The last licence — for a Vax 11/782 — was issued in December 1982. The application was made by a broker in the New York area called Saxpro International

Saxpro's legal representatives claim the request was made in good faith, and without any knowledge that the equipment was to be retransferred.

In June this year, Saxpro received an order for another VAX from MRI and filed a second licence application

It was turned down because of growing US concern over possible diversion

The concern was raised because MRI declined to allow US Consular officials to inspect its premises to ensure that the licensed material was being used as stated on end-user certificates

Official US and South African sources insist MRI have no relationship with the South African Government

The 16 export licences granted were for at least two Vax computers, a substantial quantity of software and other, as yet unidentified, hardware, valued at a total of \$7-million, the sources said

These materials were said to have been on a Soviet shopping list given to Mr Meuller. It was not immediately clear what reached the Soviet Union

US customs investigators are interviewing MRI employees in Cape Town, some of whom they believe were duped by Mr Meuller

The investigators are seeking to determine whether the institute was a front company established by Mr Meuller

MRI's operations were such that US licensing agencies — the Commerce, Energy and some cases Defence Departments — had no reason to suspect that the equipment it was receiving would be diverted to the South African military, nuclear research, Bantu Administration or resold

Questions remain, however, why any South African concern would be permitted to receive the Vax, which is one of the most powerful computers of its kind and far in advance of any machine previously licensed to the Republic

It is also unclear why, if the licensing agencies were worried about MRI's activities, the US customs service was not alerted to the smuggling operation until after the last known shipment had left Cape Town aboard the Swedish container ship, Elgaren

Saxpro's representatives emphasise that in the December 1982 licence was approved in complete compliance with US regulations

Problems solved

— PAGE 11

East London.

at the expense of Cape Town and vance and the southern Free State

ern and northeastern Cape Province

extended in the central, northwestern

fluence on the hinterland has been

PORT Elizabeth's commercial in-

PF gains

— PAGE 10

in the third quarter of this year

nations fell to its lowest since 1972

INFLATION in major industrial

Inflation low

— PAGE 6

consumers

turning to grow, despite pressure on

Life's new premium income is con-

AFTER a record 1982, Southern

Southern growth

— PAGE 5

year.

spending cuts by the middle of next

EEC leaders do not agree on farm

munity could run out of money if

THE European Economic Com-

EEC threatened

— PAGE 3

consumer survey.

view, says the BER in its latest

but blacks take a more pessimistic

about current economic conditions,

WHITES are mildly optimistic

Conflicting views

— PAGE 2

Central Bank

figures this year, says Zimbabwe's

forced the economy into deeper dif-

drought in Zimbabwe's history

WORLD recession and the worst

Zimbabwe woes

— PAGE 1

currency

millions of rands in foreign

year, causing a loss of hundreds of

exporter into a net importer this

from being a huge net agricultural

THE drought turned South Africa

Drought toll

Messengers

Star 8/12/83 139

Own Correspondent

DURBAN — Durban messengers who use motorcycles and bicycles at work have formed the Durban Motorcycle Worker's Association.

The union hopes, among other things, to win compensation for riders injured on duty.

(139) (15157)
Book sellers
in protest
2004 8/12/83

Labour Correspondent

ABOUT 20 sales workers, recently fired from SA Cultural Investments, staged a lunch-hour protest picket outside the company's branch in Eloff Street, Johannesburg, yesterday

The company distributes a well-known encyclopedia which the fired workers had been selling. This is the first time it has opened a black sales office.

Police arrived at the protest and confiscated posters, but there were no other incidents.

A company spokesman yesterday denied claims by the Commercial, Catering and Allied Workers Union (Ccawusa) that management had called the police.

The union alleges the workers were sacked because they joined Ccawusa. It says they were fired after the union held talks with the company over workers' demands for a basic wage instead of the commission they had been receiving.

But the company says they are freelance workers. It adds that they were fired for not bringing in sufficient orders, not for joining the union.

ARGUS 8/12/83

Big strides by black

workforce

Labour Reporter

THE position of black workers has improved greatly, Mr Harry Oppenheimer, chancellor of the University of Cape Town, said at a graduation ceremony today.

He said the rapid growth and official recognition of black trade unions was an almost revolutionary change which would have effects not only in industry but throughout the social and political system.

"Over the last 16 years there have been major improvements in the earnings of blacks in industry," he said.

Real wages had increased by about 23 percent for whites and by about 67 percent for blacks since 1968.

MINING

"In the mining industry, on account of extremely low levels of black wages in the past, the figures are much more spectacular."

Real wages for blacks had risen by 278 percent and for whites by eight percent since 1968.

"Average white earnings in the mines are now just over five times the average of black earnings, as compared with 19 times in 1968.

"There has also been a great intangible change in the attitude of managements and white workers towards black workers, and much has been done to equalise and humanise conditions of employment for all workers," he said.

However, this did not mean that nothing more need be done to bring racial discrimination in industry to an end.



Iawusa's Lengane ... claiming increased support

The personal campaign against Gordon also appears to have hit a stumbling block. According to the union, Gordon is overseas at present and therefore out of its reach. But Lengane says organisations abroad which are sympathetic to the union are attempting to trace him. If successful, they will stage protest and pickets, says Lengane.

Lengane is not deterred. He says the union's campaign is gaining momentum and cites the establishment of a committee in Natal to co-ordinate and monitor the boycott as a significant step forward. He says support has also been expressed by students at the Medical University of SA, the Seshego Civic Association, the Azanian Peoples' Organisation and the Black Lawyers Association.

Several overseas bodies have also expressed support, according to Lengane. They include the End Loans to SA group, the Banking Insurance and Finance Union and the Finance Workers' Broad Left in the United Kingdom, Fiet, the Geneva based shopworkers' international organisation, and the Azania Committee in Rotterdam, Holland.

the principle of freedom of association that the choice of which union to join is an issue which should be left entirely up to workers themselves.

In organising the boycott, Iawusa, recognising that it would probably have little impact on the company itself, since it has very few black policyholders, concentrated on Liberty's associated companies. The main targets so far have been the United Building Society (UBS) and Sales House, the black clothing retailer forming part of the Edgars group. The union says once it has made inroads with these companies it intends broadening its scope to include Standard Bank, the Premier group and SA Breweries. Iawusa has also vowed to hound Liberty chairman Donald Gordon to stage pickets whenever it can find out where he is.

By the union's own admission, little progress has been made. Iawusa national organiser Jefferson Lengane, while stressing that it has been extremely difficult to verify how many people have been persuaded to close their UBS accounts, tells the *FM* that some 80-90 people have actually taken the step. Lengane claims progress has been made with the Sales House boycott. But it is difficult to gauge what the impact has been.

BOYCOTTS

Little impact yet

The Insurance and Assurance Workers' Union of SA's (Iawusa) boycott against Liberty Life and its associated companies appears to be getting off to a slow start. But given the union's determination to continue with the campaign it may be premature to pronounce it a failure.

Iawusa's battle with Liberty started some two-and-a-half months ago when the company dismissed 89 workers who had struck over its refusal to recognise the union. Liberty, which prides itself on being a multiracial company, objects to recognising the union because of its provision for blacks-only membership. The union, on the other hand, claims the company is violating

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Redressing the balance

Employers who have become nervous about the rising number of union victories at the Industrial Court will be comforted by the outcome of the court battle between the Media Workers' Association of SA (Mwasa) and *The Star* newspaper

In March this year, 209 black workers were dismissed by *The Star* for taking part in a strike. They had refused to work unless a fellow union member — Oupa Msimang — was reinstated, pending an appeal against his dismissal for allegedly threatening the life of a supervisor. After failing to persuade the newspaper's management to re-employ the strikers, the union sought their reinstatement through a court application under Section 43 of the Labour Relations Act.

This court action was significant because it raised important questions about the application of disciplinary and grievance procedures — and the ability of an employer to dismiss striking workers *en masse*. In October, the court announced that it had rejected the union's reinstatement application. But it has only been during the past week that copies of the full, written judgment have finally become available. The reasoning will soothe many employers who have begun to argue that they are hamstrung by unions' increasingly effective use of Section 43 *status quo* orders.

The union had claimed that management had precipitated a work stoppage by the irregular manner in which it dismissed

Msimang. But the court has determined that the workers did, indeed, take part in a strike, as defined by the Labour Relations Act. Further, according to some observers, it seems to have endorsed the traditional view that the existence of an alleged unfair labour practice is not necessarily a protection against dismissal of employees who take part in a strike.

An important issue at stake in this case was the legal status of the newspaper's disciplinary policy and procedure and its grievance procedure. Long before the dispute, the newspaper's management had submitted copies of these to Mwasa, but got no response beyond an indication that they had been referred to the union's lawyers. The court found that this therefore made the formal implementation of the policy and the procedures by management "a unilateral and subsequently futile operation".

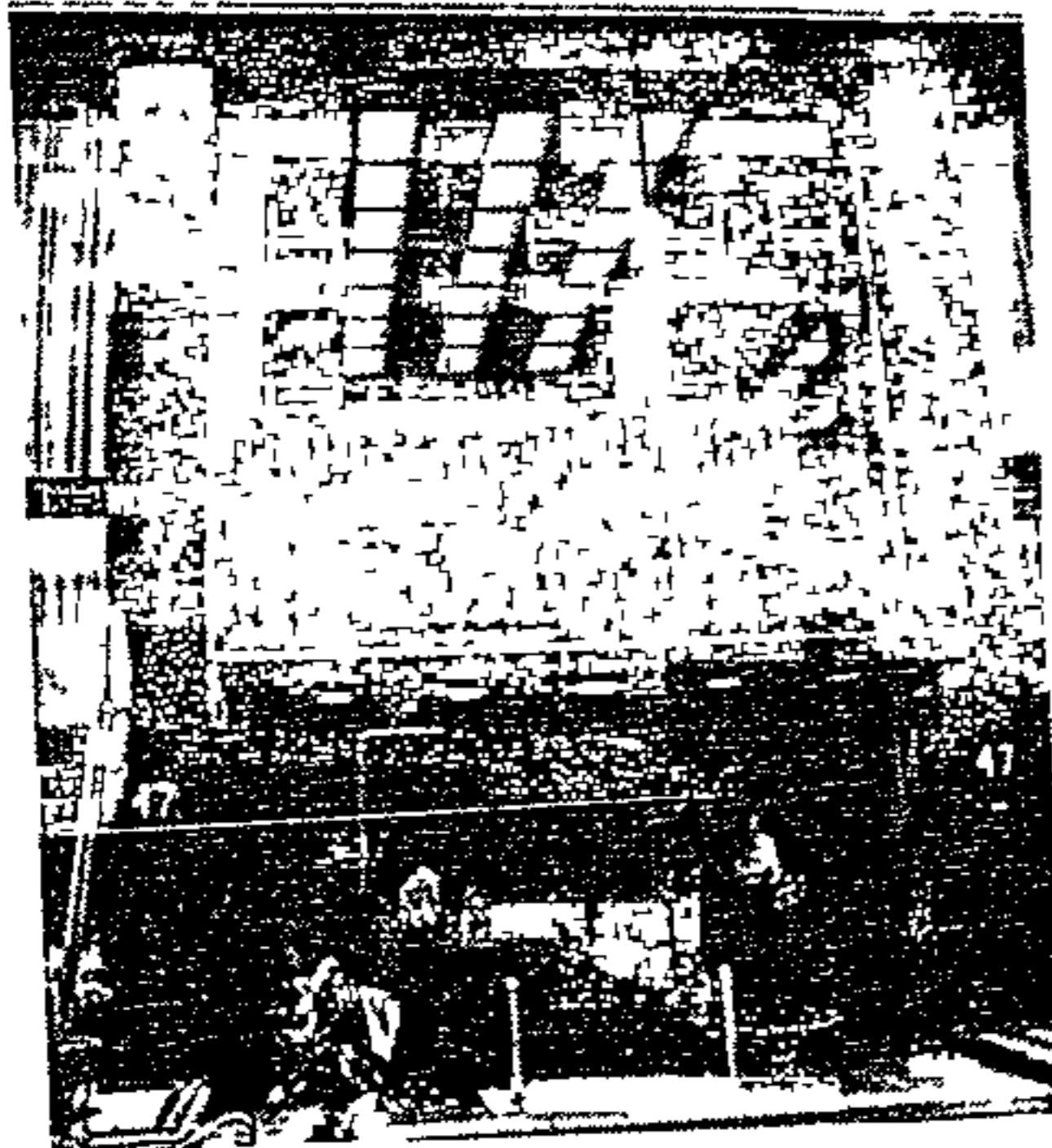
However, the court found that there had, indeed, been informal adherence to the procedures and that this had in no way prejudiced Msimang. On the contrary, the court says, in dealing with offences committed by Msimang, management "revealed unsurpassed leniency towards him, rendering his dismissal totally justified".

An important feature of the judgment is the court's forthright criticism of the union's behaviour. It refers to Mwasa members' insistence that Msimang — "a potentially dangerous character" — should be reinstated as a condition for their return to work. Says the judgment: "The court finds it difficult to perceive why the applicants (the Mwasa members) under the prevailing circumstances did not reveal a compromising approach in an effort to restore the *status quo*". Later in the judgment, the court refers to their "defiant and unreasonable attitude".

It also says that if they truly believed that Msimang had been unfairly dismissed, it was "incomprehensible" why his case was not referred to the court in the manner prescribed by the Labour Relations Act.



The Star



The Star ... management's 'unsurpassed leniency'

Boycott call nationalised

139

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By JOSHUA RABOROKO

Sowetan
9/12/83

THE Insurance Assurance Workers Union has nationalised the Liberty Life Insurance Company boycott and has formed a support committee in Durban, according to a union official yesterday.

The officials said that they intend to establish other boycott committees against management in Cape Town, Port Elizabeth and other major cities in the country.

The boycott campaign has been launched by the sacked 106 workers in an attempt to pressure Liberty to recognise the union. Liberty has maintained that it wants a non-racial union because of the structure of its workers — black and white.

The officials said the boycott against

the company and its associates was gaining momentum with more messages being received from overseas and elsewhere in recent days.

Some of the associates of Liberty the union was looking at, were the United Building Society, Sales House and Standard Bank, and they were now intending to stretch their arms to the Premier Group.

The officials said several British firms have interests in Liberty Life, including Guardian Royal Exchange Assurance and Standard Bank. A British company had written to Guardian Royal Exchange and Standard asking them to intervene to protect the democratic rights of trade unionists to form the union of their choice.

Rev Begbie to address MWASA on the Press



THE REV BEGBIE: To talk on the squatter problem.

THE REVEREND Cecil Begbie, vice-president of the Witwatersrand Council of Churches (WCC), will speak on the role of the Press in South Africa's squatter problem at the regional congress of the Media Workers Association of South Africa (MWASA) to be held next week.

The congress will be at the Dube YWCA in Soweto on December 17 and 18 and is expected to start at 9 am on Saturday.

CONSTITUTION

Among other things, the congress will pre-

pare its members for MWASA's special national constitutional congress to be held in Port Elizabeth at the end of January next year where the constitution will be amended to give MWASA a proper trade union outlook. MWASA opened its doors to non-journalists towards the end of 1980 and has since recruited members among drivers, messengers, typists, printing machine operators and workers in various other job categories.

GROWTH

A spokesman for MWASA said the growth of the organisa-

By SAM MABE

tion had made it necessary for certain full-time positions in the organisation to be created to facilitate the organisation's administration. "We suffered a setback when we lost some members who were fired at The Star newspaper early this year but our

recruiting campaign and mobilisation of workers in this industry has since been intensified and we are gaining more and more members by the day.

"We have actually gained more members than the 209 we lost," the spokesman said. The theme of the regional congress will be: "The new deal —

whether the black worker

Father Begbie has featured prominently in the WCC's fight to stop the forced removal of squatters from various parts of the Reef and in many rural areas. His paper is expected to highlight the successes and the shortcomings of the Press in its exposure of the squatter problem

139

OK and
unions
in key
meeting

By STEVEN FRIEDMAN

THE OK Bazaars and two shop workers' unions yesterday met at an official conciliation board in an attempt to avert a legal strike at the chainstore, but the meeting failed to settle the wage dispute between the two sides

However OK and the unions have agreed to meet again on Tuesday to continue discussions, and another meeting will be held on Thursday if necessary

OK's industrial relations director, Mr Richard Blackwell, said neither side had made new offers at the meeting but added "We are still talking"

The fact that further meetings have been arranged is seen as a sign the two sides believe a settlement of the dispute is still possible

The dispute centres around wage demands by the Commercial, Catering and Allied Workers Union (Ccawusa) which OK alleges would cost the company more than its total profits for this year

Ccawusa argues that OK can pay more than it has offered union members

As a result of this deadlock, the union declared a dispute with OK — the first time it has used the country's official disputes machinery

If the conciliation board fails to settle the dispute, union members can strike legally if they vote to do so in a secret ballot

The National Union of Distributive and Allied Workers, which represents white and coloured workers, has also declared a dispute with OK on the wage issue

THREE Port Elizabeth men facing charges of public violence this week accused members of the Security Police of assaulting them

Eleven men — members of the Congress of South African Students, the Motor Assemblers' and Component Workers' Union (MACWUSA) and the PE Black Civic Organisation — appeared in connection with the alleged stoning of buses in August

A 17-year-old youth told the Port Elizabeth regional court that Captain C J Roelofse and a Mr Marx said they did not believe him when he denied any involvement in the stonings

They demanded a statement admitting his participation, and when he refused, he said he was punched in the chest — once — by Capt Roelofse and twice by Mr Marx

He said that on the day in question he had gone to a soccer match and only returned after

Security city press cops 'beat us up'

11/12/83

139

By KOOS COETZEE

the alleged stonings took place

Cosas member Mr Bonisile Mbikanye, 22, told the court Capt Roelofse and Lt D Niewoudt had punched him when he was arrested, telling him

to "admit his involvement in the stonings"

Another accused, Mr Welman Jawuka, 25, said he was slapped in the face when he denied involvement in the stonings, and forced to make a written statement admitting his involvement

UDF KNOCKS ON PW'S DOOR — AGAIN

By MONO BADELA

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foremost in the dispute.

Those at Pachsdraai most enthusiastic about the removals appear to be the tribal elders and the more affluent subsistence farmers

The clan leaders are given 15ha of arable ground each while the higher status inhabitants get allotted land on a sliding scale

But for the less affluent it appears that Mogopa with its easier access to major employment opportunities in the bigger towns is a better prospect

For most of those interviewed the removals were inevitable because "The Law" had said they must go

For many, the comparison is between what Mogopa is at present and what Pachsdraai promises to be. Comparisons between what Mogopa would be like had the same development resources been pumped into it as at Pachsdraai and the existing Pachsdraai drew blank expressions

Johannes Andrews summed up the situation pertinently when he observed "The Government must be obeyed. It is the father and the mother. It is the giver of things"

Protest halts

human rights group

group

By PETER DENNEHY

A FUNCTION to commemorate the signing of the Universal Declaration of Human Rights was disrupted yesterday by a union protest

When Mr Tony Bloom, chairman of Premier Milling and a director of South African Breweries, stood up to speak on "The Right to Trade", 14 poster-bearing protesters from the Insurance and Allied Workers' Union burst into the Wesley Hall in Smal Street, Johannesburg

They held up the posters at the front of the hall

One of the protesters claimed Mr Bloom had been party to the firing of 106 workers in denial of their right to the freedom of association

"I disagree with everything they say but would defend to the death their right to say it," quipped Mr Bloom, quoting Voltaire

After his speech, he said he was prepared to meet the unionists' leader "at any time", and had written a letter to this effect

The protest lasted only a minute, and most of the protesters took seats in the 80-strong audience afterwards

Incident

Mr Bloom proposed that unionists and management should work together for the removal of restrictions preventing black businessmen from trading in white areas

Two other speakers later referred to the protest incident

Mr Phiroshaw Camay, general secretary of the Council of Unions of South Africa, said "the rights of workers to pursue their claims non-violently, as the protesters did this morning, should not be interfered with"

Mrs Lindy Myesa, a teacher and community worker, said "picketing" such as that which took place at the meeting "needs to happen, and we need to discuss it"

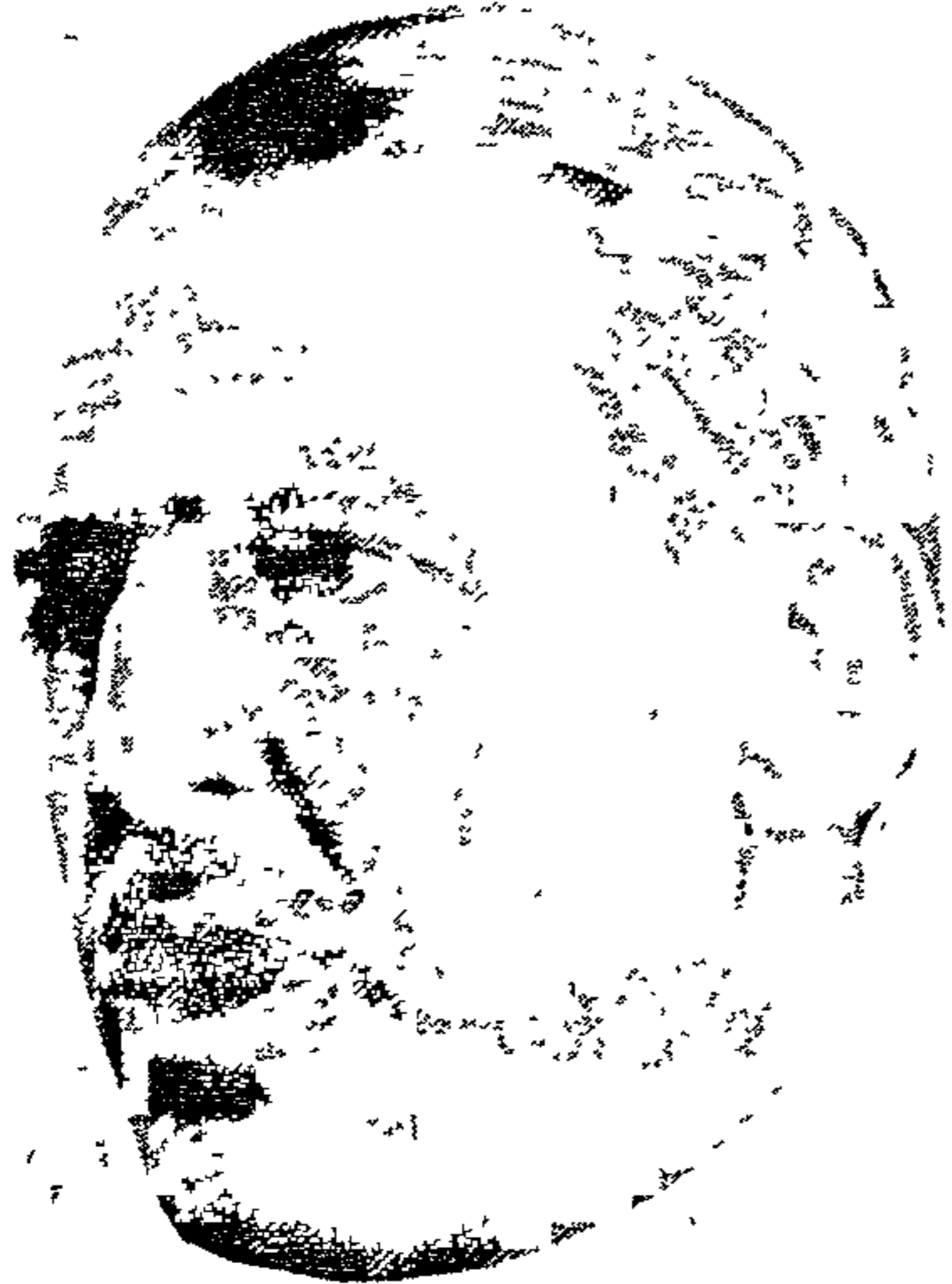
Mr Jules Browde, the chairman of Lawyers for Human Rights who chaired the meeting, said the issue would not be resolved but he felt

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Mr Pik Botha ... influence could be far-reaching

the owe

By RENE DU PREEZ

IN another behind-the-scenes twist to the incident-plagued Windies tour, black-owned video outlets this week threatened to boycott films supplied by a company which is sponsoring Caribbean paceman Collin Croft.

The company — Dazzle Video — is sponsoring the Windies quickie to the tune of R300 for each wicket he takes in the six one-day and four four-day tests.

But it has brought strong opposition from some black consumers

Owners of video outlets said they had received many calls this week from customers urging the film boycott.

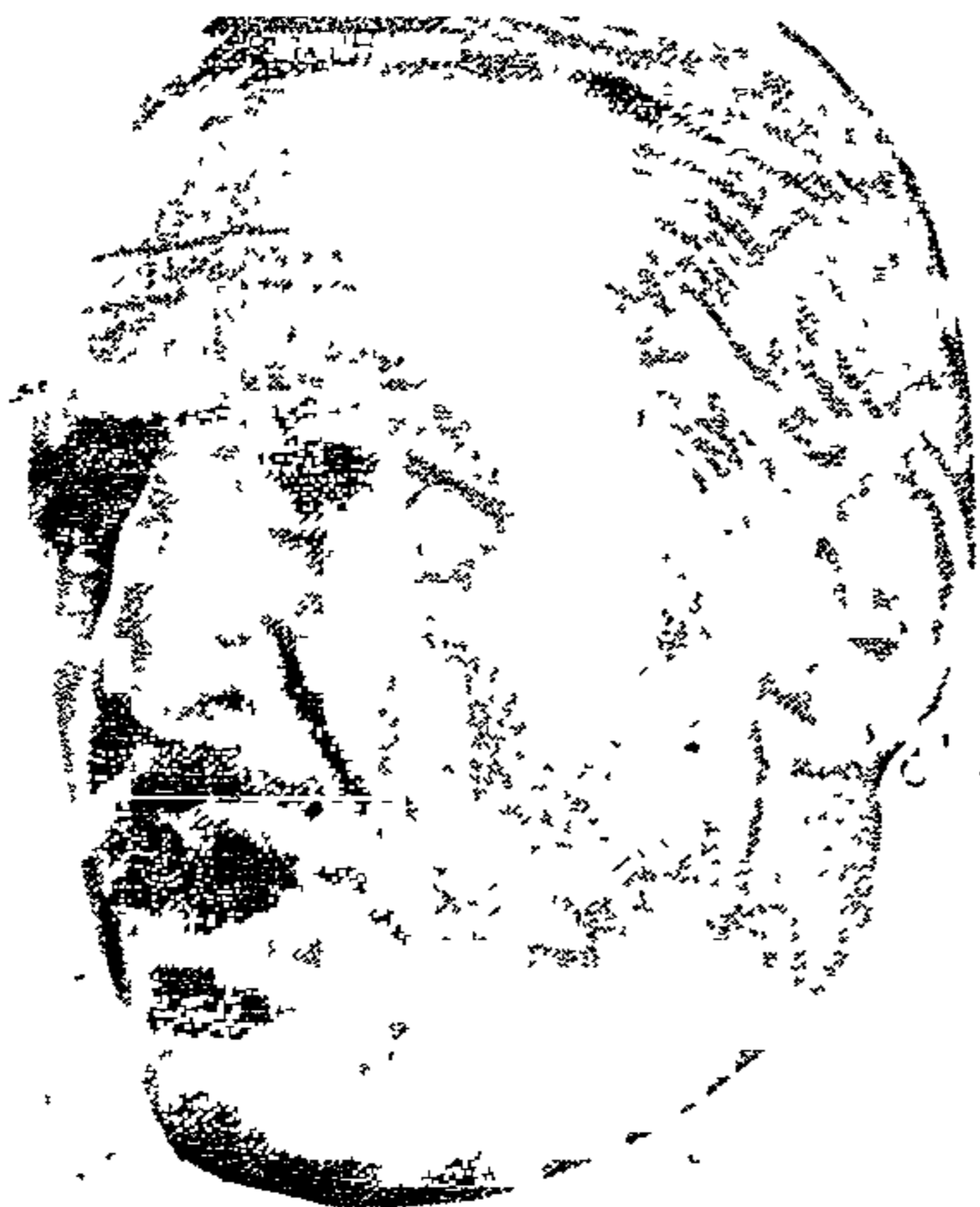
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Mr Pik Botha ... influence could be far-reaching

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Mr Jules Browde, the
chairman of Lawyers for Hu-
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meeting, said the issue would
not be pursued, but he felt
sure Mr Bloom would discuss
it afterwards with those in-
volved

Heritage

Professor Johan van der
Vyver of the University of
the Witwatersrand said South
Africa's legal heritage itself
did not conflict with human
rights

But legislative deviations
from these legal principles
made South Africa the target
of international condemna-
tion

Mrs Deborah Mabiletsa,
director of community af-
fairs for the Urban Founda-
tion, said South Africa's re-
cord regarding human rights
had "got worse", and was
bound to do so as long as
apartheid policies were pur-
sued

Mr Cassim Saloojee, a
member of the Transvaal
executive of the United
Democratic Front, spoke on
the right to shelter

He said withholding shel-
ter was a powerful means of
control

"Only when the land be-
longs to the people and the
people govern will we be able
to establish the right to shel-
ter," he said.

he we

By RENE DU PREEZ

IN another behind-the-scenes
twist to the incident-plagued
Windies tour, black-owned
video outlets this week
threatened to boycott films
supplied by a company which
is sponsoring Caribbean
paceman Colin Croft

The company — Dazzle
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Windies quickie to the tune of
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But it has brought strong
opposition from some black
consumers.

Owners of video outlets
said they had received many
calls this week from custom-
ers urging the film boycott

Mr Anees Samsodien, as-
sistant secretary of the West-
ern Cape Traders' Associ-
ation (WCTA) — which has a
membership of about 2 000
black businesses, including
most of the Cape video out-
lets concerned — said:

Repugnant

"We condemn these mer-
cenary tourists who have
shown themselves prepared
to endure this country's re-
pugnant discriminatory laws
and laugh them off — as hap-
pened in the Croft train inci-
dent.

"We will support any of
our members in whatever le-

Boycott threat to Croft video sponsor

gal way they wish to demon-
strate their disgust"

But the managing director
of Dazzle Video, Mr Manne
Padowitz, said the video
store owners who were
adopting this attitude were
"ill-informed" and were
viewing the sponsorship in
the "wrong light".

About the threatened
blacklisting of his distribut-
ing company, Mr Padowitz
said: "These video owners
threatening to discontinue
stocking Dazzle videos will
just fizzle out.

Delicate

"My company agreed to
sponsor Croft because of this
player's willingness to take a
chance with a delicate opera-
tion (for a pinched nerve) so
as to fulfill his obligation to
the South African Cricket
Union

"And as the South Africa
Cricket Union has gone to
great expense in helping to
keep international cricket on
the road for the benefit of all
South African cricketers, I
believe any assistance, how-
ever small, would help to
make this an on-going thing

"My company does not re-
gret in any way its decision to
sponsor Croft as it is of bene-
fit to all in this country."

Mr Shafiek Janoodien

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CHETTY
S Councillor,
athrada, this
as "rubbish"
new Indian
med to oppose
Rajbansi's
Party was
claims
which will be
a fortnight,

new tricameral Parliament
"These rumours are being
spread to discredit us and to
prevent people from support-
ing the party we are going to
form

"Since we made it known
that we were going to form a
new party, scores of influen-
tial people from Natal, the
Transvaal and the Cape have
told us that they would ac-
tively support us"

(139) ~~11~~ □ □ □ 2004-12/12/83

FOR reasons which are not clear, poster demonstrations by workers sacked in labour disputes have suddenly emerged as a union tactic.

Sacked Liberty Life employees have staged two or three pickets; Hotel Liquor and Catering Workers Union members fired at the Crown Reef restaurant have staged a couple; and Cawusa members have been involved in three — two in two days last week. In all cases, the workers were in offices or shops, usually in white-collar work.

The only demo in a factory dispute has been at Cullinan Industrial Porcelain at Olifantsfontein by members of the Building, Construction and Allied Workers Union. Police have kept a relatively low profile, acting against demos only once.

Demos are a tactic which is likely only when workers have little other recourse — when they have been sacked and are unable to use collective muscle to persuade the employer to reinstate them.

In two cases, they have been coupled with attempted consumer boycotts.

The object of the exercise is, presumably, to embarrass the employer into settling. In this sense it is a harking back to the 1970s when black unions had little factory muscle and in many cases pinned their hopes on embarrassing employers on moral grounds.

Pick 'n Pay workers go on strike over pay

Labour Correspondent

13/12/83 this

ABOUT 200 workers at Pick 'n Pay's Bedworth Park store in Vereeniging went on strike for more pay yesterday, a spokesman for the Commercial, Catering and Allied Workers' Union (Ccaawusa) said yesterday.

According to the spokesman, Mr Mongezi Radebe, this is the second strike by Vereeniging shop workers in the past three days.

He said about 120 workers at OK Bazaars' store in the town struck briefly on Saturday after an altercation between a white and a black worker.

He said workers demanded the dismissal of the white worker, who had allegedly used racially insulting language, and returned to work when management agreed to this.

Mr Radebe said, however, that management had also wanted to give a disciplinary warning to the black worker involved in the incident — who apparently swore at the white worker — but the workers were opposed to

At Pick 'n Pay's store, workers are demanding that their present pay of R45-R56 a week be raised to R80, according to Mr Radebe.

But he said the store's management replied it could only afford to pay workers R56 a week.

Workers stopped work yesterday morning and talks between the union and management had taken place yesterday, Mr Radebe said.

However, the store's management had said it could not make a decision on workers' demands without a mandate from Pick 'n Pay's head office and talks between the union and head office management would take place today, according to Mr Radebe.

Pick 'n Pay's head office yesterday referred inquiries about the strike to Mr Mike van der Merwe, general manager of the Bedworth Park store. However, Mr Van der Merwe was not available yesterday.

139

CAPE TIMES 14/12/83

139
139

700 walk out at PE plant

Own Correspondent
PORT ELIZABETH — With the annual shut-down only a day away, between 700 and 800 workers at Ford's Struandale assembly plant yesterday downed tools and walked off after management had said it had changed its mind about a dismissed worker who had now, instead, been suspended for five days

And the whole issue revolves around a company request that workers should start an hour earlier — 6 30am, instead of 7 30am

According to Mr Dennis Neer, general secretary of the Motor Assemblers' and Component Workers' Union of South Africa (Macwusa), the problems at the company began on Thursday when management told workers on the Sierra's production line they

had to start work an hour earlier from Friday morning

The workers, members of Macwusa and the National Automobile and Allied Workers' Union (Naawu), defied the instruction and started work as usual at 7 30am on Friday as they felt they had not been given a good reason for the earlier starting time

"This was a strange request because it is seldom the whole plant is asked to start so early, and especially not at this time of the year," said Mr Neer

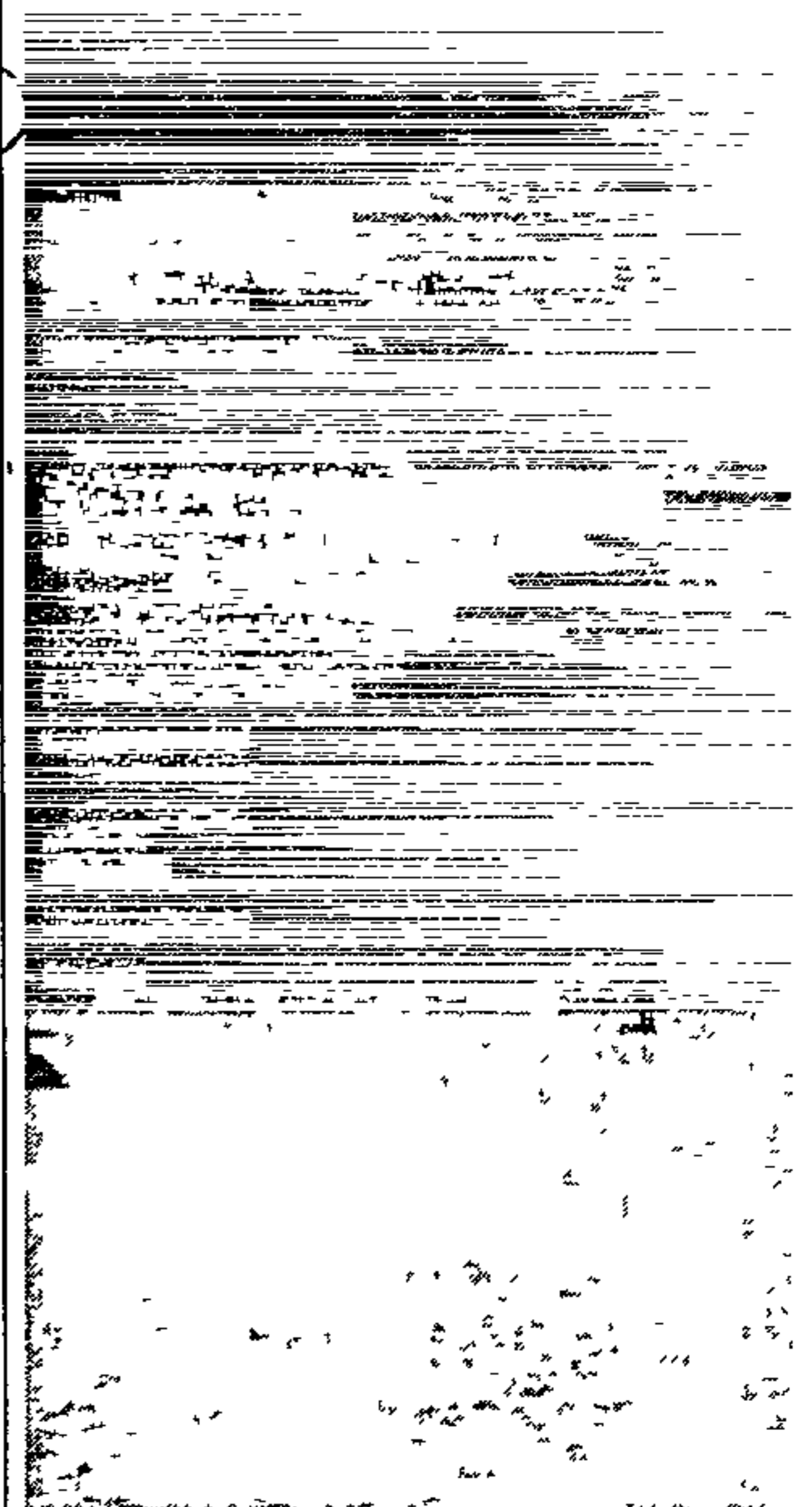
He said that on Friday a Naawu worker was dismissed because the company claimed his work was behind schedule. Workers of both unions then downed tools for two hours and demanded his reinstatement

On Monday, workers on the Sierra's trim and chassis lines refused to start work till management had assured them their colleague's case would be reviewed

"The workers believed their colleague had been victimized and gave the company a deadline to reply by 10am yesterday," said Mr Neer "However, management told the shop stewards it had changed its mind about the fired worker who had now, instead, been suspended for five days, effective from Friday"

The workers felt this was unacceptable and left the assembly line. They felt this was purely a worker problem and between 700 and 800 decided to walk out

Yesterday the workers met at a church hall in Kwazakele. The matter was being dealt with at shop-steward level.



This view of Sossusvley in SWA.

UN asked to act on SA

From RICHARD WALKER

NEW YORK — Angola yesterday revived efforts to have the United Nations Security Council act against South African border incursions

The sudden move brought the United States Assistant Secretary of State, Mr Chester Crocker, to UN headquarters. Both he and the Angolan Ambassador, Mr Elisio de Figueiredo, separately saw the Secretary-General, Mr Javier Perez de Cuellar

UN sources predicted a Security Council meeting within days, though Angola's strategy was not immediately clear

It is well over two years since the US stood alone in vetoing a Security Council condemnation of South African operations in Angola, a move that splintered the Western contact group

The UN General Assembly sweepingly approved a resolution recently condemning

Trial tapes: 2 acquitted

Staff Reporter

A WOODSTOCK shopkeeper and his son, who allegedly tried to destroy the taped record of a drug trial, were yesterday acquitted in the Regional Court on a charge of defeating the ends of justice

Mr Hoosain Jaffer, 44, and Mr Hassiem Jaffer, 21, both of Gympie Street, had pleaded not guilty to this charge and to a further charge of fraud, relating to an alleged attempt to evade hire purchase payments on a car

It was alleged that between May and July this year they gained illegal access to magnetic tapes on which the trial of Ebrahim Hoosain was recorded, and attempted to destroy them. Hoosain had noted an appeal against a 12-year sentence

Mr Frederick van Rensburg, a family friend, said he had spoken to Mr Hoosain Jaffer in May and offered to obtain the trial tapes in return for R10 000 from Mr Hoosain

Mr Van Rensburg, a self-confessed drug dealer and police informer, said he immediately informed the Narcotics Bureau of the situation

Major George Potgieter and Captain Leonard Knipe then planned to hand over the tapes to Mr Jaffer. Mr Van Rensburg was given 11 cassettes

Before he left for Mr Jaffer's shop, a tape recorder was attached to his person by Captain Knipe

As part of the deception, he was arrested with Mr Jaffer, his son and another man

Under cross-examination by Mr NJ Treurnicht, for both accused, Mr Van Rensburg admitted that he and Mr Jaffer had wanted to double-cross Hoosain. They had wanted to duplicate the trial tapes, replace them, and present the copies to Hoosain as the originals

Mr Jaffer said he had merely wanted to help Mr Van Rensburg recover R10 000 he had lent Mr Hoosain. The idea was not to destroy the tapes

Kerzner to crack down in casinos

Own Correspondent

JOHANNESBURG — Casino king Mr Sol Kerzner has ordered a crackdown in his R100-million a year gambling empire to prevent frauds similar to the one which was allegedly perpetrated at Sun City "during the past few months"

Yesterday he confirmed that his Sun International company was fully aware of the nature of the fraud at Sun City which allegedly involved "several hundred thousand rands," and knew how it was operated

He has ordered security checks at the other casinos he controls

Eight women and four men appeared in the Mogwase Magistrate's Court yesterday charged with the theft of R129 000 from the Sun City casino



Workers strike for R85 increase

12/83
Vereniging Bureau

About 500 black workers at the Pick 'n Pay Hypermarket here are on strike for the third day over a demand of a wage increase of R85 a week.

A Commercial Catering and Allied Workers' Union organiser, Mr Mongezi Radébe, said most general workers were paid less than R50 a week.

White casual workers were being paid more for working two days than black permanent staff working a week.

He also said "white personalities" were being invited to give performances or make appearances at the store every week for large sums of money.

Management and union negotiations came to a deadlock yesterday on the issue.

A director, Mr J de Wet, told workers and union officials that the company was going to increase the wages of all the workers on January 11, but that it was impossible to meet demands for R135 a week.

He said the store was not doing well because of the opening of a similar store in Three Rivers.

Mr Radebe said the company was offering "nothing to the workers and not meeting their wage demands, therefore the strike will continue until the company comes up with something".

"The company is making a monthly turn-over of R4 million, so it is possible for it to meet our demands".

Mr de Wet said he would be holding a meeting with the workers at 3 pm today to try to end the strike but it was impossible to meet a request that the chairman, Mr Raymond Ackerman, attend the meeting.

The workers told Mr de Wet that if Mr Ackerman did not attend they would not go back to work.

The store's general manager, Mr Mike van der Merwe, tried to persuade the workers to return yesterday so the matter could be settled "peacefully".

He said the R85 wage demand would be considered during negotiations.

OK wage talks limp on

14/12/83
Labour Correspondent
OK BAZAARS and two shop workers' unions met again yesterday with an official conciliation board in an attempt to avert a legal strike at the store — but made "little progress", according to the general secretary of the Commercial, Catering and Allied Workers Union (CCAWUSA), Mrs Emma Mashinini

She added, however, that both sides had made new proposals in an attempt to end their wage dispute and that they were due to meet again tomorrow to continue talks

Yesterday's meeting was the second between OK and the unions since a conciliation board was appointed to attempt to settle the dispute

The board's appointment follows CCAWUSA's decision to declare a formal dispute with

139.5
RDM
OK after the two sides deadlocked over wages

The National Union of Distributive and Allied Workers, which represents white and coloured workers, also declared a dispute with OK, arguing that its members were affected by the dispute between CCAWUSA and the company

Yesterday, Mrs Mashinini said that OK had made a new wage offer to the union, which proposed increases over an 18-month period

However, she added, CCAWUSA was insisting that the agreement cover a six month period only, as this has already been agreed between the two sides in previous negotiations

She said CCAWUSA had also made new proposals at yesterday's meeting, but was pessimistic about the prospects for a settlement

Work stoppage by 700 at Ford set to continue

139

By CLAIRES
PICKARD-CAMBRIDGE

NEARLY 700 workers — about 200 more than yesterday — stayed away from work at Ford's Struandale plant today. They plan to return tomorrow only to collect their pay before the annual shutdown

The workers downed tools when management informed them that an employee in the main-line section had been suspended

for five days because "his work was behind schedule".

A shop steward at the plant, who did not wish to be named, said only a few workers returned today.

The number who had left the paint shop, body shop, trim, chassis and main line sections had swelled from about 500 yesterday to nearly 700 today, he said

Official dispute procedures had not been invoked because workers had been waiting on management for

a decision about the National Automobile and Allied Workers' Union (Naawu) worker who had been fired. Management yesterday decided to suspend him instead

He said workers involved in the stoppage would meet tomorrow to collect their pay packets at 10am because that was when the suspended man had been told to turn up for his pay

"But workers do not in-

tend to do any work tomorrow," he said

"They will be meeting again at the Holy Spirit Church Hall in Kwazakele on January 7 to discuss the situation before the plant re-opens on January 9"

He said he hoped that the 10-man workers' committee would be able to meet with management to discuss the situation when the plant re-opened

He reiterated that yesterday's work stoppage and

worker stay-away had not been initiated by Naawu or the Motor and Allied Component Workers' Union of South Africa (Macwusa), but had resulted from a general dissatisfaction on the part of all workers

It had been a grass-roots decision by sympathetic workers

The director of industrial relations at Ford, Mr Fred Ferreira, could not be reached for comment

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Thursday, December 15, 1983

400 striking workers offered 10% pay rise

RWM 15/12/83 (139)

By STEVEN FRIEDMAN
Labour Correspondent

PICK 'N PAY yesterday offered 400 workers at its Bedworth Park, Vereeniging, Hypermarket, who have been on strike for three days, a 10% wage increase and appealed to them to return to work today

In an unusual move, the offer was communicated to workers personally by Pick 'n Pay chief, Mr Raymond Ackerman, who flew to the store in an attempt to settle the dispute

The company's move came as about 150 workers at its Kroonstad store also downed tools in support of wage demands

Workers at Bedworth Park are demanding that minimum pay be raised to R85 a week — it is presently R45 — and those at Kroonstad want it raised to R90

Yesterday a company spokesman, Mr J de Wet, said Pick 'n Pay also offered to pay Bedworth Park workers for two of the three days they had been on strike

He said it was not clear yet whether workers would return to work today, but the company was hopeful Kroonstad workers would return

At both stores, strikers belong to the Commercial, Catering and Allied Workers Union (Ccauusa)

Before yesterday's meeting at which Pick 'n Pay proposed a 10% increase, union spokesman Mr Mongezi Radebe said the union had been negotiating with the company on the dispute, but settlement had been hampered because company negotiators said they needed a mandate on wages from the company's head office

He said management had also argued that, by seeking to negotiate wages at a

single store, the union was not negotiating "at the right level"

Mr de Wet said yesterday the 10% offered by the company came on top of a 9% rise granted in July. It was "not so much a wage offer as a statement of what the company can afford to pay", he said

Mr de Wet said Mr Ackerman — whose intervention followed a worker demand that he be present at the store — had intervened "not to negotiate, but to explain the company's position to workers"

The offer to pay strikers had been made as a gesture to workers, he added. ● Meanwhile, about 70 workers at a General Tyre depot in Booyens have been on strike since last Friday, a General and Allied Workers Union spokesman said yesterday. He said they were protesting against the dismissal of two colleagues

Domestics in dust-up at bust-up

DOMESTIC workers' trade unionist Maggie Oewies was arrested at a farewell party in Green Point on Saturday night after a policeman had fired teargas to disperse a crowd.

Ms Oewies said this week that the party had been a farewell for the chairlady of the Sea Point branch of the Domestic Workers' Union, Mrs Alice Jannie

"There were about 180 domestic workers upstairs at the Cape Town Art Centre and 50 committee members downstairs

"Shortly after 11 pm, I saw two chaps in plainclothes getting out of a car

TEARGAS

"I went downstairs and one of the men started to spray teargas all over the place I spoke to the other one and he said that we had to clear the place within three minutes

"I saw two other uniformed policemen and asked them who had authorised the plainclothes men to act as they had They evaded my question

"The same policeman who had sprayed the teargas smashed the window of a door with his baton and emptied another canister on top of two men He only stopped when one man fainted"

When Ms Oewies intervened, she said, a policeman almost clouted her

"He wanted to smack me and I stepped forward, in his range He hesitated and feinted a smack

"The police left and we gave some of the workers first aid and arranged for others to be taken to hospital After 20 minutes, the police returned and said they had been authorised to arrest me

"I was taken to the Sea Point police station where they read out the Riotous Assemblies Act to me and I was accused of aggravating them

WARNING

"No charges were laid against me and they gave me a final warning

"For the past five years we have worked on getting that venue, which is far from the residents, and look what happens"

Police liaison officer Cap-

tain Jan Calitz said police had responded to complaints about a disco party at the Cape Town Art Centre The police had warned the crowd to disperse and when this had been refused, a policeman had fired a teargas canister, he said

139
C. Herald 15/12/83

Newspaper workers get pay increases

The Media Workers Association of South Africa and the two major English-language newspaper groups in the country, Saan and the Argus Company, have concluded a wage and salary agreement for 1984.

The agreement includes increases ranging from 11,5 percent to 23 percent.

A five-day, 40-hour week has also been agreed upon for all employees except security workers.

Mwasa members who are monthly-paid, will be compensated in certain circumstances for overtime and public holidays worked.

Negotiations on the inclusion of June 16 as a paid public holiday will take place early next year.

Salary scales for junior reporters, photographers and photographic and library assistants have been improved.

All increases come into effect on January 1, and are based on wages and salaries as at December 31 1983.

Weekly paid employees in the Argus Company have received an additional two percent on their basic pay backdated to July 1 1983.

In terms of the agreement, weekly paid unskilled workers will receive an increase of R17 or 12,5 percent, whichever is the greater, and semi-skilled workers R25.

The salary bill for senior journalists and other monthly paid employees will increase by 13,5 percent of which 11,5 percent will be across-the-board and the remaining two percent allocated at the discretion of the employers.

Mwasa, Argus and Saan will meet some time next year to review their wage bargaining machinery as well as the recognition agreement between them.

11/12/83
Dwasa

head (139)

2 Post
on lack
of legal
cover 19/12/83

Post Reporter

THE general secretary of the Domestic Workers and Sales Ladies Association (Dwasa), Mrs Pat Maqina, said that although the Department of Manpower promised to look into the situation of domestic workers and farm labourers last year, nothing had been heard yet

Summing up issues facing Dwasa this year, Mrs Maqina said both categories of workers remained unprotected by labour laws governing conditions of service, although in August last year the department had given them a "glimmer of hope" that improvements would be made

Next year Dwasa and its sister organisations in East London, Durban and Cape Town intended holding a big conference for all domestics throughout the country to focus on their plight, she said

She especially appealed to housewives and employers to "do unto others what you would have done unto you" when dealing with their employees during this time of goodwill

She said during 1983 Dwasa had also focused on the safety or security of domestic workers during hours of employment

She alleged that many domestic workers had been raped, and even murdered, this year while in their employees' care, while many others had been arrested

"The office here has also dealt with many cases of assault by the housewives or their husbands," she said

For this reason Dwasa has scheduled an important seminar for early next year on the problem of "maid bashing and theft"

Details of this seminar would be released later, she said

OK Bazaars pay rise agreement has averted strike

By Carolyn Dempster,
Labour Reporter

A nationwide wage agreement reached late yesterday between OK Bazaars Ltd and two unions representative of workers in the trade has averted a legal strike in the store chain.

It will also mean that about 20 000 workers countrywide will receive across-the-board increases effective from December 7.

The agreement was reached after the third meeting of the conciliation board on disputes between OK Bazaars, the largely black Commercial Catering and Allied Workers Union (CCAWUSA) and the mainly white and coloured National Union of Allied and Distributive Workers (NUDAW).

Disputes were declared by both unions when wage talks earlier in the year deadlocked.

CCAWUSA workers demanded an immediate R50 increase, and NUDAW's wage talks with the company broke down when it was argued that any agreement reached with CCAWUSA would have an impact on a wage agreement with NUDAW.

A legal strike seemed imminent after the conciliation board met for the second time without resolving the dispute last week.

In a joint statement released by both unions and the OK yesterday, it was stated that workers "in respect of whom the dispute arose" will receive increases from R35 a month backdated to December 7 until March 1984, and an additional R10 from April 1984 to September 1984.

Negotiations for the next wage agreement have been set for July 16 next year to cover the period October 7 1984 to October 7 1985.

All OK's workers to get pay rise

Mercury 20/12/83

Mercury Reporter

ABOUT 20 000 workers at the OK Bazaars chain-stores throughout the country are to be given an across-the-board wage in-

crease of R35 a month with immediate effect and a further R10 increase in April next year, it was announced yesterday

The wage increase comes after lengthy negotiations between two shop workers' unions — the Commercial, Catering and Allied Workers' Union of South Africa and the National Union of Distributive and Allied Workers — and OK management at a conciliation board meeting

The increases also marked the end of a dispute between management and workers, some of whom had threatened 'legal strike action' against the company in support of their demand for a wage increase

Dispute

The Commercial, Catering and Allied Workers' Union, representing black workers, and the National Union of Distributive and Allied Workers, representing white, coloured and Indian workers, declared a dispute after OK management refused to accept their demands for a R80 a month across-the-board pay rise for all workers

However, the two unions later reduced their demand to R50, which was rejected by the company, but in a settlement offered R45

A joint statement released yesterday said that a 'nationwide agreement' had been reached on wage increases for all employees in respect of whom the dispute arose

Welcoming the increases, Mrs Emma Mashinini, CCAWUSA's general secretary, said she was pleased that all workers, irrespective of their race, would benefit

Negotiations for the next wage agreement for the period October 7 next year to October 6, 1985, would begin not later than July 6, the statement added

CAPE
20/12/83
Times

OK rise for 20 000 averts strike

JOHANNESBURG. A legal strike at OK Bazaars has been averted by a wage agreement between the company and two shop workers' unions which will raise pay for about 20 000 OK workers throughout the country.

A key feature is that workers in country areas will receive the same increases as those in the cities. Country workers usually receive lower increases than those in the cities and it is believed that OK is the first major chain-store to agree to give both groups the same increase.

The agreement was reached between OK, the Commercial, Catering and Allied Workers' Union (Ccawusa) and the National Union of Distributive and Allied Workers (Nudaw).

The board met three times after Ccawusa had declared a formal dispute with the OK. Nudaw later also declared a dispute, arguing that its members would be affected by any wage agreement between OK and Ccawusa.

Legal ballot

Had the two sides failed to agree, the unions would have been entitled to hold a legal strike ballot. According to a joint statement, the settlement means workers affected by the dispute will receive a R35 a month increase back-dated to December 7, and a further R10 in April next year.

The new agreement will apply until the end of next September and negotiations for an increase to be effective from 7 October, 1984 to 6 October, 1985, will commence not later than July next year.

Ccawusa claims that minimum pay at OK is around R230 a month. The wage deadlock arose after Ccawusa had demanded a R50 increase with immediate effect. OK countered with an offer of R20 in December and a further R15 in February.

139

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20/12/83

Strike is averted as OK and unions agree on pay

By STEVEN FRIEDMAN
Labour Correspondent

A LEGAL strike at OK Bazaars has been averted by a wage agreement between the company and two shop workers' unions which will raise pay for around 20 000 OK workers throughout the country

A key feature of the agreement is that workers in country areas will receive the same increases as those in the towns and cities

Country workers usually receive lower rises than those in the cities and it is believed that OK is the first major chainstore to agree to give both groups the same increase

The agreement was reached between OK on the one hand and the (black) Commercial, Catering and Allied Workers' Union (Ccawusa) and the (white and coloured) National Union of Distributive and Allied

Workers (Nudaw) on the other

The OK board met three times after Ccawusa declared a formal dispute with the OK over pay when wage talks between the two deadlocked. The Nudaw later also declared a dispute, arguing that its members would be affected by any wage agreement between OK and Ccawusa

Had the two sides failed to settle the dispute, the unions would have been able to hold a legal strike ballot

According to a joint statement by the two sides, the settlement means workers affected by the dispute will receive an increase of R35 a month backdated to December 7 and a further R10 in April next year

The new agreement will apply until the end of next September and negotiations for an increase to be effective from October 7, 1984, to

October 6, 1985, will commence not later than July next year, according to the statement

Ccawusa claims that minimum pay at OK is around R230 a month

The joint statement stresses that only workers "in respect of whom the dispute arose" will receive these increases. This means union members, and all workers in the same job grades as them, will receive them

The wage deadlock arose after Ccawusa demanded a R50 increase with immediate effect

OK countered with an offer of R20 in December and a further R15 in February. This would have applied to workers earning less than R350 a month only. The company also suggested that fresh negotiations on a possible further increase take place early next year.

Store told to ¹³⁹ reinstate staff

Mercury Reporter 21/12/83
A HILLCREST supermarket, Richdens Foodliner, which holds the Spar franchise, has been ordered by the Industrial Court to immediately reinstate four workers who were retrenched recently

Miss Colleen Richardson, of the Legal Resources Centre which made the application on behalf of the Commercial, Catering and Allied Workers' Union of South Africa, said yesterday that the reinstatement order was retrospective to the date of their dismissals

The four workers, Mr Ernest Gumede, Mavis Vezi, Angeline Ngwane and Winnie Phewa — all members of CCAWUSA — were laid off during September and October

The Legal Resources Centre was approached and the matter was referred to the Industrial Court

Miss Richardson said the dismissals were unlawful

Mr David Dennison, managing director of the supermarket, said the company's attorneys had been instructed to take the Industrial Court ruling on appeal to the Supreme Court

He said the company had valid reasons for dismissing the workers and denied allegations that it was an act of victimisation because of their trade union involvement

Sacked (39)

~~42~~
~~18~~
workers

20M
win case

21/12/83
Mail Correspondent

DURBAN — A Hiltcrest supermarket, Richdens Foodliner, has been ordered by the industrial court to immediately reinstate four workers retrenched recently.

Miss Colleen Richardson, of the Legal Resources Centre, which made the application on behalf of the Commercial, Catering and Allied Workers' Union of SA, said yesterday that the reinstatement order was retrospective to the date of their dismissals.

The four workers, Mr Ernest Gumede, Ms Mavis Vezi, Ms Angelina Ngwane and Ms Winnie Phewa — all members of Ccawusa — were laid off during September and October.

The union took up their case with management, but they were refused reinstatement.

Miss Richardson said the dismissals amounted to an unfair labour practice in terms of the Labour Relations Act.

Mr David Dennison, managing director of the supermarket, said yesterday the company's attorneys had been instructed to take the industrial court ruling on appeal to the Supreme Court.

Gallo agrees to equal pay for women

By STEVEN FRIEDMAN
Labour Correspondent

THE Commercial, Catering, and Allied Workers' Union (Ccawusa) has signed an agreement with Gallo (Africa) which will ensure that women doing the same work as men receive the same pay

The union also described wage increases negotiated between it and employers as "perhaps the best this year"

Ccawusa also said yesterday it had reached an agreement with wholesalers Makro which would increase pay for all workers at three of the company's outlets by R50 a month

At Gallo, a Ccawusa spokesman said an agreement signed yesterday would raise the pay of workers earning R100 a week or less by R8,25 a week. Those earning between R100 and R150 would receive an R11-a-week rise and those earning above R150 would get R13,50 extra

He said the agreement was valid for six months. The two sides would negotiate a further increase in mid-year

The spokesman said pay discrimination between men and women workers would now be eliminated

Before the agreement, the minimum for women had been R2 a week lower than that for men, and women earning the minimum would therefore receive a R10,50 a week increase, he said

A company spokesman, Mr Malcolm James, confirmed the agreement and said about 300 workers were covered by it.

He added that the difference between men and women's pay had, in the past, been much greater than R2 a week, but the company had been moving towards pay equality between the sexes for some time

"The agreement therefore completes this process, which was initiated by the company", Mr James said. He added that about 5% of the company's women workers were doing the same jobs as men

At Makro, the R50 increase will apply for the whole of next year and is the result of a verbal agreement between the company and the union. A formal wage agreement is due to be signed soon

The increase covers the company's outlets at Pretoria, Amalgam (Industria) and Germiston. It is understood that minimum wages will rise by about 22%

A company spokesman has confirmed the agreement

~~12/23~~
~~139~~
~~139~~

sta (12/12/83) 139
22/12/83
white worker

The National General Workers' Union will apply for the reinstatement of its sole white member, fired from the Witbank branch of Pick 'n Pay last week

Union general secretary Mr Donsie Khumalo said negotiations had proved fruitless so a reinstatement order would be applied for

Gold mines aim to cut job reservation

DURBAN — South Africa's gold mining industry is committed to abolishing racial discrimination in jobs in the industry

And for the first time representatives of black workers participated in the annual wage determination process, according to the annual reviews by the chairmen of some of the country's top gold mining companies, controlled by the giant Anglo American Corporation

The minimum increases in black miners' wages agreed between the Federated Mining Union and the National Union of Mineworkers and the Chamber of Mines amounted to 14,4 percent of the minimum "surface wage" and 14 percent of the minimum "underground wage"

White miners and offi-

cials received an effective increase of nine percent on their basic salaries

A major step forward in industrial relations was the agreement with the Underground Officials Association (UOA) to the scrapping of Job Reservation Determination No 27

"This legislation, which reserved jobs falling within the ambit of the UOA for whites only, has been withdrawn by the Minister of Manpower and trainees for positions in sampling, survey and ventilation are now selected on a non-racial basis," the report said

On the other hand little progress had been made in the negotiations between the Chamber of Mines and the white unions to remove the racially discriminating definition of "scheduled

person" from the Mines and Works Act

"This effectively prevents blacks from promotion beyond a relatively low level in mining and is the last legal obstacle to overcome before there is equal opportunity in the industry," the report said

The government's White Paper following the Wiehahn Commission report recommended that the parties involved agree on guarantees in regard to the job security of white employees before replacing the definition of "scheduled person" with the non-differentiating definition of "competent person" in the Act

"Negotiations to this end began some two years ago and as yet there has been no significant advance on this issue

"It would now seem appropriate, therefore, to remove this discrimination by legislation since the "reasonable period of time" as specified in the White Paper must be running out

The report said there was notable achievements in labour and industrial relations in the mining industry during the past year. The most significant was the recognition by the Chamber of Mines of two black trade unions, the Federated Mining Union and the National Union of Mineworkers

"Although representing only a small proportion of the total workforce, these unions are now actively engaged in discussions with the chamber on a variety of issues," the report stated — DDC

~~13%~~
~~23%~~
Docks
men
get 13%
rise

139

~~23%~~

Mall Correspondent

CAPE TOWN — Almost 3 000 stevedores in South Africa's four largest ports will receive an average pay rise of 13% in terms of a new wage agreement negotiated between the General Workers' Union and SA Stevedores Ltd

Announcing the pay rises in a statement yesterday, the GWU said the 1984 rates for stevedoring hands for an 8½ hour shift would be R19,73 in Cape Town, R18,65 in Durban and R18,20 in Port Elizabeth and East London

Workers in higher categories would receive similar percentage increases. Union members found the new rates "acceptable under present circumstances", the statement said

A union spokesman added that the new agreements were signed port by port in negotiations held over the past six weeks

The pay rises were slightly higher than increases in the cost of living during the past year

Also, further progress had been made in eliminating the pay differentials between the ports, he said

A spokesman for SA Stevedores Ltd confirmed the pay rises and declined to comment further

● In its statement, the GWU sharply attacked the government for allowing the decline of the Port Elizabeth harbour

Expressing concern at the decline, the union said its members were "suffering the consequences of government neglect of the region in general and the harbour in particular"

This caused hardship to other workers in the region and was detrimental to the general level of economic activity

By Carolyn Dempster,
Labour Reporter

Against a backdrop of recession and massive retrenchments, the mining industry moved to centre stage in labour relations in 1983 with the spotlight on the fast-growing black unions

The Chamber of Mines opened the door to black unionisation and black miners were handed the key to collective bargaining

Of the three black unions granted access to organise on the mines in 1983, the National Union of Mineworkers has emerged as the most formidable force

NUM, recruiting members at the rate of 5 000 a month is poised to become the largest union here with 60 000 signed-up members. It is already the biggest union in the mining industry

The emergence of the black unions continues to pose problems for the white mining unions. The desire for an Industrial Council in the mining industry was manifested in the formation of a Confederation of Associations and Mining Unions, but the chamber has indicated its reluctance to bargain in any forum which does not include black union representatives

CHAGRIN

Later on in the year, Arrie Paulus' Mineworkers Union changed gear, adopted an overtly political stance and began organising workers in other areas to consolidate its base — much to the chagrin of the Amalgamated Engineering Union which all but accused the MU of poaching

The white Mine Surface Officials Association, which has denied black miners access to its ranks for virtually its entire existence, now looks to be thwarted by NUM's decision to establish a black mine surface officials union

However, with a potential 380 000 miners still to be organised and with migrant workforce problems, the seeds of black unionism, now planted, have yet to take root

The year started with the slide into a deepening recession, and retrenchments continued apace — by September the figure had topped 15 000

That did not seem to affect the rapid growth rate among unions and while strike activity dropped off in the first six months, workers showed they were willing to go out in strike in support of colleagues they thought were mistreated or unfairly dismissed by management. Strikes towards the latter half of the year hinged

Worker power grew in '83 Unions break new ground

Star

23/12/83



Mr Cyril Ramaphosa
head of the National
Union of Mineworkers

mainly on wages and grievances

Recent Department of Manpower statistics show 170 strikes up until October, as opposed to 328 strikes during the same time in 1982

There is also the view that concomitant with the increased unionisation of black workers, strategies and tactics employed by the unions have become more sophisticated. This is born out by attitudes among union leaders who perceived 1983 as a time of consolidation rather than expansion

Another trend, was a tendency by unions to resort to legal machinery to try to win battles — another reason for the drop in strikes

In the case of unions affiliated to the Federation of South African Trade Unions (Fosatu) the route proved a rewarding one — particularly in the case of the Metal and Allied Workers Union, the National Union of Textile Workers and the National Automobile and Allied Workers Union

The Industrial Court, regarded with suspicion at its inception, proved to be the definitive voice on the question of unfair labour practices this year. Much to the consternation of employers, the court was used extensively by the unions and largely to their advantage

Cases which set the tone on the ULP front were the Metal and Allied Workers Union versus Stobar Reinforcing, the United African Motor and Allied Workers Union versus Fodens (SA) and the Media Workers Association of SA versus The Star

The court's findings in the

first two set up several warning beacons for employers. Employers should have reasonable grounds for dismissal, must have investigated any alleged misconduct thoroughly before dismissing a worker, must have investigated any alibi to present his side, must not use words that are derogatory, must bargain in good faith with unions

The Star/Mwasa finding, in favour of management, virtually gave the go-ahead to employers to fire striking workers en masse if all necessary procedures have been followed

At a summit meeting of the country's 104 industrial councils, it was agreed that the vague definition of what constitutes an unfair labour practice was the biggest problem facing unions and employers, but amending legislation is not likely to be introduced before 1985, Manpower Director-General Dr Piet van der Merwe said

The struggle for recognition and rights was not waged solely on the shop floor and in the industrial court in 1983

The historic Appeal Court judgement in June, whereby migrant worker Mr Mehlole Tom Rikhoto won the right to permanent urban residence, opened the way for permanent urban residence rights for at least a third of the country's 80 000 contract workers

New labour legislation was scant in comparison to previous years but worth a mention is the new Machinery and Occupational Safety Act, covering all workers and due to be implemented in April/May 1984. The Human Sciences Research report on training, and focus by the Department of Manpower on the need for skills training and greater expertise in the labour relations field also pinpointed government concern

Politics entered the labour arena with the formation of the United Democratic Front in August and National Forum in April

In probably the most politically significant development within the worker movement this year, while individual trade unionists and a sample of trade unions indicated their

support for one or other organisation, there was no direct affiliation

Instead, the feeling among Fosatu, and to a lesser extent the Council of Unions of South Africa (Cusa) has been that there is little motivation at present for the worker movement to bow to the lead taken by such opposition groups

However that did not prevent the unions from giving their support to the UDF over popular and community issues, and standing with it on the same protest platforms

The road to union unity hit more rocky ground after a steering committee was formed to discuss proposals for a new federation of independent trade unions in April. But whatever the problems encountered by the unions party to the talks, they were tackled behind closed doors and attempts to reconcile inter-union differences are continuing

State interference in labour matters continued to follow the repressive trend established in recent years, with the Ciskei government emerging as the arch villain

CONTENT

Not content with the repeated detention and harassment of South African Allied Workers' Union and General and Allied Workers Union officials at the start of the year, Ciskei banned SAAWU outright in September

Finally, South Africa's oldest and largest union federation, the Trade Union Council of South Africa, Tucsa, moved away from the centre stage during 1983 to take up a position in the wings of labour relations

PRAISE

The council's annual conference in Port Elizabeth highlighted a reluctance by affiliate unions to re-appraise Tucsa's relevance in the face of the changing labour scenario, and an unwillingness to make concessions to the emergent unions

This was primarily the reason for the withdrawal of the largest union in the country, the SA Boilermakers' Society from Tucsa in November

Union wants court action

By JOSHUA RABOROKO

THE emerging General and Allied Workers Union (Gawu) is to apply for an industrial court action for the reinstatement of 52 workers at General Tyre and Rubber Company sacked fol-

lowing a labour dispute at the plant. 30/12/83

This was confirmed to The SOWETAN yesterday by the union's national organiser, Mr Amos Masondo, who said that this will be the first time such action is taken since the union was formed in 1980

The workers were sacked after they had demanded the reinstatement of two colleagues dismissed for allegedly stealing company property early this month

The workers, members of Gawu, had earlier staged a demonstration on the company's

premises following management's refusal to negotiate with them

Mr Masondo said that police arrived at the scene and held discussions with their employers. Thereafter, the workers left the area after leaving the company's properties on the premises

"We have tried to open discussions with management on the issue of the reinstatement of the workers, but this has been to no avail," Mr Masondo said

The union has asked for legal advice on the issue and an industrial court action is to follow early in the new year, according to Mr Masondo

The company's representative, Mrs L Bucker, said the matter was in the hands of their lawyers who are on leave. She declined to comment further on the matter

Union wants ¹³⁹ ~~Mercury~~ six reinstated ~~139~~

African Affairs
Reporter 3/12/83

THE Industrial Court has been asked by the Estcourt branch of the South African Allied Workers' Union to reinstate six of its members who were fired by Teal and Sons following a dispute over their Christmas bonus

Mr J Gumbi, branch chairman of SAAWU in the area, told the Mercury yesterday that workers who went on strike on December 19 and 21 had been dismissed but returned last week, except the six employees who were members of the committee representing their trade union in the firm

He said he and Mr Herbert Barnabus, the national organiser for

SAAWU, had approached Mr R Teal, the manager for the firm. He refused to negotiate with them on the grounds that he did not recognise their trade union

Mr Gumbi said they had reported the matter to the Industrial Court to have them reinstated and paid retrospectively. No date had been fixed for the hearing

Mr Teal told the Mercury yesterday that there were not sufficient workers to form a trade union and he was not prepared to recognise them. Everything was back to normal as the workers had returned to work

But Mr Gumbi pointed out that they had returned to work on the understanding that the court matter was still pending