

INDUSTRIAL RELATIONS - Workers' Organisations -  
African Unions.

1984

JANUARY - MAY.

# Mine unions fight for unity

4/1/84

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Since unionisation of black employees in mines, one of the changes to follow the Wiehahn Report, there has been an all-out effort by different unions to increase membership on the mines. This resulted in a general scramble for members and a mushrooming of unions. Labour reporter JOSHUA RABOROKO looks at unions emergent in the mining industry.

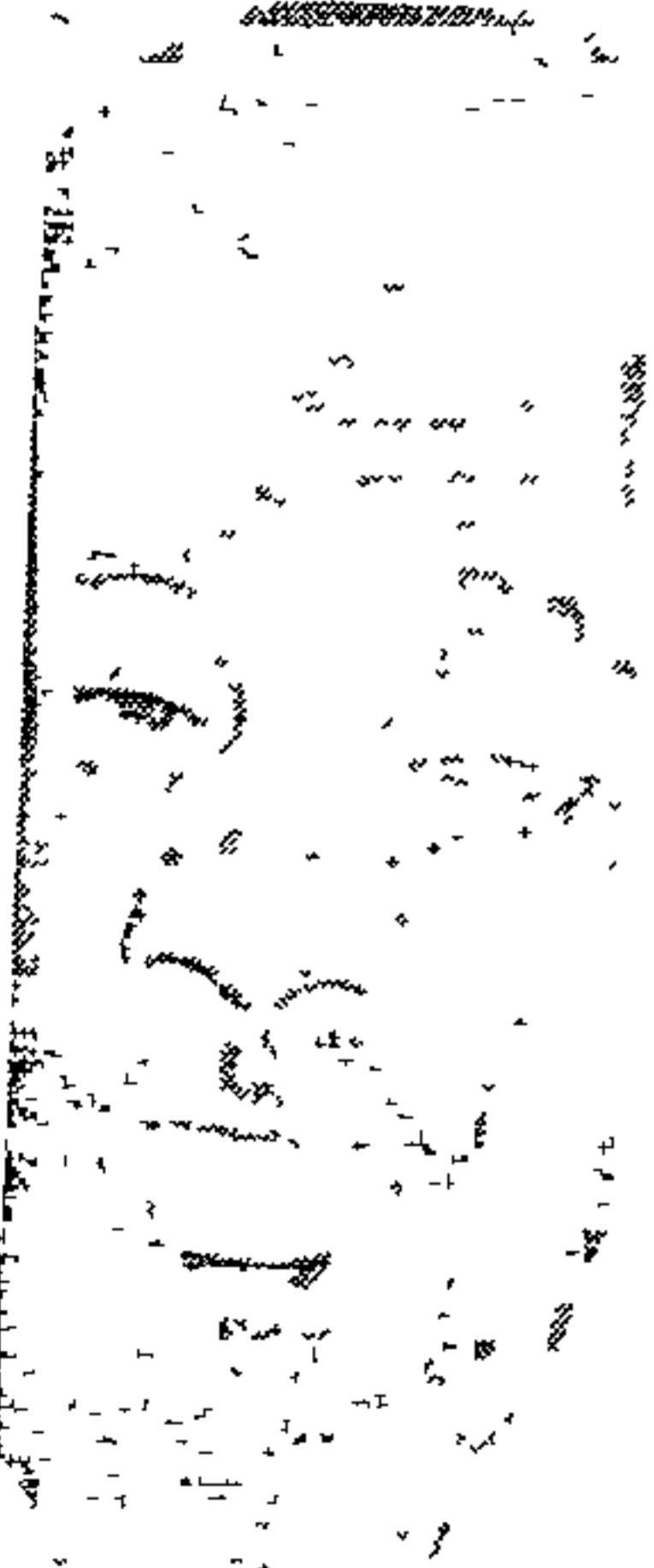


**BLACK** trade unions seem to be mushrooming in South Africa's mining industry in the post-Wiehahn era.

The multiplicity of these unions is causing concern as it weakens the solidarity of black miners, according to trade union leaders.

However, the past year has been a momentous one for industrial relations in the mining industry in that for the first time in history, the Chamber of Mines negotiated pay and other conditions of employment with unions representing black workers.

It has been the year in which the black National Union of Mineworkers (Num) emerged



Cyril Ramaphosa.

as a potent force. An affiliate of the Council of Unions of South Africa (Cusa), it was started in August last year.

There are several other unions trying to recruit black mineworkers, but more than any other Num has been able to match the right-wing whites only Mine Workers' Union led by Mr Arrie Paulos.

The Federated Mining Union (FMU) formerly named the Federated Mining, Explosives and the Chemical Employees Union has made substantial gains. It was originally formed to cater for coloureds but it has begun recruiting blacks with the aid of the South African Boilermakers Society which recently broke off from the Trade Union Council of South Africa (Tucsa).

### RIGHTS

Three other unions have also been granted access to recruit workers employed at Chamber Affiliated Mines, but by August last year they had not made a formal approach for recognition. They are the Black Mineworkers Union, which has not made headway despite the fact that they were the first to be granted such rights, the Black Allied Mining and Tunnel Workers Union. This last mentioned union is being watched with great interest by some employers who be-

lieve that it does have some potential. Its leader, Mr Letsatsi Mosala, is also a member of the Azanian People's Organisation (Azapo).

Meanwhile, the Federation of South African Trade Unions (Fosatu) has quietly been observing events in the industry and is considering the establishment of its own mining union.

Given the growth and the efficiency of most Fosatu affiliates, such a union could be a serious rival to Num.

The growth of black unions in the industry has largely been prompted by radical revisions made in the chamber by its previously tough stance as far as recognition is concerned. But there has also been strong opposition from Arrie Paulos' unions which have threatened to take industrial action time and again as blacks get more recognition in the industry.

### GROWTH

The growth of black unions in the industry was also accelerated by the fact that the chamber's requirements made it possible for even an unregistered union to be recognised as the representative of a category of workers on a chamber-affiliated mine once it had recruited a significant proportion of them.

The reason for the chamber's acceptance of

these unions is that it has become inevitable for them to recognise black trade unions and as such they revised their guidelines to allow recognition, which reduced the possibility of employers facing the kind of recognition battles waged in other industries.

In addition to that the employers are hoping that effective union leadership will enable unions to channel black interests and grievances through collective bargaining and other processes designed to minimise conflict.

They also know only too well how quickly violence can erupt in black mine hostels — and how handy it can be to have representative leaders with whom they can talk.

### RELATIONS

The effect of the 1946 strikes — which exposed the inadequate channels of communication between mine management and workers — belatedly propelled the mining industry into the country's new era of labour relations.

It has on the whole been the Num which has shown that black mineworkers are interested in unions. To an extent, this stemmed from changes within the black labour force. The composition of these workers has changed dramatically in recent years.

This is largely so because miners who come from neighbouring countries, "independent homelands" and South

Africa have turned to view mining as a long-term career. Miners are concerned about job advancement, training as artisans and job enrichment in general.

Meanwhile the Chamber of Mines states the mining industry is committed to abolishing racial discrimination in employment and to centralised bargaining on all matters that concern the industry.

They believe there have been notable achievements in both these areas during the past year.

"A major step forward was the agreement with the Underground Officials Association (UOA) on the scrapping of job reservation Determination No 27. This legislation reserved occupations falling within the ambit of the UOA for whites only. Trainees for positions in sampling, survey and ventilation are now selected on a non-racial basis, according to them.

### NEGOTIATIONS

On the other hand, very little progress has been made in negotiations between the Chamber of Mines and 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 mining

# Unions fight for unity



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Tebogo Mngomezulu, general secretary of the Black Allied Mining and Construction Workers Union

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industry  
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seemed appropriate to  
remove discrimination  
in the mines by legis-  
lation because "the rea-  
sonable period of time"  
as specified in the white  
paper following the  
Wiehahn Commission  
report "must be running  
out"

Some of the gold  
mines administered by  
Anglo American Corpo-  
ration indentured their  
first black apprentices  
during the year. Al-  
though they number  
only 18, this represents  
an important advance-  
ment, say the chairmen

However, the right-  
wing Mineworkers  
Union led by Arne Pau-  
los has continued to op-  
pose changes and has  
threatened action  
should blacks be al-  
lowed to hold blasting  
certificates

The MWU's opposi-  
tion in black advance-  
ment is not surprising,  
considering the fact that  
unlike the craft unions,  
it has difficulty in draw-  
ing occupational bound-  
aries to protect its  
members' privileges  
Paulos has not hidden his  
hatred for Num

Num's general secre-  
tary, Mr Cyril Rama-  
phosa, who has proved  
to be a very able admin-  
istrator, said that the  
resolution passed at  
their recent congress for  
black miners' union soli-  
darity was important

because it would help  
solve many problems

Num's success has  
been the effective re-  
cruiting strategies, it has  
concentrated on opin-  
ion-making groups  
within the black work-  
force, and machine op-  
erators — men who are  
difficult to replace in a  
hurry

Therefore, he added,  
it was vital that a feder-  
ation of such unions be  
formed to facilitate the  
workers' interests and  
job advancement and  
phase-out job reserva-  
tion that is rife in mines

The general secretary  
of the Black Allied Min-  
ing and Construction  
Workers' Union, Mr Te-  
bogo Mngomezulu, said  
that although they have  
not been approached by  
Num on the federation  
issue, it was "a welcome  
notion"

"It is a good thing be-  
cause there is a need in  
this industry that we  
come together to bar-  
gain for thousands of  
workers and also to  
avoid competition and  
poaching of members

"We have to look into  
the welfare of the work-  
ers and their upliftment  
in the industry where  
job reservation has also  
almost become the  
order of the day," Mr  
Mngomezulu said

He said that the union  
had not yet agreed and  
would probably decide  
at their national con-  
gress

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some time

# Mwasa congress

THE Bishop of Johannesburg East, Bishop Simeon Nkoane, will speak on The Role of the Press in Freeing Blacks from Oppression at the Southern Transvaal regional congress of the Media Workers' Association of South Africa (Mwasa) at the weekend.

The two-day congress, scheduled for January 7 and 8, 1984, will be held at the Methodist Youth Centre in Central Western Jabavu near Morris Isaacson High School and is to start on Saturday at 8 30am

Bishop Nkoane, president of the Witwatersrand Council of Churches (WCC), is also former Anglican Dean of Johannesburg

The highlights of the Mwasa congress will be the reviewing of its constitution, which is to be amended later at Mwasa's national congress to be held in East London at the end of January

The new constitution aims among others, at engendering collective leadership within the organisation and giving Mwasa a trade union outlook

# LABOUR FRONT

By JOSHUA  
RABOROKO



MEMBERS of the Metal and Allied Workers Union at Barlow Manufacturing, Kew Site on strike over wages. Their strike was one of the many during 1983.

## Growing militancy

1984 will mean more hard work for the Commercial, Catering and Allied Workers Union if Mrs Emma Mashinini's New Year message is anything to go by.

Her message is: "Workers stand up and fight for your rights in the new year"

The Commercial, Catering and Allied Workers Union (Ccawusa) is one of the fastest growing black trade unions in South Africa

Since its formation in 1975 the union has developed rapidly — from 150 members in 1975 to over 40 000 this year

It has branches in Johannesburg, Vereeniging, Durban and Cape Town

The kingpin in Ccawusa's rise has been its general secretary, Mrs Emma Mashinini, who before starting the union was an active member of the Garment Workers Union then led by Mrs Lucy Mvubelo

Mrs Mashinini was previously detained without trial in terms of the country's security legislation but this has not dampened her spirits as leader of the union

"I am not worried about my previous detention because it is not an isolated incident. Many trade unionists have been held and harassed under the law," she said.

"What is encouraging about these detentions," she added, "is that workers will still unite and fight for their rights despite state harassment and intervention"

A feature of industrial relations in South Africa in the past year has been the growing militancy of black workers in the retail trade

This factor is explained by Mrs Mashinini as the growing awareness and willingness of workers to organise themselves and to stand up for their rights

"Workers make life easy for the union by organising themselves and this is the crux of what must lie ahead for us in the new year," Mrs Mashinini said

Ccawusa's aim is to struggle for and achieve



MRS EMMA MASHINI-  
NI Workers unite.

true worker rights, the right to a living wage and share of the profits, to be treated fairly and with respect and to have a voice in the workplace

"The union is also committed to striving for equality of opportunity and opposing all kinds of discrimination," Mrs Mashinini said

The union's gains in membership and recognition agreements have not come easily. They were made to "sweat and toil" in some instances when opposing tough managements

Last year was a momentous one for Ccawusa which signed several recognition agreements

The effect of these recognition agreements is that the union's presence has been felt in

many circles where there was labour unrest

The union has a recognition agreement with CNA, Makro, Foschini, OK Bazaars, Woolworths, Edgars, Allied Publishing and is negotiating with Checkers, Southern Sun, 3M, Metro, Top Centre and Pick 'n Pay

The significant agreement is the one with OK Bazaars which has a clause on maternity leave. This is among the most important clauses negotiated by an emerging union.

In many companies, workers who leave to have a baby must resign and are not guaranteed re-employment

The maternity agreement has been described as a key advance for working women's rights. A feature of the agreement is that it applies to all women working for OK of all races

The union also experienced a number of strikes caused by unfair dismissals, retrenchment, management's attitude and above all, wages

An unusual strike as was at Checkers in Primrose where black and white workers downed tools over the dismissal of a white supervisor

The union was also involved in a row with Pep Stores, Vereeniging branch, over the searching of employees. As a result the six union members who had been dismissed for refusing to be searched were reinstated.

Six members who faced charges of intimidation were acquitted in the Johannesburg Magistrate's Court after a labour dispute at Teltron Electronics

Shop stewards have been harassed and questioned about the union's activities this year and assistant secretary Ms Joyce Mokhesi was detained without trial, according to Mrs Mashinini

Members picketed the newly opened Maponya store in Soweto and Mrs Mashinini says that with the "mushrooming" of chainstores in Soweto "we are going to unionise" most workers there

# Moving towards unity

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**FORTS** to establish a broadly-based federation of emerging black trade unions are to be strengthened this year.

Previous efforts have been highlighted by the differences between the more mature unions, professionally organised unions and the recently established, mainly community-based unions

This year it may be possible for the more mature unions, such as the Federation of South African Trade Unions (Fosatu), Councils of Unions of South Africa (Cusa), and other independent unions, to move towards some kind of federal structure

Union leaders say that even if this unity is not achieved in the new year, it seems that there will be growing co-operation between them

The Media Workers' Association of South Africa (Mwasa), then the Writers' Association of South Africa (Wasa), was one of the first organisations to moot the idea of a federation of unions at its congress in Wilgespruit in 1979

## Problems

At that congress Wasa decided that a symposium of all black unions should be convened to discuss the issue. Though the symposium never materialised, the idea of trade union unity did not die.

In 1981 several trade unions met in Port Elizabeth where many attempts were made towards unity, but problems arose at the time when some expressed their dissatisfaction about registration and participation in the industrial councils

Unregistered unions' contention was that they would not like to unite with registered unions which preferred to bargain for workers' rights on the industrial councils in their form at the time.

The meeting resolved to form a committee to look into the various facets that could facilitate such a united trade union front

## Walk-out

At a subsequent summit in Wilgespruit several trade unions, including the Motor Assemblies and Components Workers Union (Macwusa) staged a walk-out after the issue of registration had again become the bone of contention.

On the weekend of April 9 and 10 last year another meeting involving 11 union organisations was held in Cape Town. Many delegates at the meeting felt that it was high time the unions united to present a strong front to bosses and the Government

At the congress seven of the organisations agreed to form a new federation of unions representing a total of about 220 000 workers. The committee met again in Cape Town on July 1 and 2 and discussed structures, financing of the federation, a statement of general principles and demarcation between unions

## Unity talks

It was agreed that if unions were going to work together in one federation, they should stop competing with each other for membership

The committee consisted of the following: General Workers' Union, SA Allied Workers' Union, Commercial Catering and Allied Workers' Union, Food Canning Workers' Union and African Food and Canning Workers' Union, Fosatu, Cape Town Municipal Workers' Union, and the General and Allied Workers' Union

Four other unions organisations who attended the talks have not yet decided whether or not they will join the new federation, the largest of these being Cusa.

Doubts about whether some unions will take part in future unity talks arose out of the "very little progress" that has been reported so far in achieving the main aim

It is also apparent, according to some sources, that Fosatu had different views with the Food Canning Workers' Union, although others say the real problem seems to be coming from differences between older and newer emerging unions.

# Black Admin Board union is registered

*Cape Times 6/6/84*  
*139*  
By BARRY STREEK

A TRADE union for Western Cape Administration Board (WCAB) workers in the Western Cape has been granted registration

It is the first union for black administration board workers registered in South Africa

The Assistant Industrial Registrar, Mr ND de Kock, has given for-

mal notice in the Government Gazette that the union's application for registration has been approved

It has been registered for black workers employed in the Administration Board's Undertaking, as undertaken by the Administration Board for the Western Cape, in the magisterial districts of Goodwood and Wynberg

# Workers at Pick 'n Pay stores strike over pay

By STEVEN FRIEDMAN  
Labour Correspondent

TWO Pick 'n Pay stores on the Witwatersrand have been hit by strikes over wages — and workers at a third have also rejected their end-of-year increases

At Pick 'n Pay's Bedfordview store, a group of workers walked off the job on Wednesday after rejecting a 10% end-of-year rise

A company spokesman, Mr Gordon Hoult, said yesterday workers had been given until 9am today to return, failing which they would have "dismissed themselves"

This ultimatum was contained in a letter which most strikers refused to accept. However, Mr Hoult said some had responded to it

by returning

The Commercial, Catering and Allied Workers' Union (Ccaawusa) says about 80% of the store's 150 workers are on strike, but Mr Hoult said only a third took part

Most of the strikers were shelf-packers, he said. These workers were men who "as bread-winners, feel the economic pinch more keenly"

At the company's Ormonde store, Mr Hoult said, between 40 and 50 workers struck yesterday — also in protest against the 10% rise. Appeals to them to return had failed so far, he said

At the Florida store, workers have rejected the 10% and demanded a R25 across the

board increase, Mr Hoult said. However, they have not downed tools

At Bedfordview, the company held talks with Ccaawusa yesterday, but told it it could not negotiate wages with it until it was recognised by Pick 'n Pay

Recognition talks between Ccaawusa and Pick 'n Pay are due to start soon

Mr Hoult said the wage unrest was "clearly a cause for concern". He added, however, that the 10% increase came after an 8%-9% mid-year rise

"This means workers have received at least 18% this year — well above the inflation rate," he added

Pick 'n Pay's board had met to discuss the wage question after a recent strike at its

hypermarket in Bedworth Park, Vereeniging, and had decided that this was "the most we could afford this year", he said

The demand for a R25 rise would "almost bankrupt the company", he added

Mr Hoult said Pick 'n Pay was committed to upgrading wages

Although most workers earned more than R85 a week, the minimum was around R50 and "we believe this is not enough"

The company therefore hoped it could begin negotiating a wage agreement with Ccaawusa as soon as the union was recognised, he said

"The decision not to negotiate on wages until the union was recognised was taken "in accordance with the law", he said



Staff unhappy over 10% rise

# 7 <sup>139</sup> ~~139~~ <sup>ROOM</sup> Pick 'n Pay stores on Reef hit by strikes <sup>7/1/84</sup>

By STEVEN FRIEDMAN  
Labour Correspondent

**WAGE** unrest hit at least seven Pick 'n Pay stores on the Witwatersrand yesterday — and in Pretoria a union representing the company's workers has also asked for negotiations on workers pay demands.

According to a company representative, Ms Jill Gressack, only two stores were on strike by late yesterday — those at Steeledale, where about 300 workers were on strike, and at Florida, where about 50 struck. Strikers at Bedfordview, Brixton and Ormonde had returned to work, she added.

She said management was holding talks with workers at Blackheath and Randburg, where there had been "rumblings" over wages, but no strikes.

Strikers at Steeledale had been told to return to work by 9am today or face dismissal, she said.

But Mrs Emma Mashinini, general secretary of the Commercial, Catering and Allied Workers' Union, said eight stores were on strike by yesterday afternoon.

All the stores named by the company were still affected, she said, as was the Benmore store. At all, most black workers had downed tools, she added.

The unrest has been prompted by a 10% end-of-year wage increase

According to both the company and the union, worker dissatisfaction was prompted by an internal video broadcast in which Pick

'n Pay chairman Mr Raymond Ackerman told workers they would be receiving a 20% increase.

According to the company, Mr Ackerman spelled out that this included a mid-year increase of between 8% and 9% granted by the company, but workers misunderstood this and assumed they were getting 20% at the end of the year.

Mrs Mashinini said workers claimed there had been no mention of the mid-year increase in the video message. "Clearly, Mr Ackerman failed to convey his message with clarity," she said.

She said the company was talking to union shop stewards in an attempt to settle the unrest.

Strike action began at the Bedfordview store on Wednesday and spread to the Ormonde store later. At Bedfordview, workers were given an ultimatum to return this morning or face dismissal.

According to Ms Gressack, senior Pick 'n Pay management visited the stores yesterday to "resolve grievances and clarify the misunderstanding arising out of the video broadcast" At both Steeledale and Florida, the company would meet union officials today, she said.

Meanwhile, the general secretary of the National General Workers' Union, Mr Donsie Kumalo, has met Pick 'n Pay officials to discuss worker dissatisfaction at nine hypermarkets and stores in the Northern Transvaal about the wage increase



# To work ~~or not~~ to work?

city press 8/1/84 139

By MONO  
BADELA

**STRIKING WORKERS** at Ford's Struandale Assembly plant near Port Elizabeth will hold a meeting in Kwa-Zakhele tomorrow to decide what strategy to adopt when the factory reopens on Monday after a three week shutdown

The workers, who are members of the National Automobile and Allied Workers' Union (Naawu) and the Motor Assemblers and Component Workers' Union of South Africa (Macwusa), have been off work since December 13

The 700 workers downed tools in sympathy with a suspended worker when the plant shut down for the Christmas period, the workers col-

lected their pay and bonuses

Ford industrial relations director Mr Fred Ferreira was not available for comment this week whether the suspended workers would be reinstated on Monday

However, it is learnt from sources close to the two unions that the workers will report back on Monday, but will not take up their positions if the suspended worker at the Sierra plant has not been reinstated

The striking workers have received the backing of the Port Elizabeth Civic Organisation (Pebco)

1,000 on  
strike at <sup>139</sup>  
4 branches  
of store <sup>9/11/84</sup>

By Carolyn Dempster,  
Labour Reporter

A total of at least 1 000 workers were still out on strike at four Pick 'n Pay stores in the Johannesburg area this morning

The personnel director for the group, Mr Rene de Wet confirmed that staff had not turned up for work at the Norwood and Steeledale hypermarkets and employees at the Florida and Brixton supermarkets had refused to start work

"The operation of the stores has not been unduly affected. We are using casual people, relatives and some members of staff who do not want to get involved," he said

Management is holding meetings with Mrs Emma Mashinini, general secretary of the Commercial, Catering and Allied Workers Union, later today in an attempt to resolve the issue

A union spokesman said many workers were unhappy with the 10 percent end-of-year raise in December and wanted the union to negotiate higher wages

#### VIDEO

An in-house video transmission by Pick 'n Pay chairman Mr Raymond Ackerman led workers to believe they would receive a 20 percent increase at the end of the year

The misunderstanding, a spokesman said, occurred because Mr Ackerman had coupled the mid-year and end-of-year increases in his statement

The strikes are the latest in a series of stoppages which began last week at the Bedfordview Pick 'n Pay when 50 workers left the store and demanded immediate increases and that management should negotiate these with CCAWUSA

As the union is not recognised by Pick 'n Pay, management refused and told strikers to either return or sever their contracts

The workers, who represented a third of the Bedfordview workforce, returned but dissatisfaction with the 10 percent increase was widespread

Staff at other stores demanded to speak to senior management personnel, either stopped work for a few hours or went out on strike in earnest

By Friday seven stores had been affected

# 11 Pick 'n Pay outlets hit by strike

139  
10/1/84

By Carolyn Dempster,  
Labour Reporter

The spreading strike by Pick 'n Pay staff has brought out 1 600 at 11 of the chain store's outlets in the Witwatersrand area

Supermarkets as far afield as Witpoortje in Roodepoort and in Krugersdorp and Carletonville were affected by the strike, with staff at Norwood and Steeledale hypermarkets refusing to return to work.

While management met representatives from the Commercial, Catering and Allied Workers' Union in an attempt to resolve the wage dispute, a crowd of 1 500 strikers gathered in and outside Khotso House in Johannesburg to hear what the senior Pick 'n Pay personnel had to say.

A Pick 'n Pay spokesman, Mr Gordon Hoult, said workers were dissa-

tified with their 10 per cent end-of-year increase and were demanding an additional 10 per cent rise

The union then made a counter-offer, suggesting that workers would forgo their mid-year increase in July if they received the increase now.

Management has offered, in light of this, to bring the July increase forward to be made effective from April 1.

Mrs Emma Mashinini, general secretary of Ccawusa, said workers had demanded the increases immediately and not in April. She added the union would be meeting management again today to attempt to resolve the dispute.

"The workers feel very strongly that they have compromised enough.

## STILL OPEN

"They do not think that management cannot afford a further increase and they have indicated they will not return to work until the matter has been negotiated," she said

Stores which have been partially or completely denuded of staff because of the strike are still open, but are not functioning at their best, Mr Hoult said.

Casual workers and relatives are being used.

Stores affected so far also include Bedfordview, Florida, Bramley and Ormonde.

# 1 600 workers out in Pick 'n Pay strike

By STEVEN FRIEDMAN  
Labour Correspondent

THE wage strikes which have hit chainstore Pick 'n Pay over the past week escalated dramatically yesterday as at least 1 600 workers at two hypermarkets and seven stores stopped work

Strikers gathered at the Johannesburg offices of the Commercial, Catering and Allied Workers' Union (Ccawusa) yesterday. A Pick 'n Pay management team was locked in talks at Ccawusa's offices for much of yesterday with a negotiating team elected by the workers

By late yesterday afternoon, however, there was no sign of a settlement as workers rejected a new offer made by the company

According to Ccawusa, at least 1 800 strikers from 17 stores — most in Johannesburg but including stores at Carletonville, Krugerdorp, Florida and Wit-

poortjie — gathered at the offices yesterday

However, a Pick 'n Pay spokesman, Mr Rene de Wet, said two hypermarkets — at Norwood and Steeldale — and seven stores were affected. He estimated that about 1 600 workers were involved

The dispute began with a strike at the company's Bedfordview store early last week. Workers at other stores have been on strike for varying periods since then

Yesterday, however, saw the sharpest escalation of the dispute thus far

The strikes have been prompted by a video broadcast to workers by Pick 'n Pay chairman, Mr Raymond Ackerman, in which he said workers would receive a 20% pay rise

According to the company, Mr Ackerman had made it clear that this would consist of a 10% rise in January and a further 10% in July. However, workers claim this was not spelt out and they are

demanding the full 20% now

At yesterday's meeting, the company offered to bring the July rise forward to April. They left the meeting and worker leaders put this to workers

The union's general secretary, Mrs Emma Mashinini, said later that workers had rejected this offer and that the strike was likely to continue today

Mr De Wet confirmed yesterday that this offer had been made and added that the company was "taking a flexible attitude" towards the strike

"We do not want to dismiss workers and have not so far threatened to do so. We are seeking an amicable solution to the problem," he said

He said the company was "coping" with running the stores during the strike and added "There has been no loss of sales or problems in serving consumers yet. But there is a cost in terms of relations within the company and we are seeking a solution"

139 31 150  
1 600 store workers still out on strike 11/11/84

BETWEEN 1 600 and 2 000 Pick 'n Pay workers were still on strike yesterday after more than 1 000 stopped work on Monday, spokesmen for the company and the Commercial Catering and Allied Workers' Union (CCAWUSA) confirmed

The workers, who said they were led to believe they would get 20% pay increases, went on strike when they received 10%.

Management said it had offered to bring forward July increases to April in negotiations on Monday afternoon. This offer was rejected by CCAWUSA officials

The general secretary of CCAWUSA, Mrs Emma Mashinini, said more workers joined the strike yesterday and estimated that about 2 000 were out on strike. Mr Rene de Wet, the Pick 'n Pay personnel manager, put the figure at about 1 600

Mrs Mashinini said the workers wanted a 20% increase, effective immediately, and were prepared to

waive July increases

The workers claim the chairman of the company, Mr Raymond Ackerman, led them to understand they would receive a 20% pay increase when he appeared on SABC-TV recently

Meanwhile, the managing director of African Cables, Mr P Muller, said about 20% of the day shift had arrived for work at the Vereeniging plant yesterday after a walk out by 1 000 workers on Monday

Members of the Engineering and Allied Workers' Union downed tools after demanding that management meet them to hear their grievances

Police were called in when they refused to disperse.

Mr Muller said the men who arrived for work had signed an agreement that they would not take part in illegal strike activities

"Of the 550 workers who are on the day shift about 110 signed the form and are back at work today," Mr Muller said. — Sapa.

# 150 strike at Airport Hotel

~~280~~ Labour Reporter (139) Stan 10/1/84

About 150 Southern Suns employees went on a brief strike at the hotel chain's Airport Hotel yesterday

The workers, all of whom belong to the Commercial, Catering and Allied Workers' Union (Ccawusa), complained of long working shifts, having to wait for a couple of hours in between shifts, and of having to sleep in an area near the dustbins because few rest facilities were provided

The workers went on strike yesterday morning and returned to work in the afternoon

Management called Ccawusa to inform it that the workers were out on strike and, according to general secretary Mrs Emma Mashinini, offered to discuss the grievances

"We attended to the grievances surrounding the working conditions and the workers went back in the afternoon," she said

Grievances over salary would be discussed at a later date in negotiations with management, added Mrs Mashinini. The union is currently also negotiating a recognition agreement with Southern Suns

Miss Gillian Goldman, Southern Suns group public relations manager, described the strike as a "small dispute which should not be blown out of proportion"

She declined to comment on the causes of the strike, saying only that grievances were being resolved

Miss Goldman was also not prepared to discuss salary negotiations with the Press

# Pick 'n Pay workers 'dismiss themselves'

By Carolyn Dempster, Labour Reporter

The 2000 striking Pick 'n Pay workers have "dismissed themselves" by not returning to work and stores will start re-employing staff from 8 am tomorrow morning, a senior spokesman for Pick 'n Pay said today

When the striking staff had not returned to work by 9 am today, a letter was drafted to officials of the Commercial Catering and Allied Workers' Union informing them that the striking workers had dismissed themselves, said Mr Gordon Hoult, general manager for Pick 'n Pay Johannesburg

"Our present staff will get guaranteed employment should they re-apply for their jobs by 5 pm tomorrow. However, on Friday it will be an open-selection process and first come, first served," he added

Certified letters containing the terms of dismissal have been sent to each of the striking Pick 'n Pay employees and they have been informed when and where they may collect their pay packets

Mr Hoult said the situation at the nine supermarkets and two hypermarkets remained unchanged

"However some of the remaining workers have

been exhorted into joining their colleagues in a show of solidarity. Other than that, the number of staff coming and going has not been sufficient to change the picture significantly," he added

A union spokesman said Pick 'n Pay supermarket staff in Klerksdorp joined the striking workers late yesterday afternoon, pushing the number of strikers over the 2 000 mark

The meeting between the union and management reached deadlock late yesterday afternoon with neither party budging

Pick 'n Pay offered the staff a 10 percent increase as from April 1. Workers said they accepted the increase but wanted the full 20 percent — including the 10 percent end-of-year increase — backdated to January 1

Mrs Emma Mashinini, general secretary of the union, claimed the personnel director, Mr R de Wet, had said jobs would be kept open for striking staff until Thursday evening

"Nothing was mentioned about re-applying for jobs. We are still waiting for management representatives to come down and read the contents of the letter to the workers gathered in our offices," she added



(139) (52)  
S. Post 11/11/84

# Strike by Durban Post Office workers

DURBAN — More than 100 employees at the Central Post Office went on strike today

The organiser of the National Post Office and Allied Workers' Union, which represents the workers, Mr Magwaza Maphalala, said workers had three major grievances

- Workers rejected a six-day week, opting instead to work a 40-hour, five-day week

- They were forced to take time off in the middle of the month instead of at the end

- No liaison structures existed between management and workers.

Durban's Postmaster, Mr P Noeth, would not comment on the stoppage

He referred inquiries to the Post Office's public relations officer, Mr Tom Calitz, who was not available for comment — Sapa

139  
~~138~~ ~~139~~  
PO workers  
O. Dispatch 12/1/87  
go on strike

DURBAN — More than 100 employees at the Durban central post office went on strike yesterday in protest against their working conditions

Soon after the stoppage, workers quietly waited at one of the post office entrances in Pine Street

The organiser of the National Post Office and Allied Workers' union, which represents the workers, Mr Magwaza Maphalala, said workers had three major grievances to which management had promised to respond. These were

- Workers rejected a six-day week, opting instead to work a 40-hour, five-day work

- They alleged that management had forbidden them to take holidays at the end of the month and forced them to take time off in the middle of the month

- No liaison structures existed between management and workers

Durban's postmaster, Mr P Noeth, would not comment

Meanwhile, in Johannesburg a strike by Pick 'n Pay staff entered its third day yesterday with between 1 600 and 2 000 workers out, a Pick 'n Pay spokesman said

He said talks were held yesterday with the Commercial Catering and Allied Workers' Union of South Africa but ended in a "stalemate"

— SAPA

# Pick 'n Pay <sup>139</sup> <sup>5 for</sup> workers begin <sup>12/1/84</sup> trickling back

By Carolyn Dempster, Labour Reporter

Striking Pick 'n Pay workers were trickling back to their jobs today but most had remained steadfast, a spokesman for the supermarket chainstore said

"The situation is in a state of flux with one or two workers reapplying for jobs at some stores and as many as 10 returning at others," said Mr Gordon Hault, general manager for Pick 'n Pay Johannesburg

"Shop stewards from the union have been going from store to store to persuade the staff to join their colleagues in a show of solidarity, but quite a few of our workers have refused," he said

Until midday today there were still more than 1 000 workers on strike at 11 outlets in the Witwatersrand area, despite a letter from management informing workers that they had "dismissed themselves" by breaking contracts

The strikers, all members of the Commercial, Catering and Allied Workers' Union, have up until 5 pm today to reapply for jobs. From tomorrow new recruits will be taken on

At a meeting at the union's offices in Khotso House, Johannesburg, yesterday, the workers refused to allow two management spokesmen to address them. They demanded that Mr Raymond Ackerman, the Pick 'n Pay chairman, address them and reveal why the company could not afford an immediate 10 percent wage increase

Mr Hault said that Mr Ackerman was on a business trip to Switzerland, so the demand of the workers was "something we simply cannot comply with"

Most strikers believe that Mr Ackerman is still in South Africa but has refused to talk to them

## STRIKES

### Hyper trouble

Last year witnessed a marked decline in the number of strikes. But observers have taken pains to point out that wage disputes could become a larger cause of worker action as the economy recovers. The strike involving members of the Commercial Catering and Allied Workers Union of SA (Ccawusa) at the profitable Pick 'n Pay (P 'n P) chain appears to confirm this.

The numbers involved and the widespread nature of the strike — involving workers from stores throughout the Transvaal — is an important illustration of an increasing ability of workers to mobilise support in conflict situations.

Wages, which are set each year by management, are central to the issue. Discontent about pay became apparent in mid-December when employees at P 'n P's Bedfordview Hypermarket staged a strike.

Financial Mail January 13 1984

According to Ccawusa General Secretary Emma Mashinini, a video featuring P 'n P chairman Raymond Ackerman was screened to workers last year in which he said that a 20% wage increase would become effective from January 1. P 'n P management denies this.

#### Conflict

Mashinini says that when work resumed in the new year employees were told that the increase would be staggered: 10% in January and a further 10% in July. This sparked the conflict which began at P 'n P's Bedfordview branch on Wednesday last week.

Since then the strike has spread. Union estimates put the number of employees on strike at 2 000 in 17 outlets. P 'n P personnel director, René de Wet, says the figure is somewhat lower — around 1 600 in 14 outlets.

In negotiations between the union and management, P 'n P's offer to bring the timing of the second 10% increase forward to April was rejected by the workers. At the time the *FM* went to press, the union was awaiting a letter from the company reaffirming the April wage increase offer and setting a deadline for the strikers to return to work by midweek or face dismissal. In the interim the stores are being run with casual labour.

The question of the union's recognition by management, although not part of the current dispute, appears to be a significant background factor. Ccawusa and P 'n P have had a relationship since 1977 but have not signed a formal recognition agreement. At the end of last year the stage was set for recognition negotiations in the new year.

(139) ROOM 13/1/84

# Pick 'n Pay workers decide to end Reef strike

By PHILLIP VAN NIEKERK

MORE than 1 700 Pick 'n Pay workers have elected to end their four-day strike and will be returning to work today

The workers made their decision after a stormy two-and-a-half hour meeting at the offices of the Commercial, Catering and Allied Workers' Union of South Africa (CCAWUSA) yesterday afternoon

Their decision to go back in unity came half-an-hour after the expiry of a company return-to-work deadline. Few workers heeded management's ultimatum to return to work by 5pm yesterday or be fired

Pick 'n Pay spokesmen were unavailable for comment last night but union spokesmen said they did not

believe management would dismiss workers who returned to work today.

Mrs Emma Mashinini, the general secretary of CCAWUSA, said workers had changed their minds about going back after management had offered to meet two of their conditions

At a meeting with union officials and shop stewards yesterday, two senior Pick 'n Pay executives reaffirmed the company's offer not to victimise striking workers who returned to their jobs

And Mr Rene de Wet, Pick 'n Pay's personnel director, agreed to convey to the company's board of directors a worker request that the board would consider improving the 10% increase due in April should company profits for the year ending Feb-

ruary 1984 be above expectations

Most of the workers have been on strike since Monday. They demanded an immediate 20% increase which they were believed was due from the beginning of January

At yesterday's meeting there were divisions between those workers who accepted management's offer and those who insisted that they should stay out until the 20% pay rise was met

It was clear, however, that as the majority of strikers favoured a return to work, all the workers would return to avoid division

Mrs Mashinini said last night that the most important aspect of the strike was that workers had gone out in unity and were going back in unity

(139) (S) (S)

# Unions are adopting a more professional approach, says

By Mike Peirson

A MORE pragmatic approach by the new union movement is forecast for the coming year by the vice-chairman of the Industrial Relations Practitioners' Association of South Africa (Ir-pasa), Paddy Allen

Objections to structures, merely as a matter of principle, were proving increasingly irrelevant, he told me this week. The new trade unions had not only become more confident of their power and position, but also more aware of the complementary power of management. They were, consequently, displaying an increasing flexibility of approach which "bodes well for the process of accommodation"

Established unions, too, had learned from the "successes" of the new unions. Imperceptibly, some of these older unions were adopting a more "aggressive" stand, particularly on such issues as wages and retrenchments.

Although they would not become as militant as their new counterparts, Mr Allen said the indications were that these bodies might not be as "pliable" as in the past.

He explained that despite strike waves from time to time, last year had seen less of an anti-system and more of a disciplined professional approach by the more prominent newer unions. Instead of the erratic and over-emotive action of the

past they had concentrated more on specific issues and concerted action.

"They appear to have realised their strength lies in building up firm representivity and establishing sound relationships rather than taking up arms merely for the sake of the battle," Mr Allen went on. "This can only, in time, result in sounder and more predictable labour relations."

It did not necessarily mean that unions would become less militant, merely that there would be a greater direction and perhaps rationality in their militancy.

The unions and their officials were becoming increasingly sophisticated, conducting more

detailed and better negotiations, resulting in more advantageous and workable agreements. They were also resorting to alternative means of settling disputes, such as court action and even mediation or arbitration.

"Gradually, too, realisation is dawning that ultra-democratic decision-making not only confounds discipline, but also results in long delays in the negotiating process," Mr Allen added, "so that a strong union, if it wishes to maintain sound relationships, will have to exercise greater discipline and control over its members."

Grey areas continued to exist, however, with unions at times still using spontaneous

emotive issues to gain worker support or establish presence. Yet the more established the relationship with management and the stronger the union, the less the likelihood of irrational, unpredictable action.

Mr Allen explained that 1982 had been the testing and training ground of the new union movement. During 1981 and 1982 they had enjoyed a virtually unfettered power-base.

Black workers had found, in present socio-political and past industrial inequities unique to South Africa, a ready lash with which to whip the conscience of the employer and drum up foreign disparagement of the "white exploiters".

"In management there were many who wished, in the light of this situation, to make the new system work, even in some cases to the extent of bending over backwards.

"The recession, which began in 1982, has, to some extent, restored the power balance and re-established a more practical perception of the situation. Some unions have learned that power balancing is a delicate matter and that the swing of the pendulum may result in severe repercussions.

"Management on the other hand, has regained confidence and negotiations may, therefore, be tougher but more reasoned"

But Mr Allen gave this warn-

ing "Employers would do well, however, to guard against over-confidence, as the power-base of the unions has hardly been eroded at all, but merely laid dormant until better times."

He said it spoke for the strength and impetus of new worker awareness that last year, despite the recession, the trade union movement continued to grow

However, although strike action might not be a preferable weapon at present, and union growth might steady, there was no prospect that the wave of new unionism would recede. Present circumstances would be used to tighten up organisation and consolidate.



Paddy Allen

(139) (6/19) (1/11/84)  
D. Dispatch  
Man sued for  
race remark

JOHANNESBURG — A black union member who is suing a policeman for calling him a "kaffir" told the Randburg magistrate's court that the term made him feel humiliated.

Mr William Mataboge, of Rustenburg, is suing Sergeant Geoffrey Lemmer, a detective in the Randburg branch of the South African Police for R1 500 for defamation, alternatively crimen injuria.

Mr Mataboge is a shop steward and a member of the executive of the Commercial, Catering and Allied Workers Union of South Africa (CCAWUSA).

He has alleged that in May 1982 Sgt Lemmer came to the Randburg supermarket where Mr Mataboge was employed, in connection with his car registration papers.

He told the court that during their conversation he told Sgt Lemmer he lived in Randburg and Sgt Lemmer had said "You can't live in Randburg, that's a white people's suburb. Kaffirs live in Soweto".

Mr Mataboge also alleged that he asked Sgt Lemmer what he meant by "kaffir" to which Sgt Lemmer had allegedly replied a "f kaffir".

He said Sgt Lemmer had behaved aggressively towards him without provocation and would have "possibly grabbed me" if they had not been in the office.

He said the term "kaffir" was humiliating "It is not regarding me as a human being".

Mr Malcolm van den Bergh, Mr Mataboge's supervisor at the time, said although he was not in the office, he had clearly heard Sgt Lemmer calling Mr Mataboge a "kaffir".

He said he later told Sgt Lemmer to be careful what he said as Mr Mataboge was a union member.

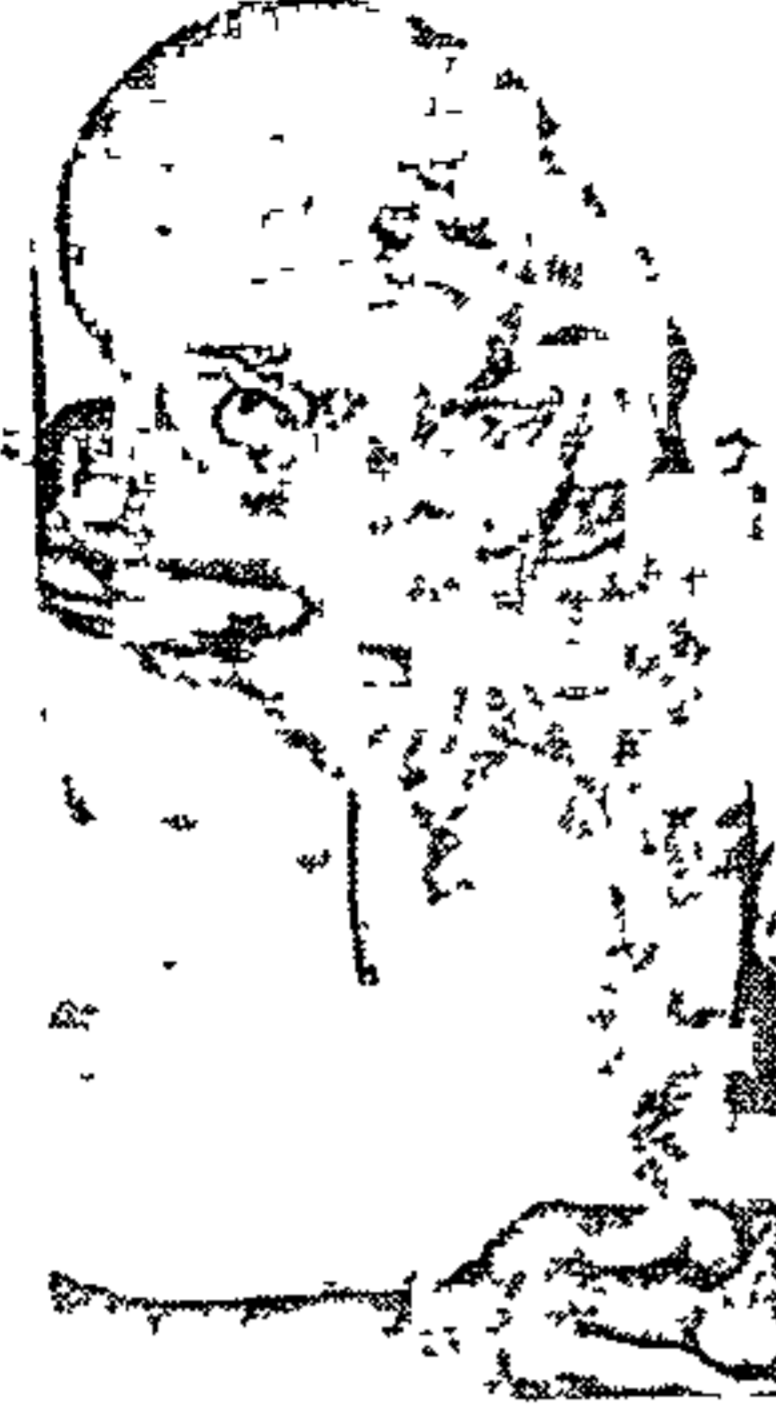
The case was postponed to a later date.

Mr David Levithan of Chernin and Partners and Mr Tim Chemaly are appearing for Mr Mataboge and Sgt Lemmer is being defended by Mr A T Bouer of the State Attorney's Office.  
DDC

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# Mwasa man's sentence set aside

By Phil Mtinkulu



Mr Joe Thloloe

The conviction and sentence of Mr Joe Thloloe, an executive member of the Media Workers' Association of South Africa (Mwasa) and three other men on charges of being in possession of banned literature have been set aside by the Pretoria Supreme Court. They are now free men.

This has been confirmed by Mr Solly Makenna, the instructing attorney for one of four appellants, Mr Nhlanganiso Sibanda.

Mr Thloloe arrived at

Jan Smuts Airport from Cape Town at 11 pm on Friday. There to meet him were his wife Joyce and children.

Mr Makenna said he was informed of the outcome of the appeal on Thursday but was not yet acquainted with the full judgment.

Mr Thloloe, Mr Sibanda, Mr Siphon Mzolo and Mr Siphon Ngcobo were found guilty of being in possession of banned literature by Mr T Kleinhans in the Johannesburg Magistrate's Court in April last year.

They had pleaded not

guilty to a charge under the Internal Security Act but guilty to a charge of possessing banned literature.

Mr Thloloe and Mr Ngcobo were each sentenced to two-and-a-half years imprisonment while Mr Mzolo and Mr Sibanda were each sentenced to three years.

Mr Thloloe's father, Mr J Thloloe, said he was informed of the success of the appeal by his son's colleagues on Thursday.

"We are absolutely delighted about the outcome. We are happy that they are free," Mr Thloloe said.



JUST a few months ago, a senior executive at a chain store whose workers were out on strike wrung his hands in despair and asked "Why doesn't this happen to Raymond?"

Till last week, labour unrest in the retail industry had largely bypassed Pick 'n Pay. The company's chairman, Mr Raymond Ackerman, is a celebrity figure heading a high profile corporation with a reputation for enlightened labour relations

But Pick 'n Pay's track record was altered last week by some 2 000 workers who struck at more than 10 Pick 'n Pay outlets on the Reef.

Why did this form of unrest affect a public relations-conscious company where the chairman and his wife make a two-month tour of branches at the end of the year shaking hands and speaking to all their employees?

One management labour expert who followed the strike closely commented "They still think Raymond Ackerman can fly in and shake a few hands because he's got charisma. Charisma means nothing when it comes to cutting the cake."

And cutting the cake was what the strike was all about.

Workers demanded an immediate 20% increase. Pick 'n Pay's offer was 10% now and 10% in July, the second 10% subsequently being moved forward to April 1.

Workers said the strike was sparked by an internal company video in which Mr Ackerman had informed his staff that they would get a 20% increase

When they saw their increases were not 20%, they were dissatisfied.

The company denied this.

Mr Rene de Wet, personnel director of Pick 'n Pay, said Mr Ackerman had never mentioned this year's increases during the video.

Whatever the video actually said and whatever the workers' perception of the video were — they were not satisfied with their increases

Two factors magnified this discontent.

The first was the image of a highly profitable company able to set up branches in Australia, donate money to charity and sponsor such causes as the Gerrie Coetzee fight.

Pick 'n Pay's public

By PHILLIP VAN NIEKERK

Jan 1984

reputation of being a successful company had not escaped the attention of the workers, who felt they should have a stake in the dividends as well — certainly before Gerrie Coetzee.

The second factor was that the increases were not negotiated with the Commercial, Catering and Allied Workers' Union (Ccawusa).

Pick 'n Pay workers are regarded as being relatively well looked after, but important decisions — such as wage increases — have been made unilaterally by the company

This, along with Mr Ackerman's personal concern with his staff, have contributed to an image of paternalism.

One worker interviewed during the strike said "Pick 'n Pay spends money like peanuts. They give money to white pensioners and open branches in Australia while their own workers are starving."

Another common perception among workers was that the company seemed to be devoting more money to bringing in white than black customers and that they had done nothing for the black community

Mr De Wet said, however, that the company's policy was to attract customers from all sections of the community

Money spent on charity and sponsorship, which promote the company's image in the community, were a small proportion of the total budget.

The other factor was that no matter how well the company felt the workers were looked after, the workers did not feel they had obtained the increases themselves but that they had been handed down. The increases have little credibility.

This problem was exacerbated by the fact that many of the workers had not received full 10% increases because the 10% granted was not across the board but taken from the total wage bill

One labour expert said the problem was that, while the company saw itself as "looking after its people," they had not yet formulated a relationship in which the workers were regarded as equals — a fundamental principle of the collective bargaining system

Secondly, the practice

of granting differentiated increases on the basis of subjective productivity measurements was open to abuse.

The suspicion would always be that the workers who carried things to the boss' car during lunch-time would be favoured with higher increases.

"I think they have found that you cannot kill the workers with kindness

"If the company is prepared to learn from this experience, there is vast potential. If not, it will be a case for the workers that the struggle continues," said the expert.

Mr De Wet conceded that in the past important decisions had been taken unilaterally, though with consultation with the workers' representatives.

He said the company now recognised that there was an inherent conflict between management and workers.

"We were already working on a formal recognition agreement with Ccawusa and we are prepared to alter our wage policy if that is what our employees demand.

"This dispute has merely magnified our belief that agreements with the workers must be negotiated."

# Anatomy of a strike

139

~~139~~

139) (75)  
I'd no  
RDM  
business  
in jail, 16/1/84  
says  
Tholoe

By MONTSHIWA MOROKE

A SENIOR Johannesburg journalist Mr Joe Nong Tholoe, who was released from Robben Island at the weekend after the Pretoria Supreme Court set aside his conviction, says he should never have gone to jail in the first place.

Now reunited with his wife and two children, Mr Tholoe, 41, of Soweto, was detained by Security Police in June 1982.

Mr Justice C S Margo, with Mr Acting Justice R H Zulman concurring, set aside the conviction and sentence of Mr Tholoe, Mr Siphon Ngcobo, 29, of Mofolo, Mr Nhlanganiso Sibanda, 27, of Alexandra, and Mr Siphon Mzolo, 23, of Tembisa, because they were sent to jail for a non-existent offence.

Mr Tholoe and Mr Ngcobo were each sentenced to 30 months' imprisonment and Mr Sibanda and Mr Mzolo for three years under the Internal Security Act for distributing literature of the banned Pan-Africanist Congress.

Speaking from his home yesterday, Mr Tholoe said there was no cause to celebrate. However, it was a relief he was no longer banned.

"I'm not happy because I had no business to go to jail in the first place, or to have been banned for that matter," he said.

Mr Tholoe, a former president of the banned Union of Black Journalists and former vice-president of the Media Workers' Association of SA, said his release had not come as a complete surprise. All along he had hoped the appeal would be successful.

"At 2pm on Friday we were told to pack our belongings because we were going home. When that kind of thing happens, you are not sure whether you are dreaming. Then comes the pain of having to leave behind the people you have come to know and respect."

Mr Tholoe had no plans "but to get back to the typewriter".

## Did two jobs for the price of one, dismissed workers say

ARGUS 2/11/84 (139) Labour Dept. (139) a week. Some of the others were paid R36 a week.

EIGHT workers who claim they were dismissed unfairly from a Wetton garment factory, allege they were doing two jobs for the price of one

One of the dismissed women, Mrs Elizabeth Jacobs of Lotus River, said she and her colleagues had been employed as cleaners, but were also examining finished garments

"We cleaned the products and did the final examination on them. But I was paid only R39

She said when they complained on January 5, they were dismissed

The manager of the factory, a Mr Burn, said "The matter is being handled by the Garment Workers' Union and the Industrial Council"

However, workers who spoke to The Argus at the factory said they were not members of the Garment Workers' Union

Officials from the union were not available for comment

# Three unions argue over worker loyalty

Labour Reporter  
**THREE** Cape Town trade unions are arguing over the loyalty of workers at a Wetton canvas and garment factory

The argument follows workers downing tools for two hours yesterday

In what could be a significant demarcation dispute, the SA Canvas and Rope Workers' Union plans to contest a recent reclassification of Three Spears (Lid) under the clothing industry.

However, the recently formed and unregistered Clothing Workers' Union (Clowu) claims majority support at the factory

"One of the workers' demands when they stopped work was that Clowu should be recog-

nised," said a Clowu spokesman

The Garment Workers' Union has said management will begin deducting subscriptions from workers' pay packets this week

Workers told reporters this week they had elected a committee to take grievances over alleged unfair dismissals to the manager of the factory

After the manager refused to meet the committee the workers stopped work between 8 45am and 11am, according to sources inside the factory

The GWU and the Canvas and Rope Workers' Union, both Tucsa affiliates, were called to the factory by the management in an bid to settle

The secretary of the Canvas Union, Mr Jack Heeger, said the workers were members of his union until recently, when the company had applied to the Industrial Council to be classified under the garment industry

"The workers would like to stay with us. Our wage agreement is much better than the clothing industry agreement"

Workers at the factory said they were being paid less than R40 a week for cleaning and examining products. Under the canvas industry agreement, the lowest-paid workers got R50

ARGUS 18/1/84

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# Thumbs down to black union

By JOSHUA RABOROKO

WHITE, coloured and Indian employees at Liberty Life Company are not prepared to join the Insurance Assurance Workers' Union of South Africa (Iawusa) — despite management's dispute with the union that it must open ranks to other races.

The SOWETAN yesterday had a snap check with workers — and not one of the white employees was prepared to

lots of experience about unions, said. "My experience is that unions can wreck the company's strength I am here to work and have nothing to do with any union — whether black or white."

Another worker said she was not interested in trade unions — whatever their affiliations.

Two women who are typists said that they had never heard of a trade

union within the company's ranks. It was the first time they heard about it when the black workers went on strike.

"Listen, if we want pay increases and have grievances we shall all go to the manager to complain. What is wrong with that? The manager has always said his doors are open so why can't the blacks do the same?"

"There is just no way

we can belong to the same union as blacks. We have different interests — politically, socially, morally and even culturally — so why should we belong to the same union," a worker said.

Iawusa's president, Mr Joe Seoka, said that they were considering calling for a boycott of all companies associated with Liberty.

The SOWETAN will



MR JOE SEOKA Boycott will be intensified meet a top official of Liberty today who will comment on the issue

139

# Union wants refund

~~PRETORIA BUREAU~~  
~~Soweto~~ (139)

19/1/81

The National General Workers' union has appealed to the Industrial Council to intervene in their claim for hundreds of rands from Poole Industries in Rosslyn which deducted the money without the permission of their member workers

About 300 black and coloured workers at the company — who are all members of the union — went on strike on October 11 last year, demanding a wage increment of R4 each an hour and that management stop deducting certain amounts from their salaries which were paid for the washing of their overalls and the R3 which was deducted towards their pension fund

Mr Donsie Khumalo, the general secretary of the union, yesterday said they had asked the Industrial Council to intervene in their efforts to claim the total amounts deducted by the company for the washing of their members' overalls

Mr Khumalo said the amounts ran into hundreds of rands

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# Ford silent as PE workers meet

Post Reporter

A BLANKET of official silence surrounds a meeting attended by an estimated 1 200 workers from Ford Motor Company last night in New Brighton

The issues raised were workers' grievances and speculation that a large number of workers would be retrenched, beginning tomorrow

Attempts today by the Evening Post to obtain official comment from Ford and the two unions said to be involved, the National Automobile and Allied Workers Union (Naawu) and the Motor Assemblers and Component Workers Union (Macwusa), failed

Mr Bob Kernohan, director of public affairs for Ford, declined to comment.

When specifically asked about the talk of possible retrenchments, Mr Kernohan still declined to comment

Informed sources in the motor trade said they found it hard to believe Ford would lay off workers at this stage, because the Sierra was selling very well

Workers at Ford are believed to have submitted a set of grievances to management on January 9, and a reply was due yesterday.

Further representations were made by the workers to the management a week later, about a certain employee's alleged "anti-black attitude and poor human relations"

Last night the workers are reported to have reported that they do not accept retrenchment. They gave the two unions

● Turn to Page 5

# Silence on Ford workers meeting

● From Page 1

mandate to investigate the issue

The unions were asked to report back at a meeting to be held at the Holy Spirit Hall, Kwazakele, on Saturday afternoon

No comment could be obtained from Naawu today, and a spokesman for Macwusa declined to comment.

The managing director of General Motors South African, Mr Lou Wilking, said today that according to current production schedules the company did not envisage any changes in their labour force complement

"We are hopeful this trend will continue throughout 1984," he said

No comment was available from Volkswagen on the company's labour position

# Withdrawal wrecks jobs

139 SOWETAN  
9/1/84  
ABOUT 140 workers employed by the Allied Publishing Company have been retrenched following South African Associated Newspapers' withdrawal from Allied.

By JOSHUA RABOROKO

This was confirmed to The SOWETAN yesterday by the company's managing director, Mr R Mitchell, who said less than 14 of the workers have found other jobs after negotiation with the Commercial, Catering and Allied Workers' Union (Cca-wusa).

The retrenchment of the workers follows SAAN's termination of its contract with the publishing company at the end of last year.

Allied distributed SAAN papers the Sunday Times, Sunday Express, Rand Daily Mail and Financial Mail.

After the termination SAAN announced that it has introduced an innovative method of distributing its newspapers. This method was modelled on a system used by prominent American dailies.

Allied's Mr Mitchell has stated the company held meetings with Cca-wusa and shop stewards on the monitoring of the retrenchment and other relevant issues.

The workers were given their retrenchment notices/letters and the whole exercise was effective from January 13.



20/11 (139) (139) (139)

# Strike by 8 650 still on as AECI and union talk

20/11/84

By PHILLIP VAN NIEKERK

THE national legal strike by about 8 650 workers at African Explosives and Chemical Industries (AECI) is still on — despite a lengthy meeting yesterday between management and shop stewards of the South African Chemical Workers' Union (Sacwu)

The strike is the largest in the wave of industrial unrest which has hit the Transvaal and Natal over the past two weeks. At the last estimate more than 20 000 workers had downed tools in that period.

At AECI neither management nor Sacwu officials would comment on yesterday's talks and it is not known at this stage whether an improved offer has been made.

The strike — which has affected the company's Modderfontein, Umbogontwini, Sasolburg and Somerset West plants — came after three months of talks between the union and the company.

In another development, the Commercial,

Catering and Allied Workers' Union (Ccawusa) is considering legal action against OK Bazaars for the dismissal of about 180 workers who have been on strike at the Sandton Hyperama for four days.

A statement by the company yesterday said they had fired the workers when they did not meet a midday deadline to return to work or be dismissed. They are protesting against the dismissal of a Ccawusa shop steward.

Mr Keith Hartshorne, OK's industrial relations controller, said that in accordance with warnings issued to the strikers, they would not be re-employed.

He said the strikers had not only rejected using the procedure for complaints negotiated with their union but were also acting illegally in terms of the Labour Relations Act.

A union organiser said the workers believed the shop steward had been victimised.

# Ford lay-offs bring new model plant to standstill

By PHILLIP VAN NIEKERK

THE Ford Sierra plant in Port Elizabeth was closed down early yesterday after hundreds of workers downed tools in protest against the retrenchment of 490 colleagues.

A company statement from Port Elizabeth said the retrenchments had been decided on because vehicle markets, which were quiet in 1983, were expected to remain at low levels in 1984.

The retrenchments follow close on the heels of the laying off of 850 workers by auto manufacturers Sigma in Pretoria on Thursday.

However, officials of both the National Automobile and Allied Workers' Union (NAAWU) and the Motor Assembly and Components Workers' Union (MACWUSA) accused the company of using the retrenchments to weaken the unions.

A few hundred workers in several sections at the Sierra plant, formerly the Cortina plant, stopped work in protest against the retrenchments, after which the company closed the plant and paid the entire workforce of 1 500 early.

Mr Fred Ferreira, the company's industrial relations director, said Ford had made no reductions in personnel in 1983, despite difficult market conditions.

Replying to the union allegations, Mr Ferreira said:

"We have considered a number of alternatives in order to prevent the retrenchment,

including working extended short time at the end of last year. We have now reached the point where we can no longer absorb these penalties."

Mr Ferreira said unions had been advised of the move and had confirmed that retrenched workers would be given preference when positions become vacant.

This was denied by Mr Fred Sauls, NAAWU'S general secretary. In response to Mr Ferreira's assertions, Mr Sauls said the union had been advised of the impending retrenchments at the last moment.

He said the union had been told there was no possibility of deferring them until the union had been able report back to their members.

Both Mr Sauls and Mr Denis Nair, general secretary of MACWUSA, said the retrenchments had come soon after a strike by about 1 500 workers at the Sierra plant in December.

They claimed that by the current retrenchments the company was "hitting back" at the unions.

The last time Ford retrenched workers was in August 1982. At that time there were widespread strikes in the Port Elizabeth motor industry.

Mr Nair said "Ford has a new approach as far as communication with the workers is concerned. In the past it was agreed that if there were retrenchments pending we should be informed but now they spring this on us at the last moment."

21/1/84  
E. Post  
139

# Ford workers hit at 'lack of consultation'

By JIMMY MATYU

RETRENCHED Ford workers today strongly criticised the company's management for "failure to consult with their unions" before they were laid off on Friday

Some 500 African and coloured workers attended a meeting in Kwazakele today

It was organised by the Ford Workers' Committee

The workers rejected their retrenchment, speakers saying it was especially unfair as it coincided with parents having to pay school fees and for school books

They said in times of recession it was always the black workers who suffered most, they being the most prone to retrenchment

Reports were presented by the different Ford plants and workers claimed they were told of their retrenchment two days beforehand

They expressed shock that the National Automobile and Allied Workers' Union (Naawu) and the Motor Assemblers'

and Components Workers Union of South Africa (Macwusa) were kept in the dark by management

The committee's chairman, Mr R Bucwa, told the meeting workers were angry because management did not adhere to agreements it had reached with the unions. Instead it had bypassed the two unions

He said workers felt management had been trying to create mistrust and disunity among its workers and towards the end of last year this resulted in strained relationships between workers and management, especially at the Sierra plant

He said in this time discussions between management and the unions were held in an effort to avert a retrenchment of workers "Because of the situation (car sales) not improving, workers usually accepted retrenchment although not wholeheartedly," Mr Bucwa said

He said this time there was no such communication between the unions and the management. Instead retrenchment was first heard of by way of rumour

# Homeland slams the door on SA unions

145A 227 139  
Jan 21/11.84

By Carolyn Dempster, Labour Reporter

In terms of labour legislation to be promulgated later this month the Bophutatswana Government has warned South African trade unions to keep out of the homeland

The warning, which was contained in letters addressed to the unions now organising in the homeland, amounts to an effective ban

The new Industrial Conciliation Act, due to go before the Bophutatswanan Parliament at the end of this month, provides that South African trade unions

- May not hold meetings of workers who live in Bophutatswana but work in South Africa
- May not operate in Bophutatswana

The letter from the Bophutatswanan secretary of labour, Mr P G M Maleke, to the South African Allied Workers Union reads "This is to inform you that neither SAAWU nor any other trade union or employers organisation of another country is permitted to operate in Bophutatswana

"The Government of Bophutatswana appreciates the need for workers to enjoy the benefits of collective bargaining with employers to negotiate wages and conditions of service and the new Industrial Conciliation Act will legalise, for the first time, trade unions and employers associations in Bophutatswana

"Closed shop agreements will not be permitted and workers will have freedom to join a trade union of their choice — or not to join a trade union at all"

Other requirements of the legislation are that trade unions must have their governing bodies in Bophutatswana and that no person may be appointed a union official unless he is normally employed in Bophutatswana

22/1/84

# Blind spot on recession

By Angus Macmillan

BLACK unions are flexing their muscles "without looking at the recession", says Professor Johan Piron of Unisa's Business School.

It was widely believed last year that industrial unrest would increase this year as recovery got under way. But way ahead of the recovery, blacks have adopted a militant attitude.

Professor Piron says: "Young black unions receive their mandate from shop-floor workers who want to see considerable increases in their take-home pay." This explains why high demands are being made in the recession — action which would not be taken in industrialised countries where decisions often come from union hierarchy. Black unions have matured and their organisational and bargaining expertise is effective.

P-E Corporate Services Eddie Nicholson says that January pay increases leave blacks behind inflation for the first time since 1978.

Professor Roux van der Merwe, who heads the University of Port Elizabeth's industrial relations department, says the combination of recession and inflation is a major cause of labour unrest. "The employee is struggling as his pay is eroded by inflation and the employer is battling with turnover levels and profitability."

Workers want generous increases, but companies cannot afford to come up with much more than 10%. Expectation of economic recovery makes the unions' role critical, and the dilemma is that both workers and employers are genuinely suffering.

Andre Malherbe, an industrial relations adviser at Assocom, says: "The fact that strikes have occurred in January does not mean anything. They were conceived last year and simply came to a head." Economic revival as a strike factor depends on which economist's predictions are followed.

"A union which sees the economy improving soon may use that belief to spark action as opposed to one that expects a later recovery."

Cf 22/1/84



ers outside Sandton City.

# COPS FIRE TEARGAS AT STRIKERS

(139)  
~~132~~  
~~71~~

TEARGAS was used to disperse about 30 workers at Les Marais Hardware and Timber store in Pretoria this week after they downed tools to demand the recognition of their union and proper wages

The Commercial, Catering and Allied Workers Union members were taken to a police station and warned about their actions before being allowed to go home

### Labour Reporter

used saying they warned workers to move after management complained about the worker protest

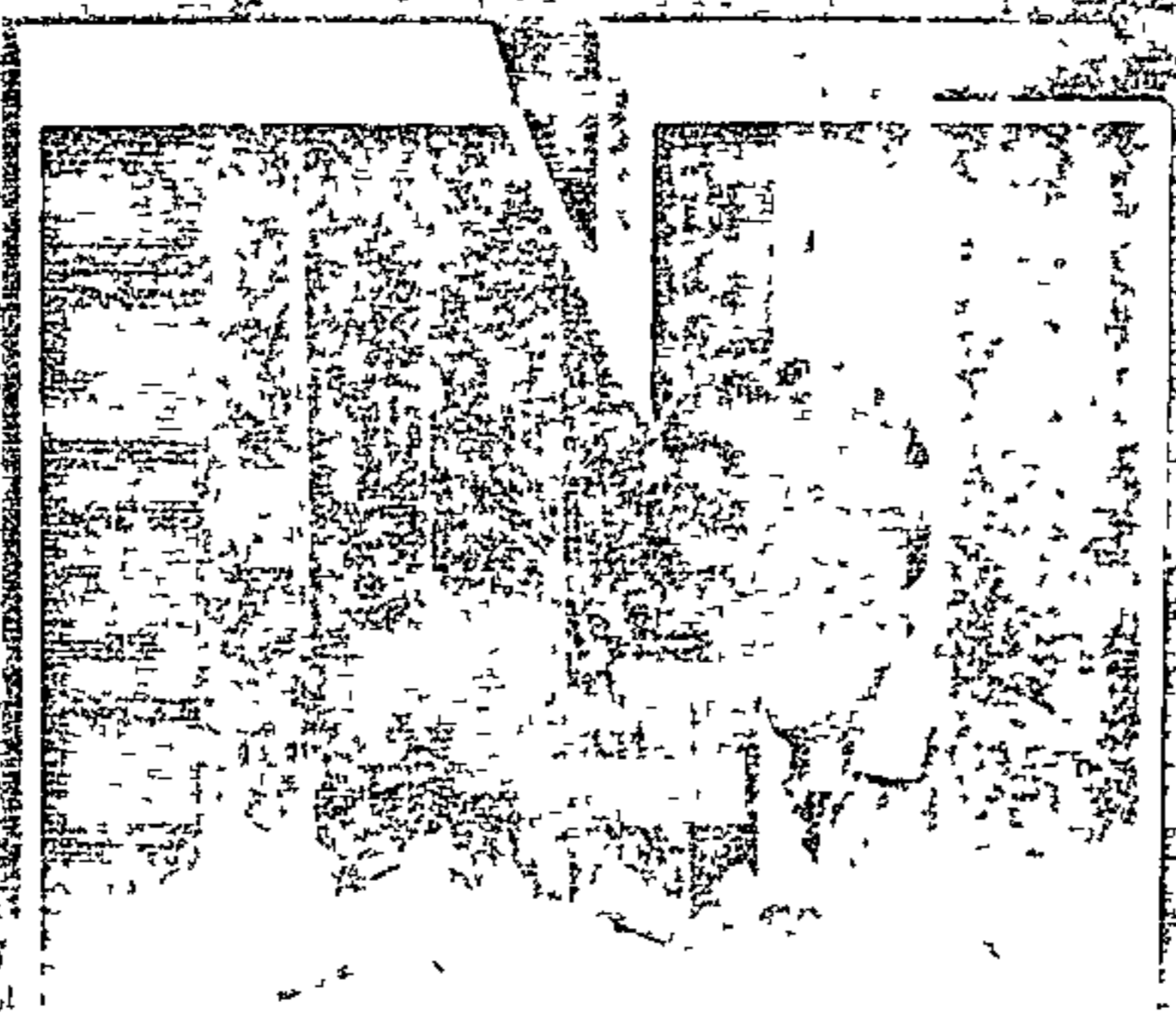
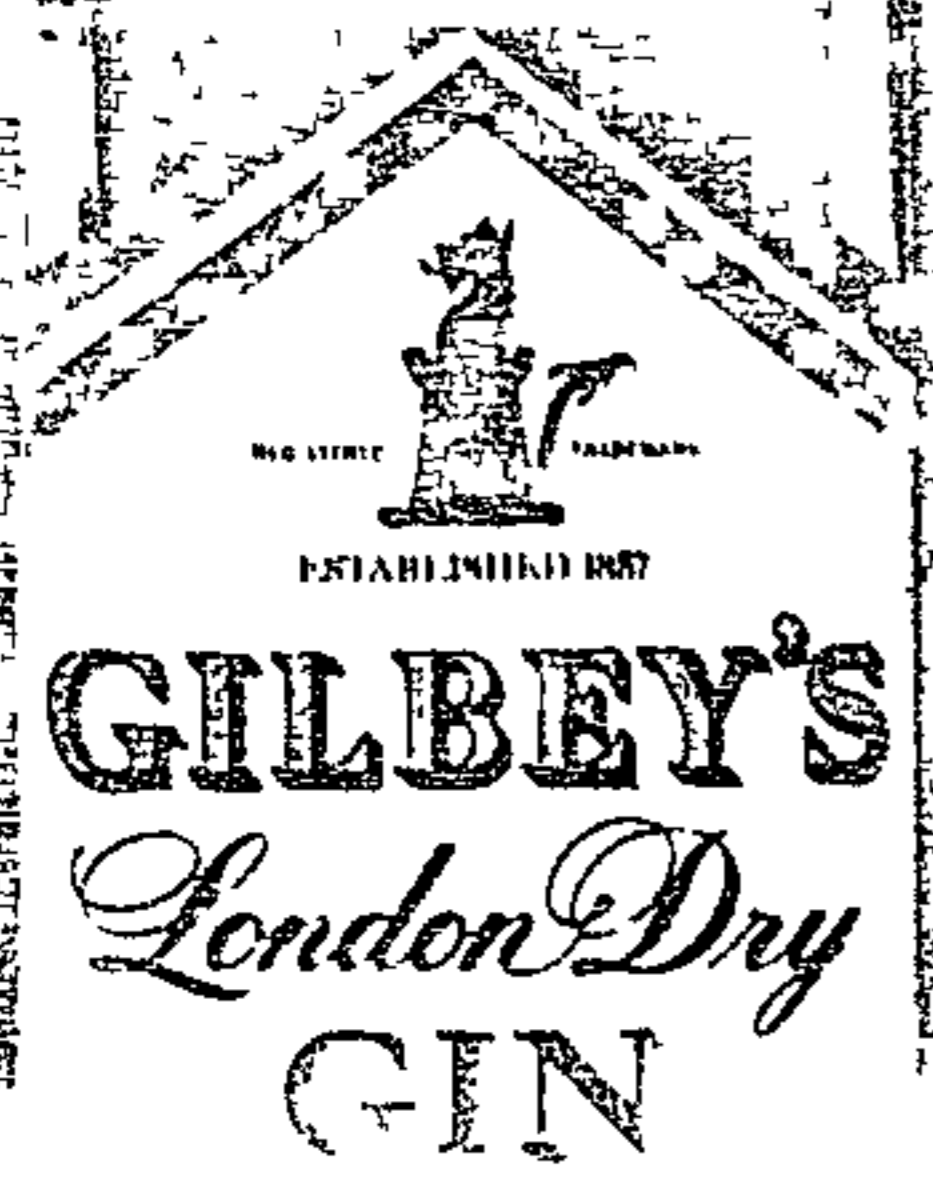
A police spokesperson in Pretoria confirmed that teargas was

Company manager E J van Zyl was not prepared to talk to the Press

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*Don't say you're  
say GILBEY'S*



# Union to seek meeting over retrenchment

By SHIRLEY PRESSLY

OFFICIALS from the Motor Assemblers and Component Workers' Union (Macwusa) are to seek an urgent appointment with Ford management and have also received a mandate to meet the other union representing Ford workers, the National Automobile and Allied Workers' Union (Naawu).

The Macwusa general secretary, Mr Dennis Neer, said today that an appointment would be sought with Ford management.

Mr Neer confirmed that workers feared further retrenchments.

On Friday, Ford management announced that 490 hourly paid workers would be axed.

At Saturday's meeting of 1500 Ford workers, there was a strong undercurrent and speculation among workers that further re-

trenchments might follow.

In a statement issued after the meeting, Mr Neer said the Macwusa officials had also been instructed to discuss the issue of Ford management having informed the unions of the retrenchments "at the 11th hour".

A second resolution asked that Ford management should reconsider the retrenchments within 14 days.

Mr Neer said the workers refused to accept the announced retrenchment and saw it as a form of retaliation emanating from the stoppage before the holiday shutdown last year.

Mr Bob Kernohan, Press relations manager for Ford, said this afternoon Ford's Neave plant was working a four-day week and was closed today. Production at Struandale was normal. He declined further comment.

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# Union pledges to fight on

*139* *23/1/84*  
**BLACK** workers shall not face another 100 years of victimisation and harassment while the minority in this country go to their homes daily with smiles all over their faces.

This was said by Mr Mbulelo Rakwena, president of the Black Electronics and Electrical Workers' Union, addressing a gathering of over 350 workers during an inaugural meeting of the Black General Workers' Union in Seshego near Pietersburg on Saturday.

He said millions of blacks with hungry stomachs and with no place to live in will make sure that black unions are fortified and made strong to meet the challenges of the day.

"We are here to make sure that what rightly belongs to us is not given but is worked for tirelessly through our own created trade unions.

"This union inaugurated here in Pietersburg shall remain black

in all form and it shall not seek a saviour to build unity amongst the ranks of the black exploited workers as this yoke we shall remove ourselves," Mr Rakwena said.

Mr Sefako Nyaka, secretary-general of Azapo, told the gathering that the struggle should not end at factory floor demand. "It should go beyond that to demanding our land back and our demands should be made within our communities



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# Four hurt in train crash

Four people were injured in a train crash on Tuesday afternoon. The train was carrying 100 passengers. The crash occurred near the Sandton station. The train was carrying a wide area of goods. Three ambulances from the Alberton Fire Department were used to take the injured to the hospital. The goods train was damaged and a Watkinson spokesman for the man with African Transport Services said there was no delay to the traffic.

# OK workers end sympathy strike

Striking workers at three branches of the OK Bazaars decided at a meeting in Johannesburg late yesterday afternoon to return to work rather than face dismissal in terms of a management ultimatum, a union spokesman said today.

The workers, members of the Commercial, Catering and Allied Workers Union (Ccawusa), are employed at the Randburg, Blairgowrie and Brixton branches of the chain.

Their stoppage, which began yesterday morning, was in sympathy with 180 OK workers at the Sandton Hyperama who were fired last week after striking over the dismissal of a shop steward.

The Ccawusa spokesman said workers were told at 10 30 am yesterday they had 24 hours in which to return to work, or face dismissal.

Mr Keith Hartshorne, industrial relations manager for the chain, confirmed the strike had been triggered by the firing of the Sandton workers "who acted in breach of the agreement" between union and management.

"The stoppage was expected and natural under the circumstances and we are confident it will be resolved," he said, adding "We are not holding talks with the union but are leaving it to handle matters."

# Durban chief's bid to sue vetoed

The Durban Police Commissioner's bid to sue the government over its decision to drop the charges against Mr MacLennan was vetoed. Mr MacLennan did not comment until he last heard from his legal representative, but said he would go ahead with a civil case against Mr Palmer.

The civil action is likely to be heard in May or it was said.

# Residents urge crowd control at public parks

Municipal Reporter

The Parkview Residents' Association is demanding that the Johannesburg City Council introduce crowd control at public parks.

In a letter to the council, the association calls for an end to the violence which plagued Zoo Lake during the festive season.

"Crowd control must be introduced however unpalatable this may be," the letter states.

Local residents were bearing the brunt of the violence which occurred at city parks, it says.

The council should give urgent attention to alleviating the problems of traffic control at public parks.

Liquor consumption was the greatest problem at parks and the council should set up patrols to prevent this, the letter adds.

# David Bible without the slog

Religion Reporter

For those who never read the Bible, here come up with the condensed version.

The condensed Reader's Bible is published in South Africa with all the slog cut out.

It is a revision of the original Bible, and nothing of it is left out.

Seven years — a beautifully illustrated British publisher points out — of the original.

The new Bible is a little more than the old Testament suffered a loss.

In South Africa now is a representative of the Reader's Digest in Britain, Mr David Blomfield, who said yesterday that since the condensed Bible was published in Britain in September last year, only about half a dozen letters were received from people upset by the new version.

"The Reader's Bible is in no way intended as a substitute for the Bible — we do not see it being used in church, for example."

"The Bible has always been known as the great unread best-seller. With this version we hope to attract the 30 percent of all Christians who could not bring themselves to read it in the traditional form," he said.

The Reader's Bible, which looks like any hefty novel, has been endorsed by church leaders throughout the Western world.

that they had been forced to take the charge upon themselves were rejected as lies.

The pair who pleaded not guilty earlier claimed that the blood-stained jackets they wore when prison warders entered their cell had belonged to two members of the 28 s gang

a considerable salary as head of Ciskei's security force but like most of us today has also had extensive outgoings."

General Sebe's only source of income at present was a nominal amount from a farm being run by his wife

Mr Kirk said a London-based represen-

#### FUND

Although the union did not provide financial legal aid it could act as an intermediary to try to raise funds. Mr Kirk said

Meanwhile a State application for the withdrawal, cancellation and estreatment of the R10 000 bail of Ciskei's former Minister of Transport, Mr Namba Sebe, was made in the Zweitsha Magistrate's Court yesterday

#### BAIL

Advocate P Oosthuizen, SC, argued that Mr Sebe had broken a bail condition by leaving Ciskei and travelling through South Africa to reach his Frankfort farm

Mr Sebe, who is facing charges of fraud and corruption, was re-detained last week under section 26 of the National Security Act

Mr J C F Froneman for Mr Sebe, announced he would apply for a change to the bail conditions to allow Mr Sebe to travel to King William's Town and to his farm

### UNION OFFICIAL SACKED

A SHOP steward of the Building Construction and Allied Workers' Union was fired from the Summit Timber Company in Rosslyn after he was allegedly accused of being "troublesome and cause of the unrest," by a white colleague.

Mr Moses Malatji told The SOWETAN that trouble started last week when a white colleague questioned him about his activities

"He said I was doing little work and that I concentrated too much on the union's meetings with management. When I explained to him that my union was recognised by the company, he called me to the manager's office," he said

Mr Malatji said his dismissal resulted in a temporary work stoppage at the factory but things were soon back to normal after police were called in *Sowetan*

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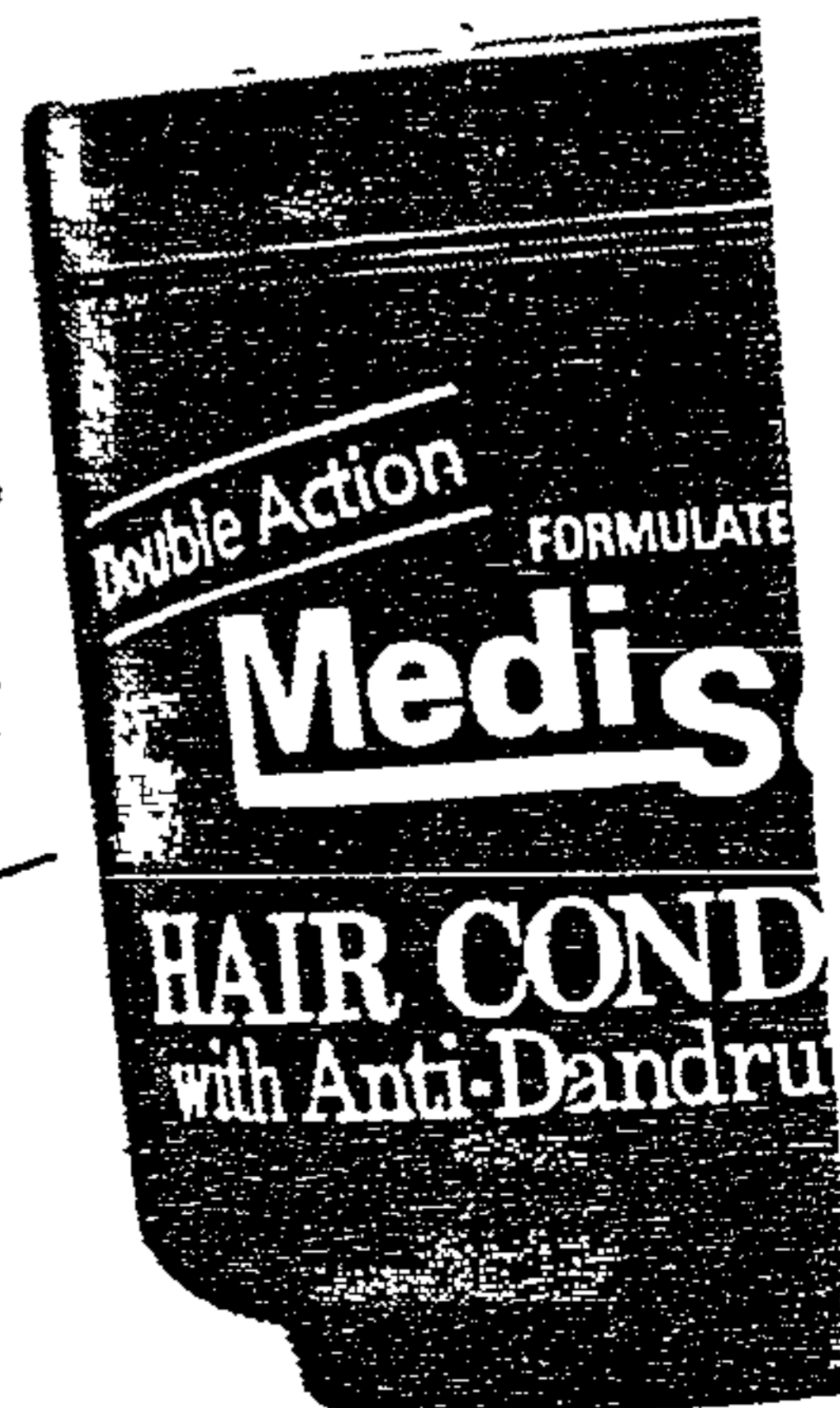
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24/1/84  
S. Post 139  
**Unionists  
due to  
~~consult~~  
consult**

Post Reporter

OFFICIALS from the Motor Assemblers' and Component Workers' Union (Macwusa) were due to meet Ford management today.

The organising secretary, Mr Government Zini, was to lead the delegation, which was given several directives at a meeting attended by 1,500 Ford workers at the weekend.

One resolution asked that Ford consider the retrenchments within 14 days.

Mr Dennis Neer, the Macwusa general secretary, said a general meeting would be held tomorrow in the Great Centenary Hall, New Brighton, at 6pm at which the union officials would report back.

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**'Will  
mean  
further  
drop in  
workers  
standard  
of living'**

*C. Herald*  
26/1/54

TRADE Unions, women's organisations, consumer bodies and political organisations have reacted angrily to the Government announcement that General Sales Tax will be increased from six to seven percent.

● The Retail and Allied Workers' Union said the GST increase would "contribute further to the degrading general living standards of the working class."

"We find it unfair that we should foot the bill for the State's incursions into other sovereign states," they said. "Our problems will not be solved outside of South Africa. These problems are caused by a Government which does not represent the majority of South Africans."

#### CRITICISED

● The United Women's Organisation sharply criticised the Government for making life even harder for the underprivileged and called for the removal of GST on basic foodstuffs and for an increase in food subsidies.

"We are paid poverty wages and cannot feed our children. The government should not consider increasing the price of people's foodstuffs," said UWO Secretary, Nonto Beko.

● Senior vice-president of the Housewives' League, Mrs Lyn Morris, feared that the GST increase would lead to a new round of wage increases and inflation.

#### IMPOSSIBLE

She said, "The Government should seriously think about taking tax off basic foodstuffs. Although they have repeatedly dismissed this as being administratively impossible, I don't see why Zimbabwe can employ such a system and not us."

● A FOSATU spokesperson said, "We strongly oppose this form of taxation since it affects workers the most. Workers do not benefit at all from expenditure like defence. The Government must cut all expenditure created by its apartheid system — like a three-house parliament."

# CRUCIAL TALKS

# MWASA

## Whites and UDF at issue

THE Media Workers' Association of South Africa (Mwasa) will have its most crucial congress since its inception when delegates from all over the country meet in East London this weekend.

Two contentious issues, likely to split the organisation right down the middle, come up for discussion

The two are:

- The opening of the organisation to admit white members, and
- affiliation to the United Democratic Front (UDF) by the organisation.

The move to open ranks to whites is motivated by the Western Cape region of the organisation, and this region has, unsuccessfully tried



ZWELAKHE SISULU  
*Mwasa president*

in the past to have the organisation admit whites.

This region is also behind attempts to have the organisation affiliate to the UDF, a move completely unacceptable to Mwasa members in Mwasa's Transvaal branches.

"What has also infuriated Transvaal members is that the Western Cape branch of Mwasa affiliated to the UDF without consultation with the other Mwasa

regions, and now in typical fashion, we are expected to follow suit because we have no minds of our own and Cape Town must decide for us," one Johannesburg member said yesterday

The Northern and Southern Transvaal branches have recently had two congresses in which it was resolved that the two issues are "non-negotiable."

Both issues, according to the two regions, are fundamental and a vote cannot decide the changing of the very foundations of the organisation. Johannesburg members feel that if Cape members want to be with whites then they can join the South African Society of Journalists (SASJ).

"Having Mwasa remain black is sacred and this cannot be put to a vote. Affiliating to UDF would be a betrayal of our principles," is another feeling that ran at the recent congress of the Southern Transvaal.

FOR

# Liberty stand spelled out

LIBERTY Life Insurance Company will only recognise a trade union in which whites are in the majority and blacks in the minority.

This was told to The SOWETAN yesterday by the company's deputy general manager, Mr M J Jackson, who said that the reason behind this was that the majority of the workforce was white

He was responding to a snap survey which revealed that most white, coloured and Indian employees at the company are not in favour of forming a union nor wish to belong to the Insurance Assurance and Allied Workers' Union (IAAWUSA), which represents black workers at the concern

He stressed the company's policy for a need to have a trade union which will be fully representative of all workers, irrespective of their race, creed or sex

It is now four months since Liberty dismissed 89 black workers, members of the blacks-only IAAWUSA, who went on strike in a dispute over the company's refusal to recognise the union

The union has said that it was deterred by Liberty's refusal to reinstate the workers or change its stance on the recognition, but insists that it will intensify its boycott campaign

Mr Jackson said that they will only recognise a trade union which fully represents the workers

# Unions must go further than shop floor politics

27/1/84

RUM

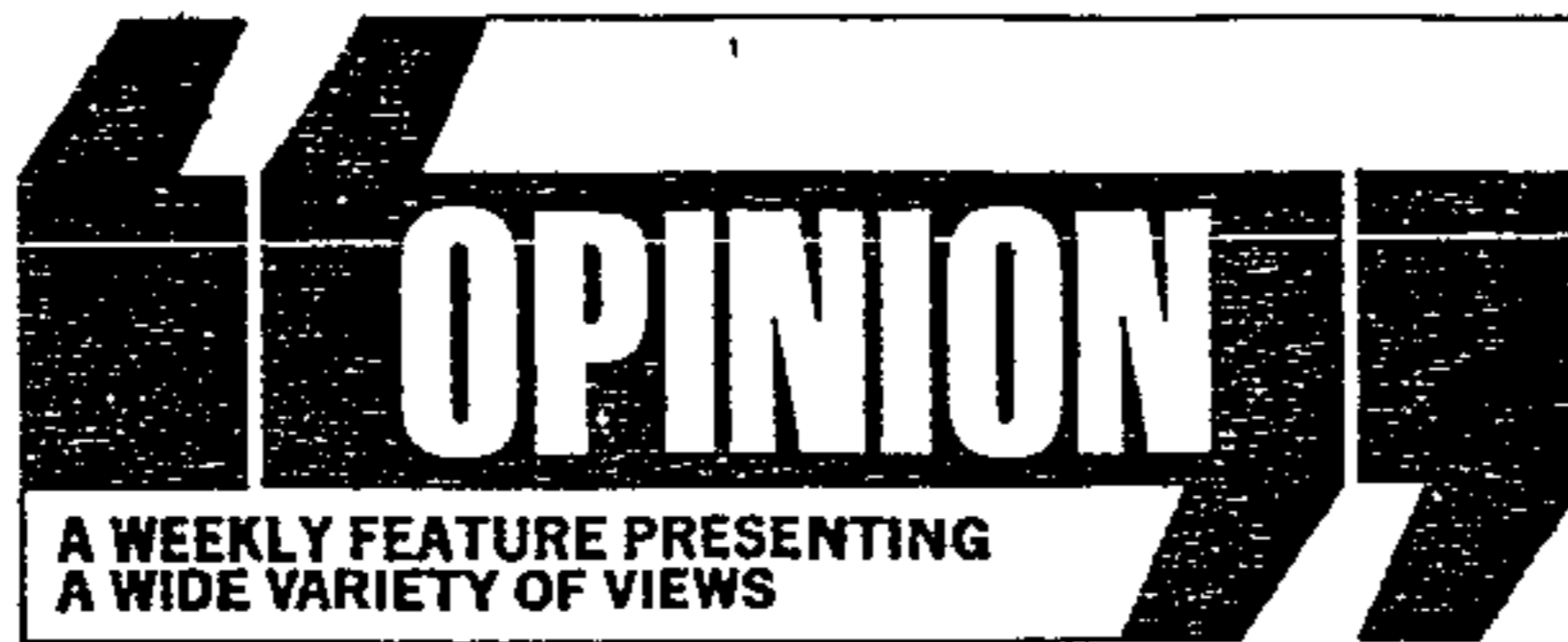
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MUCH excitement has been generated by the growth of the labour movement in this country — growth which has been seen as heralding a new era in our political scene.

As was to be expected, this movement has been greatly influenced by the dominant political thoughts and, as a result, it has developed in two distinctive trends: the "non-racial" trade unions on the one hand and the black consciousness-inspired trade unions on the other

Those who rally round the banner of non-racialism argue that the instruments of change should be embodied in the envisaged change, whereas those under the Black Consciousness banner believe instruments of change need not necessarily be embodied in the envisaged change.

In Black Consciousness, we believe in taking into cogni-



By **LYBON TIYANI MABASA**

President, Azapo

sance the material conditions.

Racism in this country is not just an attitude, but it exists in structures and institutions we have to contend with on a day-to-day basis.

These structures are built to enhance and foster the false superiority of white people in this country and experience has shown that, in any partnership of blacks and whites, white people feel it is their natural duty to occupy positions of leadership, power and control.

Education, and exposure to better facilities and life, are used to justify this position.

The trade union or labour movement has been seen by some as the most revolutionary movement capable of ushering in a new social order, while others have dismissed it as a reactionary product of a capitalist society.

Both views are inaccurate and misleading.

While, on the one hand, it is true that trade unionism introduces workers to democratic processes of accepting joint responsibility and joint decision making, it also sharpens their consciousness to the relationship that exists between them and the means of production and exchange.

This should not be misconstrued as a complete revolutionary process that needs no direction and guidance

A revolution has been described as "a dialectical progress of historical development" which is "the sum of varied and diverse circumstances, of multiplex elements that together add up and lead to the solution, in a given historical moment, of a crisis that has stubborn and deep economic causes"

With that in mind, the working class as such is not synonymous with a revolutionary phenomenon. If this were true, the picture of the society in our country would have been otherwise.

As many scholars would have it — and we agree with them — the dominant ideas in any given society are those of the ruling class, and sections of the working class in this country have absconded from their fundamental worker-responsibilities and embraced the values of the ruling class.

Nay, they have been bolstering the status quo through the exercise of their bourgeois democratic right — the vote.

We know the rule of one class over another does not

necessarily depend on economic or physical power alone, but rather on persuading the ruled to accept the system of beliefs of the ruling class and to share its social, cultural and moral values

In our country, the labour union movement should be influenced by revolutionary consciousness to transcend its limitations, that straight-jacket it into assuming "a pressure group" character that concerns itself with the amelioration of working conditions.

The movement must discard its reformist character, that is being solely concerned with factory-floor grievances and turning a blind eye to both the existential situations in which the workers find themselves, and the material conditions that determine their respective backgrounds.

It should never be divorced from day-to-day rigours and vagaries of living in a racist capitalist society and, for the direction of its programmes, it must draw from the ethos and pathos of the workers' experiences at both factory-mass and not work systematized floor level and beyond.

Workers do not cease to be — or to exist — as people after downing tools at knocking-off time.

As the political writer, Sorel, has said, we believe "the working class alone" — by virtue of its being the most down-trodden and oppressed people in our society — has the moral virtues necessary to rejuvenate society, and that to perform this mission it must have a faith in itself and in its purposes.

Our duty is to raise its revolutionary consciousness.

In conclusion, on this potential revolutionary phenomenon — the labour movement, Gramsci has lessons for any serious activist or student of society to ponder upon when he writes "To expect that a mass, reduced to such conditions of physical and spiritual slavery, could embody a spontaneous historical development; to expect that it would spontaneously begin and continue an act of revolutionary creation — is an illusion of ideologists

"To rely on the unique creative capacity of such a cally to organise a great army of disciplined and conscious militants, ready for every sacrifice, educated to put their slogans into practice simultaneously, ready to assume effective responsibility for the revolution; ready to be agents of the revolution — not to do this is a real betrayal of the working class and an unconscious counter-revolution in advance"

The Azaman Peoples' Organisation, Azapo's, policy statement on trade unions reads: "Realising the imbalance of power between the owners of capital and black workers, we acknowledge trade unions as instruments that can bring about the redistribution of power

"In the unique situation that is South Africa, trade unions should go beyond the problems of management and labour.

"We envisage a persistently militant system of trade unions which will challenge the discriminatory labour laws of the white minority Government and thereby bring about change."

# Trade union library **ARGUS** opens in city

27/11/84  
Labour Reporter

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A TRADE union library, claiming to be the first of its kind in South Africa, has been officially launched in Cape Town

The opening last night, held in the library's offices in Malta House, Salt River, was attended by several Cape Town trade unionists and representatives of some foreign governments

The chairman of the new library is Cape Town trade unionist Mr Ted Frazer, general secretary of the Brewery Employees Union, the Jewellers and Goldsmiths Union and the Liquor and Catering Trades Employees Union

In his opening address, Mr Frazer said the library was intended as "a resource centre for trade unionists and workers"

## PROBLEMS

Mr Frazer said he understood the problems of workers living in crowded houses where it was difficult to study

The Bakery Employees Union, the Domestic Workers' Association and Mr Frazer's three unions are the library's founders, but it is open to all other trade union members and workers

It stocks a wide range of literature on the international trade union movement, as well as reference material on industrial council and wage agreements in the Western Cape

• 1 onans



RAYMOND ACKERMAN

# Climate of distrust?



Pick 'n Pay (P'n P) chairman Raymond Ackerman spoke to the FM about the strike in which between 1 600 and 1 800 members of the Commercial, Catering and Allied Workers' Union (Ccawusa) walked off the job at 10 of his company's Transvaal stores earlier this month.

**FM:** You take pride in being a good communicator. Yet the strike appears to have arisen because of poor communications between management and the workers. What went wrong?

**Ackerman:** Last year we decided that in 1984 we would give our staff a minimum 10% wage increase in January and a further 10% in June. The wage announcement was communicated very carefully to our staff. I went on record in a video shown to all employees and our personnel director sent out a circular containing all the details. Every store manager held a general meeting with workers as well as getting together with each and every worker individually to discuss the matter.

The union says I promised a 20% increase in January. This is totally untrue. I have checked the video personally. I rule out the possibility that the message about the wage increase did not get through to the workers. We have a staff of 17 000. A lot of people did not strike. The real cause is that some of the workers wanted more money than that already granted.

**How was the strike settled and what has happened since then?**

After they initially refused our offer to bring the June wage increase forward to April, the matter was settled when the workers decided to accept this. We had made it clear that if the workers had not come back to work by last Thursday night, other people would be hired. All the workers have been taken back without being victimised in any way. They have returned to the positions they held prior to the strike and have not lost any benefits. The only thing they

lost was pay for the time they were out. What do you think were the underlying causes?

There are a number of points to be made

I believe it was partly the object of the union to create a climate of distrust between workers and management. I am totally opposed to this.

Way back in 1977, long before government granted trade union rights to blacks, we were the first retail company in SA to recognise the right of our black workers to join unions. Our white and coloured workers were free to do so and we recognised Ccawusa's right to come into our stores and sign up blacks. As a result, we expected that when there were problems the union would come and talk to us rather than cause wildcat strikes. We were wrong.

I readily admit that there are causes of grievances in any store in the country. Maybe at times someone has not been promoted on merit or, perhaps, overlooked. These grievances will always be looked into if they are brought to our attention. But P'n P is not perfect;

Our wage policy has always been enlightened. But because we are a successful company I feel that the union was inspired to attack us as it felt we could afford to pay more;

Because we tried to be the leaders in providing our workers with housing, education and funeral benefits, and in so many other areas, we are being punished. The union says they would rather have us pay higher wages and put less into benefits. We were putting a lot of money into these things. This was used as fodder against us, and

I also believe that, because blacks in SA don't have political representation, unions are used for political purposes as opposed to working purely to benefit workers.

**Now that the dust has settled how do you intend to operate in the future?**

I firmly want to continue our policy of treating our staff as members of the family. I will not be forced into a position where our relationship with them is turned into a boss-worker fight. We have built this company on consumerism and

staff relations. I am not prepared to throw 15 years of work down the drain because of problems with Ccawusa.

However, to be positive, we are going to work out a substantive agreement which includes wage negotiations with Ccawusa, the National Union of Distributive and Allied Workers, and any other union which represents our staff. Ccawusa says it wants a single wage increase each year. We are therefore going to eliminate the twice-yearly increase, even though we were told that the workers wanted it that way.

We will continue to concentrate on giving our staff benefits, with no vindictiveness, because we value our relationship with them. But I hope the unions will act similarly. I am not prepared to accept the claptrap that workers, of necessity, are against management. I will do everything in my power to ensure that our staff are well looked after and we will endeavour to be the best payers in the retail industry.

**Labour relations in SA are moving away from the paternalistic system in which management made all the decisions to one in which workers, through their unions, negotiate on all issues. Until now P'n P has decided on wages unilaterally. Is this paternalistic?**

I don't accept that what we have done is paternalistic. We are a non-discriminatory company. We established various benefits — but not unilaterally. It was the workers who requested them. We give our workers housing loans at 3% interest. We promote on merit. I believe in the family approach. P'n P is a group concern trying to serve consumers. It is not paternalistic to build a core of people who have pride in their company. Does the union want me to cut these things out? If the time when management can do such things for its workers has passed then maybe I'm the wrong guy to run P'n P.

I am prepared to change with the times but not to have a total deterioration of human relations in our company. I respect the right of workers to belong to unions. But I want unions and management to work together for the higher good of the workers and the higher good of the company.

(139) 2004.  
28/11/84

# OK workers at six centres stop work

Labour Reporter

OK BAZAARS workers at five stores and a warehouse in Natal stopped work yesterday

Their action comes amid an ongoing wrangle between the company and the Commercial, Catering and Allied Workers' Union over the dismissal of about 180 workers at the Sandton Hyperama, dismissed more than a week ago when they went on a four-day strike in sympathy with a dismissed Ccawusa shop steward

The company has refused to reinstate them

Yesterday's solidarity action in Durban followed strikes in protest against the

dismissals, by workers at five stores in Johannesburg this week.

The stores affected by the stoppages were at Pinetown, Montclear, Amanzimtoti, Kwa Mashu and West Street. The warehouse is in Watford Road.

● Several hundred members of the Metal and Allied Workers' Union (Mawu) went on strike at the Vetsak co-operative at Isando yesterday, demanding union recognition, stop order deductions and wage increases

A Mawu spokesman said the strike had come after the company repeatedly refused to recognise the union

# MWASA COULD SPLIT OVER BC

*City Press*  
THE Media Workers' Association of South Africa (Mwasa) will hold a two-day constitutional congress at Duncan Village in East London from tomorrow

Former banned Mwasa members Juby Mayet, Phil Mthimkhulu, Zwelakhe Sisulu, Joe Thloloe and Subrimoney Murimuthi will be together again after their banning orders expired

But two other Mwasa members, Johnny Isel and Mathatha Tsedu, will not



Mwasa president ZWELAKHE SISULU.

attend because they are still serving their banning orders

Former national vice-president Charles Nqakula is likely to miss the congress, be-

cause he needs a visa from South Africa to attend the conference

Vital issues will be discussed at the conference and the question of opening membership to all races is likely to be the most controversial

A split within regions has been predicted on the issue of opening Mwasa membership to whites.

Regions are also divided on the question of affiliation to either the non-racial United Democratic Front or the black consciousness-orientated National Forum

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# Unions fear black reaction to equal taxation

By Barney Mthombothi

TRADE union leaders fear another fiasco similar to the 1981 pension strikes if the unitary tax system which comes into effect on March 1 is not properly explained to black workers

And black workers are generally ignorant about how the new tax system will affect them, the Sunday Tribune found in a street poll this week

The Black Taxation Act, through which black workers are taxed, is to be scrapped on March 1 and all taxpayers, regardless of race, are to be subject to the provisions of the Income Tax Act

The Federation of South African Trade Unions (Fosatu) will meet in Johannesburg today to decide how to handle the issue

Fosatu's Alec Erwin told the Tribune "We're getting some feedback and we foresee great difficulties. The State

claims workers will benefit but that's not automatically clear" The Trade Union Council says it is difficult enough to sell any form of taxation to full citizens who share in all privileges

"How much more so is it going to be to put across this potentially explosive issue to a disadvantaged black community?"

Employers, still smarting from the wave of strikes which almost paralysed the country over the pen-

sion preservation debate in 1981, are reluctant to communicate this to workers

"I thought it was a rumour," said Mr Zelon Mbele, a metal worker

"Nobody has explained anything to me. I think the whole thing should be scrapped because we pay GST anyway, and it's going up again. This GST means I and all my 11 children pay taxes already"

Mr Enock Zwane of Umlazi said "It's so confusing. You just

hear people talking and you don't know what is true and what is not

"But I think what they should be doing is to increase our wages. What is the use of deducting our money when we get so little"

And Mr Richard Khumalo said he would rather not talk about it

## Not equal

"They have never told me what they are doing with the money they are already deducting anyway"

Mr Joshua Shandu from Kwamashu said the principle of tax equality seemed a good idea "But there is no equality in every sphere. Why should we pay equal taxes when we're not treated equally?"

A Johannesburg industrial consultant has prepared a 10-minute video film to help employers explain the new structure to their employees

Alexandra Bungey

told the Tribune the film was easily understandable, even to illiterate workers

"Management is apprehensive about communicating with workers for fear of saying the wrong things. So it ends up communicating less and less"

She said the film, which is in Afrikaans, English and all the African languages, was "selling like hot cakes"

# Nats on the warpath

## 'Shamed' party puts pressure on ex-mayor of Johannesburg to resign

A WRATHFUL National Party is determined to bury the political career of a former mayor of Johannesburg and top Nationalist Carel Venter — and his "embarrassing" confrontation with an attractive council employee about their relationship

The contents of an affidavit about the working and personal relationship pretty Ira Wandrag, personal assistant to the director of the Centenary Festival Committee, had with Mr Venter, as chairman of that committee, reached the ears of the Prime Minister, Mr P W Botha, informed sources said

This was late last year and top Nationalist sources have since admitted because of the "sensitivity" of the allegations in the affidavit, the leader of the NP in the Transvaal, Mr F W de Klerk, and the executive of the city's Nationalist caucus decided to keep it from the whole caucus

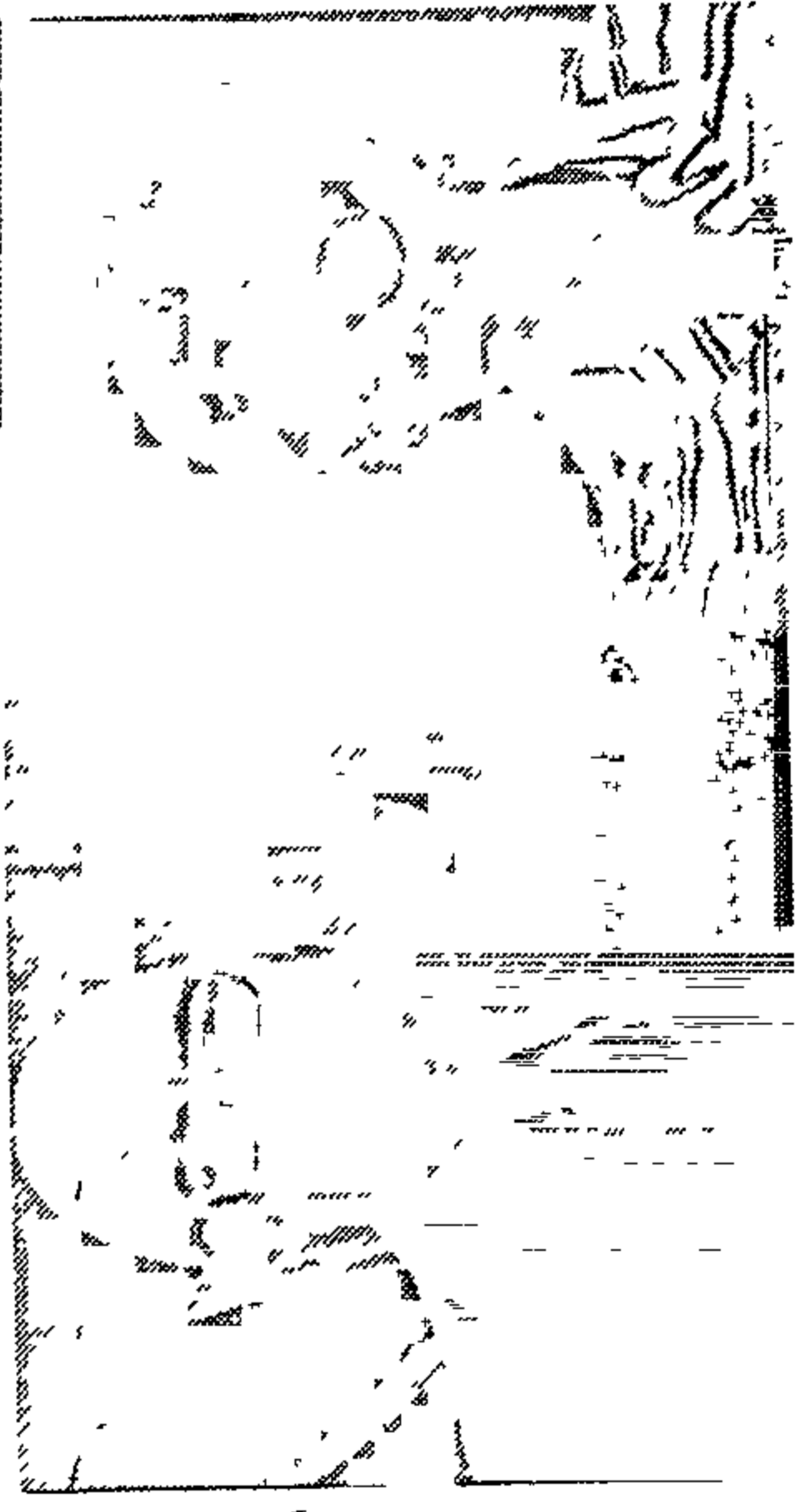
Fallout from the top-

standing member of the NP in the Johannesburg City Council admitted Mr Venter was an "embarrassment" to the party

Mr Jan Burger, MPC, the new leader of the party in the council, said Mr Venter had been asked to stay on in the NP and as a city councillor

But other sources had indicted the party intended destroying their former leader so thoroughly that he would resign in disgrace

Criticism of the NP's original handling of the



# UNIONS TO FIGHT BOP BAN?

*139 City CP Reporter 29/1/84 Press*

SEVERAL leading trade unions may take legal action to block the Bophuthatswana Government's labour law which aims to ban them from organising workers in the "homeland"

The Mangope government could be contravening its own Bill of Rights by trying to ban the unions

Letters have been sent to the unions warning that the Bop Government will soon introduce legislation banning them

And Professor John Dugard of the Wits University Centre for Applied Legal Studies said this week that the legislation had been "carefully drafted in an apparent attempt to circumvent the Bill of Rights"

In his view, it was "certainly question-

able whether or not it is consistent with the Bill of Rights".

Among the unions told to stay out of Bophuthatswana are the SA Allied Workers' Union (Saawu), the National Union of Mineworkers (NUM) and the Commercial, Catering and Allied Workers' Union (Ccawusa)

The Bop Government has warned of "consequences" if the unions continue to operate in the homeland after the law comes into effect

Bop will be the second homeland after Ciskei to ban Saawu

It is understood that the new legislation will also ban South African trade unions from holding meetings with workers who live in "independent" Bop but work in South Africa.

## BUS BOYCOTT/MDANTSANE/RAID ON BOYCOTT CHIEF

# RAID ON BOYCOTT CHIEF

By BENITO PHILLIPS

THUGS tried unsuccessfully to petrol-bomb the home of Mdantsane Committee of 10 chairman Mzwandile Mampunye - and then left a pamphlet threatening to kill him and his secretary if the bus boycott was not called off.

Mr Mampunye told City Press a bottle of petrol had been thrown against the front door of his Zone Five home and was broken on the roof

He also found leaflets threatening that his assailants would return within two days to kill him and his family, as well as his committee secretary Newell Faku if the bus boycott is not discontinued

Mr Mampunye said the authors of the leaflets said they were tired

of walking and wanted to use the buses. They also said the South African Allied Workers' Union (Saawu) officials did not care for others

Mr Mampunye said it was obvious that whoever tried to burn his house went about it in an "amateurish" way

"Those responsible are definitely not workers. I think they are members of the ruling Ciskei National Independence Party (CNIP) who are trying to intimidate us

But, Mr Mampunye said, "even if they kill me it will not mean the

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Mr this we dise' - gotiatic commit company ready like to tions

In a communit Railways buses and this week cles pas between Cambridge

Police Major W confirmed

## BUTI ON THE BOYCOTT - Page 4

# Priest is held with Ayco leads

AN ALEXANDRA priest is among the latest batch of people picked up by plainclothes police during dawn raids on their homes yesterday.

Rev A B Moleleki is the pastor at the local Methodist Church, the venue of bus boycott meetings which have been taking place over the last three weeks

His detention under the Criminal Procedure Act was confirmed by a police spokesperson, who

parently to for allowing meeting at the

A number boycott led been held since boycott started ago

A statement by the ACC arrests will not committee from on with its d

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## Doctors despair

THE University of Natal's Medical School has accepted 123 new students - and squashed applications from 950

The "losers" either have to go abroad to study or abandon their medical careers

# Cut off in his prime

A MAN paid with his life

# Mwasa split over admitting whites and joining UDF

By Jon Qwelane

EAST LONDON — Proposals to open the union to whites and formally affiliate to the multiracial United Democratic Front (UDF) split the Media Workers' Association of South Africa (Mwasa) at a congress here at the weekend

The Border and the Western Cape delegations supported the moves and the latter branch has already joined the UDF

The Northern and Southern Transvaal regions and Natal opposed the moves, arguing that Mwasa was founded on Black Consciousness

Mr Zwelakhe Sisulu, president of Mwasa and chairman of the meeting, called for a vote. The Transvaal and Natal regions said they would not take part and said their stand was not abstention but refusal to negotiate on matters of principle

The dissenting regions then said that since their stand was not opposed in a vote it was therefore accepted that the union was open to all races and would affiliate to the UDF

Natal and the Transvaal regions replied that a "victory" of two regions over three was null and void and mathematical nonsense

They said it was obvious the dissenters had other motives in pressing so hard for the admission of whites who had never indicated that they wished to become members

The three delegations walked out of the meeting, followed by national executive members Mr Thami Mazwai, Mr Sisulu and Mr Tyrone August

They issued a statement that they would go it alone as Mwasa and advised the dissenters to join the South African Typographical Union or the Southern Africa Society of Journalists or form their own multiracial union

# Woman shot dead

Crime Staff

A 37-year-old Bertrams woman was shot dead in her home late on Saturday after an argument with her companion

The woman was found shortly after 6 pm in the lounge. Jeppe police later arrested a man in connection with the killing and took possession of a 9 mm pistol

Police have not yet released the dead woman's name. It is not known when the arrested man will appear in court

# Horse kills Sandton girl

A 13-year-old Sandton schoolgirl was killed at a Honeydew riding school yesterday morning when the horse she was riding reared and threw her off

Emma Charlotte Raison of Melrose Road, Sandown, Sandton, was taking part in the children's pony riding classes at the Ditwen Stables in Honeydew when the accident happened

She was dead on arrival at the Discoverer's Hospital

# 3 gunmen take R21 000

East Rand Bureau

A Germiston shopowner and his son were held-up by three armed men at the weekend and robbed of R21 900

A police spokesman said Mr Julius Frank (63) and his son Allan (29) were alone in their store when the men walked in

# Drugs suspect out on bail

Bail of R1 000 was granted today to Mr Essop Lorgat (28), who pleaded not guilty in the Johannesburg Magistrate's Court to dealing in 43 000 Mandrax tablets

Mr Lorgat of 1st Avenue, Wynberg, will appear again on February 29

# Life among the stars

Liza Minnelli

Liza Minnelli grew up in the hothouse world of the Hollywood stars and eventually became a superstar herself

Her relationship with her mother, Judy Garland, was complex, emotional and passionate

For fascinating insights into the lives of Judy and Liza, follow a five-part series of extracts from the book "Judy and Liza", starting today

● See Tonight!



Dr de Kock

# Rare honour for banker

South Africa's charismatic Governor of the Reserve Bank, Dr Gerhard de Kock, was made an honorary fellow of the Institute of Bankers at Friday night's 80th anniversary banquet of the institute

Dr de Kock is one of only a handful of leading South Africans to be accorded the honour of being made an honorary fellow

● See Page 9.

# Mark putts into lead

Mark McNulty came surging back to form in the Wild Coast Pan Am golf classic, pipping veteran Harold Henning by a shot — and the most important shot he played in the entire 72-hole event was a 25 m putt at the 13th hole in the final round yesterday

● See Page 14

# Angry buffalo charges ranger and tourist

By Clyde Johnson, Lowveld Bureau

SKUKUZA — A charging buffalo yesterday injured two women and a game ranger on a hiking trail in the Kruger National Park. The ranger killed the enraged animal as it began to trample a party of tourists

The park's wildlife management chief, Mr Johan Kloppers, said the incident occurred on the Nyala safari route along the Levubu River, north of Punda Maria

Game Ranger Mr Peter Davies was accompanying a party of tourists along the trail when a buffalo suddenly appeared from the bushes

The angry beast charged Mr Davies who, at close range, was able to fire a shot which hit it in the head

Mr Davies, chest, lost his ribs. The wounded Davies's legs are in a horror

Then, sudden attention to the Two women it charged the g

As soon as t Davies recover dead

The women, injured, are in a the Louis Trichasked not to b bands are ove want them to b

Mr Davies, ribs, cuts and l after hospital tr

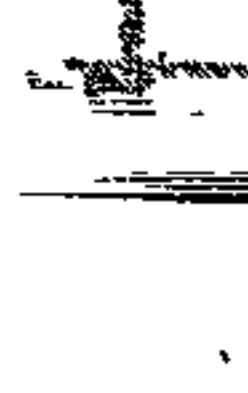
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# Newspaper union splits over open membership

EAST LONDON. The Media Workers' Association of South Africa (Mwasa) split when its congress adopted a motion saying membership shall be open to all workers in the newspaper industry

The Southern Transvaal region, led by Mr Joe Thlole, withdrew from the congress, followed by Natal

These two regions purported to be "black-consciousness inclined"

A new constitution and structure for the union was adopted

The congress decided that the constitution be reviewed at a special congress in two months

## BACKED

The Southern Transvaal and Natal delegations, which claimed that the question of opening Mwasa membership was not negotiable, were backed by the vice-president of the Azanian People's Organisation, Mr Saths Cooper, who was at the congress as an observer

New executive council members were elected according to the new structure

They are President, Mr Mxolisi Fuzile, deputy-president, Mrs Sandra Nagfaal, treasurer, Mr. Tyrone August

Mwasa also decided to affiliate nationally to the United Democratic Front

Mwasa was the only trade union which had not clearly defined its stand openly about joining the UDF to fight the new constitution and Koornhof Bills

## CONDEMNATION

The motion was adopted unanimously in the absence of Southern Transvaal and Natal

A resolution was passed at the end of the congress condemning the Ciskei and Bophuthatswana governments for banning the South African Allied Workers' Union (Saawu)

The Ciskeian Government was also condemned for the detention without trial of two Mwasa members who worked for Imvo Zabantsundu

Mr Bafana Mkefa and Mr Sabelo Ngani were detained after covering Ciskeian affairs. — Sapa

# Media <sup>139</sup> workers <sup>204</sup> in split <sup>27/1/74</sup>

**EAST LONDON —** The Media Workers Association of South Africa (Mwasa) has been split by internal disputes over political and racial issues

At a Mwasa conference in East London yesterday, the regions of Southern Transvaal, Northern Transvaal and Natal decided to continue as Mwasa

This was decided after Border and Cape Town decided to open the association to whites and affiliates of the United Democratic Front

In a statement to Sapa yesterday, Mwasa said affiliation to the UDF was viewed as "a betrayal of workers' interests"

"As a black trade union our responsibility is to the welfare and protection of our workers, rather than coercing them to follow a particular party line," it said.

"This does not in any way suggest black workers are removed from politics, but we believe they are able to decide for themselves what political ideology to follow."

Mwasa suggested the two "renegade regions" join the Southern African Society of Journalists or the South African Typographical Union, or form their own multiracial organisation — Sapa



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D. Dispatch

30/1/84

## Walkout after media union admits whites

EAST LONDON — The Media Workers Association of South Africa (Mwasa) is to open its membership to whites

A resolution adopted at its congress in Duncan Village at the weekend resulted in a walkout by most members from the Southern and Northern Transvaal regions and the Natal region

The old constitution restricted membership to black workers

It was also resolved to affiliate to the United Democratic Front (UDF).

The new constitution would be amended where necessary at a special congress to be held in Port Elizabeth in March.

The delegation from Southern Transvaal said it was not prepared to negotiate membership for whites

After the walkout, congress continued and a new national executive was elected

The new president, Mr M J Fuzile, of Mdantsane, said the new constitution was designed to meet the requirements of an industrial trade union which Mwasa had evolved into. The union was previously a professional one, catering for journalists only. It now had members virtually in every department in the media, printing and allied industries

"In keeping with its new industrial nature, Mwasa has also decided to open its membership

to all workers in the affected industries after previously restricting it to blacks only

"The union is disturbed at the withdrawal from its congress of the delegates from Southern Transvaal, Northern Transvaal and Natal"

Mwasa was still in operation and was open to consultations with the three affected regions

A resolution from the Western Cape region that Mwasa affiliate to the UDF was accepted.

A Western Cape delegate, Mr Aneez Sahe, said the move was in keeping with a resolution taken at the congress of Mwasa in Cape Town last October which committed the union to actively oppose the South African Government's new constitution and the "Koornhof bills"

The new vice president is Mrs Sandra Nagfaal, of Cape Town, and treasurer, Mr Tyrone August, from Johannesburg.

The outgoing president, Mr Zwelakhe Sisulu, declined nomination

● The congress strongly condemned the banning of the South African Allied Workers Union (Saawu) by the Ciskeian and Bophuthatswana Governments.

It also deplored the detention in Ciskei of two journalists, Mr Bafu Mkefa and Mr Sabelo Ngani, who have since been released — DDR

# Mwasa Congress 1984

THE Media Workers' Association of South Africa (Mwasa) split into two in East London at the weekend, when two of its five regions opted for a constitutional amendment allowing whites to be members.

At an emotionally charged congress which lasted for less than four hours, proceedings were brought to an abrupt end on Saturday when members of the Southern Transvaal, followed by those of Natal and the Northern Transvaal, staged a walk-out.

The dissident groups, Western Cape and Border regions, also opted for the organisation's affiliation to the United Democratic Front (UDF), a move that was fiercely opposed by the Transvaal Region, and one which has over the past few months fomented tension within the organisation.

The East London meeting was a special constitutional congress called to address itself mainly to the membership clause and that of affiliation to political organisations. The con-

## Split over whites, UDF

stitution was also to be structured so as to give Mwasa a more pronounced trade union outlook.

The Southern Transvaal maintained from the very outset that Mwasa would remain an exclusively black organisation and that it would not affiliate to either the UDF or the National Forum.

The two clauses were non-negotiable cornerstones of the organisation, on which the Southern Transvaal had resolved during its regional congress held three weeks ago that it would not even discuss or vote on.

The Southern Transvaal and the Western Cape regions are Mwa-

sa's biggest and strongest regions with the Southern Transvaal having been the organisation's stronghold from where it has drawn its leadership since its formation.

In a joint statement released yesterday, Southern Transvaal, Natal and Northern Transvaal felt that they would continue operating as Mwasa and to maintain the organisation's standpoint on the two controversial clauses.

In a statement, Mwasa said affiliation to the UDF was viewed as "a betrayal of workers' interests."

"As a black trade union our responsibility is to the welfare and protection of our workers rather than coercing them to follow a particular party line."

"This does not in any way suggest that black workers are removed from politics, but we believe they are able to decide for themselves what political ideology to follow," the statement said.

On the question of opening Mwasa to whites the statement said Mwasa was made up of black workers who had common problems and a need to identify with each other.

"No whites are part of the working class in this country as they make the laws and are privileged. Whites are haves and blacks are have-nots."

Mwasa suggested the two "renegade regions", Join the Southern African Society of Journalists or the South African Typographical Union or form their own multi-racial organization.

The statement said the three regions would remain as Mwasa and continue to serve the interests of their members, "as this was more important than playing non-white politics."

Sowetan  
30/1/84

Part of the crowd that applauded the call for liberation of the mind.

139 (394)

# Domestics call for liberation

By SINNAH KUNENE

The domestic worker has to liberate her mind first if she hopes to be liberated from the oppressive conditions under which she is employed in this country.

This call was met with overwhelming applause by about 700 members of the South African Domestic Workers' Association (Sadwa) reportback meeting held at Immaculata Hall in Rosebank last Thursday

Addressing the meeting, a Durban-based member, Mrs Mary Mkhwanazi, said the or-

ganisation had laid down rules and regulations which will help stop exploitation of domestic servants in "this non-recognised" industry.

Tabled at the back of the newly introduced membership cards, the rules include among other things, restrictions to all job vacancies which were previously occupied by fellow Sadwa members who were sacked following a dispute over wages.

The meeting strongly warned the members about such practices, as they felt some domestic

workers were collaborators in the continuous exploitation of the black workers.

Mrs Mkhwanazi urged for more membership of the organisation, which she believes should outnumber all other organisations' labour unions in the whole country.

She said in Durban alone, statistics for registered domestic workers (which could be more as there are many others who are not registered) released by the Port Natal Administration Board count 28 600 males and 53 960 fe-

males, and the Drakensberg Board has recorded 15 746 domestics from Pietermaritzburg

"In the Transvaal we should be having more than 100 000 domestic workers, adding other branches throughout the country, we are definitely a strong force to be reckoned with," said Mrs Mkhwanazi, amid shouts of "Phambili Sadwa" (forward Sadwa)

Dwep (Domestic Workers' Employment Project), which aims at improving the working conditions of domestic workers, and spearheads the Sadwa, has

closed down due to lack of funds. But this did not dampen the spirits of the strong labour force, as already another union office has been established in Johannesburg

The chairman of the local branch, Mrs Margaret Nhlapo, who recently lost her job as a result of Sadwa commitments, is the full-time adviser. The office is situated at Chester House, 132 Jeppe Street, Johannesburg. The telephone number is 838-6488. The office is open from Monday to Friday during office hours

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139  
152 (251) 278  
at a store in the city downed tools  
over a union recognition dispute  
Management called in the police  
who used a tear-gas cannister to  
disperse the workers, rounded them  
up and took them to the police sta-  
tion where they were released

Last week an official of the Gen-  
eral Workers Union of South Africa  
(Gwusa), which has organised work-  
ers at a small factory called Joe  
Calafato's, alleged that workers  
were being interrogated individual-  
ly about their union membership by  
police called in by management

Mr Joe Calafato, a director of the  
company, said: "This union has been  
trying to get our boys to join them  
against us. So we called in the police  
and said we were having this prob-  
lem. Some of the boys admitted it  
wasn't even their signatures on the  
membership forms.

"We've got boys who've been with  
us for 40 years and we've never had  
trouble before We're one of the vic-  
tims — I can honestly tell you we've  
never victimised any natives."

A police spokesman said they had  
no knowledge of the incident.

30/1/84 □ □ □ ROM  
PRETORIA has become one of the  
new frontiers of trade union organi-  
sation and has had more than its  
fair share of labour disputes. There  
have also been disturbing reports of  
employers using the police as part  
of their industrial relations ar-  
moury.  
Two weeks ago about 26 workers

# SA unions face homelands problem

LABOUR WEEK BY PHILIP VAN NIEKERK

THE Bophuthatswana Government's ban on South African trade unions operating in the territory raises important questions for unions seeking to organise in the homelands.

Until the strike by about 400 mineworkers at the Ucar mine near Brits last week, unionisation in the homelands was largely an academic issue.

The hostility of the Ciskei Government towards trade unions — seen in the banning of the South African Allied Workers' Union (Saa-wu) — affected commuter workers from Mdanisane organised in the factories of East London. In Ciskei itself, union organisation hardly exists.

With the homelands earmarked for increasing industrial development, unions guaranteed freedom of association in South Africa, but facing a hostile environment in those territories, could be drawn into major conflicts with homeland governments.

The homelands are at the heart of the policy of grand apartheid and any union struggles must of necessity have a political dimension.

Bophuthatswana is the most industrially developed of the homelands and it is no surprise that the first major clash of this kind took place there — and in the mining industry.

The fast-growing National Union of Mineworkers (NUM) has a potential membership of thousands in Bophuthatswana. The dispute at Ucar, where the workers are demanding union recognition from the American multi-national, Union Carbide,

Mr Rowan Cronje, the territory's Minister of Manpower, says it is an independent country. Nowhere else in the world do independent countries allow a foreign country's unions to operate.

The Bophuthatswana Industrial Conciliation Bill, which comes before the territory's parliament next month, provides for the establishment of Bophuthatswana-based unions.

South African-based unions are to be outlawed, says Mr Cronje. At the moment they are illegal because the law makes no provision for them.

Union officials argue that, aside from the fact that they do not recognise Bophuthatswana as separate from South Africa, there are numerous instances of unions operating across international borders.

They say that before South Africa amended the Industrial Conciliation Act to provide for the registration of black unions, such unions were not illegal — just as unregistered unions like the NUM are not illegal now.

And the treatment the black unions have received contrasts markedly with the attitude towards the all-white Mine Workers' Union, which has had lengthy discussions and worked out an "arrangement" with the Bophuthatswana Government.

The big fear among unionists is that the unions to be set up in Bophuthatswana will be tame creations of the government, established to head off high wage demands and the potential political threat they might pose.

AFTER a long-standing dispute between the Department of Health and the Department of Manpower over areas of jurisdiction in the occupational health and safety field, the Department of Health has published a draft Occupational Medicine Bill.

The dispute was reportedly behind the delay in implementing the recommendations of the Erasmus Commission published in 1976.

But, according to Dr J Myers of the University of Cape Town's Industrial Health unit, the Bill shows signs the dispute is still raging. He has accused the Department of Health of "petty competitiveness" with the Department of Manpower's Machinery and Occupational Safety Act (Mosa).

"The Bill has a tone of attempting to guard the professional territory of the Department of Health — rather than improving the health of workers," says Dr Myers. He says the Bill overlaps Mosa and will lead to a duplication of inspectors and safety structures at the workplace.

According to spokesmen for both departments, the Bill is intended to

operate in conjunction with Mosa, which became law last year.

Dr G Oberholster, a senior official of the Department of Health, says the Department of Manpower's area of jurisdiction is occupational safety, while the Department of Health deals with occupational health.

"When they are talking about the control of machinery, the physical conditions in the plant, we are talking about safety. When we are talking about man, which is the medical side, that is health. We look after man maintenance, they look after machine maintenance."

But according to Dr Myers, there is no attempt to link the new Bill with the shop floor committees set up by Mosa and the inspectorate is to be duplicated. This is costly and confusing, he says.

"It seems that Mosa is being pointedly ignored. This flies in the face of the findings of the Erasmus

Commission, which held that this kind of fragmentation should be overcome."

Dr Myers said the Bill had not adequately dealt with the setting up of structures to provide occupational health services to workers or a data base — another recommendation of the Erasmus Commission — which could do research on occupational health and safety when requested by employers and trade unions.

"Certain aspects of the Bill could be good, but on the whole it is a shoddy and hastily conceived piece of legislation."

# SUPPORT FOR MWASA BLACK STAND

By JOSHUA RABOROKO 3/1/82

SEVERAL trade unions and community-based organisations have pledged solidarity with the three regions of the Media Workers Association of South Africa (Mwasa) which at the weekend rejected an amendment allowing for whites to join Mwasa.

The three regions are Southern Transvaal (Johannesburg), Northern Transvaal and Natal (Durban)

The organisations applauded the three regions' commitment to a black union and said that the involvement of whites within the trade union was "completely irrelevant to the black man's liberation"

The union split into two at a congress in East London when two of its five regions opted for a constitutional amendment allowing whites to be members

The two are Cape Town and East London

The three traditionalists maintained that Mwasa should remain an exclusively black trade union and that it would not affiliate to either the United Democratic Front or the National Forum

Azapo, the Black Allied Mining and Construction Workers' Union, Black Electrical Workers' Union, Black General Workers' Union, Azasm, Black Women Unite and the Insurance Assurance Allied Workers' Union — have fully supported the blacks only commitment.

Azapo's general secretary, Mr Sefako Nyaka, said that the regions have shown a firm commitment to the cause of the oppressed and exploited black masses by refusing to be bent to liberal white influences

"We applaud the stance taken by the majority in Mwasa in steadfastly refusing to allow the black organisation from becoming an apologist mouthpiece for non-white liberal political opportunists



MR ANEEZ SALIE, Western Cape vice president in the now split Mwasa, makes a point at the weekend congress of Mwasa. Mr Salie was one of those who led to the controversial moves to open Mwasa to all races and affiliate to the UDF

"We call on workers in the media and allied industries to show their commitment to the only one organisation and denounce all renegeades," he said

OK may  
dismiss  
striking  
workers

By Carolyn Dempster,  
Labour Reporter

OK Bazaars has warned that any workers who continue sporadic striking in support of colleagues dismissed from the Sandton Hyperama would be liable to be dismissed

Eleven branches in Natal and on the Witwatersrand were affected by the one-day or half-day work stoppages last week

The warning was contained in a letter sent to the Commercial Catering and Allied Workers' Union yesterday afternoon

#### CLARIFY

According to Mr Keith Hartshorne, OK Industrial Relations Controller, the purpose of the letter was to clarify management's reading of the recognition agreement signed with CCAWUSA

A clause in the agreement gives management the option of affording union members 24 hours or a set period of time to remedy any breach

At Sandton, the 150 workers dismissed for striking in support of a colleague who was fired claimed the agreement had not been followed

"However, for the purposes of any strike which follows on from the Sandton issue, we may elect not to give any time at all. All we are telling the union is that we reserve the right to take disciplinary action without further reaction," said Mr Hartshorne

A union spokesman said workers would be informed of this development, after which a decision would be taken over the issue

# 'Pressure' put on retail group over SA union

By STEVEN FRIEDMAN  
Labour Correspondent

THE Bophuthatswana Government has attempted to prevent retail group Metro Cash and Carry from recognising a black union at one of its outlets in the territory

This is creating tension at the company's Johannesburg head office, a union spokesman said yesterday

According to a spokesman for the Commercial, Catering, and Allied Workers' Union (Cawusa), Metro head office workers planned to hold a symbolic work stoppage yesterday to protest against the ban, but it is not clear whether this took place

Comment from Metro was not available yesterday. The Rand Daily Mail was told the executive who deals with industrial relations was away

for a few days and no other executives were available

The Metro dispute follows the recent strike at the Ucar mine in Bophuthatswana. This followed an instruction from the Bophuthatswana Government to Union Carbide, which owns the mine, not to deal with the National Union of Mineworkers

Bophuthatswana is due to enact an Industrial Conciliation Act barring South African unions from operating in the territory and it is known that the SA Allied Workers' Union has also received a letter from the Bophuthatswana government warning it not to recruit workers in the territory

Cawusa's spokesman said yesterday the union had been recruiting workers within the Metro group and, as part of this drive, had signed on members at one of the group's outlets in Hebron, Bop-

phuthatswana

Last year it received a letter from the company saying Metro had been told by the Bophuthatswana government not to deal with Cawusa because it is a South African union. Metro asked the union not to send organisers to Hebron, the spokesman said

Later, he added, Cawusa received a letter from the Bophuthatswana government warning it against operating in the territory and threatening action against it if it continued to do so

There had been no developments since then, but the Ucar strike and the subsequent furore over the Bophuthatswana government's attitude to unions had rekindled worker interest in the issue, he said

Cawusa is currently negotiating with Metro on recognition



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~~(139)~~ (139)

# Ford retrenchment talks continue

**Mall Correspondent**  
PORTELIZABETH — Talks concerning the recent re-trenchment of 490 workers by Ford Motor Company were continuing between management and union representatives, an executive member of the Motor Assemblers and Component Workers' Union of South Africa (MACWUSA), Mr Thomas Kobese, yesterday

Mr Kobese said Monday's informal meeting between officials of the National Automobile and Allied Workers' Union (NAAWU) and MACWUSA did not take place as MACWUSA general secretary, Mr Dennis Neer, had to attend to other matters

"Mr Neer is expected to back in the office today and we have to arrange another date now," said Mr Kobese

Representatives of Ford's industrial relations department telephoned MACWUSA's offices yesterday asking union representatives to attend another meeting with management as soon as union officials were available, said Mr Kobese

"The meeting, which will probably be held next week is a follow-up to the one last week when we asked management to reconsider the re-trenchments, aired our other grievances and told management how workers generally felt about the re-trenchments," he said

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139 ~~118~~ 2011  
New leaders for  
Mwasa in the  
wake of split

By PHILLIP VAN NIEKERK  
THE Media Workers' Association of South Africa (Mwasa) have elected non-journalists as president and vice-president for the first time, in the wake of the split in the organisation's ranks at the weekend.

Delegates from the Southern Transvaal, Northern Transvaal and Natal regions of the organisation walked out over a move to admit whites as members and to affiliate to the United Democratic Front (UDF). Both groupings are still calling themselves Mwasa.

The northern group did not vote on the white membership issue, on a matter of principle, and walked out of the conference. The southern grouping claims it has a marginally larger membership than the northern regions.

A statement yesterday from the reconstituted Mwasa, consisting largely of the southern grouping, said the changes to the constitution were designed to meet the requirements of an industrial trade union which Mwasa had evolved into

from being a journalists-only body.

They elected as president of the body — to replace Mr Zwelakhe Sisulu, a long-time Mwasa stalwart and a member of the Southern Transvaal region — Mr Mxolisi Fuzile of East London, a non-journalist.

Another non-journalist, Mrs Sandra Nagmaal of Cape Town, was elected vice-president with a journalist, Mr Tyrone August of Johannesburg, national treasurer.

A spokesman for the three northern groupings refused to comment. However, according to reports in the Sowetan newspaper, the issues of not affiliating to the UDF and remaining an exclusively black organisation were "non-negotiable" cornerstones of the organisation.

Joining the UDF was a "betrayal of workers' interests". Black workers had common problems and a need to identify with one another and no whites were members of the working class because they made the laws and were privileged

# UDF urges unity

1/39  
Sowetan  
12/84

THE United Democratic Front (UDF) yesterday called on the Media Workers' Association of South Africa's (Mwasa) two factions to come together and resolve their problems.

Meanwhile the general secretary of the National Union of Mineworkers (Num), Mr Cyril Ramaphosa, said this his union supports the Mwasa group that has rejected white membership and affiliation to the UDF. This group consists of Johannesburg, Durban and Pietersburg members. Mr Ramaphosa said black and white workers have different interests.

In its statement UDF secretary, Mr Popo Molefe, said all the oppressed people of South Africa should unite because "it is when we are armed with unity that we can defeat the government's new dispensation."

"While we welcome the decision by the Border and the Western Cape regions to join us, we are, however, looking forward to a time when Mwasa in its totality will become part of this most significant front since the Congress Alliance."

UDF said this would enable Mwasa to play a historic role in the broad democratic struggle.

The UDF said it learnt with "the deepest regret" that Mwasa had split at their congress held in East London at the weekend on the issues of affiliation to the organisation and on a non-racial position.

UDF urges media men to heal split

By Eugene Saldanha

The United Democratic Front (UDF) has urged the two factions in the Media Workers' Association of South Africa (Mwasa) to reconsider their split "in the interests of unity of the forces of change"

At the Mwasa constitutional congress in East London at the weekend, Southern Transvaal, Natal and Northern Transvaal delegates walked out over a proposal to make it a non-racial UDF affiliate

Those who walked out had earlier refused to vote on the non-racial issue as a "matter of principle" The Border and Western Cape regions then voted that it go non-racial and become a UDF affiliate That mo- Yesterday, the UDF

said the split "could not have come at a worse time than this, when the unity of all freedom and peace-loving people in South Africa is paramount

"It is only when we are armed with our unity that we can defeat the Government's new dispensation

FORWARD

"The UDF looks forward to a time when Mwasa in its totality will be a part of this most significant front since the Congress Alliance"

Mwasa president Mr M J Fuzile (Border) said it had also adopted a constitution which would make it more representative of all media workers

Mrs Sandra Nagmaal (Western Province) was elected deputy president, and Mr Tyrone August (Southern Transvaal) was re-elected treasurer

~~138~~ 138 Trade unions *Heusand*  
10/2/84 Q.61-33  
Dr A L BORAINÉ asked the Minister  
of Manpower

How many trade unions applied between 1 January and 31 December 1983 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) 2
- (b) None
- (c) None
- (d) 4

*Sowetan 1/2/84*

# BULLY TACTICS

**By ALINAH DUBE**  
**A GROUP** of boycotting pupils at the Hofmeyer High School, Atteridgeville, yesterday allegedly assaulted those who wanted to attend lessons and accused them of siding with the authorities. They then ordered them to enter a hall where freedom songs were sung.

Some of the students told The SOWETAN that a group of protesting students arrived at the school as early as 6 30 am yesterday and assembled in the hall. Freedom songs were sung and those who arrived later were ordered to join the boycott.

A female student said "We made it clear that some of us wanted to carry on with lessons but the protesting students reacted angrily saying we sided with the principal and started beating us up. The principal advised us to go home. He said we should come back today."

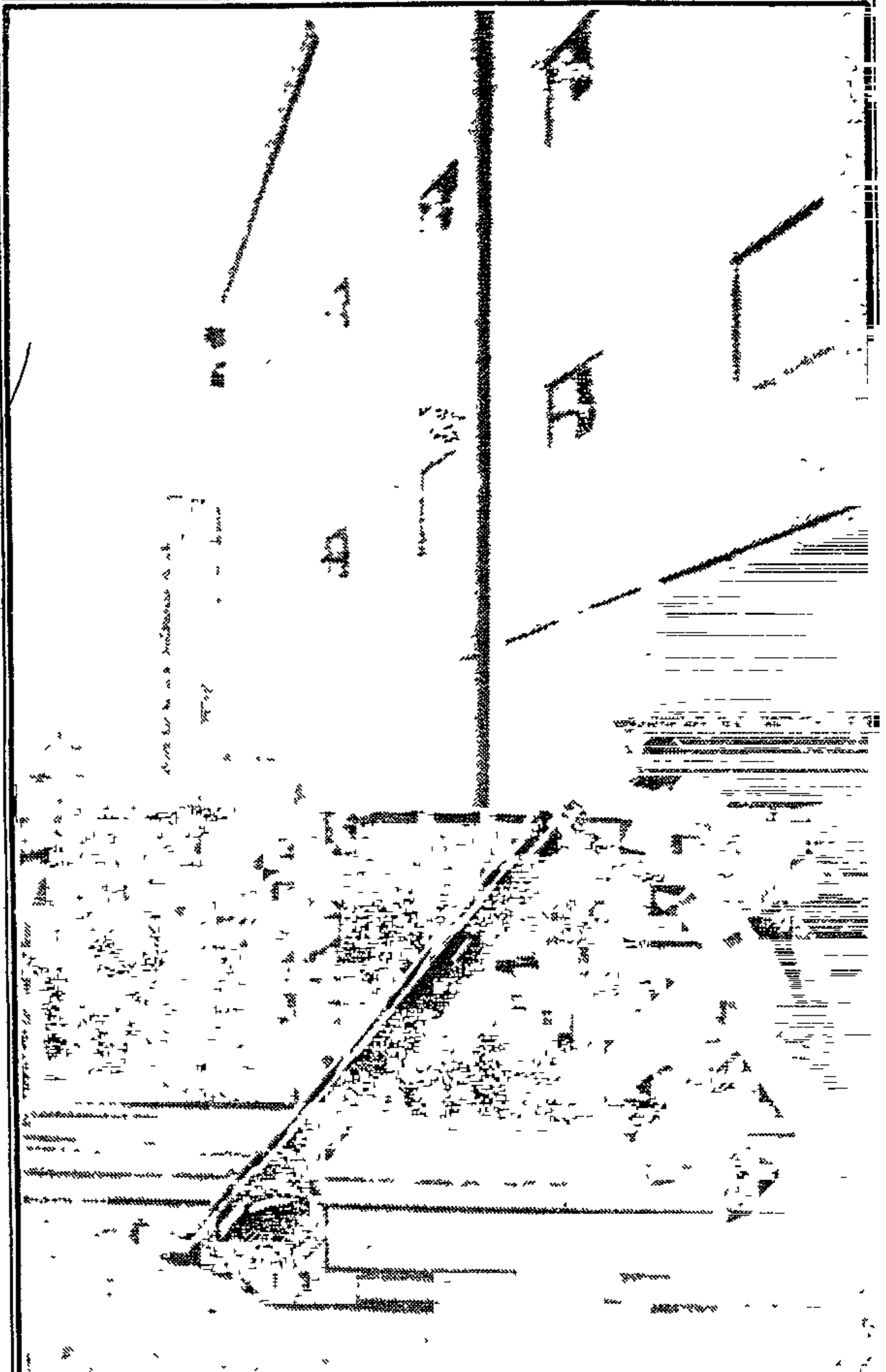
A spokesman for the committee which represents the boycotting students said trouble started when the principal refused to re-admit

about 50 students when schools reopened recently. He said the students were in Standard 9 and ten and were refused re-admission because of the age restriction regulations of the Department of Education and Training (Det).

"We want these students to be accepted because we feel their future will be doomed if they leave school at this level," he said. The spokesman also stated that in their demands they had called for the abolishment of corporal punishment and the right to have a representative student body.

The regional director of Det, Mr J P H Felstead, denied that students had protested against the school's refusal to re-admit their colleagues.

"There should be something more to the situation. They complained that there were no books at the school and that teachers were not doing their work and now, they are wandering the streets. My department is, however, still busy with its investigation," he said.



**THIS STRIKING** photograph by David Goldblatt will be on display at the Wits University History Workshop Open Day which takes place this Saturday. The all-day event is open to the public free of charge, and the focus will be on history from the point of view of the ordinary man.

## PRETORIA STRIKE ENTERS 12TH DAY

**A STRIKE** at the Les Marais company in Pretoria yesterday entered its 12th day with management still refusing to talk to the Commercial Catering and Allied Workers' Union of South Africa (Ccaawusa).

According to a union official, Ms Popi Magongwa, workers went on strike on January 19 after management's refusal to meet their demands for better pay, improved working con-

ditions and their union's recognition.

He said workers demanded a R10 across the board increase. Workers claim they earn R72 per fortnight.

Ms Magongwa said

her union was contemplating taking legal action against the company. "We've already heard that the company has employed new staff in certain posts to replace workers who are

on strike. The union is looking into this," she said.

The manager of the company, a Mr van Zyl, refused to discuss the matter with The SOWETAN.

**THE DEALER THAT PERFORMS AS THE CAR IT SELLS.**

# STRIKERS ARE REPATRIATED

SCORES of sacked migrant labourers have been repatriated to various "homelands" following a strike over wages at CMGM construction company in Soweto yesterday.

The workers, who

come from Lesotho, Lebowa and Transkei, started their strike on Monday after management had refused to give them a R2-per-hour wage increase

Meanwhile about 45 workers, members of the African Allied Workers' Union (AAWU), at Potato King, Johannesburg, yesterday downed tools in protest against the sacking of a colleague

And about 20 migrants employed at Pretoria Coal Company have been ordered to leave the company premises and hostels after they were retrenched. The General Workers' Union representing them is considering taking legal action

The workers at CMGM were divided over wage demands — some accepted management's stance that they will get no increase while others insisted on their demands

When it seemed imminent that there would be a confrontation between the two factions, management called police to the scene, but nobody was arrested, according to the company's manager, Mr R J Schultz

The workers were given all their benefits, but refused management's offer to transport them to their homes. They said that they will use their own transport home. "After all the company did not fetch us from our homes," the workers said

The workers told The SOWETAN that they were promised R1,10 an hour pay and were

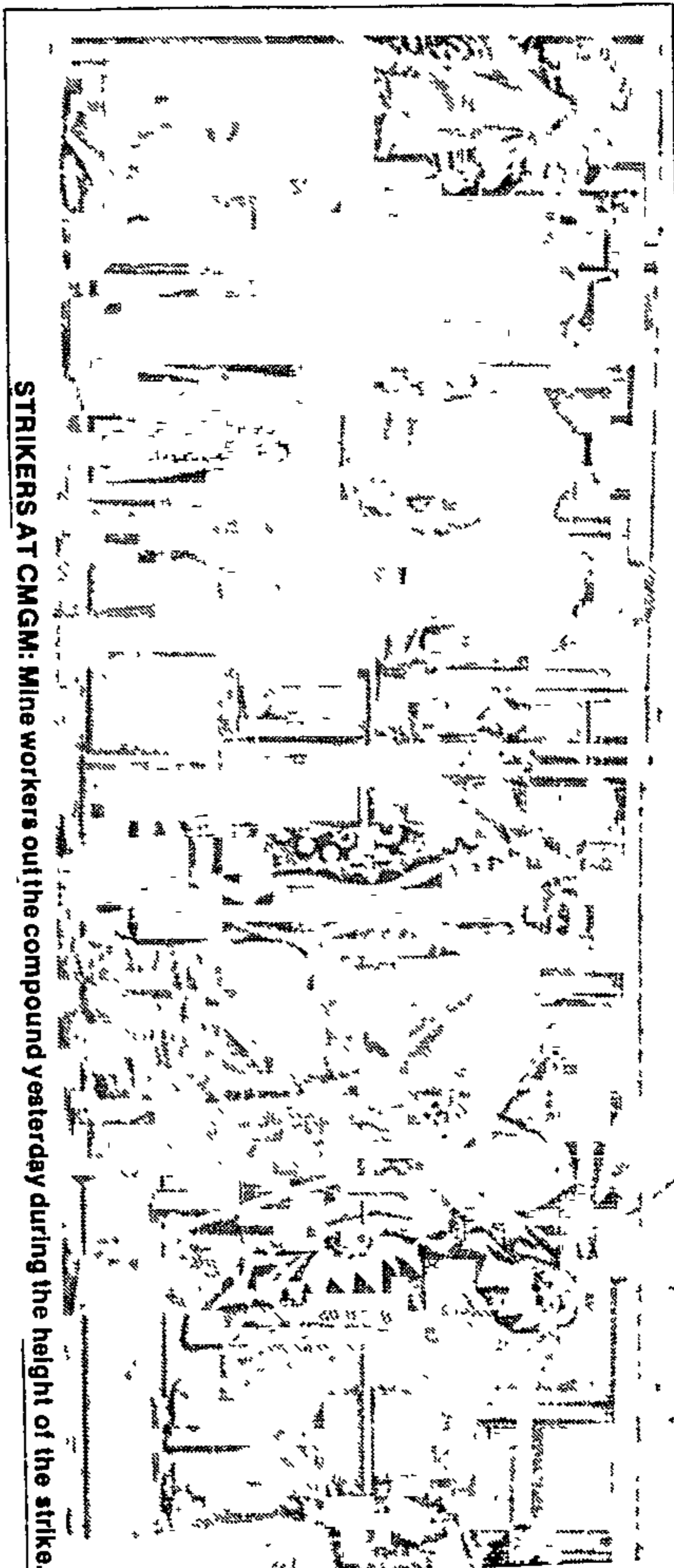
SOWETAN Reporter

"shocked" when they found that they were in fact paid 85 cents per hour. They also complained of being dismissed without notice

Mr Schultz said it was unfortunate that some of the labour force did not accept the settlement offer following discussions between management and work-

The coal company's director, Mr J Dreyer, said that the company was forced to retrench workers because of the country's economic situation. "We could have dismissed them earlier but we delayed the exercise," he added

Potato King management was not available for comment



STRIKERS AT CMGM: Mine workers out the compound yesterday during the height of the strike.

SOWETAN, Friday, February 3, 1984

139  
Sowetan  
102

3/2/84  
ers

# Lion (139) strikes up a union <sup>Stu</sup> agreement <sup>3/2/84</sup>

Labour Reporter

After less than a month of negotiations, the General Workers' Union of South Africa yesterday signed a recognition agreement with the Lion Match Company

The agreement covers the union's 220 members in the company's Rosslyn plant

A joint statement released yesterday said negotiations were conducted in a cordial manner and both parties expected worthwhile discussions in future

The agreement covers the establishment of a shop steward committee, and draws up guidelines for grievances, appeals and dispute procedures. A disciplinary code has also been set out

## BARRED

In Sebokeng a meeting of 2 500 members of the Steel, Engineering, and Allied Workers' Union which was scheduled for the weekend was postponed after members were barred from entering the Mphaplalatsane community hall

Instructions to prevent the workers from holding the meeting allegedly came from the Vaal Triangle Administration Board

"The caretaker told us the reason was to stop any talk of strikes similar to the AECL strike," said a union spokesman



## FEEDING THE HUNGRY

The battle against hunger gained a new dimension last week with the launch in Johannesburg of a "Food Bank" to be run by Operation Hunger, a non-profit organisation. Business houses — especially cafés, restaurants, supermarkets and chain stores, as well as wholesalers and manufacturers — are being asked to donate food surpluses which could otherwise go to waste.

The bank will distribute the food donations to the needy — particularly in drought-stricken rural areas.

Ina Perlman, director of Operation Hunger, points out that parts of the country are still drought-stricken despite recent rains. In some areas people have not even been able to grow crops and the threat of hunger remains.

It has been estimated that some 2,9m SA children under the age of 15 suffer from food deficiency diseases or mal-

nutrition. Millions of others don't have enough to eat, says Perlman.

Mervyn King, director of Checkers and Metro Cash & Carry, who chaired the meeting at which the Food Bank was launched last Thursday, says food is being solicited from production, manufacturing, wholesaling and retailing food organisations.

"Mislabelled products, dented cans, broken cases, and wrong sized produce, fruit, vegetables, damaged cartons or bales and bags, products with an expired 'sell by' date but still within the safety period, are all unsaleable. They therefore have little commercial value but are still edible," he says.

Such items would be of considerable value to the Food Bank. The bank will collect them from donors for distribution to the appropriate welfare organisations.



Food Bank's King ... asking for help

## UNIONS

### Mwasa's split

A doctrinaire stand against opening membership of the all black Media Workers Association of South Africa (Mwasa) has split the union into two factions. The split, expected since the western Cape branch affiliated to the non-racial United Democratic Front (UDF), burst into the open at Mwasa's congress in East London at the weekend.

The western Cape region was supported by the Border region in arguing that the union should open its ranks to whites, and in refusing to back down over its affiliation

to the UDF.

The southern Transvaal region, which recently decided that its "black consciousness stand is non-negotiable," was supported by Natal and northern Transvaal in rejecting the proposal to admit whites.

The *FM* understands that when the western Cape and Border regions called for the issue to be put to a vote, Transvaal and Natal refused. Subsequently some delegates, followed by the national executive, walked out.

Later they issued a statement calling on the western Cape and Border regions to either form a new organisation of their own or join the mixed Southern Africa Society of Journalists or the SA Typographical

Union.

Natal and Transvaal regions say Mwasa is based on the philosophy of black consciousness and that there is no need to open ranks to whites.

## TUCSA

### More unions resign

Three more unions have resigned from the Trade Union Council of SA (Tucsa), in the wake of the three that disaffiliated last year. This time, ideology is not at stake — money seems to be the major issue.

The SA Footplate Staff Association (Safsa) and the Concession Stores and Allied Trades Assistants' Union (CSATAU) will leave Tucsa at the end of this month while the SA Woodworkers' Union left at the end of January. All three say an increase in affiliation fees — from 5c to 8c a member — was a factor which influenced their decisions.

The unions say they have a combined membership of 16 200. Safsa is by far the largest with 9 600 members. Tiny CSATAU claims a membership of 600, while the Woodworkers' Union says it has 6 000. Tucsa disputes the figures, although it acknowledges that it only has records of paid-up membership, not actual membership, and these date back to December 1982. On this basis Tucsa says the unions have membership of 9 810, 370, and 1 789 respectively. In total, it says they have a combined membership of 11 969.

Last year the SA Boilermakers' Society (SABS), the Witwatersrand Liquor and Catering Trade Employees Union, and the Witwatersrand Tearoom, Restaurant and Catering Trade Employees Union left the



Tucsa's Van Tonder ... a matter of affiliation fees

Source from (2151) (34) (31) (139)

# Retrenched 20 left stranded

ABOUT 20 migrant workers at a Pretoria coal company have been left stranded after they were ordered to leave the company's hostels following their retrenchment last week.



**Retrenched**

The organiser/secretary of the General Workers' Union of South Africa (GWUSA), Mr Joseph Oliphant, told The SOWETAN yesterday that he had pleaded with management to allow them to stay on the premises until they found alternative accommodation.

"We are unhappy with the way management treated the workers because these people come from the so-called homelands and they have no relatives in the area," Mr Oliphant said. He said that the union had earlier held talks with the management concerning their dismissal and for recognition of the union. The company has a workforce of about 100 people and the union represented almost all of them.

By JOSHUA RABOROKO

"The management did not tell us about its intention to retrench workers. We were shocked when workers came and told us that their services had been terminated with immediate effect," Mr Oliphant said.

The union approached management on the issue but they were given "a cold shoulder," he said. The company's director, Mr J Dreyer, said that they had no option but to retrench the workers because "we do not just have jobs for them anymore."



**BOPHUTHATSWANA President Mangope**

## Cusa attacks Labour Bill

to take effect next month bars "foreign" unions from operating in the homeland. It also prevents shop stewards or union representatives from being members of foreign unions and specifies that unions organising in Bophuthatswana have to have their base in the homeland.

Cusa members daily cross the so-called borders to work in South Africa and return to Bophuthatswana to sleep at night.

"We have constantly maintained that this change will be opposed whenever and wherever we encounter it." In a stronger warning to employers and, in particular, multinationals, Cusa states it is prepared to fight the banning of "foreign" unions at every local and international forum.

"We call upon employers to state immediately what their views on the matter are." The council also expresses its support for members of the National Union of Mineworkers employed by Union Carbide in Bophuthatswana. About 300 workers at Union Carbide went on a three-day strike last week over wage grievances coupled with the introduction of the new legislation.

THE Council of Unions of South Africa, representing the combined membership of 11 unions, has challenged the Bophuthatswana Government over its new labour legislation. In a statement released yesterday, Cusa says it will not become the "victim" of a "Bophuthatswana regime and its misguided labour advisers."

The Bophuthatswana Industrial Conciliation Bill, which is expected

**A SUPERMARKET** price war has started following the GST increase as the big retail chains cut prices on basic commodities. Consumers are actually paying less for basics such as bread and milk in spite of the GST increase from six to seven percent. Mr Raymond Ackerman, chairman of Pick 'n Pay, said consumers were scoring in the short term although in the long term they would have to pay for the higher GST. When the Government announced 100

### Bid to

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**R60 000**

ENTER THE PEP/VW COMPETITION  
NOW! ENTRY FORMS AVAILABLE  
AT ALL PEP STORES

# LOW PRICES FOR THE PEOPLE!

**KITCHEN SWABS**

~~SECRET~~  
Staff strike  
at Southern  
Sun hotels

Labour Correspondent

WORKERS at four main Southern Sun hotels in the Johannesburg area — including the newly-opened Sandton Sun — struck yesterday in protest at the dismissal of a worker and in support of other demands, a Commercial, Catering and Allied Workers' Union spokesman has announced. The other three hotels affected were the Landrost, Rand International and Sunnyside Park, he said.

Late yesterday, however, a union spokesman said management had agreed to reinstate the dismissed worker and it appeared strikers would now decide to return to work.

According to the union, about 800 workers at the four hotels — their entire black work force — joined the strike.

Attempts to contact Southern Sun managing director Mr Peter Bacon for comment yesterday were unsuccessful. A source at Mr Bacon's office said "nothing has been made public yet" on the strike.

The union's spokesman said that, besides the dismissal, workers had been angered by alleged racial discrimination at the hotels, in particular the Sandton Sun.

"They allege that there is a junior and senior canteen and that the junior one is in effect meant for blacks and the senior one for whites."

CAPE TOWN 2/2/84

UDF (139)

## welcomes Mwasa

Labour Reporter

THE United Democratic Front has welcomed the "majority decisions" of the Media Workers' Association of South Africa (Mwasa) at its conference last weekend to open its ranks to whites and to affiliate to the UDF

The decisions led to a split when delegates from the Southern and Northern Transvaal and Natal regions walked out in protest

Mwasa is now divided into two groups, the Northern group and a Southern group consisting of the Border and Cape Town regions

The Northern group has described affiliation to the UDF as a "betrayal of workers' interests" and has reportedly rejected white membership on the grounds that whites are not working class because they make the laws and are privileged

### 'Racial unionism'

In a statement this week Mr Terror Lekota, the UDF publicity secretary, said that in adopting non-racialism, Mwasa had joined the struggle against "Tucsa-type racial unionism"

In joining the UDF it was taking its place alongside 600 other affiliates in the battle against the "so-called new deal"

But it was regrettable that these decisions had led to a section of black media workers pulling out of Mwasa at a time when working-class unity was "extremely urgent"

By Carolyn Dempster,  
Labour Reporter

281 (152) 139

Star 'Sun' hotels  
4/2/84  
disrupted

Co-ordinated stoppages by 900 black staff members at four Southern Sun hotels in Johannesburg brought operations virtually to a halt at 7 am yesterday.

## by stoppages

Hotels affected by the strike were the Landdrost, Rand International, Sandton Sun and Sunnyside Park.

Grievances set out by the workers included unhygienic canteen conditions, with canteens allegedly located next to the toilets, the dismissal of a colleague at the Landdrost, discriminatory and "bossy" man-

agement attitudes and the designation of "junior" and "senior" canteens at the Sandton Sun which has five-star deluxe status

Shop stewards and representatives of the Commercial, Catering and Allied Workers' Union met with Southern Sun management during the day

in an attempt to resolve the grievances

By 4 pm yesterday afternoon the strikers had returned to work following the reinstatement of the staff member concerned, with an assurance by management that the grievances will be discussed this week

"The discussions ended on a friendly note. On the whole we have a very good relationship with the union," said Mr B Corte, Southern Sun's group operations director

Mr Corte confirmed that the running of the hotels had been disrupted by the stoppage. Southern Sun does not have an agreement with the union

# Masango: A man with 'spirit feel'

# UDF WELCOMES ALL-RACE MWASA



#139  
C. P. P. 139  
De M...  
12/84

**THE UNITED Democratic Front has declared its readiness to accept the Media Workers' Association of SA (Mwasa) into its fold following the union's controversial decision to open its ranks to all races.**

Mwasa's decision — which split the union down the middle at a special congress in East London at the weekend — has also sparked off a battle in the two camps over who actually constitutes the media worker's union

Technically, the "southern" grouping of Western Cape, Eastern Cape and Border delegates form Mwasa, as they stayed behind when Transvaal, Northern Transvaal and Natal walked out in protest at the call to open Mwasa to all races, and affiliate to the United Democratic

## BY MONO BADELA

Front But the Mwasa regions who walked out have described those who remained behind as "renegades" and urged them to join either the SA Society of Journalists or the SA Typographical Union

Mwasa has elected Border member Mxolisi "MJ" Fuzile as president and is due to meet in Port Elizabeth in March to amend its constitution where necessary

Explaining Mwasa's stand on the issue, Mr Fuzile said in a statement.

"In keeping with its new industrial nature, Mwasa decided to open its membership to all workers in the affected industries after previously restricting it to blacks only

"The union is disturbed at the withdrawal from its congress of the delegates

## New Mwasa president "MJ" Fuzile.

from Southern Transvaal, Northern Transvaal and Natal

"Mwasa is still in operation and is open to consultation with the three regions"

The UDF has already declared it is ready to receive Mwasa in its fold

UDF publicity secretary "Terror" Lekota told City Press "We wholeheartedly welcome the Mwasa decision. In going non-racial, Mwasa has joined the struggle against the Tucs-type racial delimitation for trade unions"

Mr Lekota said it was

"lamentable" that Mwasa had split on such a crucial issue "at a time when the forces of change are intensifying their opposition to the Government's 'new deal'"

Border UDF president Steve Tshwete — who was at the Mwasa congress when the "disident" northern members walked out — described the move as a progressive one

Other organisations to welcome the move include the SA Allied Workers' Union — members of which sang freedom songs at the

congress when the "all-race" decision was taken — as well as the General and Allied Workers' Union, PE Youth Congress, Soweto Youth Congress, Azanian Students' Organisation and the Congress of SA Students.

## Words...

BOP Manpower Minister Rowan Cronje, a former member of Ian Smith's Rhodesian Front Cabinet, has apparently changed his tune about trade unions

The homeland's recent ban on SA-based trade unions is in glaring contrast with Mr Cronje's utterances at a conference of the Institute of Personnel Management last year

He said at the time "Many people regard trade unions as a monster I believe that a trade union is an essential and a most important part in the process of industrial stability and sound relationships"

In grand fashion he continued "In the field of industrial relations the obvious objective ultimately is industrial peace and harmony However, if 'peace' means to an employer a humble, docile labour force, peace could never be a possibility"

Mr Cronje said that Bop's new industrial relations legislation would "actively encourage and assist with the establishment and training of these unions"

Trade unionists might be wondering if he rather meant "assisting in the neutralising and taming" of these unions

gime and its misguided advances"

The Cusa statement also warned the giant multinational Union Carbide, which owns a number of mines in the homeland - including Ucar, which is refusing to grant NUM recognition - that it was "prepared to raise the issue at every local and international forum"

Cusa also alleged that the Bophuthatswana government had come to a deal with the white mine-workers of the Mine-work's Union, and warned that this would sow the seeds of discord and suffering among workers

It also slammed Mr Cronje for his "pious and sanctimonious utterances" in supporting the homeland ban

"For some time now we have been expecting the so-called government of Bophuthatswana to take this action," said Cusa

"Many of our members daily cross the road to work in so-called Bophuthatswana. Cusa has constantly maintained that this charade will

# Don't come back, Ford boss told

~~5/2/84~~ ~~(CUSA)~~ ~~(139)~~  
EASTERN Cape trade union leaders in the motor industry slammed the recent visit of Ford's World-wide Chief Executive Officer Mr Phillip Caldwell of America to Port Elizabeth

C. Per 5/2/84

By MONO BADELA

described this as surprising

"We believe there are principles which are basic to labour relations all over the world This includes consultation with trade unions before workers are retrenched," he said

"Mr Caldwell's statement amounts to divorcing Ford's headquarters from labour issues at its subsidiaries"

The National Automobile and Allied Workers' Union (Naawu) and the Motor Assemblers' and Component Workers' Union (Macwusa) said they were not informed of his visit and also condemned the remarks he made

Mr Caldwell told reporters Ford could not manage labour affairs from 9 000 kms away, and left these with Ford management in South Africa Naawu regional secretary Les Kettledas

## Ticket inspector 'told me to strip'

BY BENITO PHILLIPS

A RAILWAYS ticket controller ordered a 14-year-old to strip and then assaulted her after querying her train ticket, an East London magistrate heard this week

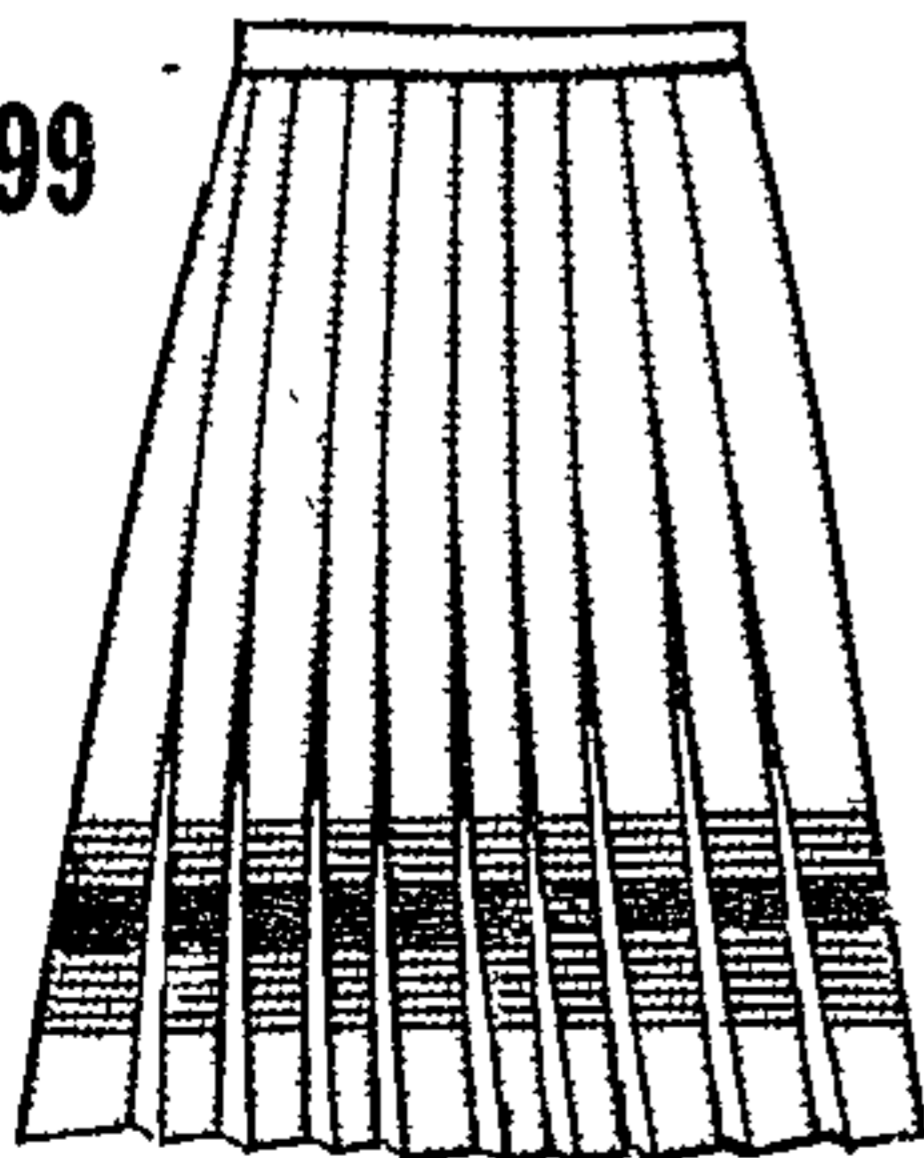
The controller, Carl Albertus van Rensburg, was fined R300 or 50 days for indecent assault

The girl told the court she had been taken into a second-class compartment by the controller, who said he wanted to speak to her about her ticket

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# The Mwasa Split

THE Media Workers Association of South Africa (Mwasa) on January 28 split with two sectors emerging - the northerners consisting of the Southern, Northern and Natal regions of Mwasa, and the Southerners consisting of the Western Cape, Port Elizabeth and East London regions of the organisation.

There have been numerous allegations and counter allegations made by both sectors. The SOWETAN has requested spokespersons of the two to motivate for the two stands. Chairman of the Southern Transvaal Sam Mabe wrote for the Northerners while Aneez Salie, Western Cape former vice-president, wrote for the Southerners.

TWO issues have been highlighted in the media this week as the cause of the split in the Media Workers' Association of South Africa, namely disagreement about non-racialism and affiliation to the United Democratic Front.

This is not so. The major cause of the split was differences in perception of the principles of democratic trade unionism.

To illustrate this, we need to look at Mwasa's history.

In 1980 a group of journalists, all members of the Writers Association of South Africa (Wasa) met in Langa in Cape Town and decided the days of elitist organisations were over.

All of us accepted that the times demanded that the journalists-only Wasa broaden its base to include workers in the media, printing, packaging and allied industries. We were required to transform from a craft union to an industrial one.

Thus Mwasa was born. But there was a very vital qualification

# Differences in perception

ANEEZ SALIE

We decided that the journalists had no right to rewrite the constitution or decide alone on policy for Mwasa. Democracy demanded that we first organise the affected industries and once the membership was there, they would decide on a new constitution and policy.

For this reason we amended two clauses only at Langa, one to broaden our base and the other to change our name.

Everything else was to be left to the new, vastly increased membership to decide on at a much later date.

And thus we gathered in East London last weekend, having organised sufficiently in cer-

tain regions and having a substantially bigger membership, for the workers themselves to decide on a new constitution and policy.

This was very nearly not to be. What we found was that while we in the Western Cape had arrived with democratically elected representatives of the workers, other regions, notably Southern Transvaal, arrived with a journalist-dominated delegation filled with personalities and people without constituencies.

Southern Transvaal delegate and Azapo vice-president, Saths Cooper was one of the region's main spokespersons. We cannot, by any stretch of the imagination, understand what qualifies Cooper for membership of Mwasa - he is not a media, printing, packaging or allied worker.

Also, several Transvaal journalists at congress have not been active in Mwasa for some

years. Yet they were resurrected and brought to our most crucial congress as genuine representatives of the workers.

The tiny Far Northern Transvaal region has been inactive since January 1981 when its chairperson, Mathata Tsedu was banned. The region was put under the caretakership of Southern Transvaal which was required to revive it and to report to the National Council (our supreme decision making body between congresses).

Only once the council was satisfied that the region had been revived, could it take its rightful place among the other regions.

This was not done and Far Northern Transvaal was unilaterally revived.

As recently as a month before congress it was reported, in black and white, that Far Northern Transvaal had a mere 20 members, most of whom were

freelance journalists. So much for that "region".

Natal, we were told by its national vice-president, had decided that its delegates at congress would have a free vote on the black issue.

Yet the leadership of the delegation told congress that Natal's mandate was for it to refuse to vote and to withdraw if the vote went against them.

What all of this boiled down to was that while we had expected to find a situation at the East London congress where we could comply with the Langa decision to organise the industry and then to let the new membership decide on the constitution and policy, some regions had had other ideas.

The northern regions had come along with unrepresentative delegates who were armed with an ultimatum that made it impossible for democracy to prevail.

What they were say-

ing, in short, was that they would refuse to vote on the two issues but if the vote went against their Black Consciousness thinking, they would withdraw - a non-negotiable ultimatum.

It was a question of representative delegates against personalities, of journalist control versus worker control.

It was this difference in perception and reality that led to such a heated congress, that led to workers from the Western Cape being ridiculed and openly laughed at by journalists from Transvaal.

And it was this that led to the split.

Those who walked out were saying, in effect, that the hundreds of workers who have been organised can join the union and become the majority, completely rewrite its constitution but dare not change its policy, a policy formulated a decade ago in the absence of the workers.

Their position now and their attitude at congress raises serious questions about their intentions when they fought for Wasa to be changed to Mwasa in 1980.

Were they genuinely interested in advancing the workers' cause or were they merely looking for a power-base?

Do they see Mwasa as an organ which can further the struggle of the media, printing, packaging and allied workers in particular and the struggle in general, or is the union perceived as a powerful tool in their hands?

Judging by their actions, we are forced to presume it is the latter.

Meanwhile, the southern regions of Mwasa, with their two-thirds majority at congress completed its business after the walkout.

We now have a new constitution designed to meet the needs of a broadly-based industrial union and have dispensed with the Wasa constitution which was suitable for a craft union only.

And having left behind Wasa and its constitution we have also left behind those who still think in Wasa terms.

THE Natal, Southern Transvaal and Far Northern Transvaal regions of the Media Workers' Association of South Africa (Mwasa) walked out of a special constitutional congress of the union held in East London on January 28.

The reasons for the walk-out were clearly stated, but for one reason or another, the reasons are being twisted and distorted. Just for the record, we, the members of the Southern Transvaal wish to state our case again.

The issue of keeping the membership of Mwasa black and that of affiliation to the United Democratic Front (UDF) are intertwined. When you discuss the one you must have the other at the back of your mind.

Immediately you get the union to affiliate to either the UDF or the National Forum, you alienate members who do not support one or the other of the two bodies.

It should therefore be obvious to anybody interested in the union's unity to be neutral as far as this issue is concerned. Workers qualify to be Mwasa members because they are employed in the media and allied industries, not because of their political beliefs.

We have therefore left it open for every member to feel free to belong to political organisations of their choice, be it Inkatha, Makgotla, UDF, NF or whatever, as long as they don't drag Mwasa into it.

The union has a lineage stretching from the Union of Black Journalists to the Writers' Association of South Africa. It is not accidental that those unions opted for an exclusively black membership.

First, we were disillusioned with multi-racial unions and after a careful analysis, decided that we had to form a union



SAM MABE

of black journalists.

We felt that black journalists had problems peculiar to them, they were at the bottom of the heap, getting the lowest pay, stagnating in their jobs, but at the same time staying aloof from the suffering and oppression of their fellow blacks.

It was after this analysis that they came up with the slogan 'We are black before we are journalists'.

The logical consequence of that position was to realise that in the very newspaper offices where we worked, there were fellow workers who were equally, if not more exploited, than we were.

It was with this as a motive that the Writers' Association of South Africa was transformed into the Media Workers' Association, now catering for the interests of all black workers in the media, communications and allied industries.

We are now saying that the battle of the black journalist cannot be separated from that of the black cleaner,

# Unity among blacks is necessary before one can talk of unity with whites

nightwatchman or messenger in the newspaper offices.

We repeat blacks are at the bottom of the heap and it is only when the people at the bottom of the heap flex their muscle that the structure on their shoulders will come crumbling down.

What does this position mean in terms of unity? Even people who believe in multi-racialism will concede that unity among blacks is necessary before one can start talking of unity with whites.

If we keep the membership of the union black, we cater for both those who believe in multi-racial politics as well as those who believe in a struggle of blacks against whites. For shop floor problems, we will act together within the union.

For matters outside the shop floor, the individual members will decide on the political or civic organisation they want to belong to.

It is not necessary to spell out the consequences of opening membership to whites. It is, it was, the surest way of splitting the union into two.

And what for for the sake of two or three liberal whites who want to condescend to join us. And you don't have to be a mathematical genius to realise that a handful of white liberals are not worth more than half the present mem-

bership of Mwasa.

And if these whites are as radical as they are said to be, they would advise their champions that they are not worth that much. If they do not give this advice, that is yet another reason for saying they should be kept out of Mwasa.

The only reason that was advanced at our congress for allowing whites to join Mwasa was that workers have no colour. This is utter rubbish. We would like all workers to be colourless, but at the moment, they are not.

The structure in this country is that there are black and white workers and this has far-reaching consequences that cannot be glossed over by pretending that we are non-racial.

We all believe in non-racialism and we are striving for it in this country, but how it is to be achieved is a different matter. No organisation or group in the country is non-racial. Some are living in a dream world where they believe they are already non-racial.

The conditions that led to the creation of a blacks only union, were the privileged position of whites, including our white colleagues in the profession.

Those conditions have not changed. Whites are still better paid, get faster promotion and are generally better off than the black workers.

We cannot imagine ourselves as already having the same rights and privileges as whites. We are not oblivious of black suffering and the discrimination against us on the shop floor.

We are pragmatic. We have the interests of every black worker at heart. We are the black workers and we in the Southern Transvaal believe that the duty of the congress was to create a structure that would give every one of our members, from the man who sweeps the floor to the journalist, a greater say in the running of this union.

We had in principle agreed to such a structure in Cape Town last October. We may add also that in Cape Town and East London, it was asserted that leadership

of Mwasa must stop being in journalist ranks.







We agree to that, and we believe that more cleaners, drivers, clerks etc, will emerge to lead the organisation and what will emerge will not be a journalist or other leadership, but simply Mwasa leadership.

The allegations in East London that we are elitist is therefore, unfounded.

We stand on the two principles that are the foundation of unity in Mwasa. Membership is open to only black workers in the media, communications and allied industries, and non-affiliation to any political grouping.

We are still trying to fathom the motives of the renegades.

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## 20 lose lives as township crime shoots up

By Jon Qwelane

Violent crime in the townships shot up steeply at the weekend when 20 people lost their lives in stabbings and shootings.

Five of the victims were shot in what police believe were revenge murders linked to the faction-fighting which seems to be on the increase.

Two men, both aged 30, were found dead at Nancefield hostel with bullet wounds in their chests. Another man was found shot dead in his room at Jabulani hostel.

The divisional head of the Soweto CID, Brigadier J J Viktor, said a 29-year-old man, also a victim of the Zulu faction-war, was shot in the neck as he walked down a street in Dlamini township.

### STAB WOUNDS

The man died while he was being taken to Baragwanath Hospital.

Brigadier Viktor said the body of a 28-year-old woman was found with stab wounds in Eldorado Park. The woman's throat was slit and police suspect she was raped before she was killed.

Two children were among 11 people raped at the weekend. A man in Meadowlands asked a woman to send her two-year-old daughter to his house and when the toddler returned she was bleeding profusely indicating sexual assault. Police are searching for the man.

At Orlando East a man allegedly lured an 11-year-old girl to his house and threatened to stab her with a pair of scissors. He then raped her, police were told.

### LIQUOR SQUAD

Thirteen cases of robbery were reported and

## Faithful domestic has no income after 35 years' service

By Maud Motanyane

Mrs Sara Fume is old, sick and frail. For 35 years she served a couple in Fairmount, Johannesburg, as a domestic worker. Now, at the age of 69, she is out in the cold with no income and no pension.

She was young and energetic when she started working as a domestic in 1948. Her employers were young business people.

She cooked their meals and helped to bring up their three children and seven grandchildren. She also helped them move from suburb to suburb in search of better business opportunities.

From Observatory to Germiston, to Cyrildene and Fairmount, she was there with them.

As a live-in servant she spent most of her time with her employers, visiting her own three children and husband only at weekends.

"I spent half of my life with them and most of those years were pleasant," Mrs Fume says.

The relationship turned sour when she gave up her job after being in hospital for two weeks in June last year.

Bound by no legal agreement, Mrs Fume's employer had not provided for her retirement. She had saved no money from her meagre salary which was R100 a month at the end.

Mrs Fume's case is an example of what many domestic workers experience when they reach the end of their working lives.

Employers of domestic workers are not legally bound to provide pension benefits for their employees. They have to struggle to make ends meet, often depending on the R57 bi-monthly pension provided by the State.



After 35 years of work as a domestic, Mrs Sara Fume (69) has no source of income. Her employer did not provide for her old age.

Concerned employers should save for their domestics' retirement, says Mrs Leah Tutu of the Domestic Workers and Employer Project (DWEPE).

"I've seen a lot of Mrs Fumes during my years in DWEPE and they cannot be left to survive on the State pension."

Mrs Tutu for the past seven years has been fighting for the rights of domestic workers, including compulsory pension benefits. She says the State pension is far too

small to meet today's high cost of living.

The following options are open to employers who are interested in saving for their domestics.

● The Natal Building Society's retirement scheme which is open to domestic workers up to age of 55. Domestics or their employers can subscribe to this scheme, paying premiums from R5 upwards over 10 or 20 years.

● Employers can contribute to a fund which would give their dom-

estic workers a lump sum at retirement. Contributions are a set amount every month for up to 30 years and the bulk payment at retirement would depend on the amount contributed.

● The Domestic Worker's Pension Fund is a retirement scheme which was initiated by TV personality Donna Wurzel three years ago. Domestic workers up to the age of 60 can join.

Information on retirement schemes for domestic workers is obtainable from DWEPE on 29-9259.

## Appointments

The following people have been appointed in senior posts at the Human Sciences Research Council with effect from 1 January 1984.

## Carletonville dog licence fees jump

## Unions barred, claim

THREE black trade unions have claimed that they have been barred from using church buildings and a community hall to hold meetings in the Vaal complex.

The unions, the Engineering and Allied Workers' Union, the Steel and Engineering Workers' Union and the South African Chemical Workers' Union, see the move as a government/employer onslaught on unions in the area.

The ban on the union is a sequel to a directive from the Oranje-Vaal Administration Board.

The board earlier circulated letters to priests informing them that if they continued to allow non-church activities in their churches, then their leasehold will be withdrawn.

This ban, which affected organisations such as Azapo, UDF, Vaal Civic Association, students movements and other organisations, has caused anger.

In a joint statement yesterday the unions said that they were "disappointed with the action by the administration board" and demand an explanation from the town council.

*Sunder 9/2-184*

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*114*

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**BLACK TAXATION** ~~(384)~~

## **Urgent union call** ~~(148)~~ F m 10/2/84

In a significant move, trade unions representing 300 000 workers have banded together to call on government to delay the implementation of the new equal taxation system for blacks and whites. The "harmonisation" of tax is due to come into effect on March 1.

The unions and union federations behind the call are the Federation of SA Trade Unions, the Council of Unions of SA, the Orange-Vaal General Workers' Union, the General Workers' Union of SA, the SA Allied Workers' Union, the Motor Assembly Component Workers' Union of SA and the General and Allied Workers Union.

"We have seriously considered the implications of the new tax system," their joint statement says. "We urgently call on the State, in the short term, to delay the implementation of the system and in the medium term to seriously withdraw the implementation until a just and equitable method is found which will not have the devastating effect as the present system on working incomes."

The unions say they reject the new system for the following reasons:

- It perpetuates the inequities of the apartheid system of taxation without representation,
- It discriminates against married women,
- It places further burdens on migrant workers who may have to pay taxes in SA and also in their own countries, and
- It places intolerable burdens on workers originating from the homelands who have to pay additional levies in such area.

Addressing themselves to employers, the unions say "We call on employers to lend their protest and delay implementation of this system. We know that the State is not geared to respond to the tremendous administration which will be required to handle implementation."

The unions say they agree that an integrated tax system which benefits all workers should be looked into on condition that it is a just and equitable system.

# East Cape maids

still underpaid,

# Dwasa maintains

Weekend Post Reporter

**DESPITE** salary improvements, domestic workers in the East Cape are still underpaid, said Mrs Pat Maqina, secretary of the Domestic Workers Association of South Africa (Dwasa)

Referring to the minimum salary structure devised by Dwasa for 1984, Mrs Maqina said the average salary for domestic workers was only R70 a month, which was a long way off from the R110 a month which Dwasa recommended

It was also disconcerting, she said, that very few people acknowledged Dwasa, which was trying to increase the lines of communication between domestic worker and employer and to inform a largely uninformed workforce that it was entitled to rights

This was because employers were either not prepared to pay the minimum salary or because they felt Dwasa constituted a threat to them, she said

Out of the 45 000 households in Port Elizabeth only 1 600 domestic workers belonged to Dwasa, said Mrs Maqina. Agreements drawn up between employer and employee by Dwasa could only benefit both parties she added

Salaries recommended by Dwasa were as follows.

- R110 for a sleep in or sleep out maid
- R10 a day for a full-day char
- R5 a day for a half-day char
- Maids who were paid by the hour should receive a minimum of R2,50 an hour and this was also recommended for overtime rates
- Bus fares were to be paid separately and could average about R2,90 a week but this could vary depending on how far out of town the employee lived
- Meals should also be provided

Mrs Maqina said full-time domestic workers were expected to work eight hours a day. Thereafter, overtime rates should be paid

Dwasa had appealed to the Minister of Manpower to investigate the plight of domestic workers in 1981 and a reply in

1982 indicated that the matter was being looked into. But since then there had been no further news, said Mrs Maqina

Dwasa estimated that the actual household subsistence level (HSL) which included the cost of a low-cost, balanced diet, clothing, food, fuel, accommodation and other essentials for a family of three at present added up to R353 a month

In many cases, said Mrs Maqina, the domestic worker was the sole breadwinner in the family and was not able to survive on a salary of R70 a month. Many employers refused to accept this and they exploited domestics by making them work long hours, firing them without giving them notice and not providing for their old age by paying into a pension fund

Mrs Maqina highlighted some of the problems which domestic workers encountered. Firstly there was the communication problem where employers did not explain to their maids what was expected of them or how to do a certain chore and then turned on them when things were not done properly

Another problem was that employers, too, easily fell into the trap of accusing their maids of stealing items which they had misplaced and often threatening to call the police

This destroyed the maids security and her spirit, specially when the employer was in the wrong and did not even bother to apologise, said Mrs Maqina

Employers also made the mistake of giving the maid food they no longer saw fit to eat and of trying to give the maid old clothes instead of money

Uniforms should also not be given as Christmas presents, for domestic workers should be compared with nurses who were expected to look presentable. The morale of the maid could be lifted if she was given a decent uniform and shoes which fitted properly, she added

Domestic workers should also be allowed time for meal breaks and the number of working days should be constant, she said

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~~139~~

Wk. End Post 11/2/84

By BESSIE BOWER

EYEBROWS may have been raised when this advertisement appeared recently

But R60 a month for a domestic worker is the rule rather than the exception, Weekend Post enquiries reveal

Many Port Elizabeth employers are still paying only about half the salary recommended by the Domestic Workers' Association of South Africa, which sets the minimum at R110 a month

Most are not prepared to pay anything near this figure

When Weekend Post called the first number given in the R60-a-month advertisement, the person answering the telephone said a domestic worker had been appointed at this salary

There were so many applications that unsuccessful candidates had been referred to friends or neighbours, she said

She said she did not think R60 was a low salary because the domestic worker only "made tea and dusted the office" She received a lunch-break and transport home was provided

Later the head of the company said the advertisement had been placed while he was in Johannesburg and it was incorrect

He usually paid R26 a week and would check the appointment at R60 a month with his wife

He rang back to say a woman had been appointed at R60 a week - higher than the usual salary because she also doubled as telephonist

The chairman of the Consumer Association in Port Elizabeth, Mrs Thelma Basford, this week condemned R60 a month for a full-time domestic worker as "pure exploitation"

She appealed to employers to look "into

478  
 MAID required from Monday to Saturday. Most have references. Very good salary. Phone 337294.  
 MAID wanted to work Monday till Saturday from 8am till 6pm. Duties will include making tea and keeping business clean and tidy. Salary R60 per month. Phone 513628 or 321164.  
 WANTED Coloured char...  
 Phone 331390  
 WANTED, domestic mornings only Monday to Friday Lorraine



Mrs PAT MAQINA... head of Dwasa

your souls" and to realise that bread costs as much for the domestic worker as for the employer. A rise in the cost of living applied to both employer and employee

Mrs Pat Maqina, secretary of DWASA, referred to instances where domestic workers were grossly exploited

She said a woman who had been with the same family for 43 years received a salary of R80 a month. Her employer did not pay into a pension fund and when she left her employment no provision had been made for her

In another case an employer paid her domestic worker R10 a week and expected her to pay for her own transport. The woman was expected to be on duty seven days a week and, if she was absent, an amount of two rands was deducted from her salary

This woman told Mrs Maqina that she had been unable to afford the busfare and had, therefore, walked several kilometres to work. This meant that in all kinds of weather she left her home at 5am and only returned after dark

The survey indicated that most employers were reluctant to pay more than R80 a month but most were willing to pay for transport

In some cases there were employers who were meeting the recommended salary and were aware of DWASA's recommendations that uniforms and three meals a day be provided

Some employers said the domestic workers ate the same meals as the family and one woman said that she also bought food and vegetables for her domestic worker every weekend

Another woman said that many of her friends were apprehensive of Dwasa and refused to have anything to do with contract papers because they felt this would later be used against them

Few employers were, however, aware of a pension fund and most said they were prepared to subscribe to it only after the domestic worker had proved reliable and had worked for them for some time

Employers felt reliability and honesty were the most important criteria. However, one also expected her domestic worker to be "cheerful, humble and to do whatever she was told without complaining"

# R60 a month pay is not unusual for PE domestics

WEEKEND POST, FEBRUARY 11, 1984

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# UNIONS UNITE AGAINST TAX

139  
city  
press  
12/2/84

SOME of South Africa's strongest union groupings this week called on the Government to delay next month's implementation of the harmonised tax system.

The appeal — which comes amid fears of growing labour unrest — also calls on the Government to withdraw the tax system at a later stage until "a just and equitable method is found which will not have the devastating

**By ZB MOLEFE**

effect the present system has on worker incomes

"We also call on employers to lend their protest to delaying the implementation of the system," adds the call, which comes from the Council of SA Trade Unions (Cusa), the Federation of SA Trade Unions (Fosatu), the SA Allied Workers' Union (Saawu), the Oranje-Vaal General Workers' Union and the General Allied Workers' Union (Gawu)

The call comes when the Receiver of Revenue

has warned of tough action against black people who will not sign tax forms

These blacks will be taxed as single people without dependants

The labour movements rejection of the harmonised system argues strongly on three crucial points

The system perpetuates the inequities of the apartheid system of taxation without representation

It discriminates against black married women

It places intolerable burdens on migrant workers who may pay additional levies in the homelands

"We know the State is not geared to repond to the tremendous administrative network required to handle the implementation and the rebates system yet," the labour call said

There has been harsh criticism of the new tax system from other quarters

"The mind boggles at the thought of all those

personnel officers stressing to workers that their taxes are going to be spent on the development of black communities This is precisely the cause of anger and distrust," said Black Sash representative Sheena Duncan

But she pointed that the tax system was a good thing in itself, because blacks at the lower end of the income range would no longer pay more tax than whites receiving the same income

Evelyn Seloro, general secretary of the Transvaal Textile Workers' Union, said "We were 'kidnapped' into this harmonised tax"

She was echoing the feeling of some unions who have embarked on series of meetings and seminars in the past two weeks hosted in their offices and factories country-wide to explain the intricacies.

Managements have also embarked on a last-minute campaign to explain the system to their workers

**One man,  
one tax . . .  
one vote?  
See Percy's Pitch**



— Page 6

# Unions to attack on new fronts

S. Times 19/2/84

Business Times Reporter

**BLACK** trade unions are switching their focus from wages to other fronts this year. Unions are no longer bargaining solely on wages, where they have suffered several defeats, and are concentrating on factors like dismissals, pension funds, health and safety, and maternity benefits.

This view comes from Stellenbosch University's Professor Willie Bendix and Eddle Nicholson of P-E Corporate Services which markets the labour monthly, Industrial Relations Trends.

They say legal strike action may increase this year, but there is likely to be less conflict on the labour front than in 1983.

The publication rates 1983 as possibly the most difficult year in South Africa's labour

relations history because "sophisticated unions and an aware work force" went all out to safeguard their positions under recessionary pressure.

Emergent unions are likely to consolidate this year and the Western Cape will become the new stamping ground for many labour movements.

Professor Bendix and Mr Nicholson list as other characteristics of this year's labour calendar:

- Widespread wage action
- Spontaneous work stoppages
- Possible Government interference in unofficial labour movements
- The emergence of other forms of bargaining
- Little likelihood of union unity

139 □□□ NUTW 20/2/84

FOR decades, four Tucsa unions have monopolised the clothing industry through the "closed shop" which forces workers to belong to them. This they have negotiated at industrial councils. Now that monopoly is under threat. In Cape Town, a new Clothing Workers' Union is challenging Tucsa's biggest union, the Garment Workers' Union of the Western Province, but seems to have scant chance of success.

A far more formidable challenge is being launched by Fosatu's National Union of Textile Workers (NUTW). Its strategy is to organise one factory, seek recognition there, then move on to the next one. It hopes to chip away at the closed shop factory by factory, and to build enough strength to gain entry to the industrial council — there to end the closed shop.

It has succeeded in the Transvaal knitting industry. Now it is taking on a much tougher challenge — the Natal garment industry where the Garment Workers' Industrial Union (GWIU) holds sway.

Here, NUTW chose as its first battle-ground multinational James North Africa. It has won that battle — the company has recognised it after a ballot in which most workers chose NUTW. The fight was heated. There is a closed shop, and GWIU has also negotiated at the council a ban on any union besides itself receiving "stop orders".

Applications by the company for exemption from the stop order ban and closed shop were refused.

GWIU also took the novel step of changing its constitution to make any member who joined another union liable to expulsion — and loss of his job.

(Members of a closed shop union can join a rival, but must stay members of the one with the closed shop).

But James North has made a crucial dent in GWIU's hold over the industry — and NUTW now says it is going on to organise bigger plants. If it succeeds, it will apply to join the council again (it was refused membership recently).

That could mean the end of the closed shop — and GWIU's dominance.

NUTW is also asking the industrial court to overrule the refusal to grant exemption from the closed shop and stop order bar.



# Makro staff down tools

RDM  
~~139~~  
~~139~~

## Labour Correspondent

ABOUT 350 workers at wholesaler Makro's Germiston branch downed tools on Friday and Saturday in the latest development in a long-running dispute over the sacking of a worker

Workers returned to work yesterday, but the dispute has not yet been settled. The Commercial, Catering and Allied Workers' Union (CCAWUSA), which is recognised by Makro, has suggested it be settled by mediation, but the company is still considering this.

The dismissal which led to the strike occurred early last month. Workers reacted to it, but it was agreed that the firing would be referred to the appeal procedures in the recognition agreement between Makro and the union.

But last week this process ended without the worker being reinstated.

On Friday workers went on strike, demanding the worker's reinstatement.

A union spokesman said yesterday workers agreed to return after the company and union agreed that a mediator be called in to settle the dispute.

But a Makro spokesman denied that the company had agreed to mediation.

"We have received a proposal for mediation from the union, but will only decide on this in the next few days.

"Our understanding is that mediation is generally only used in cases where some broad dispute is involved, rather than to settle the case of an individual. We don't know whether it would be appropriate here."

He said the mediation proposal arose during talks between the union and the company after the strike occurred.

"We told them the issue would not be resolved by a strike and asked them to come up with a proposal to settle the deadlock. They suggested mediation," he said.

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RDM 22/2/84 (139)

# Strike by shopworkers settled

**Labour Correspondent**  
ABOUT 50 workers at Checkers' Sasolburg store downed tools on Monday in protest against the dismissal of a deaf and dumb colleague, a spokesman for the Commercial, Catering and Allied Workers Union (CCAWU), Mr Mongezi Radebe, said yesterday

Mr Radebe said the strike

had been settled after eight hours when the company agreed to reinstate the fired worker

The negotiations which led to the settlement were conducted by workers without any assistance from union officials, he added

Company comment could not be obtained yesterday

According to Mr Radebe, the deaf and dumb worker had been fired from the store on Friday after allegations of theft had been levelled against him

Workers reacted to the dismissal by stopping work at 10am on Monday

After negotiations, the strike ended on Monday evening, Mr Radebe said

# ge in e old

By LOUIS BECKERLING  
Business Editor

**GOLD** surged through the \$400 an ounce barrier on the London bullion market today amid increased fears that the Gulf war between Iran and Iraq could spill over into a wider conflict, jeopardising the West's oil supplies.

With the South African rand simultaneously showing strong gains against the dollar, the renewed interest in gold signals considerably boosted revenues for the gold mines and the State

Coming on the eve of the 1984/85 Budget, and at a time when the country faces a massive additional bill for importing maize, the news is highly encouraging for the South African taxpayer

Selected profit-taking in London saw the gold price sag slightly to \$401 shortly after today's opening at \$402,50. Although continued profit taking saw the price dip back to below \$400 to a mid-morning fix of \$399, dealers said the underlying trend was still towards gold and out of dollar-denominated investments

Assuming this price remained constant throughout the year, together with the current rand/dollar exchange rate of R1 \$0,8252 (up from Monday's 0,8138), and basing earnings on a gold output of some 660 kilograms, the foreign earnings for gold would be boosted some R300 million from Monday's levels

This compares, for instance, with the additional amount sought by the Minister of Finance, Mr Owen Horwood, through the recent increase in GST

Brokers said higher-priced "heavyweight" gold counters had been performing strongly since Monday under buying pressure from overseas investors who had reacted positively to news of the latest political accords between South Africa and her neighbours

The latest events in the Middle East have accelerated this momentum, and counters such as Vaal Reefs were today trading at R158,50, up from Monday's R147,50, and South Vaal at R81 up from Monday's R76. Among the marginals, East Dagga was today changing hands at 700c, up from Monday's 590c

On the money market yields on longer-dated stock began declining today

The yield on RSA 1987s fell from yesterday's 14,10 to 13,75, while bidders seeking Escom Loan 154 drove prices up to bring the yield down from yesterday's 13,78 to 13,52

# Tyre firm workers on the job after stoppage

139 ~~155~~ ~~176~~  
S. Post  
23/2/84

By SHIRLEY PRESSLY

PRODUCTION at a Port Elizabeth tyre factory ground to a halt yesterday during a work stoppage when about 550 workers — mostly hourly-paid — downed tools as the afternoon shift joined the morning shift at 2pm yesterday

The managing director of Firestone, Mr G P Morum, today confirmed the work stoppage

He said the workers had returned to work yesterday and that discussions between the union representatives and management were continuing today

At 10am today the workers again downed tools but an hour later were persuaded to return to the work floor while negotiations continued

Mr Morum said management had ceased negotiations with the union concerned and had requested the union officials to ask the workers to resume work

Mr Dennis Neer, general secretary of the Motor Assemblers' and Component Workers' Union of South Africa (Macwusa), said he had been called to the plant yesterday afternoon after the morning shift downed tools

When the afternoon shift reported at 2pm they joined the morning shift

Mr Neer and Uitenhage branch secretary Mr F Kobese and an organiser from Uitenhage, Mr M Mali, met management yesterday and again at 8 30am today

Mr Neer confirmed that the dismissal of two drivers was the central issue in the work stoppage

He said one of the driver's had been dismissed for allegedly "being ill and sleeping on the job" and the other for his involvement in an alleged assault

Mr Neer said the drivers had allegedly been dismissed earlier in the week

He said management claimed that the drivers had not been sacked but suspended pending an inquiry

The workers had agreed to go back to work when they were given this explanation and pending the outcome of talks between Macwusa and management

Mr Neer said that a few Naawu members who took part in the work stoppage had gone back to work early in the morning after they were addressed by Naawu officials

Mr Neer said he had heard rumours that the workers were asking for increased wages. At this stage it was only a rumour and no formal demands had been drafted

The main issue was the alleged dismissal of the two drivers, he said

## Grisly vengeance for woman's murder

MANILA — Three men who raped and chopped in half a 30-year-old woman were roasted alive by tribesmen and tossed into a well packed with writhing cobras, Tempo newspaper said today

It said the three men were captured by a group of Mangyan warriors out to avenge the woman's death in the mountains of Mindoro Oriental province, about 160 kilometres south of Manila

The three men were burned alive and their bodies hurled into a well full of cobras, said Tempo. It quoted a tribal chief as saying it was punishment "in accordance with our ancient customs and traditions"

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k Cooper

THE Southern Transvaal region of the Media Workers' Association of South Africa (Mwasa) will hold a meeting on Sunday to discuss latest developments in the recent split caused by political differences.

The meeting will start at 9 am and will be held at the Orlando DOCC hall. Since the split about a month ago, secret negotiations have been going on between the two opposing factions in Johannesburg and

## Mwasa talks on split

Cape Town, in an attempt to bring them together with a hope of settling their differences.

Chairman of the Southern Transvaal region of Mwasa, Sam Mabe, appealed to all members in the region to attend the meeting.

2/14/84  
139  
Southern

# Education and motivation

Sir — Having taught in a so-called coloured school, I feel it would be dangerous to generalise from the statements made by Mr Job Schoeman, Department of Education and Training's (DET) liaison officer in your February 3 issue

According to Mr Schoeman, only 50,04% black matriculants passed. He says motivation is the problem, that "(it) must come from the community." But why is motivation lacking? Is lack of homework supervision because of disinterested parents?

Many, if not most, parents are keenly interested in their children's progress but are overwhelmed by circumstances peculiar to their communities. Often both parents work and, because of the Group Areas Act, are forced to commute long distances. The situation is exacerbated by children having to be left in the care of grandparents who are often not adequate substitutes when it comes to supervising homework.

Mr Schoeman is correct in stating that "there are often no facilities for studying at home." A climate conducive to motivation must be sought from within the community.

What black communities want is control of their schools and curricula.

Black people in SA have never been content to be educated solely to perform certain forms of labour, as was mooted in Dr Verwoerd's time. From the manpower needs viewpoint, the economy cries out for improvement in education for blacks. It has been estimated that by 2000, 62% of all executive and professional jobs will be filled by blacks, yet 52% of black school leavers are functionally illiterate.

The flaw in SA's education system lies in the failure of the National Party to realise the importance of a common point toward which all in SA should strive.

The De Lange Committee recommended a single education ministry. The good sense of such a proposal has been recognised and lauded by almost every educationist in the land. It allows for spontaneous and voluntary association within the ministry because there is a single agreed goal.

Regrettably, the November 1983 White Paper opted for the horrific and costly alternative of five separate ministries of education.

There has been progress. Improved training programmes, incentives to teachers to study further, guidance programmes and provision of libraries have helped. From 1978 to 1982, State expenditure went from R270m to R668m and private enterprise has, *inter alia*, subscribed to the adopt-a-school programme.

The fact is that all parties recognise the need for responsible action and motivation. It's how to arrange the priorities in the wider context of the South African society

that remains problematical. Having five ministries is not the solution.  
*R Sampson, Bellville*

## Gold Class facilities

Sir — The statement regarding SA Airways' Gold Class in your *Did you hear?* column (FM February 3) that "SAA doesn't actually promise you will receive the advertised facilities" is somewhat misleading, since the small print clearly states "all 747s will be fully equipped in the near future."

For your information, during the latter part of 1983 the seats in the Gold Class of SAA's fleet of Boeing 747s were gradually replaced by luxurious, wider and more comfortable seats. This was completed at the end of 1983. SAA has also decided to upgrade the entire Gold Class by providing china and stainless steel cutlery (apart from several other facilities).

It was, however, not possible to change all such facilities overnight, because most suppliers closed over the festive season and no deliveries could be made to SAA. The upgrading of the service began early this year and the services to London, Frankfurt, New York and Houston have now been provided with all the promised facilities. The other facilities will follow as and when the equipment is delivered by the suppliers. Depending on delivery, all international services should be fitted by April 1.

At a press conference last year, full details of the upgraded service, as well as the programme of introduction, were clearly stated.

Therefore, if there is any misconception in the minds of the public, it is only fair that the media, not the Gold Class advertisements only, should take part of the blame. In fact, the specific objective of the "small print" was to indicate to the public that *all* the flights *may* not be entirely upgraded at the time of travelling but that they *will* in the *near future*.

SAA is nevertheless proud to know that its new Gold Class is being well received and well patronised, even though on some flights the public may have the advantage only of luxurious seating at this stage.  
*T L E Du Toit, Deputy Director for Public Relations, SA Transport Services, Johannesburg*

## Union and Pick 'n Pay

Sir — Some of the points made by Mr Raymond Ackerman in the "Face to Face" interview (FM January 27) deserve a reply.

Firstly, let us look at the accusation of paternalism against him and his company. This is certainly one of the causes of the problems he faced. He denies that his atti-

tude towards his workforce is paternalistic. At the same time he states that he wishes to continue "treating our staff as members of the family," one in which, no doubt, he sees himself as the father.

Another example of this attitude is that Mr Ackerman accuses "the union" of creating "a climate of distrust between workers and management" and of having "caused wildcat strikes." He seems to see the union as something apart from the workforce, which can manipulate workers to do things against their will and better judgment.

Mr Ackerman underestimates the intelligence of Pick 'n Pay workers. Any distrust which exists between them and management has been caused by wages and working conditions within the company. And no one other than the Pick 'n Pay workers decided that there should be a strike.

Furthermore, Mr Ackerman forgets that during December I warned management of the dissatisfaction among the workers regarding the wage increases. This prompted management to hold a meeting with shop stewards which, unfortunately, failed to resolve the problem.

During our forthcoming recognition talks, worker representatives will explain to Mr Ackerman and his colleagues more about the union and how it operates. They will also explain their view of management attitudes and the shortcomings in Pick 'n Pay's employment practices.

We are pleased that Pick 'n Pay intends to try to become the best payer in the retail industry. But Mr Ackerman should accept the reality that his workers are not yet as convinced as his customers that Pick 'n Pay provides the best deal.

*Ms E Mashini, general secretary, CCAWUSA*

## More about medicals

Sir — Your article headed "Life insurance — Medical mystery" (FM January 20) called for greater disclosure of the results of medical examinations undertaken in connection with proposals for life assurance. You reported that where impairment becomes apparent, the prospective client is advised only to the extent of having his application refused or having the premium "loaded."

This is contrary to our policy at National Mutual. If an impairment is discovered as a result of a life assurance medical, we tell the prospective client that he can have details of the impairment passed directly to his medical attendant. He is sent a letter to this effect which includes a section authorising National Mutual to forward such details to his normal medical atten-

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### Cape Times earns record profit

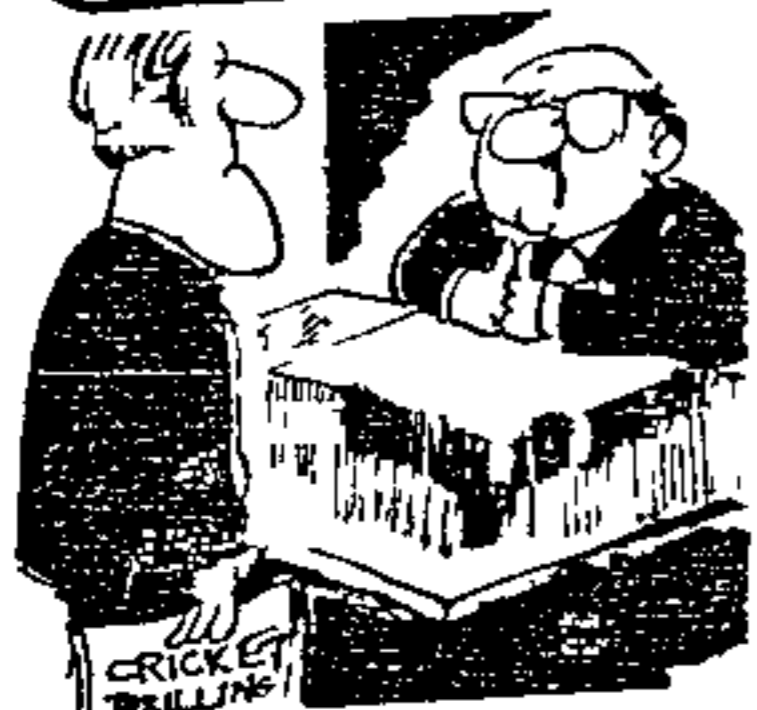
SOUTH AFRICAN Associated Newspapers has beaten its own forecast for 1983, producing an earnings improvement of about four percent for the full year. The Cape Times, in spite of facing the most severe competition in its history, gained market share in key areas and produced record profit, due to the "innovative approach" of its staff

● Full report, page 12

### BUSINESS BRIEF

Gold (close) \$394,95  
FT index (close) 819,10  
RDM 100 986,40

### crack of dawn



"According to our records, Carruthers, you've now attended more granny's funerals than you have grannies"

CAPE TIMES 25/2/84.  
**Court restrains  
3-mine 'strike'**

JOHANNESBURG — Three Gold Fields of South Africa gold mines were granted an urgent order in the Rand Supreme Court yesterday restraining the black National Union of Mineworkers (Num) from organizing a strike at the mines today

Mr Justice HH Nesbitt acceded to the application, brought to court less than 24 hours before the strike was allegedly due to begin

The application was brought by Libanon Venterspost and Kloof mines — all on the West Rand — who alleged that Num was planning to strike today

A Gold Fields spokesman said the three

mines employed about 27 000 black workers

The order, granted on a temporary basis, interdicted and restrained Num and Mr Vuyani Madolo, a union organizer, from "inciting and organizing any unlawful or illegal strike action at the three mines"

A full hearing has been set for March 27

According to the papers, Mr Madolo told a meeting of workers at the Libanon mine on January 26 that no one should go to work today

Num held that the union had not encouraged its members to go on an illegal strike, and denied the company's allegations — Sapa

### Iraq 'attacks tankers'

LONDON — Iraq yesterday attacked oil tankers berthed at Iran's Kharg Island oil terminal and began a blockade of the oil shipping routes from Iran, the Iraqi news agency said

Iran did not immediately comment on the Iraqi report but has repeatedly threatened to close the strategic Strait of Hormuz at the entrance to the Persian Gulf if its oil exports are blocked

Some 11-million barrels of oil bound for the United States, Western Europe and Japan pass through the Strait of Hormuz each day

"Iraq warplanes on Monday mounted destructive attacks on a number of oil tankers berthed at the Kharg Island," said the agency — UPI

● Iran claims 40 tanks destroyed, page 6

# over 'Katie' pictures

bett, who threatened to "smack her bottom and send her to bed" if she was fibbing. is giving her his full backing

He has taken legal advice and warned that "fur will be flying through the air" if the photographer who sold the pictures, Mr Phillip Lindsay, cannot give a full explanation

The suddenly wealthy Mr Lindsay insists that Katie did pose for the selection of 95 pictures two years ago — and

is threatening libel action against Katie

"She is as good as calling me a liar. But she came into my studio and asked for the portfolio of body studies I can prove scientifically that the pictures are not fakes" said Lindsay.

But Katie's parents continue to hit back with the mysterious claim that there was a secret reason why Katie could not pose in the nude

They have not elaborated on the suggestion that she has a blemish on her body

In her first interview on her relationship with Prince Andrew, Katie told the Press Association "I am a friend of Prince Andrew's but nothing more"

But it has not explained why he was such a frequent secret visitor to her home over nearly four months

|      |          |       |            |    |              |        |
|------|----------|-------|------------|----|--------------|--------|
| 8, 9 | Aircraft | 16    | Column     | 7  | Parliament   | 4      |
| 16   | Bridge   | 16    | Court Roll | 16 | Sport        | 17, 18 |
| 16   | Burger   | 5     | Crossword  | 10 | Transport    | 7      |
| 16   | Business | 12-15 | Editorials | 10 | Women's      | 9      |
|      | Cinema   | 8     | Horoscope  | 16 | World Report | 6      |

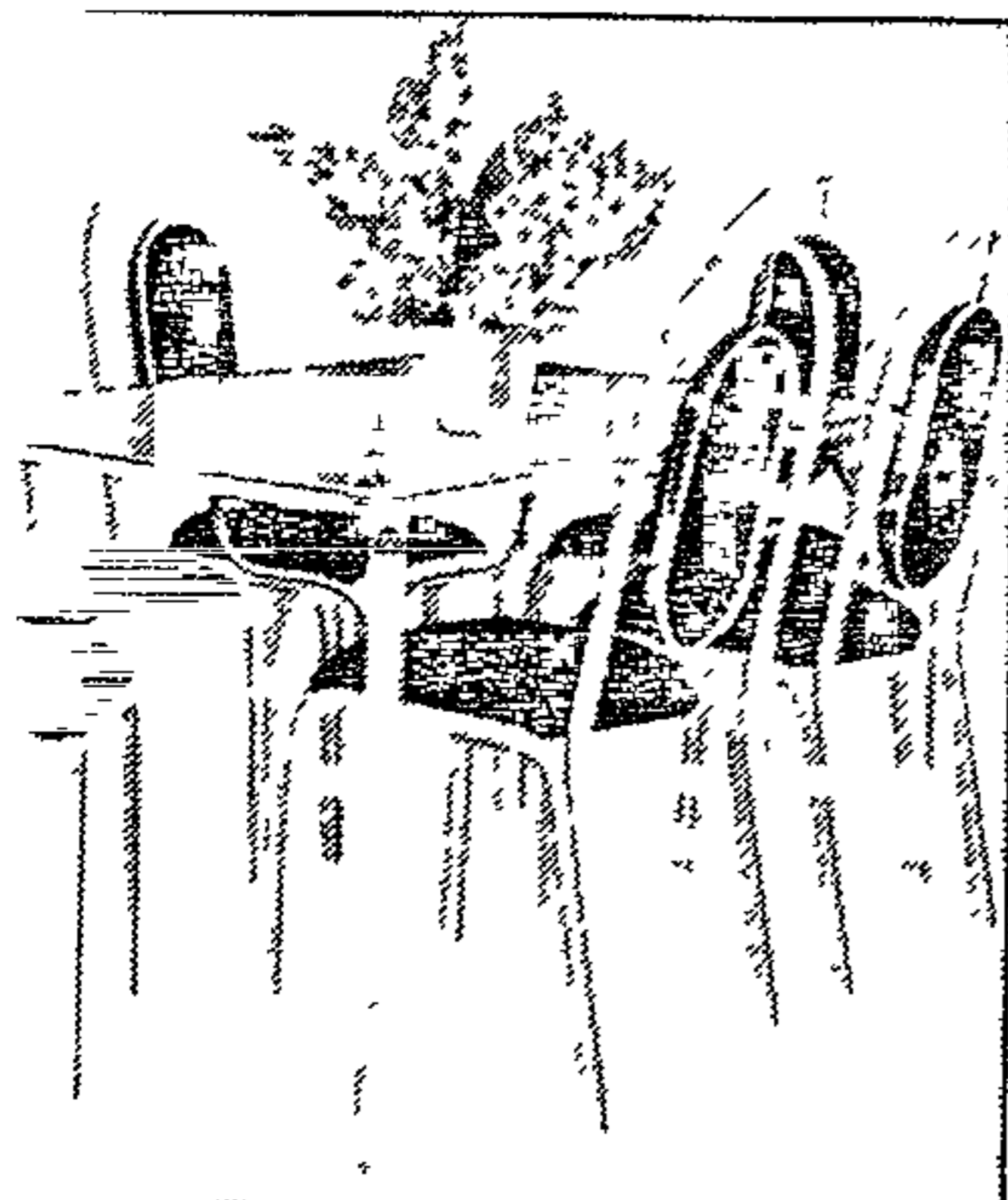
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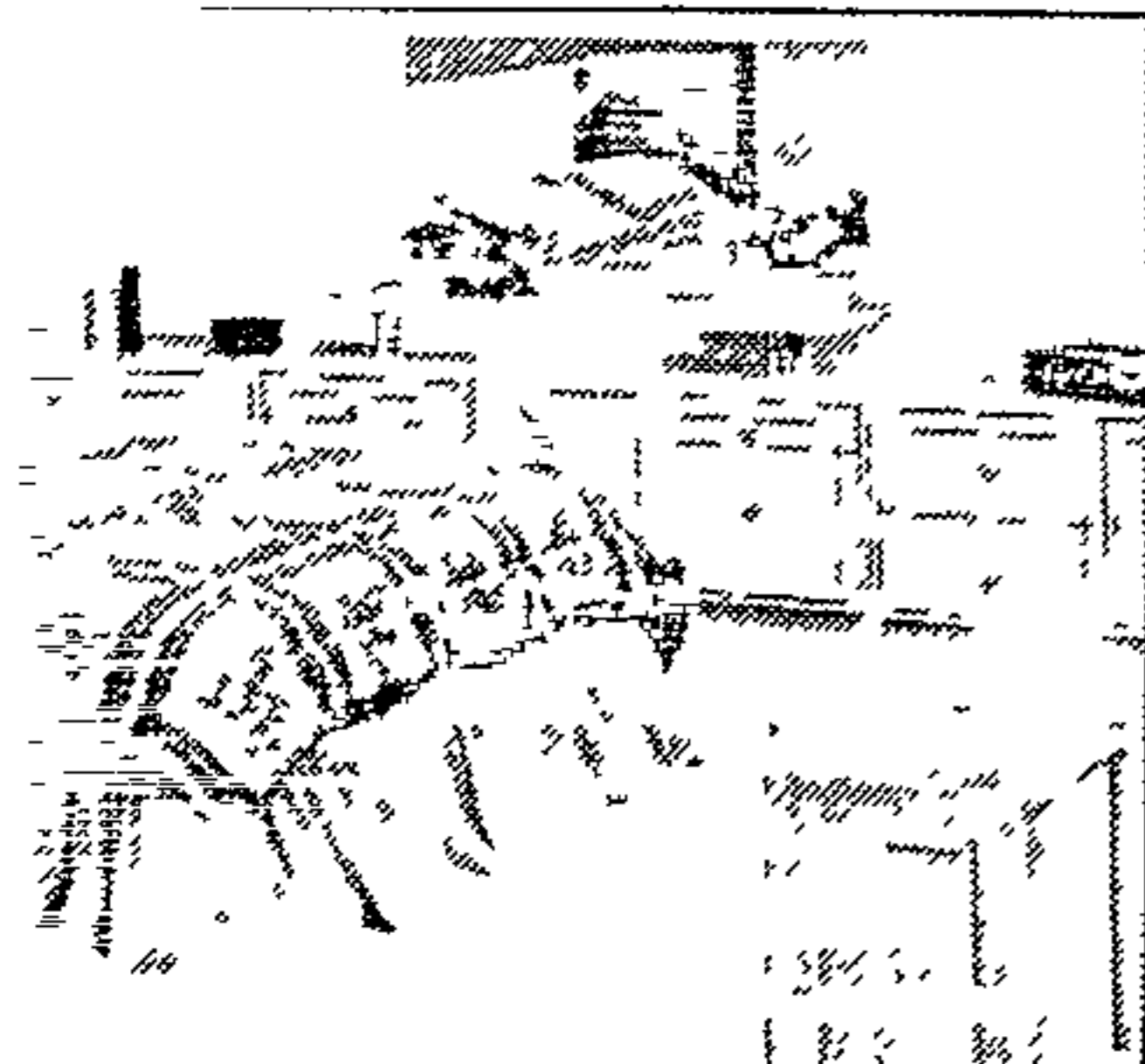


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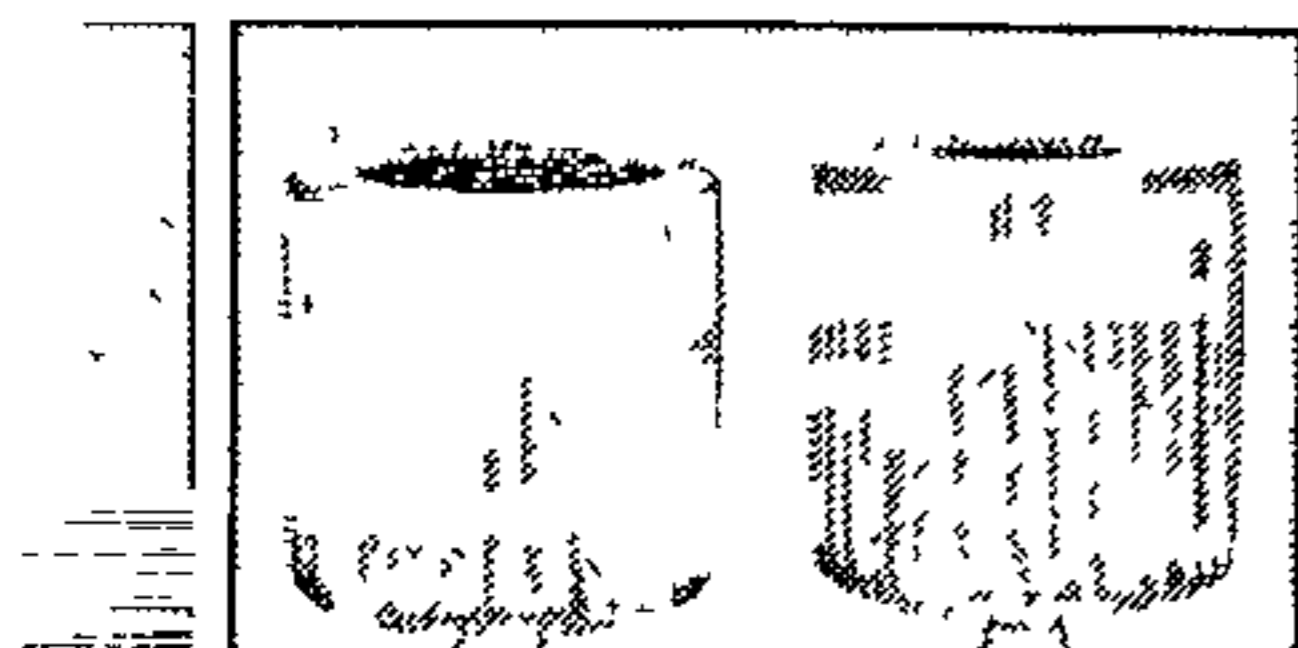
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# Black union <sup>139</sup> calls for a <sup>for</sup> boycott of <sup>29/2/84</sup> Standard Bank

By Jo-Anne Collinge

Industrial Court action and a renewed boycott of institutions associated with Liberty Life are the dual strategies planned by the Insurance, Assurance and Allied Workers' Union (Iawusa), which is seeking reinstatement of 90 members at Liberty and the recognition of the union.

The workers were fired five months ago after striking in protest at the company's refusal to recognise Iawusa. The company has maintained it will not recognise an exclusively black union.

The Rev Joe Seoka, president of Iawusa, said yesterday the first move in the renewed campaign would be to launch a boycott of Standard Bank, which has significant links with Liberty Life.

He appealed to churches, community organisations and firms throughout the country to support the boycott by withdrawing funds from Standard Bank. A special plea is to be made to the National African Federation of Chambers of Commerce (Nafcoc).

Tomorrow members of Iawusa will picket the Standard Bank in Jabulani, Soweto. "We will not intimidate clients but we will try to explain to them what the dispute is about and how breadwinners have been out of work without compensation for months," said Mr Seoka.

Iawusa attempted to launch a boycott of several other institutions associated with Liberty Life late last year. These included Sales House and the giant United Building Society. The campaign petered out shortly after some members were arrested and there was talk of intimidation charges, said Mr Seoka.

He added that Iawusa was taking legal opinion on Industrial Court action against Liberty Life on the grounds that workers' rights to associate freely with a union of their choice were being infringed.

# MP tells of attack at farm

Pretoria Correspondent

Six men face charges of robbing a Conservative Party MP of six firearms, a hat, jacket, watch and R500 cash.

Mr Hans Schoeman was allegedly listening to a church service on his farm at De Wildt, outside Pretoria, on the evening of February 20 last year when there was a knock at the door, according to papers before the Pretoria Supreme Court.

He opened it and four black men, one in a police uniform, entered his house under false pretences. They allegedly produced a firearm and demanded money, then assaulted Mr Schoeman, threatened to castrate him and tied him to a chair.

Mr George Phofedi (38) of Ga-Rankuwa, Mr Bigboy Legodi (28) of Mamelodi, Mr Joshua Marana (36) of Mamelodi West, Mr David Masombuka (55) of Mamelodi, Mr Exekiel Lekong (37) of Mamelodi West and Mr Stephans Alfred Malinga (26) of White River have been charged with robbery with aggravating circumstances and illegal possession of firearms.

They pleaded not guilty. The hearing continues.

# MODERN RADIO

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**VIDEO**

# Union pickets Standard Bank

Members of the Insurance, Assurance and Allied Workers' Union (Iawusa) picketed the Jabulani branch of Standard Bank in Soweto yesterday in an attempt to pressure the insurance giant Liberty Life into talks on the sacking of about 100 workers

The bank has significant investments in Liberty Life, which fired the workers in September when they struck in support of demands that the company recognise their all-black union

Liberty Life has said it will not recognise a union which expressly excludes white members

Since the dismissals Iawusa has tried various strategies, including boycotts of associated firms, to draw the company into negotiation

A small group of picketers and pamphleteers patrolled the front entrance of the Soweto bank yesterday, explaining their campaign to clients

Police kept watch but did not intervene

The placards declared the Standard-Liberty link an "unholy alliance" and a "marriage of racism"

The pamphlet called on the public to refrain from taking out insurance policies with Liberty and to boycott banking and loan services of the Standard

It explained the Iawusa position: "We, the black workers, justly reject management's choice of a union as we blacks do not have the same interests as whites — politically, economically, socially and culturally

"It is our belief that the exploitation, degradation and discrimination we experience at work can be ended through a union of our own choice"



## LABOUR LAW

*118* *fm 2/3/84* *(187)* *(139)* *(18)*

# When the court is not a court

A landmark decision this week by the Transvaal Supreme Court has thrown doubt on the status and powers of the Industrial Court (IC). In essence the ruling by Judges Enslin and Bliss, is that when it decides on unfair labour practice matters the IC does not have the authority of a court.

Labour lawyers say the finding casts doubt on when the IC does act as a court, and when it does not. The enforceability of its rulings is also called into question. Because the Supreme Court ruled only on the specific matter before it, and did not consider the overall functions and powers of the IC, it is not possible to say how the ruling could affect other areas of IC activity.

However, deciding on claims of unfair labour practices constitutes one of the most important areas of the IC's jurisdiction. Its powers are now in doubt.

The Supreme Court ruling came in an appeal from the IC in the case of the United African Motor and Allied Workers Union vs Fodens (SA) (Pty) Ltd. In the IC hearing the union established 37 unfair labour practices by Fodens against its members and won compensation for some of them.

## Appeal

However, the IC refused to grant costs against Fodens on the grounds that there was no specific statutory provision for it to do so. The union appealed to the Supreme Court in an effort to get its costs.

The Supreme Court, in ruling that the IC did not function as a court when considering unfair labour practice matters in terms

of Section 46/9 of the Labour Relations Act, said it had no power to grant costs. The advocate for the union, Dan Bregman SC, immediately applied for leave to appeal to the Appellate Division in Bloemfontein.

A labour lawyer, Rod Harper, tells the *FM* that the decision "whether right or wrong introduces legal chaos. It will have substantial repercussions on the development of labour law and its effect on the IC."

He adds that it is of interest that the IC "surprisingly" can, in terms of the relevant legislation, grant an order of costs where a frivolous application for an interim order concerning an unfair labour practice is concerned — but now may not do so when making a permanent finding.

More seriously, the decision casts doubts on the IC's powers and on the development of labour case law.

The ruling that in one of its major functions the IC is not a court leaves open the possibility that it also does not function as a court in other functions. The closest labour lawyers have so far been able to come to deciding what the IC is when it is not a court is that "it is some sort of quasi-judicial body — such as a tribunal."

In addition, no one now seems sure whether an IC ruling can be enforced if it is not the decision of a court.

It also seems that IC decisions in unfair labour practice cases cannot now form part of what had become a rapidly-developing body of labour case law. The decisions — not being the decisions of a court — cannot form precedents and are not binding in sub-

sequent cases.

And, Harper says, the Supreme Court seemed of the opinion that the Minister of Manpower could "clarify or vary" IC decisions in unfair labour practice cases. If that is so the IC in such cases certainly does not function as a court whose decisions could only be varied on appeal to a higher court.

Harper says that part of the problem is that the Labour Relations Act is extremely badly drafted and that amending acts — of which there have been an average of one a year since 1979 — have been built onto the existing badly-drafted measure.

The result, he says, is confusion both among attorneys and laymen — and in the workplace, where an understanding of the Act is essential to both workers and employers.

## BUSINESS AREAS

### Confused reform

*30*  
*fm 2/3/84*

As it so often does, government handled this week's announcement that CBDs would be opened to all races in a stumbling and uncertain fashion. There is some reason to believe that Community Development Minister Pen Kotze jumped the gun on his ministerial colleagues. Hence some of the confusion.

The original intention seemed to be to tie the announcement to the findings of the Strydom Commission of Inquiry into the issue, and to make it when the report was

## SASOL IN MYSTERY COURT CASE

A case — innocuously titled "M Sellier and others vs Sasol Ltd and others" — is due to begin in the Rand Supreme Court on March 12. It may be one of the biggest legal hearings ever to come before a SA court.

The case is expected to be heard *in camera* and lawyers say that everyone connected, including the opposing legal teams, have been asked to sign undertakings not to reveal details. However, talk surrounding the case indicates that "hundreds of millions" could be involved.

No details are available about "M Sellier" — but he is believed to be part of a business consortium representing both SA and overseas interests.

High-powered legal teams are representing both sides, and there are believed to be three defendants: Sasol, the

Strategic Fuel Fund Association (SFFA), and an as-yet unidentified party.

The SFFA is a commodities-purchasing organisation with both State and private connections. It was identified in Parliament as the organisation that, in all innocence, bought the *Salem's* oil cargo before that ship was scuttled by international racketeers to hide the fact that they had sold the SFFA oil that properly belonged to Shell.

The SFFA has some directors in common with Sasol. A tight-lipped Sasol spokesman told the *FM* this week "Sasol is exempt from any action resulting from a SFFA transaction." He was not prepared to comment further.

Sellier (the man in whose name the case is being brought) and his associates are represented by Des Williams of Werksmans, and by Sidney Kentridge

SC, ~~Clive~~ Cohen SC and Peter Solomon Cohen and Solomon refused to discuss the case with the *FM* this week.

The attorney for Sasol and the SFFA is Billy van der Merwe of Hofmeyr, Van der Merwe and Botha and the advocates on the Sasol team are Fanie Cilliers SC, and Wim Trengrove.

J F Vos of the Pretoria firm of Gildenhuys and Liebenberg with W Cooper SC and J du Plessis, represent the mystery third defendant. Vos refuses to disclose the identity of his client.

Nothing was known about Sellier or his partners at the time of going to press — apart from the fact that some of them are from London. Talk in legal circles suggests that one could be a "top businessman," another "a foreign ambassador," and a third "the wife of a leading SA politician."

# Services

- BENONI FIRST CHURCH**, 94 Woburn Avenue
- BOKSBURG FIRST CHURCH**, 125 Commissioner Street
- GERMISTON FIRST CHURCH**, 2A Human Street
- KRUGERSDORP FIRST CHURCH**, 66 Human Street
- RANDBURG FIRST CHURCH**, Vine Street Ext. Harley Street
- ROODEPOORT FIRST CHURCH**, 25 Church Street Florida
- SANDTON FIRST CHURCH**, Rivonia Hall
- PRETORIA FIRST CHURCH**, 395 Du Toit Street
- PRETORIA SECOND CHURCH**, 1149 South Street Hatfield

For church service announcements and all religious meetings see page 2 of the R.D.M every Saturday.

**FOR MORE DETAILS KINDLY CONTACT at 710-2710**

# LABOUR NEWS

## Rosebank strike settled

By PHILLIP VAN NIEKERK

A STRIKE by the entire black workforce of Thrupp's in Rosebank was settled yesterday after talks between the management and worker representatives.

The staff went on strike on Wednesday, demanding a R20 a week wage increase and calling on management to settle a list of grievances.

After negotiations with representatives of the Commercial, Catering and Allied Workers' Union (Ccawusa), the company agreed to pay an increase of R10 a week, shifting from its offer of R7,50 a week.

In addition, it was agreed that Ccawusa

would be recognised, no worker would be victimised for going on strike and workers would be paid for the time they were out on strike.

The company also agreed to look into a set of grievances involving working conditions.

Mr R Keene, the managing director of Thrupp's, said, "The so-called strike has been settled to our satisfaction and to the satisfaction of the workers. We are happy that the workers have returned."

A union spokesman said they were pleased with the outcome of the dispute, especially since small companies often tended to act negatively towards unions.

## Unrest, strikes continue

**PINETOWN** — Strikes and labour unrest continued to disrupt production at two large Pinetown factories yesterday.

At Smith and Nephew, most of the 600-strong labour force downed tools on Tuesday over a pay dispute.

A company spokesman said the workers went to the factory each morning and assembled in an orderly fashion on the recreation field inside the factory premises.

At Numan and Lester, 120 of the 1 000 workers in the circular knitting and warping department stopped work because of objections to the shift system.

They were fired for refusing to return to their jobs and were told to collect their pay later yesterday.

A group of about 40 allegedly attempted to intimidate staff still working at the factory yesterday morning — Sapa

## Cripples' cash missing

Mail Reporter

A REHABILITATION officer at the Anglo American Corporation's Ernest Oppenheimer Hospital in Welkom has left the hospital following allegations that he was embezzling the money of crippled mineworkers.

The man worked at the Ithuseng Rehabilitation Centre, attached to the hospital, which houses between 70 and 90 paraplegics who have been

crippled in mining accidents.

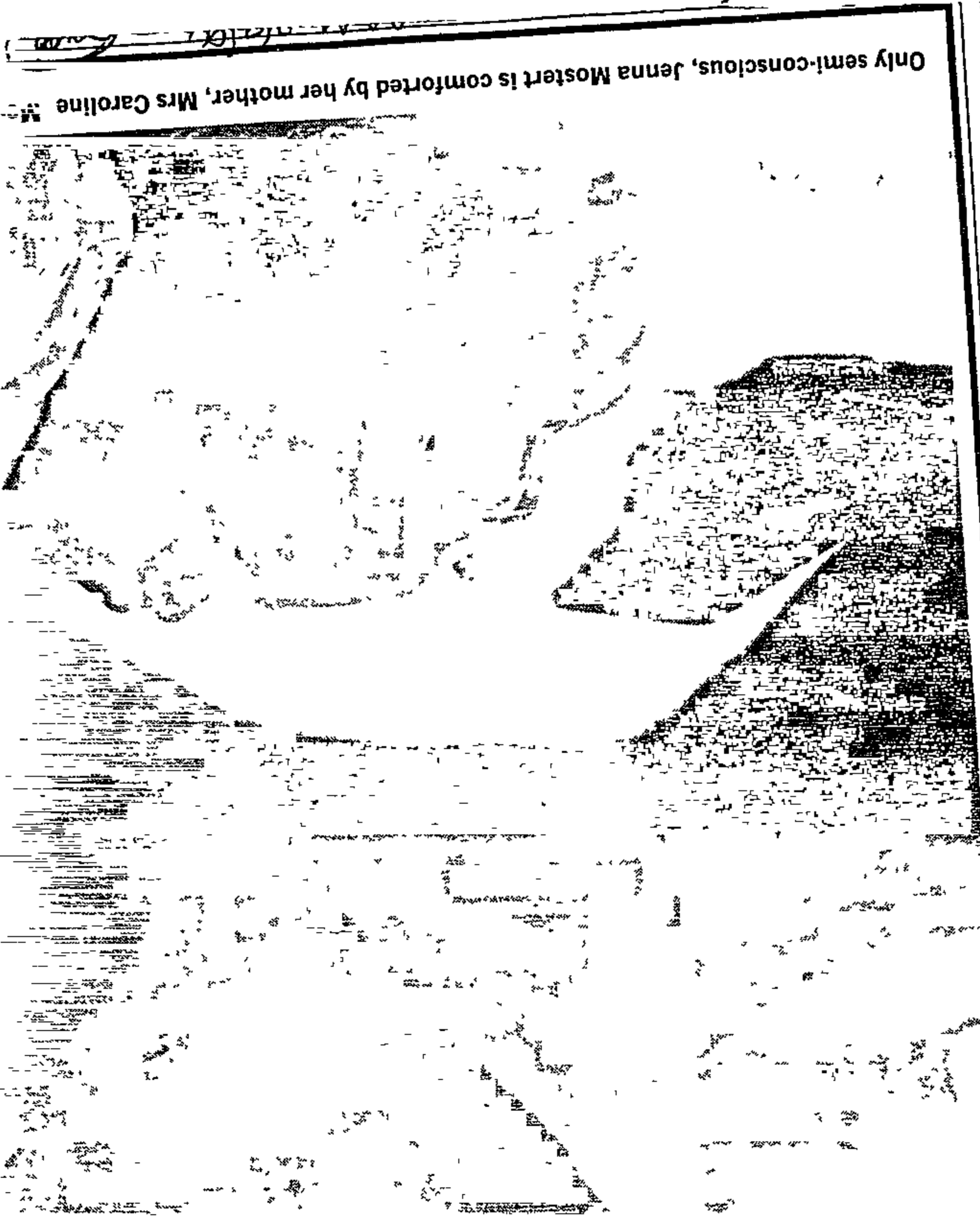
It is alleged that, as crippled workers were unable to go to a bank themselves, they entrusted their banking to hospital officials.

An organiser for the National Union of Mineworkers in the Welkom area said the paraplegics had raised the issue of money going missing with the hospital authorities after an R852 cheque belonging to a patient

was found to be missing.

A spokesman for Anglo American said the rehabilitation officer had "left our employ following an investigation into allegations of embezzlement."

The spokesman said the matter had been referred to the Welkom police and that all the missing money had been recovered. This included a cheque of R850 and cash of R177,44.



Only semi-conscious, Jenna Mostert is comforted by her mother, Mrs Caroline...

**SOUTH AFRICA and Mozambique stood on the verge of peace last night after historic talks in Cape Town on the main details of a non-aggression treaty.**

The scene now seems set for a meeting between the Prime Minister, Mr P W Botha, and President Samora Machel of Mozambique to sign the accord.

There was strong speculation in some circles last night that the signing will take place either in Swaziland or Botswana with the latter being the more favoured.

At a Press conference after the talks yesterday the Minister of Foreign Affairs, Mr P W Botha, said in a statement issued jointly with the Mozambicans "The final text of the agreement will be ready for signature in the very near future. The date and venue for the signing will be announced as soon as possible."

The statement said the thrust of the agreement was that it would ensure that neither country would serve as the base for acts of aggression or violence against the other and that both countries would undertake that purpose.

The agreement will provide for a joint commission to supervise the pact.

The four senior members of the Mozambican delegation, which was headed by the Minister for Economic Affairs in the President's Cabinet Ministers in the South African team — Mr P W Botha, the Minister of Law and Order, Mr Louis le Grange, and the Minister of Defence, General Magnus Malan — met Mr P W Botha for an hour during the afternoon.

During the meeting the teams "reviewed progress made in the security negotiations and other matters relating to bilateral relations between the two countries."

# DOMESTICS UNITE!

City Press  
4/3/84  
139

IN THE seventies, when the spirit of trade unionism gained momentum within this country's black labour force, it was both welcomed and reviled.

Progressive employers appreciated it because they hoped it would ease the problem of having to deal with a disorganised labour force. Other employers were hostile.

The underprivileged black worker welcomed it as a breakthrough.

Few realised that one day even the most looked-down-upon black worker would embrace the spirit of a united workforce for the betterment of her working conditions. Domestic workers, the worst exploited sector of the black workforce in this country, have come together to form a united front.

They have now formed a trade union, South African Domestic Workers Association (SADWA), which has a membership of over 2 000 in the Transvaal. The national figure is not yet known because a lot more domestic workers are still registering, according to Mrs Margaret Nhlapho, president of the Transvaal region.

Mrs Nhlapho further said SADWA had applied to the Minister of Manpower and Development for legal recognition.

"We are anxiously awaiting a reply from the Minister's office. As soon as we get one, hopefully a positive one, SADWA will have to decide who its mother body will be,"

she added. The idea of a union came up four years ago at a meeting between domestic workers, the Institute of Race Relations and the Domestic Workers and Employers Project (DWEPE).

DWEPE's function has been to aid domestic workers and employers with problems. It has not functioned as a union.

So the two bodies have different roles to play. "The attitude of most domestic workers has been that they are the people who are directly feeling the pinch of being treated as dirt and therefore can appropriately render relevant solutions to certain job problems," says Mrs Nhlapho.

SADWA was officially launched nationally in 1981. From each of its three regions, namely Transvaal, Durban and Cape Town, representatives were elected for office and trade union administration training.

The Human Awareness Project offered to give

them an intensive six-month training in administration and their legal rights as a trade union.

Today, SADWA's regions are fully operational with the blessings of DWEPE's director, Mrs Leah Tutu.

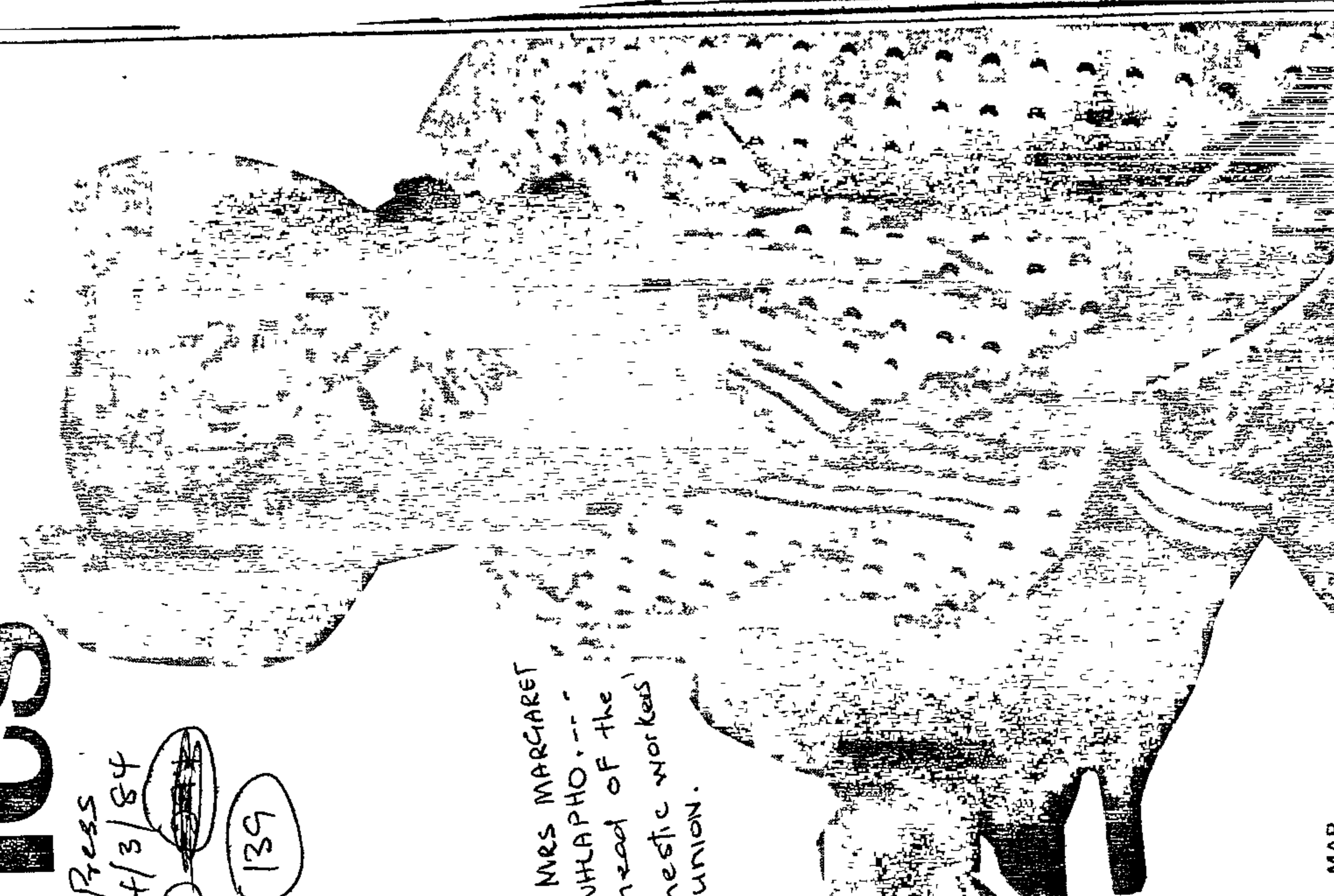
"I am glad at the progress of domestics in running their own affairs. I know they have the potential of developing to levels no one ever thought of," said Mrs Tutu.

The Johannesburg office of DWEPE is the only one alive and is still dealing with domestics and their problems. It is also running a pension fund scheme for domestics.

The offices of SADWA, Transvaal region, are at 132 Chester House, Jeppe Street, between Simmonds and Harrison streets.

## NANA KHUTUMELA reports on the state of the union for domestic workers — the South African Domestic Workers' Association.

MRS MARGARET NHLAPHO, head of the domestic workers' union.



200 Landrost workers on strike

STEVEN FRIEDMAN  
Labour Correspondent  
ABOUT 200 workers at Southern Sun's Landrost Hotel staged a one-day strike on Wednesday in protest at the arrest of a worker leader, Mr Robert Mkhize, under the Intimidation Act.

They said Mr Mkhize, chief shop steward of the Commercial, Catering and Allied Workers' Union at the hotel, was arrested apparently in connection with a previous strike at the Landrost after the hotel manager laid a charge against him.

The workers are demanding the manager's removal. The union says this is the

second incident in which police have acted against a union leader at a Southern Sun hotel.

But a Southern Sun representative denied the company had asked police to act. It was company policy, she said, to ask police to intervene in labour disputes only where there was a threat to the safety of hotel guests or property.

She said Mr Mkhize was arrested after several workers, who claimed to have been intimidated during a previous strike, made statements of their own accord to police.

Mr Mkhize was arrested on

Tuesday and appeared in the Johannesburg Magistrate's Court on Wednesday morning charged under the Intimidation Act. He was released on R400 bail and his case was postponed to March 22.

His arrest has been condemned by the local committee of the International Union of Food and Allied Workers, to which 10 unions belong.

The committee has also called on food unions throughout the West to condemn the arrest.

A catering union spokesman said yesterday workers had downed tools on Wednesday in reaction to the arrest

and had remained on strike for the rest of the day.

He said the arrest followed an incident at another Southern Sun hotel in which a union leader was interrogated in a hotel room by a man who said he was a security policeman.

Although workers had returned to work, the union would now, he said, take up two aspects of the incident with Southern Sun - the strikers' demand that they be paid for their time on strike and the manager's removal.

Southern Sun's representative said yesterday the company would not agree to pay strikers for the day they had stopped work.

13/3/84 Sweter

# Cafe workers are dismissed

By ALINAH DUBE

THE Poynton's Cove, a cafe in Pretoria, has dismissed eight workers for allegedly going on strike.

According to a spokesman for the Commercial Catering and Allied Workers' Union of South Africa (CCA-WUSA), the workers, all members of the union, went to work with the aim of confronting management for better pay and improved working conditions. But they arrived late for work and were all dismissed.

The union approached management in a bid to resolve the

dispute but the meeting ended in a deadlock.

The manager of the cafe, Mr Nic Nicolaow, said the employees were fired after they had all arrived at 11am and would not enter the shop. He said, he was aware of transport problems but for people to arrive all at one time and stand outside the building, meant they were on strike.

"I told all of the workers that they were fired after realising that none were prepared to come in when I asked them to do so. I even asked what their problem was, but nobody said anything," said Mr Nicolaow.

# Witness tells of ANC labour wing strategy

By CLARE  
PICKARD-CAMBRIDGE

**GRAHAMSTOWN** — One of 11 men charged with high treason allegedly told a group that the ANC would be able to work from within South Africa and induce the Government to negotiate with them if trade unions served as a labour wing of the banned organisation.

A State witness claimed in the Grahamstown Supreme Court yesterday that Mr Douglas Mnyisile Tyutyu, 48, had told three men they should each recruit three others and teach them about trade unions, marxism and communism.

Mr Y, who cannot be named because the hearing is in camera, said Mr Tyutyu had told them each group of recruits should fall under a trade union. These could serve as a labour wing of the ANC so that if enough factories were mobilised by trade unions, strikes could cut off the

supply of clothes and shoes for soldiers.

Under re-examination by Mr W Kingsley, for the State, Mr Y said one of the accused, Mr Siphon Nodlawu, had frequently told him there was no way they could be helped unless they "skipped the country". He had specifically suggested this to Mr Y when Mr Tyutyu and another accused, Mr Lindile Patrick Mbelekana, had been arrested in May, 1983.

Mr P N Langa, for the defence, said Mr Y had not only been confusing dates, but incidents as well.

Mr Langa said Mr Tyutyu denied exhibiting any photographs to Mr Y or introducing Mr Y to any terrorists who had undergone military training.

Mr Tyutyu also denied speaking to Mr Y about the disappearance of a young guerilla, called James, after the blast at the East Cape Administration Board

buildings, Port Elizabeth, during January, 1983.

The accused are Mr Rufus Nato Nzo, 24, Mr Douglas Tyutyu, 48, Mr Siphon Fielden Hina, 44, Mr James Nqondela, 54, Mr Mzayifana Khame, 57, Mr Mzimkulu Temi Kameh, 22, Mr Siphon Nodlawu, 35, Mr Vukile Tshiwula, 43, Mr Lindile Patrick Mbelekana, 27, Mr Wellington Vukile Gumenge, 29, and Mr Nceba Christopher Faku, 27.

They have pleaded not guilty to all charges.

The State alleges they prepared and detonated explosives at various places in Port Elizabeth.

(Proceeding)

Mr Justice Howie was on the Bench with two assessors, Mr E A Logie and Mr R P Barnes. Mr P K Strauss, SC, Deputy Attorney General and Mr W Kingsley appeared for the State. Mr R L Selvan, SC, and Mr P N Langa, instructed by T Majodina and Company, and Mr Dullabh, of Grahamstown, appeared for the defence.

# Striking drivers may return to work

N. Mercury 15/3/84

~~15/3/84~~ ~~2/10~~

Mercury Reporters

ALL the striking bus drivers of the Durban Transport Management Board may return to work today after agreement was reached late last night between officials of the board and the Transport and General Workers' Union.

In a terse statement issued after a marathon meeting, Mr Marshall Cuthbert, general manager of the board, said: 'Management has reached agreement with the union which protects the rights of both union and non-union members of staff.'

But, Mr John Mawbey, branch secretary of the union, said the board's proposal had not yet been accepted by the union.

He said they would be told the details of the proposal early this morning.

Details of the proposed agreement were not available to the Press last night.

Mr Mawbey was optimistic that agreement could be reached, and the six-day dispute ended

A spokesman for the union said it appeared that more than 156 drivers were affected

Mr Cuthbert said the board would retain the additional 31 drivers hired since Tuesday

Bus services in the western areas were disrupted as the drivers went on strike and demanded full recognition rights for the union and the scrapping of the Works Committee — a rival negotiating body

The DTMB refused to accede to their demands and subsequently dismissed the drivers for taking part in what it described as an illegal strike

The drivers refused to accept their dismissal.

N. Mercury 15/3/84

## Protest against Easter work planned

Mercury Reporter

WORKERS in Durban shops are planning to protest against a move by the Durban Chamber of Commerce to have April 21 — Easter Saturday — declared a normal trading day for shops in central Durban.

The Commercial, Catering and Allied Workers' Union — representing thousands of shop workers — has called a meeting of shop stewards today to decide on a line of action

Shop workers interviewed by the Mercury yesterday said they were not happy about working on April 21 as it would disrupt their Easter long

weekend 'We work pretty hard all the year round — why can't we, too, have a break sometime,' said a sales assistant in a large West Street department store.

Mr James Aikman, assistant general manager of the Durban Chamber of Commerce, yesterday confirmed that the Chamber recommended to the Durban City Council that it allow shops to remain open on Easter Saturday

He said most local authorities on the Natal coast had amended the trading by-laws to enable shops to remain open on Easter Saturday. It was time the Durban City Council did the same.

# Art centre: Aid for DMA urged

*Cape Times 16/3/84*  
*(139)* By EVELYN VOSLOO ~~22/2/84~~  
Municipal Reporter

RESIDENTS of Sea Point and Green Point have appealed to the City Council to let the Cape Town Art Centre to the Domestic Workers' Association (DMA) at a modest rental, because of the "urgent and desperate" need for recreational facilities for workers

City Councillor and MPC Mr Herbert Hirsch said yesterday that this had been decided at the annual meeting of the Green and Sea Point Ratepayers' and Residents' Association on Wednesday night

"It was also decided to call on the council to underwrite the cost of repairing the centre to a reasonable standard," he said

The use of the centre is being put out to tender by the council. A condition of the lease is that the centre be repaired, which the DWA is unable to finance

"It was also resolved at the meeting to call on employers and members of the public to support and subscribe to a building fund which is to be launched by the DWA to help repair the centre," Mr Hirsch said

The vice-chairman and treasurer of the DWA, Mrs Florrie de Villiers, said last night that there was a critical shortage of recreational facilities for domestic workers in Cape Town

"We are using the Art Centre on a temporary basis at the moment for keep-fit classes, needlework, first-aid classes and prayer meetings

"All workers need upliftment and education. It is in the interests of employers to contribute towards this, because they will also benefit from it," she said



# RIGHTS DELAYED BY SEARCH FEE

THE VAAL branch of the General Workers' Union (GWU) has accused the Vaal Town Council of stalling the union's attempts to get its members — all migrant labourers — urban rights.

At the centre of the row is the "search fee" the council is demanding before it produces records of the affected employees — all of whom work for the Town Council, and are members of the union. The GWU wants the information from the records so that it can get Section 10(1)b rights for 10 of its members.

"It's absolutely outrageous," said GWU official, Mr Phil Masia, commenting on the "search fee" charged by the council. "We don't think the so-called search fee is applicable in this case. Why should they sell the information to us?"

According to Mr Masia, the council initially told union officials that it had no files of the workers concerned, but somersaulted when asked to put this in writing.

"When we asked them to put this in writ-

By  
**LEN  
MASEKO**

ing, they then came up with the 'search-fee' story — hence our belief that they are stalling," Mr Masia said.

The GWU official told The SOWETAN yesterday that they had already acquired Section 10(1)b application forms — which have to be filled in with the co-operation of the employer — from the Oranje-Vaal Administration Board (Ovab).

"The next step was for the council to give us employee records, but it appears they are not willing to do so," Mr Masia added.

According to the landmark Supreme Court ruling on the Rikhoto case, migrants who have worked 10 years or more for the same employer can claim permanent city rights.

The Vaal Town Coun-

cil treasurer, Mr J Vorster, vehemently denied yesterday that his council was stalling the union's attempts to register the 10 migrant workers for urban rights.

"Why would we prevent our workers from getting urban rights? I

mean, if they have Section 10(1)b endorsed on their passes, the easier the task for all of us. We would like to see them getting these rights. The 'search fee' was introduced years ago, and is an Ovab policy. Even private companies, wanting information on

their workers, pay it," Mr Vorster said.

Mr J Leevorink, Ovab's community services director, said it was normal procedure that people should be charged the "fee" for any information required from board or council records.

Sowetan 16/3/84 (139)

# Tax strikers win their jobs back

THE new Black Tax Act met with an angry response from workers at a Durban flour mill this week — the entire workforce of 420 people went on a four-day strike.

Management sacked them all on Wednesday and closed the mill "until further notice". But on Thursday, the workers were all reinstated without any loss of privileges — but without pay for days not worked

**CP Correspondent:  
DURBAN**

The Union Flour Mill Workers — members of the Baking and Allied Workers' Union — found last Friday that increased deductions had been made from their wages in terms of the new tax law.

Because they had refused to fill in forms registering them in terms of the new system, management was compelled by law to tax them as "single" persons — a

higher rate than they paid previously.

The workers immediately went on strike and called for KwaZulu Chief Minister Gatsha Buthelezi to explain why they should pay tax in both South Africa and KwaZulu.

A spokesman for Union Flour — a subsidiary of the giant Premier Group — said they had spent a lot of money on an education programme last month to explain the

new system to workers.

"But it seems to have failed," he said.

He added that management found itself caught between the Government and the workers, because workers had made it clear that their grievance was not with their bosses but with the State.

"It was with great regret that we dismissed the workers," he said. "But we're pleased that we worked out an agreement making their reinstatement possible."



# Workers' wrath

## Unions warn the motor men after big retrenchments

By Barney Mthombathi

TRADE union leaders have accused the motor industry of putting profits before the livelihood of its employees and have warned that anger and bitterness caused by recent retrenchments will destabilise future industrial peace

More than 2 000 workers have been retrenched in the industry so far this year — 850 at Sigma, 700 at Datsun Nissan and 490 at Ford. In addition, 24 workers were fired after a crippling strike by 1 500 at the BMW's Rosslyn plant in January

Union leaders say these massive retrenchments so early in the year underline the inherent insecurity of workers in the industry and agreements are therefore needed to buttress them against the financial risks of working in the industry

Decent severance and unemployment pay arrangements will also have to be made

Coming in for harsh criticism, surprisingly, is Ford, long acclaimed as one of the most progressive employers in the country

Union sources say there has been a change of attitude to unions at Ford and that the company has recently been "a source of considerable conflict"

General secretary of the Motor Assemblers' and Component Workers' Union, Dennis Neer, said this week his union heard of the retrenchments at Ford a week before they were to be carried out "almost as a rumour"

"We contacted Ford and they confirmed the rumour was in fact true," he said

"A meeting was arranged at which we put forward some suggestions as alternatives to avoid retrenchments. Our suggestions were all rejected. It was a matter of 'take it or leave it'. They said the matter was not negotiable."

Mr Neer said workers had interpreted the retrenchments as a retaliation by management to a strike in December after a worker was fired

"Workers are angry and I don't know what will happen should such a thing be done again. The whole manner of approach has changed at Ford."

Also critical of Ford was Fred Sauls, general secretary of the National Automobile and Allied Workers' Union, who said since 1980 Ford had been a source of considerable conflict

He said the union was informed by Ford only two days before the lay-off. A meeting was held only at the union's request and Ford refused to consider alternatives or to delay the retrenchments until after a union meeting

He said the difference between the way Sigma and Ford handled the lay-offs was quite startling

Although his union was not at all happy with the retrenchments at Sigma, ample discussion had at least taken place between the union and the company before the actual lay-off

"In addition, the long-standing agreement between the two parties ensured that the 'last-in, first-out' principle was adhered to and that workers who were retrenched received a week's notice, and one to three months' severance pay"

Ford's Press Relations Manager Bob Kernohan said there was "no particular legal obligation" to inform the unions about the lay-offs

"It's an abnormal situation. We don't retrench often, and this is the first major retrenchment since the energy crisis of the early Seventies."

Mr Kernohan said Ford always co-operated with the two unions but the retrenchments were a non-negotiable issue

"We informed the unions about it, but only once the decision had been made. And we gave an assurance the retrenched workers will get first option should conditions improve"

Mr Ruben Els of Sigma also said the workers would be given preference should the situation improve

"The decision to retrench was arrived at after a thorough investigation"

BMW spokesman Mike Brandt said none of their workers had been laid off, but 24 employees had been fired "for reasons related to their activities during the strike. They were involved in intimidation and violence against members of staff"

He said all BMW workers had gone back after the strike "at our rate"

"We told them they are to work for the money we are offering them or they can go and look for work somewhere else. It was as simple as that, and they went back at our rate"

139  
~~Low pay~~  
~~embitters~~  
E. Post  
~~domestic~~  
19/3/04  
workers

Post Reporter

ABOUT 150 domestic workers in the Albany district yesterday complained bitterly about the "paltry wages" they earned

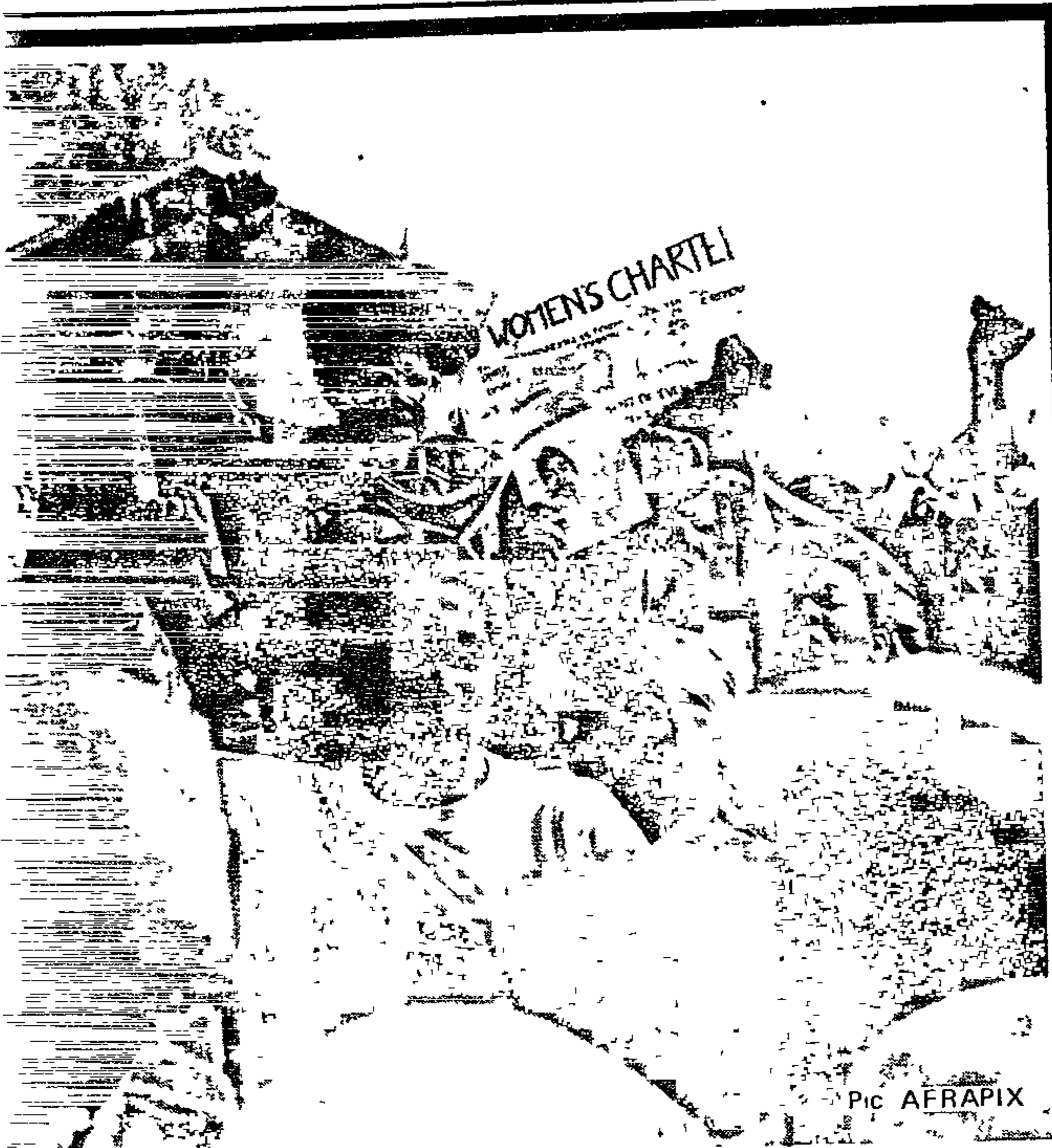
They voiced their grievances at a mass meeting organised by the Port Elizabeth-based Domestic Workers Association of South Africa (Dwasa) in the St Phillip Church Hall, Grahamstown.

Miss Nomhle Kopo, a Dwasa executive member, said they expressed their bitterness at the salaries they earned in the Albany district. They said they earned between R25 and R40 a month.

Miss Kopo said one woman, aged 62, told the meeting she had earned R7 a month during a 15-year period and her wages were only increased this year to R30 after she complained.

"They unanimously accepted the minimum wage of R110 a month for domestics recommended by Dwasa to all employers," she said

Miss Kopo said Dwasa aimed to ask the Government to include domestic workers and farm workers in the legislation that protected all workers from exploitation and also to scrap General Sales Tax on foodstuffs.



Pic AFRAPIX

Veteran women's leader who was released recently after 15 years - high to the 30th anniversary celebrations of the South African melodi last weekend. Report in HOME PRESS

# Buthelezi woos unions

City CP Correspondent  
 DURBAN 20/5/84  
 KWA-ZULU Chief Minister Gatsha Buthelezi called for an alliance between black trade unions and Inkatha in a meeting at Esikhaweni at the weekend

Chief Buthelezi told members of the National Sugar Refining and Allied Industry Employees' Union that there should be no division between the aims and objectives of black political forces and those of black unions

"The ANC mission in exile has no longer any right to demand the destruction of the factories in which you work

"Inkatha's hand of friendship is an open hand extended to assist unions. It is not a hand which grasps your union to make it do what we want it to do. We are your ally. Let us get together and work in harmony for the glorious future which we all want our children to have."

# Workers face the sack

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persuade him to at least abolish the 1,5 percent surcharge imposed on cars in the Budget in March.

**BLEFE**  
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The fears in the industry, particularly in the black trade union movement, follow last week's announcement by Naamsa's president, Mr Colin Adcock, that the increased tax on cars will have to be postponed. Otherwise,

warned Mr Adcock, most companies would operate at a loss

"We are unhappy", Naamsa director Mr Nico Vermeulen told City Press

Mr Vermeulen pointed out that the July tax will mean that car prices will increase by a whopping 6 percent

Uneasy black unions have taken a wait-and-see attitude though

they do not hide their fear of the looming spectre of retrenchment in the 50 000 employee industry. Any crisis in the car industry will hit blacks hardest

"The implications for our members are frightening," said a spokesperson for the United African Motor and Allied Workers' Union.

A spokesperson for

the National Automobile and Allied Workers' of 500 black Nissan workers

This resulted in a number of strikes followed by expensive legal action against employers

"The reason for that was low sales. Now this tax increase will further damage our position"

# Shakei police

# Cop talks clans out

134

(103) 269

# Unions ~~(139)~~ want GST on food to be scrapped

By Carolyn Dempster  
Labour Reporter

An open letter demanding that general sales tax for all foodstuffs and basic necessities be scrapped has been sent to the Minister of Finance by six prominent union groups.

The demand has the support of a collective union membership of more than 350 000 workers throughout the country.

The decision to send the letter was taken jointly by the Federation of SA Trade Unions, the General Workers Union, the Council of Unions of South Africa, the Commercial Catering and Allied Workers Union of SA, the Food and Canning Workers Union and the Cape Town Municipal Workers Union.

The unions jointly reject outright the increase in GST from six to seven percent, which was implemented in February this year.

"The decision to increase GST was made without any public discussion and, it seems, with no regard for its effects on ordinary people. As organisations representing workers, we demand that GST be scrapped altogether for all foodstuffs and basic necessities," the letter says.

The unions' reasons are

- The increase represents a substantial cut in income for the working class and poor people, who have to spend the most of their income on food and basic necessities.
- The tax comes at the worst possible time for the majority of workers. Unemployment is high, and because of the drought many people have to rely on an urban income to stay alive.
- The reasons given by the Government are unacceptable. Farmers are helped, but no thought is given to the ordinary person.
- Following the introduction of the new tax system for blacks on March 1, "workers will be justified in asking why they should pay taxes when they have no say in the Government which is spending them — especially when the taxes weigh more heavily on the working class."

The letter says the recent increases in rail fares, and the prices of bread, sugar and milk, contributed considerably to the burden on black workers.

"These increases render all the more urgent our demand that you reconsider the imposition of GST. We ask your Government to give it your immediate and serious consideration."

# 'We want to be in union unity plan'

By PHILLIP VAN NIEKERK

THREE trade unions expelled from talks being held to plan a new super-federation of emerging unions still want to be included in the unity moves.

Representatives of the South African Allied Workers' Union (Saawu), the Municipal and General Workers' Union of South Africa (Mgwusa) and the General and Allied Workers' Union (Gawu) told a Press conference yesterday that they questioned the motives for their expulsion.

The unions were excluded from a unity meeting in Johannesburg earlier this month which broke a deadlock which has held back unity moves for almost a year.

Mr Sisa Njikelana, vice-president of Saawu, told yesterday's conference that they had been offered observer status at the unity meeting after "certain individuals" had maintained they were blocking progress because of the way they were structured.

"We declined to accept this offer because it was not in keeping with our mandate, which was that we should be at the meeting as full participants. They then moved our expulsion from the talks."

Representatives of the three unions said they had not been given a hearing at the talks to explain what steps they had taken in moving towards an industrially-based union structure.

Mr Njikelana said they were reluctant to set deadlines to the process of reaching unity. "We can only suspect that those individuals who are setting deadlines are deliberately trying to leave certain unions out of the unity talks."

He said they had not gone to the extent of thinking of forming their own federation and still saw themselves as part of the unity talks, which had been going on since 1981.

He said they still had to report back to their members and receive a fresh mandate. They were waiting to see whether the other unions would insist that they have observer status rather than full participation in the talks.

131  
21/5/84  
RAM

## Strike at Checkers <sup>(39)</sup> ~~(15)~~ ~~(207)~~

**TWENTY-EIGHT** workers at the Pietersburg branch of Checkers stores went on a 30-minute strike yesterday morning after a dispute over pay.

A spokesman for the Commercial Catering and Allied Workers' Union said the dispute followed management's failure to pay the workers "increased salaries

as agreed earlier in the month."

The workers, who have been on probation for two to three years, had demanded that they should be recognised as fulltime workers. Management had agreed to do so, they claimed, and had promised to increase their salaries from R170 to R220 a month from the end of March.

Sowetan  
March 1984



## Paper under fire

THE Insurance Assurance Workers' Union of South Africa (Iawusa) yesterday lashed out at a Johannesburg morning newspaper for bestowing an honour upon Liberty Life insurance company.

The union said it noted with dismay the recent honour bestowed upon "racist Liberty Life" by the newspaper. "They (the newspaper) unanimously awarded the Annual Business Achievement Award to racist Liberty Life because of its outstanding contribution to the South African economy and in a wider context pursued the goal of excellence in all its areas of activity," Iawusa said.

*Sunday 22/8/84*

*139*

*139*

~~11A~~  
~~11B~~  
B1

**'Sactu  
wing  
of ANC'**

Saxepm 23/3/84

A STATE witness in a treason trial at Grahamstown told the Supreme Court here that the Security Police had found considerable documentation revealing a close alliance between the ANC, the South African Communist Party (SACP) and the South African Congress of Trade Unions (Sactu).

Lieutenant-Colonel J H Buchner, of Security Police headquarters in Pretoria, told the court on Wednesday that Sactu was the trade union wing of the ANC.

In response to a question from Mr P J Strauss, SC, for the State, Lieutenant-Colonel Buchner said he did not know whether a relationship existed between Sactu and the Motor and Component Workers' Union of South Africa (Macwusa).

He knew that Sactu aimed at infiltrating several trade unions and that Macwusa, the South African Allied Workers' Union (Saawu) and the Food and Canning Workers' Union were mentioned in Sactu documents.

~~RDM 26/3/84~~  
Manager  
quits  
strike-hit  
hotel

By STEVEN FRIEDMAN  
Labour Correspondent

THE general manager of the Landdrost Hotel, whose removal was demanded by striking workers recently, has resigned

While black workers at the hotel have welcomed the resignation, management staff are circulating a petition protesting against it

Workers demanded the manager's dismissal after charging that he had called in police to act against worker leaders

The immediate cause of the demand was the arrest under the Intimidation Act of Mr Robert Mkhize, chief shop steward of the Commercial, Catering and Allied Workers Union at the hotel

The union's general secretary, Mrs Emma Mashinini, said yesterday that the manager had been asked to resign by Southern Suns, which owns the Landdrost

"Several work stoppages occurred at the hotel because this manager called in the police and we are pleased that the company has acted against him," she said

However, a Southern Suns representative yesterday denied that the manager had been asked to resign. He had done so "of his own accord," she said

According to sources at the hotel, the manager's resignation has prompted a backlash from senior managerial staff

The sources say that eight department heads at the Landdrost have resigned in protest.

Southern Suns' representative denied this, however

"There have only been three resignations by department heads and none of these were prompted by the general manager's resignation," she said

At the time of the strike over Mr Mkhize's arrest, Southern Suns denied that the general manager had called police to the hotel

It added, however, that calling police in during disputes was against company policy and that any hotel manager who was proved to have called in police would face disciplinary action

Meanwhile, Mr Mkhize appeared in a Johannesburg magistrate's court on Thursday to face charges under the Intimidation Act. However, no evidence was led and the case was remanded to March 28



# Concern for the rights of domestics

Star 24/3/84

In 1970 all domestic workers were at the mercy of the whims and demands of the householders who employed them. Today the situation is very different.

There are more than 200 centres of concern throughout the country which help to protect the rights of at least 30 000 domestic workers.

Thirteen years after its establishment, the Domestic Workers and Employers Project (DWEP), besides campaigning for the rights of domestic workers, strives to improve the skills of domestic workers so as to make them more marketable and to improve relations between the workers and their employers.

Plagued by low self-esteem, a result of years of underpayment and fear of victimisation, domestic workers could never confront their employers on their own and demand fair treatment. Although these attitudes still exist, relationships had improved, said Mrs Leah Tutu, DWEP's national director, pictured above.

Domestics, particularly the younger ones, most of them graduates from the centres of concern, can now bargain with employers on how much they are prepared to work for. More and more employers are prepared to pay the DWEP's recommended wages, Mrs Tutu said.

The conditions of employment and relations are nowhere near perfect but DWEP has definitely made a mark, she said.

Both employers and employees participate in the centres of concern, realising their mutual benefit.

"Domestics and their employers can give a lot to each other by just talking and sharing ideas," Mrs Tutu said.

Literacy, cooking, first aid, typing and driving are some of the skills taught at the centres of concern. There has been an increase in the number of people interested in writing both matriculation and junior certificate examinations.

There still is no legal protection for domestic workers — no Government minimum wage or pension fund exists for domestics.

Although some private pensions have been discontinued because of lack of support, there is a core of employers who have shown interest in their workers' old age, Mrs Tutu said.

One building society recently launched a domestic workers' retirement scheme. Domestics or their employers can subscribe to the scheme, paying premiums from R5 upwards for 10 or 20 years.

# Workers go on strike

ABOUT 130 workers have downed tools at Lifestyle Cane in Doornfontein in protest against management's decision to cut their working hours by one and a quarter hours every day.

The workers are all members of the African Allied Workers Union (AAWU) and according to a union spokesman, management told the workers of the decision last Thursday.

A spokesman for the company said they were affected by the recession. "We asked the workers to work short time because we are affected by the recession like other companies. There is presently no dispute and the workers have to come back or we will remain closed indefinitely," he said.

# Take worker back, order arbitrators

RDM  
28/3/84

~~28/3/84~~

139

By STEVEN FRIEDMAN  
Labour Correspondent

IN WHAT is believed to be an unprecedented move, two arbitrators have ordered the reinstatement of a worker fired by wholesalers Makro earlier this year

The worker's dismissal led to two strikes at the company's Germiston branch and the arbitrators were appointed after both sides agreed to abide by their decision

This is believed to be the first time arbitrators have been voluntarily appointed by a company and a union to settle a dispute over a dismissal

The arbitrators — Mr Paul Pretorius, who was chosen by the Commercial, Catering and Allied Workers Union (CCAWUSA), and Professor P A K le Roux, who was chosen by Makro — decided that, instead of being fired, the worker should receive a written warning in terms of the company's discipline procedure

A Makro spokesman said yesterday the worker had already been reinstated with full benefits

The dismissal of the worker — for alleged assault and insubordination — led to a strike at the Germiston branch early in January

Workers agreed to return after Makro asked them to use the appeal procedure against firings in its recognition agreement with the union

The appeal machinery was set in motion, but it confirmed the dismissal. The union then declared a dispute with Makro and workers struck again

In the wake of this strike, the two sides met to consider ways of settling the dispute and the union suggested mediators be called in. Makro rejected this and suggested arbitration instead, to which the union agreed

"We didn't think mediation was suitable for this sort of dispute," the company's spokesman said yesterday

"If you call in mediators, you are looking for some compromise mid-way between what the two sides want. But here we were dealing with a cut-and-dried issue. Either the firing was fair or it wasn't. We thought this was best settled by arbitration," he added

He said the arbitrators had found that there had been insubordination on the fired worker's part — and so had decided that he be given a warning — but had been unable to determine the precise details

The incident which led to the firing had led to two strikes and to "growing tensions" among workers at the Germiston branch and the company had felt that these consequences warranted the worker's dismissal

The arbitrators, however, had not accepted this view

"Nevertheless, we are happy to abide by the decision if it means restoring peace to the store," the spokesman said

N. Mercury  
28/2/84

~~139~~

139

~~287~~

# Arbitrators order worker be reinstated

Mercury Correspondent

**JOHANNESBURG**—In what is believed to be an unprecedented move, two arbitrators have ordered the reinstatement of a worker fired by wholesalers Makro earlier this year.

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The incident which led to the firing had resulted in two strikes and to 'growing tensions' among workers. The company felt these consequences warranted the worker's dismissal.

However, the arbitrators had not accepted this view.

RDM 29/3/84

~~127~~ 139

## Unfulfilled 'promise' so 28 workers strike

PIETERSBURG — Twenty-eight workers at the Pietersburg branch of Checkers stores went on a 30-minute strike yesterday morning after a dispute over pay

A spokesman for the Commercial Catering and Allied Workers' Union said the dispute followed management's failure to pay the workers "increased salaries as agreed earlier in the month"

The workers, who have been on probation for two to three years, had demanded that they should be recognised as fulltime workers

Management had agreed to do so, they claimed, and

had promised to increase their salaries from R170 to R220 a month from the end of March.

However, when the workers received their pay this morning there were no increases and the 28 workers decided to down tools

The union intervened and according to their organiser, Mr C Rasethaba, management promised that the workers would "definitely" get the increases on Saturday

Mrs B Jacobs, the sales manager, declined to comment and referred queries to another official who could not be contacted — Sapa



KDM 20/3/84 (139)

## Union to hold strike ballots

**Labour Correspondent**  
THE unregistered National General Workers Union says it will hold strike ballots at two Pretoria motor parts dealers because the motor industrial council has failed to intervene in recognition disputes between the NGWU and the dealers.

The union's general secretary, Mr Donsie Kumalo, said the NGWU had referred to the council recognition disputes with Nationwide Motor Spares and Pretoria Tyre Centre, as labour law required it to do.

One dispute had been re-

ferred to the council in January, and the other last month, he said. In both cases, the union alleged the companies were guilty of an "unfair labour practice".

"Labour law says the council must try to settle the dispute within 30 days — but they haven't even replied to our letters. This means we are entitled to go to the Industrial Court or hold a strike ballot," he said.

He said the union had opted for a ballot and added "The council does not seem to be interested in settling disputes if union recognition is

involved."

A spokesman for the council denied that it was unwilling to settle certain types of disputes. "We always make sure we carry out our disputes-settling duties in terms of the law," he said.

He added that he could not comment on the NGWU's claims because he did not have details of the specific dispute.

"But there is nothing in the law which says we must settle a dispute — it merely says that if we do not the aggrieved party can take action," he said.

## UNIONS

### Unity in sight

~~(138)~~ ~~(139)~~ ~~(138)~~  
The prospect of two major trade union federations and several unaffiliated unions forming a powerful new federation representing more than 300 000 workers grew more likely this week.

Following talks held in Johannesburg earlier this month, representatives of the unions met in Durban in an attempt to cement their relationship, as the FM went to press. If the talks are successful — and the indications are that they will be — the new federation will be the largest, mainly black, union organisation ever formed in SA

Although the unions involved are reluctant to comment, the FM understands that the participants represent the Federation of SA Trade Unions (Fosatu), the Council of Unions of SA (Cusa); the Food and Canning Workers' Union, the General Workers' Union, the Cape Town Municipal Employees' Association, and the Commercial Catering and Allied Workers' Union of SA.

The Johannesburg meeting earlier this month broke the impasse which has blocked unity moves for almost a year. In the past the main stumbling block arose from disagreements between the bigger and more established unions, and newer organisations linked to community groups. The newer unions are the SA Allied Workers' Union, the General and Allied Workers' Union, and the Municipal and General

Workers' Union of SA.

The established unions, disturbed at what they perceived as attempts by the "community" unions to delay the formation of a new federation, brought matters to a head in early March — indicating they would go ahead with their plans.

Community unions were gravely offended at being offered only observer status at the Johannesburg meeting — which the larger organisations justified on the grounds that the community bodies did not appear ready to support a new umbrella organisation.

There is disagreement on what happened next. According to the established unions the community bodies walked out. The smaller unions, on the other hand, claim they were expelled from the meeting. Last week the unions claimed they still wanted to be involved in the unity talks.

No one will say whether the community groups have representatives at this week's meeting in Durban — although it is regarded as highly unlikely.

Despite optimism that most of the obstacles to unity have been removed, there are still problems to be resolved. Personality clashes and accusations about past breaches of trust have still to be ironed out. In addition, the formation of a new federation will almost certainly require the "rationalisation" of many existing union posts and the allocation of some power, and revenues, to the federation — not matters on which unions easily agree.

FMS  
139  
FM 13/84

# Domestic workers' problems to be aired at seminars

E. Post 139  
30/3/84

Post Reporter

MANY thorny issues, including assault of domestic workers and theft, will be discussed by domestic workers and employers at a series of seminars to be held by the Domestic Workers' Association of South Africa (Dwasa) in Port Elizabeth next week

Mrs Pat Maqina, Dwasa's organising secretary, said the week of seminars would be launched with a rally at the small Centenary Hall, New Brighton, at 2pm on Sunday

The speaker at the rally, which is the first to be held by Dwasa since its inception in Port Elizabeth and Uitenhage in 1981, will be the Reverend M Daba

On Monday an all-day seminar, starting at 9am, will be held at the Dwasa offices in Main Street, Port Elizabeth, and the theme will be "The domestic as a housewife"

Mrs Maqina said a social worker would be giving domestic workers advice on where to take their children if they were having problems with them while they were at work

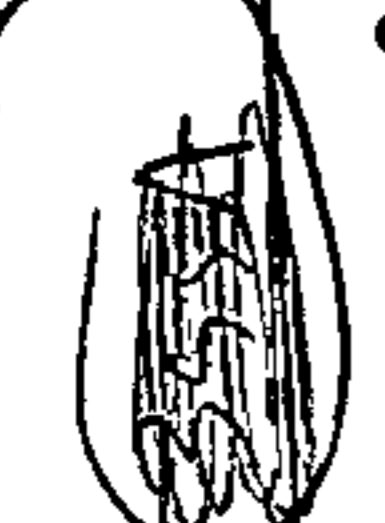
The husband of a domestic worker will discuss the problems he faced when his wife had to stay overnight at the home of her employer, and a minister will talk about spiritual upliftment in the working environment

Mrs Maqina said assault of domestic workers would be discussed on Tuesday at 10am

Other events will include a church service at St Hugh's, Newton Park, on Thursday at 3pm

WEDNESDAY APRIL 4, 1984

2. Post



139

# Assault on the job: advice given to domestic workers

By WENDY FRAENKEL  
FEW domestic workers who are victims of assault on the job realise that they can take their employers to court. This was highlighted at a Domestic Workers' Association (Dwasa) seminar held at their Port Elizabeth offices yesterday.

Those who attended the seminar were told by a professional man what they should do if they were assaulted. He said it was important to report a case of assault to the nearest police station immediately.

It was also vital to see a doctor as soon as possible or go to hospital for a medical examination and treatment — with a view to getting a medical report on the injury or injuries.

If the case was to be taken to court, evidence in the form of photographs was necessary because cases

usually only came up months after the incident. By that time any physical evidence would have disappeared.

Mrs Pat Maquina, the Dwasa organising secretary, said "Unfortunately many domestic workers never report incidents of assault, purely because they are afraid to lose their jobs and just can't afford to do so."

"Many employers, accused of assault, often retaliate by accusing their domestic workers of theft. Unfortunately it is normally the theft case that comes to court first."

"Such was the case involving a woman called Ruth whom we placed with a family. Ruth had not been with the family for two months when her employer and her husband arrived home at 9.30pm without telling her that they would be late."

"Ruth, who had been looking after the couple's small daughter, was tired, refused supper and went straight to bed."

"No sooner had she got to her bedroom than the husband of her employer rushed into her bedroom saying that she had been cheeky. He then dragged her into the kitchen and

started beating her up severely.

"It was only when he threatened to kill her that his wife intervened and Ruth managed to flee to the neighbours who called in the police."

"The police took her to hospital and later took a statement, saying she must report to them the next day. After weeks of hearing nothing from the police, she came to Dwasa offices, seeing that we were the ones who had got her the job."

"We wrote to her employers saying that we were disappointed with what had happened and in-

structed them to pay Ruth's wages."

Mrs Magina said nothing was heard from them but weeks later the police arrived early one morning at Ruth's home and arrested her for theft — she had been accused of stealing several items from her former employers.

Ruth appeared in court but after the case was postponed seven times it was eventually dropped because there was insufficient evidence.

Mrs Maquina said Dwasa was still trying to bring Ruth's assault case against her employers to court.

RM 4/186 (129)  
452  
**Union drops  
court threat**

**Labour Correspondent**

THE Commercial, Catering and Allied Workers Union (Ccawusa) has dropped a threatened industrial court action against OK Bazaars which would have challenged the firing of a union shop steward at OK's Sandton store.

A union spokesman yesterday refused to confirm or deny that the action had been dropped. He said that only Ccawusa's general secretary, Mrs Emma Mashinini, could comment and she would not be available until next week.

However, OK's industrial relations director, Mr Richard Blackwell, confirmed that the action had been withdrawn a week ago and that there was no longer any dispute between the company and union at Sandton.

The sacking of the steward, Mr Lucky Maloto, led to a strike at the store in January which ended in the firing of about 200 union members.

The union sharply criticised the mass sackings — which are unusual in strikes at major chain stores — but the company charged it was forced to take action because violent incidents had occurred during the strike.

The union alleged the firing was an "unfair labour practice" and asked the Minister of Manpower to appoint a conciliation board to settle the dispute — a prelude to industrial court action.

# Strike over wages

139

By JOSHUA  
RABOROKO

ABOUT 150 workers at Russell's furniture warehouse in Roodekop, near Wadeville, yesterday went on strike demanding wage increases and the recognition of their trade union

A spokesman for the Commercial, Catering and Allied Workers' of South Africa (Ccawusa) representing the workers, said that the workers downed tools after management had refused to meet their demands

The company's managing director, a Mr Storrock, was said to be out of town by his secretary and not available for comment

*Save the 5/4/84*

...et Memorial High  
lands North will be held  
at Doves and Wilmot  
West Chapel 10 Jorris-  
son Str. Braamfontein  
on the 9th April 1984.  
10am morning. It is sug-  
gested that donations in  
lieu of flowers be sent to  
Randjeslaagte Memori-  
al, Highlands North En-  
quiries DOVES AND  
WILMOT 339-5967 van  
Wyk

**KLOPPERS**  
Johannes Jacobus (Han-  
sie) Founder of J J  
Kloppers and Co Funer-  
al Directors, late of Sel-  
court, Springs, will  
leave the NG Church,  
Delmas on Monday 9th  
April 1984 after a ser-  
vice at 10am for the  
Delmas Cemetary  
DOVES AND KLOP-  
PERS, Springs Tel  
56-0501

**KNOX**  
A memorial service for  
Doris Kelman (Dickin-  
son) late of Kensington,  
Johannesburg will take  
place at the Victoria  
Methodist Church, Main  
Street, Belgravia on  
Thursday April 5th,  
1984 at 3 pm Suggest  
donations in lieu of  
flowers to Nerina  
House 61 Northumber-  
land Road Kensington,  
2094

**LABUSCHAGNE**  
A service for Edward  
Pleter (Nokkies) late of  
Karl Street, Jeppe, Jhb  
will be held at the Old  
Apostolic Church of  
Africa, cnr 6th Avenue  
and Bird Street, Mayfair  
on Monday 9th April at  
2 30 p m prior to the in-  
terment at the West  
Park Cemetary DOVES  
& WILMOT Tel  
339-5967

**NAGEL**  
The funeral for Lorna  
Doreen of Witbank will  
leave the Doves and  
Kloppers Chapel Geduld  
Ext. Springs on Monday  
9th April 1984 after a  
service at 3pm for the  
Springs Cemetary,  
DOVES AND KLOP-  
PERS, Springs Tel  
56-0501

**PERDIKIS**  
The funeral cortege for  
Othon, late of Kleeve  
Hill Park, Sandton will  
leave Doves and Wilmot  
West Chapel, 10 Jorris-  
son St. Braamfontein on  
Saturday April 7 after  
prayers which will be  
said at 10am, proceed-  
ing to The Greek Ortho-  
dox Cathedral of St Con-  
stantine and Helen,  
Wolmerans St, Joubert  
Park, for a service com-  
mencing at 10 30 am,  
prior to interment at  
West Park Cemetary  
DOVES AND WILMOT  
Tel 339-5967

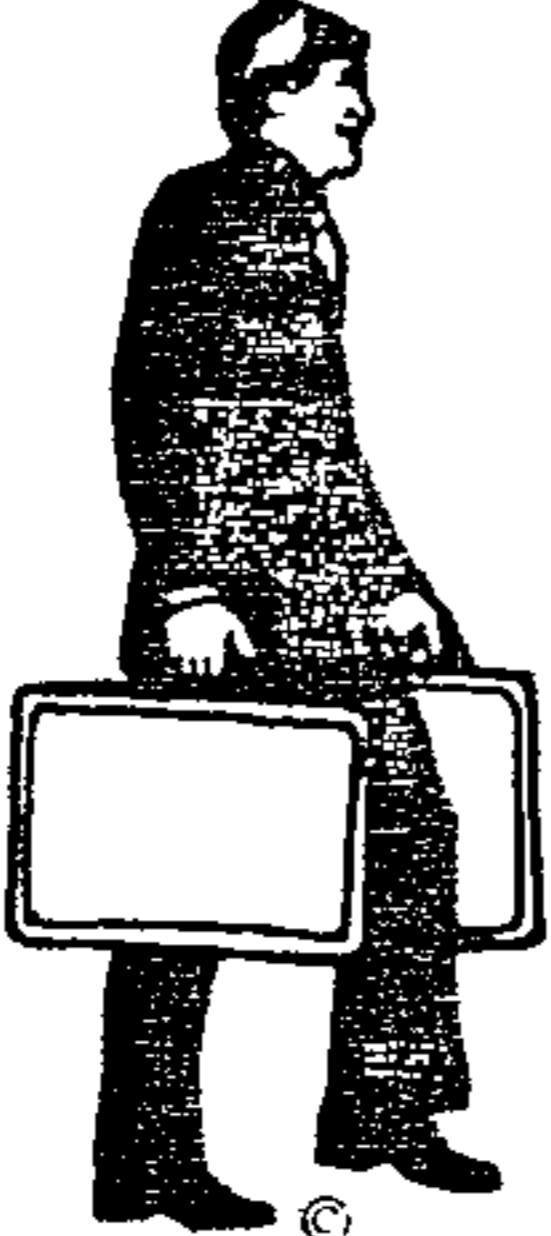
**SMIT**  
A service for Lorraine  
Ilona late of Windsor  
Green flats Windsor  
Randburg will be held  
at Doves and Wilmot  
West Chapel 10 Jorris-  
son Street Braamfon-  
tein on Monday 9th  
April at 11 am prior to  
the cremation which  
will take place private-  
ly. Donations in lieu of  
flowers may be sent to  
S A Blood Transfusion  
Services P O Box 93326  
JHB DOVES and WIL-  
MOT Tel 339-5967

**SPOWANT**  
The cremation service  
for Martha Amelia  
(Matry), late of Springs,  
will take place on Mon-  
day, the 9th April 1984  
at 1-30 pm from the  
Methodist Church,  
Springs Central. No  
flowers by request. Do-  
nations to Red Cross  
Old Age Home, Springs  
DOVES AND KLOP-  
PERS Springs Tel  
56-0501

**VIVIERS**  
The cremation service  
for Alexander Frank Vi-  
viers, late of Florida,  
will be held in the Flori-  
da Methodist Church,  
Monday 9/4/1984 at  
3pm. No flowers by re-  
quest, donations to  
charity of own choice  
WILMOT, McDou-  
GALL and ROETZ Tel  
763-3871

**WAPENAAR**  
A Requiem Mass for An-  
astasia Alida late of Cos-  
mos House, Kensington  
will be celebrated at St.  
Charles Roman Catholic  
Church, Road No 3 Vic-  
tory Park on Saturday  
April 7th at 10 30 am  
prior to interment at  
West Park Cemetary  
DOVES AND WILMOT  
Tel 339-5967

A new home a new  
office a new lifestyle  
You are a part of the  
exciting world of  
travel—wherever it  
takes you When  
you have new needs  
Classified can provide  
the solution



**The Star**  
Classified 633-2600

When a  
person wants  
to buy photo  
equipment  
where does  
that person  
begin?



**ASK  
ANYONE!**

Anyone who  
has used the  
Classified  
columns of  
this newspaper,  
that is!  
They'll tell you  
about the  
fantastic results  
they achieved  
in a very short  
time and at very  
little expense!

**The Star**  
Classified 633-2600

**Furniture workers still firm on pay bid**

Russells furniture-factory workers stated yesterday that they would stand firm in a bid for higher wages. All 150 workers at the Wadeville factory went on strike at 8 am and, singing freedom songs, waited all day for the results of negotiations between management and representatives of the Commercial, Catering and Allied Workers' Union (CCAWUSA). "We have a strong spirit," said a workers' representative "We will continue to strike until we are no longer hungry". Union men said that management is reluctant to grant the increase of R40 demanded by the workers. They want the workers to return to the factory floor while negotiations continue, but the workers have refused. Workers are dissatisfied with working conditions — citing the high-handed attitude of their bosses as the cause of the problem.

**Policeman allegedly hit boxer**

West Rand Bureau  
An incident in which the South African lightweight boxing champion, Aladdin Stevens, was allegedly knocked cold in a Randfontein police charge office had a sequel in court this week. Detective Sergeant Piet Wessels appeared before Mr MC Pretorius in the Randfontein Magistrate's Court on a charge of common assault. Mr Stevens was apparently in the charge office making a statement when he was said to have been knocked out by a punch. The boxer is ranked number five in the world and known as a formidable fighting machine. Detective Sergeant Wessels was warned to appear in court again on May 4.

**Victims put in cupboard**

East Rand Bureau  
A 76-year-old Germiston pensioner was threatened with a knife and tied up by an intruder yesterday. Police said a man threatened Mrs Martha Human of Elm Road, Primrose, and a domestic servant in her home at 10 30 am. He tied them to chairs and put them in a cupboard. He ransacked the home and made off with a revolver, radio and an unknown amount of cash. A police spokesman said the women were able to free themselves shortly afterwards and raise the alarm. They were not injured. Primrose shop assistant Mrs Charmaine Caetano (25), of Ranson Office Supplies, was also robbed at knifepoint yesterday. An amount of R400 was taken.

**'Isolation' of H**

By Fiona Macleod  
Barbara Hogan, serving 10 years for treason, has brought allegations of maltreatment and the withholding of privileges against the head of the new Johannesburg Prison and the Commissioner of Prisons. She claimed in an application before the Rand Supreme Court yesterday that she "may not survive mentally and physically the cruel and inhuman treatment". Hogan applied for an order compelling the prison authorities to afford her the rights and privileges provided for convicts. Mr Justice P J Schabert postponed the case to August 20. Hogan made certain allegations in an affidavit, and Brigadier Cornelius Geldenhuys Mathee, head of submitted a reply. Hogan said she exercise outdoors. Brigadier Mathee in the new com cleaning and sew finished by lunch relax in an open c. Hogan said she tion, and was com pulated wing of the. Brigadier Mathee tried to escape o were restricted fo surrounding her ce.

Sowetan 10/4/84

# Strike at Russells

THE strike by over 150 workers at Russells furniture warehouse in Roodekop near Wadeville, is likely to gain momentum as several workers employed by the group have threatened to down tools in solidarity with the strikers.

This was confirmed to The SOWETAN yesterday by an organiser of the Commercial, Catering and Allied Workers'

## may spread

Union of SA (Ccawusa), who said that other workers have threatened to join the strikers if the management was not prepared to meet their demands

The organiser said that the workers were locked-out when they arrived for work yester-

day They left the premises and later assembled at the union offices in the city.

The workers, all members of Ccawusa, last week went on strike in demand of a wage increase and recognition of their union They demanded a R40 increase across the board They are earning R49 per week.

The union spokesman said that they have held talks with management concerning the workers' demands Management has "blatantly" refused to give workers increases, he said

This attitude, he added, has prompted workers at other Russells outlets to threaten similar action The workers are to hold a meeting today at Khotso House

Management has declined to comment on the matter

139



**WORKERS  
GO BACK  
AFTER  
STRIKE**

MORE than 1 000 workers at Unilever factory in Boksburg who went on strike over what they described as "sexual harassment" yesterday returned to work pending negotiations between management and their union.

The workers, members of the Food Beverage Workers' Union, last week downed tools after claiming that a black security guard had found a white manager having sex with a white female employee who has since been dismissed.

However the company's spokesman has denied the allegations of sex, but confirmed that there was a work-stoppage and the workers had since returned to their jobs.

*Sowetan* 10/4/84  
**Strike at Russells  
may spread** (139)

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This attitude, he added, has prompted workers at other Russells outlets to threaten similar action. The workers are to hold a meeting today at Khotso House.

Management has declined to comment on the matter.

**600 get a hearing**

ABOUT 300 of the 600 workers who have been unemployed since being sacked by their company, African Cables near Vereeniging, will put their case to the Industrial Court today.

The workers, members of the Engineering and Allied Workers' Union, had earlier rejected two offers — out of court settlements of R35 000 and R100 000 — last month on the grounds that each worker would receive

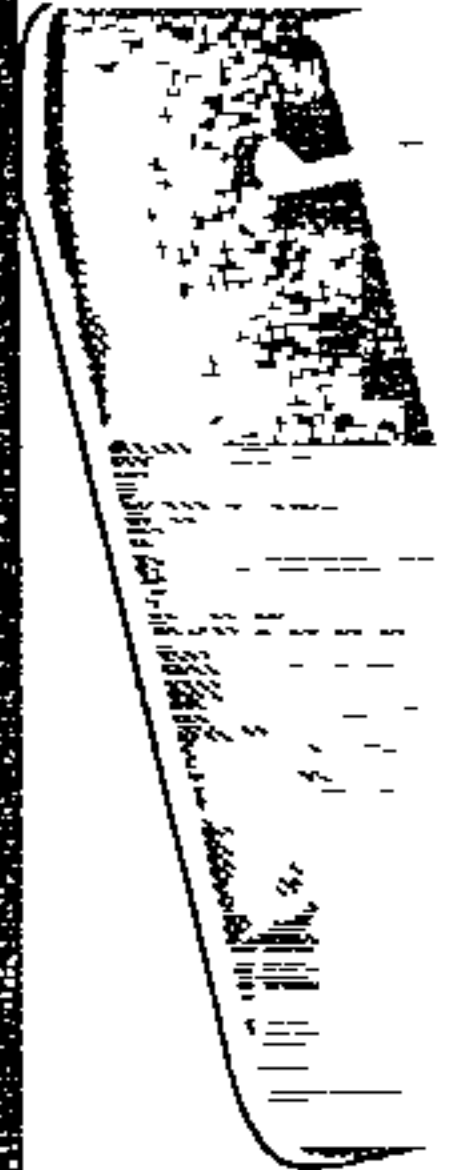
only R150 and R330 each.

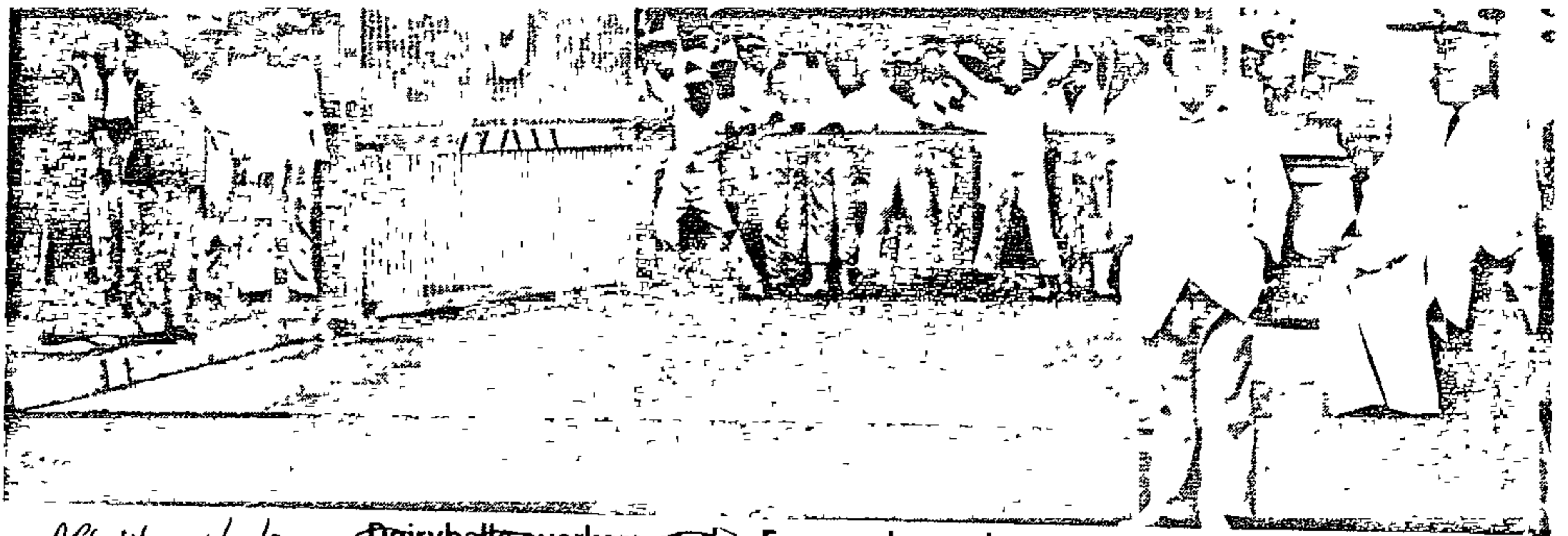
The workers are demanding R35 000 each and the stage is set for both management and workers' representatives to argue the issue in the court.

More than 600 workers at the plant went on strike during January after management had announced that it would no longer be working short-time and workers would be expected to work on Fridays.

under the supervision of  
of the college and

**SK**





ARG US 11/4/84 Dairybelle workers at the Epping depot this morning.

## 600 milkmen stop work — deliveries disrupted

Labour Reporter

MILK deliveries in the city were disrupted today when about 600 workers at Dairybelle dairies stopped work

Hundreds of workers from three Dairybelle depots gathered outside the company's main depot in Epping early today, demanding to speak to the management

Workers said they were demanding recognition of the trade union they had joined, the Retail and Allied Workers' Union (Rawu), as well as the reappointment of three migrant workers whose contracts had not been renewed

Several large retail stores in the city-Sea Point area, where Dairybelle operates, confirmed they had had no deliveries by this afternoon.

Spokesmen for the major stores said they had been told by Dairybelle that "the trucks were running late" or that there was a "production problem"

Groote Schuur Hospital, also in the Dairybelle area, received its milk late

The atmosphere at the depot was tense. Hundreds of workers sat in the yard of the factory while security guards and supervisors kept a close watch.

Tension increased when a photographer from the community newsletter, Grassroots, was arrested at the plant

Mr Ryland Fischer said he had been taking photographs in the driveway of the depot when supervisors told him to leave

He said when he tried to walk back to his car a supervisor ordered him into the reception area and called the police

He has been charged with trespassing

Earlier an Argus reporter asking about the reasons for the stoppage was told by a supervisor to leave the area

"You have got no right to be here. This is no concern of yours," he said

Repeated attempts to speak to the manager of Dairybelle, Mr M Henning, were unsuccessful

The supervisor, who would not give his name, said Mr Henning was "too busy to talk to you and he does not want to comment"

Several workers who slipped out of the factory gates to talk to the Press, said they were demanding that management recognise their union

"We are not going back to work until they sign for the union"

They also said they were asking for a minimum wage of R300 a month

"Some of us already get that, but there are some who only get R240 a month. We work very long hours from early in the morning to late at night," said one man.

A spokesman for Rawu said workers were angry because three active union members had not had their contract renewed when they had expired

## Woman, 22, shot dead in Durbanville house

Crime Reporter

A 22-year-old woman was shot dead, allegedly during an argument in her lounge, and minutes later a man gave himself up to the police

Mrs Tina Arnold was found in the lounge of her home in Village Close Kenridge, Durbanville, with two bullet wounds in the head at about 2 30pm yesterday

Police have taken possession of a 9mm pistol

A car parked in the driveway had been packed with women's clothing and a hand-drawn map of the area was lying on the floor

Shocked elderly neighbours Mr and Mrs George Donnelly described the drama that took place in the quiet close

"I saw the man drive up and

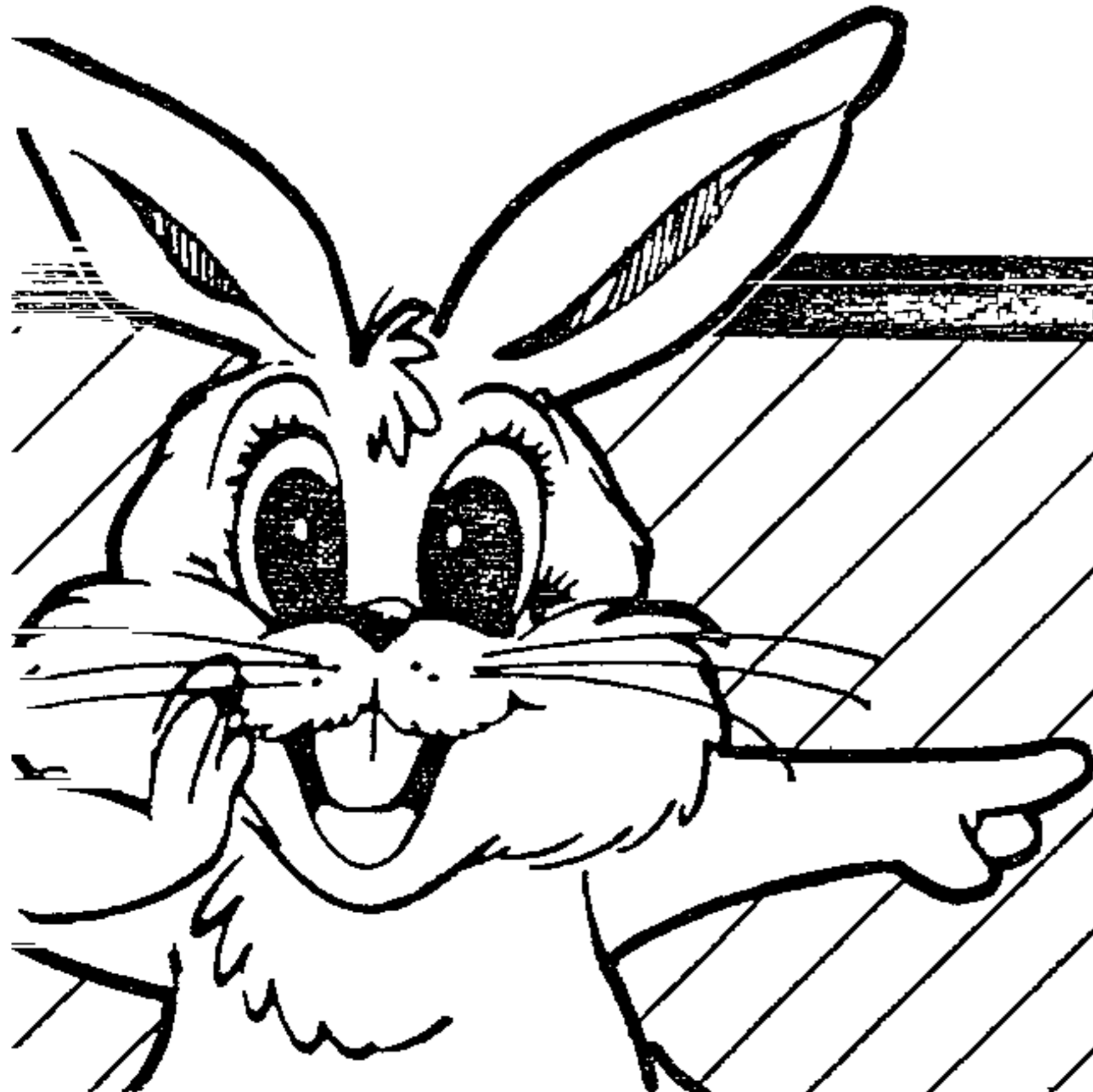
enter the house," said a shaken Mr Donnelly "Minutes later we heard shooting and the man ran across to our place and asked us to get help because he had shot someone"

The Donnellys and other neighbours said that Mrs Arnold had been "very pretty" but none had been her close friends. They saw her only when she drove in and out of

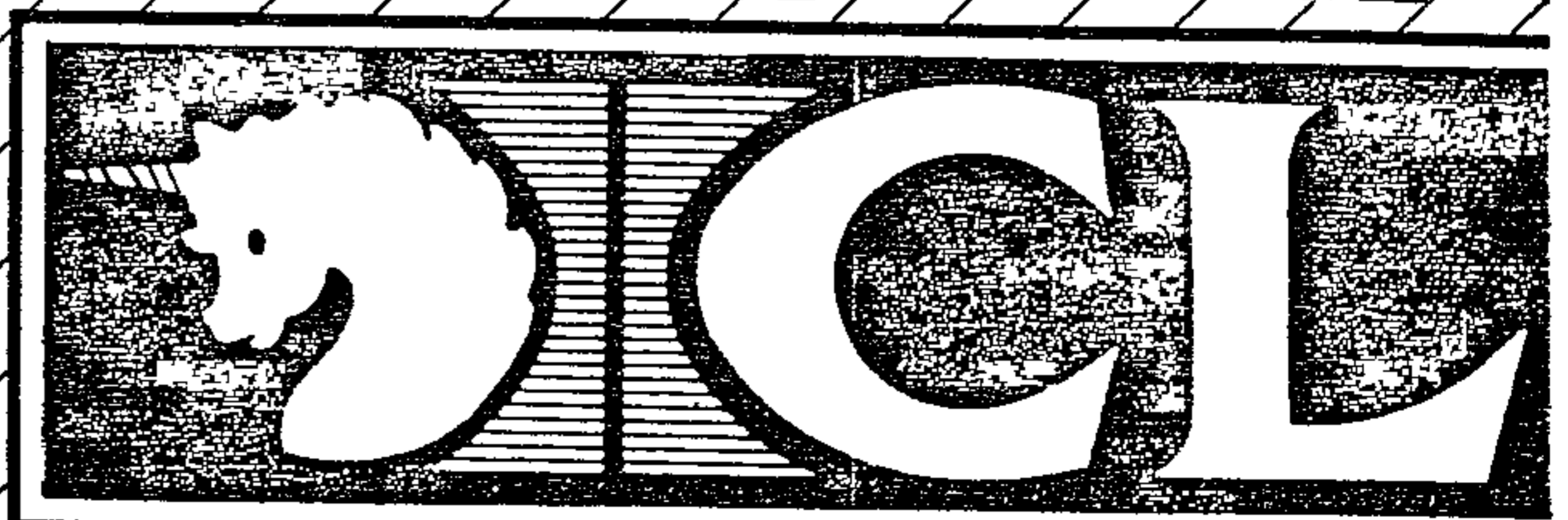
her driveway, they said

Durbanville police and members of the Cape Town murder and robbery team were at the scene soon after Mr Donnelly had raised the alarm. A man, who is expected to appear in court tomorrow, gave himself up at the scene

A murder docket had been opened, said Captain Jan Calitz, police liaison officer



# YOU PAY



Rem 10/14/84  
Russels

# strike into second week

Labour Correspondent

WORKERS who\* downed tools in support of pay demands at the Russels furniture group's Roodekop warehouse a week ago are still on strike and refuse to return until their demands are met, a spokesman for the Commercial, Catering and Allied Workers Union said yesterday.

He also claimed several Russels stores had joined the strike, now involving more than 200 workers. But a company spokesman said only the warehouse and one store were affected and that a little more than 100 workers were involved.

He added that the workers had been fired after ignoring a return-to-work deadline last Thursday, but had been invited to return to their jobs without losing any service benefits, he said, but added that not all would be re-hired.

The union has asked the company for a meeting today to discuss the strike, but it is not yet clear whether Russels will agree to this. The strike began last Wednesday and followed a demand by workers for a R40 a week increase. According to the union, the minimum wage is now R49.

The union's spokesman said workers stopped work last week when the company told them no increases could be offered. Their demand for a R40 rise was "negotiable", he added. Workers were prepared to reduce their demands if the company made them a wage offer.

He confirmed that workers had ignored last week's deadline, but charged they had arrived at the warehouse on Monday to find the gates locked. "Workers say they are willing to work, but the company must first agree to an increase."

A Russels' spokesman confirmed that the warehouse was not operating, but said that only the store nearest the strike. They have stayed at work despite intimidation, he said. Russels could not grant warehouse workers an increase because "any raise would have to be passed on to all workers in the group and we simply cannot afford that at present."

# 200 on strike

*Seweter*  
*12/4/84*

*(Note)*

*(139)*

**MORE THAN 200 workers at two companies on the Reef were yesterday on strike over wages, recognition of their unions and the dismissal of a colleague.**

About 23 workers at Jumbo Wholesalers in Johannesburg, members of the African Allied Workers' Union, yesterday went on strike after a shop steward was sacked by management

A company spokesman said that the workers all returned to work late yesterday and negotiations between their union representatives and management would take place

At Russells Furniture Warehouse, near Wadeville, about 150 workers yesterday entered their seventh day on strike over wages and the recognition of their trade union — Commercial Catering and Allied Workers' Union of SA (Ccawusa)

# Industrial court action under way

## Labour Correspondent

THE unregistered National General Workers Union is to launch Industrial Court action against a Pretoria firm, MM Steel, the union's general secretary, Mr Donsie Kumalo, said yesterday

He said the union had decided on court action after 19 members were allegedly fired for refusing to resign from the union

Mr Kumalo also charged that the company had not honoured a retrenchment agreement with the union whereby workers who had been laid-off were to be given first option on jobs when vacancies occurred

Mr Kumalo said the jobs of the 19 fired workers had not been offered to workers who were retrenched earlier

Comment from the company could not be obtained

The NGWU has repeatedly threatened court action against the company and has accused it of refusing to recognise the union and of attempting to force workers to resign from it.

This has been denied by the company

Mr Kumalo said the union had also declared a dispute with another Pretoria company, Bold Stone

While he gave no details, the union has accused the company in the past of refusing to recognise it Bold Stone has denied this and, at the time the allegation was first made, said it was engaged in recognition talks with NGWU.

130

12/4/80  
130



Several of the workers who marched from the BKB Depot in Epping, outside their hostel in Guguletu yesterday

CAPE TIMES 13/4/84

## Wool packers walk off the job

By CHRIS BATEMAN  
 MORE than 140 Epping wool packers stripped off their working overalls and marched about 8km to their Guguletu hostel yesterday after 60 of them had been fired for refusing to work shorter shifts.

The general manager of BKB wool brokers in Epping, Mr Gideon Scholtz, said afterwards that he considered all the workers fired unless they returned to work today.

The month-old dispute over rotational shifts on a Wednesday afternoon came to a head when Mr Scholtz fired 60 of the workers who refused to work the Wednesday afternoon shift this week. It was the fourth week the 140 workers had not worked the shift, which has been covered by casual outside labourers.

### 'Pleaded'

A spokesman for the National Union of Textile Workers, who claim to represent most of the workers, said the workers had unsuccessfully pleaded with Mr Scholtz to reconsider full-time shifts before walking out.

"We consider this a

lock-out, not a strike," she said.

Mr Scholtz said the trouble began in December when his depot experienced a marked drop in wool bales.

He had told the workers that "either we reduce numbers or we work short-time" and they had agreed to the latter, all working half-days on Wednesdays.

At the end of February, wool receipts had increased and he had introduced a rotational system of shifts on Wednesday afternoons.

### They objected

The labourers objected to this and began refusing to work the shifts. He was "forced to bring in the casual labour".

He said 75 workers were "proven" members of a separate local union and accused NUTW of "trying to get in on the act now".

A NUTW spokesman said the workers were paid an average R1, an hour and "the extra few hours on a Wednesday afternoon makes all the difference to them".

The NUTW had submitted a list of their members to Mr Scholtz late yesterday and were awaiting the outcome.

Dairy  
CARE TIMES 13/4/84  
strike  
truce 139

Staff Reporter

AN UNEASY truce prevailed yesterday between the newly-formed Retail and Allied Workers' Union (Rawu) and the management of Dairybelle dairies in Epping, where 600 milkmen went on strike on Wednesday

The milkmen returned to work yesterday after receiving assurances by the general manager, Mr Maarten Henneng, that he would "deliberate" with the union in an attempt to establish if they were representative of the workers

The workers initially demanded that management accept the union as their representatives and that two migrant workers whose year-long contracts management refused to renew, were reinstated

Mr Henneng blamed Rawu for the strike, accusing them of "agitating" the workers, and declined to meet with union officials yesterday

A spokesman for the newly-formed union, Mr Alan Roberts, said his officials were "merely acting on workers' instructions"

CAPL TIMES 13/4/80  
**Photographer  
charged**

139  
Crime Reporter

**PHOTOGRAPHER**  
With a community news-  
paper, Grassroots, was  
charged with trespass-  
ing after he had gone to  
photograph a strike at  
the Dairybelle dairy in  
Epping on Wednesday

Mr Rylands Fisher, 23,  
claims he was held in  
the foyer of the firm for  
about two hours before  
being taken to the Pine-  
lands police station,  
where he was charged  
with trespassing

Captain Jan Calitz, a  
police liaison officer,  
said police had arrested  
Mr Fisher after Dairy-  
belle personnel had  
summoned the police.

Mr Fisher was re-  
leased and was given  
the option of paying a  
R50 admission of guilt  
fine, or appearing in  
court on the charge on  
'April 25'



ARGUS

13/4/84 (139)

## Dairy strike: Management, union to meet

Labour Reporter

OFFICIALS of the Retail and Allied Workers' Union (Rawu) meet Dairybelle representatives today to try to resolve the dispute which brought 600 dairy workers out on strike earlier this week.

Rawu, a recently formed union, claims majority membership among factory workers and deliverymen at Dairybelle.

Workers struck on Wednesday to support demands that Rawu be recognised by management and to demand that two migrant workers, whose contracts had not been renewed, be reinstated.

Mr Maarten Henning, general manager of Dairybelle, was not available for comment today.

The union spokesman said workers had met last night and were still "very angry" about the situation.

"Foreman have been intimidating them and telling them they should resign from the union," he said.

Commenting on the strike yesterday, Mr Henning said he was not going to negotiate with a union while it brought his factory "to a standstill".

Mr Henning said he thought workers had been victimised into joining the union and he challenged Rawu to a secret ballot.

Union officials said they would welcome such a ballot.

RDM 13/4/84

# Talks as Russels strike ends

By STEVEN FRIEDMAN  
Labour Correspondent

STRIKERS at the Roodekop, Germiston, warehouse of furniture store group Russels ended their week-long stoppage yesterday after talks between the company and the Commercial, Catering and Allied Workers Union (Cawusa), the union's general secretary, Mrs Emma Mashinini, announced yesterday

Mrs Mashinini also announced that Cawusa yesterday signed a new wage agreement with newspaper distributors Allied Publishing which will raise minimum pay by more than 20%

This means minimum pay at Allied has more than tripled in three years

At Russels, about 120 workers at the warehouse struck last Wednesday after management rejected their demand for a R40 a week rise and said the company could afford no increase at all

The union says several Russels stores joined the strike and that more than 200 workers took part, but the company says only one store was affected

During the strike, Russels dismissed the workers

Mrs Mashinini said yesterday, however, that the workers had returned "en bloc" and all had been reinstated

"Had the company agreed to discuss worker demands originally without turning them down flatly, the strike would have been avoided," she charged

Comment from the company could not be obtained yesterday

At Allied Publishing, which recognises Cawusa and has negotiated wages with it for some years, Mrs Mashinini said the union and company had agreed on increases ranging from R14 a week to R21,85

Allied's managing director, Mr RJ Mitchell, confirmed the agreement and said the new minimum for the highest job category would be R160,45 a week

# Bawu 'no' to UDF

By JOSHUA  
RABOROKO

THE 120 000 Black Allied Workers' Union (Bawu) resolved not to join the United Democratic Front (UDF) at a meeting in Johannesburg yesterday.

The union's Transvaal secretary, Mr Cosmos Thokoa, said that they fully supported the UDF for their stance in the liberation struggle.

Bawu's decision not to join the UDF comes after a breakaway group, the South African Allied Workers' Union (Saawu), resolved to join the organisation at its annual conference in Soweto

Mr Thokoa said that the decision not to affiliate to the UDF was taken at national level. He declined to comment on reasons for the decision.

The union also expressed its support for all black organisations that have a commitment to the black peoples liberation struggle.

*Soweto 17/6/84*

139

# 'Sacred cow could spark union reaction'

By Carolyn Dempster,  
Labour Reporter

17/14/84

Many of the recent gains made by trade unions in South Africa were the result of superior trade union strategy.

As a result, employers had already had to forgo many of their cherished prerogatives, Professor Roux van der Merwe of the Department of Industrial Relations at the University of Port Elizabeth said last night.

He was the guest speaker at the graduation ceremony for the Certificate Programme in Industrial Relations, run by the University of the Witwatersrand's Graduate School of Business Administration.

Speaking on "Management Prerogative — the Sacred Cow", Professor van der Merwe tackled an issue "which is occupying the minds of South African managers very much at the moment".

In an appraisal of current labour trends in this area in South Africa, Prof van der Merwe said it was time employers realised that management prerogative was an ideological stance and not a basic truth.

"Those embattled managers need to realise that there is a range of strategic decisions which can be taken. Pragmatic adaptation is an alternative."

The problem was compounded by the fact that the average South African

manager operated in a conservative business climate, said the professor. However, if management continued to make a "holy cow" of management prerogative, there was a growing likelihood of intensified trade union reaction.

"Increased management control has been shown to lead to an increase in worker resistance," he warned.

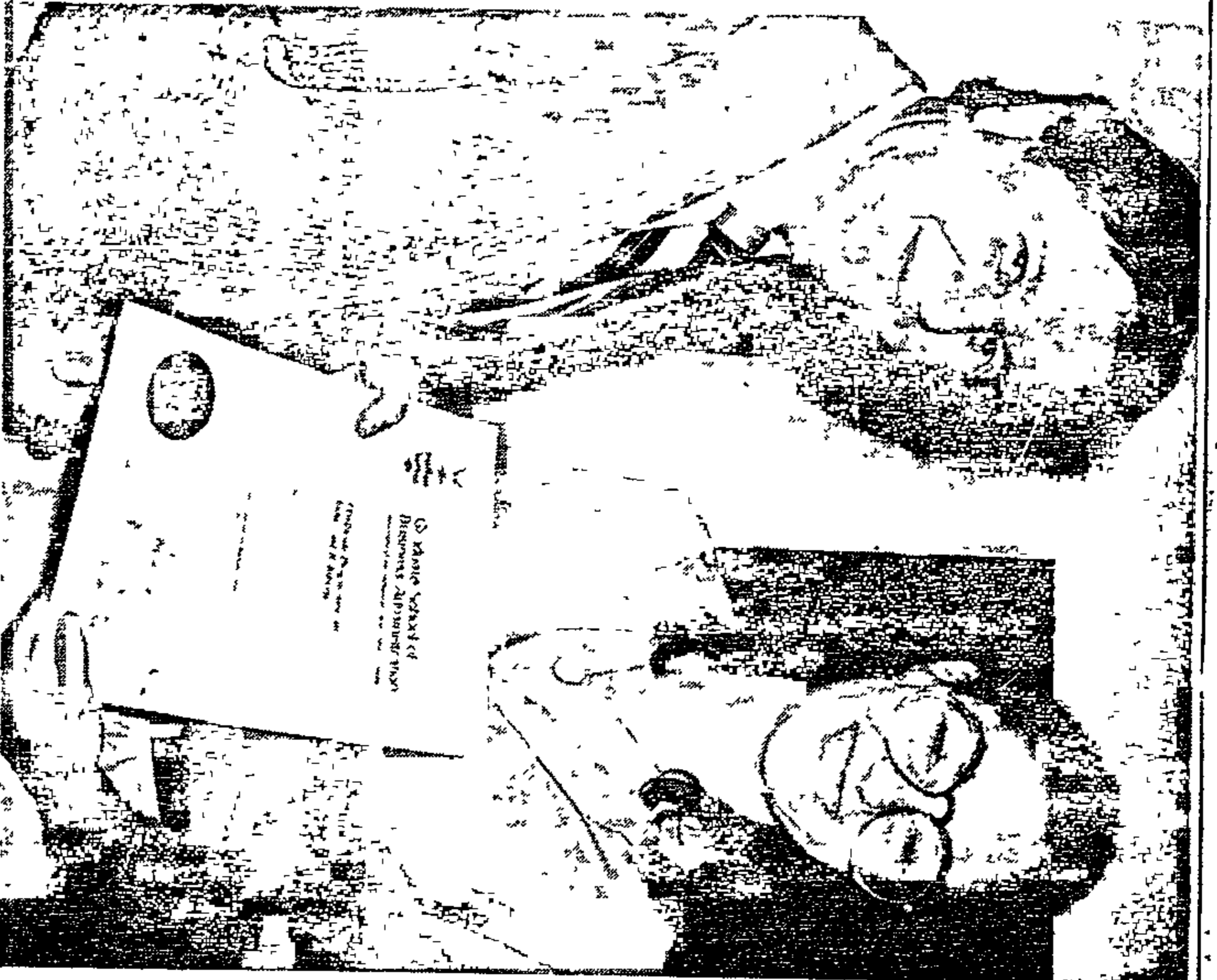
It is the second year running that the school has staged the part-time eight-month certificate programme in industrial relations. Successful participants included personnel and industrial relations managers and trade unionists.

Top student in the programme was Mrs Felicity Wright, information officer at the Institute of Industrial Relations.

Joint second place went to Mr John Harker, personnel manager at Hebox Textiles in Natal, and Miss Anne Sacks, a journalist with the Financial Mail.

The United States-South Africa Leader Exchange Programme (Ussalep), in conjunction with the school, awarded travel grants to the two management and union students who distinguished themselves in the programme.

The recipients were Mr Harker and Mr Sipho Fadebe, a general organiser for the Council of Unions of South Africa (Cusa).



University of the Witwatersrand vice-chancellor, Professor Karl Tober, congratulates Mrs Felicity Wright, top student in the Graduate School of Business Administration's 1983 certificate programme in industrial relations

Tuesday, April 17, 1984

# Striking foundry workers

## Mercury 17/4/84 ~~139~~ 139 negotiate pay increases

Mercury Reporter

THE entire black workforce — about 850 — at Apex Foundry, at Isithebe, that went on strike last week over a pay dispute was yesterday given increases of up to 18 percent with a promise of more in September

Last Thursday workers downed tools and demanded a 35 percent

hike After talks yesterday between company officials and the National Union of Sugar Manufacturing and Refining Employees, an immediate 18 percent rise and a further 15 percent in September was agreed upon

An Apex spokesman said that all workers were back at work following yesterday's negotiations

He said the new in-

creases would be paid on a sliding scale with those who were least paid receiving up to 18 percent

'We have also promised further increases in September when all wages will be again reviewed,' he said

The union's general secretary, Mr Selby Nsibandé, said workers were happy with the outcome of the negotiations

# Poverty: Role of unions praised

ARGUS 19/4/84

~~139~~

139

~~139~~

Labour Reporter  
EMERGING trade unions were central to the alleviation of poverty in South Africa, the Carnegie inquiry into poverty has heard

Summing up the findings of a labour group at the conference at the University of Cape Town, Dr Ari Sitas, a Durban industrial sociologist, said trade unions had made inroads into managerial prerogative and had established better job protection for their members

Workers had won higher wages in certain industries through their unions, while under the official Industrial Council bargaining system wages had fallen in real terms over the past 10 years

Delegates also heard that migrant workers who were sent back to the homelands when they became unemployed had

great difficulty getting unemployment benefits from homeland governments

Unemployment had become a problem of crisis proportions in South Africa, particularly in the rural areas

## Suggestions

Among the labour group's suggestions to be put to the plenary of the Carnegie commission today are that

- Migrant workers be properly included in State-financed unemployment benefits to avoid maladministration of the funds by homeland governments

- More information be provided on the running of the unemployment and sick benefit fund and that the present "secrecy clause" be scrapped

- Workers' organisations be represented on these bodies

# Deadlock in sugar industry

139  
19/4/84  
wage  
talks

By Carolyn Dempster,  
Labour Reporter

Official wage negotiations covering some 11 000 workers in the sugar industry reached deadlock in Durban this week after unions rejected the final offer made by employers

The deadlock came after weeks of negotiations and after a private meeting between two major sugar employers and unions had failed

The new Industrial Council agreement was due to be implemented on April 1

In a statement released yesterday, Mr Barry Horlock, vice-chairman of the employers' association, said in view of the fast-approaching April pay day, employers had decided to implement their final offer despite the deadlock.

"Within the next 48 hours employees throughout the mills will be advised of this decision," he said

## OFFER

The offer amounts to an increase in minimum wages of 10 per cent, and not less than eight per cent on current rates, the introduction of a washing allowance, the introduction of weekly, fortnightly or monthly pay to be negotiated at each mill only for members of the National Union of Sugar Manufacturing, Refining and Allied Employees, and recognition of June 1 as a public holiday this year.

Mr Horlock said he hoped the move would maintain industrial peace, but it was not without risks as the industry could not operate indefinitely without an agreement

The unions have called for another meeting under the auspices of the Industrial Council on April 27

# 139 Migrants forced to join union *Sowetan 24/4/84*

~~20/4~~ SEVERAL members of the SA Black Municipality and Allied Workers' Union (Sabmawu) — mainly migrants — claim they are forced by the Johannesburg City Council to take up membership of another trade union when renewing their contracts.

This was said by the union's acting general secretary, Mr Stephen Mohamme, who said that their members have been threatened with expulsion, intimidated and harrassed when they refused to join the Johannesburg Municipality Workers' Union

Mr Mohamme told The SOWETAN that scores of their members who went to "home-

lands" to renew contracts often came back and experienced difficulties

"They are ordered to sign an undertaking that they will belong to the registered JMWU or face expulsion from their jobs. Some of them, out of fear of losing their jobs, have signed while others have refused," he said

The city council's chairman of the staff-board, Mr J de Villiers, conceded that migrants have been affected by the new move. The council has a close shop agreement with the JMWU. This means that every worker must belong to the union as a condition of employment.



KRM 25/4/84  
Union  
accord  
at drugs  
firm

By STEVEN FRIEDMAN  
Labour Correspondent

A RECENTLY-formed trade union for black workers in companies serving the medical profession, has signed its second recognition agreement with an employer.

The union, the Black, Health and Allied Workers Union of SA (BHAWUSA), recently became the first union to be recognised by a pathologist's laboratory.

Now it has won recognition at SA Pharmaceutical Development Corporation (SAPDC), a Johannesburg pharmaceutical firm.

The agreement is significant for BHAWUSA because the union was originally formed by workers at SAPDC.

BHAWUSA has no full-time officials and was formed by SAPDC workers without the help of any of the existing emerging union federations. It began recruiting workers in laboratories as a result of contact between SAPDC workers and the laboratories, which the company supplies with drugs.

Members of the union have been involved in one strike — at a Johannesburg laboratory over retrenchments.

A joint statement by BHAWUSA and SAPDC announced that a "full recognition and procedural agreement" had been signed by them last week.

It said the union negotiating team had been headed by BHAWUSA's president, Mr Tlou Komape, and the company team by Mr Leon Sarnak, managing director of SAPDC.

According to the statement, the agreement was preceded by five months of negotiation.

The statement also noted that this is the second recognition agreement signed by BHAWUSA within a month.

"Both parties are looking forward to continuing the excellent spirit of co-operation between management and the union to their mutual benefit," the statement added.

ARGUS 25/4/84

# Workers down tools over wage dispute

~~181-139-138~~ (139) ~~138~~  
Labour Reporter Rosenberg was unavail-  
able

WORKERS at Rex Trueform stopped work for about an hour today after a wage dispute, according to a worker spokesman

The newly formed Clothing Workers' Union (CLOWU) said workers on the fourth and sixth floors — mainly machinists — had stopped work in support of a demand for a R10-a-week increase

"We believe that the workers' demand for a R10 increase is reasonable in the light of increasing prices of food and fares," said the spokesman

He added that clothing workers were "the lowest paid in the manufacturing industry"

"Qualified machinists with three years' experience get an average of R54 a week"

The managing director of Rex Trueform, Mr Norman Gillard, was not available for comment

However, his secretary, who would not identify herself, said "We have nothing to say. We've really got no problems here. Everything is settled"

The chairman of the industrial council for the clothing industry, Mr A

A worker outside the factory said that by midday today, the dispute had not been settled

Most workers at Rex Trueform belong to the Western Province Garment Workers' Union in terms of a closed-shop agreement

However, CLOWU claims that workers have turned to the new union for assistance

# Production back to normal at factory

Labour Reporter

PRODUCTION was back to normal today at Rex Trueform after a work stoppage at the factory, according to the company

The managing director of Rex Trueform, Mr Norman Gillard, said workers, who stopped work in support of a demand for a R10-a-week pay increase, had been told that Industrial Council negotiations between the "official" Western Province Garment Workers' Union and the Cape Clothing Manufacturers' Association were in progress

Seventy-four workers at Cape Underwear in Epping were dismissed after stopping work in support of a similar demand, according to the Clothing Workers' Union (Clowu)

The company today refused to confirm or deny the dismissals

In a statement Mr A Falconer, a director of Cape Underwear, said there had been an "instigated work-stoppage yesterday for a short period"

Clothing workers, particularly qualified machinists, have complained increasingly about their wages, which are among the lowest in the manufacturing sector

## DEFENDING

A qualified machinist gets about R54 a week

Defending the Industrial Council, which sets wages for the 60,000 clothing workers in the Western Cape, Mr Gillard said it was a "strong council, which has created stable working conditions"

# Bhawusa flexes its muscles in labour negotiations

139  
S. Law  
26/4/84

By Carolyn Dempster,  
Labour Reporter

After five months of tough negotiations, the Black Health and Allied Workers' Union of South Africa has signed a procedural and recognition agreement with the South African Pharmaceutical Development Corporation

The agreement, which covers about 450 workers at four of the pharmaceutical company's branches countrywide and which came into effect on April 18, is the second major agreement to be concluded by Bhawusa in the last month.

It has been hailed as a breakthrough for the fledgling union which was only formed in November 1982, yet all ready has a signed-up membership of nearly 15 000 workers countrywide.

"The agreement is particularly significant, because in many respects the SAPDC is the seat of the union. This is where we started organising," explained Mr Daniel "Tlou" Komape, president of Bhawusa, and a computer operator with the SAPDC.

Another "strategy" employed by the union, and one which sets it apart from the majority of emergent black unions, is that the entire union leadership is drawn from the ranks of full-time workers.

"This is a union manned by workers

Any decision affect the executives as much as the membership.

"We are as involved as they are, and this has encouraged workers to join us," commented Mr Norman Sekete, chairman of the Branch Executive Council and one of the key negotiators in management-union talks.

The union has 33 branches, with offices staffed by a skilled secretariat.

It is currently involved in recognition negotiations with two clinics and three other major pharmaceutical firms.

Hospital staff and black nursing staff are also on the agenda for the future.

While Mr Komape is wary of any political tag being attached to Bhawusa, he confirmed that the constitution provided for "non-voters" which seems to align the health workers with other black consciousness-oriented

"Each person has the opportunity to support whichever political party he wants to. We do not want to be seen as anything more political than a worker organisation," he said.

"For these reasons, we are neither affiliated to any federation, nor are we registered," said Mr Komape.

Although Bhawusa has close links with several unions affiliated to the Council of Unions of South Africa (Cusa), the union is set on maintaining its independence in the light of union unity talks.

*Call Times 27/4/84*  
**Fired GWU workers  
defect to rival union**

*Staff Reporter*  
ABOUT 80 Garment Workers' Union (GWU) members involved in a strike at Cape Underwear in Epping on Wednesday had defected to the rival Clothing Workers' Union (Clowu), a Clowu spokeswoman said yesterday

The workers had been dismissed after refusing to work on Wednesday when their demands for a R10 wage increase was refused by management.

The strikers tried to speak to workers returning to work, but were prevented by police from doing so, the Clowu spokeswoman said

The strikers who have been gathering at the Anglican Church hall in Bonteheuvel are said to be receiving help from local residents, who have been supplying food to them

GWU secretary Mr Cedric Petersen said that workers arrived in good spirit yesterday morning and were not aligning themselves with those who had been dismissed

"If those (dismissed) workers come to us for advice we will refer their case to the Industrial Council," he said. So far none had come

and Paulo Freire.  
writers on education this century has produced - Ivan Illich  
This analysts will draw heavily on two of the most important  
How can that 'all' be as inclusive as possible?  
- to all  
How?  
- shall be opened  
How are we to define the 'doors of learning' in 1984?  
- the doors of learning  
of that aim:  
to all." The aim of this paper will be to look at each part  
this way: "The Doors of Learning and Culture shall be opened  
Freedom Charter defines the goal of a just education system in  
How can the Doors of Learning and Culture be open to all? The

Paddy Kearney

EDUCATION FOR JUSTICE

# Union plans meeting to mark May Day

THE African Allied Workers' Union (AAWU) will hold meetings in Johannesburg and East London on May 1 to mark the International Labour Day.

A lunch-hour meeting will be held at Johannesburg's Khotso House, starting at 1 pm. Among the speakers will be the union's national organiser, Mr Zanzima Pali.

Other black unions and organisations have been invited to attend and to send speakers for the programme.

At 6 pm AAWU hold another meeting in the

Catholic Church, North End, East London. Here the national secretary, Mr Cunningham Ngcukana speaks on trade unionism and the South African liberation struggle.

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Sweeter

CAPE TIMES 28/11/84

# 20 workers defect to Clowu from GWU

Staff Reporter  
TWENTY more machinists belonging to the Garment Workers' Union (GWU) who were involved in a strike at Cape Underwear in Epping on Wednesday, joined the rival Clothing Workers' Union (Clowu)

yesterday, a Clowu spokesman said

This brings the total number of workers defecting from the GWU chapel at the Epping firm to 100. Management at Cape Underwear say the workers have been dismissed for failing to

obey orders to return back to work on Wednesday, when their demand for a R10 wage increase was turned down. Machinists currently earn R54 a week.

Workers feel strongly that management now say they have dismissed themselves for refusing to return to work. Workers say they have been "literally chased out" after management gave them a five-minute ultimatum to return to duty, which they refused to obey.

In a statement yesterday, Cape Underwear said they were not approached by Clowu prior to the stoppage on Wednesday, when some workers struck. "It is now apparent that our company is being totally misused in a power struggle between competing unions," the statement said.

"Management cannot condone wild-cat stoppages instigated by people outside the normal industry infrastructure. To tolerate this would lead to total instability within the industry," said Mr Alan Falconer, a director at Cape Underwear — which is part of the giant Seardel Group.

The company believed the employment package offered was well in excess of the minimums laid down in the Industrial Council agreement, and that it had acted in good faith under extremely trying circumstances, said Mr Falconer.

A spokeswoman for Clowu, however, denied the firm's claims of not being approached by them. Clowu did approach the management at Cape Underwear two weeks before the strike on Wednesday, she said.

"We would like to state that no union can instigate a strike. Strikes develop because of dissatisfaction between workers and their bosses. At Cape Underwear workers have been trying to speak to management for two weeks, resulting in threats and insults," said the spokeswoman.

A half-hour stoppage by machinists at Bibette, another clothing factory in Lansdowne, also belonging to the Seardel Group, was reported yesterday morning. It is believed, that it also involved a wage dispute, but the report could not be confirmed. Managing director Mr Winer was engaged in a high-level management meeting and could not be reached.

Clowu is an independent union formed last year in opposition to GWU, which is the largest single union in the country.

Cape Times  
28/4/84 (139)

# Pay dispute: Papers delayed

Staff Reporter

WORKERS at Allied Publishing, the distributors of a Cape Town afternoon newspaper, stopped work for between 15 minutes and an hour yesterday morning, and the City Late edition of the paper came out later than its usual time

A spokesman from the Media Workers' Association of South Africa, who did not want to be identified, said 75 workers who opened their pay envelopes yesterday at 11am had been angered when they found they had "in effect, not been paid for Good Friday

"No-one worked on Good Friday, but it is a paid holiday. What management did pay us for was made up out of our overtime payments

"It was this which upset the workers, who immediately agreed that no-one would go out until the matter had been settled," he said

By noon, management had agreed to correct the pay anomaly, and work continued as normal, he said

Mr John Rayner, Cape provincial manager of Allied Publishing, said "A grievance was expressed over payment for a public holiday. It was dealt with in a manner satisfactory to all parties concerned

"There was no work stoppage, only a 15-minute delay while some people expressed their opinions"

# Shooting: Husband 'was not himself'

By JUSTINE NOFAL  
GEORGE — Three defence witnesses told the Supreme Court here yesterday that Mr Deon Gericke, 33, charged with attempting to kill his wife and her eight-year-old son, was "not himself" on the evening of the incident and two witnesses said he "could have been on pills or drugged"

Mr Gericke has pleaded not guilty to two charges of attempted murder

Mrs Denise Gericke, 34, a tetraplegic as a result of a bullet wound in her fourth cervical vertebra, and her son were shot in their home near George on December 27

A nurse, Miss Maria Terblanche, told the court that "between 6 and 7pm on December 27 last year Deon visited me at home. I know him through business. He bragged about his wealth, which he never did before. He said he and Denise were splitting up and the divorce would come through on January 7

"He was acting differently. I asked him if he had taken pills, but he never spoke to me about personal problems. He had a beer and left"

Mr Gericke told the

court he drank tea when he visited Miss Terblanche

Cafe owners Mr and Mrs Johannes Cilliers said Mr Gericke had called at the cafe on the evening of December 27. They said he was a regular customer and often brought his wife's son with him after fetching him from judo lessons

"He looked tense and was sweating," said Mr Cilliers

## 'Heartsore'

Mrs Frederika Cilliers said "He said he was heartsore over Denise and could not bear it

"He said he had considered suicide the previous Friday night and had taken four or five tranquilizers on Saturday morning, which made him sleep till Sunday afternoon. He seemed distant, as if he was drugged. He wasn't the Deon we knew"

The hearing continues in the Cape Town Supreme Court on Monday

Mr Justice Vivier sat with two assessors Mr H J Luttig and Mr F J M Botha. Mr G D van Schalkwyk, SC, assisted by Mr H Botha and instructed by Mr J F van Niekerk of Silberbauers, appeared for Mr Gericke. Mr T J Prins appeared for the State



Garfield the c. today as Sea F back row (from Jacobson and Glengariff Roa

# After Kem

Staff Reporter

WHEN Miss Kempson joined millinery department on the wholesale Garlicks in 1977 had no idea she would retire from same store 58 years after becoming cashier

Miss Kempson spent her last day big department yesterday, and colleagues in the restaurant goodbye to this woman who has there as long as them can remember

## GREAT NEWS

Quality colour prints at

## BUDGET PRICES

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# Power station scheme praised

Municipal Reporter

A PRESENTATION by two University of Cape Town students on their ideas for saving the old Table Bay power station from demolition was praised in the City Council this week

Their plan is to recycle the building by converting it into an indoor

"It should be seen in the light of an earlier council decision that a swimming pool for the central City area is second on the priority list," Mrs Kantey said "I hope this debate will not be smothered and that we will seriously consider this suggestion"



# UNION SHOWDOWN

29/4/84

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city Press

# OVER STRIKE PARTY

**FIFTY** enraged members of the Commercial, Catering and Allied Workers' Union had a showdown with union general secretary Emma Mashinini this week to get back more than R1 000 from their strike fund.

At an explosive meeting which broke into anger, threats and tears, Mrs Mashinini was asked to hand part of a R5 000 SA Council of Churches grant to the fund



**A weeping former OK Bazaars worker at this week's meeting mirrors the hardship she and her colleagues have endured since losing their jobs early this year.**

**Pic: PETER SETUKE**

The union members — who form part of the group of 213 Sandton OK Bazaars Hyperama workers sacked early this year after a strike — want to use the money to pay legal fees in their bid for reinstatement.

Forty-eight union members finally received R1 759,76c. Two other members could not be paid R70 which the union could not account for, said union members

This week's showdown was the result of an ultimatum given to Mrs Mashinini last week

— although the workers said their dispute with the union general secretary dates back to the day they went on strike

Worker spokesman Lucky Melato, a former shop steward at the Hyperama, said they had been shocked to learn that Mrs Mashinini had gone overseas on leave only two days after the strike

"She should have taken care of the situation when the strike broke out. We couldn't understand her trip when we had been paying subscriptions to a union we believed would fight for us"

Mr Melato also re-

By  
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vealed that they had only received R400 from their union

This, he pointed out, worked out to each dismissed worker receiving R1,50. For this reason, a dismissed workers' fund raising committee had been set up to seek help from colleagues at OK Bazaars branches and from township businesses

About R3 180 from the SACC was given to the union's branch executive committee at a meeting in February, and 138 dismissed workers were paid out

But Mr Melato said they had only found out about the SACC donation by chance, when they saw a letter from the council at the union offices

Mrs Mashinini refused to comment "I'm not prepared to comment," she said "But let me warn you. You must handle this with care, because you know who you are dealing with"

# May Day meetings <sup>Star</sup> (139) 30/4/89 announced

The Release Mandela Committee has called on people to observe May Day with all seriousness and to commit themselves to working for a South Africa where wealth will be shared by all

Affirming its belief that black workers were the leading element in the struggle for democratic rights in South Africa, the RMC expressed its support for a "united working class movement".

"Let us talk of malnutrition, low wages and high rent."

Tomorrow's May Day meetings will be held at:

- Khotso House, De Villiers Street, Johannesburg at 1 pm
- Dube YWCA, Soweto at 6.30 pm

# Unregistered unions: '2% of work force'

CAPE TOWN 1/5/84

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**Political Staff**  
**HOUSE OF ASSEMBLY**  
— The paid-up membership of the unregistered black trade unions probably constituted two percent of the total work force in South Africa and eight percent of total union membership, the National Manpower Commission said yesterday

The commission said the registered unions represented 92 percent of organized labour "or about 22 percent of the work force"

However, the commission also said by the end of 1982 more than 50 unregistered trade unions had an estimated paid-up membership of more than 100 000

The commission's report into collective bargaining and works councils, the registration of trade unions and employer organizations and the Industrial Court

was tabled in Parliament yesterday

It said the membership of the so-called traditional unions for whites, coloured people and Asians "at present dominates to the extent of probably 60 percent of the total (registered and unregistered unions)"

The commission found that "in the course of time, they have built up vested interests and benefits for their members and have established management mechanisms that are essential to effective representation and bargaining at a centralized level".

These unions identified with the nature of government regulation in terms of the Labour Relations Act and subjected themselves to it by registering

It distinguished between "long-established (black) unions" and "the

newer generations of unions, most of whom catering mainly for black workers, that have gained prominence in recent years"

Some of these unions preferred not to use the mechanisms of the Labour Relations Act or used only some of the mechanisms

Most preferred to bargain separately with employers and many, both registered and unregistered, had concluded recognition agreements

"Because these unions are mostly new or revitalized organizations, they lack, in many respects, the established leadership element and infrastructure characteristic of most of the traditional unions

"Their relationship with members is geared more to specific problem areas and could therefore be fairly short-lived in some cases

"At present the membership of this group constitutes at most 40 percent of the total, but they are nevertheless a very active group strongly asserting their presence and influence in various ways"

Many of the unregistered unions had stated explicitly they would, for various reasons, not seek registration under the existing provisions of the Labour Relations Act "at least not in the foreseeable future"

Since the amendment to the Act in 1979, following the report of the Wiehahn Commission, 33 of the newer unions with about 180 000 black members had registered

However, the 199 registered unions had a membership of 1,23 million by the end of 1982

The commission also said there were about 2 700 works councils, formerly liaison committees, and some 300 works committees, catering for about 800 000 black workers

RDM 1/5/84 (139) (12) ~~12~~

# Hotel workers win pay hike

Labour Correspondent

LEGALLY-BINDING minimum wages for Witwatersrand hotel-workers are to rise by 25% in August after five months of tough negotiations between employers and the Witwatersrand Liquor and Catering Trade Employees' Union at their industrial council.

Deadlock between the two sides during the negotiations led to a decision to call in mediators to help settle the dispute, and the final settlement came after three mediation sessions.

This was announced yesterday in a statement by the union, which represents white and coloured workers. It added that the new minimum wage would be R218 a month.

However, the union added that this was "far from satisfactory" and endorsed a call by the Commercial, Catering and Allied Workers Union (CCAWUSA), which represents black hotel workers, for a minimum of R350 a month.

It said a joint hotel shop stewards' committee, comprising stewards from both

unions at two major hotel groups, Southern Sun and Holiday Inns, and two large hotels — the Carlton and the Johannesburger — had asked the hotel managements for negotiations on this demand.

According to the union's statement, minimum pay for workers in job grades where the minimum is less than R250 will rise by 25% and that for higher-paid workers by 15%.

Wages will now be negotiated annually instead of every three years.

# Fired clothing workers in 'strike vigil'

By RIAAN DE VILLIERS  
Labour Reporter

MORE than 130 fired strikers from Cape Underwear sang and chanted on the fourth day of their "strike vigil" in a Bonteheuwel church yesterday

The workers, almost all women, are being organized by the Clothing Workers' Union (Clowu), a new, independent union battling for a stake in the giant Cape clothing industry.

The workers regard themselves as being on strike after a demand for a pay increase was refused by Cape Underwear management last week.

The company regards them as having been fired.

The workers and union officials say they have conveyed their willingness to negotiate to management, and are awaiting a reply.

"We will wait here until our demands are met," they said

Mr Allan Falconer, a director of Cape Underwear, said he would comment fully on the situa-



Fired Cape Underwear workers singing in a Bonteheuwel church yesterday.

tion today

The dispute is seen as crucial for the future of Clowu, a new, independent union formed last year in an attempt to challenge the massive, established Garment Workers' Union (GWU) which has 60 000 members and is protected by

a closed-shop agreement with employers

In an important development, the GWU has asked employers to bring forward wage increases due to all clothing workers in July in terms of the existing industrial council agreement, a highly placed source in

the industry said yesterday.

He added the union had also asked employers to consider granting bigger increases

This is seen as an attempt to retain support of clothing workers in the face of independent

worker demands. There were short stoppages at several other clothing factories last week.

The fired Cape Underwear workers said they would continue to meet in the church until their demands were met and hoped they would be joined by more workers.

They said they originally numbered 52 but their ranks had swelled to 137.

They have been marching to and from the factory every morning and at lunchtimes.

Spokesmen said they were still members of the GWU but had also joined Clowu since Wednesday.

● A young clothing worker who had joined the strikers was removed from the church by relatives yesterday and was taken away in a car, despite remonstrations by union officials and striking workers.

The secretary of the industrial council for the Cape clothing industry could not be reached for comment. The council chairman, Mr A M Rosenberg, declined to comment.

# MD considers request to meet union

CAPE TIMES 2/5/84 (152) (139) (135)

By RIAAN DE VILLIERS  
Labour Reporter

THE managing director of Cape Underwear Manufacturing yesterday declared he was considering a request to meet the Clothing Workers' Union, which is organizing workers fired after striking at the factory last week.

In an interview, Mr Cecil Beekman said he had received a letter from the union in which it provided some information about its organization and asked for a meeting.

"I am considering this — but as we employ 680 people it is obvious that they do not represent the majority of our workforce," he said.

Some 50 workers were fired after striking for more pay at the Epping factory last week.

They are meeting in a "strike vigil" on every working day in a Bontebeuwel church, where they are being organized by Clowu — a new rival union to the established Garment Workers' Union.

They have since been joined by more workers and the group now numbers more than 130.

In a detailed statement on the dispute, Mr Beekman said pamphlets distributed since February had repeatedly "caused labour unrest" at the factory.

After a short work stoppage over wages by a "small minority" of workers, management arranged



Labour

for a representative of the Garment Workers' Union to address the workers to air their grievances through the "correct channels".

It also investigated its standing within the industry regarding pay and benefits and reported back to workers that it was "proud" of the package offered as wages were well in excess of the industrial council minimum levels and many other fringe benefits were offered.

This satisfied most workers but a "group of instigators" then demanded that workers should strike.

Workers were told to return to work within five minutes or consider themselves as having been dismissed.

Most returned but 49 did not and were asked to leave.

Since then more workers had stayed away. These were being considered as "normal absentees" and were welcome to return, he said.

Mr Beekman said wages were negotiated on an industry level and the Cape Clothing Manufacturers' Association had called a meeting to discuss a request from the Garment Workers' Union to bring forward — and improve — an increase due on July 1.

"Management cannot condone wild-cat stoppages instigated by people outside of the normal industry infrastructure and to tolerate this would lead to unbelievable instability in the industry," he added.

School-going children will suffer

Sewetei

# Families told

2/5/84

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# to quit as twenty lose jobs

ABOUT 20 labourers on Anglo American's dairy farm in Plat-koppies, near Heidelberg, have lost their jobs — leaving them and their scores of school-going children stranded.

The chairman of the Oranje-Vaal General Workers' Union, Mr Philip Masia, yesterday said that the families have been told to vacate the premises at the end of the month.

The workers, most of whom have been living on the farm for the past 30 years, will have to look for accommodation and employment elsewhere.

Mr Masia said that the union had pleaded with management to give the children an opportunity to remain on the farm to continue their studies until the end of the year but this has been turned down.

Mr Pen Baerthy, manager of the farm, said that the company was in the process of selling the farm. They had notified all the workers and paid them

severance pay and other benefits.

Most of the workers refused to be transferred to other farms, he said. They would look for employment in the neighbouring town where their children could also attend school, he said.

OWN CORRESPONDENT

Most of the workers have relatives buried on the farm. One of those affected, Mr Zachana Mokhema (50), said that the farm was almost like a home. "It is sad for us to leave our old homes and go into the wilderness."

"Some of us are old and will face problems finding new employment. We also have problems with obtaining Section 10(1)B rights. Our children will be out of school for a year," he said.

# Worker solidarity is May Day call

Unity between workers' organisations and community groups was highlighted in a May Day meeting held in central Johannesburg yesterday yesterday

The gathering was organised by the Release Mandela Committee, in conjunction with several trade unions.

Mr Oupa Monareng, president of the Soweto Youth Congress, said its members had come to realise that workers and not students were at the forefront of the struggle for a just society.

In the past, said Mr Monareng, action of young people had divided the community. "For instance, in 1976, many Putco bus drivers stopped stones thrown by us"

But recently youth organisations had reconsidered their position and working people could be assured that "youth from all tiers of life will be 100 percent behind the struggles of the workers".

A large contingent of Putco workers was present at the meeting. One Putco employee addressed the meeting, appealing for solidarity with commuters

"People neglect the fact that we are also involved in community struggles. We are not responsible for fare increases"

Veteran trade unionist Mr Eliot Shabangu of the General and Allied Workers' Union welcomed the re-emergence of public celebration of Labour Day. He pointed out that the practice had ceased when the South African Congress of Trade Unions had been crippled by the banning of its leaders

But unions formed in the last few years had symbolically put South African workers back in the mainstream of the international labour movement, he said.

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# Factory No to wage talks on plant level

## Labour Reporter

CAPE Underwear Ltd, whose factory is the scene of a wage dispute, is not prepared to negotiate wages on a plant level as this would cause "chaos" in the industry

Mr Cecil Beekman, managing director, said it was "impossible" to hold factory negotiations in a "labour-intensive" industry.

He added, however, that the Cape Clothing Manufacturers' Association had called a meeting to discuss a request from the Western Province Garment Workers' Union (WPGWU) "to bring forward the negotiated increase which is due on July 1 and to possibly consider improving it"

About 150 workers, some of whom were dismissed after a brief work stoppage last week, are continuing to meet in a church hall in Bonteheuwel

## Increase

The workers are demanding a R10-a-week increase

The minimum wage laid down for a qualified machinist is R54 a week.

The clothing industry is the largest employer in Cape Town, with more than 60 000 people working in more than 400 factories

Mr Beekman said the company was "proud of its current employment package, which is well in excess of the minimums laid down by the Industrial Council agreement and which includes many fringe benefits which are in the interests of the welfare of our workforce".

He said the stoppage had been "instigated by a small minority of workers".

The management had asked workers with grievances to go through the "correct channels" and approach the WPGWU with their grievances, Mr Beekman said.

## Agreements

The giant union, with 60 000 members, is protected by closed-shop agreements in most clothing factories in the Western Cape

Most of the dismissed workers, who consider themselves on strike, have joined the recently formed and unregistered Clothing Workers' Union (Clowu)

Mr Beekman said Clowu had written to the company, which was "investigating its credentials"

"The total organisation at this point comprises one officer and whatever workers she can get to join".

He added it was "obvious" that Clowu was not representative of the company's workforce of 680

CAPE TIMES

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## Clowu talks possible

Labour Reporter

CAPE Underwear Manufacturers and the Clothing Workers' Union (Clowu) may negotiate later this week over the fate of workers fired after striking at the firm's Epping plant.

Mr Cecil Beekman, managing director of the clothing firm, said he was considering a request for a meeting from the union.

Yesterday, he said he had made an offer for a four-man management delegation to meet with a union official and three workers on Friday morning. He was still awaiting a reply from Clowu.

A union spokesperson said the offer would be discussed by the workers yesterday afternoon.

Clowu, a new union formed in opposition to the giant Garment Workers' Union, has been organizing 49 workers fired for striking for more pay at the factory last week.

The workers have been meeting daily in a "strike vigil" in Bonteheuwel churches. The group now numbers over 130.

# Employer to meet strikers

By RIAAN DE VILLIERS  
Labour Reporter

A MEETING will take place this morning between management of Cape Underwear Manufacturers, an official of the Clothing Workers' Union and workers fired after striking at the firm's Epping plant last week.

While the meeting may be crucial to the dispute, there seemed to be little prospect of a negotiated settlement yesterday.

Mr Cecil Beekman, managing director of Cape Underwear, said he would attend the meeting because the union had requested it.

## Ultimatum

However, he was not prepared to consider re-employing 49 workers dismissed after ignoring a management ultimatum to return to work last week — and was not prepared to discuss the matter either. Any impression previously created by press reports that he would consider taking back the workers was incorrect, he added.

The original 49 workers have since been joined by other workers from the plant.

Earlier this week, Mr Beekman said any workers who had gone absent since the strike on Wednesday were "welcome to return".

In a statement, Clowu's general secretary, Ms Zubeida Jaffer, said the union would do "everything to try to settle the dispute".

However, she added that workers remained "strong in their demand for a R10 increase".

While she would not elaborate, it is thought the union and worker delegation will continue to demand the increase as well as the return of all workers.

Meanwhile, top churchmen and other prominent figures have written an open letter to Cape Underwear management in which they express hopes that the dispute will be "speedily resolved".

Among the signatories are Dr Allan Boesak, president of the World Alliance of Churches, the Rev Syd Lockett of the Anglican Church, Dr J C Adonis of the N G Sendingkerk and Sheikh Na-zeem Mohammed, president of the Muslim Judicial Council.

They and others held an interdenominational church service for the workers in a Bonteheuwel church yesterday.

The letter was then read out and signed and taken to the factory by a delegation of three churchmen.

It said the strike was a "terrible sacrifice for workers and their families" and said they had a "desire to reach a reasonable and just settlement".

In response, Mr Beekman said later "The company reiterates its commitment to discuss in good faith any problems relating to employer-employee relationships on the basis of accepted industrial relations practices".

He added the company had already agreed to meet Clowu at their request "against this background".

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# Deadlock in 'strike' talks.

Labour Reporter

TALKS between Cape Underwear management and a Clothing Workers' Union delegation deadlocked yesterday when management refused to take back 49 workers fired after striking at the firm's Epping plant last week.

Following the all-day meeting in a City hotel, 130 workers involved in the dispute — who all regard themselves as being on strike — decided not to return to work unless everybody was taken back.

Forty-nine workers were originally fired after striking but were subsequently joined by others, bringing the total to 130.

Ms Zubeida Jaffer, secretary of the newly formed Clothing Workers' Union, said in a statement that management had "deadlocked" the talks through its refusal to reinstate the 49 workers who were "initially forced out of the factory".

The 130 striking workers, believing the dispute had been "forced

on them by management due to their reluctance to listen to their wage demands", unanimously resolved late in the afternoon not to return to work unless everybody was accepted back, she said.

Mr Cecil Beekman, managing director of Cape Underwear, confirmed the talks had deadlocked because management had refused to take back the 49 workers, in line with its attitude announced earlier this week.

However, he reiterated that workers who had gone "absent" since then were "welcome to return".

## 'Unrelated'

As the majority of its workers were members of the Garment Workers' Union, which was the trade union party to the industrial council, the company had "no alternative" but to accept this as the forum for collective bargaining purposes.

The Cape Clothing Manufacturers' Association would meet on Tuesday to consider a GWU request for a general wage increase throughout the industry.

Regarding the 49 workers, management could not condone a situation in which employees "refused to resume their duties" in support of a wage demand which was "totally unrelated to the current discussions within the industrial council", he added.

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(139) ~~139~~

## Kaunda advises black workers

LUSAKA — Zambian President Kenneth Kaunda yesterday called on South Africa's black workers to use their power to withdraw labour to overthrow apartheid and bring true democracy to the country.

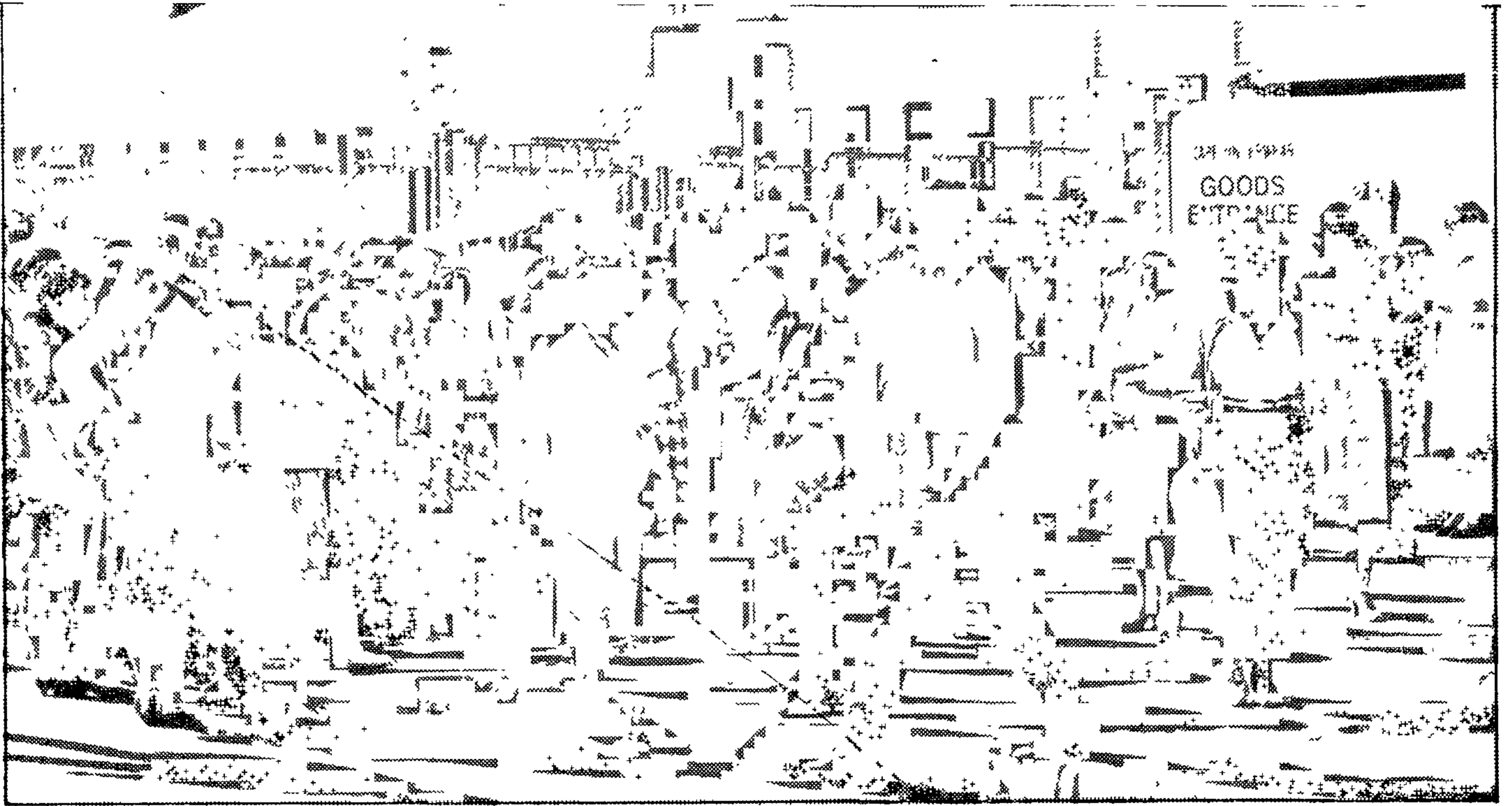
"This is the time to use it, to show the regime that the giant is awake, can bite and will bite," he told the opening session of a conference on apartheid being held in Lusaka.

Dr Kaunda said South African workers were being exploited so whites could enjoy a high living standard and international investors make huge profits — Sapa-Reuter

# STRIKE

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5/84



● **STRIKING** workers outside the Cape Underwear factory in Epping last week.

Recently strikes over low wages hit three Cape factories- Cape Underwear, Rex Trueform and Bibette.

Last week 49 workers stopped work at the Cape Underwear factory in Epping in support of demands for a wage increase. This had followed weeks in which management had refused to negotiate their demands. Management's response to the work stoppage was to fire the workers.

Wages in the clothing industry are low. The highest paid worker earns R129 per week and the lowest R36. The average is R54. The workers are demanding a R10 increase in wages, claiming this will just help them to break even. They say that with rising food, transport, and other basic costs, their wages have dropped in real terms.

Mrs W Daniels a machinist at Cape Underwear earns R54 a week, she has been working there for 27 years.

"The worst thing about working at Cape is the high targets we have to reach. Just before the strike I was producing 30 garments an hour. My bonus was R7,00. Targets are increased all the time. I used to get home feeling more and more tired every day. But all the time targets were increasing, bonuses were not.

We depend on our bonuses to see us through. Our wages are too low. Individual workers did approach management about the decreasing bonuses but nothing happened. We then decided that we had had enough and we got together and downed tools."

Another worker at Cape Underwear described her position. "I have a son of three. I

have to pay board of R20 a week. When I lived in Mitchell's Plain, I often used to cry at night because I never knew where I would get food for us from day to day. What else could we do at this factory but stop work? We are going to succeed, we must succeed in getting our demands met.

The management's intransigence has been condemned by community and church leaders including the Rev. Dr. Allan Boesak. Surprisingly, the Garment Workers Union has described the workers' demands as 'insane'. The living wage has been calculated as R600 per month (by the Federation of South African Trade Unions).

## CLOWU VS GWU ?

The Clothing Workers' Union (Clowu) was born out of the dissatisfaction of the workers with the Garment Workers' Union of the Western Province. The GWU was formed in 1927 and today membership stands at 58 000 in 405 factories. However, Clowu argues that because it has a closed shop agreement with the bosses (since 1941), this does not reflect the union's strength because they cannot claim to have organised all their members.

Mr Cedric Peterson, Assistant General Secretary of the Garment Workers' Union for the past nine years, and son of Louis Peterson, General Secretary of the Union for 34 years, described the aims of the Union as:

"To improve the living and working conditions of workers and to regulate the problems between employers and workers."

He did not see Garment Workers' losing many members to the Clothing Workers' Union.

"The majority of workers prefer the industrial council system," he said. "I don't believe that workers should negotiate directly with the bosses. But if workers want something different they will have to tell us."

Mrs Daniels, a machinist at Cape Underwear for 22 years, said.

"I decided to join Clowu because they are on our side. They have told us what our rights are. The Garment Workers' Union never really had contact with us - they are on the bosses' side.

"When you read Clothesline (the Garment Workers' newsletter) you get the impression they aren't talking for the workers, but for the bosses."

Clowu has five full-time organisers, all of whom are paid no more than the wage of an average garment worker - about R54,00 a week. One of the organisers said

"Our aim is not to force people to join the union - we want workers to decide for themselves. So we concentrate on explaining things rather than just signing people up.

"We are not in a fight with the Garment Workers' Union, but we want to organise workers so that they can make their own decisions. They have been silent for too long."

The clothing workers urgently need your support. Each worker is being given R30 per week to assist them and their families while on strike. Wages Comm will set up collection points in the Leslie and Student's Union from Thursday for students to donate groceries and money. Money can also be sent c/o S.R.C.

# FACT SHEET ON THE STRIKE

In the weeks prior to the strike, workers repeatedly approached management for a R10,00 increase on their average weekly wage of R54,00. Management adamantly refuses even to discuss wages.

- 27/4/84 : A short work stoppage occurs at the Cape Underwear factory. Garment Workers' Union officials speak to workers asking them to return to work. After the meeting workers are still unhappy. Management gives the workers five minutes to return to work or be dismissed. 49 workers refuse to return and are "locked-out" of the factory.
- 30/4/84 : Workers march to work but are refused entry. A daily strike vigil is held by workers in a Bonteheuvel church. A further 80 workers join the original 49 to swell the ranks. Worker representatives and CLOWU request negotiations with management.
- 1/5/84 : Workers continue to hold a daily vigil. Workers speak at May Day meeting at University of Western Cape and UCT to explain the crisis.
- 2/5/84 : In a statement to the press the managing director of Cape Underwear, Mr Beekman, says he is proud of the current employment package of R54,00 a week. He agrees to meet CLOWU on Friday.
- 3/5/84 : A letter is sent to Cape Underwear by Dr Boesak and other prominent clergymen and community leaders supporting worker demands.
- Management issues a press statement refusing to re-employ the original 49 strikers. Management also refuses to negotiate wages at plant level. The director felt negotiations would result in chaos.
- 4/5/84 : CLOWU and management meet but talks deadlock when management refuse to discuss wages and reinstate the original 49 workers.
- At a meeting of all the striking workers, they agree not to return until all workers are reinstated.
- 7/5/84 : Workers still out on strike.

## Open Letter To Cape Underwear Management

3 May 1984

The Management  
Cape Underwear Manufacturers Ltd.  
Losack Avenue  
EPPING INDUSTRIAL

ATTENTION MR BEECKMAN

Dear Sir

We write to draw your attention to the plight of the workers in your factory, in particular the workers currently on strike. In this time of rapidly rising prices, our people are finding it harder and harder to make ends meet. It is in this context that the workers at Cape Underwear have put forward their demand for a R10,00 per week increase.

The workers have chosen to strike in order to draw to your attention their desperate situation. In doing so, they have raised a matter of grave concern to all, to the communities in which we live, and to you, the management.

The strike is a terrible sacrifice for the workers and their families and indicates their determination to have their voice heard. We have no doubt that the workers have a desire to reach a reasonable and just settlement. We hope and pray that the dispute at Cape Underwear will be speedily resolved and we trust that good sense and sincere discussion will prevail.

In our eyes and that of our communities, a solution is both urgent and necessary. With sensitivity and compassion, we believe that such a solution is possible.

Our Lord has opened his arms to the poor and oppressed. He does not wish to see his children suffer, and we know that he will guide us in these difficult moments.

REV DR ALLAN BOESAK  
CHAIRPERSON - WORLD ALLIANCE OF REFORMED CHURCHES

REV SYDNEY LUCKETT  
DIRECTOR - BOARD OF SOCIAL RESPONSIBILITY (ANGLICAN CHURCH)

REV DR ADONIS  
N G SENDINKER

FARIED ESACK (Maulana)  
MUSLIM JUDICIAL COUNCIL

MARGARET NASH (DR)  
BLACK SASH

NAZEEM MOHAMED (Sheikh)  
PRES M J C

SHEIKH GAMELDIEN

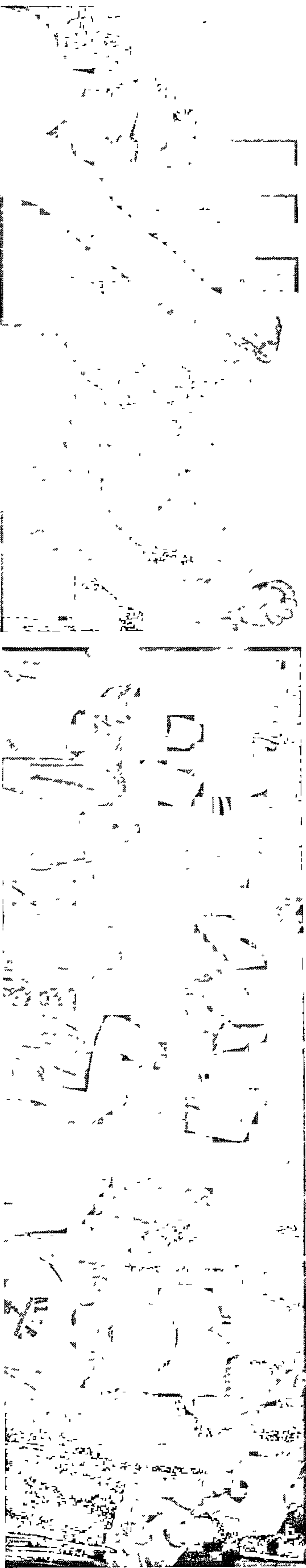
PROF. F WILSON  
SALDRU

1399

city Press

6/5/84

# 'The struggle continues' — even in the dark



Azapo's Soweto chairman, Ishmael Mkhabela, and Azapo executive member Paul Tsotetsi... and Azapo supporters chant freedom songs at their May Day meeting in St Hilda's Anglican Church.

## Thousands call for unity at May Day rallies

**THE LIGHTS went out on May Day — but the flame of worker solidarity continued to burn at the Dube by this week.**

A power failure nearly caused the cancellation of the Release Mandela Committee's meeting on May 1. But more than 100 people still turned up and sang freedom songs by the light of four candles.

Elsewhere in the country, the 98th anniversary May Day was marked by calls for workers to unite so they could successfully fight exploitation and oppression

**By KHULU SIBIYA and MONO BADELA  
Pix: THEMBA NKOSI**

An Azanian People's Organisation meeting at St Hilda's Anglican Church in Rockville was disrupted by stone-throwing.

At the same meeting, a youth was punched and kicked by a white man when he tried to enter the church.

Resident minister Joe Seoka said he confronted four white people sitting in a car outside the church. They apparently identified themselves as Security Police but denied

that they threw stones at the church.

Rev Seoka said it was the third time stones had been thrown at his church during an Azapo meeting. He said he would lay a complaint with the Protea police.

Azapo pledged to look into the plight of people said to be too old to be employed, and those "denied the right to work because of the country's influx laws."

A meeting organised by the Commercial, Catering and Allied Workers' Union, the Council of Unions of SA, the General and Allied Workers' Union and the Brushes and Cleaners Workers' Union called on workers to build a

new society, "which provides freedom not oppression, peace and not war, employment and not unemployment, equal and not discriminatory education."

Cusa general-secretary Phiroshamy Canay told a cheering crowd at a lunch-hour meeting at Lektonn House in Johannesburg that as long as workers were denied, the Government would succeed in "destroying" them.

"We need solidarity in action. The road ahead is clear — all we need to do is unite to fight oppression," he said.

In Port Elizabeth, more than 1 000 workers attended a rally in

New Brighton called by the Motor Assemblers and Component Workers' Union and the General Workers' Union.

Guest speaker at the rally was veteran Natal unionist R D Naidoo.

Mr Naidoo cannot be quoted, as he is listed.

Other speakers came from the Congress of SA Students, PE Black Civic Organisation, PE Women's Organisation and the African Food and Canning Workers' Union.

PE Youth Congress member Michael Xhego said the fierce struggle between workers and owners would continue until the

workers had been granted a decent wage and the systems of capitalism was totally abolished.

He said South Africa would never until the working class was free.

He warned that when the time came, the workers would take ANC leader Nelson Mandela and others out of prison.

"The workers alone have the ticket for them to leave prison — not the Matanzimas," he said.

He said the working class could not be divided on racial lines, and white people had joined "the struggle of the oppressed people" were welcome "because they have joined us as a working class."



# 1,000 strike at lead plant in Jo'burg

Labour Reporter

139  
About 1 000 workers at Industrial Lead Works in Judiths Paarl, Johannesburg, struck this morning.

A spokesman for the General and Allied Workers' Union, which claims a representative majority at the plant, said the strike had been sparked by grievances over wage increments and the management's refusal to recognise the shop stewards' committee.

He said wage increases had not yet been discussed, nor had the management made any promises about increments. But workers had tired of waiting for a rise.

He added that the police had been called in shortly after the start of the strike.

Sources at the plant confirmed that the entire workforce was "standing around outside".

The managing director, Mr D Friedman, was not available for comment.

# 7-hour stoppage at firm

ABOUT 400 workers at Industrial Lead Works in Johannesburg yesterday had a seven-hour work stoppage demanding increased wages and the recognition of their trade union.

The workers, members of the General and Allied Workers' Union, said they were demanding a R2.50 per house increase in their weekly pay, the recognition of their union and that management should attend to a list of other

grievances. In a joint statement the parties said that the workers agreed to go back to work pending further discussions between them. The company had also agreed to recognise the union on condition they were

satisfied that it (union) represented the majority of the workers. The company has further undertaken not to deduct workers' wages as a result of the lost time, provided they returned by 2pm yesterday.

lightning and craft' incident. The State attorney killed Mr Solomon (60) and Mr C Rakgoale (76) on February 5.

## Motor firm signs accord

SIGMA Motor Corporation has signed a new conditions agreement with the National Automobile and Allied Workers' Union (Naawu).

In a statement to The SOWETAN yesterday, the corporation's spokesman said the new agreement which covered "some significant matters" will become effective as from May 12.

The main elements of the agreement which covers all hourly rated employees except artisans are: a general increase ranging from 10 cents to 13 cents per hour based on the grading of the employee and a productivity incentive guaranteeing a minimum payment of 10 cents per hour in recognition of the improved productivity already achieved by the labour force over the past quarter.

Details of the agreement will be explained at a Press conference in Johannesburg today.

## New bus service

THE Vaal Bus Company is to introduce its luxury bus service in Evaton in the near future following a public request for faster transport in the area.

# LOOK WHAT'S IN YOUR MIRROR BAG

## ON MAY 20

### Mirror Sport

### Woman's Mirror

### Show Mirror

### Africa Mirror

## YOUR MIRROR

SOWETAN SUNDAY **MIRROR**

S 7586

COI

REPRODUCED BY THE SOWETAN

RAM 81584  
Strike for  
139  
recognition

Labour Correspondent

ABOUT 400 workers at Johannesburg Industrial Lead Works staged a brief strike yesterday in support of demands for the recognition of the General and Allied Workers' Union and a R2,50 minimum wage

In a joint statement, GAWU and the company said the strike had been settled "amicably". The company had agreed to negotiate a recognition agreement if the union proved it represented the majority of workers.

At a meeting between management and union officials, as well as worker representatives, the company agreed not to deduct money from the workers' pay for the strike, provided they returned to work by 2pm.

# Amicable agreement ends short-lived strike

Labour Report  
A strike by about 400 workers at Industrial Lead Works in Judiths Paarl, Johannesburg, ended amicably yesterday when workers agreed to return by 2 pm after being given certain assurances by management

The workers downed

tools early yesterday morning after management's refusal to recognise shop stewards belonging to the General and Allied Workers' Union (Gawu) or their demand for R2,50 per hour minimum wages

In a joint statement yesterday, by the Industrial Lead Works man-

agement and Gawu, the company undertook to negotiate with the union as soon it submitted satisfactory proof that it represented the majority of the workers at the plant. Negotiations would cover a recognition agreement and procedural agreement dealing with grievances and disputes

Management also agreed not to make any deductions from workers wages as a result of the time loss, provided the strike ended by 2 pm. The agreement was reached after a meeting between worker representatives, union representatives, management and their legal advisers

RAM. 8/5/84 (139) (139)

# SA union strikes 'escalate sharply' (139)

GENEVA — Black trade union membership in South Africa is increasing at an unprecedented rate while the number of strikes has escalated sharply, the International Labour Organisation said in its report published yesterday.

"Black membership of trade unions exceeded that of the other population groups for the first time by the end of 1982, increasing by some 10%," the report said.

"The number of strikes in South Africa escalated sharply in 1982 to reach the highest level for 20 years.

"Nearly 142 000 workers — none of them white — took part in 394 officially reported strikes with the number of workers involved some 40% higher than in previous years. An upsurge in industri-

al action brought the number of strikes in 1983 to 336," it said.

The International Labour Organisation (ILO) report said that codes of conduct of US and European companies operating in South Africa had helped raise black wages, but had not made an impact on the wage gap between black and white workers.

The ILO will debate the report at its annual conference which takes place in Geneva during the visit of the Prime Minister Mr P W Botha to Europe.

The ILO, a United Nations-specialised agency which expelled South Africa in 1976, attacks the Labour Relations Amendment Bill, saying it will increase Government controls over trade unions.

... goods train  
... has been de-  
... train entered  
way to Maputo.  
... informed high  
the Lomahasha  
... the driver  
... liability were not  
... and is being  
... it had caused a  
... force force activ-  
... and Swazi auth-

... were seriously concerned following the line of  
thought that the attack was the work of militant  
ANC bandit groups that are believed to be still oper-  
ating in the border areas of Mozambique  
The source said that it was suggested that if this  
was true then it was possibly in retaliation for the  
Swaziland Government's harsh crackdown on the  
ANC in the country.  
At present it has not been possible to obtain any  
official confirmation or comment from the Swazi-  
land Government or the Swazi railways headquar-  
ters — Sapa

Sowetan 18/5/84 (139)

# Ccawusa in Metro accord

By JOSHUA RABOROKO

THE COMMERCIAL Catering and Allied Worker's Union of SA (Ccawusa) has signed a wage agreement with Metro Cash and Curry covering about 3 000 workers.

In terms of the agreement, the members will be afforded a R57 increase across the board, according to the union's general secretary, Mrs Emma Mashinini yesterday

### Homelands

The 25,3 percent rise will apply to workers employed in the homelands and the black urban areas. It also means an increase of 40 percent for the lowest paid workers

## FOR THE KIDS

... from the Shell  
... opened by Profes-  
... this week and  
Wednesday.  
... ted 25 years ago  
... series of picture  
... on history.  
... series proved so  
... successful that the ser-  
... as enlarged to in-  
... wall charts on the  
... The education

service is geared to-  
wards primary school  
education and all  
material produced is  
linked to the South Afri-  
can school syllabus.  
Although the public  
sector may purchase the  
educational aids, they  
were produced specifi-  
cally as a teaching aid  
for the classroom. The

material produced is  
highly subsidised by the  
company to enable  
schools to acquire pro-  
fessional teaching-aids  
The Shell Gallery will  
be open from Monday  
to Friday, from 8.30 am  
to 4.30 pm. The gallery  
is situated on the ground  
floor of Shell House, 51  
Plein Street, Johannes-  
burg

Watch out for  
**SOWETAN Sunday**  
**MIRROR on Sunday**

## Death of

From Page 1

by Mr Themba had been  
inflicted in a violent  
manner. Mr Themba,  
the court heard, also  
had a large bruise on the  
left cheekbone and  
other marks above the  
left eyebrow and on  
both legs. Coagulated  
blood was noted on his  
left ear.

Asked by the de-  
fendant's counsel, Mr P  
F Lutsch, if it was possi-

## AR — A HONDA BALLADE FROM SO-BRIGHT PROMOTIONS

giant music festival to be held at the JABULANI AMPHITHEATRE on  
SUNDAY, MAY 27, 1984, starting at 10h00.

Admission: R4 all round — Tickets available at gate only  
FEATURING BANDS:

- ★ Brenda Fasi and The Big Dudes ★ Umoja
- ★ Malombo ★ Mara Louw ★ Sakhile ★ Babsy
- ★ Mlangeni ★ Blondie and Papa

Also to be won are the following fantastic prizes

- ★ Weekend trip to Durban for a couple (air fare, five-  
star hotel accommodation including meals fully paid

- ★ Trip to Sun City for 10 winners
- ★ Telefunken colour TV
- ★ Defy Defy electric stove
- ★ Metro hi-fi set
- ★ Five BMX Raleigh bicycles
- ★ Prizes worth R450 redeemable at the Blackchain Supermarket
- ★ Bursaries 300 to be won by students only on the basis of raffle tickets sales

... be yours for only R2 per raffle ticket. The car will be displayed at the JHB Station 18 and 19 May  
at these places. Tickets always available at the Blackchain Supermarket until the date of the show

Button up  
with...

**DARWOOD**  
THE TROUSER WITH THE  
NAME ON THE BUTTON

S 7634

# Clothing union duel hotting up

By RIAAN DE  
VILLIERS  
Labour Reporter

THE Industrial Council for the Cape clothing industry meets today to consider a request by the Garment Workers' Union (GWU) to bring forward, and increase, wage hikes for over 60 000 clothing workers due in July

The meeting follows several incidents of unrest in the industry, including a wage strike at Cape Underwear in Epping

These followed the formation of the Clothing Workers' Union (Clowu) which is attempting to win workers away from the giant (GWU), officially recognised by employers and party to the industrial council

## Defections

The request, by the GWU has been viewed as an attempt to contain worker demands and forestall further defections to Clowu

However, this was denied yesterday by Mr Cedric Petersen, the GWU's assistant general secretary, who said the request was "entirely unrelated to the recent incidents"

He said the union had originally put the request to employers in February this year before the incidents had taken place

The Cape Clothing Manufacturers' Association met yesterday to discuss the request prior to today's meeting. Mr Colin McCarthy, secretary of the association, would not comment on the discussions

● A Clowu official delivered a letter, thought to be from the Cape Underwear workers, to the meeting Mr McCarthy

declined to elaborate on the contents and the worker's strike committee was unavailable last night for comment

● In a statement earlier this week, the association confirmed that wage talks would take place today and also commented for the first time on the situation in the industry

In what appeared to be an expression of support for both the industrial council system and the GWU, it said the industry operated "under the agreement negotiated through the industrial council" and the association was "satisfied" that the parties presently negotiating the wage adjustment were the "qualified bodies of both management and the workforce in the industry"

## Rival unions

● Meanwhile, the Minister of Manpower, Mr Pietie du Plessis, has called on employers facing conflicting demands from rival unions to avoid worsening conflict

Addressing the Cape Chamber of Industries last week, Mr Du Plessis said employers were increasingly faced with demands for recognition by more than one union with "conflicting claims of worker support"

A "great responsibility" rested on employers to "act in such a manner that any possible conflict situations are not worsened"

He said it was "difficult to lay down guidelines for action", but employers should try to identify natural leaders among their employees as these would "probably emerge as union leaders".

CANC T-125 9/5/84 (139) (138)

# Black unions 'growing despite harassment'

GENEVA — Black trade union membership in South Africa is increasing at an unprecedented rate and the number of strikes has risen sharply, the International Labour Organization has reported

But black unions con-

tinue to be harassed with meetings being banned and police questioning unionists and searching members' homes, an ILO report on the labour situation in South Africa said

"Black membership of trade unions exceeded

that of the other population groups for the first time by the end of 1982, increasing by some 10 percent," it said

"The number of strikes in South Africa rose sharply in 1982 to reach the highest level for 20 years

"Nearly 142 000 workers — none of them white — took part in 394 officially reported strikes with the number of workers involved some 40 percent higher than in previous years. An upsurge in industrial action brought the number of strikes in 1983 to 336," it said.

## 'Variety'

The report said police harassment of black unions had become "less overt and more insidious".

"A variety of methods are used. These have recently included police questioning of trade unionists and their eviction from union offices, home searches and the banning of meetings," it said

The report said codes of conduct of US and European companies operating in South Africa had helped raise black wages, but had not made an impact on the gap between black and white workers' wages.

"The codes seem to have been overtaken by events as black trade union bargaining becomes more active in the wages field," it said.

## Excluded

The report asserted that South Africa's recent constitutional reforms had not fundamentally changed the apartheid system.

It said blacks were still excluded from government decision-making, were banished to the "homelands", still received inadequate education and were subject to strict influx controls

"Benefits of change still go to the white population," it said — UPL



N. Mercury 9/10/81

137 139

# 300 drivers still on strike at motor firm

Mercury Reporter

THE strike by about 300 drivers at Motorvia a Pinetown motor vehicle ferry service company, entered its second day yesterday with no indication when it would end

The company's premises at Westmead were packed with new cars and trucks waiting to be delivered to garages throughout the province yesterday

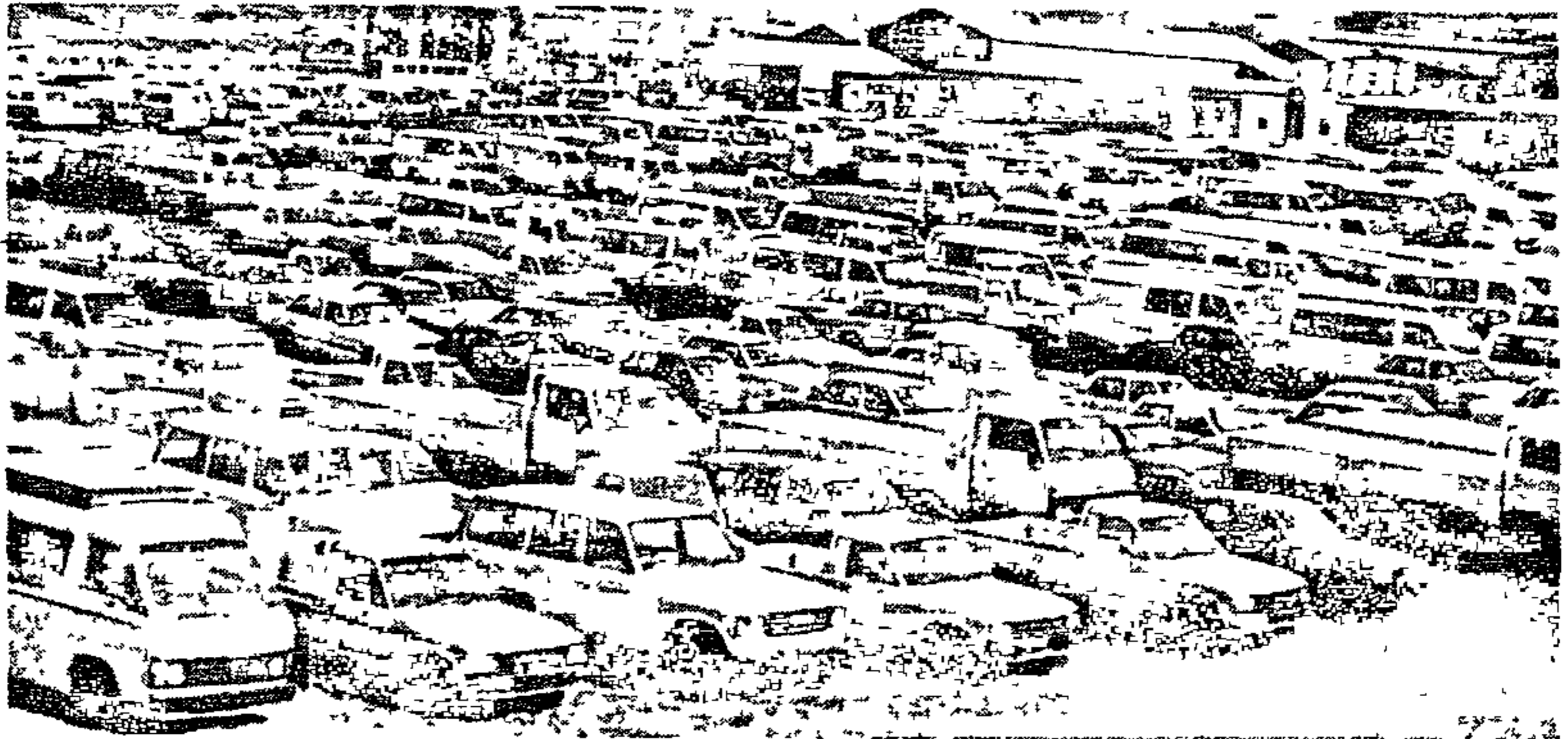
The striking drivers were assembled at the offices of the Transport and General Workers' Union while union representatives held urgent talks with the company management to help resolve the pay dispute

Mr P.J. Marais, Motorvia's managing director, said negotiations were being held with workers' representatives and a statement would be issued later

The union spokesman, Mr John Mawbey, said the workers were striking over two issues — the long delay by the company in reaching agreement with the union over a new pay rating system and a demand for the payment of a basic wage for all drivers

'Drivers were not given a basic wage but instead paid for the number of trips they made. We have been pressing the company since last year to pay workers a basic wage and scrap the trip rate system as it is illegal

'At a meeting with the management on Friday the matter was raised again and the company offered to pay drivers a basic wage of R55, but this was rejected as they want a minimum wage of between R70 and R80 a week,' he added



New cars and trucks stand idle at Motorvia's premises in Pinetown as the 300 drivers continued their strike over pay yesterday.

CAPE TIMES 10/5/84

# Pay rises for 60 000 workers

Labour Reporter

**MORE THAN 60 000** Cape clothing workers are to receive pay rises originally due in July as well as an additional R2 pay increase, following a meeting of the industrial council for the Cape clothing industry yesterday.

The increases, agreed on by representatives of the Cape Clothing Manufacturers' Association and the Garment Workers' Union (GWU), follow several incidents of unrest in the industry.

## 'Inadequate'

The Clothing Workers' Union — formed recently in opposition to the officially recognized GWU — later declared it viewed the increases as "completely inadequate".

Following the council meeting, reliable sources in the industry said employers had agreed to a GWU request that increases in various categories scheduled for July 1 in terms of the existing industrial council agreement be brought forward and paid from May 18.

Employers also agreed to a union request that all workers should receive an additional R2 increase.

Sick-pay rates would be increased from about 50 percent to 65 percent of actual wages, the sources said.

They added that the current agreement expired on December 12 and both employer and union parties to the council agreed to start negotiating a new agreement "as soon as possible" so that new wage rates could be implemented from December 13.

## 'Dissatisfaction'

Ms Subeida Jaffer, Clowu's general secretary, said in a later statement that the union viewed the increases as "completely inadequate", and "regretted" the decision made by employers in the light of the "grave dissatisfaction" expressed by workers.

"It believes their response can only worsen the present crisis in the clothing industry," she added.

Mr A M Rosenberg, chairman of the industrial council, Mr Simon Jocum, chairman of the Cape Clothing Manufacturers' Association, and Mr Cedric Petersen, assistant general secretary of the GWU, declined to comment.

# 10 000 <sup>(139)</sup> workers clash with bosses

MORE than 1000 workers were involved in labour unrest over dismissals and trade union recognition in Johannesburg and Springs this week.

About 200 workers at Edison Electro Plating in Benrose were fired after management had accused them of belonging to the Steel Engineering and Allied Workers' Union.

The union's general secretary, Mrs. Jan Hlongwane, said several attempts by the union to meet management on the issue were unsuccessful. The union has asked for legal advice on the matter.

## Go-slow

More than 50 workers at the Carlton Hotel in Johannesburg were yesterday ordered off the premises after a two-day go-slow demanding a minimum wage of R350 per month.

Management was busy with negotiations with the Commercial Catering and Allied Workers' Union of SA (Ccawusa) representing the workers by late yesterday.

## Union

At four other hotels — Sandton Sun, Landrost, Parklane and Rand International Hotel — over 200 workers yesterday continued their go-slow demanding a R350 per month minimum wage and that management recognise their union (Ccawusa).

About 700 workers at East Rand Gold and Uranium company reported back to work yesterday after management had promised to negotiate with the National Union of Mineworkers.

# Sandton Sun fires 175 staff after go-slows, strikes

Star  
11/5/84

(39) By Carolyn Dempster, Labour Reporter (28)

Southern Sun fired 175 members of its Sandton Sun staff today after a series of go-slows and sporadic strikes at the hotel. The action follows almost a week of labour unrest at the Sandton Sun and five other Johannesburg hotels where staff are demanding a minimum monthly wage of R350.

The lowest monthly wage is currently R196.

The Commercial, Catering and Allied Workers' Union, which has members at the six hotels, reported that about 500 members were either on a go-slow or out on strike at one stage or another at the Carlton, Sandton Sun, Johannesburger, Landdrost, Rand International and Park Lane hotels.

More than 30 members of the housekeeping staff at the Sandton Sun began a go-slow on Tuesday morning. This later developed into a strike by housekeeping staff and other hotel workers, resulting in the closure of some of the hotel's facilities.

Last night the hotel had to appeal to the Hotel School for assistance after black hotel workers downed tools and walked out in the middle of the evening meal. This morning management fired 175 of the striking workers because the strikes were in breach of agreed hotel and union procedures.

One of the demands of the striking staff was that the company enter into industry level wage bargaining with other hotels in the Johannesburg area.

228609

# Arrested pupils in court today

## Underwear workers to meet management today on dispute

Labour Reporter  
**REPRESENTATIVES** of striking Cape Underwear workers and officials from the recently-formed Clothing Workers' Union (CLOWU), say they will meet the management of the company today to discuss the dispute.

This will be the second meeting between CLOWU, which is trying to wrest support from the giant Garment Workers' Union, and the management of Cape Underwear.

Managing director of Cape Underwear, Mr Cecil Beekman, said today he could not comment on the matter.

About 110 workers walked out of the factory two weeks ago in support of a demand for a R10-a-week increase.

Commenting on increases of about 7 percent, negotiated by the Garment Workers' Union (GWU), which is protected by a closed shop agreement in most clothing factories in the West-

ern Cape, a CLOWU spokesman said there was still a feeling of "dissatisfaction" among the workers.

The clothing industry last week agreed to bring forward and increase wage rises previously negotiated by the GWU.

A R4 minimum across-the-board increase, which will come into effect on May 18, has been agreed upon.

Qualified machinists at present earn R54 a week.

The CLOWU spokesman said the rise in general sales tax to 10 percent and the possibility of an increase in bus-fares "would eat up most of the increase".

### REPORT-BACK

Mr Cedric Petersen, assistant general secretary of the GWU, was not available for comment today.

The GWU held a report-back meeting with the workers on Saturday in Salt River.

However, reporters were barred from the meeting and no details have yet been released.

The CLOWU spokesman said most Cape Underwear workers, who originally went on strike, had not yet returned to work.

He said the workers were being paid about R30 a week, which is being donated by sympathisers.

Argus Correspondent  
**PRETORIA.** — The three Atteridgeville High School pupils who were arrested on Friday during a clash with the police resulting from the school unrest in the township are to appear in court today.

Lieutenant T F Jefferson, Police liaison officer, said the three pupils will face charges of public violence and damaging state property.

Meanwhile the Minister of Education and Training, Mr Barend du Plessis, has given the more than 6 000 boycotting pupils until tomorrow to return to classes and continue with normal tuition, failing which the schools would be closed until next year.

Early this morning the students were seen going to school but they did not have their books with them.

### No change

The ultimatum was today confirmed by the regional director for the Northern Transvaal schools, Mr P G H Felstead.

He said as far as he was concerned "the decision to close the schools if the boycotts continued until tomorrow has not been changed."

However, a delegation from the Atteridgeville Town Council appealed to Mr du Plessis during their meeting in Cape Town last Wednesday, that the schools should not be closed.

Mr du Plessis also repeated his desire "for an effective education to take place" and he joined the delegation in its appeal to all concerned parties to help prevent the closing the schools.

Mr du Plessis's deadline coincides with the appearance in court of five other pupils arrested a fortnight ago.

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1976 Times 14/5/84

# Hotels 'OK' despite strikes

Own Correspondent

**JOHANNESBURG.** — Hotel spokesmen in Johannesburg and in Sandton claimed yesterday that their hotels were running smoothly and all their customers' needs were being attended to despite a strike by workers since last Wednesday.

The strikes at the Sandton Sun, Carlton, Johannesburg, Rand International and Mariston hotels are the result of a row with the Commercial, Catering and Allied Workers Union.

Union workers are to hold a general meeting today to discuss the situation.

The managing director of the Johannesburg Hotel, Mr Stanley Hoffman, said yesterday that everything was running "normally".

He said that some workers, "about 50 or 60", had been dismissed and that new workers had been employed.

A public relations officer for the Carlton Hotel, Miss Pat Squires, said yesterday that the hotel was only minimally affected by a go-slow action in the housekeeping section which involved 30 workers. She said 12 workers had been dismissed and replaced

Spokesmen for the Sandton Sun and Mariston hotels would only say everything was "fine".

Hotels which the union claimed last week were also affected by the strikes denied that this was so yesterday. These include the Landdrost, the Sunnyside Park, the Mark and the Park Lane.

The biggest dismissal of staff so far has been at the Southern Sun's Sandton Sun Hotel, where 175 workers were fired on Friday.

# Strike at hotels falters as union says it spreads

By Carolyn Dempster,  
Labour Reporter

The strike by about 500 hotel workers at eight Johannesburg hotels showed signs of foundering today, despite union claims that the strike was spreading.

Hotels which have been the target of go-slows or strikes within the past 10 days are the Sandton Sun, Carlton, Landdrost, Johannesburg, Mariston, Rand International, Mark and Jacaranda.

The general secretary of the Commercial, Catering and Allied Workers' Union, Mrs Emma Mashinini, met the Southern Sun management early today in a bid to reinstate the 175 Sandton Sun staff fired on Friday last week.

The action was taken following a go-slow by housekeeping staff which began last Tuesday and erupted into a strike on Thursday.

The striking hotel workers have demanded a basic minimum monthly wage of R350 instead of the current minimum of R196, and industry-level bargaining.

The response by most of the hotel managements to the labour unrest has been a verbal warning followed by a written warning and then dismissal.

At the Carlton 12 of the

housekeeping staff lost their jobs when they refused to resume normal duties after a warning from management.

At the Johannesburger, 50 staff have been fired according to the manager, Mr Stanley Hoffman, and the hotel is taking on new staff.

Mr Hoffman, who is also a director of the Mark Hotel in Berea and head of the Hotel Association, said repeated attempts by employers to persuade workers to resume their duties while negotiations continued, had met with failure.

"The association takes note of the inability of the Commercial, Catering and Allied Workers' Union to play a positive role in the current disputes, and accepts that this must lead to a reevaluation of employers' attitudes toward the union as far as future collective bargaining is concerned," he added.

At the Mariston 70 per cent of the hotel staff downed tools on Friday morning. Hotel manager Mr W A Westphal said he had not heard from the union by midday today and would be employing new staff in the meantime.

"If the old staff come back within the next day they will get their jobs back, there is no question about that," he said.

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RDM 14/5/84

# Hotels are 'fine despite strike'

By JEANETTE MINNIE

HOTEL spokesmen in Johannesburg and Sandton said yesterday that their hotels were running smoothly and all their customers' needs were being attended to despite a strike by workers since Wednesday last week.

The managers of the Sandton Sun, the Carlton, the Johannesburg and the Mariston confirmed that their staff were on strike because of a row between the Commercial, Catering and Allied Workers Union (Ccawusa) and the hotel industry.

The Rand International Hotel's manager refused to comment on whether his staff was on strike or not. The managing director of the Johannesburg Hotel, Mr Stanley Hoffman, said yesterday that everything was running "normally" and that "no services have been discontinued".

He said that "about 50 or 60" workers had been dismissed and that new workers had been employed.

A public relations officer for the Carlton Hotel, Miss Pat Squires, said yesterday that the hotel was only minimally affected by a go-slow strike by 30 workers in the housekeeping section.

She said that 12 workers had been dismissed and they had been replaced.

Spokesmen for the Sandton Sun and Mariston hotels said that everything was "fine" but would not comment further.

Hotels which Ccawusa said last week were also affected by the strikes denied yesterday that this was so.

The biggest dismissal of staff so far has been at the Southern Sun's Sandton Sun Hotel, where 175 workers were fired on Friday.

The union is demanding that hotels form an industry-wide bargaining unit to negotiate outside the industrial council with a Ccawusa joint shop stewards council.

Another demand is that the hotels negotiate a R350 a month minimum wage.

The present industry minimum is R196 a month.



# Spotlight falls on legal plight of farm workers

LABOUR WEEK  
by PHILLIP VAN NIEKERK

THE inadequate legal protection of farm workers was again highlighted last week by an industrial court finding that six Rainbow Chicken employees were industrial and not agricultural workers.

If the court had found otherwise, the six workers would have been excluded not only from the protection of the Basic Conditions of Employment Act but from access to the industrial court itself.

This situation is a direct result of a divided labour system which grants protection and rights to the bulk of the country's workforce while denying it to millions of farm workers and domestic workers as well as to State and semi-State employees.

The Rainbow Chickens dispute arose when the company fired the six workers for refusing to work overtime, a right guaranteed by the Basic Conditions of Employment Act.

The Legal Resources Centre took the case to the court, charging that it was an unfair labour practice and that the workers had been unfairly dismissed.

The key finding by Mr DB Ehlers was that the workers, who were employed at the company's processing plant at Hammarsdale, were industrial workers and therefore entitled to protection under the Act — as well as the right of access to the industrial court.

This technicality made the world of difference. It has altered their entire legal status, their right to belong to a trade union and their conditions of employment at the workplace.

The finding has important implications for other workers in the borderline industries such as abattoirs and sugar cane plantations. It would appear from Mr Ehlers' judgement that the nature of work done and not the type of operation determines whether the worker is an industrial worker.

The question of workplace rights for agricultural and domestic workers — who are probably more in need of legal protection than any other group of workers in the country — was placed on the National Manpower Commission's agenda more than two years ago

A report has still not seen the light of day, presumably because it is regarded as being less important than the NMC's controversial recommendations on registration and the industrial court and its report on small businesses.

□ □ □

TELEVISION viewers who saw the first episode of "1922", the story of the 1922 mineworkers' strike, on TV on Thursday night might be surprised to know that 60 years later white worker power still carries huge clout on the mines.

Last week the Mine Surface Officials' Association (MSOA) finalised a deal with the Chamber of Mines extending that union's closed shop

The deal also re-affirmed the "better utilisation of labour" agreement which obliges the Chamber of Mines to consult

the MSOA before appointing blacks to jobs traditionally held by whites.

At the same time the chamber's attempts to scrap mining apartheid have come up against the hard-line stand of the Mine Workers' Union who are in no mood to bargain away the privileges of the white miner

The chamber's deal with the MSOA came about after a lengthy dispute formally declared eight months ago but which in reality has been going on for longer than two years.

It is strange that at a time when the closed shop, forcing all employees in a particular area to belong to one union, is under fire in other industries the mining industry has entrenched it.

They have removed the right to freedom of association from all coloured people, Asiatics and blacks employed as senior officials on chamber mines after April 9.

The MSOA argues that the new agreement protects both white workers (from being undermined by blacks employed at lower salaries doing the same work) as well as black workers (from being paid lower salaries)

While there are probably few blacks in the higher officials grades now, the agreement effectively heads off the Black Mine Surface Officials Association formed by the National Union of Mineworkers' after their annual conference in November last year

With a likely increase of blacks in these occupations in future there could well be resentment that not only are black workers forced to belong to the MSOA but that a white-dominated union has such power over their appointments.

At the same time all attempts to scrap racial job reservation on the mines seem to be dependent on the sanction of the MWU, which says in the latest edition of the Mynwerker that it is not prepared to negotiate with the chamber and sees no need for the removal of these race barriers.

The statement by the union's general secretary, Mr Arrie Paulus, that they will consider proposals from the chamber if they guarantee the "future of the white miner" has been seen by some as a softening of attitude and a sign of hope that the talks between the Chamber and the mining unions will lead somewhere

But there is little doubt that Mr Paulus wants to see a very good offer on the table before he even sniffs at it.

□ □ □

WAGE talks between the Chamber of Mines and the National Union of Mineworkers which will affect some 450 000 black mineworkers and which are becoming the most important annual industrial relations hurdle in the industry were due to start on Friday

However, the talks got off to a bad start before they even started when the chamber postponed the first meeting for a week.

The NUM — highly sensitive to the timing of the talks after last year's debacle brought about by the short space of time allowed for a settlement, and committed to calling a special conference this year if there is no settlement soon — were none too happy about the postponement

**LABOUR**

ROM 15/5/84

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# Talks start to settle Southern Sun hotel strikes

By PHILLIP VAN NIEKERK  
Mail Reporter

WHILE hundreds of Johannesburg hotel workers continued to stay away from work yesterday, the Commercial, Catering and Allied Workers' Union (Cawusa) began talks with management from the Southern Sun hotel group in a bid to settle the week-old dispute.

The situation at Southern Sun, the hardest-hit of the hotel employers, has escalated since Friday when 175 workers from the Sandton Sun were dismissed for failing to return to work.

A Cawusa spokesman said that, according to company figures, there were now 550 workers on strike at four Sun hotels, including the Sandton Sun, the Landrost, the Rand International and the Airport hotel.

Talks on the reinstatement of the workers are to continue today. A spokesman for Southern Sun declined to comment as the talks were still in progress and promised to issue a statement today.

Yesterday's negotiations came after a weekend in which several hotels were reduced to skeleton staffs, inconveniencing

guests, many of whom had to cater for themselves.

The talks followed the return on Sunday of the union's general secretary, Mrs Emma Mashinini, who was out of town when the dispute blew up.

The industrial action started as a go-slow last week by staff demanding that the various hotel employers agree to discuss a new industry-wide wage with a Cawusa shop stewards committee. The workers were demanding a minimum wage of R350 a month.

Following the dismissals last week, union officials accused management of escalating the conflict by refusing to negotiate over their demands.

The Hotel Association in turn said the strikers had refused to make use of the already-existing bargaining machinery in the industry and warned that the strikes threatened the hotel industry's relationship with Cawusa.

Apart from the Southern Sun hotels, others to be hit by the strikes include the Carlton, where at least 12 workers were fired last Thursday, the Mariston, and the Johannesburger, where about 50 to 60 workers have been fired.

It is understood that the union has so far not been able to initiate talks with these hotels.

### Banned books: man acquitted

A Sowetan man was acquitted by a Johannesburg Regional Court this morning on charges of possessing banned publications which he said he had found stuck to the fence in his yard and which he had asked his wife to destroy

Mr Stanley Tseko Mokaiwa (32) of Zone 1, Meadowlands, pleaded not guilty to possessing two copies of "Mayibuye", an ANC publication, and a publication of the South African Communist Party, called "The African Communist"

The magistrate, Mr W G Rosch, found that the State had failed to prove its case and that Mr Mokaiwa's story was possibly true

# Hotel talks collapse. 400 may be dismissed

By Carolyn Dempster, Labour Reporter

More than 400 hotel workers face dismissal after talks between Southern Sun hotel management and representatives from the Commercial, Catering and Allied Workers' Union (Ccawusa) ended in a stalemate yesterday

The discussions were being held in a bid to resolve the week-long dispute involving 550 workers at four Southern Sun hotels

Negotiations deadlocked when the union refused to ratify the firing of 197 hotel workers, part of a six-point offer tabled by the hotel management.

The list of proposals handed to the Commercial, Catering and Allied Workers' Union included

- The withdrawal of the union's demand for industrial wage bargaining outside the industrial council
- The disciplining of any union offi-

cial party to intimidation during the course of the strike.

● The 197 workers dismissed at the Sandton Sun, Landdrost and Rand International would not be re-employed under any circumstances

● The company would not take legal action against Ccawusa in respect of losses incurred and would refrain from further dismissals provided workers return to work today

● The parties undertake to renew their discussions regarding the conclusion of a recognition agreement between them as soon as possible

● A certain union official be re-assigned within the union

Mrs Emma Mashinini, general secretary of Ccawusa, said today the workers were determined that they should all be reinstated or not at all

"I don't think the talks will continue because management has not given us any room to negotiate," she said

## Association will not act against bookie

The Transvaal Bookmakers Association will not take action against leading Johannesburg bookmaker Mr Bill Ferguson, who has been recommended to be warned off by the Jockey Club

The chairman of the association, Mr Lionel Sutton, said today the decision taken by a stipendiary board inquiry of the Jockey Club did not concern Mr Ferguson's acti-

vities as a bookmaker

The Transvaal Bookmakers' Association is the only organisation with powers to withdraw Mr Ferguson's licence

The stipendiary board recommendation will now have to go before the executive of the Jockey Club for approval even if Mr Ferguson does not appeal against the decision.

If confirmed Mr Ferguson will be unable to

operate even though the Bookmakers' Association will not take action against him.

Mr Ferguson is an on-course bookmaker and if warned off he will be prohibited from entering the racing courses

The Jockey Club's stipendiary board inquiry was instituted as a result of riding instructions given by Mr Ferguson to jockey Robert Hill before

the running of the second race at Turffontein on March 17

Hill rode Mr Ferguson's filly Champagne Lady, which started favourite, but was beaten into third place

According to a Jockey Club statement issued yesterday, Mr Ferguson's instructions were essentially "not to let the horse win"

## Two found guilty of sex across colour

By Joe Openshaw

The community is concerned about suffering caused by implementation of the Immorality Act, a Johannesburg magistrate heard today.

"A commission is considering scrapping the Act," the magistrate was told. The magistrate, Mr T L Prinsloo, was being addressed in mitigation of sentence by Mr J A E de Klerk, who appeared for a Johannesburg municipal bus driver found guilty of having sex with a coloured woman.

The bus driver, Conraad Johannes Koortzen (57), of Finsbury Court, Hillbrow, and the coloured woman, Behnda Minnaar (27), of Wagner Street, Daveytonville, Roode-

poort, were both found guilty of contravening the Immorality Act and sentenced to six months' imprisonment, suspended for three years

Another coloured woman, Miss Isabel Muller (27), also of Wagner Street, Daveytonville, was found not guilty of contravening the Act and discharged

The three had pleaded not guilty.

A 20-year-old railway detective constable, Mr Charles Francois du Toit, said he was standing on the balcony of the Monte Carlo Hotel on February 12 last year when he saw Koortzen and Minnaar sitting in a car parked below.

Miss Muller arrived into the hotel. He then went into a room door on the outside

He unlocked the door and Minnaar, dressed in a dress, was having sex on the bed. He also in underclothes

the bed. He got into the room and three were taken to

Koortzen said he had been drinking at the time and took a temporary receipt — for which he paid

RMDM 16/5/81

# Dispute talks deadlock over 'sackings deal'

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Mail Reporter

TALKS between Southern Suns and the Commercial, Catering and Allied Workers' Union (Ccawusa) aimed at resolving their week-long dispute deadlocked yesterday, when the union refused to endorse the dismissal of 197 workers

The company offered the union a seven-point proposal in a bid to end the strike by more than 550 Southern Suns workers at the Sandton Sun, the Landrost and the Rand International

The workers, along with hotel staff from at least three other Johannesburg hotels, were demanding that the hotel managements negotiate at industry-level around their demand that the minimum wage be increased to R350

A statement from Southern Suns last night said all their hotels affected by strike action were "running normally and staff is being replaced in positions vacated by strikers".

The statement said Ccawusa had rejected a proposal by the company in which the union would have had to agree that 147 workers at Sandton Sun and 50 workers at the Rand International and the Landrost, who had been dismissed, would "not

be re-employed under any circumstances"

In terms of the proposal, the company was "prepared to refrain from further dismissals provided that workers not yet dismissed report for duty at their rostered times Wednesday May 16 and resume normal standards of work performance"

According to company figures, there were about 300 workers out who had not yet been dismissed

Spokesmen for Ccawusa were unavailable for comment last night, but it is understood that union officials were unhappy at endorsing the dismissals, the number of which were increased overnight by 50

The company statement said they had also requested that the union withdraw its demands for industrial wage bargaining outside the industrial council, that the union "disassociate itself from the incidents of intimidation which took place during the dispute" and that a certain union official be reassigned within the union and no longer play an active role in the organisation of Southern Sun employees

The proposal also urged that both parties renew recognition talks and that wage bargaining start as soon as they were concluded

17/5/84  
**Hotel workers end their strike**

By PHILLIP VAN NIEKERK

HUNDREDS of Southern Sun workers in the Johannesburg area ended their week-long strike yesterday when they returned to their jobs or accepted a discharge by being paid out.

A spokesman for the company said last night that of the 197 workers fired at three Southern Sun hotels, 127 collected their pay yesterday while 80 of the other 350 workers on strike were reinstated.

The workers, most of them from the Sandton Sun, returned after talks between management and the Commer-

cial, Catering and Allied Workers' Union (Ccawusa) broke down on Tuesday

Ccawusa refused to endorse the dismissal of the 197 workers. Mrs Emma Mashinini, general secretary, said yesterday that the company had "dictated" the terms for an agreement and had refused to look at Ccawusa's counter-proposals.

The company spokesman said a number of workers had returned, chiefly to the Sandton Sun but also to the Landdrost and to the Rand International.

Only 80 had been re-employed be-

cause it was impossible to process them all at once, she said.

Meanwhile, a spokesman for the Maristons — where about 45 workers were fired when they returned to work yesterday — said the situation would be "re-assessed" on Friday.

● A Ccawusa spokesman announced yesterday afternoon that they had negotiated an overall 25,3% wage increase, including a 40% increase in the lowest grade with Metro Cash and Carry. The company also agreed to start negotiating a maternity agreement.

# CCAWU

Star 17/5/84  
gets wage

(139) increase

## Labour Reporter

The Commercial, Catering and Allied Workers' Union (CCAWU) yesterday concluded a wage agreement with Metro Cash and Carry, giving its 3 000 members a R57 across-the-board increase.

The 25,3 percent rise will apply to workers in both the homelands and the black urban areas

It also means an increase of 40 percent for the lowest paid workers

A union spokesman said that it was important that employees in rural areas and townships received the same salaries as their counterparts in urban areas.

# Macwusa union E. Post 17/5/84 (139) executives told

## to quit office

By CLAIRE  
PICKARD-CAMBRIDGE

MR GOVERNMENT ZINI, organising secretary of the Motor Assemblers' and Component Workers' Union of South Africa (Macwusa), and four other executive members have received written notice from members that they have "expelled themselves from the union"

This was announced today by the general secretary of Macwusa, Mr Dennis Neer, after rumours concerning the upset had been circulating since the weekend

Mr Zini was said to be one of the driving forces behind the formation of Macwusa in 1980 after the Ford strikes

The other four executive members are Mr Lesley Bucwa, Mr M Cihbe, Mr M Duna and Mr S M Duze

Mr Neer said all five executive members "had expelled themselves" after continuously failing to

appear at general and executive meetings

There had been many queries from workers concerning their absence at meetings and some workers alleged that Mr Zini and Mr Bucwa were spearheading the sowing of dissension among Macwusa members at the Ford Sierra plant

Many believed the two had failed to attend a meeting on May 10 because they "were running away from the issue", and the remaining executive members had been mandated to inform them by letter that they had expelled themselves

A new organising secretary will only be appointed after a meeting of Macwusa's regional executive committees from Port Elizabeth, Pretoria and Uitenhage

Contacted at his home today, Mr Zini confirmed there were many rumours surrounding the situation, but said he would only be able to comment at a later stage

# Southern Sun fires 197 hotel employees

Strikes  
1815/84  
139

By Carolyn Dempster,  
Labour Reporter

Altogether 197 Southern Sun hotel workers have been fired as a result of the week-long labour dispute at the Sandton Sun, Airport Hotel, Landdrost and Rand International hotels

Southern Sun management stated today that 147 Sandton Sun employees had been dismissed for participating in sporadic strikes at the five-star hotel,

31 hotel workers at the Landdrost Hotel lost their jobs and 19 employees of the Rand International were fired

All but 33 of the remaining 350 union members at the Sandton Sun who were faced with dismissal had returned to their jobs, said management.

The figures confirm that more than 550 Southern Sun hotel workers were involved in the go-slow or strike which spread to five other hotels in the

Johannesburg area

The two major demands of the striking workers included a R350 a month minimum wage — the current minimum is R196 — and industry-level bargaining

Mrs Emma Mashinini, general secretary of the Commercial, Catering and Allied Workers' Union, said the wage grievances were legitimate as an Industrial Council survey had shown that hotel workers were among the lowest paid employees

The discussions between Southern Sun and the Commercial, Catering and Allied Workers' Union have been suspended after a deadlock in negotiations last week.

The union was negotiating a recognition agreement with the hotel chain

Southern Sun management said it had been willing to deal with recognised trade unions and their representatives but that during the strike certain unionists had not behaved in a reliable way



139  
Sowetan 18/5/84

# Hotel strike talks stalled

THE Commercial Catering and Allied workers' Union of South Africa (Gcawusa) has rejected a Southern Sun Hotels' six-point offer following strikes affecting the company.

**SOWETAN Reporter**

The union's general secretary, Mrs Emma Mashimani, said yesterday that the sacked workers have asked them to seek their reinstatement en bloc. Talks ended in a deadlock.

The talks are being held in an attempt to resolve the dispute which sparked off a strike by over 500 workers at Southern Sun's five hotels — Sandton Sun, Landdrost, Rand International, Airport and Sunnyside Park.

Part of the six-point

offer made by the hotel is the withdrawal of the union's demand for industrial wage bargaining outside the industrial council; the 197 workers sacked at the four hotels would not be re-employed under any circumstances; the parties will renew their discussions regarding the conclusion of a recognition agreement.

The union also confirmed that some of the sacked workers at Carlton Hotel, have been reinstated.

E. Post 18/5/84 (139)

# Expulsion was planned, says Macwusa man

Post Reporter

THE organising secretary of the Motor Assemblers' and Component Workers' Union (Macwusa), Mr Government Zini, said today he did not believe the membership had decided to expel him but that the whole thing had been planned by two members of the organisation.

Mr Zini, who has played a major role in the union in the past, was recently informed that he had "expelled himself" from the union by failing to attend meetings.

It was also alleged that some members believed he had been involved in spearheading dissension among members at the Sierra plant.

He said, however, he could not respond to all the painful allegations at this stage because it would split Macwusa.

He did not name the two people, but said they had objected to him because they did not like the way he had taken them to task about poor administration — he had slammed his executive over R6 000 which had gone missing from the union offices.

He had also objected to Macwusa not having held elections for the past four years, which was unconstitutional, and the fact that there was no register of membership. These issues were to be raised at a conference last year.

"But Mr Dennis Neer, general secretary, failed to attend without any apology and that largely contributed to the immediate cancellation of the conference plans."

"Now these people are blaming me for not attending meetings and I only received one letter informing me of a meeting within 24 hours. I replied, explaining I could not attend due to prior engagements."

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CAPE TIMES 19/5/84

# Underwear dispute over

By **RIAAN DE VILLIERS**  
Labour Reporter

THE dispute between Cape Underwear Manufacturers and workers fired after striking at the factory three weeks ago was settled early last night when the parties involved reached agreement at the factory in Epping

The agreement was announced in a brief joint statement by management, worker representatives and the Clothing Workers' Union (Clowu), which has been organising the group involved in the dispute

It said an "amicable" agreement had been reached between management and the workers. They would return to work on Wednesday next week.

Management and union spokesmen declined to comment further. The dispute started

when 49 workers were fired after striking in support of a R10 pay demand. They were later joined by more workers who left the factory.

The outcome appears to be a negotiated settlement in which management has agreed to take back all the workers. In return, the workers appear to have relinquished their original wage demand.

Workers involved in the dispute gathered in a Muizenberg hall yesterday afternoon, where they presented a short play depicting their experiences during the dispute.

While relatively few workers were involved, the dispute has been unusually important and its outcome may have a major bearing on labour relations developments in the massive clothing industry, which employs more than 60 000 workers.

Clowu is a new union, formed recently in opposition to the giant Garment Workers' Union of the Western Province (GWU), which is officially recognised by employers and is protected by a closed-shop agreement.

While Clowu was not formally involved in the original wage dispute, it subsequently organised workers involved.

The dispute is said to have been the first strike in the giant Western Province clothing industry since 1936.

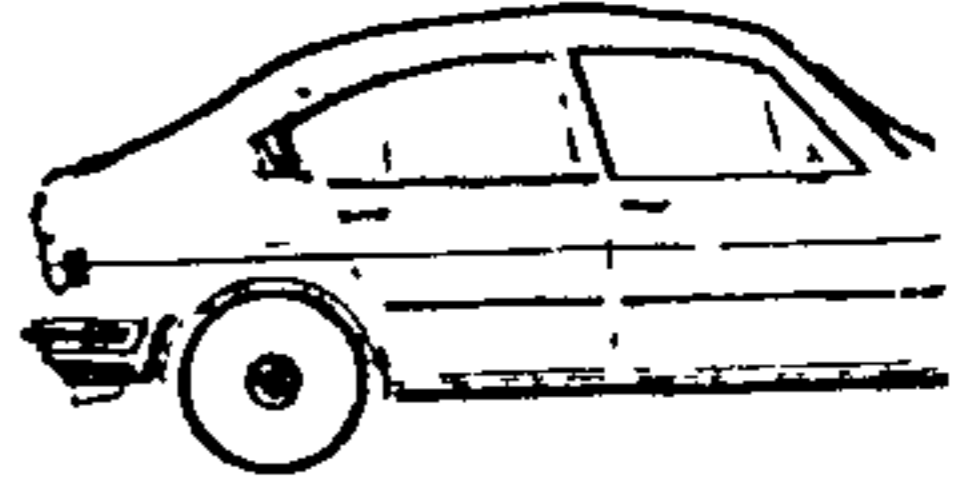
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 New fish restaurant open for business  
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Parliament and Politics

Parliament and Politics

members in 1983

Unregistered unions had 140 004 members in 1983

By BARRY STREEK

HOUSE OF ASSEMBLY.

The 59 known unregistered unions had 140 004 members, including 544 whites, last year, the Department of Manpower said in its annual report yesterday.

The report, which was tabled in Parliament, revealed that there were 194 registered trade unions last year with a total membership of 1 288 748, an increase of

63 294 or 5,2 percent.

The department said the amendment of the Labour Relations Act to incorporate workers of all races within the definition of "employee" had shown that a real need had been met by the reforms.

"This is clear not only from the positive reaction that resulted from the step, but also from the increasing use by the various population

groups of the opportunity to establish and register trade unions and to use the official bargaining and conciliation machinery."

This had been reflected by the new applications of 54 unions for registration since the introduction of the reforms in 1979.

One notable result had been the intensive campaign by existing and new trade unions to recruit members from unorganized black workers.

Although this had a positive result, it also gave rise to keen competition, particularly among the newly-established unions, to gain the support of the workers and in some cases this gave rise to labour unrest.

"This sometimes created high expectations among the workers as to the improvements in ser-



vice benefits that the trade unions would be able to obtain.

"However, many of these expectations cannot be realized because of their unrealistic nature."

It also said the increasing work load of the Industrial Court was "an indication that, in the view of both employer and employee parties, it has an important function to fulfil in the regu-

lation of orderly and stable labour relations".

The number of cases referred to the court had quadrupled: During 1983 a total of 190 cases had been reviewed by the court, compared to 49 in 1982.

The department also said that although a "significant part of the labour force" remained unorganized these workers were becoming increasingly aware of the

opportunities of being organized into unions.

"It appears that new black trade unions (registered and unregistered) are being formed in steadily growing numbers which, as may be expected, is resulting in greater competition in certain areas and industries.

"Some of these unions prefer not to make use of the existing statutory negotiating structures, and

are not prepared to avail themselves of the dispute-settling machinery that is provided for in the Labour Relations Act.

"During 1983 there were however indications that the so-called new trade unions were willing to make use of the existing labour relations systems, especially the conciliation board system and the Industrial Court."

By Sol Makgabutane

They gather daily at the offices of their union — the Commercial, Catering and Allied Workers' Union (Ccaawusa) — at Khotso House, Johannesburg.

They hum in low tones and look up swiftly if a stranger barges in — he could be bringing good news.

These people were dismissed from several top Johannesburg hotels — including the Landdrost, Sandton Sun, Johannesburg, Carlton and Rand International — after striking over pay demands.

Most are dissatisfied with their dismissals. They feel their grievances were genuine, and deserved "immediate attention" by the managements, not "immediate expulsion".

They maintain that they were working hard enough to be entitled to more pay.

Some say that as they are the people responsible for treating guests courteously — and thereby ensuring that they return to the hotel — they

# Dissatisfied hotel strikers claim their hard works deserved better pay

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should be allowed to reap the fruits of their actions.

They are convinced that they are victims of a raw deal ... and were rebuffed for having had the courage to voice their demands.

Take 30-year-old John, of Soweto, who is one of the about 322 workers who lost their jobs.

John — he asked that his full name and the hotel where he worked not be published because he hopes to be re-employed — has been at the hotel for a year and a half.

As a "maintenance boy" he began on a salary of R150 a month. His job entailed repair-

ing appliances. It could be a fused bulb, a leaking tap, a creaking door, or a malfunctioning toilet.

"When you are a maintenance man you are supposed to buy your own tools and instruments for R150. On top of that, they deduct R37 a month for meals."

He explained "All workers at the hotel, whether matriculated or with no formal education, are put on the same salary scale."

Married with two children, John has to pay rent for his home, for his children's education, for transport and for

other essentials — all out of R150.

What made more depressed, he said, was that he had passed Sid 9 but received the same pay as those with a Sid 5 education.

He worked nine hours a day, seven days a week. He was supposed to get two Sundays off a month, but this seldom happened because he had to go to the hotel every day to check if anything was out of order.

He added, "There's no pay for overtime. Sometimes I would be busy with a job until 9 pm, and did not get paid for it."

When February comes, all workers in the hotel get excited — it's the time for salary increases. But their happiness, said John, is usually short-lived because they normally get only 5 percent rises.

"What we wanted was a decent salary of at least R350 a month, and nothing else. But we ended up being thrown out."

When John was dismissed he had risen to the R200-a-month bracket.

He said that what also perturbed him and his colleagues was that there were no channels for lodging complaints.

"I once tried to complain, and ended up being sent from one person to another. No-one wanted to accept responsibility. I do not think we would have gone on strike if they had listened to our complaints."

In the meantime, while negotiations between Ccaawusa and hotel groups' representatives drag on, John and his colleagues have to wait.

# By denying rights govt 'incites' blacks

CANE TRADES 22/5/64

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Political Staff

HOUSE OF ASSEMBLY. — The government's withholding of genuine political rights from blacks was nothing short of an incitement to them to use other than purely constitutional means to attain such rights, the Progressive Federal Party's chief spokesman on manpower, Dr Alex Boraine, charged yesterday.

Speaking in debate on the manpower vote, Dr Boraine said the government would be well advised to proceed with caution and sensitivity in the "tuid and fragile" labour relations field.

"When we bear in mind that of the nearly nine million economically active persons in South Africa almost two-thirds are black, one begins to comprehend the complexity which has all the potential of a battlefield."

While the overwhelming majority of black trade union leaders saw the struggle for better wages and improved working conditions as their major priority, the government's with-

holding of genuine political rights from blacks put union leaders under enormous pressure, he said.

"They have unbelievable pressure from many of their members who are angry and disillusioned at their continuing third-class citizenship existence," he said.

Dr Boraine said this "pressure cooker" was heating up for a number of reasons:

● The recent legislation which brought about equal taxation had brought about a "shriller and more urgent" demand from black workers for equal facilities for equal taxation, and above all "equal representation for equal taxation".

● The "galloping" rate of GST had further worsened the already potentially explosive situation "and the ham-handed, clumsy way in which the most recent increase has been handled has not helped either".

"Black workers, who are in the vast majority in the industrial field, have



absolutely no say and no leverage in the corridors of power. No sooner have they negotiated for a relatively small increase, when it is overtaken by increased GST," he said.

"Many of them are living from hand to mouth and every new increase creates greater desperation and increased pressure on trade union leaders as well as on management."

● The growing activity in the registration and electioneering in preparation for coloured and Indian elections was a daily reminder to blacks that they were excluded from the new dispensation.

● The recession had bitten hard and black unemployment continued to spiral. It had now reached alarming proportions with no sign of the economic recession being eased.

"What is more serious is that so much of black unemployment is not merely cyclical but structural, which means that even if the economic situation should dramatically improve, it does not necessarily follow that the

unemployment situation amongst blacks will improve," he said.

● The ravages brought about by the recent and continued droughts had caused extreme hardships and a further movement away from the rural areas to the cities.

● The loss of South African citizenship and need to move from an independent country on a daily or migratory basis created its own pressures and problems.

Dr Boraine said it was clear that the white population was not able now, nor would it ever be able, to meet the increasing demands of the South African economy without heavy reliance on black workers.

"It is therefore imperative, not only that we should be sensitive and aware in terms of legislation and labour relations, but that until we attend to fundamental political rights for blacks, we are sitting on a time bomb.

"Economic stability is inextricably bound up with political rights."

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# Clothing workers are back

Labour Reporter

NINETY-EIGHT workers returned to an Epping underwear factory today after striking for three weeks

The employees, members of the Clothing Workers' Union, returned to Cape Underwear Manufacturers Ltd in terms of an agreement concluded with the company last week.

About 50 women, who initially downed tools in support of a demand for a R10-a-week pay increase, were dismissed three weeks ago. They were later joined by about 70 others.

## TRICKLED BACK

Some trickled back to work during the three-week strike

Mr Cecil Beekman, managing director of the company, confirmed that the women were back at work. Everything had gone "smoothly", he said.

The dispute, although not involving many workers, was seen as significant by labour observers.

The clothing industry is the largest employer in the Western Cape, and the Cape Underwear strike is believed to be the first in the industry since 1936.

The Western Province Garment Workers' Union — one of the largest unions in the country — has been protected by closed-shop agreements with most clothing companies for more than 30 years.

There have been several signs of discontent in the clothing industry recently, particularly over wages.

The Cape Clothing Manufacturers' Association yesterday instituted a wage increase of R4 a week for all categories of labour.

A qualified machinist will now earn a minimum of R58 a week.

# It's no easy ride for the happy families

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S. Times 27/5/84

By Angus Macmillan

FORMULATING a successful labour policy is like making a stew — the ingredients are lumped together in a boiling pot and mixed until the flavour is right.

Some companies have the ingredients, but get the mix wrong. Others serve up large dollops of paternalism and a take it or leave it menu.

Pick 'n Pay, which has grown from a R10-million Cape Peninsula operation in 1969 to a national turnover of R1 500-million, is an employer that has a more successful recipe than most.

## Pride

But even Raymond Ackerman, champion of consumerism and the one-big-family business approach, has his time cut out to whip up an attractive stew for 16 500 employees.

The company has always prided itself on its people-pleasing approach and has

shouted from the rooftops that its workers are its most important resource.

None of its top management has been with the company for fewer than seven years, and senior employees have a stake in the company, which was the first retail chain to recognise black trade unions in 1977.

It claims to have given more than lip service to the adage the people come first. The mission has been to make even the lowest-paid worker feel that he or she is a winner and not merely part of a machine.

## Targets

Pick 'n Pay's identity for consumer and employee alike has come across well. What is the secret?

Personnel director Rene de Wet says setting reasonable targets is one of the keys to staff motivation and loyalty, the premise being that setting achievable goals is better policy than aiming for the sky.

"People have to be able to believe they are part of a winning team. Only one employee left us last year to join another retail chain."

A survey of Pick 'n Pay staff at Johannesburg stores gives credence to Mr Ackerman's happy-family image. The staff canvassed were satisfied with their lot.

A 23-year-old perishables manager earning R1 000 a month has been with the company for 18 months and sees the opportunity to become a store manager and then a career in buying.

## Difficult

Industrial relations consultant, Gavin Brown, of Andrew Levy & Associates, says the Pick 'n Pay family is breaking down as the company gets bigger. Close contact between management and staff becomes more difficult to maintain as more stores open.

"Mr Ackerman does not believe that unions and management are naturally antagonistic towards each other. Unfortunately, this is a

fact which many companies will come to accept the hard way."

But Mr Brown qualifies this by saying that cradle to grave employment is coming back into vogue, mainly because of Japanese influences on industry.

In January this year, Pick 'n Pay had a confrontation with the Commercial Catering and Allied Workers Union (Ccaawusa), shattering its strike-free image. Once the dispute over wage increases had been resolved, Mr Ackerman took a harder line.

## Unhappiness

He said "I want to continue our policy of treating staff as members of the family. I will not be forced into a position where our re-

lationship turns into a boss-worker fight. We can't throw 15 years of work down the drain just because of problems with Ccaawusa."

On the other side of the fence, Ccaawusa general secretary Emma Mashinini says there is no such thing as one big happy family.

## Ladder

"There is plenty of unhappiness in the family. The power they claim to give to blacks is not the same as the power held by whites. The cake is not being shared."

She says there is not enough shop-floor communication and training. Her main gripe is salaries, which must be increased for the cake to be divided fairly.

Checkers human resources executive Andy MacLaurin says Checkers also likes to think it is a big happy family.

"There is very little difference in the attitudes of the two companies — only that the one talks about it a lot and the other does not. Good profit is good for salaries."

He says the black union member from Soweto with seven children would not subscribe to the happy family idea, whether he worked for Pick 'n Pay, Checkers or most other employers.

"His motivation is different. He's not looking three rungs up the ladder, but focusing on where the next five meals will come from."

Some employers have more successful labour policies than others, but there is no magic potion for success.



Andy Oelschig - perishables manager finds the long hours irksome but satisfying



R35 000

139  
payout for strikers  
29/5/84

Labour Reporter

In an out-of-court settlement, the Transvaal packaging firm Transpoly has agreed to pay R35 000 to 40 of the 72 striking workers dismissed from the plant in March

The remaining 32 workers who were fired are to be reinstated

The settlement signifies a major advance for the Paper, Wood and Allied Workers' Union (PWAU), which has also been recognised by Transpoly as the representative union in the plant.

PWAU's initial attempts at meeting management to discuss a recognition agreement were cut short when the company started dismissing union activists

The action led to an 18-day strike by 74 workers at the plant. The police were called to the scene and management reportedly refused to talk to the union. A union organiser was arrested and

## LABOUR BRIEFS

charged under the Intimidation Act as a result of the strike

As part of the settlement, negotiations have already begun between the union and management

● A December deadline has been set for the dissolution of the General Workers' Union of South Africa, after which the union will officially re-emerge as the Retail and Allied Workers' Union (RAWU). The president of the Pretoria-based union, Mr Donsie Khumalo, said the intent was gradually to transform the general union into an industrial union

"Our strongest element is in the retail trade, in Pick 'n Pay's northern Transvaal division where we have over 50 percent membership," he said

Once the 'retail' union had been formed, a mandate would be obtained from members whether or not to apply for a place on the feasibility committee which is drawing up proposals for a new union federation

Mr Khumalo said he did not think the new union (RAWU) would constitute a threat to the Commercial, Catering and Allied Workers' Union

● After two years of negotiations, Bakers biscuit company has signed a recognition agreement with the Sweet, Food and Allied Workers' Union (SFAU)

The agreement covers the union's 700 members at the company's Westmead factory near Pine-town. SFAU have already embarked on negotiations and have preliminary agreements with two other factories in the Bakers group — in milling and the bread and cake division

# 7-union alliance formed to help blacks

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~~30~~

30/5/84 Star

By Carolyn Dempster,  
Labour Reporter

A new alliance of unregistered, independent trade unions has been formed after months of intense behind-the-scenes discussions

The seven unions party to the alliance are the Black Allied Mining and Construction Workers' Union (Bamcwu), the African Allied Workers' Union (Aawu), the Insurance Assurance Workers' Union of South Africa (Iawusa), the Amalgamated Black Workers' Union, the Black Electronics and Electrical Workers' Union (Beewu), the Black General Workers' Union (Blagwu) and the National Union of Workers of South Africa

The formation of the alliance was announced in Johannesburg yesterday by the co-ordinator of the interim committee, Mr P Nefolovhodwe of Bamcwu

## COMMON PROBLEMS

He said the alliance concept was first mooted in February this year.

Motivation for the alliance was multi-faceted. All of the unions invited to the first round of talks faced common problems such as lack of finance and support, and a dearth of training projects. Also, most of the unions had a clear, common ideological stance — to promote the interests of the black worker.

A declaration of intent was drawn up and accepted at a meeting on May 17, when an interim committee was elected.

Mr Nefolovhodwe would not confirm whether the alliance was the first step towards the formation of a new union federation.

However, he did say that the unions party to the alliance had all been "left out" of the unity initiatives which the Federation of South African Trade Unions and the Council of Unions of South Africa, among others, have been involved in.

## POOLING OF RESOURCES

The Rev Joe Seoka, president of Iawusa, said the weakness of many unions within the movement was that they were more interested in quantity than quality. "They have the numbers but lack the effective organisation. Some union leaders do not know what is going on among their membership because it is so vast," he said.

The pooling of resources and creation of a support front would help to create more solid and better organised unions — capable of defending the rights of the workers, he added.

Unions that have stated their support for the alliance include the Black Health and Allied Workers' Union, the Orange-Vaal Workers' Union, the South African Scooter Drivers' Union and the South African Domestic Workers' Union.

**Witness:**

**union**

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**members**

**beat me**

spw 30/5/84  
By Andrew Beattie

A scullery supervisor in a Johannesburg hotel told a city Regional Court yesterday that he was beaten up by union members for refusing to join a strike and "feared his life was in danger"

Mr Leonard Khumalo was giving evidence at the trial of Mr Robert Mkhize, who has been charged with two counts of intimidating workers to go on strike at the Landdrost Hotel on February 3

Mr Mkhize (31), address given as Senaone South, Soweto, denied the charges

#### **THREATENED**

Mr Khumalo said that Mr Mkhize called him a "sell-out", and threatened to assault him if he did not join the Commercial, Catering and Allied Workers' Union (CCAWU-SA) strike at the hotel

He said that he had later been assaulted by men "present in the courtroom" and had needed several stitches

"I have never needed a union in my life, and if anyone is going to promote my interests it is management," he said

A State witness, Mr David Tshabalala, who also claimed that Mr Mkhize threatened him with assault, failed to appear in court yesterday. A warrant was issued for his arrest

Mr R Sutherland defended and Mr M F Miller prosecuted. Mr S J Badenhorst presided.

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Public Servants  
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# Public Servants Union Split

Labour Reporter  
SERIOUS quarrels have erupted in a trade union representing about 20 000 Government workers' splitting it down the middle

The national chairman of the Public Servants' League, Mr M Domingo, said tensions in the organisation came to a head when it was decided to demarcate the Western Cape district, with its 7 000 members, into three areas

A newly elected Western Cape committee was dissolved and two of its members expelled from the national executive.

But, Mr Domingo claims, the ructions in the union originated in a motion adopted at last year's annual meeting to reject the new constitution.

"However, the national committee rescinded the motion because we realised it would hamper our progress in using the channels of communication laid down to solve members' problems," he said.

The decision to demarcate the Western Cape was made at last year's annual meeting but implemented only in April this year

## "STRUGGLE"

According to union rules no other official is allowed to speak to the Press. But sources close to the Western Cape committee said the issue was really a "struggle for democracy and worker control" within the union

"The decision taken at the AGM was to investigate demarcation, not to implement it

"However, when the workers elected a new national committee the committee decided to implement demarcation without consulting the members"

The Western Cape committee dismissed the controversy on the constitution as "a red herring"

"The real issue is that workers are beginning to question the practices of certain national executive members. The political issue is just a shield for hiding behind the real truth," said one critic.

Unionist is  
acquitted of  
'intimidation'

31/5/84  
By Andrew Beattie

A jubilant trade union shop steward was acquitted by a Johannesburg Regional magistrate yesterday on two charges of intimidating workers at the Landdrost Hotel to go on strike

Mr Robert Mkhize (31) of Senoane South, Soweto, a member of the Commercial, Catering and Allied Workers' Union, was found not guilty by the magistrate, Mr P J Badenhorst

Mr Leonard Khumalo, Mr David Tshabalala and Mr Nelson Ndhlovu had all testified that Mr Mkhize had threatened to assault them if they did not join the strike at the hotel on February 3

INDUSTRIAL RELATIONS — WORKERS'  
ORGANISATION — AFRICAN UNION

1984

JUNE — DECEMBER,

## OIL PROCUREMENT Salem indictments

The Salem case just won't go away. Whether or not it is related to other allegations about malpractices in oil procurement, it has achieved an international life all its own. This may — eventually — give SA a full picture of what happened, and who was involved.

Certainly the Americans are unlikely to hold a pending court case, arising from the Salem fraud, *in camera* — as SA invariably does in cases involving oil procurement.

A Federal Grand Jury in Houston has indicted several of the principal actors in the case on multiple counts of fraud, perjury, conspiracy to defeat the ends of justice, interstate transportation of stolen property,

and tax evasion.

The Grand Jury indictment is a necessary preliminary to trying those involved. Although at least one of those indicted is believed not to be in the US, and thus outside the reach of the American courts, the others are likely to be tried.

Indicted are Fred Soudan, who carried out the deal as head of a company called American Polamax, his brother in law Abdul Wahin al Hazou (a Syrian), and South African Jim Shorrocks. Shorrocks disappeared from his Houghton home when news of the Salem case became public and is believed to be abroad.

Soudan was indicted for selling oil he did not own to SA and then covering the theft by scuttling the ship that was supposed to be carrying the oil to Italy.

He is charged with defrauding Shell In-

ternational Trading, a branch of Royal Dutch Shell, Lloyds of London, Pontoil of Italy, and the Strategic Fuel Fund Association (SFFA).

The indictment charges Soudan and the others with perjury, filing false tax returns, interstate transportation of stolen property and 13 counts of fraud by wire (telephone, telex or telegraph).

According to the US Justice Department, Soudan obtained a contract to sell oil to the SFFA although he owned no oil. He used the contract to obtain a \$12m loan from Mercabank, and used that money to buy the Salem. He then contracted to carry 200 000 t of oil for Pontoil from Kuwait to Italy.

But *en route* he unloaded the oil in Durban and then scuttled the ship to conceal the theft. Shell had bought the oil from

face to face

EMMA MASHININI

## Behind the strikes



Emma Mashinini is the general secretary of the Commercial Catering and Allied Workers' Union of SA (Ccawusa). The union has been involved in a number of contentious strikes — including those at Pick 'n Pay, the OK and at a number of top Witwatersrand hotels.

**FM:** What is Ccawusa's membership?

Mashinini: Today we have 40 000 members (up from 15 000 in 1981), almost all of whom are paid-up. One of the reasons for our growth was the explosion in the retail industry itself, so many shopping centres have gone up. But the union has also grown by establishing new branches around the country. In addition we have always had some members in the hotel sector and last year we started a concerted drive to organise there.

**How many recognition agreements do you have?**

We have agreements with OK Bazaars, Allied Publishing, Woolworths, Top Centre, Foschini, Gallo, 3-M, CNA, Makro, Metro Cash & Carry and Edgars. We are negotiating recognition with Pick 'n Pay and Checkers.

**Ccawusa has had a high profile in the last few years because it has been involved in a large number of strikes. To what do you attribute this?**

We organise primarily in the retail trade, although we do have members in the hotel trade as well. Wages in these sectors are miserable. In the hotel sec-

tor workers earn around R200/month, while in retailing they are just beginning to earn above R250/month. This has been the primary cause of strikes. Unfair dismissals and poor working conditions have also been at issue.

Ccawusa members have struck a number of times while the union was negotiating recognition agreements — like at Pick 'n Pay and Southern Sun. Isn't this tactically unwise? There is a perception that the union leaders are not in touch with members and that much of their work consists of trying to put out fires lit by militants.

One thing must be made clear: the union leadership is not responsible for calling strikes. Wages and working conditions are the issues. Building up a relationship with management does not replace those. A union-management relationship must filter down to the shop floor. Management often seems to use recognition talks to delay discussing wages and the workers get impatient.

**What caused the recent strike at a number of Johannesburg hotels — the Sandton Sun, the Carlton, the Rand International, the Maristons and the Johannesburgers?**

The strike was caused by a wage dispute. All the workers at the various hotels came out at the same time after they heard the outcome of negotiations between the Witwatersrand Liquor and Catering Trade Employees Union at the Industrial Council for the Liquor and Catering Trade (Witwatersrand and Vereeniging). Those negotiations resulted in a 25% increase for the lowest-paid workers — which meant that some workers with very long service would

only get R218/month. Our members demanded that the different managers negotiate with a Ccawusa shop stewards' committee. The managers refused, saying joint negotiations can only be held at the Industrial Council. Ccawusa is not yet ready to join the council. Southern Sun hotels said they would not dismiss everybody but asked the union to sign an agreement that certain workers should be dismissed. We could not do this. Sandton Sun fired 147 workers, the Landdrost fired 13 and Rand International fired 19. Those hotels have recruited new workers. We have not yet re-started recognition talks with them. It has been said that a union official, Oscar Malgas, incited the Sandton Sun workers.

Oscar Malgas was not involved in causing that strike. He in fact tried to get the workers to go slow. Instead it is claimed that there are huge divides in Ccawusa — and especially that the Natal and Vaal Triangle branches are disaffected.

There were problems in the Vaal — very serious problems about the running of the office — which we had to query. These have been rectified. No one has been expelled but there has been a lot of reconstruction in that particular branch. There are no problems with the Natal branch.

**What is the quality of Ccawusa's relationship with companies in which there have been strikes?**

The Pick 'n Pay recognition negotiations are going slowly. Checkers recognition talks are nearly complete. At OK our talks were suspended because of a strike but we now have an agreement.

# NUM threat to declare dispute

Own Correspondent

JOHANNESBURG — The 70 000-strong National Union of Mineworkers (NUM) has threatened to declare a dispute which could result in widespread industrial action if the Chamber of Mines is not prepared to make a satisfactory final pay offer.

The decision was taken by about 600 worker delegates at a special NUM conference in Klerksdorp on Saturday night which was convened to discuss this year's pay negotiations with the Chamber.

Apart from the delegates, almost 3 000 mineworkers — many of them carrying banners saying "Away with the Chamber" and "Not less than 25 %" — attended the conference and backed up their decision.

Negotiations were deadlocked two weeks ago with the Chamber offering increases ranging from 9,5 percent to 10,9 percent, and the NUM demanding minimum increases of 25 percent.

While the NUM represents only a portion of

black workers on the gold mines, the increases they win will affect almost all the industry's 480 000 black mineworkers.

Conference delegates rejected the Chamber's offer outright and called on the Chamber to put a final offer on the table, failing which the declaration of a dispute in the gold mining industry — the first step towards a legal strike — would be likely.

The widening disagreement over the wages of black mineworkers comes at the same time as an announcement at the weekend that the Chamber had reached agreement over the salaries of the mining industry's 25 000 officials.

This agreement — which amounts to a 10 percent increase — follows last month's settlement between the Chamber and the white mining unions, who had initially declared a dispute over a half-a-percent difference with the Chamber's offer of 10 percent.

It means that the only remaining area of dis-

agreement between the Chamber and unions in the mining industry is the negotiations with the NUM — the largest black union in the industry — who are negotiating alongside the much smaller Federated Mining Union.

Mr Cyril Ramaphosa, general secretary of the NUM, said the workers had decided they could not go lower than the union's demand of 25 percent until the Chamber gave a final offer, which would be considered by the NUM's negotiations committee.

## Increases

"If the Chamber is not prepared to make a final offer, a dispute is likely," Mr Ramaphosa said. "The workers unanimously pledged themselves to supporting any action which might follow from the declaration of a dispute".

Pay talks for black workers in the coal-mining industry are due to start today. Mr Ramaphosa said that if they followed the same course as the gold mining talks, the NUM would be forced to take the same action.

Meanwhile, the minimum on-appointment rates for officials in the mining industry were to be increased by 10 percent and average actual salaries would also be increased by 10 percent, the Chamber of Mines said in a statement yesterday.



An examination in BASIC programming is to be run for the first time by the CUC (Computer Users Council) in August, together with its established Cope and Cobol exams

# Exam in BASIC is set for August

Registrations for the exams, which will be held on 20 to 22 August, have opened. The closing date is 20 July. A registration form for these exams and the subject modules which are also being offered can be found in this issue of ComputerWeek. The format of the BASIC exam is similar to the Cobol exam and is aimed at the professional BASIC programmer. The theory exam will last two hours and the practical solution for a specific-

tion, provide a programmed solution for a specification in BASIC and test a program. The syllabus is based on the Microsoft implementation of BASIC which is widely available on microcomputers and includes MBASIC, BASIC-80, and BASICA and which is an extension of the ANS (American National Standard) minimal BASIC specification.

The CUC exams will be held in Johannesburg, Cape Town, Port Elizabeth, Pretoria, Durban and Welkom. For further details contact the CUC, PO Box 26145, Arcadia 0007, or telephone (012) 44-2381 - AD/BH

# BEA takes tough stance on unions

Union representation in the business equipment industry does not exist, and the BEA (Business Equipment Association) is doing nothing to formulate a positive policy as regards unions. Although it has an official line of "neither encouraging nor discouraging" the formation of trade unions, the BEA is also determined that no union outside the industry will be recognised. "We will resist the attempts of outside unions to encroach on this industry," said Les Wood, executive director of the BEA. "If unionism is to take place, it must be an indigenous union. Our stance is to reject any union from outside the industry." However, no unions are present in the business equipment industry. "There is a lot of outside union activity going on and some of them get a little over-eager. We don't want any foreign employment practises in what has been a very peaceful industry up to now," Wood told ComputerWeek. He said that there is not much likelihood of an indigenous union being formed, but "it is more likely that a strong outside union will try to get in." The BEA recently received a report from one of its members of an approach by a black trade union in Pretoria claiming representation of more than 50% of the member's black employees. The union requested discussion with the employer on matters such as recognition of the union, election of shop stewards,

4/6/84

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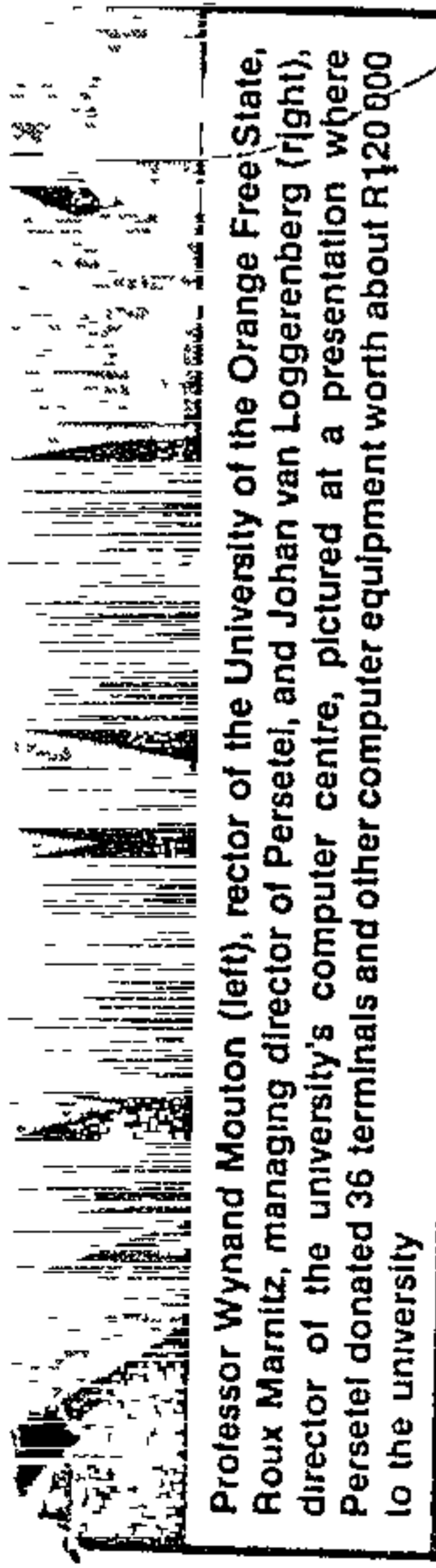
That's the Audit Bureau of Circulations. After all, advertisers shouldn't have to play guessing games with circulation figures.

# Upgrade of Lisa systems

Computer will present Lisa owners upgrade of their the advanced featured in the scenes is part of the xmicro family also includes etc are three Lisa 2, the Lisa 2/10 e upgrade, which can be performed by authorised Lisa dealers in less than 30 minutes, gives the user the benefit of the higher speed 3 1/2 inch disk drive in place of the 5 1/4 inch. This technology enables Macintosh software to be run by all the 32 Supermicro family. "When people buy Apple computers, they must be assured that the value of their investment will be protected," said Angus Anderson, managing director of Base 2, the sole distributors of Apple in South Africa. With the upgrade, current Lisa owners will be given the same advanced disk storage technology found in Apple's newest family of products," he added. "As a result they'll be able to take advantage of

the numerous new software storage packages being written for the Macintosh as well as the Lisa." Apple 32 Supermicros are based on the Lisa technology — a 32-bit microprocessor with high resolution graphics and a "mouse" pointing device. The basic Lisa 2, which will emulate a 512k Macintosh, is expandable to a Lisa 2/5 or 2/10. All three models run Macintosh software in addition to the powerful software written especially for Lisa. An upgrade which offers the additional hard disk storage capacity of the Lisa 2/10 will also be available next month. This conversion provides customers with a built-in 10Mbyte hard disk. The Apple 32 Supermicros embrace the new 3 1/2 inch microdisk technology.





Professor Wynand Mouton (left), rector of the University of the Orange Free State, Roux Marnitz, managing director of Persetel, and Johan van Loggerenberg (right), director of the university's computer centre, pictured at a presentation where Persetel donated 36 terminals and other computer equipment worth about R120 000 to the university

# In-house training services

An in-house training service has been introduced by a Durban microcomputer dealer in response to a shortage of machines, assistance and time to senior executives in large corporations.

As part of their R100 000 expansion programme, Computer Concepts has employed top training personnel so that new software packages can be demonstrated and executives can reduce their learning time.

Included in the expansion plans are new workshop facilities, as well as an extended consulting service.

"We will offer a comprehensive consultation service, with general business consultancy, database, and customised programming services using the latest fourth generation languages," said Computer Concepts director Des Ramsay.

Micros are still generally scarce resources in large corporations, and they are not vacant long enough for senior executives to teach themselves what there is to know.

"Besides, these people often cannot set aside eight solid hours in which to

learn, and if not encouraged, their interest may flag," he said.

"Their computer-orientated colleagues don't have the time to teach them, so they are learning too slowly and on an interrupted basis.

"If, however, they come to us and learn in our new training centre where there is one machine per delegate and where they are away from constant office interruptions, it brings down their learning time and makes them productive that much faster."

AD/BH

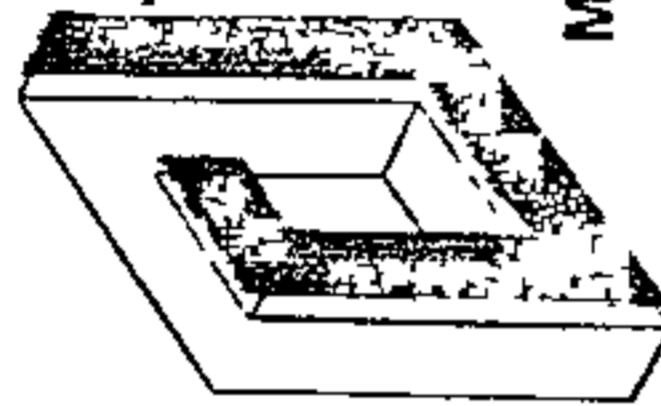
The Apple 32 Supermicros embrace the new 3 1/2 inch microdisk technology, which features high-speed high-capacity disks that are said to be both compact and reliable. Each disk provides 400 kbytes of storage.

KG/BH

er on matters such as recognition of the union, election of shop stewards, and stop-order facilities for trade union dues.

"But we have managed to deter the union concerned," said Wood.

K.G./BH



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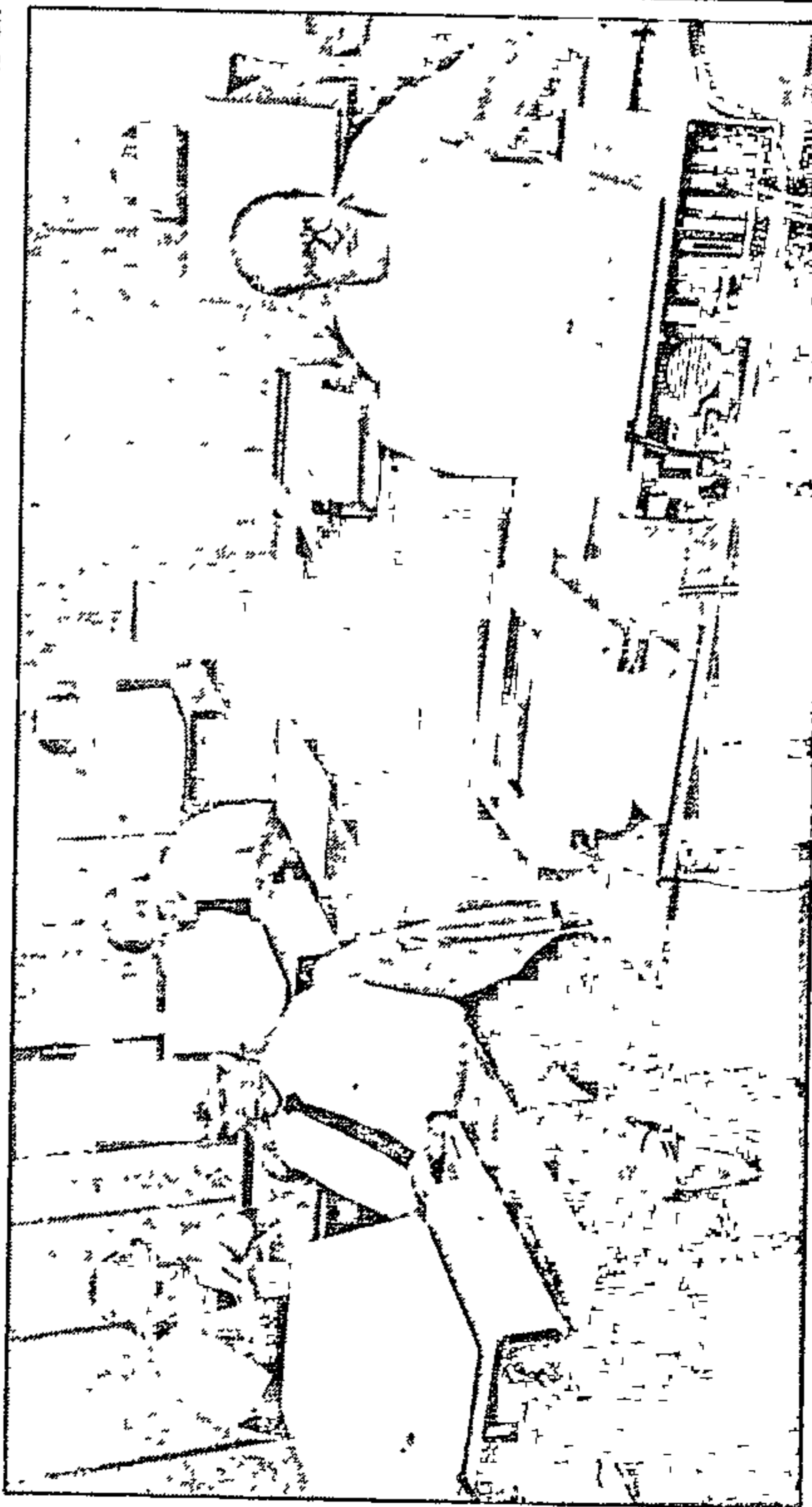
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## TRAINING PLANNER - 1984

| COURSE TITLE                      | DATES                      | COURSE TITLE                      | DATES                       |
|-----------------------------------|----------------------------|-----------------------------------|-----------------------------|
| Systems Analysis Workshop         | Feb 12 17<br>Rustenburg    | Manufacturing Systems Workshop    | Feb 5-10<br>Rustenburg      |
|                                   | May 6 11<br>Rustenburg     |                                   | Sept 2 7<br>Rustenburg      |
|                                   | Aug 12 17<br>Rustenburg    |                                   | Nov 25-30<br>Rustenburg     |
|                                   | Nov 11 16<br>Rustenburg    |                                   |                             |
| Systems Design Workshop           | Feb 19 24<br>Rustenburg    | A Manager's Guide To Computers    | March 26 30<br>Milpark Jhb  |
|                                   | May 13 18<br>Rustenburg    |                                   | Aug 27 31<br>Milpark Jhb    |
|                                   | Aug 19 24<br>Rustenburg    |                                   | Nov 19 23<br>Milpark Jhb    |
|                                   | Nov 18 23<br>Rustenburg    | Protecting Against Computer Abuse | Feb 29-Mar 2<br>Milpark Jhb |
| Managing O P Projects Effectively | March 4 9<br>Rustenburg    |                                   | Aug 8 10<br>Milpark Jhb     |
|                                   | Aug 19-24<br>Rustenburg    | Financial Systems Workshop        | Sept 9-14<br>Rustenburg     |
|                                   | Oct 28 Nov 2<br>Rustenburg |                                   | Oct 21 26<br>Rustenburg     |

These courses have been scheduled to allow delegates to attend both the Systems Analysis and Systems Design courses in two consecutive weeks



Violet Venter, head of Computer Concepts' training division, clarifies a problem for one of the executives at a recent training course

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ARGUS 6/6/84 (139)

# Miners declare dispute over pay

Argus Correspondent

JOHANNESBURG — The relationship between the Chamber of Mines and the National Union of Mineworkers has become even more strained after they failed to reach agreement over pay increases for NUM members on coal mines.

A NUM spokesman, Mr Mokheseng Maloka, said his union had declared a dispute after holding talks with the chamber in Johannesburg, "and steps are to be taken

"The chamber wanted us to motivate our demands, yet they did not want to make us an offer and we declared a dispute. We shall have to set our machinery into gear and we hope a conciliation board will be appointed," he said.

NUM, which is recognised as representing workers on five of the chamber's 55 collieries, is demanding increases of between 30 and 60 percent.

## Further talks

Mr Maloka said further talks would be held with the chamber tomorrow regarding pay increases for NUM members on gold mines

The union is demanding a minimum of 25 percent, while the chamber offered rises ranging between 9,5 and 10,9 percent

At a special conference convened to discuss the pay talks at the weekend, NUM delegates rejected the chamber's pay increase offer and decided to embark on a course of action, including widespread industrial action, if the chamber did not offer a final satisfactory increase

**Black union**  
ROM 8/6/84  
**congress** (139)

Mail Reporter

THE Black Allied Mining and Construction Workers' Union (Bamcwu) hold its annual congress in Hammanskraal this weekend.

Bamcwu, which was formed two years ago, has yet to win a recognition agreement from the Chamber of Mines, though it was granted access to Chamber mines more than a year ago.

Mr P Nefolovhodwe the union's general secretary, said yesterday that Bamcwu now had a membership of 18 to 20 000 workers.

# City dairies on strike. Deliveries disrupted

ARCUS  
8/6/84

Labour Reporter

WORKERS at two Cape Town dairies went on strike today, severely disrupting milk deliveries in some areas

At Union Dairies in Tokai the atmosphere was tense as policemen gathered outside the workers' hostels

About 150 bottling and delivery workers sat in silence as police patrolled the picturesque farm on which Union Dairies operates

Police barred reporters from the site and refused to let them interview workers

When questioned, a police sergeant said he had been ordered by the managing director of Union Dairies, Mr C Bearne, "not to allow the Press to talk to workers"

Mr Bearne said he did not want to comment on the dispute

"I don't want you to talk to the men, although you can see we have a problem," he said

Police prohibited reporters from talking to a union organiser on the site

At Van Riebeeck Dairy in Parow, about 400 workers stopped work today

Workers said they were protesting about the lack of "call-in-cards" — a system whereby migrant workers are recalled annually without breaking their contracts — and were demanding two assistants on each of the milk trucks

A spokesman for the Retail and Allied Workers' Union, which is negotiating a recogni-

tion agreement with Van Riebeeck, said some workers had gone on leave of up to three months and that this had seriously affected their chances of obtaining permanent rights in urban areas in South Africa

Mr Lloyd Whitfield, managing director of Van Riebeeck, said the company had supported workers with affidavits in their application for Section 10 rights

A call-in-card system was in use, he added

"We would be delighted if workers got their Section 10 rights, but it is childish of them to blame us for not getting them," Mr Whitfield said

He said workers who wanted two assistants on the milk trucks should approach their

supervisors, instead of going through the union

Referring to the police presence at Union Dairies, Captain Gerhard van Rooyen, police liaison officer, said police were observing the situation and were there to "maintain law and order" if necessary

Two trucks on the scene had nothing to do with the strike, he said

They had come to fetch milk for a nearby army camp

Sancton 8/16/84

# Sandton clinic workers strike

ABOUT 200 nurses and labourers of the plush Sandton City clinic went on strike yesterday after management allegedly turned a deaf ear to their demands.

The staff, which includes theatre sisters, cleaners, cooks, maintenance, security and creche staff, downed tools after management allegedly

- Fired a shop steward for his association with their union — the Black Health Workers' Union of South Africa (BHWUSA).
- "Mysteriously" decided to transfer the security personnel after they were found to have joined the union; and
- Were unable to explain why only black people were searched.

## Prisoners

The workers also complained that their changing rooms and food "pigs" were fit "for

"Even prisoners get better food than us," one worker said.

The situation became tense last week, according to the workers' spokesman, after management announced that they were going to transfer the security personnel. An urgent meeting by union members was called after negotiations with management agreed to investigate the security personnel's case.

On the same day after the "truce" the shop steward was fired. Thereafter management refused to talk to the workers' representatives. A spokesman for management yesterday refused to comment and said a statement would be released today.

CARE

9/6/84

139

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# Workers strike at two dairies

Staff Reporter

STRIKES by workers at Union Dairies in Tokai and Van Riebeeck dairies in Parow Industria were resolved last night after management of both dairies had agreed to the workers' demands

The workers are members of the Retail and Allied Workers' Union (Rawu), which has been negotiating for recognition with the two firms

Mr Alan Roberts, secretary of Rawu, said last night the strike at Union Dairies had been called off at 7pm. Between 90 and 100 workers had stopped work because a key worker whose contract had expired had been promised re-employment only in five months' time

"The workers felt this was unfair and demanded that he be reinstated after one month's leave. Management promised that the worker could return at the beginning of July"

Earlier, a union spokeswoman said the worker was an active union member and workers believed he had been victimized

● At Van Riebeeck, all 500 workers had gone on strike in support of demands that drivers of home-delivery milk trucks be given

two assistants instead of one and that workers should be placed on "call-in" card systems which automatically renewed contracts each year, according to Mr Roberts

The strike was called off at 1pm yesterday following negotiations

"When workers' contracts expire, management often uses this situation to re-employ workers selectively. Workers demanded they be given assurance of re-employment," Mr Roberts said

Management had promised that call-in cards would be introduced and workers had understood this would happen at the end of the month

The spokeswoman said management has signed a preliminary recognition agreement with the union committee

Management dismissed all workers yesterday morning after the committee had refused to meet management before union officials arrived, she said

Mr Lloyd Whitfield, managing director of Van Riebeeck, was quoted as saying that a call-in card system was in use and that the company had supported workers' attempts to obtain Section 10 rights

REPORTER'S NAME

NEWS 11/6/84

## Workers back after milk strikes end

Staff Reporter

139

TWO strikes, which severely disrupted milk deliveries, have been resolved.

About 400 workers at Van Riebeeck returned to work on Friday at 1 pm after being on strike since arriving at work

Workers were demanding a call-in card system to avoid broken contracts. The managing director of Van Riebeeck, Mr Lloyd Whitfield, said he would investigate grievances.

Milk deliveries in the Mui-zenberg-Tokai area were also back to normal following an all-day strike at Union Dairies on Friday.

The dispute was over the alleged victimisation of a colleague.



ARGUS 11/6/74 (139)

# New union plans to expand nation-wide

Labour Reporter

THE recently formed Retail and Allied Workers' Union (Rawu) will organise dairy workers nationally, it has been announced

The decision was taken yesterday by about 300 delegates at the inaugural meeting of the emergent union, held in Athlone.

Rawu, which claims about 2 000 members in the Western Cape, has a significant membership among Cape Town dairy workers.

The union has been involved in three recent dairy strikes at Van Riebeeck, Union Dairies and Dairy-belle.

A union source said it was important to expand to other areas because one Cape Town dairy — Dairy-belle — was a national company.

## SCRAP GST

In another resolution, the union called on the Government to scrap general sales tax

Rawu also called on workers to boycott the forthcoming coloured and Indian elections to be held under the new constitutional dispensation, and resolved to encourage workers to support the United Democratic Front's million signature campaign.

Earlier in the meeting, Rawu secretary, Mr Alan Roberts, said the union had grown "quite strong" in the past few months and workers were beginning to assume leadership in the organisation.

He said several issues affected workers in both the factory and the community

"When organising migrant workers, for instance, the question of Section 10 rights has always come up. That is a political issue because it strikes at the heart of the system," Mr Roberts said

"Coloured workers are expected to vote for their own parliament, but there is no deal for African workers, who work as migrants. Yet in the factory we work together as workers"

Saveta 13/6/84 139

# Call to resist Labour Bill

THE BLACK Allied Mining and Construction Workers' Union (BAMCWU) has called on the black community and organisations to resist the Labour Relations Amendment Bill which puts stricter control on trade unions and employers.

The resolution was taken at the union's national congress held at St Peters, Hammanskraal at the weekend.

In terms of the Bill, all recognition agreements will have to be submitted to the Department of Manpower, and will have no force in law unless the relevant unions have submitted certain information to the Department

The emotion-charged congress said that it noted the latest ploy by

By JOSHUA RABOROKO

the State to further entrench itself in worker organisations as shown by the Bill

## Resist

"We call upon all black worker organisations and the black community to resist such inroads into the freedom of the workers," the resolutions read

The congress also strongly condemned the

latest exploitation and oppression of black workers. It committed itself to resisting new forms of exploitation, especially low wages for workers

Referring to a trade union federation, BAMCWU said it fully supported the initiative of forming a principled alliance with other worker organisations

BAMCWU is one of

the seven trade unions which established a new alliance of unregistered, independent trade unions

## Diseases

Among resolutions passed at the congress was one noting the high rate of diseases caused by the environment at workplaces

The newly re-elected president, Mr Letsatsi Mosala, told The SOWETAN yesterday that the union was committed to working closely with other unions. The union's strength

was growing rapidly and "we intend signing recognition agreements with several companies where we have membership"

New office bearers are Mr Mosala, president, Mr M Rakoena, senior vice president, Mr W Mashigo, vice president, Mr P Nefolohodwe, general secretary, Mr W Mafifi, national organiser, Mr Simon Mokoena, second vice president, Mr M Mkhine, publicity secretary, Mr Patrick Make and Mr W Mbalane, committee members

# Pretoria workers dismissed 'unfairly'

Sowetan  
14/6/84  
139  
~~132~~  
~~31~~

THE Commercial Catering and Allied Workers' Union of South Africa (Ccawusa) has lodged a complaint with the Department of Manpower on behalf of five members who were dismissed by the Spar's Water Glen branch in Pretoria this week.

A spokesman for Ccawusa Mr David Molele said the union's members were fired from work after they had complained of not being paid for working overtime. He said the manager accused workers of stealing and said he would deduct R12 from the weekly

By ALINAH DUBE

wages of each cashier to replace the R2 500 his business went short of

### Unacceptable

"This was unacceptable by the workers. They tried to explain that they did not know how the shop incurred losses and also suggested to the manager that security be tightened to avoid victimisation of workers. They were then ordered off the premises and threatened with the police if they came back or were

seen anywhere near the area," Mr Molele said.

The dismissed workers are Cynthia Kubyane, Yvonne Mahoro, Lenah Golden, Mirriam Tjeta and Leatitia Mphuthulo. They all earned R62,50 weekly irrespective of how long each had worked for the company.

The manager of the company Mr Leon Uys told The SOWETAN that he would not discuss matters affecting his employees with the Press.

## Water cuts in Soweto

RESIDENTS living in Jabulani, Zola and Tiadi must expect their water to be cut from 8 am to 4 30 pm today, the West



HOORAY: These "little bundles of fun" came to the 5th birthday of Mamatsabu Maphike (behind)

# Bop resid hit authori

GA-RANKUWA and Mabopane residents yesterday attacked local authorities for doing little to alleviate housing shortage in the two areas and also evicting families who failed to pay rent before the 7th day of each month.

Residents said they were being "treated unfairly" by officials who locked the houses with-

take over by the Bophuthatswana government. He said only private companies showed interest in providing housing for their employees and that the under-privileged would remain hopeless for a long time.

### Roads

"Rents in Mabopane are increasing from time

BISHO — While relations between employers and employees in Ciskei were on a sound basis, the necessity of government recognition of workers' organisations needed to be investigated, the Minister of Manpower Utilisation, Chief Lent Magoma, said yesterday.

From case studies it was evident that no developing country could afford trade unions in the structure they followed in a developed country and scrutiny, it was almost impossible to keep out subversive elements as had been proven in Britain and in other developed countries.

Likewise, to be seen internationally to oppose or forbid work-force representation would create a bad image for Ciskei and there might be some justification for a bargaining platform between employers and employees which might have to be provided for in the Ciskei legal system.

Chief Magoma said that to be economically sound, a reliable and trouble-free labour force that would attract industrialists was necessary. This force must be seen by others as being a free and acceptable human resources pool.

This was what made Hong Kong into the prosperous colony that it was today.

"I would not like to comment further in this regard except to confirm that this aspect is being looked into by a select committee of experts," he said.

"Ciskei is continually aware of changes taking place around its borders and we do not go forward wearing blinkers.

"I am only too well aware of the importance of maintaining industrial stability in Ciskei, hence the formation of such a committee which will investigate this contentious issue of workers representation."

# Southern African miners will discuss federation

By Carolyn Dempster,  
Labour Reporter

A new federation of Southern African mine-workers' unions is on the cards

Talks between the South African National Union of Mineworkers (NUM) and the Lesotho, Botswana, Zambia, and Zimbabwe mine-workers' unions are planned in the next

eight weeks — and the new federation is on the agenda

The steps towards the formation of a Southern African federation are part of a long-term scheme to bring all of the major African mine-workers' unions under one federation

Mr Cyril Ramaphosa, general secretary of NUM, said the proposal was first mooted at

a preliminary meeting of the Southern African unions some time ago

The Miners' International Federation (MIF) congress on May 24 and 25 provided the forum for a report-back on the feasibility of the federation and it was decided to go ahead with the plan

Ultimately, the African federation would encompass miners'

unions as far afield as Sierra Leone, Nigeria, Senegal and Zaire

Mr Ramaphosa said the reason for forming the federation was to give African mine-workers a stronger united voice in the MIF

As most miners on the continent shared the same employers, it would benefit them to present a solid front, he said

14/6/84

Star

139

~~SA~~

~~SA~~

# 7-union alliance (139) <sup>stan</sup> takes the first step 15/6/84 towards federation

By Carolyn Dempster,  
Labour Reporter

The new seven-union alliance of independent, unaffiliated black trade unions yesterday issued a formal declaration of intent in the first major step towards the formation of a federation.

The aims of the alliance, which claims a combined membership of 75 000 workers country-wide, are to

- Promote, develop and maintain an authentic black working class leadership
- Explore the possibilities of joint action in all matters, activities and campaigns adopted by any of the unions in the alliance
- Achieve co-operation

in solving mutual problems of a political, economic, social or humanitarian nature

Mr Pandelani Nefolohodwe, co-ordinator of the alliance's consultative committee, said the question of a federation would be debated at the annual congresses of the unions

The seven unions are the Insurance Assurance Workers' Union of South Africa, the Black Allied Mining and Construction Workers' Union, the African Allied Workers' Union, the Amalgamated Black Workers' Union, the Black Electronics and Electrical Workers' Union, the Black General Workers' Union and the National Union of Workers of South Africa

# 'Vulnerable' Zini leaves his job

(139)

C. Press

17/6/84

**EXPELLED** motor union secretary Government Zini has resigned from his job with Ford motor company because he feels "vulnerable" to management.

Mr Zini, who was stripped of his membership of the Motor Assemblers and Component Workers' Union of SA three weeks ago, resigned two weeks after he was kicked out of his post as national organising secretary.

Mr Zini was expelled for not attending meetings, according to a union spokesperson, along with five other union members

The former unionist told City Press he had joined Ford in 1973 but felt "obliged" to leave after being kicked out of the union

"Not being a member of the union leaves me very vulnerable to management action," Mr Zini said. "I'm now at the mercy of the same

management I've been fighting for years"

Asked to comment on his expulsion from Macwusa, he said "Unfortunately, sometimes we live in a house without really knowing or appreciating the others in it until they are gone"

He added "This is a

greater pain to me than the loss of my father."

Mr Zini shot into prominence in February 1981 when he lashed at the Sullivan code, describing it as "a mere modernisation of apartheid" which could be adopted by American firms in SA "with ease"



SOME of the people who attended the inaugural meeting of the new organisation to represent black civil servants.

FAVO

# Civil servants join the fight for better conditions

*Sowetan 21/6/84* 139

**THE** newly-formed trade union for public servants is to fight the exploitation of black workers by employers.

Addressing the inaugural meeting of the union — the Institute of Public Servants — at Funda Centre in Soweto yesterday, the chairman, Dr S K Matseke,

By **JOSHUA RABOROKO**

said they were faced with the challenge of fighting for higher salaries for members.

The meeting, attended by over 600 public servants from various departments, committed itself to negotiating with

their employers and to strive to secure a well-paid membership

Dr Matseke announced that the union which will consist of black members in the public service sector and was "a major breakthrough because workers in that job category have never formed a representative body"

"We shall fight exploitation by both employers and employees in the work situation. Workers who are exploited by management can rest assured that we shall be on their side," he said

However he added, employees would also be expected to produce satisfactory results if they were to be rewarded. The union will be a research body in the various departments, including development boards, department of justice and others.

Replying to a question, he said that the organisation would be an "umbrella body" and will seek co-operation with others who shared the same aims and objects.

They were hoping to recruit membership



**Dr S K MATSEKE,** prominent educationist, addresses a civil servants meeting yesterday.

throughout the country and another branch will be launched in Atteridgeville next Wednesday. The union was formed at the request of public servants he said.

CRITICISM OR PROBLEM, and

UTION

COURSE ELEMENT

YOUR COMMENTS:

NAME: (Optional)

ARE YOU REPEATING THE COURSE

PART TIME STUDENT

FULL TIME STUDENT

LICK THE APPROPRIATE BOX

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YES NO



Union to  
fight  
sackings  
verdict

Labour Reporter

THE Black Allied Workers' Union is to appeal against an Industrial Court ruling clearing the giant steel corporation Iscor of unfair practice in dismissing 84 workers from its Newcastle plant.

Mr B E Khumalo, the union's general secretary, said yesterday that papers had been lodged with the Supreme Court registrar in Pietermaritzburg, and the union was waiting for a hearing date to be set.

He said the dispute with Iscor came after the company unilaterally imposed a strenuous new roster. Eighty-four workers were dismissed when they raised objections to the new work schedule.

Mr Khumalo claimed the new rules were imposed without the full approval of the industrial council for the metal industry.

Mr Piet du Plessis, an Iscor spokesman at the company's headquarters in Pretoria, said yesterday he was aware of the appeal. 'The union is free to take whatever legal action it wishes,' he said.

# Sisulu to address Gawu

139  
C. Press

By Z B MOLEFE 27/5/84

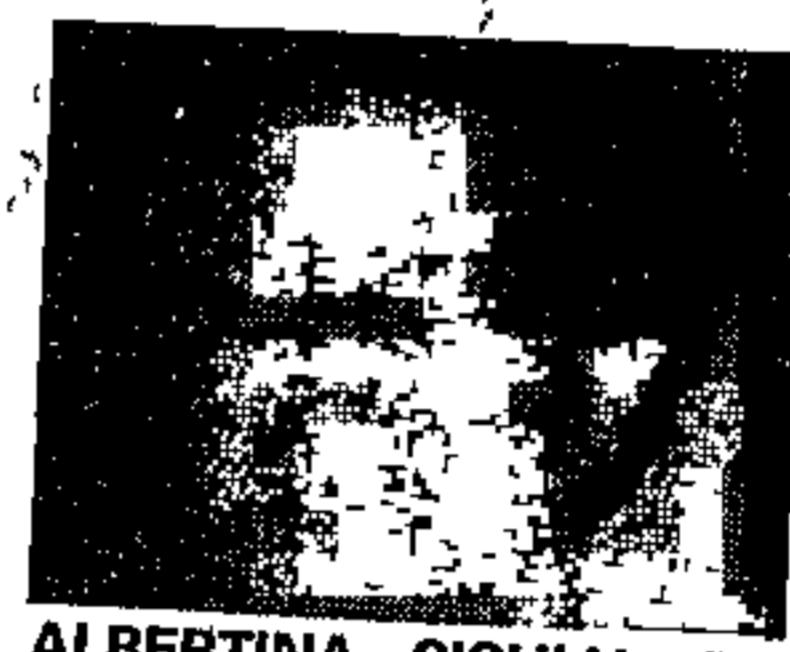
**UNITED Democratic Front president Albertina Sisulu will be one of the prominent speakers at the General and Allied Workers' Union conference in Soweto next week.**

Others taking part in the conference — which opens at the Diocesan Centre in Jabavu on Thursday (Republic Day) — are former student leader Sechaba Montsisi and unionists Steve Tshwete and Curmick Ndlovu.

Gawu president Samson Ndou told City Press the conference would, among other things, focus on black union unity. This unity has been in the cards since August 1981, when 24 unions held talks in a concerted effort to form a super federation.

"We are aware that this unity is one of the difficult things to achieve. It is a problem that cannot be solved in one day," said Mr Ndou.

In March, Gawu, the SA Allied Workers' Union and the Muncip-



**ALBERTINA SISULU To speak at conference**

pal and General Workers' Union were expelled from the unity talks in a move which rocked the country's black union movement.

This came after deadlock over the three unions' participation in the talks, when they were granted observer status after being asked to reconstruct their membership from general to industrial unions.

A statement after the three unions' expulsion promised that the unions would go back to their membership for a fresh mandate on future participation in the talks.

er's moti

# Police raid Azapo member's home without a warrant

By Tembani Mbobo

A group of policemen without a search warrant searched the house of a prominent member of the Azanian People's Organisation (Azapo) early on Tuesday morning.

The Rev Joe Seoka, who is the head of the Azapo Labour Secretariat and the president of

the Insurance and Assurance Workers' Union of South Africa (Iawusa), said the police told him that they had information that certain witnesses were hiding at his house, and therefore, wanted to conduct a search.

"When I demanded to see their search warrant they said they did not have one, but would bring

one the following day," Mr Seoka said.

He added that the police, who refused to identify themselves, said they were from Pretoria Police Station.

A resident priest at St Hilda's Anglican Church in Senaoane, Mr Seoka said the police searched inside and on top of wardrobes and cabinets.

"They then proceeded to the church and to the garage where they found two men I had given shelter to and demanded to see these men's reference books and the house permit," the priest said.

He said that during the search there was another group of security policemen with machine-guns

who surrounded the church.

The public relations division of the South African Police in Pretoria said they could neither deny nor confirm the raid on Mr Seoka's house because they could not comment on routine investigations.

At about the same time in another section of the

same township, Senaoane security police detained Mr Amos Nkosiyakhe Masondo and Mrs Rita Ndzanga after raiding their homes.

Mrs Ndzanga, a member of the Federation for South African Women (Fedsaw), is the wife of Mr Lawrence Ndzanga, who died in detention about five years ago.

# Macwusa gives Zini the boot

CITY PRESS May 27th 1984

PAGE

A MINI palace revolt is taking place in the Port Elizabeth-based Motor Assemblers' and Component Workers' Union of SA — and the first shots were fired last week when one of South Africa's top trade unionists, Government Zini, was stripped of his membership.

The reason advanced was that he has not been attending union meetings lately. Purged with him

last week that they have "expelled themselves" from the union.

They are Lesley Bruce, M Cihbe, D Duna, Ntonga Singata and Sticelo Dize.

The expulsions were announced by union general secretary Dennis Neer after months of speculation that the union was splitting up and that a new motor

union would be established.

Mr Neer said the "Big Five" had expelled themselves "after continuously absents themselves from both executive and general meetings despite being contacted."

Mr Zini has been the national organiser and a key figure in Macwusa since its inception in 1980.

Mr Zini has criticised the union decision as being the clandestine work of two members of Macwusa, and not its general membership.

Mr Zini said that, in the interests of Macwusa, he was not going to challenge the expulsion. "I care too much for the organisation to do that," he said.

He claimed the two men plotted his expulsion because they did not like the way he had taken them to task about poor administration. "I chewed my executive to the bone about the R6 000 which went missing at the union's offices in 1982," he said.

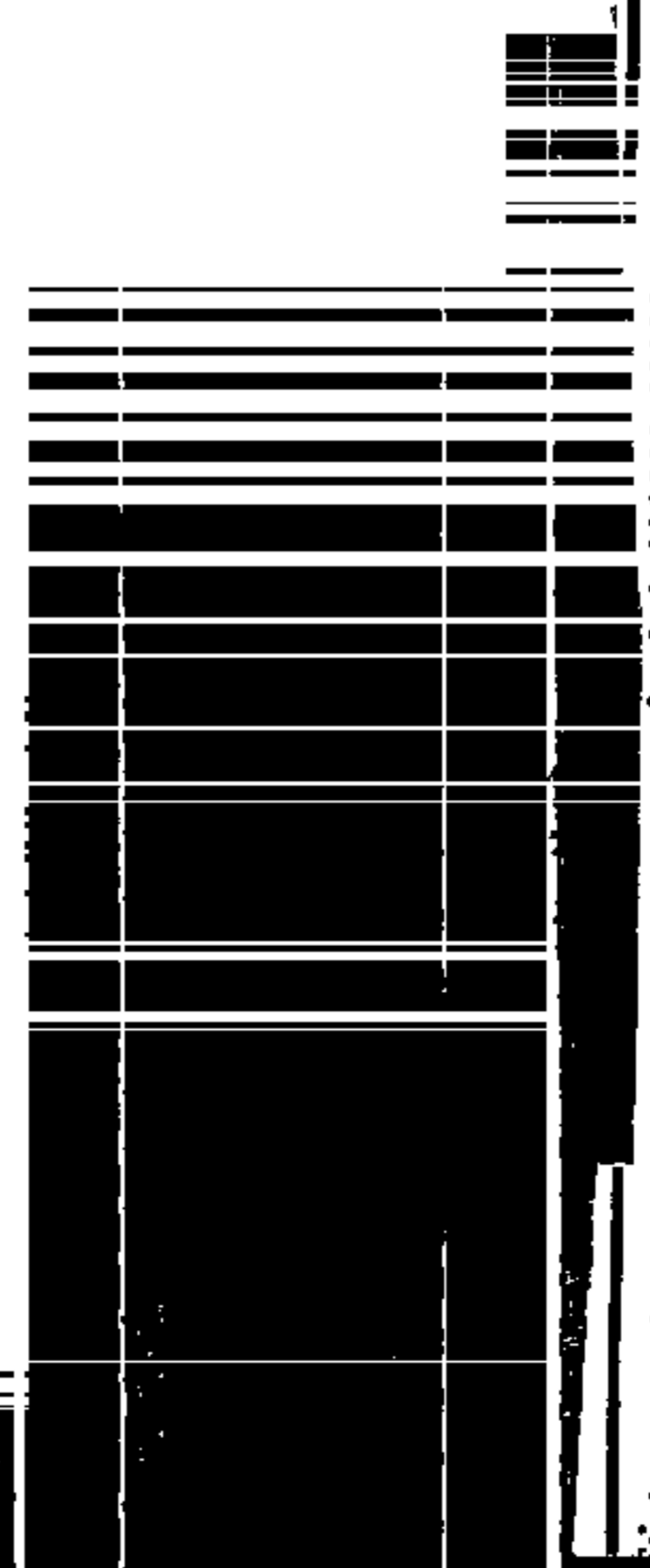
There was also a dispute about the union's financial reports.

He said he had called for conferences and elections several times, and had placed these issues on the agenda of the October conference last year, but it was cancelled.

Mr Neer said the union was carrying on with its work, and that the positions of those expelled would be filled in due course.

**BYRONO  
BYNDJA**

GOVERNMENT ZINI Booted out.



<sup>Mercury</sup>  
'Racial'

20/6/84  
strike

hits

store

Mercury Reporter

WORKERS at Pick 'n Pay in Empangeni went on strike yesterday, alleging racial discrimination

Mr I Mkhize, organiser of the Natal branch of the Commercial, Catering and Allied Workers' Union of South Africa, said last night that a worker at the store had been fired for alleged theft, and then had been jailed

Workers claimed charges were dropped when another employee of a different race group was in similar circumstances some time ago

Mr Mkhize said the striking workers wanted the company to drop the charges and secure the release of the jailed worker

He said 'The majority of workers are out, and I understand the store is not operating at present.'

Mr Mkhize said talks had been held with senior management all day yesterday, but no agreement had been reached

Pick 'n Pay general manager Colin Clarke could not be reached for comment



Coker's  
LENNOX  
SEBE

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five domestic workers, including  
were this week indicted to appear  
Supreme court on August 20  
with the death of Ms Than-  
last September.

alleged to have cut the dead  
off, opened her stomach and  
liver, breasts and private parts  
them — before placing the parts  
bag in a toilet.

ing before a Durban regional mag-  
Ms Gertrude Ntombela, Mr Sid-  
Mbutho, Mr Israel Kaula, Mr Wil-  
Ntobela and Mr Mbhekiswa Nje-

pleaded guilty and have allegedly  
missions" to the killing of Ms  
who was also disembowelled.

who is alleged to have struck  
instructions from Ms Ntombela,  
used.



## k to removals

Another resolution rejec-  
ted the new constitutional  
dispensation because it "was  
based on permanent racial  
discrimination — it was im-  
posed by a racial minority  
in its own interests — and it  
did not share power even if  
it professes to do so".

SACC general secretary

# Soweto unionists held in security swoop

17/8/77  
C. Pers  
139

TWO top Soweto trade unionists were this week detained, adding to the list of detainees held in nationwide security police swoops.

The SA police directorate confirmed that Mrs Rita Ndzanga and Mr Amos Masondo, both top officials of the General and Allied Workers' Union (Gawu), were being held in

terms of security legis-  
lation.

Mr Masondo is the organising secretary of the powerful Gawu, the independent black union claiming a membership of 70 000.

Mrs Ndzanga, who joined Gawu as an office worker, came into prominence during the massive 1977 crack-down on black orga-

nisation. She is the  
tainer, who per her  
band, Lawrence, the  
secretary of the SA  
Railways and Harbour  
Union.

Mr Ndzanga died in  
detention weeks later.

Mr Masondo first  
made his mark in So-  
weto civic politics whe-  
re he was chairman of  
the Senoane Civic As-  
sociation.

By JIMMY MATYU

A KWAZAKHELE woman, Mrs Caroline Madlingozi, has had to abandon her university studies this year because her banned husband, Maxwell, a former active trade unionist, could no longer help her financially.

Mr Madlingozi is a former executive member of the Motor Assemblers and Components Workers' Union of South Africa (Macwusa) and the General Workers Union of South Africa (Gwusa).

The plight of Mr Madlingozi and his family has been taken up by the human rights organisation, Amnesty International.

Members in many parts of the world are writing to the Prime Minister, Mr P W Botha and South African newspapers, expressing concern about his welfare.

The Amnesty members appeal to the Prime Minister to "support the universal principle of justice" by using his influence to have Mr Madlingozi's banning

# Banning order means financial ruin for family

order lifted

Mr Madlingozi was first banned for two years in 1982, six weeks after his release from a 270-day security police detention under Section Six of the Terrorism Act.

The banning occurred after he and three others had been detained by Transkei security police for allegedly travelling without valid documents.

Detained with him at the time were other trade unionists, Mr Dumile Makanda, former chairman of Macwusa, Mr Mxolisi Diza and Mr Zamile Mjuza.

All were subsequently handed to the South African security police.

Mr Makanda and Mr Mjuza were also banned.

In June last year, before his banning order expired, Mr Madlingozi was rebanned for another three years in terms of the new Internal Security Act, restricting him to the Kwazakele area.

According to a close relative, Mrs Madlingozi, who has two children, was in her second year at the University of Fort Hare last year, studying for a degree in

computer science.

"She depended on her husband's earnings at General Motors and later on what he had saved. But now they have nothing left.

"She would be happy to go back if she could receive financial assistance or a scholarship," she said.

The relative said Mr Madlingozi and his family were now dependent on the support of his brother, Mr Garlik Madlingozi, who also had a wife and three children to support on his R600 a month salary.

In one of the Amnesty

letters to Mr Botha, written by Roberta Martini and signed by 11 other people, the Italian section of the organisation says "We are bringing to your attention our concern at the use of banning orders outside the judicial system, which is a violation of the fundamental human right to freedom of association, expression and movement.

"We understand that you have no direct responsibility for bannings, but we appeal to you to use all your influence to bring an end to their use. In particular we want to draw your attention to the case of Mr Maxwell Madlingozi who has been banned since 1982."

The letters also express the hope that any persons under a banning order suspected of endangering State security or law and order should be charged and brought to trial in an open court.

● Mr Makanda has also been rebanned in terms of the new legislation.

# Future of dairy staff in balance

By RIAAN DE VILLIERS  
Labour Reporter

THE future of 685 black dairy workers was in the balance early last night after they went on strike at Dairybelle's Western Cape headquarters in Epping yesterday morning

The management of Dairybelle Corporation met a committee representing the strikers at 5pm yesterday. The talks deadlocked after management refused to negotiate while the workers were on strike.

Mr Martin Henning, Dairybelle's general manager in the Western Cape, announced yesterday morning he had decided to pay off the entire workforce for striking "illegally" for the second time in three months.

However, after the meeting yesterday evening the workers had not been paid off.

## Contract

A Retail and Allied Workers' Union official last night said the workers' primary demand was for the introduction of a "call-in card" system, which would secure continued employment for contract workers. The workers also wanted facilities to cook their own food in the hostel.

The dispute disrupted milk deliveries in many areas of the Peninsula yesterday. Milk was delivered to wholesalers, but there were no home deliveries in a number of suburbs and townships.

To keep shop deliveries going, some drivers had picked up casual

workers off the street to assist them with the deliveries, the union official said last night.

According to striking workers, one foreman refused to go on strike. When they confronted him, he produced a firearm, the official said.

About 450 of the workers are contract labourers and the others township residents.

Yesterday morning Mr Henning said workers had gone on strike "without warning" after a demand that contract workers be placed on a "call-in card" system were discussed at a meeting with union officials and the workers' committee the previous day.

## Rejected

He said the workers were "regarded as having dismissed themselves" after ignoring an ultimatum to return to work and would be paid off at mid-day.

The workers said they would not accept their pay packets. "We want to stay in our jobs — but we want our rights," a committee member said.

After negotiations, Mr Henning agreed that the union could try to persuade workers to return to work.

But he had continued to refuse to negotiate on any grievances while they were on strike.

A union spokeswoman later said workers had rejected management's stance. "They want to return, but want their demands to be negotiated now," she said.

5/7/84



# Unionists' detentions 'show farce of reform'

Labour Reporter

The recent detention of trade unionists, and the suppression of information by the South African Police, have been harshly criticised by several unions and civic organisations

The detentions show up the farce of the Nationalist Government's so-called reforms, says a joint statement issued by the General and Allied Workers' Union, the United Democratic Front, the Detainees' Support Committee, the Municipal and General Workers' Union, the Detainees' Parents Support Committee and the South African Scooter

Drivers' Union

Police have confirmed the detention under Section 29 of the Internal Security Act of Mr Amos Masondo and Mrs Rita Ndzanga of the General and Allied Workers' Union, Mrs Zanemvula Mapela of Fosatu's Paper Wood and Allied Workers' Union and Mr Zizi Mduna of the Chemical Workers' Industrial Union.

The SAP invoked the Protection of Information Act, which provides for a R10 000 fine and 10-year jail sentence for offenders, to prevent publication of the names of two of these unionists

# Dairybelle dispute: Talks start

By RIAAN DE VILLIERS  
Labour Reporter

HOPES for a settlement of the Dairybelle dispute rose yesterday afternoon when top management representatives started lengthy negotiations with more than 600 workers at the company's Western Cape headquarters in Epping

Mr Martin Henning, general manager of Dairybelle in the Western Cape, began a meeting with workers and officials of the Retail and Allied Workers' Union early in the afternoon and the discussions were still continuing last night.

## 'Hoping'

A union spokesperson said the outcome was not yet known "But this is the first time Mr Henning has met with the workers since the dispute started on Wednesday morning and we are hoping a settlement may be reached"

No management spokesmen were available for comment.

Meanwhile, the Cape Town and Sea Point Traders' Association threatened to boycott all Dairybelle products if the dispute was not settled

## Subsidiary

Its secretary, Mr Abduraghman Khan, said "We are a black traders' association and we are not prepared to trade with any company which does not meet the demands of its workers"

He said the association was discussing the situa-

tion with Rawu and would also approach the Western Cape Traders' Association

In another development, Rawu officials contacted management of Imperial Cold Storage in Pretoria yesterday in an attempt to resolve the dispute Dairybelle is an ICS subsidiary

Milk deliveries were still disrupted in a number of Cape Town suburbs and townships yesterday

A company spokesman confirmed that wholesale deliveries were still being made and that milk was available in cafes and supermarkets

However, no home deliveries were made for the second day in succession and the company hoped to start restoring them "from today".

## Gates locked

Workers arrived at the plant early yesterday morning. According to a union spokesperson they found the gates locked

Earlier yesterday, Mr Henning declared that the company regarded all the workers as dismissed and they would have to reapply for their jobs. Labour officers had been sent to the Transkei to recruit new workers

The workers' main demand is for the introduction of a "call-in card" system in terms of which their contracts will be automatically renewed each year. This demand has been met by several others dairies in the Cape

# He's great and

By STEPHEN WROTTESELEY  
FORMER Springboks yesterday described Naas Botha as an excellent player and a great character — and said they would love to see him back in the ranks of amateur rugby

However, they added that the rules of the SARB would have to be obeyed and two said they thought it highly unlikely that he would be readmitted as an amateur

● Morne du Plessis, former Western Province and Springbok captain, said "He's become a character and the game needs a character. It's an exciting possibility to have him back and it would be nice to see him play again. But it is up to the rugby board to see if the rules will allow him to play again. Whatever is decided, so be it"

● Wynand Claassen, former Springbok rugby captain, said:

# Naas: Future up for debate

By IAN SMIT

THE issue of whether Naas Botha should be allowed back into amateur rugby will be discussed at the South African Rugby Board's executive committee meeting in Cape Town today, although no final decision on the former Springbok's future is expected

Though there is a considerable amount of sympathy for Botha, informed feeling in rugby circles is that he stands only a slim chance of being re-accepted into the amateur code

The board is likely to pass the matter on to its disciplinary committee at today's meeting, which could then quite possibly refer the matter to the International Rugby Board

An uncomfortable precedent could well be created if the blond Northern Transvaaler were allowed to play amateur rugby again

Botha, who spent some 15 months in the United States exploring the possibility of becoming a grid-iron kicker before returning to South Africa two weeks ago, has applied through the North-

ern Transvaal Rugby Union to be reinstated as an amateur

Botha is adamant that he did not at any stage receive grid-iron appearance money in the US but his travelling expenses and other factors are tricky questions and contravene the International Rugby Board's rules regarding professionalism

## Tour possibility

South African rugby fans and administrators alike will be hoping that some positive news regarding tours between South Africa and South America be made known at today's meeting

The president of the SARB, Dr Dame Craven, recently visited a number of South American countries, and the executive will be considering his report-back at today's meeting.

A statement regarding the possibility of tours between South Africa and South America could well be issued after today's meeting, especially as Dr Craven encountered positive support for South African rugby during his tour



Wynand ... the ... of



Jannie brecht stands

# Pitt puts his foot in it, slips again

Own Correspondent  
LONDON — Mr Peter Pitt, the London councillor who attempted to ban Zola Budd from running, has slipped up again. Mr Pitt has had to re-

singers  
He claimed that Lord Goodman, chairman of the ENO, had written to him regretting that Willard White had not been given the role of Mone-

The Cape Times **Homefinder**

# Good news for Homefinder fans

IN SPITE of an official boycott by estate agents and pressure on members of their institute to withdraw their advertisements from Homefinder the pioneering Cape Times supplement

Rat scar on V Coa Staff THE STAT

# Dairy strikers receive support

By RIAAN DE VILLIERS  
Labour Reporter

THE DISPUTE between Dairybelle and more than 600 black workers remained deadlocked yesterday when workers ignored two management ultimatums to return to work or be finally paid off.

Meanwhile, pressure on the company to accede to the workers' demands mounted further when the Western Cape Traders' Association declared it might call for a boycott of all Dairybelle products at an executive meeting to be held today.

The United Democratic Front also pledged its "full support" to the striking workers and said its affiliates were discussing "possible forms of practical support".

The dispute disrupted milk deliveries in the Peninsula for the third

day running. Wholesale deliveries continued but there were no home deliveries in a number of Cape Town suburbs and townships.

Several sources claimed factory supplies of other Dairybelle products such as fruit juice had been depleted and that deliveries would end on Monday.

They claimed there was "chaos" in the plant, which is staffed partly by white schoolchildren on holiday.

Mr Martin Henning, general manager of Dairybelle in the Western Cape, said the company would continue normal supplies to wholesalers.

"But we are in a crisis situation and anything can happen," he said.

Hopes for a settlement rose late on Thursday when Mr Henning negotiated at length with workers and officials of the Retail and Allied Workers' Union. But, union officials said, the talks failed when Mr Henning refused to accede to workers' demands in writing.

A union spokesperson said Mr Henning had given workers an ultimatum at 7am yesterday to return to work or be paid off — which workers had ignored.

At 1,30pm, Mr Henning gave workers a "final" ultimatum to return to work.

Speaking through a loud-hailer, he told workers gathered outside the plant to report for re-employment by 2,30 or collect their pay.

Workers again ignored the call. They said they wanted to return to work but were not prepared to do so before their grievances were met in writing.

"We will go back to work as soon as he signs — even today," they said. "But too many promises have been made in the past which have not been kept."

Mr Cecil Msutu, 54, who said he had been with the company for 26 years, declared "They can forget about us returning without meeting our demands. We can't go back to work without our rights."

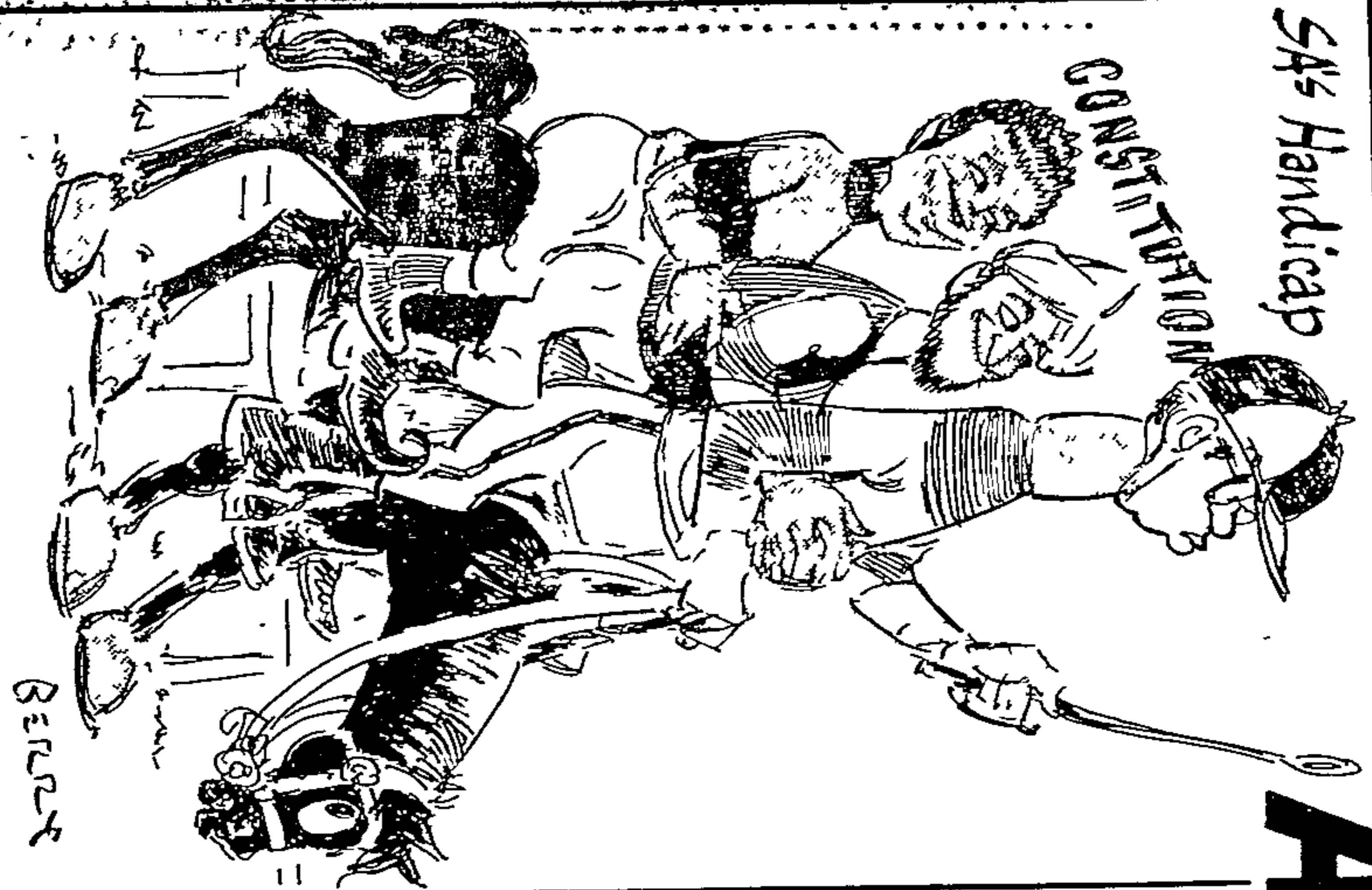
A union spokesman said attempts were continuing to apply pressure on Dairybelle through its parent companies, Imperial Cold Storage and Barlow-Rand.

Mr Henning said later that workers were still welcome to return. "But labour officers have been sent to the Transkei and from Monday there may be less and less jobs for them to return to," he added.

Renewed negotiations were thought to be in progress last night.

SAs Handicap

CONSTITUTION



# At last—a voice for

THE formation a few weeks ago of the Black Public Service Association may have been a very low key event. But its significance and potential may well have a devastating impact in South Africa.

For years now, the white public service has played a major role in the development of this country's policy. It is an open secret that by their sheer numbers and the critical positions they hold, they have been able to hold Cabinet Ministers at gunpoint, and thereby directly influence the outcome of Government policy.

The black civil servant, on the other hand, has been held up as an example of blind humility, of oppressed assistant and at the end, a lackey of his master.

They are, by and a large, apolitical and have been working under such a heavy cloud that many were even embarrassed by their children getting embroiled in the hurly-burly of politics.

Take but one example — the situation of the Transvaal United African Teachers' Association and the African Teachers' Association of South Africa. Compare their roles to that of their



white counterparts, and you begin to see the difference.

Recently the white teachers' association dug in its heels on the issue of salaries. They sent out warnings to the Government that were so strong that National Education Minister Gerrit Viljoen, whose coffers were obviously very empty, was forced to commit himself to substantial salary increases.

He added salt to the wounds, however, when he promised that such an increase could only be granted in December.

The white teachers saw red. And they're now sending some heavy signals to the top — right to Prime Minister PW Botha. So you can bet something will be done before December.

Black teachers, on the other hand, cannot rely on the leadership of their associations to advance their cause. It is true that Tuata and Atasa have periodic meetings with education department officials, but they are so subservient in these meetings that it is embarrassing.

The black teacher has been the most underpaid civil servant for decades. There are many labourers and messengers in town who earn more than these overworked people.

Their hours of work are outrageous. And they get little assistance in having these adjusted to reasonable proportions, considering that the number of pupils they have in their classes makes a mockery of every

principle of education.

In addition, they spend most half their academic doing things that are completely unrelated — and some downright irrelevant — to they have to do in the stance

They have to bette principals' egos by pr super teams of super athle And after laborious and heartaches, they d into the musical comm season — under the ausf Tuata — and hours an are wasted on these events. Does it ever surpr that the failure rate is : given all the time spent ( dubious glories?

While teachers silently these working condition terrible pay and so on, is done by their repres organisations to improv lot.

Even in 1975, when it tested that they could n in Afrikaans, very little w by their leadership to c strategy of protest. Th was the bloody '76 riots.

The new association, fore, will make it poss many of these teachers t themselves heard. It als thousands of other put wants in other discipli same opportunity to fi

**PUBLIC PRESS** **THE PAGE YOU WRITE**

# Last—a voice for teachers!

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Recently the white teachers'  
 association dug in its heels on  
 the issue of salaries. They sent  
 out warnings to the Government  
 that were so strong that National  
 Education Minister Gerrit Vil-  
 joen, whose coffers were ob-  
 viously very empty, was forced  
 to commit himself to substantial  
 salary increases

He added salt to the wounds,  
 however when he promised that  
 such an increase could only be  
 granted in December

The white teachers saw red  
 And they're now sending some  
 heavy signals to the top — right  
 to Prime Minister PW Botha So  
 you can bet something will  
 be done before December.

principle of education.  
 In addition, they spend al-  
 most half their academic lives  
 doing things that are completely  
 unrelated — and sometimes  
 downright irrelevant — to what  
 they have to do in the first in-  
 stance

They have to better their  
 principals' egos by producing  
 super teams of super athletes

And after laborious efforts  
 and heartaches, they then go  
 into the musical competition  
 season — under the auspices of  
 Tuata — and hours and hours  
 are wasted on these stupid  
 events Does it ever surprise you  
 that the failure rate is so high,  
 given all the time spent on these  
 dubious glories?

While teachers silently resent  
 these working conditions, their  
 terrible pay and so on, nothing  
 is done by their representative  
 organisations to improve their  
 lot

Even in 1975, when they pro-  
 tested that they could not teach  
 in Afrikaans, very little was done  
 by their leadership to devise a  
 strategy of protest The result  
 was the bloody '76 riots

The new association, there-  
 fore, will make it possible for  
 many of these teachers to make  
 themselves heard. It also gives  
 thousands of other public ser-  
 vants in other disciplines the  
 same opportunity to fight for

their rights and an equal deal.

Dr M Matsike, who has been  
 working hard at establishing the  
 organisations, deserves the com-  
 munity's special congratulations  
 and thanks.



Foreign Affairs Minister Pik  
 Botha gave a slight hint in Ma-  
 puto over the weekend that the  
 Government may be willing to  
 talk directly to the African  
 National Congress

He added that his Govern-  
 ment would be prepared to talk  
 with everybody, provided they  
 worked for the "evolutionary  
 change of South Africa in a non-  
 violent manner"

Well that's good to know. But  
 then, is Mr Botha not putting  
 the cart before the horse? Before  
 his Government can talk to the  
 ANC, the first thing to do is  
 make it possible for the ANC to  
 emerge from underground and  
 engage in legal day to day politi-  
 cking

At the moment the organisa-  
 tion is forced to operate in a  
 clandestine manner because of  
 the banning order that keeps it  
 outlawed.

The banning itself has not  
 had the effect the Government  
 desired They had hoped that in  
 a few years, all the things the  
 ANC stood for would vanish  
 and the organisation would

cease to exist

But it's not so Every acade-  
 mic research body has shown  
 that the standing of the ANC has  
 never been so high. The massive  
 following the organisation has  
 been able to muster seems to  
 indicate that they are winning  
 the war for the hearts and minds  
 of the people. So why continue  
 with a banning order that has  
 ceased to be effective, and  
 failed to achieve the desired  
 objectives?

If the Government is really  
 serious about dialogue with the  
 organisation — and we believe  
 this is essential if we are to  
 avoid senseless disasters — then  
 the ban must be lifted.

Exiles must be allowed to  
 return home unconditionally,  
 and normal political activity  
 must be allowed

And we cannot even think  
 of talking to the ANC while  
 Nelson Mandela and his collea-  
 gues are languishing in prison

So Pik: Let's see some crea-  
 tive action on your side to bring  
 about a period of creative  
 political development in South  
 Africa. In short — put your  
 money where your mouth is.

*Percy Pule*

**YOUR WORTH**

stakes and is still the only black union other than the tiny Federated Mining Union (which is composed of mainly coloured diamond mineworkers) to be recognised by the Chamber of Mines.

But a reminder that there are other black unions operating on the mines came from the North Eastern Transvaal last week where about 500 workers went on strike at the Montrose chrome mine demanding recognition for the Black Allied Mining and Construction Workers' Union (Bamcwu).

According to a spokesman for the company there is divided membership at the mine and there has been rivalry between the NUM and Bamcwu

Bamcwu, which appears to be organising with a new vigour and could well emerge as a force on the mines, is at the centre of moves to form a federation of mainly black consciousness-leaning unions

NUM 9/7/84 □ □ □ ~~2139~~ 139  
THE NUM is far ahead in the black mine union

## LABOUR WEEK

by

PHILLIP  
VAN  
NIEKERK

(139)

# Dispute at Dairybelle resolved after talks

*C. Times* 9/6/84

By RIAAN DE VILLIERS  
Labour Reporter

THE DISPUTE between Dairybelle and more than 600 black workers was settled at the weekend after further negotiations between management, officials of the Retail and Allied Workers' Union and a workers' committee

The settlement has ended a strike which had paralysed home milk deliveries in a number of Cape Town suburbs and townships since Wednesday morning

A union spokeswoman said yesterday that workers returned to work on Saturday morning after management had agreed in writing that it would negotiate with their committee and that no workers would be victimised or dismissed

This was done on the understanding that workers would continue striking today if no

agreement was reached

In terms of the agreement, all workers will be given individual "call-in" cards when their contracts expire, which means that their contracts will be automatically renewed. All workers are also to get four weeks' leave, and individual workers can request longer periods

Agreement was also reached about procedures for dismissals and retrenchments

### 'Major victory'

She described the settlement as a "major victory" for the union which would significantly improve job security of contract workers

"This means we have won call-in cards at all three dairies where we have organized workers," she added

Mr Martin Henning, Dairybelle's general manager in the Western

Cape, confirmed that the dispute had been settled, but denied that the company had "given in" to worker demands

"Workers met our condition that we would not negotiate with them while they were on strike," he said

He confirmed that the company had agreed to institute the "call-in card" system but said the parties had reached a "negotiated solution" which met certain conditions laid down by management since the beginning of talks on the issue

He said the agreement on dismissals and retrenchments were "re-statements of company policies which have been followed for the past 15 years"

He added that home deliveries had been restored on Saturday morning and that all services by the dairy would be normal from today

2/1/81  
MAY

# Dairy workers strike: Seeking job continuity

PIPPA GREEN, The Argus's labour reporter, looks at the recent strike of milk delivery men.

RECENT labour unrest in Cape Town's dairy industry has touched at the heart of the contract labour system in South Africa.

Last week's strike by 600 workers at the city's largest dairy, Dairybelle, is the fourth to hit local dairies in two months.

In all the strikes, the dairyworkers' demands have been the same and have been brought forcefully and often inconveniently to the attention of thousands of non-African Cape Town people whose home milk deliveries have been disrupted.

Many years of migrant labour, the uncertainty of living apart from their families, the anxiety of not being automatically assured of a job at the year's end and rebellion against hostel life are largely responsible for the current state of unrest.

At the major Cape Town dairies — Dairybelle, Van Riebeeck and Union — workers have demanded that the companies' labour recruiting system be changed.

More than two years ago, long before the Retail and Al-

lied Workers' Union appeared on the scene, striking Van Riebeeck workers claimed they were put back on a basic wage after returning to the homelands to renew their contracts.

Rawu now has substantial membership among dairyworkers who are spelling out their aspirations more clearly.

Workers claim the lack of individual contracts or "call-in-cards" has seriously jeopardised their chances of obtaining permanent urban rights in terms of Section 10,1 (b) of influx control legislation.

Section 10,1 (b) applies to workers who have worked for the same firm for an unbroken period of 10 years.

"Unbroken period" has always been a contentious legal issue and the introduction of black labour regulations in 1968, which made it compulsory for a migrant worker to return to his homeland to renew his contract, affected tens of thousands of migrants with long service.

But in two historic Supreme Court cases in 1981 involving Johannesburg worker, Mehlolo Rikhoto and a Cape Town man,

Stanford Booii, the court ruled that the four week return to the homelands at the end of the year was normal annual leave, which did not constitute a break in service.

"Difficult as it is to establish the city rights of long-term migrant workers, it is almost impossible, say labour lawyers, to win a case for a man who has taken three or four months unpaid leave within a ten year period.

And dairyworkers' feel this is the crux of the matter.

A call-in-card system, whereby migrants are recalled annually without breaking their contracts, they say, would prevent companies sending them home on long leave.

Dairy company managements say they are willing to make certain changes to suit the workers, although some still want to regulate the flow of labour to the factory.

Mr Lloyd Whitfield, managing director of Van Riebeeck, said the company was assisting workers to apply for Section 10, 1 (b) rights.

Both he, and Mr Maarten Henning, general manager of Dairybelle, claimed that workers had in the past asked to go home for long periods.

"Ten years later, they blame us for not getting their Section 10 rights," Mr Whitfield said.

Mr Henning although initially reluctant, has agreed to institute a "call-in-card" system provided that he is able to "regulate" the labour supply.

But there is another aspect to migrant labour, which has sparked off strikes.

Company hostels, the city homes of many thousands of married men, are often a major bone of contention in industrial relations and Dairybelle workers have complained bitterly about the centralised hostel kitchen.

It is a point which has been difficult for white management to understand.

"The hostel is one of the most modern. It cost me R1,2-million to put up. I have hired a professional company to cook traditional Xhosa food. Now 450 men tell me they want to cook their own food," Mr Henning said.



## LABOUR NEWS

# Deadline set for asbestos strikers

By PHILLIP VAN NIEKERK  
Mail Reporter

STRIKING mineworkers at the Penge asbestos mine in the North Eastern Transvaal were given until 7pm yesterday for the nightshift and 7am today for the dayshift to return to work or face dismissal.

About 1 700 mineworkers have been on strike since late last week in protest against their annual wage increases.

A spokesman for the Black Allied Mining and Construction Workers' Union (Bamcwu) said the workers were not only protesting against pay but were demanding that the company recognise the union.

Mr Pat Hart, managing director of Geico, the mine's owners, said they had been holding various negotiations with the works committee and had set a deadline for the workers to return after which those not reporting would be officially dismissed.

Mr Hart confirmed that workers were protesting against the annual increments, which were related though not identical to the Chamber of Mines' pay increases for workers in the goldmining and coalmining industries.

Those increases — which have been rejected by the National Union of Mineworkers (NUM) — have so far sparked at least five strikes at collieries in the Eastern Transvaal and Natal.

Mr Hart said Bamcwu had an official presence on the mine and had been recruiting members for six months.

The Bamcwu spokesman said management had prevented the union access to the mine yesterday to address the workers.

KPM 4/7/84 (139)

# Unionist being held by security police

**Mall Reporter**

SOUTH African Police have confirmed the detention under Section 29 of the Internal Security Act of Mr Moses Duma Nkosi, a shop steward of the Commercial, Catering and Allied Workers' Union (Ccawusa).

This brings to five the number of trade unionists presently detained in terms of the Act, and whose detentions have been confirmed by the police.

Mrs Emma Mashinini, the general secretary of Ccawusa, said yesterday that Mr Nkosi, a shop steward at

Makro, was detained four weeks ago.

She expressed concern at his detention, describing him as a "responsible shop steward".

Other unionists currently detained include Mr Xolani Nduna, an organiser of the Chemical Workers' Industrial Union, Mr Zanemvula Mapela, an organiser of the Paper, Wood and Allied Workers' Union, Mrs Rita Ndzanga, treasurer of the General and Allied Workers' Union (Gawu), and Mr Amos Masondo, organising secretary of Gawu.

C. Times 11/07/84

(139)

# 110 Cape Sun workers strike

By RIAAN DE VILLIERS  
Labour Reporter

ABOUT 110 black workers at the plush new Cape Sun hotel — flagship of the Southern Sun hotel chain — went on strike yesterday in support of pay demands, a union organizer said.

Mr Leon Mqhakayi, organizer for the Commercial, Catering and Allied Workers' Union (Ccawusa), said the workers — most of them contract workers from Ciskei — had stopped work in protest against low pay — an average of R173 a month

— and bad employment conditions

The workers all belong the Liquor and Catering Trades Employees' Union, which has a closed shop agreement with hotel and restaurant managements

However, it is believed Ccawusa recently started recruiting workers at the hotel

Mr Mqhakayi said he had recently sought a meeting with management but this had been turned down on the grounds that the hotel recognized the

Liquor and Catering Trades Employees' Union

He claimed workers no longer wanted to belong to the recognized union.

He said a worker demand to speak to management representatives was refused yesterday. He also claimed a security officer at the hotel had prevented him from addressing workers

He said management demanded that workers return to work before discussing their grievances. But the workers

refused to return before negotiations with their shop stewards' committee and a union official.

Mr Ted Frazer, secretary of the Liquor and Catering Trades Employees' Union, confirmed that a dispute had occurred. He said union organisers had gone to speak to the workers at their hostel and he was waiting for them to report back.

Despite repeated attempts, hotel spokesmen could not be reached for comment.

*Quoted*

(1)

Swept 213

## Union in battle to resolve dispute

THE Black Allied Mining Construction Workers' Union was yesterday still battling to negotiate with Penge Asbestos Mine management concerning striking workers.

The union's general secretary, Mr Phandelani Nefolovhodwe, said that since the strike started they have tried to meet management to resolve the matter, but in vain.

The workers went out on strike in protest against wage increases announced by the Chamber of Mines and over the recognition of their trade union.

Management has given workers an ultimatum to return to work or face dismissal, but by late last night no workers had been dismissed, according to Mr Nefolovhodwe.

### Committee

A management spokesman said that they had been holding negotiations with the workers' committee. The strike was over wages, but not related to those offered by the Chamber.

Meanwhile Alfa Romeo management, where about 900 workers have been on strike since Monday, has announced that they were trying to finalise the wage issue with the workers.

The National Automobile and Allied Workers' Union representing the workers has announced that the workers went on strike over pay and that the management refused to hold discussions with union representatives.

August 12/1984

# Union battle at the Cape Sun

139

Labour Reporter

THE dispute between 110 contract workers and the Cape Sun hotel has escalated into a bitter inter-union battle

The workers, on strike in protest against their monthly wages of about R173, say they have R4 a month deducted from their pay for subscriptions to the Liquor and Catering Trades Employees' Union, which has a closed-shop agreement with the hotel.

The striking workers say they have joined the Commercial, Catering and Allied Workers' Union (Ccawusa), which is not recognised by the management.

"We did not sign any forms for this other union, but they are just taking our money," one worker said.

## ACCUSED

The general secretary of the Liquor and Catering Union, Mr Ted Frazer, accused Ccawusa of being "only interested in power".

"It is too bad if workers have not signed joining forms. They still belong in terms of the closed shop. But we haven't dragged them into the union with a rope around their necks."

Meanwhile, the management of the Cape Sun has made several appeals to the strikers to return to work.

The strikers — wine-stewards, waiters, bar-hands, porters and cleaners — say they will not return until the management discusses their grievances.

## SIMILAR

It is the second known stoppage at the Cape Sun.

Last October workers struck briefly over similar grievances.

A Cape Sun spokesman said it was "compulsory" to belong to the Liquor and Catering union.

## SOWETAN REPORTERS

**MORE than 1 700 black mineworkers at Penge Asbestos Mine in the Eastern Transvaal yesterday defied their management's order to leave the mine grounds and remained in their dormitories.**

The situation remained peaceful but tense at the mine following the dismissal of the miners.

Trade unionists and management have appealed for calm at the mines following rumours that workers were forcefully moved from the premises and put into vans.

The general secretary of the Black Allied Mining and Construction Workers' Union (Bamcwu), Mr Phandelani Nefolohodwe, warned management to keep police away from the scene as their continued presence could spark off violence.

However Mr Part Hart, the managing director of Gefco, owners of the mine, said that management had specific instructions not to allow police to enter the mines' grounds.

Meanwhile a delegation of Bamcwu is to meet management today in an attempt to negotiate the withdrawal of their right to recruit miners, according to Mr Nefolohodwe yesterday.

"We also intend seeking legal advice to fight for the re-instatement of our members."

Mr Hart said management would meet the union representatives only on the recruiting rights and not the dismissal of the workers.

The miners were given an ultimatum to return to work by Tuesday morning or face immediate dismissal.

Yesterday, workers were still conferring in their dormitories and the meeting was characterised by chanting and speeches pledging solidarity. Plainclothes police with dogs were outside.

Production had ground to a standstill. Only workers employed in the mine canteens, hospital and water pump station were allowed to report for duty by the strikers since the strike began last Wednesday.

# MINERS

## Strikers at Penge defy management

# STAY

# PUT

Yesterday, their spokesman, who did not want to be identified, pointed out that the workers would not be "intimidated and frightened" back to work.

### Advice

Only two things could make them return to work:

- Management acceding to their demands;
- Or advice from The Black Allied Mining and Construction Workers Union (Bamcwu) executive in Johannesburg to return to work.

The miners are demanding a minimum across-the-board wage increase of R10 per shift for all employees.

The miners, most of whom come from villages in Lebowa and Ga-Zankulu, refused to collect their severance pay from mine officials who came to the hostel carrying trunks containing money.

The workers emphasised that they were not seeking violent confrontation.

This is the fourth strike to hit the mine since 1981.

# Fired Penge workers given hostel deadline

By PHILLIP VAN NIEKERK

ABOUT a third of the 1700 sacked Penge asbestos mineworkers were still at their hostels yesterday and had been given until the weekend to leave, Mr Pat Hart, the managing director of Gefco, owners of the Lebowa-based mine, said yesterday.

The workers were fired this week after failing to meet management deadlines to return to work after going on strike in protest against the company's annual wage increases.

A spokesman for the Black Allied Mining and Construction Workers' Union (BAMCWU) said yesterday that they had briefed their lawyers and were considering legal action against the company over their dismissals.

Mr Hart denied reports that police were called in against the strikers, though he said he had contacted the South African Security Police and the Lebowa authorities to inform them of the strike "as a matter of routine".

He said the police who stood guard around the compound during the strike were the usual mine police and that they had not requested other police.

Mr Hart said he had refused to speak to

BAMCWU because they were not recognised at the mine, though he conceded that during the strike the workers had requested he speak to the head office of the union.

The BAMCWU spokesman said the workers were holding a mass meeting with union officials last night where they would plan a course of action against the company.

He said according to his information all the workers — who were paid "poverty" wages of about R150 a month — were still at their hostel.

● The National Automobile and Allied Workers' Union (Naawu) and Alfa Romeo appeared close to resolving their pay dispute yesterday which has prevented any production at their Brits plant for three days.

Mr N Bianco, managing director of Alfa Romeo South Africa, said the union was taking an improved company offer back to their members and he would know by today whether this had been accepted or not.

Workers downed tools on Monday in protest against the company's offer of 11c an hour across the board, but Mr Bianco said yesterday this had been improved to 16c an hour.

# Workers get increases against wishes

By RIAAN DE VILLIERS  
Labour Reporter

CAPE TOWN City Council yesterday declared it was giving all its workers pay increases because it believed it would have been "discriminatory" to pay increases to members of a white trade union only.

This came after the Cape Town Municipal Workers' Association yesterday asked the Industrial Court to adjourn instead of hearing an urgent application for an order restraining the council from paying wage increases to its members today.

The association has been trying to prevent the council from paying any increases to its members before their wage dispute is settled.

It asked the court to adjourn yesterday because the Minister of Manpower has not yet declared a formal dispute in terms of the Labour Relations Act.

On Tuesday night, more than 3 200 union members met in the City Hall and condemned the council's plans to pay them increases against their wishes this week as

"encouraging industrial unrest".

In its first statement on the dispute, the council said yesterday it had taken a "sincere decision" to pay all its employees a new wage or salary in the conviction that the money was needed now because of inflation.

It also believed it must treat all its employees equally because it had always adopted the principle of equal pay for equal work. "To pay only the employees of the white trade union, some in some cases doing the same work, would in the council's view have been discriminatory."

It added the council wished to make it clear that employees who accepted the increased wages would not "in any way lose or prejudice any of their rights in respect of their demands made to the council for improvement of their conditions of service".

Mr John Ernstzen, secretary of the association, confirmed it had "very regrettably" been forced to ask the court to adjourn, but would pursue the matter further as soon as a dispute was declared.



# Bid to end Penge strike <sup>139</sup>

12/7/84  
By Sol Makgabutlase

Two officials of the Black Allied Mining and Construction Workers Union (Bamcwu) were due to hold talks this morning with the authorities at Penge Mine — hit by a strike involving most of the workforce — in a bid to resolve the dispute

The officials were refused entry to the mine last night and informed management representatives would talk to them at 11 am

At the time of going to press the outcome of the hush-hush talks had not been made known, but mineworkers interviewed were sceptical that the issue would be resolved.

Most of the striking miners — who Penge Mine authorities say number 1700 — are still refusing to leave dormitories in spite of two orders to leave mine grounds after their services were terminated on Tuesday.

They have been gathering inside the hostel since the strike began last Wednesday.

Mineworkers last night also refused to collect their severance pay

One of the strikers, Miss E Mkhonto, a clerk, said "We do not want to leave, but merely want our wages to be increased. As soon as this happens, workers are prepared to return to work."

1974  
12/15/74

# Strikers (139) refuse to leave

Mail Reporter

A LARGE number of sacked workers at the Penge asbestos mine were still refusing to leave their hostels at the mine, in Lebowa in North-Eastern Transvaal, yesterday.

A spokesman for the Black Allied Mining and Construction Workers' Union (Bamcwu) gave that information yesterday.

The company has said "less than a third" of the workforce of more than 1 600, who were sacked this week for striking to support demands for higher annual wage increases, were still at the hostels and had until the weekend to get out.

However, the union claimed yesterday that virtually the entire workforce was still at the mine, refusing to move.

The union spokesman said they had met company representatives yesterday but had not been allowed to discuss the issue of the strike.

The union, meanwhile, has threatened the company with legal action as a result of the mass dismissals.

# Union leader released from jail

By SEFAKO NYAKA

**THE MAN** who led thousands of Johannesburg municipal workers on a protest march through the streets of the city more than two years ago was released from prison yesterday

Mr Phillip Dlamini was reunited with his family after more than two years in prison for what he regards as his "union activities"

Mr Dlamini, 31, former general-secretary of the Black Municipal and Allied Workers' Union, was jailed for 18 months at the end of January last year for refusing to give evidence for the State in the terrorism trial of Ms Lilian Keagile, 24, of Molapo, Soweto

He spent more than six months in jail

before he was called to give evidence. He was called three times, but each time refused to testify

"If the workers need me to start duty tomorrow, I'll be right there with them. In fact, I am itching to get back," Mr Dlamini said when asked about his plans

"I know about the strides the National Union of Mineworkers has made, the unity talks and the Maluleka case, just to name a few," Mr Dlamini said

Asked whether he had any regrets about having chosen to be jailed rather than give evidence in the trial, Mr Dlamini said "I have no regrets whatsoever. In fact, I still feel that I did the right thing"

His main concern while in detention was the survival of his union, after threats that it would be destroyed

Charges against Mr Dlamini for furthering the aims of a banned organisation were later dropped

Mr Dlamini claims he was arrested after attending a meeting with workers of the Rand Water Board in Vereeniging

"I still feel I was arrested for my union activities," he said yesterday

The acting secretary of the South African Black Allied Municipal Workers' Union, Mr Steve Mohammed, confirmed that Mr Dlamini could start work again.

Friday July 13 1984

# Penge Mine strikers are refusing to leave hostels

By Sol Makgabutlane  
**BURGERSFORT** — Strikers at Penge Mine in the Eastern Transvaal are still assembling in their hostels and have defied at least three orders from their management to vacate the mine grounds.

This morning the strikers were still singing and chanting "Africa for the Africans and power for the workers".

Some of the workers who live in neighbouring villages have been bringing in food for their colleagues since the mine's canteen was closed late yesterday by the mine authorities.

A local businessman, Mr JM Sekhukhune, today brought in five dozen loaves of bread which were shared by the more than 800 mineworkers.

The police, who arrived in several trucks yesterday, have since pulled out

and no incidents of violence have been reported at the mine since the strike began on July 4.

It is thought "highly likely" that some kind of agreement will be reached at today's Johannesburg talks on the strike, says Mr Mbulelo Rakoena, senior vice president of the Black Allied Mining and Construction Workers' Union (Bamcwu).

The hastily convened talks between officials of the union and authorities at the mine failed yesterday.

The workers have been on strike since July 3, demanding an across-the-board increase of R10 a shift and the recognition of their union.

Mr Pat Hart, managing director of Gefco, owners of the mine, denied that yesterday's talks had anything to do

with the strike and said he had no knowledge of a new round of talks.

"We are not prepared to talk to the union about the strike because we have no formal agreement with them. Yesterday's talks dealt only with recruiting procedures," said Mr Hart, adding that production had started on a limited scale with new recruits.

Mr Rakoena said Bamcwu was to embark on several strategies to secure the reinstatement of the workers.

"We are even prepared to go to court over this matter because we feel that workers should not be dismissed at random. They are faced with starvation and they were trying to register this with management.

"They have repeatedly shown their willingness to communicate with the authorities," said Mr Rakoena.

# Hotel strike talks continue

Labour Reporter

ABOUT 110 black contract workers at the Cape Sun hotel were still on strike yesterday as talks continued between management, the Commercial, Catering and Allied Workers' Union (Ccawusa) and a shop stewards' committee

Mr Leon Mqhakayi, union organiser, said management representatives had agreed to discuss workers' grievances about working conditions and conditions in their Guguletu hostel

However, they had said pay demands would have to be dealt with by the group's managing director, who was overseas  
"We were also told

workers would lose their jobs if they did not return to work," he said. "But workers are reluctant to return before their pay demands are resolved"

He said he would report back to the workers last night and talks with management would resume this morning.

The workers are all members of the Liquor and Catering Trades Employees' Union, which has a closed shop agreement with hotel and restaurant managements

However, Mr Mqhakayi said the workers "totally rejected" the established union which had "done nothing" for them

A hotel spokesman said a statement would be issued this morning.

# Miners plan court action

**THE Black Allied Mining and Construction Workers' Union is to bring an urgent application in the Supreme Court to compel the Fenge Asbestos Mine management to allow them to address and represent dismissed workers.**

More than 1 700 black miners have continuously refused to leave the company's grounds and maintained that they wanted their representatives to talk to them, according to the general secretary of the union, Mr P Nefolovhodwe yesterday.

Mr Nefolovhodwe told **The SOWETAN** that the management has promised to review their recruiting rights shortly because they contended that "we did not have members at this stage" — their entire membership ceased with the dismissal of the strikers.

But, he added, the union was proceeding with the legal action because "we feel our members were dismissed without our knowledge and without representation."

The management has refused to discuss the question of dismissed workers with the union on grounds that they went on an "illegal strike". They were demanding a pay increase and the recognition of the BAMCWU.

The management does not have any recognition agreement with the union and "we may discuss that as soon as they have proof of their membership."

# Mine strike still far from being resolved

By Sol Makgabutlane  
and Carolyn Dempster

After more than a week of suspense and speculation the strike by 1700 black mineworkers at Penge asbestos mine in the Eastern Transvaal looks far from being resolved

Two teams of legal representatives from the Griqualand Exploration and Finance Company, which owns the mine, and the Black Allied Mining and Construction Workers' Union held a marathon meeting in Johannesburg yesterday.

The talks were adjourned, however, and workers who have refused to leave the mine hostel up till now will not know the outcome of the meeting until Monday

Mr Pat Hart, managing director of Gefco, said the company had been recruiting new employees in the interim, the 1700 striking mineworkers were "officially dismissed" and talks held

with the union had not dealt directly with the strike

Mineworked had not been pressured to leave the mine and the company had not considered re-employing the dismissed workers, he said

In turn the workers have decided to assemble in the mine's hostel at 8 am on Monday to review their position and, said a union spokesman, would not back down on their original demands for a minimum wage increase of R10 per shift and the recognition of their union

The mineworkers downed tools on July 4 after the mine authorities refused to accede to their demands. The strike came two days after increases of 12 and 13 per cent were announced — a wage packet very much in line with the Chamber of Mines' increases

All the workers were dismissed after failing to meet a return-to-work deadline set by manage-

ment on Tuesday this week. Following the dismissal, workers have defied at least four orders by management to leave the mine grounds and have also rebuffed several instructions to collect their severance pay.

Mr Hart said that details of wages published by The Star earlier this week had been misleading. Minimum wages for daily-paid surface workers are R4,38 a shift, and R5,65 a shift for underground workers. The monthly paid salaries ranged from a minimum of R139 to a maximum of R1220. This excluded overtime pay, leave facilities and a 13th cheque, he added

Mr Hart conceded that workers on the mine could work 10-hour shifts because of the weekly schedule which afforded them the whole weekend off. He also confirmed that casual labour, mostly women, were bussed to and from the mines and worked for R2,50 a shift

139



It's smiles all round as unionist Phillip Dlamini is reunited with his wife, Phindile, and kids Mathapelo and Tebogo.

# No regrets over refusal to testify

**By KHULU SIBIYA**

**AFTER 18 months in prison for refusing to testify for the State, SA Black Municipal and Allied Workers' Union general secretary Phillip Dlamini says** he'd do it all over again. There was jubilation and excitement outside the Johannesburg Prison when Mr Dlamini was met by fellow unionists, his wife, Phindile, and their kids Mathapelo, 7, and Tebogo, 5, this week.

Looking fit and radiant, the 32-year-old unionist said he was in high spirits and happy to be back so he could continue his work. Mr Dlamini was jailed last January for refusing to give evidence

15/7/84  
in the Terrorism Act trial of Lillian Keagle of Molapo, Soweto. Keagle was later jailed for six years

He told City Press after his release that his spirits had been kept high by people who stood by him when he was in prison.

"The letters and cards I received kept me going. I really want to thank those people. It showed that they appreciated the stand I took - and that's why I will do it all over again."

While in prison, Mr Dlamini was also called to appear with eight members of the Azanian National Youth Unity (Azanyu). The case was withdrawn against him.

"I want to make it clear that I was never a member of Azanyu," Mr Dlamini said this week. "I was made a member by the police, who fabricated a story against me. I was only detained for union matters."

Mr Dlamini spent most of his sentence at Heldestroop Prison in Calendo, but was later

Pic: MIKE MZILENI

139  
transferred to Leeukop,

He said he intended taking legal action against a prison doctor who refused to examine him after he had complained of ulcers and flu.



# Union says angry mood prevails as 1 600 sacked miners are told to leave



● A truck packed with new recruits makes its way down to the Penge asbestos mine (centre) where 1 600 workers were fired. Mr Hennie Neuwehof (right) is the mine administration manager

# Recruits move into Penge

## 'No food, no hostel but we will not go'

MR MBOLELO Nkosi, not his real name, has worked at the Penge asbestos mine for 24 years. This week he and hundreds of fellow workers (BAMCWU) about 50 new recruits were brought in from surrounding areas on Thursday.

Union officials said they did not report for work after being told of the dismissals. "Now I have to tell my wife that the children must leave school," the 45-year-old miner said in a roadside interview this week.

"This is a painful time. We have no food, no hostel, nothing. Now they tell us we must pack and go. They think if we have no food then we will go home. But we will not go."

Mr Nkosi did not want to give his real name — he hopes he will get his job back.

Since 1960 — when he was paid 31c a day — he has worked in the asbestos mine. Every year he had about 14 days leave. And every day he started work at 5.30am.

And now there is no work. "I don't know what I can do — there is no work in this place," he said.

"We just wait to hear from our union what is going to happen."

BAMCWU claims to have at least 90% representation in the mine, but officials said they were "recently denied access to their members."

Mr Hart said that union officials were only refused access for about half a day.

"Mr Hart denied any meeting between legal representatives from Gefco and BAMCWU had taken place — although the meeting was reported in the Press yesterday."

"The wage increases were completely unacceptable to the workers — some are getting less than R100 and they have to keep families."

"They cannot cope now with the increased GST and inflation."

### Management

BAMCWU officials said almost the entire workforce was still in the hostel. Gefco management said only about a third were left.

Gefco does not recognise BAMCWU, but in accordance with their agreement, union officials have been allowed to recruit at the mine.

Said Mr Hart "Until they can prove membership we will not discuss the effect of the strike and dismissals."

He would not discuss the reports that police had been guarding the hostels, when told Lebowa's police vans had been seen driving in and out of the Penge border posts, he said management had not called them.

Comments among villagers ranged from a criticism of management's "harsh measures" to suggesting that the workers "didn't appreciate what they had."

People in Burgersfort also believed that one of the workers' demands leading to the strike was that they wanted the mine manager, Mr A Fouché, removed. She was accused of not communicating with the workers — but Mr

HUNDREDS of new recruits were trucked into the Penge asbestos mine this week after the management fired about 1 600 workers for failing to end their strike.

Sacked workers who have refused to leave the mine were given until today to vacate the mine hostels.

BY SARAH CROWE

### Dismissals

Hart said he believed the strike was only over wage increases.

Mr Fouché said "we have a beautiful place here — full time we have a holiday resort and part-time we have a mine."

"We hope the situation will return to normal as soon as possible."

Mr Fouché would not discuss allegations that the workers wanted him out, but said he was "too young to retire."

### ANGRY

"The atmosphere is extremely tense and the workers are very angry," he said. Staff at the local hotel, about 50 km away, said a group of white miners' wives from Penge fled to the hotel on Wednesday night, fearing a "blow-up" at the mine.

And villagers in the neighbourhood of Burgersfort, said by town of Burgersfort, management from surrounding mines were "waiting for reaction from their own workers."

The miners downed tools last week over the annual wage increases of between 12% and 13% which workers felt did not improve their R150 a month.

Mr Hart said "We felt the increase was reasonable and it was the best we could do. Workers rejected it outright and were then given a deadline to return to work."

"When they failed to do so we would not discuss the effect of the strike and dismissals."

Argus 16/7/84  
(139)  
~~284~~

# Hotel workers back after 4-day strike

Labour Reporter

THE four-day strike at the Cape Sun hotel has been settled and contract workers have returned to their jobs

The settlement followed talks between the workers, the Commercial, Catering and Allied Workers' Union (Ccawusa) and the management

Waiters, wine stewards, porters and bar-hands struck in protest against wages of about R173 a month

They also said they objected to paying R4 a month to the Liquor and Catering Trade Employees' Union, which has a closed-shop agreement with the hotel. They asked to be allowed to join Ccawusa.

In a statement a hotel spokesman said that within three weeks the local management would meet senior executives at Southern Sun's head office to discuss workers' wage grievances

## CHANGES

Management explained that while it supported the right of workers to join the union of their choice, the company was bound by the local industrial council agreement, which makes membership of the Liquor and Catering union compulsory for its employees," the spokesman said

Changes in the agreement could occur only with the consent of employer and trade union parties to the council, he added

Mr Ted Frazer, general secretary of the Liquor and Catering union, said he would discuss the workers' wages at the next industrial council meeting

Most workers in the Cape Town hotel industry were "voluntarily signed up" before the union had applied for a closed-shop agreement

NGWU (139)  
men strike

16/7/84  
More than 270 members of the National General Workers' Union downed tools today in three strikes at companies in Pretoria and Witbank.

At the Gencor-owned pipe manufacturing company, Rocla, in Rosslyn, 200 workers went on strike after the unilateral introduction of wage increases by management.

The second strike occurred at Boltstone, makers of tombstones near Pretoria, where 70 workers downed tools over the firm's refusal to negotiate with a union representative.

In the third strike, 12 NGWU members at Mike's Kitchen in Witbank downed tools after the retrenchment of three fellow workers —  
Labour Reporter

# Mine owners seek order to evict 1 700 Penge strikers

By Sol Makgabutlane

The strike at Penge asbestos mine took a new turn today when the mine authorities were reported to be applying for a court eviction order.

With this they would try to get the 1 700 striking employees off the mine grounds

Mr Mbulelo Rakwena, senior vice president of

the Black Allied Mining and Construction Workers' Union (Balcwu), said the mine authorities had contacted the union's lawyer in Pietersburg and informed him of their intention to seek the eviction order from the Pretoria Supreme Court this afternoon

Balcwu would contest the application, said Mr Rakwena

The situation remained

peaceful but tense at the mine. Strikers went home for the weekend and returned to the mine this morning and joined their colleagues in the hostel

Mr Rakwena said the last meeting, held on Friday, broke down when representatives of the mine said the company was not prepared to review its decision to dismiss the 1 700.

## At least 12 died in weekend violence

At least 12 people, among them a 67-year-old Noordgesig man, were murdered in Soweto, Eldorado Park and Lenasia at the weekend.

Brigadier J J Viktor, Soweto CID Chief, said the Noordgesig man arrived home on Saturday night with two stab wounds in his chest. He collapsed and died before he could tell his wife what happened.

A man aged 43, who was shot by a gunman at his Orlando East home, died in his wife's arms.

A Phiri man beat a woman to death during a domestic quarrel. A man has been arrested.

A woman aged 67 was allegedly raped by a 24-year-old man. A total of 11 rape cases were reported.

### POLICEMEN

Two Soweto policemen who were shot on Saturday morning near the Jabulani Police Station were identified by police early today.

A police spokesman at Protea Police headquarters, Soweto, gave their names as Constable K S Tsotetsi, who died, and Constable M B Maphalala, who was wounded in the leg and arms and was admitted to Baragwanath Hospital in a serious condition.

The spokesman said the two men had gone to a cafe and as they left for their car a number of shots were fired at them. No arrests have been made.

# Eviction hearing set, claims union

By Carolyn Dempster, Labour Reporter

A date has been set for the court hearing of an application for an eviction order to remove the 1 379 dismissed mine-workers who have refused to leave Penge asbestos mine in the Eastern Transvaal.

Mr P Nefolovhodwe, president of the Black Allied Mining and Construction Workers' Union, said that Tuesday July 24 had been agreed.

Mr Nefolovhodwe said a notice of intention to seek an urgent eviction order was presented to the union yesterday by lawyers representing the

Griqualand Exploration and Finance Company (Gefco), owners of the mine

It had been agreed that the application be postponed to give the union time to reply to the notice

In the interim the status quo would prevail and the mineworkers would not be leaving the mine until the matter had been resolved, he added

But Mr Pat Hart, managing director of Gefco, stated emphatically that the company lawyers were still discussing the matter with the union lawyers, including the legal processes of secur-

ing eviction orders. He said he would be the first to know if the company were to take definite legal action and he was not aware of any court date being set.

Surface operations at the mine had been resumed with new recruits and the workforce was using stockpiles to proceed with production.

The situation at the mine was quiet this morning. The mineworkers have been forced to cook their own food since the hostel facilities closed last week and many went home at the weekend to get supplies and money

## Focus on UDF

The annual Catholic Theological Winter School opens at Cathedral Place, Saratoga Avenue, at 7.30 tonight.

There will be an address by United Democratic Front publicity secretary, Mr Patrick Lekota, who will outline the relationship between churches and the UDF.

Tomorrow at 7.30 pm Father Y Tremblay, OMI, will speak on "The Human Implications of Economic Structures".

On Thursday at 7.30 pm Black Sash president Mrs Sheena Duncan will discuss "Is there hope for the hungry?"

Admission is free. Enquiries can be made at Cathedral Place, Saratoga Avenue, Doornfontein or at 725-3246

## Drugged horse: Mainguard is fined R2 000

Racehorse trainer Mr Ricky Mainguard was fined R2 000 by the Board of Stipendiary Stewards in Johannesburg today over the drugging of a horse — but he was cleared on one other count.

The charges followed the finding of the drug Phenylbutazone in a specimen taken from Rise And Rule after it won the Sun International Trial at Turffontein on April 14.

Mr Mainguard was charged by the board with contraventions of the rule involving the administration by a person of a prohibited substance to a horse, and of the rule dealing with the person

responsible for the care, treatment or training of a horse from which a positive specimen is taken of a prohibited substance

After hearing evidence from the official analyst of the South African Bureau of Standards, and from Mr Mainguard and two of his assistants, the board cleared him on the first count, but found him guilty on the second

### DISQUALIFIED

Mr Mainguard has the right of appeal to the local executive stewards of the Transvaal and Orange Free State

The board also disqualified Rise And Rule from the race. — Sapa.

## Truck crashes into home

Own Correspondent

A Pretoria man narrowly escaped serious injury last night when a truck ploughed into his house and burst

The incident happened at about 10 pm after the family had finished praying and everyone but Mr Dreyer had gone to the bedrooms.

"God saved us. Sometimes the chil-

people NEED ... sacrificed

# Action against striking miners

THE fate of the more than 1 700 sacked workers at Penge asbestos mine in the Northern Transvaal will be decided in the Pretoria Supreme Court on Tuesday.

Management has applied for a court order to evict the workers from their premises after their dismissal last week, a company spokesman disclosed to The SOWETAN yesterday.

The Black Allied Mining and Construction Workers' Union (Bamcwu), which represents the workers, is to argue the matter in the Supreme Court, according to the union's general secretary Mr Phandelani Nefolovhodwe

## Hostels

The striking miners have so far refused to leave the hostels even though food rations from the mine canteen were stopped last week. A few miners left the hostel at the weekend, but were due to return yesterday.

Two meetings between legal representatives of the mine management and the union have so far been held. The first one was fruit-

less

After the second talks it was revealed that management was planning to evict the workers, Mr Nefolovhodwe said.

Workers have been briefed that management was recruiting other workers and wanted the striking lot to leave their grounds. "We have until next Tuesday to show cause why they should not be evicted."

"Our legal representatives are busy with union officials, getting information and affidavits from the workers to defend their case," he said.

# defiant sol levy

## Asbestos disease hits hard

By PHILLIP VAN NIEKERK

IN a 10 month period to June this year, up to 134 workers at the Penge asbestos mine were paid workmen's compensation after being found to be suffering from asbestosis, a lung disease caused by asbestos dust.

And workers found to be suffering from the disease were regularly paid off by the mine, according to a medical consultant to Gencor and officials of the Black Allied Mining and Construction Workers Union (Bamcwu).

The mine — which employs about 1 700 black workers — has been in the news recently because of a strike over wages and the refusal of dismissed workers to leave the mine hostel.

Files at the magistrate's office in Praktiseer, near Penge in Lebowa, show that between August 3 last year and June 11 this year there were 134 workmen's compensation payouts for "occupational disease". The vast majority of these were for asbestosis, a scarring of the lung tissue.

A physician who acts as a consultant to Gencor told the Mail yesterday that the high incidence of lung disease at the mine was restricted to older, long-serving workers. He said stricter control in the industry in the past five years had made the risk of asbestosis damage remote.

See Page 11 (2170302)

By EMILIA JAROSCHEK  
Crime Reporter

POLICE have released the first sequence of photographs — taken by a secret surveillance camera — during a R10 600 bank holdup in Johannesburg this week.

These pictures may provide a vital clue to the identity of the robbers and detectives have made an urgent appeal to the public to be on

the lookout for snapped by the camera. The series of "camera" shots were taken by three robbers who held up a cashier at Bank in Grant Avenue in Johannesburg on Tuesday.

The three men were masked and one wore a balaclava, ordered by the robbers — in the pictures — to take the three clients — to take the bag. They had filled it with

But the "secret surveillance" camera was clicking away every move on

Late yesterday the Murder and Robbery detectives showed the pictures to

The young man who was wanted to be identified with their robbery team.

He is about 32 years old, has a light complexion, is 1.65m tall. He was wearing a gold rimmed tinted white shirt and a dark suit.

Police said the man wearing the balaclava during the holdup was about 1.65m tall and had a dark beard, had a dark complexion and was dressed in a dark suit.

The robbers are thought to have escaped in a yellowish/lime green van.

A reward of R5 000 has been offered by the Bankers' Association for information leading to the arrest and conviction of the robbers.

Anyone who is asked to contact the police at 837-4114.

## Sol drops R3m casino claim

By GEOFFREY ALLEN

SOL Kerzner's Sun International group of gambling hotels has withdrawn its R3 400 000 civil action against former Sun City casino staff who allegedly stole the money over the tables.

The thieves admitted to having taken R133 752.

The Sun City "scam" came to light after an American had been mugged in Braamfontein, Johannesburg and his briefcase, which contained a diary listing the names of people working the fiddle and the various amounts they had taken, was stolen.

Mr Kerzner established a meeting with the mugger and paid thousands of rands for the list of names.

There has been an on-going dispute between Sun International and a consortium of insurance companies as to the exact amount the casino staff stole.



father of horse dressage in South Africa, said farewell to Johannesburg yesterday.

Picture: ROBERT TSHABALALA

## champion bids farewell

inside  
polish

sta-  
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ounds  
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Sun-

Born in Poland, it was only when he saw the grace and beauty of dressage riding in Germany after the Second World War that he really became interested in the sport.

"I was hooked. When I got to South Africa, I started building up the team and started riding Lipizzaner horses myself," he said.

Maj Iwanowski won the South African dressage cham-

ionships six times.

Although he feels sad about leaving, he believes he is a "nomad" and that his work in South Africa has been completed.

"I'm looking for a new country, new people and perhaps even new horses," Maj Iwanowski said in his charming Polish accent.

"At my age I'm still interested in schooling young horses and am enjoying every minute of it."

## 'e slates gression'

abwean  
Mugabe

South Africa continues to support them with weapons and training with which to de-stabilise Zimbabwe.

"In the field of security the re-

## 18 killed in bomb attack

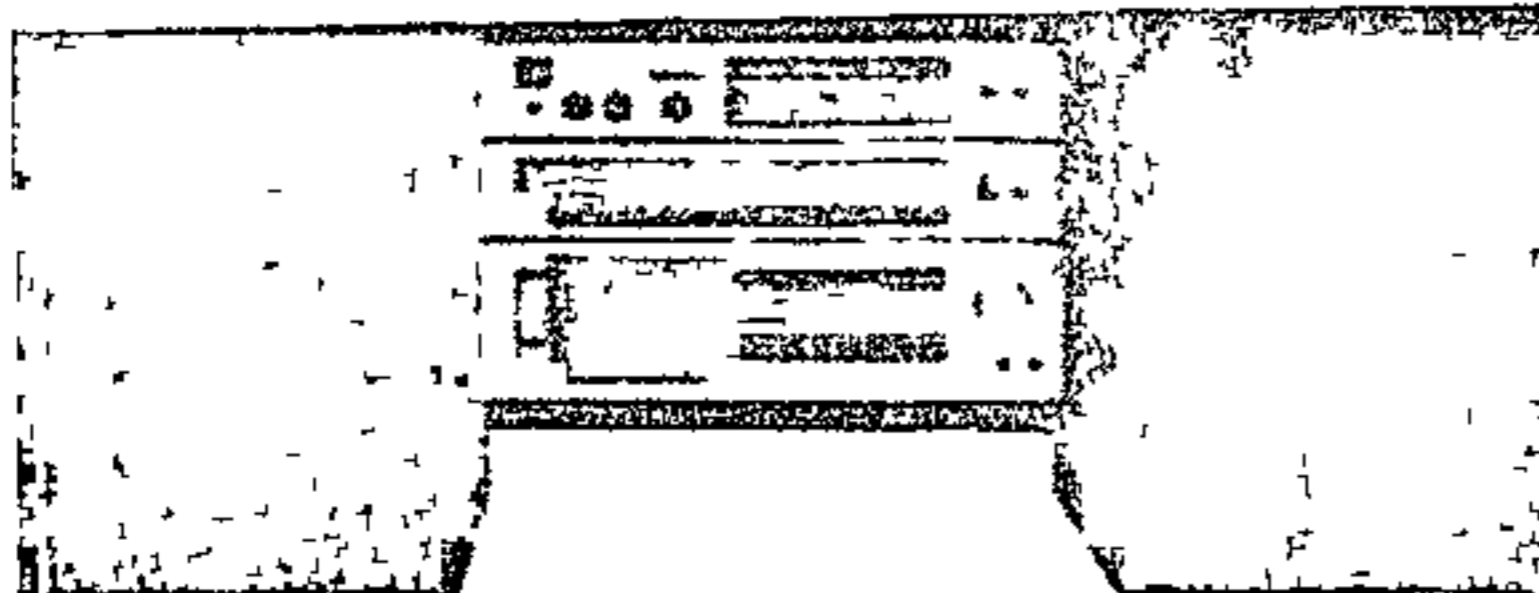
NEW DELHI — About 18 people died after Soviet war-planes and helicopter gunships dropped fragmentation bombs on the Afghan town of Istalef, a Western diplomat said in New Delhi yesterday.

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WUS

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the present trend continues... time importance

**Workers march**

Mercury Reporter

BLACK workers at the University of Natal marched on the administration building yesterday to protest about a delay in wage increases

The march came at the end of the university's Black Workers' Organisation annual meeting. A crowd of about 300 clapped and sang on their way

A university spokesman said the workers claimed

they had not had pay rises for several years

The Durban vice principal of the university, Prof Colin Webb, met the leaders of the Black Workers' Organisation and later addressed the gathering

He said the university had to wait to see how much money it was going to get from the Government before it could determine salary and wage increases

THANK'S *Sportsvision*, for showing us South Africa's (or should it be Britain's) darling Zola Budd in her magnificent 2 000 m world record win at Crystal Palace

It was great to hear the English crowd taking this wonderful little slip of a barefoot girl to their hearts, and to see her hardly puffing at the end of the race

Well, we've read how good our Zola is, and now we've seen it when, for the first time, she was really pushed and produced a thrilling world record run for us armchair watchers

The rest of the athletics meeting — even with a Russian athlete's world record pole-vault — was small beer by comparison. But the Dallas Grand Prix was something else

Here we had a badly-surfaced, narrow city-streets track knocking out one car after another. There was plenty of drama as the field whittled itself down to six finishers including early leader Nigel Mansell who eventually tried to push his car over the finish line but collapsed in the heat

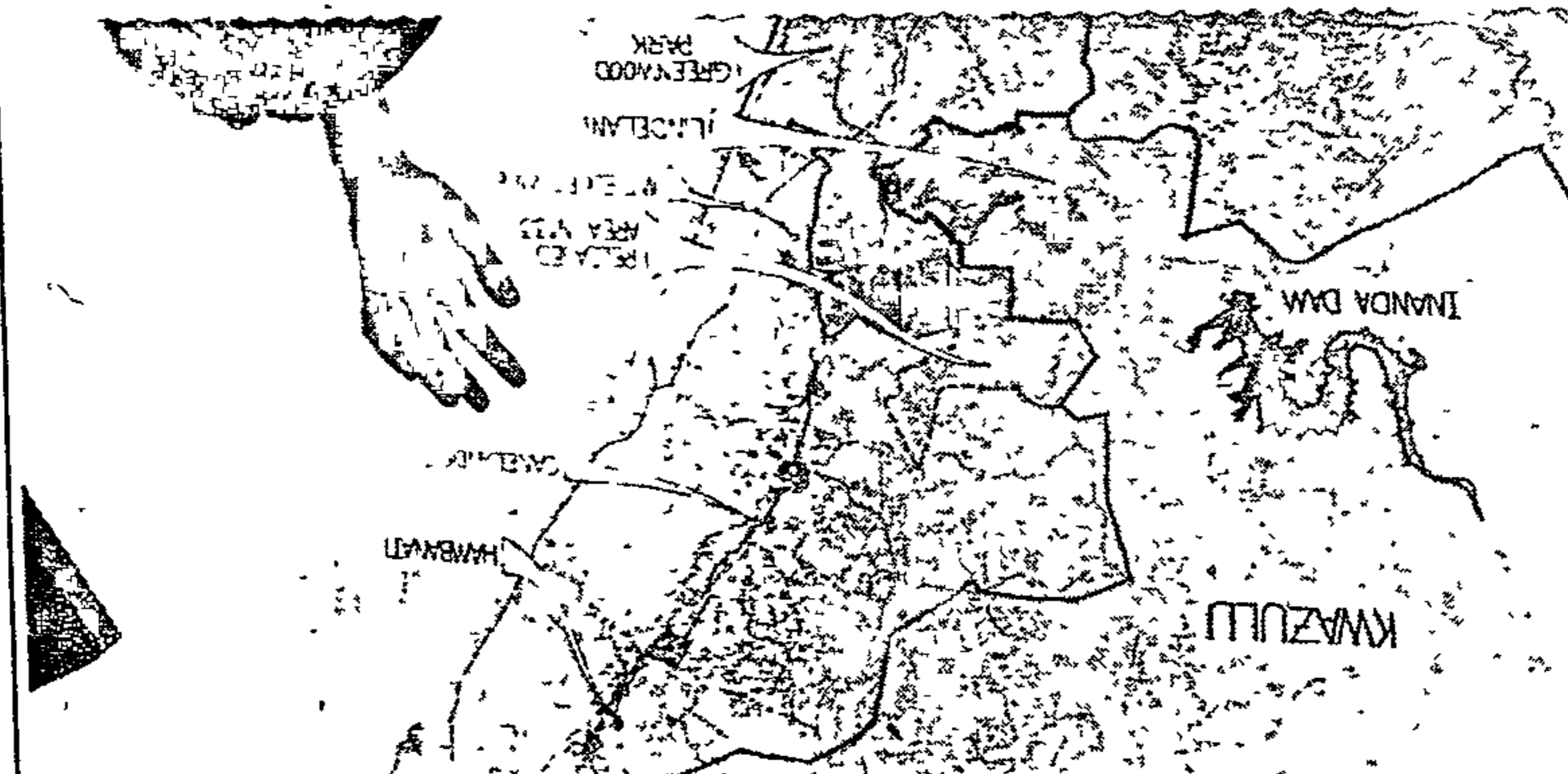


Midweek is going off I hardly think that the Israeli elections were of absorbing interest to South African viewers — except perhaps for our Jewish population. But the inevitable trite question was asked: How would the election result affect relations with South Africa? How parochial can SABC TV continue to be?

Certainly the next feature on the fall of the rand was much more to the point. And one listens with close attention to Dr Joop de Loor and wonders why he wasn't appointed to take over from Owen Horwood as Minister of Finance. Surely nobody is better qualified

Apart from anything else, he can talk so intelligently off the cuff — and in terms which even I can understand. A man who inspires confidence. I hope Barend du Plessis goes to him for advice

DENNIS HENSHAW



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R  
JAV



# We won't budge, say Penge's fired miners

EVERY evening more than 1 500 mineworkers from the Penge asbestos mine in Lebowa gather in a large circle in the centre of their hostel grounds.

For a few minutes they join together in songs which can be heard at the white miners' and manager's houses about a kilometre away, ending their service with a sermon and a prayer — that they will be listened to.

It has been more than a week since the workers were fired for striking over higher wages and a demand that the company negotiate wages with their union, the Black Allied Mining and Construction Workers' Union (BAMCWU).

In that week they have embarked on a form of passive resistance — they have refused to budge from their hostels or accept that they have been dismissed.

"We are refusing to leave because we never suggested to management that we were tired of working at Penge," workers said this week. "We never wanted to be dismissed."

Notices to the workers to leave and pleas to BAMCWU have so far failed and now the owners of the mine, Gefco, have applied for a court order to evict the workers from the hostel.

The case is to be heard in the Pretoria Supreme Court on Tuesday.

Ironically, while the workers — who face a bleak future of unemployment if they have to leave — are determined to remain at the mine, it could be in their best health interests to leave.

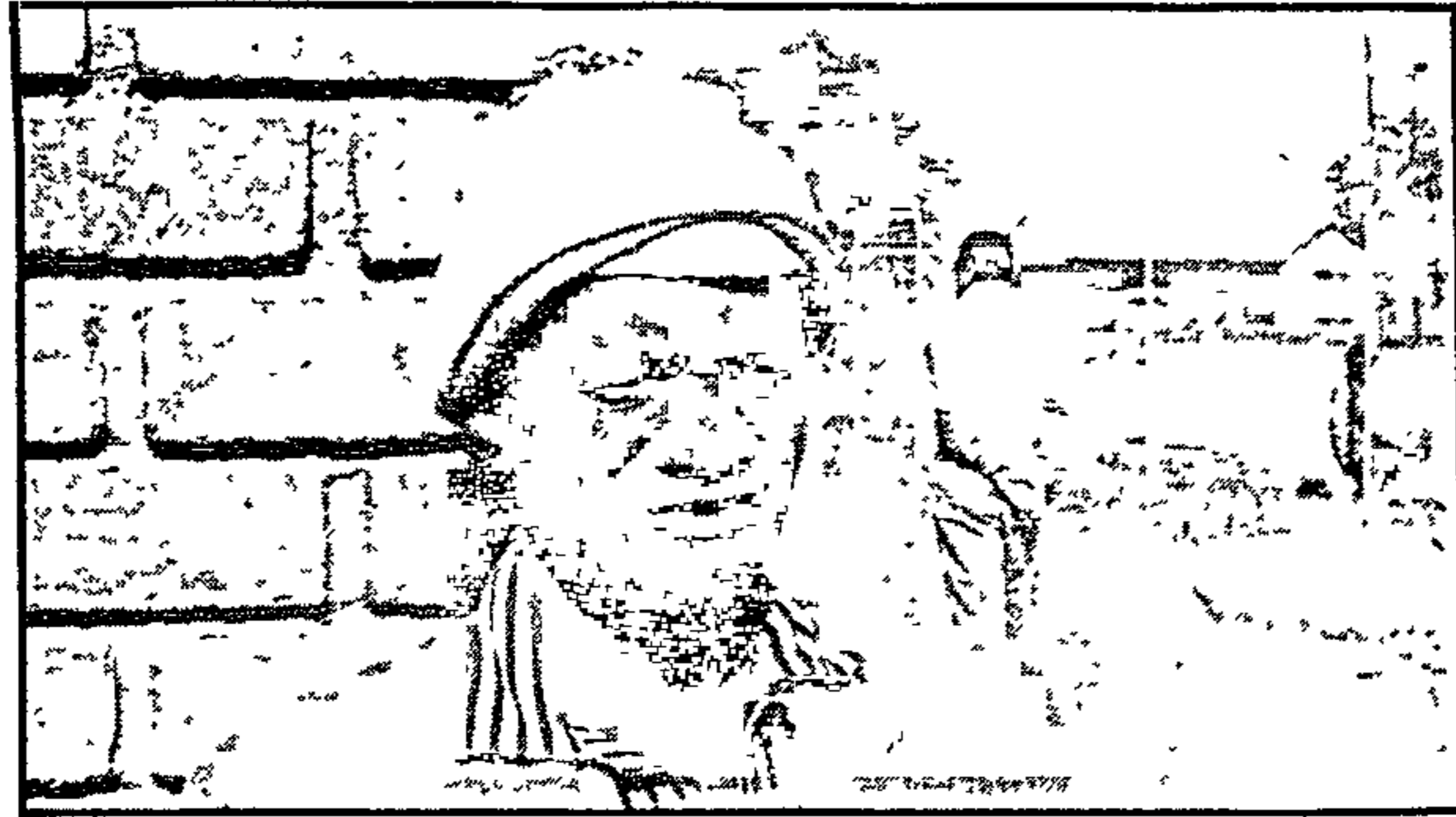
According to files at the magistrate's office at Praktiseer, 134 Penge workers (almost 10 % of the workforce) were paid out lump sums of workmen's compensation for "occupational disease" in the 10 months between August last year and June this year alone.

Almost all cases were of the disease asbestosis — scarring of the lung tissue caused by asbestos dust.

The district is dotted with thin, coughing men who were dismissed from the mine once they were found to have the disease.

In any crowd outside a trading store or the magistrate's offices there are usually two or three men with the disease.

To workers at the mine the three-monthly x-ray screenings of their lungs are feared — less because they could be found to have



An asbestosis victim — employed in a "soft" job at the mine.

## PHILLIP VAN NIEKERK

asbestosis, and more because it could mean the loss of their jobs.

Mr Klaas Mashabela was dismissed in May this year after working at Penge for 24 years. He received a workmen's compensation payout of R1 790 plus notice pay of R425. He gets no pension.

Some of the asbestosis-stricken workers are kept on at the mine by being moved from underground to "soft jobs". One of the striking workers, who worked underground for 16 years, now cleans the mine's swimming pool.

A physician who acts as adviser to Gencor said the disease mostly afflicted long-service mineworkers and that conditions in South African asbestos mines had improved tremendously over the past decade.

But while management attitudes towards the health of mineworkers may have improved over the past decade, workers do not believe that management's attitude to negotiating with them has changed.

The workers struck over the demand that the company pay an extra R10 a shift — in some cases a 200% increase over and above the annual pay increase brought in by the company in July.

"From the beginning the workers were prepared to go back, providing the company was prepared to commit itself to discussing the pay issue with the union," one worker said.

"We are trying to change the situation where we are faced with hunger and poverty because of the wages we are earning. We felt nothing would be done until the workers stood up and voiced their grievances."

However, the unilateral wage increases, the company method of communicating information through pamphlets and the sackings had convinced the workers that management was not really prepared to listen to them.

Approached for comment yesterday, a spokesman for the company said he was not prepared to say anything in view of the pending court action.

However, Mr Pat Hart, managing director of the company, said in an earlier interview that the reason the company was not prepared to negotiate wages with the union was because it had not yet been recognised.

This was because — while the company had granted BAMCWU access

to the mine some time ago to organise the workers — they had not yet proved they were representative.

Mr Hart described this year's wage increases — which are slightly lower than the Chamber of Mines' increases for gold and coal mineworkers — as "generous", particularly if one took into account the improved service increments.

In addition, he said, there had been repeated meetings with the works council and the company had gone out of its way to try and communicate with the workers before the dismissals.

What makes the Penge dismissals different from other mines is that it is in the middle of a "homeland."

The people at the hostel, who include some women, are free to come and go at the mine and are constantly moving backwards

and forwards to their villages.

Apart from supplies coming from the union and a shop opposite the hostel, the mineworkers are receiving their food and support in the villages.

Many of the workers are key people in the community, and have approached the Lebowa government to support them. They have also been in contact with chiefs in the surrounding area to prevent them from sending in new recruits.

Some chiefs approached by the mine to supply workers from their areas have co-operated and about 250 workers have been shipped in to do surface work to keep the mine operating.

They are being housed at an old hostel on the other side of the mine and there is little contact between them and the workers they have replaced.

But at least one chief, who asked not to be named, has refused. Explaining why, he said: "I told the mine we can't be expected to get people to work for you. These fired people are part of our community."

Union organisers say the company has warned them that if they can't get replacement labour in Lebowa, they will recruit via the Chamber of Mines' recruiting arm, Teba.

This would bring into Lebowa workers from other territories such as Transkei or Lesotho.

Meanwhile the situation at the hostel is calm though there is a constant presence of Lebowa police vans and mine security patrolling through the mine's grounds.

The workers — whose spirits appear remarkably high — say that after all this they are still committed to talking to the company.

RDM 20/7/84 (139)

## Two suspended union men were absent deliberately

**Mall Reporter**

TWO Transvaal regional officials of the Black Allied Workers Union (Bawu) have been suspended after they failed to attend three consecutive meetings convened by the union's national committee.

According to Mr Cosmas Thokoa, secretary of the Transvaal region, he and Klaas Seete, Transvaal chairman, were suspended for contravening a clause in the union's constitution which says that anyone who fails to attend three consecutive meetings automatically qualifies for suspension.

Mr Thokoa said he and Mr Seete had decided to boycott these meetings deliberately.

"We made it clear to the Natal-based executive that we are not going to attend such meetings because they are always held in Natal."

But Mr Seete said he knew nothing of the suspensions.

"I do not know of any such suspension, but I can emphatically say that the execu-

tive is not happy about the way things are done in our Johannesburg office."

Mr Seete said one of the complaints from the executive concerned misappropriation of funds.

He said that the executive alleges that at one stage, R97 was used to buy bread in a period of about a month.

"That is ridiculous. Even a big family cannot spend R97 on bread in a month," added Mr Seete.

Chief Gatsha Buthelezi's Inkatha is another factor which is driving a wedge between the leadership of the Bawu.

This contributed to the resignation of one of the union's powerful Transvaal leaders, Mr Thozamile Ngcukana, who subsequently formed the African Allied Workers Union.

A large number of Bawu members are still disillusioned because Chief Buthelezi addressed their congress last year.

affiliated.

Ummawosa was formed following an announcement last week by Mawu's national executive committee (NEC) that four top union officials had been dismissed. Former Mawu general secretary David Sibabi, his wife Nobantu and Enoch Godongwana were accused of financial mismanagement while Sam Ntuli was accused of "misconduct." The NEC also recommended that Fosatu vice-president Andrew Zulu should be expelled from the union.

The expelled officials organised the meeting to launch Ummawosa.

At this stage, according to Ummawosa, the new union has significant support. Ntuli told the *FM* that workers at 38 east Rand factories have joined the new union giving it a membership of between 15 000 and 20 000. In addition, Ntuli says Ummawosa has members at six chrome mines in the eastern Transvaal.

According to Ntuli, a number of factors led to the break. They are:

- **Worker control.** Ntuli says Mawu had been operating without sufficient consultation with workers and claims the decision to dismiss him and the other officials was not referred to the union's members;
- **Political direction.** Ntuli says Ummawosa believes there can be no distinction between the problems black workers face in the community and on the shop floor; and
- **White domination.** While claiming that the new union supports non-racialism, Ntuli says there had been widespread dissatisfaction about the dominant position white intellectuals held in Mawu.

Ummawosa's membership claims were rejected by a Mawu spokesman. He estimated that it only has about 4 000 members.

Mawu's NEC attempted to resolve tensions in the union, he said, by splitting the Transvaal branch into two regions — for the east and west Rand. Sibabi and the other dismissed officials were assigned the east Rand. However, workers at 45 east Rand factories appealed to the NEC to be placed under the west branch claiming there was no worker control in the east Rand. As a result, the NEC decided to reamalgamate the branches.

The spokesman told the *FM* there had also been problems with the United Mining and Allied Workers' Union which had been started as a Mawu project to organise mineworkers. He alleges that Sibabi had organised one chrome mine and that he and Zulu had opened a bank account without union permission. Mawu has instructed its new general secretary, Thembi Nabe, to inquire into Mawu's expenditure over the last year, he said.

Ntuli told the *FM* Ummawosa still considers itself part of Fosatu, despite the split. This claim is likely to be discussed when the Fosatu executive committee meets this weekend. Zulu's position as Fosatu's vice president is also likely to be discussed.

## UNIONS

### Mawu splits

The formation last weekend of the United Mining, Metal and Allied Workers' of SA (Ummawosa) as a breakaway from the Metal and Allied Workers' Union (Mawu) resulted from longstanding tensions in Mawu. The split has serious implications for the union, for employers who have been dealing with it and the Federation of SA Trade Unions (Fosatu) to which it is

(139) ~~139~~

# Workers unite — no to 'sham' poll

22/7/84 C. Press

FOUR unregistered trade unions this week called on other "progressive" unions to organise co-ordinated action to oppose the forthcoming coloured and Indian elections for the country's three-chamber Parliament. The General and Allied Workers' Union, the Municipal and General Workers' Union of SA, the SA Scooter Drivers' Union and the SA Railways and Harbours Workers' Union

**By ZB MOLEFE**

said: "Failure on our part to stand up and oppose this move will mean that we are going to live in abject poverty forever."

The unions also said that they saw the elections as a strategy "on the part of the oppressor to divide the ranks of the working people in the same way as our land has been balkanised into Bantustans".

For this reason,

said the union, they were going to unite with other concerned unions and vigorously oppose any attempt to entrench this divide-and-rule system.

A spokesperson for the unions also said the unions were trying to convene a workers' rally within two weeks "to ensure that co-ordinated action is taken to unite all our people against the elections".

Report by ZB Molefe of 62 Eloff St Ext, JHB

# Portrait of a little boy who may be dicing with death

CHILDREN who play on the asbestos dumps in the Penge mining area are dicing with death, according to an occupational health specialist

"In 30 years time some of those children will show signs of having contracted asbestos-related diseases," said the specialist.

He said cases of mesothelioma — cancer of the lining of the lung — had been found among people who had holidayed in the area of an asbestos mine in the north-western Cape.

"The only known cause of mesothelioma is

exposure to asbestos and it may only be for a few months. It takes about 25 to 30 years to surface and is therefore very difficult to trace the origins," he said. "It has a short contraction and a long 'lag' period.

"Even people living in the area of an asbestos mine are at risk of contracting the disease — depending on the dust factor," said the specialist.

There are three main asbestos mines in South Africa — Penge, in the north-eastern Transvaal, one in the Eastern Transvaal and another in the north-western Cape.



● Motheveleje Phogole on the asbestos dumps. In 30 years he may have a fatal lung disease

# Probe into asbestosis at Penge

A MEDICAL expert will visit the Penge asbestos mine this week to investigate more than 100 suspected cases of lung disease

The Black Allied Mining and Contract Workers' Union (BAMCWU) intends to submit the results of the medical screenings to the Medical and Dental Council should that become necessary.

The mine manager at Penge, Mr A Fouché, referred all questions put to him to the head office in Johannesburg.

At head office, Mr Hart was said to be unavailable for comment. The administration manager, Mr Vernon Carr, said: "Diseases in Mines and Works Act, white miners get R18 000 if an 'occupational disease' is contracted and R26 000 if they can prove disability."

Black workers receive R1 490 if they contract asbestosis and R1 790 if tuberculosis and asbestosis are contracted.

"Cases of asbestosis are too frequent at the mine," said the general secretary of the union, Mr Pandelani Nefolohodwe. "We have given case histories to medical specialists and they are compiling a dossier."

The Lebowa-based Penge mine has not disputed information that emerged this week that 134 workers — almost 10% of the work force — were "paid out" over a period of 10 months after having contracted asbestosis.

The issue of mine conditions and compensation emerged after workers downed tools two weeks ago because of dissatisfaction with an offered salary increase of between 11% and 13%.

When they refused to meet management deadlines to return to work they were sacked. Last week hundreds of new recruits were trucked into the mine to keep it running.

The managing director of Gefco, Mr Pat Hart, said at that time he believed the offered salary increase of 11% to 13% was "generous".

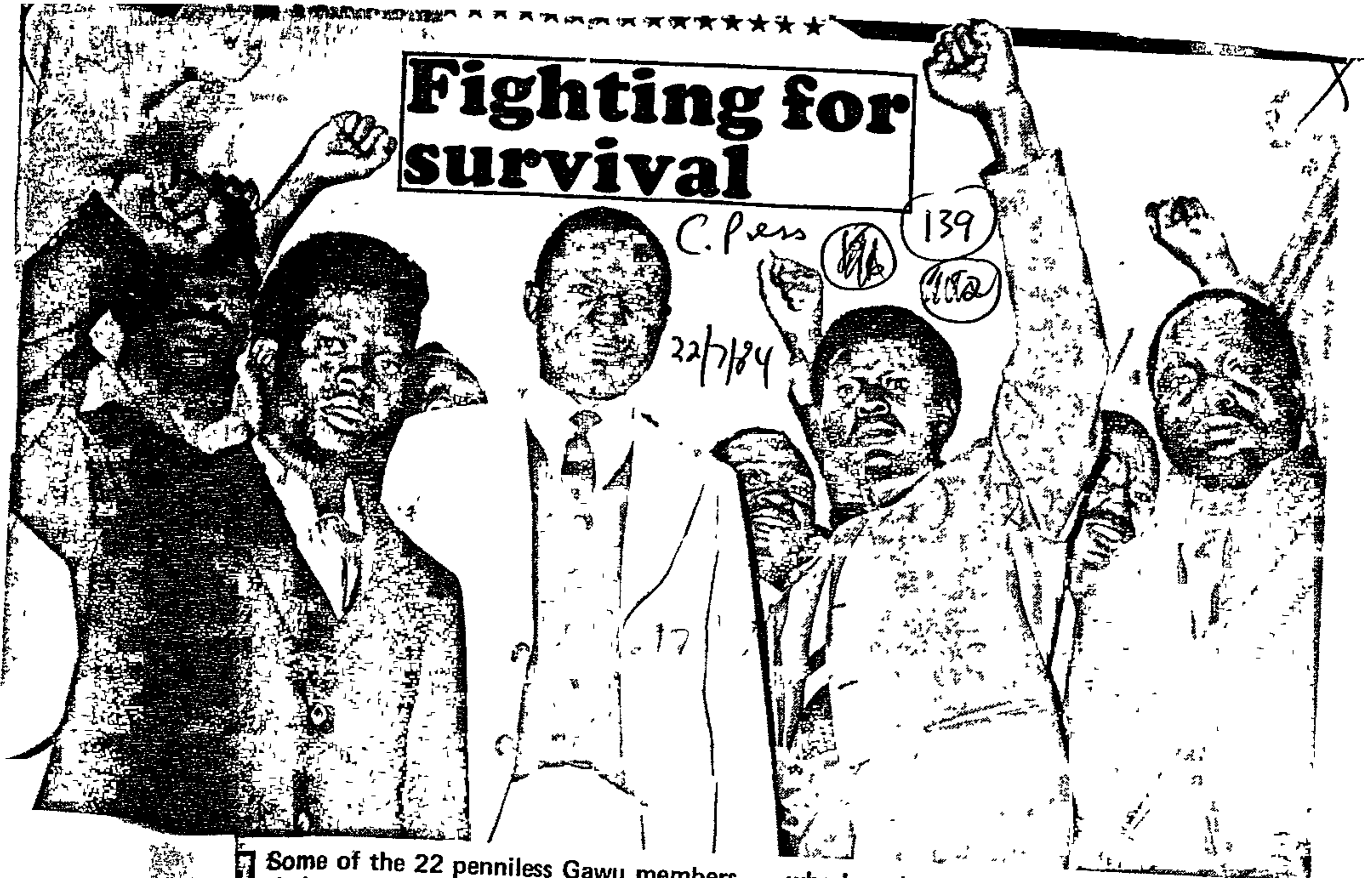
The profits before tax for Gefco for 1983 were R24-million — more than double the pre-tax profits of 1981.

This week management applied for a court order to have the workers evicted from the premises and the hearing continues in the Pretoria Supreme Court on Tuesday.

About 1 600 workers are still on mine property. Gefco management re-

BY SARAH CROWE

# Fighting for survival



Some of the 22 penniless Gawu members — who have been on strike for seven months — in their union office this week during one of their bi-weekly solidarity meetings.

**A STRIKE** which has been painfully dragging on for seven months comes to a climax this morning when 22 penniless black workers meet to consider Supreme Court action against their employer.

The workers, members of the General and Allied Workers' Union, will consider the action against General Tyre and Rubber Company, which fired 59 of them during a strike at the company's Booyens plant.

Worker's spokesman Sam Mahlaule told City Press this week of the hardships they have endured since the strike, which was sparked off by the dismissal of two colleagues for alleged theft.

"It has been the hardest time of our lives," lamented Mr Mahlaule. Relatives and friends who have stood by us are beginning to lose their patience. Some of us are on the verge of losing our homes for failing to pay rent."

Mr Mahlaule also told of their "most painful day" — last Wednesday, when they had to walk more than 12 kilometres in the rain from their union's office in central Johannesburg to their homes in Soweto, after one of their bi-weekly solidarity meetings.

"We had used our union subsistence for small groceries and other provisions for our families. We were banking on lifts. In the end we had to walk," said Mr Mahlaule.

He also said that, after they were fired, they never received their weekly wages, leave pay or pension money.

Political comment in this issue by P Selwyn-Smith and P Goboza, newsbills by P Selwyn-Smith, and headlines and sub-editing by D Niddrie, all of 62 Hoff St Ext, JHB.

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# Brains trust for the labour movement

This month sees the tenth birthday of a journal which hardly anyone has ever heard of but which plays a remarkably powerful role in the make-up of the country around us  
CRAIG CHARNEY reports

**W**HEN a bunch of students and lecturers brought out the first mimeographed issue of a bulletin on black workers in 1974, not even they would have given it much chance of survival

This month, however, the South African Labour Bulletin (SALB) celebrates its tenth anniversary. It remains little known to the general public, but it has probably done more to promote black trade unionism and change in labour relations in South Africa than any other publication inside or outside the country.

The Bulletin has become a sort of informal "brains trust" for the black labour movement, as well as an indispensable source for those interested in South African industrial relations. That's an unusual stature for a low-budget journal produced by a group of boffins, and it didn't come easily. The SALB has grown in step with the black trade unions, and like them has reached its present position only through a decade of struggle.

Though its contents are important, the Bulletin doesn't make for light reading. Each smartly printed bi-monthly issue contains briefings on industrial action, legislation, and state repression, major documents issued by worker organisations, and articles on unions and labour issues. Key-note pieces recently have covered co-ordination between metal workers' unions, the lessons of the bus boycotts in Mdantsane, and the new industrial health and safety legislation. It's not the stuff of today's headlines, but the labour movement's response to them may well decide tomorrow's.

Circulation is roughly 1 000, but the figure belies the Bulletin's significance. "It holds a unique place in labour relations in this country," says Mark Anstey, director of the Institute for Industrial Relations in Johannesburg. The Bulletin is undoubtedly the labour movement's most important forum for discussing issues and debating strategy. That makes it required reading for many people in management as well. An example is industrial relations consultant Andrew Levy. "I read it," he says. "I need to know what the others are thinking, and I want to know of new work in the field." While grumbling about finding too much of what he calls "pseudo-dialectic debates", even a hard-bitten businessman like Levy says he thinks a third of the journal's contents are pure gold.

The Bulletin was born in Durban after the strikes which paralysed industry there in January 1973. This was the first large-scale black unrest for over a decade and the effect was galvanising. "A decade of industrial peace had been broken. Workers were on the move. It seemed to open

up a whole new arena," remembers Dr Eddie Webster, now a Wits University industrial sociologist.

Some academics got involved in organising what later became the Federation of South African Trade Unions (Fosatu), others, including Dr Webster, in the establishment of the Bulletin and the Institute of Industrial Education. "We saw this as part of a role for intellectuals in the workers' movement and in the recreation of black trade unions in South Africa," he says. Behind the scenes, a key role was played by the late Natal University lecturer Richard Turner, despite a banning order prohibiting him from attending meetings or writing for publication.

The first issue of the Bulletin had as its theme "the case for African trade unions", at a time when black union recognition seemed a dream to many. Succeeding numbers followed the day-to-day affairs of the struggling new unions. But the style of operation was fairly casual. "If there was a strike and somebody was free that weekend, they'd note it down," says Halton Cheadle, a former Bulletin editor.

From 1975 to 1978, the black unions fell back, under pressure from government, employers, and recession, and the SALB was also obliged to retreat. Its orientation shifted to the university and its contents became more academic. The period was fruitful in its own way, however. At this time the new class-based "revisionist school" of history and labour sociology was rearing its head, and the journal published a number of seminal contributions. At the same time, during the lean years the Bulletin kept the flag of black unionism flying, using the failures of the 1970s to teach lessons the unions would remember in the 1980s.

Since 1979, however, as black union membership soared and strike waves rocked the country, the Bulletin has returned to the front lines of industrial conflict, with regular analyses of key disputes. Two high-stakes debates on union issues have also appeared in its pages. The first, from 1979 to 1981, concerned the Wiehahn report and government's offer to register black unions. This brought supporters of Fosatu (who had registered) in conflict with the General Workers' Union and others who saw doing so as selling out. The second, still underway, deals with whether unions should affiliate to black political movements, particularly the United Democratic Front.

During the Bulletin's early years, several members of the editorial staff were detained or banned, and three issues fell afoul of the Publications Control

Board. In the past few years, however, state pressure has lightened, though Managing Editor Merle Favis was detained in late 1981 for six months. The Bulletin's passage was eased by the Wiehahn Report and government's decision to tolerate black unions rather than crush them. "You could say we stuck to our guns and the state changed," says Dr Webster. However, he notes he and his colleagues have watched their step, confining themselves in the main to day-to-day labour issues.

Besides external pressures, the Bulletin suffered from growing pains, with permanent tension between those who saw it as an instrument of the unions, and those who felt it should be a critical voice. Matters came to a head during the registration debate, with harsh clashes between supporters of different unions. Others — notably the Council of Unions of South Africa — felt left out altogether. However, the Bulletin's willingness to tolerate the debate established its independence beyond contest, while it has tried to broaden its editorial base and consult with discontented unions to reduce its image of a Fosatu-dominated organ.

Another inevitable question confronting a journal like the SALB is its relation to the black community. Several blacks were involved at the outset, including Harold Nxasana, Foszia Fisher (Dr Turner's wife), and Gwen Mokoape (wife of Black Consciousness activist Aubrey Mokoape). However, for some time now, there have been no black members of the editorial board. According to Jon Lewis, the British specialist in South African labour history who has run the Bulletin since February, black intellectuals are pre-occupied by the nationalist movements, so "there's not a great connection between the black intelligentsia and the trade union movement."

Of more concern to him and his colleagues is the Bulletin's small readership among shop stewards and other black worker leaders. "There are probably more personnel managers than workers reading the Bulletin, and we are trying to change that," says Dr Webster.

Other changes are also likely in the future. The union unity talks now underway seem likely to produce a new "super-federation" set to become the dominant force among South Africa's black workers. The Bulletin may well become the "unofficial house journal" of the new grouping, which would further enhance its audience and influence. That prospect is a measure of the distance covered by the Labour Bulletin and the labour movement in South Africa since their shaky beginnings a decade ago.

# Union to sound health alarm

By Carolyn Dempster,  
Labour Reporter

The Black Allied Mining and Construction Workers' Union will launch a health awareness campaign among asbestos mineworkers and in rural communities used as a source of labour for asbestos mines.

The announcement follows last week's disclosures that 134 mineworkers at Penge asbestos mine in the Eastern Transvaal have been laid off and compensated for the lung disease asbestosis during the past 10 months.

"As far as we are concerned, people recruited in the rural areas to work in these mines do not know of the enormous

hazards they are being exposed to," explained Mr P Nefolohodwe, president of Bamcwu.

"Our intention is to go all out, distributing pamphlets if necessary, to alert these communities to the dangers of working with asbestos. We owe nothing to the mine managements, but we do owe something to the people who are dying because they were not told and not protected from exposure to the asbestos fibre.

"Mines and factories overseas have been

closed as a result of the anti-asbestos campaign," he said.

The union was also sending a team of medical doctors to the mine to investigate the extent of asbestosis and compile a dossier to be used as part of the campaign, he added.

Mr Nefolohodwe said it was up to the mines to institute safety measures and provide workers with protective equipment.

Investigations by The Star revealed last week that women recruited at

Penge as supplementary labour were paid R2,50 a shift (up to 10 hours) and were taken on to sort waste material from the asbestos.

In interviews with the women it was found that they were not given any protective gear and, as their job involved handling raw asbestos on conveyor belts, they were constantly exposed to asbestos dust.

Medical examinations, in terms of regulations, are carried out on the mine every six months to check for signs of lung disease.

Although asbestosis is disabling it need not be fatal. But the mineworkers also run the risk of contracting mesothelioma, the fatal lung cancer caused by inhalation of asbestos fibres.

24/7/84 Star  
139  
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*Journalist 14/7/84 (134)*

# Ccawusa seeks unity

By JOSHUA RABOROKO

THE Commercial, Catering and Allied Workers' Union of South Africa (Ccawusa) is seeking closer federation with other unions operating in the commercial industry for the sake of trade union unity.

This was disclosed to The SOWETAN by Mrs Emma Mashinini after she was re-elected general secretary at a historic national conference in Pietermaritzburg where a resolution was passed opening doors to coloureds and Indians.

The union's constitution had catered for blacks only and the change to include the two race groups could

be seen as "historic in an attempt to seek trade union unity", Mrs Mashinini said.

However, the conference disallowed a proposal that white commercial workers also be included in the union — the biggest shop workers' union in the country.

Mrs Mashinini explained that the consti-

tution was changed because the union had already recruited coloured and Indian members.

## Whites

But Mrs Mashinini said that at this stage "we are still divided on the question of allowing whites".

Ccawusa has in the past worked closely

with the National Union of Distributive Workers (NUDW), especially in the wage negotiations with the giant OK Bazaars stores early this year. NUDW has white Indian and coloured members.

"We shall have to discuss the possibility of a federation with NUDW in the light of these circumstances," she said.

# Putco to up its fares

PUTCO has applied to the local Transportation Boards in Johannesburg, Pretoria and Bophuthatswana to increase its bus fares by an average of 12,5 percent by not later than Novem-

ber 1.

A statement by Mr Pat Rogers, the company's public relations officer, said it should be noted that revenue includes both the amount paid by the commuter,

and the amount by which his fare may be subsidised by the Government. The new fares applied for do not take into account any recoverable discounts (subsidies) which are now, or may in the future, be paid by the Department of Transport on behalf of any passengers.

## Price

Mr Rogers said "It is not possible to say how much of any increase granted is payable by the passenger until a decision is made by the department regarding the subsidy."

Putco in announcing the proposed increases, said "Consumer price increases are never welcome and we are sensitive to the fact that in the current climate they are not easily afforded by the least affluent section of our community. However, the company has been hit by rising prices in the same way as everybody else, and it had no option but to pass on these increases."



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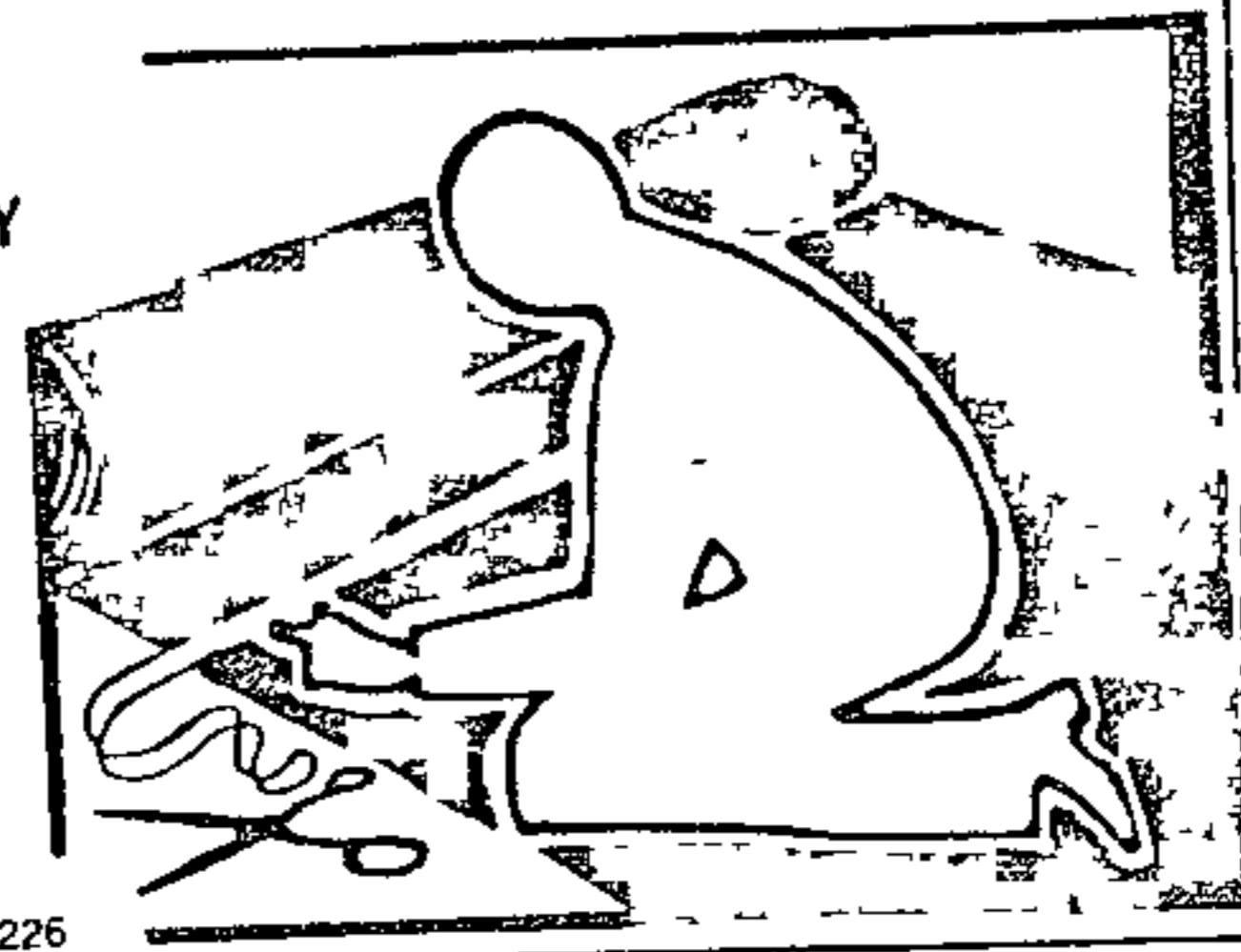
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**DDIES**  
**WELL**  
**COST**

**SPARKLES**

**Court rules  
miners  
must quit**  
26/7/84  
Pretoria Correspondent

The Pretoria Supreme Court has granted an order for the eviction of almost 1 400 mine-workers from the premises of a Northern Transvaal asbestos mine.

The management of Penge mine claimed that the workers illegally went on strike on July 4 and dismissed themselves by refusing to return.

They were dissatisfied with pay increases received at the end of June.

They were given until July 12 to vacate the mine hostels but refused to do so.

Mr Justice Curlewis yesterday found that the 1 378 workers were occupying the hostels illegally, granting an order for their eviction in favour of the owners of the mine, Engap Limited.

Leave to appeal and an application for a stay of execution were dismissed.

~~139~~  
~~139~~  
Union stages  
walkout

26/7/84

JOHANNESBURG —  
Officials of the unregis-  
tered National General  
Workers Union walked  
out of an Industrial  
Council dispute-settling  
meeting yesterday after  
being told they could not  
represent the union at  
the meeting, the  
NGWU's general secret-  
ary, Mr Donsie Kumalo,  
said yesterday

Mr Kumalo said coun-  
cil officials had told the  
NGWU it was "not a  
trade union" and that its  
officials could attend as  
"people chosen by work-  
ers to represent them"  
only

Comment from council  
officials could not be  
obtained yesterday

According to Mr  
Kumalo, the NGWU was  
due at yesterday's meet-  
ing to provide proof of  
its membership at the  
company — DDC

## BLACK UNIONS

### Opening the ranks 139

The Commercial, Catering and Allied Workers' Union of SA (CCAWUSA) has emerged from its national conference in Maritzburg with a new president and new membership criteria. It also appears to have avoided a widely predicted second split.

Like the SA Allied Workers' Union and the Metal and Allied Workers' Union (both of which split recently), CCAWUSA has been riven by internal tensions. Early this year one-third of the union's membership at a chain store group — about 500 people — broke away and formed a new union. It was an open secret that some union branches were in sympathy with the new grouping.

At the weekend's conference a lengthy debate resulted in the union opening its ranks to coloureds and Indians. This will not fully satisfy those elements in the union who want a non-racial constitution. It will, however, give the union the opportunity to extend its membership, particularly in some coastal regions where the "blacks only" policy reduced its influence drastically.

The union's new president is Jonas Ledwaba, a clerk at Metro Cash & Carry. General Secretary Emma Mashinini was re-elected. Says Mashinini, who was a founder of the union in 1975 and has seen its membership grow to over 30 000: "The union has now become more close-knit."

Financial Mail July 27 1984

Mine may  
re-employ  
27/7/84  
strikers (3)

Labour Reporter

No immediate action is to be taken against 1379 dismissed workers who have refused to leave Penge asbestos mine in the Eastern Transvaal, although an eviction order was granted this week to Egnep, owners of the mine, by the Pretoria Supreme Court.

This was said today by Mr Pat Hart, managing director of Egnep's parent company, Griqualand Exploration and Finance Company.

He said the firm would consider re-employing the miners, but would not say how many of them.

The workers, represented by the Black Allied Mining and Construction Workers' Union, struck in support of wage demands on July 2 and were fired on July 10 for not returning to work.

The eviction order was granted by Mr Justice J D Curlewis, who turned aside argument by counsel for the miners that they could not be discharged before having a medical examination - according to provisions of the Occupational Diseases in Mines and Works Act

# Compensation is called racist and a nightmare

By Carolyn Dempster, Labour Reporter  
Compensation for occupational disease or injury has been condemned as racist, discriminatory and a bureaucratic nightmare. The criticisms have been levelled by a member of the 1982 Nieuwenhuizen Commission of Inquiry into Compensation for Occupational Diseases and labour researchers studying workmen's compensation.

Among the glaring inequities highlighted by Mr J A Hurter, chairman of the Controlled Mines and Works Association and a member of the Nieuwenhuizen Commission, are

- White miners who contract a compensatable occupational disease receive almost 15 times more than black miners
- Millions of rands are paid out after death in compensation for occupational diseases although the disease did not cause or contribute to the death

It has become the practice that if an autopsy finds so much as a diseased nodule in the lungs the dependants of the dead man are compensated.

But for most black mineworkers who return to the homelands there is scant medical service, not more than 5 percent are examined after death and there is minimal hope of compensation for their families

- Tuberculosis is treated as a permanent irreversible disease and no provision is made for financial assistance for medical treatment

In an interview with The Star Mr Hurter also criticised the disparities between the Occupational Diseases in Mines and Works Act and the

Workmen's Compensation Act (WCA)

"A worker in a factory is actually better off than a chap on the mines. The WCA is non-racial, colourblind, and claims are paid out on a pension basis calculated according to earnings. As a result the factory worker is likely to get more than his mining counterpart, even though they may be suffering from the same disease in the maximum degree," he said.

"It is time the whole mess was sorted out and depoliticised," he added.

But even the Workmen's Compensation Act, which is less blatantly discriminatory, has come under heavy fire from labour researchers.

In a recently released paper Mr Ighsan Schroeder of the Southern African Labour and Development Research Unit says most WCA claimants - unskilled workers - are severely discriminated against because

- Awards are calculated as a percentage of earnings and unskilled workers are in the main paid a pittance
- Red tape and staff shortages result in seemingly interminable delays
- Thousands never receive their compensation because they do not know about the award, have returned to a homeland or rural area and cannot be traced. There is R5 121 916 unclaimed
- Workers are prevented from suing employers for damages
- A rebate system favouring employers with a low accident rate discourages them from reporting injuries

● See Page 8, World section.



The bride's happiness outweighs even her courage as Nguy at the altar with 20-year-old Gary Moore. And Lan, who stubbornly refused a chair to ease the pain she suffers church of St Nicholas on Convey Island was attended by airlifted to Britain from Saigon in 1975. Two years earlier polio.

## Journalists urged to build

### understanding among races

Political Staff

pointing out the potential for consensus and co-operation".

must not

# The new-

# Rival unions seek support of metal workers

The split within the Metal and Allied Workers' Union (Mawu) has plunged thousands of union members on the East Rand into a dilemma of divided loyalties.

Torn between two rival unions, more than 20 000 metal workers at 38 factories on the East Rand are at the centre of the continuing battle for support.

On one side is the United Mining, Metal and Allied Workers of South Africa (Ummawsa), formed by the four East Rand organisers dismissed from Mawu this month: Mr Sam Ntuli, Mr Z Sipeta, Mr E Godongwana and Mr David Sebabi.

## CLAIMS SUPPORT

Ummawsa claims it has the support of 15 000 to 20 000. Mawu has the full support of the Federation of South African Trade Unions (Fosatu).

Mawu claims that the new union has support at only seven factories and that by the end of last week not one resignation had been received.

Tensions have been building up for two years. They emerged this month when four East Rand unionists now holding key positions in the new union were suspended and later dismissed by Mawu's national executive for alleged "gross misconduct and mismanagement of union funds".

At a Press conference last week the executive of Ummawsa gave the reason for the split as the dominance of

Mawu by a "tiny bureaucratic white elite" which attempted to limit political options.

Ummawsa dismissed the accusations of financial maladministration as a smear tactic employed when the possibility of a split within Mawu became clear.

Spokesmen for the new union insist that the fundamental problem was bureaucratic dominance and manoeuvring by white intellectuals holding key positions in Mawu.

They maintain that

- Tensions between white technocrats and worker leadership led to the splitting of the Transvaal into eastern and western branches.

- This culminated in the removal of Mawu headquarters from the East Rand to Johannesburg and the election of a new general secretary based in Johannesburg.

Mawu claims in a statement released this week

- More than R4 000 of union money was spent on a wedding in 1983. Former general secretary Mr David Sebabi denied misusing the money.

- Since the split Ummawsa has deposited in its account as much as R7 000 in cheques made out to Mawu. Mawu shop stewards stated that the workers had never authorised this.

Fosatu regards the new union as racist but the Ummawsa leadership declares it is trying to implement non-racial principles and worker control.

ADM 28/7/84 139

# Mine's offer to workers

**Mall Reporter**

THE Penge mine — scene of a three-week-long strike by workers who refused to vacate their hostels after they were fired — will start re-employing workers on Monday, Mr Pat Hart, managing director of Geico, said yesterday

More than 1 300 workers went on strike early this month in protest against their annual wage increases

Mr Hart said between 700 and 800 workers had indicated they wanted to be considered for re-employment.

He said the workers had voluntarily left the hostel late this week following the court order

won by the company in the Pretoria Supreme Court on Wednesday requiring the workers to leave

"The workers lined up peacefully for their medical examinations and left voluntarily," Mr Hart said

A spokesman for the Black Allied Mining and Construction Workers' Union (Bamcwu) said the workers were still planning a mass meeting to decide whether to accept the jobs

The Bamcwu spokesman said they had heard from the company they were prepared to re-employ about 1 000, but many of the workers were demanding that all or none be re-employed

# Police violate Key Law, say domestics

Staff Reporter

IN RESPONSE to the police raids on domestic workers in Sea Point, the Domestic Workers' Association is to embark on a campaign informing employers about the Key Law — which the DWA believe is being violated by the police

According to DWA chairwoman Miss Maggie Oewies, more than 300 raids in the early hours of the morning have been carried out by the police in the past week.

In terms of the Key Law — introduced in 1982 — employers of domestic workers must be in possession of a key to their servants' quarters and must accompany the police when they visit their employees' rooms, Miss Oewies said

During the current raids, police had gone straight to servants' quarters and demanded entry, and on many occasions had kicked doors down. Plainclothes police had not shown identification, she

claimed.

"I would like to see the police going to the employers at 4am and waking them up to accompany them on a raid," Miss Oewies said

Employers had a "cool attitude" towards workers who complained of police harassment at night. To appease workers, they usually said the police had always carried out raids on domestics, she said

"Because employers are not objecting to the raids, we believe the Key Law is being violated, and we intend drafting a letter to employers informing them of our complaints and their rights and duties"

Miss Oewies went on to point out that employers, living in the "lap of Sea Point luxury", had little or no idea of the living conditions of their domestic servants — or any idea of the responsibilities of their work.

"We are running their homes for them and looking after their children, and yet they do not know that some workers have to wash using cold water and a bucket, or that in some flats there are about 16 to 18 women sharing washing facilities."

● According to a police spokesman this week, members of the Sea Point police had acted on two bona fide complaints of illegal occupants in domestic quarters

Other investigations had been initiated after complaints from the public, and detectives had at times forced entry to make arrests on occasions when occupants had refused to open doors, the spokesman said

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# Sacked miners head home

By JOSHUA RABOROKO

AFTER more than three weeks of uncertainty, the 1 700 dismissed employees at Penge Asbestos Mine in the north-eastern Transvaal have accepted their fate and have left the mine grounds.

The Pretoria Supreme Court last week granted the mine an order permitting it to eject the miners from the compound in which they had been assembling since they went on strike on July 4.

Last Friday the miners held a mass meeting at a small village of Bothashoek, where they decided to spurn management of-

fers of re-employment. They said management had said those willing to be re-instated should report at the mine yesterday.

They feel if they do not go back, the company will be forced to employ inexperienced recruits and in this way production will suffer.

### Power

Freedom songs were chanted and black power signs displayed as the more than 1 400 sacked mineworkers present at the meeting

tried to keep their unity intact.

All have collected their severance pays from the mine and most complained they had been given nine days' wages, which ranged between R30 and R60, and they had not been given their pension money or long service benefits.

After the meeting, the Black Allied Mining and Construction Workers Union (Bamcwu) — which claimed to have commanded a membership of 90 percent in

the mine — organised buses to take the dismissed workers home, most of whom are from Lebowa and Gazankulu.

Bamcwu's senior vice president, Mr Mbulelo Rakwena, urged the workers to take their UIF cards to their nearest Commissioner's office to qualify for unemployment benefits.

Bamcwu is to engage union doctors to examine the dismissed workers and determine whether or not any of them contracted diseases related to the inhalation of asbestos or mine dust.

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## Penge miners reject offer

THE TRADE union representing the black mineworkers fired from Penge Mine in the Eastern Transvaal says the workers were offered their jobs back — but at a lower rate of pay.

The 1 700 workers were dismissed by the mine three weeks ago after refusing to work at the new pay rates which came into effect on July 1 and which are based on the new rates being applied by members of the Chamber of Mines

Mr Pandelani Nefolovhodwe, general secretary of the Black Mining and Construction Workers' Union (Bamcwu) in Johannesburg, said yesterday the "affected workers," numbering about 1 400, had rejected the mine's offer to re-employ them

"They were offered the rates which are offered to new recruits, which is less than what they had been getting before. They turned it down. Obviously the mine is not serious about its offer," he said

### **Benefits**

The remaining 300 or so workers, he said, had "never been dismissed" as they were not present at the mine at the time of the dispute and subsequent dismissal

Mr Pat Hart, managing director of the Griqualand Exploration and Finance Company (Gefco), owners of the mine, confirmed that the dismissed miners had been offered re-employment at recruitment rates. This generally meant they would earn less than they did previously because their service benefits were lost. However they were being paid according to their work experience

Mr Hart, whose company has refused to negotiate with Bamcwu on the strike issue, said. "Several hundred" of the dismissed workers were signed on yesterday morning — Sapa

# Striking workers go back

ABOUT 400 workers who had downed tools at an East Rand company, in solidarity with a dismissed colleague, yesterday returned to work after he was reinstated

The workers, all members of the Black Allied Mining and Construction Union (Bamcu), went on strike at Pan African Shopfitters in Germiston at about midday on Monday

Mr Fandelani Nefholovodwe, general secretary of Bamcu, said the union's officials met with management on Monday afternoon but the matter could not be resolved

Another meeting took place yesterday morning at which management agreed to reinstate the fired worker. After this was reported back to the other workers they returned to work

A spokesman for the company yesterday confirmed that a work stoppage had occurred and that everything was now back to normal as the workers have returned to their jobs

1/8/84 (139)

# 65 cleaners at UWC stay out on strike

*C. Times* Labour Reporter (139)

SIXTY-five cleaning workers stayed out on strike at the University of the Western Cape yesterday while talks were held with the management of Pritchard Cleaning Services, a spokesperson for the workers said yesterday

Mrs Florrie de Villiers, vice-chairperson of the Domestic Workers' Association, confirmed that workers had gone on strike at noon on Monday in support of a pay increase and other demands

Workers stayed out yesterday while she and the workers' committee negotiated with Mr J Woolley, Pritchard's Cape Town branch manager

She said management had met a demand for half-days off on pay-days, but workers were still demanding pay increases as well as refunds of money deducted from their pay packets at the end of last year.

Mr Woolley had agreed to present the demands to the Pritchard management and talks would continue today

Mr Woolley could not be contacted for comment

# Cleaners end strike

Labour Reporter

SIXTY-FIVE cleaning workers at the University of the Western Cape have gone back to work after settling their dispute with the management of Pritchard Cleaning Services

Mr J Woolley, Pritchard's Cape Town branch manager, said yesterday that the dispute had been resolved to the "complete satisfaction" of management, workers and the UWC administration, and workers had returned to work immediately after the final talks

He said the settlement involved "pay and other related matters".

Mrs Florrie de Villiers, vice-chairperson of the Domestic Workers' Association, said management had agreed to a 16 percent pay increase from August 1 and a 9 percent increase from October 1.

Workers had also won a monthly half-day off on paydays and management had agreed to consider representations regarding deductions made from pay packets in January.

"We are very happy for the workers' sake," Mrs De Villiers added

2/8/85

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August '84



# UDF & WORKERS

Wie rig die hoë geboue op in Kaapstad?  
Wie maak die mooi klere in die groot winkels?  
Wie maak die kos en pak die rakke in die supermarkte?  
**DIT IS ONS, DIE WERKERS**

Maar ons wat die hoe geboue oprig, woon in huise wat soos sardientjeblikke lyk. Ons wie klere maak, ons kinders dra stukkende klere skooltoe. Ons wie kos maak en verpak, gaan slaap saans met honger mae.  
**DIT IS ONS DIE WERKERS**, wie die rykdom van die land produseer. Maar ons kry 'n baie klei gedeelte daarvan.

### ONS WORD DEUR ALMAL RONDGEMORS

Ons werk vir lae lone Ons werk lang ure in swak werksomstandighede Tuis betaal ons hoe rent, kospryse en GST wat ons nie kan bekostig nie Ons word deur die Groepsgebiedewet verskuif Baie van ons word forseer om passe te dra Ons word in tuislande neergeplak

### MAAR WAT KAN ONS DOEN? DAAR IS SO BAIË PROBLEME.

Daar is slegs een oplossing vir al ons probleme, naamlik **ORGANISASIE.**

By die werk - sluit aan by die unie.

Tuis - sluit aan by inwonersverenigings.

Sluit aan by die jeug en vroueverenigings

Laat ons organiseer waar ons ook al is.

Prat met al die mense. **VOORWAARTS NA VRYHEID!**

### UDF ONDERSTEUN DIE WERKERS.

Werkers wil nie graag staak nie Maar hulle word deur die gierigheid van die fabrieksbase forseer om te staak Werkers het alle bystand nodig in hulle daaglikse stryd Die UDF het nog altyd die werkers in hul stryd ondersteun

### DIE UDF BESTAAN UIT MEER AS 600 ORGANISASIES REGOOR SUID-AFRIKA

Die UDF staan nie apart van die werkers nie Werkers in hulle organisasies kan die UDF verder versterk Dit beteken dat ons almal moet saamstaan Die regering probeer baie hard om die werkers te verdeel - "Kleurling" werkers van "African" werkers, werkers met passe wat by hulle families kan woon van kontrak werkers Maar werkers sal nie om die bos gelei word nie Dit is dieselfde regering en fabrieksbase wat ons so laat ly



**Ons verwerp die verkiesings van Augustus.**

**Ons verwerp die paswette en die tuislande.**

**Ons stem nie vir apartheid nie.**

**AN INJURY TO ONE IS AN INJURY TO ALL.**



## Joint Anti - Election Rally

(UDF trade unions and other progressive organizations)

**Monday, 6 August at 7.30 p.m.**

**Funcity, off Hein Road Athlone**

Issued by: J de Vries, 5 Hares Str, Mowbray, 7700  
Printed by: Allies Printing Services, P O. Box 62, Athlone



# IUDF NABESEBENZI

Ngobani abakha ezizakhiwe zinkulu kangaka eKapa?  
Ngobani abenza impahla entle kwezivenkile zinkulu?  
Ngobani abenza ukutya bapakishe ishelves kwezivenkile zinkulu ezinje nge supermarkets?

## SITHI BASEBENZI

Kodwa thina bantu bakha ezizakhiwa zinkulu, sihlala kwizakhiwe ezincinci kakhulu ukutsho oko izindlu esihlala kuzo-zincinci Thina bantu bathunga impahla entle bethungela ivenkile ezinkulu, unokubona abantwana bethu bayadlakazela xa besiya eskolweni Thina bapakishe ishelves benza nokutya kwezivenkile zinkulu silala silambile mihla le Sithi, basebenzi abenze eli lizwe latyeba Kodwa incinci kakhulu indawo yethu kulo

## SIKHO KUYO YONKE INDAWO JIKELELE

Emsebenzini sifumana umvuzo ophantsi kakhulu Amaxesha ethu omsebenzi made kakhulu Irente zonyukile emakhaya, ukutya ne rafu ntengo kunzima ukuzihlawula ngenxa yomvuzo Siyafuduswa sishiywa noba kuphi na leli qumru Uninzi lwethu lwananzelwa ukuba liphathe amapasi Silahlelwa kwiBantustan

Ongxowa nkulu nocalucalulo lukarulumente basebenza kunye ukusicinezela.

## SINGENZA NTONI? SIJONGENE NENGXAKI EZININZI

Linye iyeza lezingxaki -NGUMBUTHO Ukuba usemsebenzini i - Joyini i trade union. Ukuba usekhaya - Joyini umbutho wabahlali Joyina umbutho wolutsha nombutho wamakhosikazi. Kufuneka si organize apho sikhoyo noba kuphi na. Kufuneka sithethe nabanye abantu abangayaziyo Inibutho sibacacisele ngayo Sithi phambili nenkululeko!

## I UDF IXHASA ABASEBENZI

Abasebenzi abaluthandi ugwayimbo Kodwa ngamanye amaxesha ukunyoluka kongxowankulu kunyanzela abasebenzi ukuba bagwayimbe (strike) Abasebenzi bafuna abantu abanokubanceda kwidabi labo le mihla ngemihla I UDF soloko imile njalo ecaleni kwabasebenzi ibance disa kwidabi labo

Khona ngoku xa abaqhubi be bhasi zaseKapa babesala ukusebenza i overtime, i UDF yaxelela uCity Tramways ukuba amamele

Khona ngoku xa abaqhubi be bhasi zaseKapa babesala ukusebenza i overtime, i UDF yaxelela uCity Tramways ukuba amamele imfuno zabaqhubi Kwakunjalo naku basenzi basezifactory zakwa Cape Underwear, nakubasebenzi base Dairy Belle I UDF yalumkisa ongxowa nkulu bezindawo Kwidabi lezindawo zibizwe ngentla, ongxowa nkulu bazimamela izikhala zo zabasebenzi Yonke lonto yabangwa lumanyano lwabasebenzi, nongxowa nkulu babeso yika amandla nomoya we UDF



## I UDF YAKHIWA YIMIBUTHO ENGAPHEZULU KWAMA 600 KULO LONKE ELI LOMZANTSI AFRIKA

I UDF ayohlukanga kubasebenzi Ngabasebenzi, nto nje baphuma kwimibutho le yenze i UDF yomelela Lonto ithetha ukuba kufuneka sime sonke sibanye Urulumente uzama ngazo zonke indlela zokwahlula abasebenzi - uzama ukohlula abasebenzi beBala kubasebenzi abamnyama, abasebenzi abanamapasi bahlale nefamily yabo etown besuka kubasebenzi be-contract Kodwa bona abasebenzi abana kubhanxwa Ngulo ongxowa nkulu umnye nalo rulumente lo wenza sihlupheke

**Asilufuni ulonyulo luka August. Asivoti! Asiyifuni imithetho yamapasi neBantustan!**

**INTLUNGU YOMNTU OMNYE; YINTLUNGU YABANTU BONKE!**

# Mass Cape rally against elections

By RIAAN DE VILLIERS  
Labour Reporter

ALL emergent trade unions and major community-based political organizations active in the Cape and opposed to the new constitutional dispensation will join forces in staging a mass anti-election rally in Athlone on Monday night.

This was announced finally in a statement yesterday following a series of behind the scenes meetings this week between the organizations involved

The rally is seen as an event of major political importance, as it will represent almost the entire spectrum of extra-parliamentary organizations

opposed to the new dispensation

Political organizations taking part are the United Democratic Front, the Cape Action League (CAL) and the Federation of Cape Civic Associations.

Unions include all those expected to unite in a new federation of independent unions later this year

They are the National, Automobile and Allied Workers' Union and National Union of Textile Workers, both Fosatu affiliates; the General Workers' Union, the Food and Canning Workers' Union and the Cape Town Municipal Workers' Association

Others are the Media Workers' Association of

South Africa, a UDF affiliate, and two new emergent unions closely aligned with the UDF, the Clothing Workers' Union and the Retail and Allied Workers' Union.

## 'Boycott'

Mr A M Omar, who has been elected to chair the rally, said yesterday that its central theme would be a "call to the oppressed and exploited people not to vote on August 22 and 28 and to boycott the dummy apartheid elections"

"We call upon the working people of this land to unite and fight against every aspect of the so-called new deal and against all attempts to divide the working class," he added.

The rally will be held in Fun City, off Hines Road, and will start at 7 30pm.

## Tension

There have been varying degrees of tension between participating organizations in the recent past

A major rift developed last year when independent unions refused to affiliate to the UDF. At the same time they said they were willing to cooperate with any organizations, including the UDF, opposed to the new deal

This sparked off an acrimonious debate between various factions over the relationship between trade unions and community-based political organizations

However, these tensions have abated considerably since then and observers say the rally is an important indication of the extent to which relations between unions and community organizations have improved

There have also been tensions between the UDF, the CAL — affiliated to the rival National Forum — and the Federation of Cape Civics, an independent community organization

● Yesterday's statement charged that there were "attempts to sow disunity and division between the organizations" — and cited as an example a "mischievous report" which appeared in the Cape Times earlier this week

It "condemned" these actions which it charged were "designed to disrupt the joint rally and united action to boycott the elections"

But participants were "determined to make the rally a success," it added

● The Cape Times report stated the joint meeting was being organized and focused attention on the political debate between the UDF, the National Forum, CAL and Azapo as reflected in a recent issue of CAL's mouthpiece, Solidarity

(Report by Riaan de Villiers, 77 Burg Street, Cape Town)



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## 1 700 told to go after sit-in

PIETERSBURG — More than 1 700 workers at two Tempest International plants in Pietersburg and Seshego were yesterday ordered out of the company's premises by management following mass sit-ins over wage increases.

The workers, mostly members of the Black Electronics and Electrical Workers Union (Beewu), had demanded a wage increase of 50% across the board.

The lowest paid worker at Tempest earns R18 per week, according to the union.

According to Beewu's national organiser, Mr Thabo Montjane, worker representatives at the Pietersburg branch — with a work force of about 1 000 — failed to reach an agreement with management yesterday morning.

After downing their tools, the workers were ordered off the premises. They marched 7km to the Seshego plant, where those workers, mostly women, joined in a march to the Lutheran church where a meeting was held.

Their demands were

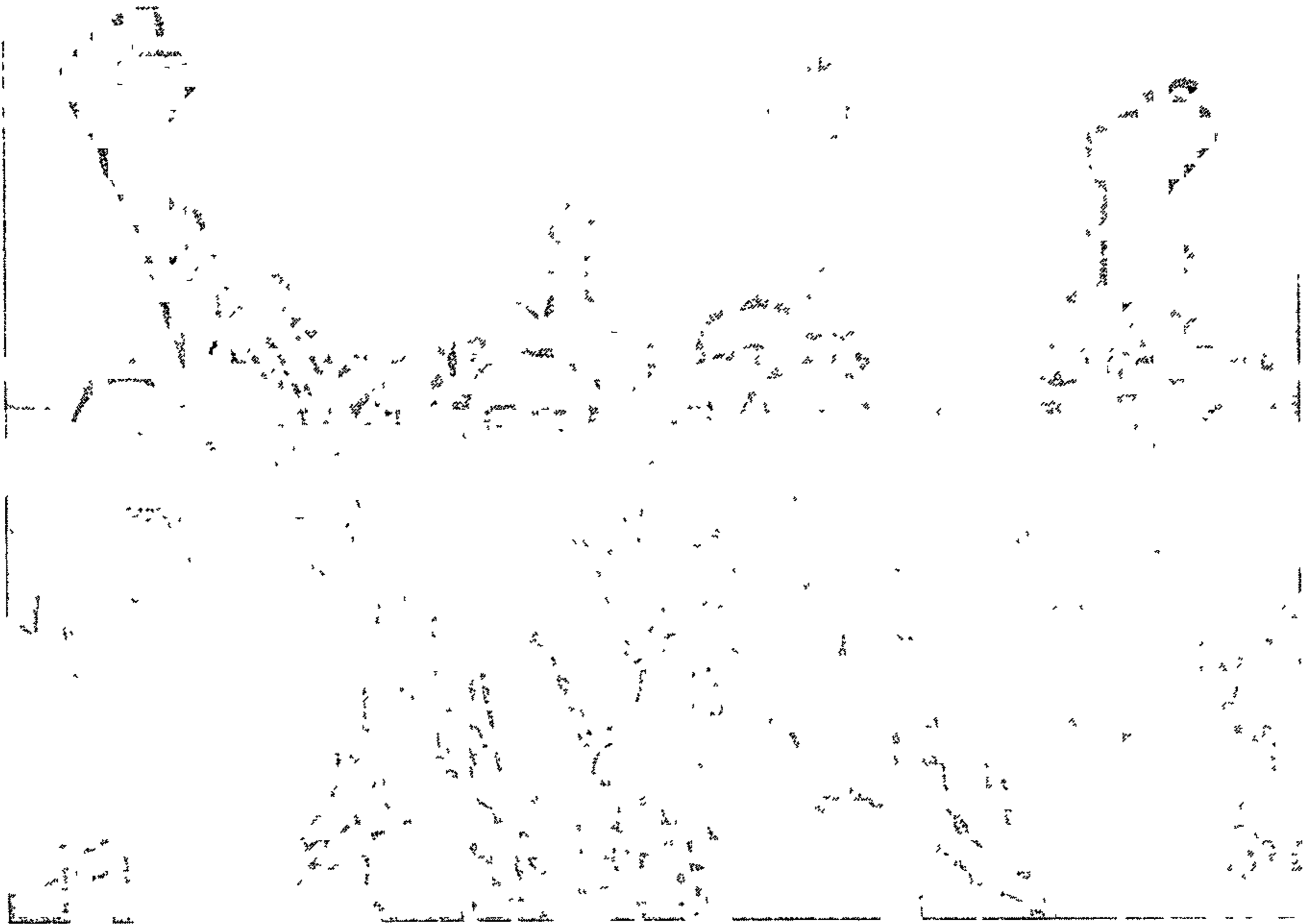
- A 50% wage increase across the board,
- Unconditional recognition of Beewu,
- An immediate stop to "uncalled for dismissals of workers" and
- Paid maternity leave.

Pregnant women have previously been forced to resign and then rejoin the plant after the birth of their babies — Sapa.

● More labour news

— See Page 8

# LABOUR UNREST



## WHO CALLS THE TUNE?

**T**rade Unions throughout the free world have often been the useful tools of revolutionary and communist inspired groups bent on the destruction of the free enterprise system. The organised worker i.e. the trade unionist fighting for his own economic improvement, was of no use to Lenin and other early communist strategists. It was only when the working class made the transition to the political struggle that they became a revolutionary factor in the "class struggle". It was made very clear as to how this transition should take place — "class consciousness" must be instilled into the workers by members of a small elite group of revolutionaries. This group, known by marxist strategists as the Communist Party, becomes the vanguard of the workers revolution.

When the transition takes place, the average trade union member, easily misled by the rhetoric and slogans of revolutionaries, may not even be aware of a shift in emphasis in the policies of his trade union — made by his leaders or by agents of influence, working for foreign powers or revolutionary movements

Many trade unions in the free world are genuinely anti-marxist, concerned with the betterment of their members working conditions within the free enterprise system rather than fomenting violence and revolution in their respective countries. This is true for America's largest trade union — the AFL-CIO which is anti-soviet and anti-communist

As a result, to neutralize these tendencies, marxists developed a twofold strategy

- The penetration of trade unions by agents of influence
- The setting up of the Soviet controlled "**Red Internationale of The Labour Unions**" in 1921 known as the "**Profintern**", to weaken pro-capitalist trade unions and support marxist leaning trade unions world-wide. After WWII the "Red Internationale of the Labour Unions" became known as the **World Federation of Trade Unions** with its headquarters based in Prague (Czechoslovakia)

### **Communist Penetration of European Trade Unions.**

The penetration of trade unions by communists has been particularly successful in Europe. In the 1970's a high ranking Czech defector — Josef Frolík disclosed that five top British trade union leaders were agents of the KGB. They included, transport union leader Jack Jones; engineering union president Hugh Scanlon; former print union chief Lord Briginshaw; ex top engineering union official Ernie Roberts — who became a prospective MP for the Labour party and Lord Hill, boiler-maker union leader

Today the **British Communist Party (BCP)** is represented on most union executives in Britain and has played a major role in government/union confrontations in recent years. Two members of the all powerful 38 member general council of the Trade Union Congress are members of the BCP. They are George Guy of the National Union of Sheet Metal Workers and Ken Gill of the Technical and Supervisory section of the Amalgamated Union of Engineering Workers

### **The World Federation of Trade Unions (WFTU)**

The **WFTU** today claims a membership of 90 affiliates representing over 200 million members worldwide. The key functions of the **WFTU** are to promote Soviet propaganda, to identify and support sympathisers and agents in western countries, and to organise an ambitious training programme for western trade unionists, who are invited to institutions such as the International Trade Union College in Moscow, the Georgi Trade Union School in Bulgaria, or the Fritz Heckert College in East Germany — to be taught the finer rudiments of how to be a "good" striker



*Radical Unions — Improving working conditions OR fostering violence?*

### **THE SACP ROLE IN THE S.A. TRADE UNION MOVEMENT**

**W**hat relevance does all this have to the South African situation? The answer is very clear — as with their world wide counterparts, sectors of this country's trade union movement have and continue to be used to foster violence and revolution in SA, rather than improve the economic conditions of their workers. Forgotten by many people is that Marxists have been active in SA's labour movement since the very first decade of this century.

SA probably had its first whiff of Marxism in 1902, when British workers on the reef established the **BRITISH SOCIAL DEMOCRATIC ASSOCIATION**. In 1904, Wilfred Harrison (one of the founding members of the **SOUTH AFRICAN COMMUNIST PARTY**

declared during the founding of the **SOCIAL DEMOCRATIC FEDERATION** in Cape Town that its aims included — "The abolition of capitalism and landlordism, the socialisation of all the means of production, distribution and exchange, that is, the ownership and control of all the means of production by the people for the people" In 1917, a leading British communist — S P Bunting founded the **INDUSTRIAL WORKERS OF AFRICA**, which unleashed a series of wildcat strikes on the reef

Prominent members of the **SOUTH AFRICAN COMMUNIST PARTY (SACP)**, formed in 1921, including David Ivan Jones, Sydney Bunting, Solly Sachs and J B Marks were closely associated with the early development of SA's trade union movement The first secretary of the SACP — Bill Andrews was also chairman of the SA Labour Party and the **INTERNATIONAL SOCIALIST LEAGUE** (the forerunner of the SACP) which was affiliated to Lenins-International Labour Organisation The SACP was deeply involved in the 1922 Rand Strike, using slogans such as "Workers of the world unite"

In 1922, a top British communist — Tom Mann (member of the Bolshevik International labour wing — the "Profintern") visited SA on behalf of the **Komintern** (the communist international) He addressed amongst others, the third annual congress of the **INDUSTRIAL AND COMMERCIAL WORKERS UNION (ICU)** From the 1930's, members of the SACP played an increasingly prominent role in the emerging trade unions for black and white workers

Communist party members, Solly Sachs and Benny Wienbren, were secretary of the Garment Workers Union and president of The Native Trade Union Federation respectively In August 1946, a major strike was organized by the **African Mine Workers Union** on the Witwatersrand which involved over 76 000 strikers The chairman of the union was none other than SACP executive member J B Marks who since 1945, had also become a member of the national executive committee of the **ANC**.

The strikes and labour unrest in the late 40's culminated in the promotion of the **SA Congress of Trade Unions (SACTU)** which together with the **ANC**; **SA Congress of Democrats (SACOD)** — a white marxist group; **SA Coloured Peoples Congress (SACPC)**, and the **SA Indian Congress (SAIC)** — formed the **Congress Alliance** in 1953 In the same year, SACTU affiliated to the soviet controlled **World Federation of Trade Unions** while SACTU's first secretary — Leslie Massisa was trained in Czechoslovakia.

Although SACTU was not banned together with the **ANC** and **SACOD** in 1960 and 1962, it was forced into exile by strict security legislation that came into being after the first acts of sabotage by **Umkhonto We Sizwe** (the military wing of the **ANC**) on 16 December 1961

## **SACTU — Labour Wing of the SACP/ANC Alliance**

Despite the denials of **Nusas** — irrefutable evidence has emerged to prove that SACTU has become the labour wing of the **ANC/SACP** alliance, and is being used to politicise South African workers and create a

revolutionary climate in this country Official Soviet propaganda backs SACTU in its attempts to coordinate the struggle of the "working people" and of Political action "within the framework of the liberation movement"

In SACTU's official history published in 1980, entitled "Organise or Starve", it emphasizes that the campaign of the **ANC** and **SACTU** were never regarded as separate from each other. Indeed on the 21/8/83, **Radio Freedom** (a daily pro **ANC** broadcast on **Radio Zambia**) stated that during SACTU's executive committee meeting in **Lusaka** from 13-17 August, a portion of one of the resolutions accepted at the meeting was broadcast, which included the remark "our army is **Umkhonto we Sizwe**" (**ANC's** military wing) and called on all workers and unions to join the **UDF**

Additional evidence of SACP control over SACTU was outlined recently in an intelligence newsletter from the United States It points out that in 1963, while still attached to the Soviet controlled **WFTU**, Moses Mabida (the new secretary general of the SACP), was instructed by **ANC** president Oliver Tambo to leave the solidarity field and devote himself full time to the work of "Umkhonto we Sizwe" He was then a member of the political bureau of the SACP and of the **National Executives of the ANC and SACTU**.

In SACTU's own mouthpiece — "Workers Unity", it has stated that "Today SACTU uses every means — legal and illegal, overt and underground to build its strength It has never failed to voice its unqualified support for the revolutionary struggles throughout the world We must succeed in overthrowing the present system To do this involves the full mobilization of the **Congress Alliance**, **SACTU**, **ANC** and "Umkhonto we Sizwe"



Comrade S Dhlamini,

Today the executive of SACTU includes president **Stephen Dlamini**, former member of the executive of the **ANC**, vice-president **Moses Mabindi** who serves on both the committees of the **ANC** and **SACP** and chief secretary **John Nkandimeg** who serves as chairman of the political action committee of the **ANC**

SACTU is thus a "liberation organization" in its own right After being in disarray during the sixties, SACTU began to reorganise itself in the early 70's Ex SACTU members, members of various Wages Commissions and **NUSAS** officials began forming organizations like the **Industrial Aid Society** This period was termed the survival era when "there was a great need for caution in the wake of state repression of SACTU in the 1960's and continued state hostility towards African trade unions" (Johan Maree, Independent Trade Union in the 1970's, African Studies Seminar paper, University of the Witwatersrand)

# Formation of a Grand Trade Union Alliance

These early reorganisational efforts culminated in the formation of FOSATU and to a lesser extent CUSA. These two unions are in the forefront of a determined

effort to form a federation of Black trade unions in South Africa. This is nothing more than a reflection of SACTU's earlier unity drive in the 50's. The SACP/ANC and SACTU along with radical internal groups, have been actively encouraging the formation of a "Grand Alliance" of Black trade unions. The larger a trade union, the greater is its ability to dislocate this country's economy.



SCARGILL - Marxist leader of British Mine strikes



RAMAPHOSA - Meeting with Scargill (Secretary General of SA National Union of Mine Workers)

Before the recent "National Union of Mine Workers" strike, its General Secretary, Mr Cyril Ramaphosa, went to Europe and met Arthur Scargill an admitted communist and other European trade union leaders. One wonders what strategies were discussed at these meetings? The strike itself in the current economic climate was at best misguided and unwarranted and at worst, perhaps a calculated attempt to cripple this country's gold mining industry.

## WHAT STRATEGIES WERE DISCUSSED?

South Africa is beginning to witness the embryonic formation of the SACP/ANC alliance's most important goal — a federation of radical South African trade unions, which, if sufficiently well organised, will have the capability to wreak havoc with the South African economy and provide a revolutionary pool for overthrowing the existing order in South Africa.

## A resolution passed unanimously at a recent National Council meeting of the National Student Federation

**NOTING:** 1. The detrimental effects that the use of uncontrolled labour action of a violent and militant nature have on the S A economy

2. The strike action initiated by The National Union of Mineworkers and the associated violence

**BELIEVING:** 1. That the use of violence to achieve the goals of labour organisations is detrimental to peace and stability in South Africa

2. That the latest strikes are characteristic of the abuse of labour legislation

**RESOLVES:** 1. To condemn violent militant strike action of any form

2. To educate students about the detrimental economic ramifications of unnecessary strike action

*Proposed:* C HOMAN      *Seconded:* P. POWELL

# Deadlock in radio company strike

8/8/84  
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Northern Transvaal  
Bureau *Stan*

PIETERSBURG — The strike involving 1700 workers at the Pietersburg and Seshego plants of Tempest International, a radio manufacturing company, entered its third day today with little apparent prospect of a break in the deadlock.

Although about 100 workers returned to their jobs at the Pietersburg factory yesterday, the majority is still demanding a 50 percent pay rise.

The managing director, Mr P Sussman, claims the strike has been initiated by "outside influences".

The national organiser of the Black Electronic and Electrical Workers' Union (BEEWU), Mr Thabo Montjane, said earlier that the lowest paid workers were receiving only R18 a week. He said the strikers were insisting on unconditional recognition of BEEWU, an immediate stop to un-called-for dismissals, and the granting of paid maternity leave.

No in-depth negotiations have been held yet.

Mr Sussman said only new workers at the Seshego plant in Lebowa were paid R18 a week, but they received increases after three months.

■ ■ ■ ■ ■

6/11/84

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Star 9/8/84

By Eugene Saldanha

# Govt 'must decide on political role of black unions'

The Government had to decide whether it wanted the black union movement to become a vehicle for political change, a top business executive told the Public Relations Institute of South Africa today

Addressing public servants at a seminar in Pretoria, Dr Walter Hasselkus, managing director of BMW in South Africa, suggested the Government should monitor the development of the trade union movement closely

Comparing the development of local trade unions with those in Europe, Dr Hasselkus said that organised commerce would at some stage be faced with the question of whether the unions should become partners in a new social democratic structure in industry

"If the local union movement is to develop into a rallying point for black political aspirations, I would be hesitant to encourage any move towards worker participation in company policy-making," Dr Hasselkus said.

"Monitoring this development goes beyond



Dr Walter Hasselkus

the scope of management-employee relations.

"The Government must decide whether to allow the unions to become vehicles for political change."

### WARNED

Dr Hasselkus warned against a proliferation of trade unions, as in Britain, and said union for-

mation based on industrial sectors, as in Germany, was preferable

He said as long as the union movement evolved within a sound legal structure, with realistic agreements between employers and employees, its growth had to be seen as an excellent opportunity for communication

It should not be seen as a liability or vehicle for conflict.

Dr Hasselkus urged civil servants to ask themselves whether the two-way communication system within the Government was as effective as the channels of communication employed in the private sector

"Employers should try to ensure their employees have a full grasp of the system of taxation and budgeting, which determines the extent of their salary increases," he said

# Strike ends as 200 lead workers fired

Labour Reporter

May but had refused to negotiate wages outside of the National Industrial Council agreement

A two-day strike by about 200 workers at Industrial Lead Works in Judiths Paarl, Johannesburg, ended yesterday when the strikers were fired

Yesterday, management delivered an ultimatum to the 200 striking workers to return to work by 7.30 am or face dismissal

The workers downed tools on Wednesday and approached management with demands for the immediate recognition of their union — the General and Allied Workers' Union (Gawu) — and a wage increase

The strikers were fired when they did not meet the deadline

A Gawu organiser said the company had been locked in recognition talks with the union since

Mr D Friedman, a senior executive at Industrial Lead, said yesterday that the workforce of 450 had received increases averaging 13,3 percent on July 1 and the company could not meet the workers' further demands

Star 139  
10/8/54





Sowetan 10/8/84 (S/S)

# Outcry over 'kaffir' slur

139

**BLACK** municipality workers in the Witwatersrand have been denied trade union rights, allegedly assaulted and called "kaffirs" by some white supervisors.

This claim was made to **The SOWETAN** by the general secretary of the South African Black Municipality and Allied Workers' Union (Sabmawu), Mr Philip Dlamini, who also said that the salaries of the black employees were "shockingly low."

He said that the town councils, which include Johannesburg, Sandton, Randburg, Brakpan and Potchestroom, have refused to negotiate salaries with them because "they maintain we are unregistered."

Other grievances include: alleged physical assault on workers; being called kaffirs, unfair dismissals and lack of communication. These have made it difficult for the union to represent its over 17 000 mem-

By **JOSHUA RABOROKO**

bers

But a spokesman for the town councils have denied the claims and said that the union dealt with them on various issues, including dismissals and the possibility of recognition.

Mr Dlamini said at Potchefstroom, a worker Mr Jacob Moreotsene, was allegedly assaulted by his supervisor and called a "kaffir." The worker has since laid a charge of assault with the local police. "Unfair dismissals" have also been reported there.

The council's spokesman, Mr J du Plessis, said he will investigate the assault. He denied any allegations of assault or referring to workers as kaffirs.

A Sandton Town Council employee, Mr Frans Langa, was dismissed while trying to recruit other workers to

belong to the union. Workers have also complained of victimisation, Mr Dlamini said.

A Sandton official, Mr J Steenkamp, said Mr Langa was dismissed after his case was investigated. A letter to that effect has been written to the union. He denied other allegations. The council has a strict policy on assaults and being addressed in derogatory names.

The union's claims that an employee of the Randburg Town Council, Mr William Lephalala, was "unfairly dismissed" was denied by the personnel manager, Mr J Cronje, who said correct procedures were followed. He also denied that assaults and refusal to recognise the union had occurred.

Town councillors interviewed by **The SOWETAN** said that they have dealings with Sabmawu, although no recognition agreements have been reached so far.

RDM 14/8/94  
**20 workers**  
**down tools**

TWENTY workers downed tools yesterday at Transvaal Steel and Reinforcing in Nivarna, Pietersburg, demanding a pay rise and recognition of the Black General Workers Union

Two union officials, Mr S Malulela and Mr M Lamohlola, said management had indicated it would talk to the union through legal advisers and directors

# Increased union membership and strikes predicted

Only between 16 and 20 percent of South Africa's labour force belongs to a trade union, Professor Lawrence Schlemmer, director of the Centre for Applied Social Sciences said yesterday

## 'Lack of vision causes SA crises'

South African business executives are experts in crisis management because they lack long-term vision, said Dr E Schmickl of the School of Business Leadership at the University of South Africa yesterday

Speaking at a conference organised by the Manpower and Management Foundation, Dr Schmickl said South African businessmen preferred to deal with crises rather than study trends on industrial problems

A recent study showed an appalling lack of real data about employee perceptions and levels of knowledge within South Africa's organisations

"Rather than spend R20 000 on a scientifically useful industrial climate survey, we are prepared to not rock the boat and deal with a crisis if it comes," he said

"Business executives

should sit down and evaluate the costs, benefits and disadvantages of conducting regular surveys — or having a strike or work stoppage"

Dr Schmickl said the economic outlook for South Africa within the next three years was not bright

Businessmen and the Government were responsible for many facets of the crisis

"The harsh new economic measures, as well as continued industrial strife that companies are likely to experience, are there to test the competence of the management of each organisation

"Only the best, those that have made contingency plans, will survive the crunch," Dr Schmickl warned

He said there was also an urgent need to educate employees about the rudiments of business

Speaking at a conference organised by the Manpower and Management Foundation, Professor Schlemmer said this figure could rise to between 40 and 50 percent of the work force soon

Escalation of strikes was also predicted and unemployment would not be dropping significantly between now and the year 2000

"Only a five percent economic growth can guarantee a marginal reduction of unemployment," said Professor Schlemmer

An increase in trade boycotts and international trade unions' actions against South Africa were also possibilities, he said

"However I want to emphasise that resettlements, forced removals and the pass laws are the things that provide ammunition for anti-South African campaigns rather than individual performances by companies," he said

Professor Schlemmer said most industrial conflicts were caused by wage grievances and there was no sign yet that the rank and file black worker was shifting towards an ideological position

Wages were not the only factor of grievances. Racial discrimination and lack of trust in management were among other problems

## 176 strikes in first six months of year

There were 176 strikes and 11 work stoppages throughout South Africa in the first six months of this year, according to the latest figures of the Department of Manpower

The figures were released yesterday by Dr E Schmickl of the School of Business Leadership at the University of South Africa at a conference organised by the Manpower and Management Foundation

For figures relating to

previous years there were, however, discrepancies between the department's figures and those acquired by Unisa, he said

In 1983 Unisa registered 396 strikes involving 213 169 workers, a dramatic increase from the 267 strikes registered by the university in 1982

The Department of Manpower registered only 158 strikes in 1983 involving 33 078 workers. In 1982 the department registered 338 strikes.

# GRAND BAZAARS STRIKE

Saluru  
School of Economics  
University of Cape Town  
7703 Rondebosch



Workers meet at St Georges Cathedral to pledge solidarity action with their fellow workers

## 50 WORKERS DISMISSED

Last week two workers were dismissed from the Grand Bazaars warehouse in Epping for teasing another worker. Two thirds of the Warehouse (50 workers) have come out on strike against management's handling of the incident. The two workers concerned did not sign a warning and have no records of bad conduct: for example coming late or staying away.

personal and trivial incident as pretext for dismissing the workers Both are members of the Retail and Allied Workers Union It would generally seem that Grand Bazaars management is anxious to dismiss workers who are actively involved in the union Union intimidation is illegal in terms of the 'Basic Conditions of Employment Act' The workers strength lies in their unity, an injury to one is an injury to all.

Grand Bazaars declares that all 50 have been dismissed and that the matter is closed However, white managers and security guards at the warehouse have been seen driving the trucks which supply the various branches Also, management has phoned a few of the workers who are on strike to request them to return This would indicate that Grand Bazaars are in serious need of workers

unities \*  
Efforts are being made to collect donations from various communities and church organisations The UCT Support Committee urges all students and academics to contribute towards the worker's needs until a satisfactory resolution can be reached

It would seem that management used this

Negotiations between RAWU and management have completely broken down

The strike cannot continue without the financial support of campuses and the comm-

\*An average workers' needs per month are:  
Rent R48  
Furniture R50  
Family maintenance R50  
Electricity and water R20

### INTIMIDATED!

Two RAWU officials were handcuffed by 'Kaptein', a security guard at the Grand Bazaars warehouse in Epping

Angry workers who surrounded the guard were threatened with a gun The two officials were leaving the premises after meeting with the warehouse management to negotiate after the workers had downed tools

As they were about to leave, a GB security guard known as 'Kaptein Minnie' halted them. He demanded to know who had given them permission to be on the premises In spite of being told that the organisers had been let in by a fellow security guard, 'Kaptein Minnie' handcuffed them to the gate

Workers rushed to the assistance of the unionists and were confronted by a gun 'Kaptein Minnie threatened to shoot the pair

Workers said they had retorted that the guard should "shoot all of us"

The gun wielding guard then pointed the weapon at the workers and is reported to have said, "Ek sweer ek sal dit doen Ek sal julle wys wat ons met donners soos julle in die Transvaal maak"

"They did it in 1976, and it seems that they won't hesitate in 1984" a worker told Wages Comm

The guard backed down in the face of worker pressure and released the two.

### INTERVIEW WITH STRIKING WORKER

Why have you and your fellow workers gone on strike?

We really don't believe that we are on strike We are supporting our fellow workers Anthony and Shaeda who were unfairly dismissed The workers of Grand Bazaars say that an injury to one is an injury to all That is why we stopped work so that our fellow workers could be re-instituted in their jobs

Do you feel that management was justified in dismissing Anthony and Shaeda for 'teasing' another worker?

No, they have got clean records They have never been late or done anything wrong Management fired them because they are members of the workers committee which represents all warehouse workers

What are working conditions at the warehouse like generally?

We are messed around all the time The warehouse has too little workers employed there So they make the workers that remain work harder Some of us even do 2 to 3 workers jobs while we are still paid the same wages

What was management's reaction when the workers stopped work?

They are really aggressive and even laughed at our representatives from RAWU who went to talk to them They got the police to chase us away from the warehouse gates They say we are all dismissed but we believe that we are still all Grand Bazaars workers We will carry on fighting till they let us return to work We feel this is a lockout by management

The workers meet in a church in Bonteheuwel every day How high is their morale and are they standing together?

Very good, we have all suffered much but the workers know that only by standing together can we win this struggle We believe, unity is strength But if we don't get support we cannot hold out for very long

What kind of support do the workers need?

We desperately need money to feed our families and pay the bills as the end of the month has just passed Also people should try and put pressure on Grand Bazaars management

### R.A.W.U.: the workers' union!

The Retail and Allied Workers Union (RAWU) was formed in May 1983, as a union committed to non-racial worker representation. It based itself on democratic shop floor structures. RAWU organises shop and distributive workers in the Western Cape It is presently organising dairies on a national scale.

The union was originally formed by a group of progressives who broke away from the management orientated National Union of Distributive and Allied Workers (NUDAW)

RAWU's chief success has been in the organisation of dairy workers A series of short strikes and work stoppages lead to three out of four major dairies in the Cape signing recognition agreements Dairy workers make up the majority of the 2000 strong union

In June RAWU held its inaugural Annual General Meeting A workers' executive was elected and the union's constitution passed The union is presently organising not only in dairies, but also in hotels, shops and farms There are seventeen functioning factory committees

# FACT SHEET

## Monday, August 20-

Two workers at the Grand Bazaars warehouse in Epping are fired for teasing a fellow worker.

## Wednesday, August 22.

Thirty workers "down tools" in solidarity. Two organisers from the Retail and Allied Workers Union (RAWU) are intimidated by a security officer at the warehouse.

## Thursday, August 23.

Increasing numbers of workers join the strike, including the victim of the teasing. The total number of strikers reaches fifty out of a workforce of approximately seventy. The strikers start to meet daily in a church hall in Bonteheuwel.

RAWU meets with management. The bosses insist that all workers are 'fired'. They claim that the striking workers have been 'replaced'. White supervisors are seen driving Grand Bazaar trucks.

## Monday, August 27.

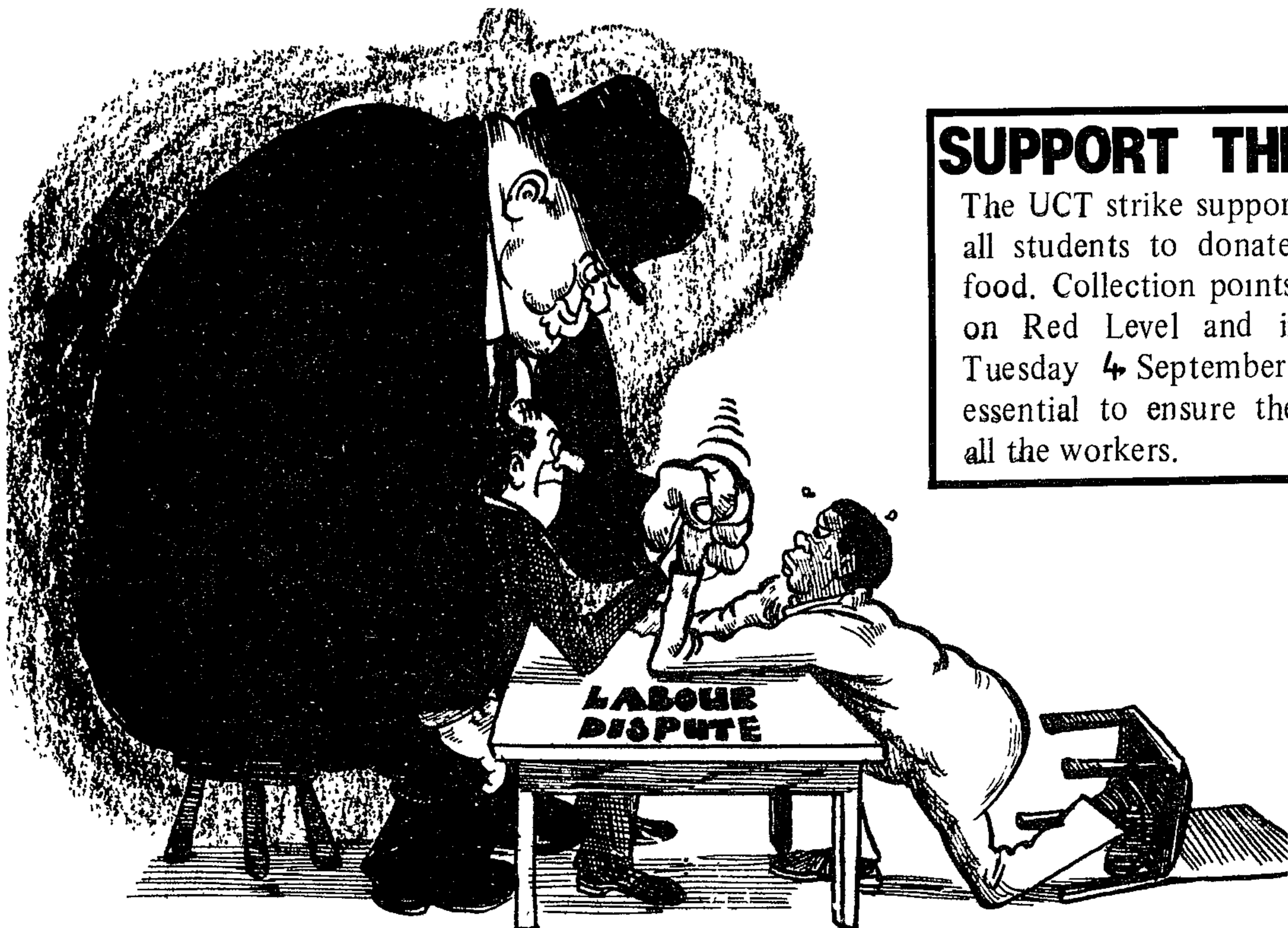
About 150 workers from nine different branches of 'Grand' meet at St Georges Cathedral Hall to discuss the sacking. They pledge solidarity with the strikers.

## Tuesday, August 28.

Two RAWU members from the Mowbray branch of Grand Bazaars are fired in an apparent case of union victimisation.

## Wednesday August 29.

Management confiscates RAWU pamphlets from workers. A short work stoppage at the Parrow Branch occurs after a worker was called into management offices.



## SUPPORT THE STRIKERS

The UCT strike support committee urges all students to donate either money or food. Collection points will be instituted on Red Level and in Leslie as from Tuesday 4 September. Your support is essential to ensure the reinstatement of all the workers.

139 D. Parsputh  
16/8/84

# Unionist says office raided

EAST LONDON — The head of the security police in the Border area, Brigadier Dries van der Merwe, said yesterday he was not aware of any police raid on the offices of the African Food and Canning Workers' Union

Brigadier Van der Merwe was asked to comment on claims by the union's secretary, Miss Debra Komose, that security police visited members of their union at their places of work and at the union's office in Market Square

She said the security police had questioned their branch chairman,

Mr Nkosohlanga Mkhonjwa, last week and that on Monday, the security police visited their office and demanded the names of committee members, Miss Komose said

She said she refused to give them without the approval of her executive committee

She said the security police visited Mr Joe Mayekiso at his place of work and demanded the names of members of the workers' committee

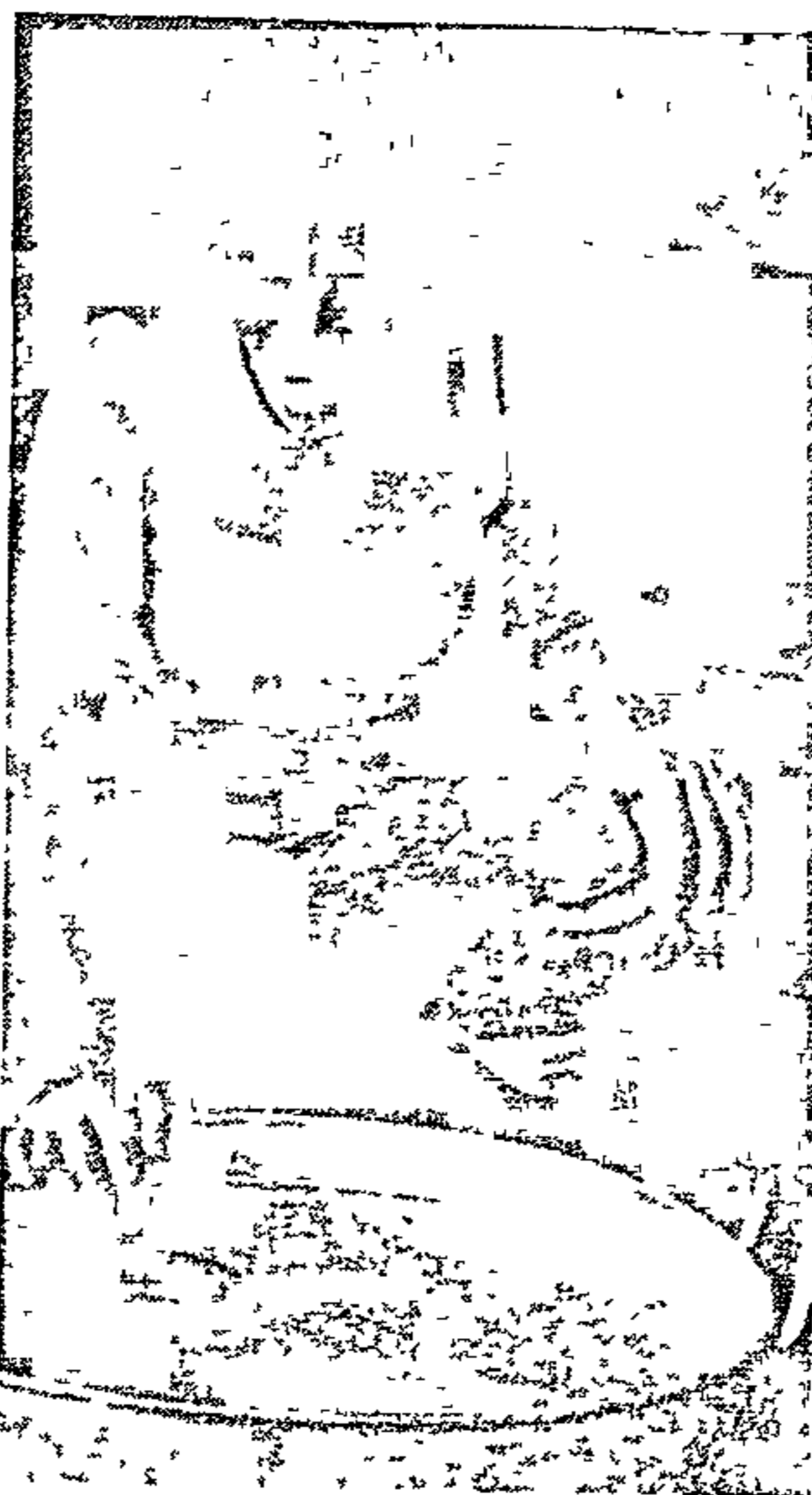
Miss Komose said this was harassment of union members to deter workers from joining the union — DDR

# Arrests: Ciskei silent

EAST LONDON — No further comment could be made on the arrests of seven Ciskei Department of Health officials, the Ciskei Police liaison officer, Colonel G A Ngaki, said yesterday

The officials, including the director-general of health, Mr H Mdeleleni, and the deputy director-general, Mr Boyboy Giba, were arrested earlier this month

The other five officials arrested were Mr M Mbala and Mr M Mahote both accountants, Mr M Rini, Miss N Hlasela and Miss Z Qeque — DDR



Susanna Hertner points to the sardine tin soldered into a sheet of steel in a washtub. The sculpture, by Richard Wentworth, is the centre of a row over the purchase price of £600 (UPI)

# Row over £600 for sardine tin in tub

LONDON — Britain's Arts Council is under attack for spending £600 (R1 200) of taxpayers money on a sardine tin and an old galvanised washtub

The sculpture — The Tin Floats in the Washtub — is supposed to represent the sinking of the Argentinian warship Belgrano, during the Falklands War

Conservative MP, Mr Anthony Beaumont-Dark says it is a confidence trick and has demanded an explanation from the council

"I would have sold them a sardine tin for only £100 and saved them a lot of money," he said "No-one in their right mind, however artistic, can look upon a sardine tin in a bath as worth £600"

The organiser of the Kensington Galley where it is on display, Mr Alister Warman, said about 20 other buyers had been chasing the sculpture "The Arts Council got there first and in my mind got a very good sculpture for a very modest price," he said — SAPA

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into an alliance, to assist one another with common concerns, such as finance and mutual support. It's not a union federation, though, in time, a federation may emerge," Nefolovhodwe says.

Alliance members are Bamcwu; the Insurance and Assurance Workers' Union of SA; the African Allied Workers' Union; the Black Electronic and Electrical Workers' Union; the Black General Workers' Union; the National Union of Workers of SA; and the Amalgamated Black Workers' Union (ABWU). As a group, they claim total membership of 75 000.

Nefolovhodwe's terms of reference? To draft a constitution for consideration by member unions, to formulate joint policy, as spelt out in the alliance's declaration of intent and in conformity with individual unions' policy, to work out practical possibilities for financial co-operation in both fund-raising and administration, and to co-ordinate responses if any other union federation contacts the group. Relations at the moment, he says, are "no animosity, no contact."

Asked about the rationale of black consciousness involvement in unionisation, Nefolovhodwe spells it out: "I'm unashamedly a member of Azapo (the Azaman People's Organisation, a central black consciousness body), but it's not a matter of Azapo entering labour. I'm a member of a group and generation that is committed to black consciousness philosophy and directions. Labour organisation is part of the duty embodied in that."

Why? "In SA there's only one base for fundamental change, and that is the group of people that's most oppressed. In SA, the most oppressed are the working class, and they will thus produce your agents of change, or vanguard."

"Not all levels of the working class are, in fact, agents of change — we must deal with the black working class. Rural communities, students and some sections of the

middle class also come into the political picture, but it's the black working class that must lead."

Nefolovhodwe began as a regional organiser for Bamcwu last year. Asked where he grew up, he replies, "Uganda." He and fellow unionists roar with laughter. "That's what we call Venda — because of certain similarities."

Born, reared and schooled in rural Venda, he went to university at Turfloop in 1969. The campus was boiling with the political debates and confrontations that marked the early years of black consciousness. He was publicity secretary of the 1971-1972 SRC that was expelled after the "Tiro strikes" — the very first student-university confrontation of the Seventies.

In 1974, he returned to Turfloop. An eventful year in April, he became SRC president; in July, he was elected president of Saso (the SA Students' Organisation, which became the nucleus of the black consciousness movement), and, in October, he was detained.

After six months in solitary confinement, Nefolovhodwe was charged along with nine others in what became known as the Saso and Black People's Convention trial. In 1976, he started a six-year sentence on Robben Island. Soon after his release at the end of 1982, he began work as an organiser for Bamcwu. He worked in the Pietersburg offices before coming to Johannesburg in the middle of last year. A year later, he was elected general secretary of the union.

The unions in the alliance aim to organise a wide range of workers, skilled, unskilled, blue-collar, white-collar and from mines to services. Does this not render their interests potentially incompatible?

"No," Nefolovhodwe replies amiably. "Because of the material conditions of black people in this country, we are not divided. We all come from similar backgrounds, face the same conditions, and we perceive the same things." This is a man with a mission.

## PANDELANI NEFOLOVHODWE

### United we stand

Pandelani Nefolovhodwe is general secretary of the Black Allied Mining and Construction Workers' Union (Bamcwu). A highly energetic character, at 34 he's also convener of an alliance of seven unions, which could pave the way to yet another black union federation.

The common ground of the unions concerned is their commitment to black consciousness. "At a meeting between these unions early this year, we agreed to enter



Nefolovhodwe ... the black working class must lead

# Sparks may fly at Eawusa's meeting

139

C. Press

19/8/82

THE Engineering and Allied Workers' Union enters a crucial phase on Sunday when it holds a special conference in Springs — at a time when there is a threat of a split in its ranks.

Among the hundreds of workers expected to pack Africa House, 4th Avenue, at 9am, will be representatives from the influential International Metalworkers' South African Co-ordination Council.

The recent dismissal of EAWUSA general secretary Calvin Nkabinde — which has thrown the union into confusion — will be prominent on the conference agenda.

Matters came to a head last month when Mr Nkabinde was handed a letter of dismissal by Vaal branch members. When he refused to recognise his dismissal, he was locked out of the union's head-office in Springs.

Last week he approached his legal representatives and filed a claim of

By **ZB MOLEFE**

more than R10 000.

A lengthy fact sheet — directed at union members on the eve of the conference — states: "The financial position of the union should make members aware that the union has heavy liabilities.

"By the end of June 1984 these liabilities had exceeded R30 000. The amount owed to staff members, including the December 13th cheque, amounts to R29 861

"Staff members are still not aware of this because

the general secretary has been blocked from revealing this situation"

The fact sheet also points to the Vaal branch union meeting last month, where a Springs organiser was taken to task.

"The meeting ended in chaos with the majority of the members staging a walk-out."

EAWUSA declined to comment on Mr Nkabinde's case or respond to his taking legal action. Acting general secretary Zacharia Mohanoe said these questions would be answered on Sunday at the conference.



# Labour leaders flex muscles in conservative Pietersburg

By Malcolm Fothergill

A classic battle between private enterprise and collectivist bargaining is developing in the Northern Transvaal town of Pietersburg

On one side is the avowedly anti-capitalist Black Electronics and Electrical Workers' Union (Beewu), which was started in Pietersburg in October last year

On the other is the firm the union was formed to challenge — Tempest International, which produces a range of radios

Watching anxiously on the sidelines, and making hurried efforts to meet the threat to their own organisations, are other firms in the Conservative Party-controlled town

Until now these firms have been shielded by distance from the labour problems that have plagued their counterparts in the metropolitan areas

Tempest International's contretemps, in which 1 700 workers recently stayed away from work for four days, has been the most serious in the current mood of unrest.

But other firms have also felt the icy wind of potential conflict in go-slows and other forms of labour muscle-flexing

What makes the tussle between Beewu and Tempest International so interesting is that each side has adopted an extreme position

Beewu, which makes no secret of its political leanings — Steve Biko posters and other evidence of a strongly political line are plas-

tered all over the walls of its offices in central Pietersburg — says Pietersburg employers exploit workers shamelessly

"Workers are completely insecure in their jobs," says the union's national organiser, Mr Thabo Montjane

"At any minute of the day they can be dismissed or insulted

"It's a master-slave relationship"

The union's president, Mr Mbulelo Rakwena, says the most imperative aim for the future is to create "worker consciousness"

This will be a slow process "We are dealing with a people that has been immersed in fear, so they cannot move as quickly as we would like"

Meanwhile, "we will use whatever is in our grasp to fight the aggression we meet in companies all over Pietersburg"

Beewu has been trying to create worker consciousness by running labour clinics on the premises of various firms, and addressing workers with loud-hailers

Tempest International's line is simple It believes control of the firm should stay where it has always belonged — in the hands of management

The firm's owner, Mr Philip Sussman, says if any union ever gets in on an official footing at either of his plants at Pietersburg or the nearby black town of Seshego, he will close the plants immediately and let the buildings

Mr Sussman says allowing a

union in at Tempest International would lead to frequent stoppages as workers pressed demands as unrealistic as their recent one for a 50 percent pay rise all round.

Beewu's Mr Rakwena, on the other hand, believes a plant with a union stands to have a more stable labour force than one without.

Whatever the truth of the situation, firms in Pietersburg are moving fast to introduce or improve ways of communicating with workers

Some, such as Perfection Food Products, have had workers' committees for a couple of years

Others, such as Sasko-Pietersburg Bakery, have been working with unions for a few months

Most, including Northern Transvaal Steel and Engineering, are only now thinking about setting up machinery to bridge the gap between workers and management

Pietersburg Town Clerk Mr Jack Botes is busy arranging a symposium on labour relations to be held in the town soon

"The local authority does not easily involve itself in private-sector problems," he says, "but I now feel that if there should be labour unrest in our town we must immediately try to resolve it for the sake of the entire community, black and white."

The Chamber of Commerce is also becoming involved in the field Its new executive, elected three weeks ago, includes for the first time a committee to keep an eye on labour relations

TRADE UNIONS ~~(128)~~  
Moving to unity? ~~(139)~~

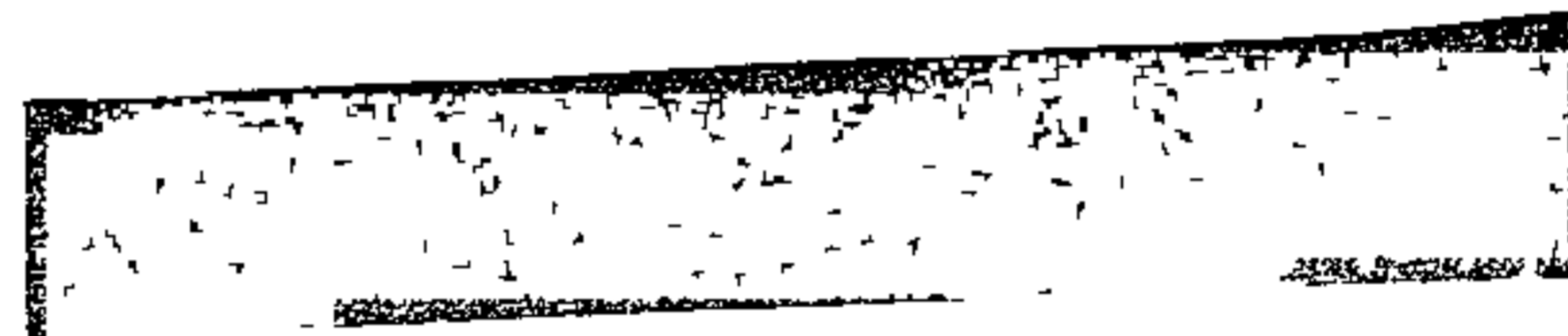
Representatives of 24 emerging trade unions with a total of over 250 000 members met in Cape Town last weekend to continue discussions aimed at forming a new federation of unions. A feasibility committee, which began meeting in April last year, appears to have made substantial progress following the withdrawal of a group of mainly general unions in March.

According to a press statement issued after the meeting, a constitution for the proposed new organisation has "virtually been finalised". A sub-committee will meet to draft a declaration of principles and "consider other outstanding matters."

Once each union has approved the constitution, the inaugural conference of the federation will be held. This is unlikely to happen until 1985.

The organisations taking part in the talks are the Federation of SA Trade Unions (Fosatu), which has nine affiliates, the Council of Unions of SA (Cusa - 11 affiliates), the Cape Town Municipal Workers'

Financial Mail August 24 1984



~~(128)~~ ~~(139)~~ ~~(140)~~

Association, the General Workers' Union, the Commercial, Catering and Allied Workers' Union and Food & Canning Workers' Union.

Earlier this year five other participants - the SA Allied Workers' Union, the General & Allied Workers' Union, the Municipal & General Workers' Union, the General Workers' Union of SA and the Motor Assembly and Components Workers' Union of SA - withdrew from the talks. They had been accused of delaying progress and of organising workers in opposition to other unions involved in the talks.

A statement at the time said that the five would be welcome to rejoin the talks as soon as they had reconstituted themselves as industrial unions. Indications are that any return to the ranks will occur only once the new federation is a *fait accompli* - on the terms of the founding members.

For the participating unions themselves the formation of the federation is only a step on the road to unity. Up to four of them are open to the same workers in a number of key industries. One important measure of their success will be the speed with which they move towards their avowed

goal of one union per industry.

If the talks end in the formation of a single umbrella body for emerging unions, as opposed to the present two federations and numerous independent unions, they could have a major effect on industrial relations in SA.

Employers would be faced with a single union organisation, which would presumably exercise greater power than the present fragmented set-up, but would also benefit by being largely freed from the competing claims of different unions all trying to organise the same members.

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# Grand Bazaars workers meet

## Labour Reporter

MORE than 100 workers from nine Grand Bazaars branches have met in Cape Town to consider ways of lending support to about 50 workers fired after striking at the company's Epping warehouse last week

They eventually elected an inter-branch committee to co-ordinate activities of workers throughout the chain

The meeting, held on Monday night, was called by the former warehouse workers, who still consider themselves to be on strike and are meeting daily in a church in Bonteheuvel. They are being organized by the Retail and Allied Workers' Union (Rawu)

A leading committee member said he did not mind risking losing his job as a result of the dispute. "We have suffered too much already. Management says we have all been dismissed but we do not feel dismissed. We want to continue our struggle and we are asking for your support," he said

A union spokesperson accused Grand Bazaars management of committing "unfair labour practices" at all its branches

"We are the people making the profits for the Grand Bazaars bosses. If we question their unfair practices, they say 'take your jackets and go'. Why are so many people leaving all the time?"

She said Grand Bazaars managements had confiscated notices telling workers about the meeting and had torn them up in some cases

## Grievances

She also claimed management had called in officials of the National Union of Distributive and Allied Workers — which she said workers rejected — to intervene in the dispute

Representatives from various branches aired a wide range of grievances about working conditions

Grand Bazaars management has declared that it has replaced all the dismissed workers. However, a union spokesperson said this

was believed to be incorrect.

A Grand Bazaars spokesman yesterday confirmed that pamphlets notifying workers of the meeting had been confiscated at some branches, and that people distributing them had been told to leave

"They are not our employees any longer and they came on to our premises. What do they expect?" he said

He reiterated that the dispute was "a thing of the past" as far as the company was concerned and that all the posts had been filled

A Rawu spokesperson said later that two more people had been fired at Grand Bazaars branches and the union regarded "at least one" as another unfair dismissal

She added that workers had reported that Grand Bazaars management had issued an instruction that all workers should be ordered to take off Rawu lapel buttons

Company spokesmen could not be reached for comment on these allegations

**IN JUST  
NEW YEAR,  
4 000 PEOPLE  
WE BOUGHT  
DIED**

By Carolyn Dempster,  
Labour Reporter

A new national printers' union has been formed with the aim of uniting all trade unions operating in the industry.

The National Union of Printers and Allied Workers (Nupawo) was launched this week at a meeting at the Ipelegeng Community Centre in Soweto

The union's new president, Mr Alfred Mitsolongo, said some of the objectives of Nupawo were to foster and promote a working class leadership and to work towards trade union unity

The meeting decided to conduct continuous negotiations with other unions to bring this about

Other members of the executive are Mr Albert Mhlungu, vice-president,

# New printers' union will strive for labour unity

Mr Martin Mphoreng, general secretary and Mr Ben Mthombeni, treasurer

The union intends holding its second congress shortly to launch a Transvaal branch

The SA Chemical Workers' Union has applied to the Minister of Manpower for the appointment of a conciliation board, in a bid to win the reinstatement of 440 workers dismissed early this year at Triomf's Potchefstroom fertiliser

plant. Mr Mphoreng, general secretary and Mr Ben Mthombeni, treasurer

of the Council of Unions of South Africa said the decision to apply for a board had been taken after the case against 19 Triomf workers charged under the In-

formation Act had been thrown out of court in June

The State failed to produce sufficient evidence to support the charges

The workers were arrested following a stoppage at the plant on April 12

They downed tools in support of colleagues who had refused to undergo breathalyser tests

If a conciliation board fails to resolve the dispute, the union has indicated it will take the matter to the Industrial Court.

A call by the Trade Union Council of SA (Tucsa) for stiffer penalties for employers who withhold industrial council contributions is being considered by the Department of Justice

The matter was referred to the department by the Industrial Registrar, who told Tucsa that legal provision for more stringent penalties would not necessarily lead the courts to take a tougher line

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in the course

# PE trade <sup>E. Post</sup> unionists <sup>6/9/84</sup> to report back (139)

Post Reporter

A DELEGATION of the Port Elizabeth-based Motor Assemblers' and Components Workers' Union of South Africa and the General Workers' Union of South Africa attending an international trade union congress in Zimbabwe will report back at a mass meeting to be held in Kwazakele on Saturday

The meeting will start at 1pm in the new Daku Hall. The event was initially scheduled for this evening.

Mr Themba Duze, Macwusa organiser, said the delegation consisted of Mr Dennis Neer, Mr Fikile Kobese, Mr Mzukisi Magobiyane and Mr Thobile Mhlahlo

The congress has been convened in Harare by the International Labour Organisation, with the Zimbabwe Trade Union hosting.

# Labour unrest unlikely

## in tight economy



By Louis Beckerling  
Business Editor

BLEAK second-half prospects for the motor industry have been dramatically underlined in latest statistics from Pretoria. Estimates of trading revenue earned by retailers in motor vehicles and accessories show a sharp 17% decline for July (after the GST increase), compared with June.

Whereas countrywide vehicle sales in April (+42.3% on April '83), May (+57.1%), and June (+58.4%), were all strongly up on last year's sales, the growth rate dropped by more than half in July to 23.9%.

Though this arguably remains a considerable improvement in real terms on last year's sales, the decline was precipitated almost exclusively by the compensations for the large increases in sales ahead of the July 1 increase in GST from 7% to 10%.

Effects of the harsher HP demands introduced by the Government's August austerity package and their fiscal measures, still expected in a twin campaign to boost Government revenues and combat inflation (with rumours persisting of a further increase in GST) worse may yet be in store.

Such bleak prospects are perhaps feared most acutely in the Eastern Cape, where

● A disproportionate contribution to regional

and job-seekers in South Africa's "motor town" on the fortunes of the country's motor trade.

Since the area has also largely unfairly, argues labour expert Professor Roux van der Merwe of the University of Port Elizabeth — become known as South Africa's strike centre, the latest threat to motor sales is greeted with some anxiety in Port Elizabeth.

However a recent study by Mrs Martheanne Finemore, lecturer in Prof Van der Merwe's Institute for Industrial Relations at UPE, suggests immediate fears of strikes erupting as a result of threatened labour lay-offs, might be groundless if historical lessons remain relevant. Recent events at

Volkswagen's Uitenhage plant appear to bear this out.

In a paper presented to a sociology conference at Wits University, Mrs Finemore argued that a study of the strike record in the Eastern Cape motor industry suggests that during recessionary conditions "management was in a far more powerful position due to the lack of pressure for production".

Under the circumstances of plant shutdowns enforced by management for "economic reasons", Mrs Finemore's research showed "workers' potential power was severely eroded". Mrs Finemore's findings, included in a study for which she was awarded a master's degree, support mobilisation theorists who

have demonstrated that it is not during periods of "absolute deprivation that a group is likely to mobilise, but rather when conditions are improving".

"This hypothesis is supported by events in the auto industry, as the strikes (of 1980, and again in '82), did not occur during the period of low wages or absolute lack of collective power, but only after the negotiated minimum wage (in 1979) had, for the first time, exceeded the calculated subsistence level."

The perception of such "relative deprivation", according to Mrs Finemore, is one of several factors which contributed to worker mobilisation in the East Cape auto industry. The second, of the "structural" factors, and the most important of all,

she says, was the changing composition of the workforce and the growing dependence of the employers on skilled black labour.

At Volkswagen's Uitenhage plant, for example, the number of Africans employed in jobs graded from five to eight (trainee inspectors, artisans, assistant foremen, and technicians), rose from 64 in 1977 (or 1.9% of the 1 002 workers in these grades at the time), to 477 last year (or 8.4%).

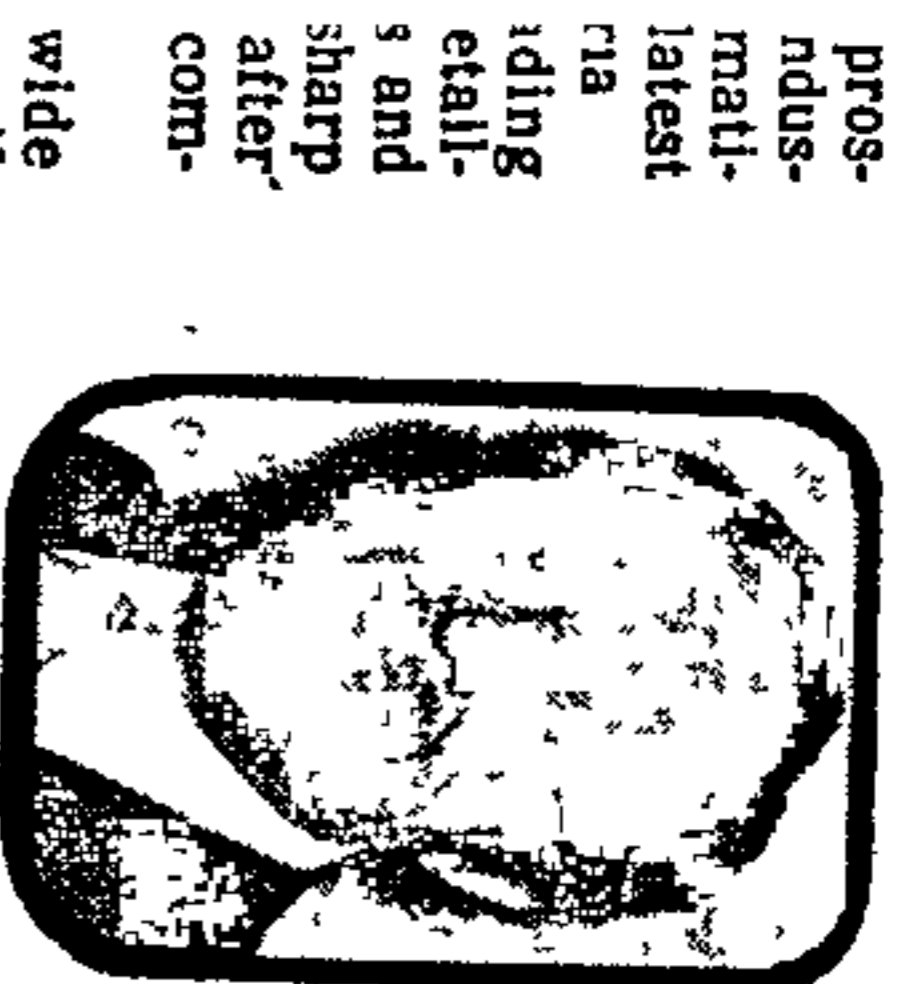
At Ford the increase over the same period saw 237 African workers (or 5.4% of the total), employed in these grades in 1980, compared with zero 10 years earlier. If coloured workers are included, the reliance on non-white workers in

skilled positions rose from 3% in 1971, to 54% in 1980.

"The increasing power on the shop floor was to raise expectations that some change in the material conditions of black workers was possible," Mrs Finemore argues.

In Port Elizabeth, the emergence of an ethnically-oriented community organisation, Pebco (the Port Elizabeth Black Community Organisation), was a further factor promoting worker mobilisation "and also the philosophy of black consciousness". An exclusively African union, Macwusa (the Motor and Component Workers Union of SA) enjoyed close links with Pebco. Repression, particularly of the more broadly "political

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By Louis Beckerling  
Business Editor

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# Grand Bazaars row: Threat to call police

By RIAAN DE VILLIERS  
Labour Reporter

A MANAGEMENT representative of Grand Bazaars threatened to call police yesterday when churchmen and academics visited the company on behalf of 53 workers fired after a strike three weeks ago.

The visitors were members of a support group elected at a meeting of community and religious leaders called by the dismissed workers at the weekend.

The workers, all members of the Retail and Allied Workers' Union, were fired after they went on strike at the Grand Bazaars warehouse in Epping in protest against the dismissal of two colleagues.

They still regard themselves as being on strike and are meeting daily in a church in Bonteheuwel.

A spokesman for the support group said Dr Allan Boesak, president of the World Alliance of Re-

formed Churches, had tried to make an appointment with Mr Jackie Sachar, managing director of Grand Bazaars, the day before.

Mr Sachar said he would meet Dr Boesak but refused to see the whole group.

After meeting the workers yesterday morning, the delegation went to the factory to try to see Mr Sachar.

The Rev Syd Lockett, director of the Anglican Social Board of Responsibility, said later a management representative had objected to them entering company property and had threatened to call the police if they did not leave.

The group left a letter for Mr Sachar, expressing concern about the dispute and urging the company to reconsider its stance on the dismissed workers.

They also left a note calling for a management response by 5pm today.

Spokesmen said the

support committee would hold a meeting for churches and community organizations later this week to report back on management's response and to discuss further action.

● Mr Sachar confirmed yesterday that he had agreed to meet Dr Boesak but not the whole group.

"They eventually barged through the security gate without an appointment and while I was not even here by rights we could have had them arrested," he said.

He said the company would definitely not consider taking back the dismissed workers. Their jobs had been filled for some time.

While he was satisfied that the company had acted correctly, he was still prepared to meet Dr Boesak.

A union spokesperson said workers from other Grand Bazaars branches had again pledged their support to the dismissed workers.



# Government puts stop to union's stop orders

By PHILLIP VAN NIEKERK  
THE Minister of Manpower has blocked an application by the unregistered Black Allied Mining and Construction Workers' Union (BAMCWU) to allow a mine to deduct union dues from members' wages

The move could signal a further clampdown by the Government on unregistered and fringe unions who do not comply with the Labour Relations Act.

A spokesman for BAMCWU said yesterday they had a more than 90% membership at the Lavino chrome mine in North-Eastern Transvaal

The company had applied to the Minister on BAMC-

WU's behalf for stop order facilities because they were not automatically entitled to them

The department had refused the stop orders

The spokesman said "We see this as another calculated move by those in power to further force unregistered unions to go along with their line"

The move follows soon after the controversial 1984 amendment to the Labour Relations Act which removed from unions who do not meet certain minimum requirements the right to have their recognition agreements enforced in court

Labour observers pointed out that the reason for block-

ing the application could be because the mine is in a decentralisation area as well as in the heart of Conservative Party territory

Dr Piet van der Merwe, Director-General of Manpower, told the Rand Daily Mail yesterday that BAMCWU's application was not the first to be blocked

He said the move had nothing to do with a Government attack on unregistered unions, but that each case was considered on merit.

"The Minister's major criterion in deciding whether a union should be entitled to stop order facilities is to see that it has met the minimum requirements of the Labour Relations Act."

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C. Times

# Support pledged for fired workers

Labour Reporter

TWENTY-FOUR community and religious organizations and trade unions last night pledged their financial and moral support for 53 workers fired after striking at Grand Bazaars three weeks ago

The meeting was organized by a support committee formed to assist the dismissed workers in their dispute with Grand Bazaars

Earlier this week, an attempt by a support committee delegation to hold talks with the Grand Bazaars management failed. A spokesman for the committee said last night that the delegates would go back to their organizations for a mandate on how to respond to "management's refusal to meet the support committee and the trade union"

He said a number of options had been discussed and a final decision on action in support of the workers would be taken next Tuesday

A Muslim Judicial Council representative on the support committee said last night that the Grand Bazaars management had made several attempts the day before to hold talks with individual representatives of the MJC. After

long discussions, management had agreed to receive two members of the support committee. However, dismissed workers decided later that a minimum of six members of the support committee should attend the talks

Comment from management spokesman could not be obtained by late last night

From 15/9/80

# It's No again to union veteran

By SIPHO NGCOBO

A VETERAN trade union leader has been refused a passport by the Department of Internal Affairs for the third time.

Mr Philip Makhandamadoda Dlamini, secretary-general of the South African Black Municipal and Allied Workers Union (SABMAWU) is well-known for his part in the historic strike of the then Black Municipal Workers Union (BMWU) in 1980.

Mr Dlamini said he was given no reason when his first application for a passport in August 1980 was turned down.

"I re-applied for this document in 1981, following an invitation by Public Service International (PSI) to attend its annual congress in Singapore that year. The State again decided not to give any reason for turning down this application," Mr Dlamini said.

This time Mr Dlamini was to have attended a three-day labour seminar in Harare, organised by the Africa region of PSI — a world federation of all trade unions organising in the public sectors.

SABMAWU, one of only three unions in South Africa affiliated to PSI, was going to deliver a paper on behalf of these trade unions.

Mr Dlamini could not say whether the stumbling block against him was his political record.

He was first detained in 1980 for his role in the MGWU strike, but was later acquitted in a court of law.

Mr Dlamini was again detained in 1982, for taking part in the activities of the now banned Pan-Africanist Congress, but acquitted.

In 1983, he refused to give evidence against Lilian Keagile in an ANC case and was sentenced to 18 months imprisonment.

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# Health workers to form pressure group

## Medical Reporter

MORE than 100 health workers have agreed to help form a national pressure group aimed at a fairer health deal for the country's lower-paid workers

They protested against costly and cursory medical treatment, low pay of health-service domestics and labourers and the lack of hospitals in black and coloured areas

The Health Workers' Society, which organised a meeting in Athlone at the weekend, presented a letter from the MEC for Health Services, Mr Piet Loubser, saying hospitals had been instructed on August 3 to relax income-ceiling requirements for patients

## Reaction to pamphlet

Mr Loubser's letter was in reaction to a pamphlet issued by the society before the meeting, saying patients were regularly turned away from provincial and day hospitals if they earned more than R240 a month

The MEC added that negotiations were taking place to raise the ceiling "considerably", and he denied the society's forecast that hospital admission fees were to rise again following the 50 percent increase last April

Various speakers told the meeting that

- Poor, unhygienic housing in areas such as as Lotus River aggravated community health problems

- The unequal distribution of health-care facilities reflected the injustices of the "broader South African context"

- Parents of children in hospital had to pay in-patient fees of R45 a day and heavy bus fares when they visited at hospitals far from homes

- It was "shameful" that hospital fees were increased by 50 percent this year, while the Defence Force spent R1,4-million on fuel alone during its Operation Thunder Chariot manoeuvres last week

- Workers in the clothing industry had to accept indignities such as compulsory birth control and cursory treatment from overworked, under-paid doctors appointed by medical aid funds

- People receiving low pensions from private enterprise should be given the same remission of hospital admission fees extended to social and Government pensioners

- It was unfair that domestic workers and labourers were excluded from recent pay increases for hospital workers, since they worked long hours and did important work

Mr Loubser said in his letter that the workers had been excluded because their pay was kept on a par with private sector wages

# SA unionists stopped at Z'bwe airport

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## Post Reporter

A JOINT delegation of the Motor Assemblers and Components Workers Union of South Africa (Macwusa) and the General Workers Union of South Africa (Gwusa) which recently attended an international trade union seminar in Zimbabwe had to spend a night at the Harare Airport

According to a statement issued by Mr Dennis Neer, the national secretary today, this was because the delegation did not have travel documents acceptable to the Zimbabwe Customs

Macwusa and Gwusa had been invited to the seminar held in Harare by the Zimbabwe Congress of Trade Unions (ZCTU) and the International Labour Organisation (ILO)

"Before we left we were refused proper travel documents and visas, so we had to use other means to reach

Harare Airport," he said

"We had to spend a night at Harare Airport because South Africa had refused us proper travel documents"

They then had to use homelands passports, which were not accepted by the Zimbabwe Customs

Mr Neer said it was only with the assistance of ZCTU and the co-operation of the Zimbabwe Minister of Home Affairs that they were able to sort out their problems

He said their first problems came before their departure for Zimbabwe when their invitations to the seminar failed to reach them, but "we managed to obtain the information from Zimbabwe"

Mr Neer said the congress gave them the opportunity of being exposed to what was happening at the international level and their first direct contact with workers internationally

# Union vows to fight on

By JOSHUA RABOROKO

THE South African Black Municipal and Allied Workers' Union has resolved to fight against city councils and development boards which refuse them rights to represent their members — even if it means going to court.

This was said by the union's general secretary, Mr Phillip Dlamini, after the union had obtained permission from the Johannesburg Chief Magistrate to hold their indoor annual general conference in Soweto.

Indoor gatherings have been banned by the Minister of Law and Order, Mr Louis le Grange, in 21 magiste-

rial districts countrywide until September 30.

Mr Dlamini, who was recently released from jail for refusing to give evidence, said the conference addressed itself to the problems of their members — mostly migrants who had suffered at the hands of these institutions in terms of the influx control legislation.

## Harmful

Both employers and employees alike see the influx control legislations harmful to labour relations in the country and Mr Dlamini said these laws needed to be repealed.

The following were elected office bearers: Mr Eric Modise (president), Mr Zebulun Matsane (vice-president) and Mr Dlamini (general secretary). The conference also resolved to call a special meeting soon to question the structure and reshaping of the union.

Mr Dlamini said most management — city

council and development boards — have refused to negotiate with them, even despite the fact that "we have shown majority membership."

The conference also noted that some development boards in the East and West Rand have in the past engaged on a policy of retrenching workers, without prior arrangements with the union.

RDM 20/9/84

(139)

## Passport for unionist

Mail Reporter

A TRADE union leader, Mr Philip Dlamini, the secretary-general of the South African Black Municipal and Allied Workers' Union (SABMAWU), has been granted a passport

He received the document from the Johannesburg office of the Department of Home Affairs on Monday

It is valid for six months and covers travel to Zimbabwe and the United States

Mr Dlamini, who was to have attended a labour seminar in Zimbabwe last week, made several attempts to obtain a passport.

"I am happy that the authorities have finally decided to issue me with a passport, even though it is only valid for use in two countries and for a period of six months," he said

A spokesman for the department said Mr Dlamini could apply to have the period extended

C. Times 20/9/84

# Groups threaten store boycott

Staff Reporter

SIGNATORIES from 25 organizations have called on the Grand Bazaars management to reinstate all the workers dismissed after a strike at its Epping warehouse or else face a call to boycott Grand Bazaars stores

The 25 signatories are from community, trade union, women's, professional, student and religious organizations

The workers were fired a month ago after a strike in protest against the dismissal of two colleagues

## Refused

Mr Jackie Sachar, Grand Bazaars' managing director, received the letter yesterday but refused to meet a five-man delegation, which included three churchmen

He spoke to the Rev David Russell of the Anglican Board of Social Responsibility on the telephone and said he would meet one or two representatives, but refused to meet five

Mr Russell said this was unacceptable, as the delegation had been sent as a team which did not want individuals played-

off one against the other in separate interviews with Mr Sachar

In the letter handed to Mr Sachar, the Interim Support Committee representing the 53 workers said the striking workers were members of the community which was becoming "increasingly angry at management that continually insults the dignity of their workers"

## Support

The letter said "We support the demands of the Grand Bazaars workers and the Retail and Allied Workers Union for the unconditional reinstatement of all the workers out on strike, including the two workers unfairly dismissed

"We also support the demand for the recognition of their democratically-elected workers committee and trade union, where they have majority support in individual stores. If these demands are not met by Thursday, September 20, 1984, our committees will definitely consider taking stronger action

"In particular our committees would be forced to call for a boycott of Grand Bazaars," the letter stated





Pickets outside Grand Bazaars, Epping, urge the shop during rush-hour yesterday, following management over the fate of 53 workers dismissed which ended in deadlock this

**Little success for boycott**

Staff Reporter  
22/9/84

AN attempt to call a boycott of Grand Bazaars in Epping met with little success as shoppers continued to do their weekend buying at peak hour yesterday

Boycotters supported by 25 civic and labour organizations tried to explain to shoppers why they called the boycott, but few people seemed convinced. The boycott was led by the Retail and Allied Workers' Union.

It was called after negotiations with management this week involving the fate of 53 workers dismissed after a strike called at the store's warehouse a month ago had ended in deadlock. The strike was in support of two workers said to have been dismissed unfairly.

**REPORTS BY IVOR WILKINS**

**Survey says worker anger is now at an ominously high level**

AS SOUTH Africa continues to reel under the worst black unrest since 1976, black worker anger is at an ominously high level

Two thirds of black blue-collar production workers describe themselves as either "unhappy" or "angry and impatient"

And, by far the largest group — 50 percent — place themselves in the "angry and impatient" category

This anger index has grown steadily in successive comparative studies

In 1977, the West German Bergstraesser Institute pegged the anger index at 39 percent.

**Worse**

In 1981, a study by Professor Schlemmer's Centre for Applied Social Sciences reported it had risen to 56 percent and another study in 1982 found it had climbed to 58 percent.

Two years later, it has jumped another six percentage points.

The latest study found that three percent of blue collar workers described themselves as "very happy", five percent as "just happy" and 26 percent in a sort of emotional limbo as "happy yet not happy".

Of the 66 percent who were unhappy or angry, the majority, 76 percent, were trade union members, 74 percent were between 35 and 49 years old, 74 percent were from the West Rand, and 58 percent had reached education levels between Standard 1 and Standard 4.

Asked whether they thought life was improving, staying the same, or getting worse, a majority — 60 percent — said it was getting worse.

Only 16 percent thought life was improving, while 24 percent felt it was staying the same

**Costs**

In an open-ended question, respondents were asked to say what factors in their lives had improved and deteriorated.

Under "Improvements", most, 22 percent, listed home ownership, followed by urban amenities and services (16 percent), business opportuni-

ties (15 percent), less discrimination (12 percent), education and training (11 percent), more and better jobs (11 percent), improved standard of living and wages (8 percent) and better welfare services (7 percent)

Under "deteriorations", the top item was rising costs (55 percent), followed by political grievances (50 percent), wages (48 percent), unemployment (42 percent), shortage of housing (30 percent), tax deductions and social conditions tied at 26 percent each, rent increases and education level-pegged at 9 percent and civil unrest and sabotage was mentioned by 8 percent

In the above two questions,



**PROFESSOR SCHLEMMER**  
Conducted the survey

the totals exceed 100 percent because more than one answer could be given.

Commenting on trends discerned in the black anger index, Professor Schlemmer notes that for the first time in many years of research, political grievances are now high on the agenda of ordinary production workers

It would appear from his finding that politically-motivated anger is spreading from the well-educated elite down to a broader base in the black community — an ominous development

Translating political grievance into support for one or other organisation brought a mixed-bag result that was regionally influenced.

The results in the Witwatersrand/Port Elizabeth sample differed considerably from the findings for Natal

In the former case, most

respondents — 27 percent — expressed support for the African National Congress (ANC), with the United Democratic Front (UDF) gaining 11 percent support.

**Vacuum**

But, out of a list of seven possibilities (See Table 2), 22 percent of black workers in the Port Elizabeth and Witwatersrand areas could not support any of the organisations mentioned

In his accompanying comments, Professor Schlemmer says this indicates that in these regions there is possibly a political vacuum for more pragmatically oriented workers

That vacuum is apparently filled by Chief Gatsha Buthelezi's Inkatha movement as far as Durban's black workers are concerned.

There, the majority, 54 percent, expressed support for Inkatha, followed by 23 percent for the UDF and 11 percent for the ANC

In an effort to assess black attitudes to armed confrontation in an objective situation, removed from their own circumstances, the study asked them their opinions on strategies for Namibia

The findings were that almost as many favoured armed confrontation (56 percent) as peaceful negotiation (67 percent) — again more than one answer could be given leading to totals exceeding 100 percent.

**Militant**

It also transpired that the youth (16 to 24 years) and better educated people and people living in Soweto and Pretoria were more militantly inclined

The latest study also investigated the willingness of blacks to take political risks and found their numbers had grown compared with previous studies.

Now, 61 percent indicated such a willingness, compared with 45 percent in the 1982 Buthelezi Commission.

**8 areas probed**

**THE INDICATOR** South Africa magazine survey in the special issue Focus involved an exhaustive process of face-to-face interviews with respondents in South Africa's major industrial areas

The sample comprised 551 interviews, all separately

**PERCEIVED ROLES OF TRADE UNIONS**

Improve wages.....54%

# ominously high level

AS SOUTH Africa continues to reel under the worst black unrest since 1976, black worker anger is at an ominously high level.

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And, by far the largest group — 50 percent — place themselves in the "angry and impatient" category.

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The findings were that almost as many favoured armed confrontation (56 percent) as peaceful negotiation (67 percent) — again more than one answer could be given leading to totals exceeding 100 percent.

## Militant

It also transpired that the youth (16 to 24 years) and better educated people and people living in Soweto and Pretoria were more militantly inclined.

The latest study also investigated the willingness of blacks to take political risks and found their numbers had grown compared with previous studies.

Now, 61 percent indicated such a willingness, compared with 45 percent in the 1982 Buthelezi Commission.

## 8 areas probed

THE INDICATOR South Africa magazine survey in the special issue Focus involved an exhaustive process of face-to-face interviews with respondents in South Africa's major industrial areas.

The sample comprised 551 interviews, all separately conducted in the language of the respondent's choice and in the privacy of their homes.

Each interview took about 110 minutes.

The eight areas in which the survey was conducted were Johannesburg, Pretoria, the East Rand, the West Rand, the Vaal Triangle area, Port Elizabeth, Durban and Pinetown.

## PERCEIVED ROLES OF TRADE UNIONS

|  |     |
|--|-----|
| Improve wages.....                                 | 54% |
| Protect against dismissal/disciplinary action..... | 26% |
| Improve management/worker communication.....       | 21% |
| Foster black job advancement.....                  | 18% |
| Improve diverse working conditions.....            | 18% |
| Improve race relations.....                        | 13% |
| Fight unemployment.....                            | 13% |
| Improve community facilities.....                  | 9%  |
| Improve supervision.....                           | 6%  |
| Fight influx control.....                          | 3%  |
| Work for political rights.....                     | 3%  |
| Other.....   | 1%  |

# Schoolchildren coin a cool R7m as casuals

By Don Robertson

**SCHOOLCHILDREN** earn over R7-million a year doing casual work in supermarkets, cinemas and small suburban shops.

What started out years ago as a fun way of earning extra pocket money, has now developed into big business.

But because this means of earning additional cash is attracting more children to the working ranks, it has left itself open to abuse. A personnel manager from one of the larger groups told Business Times that because of the flood of applicants, "the lowest wages possible can be paid".

Others, such as Edgars, take the matter more seriously and offer comprehensive training in the various working categories.

Exact numbers of working children are difficult to establish as most of the major supermarkets do so on an individual basis at each store and do not have national figures.

However, groups such as Edgars employ between 2 000 and 3 000 schoolchildren and students over high trading weekends, a figure which rises to between 5 000 and 7 000 during the Christmas holidays. Checkers employs about 2 300 casual workers at weekends, while the

Ster/Kinekor group makes use of about 730 children as ushers.

Thousands more are employed by other major groups such as the OK, Pick n Pay and Woolworths where up to 200 children work at weekends at the various stores around the country. Dion's prefers to use university students on a casual basis and employs only a few schoolchildren.

Allied Publishing employs a large number of children for the distribution of newspapers.

In all, it is estimated that about 50 000 children are employed by the various companies during the week and on weekends, with each scholar putting in about 8 hours at an average salary of R2 an hour.

On this basis, schoolchildren earn about R800 000 a week or R7,2-million a year for that bicycle or tape recorder.

Many companies are reluctant to discuss their use of casual labour.

And Emma Mashanini, general secretary of the Commercial Catering and Allied Workers' Union, is very much against the use of child labour.

She points out that schoolchildren often take jobs which could have been given to fulltime workers and feels that the additional work involved also hinders the children's advancement at school.

The minimum legal wage payable to casual labourers in stores is R1,43 an hour in the main centres and R1,23 in the smaller centres and no worker may be employed for more than 25 hours a week or more than three days a week.

Ster/Kinekor pays a minimum wage to ushers of 83c an hour, but must pay this for three hours' work, even if a shift does not last this long. It also provides transport home after a film.

Most companies, however, pay more than the minimum and an average wage of about R2 an hour is more usual. At Edgars, many children have been employed on a casual basis from standard eight or the age of 16 through to completion of their university studies. These "qualified" workers earn considerably more than the minimum.

Legally, casual labour must be paid one-and-a-third the hourly wage paid to fulltime workers, but many employers do not stick to this requirement. By law, the hourly wage paid to cashiers should be R2,97, based on the minimum rate of R436 paid to fulltime cashiers.

The most common jobs held by schoolchildren are as cashiers, which command a higher wage, as well as packers behind a till or loading shelves and serving behind specialised counters in supermarkets.



# Unionist's home burned

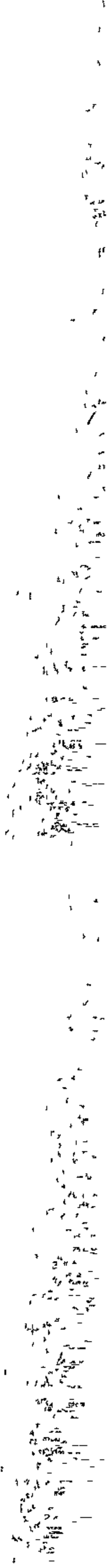
THE RELEASE Mandela Campaign's chief co-ordinator in the Eastern Cape, Aubrey Mali, returned early this week from a brief business trip in Johannesburg to find his two-room backyard home burnt down. Mr Mali, who lives with his parents in Langa near Uitenhage, said the damage cau-

sed by the mysterious fire was estimated at well over R2 500.

Mr Mali is also the president of the Uitenhage Yough Congress, and works as a full-time organiser for the Motor Assemblies and Components Workers' Union of South Africa.



on 1



Sowetan 125/11/84 (139)

# Govt says 'no' to trade union

**THE MINISTER** of Manpower, Mr P C du Plessis, has refused the Black Allied Mining and Construction Workers Union (Bamcwu) stop order facilities at Lavino Company in Steelport — a move which unions see as a clampdown to force unregistered unions to register.

The union's general secretary, Mr Phandelani Nefolovhodwe, said they have a majority of members at the plant and had approached management to arrange stop order facilities

In a letter to management and Bamcwu, the Minister states that stop-order facilities in respect of the members of the union at the industry have been refused. No reasons for the refusal have been stated and the letter is signed by the Director-General of the Department of Manpower, Dr Piet van der

Merwe.

The two controversial clauses of the Act are that —

Any agreements reached between unions and employers or employer organisations will not be enforceable in court if either party fails to comply with certain requirements. These consist of supplying the State with details of their constitutions, membership, office addresses, names of office bearers and maintaining their financial affairs in good order,

— another requirement is that employers must submit details of agreements they have concluded with unions to the department

Mr Nefolovhodwe said they regarded their reply from the Minister as a tactic and strategy to force unregistered unions to register in line with the department's

requirements

Mr Nefolovhodwe said they were prepared to fight the issue because it was in contrast with the freedom of association clause of the Labour Relations Act

Both trade union federations — Council of Unions of South Africa (Cusa) and the Federation of South African Trade Union (Fosatu) have expressed opinions that the Act showed that the "Government is moving towards controlling unions, not reform

~~TOP SECRET~~  
~~TOP SECRET~~  
~~TOP SECRET~~  
Dutch-push

PW to free  
26/9/84  
union men (139)

The Dutch Commercial Union, FNV, began a campaign today for the release of all trade unionists detained in South Africa by asking supporters to sign postcards addressed to the State President, Mr P W Botha

According to FNV, 15 000 postcards will be sent to South Africa during the next few weeks bearing the picture of Mr M Duma Nkosi, a Makro shop steward of the Commercial, Catering and Allied Workers Union of South Africa (CCAWUSA), detained on June 4 this year.

The postcards, addressed to Mr Botha, carry the following message

"I learnt of the arrest of M Duma Nkosi — shop steward from CCAWUSA in Makro Johannesburg — on June 4th this year with the strongest indignation I am firmly opposed to this attempt to frustrate the internationally accepted right of workers to organise

"I detest the use of repression to suppress the workers' movement

"All detained unionists, and other political prisoners, should be released immediately and unconditionally. Show at least your human face"

FNV says nothing is known about the complaint against Mr Nkosi nor in which prison he is detained

Mrs Emma Mashinini, general secretary of CCAWUSA said today she guessed that FNV had taken up Mr Nkosi's case because Makro headquarters are in Holland

TOP SECRET

# Dispute over 'segregated' buses

By Carolyn Dempster,  
Labour Reporter

AECI's segregated internal busing system at their Modderfontein plant could turn into an explosive labour issue

The busing system was introduced about a year ago to ferry 5 000 employees from the gate to manufacturing areas of the plant

With the later introduction of an enlarged service, AECI segregated the buses - but according to status, never race, says Mr Bokkie Botha, group personnel manager.

Members of the South African Chemical Workers' Union (SACWU) are incensed because the category division effectively means a racial separation

The SACWU branch secretary, Mr Norman Hlatswayo, said white unions were adamant buses should not be integrated

The black employees are equally adamant that the buses should be integrated, in line with enlightened AECI policy

At a meeting this weekend, SACWU members resolved to board "white" buses

Mr Hlatswayo said when they attempted to do this yesterday, they were hauled off by armed security officials

AECI admitted the system had resulted in complaints, by black and white employees.

"Some white employee representatives wanted to see more segregation, while others wanted totally integrated buses," said Mr Botha

"There is currently a sub-committee of trade union representatives discussing the problem"

He said the issue had not been formally raised by any unions



FM 28/9/84  
~~189~~ DEFY SETTLES ~~187~~  
139

Members of the newly-formed union, the United Mining, Metal and Allied Workers of SA (Ummawsa), have ended their four-day strike at the Defy factory in Vulcania, Brakpan. The FM understands that on Wednesday the 300 workers agreed to a 5c/hour across-the-board increase effective from August 1. In addition, Defy has agreed to add R1 000/week to its wage bill from the beginning of 1985.

The workers struck last Friday after Defy refused to concede to a demand for a 30c/hour across-the-board increase. Such an increase would have brought the minimum wage at the company up to R2,50/hour.

During negotiations earlier this week management offered a new bonus scheme but this was rejected. Workers also turned down a suggestion that the dispute should be referred to mediation.

The FM was unable to reach Defy for comment and the union says a joint statement will be issued shortly.

Ummawsa was established after the expulsion of four officials from the Metal and Allied Workers' Union. This is the union's sixth strike since its formation eleven weeks ago. It claims a membership of 13 400 at "32 well-established factories," mainly on the East Rand.

28/9/84

tem would enhance its cash flow positions and enable it to improve its pay offer

Ccawusa general secretary Emma Mashinini tells the FM the company had declared the dispute after the unions had expressed dissatisfaction with OK's pay offer and questioned whether the workers would accept the anniversary date system

The settlement of the dispute appears to have given OK faith in the mediation process, although Mashinini does not share this sentiment

Says Hartshorne "The fact that we settled in one day is remarkable when you consider that we were in dispute and that the gap between us and the unions was fairly wide We think a fair settlement has been achieved and are happy that it was reached through negotiation rather than through the courts or industrial action Mediation was very beneficial in this situation and we believe it helped the workers"

Mashinini, on the other hand, says "We would rather try to avoid mediation and arbitration We would rather settle our affairs on our own"

Mashinini says the settlement brings the minimum starting wage for OK workers to about R339/month Last year, after declaring a dispute with OK, the unions won a R45 across the board increase of which R35 was paid in December and R10 in April This agreement was reached at a conciliation board 10 days before Christmas According to one observer, OK was keen to avoid a repeat performance as it obviously made the company jumpy about coping with festive shopping

## RETAIL TRADE An OK agreement

A national agreement which raises workers' wages by R54 on the anniversary of the date they were first employed by the company has been concluded for 23 000 OK Bazaars employees earning less than R700/month

The agreement with the Commercial Catering and Allied Workers' Union of SA (Ccawusa) and the National Union of Distributive Workers (Nudaw) was reached last week in what is understood to be the first mediation conducted for parties in the retail trade It comes into effect on October 1

The joint Ccawusa/Nudaw negotiations with the company started in early August According to OK's industrial relations controller, Keith Hartshorne, a dispute was declared on September 3 over the company's insistence on re-introducing the anniversary date increment system instead of an annual across the board increase During the mediation the unions accepted the company's contention that the anniversary sys-



Ccawusa's Mashinini ... doubts about mediation

# Arrests in stores boycott

139  
By RIAAN DE VILLIERS  
Labour Reporter

Times  
29/9/84

POLICE arrested about nine people involved in a placard demonstration calling on shoppers to boycott Grand Bazaars outside the chain's branch in Claremont yesterday afternoon

Three more people who were arrested at another picket held outside the branch in Gardens were later released with a warning

The boycott campaign, supported by various community and religious organizations, is aimed at securing the reinstatement of about 50 workers fired after striking at Grand Bazaars' warehouse in Epping more

than a month ago

At Claremont, pickets had been outside the shop for about an hour, holding up placards and talking to shoppers, when police arrived in several vehicles

The pickets drew together as the police approached. There was a flurry of activity as police ran forward, grabbed pickets and took their placards

About nine people were loaded into a police van

Thousands of pamphlets were distributed yesterday calling on the public to boycott Grand Bazaars outlets and attend a mass meeting at the Kismet Cinema in

Athlone tomorrow at 2pm.

The workers at the centre of the boycott were fired after striking in support of a demand for the reinstatement of two fellow-workers more than a month ago

Management says it has replaced all the workers and regards the dispute as ended. However, the workers still regard themselves as being on strike. They are being organized by the Retail and Allied Workers' Union

A Grand Bazaars spokesman, Mr J Duckitt, said yesterday "The majority of shoppers are not taking any notice of the campaign and I don't see

how it can succeed."

However, he said he was due to meet two union representatives on Monday. Asked whether management would be prepared to reconsider its stance, he said he did not want to comment before the talks

A police liaison officer for the Western Province, Captain Jan Calitz, last night confirmed the arrest of five men and two women at the Claremont branch. He said police had also confiscated placards

He confirmed that bail had been set at R150 each. The seven people were expected to appear in the Wynberg Magistrate's Court on Monday

# Unions ready to go illegal again

30/11/84 S. T. (H) 139

TRADE unionists' honeymoon with the new labour laws is over.

Some are threatening to discard the legal process, the consequences of which could be disastrous for commerce and industry.

Illegal strikes look set to increase sharply. Disillusionment with the legal process has become rife in union ranks following, in particular, police action on legal strikes.

"If workers can secure no advantage from legal strikes there is every possibility they will resort to illegal strike action," says a leading labour lawyer who may not be named for professional reasons.

"Workers have resorted to legal strike action to avoid prosecution, and to seek protection against claims of damages and court interdicts. Recent strike activity has, however, shown that the

By Amrit Manga

Labour Relations Act has been unable to provide this protection.

"Unless the Act is geared to encourage legal strikes by guaranteeing protection, the future for industrial relations looks ominous," he adds.

The major reason for this abrupt change in attitude was the authorities' reaction to the "legal" strike by the National Union of Mineworkers a fortnight ago.

## Wildcat

General Secretary Cyril Ramaphosa says "Workers no longer feel committed to legal dispute regulating avenues and there is no guarantee that they will not in future opt for wildcat strikes instead."

"Having examined the Labour Relations Act it is clear that it neutralises the work-

ers' most effective weapon — the surprise element of a strike.

"Our experience during the recent wage dispute proves that co-operating with the State by following procedures laid down in its labour laws does not serve our purpose," says Ramaphosa.

High on the agenda of the NUM annual congress in December this year is a review of the legal dispute-settling procedures.

The widespread dissatisfaction with existing industrial relations legislation does not end with the mineworkers.

## Rulings

The National Union of Textile Workers recently charged that Industrial Court rulings have provided little protection for dismissed workers.

"There is growing dissatisfaction in union circles with the Industrial Court," the NUTW says.

"Recent judgments have shown that the court will not consider reinstating strikers even if they were provoked by an unfair labour practice.

"This clearly alters the balance of power in favour of employers and gives workers little choice but to continue their strike action," it adds.

Union sources say that the only alternative open to workers in cases like this is a lengthy strike. The Industrial Court has failed to provide equal and fair rights for both employers and unions. This will prevent it from becoming an important means of peacefully settling labour disputes, the union adds.

In another dispute over the

dismissal of five workers, a "legal" strike by 2 000 members of the Metal and Allied Workers Union has been declared illegal in terms of a temporary interdict granted by the Natal Supreme Court.

The interdict was granted although the union had followed all the procedures laid down in the Labour Relations Act.

"This included applying for a conciliation board, allowing a 30-day grace period and conducting a strike ballot before opting for a legal strike," says Geoff Schreiner, a Metal and Allied Workers Union official.

But the company involved, Dunlop, says a multiplicity of factors influenced the strike decision and that the reinstatement of the five workers was not the only motive.

## Peace

Dr Piet van der Merwe, Director of the Department of Manpower, says the controversial Act is geared to ensuring industrial peace. But if aspects of the Act present problems, these will be examined and reviewed if necessary.

Andre Malherbe, labour relations adviser to the Johannesburg Chamber of Commerce, says that it is grossly unfair to legally compel companies to retain striking workers.

While he agrees that lawfully striking workers should be afforded some degree of protection, "the right to dismiss workers cannot be denied to management".

"However, the Act should make provision for a notice of dismissal rather than allowing summary termination of the employment contract," says Mr Malherbe.

# OK Bazaars ~~Star~~ agreement for ~~Star~~ 23 000 <sup>Star</sup> workers <sup>(139)</sup>

By Carolyn Dempster,  
Labour Reporter

1/10/87

A wage agreement covering 23 000 OK Bazaars workers nationwide has just been concluded with the company by the Commercial, Catering and Allied Workers' Union (CCAWUSA) negotiating jointly with the National Union of Distributive and Allied Workers (Nudaw)

Settlement in the wage dispute between the two unions and the retail chain was arrived at after mediation last week

The agreement applies to all OK employees earning a basic salary of R700 a month or less but excludes staff operating on the basis of salary and commission

Employees will receive a R54 increase on the anniversary of the date they joined the company, said Mrs Emma Mashinini, general secretary of CCAWUSA

The concept of staggered anniversary-tied increases instead of across-the-board rises was a dramatic departure from previous negotiations with the company, she said. However, the unions' primary concern was to ensure that members received a substantial money rise

A dispute was declared when the two unions rejected management's offer of a R22 across-the-board increase

Mrs Mashinini said the workers had given the union negotiating teams a clear mandate

OK's group industrial relations controller, Mr Keith Hartshorne, was not available for comment on the agreement

# 'Trade unions can be agents of reform' 139 Danger of revolution

By Carolyn Dempster,  
Labour Reporter

If collective bargaining fails, trade unions will be replaced by more truly revolutionary forms of organisation, says Mr Bobby Godsell, industrial relations consultant to the Anglo American Corporation

"Trade unions make poor vehicles for revolution but they can play a pre-revolutionary role in destabilising the current order and preparing the stage for radical change," Mr Godsell told a one-day seminar on "Trade union movements in South Africa revolution or peace" in Johan-

nesburg yesterday

But, conversely, trade unions could be effective, reliable and critical agents of reform. Collective bargaining mitigated against the use of unions as instruments of revolution because the process was one of compromise

But, said Mr Godsell, the broad-based unionisation of black workers had come at an economically difficult time for the country

The long-term success of unionisation should be seen as part of the social fabric, collective bargaining could not evolve in a vacuum or a "sea of coercion"

Whenever there is labour unrest, a revolutionary situation can easily develop, says the Commissioner of the South African Police, General Johann Coetzee

Speaking at a seminar on trade unions and revolution at Rand Afrikaans University yesterday, he said the infrastructure of a trade union lent itself ideally to the purposes of the revolutionary

The question was whether the country could cope without trade unions — in a developing, potentially explosive situation — or if an almost perfect labour relations system could be developed

## Wiehahn calls for <sup>Star</sup> political education <sup>2/10/84</sup> Strategy needed

Professor Nic Wiehahn has called for South African workers to be "repoliticised" quickly in the principles of capitalism and free enterprise, to combat their exposure to socialism and communism

Professor Wiehahn, director of Unisa's School of Business Leadership, said yesterday that in South Africa the State and employers no longer had any choice whether unions should become involved in politics

Unions were becoming increasingly politicised — and in the philosophies of socialism and communism

He told delegates at-

tending a one-day seminar in Johannesburg on trade unions and revolution that trade union representatives attending international congresses were exposed to such politics

He said it was time employers adopted a campaign to "re-ideologise" unionists and workers, educate students in the advantages and disadvantages of capitalism and invite union leaders to participate in conferences on free enterprise

Mrs Lucy Mvubelo, general secretary of the National Union of Clothing Workers, said black workers did not necessarily support communist ideology

It was uncertain whether South Africa was ready to use the strike responsibly, prominent industrial relations consultant Mr Bobby Godsell said

On the issue of legal versus wildcat strikes, Mr Godsell said it was anomalous and untenable that employers could fire legally striking workers

Instead of management "having its cake and eating it" a convention between managements and unions should be developed on strikes, because they had different needs

New legislation was not the answer. It should be left to unions and management

2/16/84  
C. Times  
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# Grand Bazaars talks held

By RIAAN DE VILLIERS  
Labour Reporter

GRAND Bazaars management and officials of the Retail and Allied Workers' Union (Rawu) met for the first time in weeks yesterday against the background of a mounting campaign for a boycott of the supermarket chain.

After brief talks, a statement was issued saying management could "not commit itself to a decision" and would report to the union after an executive meeting to be held on Thursday.

A union spokesperson said the union had proposed to management that a settlement be negotiated and the answer referred to was whether management was prepared to negotiate or not. The boycott campaign would continue in spite of the talks.

A management spokes-

man declined to comment further.

The boycott campaign continued at the weekend when 500 people endorsed the boycott "to force management to settle the dispute with Rawu" at a mass meeting held in Athlone.

The campaign is aimed at backing union demands for the reinstatement of 50 workers fired after striking at Grand Bazaars' warehouse in Epping more than a month ago.

Pickets calling on shoppers to boycott Grand Bazaars were held at several branches on Friday. Police arrested seven people involved in a picket at Claremont. They were released on bail.

Three more people arrested at another picket outside the Gardens branch were later warned and released.

## Store demonstrators in court

Staff Reporter

SEVEN people who were allegedly involved in a placard demonstration calling on shoppers to boycott Grand Bazaars outside the Claremont branch, yesterday appeared in the Wynberg Regional Court. Evan Alpert, 22, of Milner Road, Observatory, Joseph Williams, 21, of Sherwood Walk, Hanover Park, June Esau, 31 of Milner Road, Observatory, Carrol Jules, 26, of Cecilia Way, Matroosfontein, Simon Sweyie, 22, of NY 101, Guguletu, Renier Langeveldt, 20, of Citrus Street, Bonteheuwel, and a 17-year-old youth were not asked to plead to a charge of attending an illegal gathering.

The hearing was adjourned, for further investigation, to October 24 and bail of R150 each extended. Mr A P Kotze was the magistrate. Mr J Vermeulen appeared for the State and Mr M Parker for the accused.

RAM 3/10/84

Asbestos

(139)

campaign

launched

Mali Reporter

THE Black Allied Mining and Construction Workers' Union (Bamcwu) has launched a national anti-asbestos campaign following investigations held in the wake of the strike at the Penge mine in the North Eastern Transvaal

A spokesman for Bamcwu said yesterday they would be holding a Press conference later in the week to spell out the details of their findings

"As a result of these findings the union felt that a national campaign to help all people affected by this deadly dust should be launched"

The strike — in which several hundred members of Bamcwu were dismissed — sparked much interest when the fact that hundreds of workers had been compensated for asbestosis over the past decade came to light.



# At least 18 held in new police swoops

By Jo-Anne Collinge

Only five of the people reported to have been held in the latest police swoops have been confirmed as detainees

They include Mr Peter Mabaso and his wife, Zodwa, of Soweto. The couple's lawyer said today police had confirmed they were being held under section 29 of the Internal Security Act.

Police also said their three-year-old child, Nonkululeko, who was taken with them into custody, had been returned home yesterday afternoon at the request of the mother.

It is known that at least 18 people have been held or are being kept in custody.

Other recent section 29 detainees are Mr Simon Nkodi and Mr Geina Malindi of the Vaal United Democratic Front national secretary Mr Popo Molefe has been held under section 28, in preventive detention.

Lawyers are battling to establish the legal position of eight people whom they fear have been detained following the withdrawal of charges against them in Vanderbijlpark yesterday.

They were part of a group of 121 Bophelong and Tumahole residents due to appear in a second bail application, the lawyer said.

Charges against the 121 "were formally withdrawn", he said. But Ms Elsie Nana, Ms Laurentia Maloka, Ms Cynthia Vilakazi, Mr Stephen Mgawa, Mr Eddie Letsaba, Mr Mkula Simon Mbuqe and two others who have not been named, were still in custody after the rest had been released.

Police comment on the eight was not available at the time of going to Press.

Other people reported to have been held in early morning raids are

● Mr Richard Bokoa, a Cosas executive member from the Vaal. Mr Bokoa was allegedly released from custody yesterday and held again early today.

● Mr Paul Tenza (18) of Dobsonville. His sister has reported to the South African Council of Churches that several of his friends, whom she could not name, were seen in police cars in front of the Tenza home.

● Two Katlehong members of the United Mining and Metal Workers' Union of South Africa, Mr Isaac Kgetsi Lehoko and Mr Len Mallela.

● A Rockville, Soweto man, Mr Dumisani Binda.

Police had not commented on these reports at the time of going to Press.

Strongly worded condemnation of the latest detentions has come from the Soweto Committee of Ten and the South African Institute of Race Relations.

Detainee Simon Nkodi works for the institute, which said "By detaining and silencing recognised black leaders it (the Government) is transforming political movements into angry crowds. By unnecessarily sustaining its ban on outdoor meetings, it is turning concerned citizens into unwitting criminals."

The institute has called for "bold measures", saying "Let the Government release political prisoners, equalise education under a single ministry and create jobs rather than bureaucracies."

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# Union offices burgled

TWO black trade union offices in the Northern Transvaal are alleged to have been burgled by unknown vandals for the third time since the beginning of this year.

**By SIBUSISO MABASO**

The trade unions are the Black Allied Workers Union (Bawu) and the Black Electronic and Electrical Workers (Beewu).

The unions are sharing offices in the Northern Transvaal Advice office (Ntao) in Pietersburg.

A spokesman for Ntao, Mr Khangalo Makhado said the first burglary was in March

this year, where they discovered the office window broken and office documents thrown everywhere. He said no damage was caused when the first burglary occurred. The second time vandals gained entry through the office ceiling and made off with the trade union's documents.

He said they were surprised by the third burglary as there was no damage caused but important documents of the trade unions were missing: "We believe Monday's incident was well planned, and it seems the office key was used to gain entry". He added

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FM 5/10/84  
FIRST FOR NEW UNION

The United Mining Metal and Allied Workers' Union (Ummawsa) and Chloride SA have entered into a recognition agreement for the company's Benoni factory

It is the first recognition agreement signed by the new union since its split from the Metal and Allied Workers' Union, an affiliate of the Federation of SA Trade Unions (Fosatu), earlier this year

According to a union spokesman, the agreement makes Ummawsa the sole collective bargaining representative of Chloride's workers. It was signed after the union proved it had majority representation at the plant. The agreement provides for wage negotiations, disciplinary and grievance procedures as well as retrenchment and dispute procedures

7/16/84

CT

# 'The doors of learning shall open'

139  
C.P. 1/10/84



**THEY CAME in buses, trucks, vans and on foot to launch South Africa's education charter in the Eastern Cape.**

There were more than 1 500 students and activists at Rhodes University to launch the demand for a free education system — students from the L. L. Sebe Training College in Zwelishu, the Cape Teacher's College in Mdantsane, the University of Fort Hare . . .

There were also representatives from high schools throughout the region, and delegates from Cradock and Queenstown youth organisations.

As Azanan Students' Organisation national president Simpwe Mgoduso told the cheering crowd: "This is a very impressive reflection of



**BY MONO BADELA**

what our activists have been doing since the structure was formed last year for our official launch"

Mr Mgoduso said Azaso and the Congress of SA Students — joint organisers of the launch — were assured of victory

"We shall try to reach the campuses, the communities, schools and all communities," he said. "We shall also organise parents around this issue."

The Azaso president said the struggle for a free education system went hand in hand with broader community struggles.

"We can't have a free education system in an oppressive South Africa," he said. "The struggle around educa-



**Some of the 1 500 students who pledged support for the Education Charter at Rhodes University at the weekend.**

tion is linked to the demand for a government based on popular will"

Other speakers at the launch backed Mr Mgoduso, comparing the event to other significant dates in South Africa's history.

Border United Democratic Front president Steve Tshwete said the launch was similar to the Defiance Campaign in 1952 and the Congress of the People at Klipplowen in 1955

Cosas organiser Mzukisi Meyane said the

campaign would spell out one of the demands of the Freedom Charter — that "the doors of learning and culture shall be opened to all"

And, he said, once the charter was drafted and adopted it would be non-negotiable

"We want an education system that will be in the hands of the people — not in the hands of a minority clique," he declared

"The charter will be a blueprint setting out our demands. It will be

drafted jointly by our organisations and communities — and it will enshrine all the demands our brothers and sisters have died for"

National Union of SA Students president Kate Phillips praised Cosas and Azaso for their courage in the face of severe harassment

She also appealed to students not to be "co-opted into the system".

"The backlog in education is too great, and the crisis far too large for us to be co-opted," she said

**'Students' fight is for all'**

THE student movement is part of the struggle for democracy and its victories are victories for the entire non-racial democratic movement, says the UDF's Border chief Steve Tshwete.

Mr Tshwete — a former Robben Island prisoner who was dismissed last year from his teaching post by the Ciskei Education Department — said so in his address at the launching of the campaign at Rhodes University for an Education Charter

He said the present education system was designed to develop "a sense of dependence and subservience" and, in this way, to perpetuate oppression and exploitation

Mr Tshwete said an attack on the education system was a



**STEVE TSHWETE.**

"Get involved in the struggle direct attack on apartheid because of this, he said, the campaign was relevant to the broader struggle for national liberation. Mr Tshwete urged students to be part and parcel of the national democratic struggle

## South Africa is a big colonial prison — Gawu

SOUTH Africa is a capitalist society and a big colonial capitalist society and a colonial prison, said General and Allied Workers' Union secretary Sidney Mufamadi in Grahamstown last weekend

He was speaking at the official launching of the Education Charter in the Eastern Cape, at Rhodes University.

Mr Mufamadi said that the most appropriate form of struggle to wage under present condi-

tions was one which took into account that South Africa was a capitalist society and a colonial prison.

"Those who have been denied the right to vote in the country of their birth are in prisons, and those who are failing to produce the wealth of this country are exploited," he said

"South Africa should be freed from national oppression and economic exploitation

"The interests of those who



Gawu general secretary Sidney Mufamadi. S A is a pri-

son

RAM 8/10/84 □ □ □ (37) ~~2/2/84~~

THE Black, Allied Mining and Construction Workers' Union (Bamcwu) will launch a national anti-asbestos campaign this week.

The union, involved in the strike at Penge this year, has since launched a full-scale inquiry into the high incidence of lung disease at the mine.

Meanwhile, the Griqualand Exploration and Finance Company (Gefco) — owner of Penge — is to cut production by 10% at its asbestos mines in the north-western Cape, leading to about 500 fewer jobs for blacks and 37 for whites

# Black union will fight for asbestos ban

~~Star~~ ~~139~~ ~~139~~ 139 Star 12/10/84

By Carolyn Dempster,  
Labour Reporter

A national campaign to get asbestos mining in South Africa banned has been mounted by the Black Allied Mining and Construction Workers' Union

The aim is to bring to the attention of black mineworkers and black communities the health hazards of occupational and environmental exposure to the mineral fibre

Mr Pandelani Nefolovhodwe, the union's general secretary, said in Johannesburg yesterday that the campaign had the full support of union members in mining and construction

He added that communities in and near the asbestos mining areas of the North-Eastern Transvaal and Northern Cape

would be told of the dangers of exposure to the mineral fibres. There would be meetings, and pamphlets would be circulated describing asbestos dangers

The union also plans to rally international support for the campaign, and will alert Lesotho, Zambia and Mozambique to asbestos hazards

South Africa is one of the world's largest producers of blue asbestos (crocidolite) — held to be the most hazardous of the five types of asbestos fibre — and is the world's sole producer of brown asbestos (amosite)

Inhalation of asbestos fibres can result in asbestosis, a crippling fibrosis of lung tissue, mesothelioma, a fatal cancer of the lung lining; and bronchogenic carcinoma, which has a high fatality rate

The international health lobby against the mining of asbestos and manufacture of asbestos products has resulted in the fibre being banned in Scandinavia and Holland, with stringent dust levels legislated for in Britain and Europe

Figures released by the Medical Bureau for Occupational Diseases show that there were a total of 5 140 asbestosis victims between 1967 and 1983, 212 compensated cases of mesothe-

lioma, and 57 cases of bronchogenic carcinoma

A total of 704 people are recorded to have died from the three diseases

Compensation paid out for occupational diseases on the mines is grossly discriminatory, and black workers receive only a fraction of the amount paid to their white colleagues for the same diseases

The Azanian Peoples Organisation (Azapo) has called on asbestos mine managements to increase compensation to black workers suffering from asbestosis from R1 790 to R15 000

White workers receive a lump sum payment of R24 000

WESTERN CAPE

Now union target

FM 12/10/84

The western Cape stands out as the region that has been least affected by the emerging power of new black-dominated trade unions. Where they have had an effect is in the food, stevedoring and motor assembly industries.

This could change. That was the consensus opinion at a seminar on "Emerging Unions of the Western Cape," organised by labour consultants Andrew Levy and Associates.

Only 25% of SA's economically active population is unionised. Yet, says Levy, union membership is doubling just about every two years — mainly due to the unionisation of blacks, coloureds and Indians. Black unionism is growing five times faster than that of whites.

The Trade Union Council of SA (Tucsa), with more than 400 000 members, remains SA's largest trade union federation. In the last year it has lost 100 000 members. Levy says this happened because of Tucsa's inability to recognise early enough the trend of the mass mobilisation of blacks which started in 1979 when blacks were legally recognised as "employees." Tucsa will not be able to maintain its numerical superiority for more than another 18 months, he predicts.

In its place will come the emerging unions. The African Food and Canning Workers' Union and the General Workers' Union have been active in the western Cape for a long time now. Expectations are that other emerging unions will start to make their presence felt. The United Democratic Front (UDF) affiliates, Clothing Workers' Union (Clowu) and Retail and Allied Workers' Union (Rawu) are active already.

In addition, the Commercial, Catering and Allied Workers' Union of SA (Ccawusa)

*Continued on page 51*

has a small presence. The National Union of Textile Workers (NUTW) an affiliate of the Federation of SA Trade Unions (Fosatu), is also active.

Employers will have to face two major issues in dealing with emerging unions: pressure to bargain at plant level as opposed to industry level and the closed shop.

The new unions are the "lusty children" of industrial relations, says Levy. They are fundamentally different from the established unions. The Fosatu unions, which have successfully built themselves on a shopfloor base, are the most competent of the emerging unions. Levy says it is likely that they will have prior experience of any strategies that western Cape employers use if they attempt to resist unionisation.

NUTW general secretary John Copelyn spoke about demands employers could expect from Fosatu unions. They would want access to factories, stop order facilities, acceptance of shop stewards and their right to take up grievances and represent workers in disciplinary hearings, sole right to bargain and the right to bargain at factory level. Industry level bargaining would not be ruled out — provided it did not mean the loss of any rights won at factory level.

#### Lawful and fair

The role of the Industrial Court and the impact it is having on industrial relations was outlined by Unisa law school academic Peter le Roux. Before 1979, if an employer wanted to take action against employees he merely had to ask himself whether he was acting lawfully. But now that the concept of an unfair labour practice has become entrenched in SA labour law, they also have to question whether their actions are fair, as it is possible for lawful actions to be unfair labour practices.

The emerging unions have not been slow to utilise this loophole in the law, and have made significant gains in the Industrial Court. As a result, the court had gained acceptance and legal action had become an alternative to striking. Recently, however, the Minister of Manpower had been excluding the consideration of unfair labour practices from the terms of reference of conciliation boards. This has been perceived as unwarranted interference and has raised questions about the value of official dispute settling procedures.

Leading labour lawyer John Brand dealt with union recognition and closed shops. Brand said it is generally recognised that a major disadvantage of closed shops is that they can have an adverse effect on an individual's right to freedom of association and also be used to restrict access to skilled jobs.

Anomalies in the law after the Wiehahn-inspired amendments to labour legislation had resulted in the compulsory unionisation of large numbers of Africans through closed shops. Brand labels the process as one of the "grossest abuses of the closed shop in modern labour law".





PM 12/10/84

~~INDUSTRIES~~ ~~11/55~~ ~~12/10/84~~

"This abuse contributed significantly to the suspicion and contempt which many African employees and emerging trade unions feel towards the trade union parties and industrial councils who co-operated in the exercise," he says

Nevertheless there are legal strategies which both employers and employees can use to circumvent or challenge closed shops Brand, however, also said that recent developments in labour had made unions lose faith in legalistic procedures Unless action was taken, government's success in institutionalising conflict would be

eroded Industrial relations consultant Gavin Brown said several factors indicated that the pattern of emerging unionism in the western Cape would be different to that experienced in the rest of the country

□ The Cape workforce is predominantly coloured As a result, there is a greater degree of cultural homogeneity than in the Transvaal or Natal,

□ The workforce is more fully urbanised than anywhere else in the country Thus the target market of emerging unionism is likely to have a more sophisticated un-

derstanding of commercial practice, be more acquainted with the capitalistic ethic, be generally better educated and consequently far less afraid to confront white authority structures

□ Officials of emerging unions were likely to be older than unionists in other parts of SA and employers would have to deal with more stable levels of commitment and more sophisticated approaches, and

□ The high level of community solidarity meant that workplace disputes could quickly develop into major and epic community events

in my opinion

CLIVE THOMPSON

# Problems with strike law

~~11/55~~ ~~12/10/84~~



Clive Thompson is an attorney and a researcher with the Centre for Applied Legal Studies

monstrated a conservatism that comes close to an abdication of its rule-making function The result has been that the emerging law on strikes is shot through with confusions and that one looks largely in vain to the 1984 clutch of decisions for guidance on the subject.

At least one steady theme does emerge workers who ignore negotiated and statutory dispute procedures and who engage in wildcat action will have a tough time in securing relief through the court This judicial attitude underscores the premium placed by the Act on collective bargaining However, the virtues of the bargaining process have apparently been overlooked in pronouncements on other features of labour disputes

Trade unions like to argue that all strikes are provoked by management The Industrial Court could not be accused of being uncharitable if it regarded this proposition with a measure of scepticism Nonetheless, where mass dismissals have followed in the wake of strike action, the court's first inquiry should be to ascertain who was responsible for the breakdown Should it be established that the strike was indeed triggered by provocative managerial behaviour, especially behaviour which itself amounts to an unfair labour practice, the court should not be chary in reinstating the affected workers Instead it has tended to engage in an exercise to determine whether the parties' conduct has been lawful rather than fair The practice has been to assess whether the dispute can be characterised as a lock-out or a strike and, if it decides on the latter (which, given the nature of labour disputes, it usually must), it declines to give relief Only the grossest managerial action meets with a reinstatement order, and then normally a qualified one

Arbitrary and selective dismissals or

rehirings in the course of labour disputes are also expedients which deserve short shrift before the court They lend themselves to abuse and are a deviation from the basic legal principle that like cases should be treated in like manner In *Ngobeni v Vetsak*, however, the court was not impressed by these considerations and came to the startling conclusion that, provided an employer was legally entitled to dismiss, he was also at liberty to rehire as he saw fit Instead of viewing the dispute in question as a whole, it scanned the sequence of events and then homed in on a particular segment which it declared to be decisive If one accepts that only a careful assessment of the equities of the total situation can lead to sound industrial relations and labour stability, this piecemeal approach grounded in narrow common law notions must be eschewed.

A more discerning and contextual treatment can be found in the decision of *Raad van Mynvakbonde v Kamer van Mynwese* Here the court had to decide whether the otherwise lawful dismissal of workers on a legal strike would also be fair It concluded that under certain circumstances such dismissals could be unfair, and noted that one of the factors that needed to be taken into account was whether the parties had negotiated in good faith during the strike It also indicated that selective dismissals and rehiring could constitute unfair labour practices

The principles regulating individual unfair dismissal have crystallised out after a relatively short period of uncertainty Despite the clear guidance available in the more developed jurisdictions abroad, and despite an accommodating domestic statute, the weighty issues of collective action and mass dismissals remain unresolved in this country In the interregnum, self-help will presumably prevail on all sides

In the field of labour law, the tension between lawful conduct and fair conduct continues to plague the development of a coherent body of rules for the regulation of the major areas of conflict between employers and unions

After some initial hesitation, the Industrial Court tackled the question of individual unfair dismissals head-on and proceeded to apply the International Labour Organisation's standards with remarkable alacrity Notwithstanding perfunctory notice periods in employment contracts, the court decided that a dismissal should be for good cause only and be preceded by a fair inquiry

An employer's contention that a dismissal which complied with the contractual notice period and which was otherwise lawful could not be unfair was effectively rejected by the court in *Mawu v Barlows Manufacturing* The objects of labour peace advanced by the Labour Relations Act were to take precedence over the formal and artificial "agreement" on termination assumed by the individual contract

Unfortunately the court's treatment of larger-scale issues, usually involving trials of strength between unions (as opposed to employees) and employers, has been rather less salutary Perhaps struck by the stridency of recent criticisms which have come its way from certain employer parties and over-awed by the prospect of challenging the boundaries of managerial prerogative on really telling issues, the court has de-

# Union calls for boycott of asbestos products

By PHILLIP VAN NIEKERK

THE Black Allied Mining and Construction Workers' Union (BAMCWU) yesterday launched the country's first anti-asbestos campaign with the avowed aim of closing down the South African asbestos industry

At yesterday's campaign launch, BAMCWU produced figures showing that 5 140 mineworkers had been compensated for asbestosis in South Africa since 1967, 212 had been compensated for mesothelioma and 57 for lung cancer

The figures — which BAMCWU officials said "under-estimated" the problem — were taken from official Mines Bureau of Occupational Diseases (MBOD) statistics

A BAMCWU statement said they wanted to mobilise

the community against the product and that the final aim of the campaign was closure of asbestos mines

Asked whether this might mean they were campaigning for something which would mean a loss of jobs for their members, Mr Pandelani Nefolovdhe, a BAMCWU spokesman, said it was a question of life and death

"We don't envisage a situation where we would choose to die in order to earn very little. We'd rather starve than sell our lives"

The Azanian People's Organisation (Azapo) issued a statement at the Press conference calling for a ban on asbestos because "even though we may be classified as Third World, our citizens deserve First World treatment"

Dr Abu-Baker Asvat, Azapo's Health Secretary, called

for better protection for workers as the banning of the substance could not happen overnight.

He called on the Government and mine managements to increase the compensation paid to black workers suffering from asbestosis from R1 490 to R15 000

In addition, black workers who suffered from "this irreversible and permanently disabling disease" should get a permanent monthly pension to bring them in line with white workers, he said

BAMCWU invited doctors, other trade unions and concerned individuals in the community to lend whatever support they could. They would also be writing to foreign countries to make the international community aware of what was happening in South Africa

18/10/84 (139)  
**Union**

## warns of asbestos dangers

**Mall Reporter**

**THE Black Allied Mining and Construction Workers' Union** has sent letters to the governments of six Southern African states warning them of the dangers of asbestos to which their nationals are subjected to in South African mines

The states include Botswana, Zambia, Lesotho, Mozambique, Swaziland and Malawi.

The letters have been sent as the next step in BAMCWU's national anti-asbestos campaign, the first such campaign in South Africa, which was launched last week.

BAMCWU has "vowed" to close down the asbestos mines and it has said that workers would rather "starve" than sell their lives for very little.

A statement released yesterday by BAMCWU's publicity secretary, Mr Motsoni Mokhine, said that extensive public support was being galvanised in the campaign by the union's members.

Local organisations, institutions, trade unions and groups were being contacted.

Letters have also been sent to international labour movements in Sweden, Canada, Norway and Denmark to make them aware of the campaign and to request them to pledge solidarity with it.

Mr Mokhine also said that BAMCWU's lawyers were studying legislation with a view to taking companies mining asbestos to court "for gross negligence".

At the campaign's launch last week BAMCWU produced figures which showed that 5 140 mineworkers had been compensated for asbestosis since 1967 and that 212 had been compensated for mesothelioma and 57 for lung cancer

The figures, which BAMCWU said "under-estimated" the extent of the asbestos-related diseases, were taken from the official Mines Bureau of Occupational Diseases statistics

# Union seeks support for anti-asbestos fight

By Sol Makgabutlane

The Black Allied Mining and Construction Workers' Union has stepped up its anti-asbestos campaign by appealing to governments in Southern Africa for support.

The union's publicity secretary, Mr Motsumi Mokhine, said it had forwarded communiques to the governments of

Mozambique, Lesotho, Botswana, Swaziland, Zambia and Malawi notifying them of the campaign

"We want to make them aware of the dangers of asbestos, especially as most of their workers are employed on South African mines

"We also asked them to look into ways and means of helping their people on South African mines who

have contracted asbestosis and have not been adequately compensated"

Mr Mokhine said that the union had congratulated labour movements in Denmark, Norway and Sweden for launching anti-asbestos campaigns

"We also asked them to pledge solidarity with our campaign"

He said that the union had also written to trade unions in South Africa

telling them about the anti-asbestos campaign and seeking their support

The campaign was launched on October 13 to urge the closure of all asbestos mines in South Africa.

"This was done because asbestos is a health hazard and we cannot sacrifice the lives of our members and the community at large," Mr Mokhine said

KOM 22/10/84

# Unionist refused passport for Egypt

Mall Reporter

VETERAN trade unionist, Mr Philip Dlamini, has been prevented from attending an international labour meeting in Cairo after the Department of Internal Affairs refused him the necessary endorsement on his passport.

Mr Dlamini, who is Secretary-General of the internationally recognised and accredited South African Black Municipal and Allied Workers Union (SABMAWU) is allowed to travel only to Zimbabwe and the United States.

He was to have left for Cairo on Saturday to deliver a paper at a seminar organised by the Africa Region of the Post Telecommunications and Telegraphs International (PTTI) which begins today.

Another union official, Miss Cathy Monyane, will deliver the paper on his behalf.

Mr Dlamini, whose name came under international spotlight in 1983 when he led over 10 000 Johannesburg City Council employees to a strike, was first refused a passport in August that year. He was given no reason for the refusal.

He reapplied for a passport in 1981 to attend the annual congress of the Public Service International (PSI) in Singapore. His request was again refused without reason.

The department also refused him a passport to attend a three-day seminar of the Africa Region of PSI in Zimbabwe last month.

However, a few days later, he was granted an international passport which was valid for six months.

A spokesman for the Department of Internal Affairs was not available for comment.

*Star* (139)  
*24/10/84* (289)  
**Unionist free  
Wits student  
is detained**

Trade unionist Mr Amos Masondo has been released without charge after spending four months in solitary confinement.

Mr Masondo, an executive member of the General and Allied Workers' Union (Gawu) and a council member of the United Democratic Front (UDF) Transvaal region, was detained in June under section 29 of the Internal Security Act.

His release has raised hopes in the UDF that another member of its Transvaal executive, Mrs Rita Ndzanga, may be released shortly. Mrs Ndzanga, also of Gawu, was detained on the same day.

The latest person known to have been taken into detention is a University of the Witwatersrand postgraduate student, Ms Barbara Creecy.

Police confirmed that Ms Creecy was being held under section 29 of the Internal Security Act.

A close friend said she had become aware Security Police were seeking her last week, and had gone to John Vorster Square yesterday expecting a relatively short questioning session. She had been taken into custody immediately.

**Star**

Sawyer 24/10/84 (139)

## Unions burgled

**THE OFFICES of three unions were burgled and more than R800 cash stolen at the weekend.**

Mr Pandelani Nefolovhodwe of the Black Allied Mining Workers' Union said he found the cash box missing when he opened the offices on Monday after closing on Friday. A sum of R112 had been stolen.

The same situation prevailed at two other unions — Insurance and Assurance Union of South Africa and the Black General Workers' Union, which share adjacent offices at Abbey House in Commissioner Street, Johannesburg.

A sum of between R300 and R400 was stolen from the insurance workers' union's offices and about R300 was stolen from the general workers' offices.

No doors were broken in all three offices and according to Mr Nefolovhodwe, this suggests that they were inside jobs

Sowetan 26/11/84

# Bhawusa hold huge indaba

139

**THE unregistered black Health and Allied Workers' Union is to hold its first annual general meeting at the Lutheran Community Centre Hall in Hillbrow on Saturday starting at 9am.**

The 15 000-strong Bhawusa's meeting will be addressed by several trade unionists, including Mr Phillip Dlamini, secretary of the South African Black Municipality Workers' Union (Sabmawu).

The union's president, Mr Tlou Komaphe, said that issues which will feature prominently during the one-day conference will include the new Industrial Relations Amendment Act, affiliation to any federation, membership and registration.

He said that the union was already affiliated to

By JOSHUA RABOROKO

the Public Service Health Workers' Association in France and the Confederation of Health Workers in London.

Referring to the new Act, Mr Komaphe said that in terms of some of the clauses it was clear that the Government was aiming at forcing certain if not unregistered unions to register. The union was not in favour of this action.

The union was "suspicious" of certain trade union federations and was not in a position to affiliate to any, although, he added, "we support moves towards the formation of a big trade union federation".



# Union denied access

139

~~Labour Reporter~~

S. Tan  
25/10/84

The Black Allied Mining and Construction Workers' Union has been denied access to Rand Mines' Durban Roodepoort Deep gold mine following illegal strike action at the mine on September 17.

The mine management stated this was because of the behaviour of the union during the course of the strike and allegations the union made to the Press.

30155740 hours

25/10/84

~~139~~ Demo: 7 granted bail  
~~139~~ Court Reporter C. T. ...

SEVEN people who were allegedly involved in a placard demonstration outside the Claremont branch of Grand Bazaars calling for a boycott of the company appeared in the Wynberg Regional Court yesterday

Mr Evan Alperis, 22, of Milner Road, Observatory, Mr Joseph Williams, 21, of Sherwood Walk, Hanover Park, Ms June Esau, 31, of Milner Road, Observatory, Ms Carrol Julies, 26, of Cecilia Way, Matroosfontein, Mr Simon Sweyiye, 22, of NY 101, Guguletu, Mr Renier Langeveldt, 20, of Citrus Street, Bonteheuwel, and a 17-year-old youth, were not asked to plead to a charge of attending an illegal gathering

The hearing was adjourned to March 6 next year, for further investigation and bail of R150 each was extended

Mr A P Kotze was the magistrate Mr J Vermeulen appeared for the State and Mr M Parker for the seven

# Mine slaps recruiting ban on Bamcwu

By JOSHUA RABOROKO

Roodepoort Deep Goldmine owned by Rand Mines.

The news of the ban was announced yesterday by Bamcwu's general secretary, Mr Phandelani Nefolovhodwe, who said that the com-

THE BLACK Allied Mining and Construction Workers' Union (Bamcwu), has been banned from recruiting workers at the Durban

pany has notified them that their rights to recruit workers on the mine, have been cancelled.

The ban was sparked off, following "strained relations" between the parties during the recent

strike over wages and the subsequent arrest and dismissal of members at the gold mine.

Mr Nefolovhodwe said that management accused them of "insignificant and fabricating" stories about the events

during the strike in which several people were injured by police dogs.

Rand Mines' chairman, Mr Clive Knobbs, confirmed the cancellation of Bamcwu's right to recruit workers at the mine. This action, he

said, was because of the "malicious and irresponsible manner" in which the union be-

**BAMCWU's Phandelani Nefolovhodwe . . . rights withdrawn.**

haved during the strike.

"As far as we are concerned, this is but another ploy by the exploiters" to suppress the genuine mouthpiece of the exploited. We see

this and the continued incarceration without charges of our shop stewards at the mines as an effort to bash Bamcwu's image on the mine," Mr Nefolovhodwe said.

# ASWCEP

C. P. Rey

139

# REPORT

# IN

22/10/84

**THE founder secretary of the Domestic Workers' Association of South Africa, Pat Maqina, returned recently from an extensive tour of Europe.**

She addressed seminars and visited trade union offices in Switzerland

By MONO BADELA

land, Norway and the Netherlands. The tour was at the invitation of the International Union and at the request of the International Labour Organisation

At the headquarters of the ILO in Geneva, Mrs Maqina gave a paper on "The struggle of the black woman in South Africa"

A Port Elizabeth trade unionist involved in the campaign for domestic workers' rights, Mrs Maqina shared her experiences with international trade unionists

She was accompanied by five South African trade unionists — three from Cape Town and two from Johannesburg. They were joined in Nairobi by trade unionists from the African

can states. Mrs Maqina spent three days at the ILO offices before leaving for Oslo, where the group attended a labour school

Lectures were mostly directed at the workers in Norway where conditions are different from those in South Africa. Mrs Maqina said there were no domestic workers in Norway — only office and school janitors

She said in Norway

the Government, employers and worker organisations worked together to improve working conditions. In Oslo she also visited the Norwegian Federation of Trade Unions

In the Netherlands she was the guest of a church and other cultural groups

Mrs Maqina, wife of New Brighton playwright and former political de-

tainee Rev Mzwandile Ebenezer Maqina, has attempted to lighten the burden of domestic workers for several years

She feels that every woman has been given certain skills — and that these skills have to be developed

She also believes that domestic work is not an unskilled job — it demands as much skills as any

other job and in knowledge of human nature than 1 jobs.

When Dwasa formed, she immediately decide play a role in assisting them

Mrs Maqina Dwasa has over 20 members and caters for the needs of the domestic worker in the Eastern Cape holding classes in cooking, first-aid baking at its office

# REPORT

C. P. Rey

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# IN

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# REPORTS

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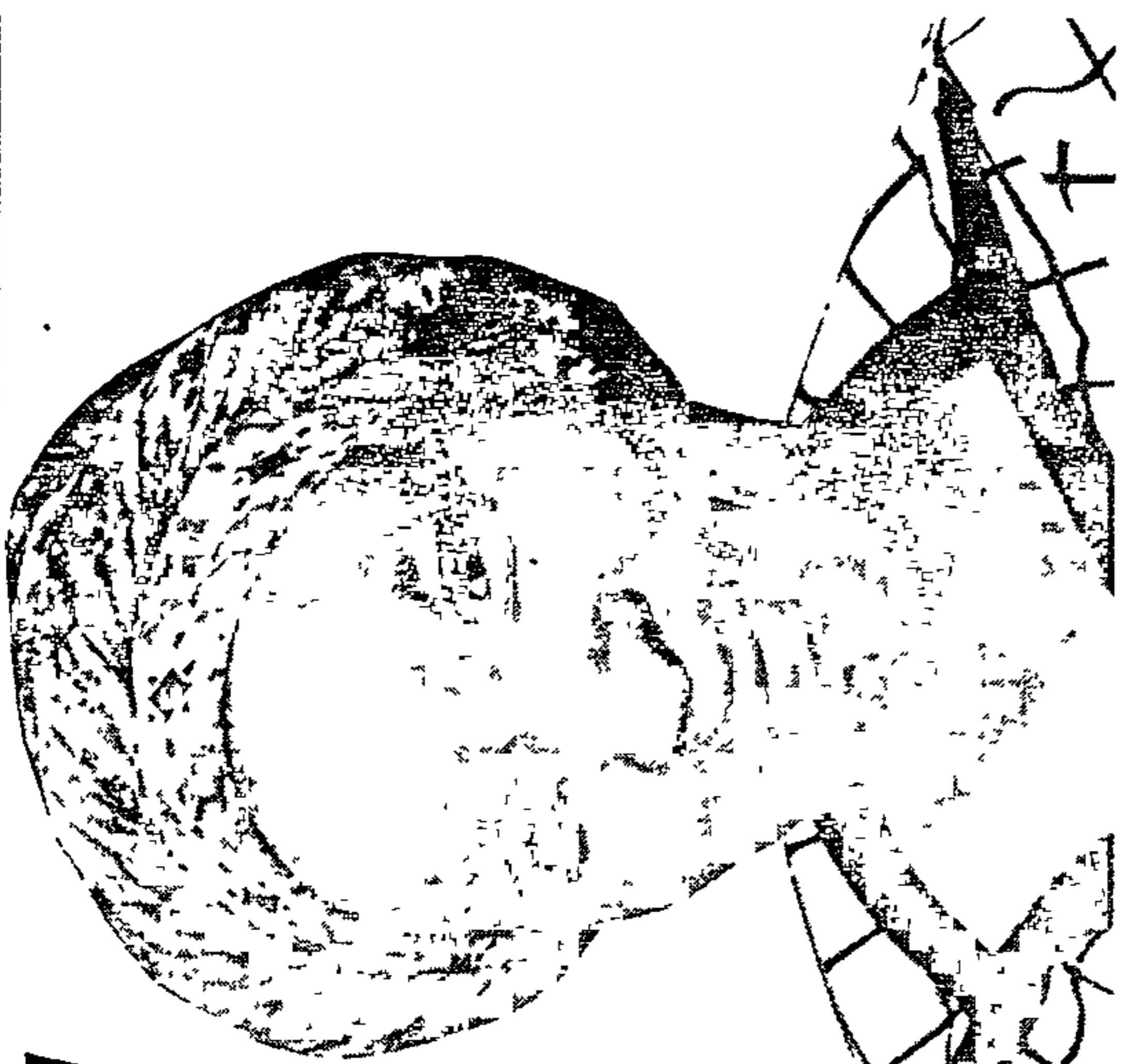
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other job and more  
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Mrs Maqina said  
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holding classes on  
cooking, first-aid and  
baking at its offices



MRS PAT  
MAQINA

THERE are still some "holes" in the new labour laws. One of these is the predicament of farm workers.

The Labour Relations Act specifically excludes these workers from registering trade unions. The issue is politically sensitive but I understand that the prohibition is being reviewed in Pretoria, although no conclusion has been reached.

Baasskap is more entrenched on the farm than in any other sector of the economy. The mind boggles at the reaction of many farmers — particularly in present economic conditions — to unions coming to negotiate the full panoply of disciplinary and grievance procedures, not to mention wages and conditions.

In discussion with Professor Nic Wiehahn, architect in the late 1970s of the revised labour laws, I asked about the gaps which remained, specifically those involving farm workers.

He pointed out that these people were not the only ones excluded. The right of civil servants to strike was circumscribed. Also workers at keypoints such as Sasol were not able to withdraw their labour legally.

He added "I still believe agricultural workers should be included under the system. The exclusion should be scrapped because those farmers who do not want trade

## PEOPLE IN BUSINESS

Bryan Deans



### Farm workers' unions under the spotlight

union representation on their farms would still have the right of admission.

"I doubt whether it is possible to organise farm-workers in the conventional, formal way, except possibly at estates such as Zebediela where there are hundreds of orange pluckers who have at present no way of negotiating a dispute."

Professor Wiehahn observed that under the labour dispensation any discrimination on the grounds of colour, sex or race was prohibited. If that were carried to the ultimate, to include the most under-privileged working group of all, it would be possible to make considerable "image" capital overseas.

For Professor Wiehahn it has been an eventful month in which he has been appointed Director of Unisa's School of Business Leadership and has accepted the chairmanship of the Care Enterprises group.

It seems likely that under his leadership Unisa's SBL will continue to have a high profile in human relations. "After all, approximately 50 percent of management success depends upon how you handle people."

These people skills have to be applied more subtly in South Africa than anywhere else. The responses of blacks, it has been proved, are totally different to those of whites.

It was for this reason that "productivity" became such a dirty word because a concept which seemed reasonable to a white was seen by blacks, as Professor Wiehahn puts it, "more exploitation — management wants us to work harder".

Now a similar dilemma arises from the report "Project Free Enterprise" which also came out of a Unisa study and which showed virtually all blacks — and a good many whites —

have rejected the capitalist system.

Since that report came out in July, its co-ordinator, Professor Martin Nasser and some of the country's leaders have been engaging in think tanks to consider its implications.

Professor Wiehahn says he has frequently been urged to start politicising the worker movement and explaining the benefits of free enterprise.

The dangers inherent in that are great. One can just imagine the glee of agitators if it were to be announced that private enterprise had voted R5-million, or whatever, to a campaign to teach the workers to love their managements.

The answer to that particular dilemma will come, not from propaganda, but from sound industrial relations. As a more equitable industrial system evolves — and great strides have been made — the labour force will feel in its living standards the reasons for liking capitalism.

Asked about his private sector role with the Care Group, Professor Wiehahn explained "It is developing into an organisation exclusively concerned with human resources — medical care, personnel selection, employee benefits and training. Because it is a specialist group it can be prognostic and plan well ahead for the human resource needs of the future."

# Black unions move in to organise agricultural workers

## Carolyn Dempster

SOUTH AFRICA is on the brink of an agrarian revolution with the unionisation of farm labour

While all eyes have been fixed on labour relations in industry, effects of the rapid mobilisation of urban black workers have finally started to filter through to the rural economy. The country's massive co-operatives are now having close encounters of a hitherto alien kind with emergent unions, recognition agreements, safety legislation, Industrial Council agreements and the Industrial Court

By and large the reaction has been typical of this last bastion of Afrikaner conservatism "It can't happen to us, we're agricultural" But the prognosis is that it will happen, within 18 to 24 months

"I would be most surprised if, in the next two years, we don't see the same scale of labour activity in the agricultural co-ops as we are seeing now in the industrial arena," says Professor Dawie de Villiers, director of Umsa's Institute for Labour Relations

## Vast difference

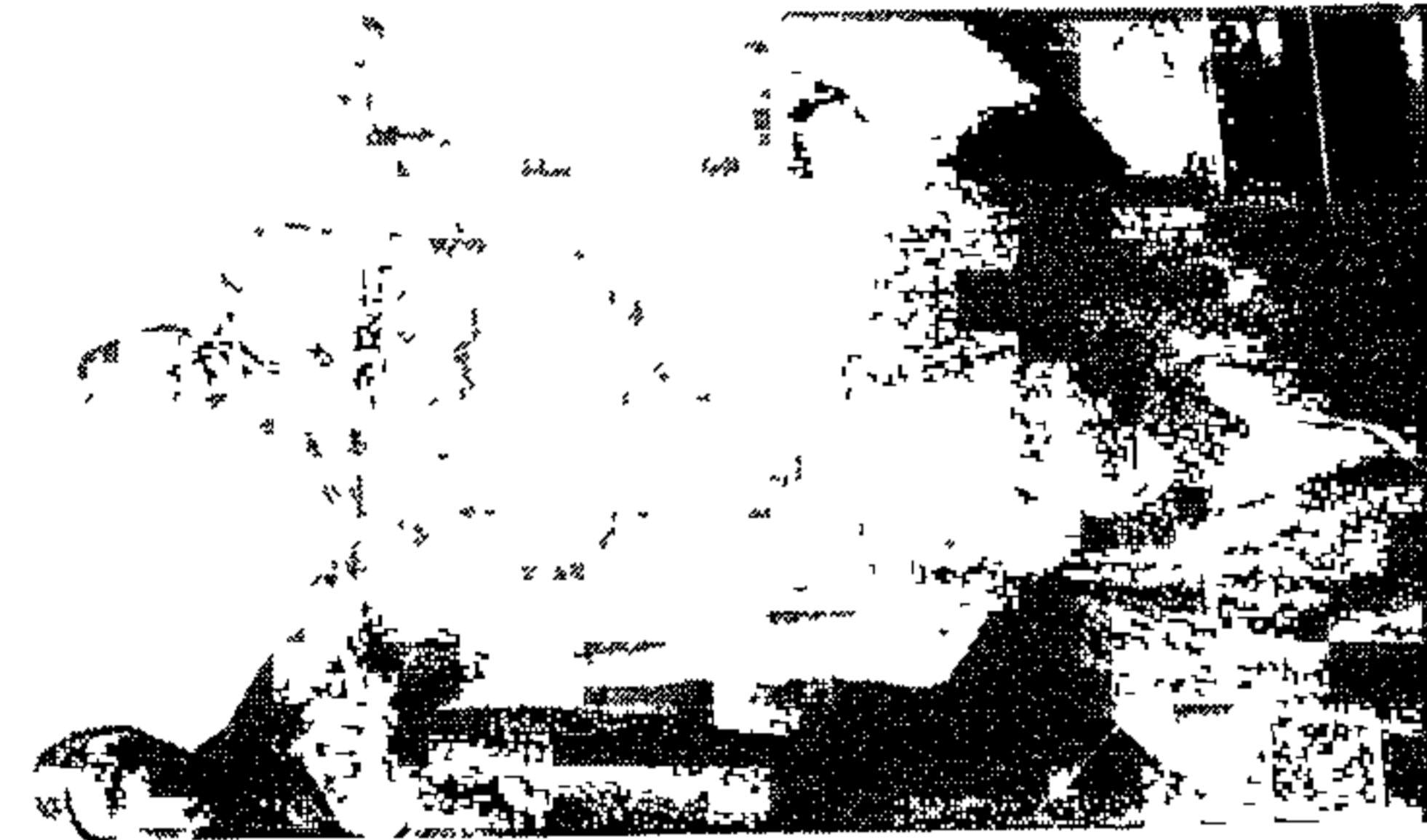
He is quick to point out, though, that there is a vast difference between primary and secondary agriculture. Individual farmers are exempt from the provisions of the Labour Relations Act, but secondary agriculture includes the co-operatives which, by nature of their extended activities, fall within the scope of the legislation. Some of the co-operatives are already bracing themselves for the time when emergent unions move into the agricultural arena

A historic first for agriculture came when the grain co-operatives banded together a year ago to form

139  
S. Stew  
28/10/84

# There's a

# Revolution on the land



**SENSITIVE AREA . . . in spite of resistance, unionisation of agricultural labour is on the cards.**

What of a spillover of new ideas among farm labourers?

"I don't think the organisation of farm workers is feasible," says Prof de Villiers "Any attempt will meet with immediate resistance from farmers

"If I were a farmer and saw a car with a labour organiser in it heading for my farm I wouldn't hesitate to run him off the property

"In addition, there are too many constraints, it's too expensive, and geographically it's virtually impossible"

South Africa has the problem that farms have tended to become larger as economic units. Farmers have expanded and ploughed back their returns, so that some will operate as many as 600 tractors over a few thousand hectares

## Production impact

"That farm's workshop becomes a factory by virtue of size. A union's power lies in its effect on production. There is nothing in the Labour Relations Act to prevent the organisation of farm labour, and a strike by the mechanics who service those 600 tractors will have an impact on production"

What worries Prof more is the impact of prescriptive labour changes on the farmer-labourer relationship

"The relationship between farmers and their workers is much more than just employment, and now farmers are reacting to rumours of imminent change with hostility

"Although a number of farmers are aware that the system has changed and that there is a need to do more, it is a very sensitive area. Any change in the remunerative package, for instance, needs to be handled with care"

resistance in agriculture than in industry," says Prof de Villiers

Whether the upper echelons of co-op executives are ready and have adapted to the changing labour scene or not, the average white supervisor or middle manager will react to the changes as a threat

## Spillover

"It means a change of attitude, a change of life for the middle-aged man who has a history of handling his black workforce in a traditional manner"

have a power base of 21 000 or more workers located in 11 centralised points

## Resistance

But just in case an eager labour organiser starts over-enthusiasing about this ripe and ready-to-be-picked workforce, the single greatest factor to remember about agriculture is its innate resistance to change

"The resistance will be more real, or more manifest, at a personal level. There is more potential for

an employers' association

Prof De Villiers comments "There are more than 300 co-ops in the country, some of them very large and labour-dependent. An organised strike in the apple co-ops or on some of the sugar estates at their most vulnerable time of the season could cripple them

"Unlike industrial organisations, agricultural co-ops don't hold large resources and are dependent on their members and the money made available by the State"

The union that organises the grain co-ops north of the Vaal will

# Police presence at meetings is condemned by two unions

139 E. Post 29/10/84

By JIMMY MATYU

THE Motor Assemblers and Components Workers Union of South Africa and the General Workers Union of South Africa have criticised police visits to their executive meetings as "interference and provocative"

In a statement, Mr Fikile Kobese, national organiser of both unions, also said two armed policemen had "made a nuisance of themselves" at a meeting attended by 700 workers in the Daku Hall in Kwazakele last week

In reply Lieutenant H Beck of the SA Police Directorate of Public Affairs in Pretoria said that if the unions had legitimate complaints they could report

them to the "appropriate authorities"

Mr Kobese said "police interference" with their meetings started on October 16 at a meeting organised by the regional executive committee in a committee room at the Holy Spirit Church Hall in Kwazakele

"An armed policeman walked in and demanded to know what we were doing there, but after he was satisfied with our explanation he left," he said

Again on October 23 at a joint meeting of the national executive and regional executive committees held at the same venue, two armed policemen arrived and the purpose of the meeting was explained

"But when we asked them what they were actually looking for they replied that it was none of our business and they left," he said

Mr Kobese said that last Thursday night two armed policemen came to their meeting in the Daku Hall and approached him and Mr Temba Duze, an organiser, on the stage

"We explained what we were gathered there for," Mr Kobese said "They demanded our names and we refused to supply them We said we could only do so if they identified themselves This they refused to do But during an argument, Mr Duze gave them his name and after that they left"

Mr Kobese said one of the workers coming to the

meeting complained that two armed policemen had tried to prevent him from entering the hall

He said workers condemned these actions of the police, especially at this sensitive time

Mr Kobese said workers at the meeting also criticised the attitude of the managements of Ford and Volkswagen motor companies as being "unilateral" in that workers were not consulted

Workers felt that Volkswagen management had confused them by stating earlier on that there would be no retrenchments at the firm Now they found that one-tenth of the workers were being retrenched



## Union to hold annual indaba

THE Insurance Assurance and Allied Workers' Union is to hold its first annual congress at the Ipelegeng Community Centre, Soweto, on Saturday starting at 8am.

The union's general secretary, Mr Joe Rakgodi, told The SOWETAN yesterday that the union was one of the seven unregistered black unions which recently formed an alliance with the aim to help each

other in labour matters

"Since the formation of the alliance, we have pledged solidarity with major trade unions in the country. We also intend fighting for our members rights, especially on the factory floor," he said

The union was formed last year to organise workers in the insurance and assurance field throughout the country

It came to the lime-

light when it launched a boycott against the Liberty Life Insurance Company, Standard Bank and other subsidiaries of Liberty following the sacking of its members

The members had resorted to an industrial action following the dismissal and wage demands by over 80 workers at the company's headquarters in Braamfontein, Johannesburg.

# 400 Wits staff go on strike

1/11/84 Stan.  
Labour Reporter

139  
About 400 of the University of the Witwatersrand's black staff came out on strike today over working conditions on the campus

Negotiations between the university administration and the 800-member Black University Workers' Association (BUWA) have been conducted over the past few days. This morning, a meeting of BUWA members was called.

Mr J C Skinner, director of information and public affairs at Wits, said a fact-finding committee had been elected to immediately investigate specific grievances reported during negotiations.

The union had been informed in an official letter this morning that grievances could be readily settled with the co-operation and goodwill of all concerned, he added.

BUWA could not be contacted for comment.

# Boycott: Firm denies 50pc drop

39

7 June  
2/11/84

## Staff Reporter

THE company secretary of Grand Bazaars, Mr J K Duckitt, yesterday denied claims by boycott campaigners that the seven-week old boycott had resulted in up to 50 percent cuts in daily takings at three of the supermarket chain's outlets. "You are welcome to inspect our books any time you please to see what nonsense they are talking," Mr Duckitt said.

A spokesperson for an action committee representing the 44 workers who went on strike on August 20 after two co-workers at the supermarket chain's Epping warehouse had been sacked, claimed that cashiers at the Claremont, Parow and Epping branches of Grand Bazaars had told him daily takings were down by 50 percent. Since the two workers were fired for alleged

continual "teasing" of a colleague, and the subsequent walk-out by their colleagues, tension has been rising, with at least a dozen arrests of picketers outside many of the 11 Grand Bazaars branches. Seven picketers are facing charges ranging from malicious injury to property to attending illegal gatherings.

The management of Grand Bazaars has hired other workers and reinstated one of the two sacked after originally Union Allied Workers' Industrial had applied for an last month court hearing.

The spokesperson for the Workers' Action Committee said more than 250 000 boycott pamphlets had been distributed throughout the Peninsula and about R14 000 had been raised to support the "striking" workers since the campaign's inception. "The boycott will continue until they are all reinstated," he said.

The majority of the workers now met every day at the Moravian Church in Bonteheuwel where they also received their monthly "support" cheques of between R150 and R200 each. Amounts varied according to individual needs, the spokesperson said.

## Jobs claim

He promised to "look into" a claim by Mr Duckitt that at least five of the 44 had taken jobs at a Green Point supermarket.

The latest group to join the growing number of organizations backing the boycott call is the Western Province Council of Sport (WPCS).

Organizations raising funds and distributing pamphlets include the Retail and Allied Workers' Union, the United Democratic Front, the Cape Action League, the Nederduitse Sendingkerk, the Muslim Judicial Council and several other religious denominations based in Handover Park, Mitchells Plain and Elsie's River.

# WITS HIT BY STRIKE

By JOSHUA RABOROKO

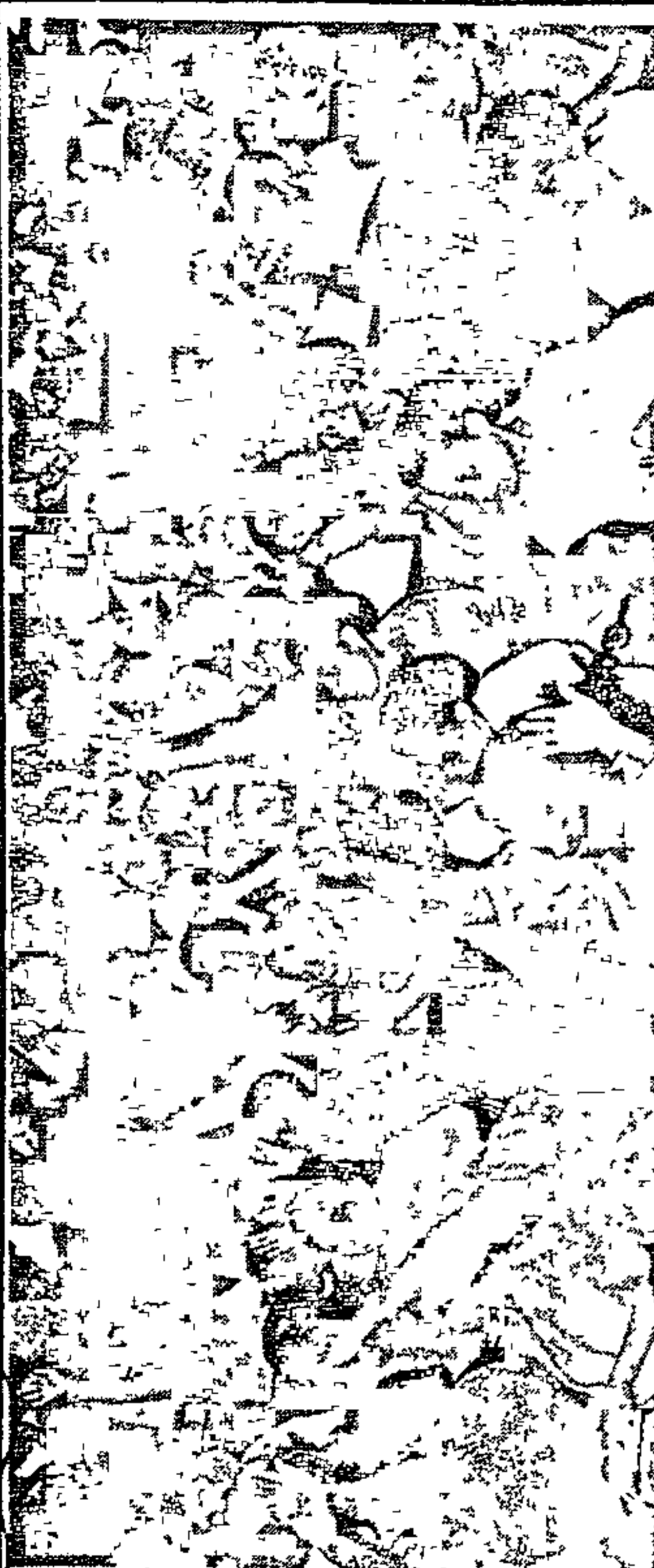
MORE than 1 500 workers at the Witwatersrand University, including black students, yesterday went on strike, demanding the dismissal of three administrators at the university's residence in Soweto.

At a meeting in the University Great Hall, away from the proceed-

ings and continued with their studies.

The workers demands are improvements of working conditions and that management should stop threatening to dismiss workers and ill-treating and undermining their union — the Black University Workers' Association.

The chairman of the



PART OF the striking workforce at Wits University attending a meeting at the Great Hall.

BUWA, Mr Errol Ndlovu, said that he made the workers' demands known to management, but management has said that they found the demands unacceptable.

He reported the matter to the workers who explained that they were unhappy with the administrators' attitude towards them. Some of the workers have been threatened with expulsion by the administration.

"When their demands

were not met the workers decided to down tools. They were later joined by the rest of the workers at the university," he said.

"We will call on management to react positively to the workers' demands," he added. Wits, seen as one of the most "progressive and liberal institutions" which still accommodates blacks, was slammed by speaker after speaker at the meeting. The university

was exploiting black workers, speakers said. A speaker from the Moslem Students' Society expressed solidarity with the workers' plight and said that the university wanted to pose as a "liberal institution" yet it was not.

Mr Ian Crother, the university's industrial relations officer, told workers that their demands were unacceptable and the administrators will not be expelled. He had investigated

their treatment at Glynn Thomas and will submit a report to the vice-chancellor. He advised the workers to return to their jobs while the matter was receiving attention.

He refused to answer workers' questions at the meeting and left the hall with workers still disatisfied, singing freedom songs and chanting black power slogans. The situation was still tense at the university yesterday.

## Wits strikers resolve to continue stoppage

Labour Reporter  
Stu  
139  
2/11/74

The strike by about 400 black staff at the University of the Witwatersrand continued today when the university authorities refused to dismiss three black hostel managers for alleged victimisation of staff members

More than 500 black workers and students gathered in the Wits Senate House concourse to hear the latest developments in negotiations between the university authorities and the Black University Workers' Association (Buwa)

The strikers are demanding better working

conditions and the dismissal of three black managers at Glyn Thomas residence in Soweto

Professor R Charlton, vice-principal of Wits, told the union today that a fact-finding committee "has found no evidence which could possibly justify the removal of any of the managers at Glyn Thomas House from their position"

At the midday meeting the strikers expressed dissatisfaction with the administration's response. They have resolved to continue the stoppage until their demands are met

Wits 3.11.84

# Deadlock in Wits dispute

By THELMA TUCH  
Education Reporter

NEGOTIATIONS between the University of the Witwatersrand and the Black University Workers' Association (BUWA) reached deadlock yesterday as almost 1 000 black workers at Wits stayed on strike

This is the first strike to take place at the university

Workers are protesting against the alleged victimisation of 15 workers at the university's Glyn Thomas House residence by three managers, and are demanding their dismissal

However, a letter sent yesterday by the vice-principal of Wits, Professor R W Charlton, to the BUWA executive, stressed that a

fact-finding committee had found no evidence that could justify the removal of any of the managers

Prof Charlton said the grievances expressed had either been resolved or could easily be resolved with discussion and negotiation

"There is no need for confrontation, which can't be in the interests of either party," he said.

He urged the BUWA members to return to work immediately and then to assist management to resolve any remaining grievances

However, about 1 000 workers assembled in the Senate House concourse yesterday and resolved to

continue striking until their demand for the dismissal of the three managers was met.

All the banks and food outlets in the concourse were closed

University students started writing exams yesterday and white library staff are involved in make-shift arrangements to cope with the absence of many black library workers.

Heads of departments at Wits received a circular yesterday asking them to keep a record of absent workers.

The Black Students Society, the Moslem Students Association and the Glyn Thomas House Committee have pledged support for the workers' cause.

# Crisis: leaders to hold talks

By MIKE LOEWE

THE Regional Director of Education and Training in the Cape, Mr G W Merbold, is to meet a 14-man delegation of students, trade union and civic leaders from most of the major towns and cities in the Eastern Cape on Monday

The meeting forms part of an effort to resolve the education crisis and related tension gripping black townships in the Eastern Cape

Delegates from Crisis in Education Committees in Port Elizabeth, Queenstown, Grahamstown, Graaff-Reinet, Zwelitsha, Port Alfred and Cradock will attend the meeting

The acting-president of the Motor Assemblers and Components Workers Union of South Africa (Macwusa), Mr Thobile Mhlahla, said he arranged the 10am meeting to "discuss a solution with the man who can put a stop to this whole mess"

He could not elaborate further on the agenda as this was still to be discussed with the delegation, but said the Committees would be reporting back to their various constituencies

The Port Elizabeth Committee is to report back to parents in the Centenary Hall, New Brighton at 6pm on Monday

The Congress of South African Students (Cosas), which called the boycott, is represented at the meeting and will decide on the continuation of the boycott, Mr Thobile said

139 (4/11/84) C. Pres

# Unions honour hero who was hanged

THE death 20 years ago of former South African Congress of Trade Unions member and treason trialist Vuyisile Mini of New Brighton will be commemorated in Port Elizabeth next week

Mini — a singer, poet, songwriter and trade unionist — and two African National Congress men, Zinakile Mkaba and Wilson Khayingo, were hanged on November 6 1964. Mini had been convicted of murder

The Motor Assemblies and Component Workers' Union of SA and the

General Workers' Union of SA will hold a service at New Brighton's Centenary Great Hall on November 6

Former Robben Island prisoner and former Sactu official Curnick Ndlovu of Durban will be the main speaker, says Macwusa's secretary general Dennis Neer

Mr Ndlovu was released in December last year after spending 20 years on Robben Island

A pamphlet circulated in Port Elizabeth townships — said to have been

issued by Sactu — impudently charged for allegedly committing acts of sabotage

## 'Pray for SA'

SPECIAL services have been arranged in East London to pray for South Africa, its rulers, its people and solutions to its problems.

The services — to be held every Tuesday from 1pm at the Trinity Methodist Church — are intended to make Christians understand the situation outside and inside the country, and how they must face it," according to a church spokesperson



(139) C. Press 4/11/84

# TVL STAYAWAY — MAJOR TEST FOR THE UNIONS

By KHULU SIBIYA

SOUTH AFRICA'S union movement and its democratic political organisations are headed for their biggest test ever next week — a massive stayaway which could bring the Transvaal to a halt.

The organisations — more than 30 in all — have called on people to stay at home on Monday and Tuesday in protest against the Government's refusal to "heed the demands of the people".

The Regional Stay-at-home Committee — formed last week — has distributed about 40 000 pamphlets and 5 000 posters urging people in the Transvaal to back their call.

They have also written to Putco and the railways urging them to stop services on Monday and Tuesday, and asked taxi associations to operate only inside the townships — not

into the cities

Telegrams have been sent to Law and Order Minister Louis le Grange and Education Minister Gerrit Viljoen, asking them to "meet the demands of the people — before it's too late".

Their demands are

- The army and the police must be withdrawn from the townships;
- Rent increases must be stopped;
- All community councillors must resign;
- All political prisoners and detainees must be released;
- All dismissed workers, including those fired by Simba Quix, must be reinstated;
- Bus fare increases must stop;
- The Government must withdraw GST and taxation.

Among the unions calling for the stay-at-home are the Federation of SA Trade Unions, Council of Unions of SA, SA Allied Workers' Union, Commercial, Catering and Allied Workers' Union, United Mining and Metal Workers' Union, General

Allied Workers' Union, Municipal and General Workers' Union and many others.

The committee called a Press conference this week to announce its decision

It said shops in the townships would be closed for the two days, but health workers — including doctors and nurses — will still provide medical services.

It said the decision to call for a stay-at-home was taken by unions, civic organisations and students at a meeting at Khotso House last weekend.

Among the organisations represented at that meeting were the Release Mandela Committee, Federation of SA Women,

Soweto Youth Congress, United Democratic Front and the Pretoria, Vaal, East Rand, Alexandra and Soweto civic associations

Union spokesperson Moses Mayekiso said "The Government is busy spreading lies that we, as parents, are divided from our children. We want to make it clear that as parents and as workers we are closely affected by the school crisis, because we pay school fees and other dues"

Replying to questions about the confusion that followed the last stay-at-home campaign, the organisers said: "We have learnt from that mistake. We won't do it again".

## French thumbs down to UDF 3

THE FRENCH Government is the latest to refuse sanctuary to the United Democratic Front leaders holed up in the British Consulate in Durban

The UDF and Natal Indian Congress asked for support and refuge from the French

This week they received a reply in which the French Government spells out its criticism of apartheid and "the arbitrary detention of leaders and animators of mass organisations"

5/11/84

# Bamcwu steps up asbestos campaign

139

THE BLACK Allied Mining and Construction Workers Union (Bamcwu) has reaffirmed its commitment to the closing down of asbestos mines in South Africa

This assurance was

## SOWETAN REPORTER

given to The SOWETAN yesterday by the union's publicity secretary, Mr Motshumi Mokhini, who said they will intensify their anti-asbestos

campaign

He was reacting to a conference that was called by the South African Asbestos Producers Advisory Committee and the Asbestos Inter-

national Association in Johannesburg last week

The union said that the conference was a step to draw attention away from the campaign, which was gaining momentum in most parts of the country

## Union loses facilities

RAND MINES, owners of the Durban Roodepoort Deep Goldmine, have withdrawn recruiting facilities which the Black Allied Mining and Construction Worker's Union (Bamcwu) enjoyed at the mines because of "malicious and inaccurate" statements the union made during an "illegal strike" at the mine recently.

In a letter to The SOWETAN, the chairman of Rand Mines, Mr Clive Knobbs, said that the withdrawal did not mean that their employees, who are members of the union, could not become members of the union.

"About a year ago Bamcwu approached the mine with a request to be granted access to mine hostels to facilitate recruiting of workers to their union. This was agreed to and an office at each hostel was made available to them."

"Following the illegal strike at the mine, and the malicious statement made by Bamcwu these privileges were withdrawn," Mr Knobbs said.

Sowetan 5/11/84

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Ban  
served  
on  
7 PE  
bodies

(139)

Post  
5/11/54

Post Reports.

THE Chief Magistrate of Port Elizabeth, Mr J A Coetsee, today issued an order in terms of the Internal Security Act banning meetings in the Port Elizabeth magisterial district by seven organisations from 8am tomorrow until 8am on Thursday

In terms of the order, no meetings may be held in the Port Elizabeth magisterial district by the United Democratic Front (UDF), the Congress of South African Students (Cosas), the Motor Assemblers and Component Workers' Union of South Africa (Macwusa), the PE Youth Congress (Peyco), the PE Women's Organisation (Pewo), the PE Black Civic Organisation (Pebco) and the General Workers' Union (GWU)

A spokesman for the SA Police Directorate of Public Relations in Pretoria said stones were thrown at a bakery van in New Brighton today. There was no damage and no arrests.

Attempts were made by youths to set fire to the Newell High School in New Brighton. Police dispersed the group by firing birdshot.

In Uitenhage last night the offices of school principals were set alight at three schools in Kwanobuhle in an attempt to destroy examination papers.

A spokesman for the Police Directorate of Public Relations in Pretoria said damage was done.

The schools affected were the Stephen Nkomo Higher Primary, Mthonjeni Higher Primary and Tanduolo Secondary School.

Late on Saturday a classroom at Tamaba Primary School in Grahamstown was set alight.

Police used birdshot to disperse youths who stoned police vehicles in Port Elizabeth's black townships on Saturday evening.

An uneasy calm has returned to Grahamstown.

The M Street arterial route running through Tantu into Joza is being used again.

● See 1, 3

# Strike at Wits to continue

Staff  
5/11/84

Labour Reporter

The Black University Workers' Association (BUWA) has declared an impasse in negotiations with the University of the Witwatersrand and says the campus strike by black staff will continue until Wednesday this week

The strike began last Thursday when more than 400 black employees from most of the university departments downed tools over working conditions and the alleged victimisation of hostel staff members

The Black Students Society (BSS) at Wits has thrown its full support behind the workers

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# Black health staff set goals 139

7/11/84 Skw

## Labour Reporter

Three hundred health workers attended the first annual conference of the Black Health and Allied Workers Union of South Africa (BHAWUSA) at the weekend to set goals for the coming year

It is the only trade union for black health workers in South Africa, and aims to establish national branches in the struggle for "a fair share of the health of the country" for all workers

### Resolutions covered

- The establishment of sound working relationships with other progressive trade unions

and a move towards worker solidarity.

- Continuing the struggle to establish a relevant and equitable health care and delivery system.

- The education of all health workers

- Pursuance of the struggle towards the ultimate realisation of a democratic and just political, social and economic order in South Africa

### RESPONSIBILITY

Mr Tlou Komape, president of the union, said the responsibility of BHAWUSA was not only towards health workers, but towards the general population.

# Wits workers end strike after talks

Labour Reporter

At a mass meeting this morning, University of Witwatersrand workers resolved to end their one-week strike after the university administration agreed to independent mediation

More than 900 members of the Black University Workers' Association (Buwa) gathered in the G R Bozzoli sports hall to hear the outcome of the discussions

It was decided the strikers would return to

work pending negotiations through Mr Arthur Chaskalson of the Legal Resources Centre

Staff went on strike over the alleged victimisation of workers by three managers at the Glynn Thomas House residence in Soweto

A fact-finding committee had found "no basis for the dismissal of any of the managers"

Students at the residence have physically removed the managers

139

RBM 8/11/84 (34)

## Wits workers end strike

A MASS meeting of black University of Witwatersrand workers yesterday morning resolved to end their week-long strike, after the university administration agreed to independent mediation

More than 900 members of the Black University Workers' Association (Buwa) gathered in the G R Bozzoli Sports Hall to hear the outcome of the most recent discussions between the union and Wits administration

It was decided that the strikers would return to work, pending the outcome of negotiations through in-

dependent mediator Mr Arthur Chaskalson of the Legal Resources Centre

The staff went on strike last week over the alleged victimisation of workers by three black managers at the Glynn Thomas House residence in Soweto

A fact-finding committee was established to investigate the allegations, but found "no basis for the dismissal of any of the managers"

In the interim, black students at Glynn Thomas House have physically removed the managers cited as responsible for the victimisation



# Fosatu's chief detained in stayaway raids

9/11/84 Star (139)

By Jo-Anne Collinge and Carolyn Dempster

In the latest crackdown on people involved in the Transvaal two-day stayaway, police today detained Mr Chris Dlamini, president of the 115 000-member Federation of South African Trade Unions (Fosatu).

Mr Dlamini was arrested by police early today at his Springs workplace, a company spokesman said.

Fosatu has contacted international trade union secretariats to get their support in protest at the detention of Mr Dlamini.

Several key Transvaal Regional Stayaway Committee members were also detained yesterday in separate raids.

These are committee chairman Mr Thami Mahi, who also represents the Soweto Area Committee of the United Democratic Front, Mr Moses Mayekiso, Transvaal organiser of the Metal and Allied Workers' Union and a Fosatu member, and Mr Themba Nonhlantane of the Municipal and General Workers' Union of South Africa.

Others being held are Mr Peter Makgopa, regional chairman of the Congress of South African Students (Cosas), Mr Obed Bapela, a co-ordinator with the Media and Research Services (Mars), and a youth

## SOLITARY

Mr Mahi, Mr Mayekiso, Mr Nonhlantane, Mr Makgopa and Mr Bapela are being held in terms of section 29 of the Internal Security Act, which provides for indefinite solitary confinement.

A fourth committee member, Soweto Youth Congress president Mr Oupa Monareng, is also reported to be in custody but his detention has yet to be confirmed.

Fosatu's general secretary, M. Joe Foster, said "This action will serve only to further inflame and polarise the situation."

UDF spokesman Mr Trevor Manuel said it would prove ineffective in the present climate.

● Police have not yet confirmed the detention of Mr Tshidiso Mothupi, branch chairman of the Chemical Workers' Industrial Union, who was held in Secunda on Wednesday.

● See Pages 3 and 9, World section.

(139) (57)  
**Mwasa man**  
*P. D. Fuzile*  
**charged** 10/11/84  
ZWELITSHA — The president of the Media Workers Association of South Africa (Mwasa), Mr Mxolisi Fuzile, has been charged with possessing banned literature  
He appeared in the Mdantsane magistrates court on November 8, was granted bail of R50 and remanded to November 30 — DDR

# Unions slam meeting ban

11/11/84  
CP Correspondent

A PROMINENT trade union leader this week criticised the banning of a service on November 16 to commemorate the death of an SA Congress of Trade Unions member and two African National Congress members.

In a statement after the 48-hour ban on meetings under the Internal Security Act, Motor Assemblers' and Components Workers' Union

of SA organiser Fikile Kobese said workers were unhappy with the order.

The service was organised by Macwusa and the General Workers' Union of SA to mark the death of Sactu member Vuyisile Mnini and ANC men Zinakile Mkhabela and Wilson Khayinga of Port Elizabeth.

The three were hanged in Pretoria Central prison on November 6

139  
C. Press

Mr Kobese said the unions had planned discussions with Inter-Denomination of SA executives and the Port Elizabeth Youth Congress in the afternoon.

The unions said the banning of the service was another form of harassment by security laws.

"The workers feel this is irritating and unfair as they had also planned to discuss union matters and the latest retrenchments," said Mr Kobese.

# New union plans a boycott

STOK 12/11/84  
139  
Labour Reporter

The newly-formed Retail and Allied Workers' Union (Rawu) is to take boycott action against Pick 'n Pay after the dismissal of a shop steward from the chain's Doornkloof, Verwoerdburg branch last week.

Mr Donsie Khumalo, general secretary of the union, said the woman was dismissed when she attended a union meeting last week.

The union had decided to launch a boycott of Pick 'n Pay products as a result of the action.

However, Mr Nic Els, manager of the Northern Transvaal division of Pick 'n Pay said the shop steward had been fired for refusing to listen to management instructions.

~~Unions~~  
~~demands~~  
C. Times  
to govt  
13/11/84

Labour Reporter

TENSIONS between the government and the independent trade union movement mounted further yesterday with the Federation of South African Trade Unions (Fosatu) and seven Western Cape unions demanding the release of trade union leaders and others detained over the past week.

In a statement after a special central committee meeting at the weekend, Fosatu also announced that "detailed and far-reaching" decisions had been taken to "protect Fosatu and ensure the release of those detained"

These would be referred to all regions and affiliates for their approval and implementation, followed by a report-back to a Fosatu executive meeting

Fosatu would also contact other unions to support it in its actions "Fosatu is not prepared to stand by and watch its leadership being detained"

The Fosatu campaign follows the detention of Mr Chris Dlamini, its president, and two Transvaal union officials in the wake of last week's two-day stayaway

Sowetan 15/11/84 (139)

# Dlamini still with Sabmawu

By ALI MPHAKI

ALLEGATIONS that the general secretary of the South African Black Miners and Allied Workers' Union, Mr Phillip Dlamini, has been sacked from the union were yesterday dismissed as "nonsense".

On Monday The SOWETAN received a statement from Mr Steven Mogami which said at a meeting on Saturday the union had decided to terminate the services of Mr Dlamini with immediate effect.

The statement said that while the executive of the union still advertises the vacancy created by the sacking of Mr Dlamini, Mr Steven Mogami will hold office

The president of the union, Mr Eric Modise, yesterday expressed surprise

"How on earth can Mogami release such a statement when he is the one who has been sacked from the union?"

"We heard that he held an unconstitutional meeting with our Sandton branch over the weekend and they resolved illegally to have Mr Dlamini ousted."

Mr Modise said as far as he was concerned Mr Dlamini was still the union's general secretary

# Back on the job

8/11/84

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COMMERCIAL, Catering and Allied Workers' Union of SA shop steward David Ebeditse, who was sacked by Checkers' Potchefstroom branch in July, was reinstated this month

Mr Ebeditse said he was fired for being a member of Cawusa and charged with "luring" other

workers to join the union. He is a father of two

He said his world crumbled when he was dismissed

He and his family were maintained by his mother while he was out of work. He had hoped that the union would prove that his dismissal was unfair

Cawusa's Western Transvaal organiser Joseph Machoba met

with Checkers' management, but could not reach an agreement at first.

Negotiations with Checkers' headquarters lasted for four months.

Cawusa had pressed for the case to be referred to a conciliation board. But Checkers eventually gave in and agreed to reinstate Mr Ebeditse from November 1

(139)

# Death in the walls of a rural home

D. D. R. 21/11/84

MAFEFE — The man seems proud of his almost-complete thatched home in the remote mountains of Lebowa and oblivious to the possibility it could turn into his family's death chamber

The round hut is plastered with asbestos waste, dumped by mining companies in the middle of black communities as developed countries grow increasingly fearful about the health hazards of the mineral

"The thatch and asbestos are strong, the house will last for 20 years," the man said as he put the finishing touches to the hut

Medical opinion is that in 20 years his family, constantly exposed to the fibrous material, could be fighting a losing battle against lung cancer

The numerous dumps littering the lush countryside are the target of environmentalists who accuse mining companies, among them until recently multinationals based in the United States and Britain, of disregard for the life of blacks in the impoverished homeland

The Black Allied Mining and Construction Workers' Union (Bamcuru) has launched a campaign to close the entire asbestos industry

in South Africa, saying hundreds of miners have died of asbestos-related diseases

The union, supported by medical experts, said that though official statistics were being kept under wraps, many more residents of mining communities had suffered lung damage caused by the mineral

Research over the past 20 years has established direct links between inhalation of asbestos fibre and lung cancer and developed nations have ordered massive reductions in its use

In Lebowa, mining continues and uncovered dumps are still used by villagers to build homes and pave roads

South Africa, which sold 187 000 tons last year, is the world's third largest asbestos producer after the Soviet Union and Canada

Health organisations say up to 200 000 blacks live dangerously close to mines in Lebowa and that measures taken so far are insufficient to cope with the problem

In Krom Ellenboog, 500 children study at a primary school in the shadow of a huge dump created by the now-abandoned mining process

Local villagers say the only attempt to remove health hazards was

advice that the school's playground be hosed every morning to reduce the amount of dust. Water pumps have been out of order for weeks

Mr Pat Hart, managing director of Gefco, which bought the dormant mine in 1981, said his company had embarked on a programme to eradicate the danger

"I expect the dump will be completely covered within a couple of months," he said

Elsewhere in Lebowa, local chiefs have instructed brick producers to stop using asbestos, traditionally a major source of building material — and the cost of building houses has risen dramatically

For the local population, struggling to eke a meagre living in the under-developed area and more concerned with feeding families today than with health problems many years away, the campaign against asbestos poses a dilemma

In an area with high unemployment, people are reluctant to see jobs lost because of scientific evidence many of them cannot understand

Mr Pandelani Néfolovhodwe, secretary-general of the union, says economic considerations should be removed from the debate about asbestos "The choice we have is between jobs and life" — SAPA/RNS



Sweeten 22/11/84

# Unions slate British miners

877  
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475  
475

TWO trade unions in the mining industry have condemned and called on British coal miners, recruited to work in South African mines, to return home because their presence here militates against the interest and dignity of black miners.

In a statement, the Black Allied Mining and Construction Workers' Union (Bamcwu) and the National Union of Mineworkers (NUM), said the recruited miners have "sold out" in the bitter struggle of the British NUM and should go back home to join the miners' just cause in that country

The unions were responding to reports that Gencor and Gold Fields South Africa (GFSA) have been recruiting British miners to work in South African mines because of the shortage of skilled workers in the country

They contend that importing miners to South Africa in the middle of a recession and local unemployment is "ill-timed and somewhat insensitive" because blacks suffer more than any other race group here

However, the mining industries involved — Gencor and GFSA — have argued that it is the Government and not they who are responsible for mining apartheid which prevents blacks from advancing and creating an artificial shortage of skilled labour

The Chamber of Mines and several unions have attempted

to negotiate an alternative to the scheduled persons definition in the Mines and Works Act, but this has so far not been successful, according to the chamber's spokesman

The main obstacle in the negotiations is the white workers who are still clinging to their privileges — job reservation which has been seriously attacked, especially when people are being recruited from overseas by local employers

In the statement the unions say they see this action by mining magnates as an attack on the black workers struggle against the system of job reservation in this country

They also see it as an international onslaught against the working class by an alliance of world capital. It is now history that these mine bosses are not fulfilling the promises made to the recruits — high wages and excellent conditions which are denied black miners in this country



Army's Geldenhuys ... calling for a ministerial meeting

MC and that technical experts of the two countries should meet to discuss the future of the Ruacana-Calueque hydro-electrical scheme.

The Angolans were asked to propose a date and place for the meeting, but the FM understands it will take place very soon and will probably be held at Cape Verde. However, the Angolans may decide to await SA's reply to their Cuban withdrawal proposals before setting up the meeting. A tripartite SA/US/Angolan meeting is then expected to be held to negotiate the Cuban withdrawal.

### STAYAWAYS Unions reject call

FM 23/11/84

Major union organisations have rejected taking part in stayaways in the near future. Reports have been circulating among businessmen and in the townships recently that a five-day stayaway is planned from November 26.

Some unions believe the rumours come from sources wishing to harm the trade union movement. They fear a stayaway now would cause a hardening of employer attitudes.

The Federation of SA Trade Unions (Fosatu) says the organisation's executive "wishes to state quite clearly that Fosatu has not called for, nor will it participate in, any stayaway called for November 26." It says Fosatu believes those calling the stayaway are attempting to create chaos, and calls on government to give an assurance that the "security services" are not spreading the rumours.

Commercial, Catering and Allied Workers' Union of SA (Ccawusa) president Jonas

Ledwaba says his union has not been consulted about any future stayaway call and "as far as Ccawusa is concerned there is no stayaway planned." A spokesman for the United Metal, Mining and Allied Workers of SA also says the union does not support the call.

Council of Unions of SA (Cusa) acting general secretary Mahlomola Skhosana tells the FM that Cusa is not party to any such a call "and will not participate." He says a stayaway now will negate the achievements of the November 5 and 6 stayaway.

### CUSA

#### A show of unity

After its failure to get through the agenda for its bi-annual conference some weeks ago because of inter-union dissent, the Council of Unions of SA (Cusa) emerged from its reconvened conference last weekend proclaiming that unity had been achieved.

Hanging over the conference was the detention of Cusa general secretary Phiroshaw Camay, who was picked up by security police in the wake of the Transvaal stayaway on November 5 and 6.

According to a Cusa spokesman, the conference was primarily taken up with discussion on three issues:

- Camay's detention and that of other unionists connected with the stayaway;
- The election of office-bearers, and
- Participation in talks with the Federation of SA Trade Unions (Fosatu) and four independent unions aimed at forming a new "super" federation.

Cusa said the conference had unanimously confirmed Camay's position as general secretary and condemned his detention as well as that of all other detainees. Cusa's participation in the unity talks was also confirmed.

On the surface, this is a remarkable turnabout from the disunity of recent months. The Cusa conference was initially scheduled for October 6 and 7, but was postponed. At the time, Camay said a postponement had been made necessary because most of the council's 12 unions were in arrears with their affiliation payments which would have made them ineligible to participate.

Then, at the Hammanskraal gathering on October 27 and 28, the cohesion of Cusa was placed under severe pressure as a result of the walkout by its most powerful affiliate, the National Union of Mineworkers (NUM).

Uncertainty clouds much of what happened at the abortive Hammanskraal conference and officials of Cusa affiliates have been tight-lipped. Nevertheless, the FM understands that several council unions — those in the building, automobile and metal industries — failed to attend. The FM also understands that conflict over relationships

with the Urban Training Project (UTP), a body providing educational services for Cusa union members as well as for several other unions, also marred the conference. According to one source, NUM, which does not use UTP's services, attacked the educational body for being "ineffectual." At one point, some delegates are said to have physically attacked others.

In contrast to Hammanskraal, the Cusa spokesman said all the council's affiliates had been present at last weekend's conference. However, a NUM spokesman told the FM the union had only sent observers to the conference, since its executive had had to travel to Namaqualand, where the union has formed a new branch. The FM has also received an unsubstantiated report that the Cusa-affiliated SA Black Municipality and Allied Workers' Union was not present.

According to the Cusa spokesman, the UTP and other issues will be discussed at a meeting in December.

Meanwhile, Cusa has elected Mahlomola Skhosana, an organiser, as its acting general secretary, James Mndwaweni, president of the Food, Beverage and Allied Workers' Union, as its president, and Amos Mabuza, president of the Transport and Allied Workers' Union, as its vice-president.

For the present, it seems that Cusa has managed to overcome much of its internal dissent. However, only time will tell if the cracks have merely been papered over.

### DETENTIONS

#### Business's dilemma

Events in the past week have highlighted differing perceptions among employers and government on how to deal with political labour unrest.

Forthcoming meetings between Law and Order Minister Louis le Grange and major employer organisations are likely to focus on whether trade unionists should be treated as legitimate worker representatives or as subversive elements best handled through the machinery of the Internal Security Act.

Following the detention of at least seven trade unionists and several other community leaders, apparently in connection with the stayaway of two weeks ago, Assocom, the Afrikaanse Handelsinstituut (AHI) and the Federated Chamber of Industries (FCI) last week called on the government "to enter into top-level discussions with key industrial, commercial and labour organisations as soon as possible."

In their unusual joint statement, the three organisations strongly question the wisdom of the detentions which are described as a "precipitous step" which can "only exacerbate a very delicate situation."

It adds that "like the government, the private sector is anxious to preserve stability in the economy. That, though, is where employers and government part company

# Union battle goes to court



**PHILIP DLAMINI**  
brought application

**A FIGHT for control of the South African Black Municipal and Allied Workers' Union led to an urgent application lodged in the Rand Supreme Court this week.**

The application was brought by the general secretary of the union, Mr Philip Dlamini, against the former general secretary, Mr Stephen Mohamme, and three other members — Mr Mason Mqaqa, Ms Mano ko Nchwe and Mr Joe Kganaga

According to the court papers, Mr Mohamme was suspended from the union for two years at a meeting of the union's National Executive Council on November 3

## **Locked**

Mr Dlamini said that when he had arrived at the union's offices in Wanderers Street, Johannesburg the following Saturday he had

found Mr Mohamme addressing a meeting of about 15 people in the offices

"Mr Mohamme locked the door behind me. They detained me there for about one hour and questioned me

"When I told them I was intent on leaving, I was assaulted by the four men who punched, kicked and slapped me. They threatened to kill me and then forcibly removed the keys to the office and to the union's car from me"

Mr Dlamini said the men then drove away in the car, taking a bag containing union docu-

ments, two cheque books, a credit card and R300 with them

## **Eviction**

When he returned to the offices after the weekend he found a "key stopper" in the lock. The four respondents were occupying the premises and were conducting the union's business as though they were the lawful officials, he said

The application — which asked for an order evicting the four from the premises and forcing them to hand over the keys and other items allegedly taken from the union — was postponed by consent to January 15 next year.

## **OWN CORRESPONDENT**

# 'Domestics, unite'

**Sadwa calls for laws to improve their members rights**

THE SA Domestic Workers Association has launched a high-powered campaign to improve the lot of the country's 82 000 domestic workers.

National organiser Mary Mkhwanazi told City Press that the organisation kicked off its campaign by petitioning Manpower Minister P T C du Plessis to have all domestic workers legally

## Press Trust

registered as workers.

This move would entitle them to benefits such as unemployment payments and other social security benefits.

"We have sent a memorandum to the Minister, outlining the appalling conditions under which our members labour

"We are also preparing several publications which we hope will make the pub-

lic more aware of the plight of domestic workers," said Mrs Mkhwanazi

She said several mass meetings had been planned as part of the campaign, and individuals would be asked to sign a petition urging the authorities to look at the status of domestic workers

"From our numerous meetings with our members, we have been able to formulate a basic set of demands which have already been conveyed to the Minister," said Mrs Mkhwanazi

- REGISTRATION as legal workers,
- SOCIAL SECURITY such as unemployment insurance and pension schemes,
- ONE-AND-A-HALF days off a week and four week's annual leave,
- FULL-TIME unskilled workers should receive R121 a month as wages plus all MEALS, while their skilled counterparts should get R131 a month with meals.

In addition Sadwa has called for suitable, clean and hygienic quarters for all live-in staff, as well as bathing and toilet facilities

# No Sasol workers yet re-employed

STAR  
29/11/84

260 139

Labour Reporter

Thousands of dismissed Sasol employees had applied for their jobs back but none had so far been re-employed, a spokesman for the corporation said yesterday.

Since the company had changed its policy and agreed to consider applications from nearly 6 000 employees dismissed from Sasol 2 and 3 after the two-day regional stayaway on November 5 and 6, there had been a "marked increase" in applications from these ex-employees, said the spokesman.

After the mass firing, nearly 2 000 new workers were recruited to work at the two oil-from-coal plants in Secunda.

Sasol maintains it can keep the two plants running at full production for as long as it takes to recruit a new workforce.

The 5 100 workers who lost their jobs for their participation in the stayaway constitute just under half of the total Secunda workforce.

Earlier this week Chief Gatsha Buthelezi, Chief Minister of kwaZulu, met Sasol managers to urge them to re-employ dismissed workers.

He asked that if former employees were prepared to sign a declaration that they were not organisers of the stayaway, and did not participate in intimidating fellow workers, they could be recruited.

He asked that workers' positions as new employees be reviewed after three months when management could decide whether to reinstate them in former positions.

## Smoking row ends up in court

CAPE TOWN — A man who complained that a pipe smoker in a restaurant was bothering him was attacked by the man's companion, the Cape Town Magistrate's Court heard today.

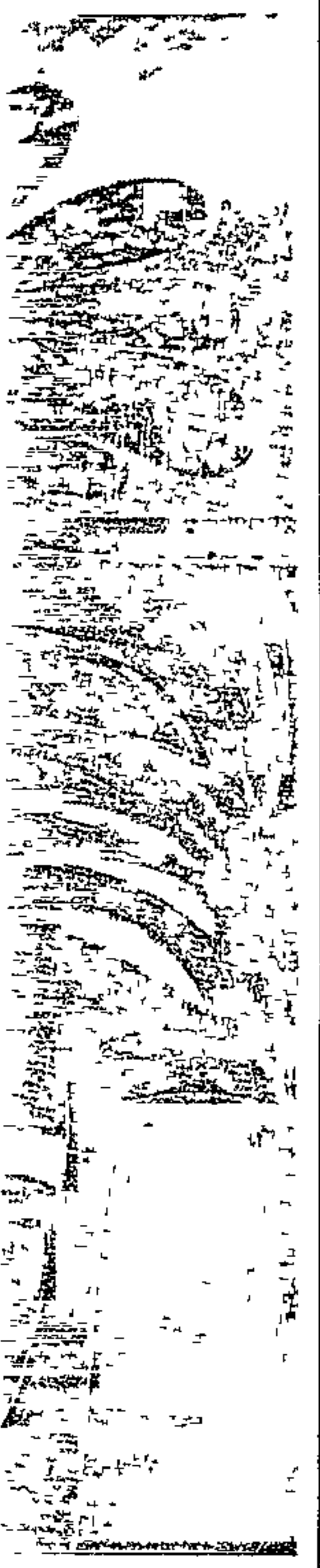
Mr Henry van Embden was giving evidence in the trial of Americans Mr John Harvey Vidal (30), of Oakland in the US, and Mr Howard Richard Gordon, (49) of California.

They have pleaded not guilty to charges of assault with intent to do grievous bodily harm, common assault and crimen injuria after an incident last week.

It is alleged that they hit and kicked Mr van Embden, tried to gouge Mr Harold Leibowitz's eyes out and slapped and hit Mrs Gillian van Embden.

Mr van Embden said that when he complained to Mr Gordon for a second time, he (Mr Gordon) pushed the pipe under his nose and said it was unlit. Mr van Embden pushed the pipe away and was then attacked by Mr Vidal.

The hearing continues — Own Correspondent.



canvas, 120 cm by 135 cm)



*fine art of wine*

154  
139  
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139

members at the four plants. They returned to work after four days without winning any gains in response to a management ultimatum to return or be dismissed.

Both AECI and Sacwu have declined to comment on the progress of the talks. Saawu could not be contacted.

In other developments in end-of-year wage negotiations:

□ The Commercial, Catering and Allied Workers' Union of SA (Ccawusa) has declared disputes with 3M and Checkers. At 3M the union has rejected an across-the-board offer of R61/month and is demanding increases ranging from R100 to R150. A 3M spokesman says the company is still willing to negotiate provided the union reduces its demand to more "realistic" levels.

A Ccawusa spokesman argues that the US parent company pays a minimum \$4/hour and that the local subsidiary is "taking advantage of cheap black labour" in SA. The dispute, which involves 280 employees, is being referred to mediation.

The Checkers dispute has also been referred to mediation which is due to begin this week.

□ The Paper, Wood and Allied Workers' Union (PWAU) is to negotiate wages at plant level with Mondi and Sappi after rejecting an employer offer for an 18c/hour increase at the Industrial Council for the Pulp and Paper Manufacturing Industry.

**Breakthrough**

According to PWAU, this constitutes a breakthrough as previous efforts to convince the two companies to negotiate outside the council have been unsuccessful. The irony is that PWAU, an affiliate of the Federation of SA Trade Unions, has been a vociferous critic of the industrial council system. It only joined the council after Sappi and Mondi refused to negotiate at plant level.

There has been speculation that the reason the two companies agreed to this step, after resisting it for so long, is that they could not agree on whether to increase the wage offer at the council. Spokesmen for both Sappi and Mondi declined to comment. The two other major companies in the industry, Nampak and Carlton Paper, have already granted PWAU this concession.

□ Industrial council negotiations in the troubled eastern Cape motor industry are in progress. The parties are tight-lipped about developments, although one employer source says some clarity about whether any agreement is imminent should emerge this week after a further meeting between the parties.

The decline in the motor vehicle market has led to thousands of retrenchments in recent months. There has also been unconfirmed speculation that the amalgamation of Ford and Amcar will lead to a "rationalisation" programme which will shrink the Ford plant and make up to 2 000 more workers redundant.

**WAGE NEGOTIATIONS**

**Recession blues**

The annual wage negotiations at African Explosives and Chemical Industries (AECI) have reached a critical point as unions report the company's latest offer back to their members. Twelve unions are negotiating on behalf of the 15 000 workers at AECI's Modderfontein, Somerset West, Midlands (Sasolburg) and Umbogintwini plants.

According to a union source, the company has rejected the unions' 20% demand and has made a counter offer of 13% for lower-paid workers and 10% for more skilled ones. AECI's offer will raise the minimum wage in the company to R408.90 a month.

The SA Chemical Workers' Union (Sacwu), an affiliate of the Council of Unions of SA, represents the majority of black workers while the SA Allied Workers' Union (Saawu) represents a small portion. Other unions involved include the SA Boilermakers' Society, the Amalgamated Engineering Union, the SA Iron, Steel and Allied Industries Union, the SA Electrical and Allied Workers' Union, and five other all-white conservative unions.

Boilermakers' assistant general secretary Okkie Oosthuizen says he "doubts that the unions will accept the company's offer." He foresees the possibility of a dispute being declared with the support of most of the unions.

The black unions, though, are likely to tread cautiously this year. Last year's wage dispute led to the first-ever national legal strike by more than 8 000 Sacwu and Saawu

*Continued on page 51*  
Peter Devereaux (FINANCE WEEK APRIL 12-13, 1984)

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LE BONHEUR  
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SAUVIGNON BLANC

Made by Michael Woodhead of Le Bonheur Wine Estate and marketed under the Seal of The Beravelaer

THE WINE CONNOISSEUR

30/11/84

(139) SASOL SACKINGS  
Conditional hiring

Dismissal of more than 6 000 Sasol workers in the wake of the recent 48-hour stayaway has created problems for the corporation — despite protestations that normal production is being maintained

Last week Sasol announced that it had received numerous applications from former employees during its recruitment drive. It said their applications would be "sympathetically" considered provided they could satisfy the company that they were "not guilty of intimidation or incitement to participate in the stayaway and that they were victims of intimidation or incitement"

Mindful that discrimination against members of the Chemical Workers Industrial Union (CWIU) would bring charges of victimisation, Sasol was careful to state that union membership would not be taken into consideration

Last Friday Sasol PRO Robin Hugo told the FM that nearly 2 000 workers who had not previously been employed by Sasol had started work in the Secunda plants and that

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- FM 30/11/84
- a "few thousand" other return applications were being processed. He refused to divulge what methods Sasol would use to establish whether the dismissed workers complied with the company's criteria.
- According to the CWIU's Chris Bonner, large numbers of workers have been streaming back to be interviewed, although it was not yet clear how many dismissed workers had been re-employed. She said former workers were being asked
- Why they stayed out on November 5 and 6,
  - Why they had not heeded management ultimatums to return to work,
  - Whether they could name people responsible for causing the stayaway. Some workers have been told that if they name just one person they will get their jobs back.
  - Shop stewards who gave negative replies to questions about whether they had led the stayaway were being asked to name people who had,
  - Whether they would participate in further stayaways, and
  - About their work records and their relationship with their seniors

Sent Off 30/11/84 (139) (24)

## Support for asbestos campaign

ALL OF THE seven black unregistered trade unions which formed an alliance to help each other, have supported a campaign by the Black Allied Mining and Construction Workers'

Union to ban asbestos mines in South Africa.

The alliance's co-ordinator, Mr Phandelani Nefolovhodwe, told The SOWETAN after a meeting that the unions have agreed to inform and advise their members about the campaign, which was gaining momentum.

The campaign was launched by Bamcwu following numerous incidents of people who died or contracted asbestosis in the mines, espe-

cially at Penge in the Northern Transvaal.

Union sources have argued that most miners who went on retirement after working at these mines were lowly paid or received very little money in terms of the Workmen's Compensation Act.

They also contended that white miners received large sums of money whereas the black, who do most of the work at these mines, received only a pittance.



# 'IT' A CON!

## Durban's workers reject 'increase'

2/12/84 C.P. Press

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267  
157

MORE than 1 000 Durban municipal employees this week declared a dispute with the municipality over wage increases due to come into effect next year

Municipal Services Workers' Union secretary T S Khumalo said the Manpower Minister has been asked to appoint a conciliation board to resolve the issue

According to Mr Khumalo, workers rejected increases of between 6,55 and 8 percent - council workers are demanding increases of between 20 percent and 63 percent for themselves

"Civil service salaries have increased by 30 percent this year," he said

In a statement the union said workers went on strike early this year because they were des-

### CP Correspondent

perate

"Many of us are not only feeding our own families in these difficult times, but our brothers and sisters and their families as well

"The workers returned to work on condition that the council consider our case. But now the circumstances have not changed," the statement said

The statement said workers had proposed a minimum wage of R110 a week, instead of the R61 they get now

The workers rejected their wage increase next year as a pittance "because it does not even keep up with the inflation rate and the con-

sumer price index

"We will therefore be worse off than we were this year

"Our wages do not reach the minimum living level. We have not even been offered 10 percent

"The council has broken its word to us and has misled us," the statement said

The statement said the workers would inform the Durban Mayor, PFP leader Frederick van Zyl Slabbert, all Durban's MPs, Kwa-Zulu Chief Minister Gatscha Buthelezi, Inkatha's secretary-general, the Solidarity Party and the Durban Management Committee of "this affair so that the rightness of our case may be understood"

139  
Sebe:

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ZWELITSHA — President Lennox Sebe has asked why public service officials have not yet established their own professional association or union such as the Medical and Dental Council

At the third independence anniversary at the Zwelitsha Stadium at the weekend, President Sebe said such an association would not only be empowered to advance the interests of its members as far as their conditions of service were concerned but should be vested with disciplinary powers in order to ensure that its members maintained the highest possible professional and ethical standards

He was sure this important matter would be pursued soon by senior public service officials

President Sebe also called for the establishment of a Ciskeian youth movement —  
DDR

# Bhawusa signs agreement

THE BLACK Health and Allied Workers' Union has signed a recognition agreement covering a wide range of benefits for members with Pretoria Wholesale Druggist.

The agreement was signed by the union's president, Mr Tlou Komape and the company's director, Mr S Goldstein at a ceremony in Pretoria this week.

In terms of the agreement the union can negotiate wages, grievance procedures, maternity leave, retrenchment procedures, and health and safety measures with management.

Mr Komape told **The SOWETAN** yesterday that the union was "pleased with the recognition" agreement which was delayed for some time by both parties.

However the delay was unavoidable and both parties were looking forward to a long and mutually rewarding association, Mr Komape said.

(139)

Sowetan 5/12/84

By Carolyn Dempster,  
Labour Reporter

# New forum for biscuit men

A new negotiating forum for the biscuit industry, covering biscuit workers in Natal and the Transvaal, has been set up following the collapse of the industrial council in August this year.

The council disintegrated after the Sweet Food and Allied Workers' Union (SFAWU), which is affiliated to Fosatu, was blocked from becoming a party to the council negotiations by a trade union affiliate of the Trade Union Council of South Africa (Tucsa).

In order to bargain with SFAWU, the industry's two major biscuit producers — Bakers and Fedbisco — withdrew from the council and joined with the union to form a new bargaining forum.

However, the negotiating course has not been an easy one. SFAWU together with the minority unions put forward a demand for a 32 percent across-the-board increase and a minimum weekly wage of R110.

## LABOUR BRIEFS

The employers' response was an offer of a 12,5 percent rise and a refusal to accept demands on overtime pay, working hours and public holidays.

The dispute has now gone to mediation in an attempt to bridge the gap between unions and employers.

The Black Health and Allied Workers' Union of South Africa this week signed a recognition and procedural agreement with Pretoria Wholesale Druggists.

This is the third agreement the union has notched up since its inception a year ago and signifies that it is a growing force to be reckoned with on the pharmaceutical front.

\*\*\*

A sudden rush for jobs in the platteland has

prompted the organisation ROEP (Restore Our Endangered Platteland) to appeal to farm managers and platteland business concerns to contact them if they need personnel.

The increasing flow of inquiries, says ROEP, comes from as diverse a range of people as doctors, businessmen and women, teachers and other professional people.

Those interested in securing a platteland position, or finding a platteland employee should contact Dr G H Craven at 04952 1630 or write to PO Box 29, Steytlerville 6250.

# Asbestos-plagued school to be moved

By PHILLIP VAN NIEKERK

A SCHOOL housed in an old hostel next to an abandoned asbestos mine in the north-eastern Transvaal — and found to be contaminated by deadly fibres — is being moved to a new site.

The Griqualand Exploration and Finance Company (Gefco) announced this yesterday.

The school — which the Rand Daily Mail found to be contaminated by deadly asbestos fibres in the ground, air and buildings when it first publicised its existence five months ago — is situated at Kromelmsboog, which is owned by Gefco.

In a Press release yesterday, Mr Pat Hart, Gefco's managing director, said the removal of the school had been decided upon with the agreement of the

Lebowa authorities. The company has decided to demolish the buildings, some of which are made of asbestos, from the beginning of the December holiday, and to cover the nearby asbestos dump and the surrounding area.

Construction of a new school, being built to Lebowa Education Department standards has already started on a site off the mine property, the statement said.

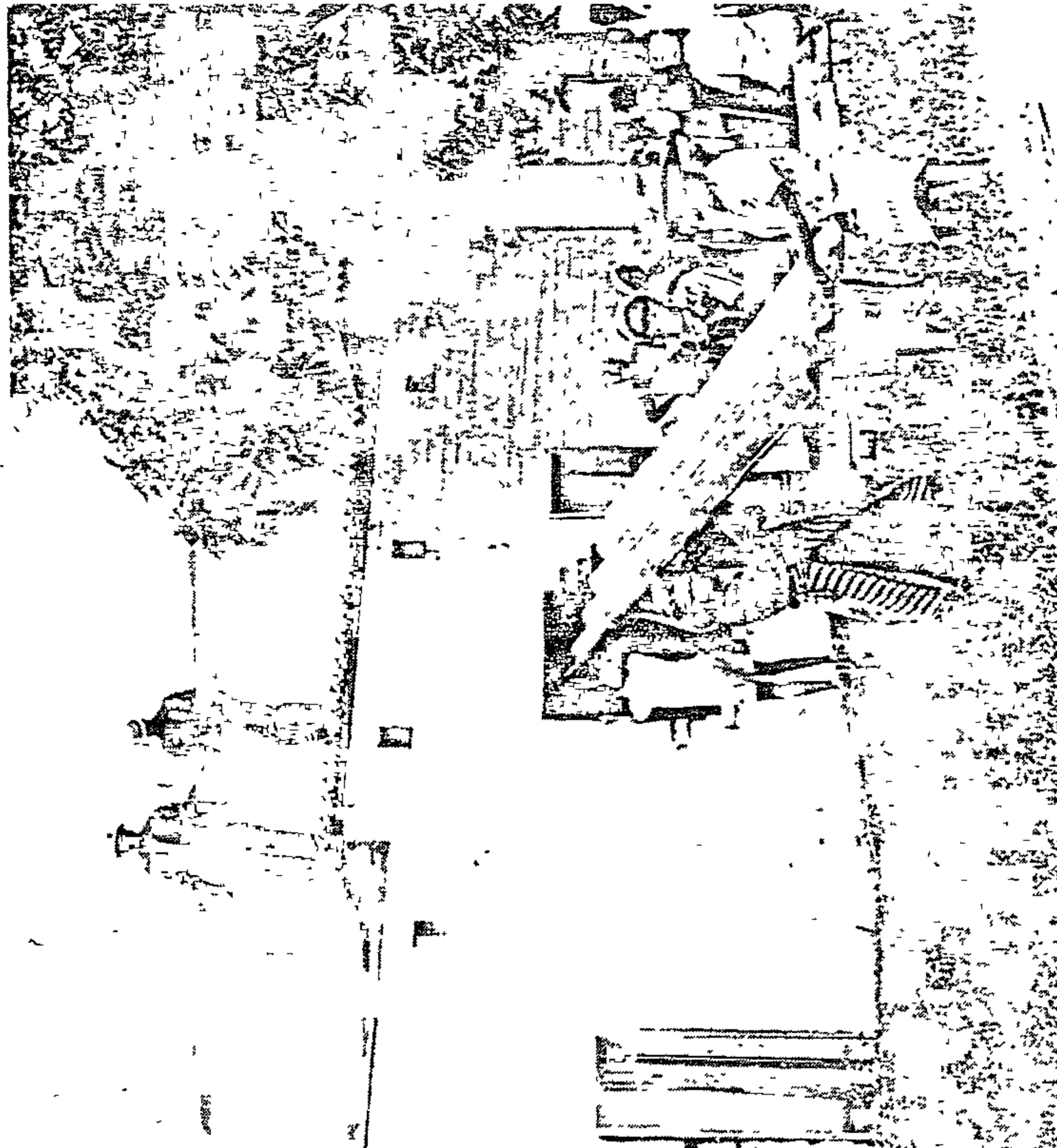
Gefco said it was assisting the school committee in the supervision of the new project, and would provide free building materials and skilled labour.

Mr Hart said the school was already housed in the hostel when Gefco bought Penge Mine from the previous owners, Transvaal Consolidated Lands, in 1981.

"We did not regard the situation we had inherited as ideal," he said, "but having taken a number of additional safety measures, and having satisfied ourselves through dust surveys that the proximity of the hostel to the dump presented no real threat to the health of the 500 pupils, we allowed it to continue."

Gefco was yesterday condemned by the Black Allied Mining and Construction Workers' Union (Bamcwu), which has called a national anti-asbestos conference early next year to press for the closure of all South African asbestos mines.

Bamcwu said unless Gefco accepted that labour leaders had a right to represent their members in matters affecting their health and safety, such "unilateral" good intentions would not bear fruit.



Parents remove sheets of asbestos roofing from the primary school, situated at a disused mine Kromelmsboog, which is being demolished and rebuilt at another site off the mine property.

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Govt made them wait

two years

# Workers stand up for their rights

16/12/84

C. P. K.

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ABOUT 12 domestic workers and representatives of domestic workers' organisations visited Pretoria last week — determined to speak to Department of Manpower officials

They went to ask how much longer it was going to take be-

fore the special commission of inquiry into the working conditions of domestic workers and farm labourers gave its report

More than two years ago, domestic workers' organisations from all over South Africa made their recommendations to the commission, but

they claim they have heard nothing since

One of Durban's representatives on the delegation, Mary Mkhwanazi, said they had been able to see a member of the commission, who said there would still be a delay before the results would be released

"But I believe the trip was definitely worthwhile. We were able to make sure that our views on the issue were well-discussed with the official, and were to be conveyed to the Minister

"I am sure that no one in Pretoria ever dreamed that domestic workers would dare to go to Pretoria to try to see

officials

"It has done us a lot of good to discover that we could do it"

## 'We want the best'

IN A BID to make the taxi trade more professional, the SA Black Taxi Association has set up a disciplinary committee to help maintain good working relations between taxi drivers and traffic cops

New drivers will be screened before they take to the road and Sabta is also trying to organise a free towing service for its members

## KwaZulu meets SA

TOP LEVEL talks between KwaZulu and South Africa will be held at Richard's Bay today

Sunday 10/12/84

# Unions want report on miners' deaths

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TWO trade unions recruiting black mine-workers have demanded a full report of the circumstances surrounding the killing of at least 14 miners in two separate accidents on the Reef this week.

The unions — the National Union of Mine-

workers and the Black Allied Mining and Construction Workers' Union — are waiting for reports from their shaft stewards who were busy compiling reports on the accidents

## Burst

Eight miners died after a pressure burst at the ERPM gold mine in the Boksburg / Germiston area on Monday,

while six miners died in a mudrush on the 74th level of Vaal Reefs Number 9 shaft, on the same day

Rescue teams were still searching for the missing miners at both plants by late yesterday, according to mine officials. The names of the dead have not been released because the next of kin have not been informed



# FREE TO ATTEND BURIAL

By **MONO BADELA**

MOTOR Assemblers' and Components Workers' Union national organiser Fikile Kobese has been freed from detention — and the funeral of his brother Leslie Kobese, which was postponed on Monday, will take place today.

Mr Kobese was de-



The Kobese home where 90 people were detained in a pre-dawn raid during an all-night vigil

23/12/84 C. Perso (139) 359  
tained with 90 others in a pre-dawn raid by cops at his Kwanobuhle home near Uitenhage on Monday.

They were detained after Zamuxolo Mondile, a nephew of Kwanobuhle councillor TB Kinikini, was allegedly stoned and battered to death outside

Mr Kobese's home. On Wednesday, 13 of the detainees appeared briefly in the Uitenhage Magistrate's Court charged with murder.

According to police spokesperson Gerrie van Rooyen, cops responded to a call by the youth's father.



# Tramways pay freeze rejected as unions disagree

By JERRY McCABE  
THE newly-formed and as yet unrecognised Democratic Transport and Allied Workers' Union (DTAWU), has rejected the recent pay freeze agreement between Port Elizabeth Tramways and two other unions, and has called a general meeting for all the company's workers on Sunday.

Mr Moses Louw, general secretary of the DTAWU, said the meeting — to be held in Korsten — had been called to discuss the profits made by PE Tramways and their failure to pass on a percentage of this to the workers in the form of a wage increase.

Mr Louw claimed that his union enjoyed growing support from workers at

PE Tramways and at present had 161 paid-up members but "many other workers are waiting for official recognition for our union before joining us".

However, Mr F E Stamp, general manager of PE Tramways, said as far as was known the new union had fewer than 50 members.

He said Mr Louw and the executive of the DTAWU had all been on the executive of the strong Transport and Allied Workers' Union (Tawu), until the union's general meeting, when they had lost their seats.

Recently PE Tramways and two of the three recognised unions (Port Elizabeth Bus Workers' Union and Bay Bus Workers'

Union) agreed that there should be a temporary wage freeze to enable the company to hold back bus fare increases.

The third and only other recognised union, Tawu, is to hold further discussions with management in this regard.

In a written statement DTAWU rejected the pay freeze agreement between the company and two of the three recognised unions as "pure fraud".

It said the unions that had been party to the agreement represented fewer than 36% of the total workforce and members of these unions had expressed their dissatisfaction with the agreement.

Tawu has a 54.6% membership of the 1 053 hourly

paid workers at PE Tramways.

It was also claimed that workers had not received pay increases last June as had previously been stated by the company and if this had been done it had been done on a selective basis.

"Despite the ever-increasing cost of living 1984 saw us going through the whole year still without a cent in pay increases," the statement said.

Mr Louw claimed that the union officials who had agreed to the pay freeze had been acting as individuals and not on behalf of the workers.

"It was not a democratic decision as the workers were not consulted".

Mr Stamp said his company was still negotiating

with the three recognised unions with regard to wage increases.

"This is a continuation of what has been done in the past. We are hoping to come to a decision by the end of February. In the meantime we will continue with our present agreement".

He said that before there could be a wage increase there would have to be a bus fare increase and this was something that all the parties concerned had agreed upon during last week's Industrial Council meeting.

With regard to the DTAWU's claims, Mr Stamp said he realised the union was striving for recognition and as soon as they could prove that they

were representative of the workers and had the other unions' approval this could be considered.

Any agreement that had been reached between the company and the unions had been made with the unions' executives and these people had been elected by their members and thus were representative of the workers.

Mr Stamp said DTAWU were also quite entitled to hold their meeting on Sunday as the company believed in freedom of association or disassociation.

He disagreed with the DTAWU's claim that no pay increases had been given.

"Increases were given in June, 1983, and in December, 1983

"Between last December and now merit increases, which went according to the years of service, were also given."

All hourly paid workers received a notice in their pay packets last week explaining the position as far as the wage agreement was concerned.

The company gave the assurance that as soon as agreement had been reached on the size of a wage adjustment, an application would be made to the Local Road Transportation Board for an increase in bus fares.

It was predicted that the time lapse between making the application and the introduction of higher bus fares would be about four months.

DECEMBER 20, 1984

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# Teargas fired at Kobese funeral

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18/21/84

UITENHAGE police fired teargas this week as a massive crowd of over 5 000 buried KwaNobuhle trade unionist Leslie Kobese who died after his home was petrol-bombed earlier this month. The police had escorted the cortege to the cemetery after the five-hour funeral service at the Old Apostolic Church, 10km away. Eight anti-riot trucks and two armoured cars were stationed metres from where the services was held. The funeral attracted the biggest crowd ever to attend a service at Uitenhage. The service was interspersed by freedom songs and slogans. Speakers also called on Uitenhage residents to boycott business owned by KwaNobuhle Council members.

