IND. RELATIONS - Workers' Org. - African Unions

1985

Workers oppose segregation

By Jo-Anne Collinge

Any moves to further divide health services on racial lines will be resisted by health workers serving black communities and by a wide range of community organisations

The new alignment of professional and lay forces became evident at the weekend when representatives of 35 trade unions and community organisations attended a meeting of the Health Workers' Association

In a joint statement at the end of the meeting, the participants asserted "It is clear that the new constitutional structures in health are going to fragment services further, with the creation of coloured and Indian Ministers of Health and the community councils

"The cost of these new bureaucracies, spawned by Nationalist ideology, will be borne by the people"

Unions plan boycotts

By JOSHUA RABOROKO

TWO trade unions have intensified their campaigns for a boycott of products in an attempt to have their sacked members reinstated by the companies.

The Cusa-affiliate Food Beverage Workers Union (FBWU) has launched a campaign against Dairy Maid products in Pretoria while the South African Black Municipal and Allied Workers Union have called for a boycott of all liquor outlets owned by the Oranje-Vaal Development Board

The FBWU accuses Dairy Maid of several grievances, including the sacking of its members at the plant and maintain that these practises constituted "an unfair labour practice"

Numerous attempts to break the impasse ended in deadlock when management could not meet the workers demands, and the union started the boycott in an attempt to pressurise management to change its decision

The union has also alleged that its members were often referred to as "bobbejane" and "kaffirs" by white personnel and "we are quite concerned about these allegations," a spokesman said.

Mr Andrie van Rhyn, group personnel manager of Imperial Gold Storage, of which Dairy Maid is a subsidiary, said that he was surprised by the allegations which were raised by the union some 10 months ago He was dismayed by the boycott.

Sabmwu's boycott against all liquor outlets owned by the OVDB follows the sacking of workers at Big S sorghum beer depot and Big Malt company — both are subsidised by the board

The union said that management had refused to negotiate "in good faith" with them and "we had no alternative but to call for the boycott which is gaining momentum in the area," Sabmawu's Phillip Dlamini said

However, Big Malt's manager Mr J Scholtz has reiterated that the company did not belong to the OVDB and that the boycott was unfair on the board

The management was willing to discuss the matter with the union at the earliest convenience in an attempt to resolve the matter He contended that the workers refused to work and were dismissed They also refused to collect their money when requested to do so

Meanwhile the Black Allied Mining and Construction Workers Union has reiterated that its campaign to ban all asbestos mines in South Africa was still on Several meeting

'IT MAKES YOU SICK'

By SINNAH KUNENE

THE POORER you are, the sicker you are — and less able to afford medical treatment

This was pointed out by Pinville Civic Association secretary Eric Molobi at a Health Workers' Association meeting this week

With the hospitals charging R12 per treatment (excluding follow-up treatment), it doesn't matter how malnourished your children are — if you are poor, you just can't afford to pay R12 each time you take one of your children to hospital

"The overall effect of these high hospital tariffs is that mothers will find it extremely difficult to bring their malnourished children to hospital for follow-up treatment," said Mr Molobi

"Also, the majority of the working class — who earn low wages — may not take treatment regularly due to the high fees," he said

Too inhospitable!

THERE'S a wide discrepancy in Government expenditure on medical treatment for this country's different race groups

According to statistics in the 1983 Hospital and Nursing Year Book of Southern Africa, the hospital expenditure per patient per day at Baragwanath Hospital is R39,81 — while it stands at R118,75 in the all-white Johannesburg Hospital

The ratio of nurses to patients is 1 48 for whites, and 1 707 for blacks — far more than the recommended international standard

Star 21/1/95

OK to discuss staff cuts

The OK Bazaars chain store and the unions representing its staff have failed to agree on the retrenchment of about 2 000 workers countrywide, but may do so tomorrow

OK Bazaars executive Mr Alan Fabig told Sapa the company would hold further meetings with the Commercial Catering and Allied Workers' Union and the National Union of Distributive Workers' tomorrow morning

He said he could not confirm a newspaper report that sources at OK Bazaars expected between 5 and 10 percent of workers in the group — up to 2 000 — to lose their jobs The cuts are said to affect all race groups — Sapa

Court frees five mineworkers

Mail Reporter

FIVE mineworkers who spent four months in custody were freed this week when a Roodepoort magistrate acquitted them of taking part in an illegal strike

All are members of the Black Allied Mining and Construction Workers' Union (BAMCWU) employed at Rand Mines' Durban Deep gold mine on the West Rand

They were arrested on September 17 last year during nationwide strikes in the mining industry over pay.

The magistrate, Mr B P Luyt, said the charges were not framed correctly in terms of the Labour Relations Act.

The men are Mr Vivian Mabiko, Mr Paulus Mchunu, Mr Sebolokane Maihayona, Mr Joseph Thlanko and Mr Paulus Ndlulu

It could not be establishedyesterday whether they had been discharged by Rand Mines

We'll take legal action - Bamcwu

THE BLACK Allied Mining and Construction Workers' Union has threatened to take legal action against a gold mine if five of their shop stewards, acquitted on charges of intimidation following a strike at the plant, are not reinstated.

Bamcwu's general secretary, Mr Pandelani Nefolovhodwe, yesterday told The SOWETAN that the management of Durban Deep Gold Mine, owned by Rand Mines, has refused to accept the workers in their posts after a court hearing.

The five, Mr Themba Mabika, Mr Paulos Mchunu, Mr Sebolokane Maihayona, Mr Joseph Chilanko and Mr Paulos Nhloli, were found not guilty and discharged in the Roodepoort Regional Court this week when they appeared on charges under the Intimidation Act

Their appearance is a sequel to the industrial action taken by hundreds of miners at the plant on September 17, last year, in Roodepoort They were arrested after violence broke out.

Mr Nefolovhodwe claimed that the workers went back to their company for their posts and were refused admission and told to fetch their money the following day — because they were dismissed

But, the company's general manager, Mr Gordon Mosenthal, said in a statement, two of the workers were reinstated after they had approached management

The three other workers, he added, had not yet approached the company for their posts

Mr Nefolovhodwe said that the union was convinced that from the beginning it was clear that the actions of the company were calculated to stop the activities of the union in the plant The workers were fighting for their rights — wage increases

Association fights for the rights of domestic workers

By Inga Molzen

The festive season is over, but the results linger on for many domestic workers who have returned from their annual leave this month to claim unfair dismissal

Many of these workers in the Witwatersrand area have approached the South Africa Domestic Workers' Association (SADWA)

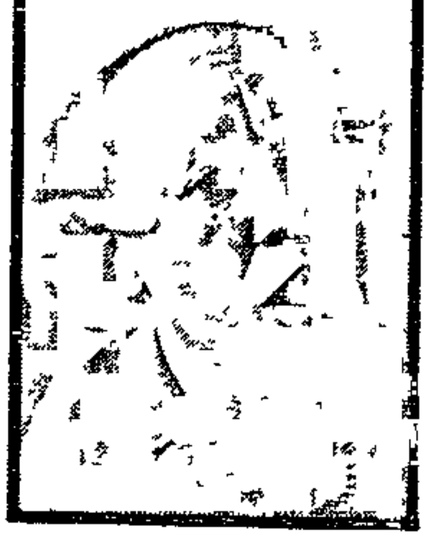
Mrs Margaret Nhlapo, SADWA regional organiser, has dealt with more than 60 cases this month

"The most common grievance at this time of year is that employers are not prepared to listen to legitimate excuses

"It is annoying for the housewife when her domestic worker arrives late from leave But there are instances where it was impossible to contact the employer

"One woman was fired because she was two hours late for work She had taken her seven-month-old baby to its first day at a creche in Daveyton and it just happened that all the trains that day were running late — she returned to work to find she was unemployed and with no means to support her child

"Another woman returned to collect a second load of her possessions from her room after being fired to find that her employer had called the police She was accused of stealing a few household items left in her room"



MARGARET NHLAPO — "Some madams won't listen to legitimate excuses"

Most of these unpleasant situations can be avoided, says Mrs Nhlapo A domestic employment contract can go a long way towards eliminating misunderstanding, uncertainty and distrust between employers and their domestic workers

"A discussion at the start of the contract is important

"Domestic work can be boring and repetitive The employer should help the domestic worker to be professional about his or her job, encourage the development of new skills and appreciate initiative and innovation

"Often disputes arise because important issues are not discussed in good time," she says

"Ideally the employer and the domestic worker should sit down and discuss their problems before any bitter feelings emerge

"But when a situation has reached a point of no negotiation, I ask the domestic worker if she wants to continue working for the employer Then I write to or phone the employer to resolve the problem, or settle severance pay"

Housewives who ask domestic workers to babysit at the last minute are assuming they are not entitled to any free time, Mrs Nhlapo says

"Workers should be asked a few days earlier to ensure that they don't have other plans," she says

"When I was a domestic worker I had to do the breakfast dishes and make the beds before I could take my day off — the domestic worker should have no duties on her day off," she says

The only law protecting the domestic worker, who is not covered by the Workman's Compensation Act or household cover in the case of an accident, is common law (each party is required to give one month's notice or payment in lieu of notice)

SADWA is pressing for legislation to protect workers rights

1 051 OK workers will be out of work tomorrow

30/1/85 Star 139

More than 1 000 OK Bazaars workers at branches throughout South Africa are to lose their jobs tomorrow

This announcement was made yesterday by the chainstore's management and unions representing the employees after a fortnight of negotiations

The number to be laid off temporarily or retrenched because of lean times — 1 051 — represents about four percent of the workforce of 25 500

A joint statement was released after talks between OK Bazaars management, the Commercial, Catering and Allied Workers' Union, and the National Union of Distributive and Allied Workers, who persuaded the chainstore not to retrench as many as 2 000 people — as planned originally

"The OK accepted the unions' proposal to implement an initial staff reduction programme which will affect 1 051 of the 25 500 employees instead of the original 1 500 contemplated in the first phase of the plan," the statement said

"A number of proposals were made by the unions and the company Finally, the unions' proposal for the option of a lay-off with the guarantee of re-employment by August 7 1985, or retrenchment, was agreed

"Retrenchments and lay-offs will take effect on January 31 (tomorrow) OK has guaranteed to give preference to employees who are laid off or retrenched when it requires casual, part-time or full-time staff in future," the statement added

OK Bazaars workers and the Press have been in the dark about the negotiations throughout because of an agreement between the management and unions not to discuss the issue in public

The statement said the negotiations were characterised by "frankness and co-operation" and were arranged after the chainstore gave notice to the unions that it wanted to retrench about 2 000 employees

An independent auditor was called to verify OK Bazaars' reasons for the staff cuts, the statement said — Sapa

LAY-OFFS AT OK

FM 1/2/85

In the first large-scale retrenchments to hit retailing, up to 2 000 OK Bazaars employees — about 8% of the workforce — will be laid off over the next month This follows several rounds of negotiations between the company and the two unions representing workers, the Commercial, Catering and Allied Workers' Union and the National Union of Distributive and Allied Workers

The services of 1 051 employees will be terminated on January 31, while the future of an additional 950 hangs in the balance as the company and the unions continue to explore possible job-saving measures

A compromise has been worked out with regard to the first group Apart from about 200 who have been retired, all have been given the option of accepting a temporary lay-off Those who take this option will be guaranteed their jobs back at the beginning of August Workers will also receive between two and eight weeks' severance pay depending on their length of service

An interesting feature of the talks is that the company made available comprehensive financial records to a union-appointed accountant in an attempt to prove to the unions the necessity for retrenchments

Motor unions fight merger

PORT ELIZABETH — The National Automobile and Allied Workers Union (Naawu) yesterday resolved to fight the Ford/Amcar merger

Widespread discontent with the move was expressed by workers at a meeting last night organised by the Motor Assemblers' and Component Workers' Union of South Africa (Macqusa) and the General Workers' Union of SA (Gwusa) where the merger was described as politically motivated and exploitative

Last night the regional secretary of Naawu, Mr Les Kettledas, said the merger would be fought at factory level— DDC

Gloom ahead, P2

Domestic workers: just what has happened in the last fiv

This was the research finding of sociology lecturer Jacklyn Cock in 1980 "As an occupational group domestic workers are subject to ultra-exploitation
"They are deprived of a negotiated contract, a reasonable working wage, reasonable working hours and family and social life
"They are also denied favourable working conditions, respectful treatment and any acknowledgement of the dignity of their labour, as well as specific legal protection, membership in an effective worker organisation and effective bargaining power."
INGA MOLZEN looks back to see just what has happened in the last five years ...

January 1980

● Preparations are made for an organisation to represent domestic workers

A year later in February 81 the South African Domestic Workers' Association is launched

Ex-domestic worker Mrs Margaret Nhlapo, present Association director, says: "The organisation had to stand on its own right from the beginning because it was organised by domestic workers themselves"

The Association followed in the steps of improving conditions of domestic workers of the Domestic Workers and Employers Project launched in 1970 by Mrs Sue Gordon

April '83.

● The Maritzburg branch of the Lawyers for Human Rights identified domestic low wages as a major problem

It was suggested that domestic workers should have written contracts even though they had certain rights under common law, including wages, reasonable notice of dismissal, safe working conditions

The South African Domestic Workers' Association said domestic workers should receive a minimum monthly wage, extra pay to cover transport for living-out workers, a full day off each week with another half day each weekend, properly ventilated, heated, burglar-proofed and furnished rooms for living-in workers, four weeks' leave on full pay.

October '83

● The Old Mutual abolished its pension plan for domestics because of lack of support

In five years the plan had attracted only 200 members

February '84

● The Natal Bulding Society launches a new retirement plan for domestic workers.

March '84

● Under the New Income Tax Act employers have to register domestics for PAYE levies.

There are more than 200 Centres of Concern throughout the country which aim to help domestic workers in their rights and improve their skills to make them more marketable and improve relations between workers and their employers.

April '84

● Women for Peace say it is a poor reflection on our society that employers can get away with dismissing workers without notice, severance pay or financial acknowledgement of years of service, knowing that the average domestic worker cannot afford the law

June '84

● The Domestic Workers' Association reports that some domestic workers receive as little as R20 a month in the Orange Free State

July '84

● The Machinery and Occupational Safety Act (No 6 of 1983) does not provide compensation for the domestic servant, but if the employer is penalised for not taking adequate safety measures the domestic servant has more chance of receiving compensation in a civil case.

September '84

● Mr Charles Nupen, of the Legal Resources Centre, says domestic workers in private houses are excluded from being covered by the Labour Relations Act, the Basic Conditions of Employment A and the Workman's Compensation Act

By law the Domestic Workers' Asscociation may n register as a trade union.

October '84

● Black Sash says most pens schemes for domestic worke are inadequate and advises employers to invest in prope for domestic workers.

November '84

● More than 1 000 domestic workers unite in Port Elizab for a national rally

December '84

● The Domestic Workers' As ciation had 2 900 registered members this year but had t deal with a further 800 grievances by non-members

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At the beginning of the month representatives of domestic workers organisations from all over the country travelled to Pretoria to discuss the plight of domestic workers in South Africa with Manpower Minister Mr Pietie du Plessis

These organisations demanded that the Minister speed up enquiries by the National Manpower Commission and request a report on progress

Requests for progress reports by the Domestic Workers' Association on August 16 and October 7 in 1983 and May 15 in 1984 were made without response

Last December it was said that the official report on labour laws affecting domestic workers was complete

If the Government did decide to change the law, it would be able to do so in 1986 at the earliest

Trade unions seek voice in workers' retrenchment

The last of three articles on unemployment, by FRANZ KRUGER.

Trade unions faced with retrenchment of their members have begun to seek a say in the ways in which cutbacks in production are implemented

Unionists have fought for the right to negotiate with management over measures to be adopted, and have tried to press for alternatives to be considered

Mr John Lewis, the editor of the South African Labour Bulletin, said the current economic squeeze had "focussed unions on the problem of retrenchment agreements"

In some industries, such as the engineering sector, where there had been large-scale retrenchments some years ago, unions already had agreements covering retrenchment procedures In others, unions were now beginning to negotiate such agreements

Mr Dave Lewis, general secretary of the General Workers' Union said his union was insisting that recognition agreements it concluded contained provisions dealing with retrenchment procedures He said that provisions the union was looking for included

- long notice of retrenchment plans to be given, to allow shop stewards to suggest alternatives, and to let affected people make arrangements, if possible
- that worker representatives be allowed to negotiate numbers of workers retrenched
- that pension fund rules be changed to allow retrenched workers to claim pensions earlier than usually provided for
- that criteria be established for the choice of the individuals to be retrenched The only objective principle could be the last in first out principle (lifo), Mr Lewis said

This principle involves workers with the shortest period of service being retrenched first

- that retrenched workers be paid adequate severance pay

Mr Lewis added that many firms accepted the need for severance pay to be paid, but some did not "They don't recognise the fact that while times may be bad for the company, their survival isn't threatened This may be the case for a worker who is retrenched, however," he said

The cost of retrenchment was measured in families, not individuals, he said, as "so many people rely on the pay packet of just one wage-earner"

He said objective criteria were needed for the selection of workers to be retrenched to make sure that management did not "take the opportunity to weed out active members of the union, or people they see as unproductive"

However, the regional secretary of the National Auto-mobile and Allied Workers' Union in Port Elizabeth, Mr Les Kettledas, said the lifo principle was fine "all things being equal"

He said the motor industry, currently in the news for a wave of large-scale retrenchments, had been retrenching people continuously since 1982

"The problem comes in with workers with long service, who are retrenched and then rehired

"They then appear to have only a short period of service, and have not built up enough credits to entitle them to UIF benefits"

The Unemloyment Insurance Fund pays out one week's benefits for every six weeks worked as a contributor, up to a maximum of six months.

Mr Kettledas said his union preferred a system of rotational layoffs People should be laid off for as long as they were entitled to UIF benefits, and then they should be taken back and others laid off who were still entitled to benefits

He said this proposal had been accepted by managements during a previous round of production cutbacks, but they had not wanted to implement the system over a long period

NAAWU had an "understanding" with employers that it would be consulted about plans to retrench workers, Mr Kettledas said The union hoped to negotiate for a formal agreement to cover the issue, however

He said workers preferred to see a cutback in the numbers of hours worked, "so that all workers are provided with some income," before retrenchments were considered

"Overtime should be scrapped, and labour leaving the plant should not be replaced, allowing natural attrition to reduce the workforce.

"If there is a need to reduce numbers, management should first look for early retirement, with no loss of benefits"

Mr Dave Lewis said unions preferred such measures to "spread the burden," An important aim of a union's involvement in negotiations on the issue was to make sure "retrenchment is not used entirely to intensify production"

He said cutbacks in staff were not always a response to dropping work levels, but sometimes arose out of declining profit levels

"This means that employers are looking to get a bigger work volume out of their staff, by reducing numbers."

The recession had not had the effect of making

Cheerfulness while hope remains.

Trade unions seek voice in workers' retrenchment

D-Dispatch 4/2/85

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"This means that employers are looking to get a bigger work volume out of their staff, by reducing numbers"

The recession had not had the effect of making it more difficult to organise new workers or to dampen workers' demands

"Conditions are so bad, that workers have to do something about it," he said High inflation, and the fact that each wage earner had to support an unusually high number of dependants exerted pressure on wage levels

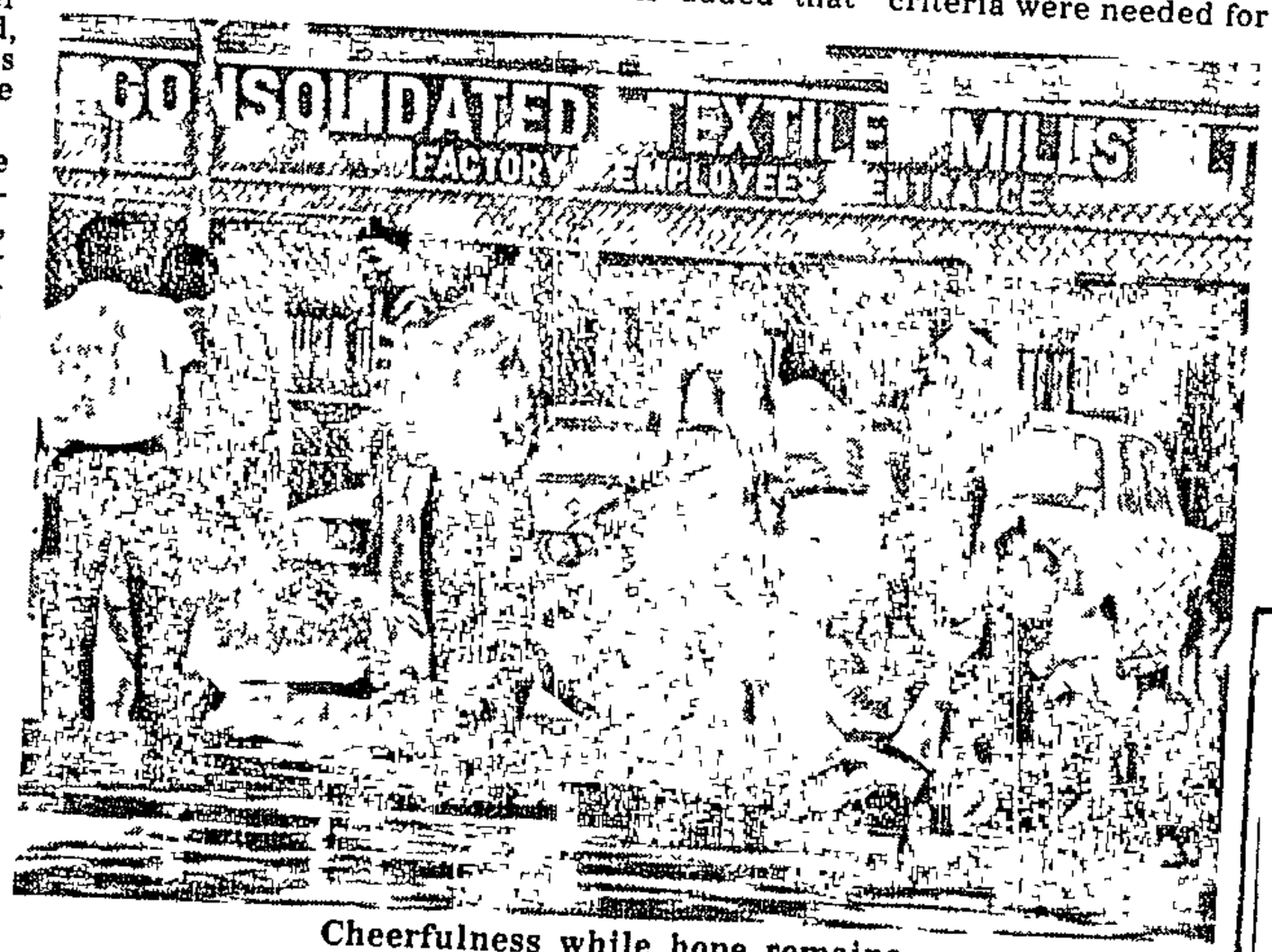
"In some senses it's in for a penny, in for a pound" Mr John Lewis agreed that the recession had not led to a decrease in worker militancy

Last year had seen a record number of strikes, although they had generally not been successful Union membership was still high, he said

Mr Kettledas said workers were in some ways in a stronger position in a recession, as firms were more dependent on production running well.

"In a recession, everybody is fighting for a share in the market, and so the company cannot afford to lose orders through industrial action being taken," he said

Mr Dave Lewis said this was exceptional, however In general, a union's ability to take industrial action was limited in a time of economic difficulty



Cheerfulness while hope remains.

did you hear

plug, appreciative readers were told, was "SABC approved."

?

That BMW's official *Dealer Standards Manual*, which enforces high standards for dealerships both inside and out, lists the *FM* as required literature to grace management's coffee tables? The manual says that in the customer contact area a BMW-approved chrome/black and glass coffee table must carry fresh flowers and "up-to-date topical" magazines. The other magazines required are *Car*, *Time* and BMW's own in-house publication

?

That some motorists will go to any lengths to avoid prosecution? In 1972 a Californian driver admitted driving dangerously, but pleaded that his attention had been distracted by the shrieks of a woman passenger who was being nipped by a lobster.

?

That the *New York Times'* Grand Prize for Euphemism was awarded to the Central Intelligence Agency (CIA) for referring to an assassination unit as a "health alteration committee?"

?

About the latest method of dissolving gallstones? The Minnesota-based Mayo Clinic has successfully treated two patients with methyl tert-butyl ether, a solvent normally used in petrol The process usually takes one to three years, but according to doctors at the Clinic, the solvent worked in hours.

?

A *Natal Mercury* columnist's rather irreverent joke about Bishop Desmond Tutu?

10 was a bishop
22 was 12
101 a peace prize
22112

If you read it as "one ou" etc, it will probably make more sense

?

About the SATV cameraman who nearly got killed while covering township unrest? He complained to the top brass, who assured him there was no point in taking legal action because "the SABC is above the law"

?

That the *New York Review of Books* offers to discerning *literati* T-shirts with pictures of their favourite authors? The list covers just about everyone from Schopenhauer and Camus to Tolstoy and Poe

?

How to get your money out of the country without incurring personal legal risk? Buy Escom stock

Financial Mail February 8 1985

LABOUR DISPUTES

Boycott time again

Unions are again resorting to consumer boycotts as a bargaining ploy in disputes with employers In Natal the Commercial Catering and Allied Workers' Union of SA (Ccawusa) has launched a boycott of stores in the W G Brown group (including Spar supermarket outlets) It wants union recognition and the reinstatement of dismissed strikers

The union's move follows a month-long consumer boycott of Simba Quix products

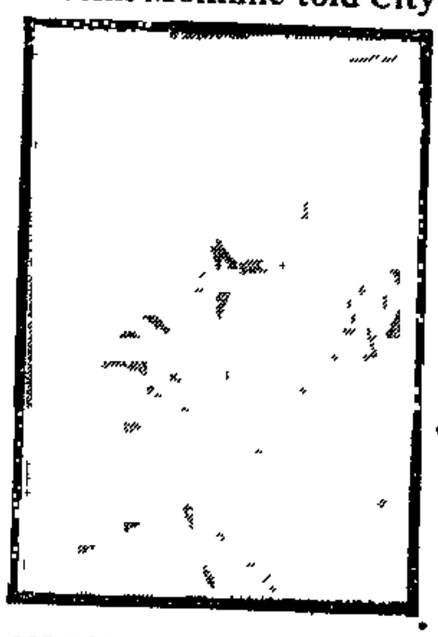
Financial Mail February 8 1985

'TIMES ARE TOUGH — SO WHY AREN'T WE?'

By ZB MOLEFE

DISINVESTMENT and the capitalism-socialism debate must be considered seriously now and in the future — especially after South Africans finally win their liberation — a prominent trade unionist said this week

Black Allied Mining and Construction Workers' Union publicity secretary Motsomi Mokhine told City Press about the recent three-week International Labour Organisation seminar attended by 26 leading black unionists in Harare, Zimbabwe.



MOTSOMI MOKHINE
Focus on multinationals

Union representatives included Sydney Mufumadi (Gawu), Sisa Njikelana (Saawu), Dennis Neer (Macwusa), Sam Mabe (Mwasa) and Matthews Oliphant (Nismawu).

"The question of multinational companies was of focal interest to us, and the message was clear that in our struggle we have to look at this question now and in the future," said Mr Mokhine

American company Gulf Oil during Angola's independence was cited as an example Zimbabwe president Robert Mugabe's practise of capitalism to achieve a socialist state was quoted as another example.

"This can become a serious problem if the masses' interests in the workplace are hampered.

"It also became clear that most Zimbabweans are very informed about their destiny under Mugabe — something which lacks in this country among blacks"

Another area which impressed Mr Mokhine at the seminar was the political education of the masses' interests at the This, he emphasised, has led to the sharing of ideas.

"This is what is desperately needed to run our unions here And we hope this can be done as our unions gradually become a force to reckon with," he said.

PE calls for stay-away to slam hikes

By MONO BADELA

PORT Elizabeth's townships are soon going to observe a "Black Long Weekend".

Residents will stay away from work and the city's business area in protest against the increased cost of living and recent bus and railway fare increases.

The boycott is being called for by the independent trade union movement and progressive organisations in Port Elizabeth — and is being spearheaded by the Port Elizabeth Black Civic Oraganisation and the Port Elizabeth Women's Organisation.

The decision was taken at a mass rally attended by organisations affiliated to the United Democratic Front in New Brighton last weekend.

The date and form of the four-day weekend stay-away will be decided on by a committee representing the organisations. Labour, church, civic and sporting bodies will be approached to make the protest a success.

The planned protest was called for after growing discontent in the townships over the recent 40 percent petrol price rise — which will push up the prices of consumer products — and over increased bus and railway fares.

The meeting decided that black people should not come to the city to shop and that PE City Tramway buses shouldn't enter the townships from Saturday until Monday — with people staying away from work on Monday.

Only doctors and nurses would be allowed to use buses during this time to enable them to care for the sick.

Speakers at the meeting blamed the Government for the decline in the country's economy, the increase in the price of fuel and the declining value of the rand.

The meeting called for the dismantling of apartheid and the scrapping of homelands and other Government-created institutions.

Speakers complained that workers had to contend with constant increased rental, food and transport costs at a time when employers were using the recession as an excuse to block wage increases.

'What about us?'

THE Federal Council of the 230 000-strong SA Transport Services Staff Association came under heavy fire this week over its meeting for pay increases with Transport Minister Hendrick Schoeman next week

"These people approaching Minister Schoeman are the electorate," said General and Allied Workers' Union president Samson Ndou. "The Government will try to satisfy them at the expense of blacks."

Sowetan 11/2/85 (139)

'Rhodesian' keeps calling them 'kaffirs'

WORKERS at Crown Mines in Johannesburg have claimed that a white supervisor, formerly a Rhodesian, calls them "stubborn kaffirs" who would have been killed if they lived in the old Rhodesia.

The workers at the goldmine — owned by the Rand Mines — told **The SOWETAN** that the supervisor had used other racial slurs and had cast aspersions on their black trade union

They also accused the supervisor of contributing to the dismissal of several members of the Black Allied Mining and Construction Workers' Union (Bamcwu) on the mines' surface operations, after allegedly refusing to address him as "baas"

Company spokesman Mr Paul Forbes, however, explained that there were grievance procedure forms, which workers were expected to use

The management had not received any such complaint "and if they were properly channeled then we should have known about them," he said

Mr Forbes also said the matter would be looked into, and if anybody was found guilty, "drastic" action would be taken

The workers however maintain that their bosses have ignored their grievances "They ignored our complaints, allowing his remarks," said one "Unless these grievances are taken as very seriously by management, then we are sure that this matter could spark off industrial action on the plant," the workers said

Mr Forbes said that the management had denied receiving any letter of complaint from the union, though, he added, "we take a strong view of anybody who uses racial slurs "

Robben Island lifer opts for 'freedom'

ONE prisoner serving a life sentence on Robben Island has accepted President Botha's freedom offer — and it is almost certain that he is Wilton Mqcai, one of the Rivonia trialists.

The Prisons Department's statement this weekend said the prisoner would be released "soon". The statement said the prisoner, whose name would be given only when he was freed, had served more than 20 years of his sentence

The man had accepted President Botha's amnesty offer "unconditionally and without qualification", a spokesman said

There are only two lifers still on Robben Island One of them is Govan Mbeki, a hardline ANC militant who was also a member of the outlawed Communist Party before he was arrested in the Rivonia swoop

Informed sources believe there is little chance that Mbeki would have accepted the offer without first hearing the reply from Nelson Mandela His son, Thabo, is currently a key member of the ANC's Department of Information and Publicity in Lusaka

The other is Mqcai, the 62-year-old former treasurer of th SA Congress of Trade Unions (Sactu) and a leader of the 1952 Defiance Campaign in the eastern Cape Mcqai left the country in the 50s to seek support for Sactu and returned secretly, going into hiding before he was arrested in the huge Rivonia swoop that netted the core leadership of the ANC's military wing, Umkontho We Sizwe He was charged with helping to organise Umkontho and received a life sentence

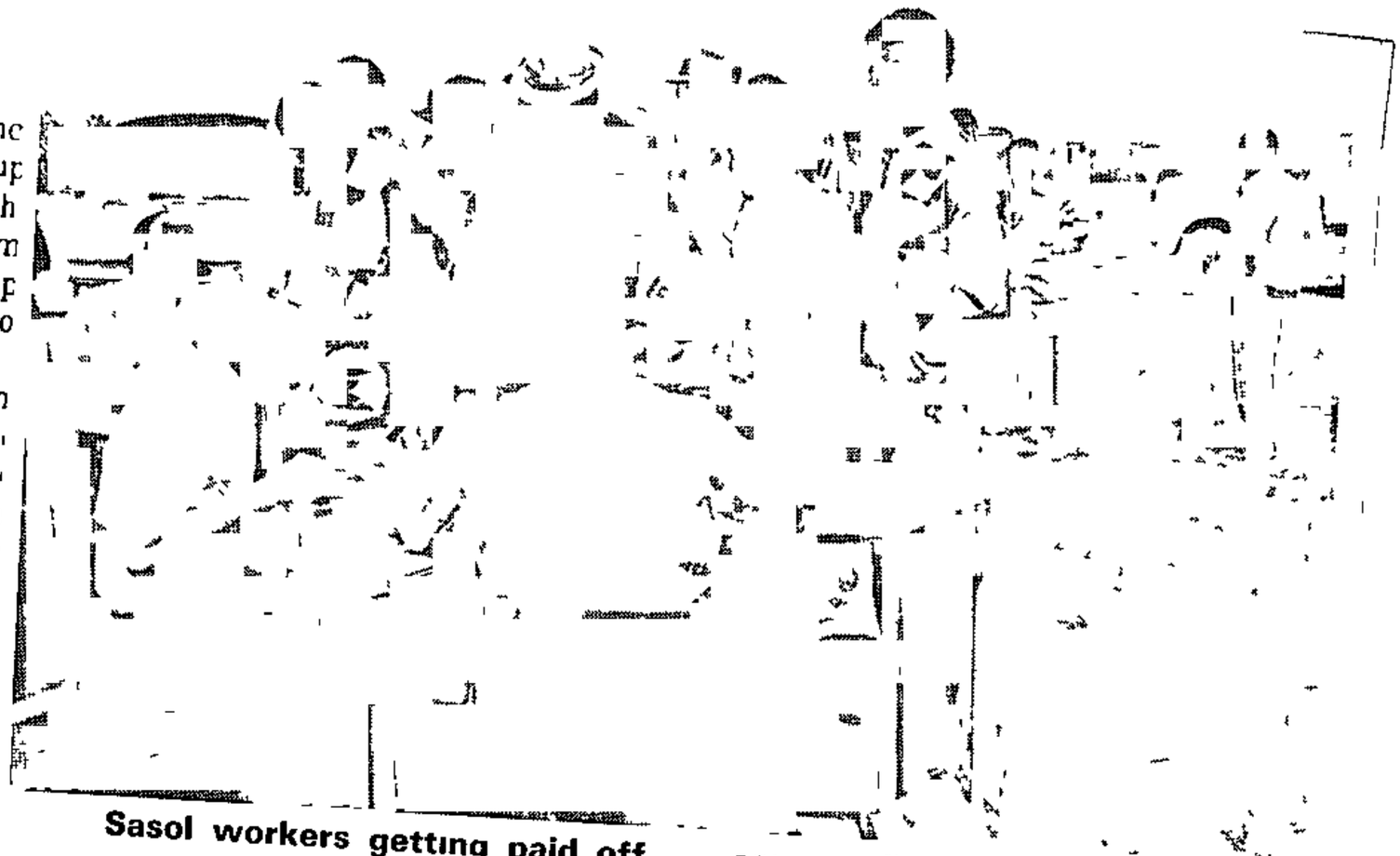
FM Feb. 1985

SASOL
Strike threat

The threat of a general strike by members of 24 unions hangs over this week's meeting to discuss the reinstatement of more than 5 000 Sasol employees dismissed after participating in last November's stayaway

The Chemical Workers' Industrial Union (CWIU) will hold talks with Sasol management later this week to review developments at the company A Sasol spokesman says the company has received 4 300 applications for re-employment and as at January 22, 2 513 of these had been approved In addition, "further appointments have since been made and the process is continuing" However, some former employees have been told they will not be rehired The exact number is "not available"

Meanwhile, the *FM* understands that Sasol is opposing a CWIU application to the Manpower Minister for the establishment of a conciliation board to hear the dispute in the event of inconclusive negotiations The spokesman says a reply to the application has been forwarded to the Minister, but he declined to comment on its contents This application opens the way for the 24 unions to conduct a legal general strike if their demands for the reinstatement of the Sasol workers are not met



Sasol workers getting paid off . some will not be rehired

Sympathy action

The unions which have indicated their intention to take sympathy action include the affiliates of the Federation of SA Trade Unions (Fosatu) and the Council of Unions of SA (Cusa), the Food and Canning Workers' Union, the General Workers' Union, the Commercial, Catering and Allied Workers' Union and the Cape Town Municipal Workers' Association CWIU is a Fosatu affiliate

The union plans received a boost on January 19 when 3 500 delegates to the National Union of Mineworkers conferenc in Welkom enthusiastically expressed sup port for a resolution condemning th dismissals and affirming the 110 000-mem ber union's intention to take action in sup port of the Sasol workers if they are no rehired

CWIU held two meetings with Sasol man agement during December where the tw parties failed to reach agreement on th criteria to be used when considering the re employment of the dismissed workers Sasol has said it will not take back peopl who had intimidated others during th work stoppage Neither party is prepare to confirm reports that Sasol has refused t reinstate those shop stewards whose appli cations have been considered

It is not clear whether a full-scale strik or merely a brief demonstration stoppag is being contemplated if the dispute is no settled But should any such event materi alise, it will spell an abrupt end to thi year's thus far relatively peaceful industri al relations scene

Sowetan 13/2/85 139

Union may go to court

By JOSHUA RABOROKO

THE Black Allied Mining and Construction Workers' Union (Bamcwu) is considering legal action against Rand Mines, owners of Durban Deep Goldmine on the West Rand for the reinstatement of their members sacked during a mine strike last year.

The workers claim they were dismissed after they were found not guilty and discharged in the Roodepoort Magistrate's Court when they appeared on charges under the Intimidation Act, according to Bamcwu's publicity secretary, Mr Motshumi Mkhuni yesterday

He said the workers went back to the mine for their jobs after the court hearing but were told that they could not be employed again and their services have been terminated

They were then subjected to an inquiry which found them "guilty", but were immediately told that they could appeal against the conviction This they did and "it appears that management is not prepared to re-employ them because of the court case — and this is aimed at victimising union members," he said.

Resigned

However, the company's spokesman Mr Paul Forbes, said the workers were re-engaged after the trial, but a disciplinary inquiry found them "guilty". One of the workers then resigned and later applied for a vacancy which he could not get.

He added that the rest of the workers were told that they have the right to appeal against the disciplinary inquiry and "we are still looking into their case."

A worker who did not want his name mentioned told The SOWETAN that his "bosses" accused him of being a trade unionist, being involved in an illegal strike and terminated his services He was paid his wages, but did not get his severance pay and other benefits

Two other workers who management had claimed did not approach them after the court case, declared that they did apply for their jobs, but were not welcomed They were also not going to be paid for the period they have been awaiting trial

Mr Forbes said that much will depend on the outcome of the "appeal hearing". He could not guarantee that they will be re-employed

But Bamcwu's Mokhini said if they were not reinstated they will consider taking legal action against the company

Dwasa meeting to discuss higher wages

14/2/85 Star

By BESSIE BOUWER

A MEETING to discuss higher wages for domestic workers in Port Elizabeth has been arranged by the Domestic Workers Association of South Africa (Dwasa)

Mrs Pat Maqina, general secretary of the association, said the increasing cost of living and price increases in fuel and foodstuffs had made it impossible for domestic workers to support their families on their present salaries

She said it was important for residents employing domestic workers to attend this meeting in order to to assess the situation and to review the present recommended wage structure

The meeting will be held on February 20 at 7 30pm at St John's Methodist Church in Havelock Street

All employers and employer organisations are invited to attend the meeting

Recommended wages for domestic workers were last reviewed in 1982 and had remained unchanged despite increased costs, she said

Wages recommended by the association in 1982 were

- R110 a month for fulltime live-in or live-out domestic workers
- R10 a day for temporary chars
- R5 a half day for temporary chars

These recommendations excluded bus fares to and from the city, said Mrs Maqina

Reviewed wages to be recommended by the association are R130 a month for a fulltime domestic worker, R12 a day for a temporary char and R6 a half day for a temporary char, excluding the cost of transport

The exploitation of domestic workers, especially during the present recession, will also be discussed at the meeting

In some cases domestic workers were being offered fulltime jobs for as little as R30 a month, said Mrs Maqina

Surveys had shown that a family of four required a minimum amount of R353 to live on each month, said Mrs Maquina This included food, clothing and other expenses

The survey also showed that it cost parents a minimum of R57,20 a month to keep a small child, R117,73 for a child aged between 11 and 14 years and an adult needed at least R177,70 to live each month

Bamcwu to act against Minister?

THE Black Allied Mining and Construction Workers' Union is to hold an urgent executive meeting on Sunday to consider taking legal action against the Minister of Law and Order concerning the alleged "rough treatment" their members received from police during a strike on the West Rand last year.

The union was reacting to reports that 164 members of the National Union of Mineworkers (NUM) were serving letters of demand on the Minister, Mr Louis le Grange, amounting to a total of R2-million

Bamcwu's publicity secretary, Mr Motsomi Mokhine, said that the meeting was important, especially in the light of new developments — the sacking of their members following a strike at the goldmine near Roodepoort last year

The mineworkers are suing the Minister for damages arising out of the alleged assaults and beatings inflicted on them during the last year's legal strike

The workers, who were employed on two Anglo American mines in the Free State, are claiming damages ranging from R5 000 to R30 000.

A spokesman for Mr le Grange yesterday said that the Ministry had not yet received such letters of demand

540 workers down tools

MORE THAN 540 employees of Pilkington Tiles in Meyerton yesterday went on strike over several issues, including wages and demanding an urgent meeting with the company's chairman who is visiting South Africa from overseas.

The workers said that they were promised two pay increases — one in June and one in December last year — and management has failed to fulfill its promises They have also been working shorter hours and this has affected their pay packets

They asserted that following the two day stay away from work their bosses have forced them to work shorter hours because they wanted to retrench them The company has refused them permission to meet Mr A N Smit who is the company's chairman from Great Britain.

The workers' grievances are: Management's delaying tactics to recognise the Building and Construction Workers' Union, threatening to dismiss workers who belong to the trade unions; no channel of communication and low wages.

The company's manager, Mr D B Curran, said they were prepared to increase the workers' pay, but in the light of the economic situation they could not meet the workers' demands in full

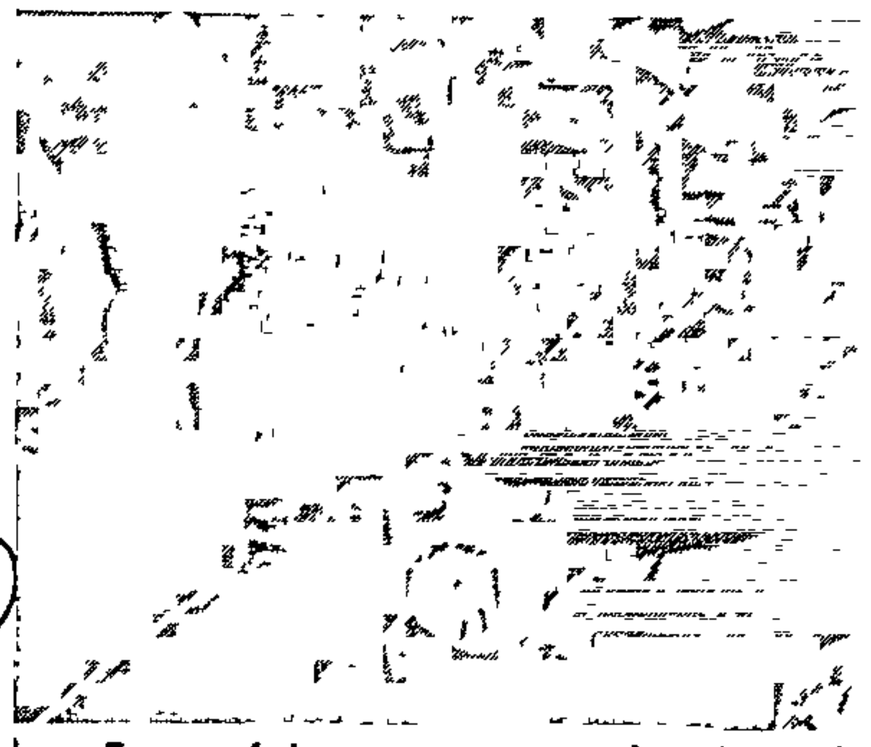
Referring to the union rights, he said they were holding talks with the union on the possibility of recognition He also said that there was misunderstanding on meeting and talking to Mr Smit He hoped to resolve the matter soon

Meanwhile more than 500 medical students who had refused to return to Durban's King Edward VIII hospital for training, went back yesterday, according to the hospital's superintendent, Dr Justin Morfopolous

He said the situation has returned to normal at the hospital and all workers who had been sacked following the strike, had been reinstated

Focus on retrenchments

Union role change in staff cut decisions



Faces of despair — unemployed people

Report by MARION WHITEHEAD

WHEN the recession took its first bite in 1982, managements and unionists found themselves sitting at opposite ends of the negotiating table talking retrenchment It took a lot to get them there

Managers, used to dismissing staff when it suited them, found that unions had been legalised on the recommendation of the Wiehahn Commission

Then the industrial councils began giving the unions teeth to add to their bark

It's a situation that has stretched the minds of many managers and left others stubbornly facing court actions rather than negotiate jobs with worker representatives

Distrust is evident as unionists mutter darkly of "panic retrenchments" and "a crisis of profits" — implying that some companies retrenching staff accept smaller profits rather than going to the wall

Managers, on the other hand, curse the "Arthur Scargills of this world" and workers who "think the world owes them a living".

Two weeks ago OK Bazaars spent six days locked in negotiations with trade unionists from CCAWUSA (Commercial, Catering and Allied Workers Union of SA) and Nudaw (National Union of Distributive and Allied Workers) over 2 000 retrenchments

In the end they hammered out a compromise: 1 051 workers could choose whether to be retrenched or laid off for six months This figure included a number of retirements and early retirements

Negotiations continue over the fate of the other 949 workers but, in a significant breakthrough for the unions, OK Bazaars agreed to accept an independent auditor nominated by the unions to verify the company's statements on the need for retrenchments and the number affected

Corobrik is currently talking retrenchment with its staff Last week the firm's holding company, Toncoro, retrenched 178 salaried employees

The company is reviewing its position after decreased production at 30 brick factories, the closure of six and a previous retrenchment of 1 200 weekly paid workers

The principle of consultation before retrenchment has been firmly established and is backed by the industrial court. Yet there are still companies which retrench without adequate notice or consultation

While there is no statutory law on retrenchment procedures, there are guidelines from the industrial court on what is fair and unfair

These guidelines were listed in a recent article by labour lawyer Mr Halton Cheadle in the SA Labour Bulletin as

- An employer must plan to avoid retrenchment the moment he first becomes aware that retrenchment might become necessary
- The employer must give proper notice to the union of its intention to retrench
- The employer must meet union representatives and shop stewards at the earliest opportunity to explain the necessity to retrench, to consider alternatives to retrenchment and to discuss selection criteria for those to be retrenched
- The employer agrees to the principle of "last in, first out" (some exceptions are made for workers with special skills)
- The employer must take special personal circumstances into account
- Proper notice of retrenchment must be given
- The employer must give severance pay (two weeks pay for each year served is the norm)
- The employer must undertake to re-employ when vacancies arise

"Many employers have entered into agreements with terms such as these However, there are many employers who refuse to recognise trade unions or to negotiate with them on any matter," Mr Cheadle wrote

"There are also those who believe it is their managerial prerogative to retrench without negotiating a fair retrenchment procedure or consulting the union representing their work force In such cases the unions have used the industrial court effectively"

The Gencor group prides itself on having an "informed and modern" approach to industrial relations, while still emphasising the management prerogative to retrench when it deems necessary

Mr Naas Steenkamp, director of manpower for Gencor's mining group, said "We think about retrenchments first, we don't just do it, and we try to establish current enlightened practice We believe we have a defensible retrenchment policy"

About 12 500 workers were retrenched by Gencor's engineering, transport and construction sectors last November

It can cost a lot for a company to retrench and all of the factors cannot be measured in cash

The direct cost is in the separation packages paid to retrenched workers An industrial relations consultant, Mr Andrew Levy, said the indirect costs came from the blow to morale and productivity that retrenchments brought

"It also cuts into the bank of skills and experience needed for take-off when things pick up again," he said

"It's always in the ... pany's interests to avoid ... trenchments as far as ... sible"

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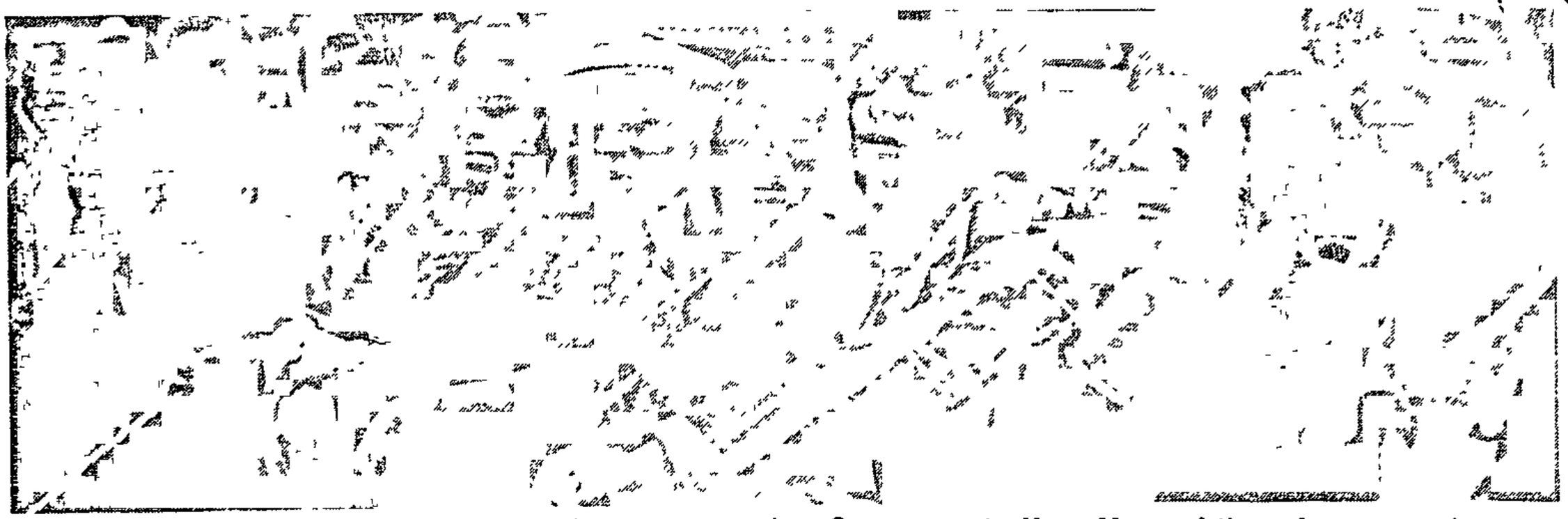

Faces of despair — unemployed people queue outside a Government office Many of them face starvation.

2/85

ecisions

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"It also cuts into the bank of skills and experience needed for take-off when things pick up again," he said

"It's always in the company's interests to avoid retrenchments as far as possible"

The most taxing question in the whole debate, however, remains when and how are retrenchments decided on?

Mr Nelis Strydom, human resources director of Nissan SA, which retrenched 1 200 workers last year as well as putting their motor plant on to working short time, said "It takes months before we retrench It is a last resort"

Corobrik's managing director, Mr Errol Rutherford, said "Retrenchments are the toughest part of being in management You know its effects on people's lives."

At Volkswagen in Uitenhage retrenchment is also viewed as a last resort, according to the company's industrial relations officer, Mr Brian Robinson

Trade unions are involved in and consulted on matters relating to retrenchment

Mr Robinson said the company was well aware of the social implications caused through the hardships resulting from retrenchment and decisions of that nature were not entered into lightly

Mr Alec Irwin, education secretary of Fosatu (Federation of SA Trade Unions), said his union found that generally managements did not exhaust other options before resorting to retrenchment

Mr Dave Lewis, general secretary of the GWU, agreed "In the absence of unions, they would retrench as they pleased and on the criteria they liked"

A spokesman for the National Union of Clothing Workers said that while many companies did not stick to the industrial court guidelines, negotiating procedures had started to improve in the clothing industry since the union had carried out an information campaign among employers

Professor Jeremy Keenan, head of the University of the Witwatersrand's development studies programme, said "My impression is that a number of 'responsible' managements are trying to cushion the blow"

He said retrenchments would intensify the degree of absolute poverty and inequality in South Africa

Mr Jon Lewis, editor of the SA Labour Bulletin, said large-scale unemployment meant the unions would have to take on a wider role

Mr Mark Anstey, director of the Institute of Industrial Relations, which cut its ties with Anglo American some time ago to become an independent consultant to both management and trade unions, said companies had to remember they were dealing with people, not just jobs

Fear, anger as more lose their jobs

FEAR and anger are not on the agenda at retrenchment meetings, but these emotions bubble just below the surface during negotiations

The workers' desperation is easily understood as starvation frequently goes hand-in-hand with being dumped among the unemployed.

Latest available figures from the Central Statistical Service in Pretoria put unemployment at 617 371 for all races in August/September last year

Officials admit this is a conservative figure — last year academics put the figure at between two and three million It is impossible to estimate how many of these have been retrenched, as nobody is keeping count

Unemployment Insurance Fund payouts jump by more than R1 million each month. In October last year they went from nearly R17 million paid to 33 470 people to more than R18 million paid to 36 000 people in November. Pretoria UIF commissioner Mr Jack Scheepers said this figure was not an accurate reflection of the unemployment situation as the figures included those claiming maternity, illness and death benefits.

One trade unionist said a retrenched worker could expect to wait between three and four years before getting another job, so it was not surprising a group of workers had refused nine months' severence pay which would have been considered a generous offer in more prosperous times "They just want their jobs," he said.

Companies also have reason to worry about their futures in 1983 more than 25 000 companies went out of business while every day in 1984 about 12 companies were liquidated.

Retrenchments place unions in a defensive position as they frequently lose members The General Workers' Union has lost 3 000 members, or 20% of its membership, in the past year.

General secretary Mr Dave Lewis does not see this as weakening the union movement, but rather as increasing militancy. More people joined the union when their jobs were threatened.

Mr Lewis said retrenchments had also made it harder to negotiate wages last year, as those still in employment had to stretch their money further among family members who had lost their jobs

New union will fight for 'maternity leave'

THE newly-formed South African Black Municipal and Allied Workers' Union's women unit has resolved to intensify their fight for maternity leave and to mobilise women in trade unionism.

The resolution was taken at the launching of the unit at a meeting attended by over 200 people at the Ipelegeng Centre, Soweto, at the weekend.

The emotion-charged meeting took this decision after complaints by most participants that women were often dismissed from their jobs when they go on maternity leave

Maternity leave has become a contentious issue in recent days as trade unions press to include it when negotiating for recognition agreements with management

Liquor boycott

The meeting also resolved to intensify the boycott of the Oranje-Vaal Development Board's liquor outlets in an attempt to pressurise the board to re-employ 30 sacked workers at Jwala-Ba-Sesotho depot near Sebokeng

The workers were dismissed after going on strike demanding the reinstatement of their colleagues The union has since declared a dispute with the board over the issue

Other resolutions include·

- Intensifying education and political awareness among women,
- To encourage more women to participate in trade unionism, and
- To fight for women's rights in the industry.

(139) 20/2/85

unions declare disputes

By JOSHUA RABOROKO

TWO BLACK trade unions have declared disputes with managements over recognition, victimisation of members and fighting the closed shop system.

The Retail and Allied Workers' Union (RAWU) and the South African Black Municipal and Allied Workers' Union (Sabmawu) have also threatened to take legal action against Motani Furniture near Pretoria and Potchefstroom Municipality respectively

RAWU's president, Mr Donsie Khumalo, said Motani management had refused to negotiate with them and had threatened to dismiss their members

Management has a closed shop agreement with an "older trade union", which he declined to name

Sabmawu's Phillip Dlamini said the Potchefstroom Municipality has a closed shop agreement with the South African Association of Municipal Workers and has refused to negotiate "in good faith" with them

Their members have been "victimised", while some have fallen victims of retrenchments

A municipal spokesman said that their doors were always open to discussions with any union.

In another development the Food and Beverage Workers' Union has called off the community-based boycott of Dairy Maid products after the company had agreed to reinstate 80 workers and pay them out R70 000.

Sunday Times 20/2/85

(15) (139) (15)

Workers in court after strike

A TOTAL of 270 black municipal workers appeared briefly in three Potchestroom magistrate's courts yesterday following a strike over wages and demands that their trade union be recognised.

The workers, members of the South African Black Municipal and Allied Workers' Union (Sabmawu), pleaded not guilty to charges of attending an illegal meeting after they were allegedly ordered by the police to disperse to their respective workplaces

They appeared before Mr F R Boshoff, Mr B T Bester and Mr D C van Greuwen The case was postponed to March 12 and 13 and bail was fixed at R200

There was drama in one of the courts, when Sabmawu's general secretary, Mr Phillip Dlamini, broke down as Mr Boshoff instructed workers to plead guilty.

Union launches self-help project

By PHILLIP VAN NIEKERK

THE Black Allied Mining and Construction Workers' Union (Bamcwu) has launched a self-help project for fired former members in the poverty-stricken rural areas of the North-Eastern Transvaal

The project — announced this week — is believed to be the first of its kind in recent years to be started by an emerging trade union

A spokesman for Bamcwu said the idea of the project followed the mass dismissal of workers at the Penge asbestos mine in Lebowa who went on strike over wages last year

"Knowing that the area was plagued by unemployment and due to the economic circumstances in the country we realised it would be almost impossible for the workers to find new jobs," he said

The projects being planned include brick-making, poultry farming and the setting up of a legal aid office for the residents of the area

He said it was being run on a co-operative basis, and that whatever profits came from the venture would be put back in to expand the enterprise and create more jobs for the workers

placement in other positions within the Ford and Anglo American companies

'Recession leads to STAR unionism'

(139)

2/2/85

The alliances which emerged late last year between trade unions and popular "community" organisations, indicate a new phase of resistance to apartheid, said Professor Eddie Webster of the University of Witwatersrand last night

Speaking at a panel discussion on the East Rand stayaway and election boycotts last year, Professor Webster said he did not believe the stayaways were specifically the work of the United Democratic Front

"With the overall depth of the economic recession and high levels of unemployment, trade union membership steadily grew," he said

"Workers movements are becoming increasingly sophisticated," said Dr Duncan Innes of the Industrial Sociology Department at Wits "They understand the need to get more involved in community issues and to use their strength on the factory floor to resolve these community issues"

Star 21/2/83

258 arrested as stoppages spread

By Terry Friend,
West Rand Bureau

A group of 258 Potchefstroom former municipal workers were arrested yesterday for holding an illegal gathering after losing their jobs

The workers were dismissed yesterday afternoon after refusing to work that morning

They had demanded recognition of the SA Black Municipality Workers' Union

The 258 workers were taken to court by police

Seventy-nine who pleaded guilty were fined R180 (or 90 days) and the others were remanded on bail of R200 until March 2

"There was no strike The workers simply held an illegal gathering after being dismissed," said Brigadier Jaap du Preez, the divisional criminal investigation officer at Potchefstroom

● About 200 Potchefstroom Town Council workers were arrested yesterday morning for refusing to go on duty

The workers, members of the Black Municipality and Allied Workers' Union (BMAWU), spent the night in jail and will appear in court today on charges of holding an illegal strike

The strike is one of four work stoppages involving about 3 000 workers which have taken place in Reef firms in the past few days

The general secretary of the BMAWU, Mr Phillip Dlamini, claimed the causes of the Potchefstroom strike were the refusal by the council to recognise the union and the retrenchment of workers who were not given notice

Mr Dlamini said in the past few weeks about 17 employees had been retrenched and sent to the homelands

He also claimed an executive member of the union, Mr Titus Pooe, was dismissed unfairly

The secretary of the Potchefstroom Town Council, Mr A Viljoen, said about 200 people were involved in the strike

He said the council was trying its best to get workers to act in a responsible way

In another strike, the entire workforce of about 850 at Sedimis plant in Phalaborwa refused to work yesterday, demanding a white foreman be dismissed on grounds of harassment

In another strike by about 1 000 employees of the AECI dynamite plant at Modderfontein — where 14 people died after a blast last week — the employees refused to work for the fifth day, demanding that management pay them R500 "danger money" for having to work with emplosives

The management is still having talks with union representatives

Refusal to work for the past seven days by about 1 000 Bakers Biscuit workers demanding a pay rise, has resulted in the dimissal of all but five of the workers

23/2/85

THE industrial court has found that the British-owned company Johnson Tiles acted in breach of an agreement with the Building Construction and Allied Workers' Union in unfairly retrenching a number of workers It ordered their reinstatement

SA unions grow despite recession

22/2/85

139 Star

South Africa was the only country in the world where trade unions had grown in power during the current recession, said Professor Eddie Webster of the sociology department at the University of the Witwatersrand.

He was speaking this week at the launch of the book, "South African Review Two", written by academics and journalists, which examines contemporary South African events.

"In most countries trade unions decline during a recession because of lay-offs and the closure of factories. South Africa has challenged this conventional view," he said.

But, he added, the growth in trade unionism was not caused by the recession.

"In South Africa black trade unions were artificially held back until 1979 when they were officially recognised."

Professor Webster said the National Union of Mineworkers (NUM) provided the most dramatic evidence that trade unionism had strengthened.

Since NUM's inception in 1982 it had become the "fastest and biggest" trade union in South Africa, with a membership of 100 000 workers.

He added that trade unions had grown in strength also because they provided legitimate channels for workers to articulate their grievances.

The economic crisis in 1983 and 1984 had pushed trade unions beyond "pure and simple" trade unionism, Professor Webster explained.

"The unions have been unable to resist pressure from their members and they were catapulted into a central role during the stayaway last year," Professor Webster said.

Dwasa 'benefits employers, too'

S. Post 139
23/2/85

By BESSIE BOUWER

EMPLOYERS should encourage their domestic workers to join the Domestic Workers Association of South Africa (Dwasa) so that both could reap the benefits of skilled labour

This was the consensus at a meeting between Dwasa and representatives of some Port Elizabeth employer organisations held in the city recently

New recommended minimum wage levels for domestic workers were also discussed

Mrs Pat Maqina, administrative secretary of Dwasa, recommended a minimum wage level of R130 a month for full-time workers, R12 a day for a full-day chars and R6 for a half day She also recommended an extra amount of R2 should be paid for overtime

These wage levels excluded the cost of transport to and from the place of work

Mrs Maqina told Weekend Post that Dwasa was recommending the increases because of the rising cost of living and the high rate of inflation At present a family of three needed a minimum amount of R353 each month just to cover their costs, she said

Dwasa chairman Mrs Elthia Suka said a lack of communication between the employer and domestic worker often led to misunderstanding and friction It was essential that good working relations be established from the start This was where Dwasa could play an important role, said Mrs Suka

Ciskei police raid reporters' homes

EAST LONDON — The homes of three journalists who are members of the Media Workers Association of South Africa and another trade unionist were searched by Ciskei police and various documents were confiscated, the Ciskei police liaison officer, Captain Fikile Gatya, confirmed yesterday

Captain Gatya said during such raids the police would make a list of items that had been taken away

The homes that were raided were those of Miss Lulama Jijana, Mr Owen Vanqa, both Daily Dispatch staff members, Mr Leslie Xinwa editor of a monthly magazine and Mr Mamkeli Mngaza, a trade unionist

The four said the raids took place at their Mdantsane homes and that some documents and books had been taken away by the police

Captain Gatya said it was routine for the police to conduct raids where they felt it necessary and this was done within the law He declined to elaborate — DDR

Argus and union save 16 jobs

The Argus Company announced today that, as a result of cost-cutting proposals made by the SA Typographical Union, it had been possible to save 16 jobs on two of its newspapers, *The Star*, and the *Pretoria News*

A spokesman for the company said that, initially, 34 enforced retrenchments were necessary in the production and technical departments of the newspapers

"We had maximum cooperation from the chapels of the SATU, however, in searching for ways to reduce this number," the spokesman said

"Proposals put forward to adjust shifts and forfeit inconvenience allowances enabled the newspapers to achieve reductions in costs equivalent to the wage bill of 16 jobs In the light of this positive approach, the company was very happy to preserve this number of posts in the departments involved"

At the company's newspapers in Cape Town and Durban, sufficient applications for voluntary retrenchment were received from the production and engineering departments to obviate the need for any enforced retrenchments

Mwasa helps save jobs on papers

Seven jobs – five in Durban and two in Johannesburg — have been saved at Argus Company newspapers as a result of cost-cutting proposals put forward by the Media Workers' Association of South Africa Star 5/3/85

A company spokesman said that these brought to 23 the total of retrenchments which had been avoided as a result of trade union co-operation. "The constructive role of Mwasa in this necessary exercise has been appreciated," he said

Concessions were made by the trade union at the company's Cape Town operation too, but fell away when the target for staff reduction was reached through voluntary retrenchment

WORKING CONDITIONS

Labour pains eased

FM 8/3/85

The Kirsh Group's Metro Cash and Carry and the Commercial, Catering and Allied Workers' Union (Ccawusa) have signed the most comprehensive maternity agreement yet negotiated in SA

The agreement is the first in the commercial distributive trade — a sector employing a high proportion of women — to provide for paid maternity leave It also includes a number of novel features like time off for fathers and a lengthy section dealing with the health and safety of mothers and their children

A Metro spokesman says that the agreement is a "pioneering document" which "reflects the philosophy of the company and its belief in its people" Ironically, it was made public in the same week that the Kirsh Trading Group's half-yearly figures — showing a deteriorating trading situation — were published However, the spokesman says the maternity agreement is a "long-term investment" while the recessionary conditions are only temporary. Metro employs 6 700 people of whom about 2 000 are women

Major points in the agreement are

☐ All permanent female employees may take up to 12 months' maternity leave, beginning no more than four months before and ending no later than eight months after confinement, with a guarantee of re-employment,

☐ Mothers will be paid a proportion of their wages for seven months Members of the medical aid scheme will receive 25%, and the company will pay both its own and the employees' medical aid contributions for the full leave period Employees who are not members of the scheme will receive 33% of their wages for seven months Women on maternity leave are entitled to claim 45% of their wages from the Unemployment Insurance Fund for six months provided their income amounts to less than 33,3% of their previous earnings,

☐ If women choose to take less than seven months' leave, the balance of the money will be paid out on their return to work,

☐ Before and after their maternity leave women will be entitled to one paid day off a month to visit a clinic;

☐ Women may ask for time off to nurse their children if the request is accompanied by a doctor's recommendation,

☐ Employees on maternity leave will be entitled to R100 worth of baby goods free at any Metro store, and

☐ Male employees will be entitled to three days' paid paternity leave in the first month after the birth of their children.

Employees who are already pregnant at the start of their service with the company or fall pregnant within the first month will not be entitled to paid leave or the free baby goods. They are, however, covered by the rest of the agreement.

The *FM* understands that this is the first maternity agreement which does not stipulate that women must have been employed for a certain period prior to qualifying for unpaid maternity leave The company has also undertaken not to discriminate against pregnant job applicants

☐ OK Bazaars is to delay any decision on further retrenchments until the end of March The company laid off more than a thousand employees at the end of January (*Current Affairs*, February 1) and was due to have discussed the position of another 950 workers by the end of February with Ccawusa and the National Union of Distributive and Allied Workers. OK industrial relations controller Keith Hartshorne says there have been delays because staff turnover this year has been higher than expected

The MINISTER OF JUSTICE

The statistics for 1984 are as follows

Magisterial District	Offences (a)	(b)	(c)	(d)	(e)
(i) Mooi River	42	None	None	None	5
(ii) Kokstad	57	17	None	3	6
(iii) Himeville	33	7	None	4	1
(iv) Matatiele	46	None	None	2	11
(v) Bushman's Nek	Included in the statistics in respect of Himeville				
(vi) Umzumkulu	Situated in Transkei				
(vii) Howick 180	4	4	7	20	

Stock theft

465 Mr R W HARDINGHAM asked the Minister of Law and Order

(1) How many cases of theft of (a) small stock and (b) large stock were reported at police stations at (i) Mooi River, (ii) Kokstad, (iii) Himeville, (iv) Matatiele, (v) Bushman's Nek and (vi) Umzimkulu during 1984 or the latest specified period of 12 months for which figures are available,

(2) how many persons were charged with theft of (a) small stock and (b) large stock at each such police station in that period;

(3) how many of the reported stolen animals were recovered?

The MINISTER OF LAW AND ORDER

January – December 1984

(1)

	(a)	(b)	(2)(a)	(b)
(i) Mooirivier	2	28	1	9
(ii) Kokstad	31	18	11	2
(iii) Himeville	26	21	1	4
(iv) Matatiele	43	31	12	11
(v) Bushman's Nek	6	17	—	—

Statistics in respect of Umzimkulu are not available as it falls within the jurisdiction of the Transkei

(3) Small stock 103
Large stock 202

Hansard 139 Q Col. 594 12/3/85

Sorghum beer

476 Mr P G SOAL asked the Minister of Co-operation, Development and Education

(1) Whether the report of the Sorghum Beer Industry Development Committee concerning the sale of the sorghum beer interests of the Development Boards to private enterprise has been received if not, (a) why not and (b) when will it be received, if so, (i) when and (ii) what was the decision of the committee,

(2) whether the sorghum beer interests will be sold, if not, why not, if so, when?

The MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION

(1) Yes

(a) Not applicable

(b) Not applicable

(i) On 4 February 1985

(ii) To give effect to the Government's declared policy of free enterprise, the optimum privatization of the sorghum beer industry is recommended

(2) Yes Before the receipt of its final report, the Committee submitted its recommendations to the Government upon which a decision was taken and in respect of which I issued a statement on 2 October 1984

The essence thereof is that the privatization of the industry will take place over a period of three years so that, during that period, suitable alternative sources of income for the Black local authorities can be found. In the meantime this important source of income will be retained for local authorities to be used in the interest of Black communities

Trade union movements: detainees

478 Dr A L BORAINE asked the Minister of Law and Order

(1) (a) How many (i) Blacks, (ii) Whites, (iii) Coloureds and (iv) Indians involved in trade union movements were detained in each month in 1984, (b) how many such persons were still in detention as at the latest specified date for which figures are available and (c) in terms of what legislation were they so detained

(2) whether any of those detained were released without charges being brought against them, if so, how many?

The MINISTER OF LAW AND ORDER.

(1) (a) (i) January–October 1984 —None,
November 1984—Five,
December 1984—None

(ii) and (iii) None

(iv) November 1984—One

(b) None on 1985-03-04

(c) In terms of section 29 of the Internal Security Act, No 74 of 1982

(2) Yes, four

Hansard Q Col 594 12/3/85

Drugs

485. Mr P H P GASTROW asked the Minister of Law and Order

What was the (a) mass or number and (b) value of the (i) dagga, (ii) LSD, (iii) heroin, (iv) cocaine, (v) mandrax and (vi) other drugs confiscated by the South African Police in 1984?

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Cape Times 14/3/85

Two men fined for incitement

PRETORIA — Two Vereeniging men who played a leading role in encouraging people to stay away from work and not to pay rent and other tariffs last November were fined a total of R1 300 after being convicted in the Pretoria Regional Court yesterday

The secretary of the Commercial, Catering and Allied Workers Union of South Africa, Mongezi Joseph Radebe, 27, was fined R800 (or eight months), plus a further nine months jail conditionally suspended for five years

Paulus Motsoso Ramakau, 30, was fined R500 (or five months)

The court found that they incited and encouraged different ethnic groups in Sharpeville on November 5 and 6 last year not to go to work, not to pay rents, water or and electricity tariffs

They were also charged with engendering racial hostility between the black ethnic groups and white population groups of Vereeniging, Vanderbijlpark and Meyerton

The two men, both of Sharpeville, pleaded guilty to the charges

They were acquitted on the main charge of sabotage

The magistrate said every individual should be discouraged from inciting, encouraging and fomenting racial hostility — Sapa

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WORKERS FINED

C. Press

24/3/85

By DANIEL DHLAMINI

A POTCHEFSTROOM magistrate this week fined 88 Potchefstroom municipality workers a staggering R35 200 for offences under the Internal Security Act.

The 88 workers – members of the SA Black Municipal Workers' Union – appeared before Magistrate B J Bester, and changed their plea of not guilty to guilty during the trial.

The court found that the 88 accused were among 276 workers who convened an illegal meeting on February 20 at the Potchefstroom municipal premises, and refused to disperse when ordered to do so by a senior police officer.

They were each fined R400 or 12 months' imprisonment – with R220 or nine months of each sentence suspended conditionally for five years, which means each worker has,to pay R180.

Mercury 28/3/85 (139) (1869)

Union conference rejects strategy of disinvestment

Political Reporter

A BLACK Allied Workers Union of South Africa conference in Durban at the weekend rejected disinvestment as a strategy for change in South Africa because of the implications this would have for black people

Instead it resolved to write to the State President urging negotiation with blacks and their full participation in government, the union's general secretary, Mr B E Khumalo, said yesterday

The resolutions were taken during discussion on the theme of the conference, 'Revolutionary or evolutionary change — the role of the workforce'.

'While we recognise that black people are exploited and discriminated against and that disinvestment is a strategy to bring about change in this country, we rejected the strategy because of the repercussions foreign disinvestment would have for black people in South Africa,' he said

'We want negotiation with government and any non-violent forces seeking effective change,' he said.

Although most of the organisations and unions invited to the conference did not attend, Mr Khumalo said: 'We are more than satisfied the conference was a success and are optimistic those organisations which were invited and did not attend will soon learn we have common interests'

There is only one movement for liberation in this country, but with many organisations approaching the problem from different angles 'at some stage we are going to have to come together', he said.

Among those invited were Fosatu, Cusa, Tucsa, the UDF, Inkatha, the S A Black Social Workers Association, Azapo, the African American Labour Centre and the Lesotho Congress of Free Trade Unions

Judges hear appeal by Mpetha against jail term

BLOEMFONTEIN — The appeal by Oscar Mpetha — 75-year-old trade unionist and community leader of Nyanga East — against imprisonment of five years for participation in terrorist activities was heard by the Appeal Court in Bloemfontein today

The conviction arose from violence in and near the Crossroads squatter camp in August 1980 with particular reference to August 11 when two motorists were attacked and killed in Klipfontein Road close to Crossroads

Mpetha, an organiser for the Food and Canning Workers' Union and chairman of the Nyanga Residents' Association, was convicted by Mr Justice D M Williamson in the Cape Supreme Court in June 1983

The sentence was the minimum prescribed under the Terrorism Act in force when the trial started But the trial judge indicated that, had he not been obliged to impose a minimum prison term, he would have suspended the sentence

The appeal was heard by Mr Justice Corbett, Mr Justice Kotze, Mr Justice van Heerden, Mr Justice Hefer and Mr Justice Galgut (acting judge of appeal)

DISCRETION

The argument revolved around whether the Internal Security Act, No 74 of 1982, which came into force after the trial started and before it ended, had amended or repealed the provisions of the Terrorism Act and the provision in the Interpretation Act of 1957 whereby a penalty "may be imposed" as if a repealing law has not been passed

It was contended that this allowed discretion to the judge to impose the penalty as provided under the former law, but also the discretion to impose another penalty

Thus, it was contended, an appropriate sentence would have been a period of suspended imprisonment as indicated by the trial court

Reasons for this would have been Mpetha's age, his poor health and his life expectancy, circumstances prevailing when the offence was committed, the nature of his participation — it was submitted that there was nothing to show that Mpetha's actions contributed to events at Klipfontein Road and elsewhere — and the fact that he was in detention for 34 months before and during his trial

For the State, it was submitted that the word "may" in the relevant portion of the Interpretation Act meant that it permitted unfinished business of a trial to be properly concluded according to the law that originally set it in motion

The State contended that the new Act created new offences and new penalties and was not an affirmation or continuance of the old Act because it was too dissimilar The trial judge was said to have been correct to penalise Mpetha in terms of the old Terrorism Act.

Judgement will be announced later

Retrenchments: Union may take bosses to court

By JOSHUA RABOROKO

THE Black Health and Allied Workers Union has resolved to take a pharmaceutical company to court following the retrenchment of 17 workers accused of theft by their bosses.

At a meeting in Johannesburg at the weekend, the union's president, Mr Daniel Komaphe, said Bhawu demanded that the company, R M Salters, reinstate the workers unconditionally

Mr DANIEL KOMAPHE· Wants workers reinstated

Mr Komaphe said that management "lied to workers" by telling them that they were retrenched because of the country's economic situation Later they were accused of theft and paid-off

The company's director a Mr Lambert, was not available for comment when the SOWETAN telephoned him yesterday

Mr Komaphe accused the company of not bargaining with the union in "good faith" during three meetings which they held to discuss the workers' grievances

Management was against the union taking the matter to court, yet they did not want to reinstate the workers Members resolved to brief their lawyers today about the possibility of going to court

BID TO CONTROL ASBESTOS POISON

By JOSHUA RABOROKA

THE International Labour Organisation is to propose new standards, specially designed to protect workers exposed to asbestos, against its harmful effects, when it meets in Geneva in June this year.

Asbestos dust has been identified as a cause not just of asbestosis, a crippling illness which harms the lungs, but also of bronchial cancer and of mesothelioma (cancer of the pleura and peritoneum), maladies which are usually fatal

In South Africa, trade unions have reacted strongly to the diseases which they claim have caused the deaths of many workers They maintain that the occupational exposure to its dust may, in some instances, present a serious health hazard

The general secretary of the Black Allied Mining and Construction Workers Union, Mr Pandelani Nefolovhodwe, has claimed that hundreds of families close to asbestos dumps in rural northern Transvaal villages are ignorant of the possible death they face from inhaling asbestos fibres

Crippling

Many are unaware of having already contracted the crippling

ucts, and demolitions or removal of insulation material containing asbestos," the report says

The scope of the problem can be gauged by the rise in world production of asbestos which increased from 675 000 tons in 1940 to well over 5 million tons today

Over two-thirds is utilised in asbestos cement and their remainder as an ingredient for some 1 000 other industrial products

"Why not replace this potentially dangerous substance by one which is harmless or less harmful? Or even better, why not ban asbestos in particularly hazardous conditions," the report says

This view has been supported by Bamcwu in its campaign which is finally aimed at banning all asbestos mines in South Africa, according to the union's publicity secretary, Mr Motshumi Mokhine

Hazards

The ILO report says such principles are generally accepted and put into practice whenever possible But unfortunately no technologically suitable alternative materials have been suggested for the majority of industrial uses of asbestos

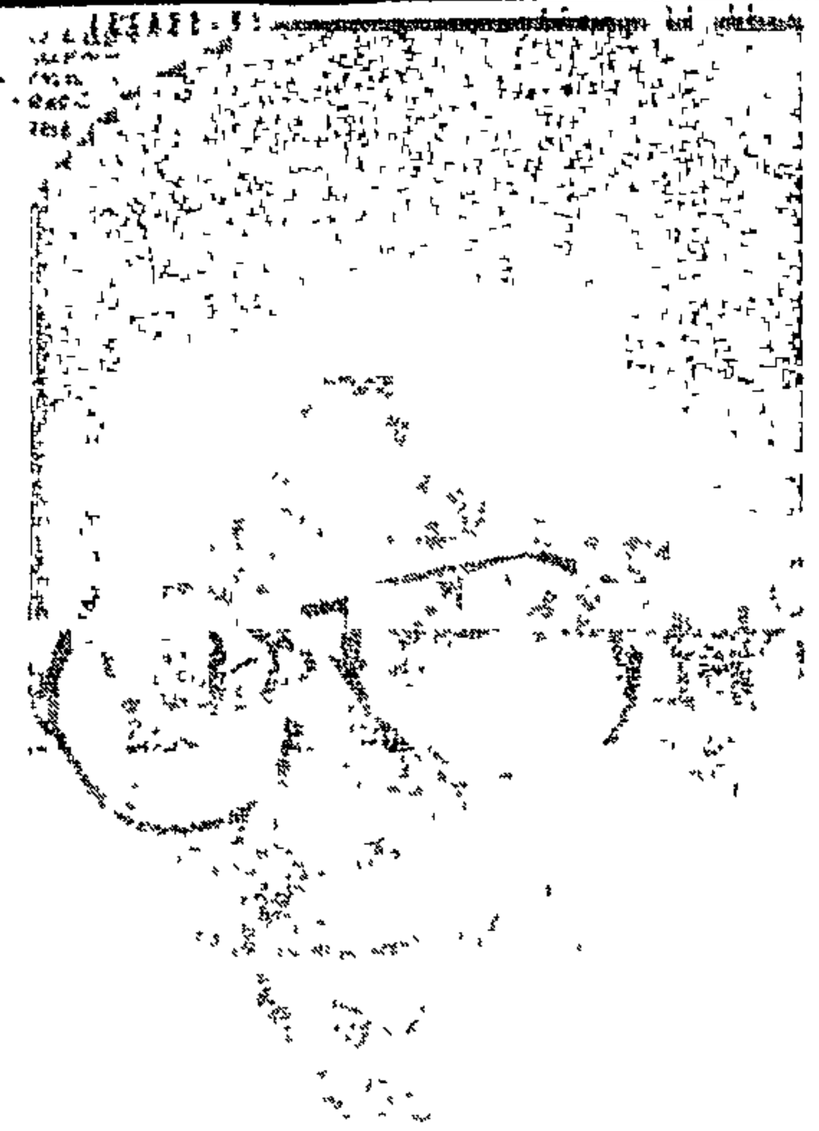
The report notes that threshold limits

report stresses

Moreover, ILO comparisons of legislation and regulations in different countries covering work with asbestos show an extreme imbalance in the type, extent and stringency of measures taken

All this underscores the urgent need for an attempt to create international standard based on the participation and constructive contributions of representatives of government, employers and workers

Bamcwu has welcomed the notion of the conference and says it will support any move aimed at fighting the killer disease



BAMCWU Mr Phandellani Nefolovhodwe

POISON

By JOSHUA RABOROKA

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The general secretary of the Black Allied Mining and Construction Workers Union, Mr Pandelani Nefolovhodwe, has claimed that hundreds of families close to asbestos dumps in rural northern Transvaal villages are ignorant of the possible death they face from inhaling asbestos fibres.

Crippling

Many are unaware of having already contracted the crippling lung disease and thousands of children growing up around asbestos dumps also face death within the next 20 years from inhaling the mineral's fibres.

The union has since started an anti-asbestos campaign which it claims has gained momentum when it was supported by most emerging black trade unions

In its bulletin, the ILO says that the risk of lung cancer has shown to be particularly high in cigarette smokers among workers exposed to asbestos.

"It is its insidious nature that makes the asbestos hazard particularly dreaded. The clinical signs or related diseases may develop many years after exposure to asbestos has ceased.

Occupationally, millions of people are at risk of inhaling a significant amount of asbestos dust in their work. Such exposures occur mainly in asbestos mining, processing the mineral, manufacturing asbestos products and their utilisation in asbestos cement and their remainder as an ingredient for some 1 000 other industrial products.

"Why not replace this potentially dangerous substance by one which is harmless or less harmful? Or even better, why not ban asbestos in particularly hazardous conditions," the report says.

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Hazards

The ILO report says such principles are generally accepted and put into practice whenever possible. But unfortunately no technologically suitable alternative materials have been suggested for the majority of industrial uses of asbestos

The report notes that threshold limits vary from country to country as do methods of monitoring. The various methods need to be harmonised internationally in terms both of strategy and technique to ensure comparability in the establishment and implementation of basic protection measures

The report stresses the importance of technical control measures such as prevention of formation of dust, effective control of dissemination of dust at the site of its formation and adequate ventilation of the workplace.

Attention also must be given to the control of possible secondary sources of airborne asbestos, such as dust settling on surfaces in the working environment or contaminating work clothes.

Medical supervision of all workers is also essential.

Workers should be informed about the dangers of the mineral dust and should also participate actively in the application of protective measures, the report stresses.

Moreover, ILO comparisons of legislation and regulations in different countries covering work with asbestos show an extreme imbalance in the type, extent and stringency of measures taken.

All this underscores the urgent need for an attempt to create international standard based on the participation and constructive contributions of representatives of government, employers and workers

Bamcwu has welcomed the notion of the conference and says it will support any move aimed at fighting the killer disease

Union joins boycott call

THE South African Black Municipal and Allied Workers Union (Sabmawu) women unit has joined the boycott of M and B Jwala Basesotho and the Oranje-Vaal Development Board's liquor outlets.

In pamphlets distributed in all Vaal Triangle townships , the unit says it joined the boycott because the board did not want to unconditionally reinstate the sacked workers, refused to pay a living wage and continued to underpay

M and B, a subsidiary of the OVDB, sacked more than 30 workers following an industrial action at its plant near Sebokeng last July The workers went on strike, demanding better wages and working conditions

FM 5/4/85

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CITIBANK PROTEST

The internal campaign for US companies to disinvest in SA was highlighted in Johannesburg this week when more than 20 United Democratic Front (UDF) activists picketed the offices of Citibank

The activists held placards and sang freedom songs They included Leah Tutu, wife of the Anglican Bishop of Johannesburg, Nobel laureate Desmond Tutu, Commercial, Catering and Allied Workers' Union general secretary Emma Mashinini, and Sampson Ndou and Amos Masondo of the General and Allied Workers' Union

A statement "deploring" US President Ronald Reagan's attitude towards the SA political struggle and the presence of foreign companies in this country — aiding the "oppression and exploitation of our people" — was presented to Neil Munro, Citibank's personnel director

Unions strive to establish worker maternity rights

By Sheryl Raine

The cooing of newborn babes has always been a joyful sound to the ears of mothers but the financial strain babies bring for working mums these days, is no joke

Certain trade unions, aware of the difficulties which working mothers face, are striving to establish worker maternity rights

The latest such agreement to be reached — between the Commercial Catering and Allied Workers Union of South Africa (CCAWUSA) and Metro Cash 'n Carry — has for the first time included a health and safety agreement for pregnant and nursing mothers as well as a wide range of protective measures and rights

The latest agreement is significant, according to the latest issue of the South African Labour Bulletin, in that the company is not only a major employer but also belongs to the large Kirsch Group. As such, the agreement could lead to others

Sections of the agreement which are important include

- Twelve months maternity leave with the guaranteed right to return to work
- Seven of the 12 months are paid at 33 percent of normal salary, which together with Unemployment Insurance Fund payments amounts to 78 percent of salary for six months and one month at 33 percent of salary
- Paid paternity leave for fathers of three days during confinement
- A comprehensive health and safety section
- A commitment to health and safety education for pregnant and nursing mothers

One of the advantages of the latest agreement is that it enables a considerable amount of choice on the part of the mother as to when she takes her maternity leave

It is the choice of the worker as to when she wishes to take leave and claim her seven months paid leave, provided this is not sooner than four months before and not later than eight months after confinement. If she decides to take less than her seven months she may be paid out for the balance of her leave on returning to work

There are no pre-conditions to qualifying for these maternity benefits, with the exception of women taking up employment when already pregnant and those who fall pregnant during their first month of service Women who do not qualify for seven months maternity leave will nevertheless be covered by the agreement and will be entitled to 12 months unpaid leave

CCAWUSA negotiated the first full maternity agreement negotiated in South Africa with OK Bazaars and has also established agreements with Woolworths, CNA and Makro The union hopes to bring existing agreements into line with the latest agreement

ing to each of these commissions and committees?

The MINISTER OF JUSTICE

(1) (a) 1

(b) 1

(2) Yes

(a) 1

(b) The Commission of Inquiry into the Appearance of Advocates in the Supreme Court of South Africa

(3) No

(4) It is estimated that the cost of the Commission of Inquiry into the Appearance of Advocates in the Supreme Court of South Africa will amount to R20 700 The activities of the departmental committee investigating the separation of legal and administrative functions in magistrates' courts will not result in any additional expenditure as all the members are on the staff of the Department

Sabotage

421 Mrs H SUZMAN asked the Minister of Justice

How many persons charged with offences relating to sabotage in 1983 were (a) acquitted, (b) convicted of sabotage, (c) convicted of lesser offences and (d) still awaiting trial at the end of 1984?

The MINISTER OF JUSTICE

(a) None

(b) 1

			Township
(1)	(a)	(i) Refilwe (Cullinan)	none
		(ii) Tokorn (presumably Tokoza)	none

(c) None

(d) None

Trade union movements' detainees

479 Dr A L BORAINE asked the Minister of Justice

Whether any (a) Blacks, (b) Whites, (c) Coloureds and (d) Indians involved in trade union movements and detained since 1 January 1984 have been tried for any offence, if so, (i) how many in each category, (ii) for what offence in each case and (iii) how many of them were convicted of the offence charged?

The MINISTER OF JUSTICE

Whether a particular accused person was involved in trade union movements or not, is not necessarily recorded during a criminal trial The information asked for, is therefore not available

Public/private telephones

491 Mr P G SOAL asked the Minister of Communications'

(1) How many new public and private telephones, respectively, were installed in 1984 in (a) the Black townships of (i) Cullinan, (ii) Tokorn, (iii) Wattville, (iv) Daveyton, (v) Vosloorus (vi) Kwa Thema, (vii) Ratanda, (viii) Katlehong, (ix) Duduza, (x) Tembisa, (xi) Delmas, (xii) Devon and (xiii) Tsakane and (b) any other specified Black township in the East Rand Development Board area,

(2) how many (a) public and (b) private telephones were there in each of these townships as at 31 December 1984?

The MINISTER OF COMMUNICATIONS

			Public telephones	*Private telephones*
(1)	(a)	(i) Refilwe (Cullinan)	none	none
		(ii) Tokoza	none	none
		(iii) Wattville	none	501
		(iv) Daveyton	1	20
		(v) Vosloorus	none	72
		(vi) Kwa Thema	2	none
		(vii) Ratanda	none	none
		(viii) Katlehong	3	none
		(ix) Duduza	none	none
		(x) Tembisa	none	93
		(xi) Delmas	none	none
		(xii) Devon	none	2
		(xiii) Tsakane	1	none
	(b)	(i) Nhlapo	(included with under (1)(a)(ii))	Tokoza
		(ii) Welomlabo	7	33
		(iii) Ekangala	none	none
		(iv) Zithubeni	none	6

			(a)	(b)
(2)				
		(i) Refiwe (Cullinan)	none	20
		(ii) Tokoza	16	1 339
		(iii) Wattville	4	821
		(iv) Daveyton	15	1 501
		(v) Vosloorus	6	806
		(vi) Kwa Thema	16	1 521
		(vii) Ratanda	none	64
		(viii) Katlehong	17	733
		(ix) Duduza	1	245
		(x) Tembisa	20	3 023
		(xi) Delmas	1	61
		(xii) Devon	none	8
		(xiii) Tsakane	4	81
		(xiv) Nhlapo	(included with under 2(ii))	Tokoza
		(xv) Welomlabo	17	773
		(xvi) Ekangala	none	5
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Telephone services: backlog

499 Mr R W HARDINGHAM asked the Minister of Communications

(1) What was the backlog in respect of applications for telephone services in 1983 and 1984, respectively, in the (i) Howick, (ii) Mooi River, (iii) Underberg, (iv) Hilton, (v) Kokstad, (vi) Matatiele, (vii) Nottingham Road and (viii) Richmond (Natal) area as at the latest specified date for which figures are available,

(2) when does he anticipate that the backlog will be cleared?

The MINISTER OF COMMUNICATIONS

(1) As at 28 February 1985

	1983	1984
(i)	167	293
(ii)	42	62
(iii)	4	9
(iv)	82	155
(v)	2	10
(vi)	nil	nil
(vii)	3	9
(viii)	23	61. and

ing to each of these commissions and committees?

The MINISTER OF JUSTICE

(1) (a) 1

(b) 1

(2) Yes

(a) 1

(b) The Commission of Inquiry into the Appearance of Advocates in the Supreme Court of South Africa

(3) No

(4) It is estimated that the cost of the Commission of Inquiry into the Appearance of Advocates in the Supreme Court of South Africa will amount to R20 700 The activities of the departmental committee investigating the separation of legal and administrative functions in magistrates' courts will not result in any additional expenditure as all the members are on the staff of the Department

Hansard
Q-601 987 9/4/85
Sabotage

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The MINISTER OF JUSTICE

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(b) 1

(c) None

(d) None

Hansard
139
Trade union movements: detainees
Q. 601. 988 9/4/85

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(2)	(a)	(b)
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(viii)	23	61, and

HoA

RDM 13/4/85

Union dispute with SADF

By PHILLIP VAN NIEKERK

A PRETORIA-BASED trade union, the National General Workers' Union, has declared a dispute with the South African Defence Force (SADF) over its refusal to recognise the union at Military Headquarters, Voortrekkerhoogte, in Pretoria

This is the first time that an emerging union has applied to the SADF for recognition — and could be another test of the Government's willingness to implement the new labour dispensation among its own employees

Mr Donsie Khumalo, general secretary of the NGWU, said they had declared the dispute after writing several letters to the SADF since last December requesting a meeting with SADF management

He said the union had organised about 300 black workers employed at Voortrekkerhoogte and they were demanding the right to be represented by the NGWU

Colonel D L de Kock, a spokesman for the SADF's personnel section, said he had referred Mr Khumalo to the Commission for Administration, the body which determines the service conditions of workers employed in the public service

A spokesman for the commission yesterday denied, however, that it had anything to do with the recognition of trade unions, and said the matter should be referred to the Department of Manpower

Mr Khumalo said the workers had had a meeting to discuss the Commission for Administration, and decided they wanted nothing to do with it because it had never "articulated their aspirations".

QUESTIONS

PARLIAMENT — There were 529 strikes and work stoppages involving more than 83 000 employees which caused a loss of 3 146 826 man hours between November 1983 and December 1984, the Minister of Manpower, Mr Pietie du Plessis, said yesterday in reply to Mr J J B van Zyl (CP, Sunnyside) — Sapa

Union starts boycott of Spar in Tvl

THE Commercial,' Catering and Allied Workers' Union of SA will launch its consumer boycott campaign of Spar shops in the Transvaal at a rally at the union's Khotso House offices tomorrow at 8am.

The rally comes at a time when the Manpower Department is stepping in to try to resolve the dispute between Spar and 143 shop workers, who were sacked at eight Spar retail chains in Natal early in December when they downed tools in support of their demands.

Shop blast not linked with strike

The explosion at the Spar store in Smith Street, Durban, last night was not connected with the strike at certain stores or with boycotts by the Commercial Catering and Allied Workers Union (CCAWU), the executive director of the Spar organisation in South Africa said today

Mr Sydney Matus said he could not "connect this incident with the strike that has occurred at certain W G Brown stores or the boycott that CCAWU is attempting to mount against individually owned Spar stores".

The bomb rocked the Spar Foodliner supermarket in Trustbank Building, Smith Street, last night, causing little damage

While a food rack was the only solid item damaged, automatic fire sprinklers that went off soon after the explosion soaked most of the food items, causing damage estimated at thousands of rands

A police spokesman confirmed that an explosive device had been used — Sapa

RDM 20/4/85 (39)

Worker leader

A FORMER national organiser of the SA Allied Workers Union, Herbert Barnabas, who was expelled during internal strife within SAAWU, has been elected president of a recently-launched worker body — the National Federation of South African Workers — recruiting in East Rand factories

Two Saawu men detained in Ciskei

EAST LONDON — Two members of the South African Allied Workers Union (Saawu) had been detained in Ciskei, Major Fikile Gatya, Ciskei police liaison officer, confirmed yesterday.

The two are Mr Humphrey Maxegwana and Mr Malcomess Mgabela, both of Mdantsane

Major Gatya said the two had been detained under section 26 of the Ciskei Security Act which provided for indefinite detention — DDR

Nasionale Pers refuses to recognise Mwasa

The Media Workers Association of South Africa (Mwasa) is "appalled" by Nasionale Pers's refusal to recognise it, a spokesman said today

Mwasa — which represents 80 percent of the staff on City Press and the True Love and Drum magazines, owned by Nasionale Pers — began negotiations on recognition last July It was told by the company this month that it would not be recognised

"Mwasa is appalled by the refusal What makes it particularly galling is that these publications give the impression of being champions of black liberation, and have gone out of their way to expose companies that run roughshod over workers."

"But management's arrogant reply is not the last word Mwasa will fight to the highest tribunal in the interests of its members to see the principles of freedom of association respected by this management"

Mr Deon Smit, general manager of Nasionale Pers, was not available for comment

Commenting on the refusal, Miss Pat Sidley, Southern African Society of Journalists president, said the society condemned it "We thought enlightened employers would feel an obligation to negotiate with legitimate employee representatives" — Sapa

POLITICAL REPORT

Nasionale Pers, Mwasa at odds over recognition

By MONTSHIWA MOROKE

THE Media Workers' Association of South Africa (Mwasa) said yesterday Nasionale Pers had refused to recognise it, but a spokesman for the Afrikaans Press group denied the claim saying talks with Mwasa over recognition were continuing

Mwasa, which represents more than 80% of the staff on City Press, Drum and True Love magazines, owned by Nasionale Pers began negotiations with management on recognition in July last year

A Mwasa spokesman said the chapel executive was told by management last Friday that the union would not be recognised and that the matter was not negotiable

"Mwasa is appalled by management's refusal to afford us recognition What makes this refusal particularly galling is that these publications give the impression of being champions of black liberation and have gone out of their way to expose companies that run roughshod over workers

"Management's arrogant reply is, however, not the last word on the matter Mwasa will fight to the highest tribunal, in the interests of its members "

Sapa reports that the publisher of Drum Publications, Mr Tobie Boshoff, said yesterday that claims by Mwasa that Nasionale Pers had refused to recognise the union were incorrect

As far as Nationale Pers was concerned, talks were continuing He said there was a firm appointment at an agreed upon date and time when the parties would meet again

According to a memorandum read out to staff on the takeover of the three publications last April, Nasionale Pers said journalists would continue to enjoy the same degree of freedom of expression as they had had in the past

Mwasa claim denied

JOHANNESBURG — The publisher of Drum Publications, Mr Tobie Boshoff, says a statement issued by the Media Workers' Association of South Africa — that Nasionale Pers had refused to recognise Mwasa — is incorrect.

Mr Boshoff said that as far as Nationale Pers was concerned, talks were continuing with Mwasa. He said there was a firm appointment at an agreed on date and time when management and Mwasa would meet again. — SAPA

PORT ELIZABETH/UITENHAGE

The Phoenix also rises

When the gap between rising expectations and gratification grows too wide, people revolt. Business and industry in PE are determined to grow out of their problems. At last government has given them the incentive to do so.

The unprecedented publicity surrounding the Langa killings and the Kannemeyer commission of inquiry into the tragic events of March 21 have focused the world's attention on the eastern Cape — and the Port Elizabeth/Uitenhage metropole in particular

The east Cape has long been regarded as a major SA trouble spot — with justification Opposition movements have always found fertile ground there The reasons for this are historic and are closely tied into the economics of the region The current unrest is but a continuation of the events of last year which was marked by school boycotts, protests against the tricameral elections and strenuous opposition to the new deal for local government in the black townships

Wide-scale retrenchments have added to already alarmingly high structural unemployment in the region and have fuelled discontent There have been two work stayaways in the area

One, a protest against price increases, was confined mainly to PE, called by the Port Elizabeth Black Civic Organisation and linked to 30th anniversary celebrations of the SA Congress of Trade Unions Significantly, unions like the Fosatu and Council of Unions of SA affiliates and several other independents did not back the stayaway, although the UDF-affiliated Motor Assembly and Component Workers' Union (Macwusa) did But Fosatu unions became involved in the stayaway that occurred in Uitenhage soon afterwards on the day of the Langa shootings and the day after that Nevertheless, there appear to be unresolved tensions between these unions and the more overtly political unions and community organisations linked to the UDF

Brian Matthew of the Midlands Chamber of Industries says that one in four out-of-work is a conservative estimate of the unemployment problem in the area Matthew says the unrest is closely linked to unemployment, although not in its entirety Roux van der Merwe, professor of industrial relations at the University of Port Elizabeth, gave his view in a recent article "The warnings, sounded over a considerable period, that continued unemployment in the east Cape will have disastrous consequences for the stability of the area, are proving true The continuing and growing presence of thousands of retrenched and fired jobless, together with disaffected youths who have never worked and have little hope of doing so, is no less than explosive"

In PE and nearby Uitenhage the fortunes of the population are inextricably bound up with the motor and related industries which account for about 60% of the region's industrial product

Two major motor assemblers — Ford and General Motors — are situated in PE A third — Volkswagen — has its plant at Uitenhage In December 1982 the three companies had a combined workforce of 17 048 In March this year the figure had dropped to 11 334 Most of these jobs — but certainly not all — were lost through retrenchment Since July last year all three have also worked intermittent periods of short-time There have also been periods of temporary lay-off at the plants

More retrenchments — at least at Ford — are in the pipeline The big crunch for Ford workers will probably come at the end of the year when, in terms of the US multinational's plan to merge with Amcar to form Samcor, the Neave plant will cease production Originally it was thought that this would claim 2 000 jobs But, according to Samcor human resources executive director Fred Ferreira, the non-replacement of people who have left Ford's service and the absorption of the maximum number of others into other company activities means

Uitenhage's Catholic church . . . a community centre for Langa residents

that the figure will be significantly lower This strategy forms part of a remarkable agreement Ford has reached with two of the unions operating its plants — Fosatu's National Automobile and Allied Workers' Union (Naawu) and the conservative Yster-en-Staal Unie Other aspects of the agreement include an undertaking by Ford to help people find alternative employment and a benefit programme which provides that retrenched workers are paid a certain assured income for up to 18 months after they become unemployed Ferreira says Samcor is hoping that the Neave closure will coincide with the expected economic upturn so that its impact will be diminished

Why has the recession hit the Port Elizabeth nexus harder than other areas in SA? The answer is to be found in the economic history of the region Ford and GM established themselves in PE about 60 years ago for the simple reason that the harbour was a perfect conduit for car parts which arrived from abroad In those days the car business consisted primarily of taking parts out of boxes and assembling them VW set up shop after World War 2 The Japanese began to enter the car market, but consumer resistance to their products ensured that eastern Cape companies kept ahead Many component factories were attracted to the area Times were good

But the local content programme, introduced in 1960, spelt trouble — mainly because it coincided with several other factors The most significant was the tremendous population growth in the PWV area and the development of Durban as an industrial centre This meant that when several other car assemblers came to SA the newcomers had the advantage of knowing that the major car market had shifted to the Johannesburg-Durban axis Then there were high costs involved in transporting steel from Pretoria and getting cars up to the Highveld The coloured labour preference policy interfered with normal labour patterns until it was lifted in the late Sixties

Another problem, as PE and Uitenhage industrialists see it, is that their area has always been accorded "poor cousin" status in government's economic planning There are bitter complaints that until November last year, when government markedly upgraded the terms of the decentralisation incentives in the area, its package had always been less attractive than those in other regions

Says Roux van der Merwe "The coloured labour preference policy, combined with the decentralisation package, represented double interference with normal ecenomic growth in PE"

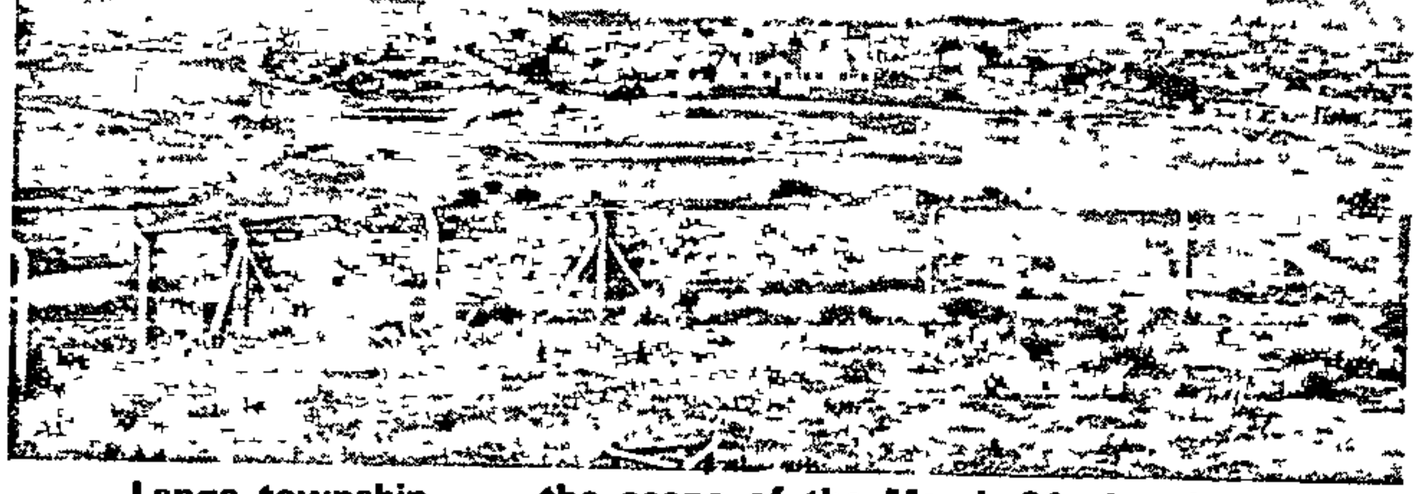
Reviewing the past, Matthew says "We should have been talking to government about the area in the mid-Sixties But our technical leadership still kept us ahead However, as the other car companies developed the PE/Uitenhage share of the market grew smaller and smaller All the chickens came home to roost about three years ago There was a dramatic drop in car sales from about 32 000 units sold in June last year to 17 000 in July after the gst hike The motor industry cannot adjust to such sudden swings in the market The brakes should have been on sooner"

Government's decision to upgrade the region's decentralisation incentives has been greeted with widespread relief — and it seems to be having the desired effect Louis Koch, chairman of the Regional Development Advisory Committee for region "D" which covers PE/Uitenhage, says 1 800 new jobs have been created since the new incentives were approved This includes expansions to existing industry and new industry Says Koch "We believe the new incentive package will go a considerable way towards improving the competitiveness of this region What is necessary now is to make quite sure that all industrialists here are totally informed about what they are entitled to Many businessmen were unaware that they qualify for benefits" Koch says there is a new, aggressive mood among businessmen

And it seems he is right A local newspaper, the *Eastern Province Herald*, in conjunction with commerce and industry, is sponsoring a one-day symposium "Focus on Opportunity" which will take place in June to formulate a plan to stimulate economic devel-

Funeral for Langa victims . . . the community mourns

Macwusa's Dennis Neer . . . tensions with the more mainstream unions



Langa township . . . the scene of the March 21 shootings

opment in the area

Several industrialists indicated to the *FM* that they are optimistic, despite the gloom created by the unrest They point to several factors

☐ Contrary to popular perception, the east Cape is not really strike-prone Employers say wildcat strikes are fading very quickly and unions are using dispute settling machinery more frequently,

☐ The region has an excellent transport infrastructure,

☐ The labour force is relatively well trained and contains a high percentage of skilled workers,

☐ Multinational companies like Goodyear, Ford, Firestone, GM and VW pursue enlightened industrial relations practices and are committed to working with SA trade unions,

☐ Mainstream unions like Naawu and Ysteren-Staal are not shirking their responsibility in trying to resolve difficulties, and

☐ The region now has a low labour turnover According to UPE research, turnover for all blue-collar workers was 70% a year during the Seventies Now it is 14% with black males recording a rate of 10%

Industrialists say there are several things government should be doing to alleviate the stresses the region is facing

☐ Modifications should be made to fiscal policies relating to HP and gst,

☐ The petrol price should be lowered,

☐ The local content programme must be abolished, and

☐ Government should cushion the blow that the introduction of perks tax will bring

Roux Van der Merwe believes there can be improvement if changes are made even if in the short term — and the long term — the chances of creating full employment in the region are slim "We have got to try to create more employment opportunities That has a spin-off effect in the rest of the community Government totally ignored PE all these years Perhaps it is unfortunate justice that it took one of the most serious blows to the eastern Cape for government to initiate change at a crucial point"

Nevertheless, Art Tragensa, GM director of personnel, goes to the heart of the problem when he says "Until there is franchise to provide for representation of blacks we will continue to have difficulties" ■

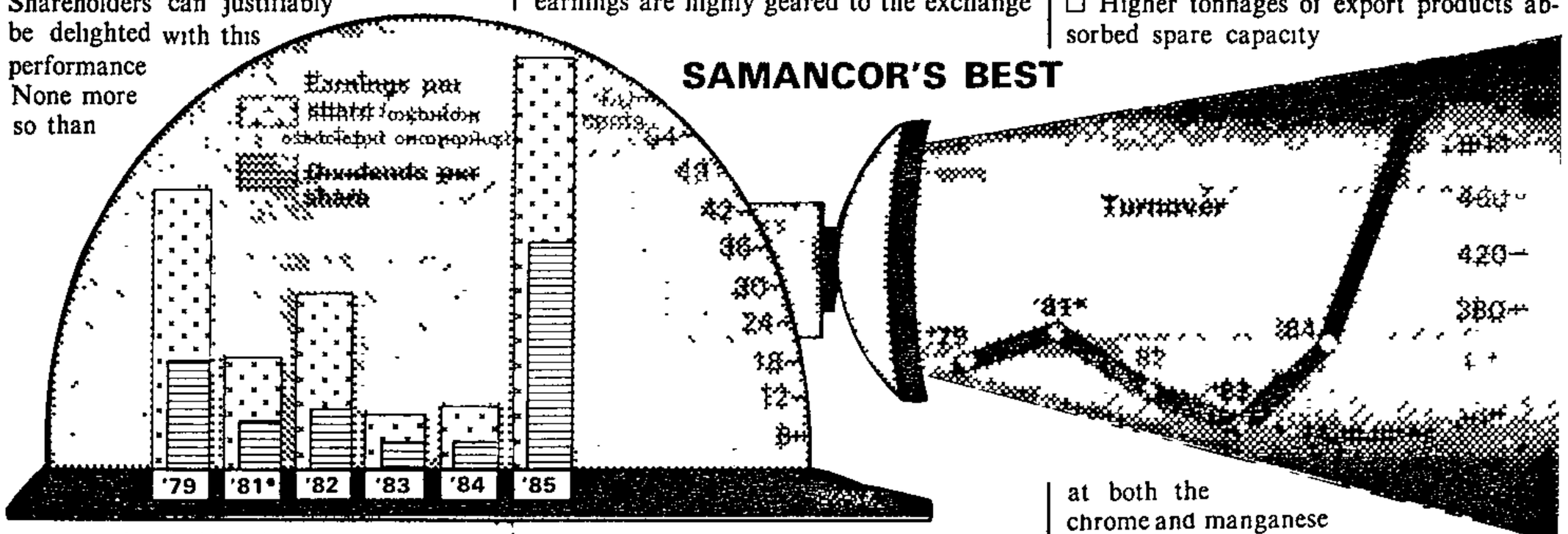
SAMANCOR

Swings and roundabouts

There is a touch of frustration in Samancor MD Colin Officer's voice "This is one of the most difficult businesses to manage that I know," he says That may seem a somewhat peevish comment right now The world's largest integrated producer of ferro-alloys this week announced hugely increased profits for the year to end-February It is a sterling performance — the best in the group's history, which stretches back to the establishment of SA Manganese in 1925

Pre-tax profits were R118m after last year's loss of R485 000 Earnings a share, including the share of associates' earnings, made a quantum leap from 9,4c to 66,38c and the dividend is up 640% from 5c to 37c Shareholders can justifiably be delighted with this performance None more so than majority shareholder Gencor, whose management can now comfortably say that this is one recent acquisition that has not gone sour

Samancor has reported the best results in its 60-year history. But it is locked into cyclical markets and the next downturn could again cause profits to collapse.



The problem is that this recovery exemplifies the violent fluctuations in the earnings pattern The last time that profits were anywhere near as good was 1979, when earnings a share were 46c Investors must now ask how much more growth lies ahead before the next sharp downturn in profits?

In fact, the immediate outlook is encouraging Last year's turnaround was caused by a combination of factors which took a favourable turn at the same time Some of these should be around for a year or two yet

☐ About 70% of Samancor's turnover is normally earned in export markets, where prices are quoted in dollars Therefore, its earnings are highly geared to the exchange rate The devaluation of the rand had a potent effect on last year's profits,

☐ The economic revival overseas worked through to the long-depressed steel producers, whose activity rose for the second consecutive year This industry is ultimately the main user of Samancor's basic products — chrome ore (used by ferro-chrome producers) and manganese ore, ferro-chrome and ferro-manganese

Samancor splits steel-making activity into two sectors First, the Western world production of crude steel — which consumes manganese ore and ferro-manganese — rose from 407 Mt in 1983 to an estimated 447 Mt in 1984 This sharply increased sales of manganese ore Ferro-manganese sales remained static owing to the large over-capacity in this market

Second, output of stainless steel — the main market for ferro-chrome — rose by 14% to a record 8 Mt of ingot production and this led to increased ferro-chrome sales Prices also firmed, although they turned softer late last year Because of the strong consumption of ferro-chrome, demand for metallurgical grade chrome ore also rose,

☐ Higher tonnages of export products absorbed spare capacity at both the chrome and manganese mines and the metallurgical plants "We have very little spare capacity at any of our facilities now," says Officer A rationalisation programme at the mines further improved cost efficiencies

The rationalisation of the chrome mines was announced when Gencor increased its holding in Samancor to 50% last June Three chrome mines that were in Gencor's base metals division have been moved into Samancor, which has mothballed Ruighoek,

Unions unite against longer shop hours

Own Correspondent

JOHANNESBURG — Shopworkers' unions representing workers of all races have come out against longer shopping hours and are likely to campaign against the extension

The unions say extended trading hours would inconvenience workers, fuel inflation and snuff out many workers' jobs They say the move will not prompt consumers to spend more and will therefore not increase stores' profits

These charges are contained in a memorandum by the (coloured and white) National Union of Distributive Workers, which is supported by the (black, coloured and Indian) Commercial, Catering and Allied Workers Union

The memorandum comes amid mounting demands by traders, particularly in Hillbrow, that they be allowed to open after normal hours and on weekends Police recently intervened to prevent Hillbrow shops from trading after hours

In their memorandum, the unions support action against traders who open after hours and call on Provincial Councils, who control shop hours, not to allow general trading at nights or over weekends

Difficult to attend church

Workers would also have to do domestic work at inconvenient times, would be denied leisure time over weekends and would have less time to visit doctors, government offices and other places where they conduct their personal business Those with strong religious beliefs would find it more difficult to attend church

Black shopworkers, the unions charge, would be hit particularly hard because they have long distances to travel between work and homes, have "tremendous transport problems" and face the threat of township crime at nights and over weekends

The unions say that overseas experience has shown that longer hours lead to a loss of full-time jobs because stores take on growing numbers of casual workers to work after hours and are able to dispense with full-time workers

● The Shopworkers' Union adopted a resolution opposing Saturday afternoon and Sunday trading, at a meeting held at St George's Cathedral on Saturday and called on workers to refuse to work on Saturday afternoons and Sundays

SA unions nurture democratic values

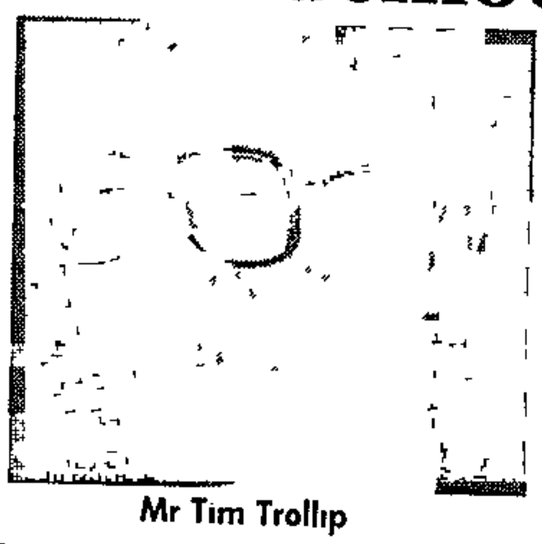
By Sheryl Raine

Trade unions and organised labour are fragile but important institutions in which democratic values are being nurtured in South Africa, says Professor James Leatt of the Cape Town University Business School.

Professor Leatt was guest speaker at a Wits Business School graduation ceremony last night. Fifty students from trade unions, the legal profession and business received diplomas for completing the Certificate Programme in Industrial Relations.

Mr Tim Trollip SC was named top student of the year.

Professor Leatt said new labour laws introduced in South Africa at the start of the decade had given industrial citizenship to the workforce before political citizenship.



Mr Tim Trollip

In Western countries democratic government had traditionally formed the first phase in the evolution of a democracy, followed by a second phase in which the rise of collective bargaining occurred. In South Africa a unique socio-political experiment was being played out because this process had been reversed.

Professor Leatt said the collective bargaining process that was developing in South Africa, involving Government, workers and management and concerning a broad range of issues in and outside the workplace, was important for the future of the country.

Experience gained in trade unions was being carried over into the public arena and could play a healthy role in solving the country's problems.

He saw trade unions as essentially democratic in nature, with clear evidence of this in their elected representatives and commitment to collective bargaining.

Belief in the collective bargaining process was fragile and needed to be nurtured, Prof Leatt said.

Editor is not guilty under Police Act

E. Post 3/5/85 139 243

By CHRIS RENNIE

THE editor of the Umthomyama community newsletter, Mr Palo Tshume, was acquitted by the Regional Court today on a charge under the Police Act.

The charge stated that during December, 1982, Mr Tshume and others published an article in which it was alleged that members of the Security Branch broke into a safe and cabinet in the offices of the General Workers Union and the Motor Assemblers and Component Workers Union of South Africa and stole money

It was not disputed that during September, 1982, a Lieutenant Dennis and other members of the Security Branch visited the union offices looking for a man on whom to serve a banning order It was not disputed that the article was published, but the defence had disputed that it said the Security Branch was responsible for the theft and damage

The magistrate, Mr P J Botha, said a particularly heavy onus was placed on the State to prove that something never happened The court accepted the evidence of Lt Dennis that it did not happen while he was present But his evidence could not exclude the possibility of subsequent visits by other policemen

Mr Botha stressed he had found only found that the State failed to prove beyond a reasonable doubt that the information was false This did not show it was true

SAAWU man back inside

SOUTH AFRICAN Allied Workers' Union member Humphrey Maxhegwana has been bouncing in and out of Ciskeian jails like a yoyo — and he's back inside again just two weeks after being released.

Conference delayed

SOUTH AFRICA'S first major anti-asbestos conference, organised by the Black Allied Mining and Construction Workers' Union for this weekend, has been postponed to next month

Bamcwu publicity secretary Motsomi Mokhine said this week the unavailability of a suitable venue and visa delays for overseas speakers were the main reasons for postponing the conference

The new conference dates are now June 1 and 2

Macroeconomics

Question 2

59 B. Day 22/5/85

Black unions talk about unification

By PHILLIP VAN NIEKERK

MOVES to unite the emergent black union movement have taken a new turn with informal talks being launched in the Transvaal between Black Consciousness unions, United Democratic Front (UDF) unions and *federation* unions

Unlike the publicity accorded peace moves between the UDF and Azapo, the talks are being conducted in a low-key and are still at a tentative stage

They follow four years of attempts to forge unity in the emerging, predominantly-black union movement which resulted in several important unions being excluded

Unity talks among the federation unions, including the Federation of SA Trade Unions (Fosatu), the Council of Unions of SA (Cusa) and several independents, are at an advanced stage. A meeting to discuss the constitution is due in June.

The new federation, which could be the largest organisation in black political and union history, would represent about 400 000 workers

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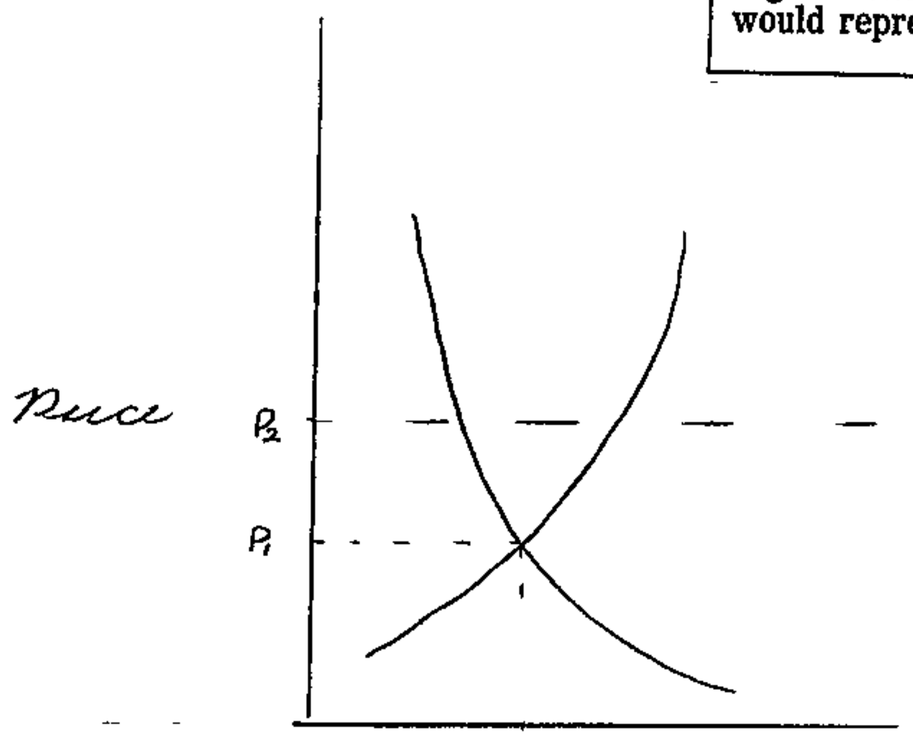

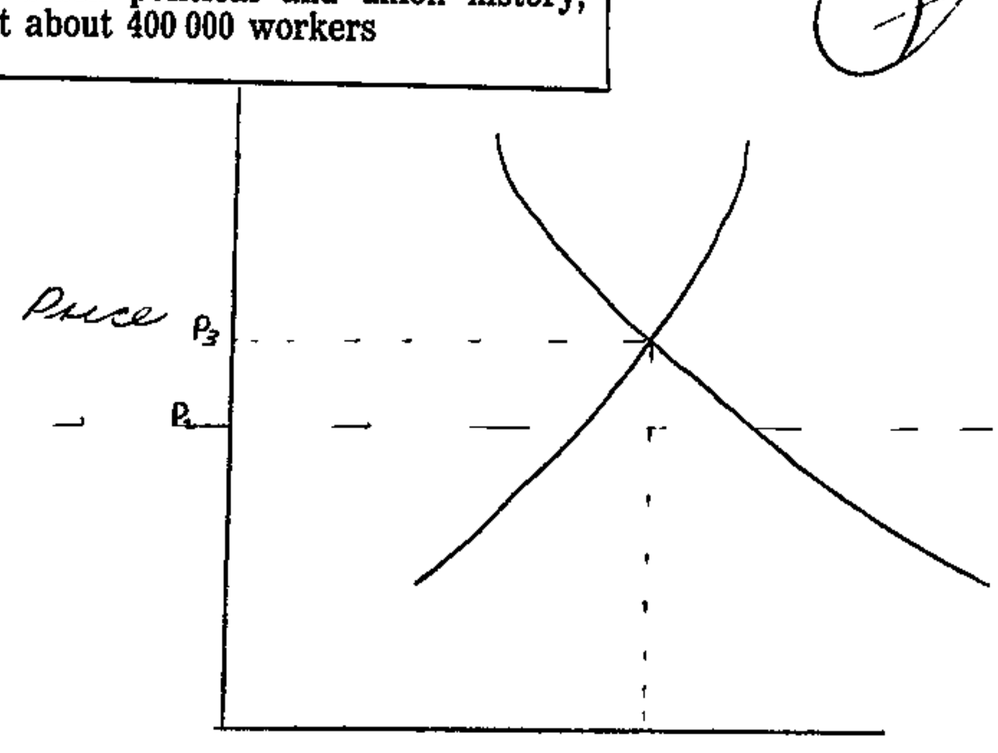

Before trade we have a position in the exporting country where we have i) a large supply of the product

ii) relatively low price

In the exporting country we have the opposite case where we have i) a minimal supply of the product

ii) relatively high price

UNION UNITY TALKS

Fosatu's new moves

The Federation of SA Trade Unions (Fosatu) has initiated moves which could lead to the inclusion of more unions in the proposed new "super federation" of emerging unions However, serious differences between the "unity" unions and the others will need to be resolved before such a plan comes to fruition

Fosatu is engaged in unity talks with the Council of Unions of SA, the General Workers' Union, the Commercial, Catering and Allied Workers' Union, the Food and Canning Workers' Union and the Cape Town Municipal Workers' Association The federation has sent circulars to its partners proposing that copies of the new federation's draft constitution be sent to "all independent unions"

This is taken to refer to unions linked to the United Democratic Front (UDF), the black consciousness (BC) Azanian Confederation of Trade Unions (Azactu), and possibly ex-Trade Union Council of SA unions like the SA Boilermakers' Society, the Engineering Industrial Workers' Union and the Motor Industry Combined Workers' Union

The *FM* understands that Fosatu has also suggested these unions be invited to a meeting of the "unity" unions scheduled for June 8 and 9 The meeting was called to ratify the draft constitution and set a date for the inaugural congress of the new federation However, Fosatu's new proposal, which is still being considered by the other "unity talks" unions, lays down certain conditions

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FM 24/5/85

The most important makes the participation of the other unions conditional upon there being no delays in the timetable leading to the formation of the new federation

But already there are signs that the Fosatu initiative may not work Fosatu's Transvaal region convened an "informal" meeting last Saturday which was attended by the local branches of the "unity unions," the UDF unions and Azactu They were invited to discuss the differences which have prevented a wider unity until now

According to an *FM* source, the meeting was acrimonious Representatives of the SA Allied Workers' Union, the Municipal and General Workers' Union and the General and Allied Workers' Union — which were originally part of the unity talks — are reportedly still unhappy at the circumstances of their withdrawal in March last year They had been accused of delaying progress and were given the option of accepting observer status, or withdrawing completely until they had established industrial union structures and supplied the "unity" unions with details about their organising activities

At the meeting, the UDF unions also indicated they are not prepared to accept a constitution which they had no part in drafting as a *fait accompli* However, a spokesman for the United Metal, Mining and Allied Workers of SA (Ummawosa), which is also linked to the UDF, says the UDF unions are keen to participate further and, if invited, will attend future meetings

An Azactu spokesman says his organisation favours greater unity in principle But, before responding to the latest developments, Azactu wants a satisfactory explanation as to why some unions were initially excluded from the talks which began in 1981, and will also have to study the draft constitution Some answers may be forthcoming at the next informal meeting, due to be held soon

That contact, between the "unity" unions and the others, has been made at all is remarkable There has been much ill-feeling between the "unity" unions and the UDF unions since last March, and for years there was no official contact at all with the BC unions — which reject the non-racial philosophy of the other groupings However, in the past month the "unity" unions have joined forces with the UDF and BC unions over two issues — May Day and the death, after release from police custody, of unionist Andries Raditsela ■

Bid to form union for Natal's unemployed black seamen

NM 25/5/85

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Shipping Reporter

THOUSANDS of unemployed black seamen living in Natal are finding it increasingly difficult to get work on both foreign and South African ships

This has been disclosed by Mr Vincent Mofukeng of Chesterville, who is trying to unite black seamen by forming a union

Yesterday he produced a list of 156 seamen in the Durban area who were out of work

Mr Mofukeng explained the background to the hardships experienced by about 6 000 men since 1974

'In 1974 we were told the ships in which we were working were going back to their owners overseas and they no longer needed our services — some of us had worked on the ships for more than 10 years,' he said, adding that no benefits were given

Attempts were made to get jobs through the South African Marine Corporation in Cape Town, but this failed, as employment could be offered only to coloureds living in the Peninsula, Mr Mofukeng said

Although the men had been able to seek employment by going on board ships in Durban harbour, the main job source was at Richards Bay, but the distance involved made it impossible to travel there regularly with no assurance of getting a job, he said.

Mr Mofukeng now hopes to get all unemployed seamen in the Durban area together to discuss the possibility of appealing to foreign governments for help in getting jobs on foreign lines This would increase the chances of forming a union

'If the shipping agents in Durban and Richards Bay need us, we have all the experience they need in any of the three departments — deck, engine-room and catering,' he said

(39) AC. Press 26/5/87

SA scooter union changes its name

By SELLO SERIPE

THE SA Scooter Driver's Union has changed its name to the SA Scooter and Transport Allied Workers' Union.

At its annual congress, held at Jabavu's Ipelegeng Centre recently, the union also decided it would stay affiliated to the United Democratic Front.

Other resolutions were:

That the police and the army should withdraw from the townships immediately.

That the freedom of Soweto given to 21st Battalion be immediately withdrawn and given to "the workers".

That the SADF and Koevoet withdraw from Namibia.

That Nelson Mandela and Walter Sisulu be unconditionally released from prison.

Sastawu's new executive committee includes: Lucky Mhlayivana (president), Nana Nyembe (first vice president), Gamalakhe Khumalo (second vice president).

THE DOORS OF LEARNING ARE CLOSING DOWN...

THE Medical University of Southern Africa has been closed until June 2 – the third black campus to shut this month

First to close was Fort Hare University, where students have been boycotting classes since May 8 – a day after the Ciskei cops arrested eight students, including members of the interim SRC.

And at Turfloop, 4 000 students also boycotted classes on May 8 – demanding the immediate expulsion of Prof Paul van Warmelo

Turfloop's council will meet today to decide when to re-open the campus

Medunsa students started boycotting classes after demanding that Anatomy Department head G G J le Roux be dismissed.

Prof Le Roux was accused of being responsible for the high failure rate in his department and of "unprofessional" behaviour.

Medunsa rector L Taljaart said the university has been closed until June 2 after a meeting between him and the SRC ended in deadlock on Tuesday night.

Fort Hare PRO Alleta Eliote said a number of students attended lectures yesterday.

She said the university has issued an ultimatum to students to return to classes by 1pm yesterday – or risk being kicked out.

There are fears that if the issues at the three trouble torn campuses are not solved, they may affect other universities

● A solidarity rally will be held by students at St Charles Luanga Catholic Church in Soshanguve at 2pm today

Fort Hare, Turfloop and Medunsa students have been invited to attend

Just when Spar wars was over...

By PHINDA KUZWAYO

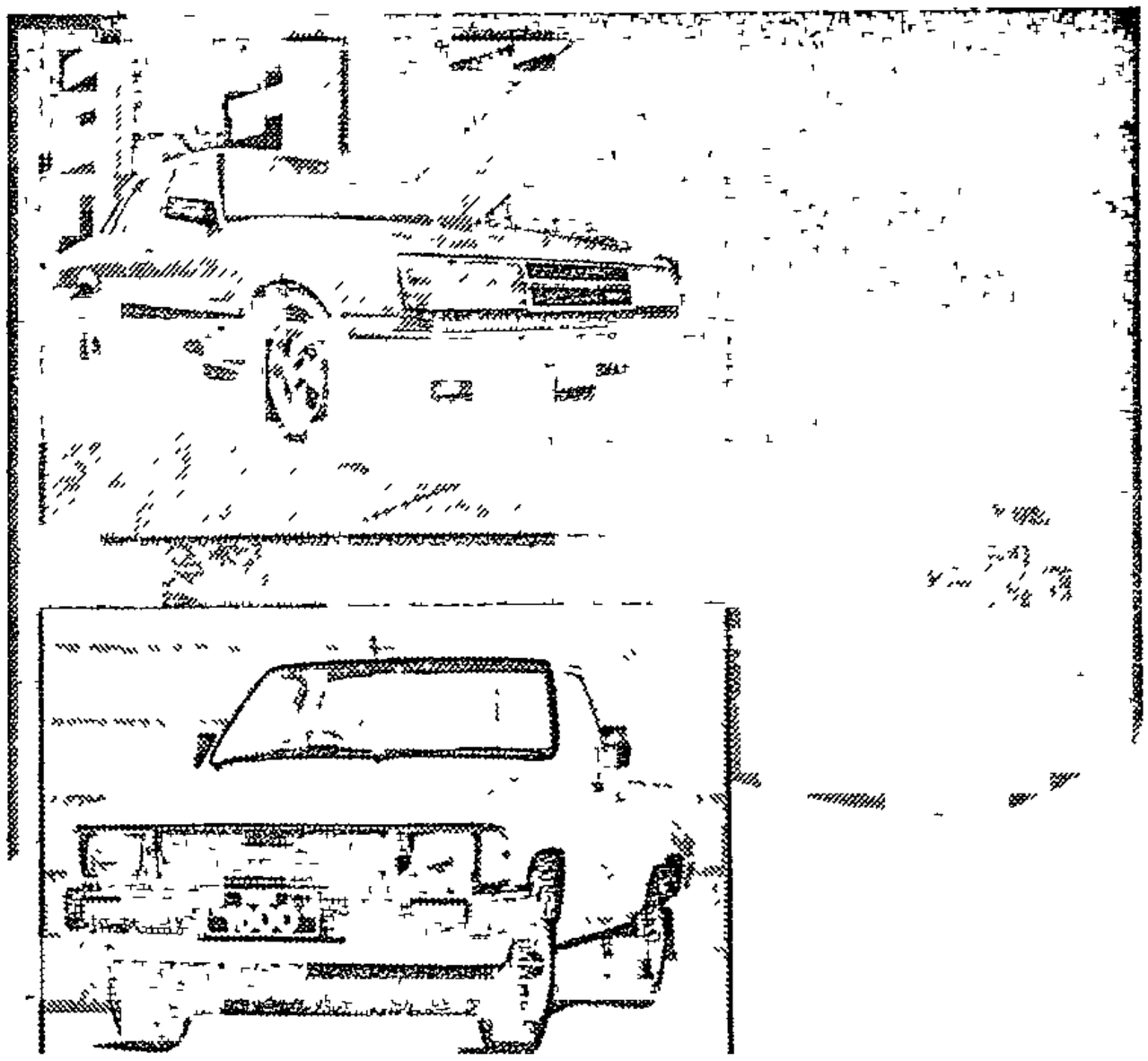
A WAR of words erupted this week between Ccawusa and a Natal supermarket group – only hours after the two reached a settlement

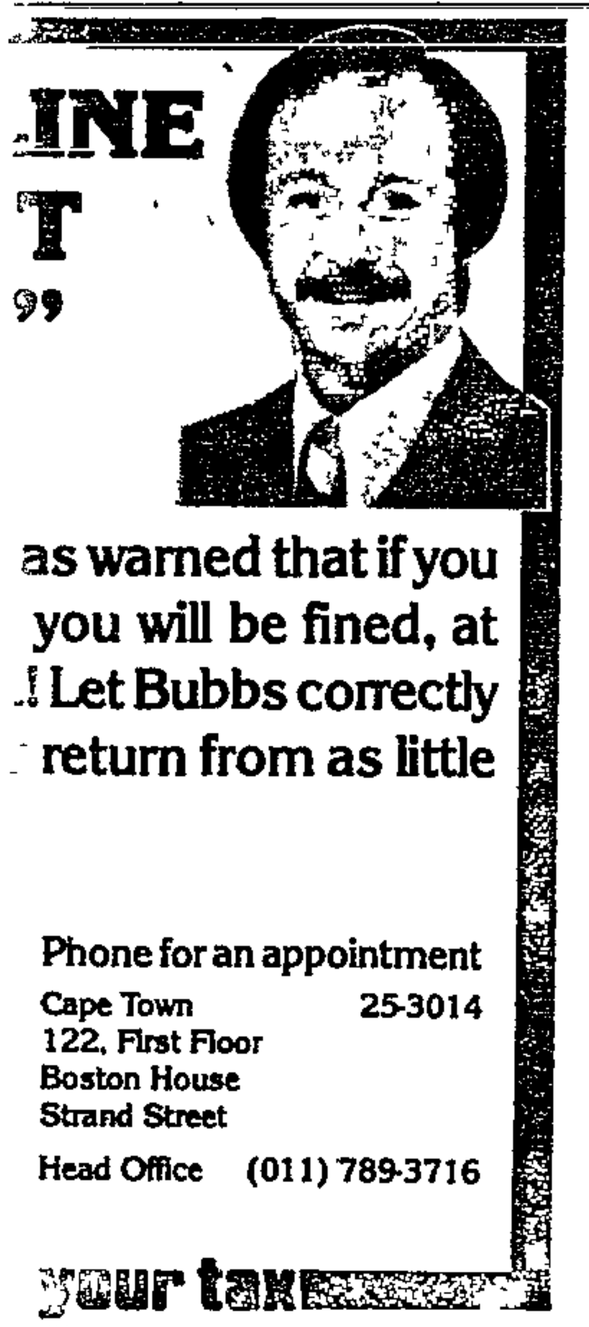
The Commercial Catering and Allied Workers' Union of SA called a Press conference in Durban to announce the settlement in which, among other things, 143 workers dismissed in December were re-instated

During the conference a union spokesman said the settlement showed managements that their unfair actions will not be tolerated by the working class or the community

He was referring to the nationwide boycott of the Pinetown-based Brown Group — holders of the Spar supermarket franchise — after they fired 143 workers from eight Natal outlets last December

HOTELS may be opened to all races if proposed changes to the Liquor Act are made, Liquor Board chairman Tommy Foster told the Federated Hotel, Liquor and Catering Association's annual congress in Durban this week





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Domestic servants employment report will have to wait

Labour Reporter

A LONG-awaited report on employment conditions for domestic servants and farm workers will have to wait for the next parliamentary session for consideration.

The National Manpower Commission was instructed in 1982 to begin an inquiry into employment conditions for the two groups and the long delay in producing it has already been severely criticised.

It had been hoped the report would be ready for the current parliamentary session and the further delay is expected to produce even more criticism

The director-general of manpower, Dr Piet van der Merwe, said today the report was still being printed and would not be available this session

A spokesman for the Cape-based Domestic Workers' Association, said they would be discussing the delay and a statement would be issued later

In December last year a delegation from three domestic workers unions — the SA Domestic Workers' Association, the Domestic Workers' Association and the Domestic Workers' Association of SA — travelled to Pretoria to protest to the Minister of Manpower, Mr Pietie du Plessis, about the delay.

Earlier requests for progress reports by the DWA in 1983 and May 1984 had no response

The report is expected to deal with statutory mechanisms which could be created to govern conditions of employment for both groups and whether these mechanisms should fall within the ambit of existing legislation

'Rude' security police search seven city offices

ARGUS 31/5/85

Staff Reporter

SECURITY police "barged" into seven offices in Corporation Chambers in the city centre, looking for banned literature, according to a member of the Grassroots organisation

She said the men had spent nearly two hours yesterday searching the offices of Grassroots, the Media Workers' Association of South Africa (Mwasa), the Clothing Workers' Union (Clow), the Retail and Allied Workers' Union (Rawu), the Media Support Project and Molo Songololo

They had removed photographs and negatives taken at a meeting between the South African Congress of Trade Unions and the United Democratic Front, and minutes of the meeting, she said

"BARGED IN HERE"

She said the policemen had been "rude and arrogant"

"They barged in here with a search warrant covering banned literature and walked out with things that were not in violation of any law"

The men had also searched office workers' handbags

Police liaison officer Lieutenant Attie Laubscher confirmed that security police had raided offices in Corporation Chambers

Domestic worker bodies angry at report delay

Mercury 3/6/88 (13 9)

Labour Reporter

DOMESTIC workers' organisations in South Africa are dismayed that the long-awaited report on conditions of employment will be delayed at least until September

Three organisations — the Domestic Workers' Association of South Africa, the South African Domestic Workers' Association, and the Domestic Workers' Association — condemned the delay

The latest delay in publishing the report, commissioned in 1982, came when the Director-General of Manpower, Dr Piet van der Merwe, disclosed that it was still with the Government printer and would not be tabled in this session of Parliament

WAITING

Mrs Maggie Oewies, of the Cape Town-based DWA, said a vital workforce was being overlooked and it was a shame the Government was holding back its help

She said "We have been waiting so long for this report — which we are hoping will give us something to fight the employers — and now we have to wait even longer"

After a delegation from all three organisations visited Pretoria last December in a bid to see Manpower Minister Mr Pietie van der Merwe, they were told in a letter that the report would probably be published in April

UNIMPORTANT

"They are delaying our struggle," said Mrs Pat Maqina of the Domestic Workers' Association of South Africa in Port Elizabeth "It makes one very fed up We need this report"

Mrs Mary Mkhwanazi of the South African Domestic Workers' Association said the Government seemed to regard domestic workers as unimportant

She said "But who wakes the country up every morning? What would all the working housewives do without their domestic servants?

"Without us things would be very different in this country and we are fed up with waiting for this report"

Union, Foschini clash over part-time work

139 B. Day 12/6/85

Business Day Reporter

THE giant Commercial Catering and Allied Workers Union (Ccawusa) has declared a dispute with the Foschini group over its decision to place 230 workers at Pages Stores nationwide on part-time from July 1.

The union said management had refused their alternative suggestion of short-time for all workers in the 133 Pages stores, and affected workers would lose one third of their wages. They charge the company with trying to break the union's strength by placing some workers on part-time.

John Corlett, Foschini's representative on industrial matters, said the Foschini group had been negotiating with Ccawusa and national shop stewards for four months on the matter.

Instead of retrenching, the company would introduce part-time on a last-in-first-out (lifo) basis, a procedure which Ccawusa had agreed to in its recognition agreement.

The union was not being harmed because the lifo system was not a selective one and part-timers, who would be getting two-thirds of their pay for 55% of work time, would be treated as permanent employees.

By contrast, he said, short-time was inflexible and difficult to administer and failed to provide a permanent solution.

Foschini had also been interviewing affected workers for positions in other group companies.

The union said it intended applying for a conciliation board and a court interdict to prevent the company placing workers on part-time.

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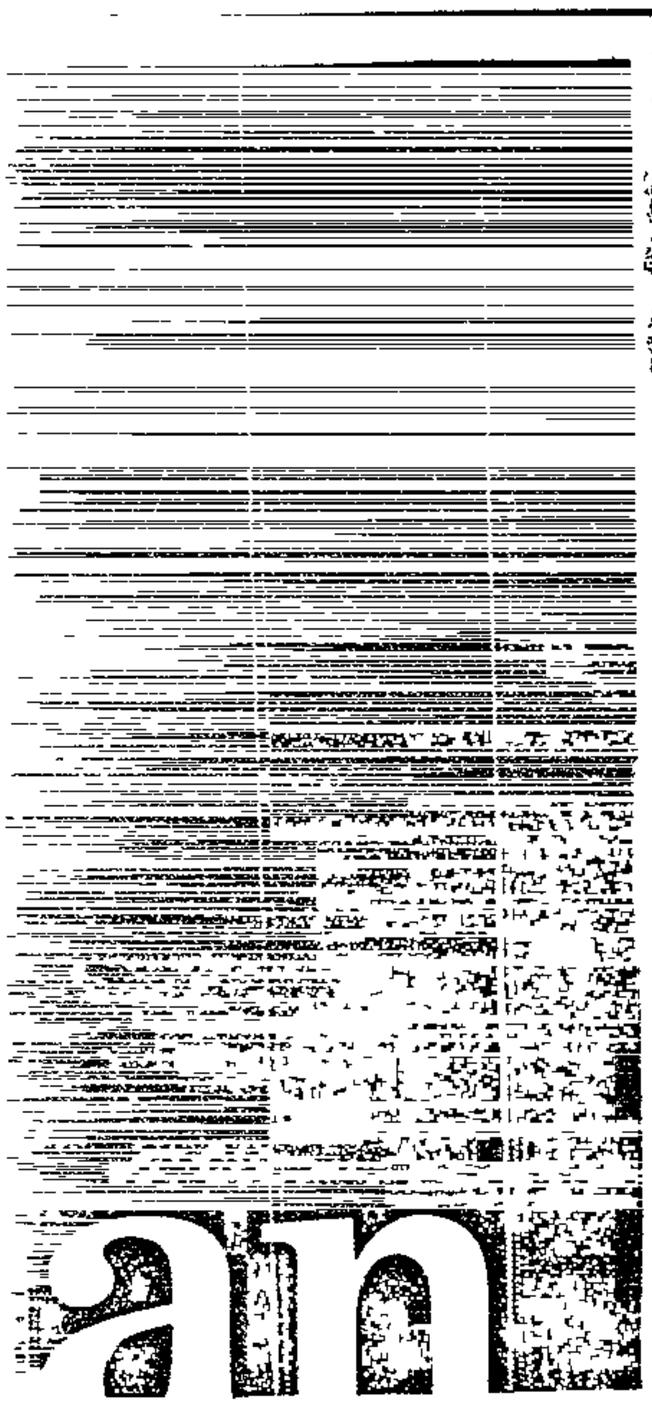


| bitious in my opinion

Unions and management share provident fund power

C G SMITH Sugar has established a company provident fund with control shared jointly between the company and representatives from four unions

According to consultants Price Forbes this is the first fund to operate on such a power-sharing basis

Unions respresented on the fund — an alternative to the existing company pension fund — are the National Sugar and Refining and Allied Industries Employees Union, the Sweet, Food and Allied Workers Union, the Chemical Workers Industrial Union and the Natal Sugar Industry Employees Union

The eight trustees of the fund will be advised by their representatives on the management committee The chairmanship of the trustees will rotate annually between the company and the union representatives

Decisions by these trustees must be on a consensus basis In the event of a dispute the appointed actuary will arbitrate

"We considered this shift of the balance of power from the company management alone to sharing with a third party, and we felt quite relaxed about the concept," said Smith's personnel director Barrie Horlock — also trustee's chairman for 1985

- Business Day Reporter

"The unions have felt in the past, although they have not said it, that they were in a weak position because the management had all the information on the fund This gives them more access to that information

"The direction is that the employees have control of their own fund, with independent advice from the actuary We foresee no problem'

The union motivation is also prompted by the dissatisfaction employees felt in 1981 when preservation of pensions was proposed This led to mass resignations from pension funds, and cost industrialists time lost in strikes

"The advantage now is that the employees have control of a fund which can supply them with either a pension or cash for use as bridging finance in the event of their becoming redundant," said Horlock

Other industries are understood to be negotiating similar schemes on provident funds, but none have yet been formed

TRADE UNIONS

Unity talks stumble

Last weekend's trade union unity talks in Soweto, although the most representative so far, were inconclusive and may lead to a delay of several months in the formation of the proposed new "super-federation" of emerging unions

More than 200 delegates, representing about 42 unions — almost the entire emerging union movement — met in an attempt to broaden the base of the proposed new federation which has been under discussion since 1981 Present were

Financial Mail June 14 1985

□ The original "unity" unions which participated in the drafting of the constitution They are the Federation of SA Trade Unions' nine affiliates, the Council of Unions of SA (Cusa), representing 11 affiliates, General Workers' Union, Food and Canning Workers' Union, Commercial, Catering and Allied Workers' Union, and the Cape Town Municipal Workers' Association;

□ The black consciousness (BC) Azanian Confederation of Trade Unions (Azactu), representing nine unions, and

□ Another 10 unions, most of them allied to the United Democratic Front (UDF) They include the SA Allied Workers' Union, General and Allied Workers' Union, Motor Assembly and Components Workers' Union of SA, General Workers' Union of SA — who were originally part of the unity talks until their withdrawal early last year — United Metal, Mining and Allied Workers' of SA, Federal Council of Retail and Allied Workers, Orange Vaal General Workers' Union, the PE-based Domestic Workers' Association of SA, and two unions called the Retail and Allied Workers' Union — one based in Pretoria and the other in Cape Town

Draft constitution

Unions which have not been party to the unity talks until now expressed disagreement with a number of the principles and structures laid down in the new federation's draft constitution The *FM* understands that Azactu expressed unhappiness with the non-racial character of the constitution, a cornerstone of the original "unity" unions' philosophies Azactu wants it replaced with the BC concept of "anti-racism"

Surprisingly, Azactu was supported on this point by a number of the Cusa unions, lending substance to speculation that some of Cusa's affiliates will not join the new federation The National Union of Mineworkers is the only Cusa union irrevocably committed at this stage According to a Cusa statement, the organisation will hold meetings in the coming weeks to discuss "the position of the various Cusa unions"

Before a new federation is formed it would be necessary for the UDF-linked general unions to take steps toward forming industrial unions This was a problem which led to their earlier withdrawal Nevertheless, one source says these unions have shown a "more positive attitude" in this regard.

A further complication is the desire of the newcomers to the talks to further discuss the draft constitution, and they have proposed that the envisaged October inaugural conference be postponed for several months to allow time for this. Such a move would be in conflict with the wishes of most of the original "unity" unions, which would prefer that a committee be elected to prepare for an October conference.

It is a moot point whether the BC unions will be able to resolve their ideological differences with the other unions It is also unclear whether the launch of the new federation will be delayed The choice, it seems, is between a smaller organisation this year or the possibility of a larger one some time in the future ■

FM 14/7/85

URBAN TERRORISM

Targeting business

SA's business community is facing an escalation of urban terrorism Security specialists forecast that the 10 major bomb attacks in the past month mark the beginning of a new trend that will not only grow in intensity but in sophistication

There have been six bomb attacks in urban centres the last ten days — the latest a limpet mine explosion in the Carlton Centre offices of AECI on Monday

Craig Williamson, intelligence chief of the Security Police, says the African National Congress (ANC) has planned the latest rash of bombings, on economic and "soft" targets, to coincide with its important secret conference in Lusaka (see Tom Lodge, In My Opinion) He says the police predicted an escalation of urban terrorism six weeks ago, and their intelligence has now been confirmed

A new trend is that some bombings are targeted at companies experiencing labour problems Williamson tells the *FM* that ANC leader Oliver Tambo has recently said the ANC's military wing, Umkhonto we Sizwe, will act in defence of workers' rights Williamson sees this as an act of "armed propaganda" designed to show solidarity with the workers and to intimidate management He does not believe that trade unions involved in disputes having anything to do with the planned violence

Statistics from Pretoria University's Institute for Strategic Studies indicate that until June 24 there were 55 bombing incidents in the country, while there were only 19 such incidents in the first six months of last year. The total for the whole of last year was 44

The main targets were civilian, with 16 attacks since the beginning of the year, while there were only eight such attacks from 1976 until the end of last year Next most frequently attacked were police and witnesses in political trials — with 13 attacks since the beginning of the year compared to 10 during the whole of last year

The Institute's Professor Mike Hough explains that the statistics reflect only acts of terror linked to organisations such as the ANC in which technical weapons, such as limpet mines, were used They don't include those where weapons of spontaneous anger, such as petrol bombs and stones, were used

The administrative director of the Security Association of SA (SASA), Frank Sims, tells the *FM* that there can be no doubt that urban terrorism is increasing sharply, and getting more sophisticated and better planned "We have been very fortunate We've had far fewer bomb attacks in cities than the rest of the Western world The only really big bomb we've had was the Pretoria bomb of April 1982 It is changing now and we must get ready for it

"The problem in SA is that there is a serious lack of security awareness in the business community and among the general public The attitude is that security practices are inconvenient We will definitely have to change our lifestyles, and start implementing body searches and entry control We also have to start using measures like security glass, because broken glass after a bomb explosion is the main source of injury

"But that is not enough The most important is a public awareness of this danger. people must get used to being on the look-out for suspicious objects"

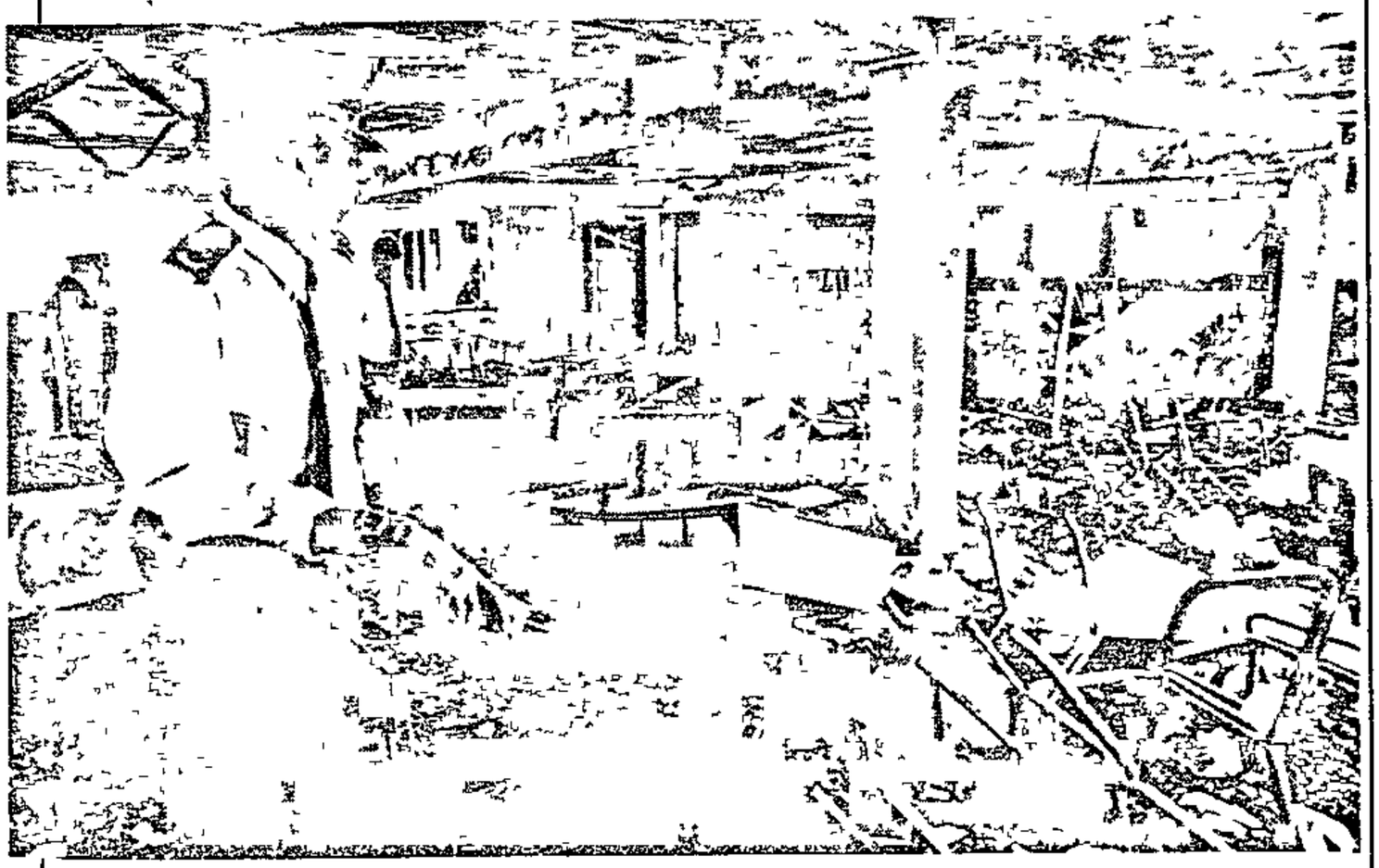
Several recent explosions confirm the trend that bombings are aimed to coincide with labour disputes

☐ On April 30 limpet mine explosions rocked the Johannesburg head offices of Anglo American and Anglovaal while strikes were occurring on their Vaal Reefs and Hartebeestfontein mines respectively,

☐ Three synchronised limpet mines went off in the Brakpan area on May 14 — the day trade union leader Andries Raditsela was buried in Tsakane township, and

☐ A limpet mine exploded on the 15th floor of the Carlton Centre, which houses AECI's personnel department, on Monday this week

Williamson tells the *FM* that more important than physical security is a system of sound labour relations based on real and effective communication between workers and employers This, he says, will remove the ability of the ANC to exploit grievances ■



Bomb attact flashback ... more to come?

UNION UNITY TALKS

Slow progress

Another round of talks aimed at establishing a new "superfederation" of emerging unions was held last Friday The talks were attended by most of the original "unity" unions and they agreed to establish the new organisation as soon as possible But there was one noticeable absentee — the Council of Unions of SA (Cusa)

Cusa general secretary Phiroshaw Camay says the organisation was not invited to the meeting Observers speculate this may be because — apart from the National Union of Mineworkers (NUM), which was present at the meeting — no Cusa union has fully committed itself to the new federation A Cusa executive committee meeting at the weekend decided that all affiliates should make a final decision about joining the federation by early August

The *FM* understands that the participants in last week's meeting — Fosatu, General Workers' Union, Food and Canning Workers' Union, Commercial, Catering and Allied Workers' Union, and the Cape Town Municipal Workers' Association — decided that a date should be set soon for an inaugural conference There is a strong lobby which argues that it should not be delayed beyond October unless convincing reasons are given by the black consciousness and UDF-aligned unions which recently participated in a meeting with the "unity" unions ■

Four detained in PE

Own Correspondent

PORT ELIZABETH — The regional vice-president of the United Democratic Front, Mr Henry Fazzie, a trade unionist and two others were detained by security police yesterday, according to Mr Themba Duze of the Motor Assemblers and Component Workers' Union of South Africa (Macwusa)

Mr Fazzie and a UDF employee arrested with him Mr Jeffrey Bothlole, were released after question ing according to a UDF spokesman

The others allegedly held are Mr Dennis Neer, secretary general of Macwusa and the General Workers Union of South Africa (Gwusa), and Miss Nomaxabiso Lolo a Macwusa secretary

Asked to confirm the detentions, Lieutenant-Colonel Gerrie van Rooyen police liaison officer for the Eastern Cape, said "The work of the police is not a cricket game We can not give ball-by-ball comment about what we do"

Meanwhile, two of the four people detained here on Thursday have been released They are the vice-president of Macwusa and Gwusa, Mr Thobile Mhlahlo, and Mr Noto Gunta of the UDF executive

United against soaring costs

THE Department of Manpower seems to be heading for a battle with a difference — from unemployed workers

In a letter to Manpower Minister P du Plessis, the newly-formed Unemployed Workers' Union asks that the weekly benefits from the Unemployment Insurance Fund be increased "as soon as possible".

Unemployed Workers' Union chairman Joseph Msimang said: "We also ask the Government to include domestic and agricultural workers as employees in terms of the Unemployment Insurance Act."

The Durban-based union also plans to write to city councils, boards, town councils and provincial administrations, urging them to freeze all rentals and stop evicting the unemployed.

Big unions' bitterness could abort unity effort

By SIPHO NGCOBO

THE formation of a super-federation of all emerging trade unions may be aborted because two large federations are discontented.

The two disenchanted labour fronts are the Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu), which are bitter about their exclusion from the unity talks meeting of June 21.

A senior official of Azactu claimed that certain unions were turning the unity talks into their "own property".

"We at Azactu are concerned about unity. However, there is a tendency by others to play around with unity. We have no objection to any caucus, but we are are cautious that other people should not impose their decisions on us to make unity their own property," he said.

'POLITE PEOPLE'

Azactu, which has eight unions affiliated to it and a membership of more than 75 000, adheres to the black-consciousness philosophy.

Cusa's secretary general, Piroshaw Camay, also confirmed that his organisation had not been invited to another round of unity talks.

Asked to comment on Cusa's exclusion from that meeting, Camay said: "We are polite people, and we do not go to places where we are not invited."

According to sources in the labour movement, trade unions affiliated to the United Democratic Front also did not take part in Friday's unity talks.

Unions present at last week's meeting were the National Union of Mineworkers (NUM), General Workers' Union (GWU), Federation of South African Trade Unions (Fosatu), Commercial Catering and Allied Workers' Union (Ccawusa), Cape Town Municipal Workers' Association (CMWA) and Food and Canning Workers' Union (FCW).

3/7/85

Detention now indefinite

Staff Reporter

ORDERS under which three women were detained in Port Elizabeth last week have been changed to allow for indefinite detention

The women, detained under Section 50 of the Criminal Procedures Act, in terms of which detainees must be charged or released within 48 hours, are now being held under Section 29 of the Internal Security Act

They are Miss Janet Cherry, co-ordinator of the Adult Literacy Project, Ms Nomonde Ngumane, branch secretary of the General Workers' Union, and Ms Nozabiso Lobi, branch secretary of the Motor Assemblers' and Component Workers' Union of South Africa

Ulundi hit by bread strike

CP Correspondent

THE KWAZULU capital of Ulundi was this week left without bread after Sasko Bakery workers went on strike.

About 200 workers went on a sympathy strike after some of their colleagues were retrenched at short notice and without any prior discussions with the National Iron, Steel, Metal and Allied Workers' Union – of which they are members, say the workers.

Meanwhile, the bakery has been closed temporarily pending the outcome of talks between Nismawu and management next Wednesday.

Workers have been camping outside the factory gate daily after an unsuccessful plea to KwaZulu Interior Minister – whose KwaZulu Finance and Investment Corporation owns half the shares at the bakery – to intervene

By late this week Ulundi was getting a supply of bread from bakeries in Melmoth, 40km away.

Sasko spokesman J Laing confirmed that the bakery had been closed temporarily.

He said the company had retrenched some workers because of re-organisation to ensure the liability of the bakery due to its unstable financial position.

Two trade unionists freed

E. Post 12/7/85

Post Reporter

POLICE today confirmed the release of two Port Elizabeth women trade unionists who were held under the Internal Security Act

They are Mrs Nomaxabiso Treasure Loli, secretary of the Motor Assemblers' and Component Workers' Union of South Africa (Macwusa), and Mrs Nomonde Irene Nqumane, an organiser for the General Workers' Union (GWU)

Miss Janet Cherry is still being held under Section 29

The release of the two women was confirmed today by the Police Directorate of Public Relations in Pretoria

Mrs Sandy Stewart, a member of the Black Sash, said she was phoned late yesterday by one of the women, Mrs Ngumane, to say that she and Mrs Loli had been released without being charged

They were detained two weeks ago under Section 29(c) of the Internal Security Act together with three others Two were released soon afterwards

Only Miss Cherry, coordinator of the East Cape Adult Literacy Project and the Port Elizabeth Relief Project and chairman of the End Conscription Campaign, now remains in detention

Mrs Stewart said the Black Sash would hold a poster demonstration in PE today to protest against the continued detention of Miss Cherry, the disappearance of three executive members of the PE Civic Organisation, Mr Sipho Hashe, Mr Qaqawuli Godolozi and Mr Champion Galela, and the disappearance of a Congress of South African Students leader, Mr Sipho Mtimkulu

Unions recognised

MORE West German companies in South Africa are recognising emergent unions for black workers. Some 24 out of the 47 companies reporting to the West German Government in terms of the European Economic Community code of conduct, co-operated and recognised emerging trade unions in the past 18 months. In the previous 18-month period this was only achieved by 15. The 24 companies employ about 60% of the black labour force employed in West German subsidiaries in South Africa

CAPE TIMES 15/7/85 139

Clothing workers face big job losses

Staff Reporter

AS the crisis in Cape Town's once-flourishing garment industry grows worse, hundreds of clothing workers are faced with losing their jobs within the next few months

However, employers are cautiously optimistic that things may improve and many believe that they had reached the bottom of the crippling recession.

According to Mr Simon Jocum, chairman of the Cape Clothing Manufacturers Association, 21 Cape clothing firms have gone out of business this year

"Like the rest of South Africa, the clothing industry is in the throes of a recession," he said.

The number of workers had fallen by about 6 100 since the beginning of the year, he said, adding that a need for skilled workers continued.

Manufacturers say that a further drop in interest rates and an increase in Christmas orders would give them reason to see light at the end of the tunnel.

Mr Hardy Nel, secretary for the Industrial Council for the Clothing Workers, said that the situation was "improving".

There had only been one liquidation of a clothing firm in the past seven weeks compared to the previous trend of an average two firms going down in a week, he said

Mr Cedric Petersen, assistant secretary of the Garment Workers' Union (GWU), said every precaution had been taken to ensure that retrenchments took place in all fairness to workers

The Clothing Workers' Union (Clowu), a rival of GWU, said it expected Cape Town's clothing industry to be markedly reduced by the end of 1985

"There had been a great deal of over-production and we cannot see things going better," said Clowu secretary Ms Zubeida Jaffer

"If exports were better one could expect improvement."

Clothing bosses had for years made high profits and when other industries went down in the past they managed to survive, said Ms Jaffer

Workers feared that stronger clothing giants would take advantage of the recessionary situation and swallow smaller firms and get a monopoly over the industry, she said

Last week one of largest clothing firms, Rex Trueform, announced that it would lay off 70 of its 3 000 workers at its Salt River factory.

It is feared that, following Rex's initiative, smaller firms who were hard pressed would also lay off more workers, according to Clowu

Blacks to block Sats union move

By ALAN RUDDOCK

ONE of the 10 SA Transport Services unions, Die Spoorbond, is riding for a fall if it expects to swell its ranks with black Sats workers, say industrial relations observers

The application for extended membership will be opposed by Sats' black union and sources say that in any case, it is highly unlikely blacks will want to be represented by a white minority association

"I will advise the Black Staff Association (BSA) to object to Die Spoorbond's application to extend its membership," says J R Benade, general secretary of Sats' Federal Council of Unions

"If the application went through it could mean the BSA losing up to half of its 60 000 members to Die Spoorbond Because blacks have been taking over jobs that used to be done by whites, unions like Die Spoorbond have been steadily losing membership"

Die Spoorbond's application is motivated partly by financial considerations.

Of Sats' unions, three are white only, three are multinational, two are coloured, one Indian and one black

"Psychologically, Die Spoorbond's action is a very sensitive issue whether we have co-existence or integration," says Benade

"The BSA has already withstood onslaughts from the likes of the General Workers' Union (GWU) At the moment, they control a whack of the vote in Sats, with the non-white block controlling half the votes They will not want their voting strength purloined by another union," says Benade

Observers say that although blacks are spreading throughout the Sats organisation, politically they will prefer to remain aligned on racial grounds

The general secretary of Die Spoorbond, Eben Jacobs, could not be contacted for comment yesterday

BAKING INDUSTRY

Cutting the cake

A ballot among unions in the bakery and confectionery industry in the greater Durban area indicates strong support for strike ac-

Financial Mail July 19 1985

tion But the unions involved are reserving their options

Says Renée Roux, branch organiser of the Sweet, Food and Allied Workers Union (SFAWU), one of four unions involved "We're in no hurry to strike The pressure is now on the employers to move "

There could be a further reason why industrial action is being delayed The dispute was declared on June 18 and, in terms of the Labour Relations Act, there has to be a 30-day grace period before workers can resort to a legal strike The statutory period expires on Thursday this week Roux hopes both parties will use the time to resolve the dispute

Employers were taken aback at the ballot outcome With four unions involved in the dispute, the degree of solidarity displayed clearly surprised them Of the 1 782 workers involved in the dispute, 1 221 voted in favour of a strike in a 68,5 percentage poll

Other unions involved in the wage deadlock, apart from Fosatu's SFAWU, are the Natal Baking Industry Employees' Union, Cusa's Food and Beverage Workers' Union and the Black Allied Workers' Union Negotiations within the industrial council ground to a halt when employers offered an R11,40/week increase against the unions' final demand for a R23/week increase on the basic wage of R82,50

Employers maintain wage levels in the Durban and District Industrial Council for the Baking and Confectionery Industry are the highest in the country. Moreover, they claim that bread is a controlled product The prices of raw materials are controlled So are profits, due to a mechanism known as the "bakers' margin "

The unions reply that, by means of an unofficial cartel, employers have kept wages in the industry artificially depressed ■

'He's not on our side'

GAZANKULU Legislative Assembly Speaker Chief Samuel Mohlaba this week came under fire from the the Black General Workers' Union for allegedly siding with management in a wage dispute

The chief was called in by Busaf management this week to address bus factory workers who had downed tools since Friday in demand of a 14 percent increase and the recognition of their union

He is alleged to have told the workers to accept management's offer of a 15-cent-a-shift increase because "15 cents a shift is better than nothing"

Management said it could not meet the workers' 14 percent demand because of the present economic situation

The union says the chief is "deserting his flock"

Chief Mohlaba could not be reached for comment.

ARGUS 23/7/85

Dismissal dispute resolved

139

Labour Reporter

A DISPUTE referred to the Industrial Court involving the dismissal of seven workers from the Cape Times has been resolved.

In an agreement reached out of court yesterday it was agreed that the dismissal of three of the workers — D Bestman, W P Barnes and W H Blommetjie — would be confirmed and that they would receive three months' wages.

The other four — G A Swartz, A Jacobs, M A Ganief and R M Fredericks — were reinstated with effect from August 1, although they were regarded as having been suspended with pay between February 7 and April 23 and as having been suspended without pay between April 23 and July 31.

The dispute arose when the workers were dismissed by the newspaper for failing to comply with an instruction and to attend a later disciplinary hearing.

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Fight on to save jobs hit by crisis

Labour Reporter

THE fight is on to save workers' jobs in the "very serious crisis" facing industry generally, according to Zubeida Jaffer, general secretary of the Clothing Workers' Union

She was speaking yesterday at the second of a series of lunch-hour seminars during the Peninsula Technikon's labour week.

She said employers in the clothing industry, who had for years been making vast profits, were facing an economic crisis and their only concern was to maintain profits instead of considering what could be done so that all could come through it with the least pain and enough to eat

"We are not saying there are not problems," said Ms Jaffer

"But the way we see it is that the workers are having to pay for the problems

"The situation in the Eastern Cape and Transvaal is not unconnected with the unemployment situation and one would expect that in a situation like this employers would exercise the utmost social responsibility to avoid worsening the crisis

"But we continually find that employers will dismiss workers without even following the basic procedures laid down for retrenchment"

HERSCHEL CLAREMONT, CAPE

SCHOLARSHIP EXAMINATION

A scholarship of R800 per annum for five years is available for pupils entering Standard VI in 1986.

The examination will be held at the school on Saturday August 17 1985 and will include tests in English, Mathematics and General Knowledge

Application forms are available from the School Secretary (Phone 64-4010)

(AJ006684)

PAROW TOKAI CLAREMONT

DE LA KE MAIN RO CORNER

Bosses warn striking bakers: You'll be fired

EMPLOYERS yesterday warned the 2 500 striking bakery workers in Durban that they could not be allowed to continue to occupy the premises indefinitely and that they could face dismissal

According to a spokesman for the four trade unions involved, strikers were given a verbal ultimatum to leave the premises of B B Bread by 4pm yesterday

In their pay packets yesterday the workers found notices that their services might be terminated if the strike continued

A spokesman for the Master Bakers' Association said "The actions of the unions have now held the people of Durban to ransom for long enough Sooner or later workers are going to be asked to leave bakery premises to let bakeries get on with the business of making bread," he said

He reiterated that the workers had been told that the association's pay offer was final and workers were free to accept it

Meanwhile a ninth bakery, at Umlazi, joined the other strikers, making a total of more than 2 500 workers refusing to work as the strike entered its fourth day

Consumers were still battling to get bread as small independent bakeries worked overtime to produce enough special "fancy" bread for hospitals as well as the public

The B B Bread plant workers in Sydney Road were refusing to allow Red Cross trucks into the plant to collect bread baked at the weekend for charitable distribution

Rumours of a milk workers' strike sent shoppers scrambling to supermarkets and cafés on Wednesday afternoon

However, a spokesman for Clover Dairies said emphatically "There is no strike" He said his firm had been swamped by calls from anxious shoppers

He had spoken to a senior shop steward who had confirmed there were no plans for a strike

Rumours of strikes by petrol delivery workers and petrol station attendants also proved unfounded

The bakers' association message the strikers found in their pay packets read

1 Management urgently requests workers to accept the wage offer of

☐ R11,40 a week increase to all weekly paid workers,

☐ Two additional public holidays (being 10 October and 26 December),

☐ Hours of work for security guards to be reduced from 60 hours to 48 hours, and pay for public holidays and Sundays for security guards to be the same as for all other workers

2 Management cannot allow the strike to continue indefinitely Bread is an important basic food and the strike is affecting very many people

3 Management cannot increase the wage offer which it has made The new wage will be the highest in the baking industry in South africa

4 Management earnestly requests workers to accept the wage offer and to return to work Management advises striking workers that if they do not return to work on their normal shifts with effect from Sunday, 28 July 1985, they may be dismissed Any worker who does not return to work on his normal shift commencing 28 July will therefore understand and accept that he could be dismissed

5 Workers are clearly reminded that they may be dismissed by management if they strike

Durban bakers plan to thwart the strikers

28/7/85 139

BAKERS plan to thwart the strike which has left Durban without "regulation" bread for a week.

They will bake their loaves today for collection by consumers.

The wage strike this week was one of the most widespread and highly visible legal strikes seen in South Africa

It totally cut off the supply of "regulation" bread to Durban

Demand

More than 2 000 workers at eight different bakeries and a flour mill in Durban are demanding an increase of R23 a week

Employers say they can offer no more than an R11,40 increase

By late yesterday it

By SHAUN HARRIS and MICHAEL JOHNSON

seemed that at least one bakery in Durban, the B B Bread plant near the city centre, would be making bread today despite the strike

Mr Maurice Grant, vice-chairman of the Master Bakers' Association, said. "I have all my monthly paid staff here and we will start making bread if our workers don't return today"

The workers were asked to return to work today, but a union spokesman said it was unlikely that they would

Mr Grant said: "If the men don't return, one of our options would be to start hiring new staff, although we certainly won't fire our men if they are not here for the first shift."

A spokesman for the strike committee set up by four unions said workers were "strong in their resolve" not to return to work until their wage demands were met

"We have been blamed for causing this strike, but it is the low wages and the attitudes of employers that has caused it"

Union duty to represent views of the workers

CAPE Times 30/7/85

139

From ZUBEIDA JAFFER, General Secretary, Clothing Workers Union (Cape Town):

I WISH to reply to the comment of Mr Cedric Petersen, secretary of the Garment Workers Union, in the Cape Times of July 20

He objects to our union's criticism of the lack of retrenchment proce dures presently in the clothing industry

We have ample evidence to prove that no accepted procedures exist. It is indeed horrifying to note that he claims to represent the views of 53 000 clothing workers and in the same breath goes on to explain how all employers cannot be expected to adopt the same procedures

If Mr Petersen knows anything about trade unionism, then he would know that his responsibility is to express the views of the workers and not the employers He accepts one rand a week from every clothing worker in Cape Town because he enjoys the luxury of a closed-shop agreement Yet he uses his energy to put the view of the employer and not the worker

He explains that no employer has retrenched workers under pressure Whom do you speak for Mr Petersen? What about the pressure on the workers?

Mr Petersen's unrepresentivity is unquestionable in our view

It is sad to note that despite evidence to support such a view, employers choose to carry on a relationship with a union that inadequately represents the feelings of their workers

This is in spite of the present critical situation that the country is in

It is indeed disheartening that a big company like Rex Trueform will hide behind Mr Petersen at a time when they should be seeking proper discussion with their work force

To any clear-thinking person it will be evident that the union has a record of co-operation with employers at the expense of the workers

Our union believes in the regulation of relations between employers and workers to the satisfaction of both

B. Day 30/7/85

IN BRIEF (139)

All-race council

Business Day Reporter

THE growing numbers of Indian, coloured and black public servants are to be given representation on the influential Joint Advisory Council of the Public Service, according to chairman of the Commission for Administration, Dr Johan de Beer.

There are four employee organisations in the service the Public Servants' Association (white), the Public Servants' League (coloured), the Public Servants' Union (Indian), and the Institute of Public Servants (black)

At present the PSA is the only staff body recognised for appointment to the council. Previously a personnel association had to have as members at least 50% of the officials in the A or B division of the service to nominate six members to the council The commission appointed the other six members

The council is now to be enlarged to 16 members — eight of them nominated by the commission De Beer said each association would have at least one representative on the council

PSA president Dr Colin Cameron said the PSA accepted "without reserve" the right of other groups in the service to have representation in the council However, he stressed, the council had no negotiating powers

Flatland flat

MANY of Hillbrow's flatland dwellers are giving banks on their doorstep a hard time, complain bankers in the area

"Since January the number of bad debts has increased alarmingly," said one manager "The amounts involved are not astronomical but we have between 40 and 50 people every month leaving us high and dry with R300 debts"

The bankers' problems have lead to a dramatic increase in the number of bounced cheques

According to Dun & Bradstreet, a credit-checking agency, the value of bounced cheques and promissory notes has increased by 67,4% over the past year

Big banks were reluctant to comment on the specifics of private debt, saying that they had made bad debt provisions that were "more than adequate"

Despite one bank manager's claim that nine out of 10 applications for a cheque account were now being rejected, the banks said that their policy towards credit had not changed "for some years"

The financial dilemma in flatland has been underscored by a D & B report which reveals that rent arrears is the biggest single cause of judgments

BAKERS' STRIKE

No more dough

The Durban bakers' strike is rapidly reaching a crisis point With the stoppage now well into its second week and bread production virtually at a standstill, employers say their options are narrowing

If there is no breakthrough within the next few days, they could conceivably turn to their weapon of last resort — the dismissal of the entire work force

The strike, which involves around 2 000 workers from eight bakeries represented by four different unions, has been marked by intransigence on all sides

Workers claim they are not prepared to go back to work until management meets their final demand for an additional R23/week on their basic R82,50/week wage That position was reiterated at a meeting of the unions on Saturday

Employers say their final offer of R11,40/week stands They want workers to go back to work but they are not prepared to talk further on the wage issue

FM 2/8/85

As is typical in these situations, there is a degree of reasonableness in both positions The real bugbear appears to be inflation

Workers maintain they are part of a larger family of food unions and their basic wage of R82,50 is below average for the sector They say they want to bridge the gap — even if this requires an immediate large increase

Employers, on the other hand, maintain that their R11,40/week offer represents a 13,8% increase, well in line with other wage awards and high by comparison with other bakers' increases

The R23/week increase demanded by the union, they charge, is totally unrealistic It would represent a 27,8% increase on current wage levels

Further, employers contend that bread is a controlled commodity Their profits are determined by a mechanism known as the "bakers' margin" which is agreed annually in discussions between industry representatives and government Therefore they don't have the degree of elasticity required for making a higher offer

Unions argue that it is not their fault the workers are involved in an industry that relies on government subsidies They, too, deserve to be paid a living wage — even if it means that the industry has to be restructured

Meanwhile the stalemate continues Some bakeries are using white collar workers to bake about a quarter of their normal production and others are likely to follow suit Workers who were encamped on the premises of some bakeries left after the managements threatened legal action to have them evicted

However, they are against scabs being hired to produce bread and say they will block any moves in this direction Employers have warned that "the strike cannot go on indefinitely and normal production must be resumed"

Undeterred, union spokesmen remained hopeful that "employers will see reason and return to the negotiating table" ■

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Resist apartheid medicine, says HWA

C. Pres
4/8/85
139

By SINNAH KUNENE

THE "Indians only" Hillbrow Hospital opens on Monday amid criticism from political and health workers' organisations.

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Strongly opposing the Government's decision to open the hospital, the Health Workers' Association issued a call on health workers to resist the implementation of apartheid in all walks of life, including health services.

In its latest newsletter, HWA says the "implementation of this apartheid hospital" means:

- Having separate Indian, African and white hospitals within a radius of three kilometres in the same area, and consequently, poorer health services
- Further segregation of communities along racial lines since patients arriving at Coronation Hospital will be transfered to the "Indians only" hospital, which is an inconvenience.
- Using bully tactics and victimisation of health workers who object to the transfer.

HWA points out that the Government is also building the new R200-million Groote Schuur Hospital despite opposition from the Mitchell's Plain community organisations.

Instead of spending large sums of money on new hospitals for whites and duplication of facilities the State should tackle the problem of poor health services in Mitchell's Plain, said HWA.

★ HEALTH bodies locally and abroad have successfully campaigned against South Africa's plans to host the World Medical Association assembly in Cape Town in October.

A Health Workers' Association spokesman said the venue has been changed to Belgium.

The WMA would have been hosted by the state-funded Medical Association of SA

Fazzie in dock over funeral

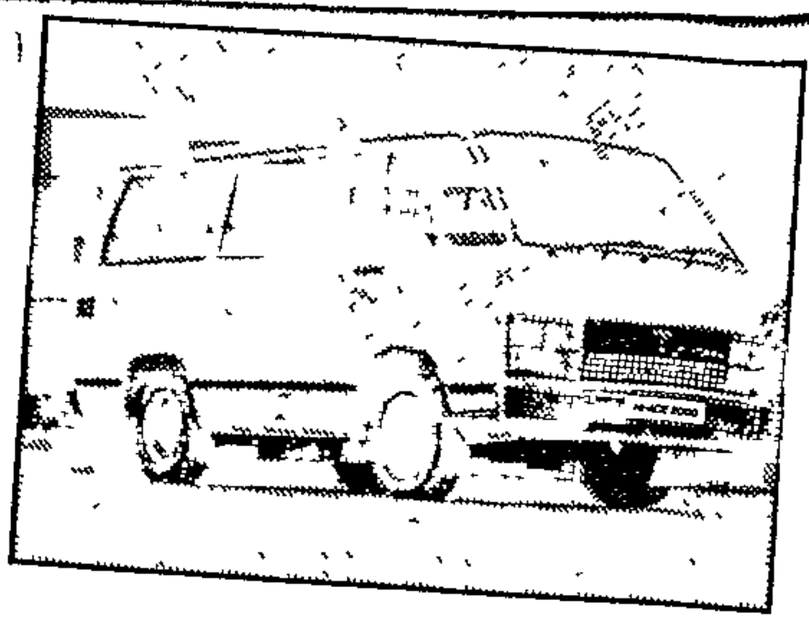
4/3/87 C. Press #139

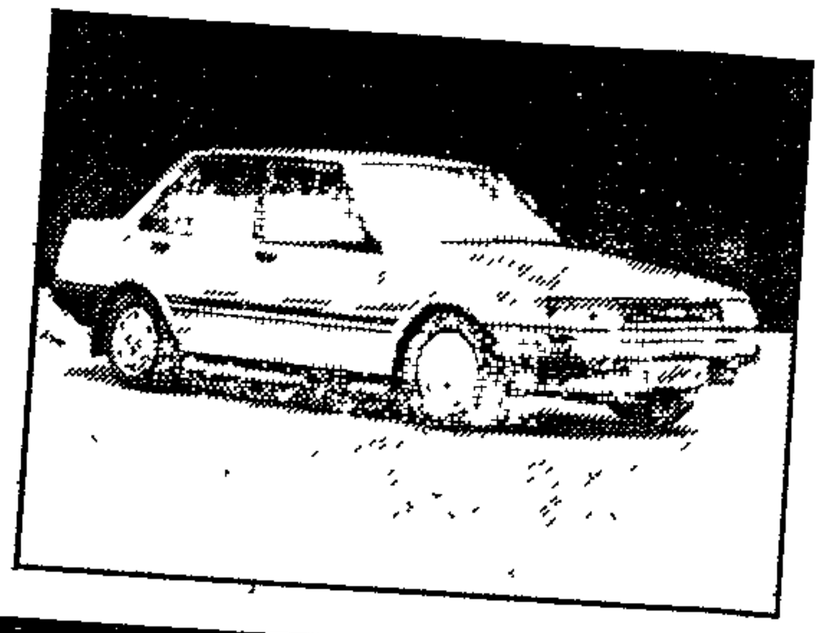
UDF Eastern Cape vice-president Henry Fazzie and three others held since the start of the state of emergency 12 days ago appeared at the New Brighton Magistrate's Court this week charged with attending an illegal gathering

Charged with Mr Fazzie were Motor Assemblies and Component Workers' Union of SA organiser Temba Duze, Zolile Peter and freelance photographer Elijah Jokazi

They are accused of attending the memorial service for four dead Cradock community leaders attended by 20 000 mourners at Dan Qeqe Stadium, Zwide on Sunday July 14

They were not asked to plead and were remanded in custody pending investigations





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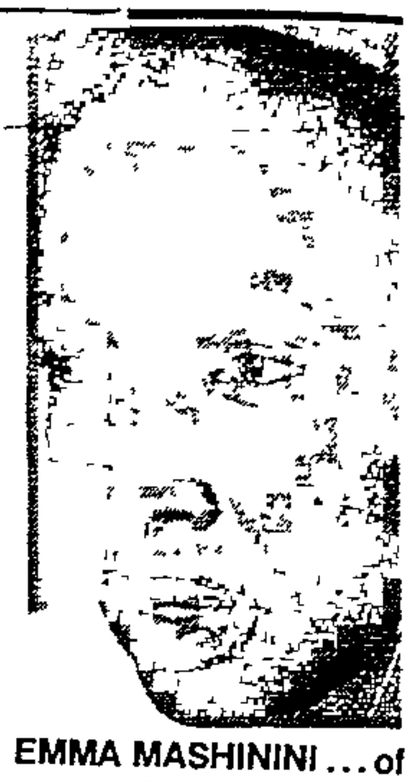
CYRIL RAMAPHOSA . . NUM's general-secretary.

CHRIS DLAMINI Fosatu



of EMMA MASHININI . . . of Ccawusa.

UNITY TALKS FLOUNDER

139

6/8/85
SOWETAN

FOCUS
By SAM MABE

Another round of trade union unity talks takes place in Johannesburg tomorrow and already there are indications that the talks are floundering.

Two federations the Council of Unions of South Africa (Cusa) and the Azanian Congress of Trade Unions (Azactu) which have a total of 18 unions, will not participate in the talks

This means that parties to tomorrow's talks will be eight Fosatu affiliates and independent unions that include the National Union of Mineworkers (NUM), which disaffiliated from Cusa at the weekend, and the Commercial, Catering and Allied Workers' Union of South Africa (Ccawusa)

Nine Cusa unions decided at a joint executive committee meeting at the weekend to withdraw from the talks, while the other nine Azactu unions were booted out of the talks by the organisers

The booting out of Azactu unions is likely to start a controversy because it is not supported by all the unions that are still involved in the talks

Differences

Mr Samson Ndou, president of the General and Allied Workers' Union (Gawu), which is one of 11 unions affiliated to the UDF, said the exclusion of Azactu unions was not decided by all the unions which participated in the Soweto talks

He said "We do not support those who decided on the exclusion of Azactu because the differences that those unions have with the other unions involved in the talks, are not so serious as to necessitate their exclusion

"The differences can be ironed out We had actually hoped to iron them out at the next meeting We need to do some homework, such as building strong industrial unions, before setting dates for inaugurating a federation," he said

Mrs Emma Mashinini, general secretary of Ccawusa said she knew nothing about the exclusion of Azactu

"All I know is that we will be attending further talks on August 8 Our union has been invited to the talks," she said

Letters written to Azactu affiliates informing them of their exclusion state that they are excluded because of their rejection of the principles on which the envisaged super federation is to be based

The letters further state that most unions at the meeting at Ipelegeng Community Centre in Soweto on June 9, 1985 agreed on the principles

The principles are that

- The present federations be disbanded,
- Unions in the same industry must be prepared to merge to form one union in each industry,
- Unions must accept the principles of non-racialism, and
- General unions must be prepared to disband or be moving towards being industrial unions

Mr Chris Dlamini, president of Fosatu, which has eight unions, said the decision to exclude Azactu was taken at the meeting at Ipelegeng and that it was taken because of their disagreement with some of the five principles

Mr Cyril Ramaphosa, who wrote the letters, said he was not going to speak to the Press about the issue He would also not say which unions were going to participate in the talks

Important

Mr Pandelani Nefolovhodwe, co-ordinator of Azactu, said the letters informing Azactu's affiliates of their exclusion from the talks came as a surprise to him

"Our knowledge is that the talks held at Ipelegeng Community Centre were adjourned because no consensus could be reached on important issues such as non-racialism vis-avis anti-racism, the attitude of the new federation towards the liberation struggle as a whole and its relationship to internal political organisations," he said

"It is now becoming apparent that a certain clique has been trying to make unity its own property through caucuses and under-currents

"Thus, Azactu wishes to make it clear that if unity is not achieved, Azactu cannot be held responsible and that those who exploit the emotions of the black working class shall be held responsible

"It should be noted that it is the second time that the so-called feasibility committee abrogated to itself the responsibility of kicking out those unions which do not agree with one or more of the principles they uphold "

The difficulties that the unity talks have run into are confirming the predictions of sceptics that it would be almost impossible to float a super federation of emerging unions because of ideological and personality clashes

FACT SHEET

RETRENCHMENT !!

WORKERS COMMITTEE

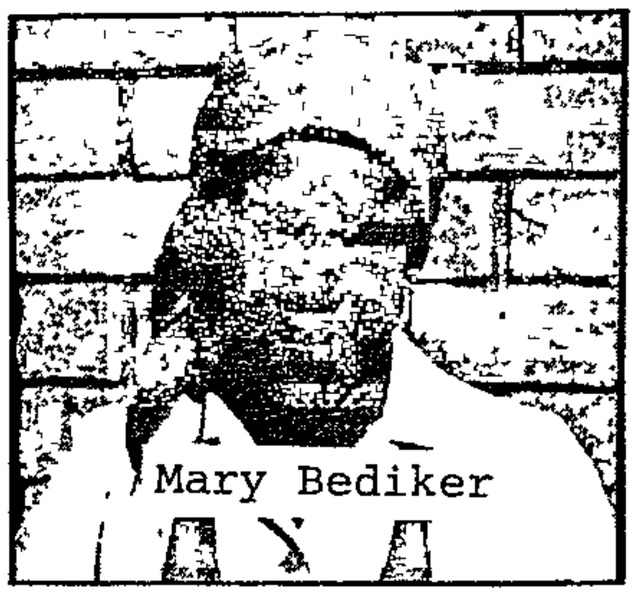
Mary Bediker is a worker at UCT. She is about to be retrenched. Her problem is the problem of many workers in the Residences and the Cafeterias. Fellow workers need to know about these problems. This is her story:

'I started to work at university in 1980. I was in the Robert Leslie café. I worked as a contract worker for a few months every year. In October we are put off work and come back the next January. I worked like this for a few years. In August 1984 I had to leave my job and take maternity leave since I was pregnant. In September I gave birth and the following month I phoned my manager to tell him I am prepared to work again. The manager, Mr Rupp, said he had no job for me, I should try again in a year's time.

NO REASON

'About the middle of the year I talked to Mr Heinkelein at Medical School. He gave me a job as a casual in Devil's Peak and Tuck Inn restaurants. Then, on the 12th August I was called into his office and told I would finish off my job by the end of the week. He gave no reason. When I asked him, he said I was the only casual and could no longer be kept. The other workers were put on contract, and now could do my work.

'I have two children. One has asthma. My husband earns R75 a week, since he is a labourer in the building trade. I live in Lotus River.'



Mary Bediker

DISMISSED WITHOUT NOTICE

The Workers Committee then approached her manager, Mr M. Heinkelein. He said: 'I have been told by Fedics Catering Manager to dismiss casual staff... The reason is that Mary's fellow workers are all on contract and can work extra hours now. So we no longer need Mary. I have no problems with her work performance. The only problem is overstaffing.'

He then showed us two letters Mary had signed in July, stating that she accepted, she was employed as a casual. She accepted, according to the

Court bid to jail unionists postponed

Labour Reporter

AN application by the Garment Workers Union to have officials of the rival Clothing Workers' Union (Clowu) jailed for contempt of court was today postponed in the Supreme Court

In terms of the postponement Clowu agreed it would not publish any defamatory statements or comment on actions before the court

Mr Petersen and his union last month each began a R50 000 suit against Clowu for defamation over statements made in Unity, a newspaper published by Clowu

Today's application refers to the publication by Clowu of further statements about the GWU and Mr Petersen

Black unions hold major merger talks

(139)

SOWETAN 8/8/85

AT LEAST 24 black trade unions representing thousands of workers met in Johannesburg yesterday in an attempt to form a giant federation aimed at fighting oppression and exploitation from management.

The union's summit took place in a tense atmosphere behind close doors because of the emergency regulations declared by the Government a few weeks ago.

The tension was further deepened by the absence from the meeting by two trade union federations — the Council of Unions of South Africa (Cusa) and the Azanian Congress of Trade Unions (Azactu)

The unions represented in the talks are Fosatu and its nine affiliates, National Union of Mine Workers (NUM), General Workers Union (GWU), Food Canning Workers Union (FCWU) Cape Town Municipal Workers Association (CTMWA), Commercial Catering and Allied Workers Union (Ccawusa) and eleven UDF union

The press was barred from the meeting and photographers were not allowed to take pictures of the delegates. The meeting's chairman, Mr Cyril Ramaphosa, said "We did not invite the Press as we are discussing sensitive issues."

However, sources close to the meeting disclosed that the majority of unions did not see the federation as complete without other unions which participated earlier, while other contended that they should go ahead without them.

The delegates also disclosed that the meeting was divided on these issues and it was not expected that the date for the inaguration will be agreed upon.

FOCUS on trade union unity talks

1985 a replay of 1979

(139) SOWETAN 12/8/85

WE could have written the script for the drama of the trade union unity talks last week: as early as last year, The SOWETAN predicted the collapse of the talks and we anticipated the reasons for the collapse.

At the time we pointed out that fundemental issues — the way the various unions interpreted South African society and its future, and personal conflicts — were being glossed over, or were being swept under the carpet, in the hurry to get the emerging unions united into a giant federation that would have a membership of more than 300 000

We said there would be a shake up and new re-alignments, but the issues that divided the unions in the first place would leave them more or less where they were before

As if reading from a script we had prepared, the unions that were originally in the talks, which started in 1981, wrote letters to the newcomers Azactu (the Azanian Confederstion of Trade Unions) telling them that they would be excluded from the talks on August 8

The executive committees of the unions in the Council of Unions of South Africa (Cusa) met on the weekend before August and decided they were withdrawing from the talks

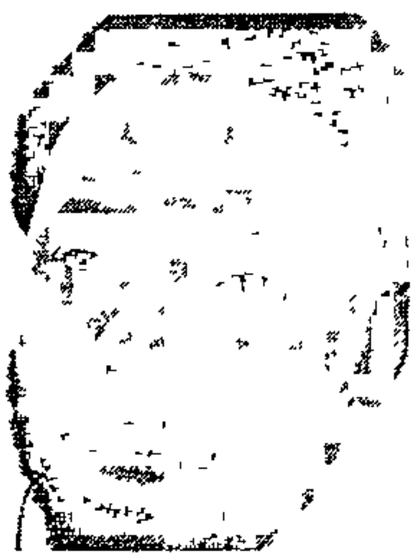
A Cusa union that had been at loggerheads with the rest in the Council, Num (National Union of Mineworkers), decided to pull out of Cusa and to continue in the talks

Incidentally, Num leader Cyril Ramaphosa signed the letters excluding Azactu from the August 8 meeting

In our forecast of last week's events, we pointed out that when the Federation of South African Trade Unions (Fosatu) was formed in April 1979, the unions that are now in Cusa were part of the preparatory talks

We said 1985 would be a re-play of 1979 and we were proved right

In 1979 the unions in the Consultative Committee of Black Trade



CYRIL RAMAPHOSA

Unions — a loose alliance that developed into Cusa — charged that the new federation (Fosatu) was going to be under white control When they got round to forming Cusa in 1981 they insisted on "black leadership" as a basic principle

In their statement explaining their withdrawal, the Cusa unions said "Because of the present oppressive and exploitative system of apartheid the black workers have reservations in taking part in talks which do not enforce the principle of black leadership"

That is the basic divide among black trade unions in this country Some allow for white participation, others want it limited, while the rest reject any white participation

A number of officials in Fosatu are white Their first secretary, Mr Alec Erwin, was white and resigned when Fosatu was being accused of being under white control

Mr Erwin is now heading Fosatu's education programme and critics see this as an even more strategic position in the union (The feasibility committee of the unity talks has recommended that Fosatu's education programme should be retained for the super federation).

Many of the organisers in Fosatu's strongest union, Mawu, are white

These things have led to the charges that Fosatu's whites come in at the top, to lead, and direct

The charges were muffled when Fosatu's motor union recruited a few whites at the Volkswagen plant in Uitenhage

Cusa, on the other hand, says it does not mind white workers joining unions at the factory floor They could then work themselves up to positions of leadership within the unions But then they would have come in at the bottom

They believe that white workers, a privileged group, will not go through that process They believe that by insisting on black leadership, they will exclude whites from their unions

Azactu, at the extreme end of the spectrum, believe that there is no place for whites in

To Page 9 ☛

Union federations

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From Page 4

black trade unions and they do not care to be fancy about saying it

These positions are not news they have been with us since whites first set foot in this country

The argument then is Why did unions like the Cusa ones, or the Azactu ones, participate in the talks from the beginning and continue in them until this late hour when some people are already talking about an October deadline to launch the super federation

SOWETAN

In their statement Cusa say that although they initiated the unity talks the "intention was never to take over or highjack the federation"

"The main aim was to form a federation of the workers by the workers for the workers," the statement said

It is noble-sounding, but there is still a suspicion that they knew, just as much as Fosatu knew, that the super federation was not going to get off the ground What they hoped for was that when everything settled back after the shake-up they would have grabbed some members from the opposition Fosatu hoped so too

As things stand now, Cusa has lost its biggest union, but they are still hoping to gain from Fosatu unions that have become disillusioned with white leadership

An alliance between Azactu and Cusa is a possibility, but after it can materialise, Cusa will have to adopt a more radical stance, particularly on white membership and relationships with managements and the Department of Manpower

The Cape unions, Food and Canning, the General Workers Union, the Cape Town Municipality Workers Association, have been very close to Fosatu in thinking The Western Cape, probably because of that region's liberal tradition, has always believed in organisations that allow white members

12/8/85

The Commercial Catering and Allied Workers Union of South Africa (Ccawusa), which is based in Johannesburg, is likely to run into problems with the talks as they are now The worst that will happen is a split for Ccawusa, with one group favouring participation in the super federation and the other baulking

All said, Ccawusa is not likely to accept white membership of the super federation unanimously.

The eleven UDF unions still in the talks might accept white members, but they are also not likely to continue in the talks right up to the formation of the super federation

There have been bitter clashes between the UDF unions and Fosatu, particularly in the motor industry in the Eastern Cape

If we forget the personal animosities, the emerging unions are divided by the way they see white participation in their affairs, in South African politics And it is a small, very minute, group of whites who are being discussed

Perhaps the solution would be for these whites to withdraw voluntarily. After all they should realise that their participation is not more important than the unity of black workers

Herald staff to talk to chairman

Staff Reporter

STRIKING Cape Herald staff are to meet the executive chairman of the Argus, Mr Hal Miller, this week

Staff requested a meeting with Mr Miller to discuss demands that the Herald editor be removed from his position and that management reconsider its decision to retrench 25 percent of the staff

Almost the entire Herald editorial and advertising staff went on strike on Friday afternoon and this week's paper was produced by the editor, Mr Ted Doman, editorial and advertising executives, and two sports writers

The chairman of the Herald's ad hoc staff committee and Western Cape chairman of the Media Workers Association of South Africa, Mr Aneez Salie, said staff would meet today to "assess the situation" and if there was no movement on management's part the strike would continue

'Far short'

Mr Miller is due in Cape Town tomorrow on business and has undertaken to address the staff on the Argus's policy on editorial appointments

Mr Salie says this falls "far short" of staff demands

The dispute between the staff and management began two weeks ago when management announced its intention to fire 25 percent of the staff because of a continuing drop in the paper's circulation

WORKER

THE trade union talks take place again today while indications are that the envisaged "super federation" will not get off the ground because of problems among the participating unions.

Several trade unions in these talks are divided and disgruntled over key issues, including the absence of two federations — the Azanian Congress of Trade Unions and the Council of Unions of South Africa — from the controversial talks. SOWETAN

At least 24 unions whose aim was to form a giant federation met in Johannesburg last week, but little progress was made towards achieving unity and the talks were postponed until today.

The unions are disappointed by the absence of Azactu and Cusa because they were originally included after local and international outcry that the federation will not be complete if other unions are excluded

14/8/85

Another obstacle which unions see is the draft constitution which was drawn earlier by Fosatu and other, "original unity talks" unions

Newcomers feel they should not be forced into accepting the document 139

Further obstacles include political debate, differences between organising practices and structures of industrial as opposed to general unions, regionally-based versus nationally-based unions and how the federation is to be financed

On the agenda today is the credentials of unions, the proposed inauguration date and report back

Herald staff given deadline

Cape Times 14/8/78

Staff Reporter

THE Argus Company has warned striking Cape Herald staff that it will take them to the Industrial Council if they do not return to work by 8 30am today

The warning came after thousands of pamphlets calling for a boycott of this week's edition of the Herald were distributed throughout the Peninsula yesterday

The staff went on strike last Friday, after management announced it intended to retrench 25 percent of the staff and refused the staff's demand that the editor, Mr Ted Doman be removed from his post.

The general manager of the Argus Western Cape, Mr Fred Collings, said yesterday the Argus Company had declared a dispute with the staff as it considered the strike "illegal"

No pay

Asked to comment on the call for a boycott of this week's paper, which was produced by the editor, editorial and advertising executives and two sports writers, Mr Collings said the company would "continue to publish the Cape Herald"

The strikers confirmed yesterday that they had been told that those on strike would not be paid

They said in a statement that some of the newspaper's "biggest advertisers" had sent telegrams to Argus management backing the strikers

"We reject management's contention that we have refused to negotiate, as a cynical distortion of the facts

"We have been involved in protracted negotiations with them only to be told that what we regard as the main issue, the editor s removal, was beyond their jurisdiction

Argus policy

"They said this was a matter for the Johannesburg-based executive chairman, Mr Hal Miller"

Mr Miller is due in Cape Town today

"But even so, he has indicated he will merely outline Argus policy on the appointment of editors and has not clearly indicated he is willing to negotiate

"We have thus rejected management's ultimatum, and will continue with our strike action"

Cape Herald staff end strike

Capt Times 15/8/85 Labour Reporter

CAPE HERALD staff yesterday decided to end their strike when they met management representatives of the Argus Company, which included executive chairman Mr Hal Miller

Most of the Herald's editorial and advertising staff had been on strike since Friday in support of demands that its editor, Mr Ted Doman, be removed and that management reconsider its decision to retrench 25 percent of the staff

The dispute began two weeks ago when management announced its intention to retrench staff because of a continuing drop in circulation

Cape Herald staff call off 'illegal' strike after top-level talks

Labour Reporter

CAPE Herald staff, who have been on strike since Friday, have returned to work

This followed a management statement that the strike was illegal and setting a deadline of 8.30am today for strikers to return

Staff representatives met Argus Company chairman Mr Hal Miller to discuss grievances, including the position of the editor, Mr Ted Doman, and retrenchments

JOINT STATEMENT

According to a joint management/staff statement after the meeting, proposals were made by both sides and they will be considered in continuing discussions on the future development of the Cape Herald

Representations by community, trade union and business leaders on the editorial content of the Herald and staff retrenchment were presented to management, who undertook to give these consideration

CCAWUSA (139) FM - 16/8/85

Mashinini to bow out

Commercial, Catering and Allied Workers' Union (Ccawusa) general secretary Emma Mashinini has announced that she will not be available for re-election to the position next year She made her decision known at the union's annual conference in Soweto last weekend

However, she will continue, for the time being at least, to be active in the union as its Transvaal branch secretary Mashinini, who turns 56 later this month, tells the *FM* this move marks the beginning of a phasing-out process

She has been Ccawusa's general secretary since the union's birth 10 years ago and has built a reputation among managements of being a tough but pragmatic negotiator Under her guidance, Ccawusa has grown to be one of the largest of the emerging unions in SA Membership is now approaching 50 000, second only to the National Union of Mineworkers

The conference focused on the State of Emergency and the possibility of a nation-wide union-supported consumer boycott in protest against it (*Current affairs* August 9) Ccawusa's membership, which consists largely of shopworkers, is particularly vulnerable to the spread of such action and the conference formulated a number of proposals which it hopes will protect members from hardships which could result from boycotts (see *Consumer boycotts*)

The meeting also decided to open union membership to all workers The constitution originally limited membership to blacks and last year was extended to include coloureds and Indians The latest move brings Ccawusa policy on the issue into line with that of Fosatu and other unions with which it has traditionally been aligned ■

SNAGS HIT UNITY TALKS

139

THE trade union unity talks aimed at forming a giant federation have run into snags — the October deadline for the launching of the super federation is now a dream away.

By JOSHUA RABOROKO

The 24-plus-minus unions involved in the talks met on Wednesday to finalise on the October launch of the organisation Instead they agreed to meet on August 22 in Durban

Also, some of the unions involved now want a December launch Two issues plagued the Wednesday meeting

- the absence of the Council of Unions of South Africa (Cusa) and Azanian Congress of Trade Unions (Azactu) at the talks, and
- a desire by some of the unions to have more time to study the constutution and not rush into federation without reading the small print

The absence of Cusa and Azactu from the unity talks has caused concern among the participating unions because they feel that without them a united worker front will not be achieved

Delegates have, however, shown their willingness to go ahead with the federation whose aims will be to fight exploitation, oppression and apartheid

New-comers in the conference will be given enough time to study the draft constitution which was made available to delegates before the June 8-9 summit in Soweto

The Wednesday meeting, which took place in a tense atmosphere because of the emergency regulations declared by the government, also resolved to

- support consumer boycotts throughout the country,
- call on the government to release all detainees and political prisoners,

Barclays National Bank Limited

(Registered Commercial Bank)

Rights issue of R254 million of preferred ordinary shares

Barclays National Merchant Bank Limited ("Barname") is authorised to announce that the directors of Barclays National Bank Limited ("the Bank") have agreed to proceed with a rights issue of 14 506 268 preferred ordinary shares at 1 750 cents per share to raise R254 million

The purpose of the issue is to strengthen the capital base of the Bank in line with the increased capital needs of the banking industry and to finance the Bank's extensive capital expenditure programme related to the enhancement of its information systems and products

Barclays Bank PLC's rights

Barclays Bank PLC owns 50,4% of the issued share capital of the Bank Its rights will be subscribed for by Anglo American Corporation of South Africa Limited and its associates and by The Southern Life Association Limited The result will be that the interest of Barclays Bank PLC in the Bank will reduce to 40,4%, that of Anglo American Corporation and its associates will increase to 25% and that of The Southern Life Association will increase to in excess of 7,5%

...ilal Bank Limited

...ion of preferred ordinary shares

...is authorised to announce that the directors of Barclays National Bank ... issue of 14 506 268 preferred ordinary shares at 1 750 cents per share to

... the Bank in line with the increased capital needs of the banking industry ... programme related to the enhancement of its information systems and

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...al of the Bank. Its rights will be subscribed for by Anglo American ... by The Southern Life Association Limited The result will be that the ...,4%, that of Anglo American Corporation and its associates will increase to ... in excess of 7,5%.

..., control will be held by South African shareholders In view of this, and ... more active in its own name in international markets, it has been agreed ... for its name to change by the end of the decade to reflect the South ...arclays Bank PLC and the Bank, including the existing general banking ... of the Barclays group of banks

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...3% of the share capital to follow their rights and arrangements have been ... a consortium of underwriters

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...00, before taking into account any benefits from the proposed issue, are ... in the year ended December 31, 1984, in the absence of unforeseen ... in the level of provisions for bad and doubtful debts On this basis, ... 95 cents per share for the year

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...preferred ordinary shares in the ratio of 25 preferred ordinary shares for ... will be entitled to a fixed non-cumulative annual cash dividend of ...per annum on the issue price, payable half-yearly in arrear at the time of ... The first dividend of 40 cents per preferred ordinary share in respect of ...arch, 1986.

...into ordinary shares from the beginning of the financial year of the Bank ... its ordinary shares equal or exceed 157,5 cents per share Except for ...preferred ordinary shares will, on issue, rank pari passu in all respects

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...the rights issue, a general meeting of members will be convened to ...ed ordinary shares and to increase the authorised share capital from ...ed ordinary shares of R1 each.

...holders on August 15, 1985

...y share capital of the Bank have irrevocably undertaken to vote in ...

..., August 30, 1985.

A1971

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Rights

- call on the government to remove members of the SADF and SAP from black residential areas; and
- call on the government to give all South Africans political rights

One delegate told **The SOWETAN** that the extension of the deadline has been asked because "we want a strong federation

Unions represented were the Federation of South African Trade Unions (Fosatu), Commercial, Catering and Allied Workers Union (Ccawusa), General Workers Union (GWU), Cape Town Municipal Workers Union (CTMWU), Food Canning Workers Union (FCWU) and 11 UDF unions

The unions participating in the talks have to conform with the following demands;

* they should make it clear that they are prepared to join the federation
* federations must have decided to disband in order to form a new federation.
* general unions must be in the process of forming industrially demarcated unions or of confining their activities to certain industries.
* unions should present their credentials, constitutions, financial position and other requirements

Dairy workers fired

Labour Reporter

ABOUT 400 dairy workers were fired after going on strike at Dairybelle's factory in Epping and its Philippi branch yesterday morning

The workers downed tools yesterday morning in support of demands for a payrise as well as recognition of the Retail and Allied Workers' Union.

Dairybelle's personnel manager, Mr Norman Jenkins, said yesterday workers had been given an ultimatum to return to work but had failed to do so and had then been told they were dismissed

A Rawu spokesperson said the union had entered into an interim recognition agreement with management last year and a workers' committee had met regularly with management. Earlier this year, however, management said it no longer regarded the union as representative

The spokesperson said Mr Jenkins had refused to meet with either the workers' committee or union officials yesterday, on the grounds that the union was not representative of the workers

Imperial Cold Storage, Dairybelle's parent company, were due to meet with workers later

139 □□□ B. Group

16/8/21

AGREEMENT has been reached between the Commercial Catering and Allied Workers Union (Ccawusa) and The Foschini Group following a long standing dispute over the company's plan to place 280 workers at Pages Stores on part-time.

This was confirmed by both the union and management yesterday. The company has agreed to submit its proposals to the union within eight weeks, but has not been able to promise whether or to what extent it will phase out part-time for short-time

Ccawusa's talks with Woolworths over the death of a worker Sam Mashaba in the cold rooms at the City Deep depot last week are continuing.

□□□

THE death toll in the ...

Dairy workers end strike: Secret ballot to be held

Labour Reporter

WORKERS who went on strike at Dairybelle's Epping and Philippi operations in support of demands for union recognition and an increased minimum wage are back at work

A secret ballot to determine support for the Retail and Allied Workers' Union will be held on Monday

A union spokesman said workers were demanding that management sign a recognition agreement and a R400 minimum wage

Mr Martin Henning, general manager of Dairybelle in the Western Cape, said an agreement would be negotiated after Monday's ballot

"We were deadlocked on the recognition issue because we wanted to determine union representation from their subscription lists

"They refused to show these to us and demanded a ballot," he said

He said about 400 workers were dismissed last night when they refused to return to work, but they had been reinstated

Date set for launch of union federation

STAR 16/8/85 139

The long-awaited federation of emerging trade unions, believed to cover several hundred thousand workers, will be launched on November 30 — four years after the idea was first mooted in Langa, Cape Town.

This was said by a spokesman for the unions yesterday, adding that the venue for the launch still had to be decided

At their meeting in Johannesburg this week the unions demanded the lifting of the state of emergency and the immediate withdrawal of the army and police from the townships

They also decided to throw their weight behind the nationwide consumer boycotts and called for the release of political detainees and the extension of political rights to all

Talks aimed at forming the federation have been racked by political and other differences since the idea was first raised in 1981

It has been pointed out that while the ideal was to include all emerging unions, the withdrawal of some would not be a death blow to the new federation

The participating unions are the Federation of South African Trade Unions, the Commercial, Catering and Allied Workers' Union, the Cape Town Municipal Workers' Association, the National Union of Mineworkers, the General Workers' Union, Food and Canning and the 11 United Democratic Front-affiliated unions

Ballot for dairy staff

Labour Reporter

ABOUT 400 striking Dairybelle staff returned to work yesterday after management and the Retail and Allied Workers' Union agreed on a ballot to test the union's representivity

A union spokesperson said management had agreed to a ballot on Monday

Staff returned to work about 8 30am after management's agreement to the ballot had been conveyed to a workers' committee

Mr Martin Henning, Dairybelle's general manager in the Western Cape said he had "no doubt" that the union would attain a majority vote — but the ballot would "for once and for all" enable management to justify negotiating with the union

The Natal Mercury

Unions are being more 'responsible'

MERCURY
139
17/8/85

Political Reporter

MANY formerly radical trade unions in South Africa had become more responsible and some had even registered, the Minister of Manpower, Mr Pietie du Plessis, said yesterday

He also said South Africa had one of the lowest strike frequency rates in the world and that strikes in South Africa were of shorter duration than anywhere else in the world

Mr du Plessis made a strong defence of South Africa's labour laws at the Natal congress of the National Party

He did this after a delegate, Mr Koos van der Merwe of Newcastle, had accused many unions of being irresponsible and had called for greater Government involvement in labour relations

Mr du Plessis admitted that 'many of our people are concerned that trade unions are moving increasingly into the political terrain and are being used as a vehicle for political activities'

But he said the process of reform in the field of labour had been 'one of the quickest and most successful'

The Government believed it should be involved as little as possible in the relationship between employers and employees.

There were trade unions which went into the political terrain and made radical demands, particularly new unions which had to compete with existing unions for membership

'But some of the unions which were absolutely radical in their demands are now applying for registration We see these unions becoming more responsible,' said Mr du Plessis

If the unions became really radical, and were a threat to the security of the State, then the laws of the country would apply to them.

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17/8/85

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CAPE TIMES 139
19/8/85

Talks end Mwasa split

JOHANNESBURG — The split between the northern and southern regions of the Media Workers' Association of South Africa (Mwasa) has come to an end after five hours of discussions in Soweto yesterday.

The two regions of Mwasa, namely the Transvaal and the Cape regions, said in a joint press statement that the split between them had now been healed.

"A national structure has been established to run the union. Mwasa is now again operating as a national trade union in the media," the statement said.

The one-day conference had appointed a four-man committee to run the union's affairs until a national meeting was held in two weeks' time, when a new constitution would be drafted. — Sapa

Dairy workers show support for their union

Labour Reporter

WORKERS at Dairybelle voted overwhelmingly in favour of the Retail and Allied Workers' Union in a ballot at all Cape Town plants to determine union support.

A union spokeswoman said more than 80 percent of the workforce voted and 96 percent were in favour of the union.

Negotiations on a main recognition agreement were expected to start this week.

The union already had several agreements with Dairybelle but wanted a consolidated recognition agreement to be negotiated.

WORKERS' DIARY

By JOSHUA RABOROKO

• The split between the northern and southern regions of the Media Workers Association of South Africa (Mwasa) was healed after five hours of discussions in Soweto at the weekend

The Transvaal and Cape regions of the union said a national structure has been established to run the union Mwasa is again operating as a national trade union in the media

• The Trade Union Council of South Africa (Tucsa) has nominated a management "development and industrial relations" consultant, Mr Ron Marsden, to the vacant post of general secretary

The nomination follows a decision by acting general secretary Mrs Ruth Imrie to have her nomination withdrawn

• More than 400 workers of Irvin and Johnson in Springs, who went on legal strike over wage demands, have returned to work after management agreed to revise their demands, according to sources The workers were demanding pay rises, improvement of working conditions, and the recognition of May and June 16 as paid public holidays

• A RECOGNITION battle has been settled between the National Union of Textile Workers (NUTW) and Consolidated Frame Cotton, Natal Knitting Mills and Consolidated Woolwashing and Processing Mills in New Germany, Natal

Both the Textile Workers' Industrial Union (TWIU) and the NUTW have been recognised

• MORE than 35 000 motor industry workers have been laid off this year because of a drop in production Jobs in the sector are now down 22 percent from the 1982 peak

Lay-offs have increased as all sectors of the industry struggle to regain even a 50 percent production capacity Even market leader Toyota is at 50 percent, according to chairman Mr Colin Adcock

• CCAWUSA's general secretary Mrs Emma Mashinini may not be available for re-election to the position next year, according to sources However, the sources say she will continue, for the time being at least, to be active in the union as its Transvaal branch secretary She has been in the position for 10 years

Lift emergency - union

THE newly formed Vaal Trade Union coordinating Committee has blamed the state of emergency for the continuing of the rent and service charges boycott in the Vaal Triangle townships.

By JOSHUA RABOROKO

Several attempts by the committee aimed at resolving the 11-month boycott have drawn a blank because of the detention and harassment of leaders and a ban on meetings in the townships

This was told to The SOWETAN yesterday by a spokesman for the committee, who also said that the Government should lift the emergency to enable leaders to voice their grievances

The committee consists of the following unions Metal and Allied Workers Union (Mawu), Engineering and Allied Workers Union (EAWU), Orange-Vaal General Workers Union (OVGWU), Sweet Food and Allied Workers Union (SFAWU), Teamate General Workers Unions (TGWU) and Council of Unions of SA (Cusa)

The combined membership of these unions range between 30 000 and 40 000 in the area.

The controversial rent issue has angered thousands of residents in the Vaal They have not paid tariffs since the outbreak of violence that claimed the lives of scores of people, injury to hundreds, and damage to property totalling over R40-million

The VTUCOC spokesman said the rent issue has caused concern among residents who want it to be lowered to R30 Their argument has been that they were paying the highest rents compared with other townships

The Orange-Vaal Development Board together with the Lekoa Town Council have tried several means to persuade them to pay, but with little success They also tried to make employers deduct money from their employees in order to pay the rents, but this has been strongly contested by unions

Appeal

"We have held meetings with the local chambers of commerce, community-based organisations and student bodies in an attempt to resolve the issue, but the state of emergency has frustrated these attempts," the spokesman said

"We appeal to the Government to lift the ban, release our leaders so that we can come together and solve the boycott which the angry residents have been involved in for so long"

The spokesman added that the residents demand that rents be reduced, that the employers should stop deducting money from their salaries and that the authorities should investigate other means of meeting these demands.

Argus 22/8/85

Underpants sacking 'unfair', claims union

Labour Reporter

THE Clothing Workers' Union (Clowu) claims the dismissal of its leader, Mrs Carevia Davis, is a deliberate attempt to break the union and is considering legal action

Mrs Davis, who had had 21 years' service with Cape Underwear, was dismissed this week after an error ruined a R21 000 order of underpants

The union claims the error was due to work-pressure and an inadequate checking system

A company spokesman said yesterday Mrs Davis was given a previous written warning for a similar, but less costly mistake The company gave her a hearing and considered her dismissal to have been fair and according to accepted procedures

He said the checking system had been unchanged for five years and at no stage had she or her works committee representative raised problems of work-pressure

Ms Zubeida Jaffer, general secretary of Clowu, said the union thought management made a decision to dismiss Mrs Davis before the hearing

She said further steps would be taken to reverse the dismissal

23/8/85 (1391) - b. Day

Union fights sacking

THE Clothing Workers' Union claims the dismissal of its chairwoman, Carevia Davis, is a deliberate attempt to break the union and says it is considering legal action.

Davis, who had 21 years' service with Cape Underwear, was dismissed this week after an error cost the firm a R21 000 order

The union claims the error was due to work pressure and an inadequate checking system.

However, a company spokesman said yesterday Davis had previously received a written warning for a similar but less costly mistake

The company had given her a hearing, attended by union representatives, and considered her dismissal fair and in accordance with accepted procedures

The checking system had been unchanged for five years and at no stage had Davis or her works committee representative raised the question of work pressure, he said

Zubeida Jaffer, general secretary of Clowu, said the union believed management had taken the decision to dismiss Davis before the hearing

Further steps would be taken to reverse the dismissal and a number of ministers planned to write to management and point out the negative effects the dismissal would have on community relations, she said — Sapa

Cape workers in 25% pay demand

DEMANDS for a 25% across the board wage increase have been made by Western Cape Development Board workers.

The demands were among grievances raised at a meeting of the workers' union in Guguletu, near Cape Town, on Wednesday night.

The union has about 2 000 members in all categories of employment

● REPORTS. Sapa.

CITY PRESS, August 25th, 1985

For the love of a Daimler

A UNION official who bought a R75 000 Daimler and paid R5 180 in parking fines with union money – leaving only R45 – was caught out this week.

The Durban Supreme Court stopped Selby Nsibande from acting as the union's general secretary, and from collecting any funds on the union's behalf

Following an urgent application at the Supreme Court, Judge J Shearer granted an order on behalf of the National and Refining and Allied Industries Employees' Union calling on Nsibande to show why he should not be stopped from acting in his office and handling the union's bank account

Nsibande was also told not to sell his dream car before he could file answering affidavits by September 20, arguing why he shouldn't be removed from his position.

According to papers filed in court by union vice-president Bernard Bongani Mthethwa, in June this year NRAIEU's national council called a meeting to ascertain the union's financial position, but Nsibande was unable to provide any information

At that meeting Nsibande had admitted misappropriation of funds but refused to pay them back

Nsibande is also said to have boasted that nobody could arrest him – saying he had "done what Eschel Rhoodie did"

Tucsa to seek sacking curbs

Business Day Reporter

A RESOLUTION calling on government for laws to limit the right of employers to fire legal strikers was passed unanimously at the Tucsa conference in Johannesburg yesterday.

A proposal by the national executive committee that laws be introduced to "prevent" employers dismissing legal strikers was softened to "restrain" by an amendment moved by Gert van der Walt of the East London Municipal Worker's Union.

Seconding this, Jan Hurter of the Mines Surface Officials Association said following correct procedure was a big bluff unless the employer's right of dismissal was restrained.

In certain cases, the Labour Relations Act declared striking a criminal offence, but a legal strike did not exist in the sense that strikers had no more common law rights under the circumstances.

He said there would be fewer strikes if employers' rights of dismissal were limited in legal strikes.

"This would prevent wildcat strikes and encourage strikers to utilise negotiation procedures which often resulted in a settlement," he said.

The resolution requested proposals from Tucsa. Some possibilities suggested by Tucsa include that:

- ☐ The employment contract is suspended for a time limit or indefinitely during a strike;
- ☐ Dismissal of legally striking workers constitutes an unfair labour practice;
- ☐ Summary dismissal of legally striking workers be declared illegal.

Terror wave in Durban as 'impis' purge UDF

By WEEKLY REPORTER
Durban

AN unprecedented wave of terror is sweeping the Durban black townships of Umlazi and Kwa Mashu where hordes of armed warriors are "purging" the townships of United Democratic Front (UDF) sympathisers

At least three people have been abducted and brutally killed by the "impis" who roam the streets at night, forcing males to join them on their murder and destruction spree

Last week two organisers of the National Federation of Workers, a UDF affiliate, were attacked at their Umlazi homes

Thabo Robert Mokoena, 33, was abducted and killed, and his colleague, Mandla Ndlela, 37, had his house destroyed by about 50 men who critically assaulted him.

These are just some of the incidents that have followed a "warning" by the KwaZulu legislative assembly member for Umlazi, Mr Winnington Sabelo, that all UDF sympathisers should leave Umlazi or else they would be "dealt with".

Mr Sabelo announced this at a press conference about three weeks ago, but has since been repimanded by Dr Oscar Dhlomo, secretary general of Inkatha who said Mr Sabelo had not been mandated by either the KwaZulu government or by Inkatha to issue the "warning".

But despite Dr Dhlomo's assurances, the UDF has borne the brunt of the impi's acts of killing, maiming and destruction.

The impi were initially vigilante groups that were formed by Inkatha at the height of the recent unrest to "restore" normality in the townships

Mr Sabelo who was in charge of these vigilante groups claims the impis now terrorising the residents are not his people — despite several claims that he has been seen with them.

Several people are known to have left the townships in fear of their lives. Among them is Rev Wesley Mabuza, a prominenf member of Diakonia, an organisation of Christian churches in the Greater Durban area. Rev Mabuza was frog-marched by the attackers who forced him to chant anti-UDF slogans

But chants were before the present reign of terror that has seen even journalists incurring the wrath of the impis when they tried to photograph them in action.

Police are investigating.

SOWETAN, Thursday, September 19, 1985

UNIONISTS' OUTCRY OVER DETENTIONS

AT LEAST 62 members of trade unions are in detention. Fourteen others are held under state of emergency regulations.

Several others have been questioned, their offices searched and documents confiscated during what police described as "routine check-ups", sources disclosed to The SOWETAN.

Some unionists are living in fear of their lives after death threats by "anti-trade union mercenaries". Others are in hiding for fear of being detained.

Sixty-two members of the Federal Council of Retail and Allied Workers Union (Fedcrawu) were arrested after picketing and distributing pamphlets at several chain stores — Edgars, Jets, and Sales House in Johannesburg.

By JOSHUA RABOROKO

Police Directorate said they will probably be charged with attending illegal gatherings.

Documents

Two members of African Workers Union (AWU) — Mr Cunningham Nqcukana (general secretary) and Ms Mapule Makwela (typist), were held after their union office was searched and documents confiscated.

The organiser of Hotel Liquor Catering and Allied Workers Union (Hotelica), Mr Malusi Radebe, was also held after his office was searched in Johannesburg.

Three members of the Chemical Workers Industrial Union (CWIU) — Mr Beki Ntshalintshali (shop steward), Mr Tshidiso Ntaopane (shop steward), and Mr Brian Moholo (organiser) — have been detained in terms of Section 50 of the Internal Security Act (Act 74 of 1982), according to police.

Trade unionists, including federation leaders of Fosatu, Cusa and the Azanian Confederation of Trade Unions (Azactu), have deplored the actions of the police.

"This total onslaught on trade unionists will not deter us from continuing our activities in the trade union movement," Azactu said.

Germiston Council to be taken to court

SIPHO NGCOBO

THE SA Black Municipal and Allied Workers Union (Sabmawu) is taking the Germiston City Council to the Industrial Court for unfair labour practice following the dismissal of a top nursing sister

The dispute between Sabmawu and the council followed the suspension and subsequent sacking of Petronella Poho, a senior Sabmawu member, early this month

Poho, a nursing sister in charge of Katlehong Clinic, was allegedly dismissed for her involvement in politics — because she was a member of the union

She was also accused by the senior medical officer of health of calling nurses to meetings and forcing them to sign resolutions against the council

In her affidavit, Poho said the suspension and termination of her employment were based on unfounded and unjustified allegations

She also submitted that allegations of misconduct were untrue

According to papers filed with the Industrial Court by the union's legal representatives, Sabmawu wants the council to

☐ Reinstate Poho on terms not less favourable than those governing her employment before she was fired

☐ Make the order of reinstatement — to be fixed by the court — retrospective to the date Poho was suspended

☐ Pay Poho's legal costs

JSA 5601

400 sales workers strike over 'racism'

139

W. Mail 26/9/85

ABOUT 400 workers have been staging sympathy strikes at Edgars, Jet Stores and Sales House outlets following a dispute over a store controller who employees say has a "racist attitude".

The strikes, which are now affecting stores in Johannesburg, Pretoria, Vereeniging and Sasolburg, began last Friday after workers at Edgar's Cresta branch were fired for striking in protest against the controller

This was followed by the dismissal of over 300 strikers and the Federal Council of Retail and Allied Workers (Fedcraw) are now demanding unconditional reinstatement of employees and the transfer of the store controller

Edgars management said the store controller had been removed from the Cresta branch last week while workers' charges were investigated But they had not found evidence proving his attitude was racist and were not going to transfer him.

Fedcraw President Masilo Mpiti said a deadlock had been reached in talks between Fedcraw and Edgars, with the union rejecting management's offer to reinstate all the workers with a "final warning hanging over their heads"

Management, in turn, believe their offer is reasonable

Mpiti said Fedcraw had appealed to management for talks on Monday, but employers were not prepared to discuss the Cresta issue Management says it will only agree to talks if the union encourages those strikers who have not been fired to return to work, he said.

A placard-bearing striker defiantly ignores police outside Edgars in Johannesburg. Sixty two people were arrested and charged under a by-law for distributing pamphlets illegally.

Picture ORDE ELIASON, AFP

Domestics lose art centre

Municipal Reporter

DOMESTIC workers in Green and Sea Point have lost their chance of acquiring the Cape Town Art Centre as a permanent venue for recreation and training

The City Council voted yesterday to lease the centre for commercial or non-commercial purposes for 10 years, provided the lessee has the funds to restore and maintain the building

During the debate Mr Sam Gross argued that the Domestic Workers Association (DWA) which currently has part-time use of the building should be given permanent occupation

The council has undertaken to find another venue for the DWA but Mr Gross claimed there was no alternative to the Art Centre

Mrs Joan Kantey said the council should support the efforts of domestic workers to improve their skills

The council, with only four women members, did not represent City women and certainly did not represent domestic workers, she said

An attempt to have the matter referred back to the Executive Committee for reconsideration was lost by 16 votes to 14

Domestics' plea on art centre

Municipal Reporter

DOMESTIC workers in Green and Sea Point have asked their employers to join them in their fight for the Cape Town Art Centre as a permanent recreation and training centre

The City Council yesterday decided to lease the Art Centre for commercial or non-commercial purposes, provided the lessee was able to restore the building

The Domestic Workers' Association, which is currently using the building twice a week, has been unable to raise the R100 000 needed for restoration

In a statement yesterday, the DWA said the council was "clearly not aware of the situation of domestic workers in Green and Sea Point.

"These people have no facilities whatsoever

"The chairperson of the DWA in Green and Sea Point, Mrs Alice Jalie, is pleading to all employers to stand with the domestic workers to appeal to the city council for the Cape Town Art Centre

"These women are contributing to the economy of South Africa

"It is the domestic worker's child who is an unskilled labourer

"It is the domestic worker who gives her employer a chance to run her business plus having children and a successful home"

Strike at Edgars ends

CLAIRE PICKARD-CAMBRIDGE

THE longest strike to hit Edgars ended yesterday after an agreement between management and the Federal Council of Retail and Allied Workers (Fedcraw).

The strike — sparked by complaints of racism against a store controller — began more than two weeks ago at Edgars' Cresta branch and eventually included nearly 400 workers at Jet Stores, Edgars and Sales House stores.

Edgars' group personnel executive Don Findlay said yesterday that workers who had been dismissed for striking had been re-instated without final warnings or loss of service benefits

Fedcraw, in return, had undertaken to follow agreed procedures in future before taking industrial action

This follows two days of intensive meetings.

Fedcraw could not be contacted last night.

Findlay said an initial demand for the transfer of the store controller had not been granted because allegations of racism had not been proved and the controller had proved his worth in the past

The strike began after more than 20 workers at the Edgars' Cresta branch were fired for refusing to work until the controller they regarded as racist had been transferred.

Edgars promised strikers earlier that they would be re-instated, but with final warnings relating to illegal stoppages.

This was rejected by Fedcraw which wanted workers re-instated unconditionally.

the surest route to self-destruction

B. Day 139

Weak rand insulates SA asbestos industry

7/10/85

STEPHEN CRANSTON

ONLY a year ago, the prospects for the South African asbestos industry were gloomy

In June 1984 the operating income of asbestos producer Msauli fell from R1,8m to R822 000 for the first six months of the year, a fall of more than 50%, and production at the mine declined by 20% as a result of Cyclone Domoina

The other main producer, Griqualand Exploration and Finance (Gefco), experienced a fall of 24% in income

Worse seemed to follow as the United States Environmental Protection Agency (EPA) began a campaign to ban asbestos from that country

In October 1984 the Black Allied Mining and Construction Workers Union (BAMCWU) called for an end to asbestos mining because of the hazards of occupational and environmental exposure to the material

This year, however, there has been a turnaround in fortunes

Most importantly, the Msauli mine overcame its underground difficulties with a considerably expanded capital expenditure programme

In February the EPA called off its banning campaign which had threatened the major market for blue asbestos. By May there was talk of a possible repeat of the spectacular growth of 1974/76, when Msauli shares went up from 33c to 540c and Gefco from 110c to 1 450c

However, a Gefco spokesman warned of too much false optimism

"There is still a glut in the world supply of asbestos," he said "The turnaround can largely be attributed to the weak rand/dollar exchange rate Although in our June figures we were slightly ahead with profits, our sales were down in volume

"The dollar price itself is under pressure and we cannot be sure that all our orders will materialise I think though that we are seeing the bottoming out of the decline"

The company has no fear that artificial substitutes such as sisal will pose a major threat to asbestos

"The main market for asbestos is in underground areas Sisal will never be able to compete in that area as it is known to be perishable while asbestos is effectively indestructible"

High-noon for super-union

Monday is high noon for the planned super-federation of emerging unions

The walk-out of the National Union of Mineworkers (NUM) and the Metal and Allied Workers Union (Mawu) from the talks last week is a sign of major upheavals in the ranks

The consensus among the unity unions is that the formation of the federation will go ahead as scheduled on November 30, but its form could still undergo major changes.

At the root of the current dispute is the uneasy relationship between the United Democratic Front (UDF) unions and the mainstream unity unions, including Fosatu and five large mainly industrial unions

These five are the NUM, the Commercial, Catering and Allied Workers Union (Ccawusa), the Food and Canning Workers Union, the General Workers Union and the Cape Town Municipal Workers Association.

Division has arisen over the issue of how to allocate votes at the inaugural congress.

Some of the UDF unions have been insisting on one union, one vote, while the bigger unions such as Mawu and the NUM have been demanding proportional representation

If the system is one union, one vote, the nine UDF unions and the 11 affiliates of the Natal-based National Federation of Workers (NFW) would easily outnumber the other unions

The NFW, with little sign that it has major worker support, would have 11 votes to the one vote of the 230,000-strong NUM.

By PHILLIP VAN NIEKERK

The other issue over which there has been division is the insistence by some of the UDF unions that officials be elected to positions traditionally held by workers

Both issues will have to be resolved at the next unity meeting on Monday

All of the unity unions are playing the split close to their chests, but there have been rumours that the UDF unions will show more flexibility on Monday

If not, there is no way the larger unions will remain in the federation

This would bring the situation back to square one, as it stood at the beginning of this year, with the UDF unions on one side and, on the other, Fosatu and the other five mainstream unions

25 march to Caledon Square

Staff Reporter

TWENTY-FIVE women from the Clothing Workers' Union marched from their Corporation Street headquarters to Caledon Square police station today to deliver a petition calling for the release of a union organiser "and all detainees"

The marchers, who left their premises about 10 30am, were allowed into Caledon Square, where they delivered a statement to a Captain van Heerden

The statement read "We are concerned about the continued detention of our organiser, Shirley Gunn, detained under Section 29 of the Internal Security Act from August 23

"Several persons detained at the same period have subsequently been released and we are concerned about the well-being of Ms Gunn — so far no word has been received or contact made with her

"We call for her immediate release and that of all detainees"

The women were told they would have to go through "the right legal channels" They marched back singing A crowd dispersed peacefully after police thanked them for "their cooperation"

The women found security policemen on the premises when they returned Ms Brigette Pitt, a worker for the Grassroots community newspaper which shares the premises, was detained for "questioning about the content of the paper", a Grassroots spokesman said

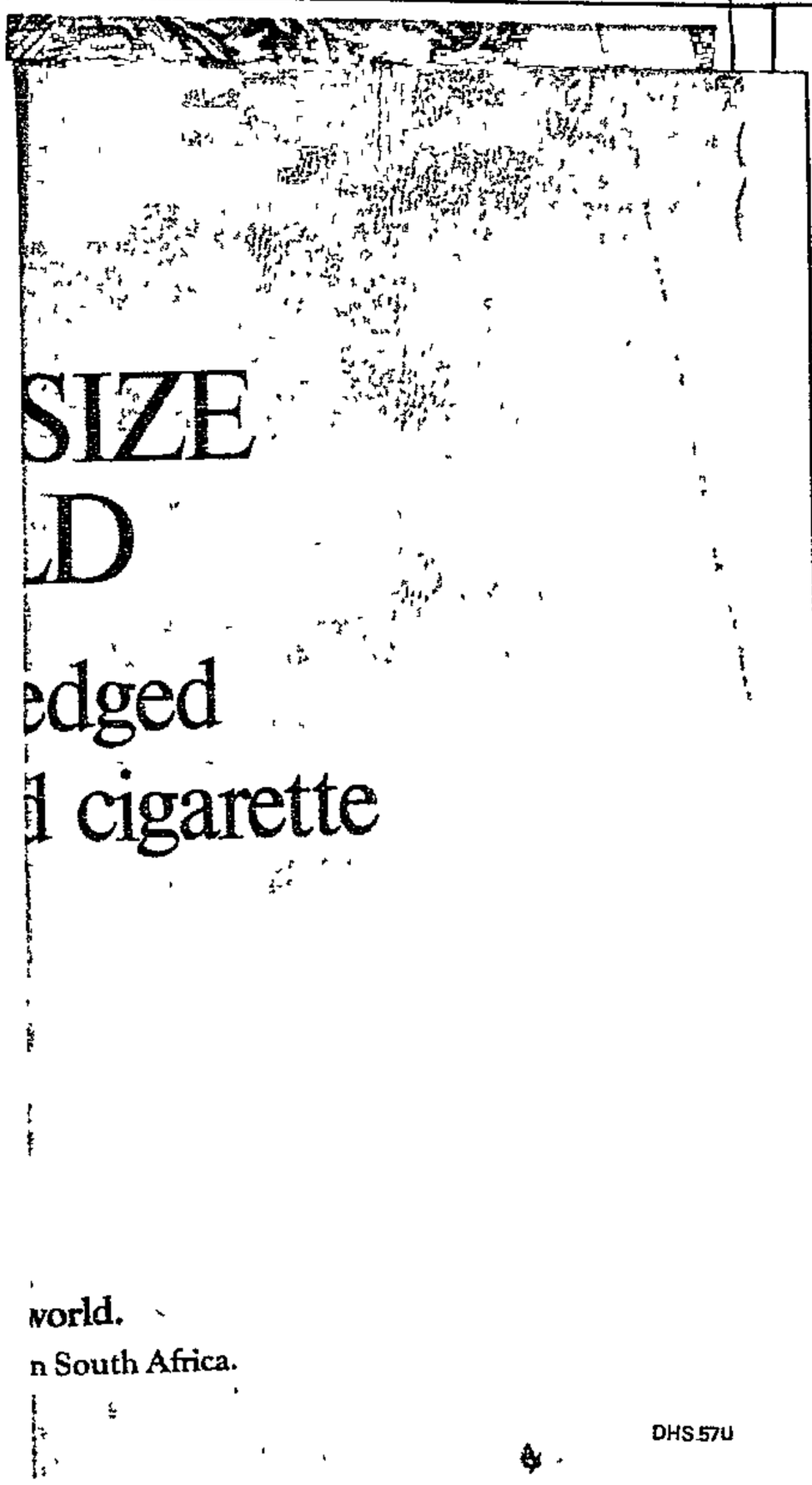
Pupils vote for class boycott

Staff Reporter

PUPILS at John Ramsay Senior Secondary School in Bishop Lavis have voted to continue boycotting classes but say they will resume normal classes if their short-term demands are met

In a statement the pupils condemned the regulations issued by the Minister of Education and Culture, Mr Carter Ebrahim, last week

The demands include recognition of SRCs and PTSAs



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DHS 57U

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*Ordinary Paid-up Shares
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Tax-free Paid-up Shares (Tax-free)
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Subscription Shares (Tax-free)
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**Equivalent taxable interest rate assuming
*Effective date for existing shares 1 Decem

THE
WEEKLY MAIL

Prices REEF R1,00 (plus 12c GST) CAPE TOWN R1,12 (plus 13c GST)

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In their own words: What ex-detainees are telling the courts
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139 W. Mail 10/10/85

Super-union smooths quarrels

By PHILLIP VAN NIEKERK

THE 36 trade unions involved in plans to launch a super-federation have smoothed over the difficulties which arose two weeks ago and are proceeding with a launch at the end of November

The new federation could call itself the South African Congress of Trade Unions (Sactu), the name used by the banned ANC for its trade union wing

Although Sactu was driven into exile alongside the ANC in the 1960's, it was never banned as an organisation

Sactu was one of the names mooted when representatives of the unions met again in Johannesburg this week and smoothed over difficulties which arose two weeks ago

The chief cause of friction at their meeting two weeks ago— when the Metal and Allied Workers Union (Mawu) and the National Union of Mineworkers (NUM) walked out —was settled

The NUM and Mawu had objected to the insistence of some of the smaller unions that representation at the inaugural conference be on the basis of one union, one vote

This would have given the smaller unions, particularly those affiliated to the United Democratic Front, far greater influence than the larger unions, such as NUM and Mawu

At Monday's meeting all unions agreed that the principle of proportional representation would be adhered to

On November 30, every union will be allowed one delegate per 500 members up to 20 000 members Thereafter, they will be allowed one delegate per 1 000 workers

This decision might appear as a stepdown for the UDF unions, but sources at the meeting said it reflected their willingness to be part of the new federation

When it came to discussing the name, several alternatives were put forward, including Sactu

Another possibility mooted was the South African Federation of Trade Unions (Saftu), while some delegates suggested the name should be Cosatu — the Congress of South African Trade Unions

Meanwhile, talks are continuing to draw four more presently excluded unions into the federation — the Motor Assembly and Component Workers Union (Macwusa), the General Workers Union of South Africa (Gwusa), the Federal Council of Retail and Allied Workers (Fedcraw) and the United Mining, Metal and Allied Workers of South Africa (Ummawosa)

CONSUMER BOYCOTTS

A short-time option

Shopkeepers in the eastern Cape, squirming for nearly three months under the pressure of an almost total boycott by black consumers, are attempting to save their businesses by severely cutting their employees' working hours

The Manpower Department has granted shopkeepers and restaurateurs in East London and Queenstown a blanket exemption from wage determination regulations which forbid short-time work The exemption permits working hours, and hence wages, to be reduced by up to 80% This move followed an application by the local Chamber of Commerce

Port Elizabeth retailers are now emulating their East London counterparts The local Commercial Employers' Association (CEA) has just asked the Manpower Department for a similar dispensation The CEA, however, is not requesting a blanket exemption Rather, it wants the department to approve of the idea in principle and to have officials at the local Manpower office assessing exemption applications on the basis of individual shopkeepers' needs

Employer spokesmen, aware of the tense situation in the eastern Cape, have gone to great lengths to emphasise that their moves should not be interpreted as hostility towards the black community and shopworkers Says PE Chamber of Commerce director Tony Gilson "This is not a counter-boycott measure It is a means of maintaining employment levels"

But Emma Mashinini, general secretary

Financial Mail October 11 1985

FM 11/10/85

of the Commercial, Catering and Allied Workers' Union of SA (Ccawusa), is sceptical of the motives "This is a move to put pressure on people to end the consumer boycott They are trying to set black on black instead of negotiating and meeting the demands of the consumer boycott committees," she says

Ccawusa, the largest black shopworkers' union, previously threatened to target stores which use the boycotts to retrench employees for "further action" Mashinini believes that the threat prompted the decision to opt for short-time work instead And while unhappy about latest developments, Ccawusa clearly prefers them to the retrenchment alternative

So does Dulcie Hartwell, general secretary of the white, coloured and Indian National Union of Distributive and Allied Workers (Nudaw) "Earning 20% of a normal wage is better than nothing," she says

One feature of the East London exemption which may soften black hostility is the requirement that short time may be implemented only after full consultation with employees affected The PE CEA has recommended that consultation be a precondition there, too

A source at the Manpower Department interprets "full consultation" as meaning that agreement from employees must be obtained before short-time measures are implemented Complaints from workers about lack of consultation will be investigated by the department, he says

East London Chamber of Commerce secretary Jock Allison — who estimates that the majority of shops in the area are working short time — says the chamber has informed members of this provision Most workers have accepted short time, realising that the alternative is retrenchment, he says

Ccawusa's spokesman in the city, Vumile Dantle, says that the major chainstores, in which union membership is concentrated, have not at this stage implemented short-time work But the threat of it does not appear to have dampened the enthusiasm of those workers for the consumer boycott

According to Dantle, employees entitled to staff discounts at their workplaces continue to refuse to patronise their stores But Hartwell believes that the boycott organisers should recognise the "harm their activities are doing to their own people"

While the eastern Cape boycott continues unabated, the boycott in Natal was called off last week Organisers say the decision was made to prevent divisions in communities and to avoid bloodshed They allege that the Inyanda Chamber of Commerce has made threats of violence to end the boycott

And in the Transvaal there is little sign of the boycott having gained widespread popular support ■

Offices of UDF-linked organizations gutted

City building wrecked

Cape Times 12/10/88 (139)

By PETER DENNEHY

A BLAZE gutted the Corporation Street offices of seven organizations closely related to the United Democratic Front in Cape Town yesterday.

No-one was injured in the fire.

The possibility of arson was being investigated, said the police officer in charge at the fire Lieutenant H Kroff.

The Central Fire Brigade's chief fire officer Mr Joop Hamel said it was not likely the fire had been caused by an electrical fault. It seemed the fire had started in the centre of the building.

Fire station officer A G Croeser said the second and third floors of the Corporation Chambers building were "mostly gutted". Some offices were badly water damaged.

He estimated damage at "possibly a million rand".

The fire also caused smoke and water damage to the City Hall Hotel in Darling Street.

Organizations which rented offices in the complex are the Grassroots Community Newspaper, the Clothing Workers Union (Clowu), the Retail and Allied Workers Union (Rawu), the Media Workers Association of South Africa (Mwasa), a children's newspaper called Molo Songololo, the Trade Union Media Support Project and a Worker's Advice Office.

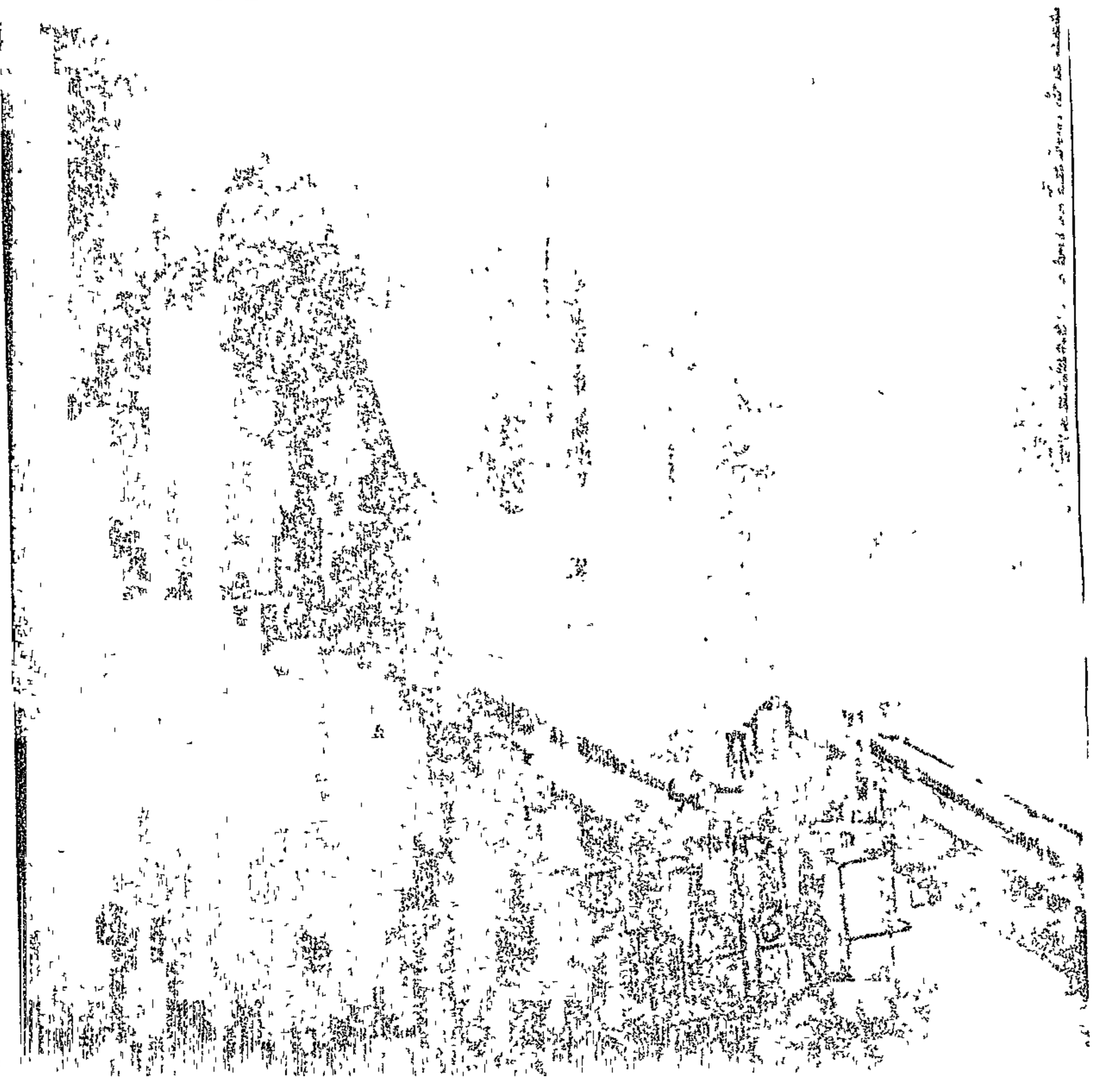
Mr Saleem Badat, editor of Grassroots, said he would not be surprised if the fire had been caused by an arsonist "in an attempt to silence us".

Mr Wilfred Rhodes, vice president of the UDF in the Western Cape, said the fire was "an act of provocation" which would lead to an increase in violence".

Most of the damage in the newspaper offices was caused by water. Clowu, Rawu and the Support Project offices were gutted.

Control

A witness who refused to be identified, said he saw a fire in a metal "basket" or drum which had been placed inside



Mr Wilfred Rhodes, vice president of the IFF in the Western Cape, said the fire was [illegible] or worse than that which took place in the increase in violence.

Most of the damage to the newspaper offices was caused by water. Clowns Kawu and the Support Project offices were gutted.

Control

A witness who refused to be identified said he saw a fire in a metal basket or drum which had been placed inside the door to the complex at the foot of the wooden stairs.

By the time fire extinguishers had been fetched from two nearby shops the fire was out of control, he said.

Mr Abbas Marlie of Hanover Park said he had seen the start of the fire behind the door at the bottom of the stairs, and had moved his car from the entrance.

Thousands of pedestrians and motorists gathered to watch as the fire spread rapidly through the top two storeys of the three-storey building. Nobody was injured, but an elderly man and woman were assisted out.

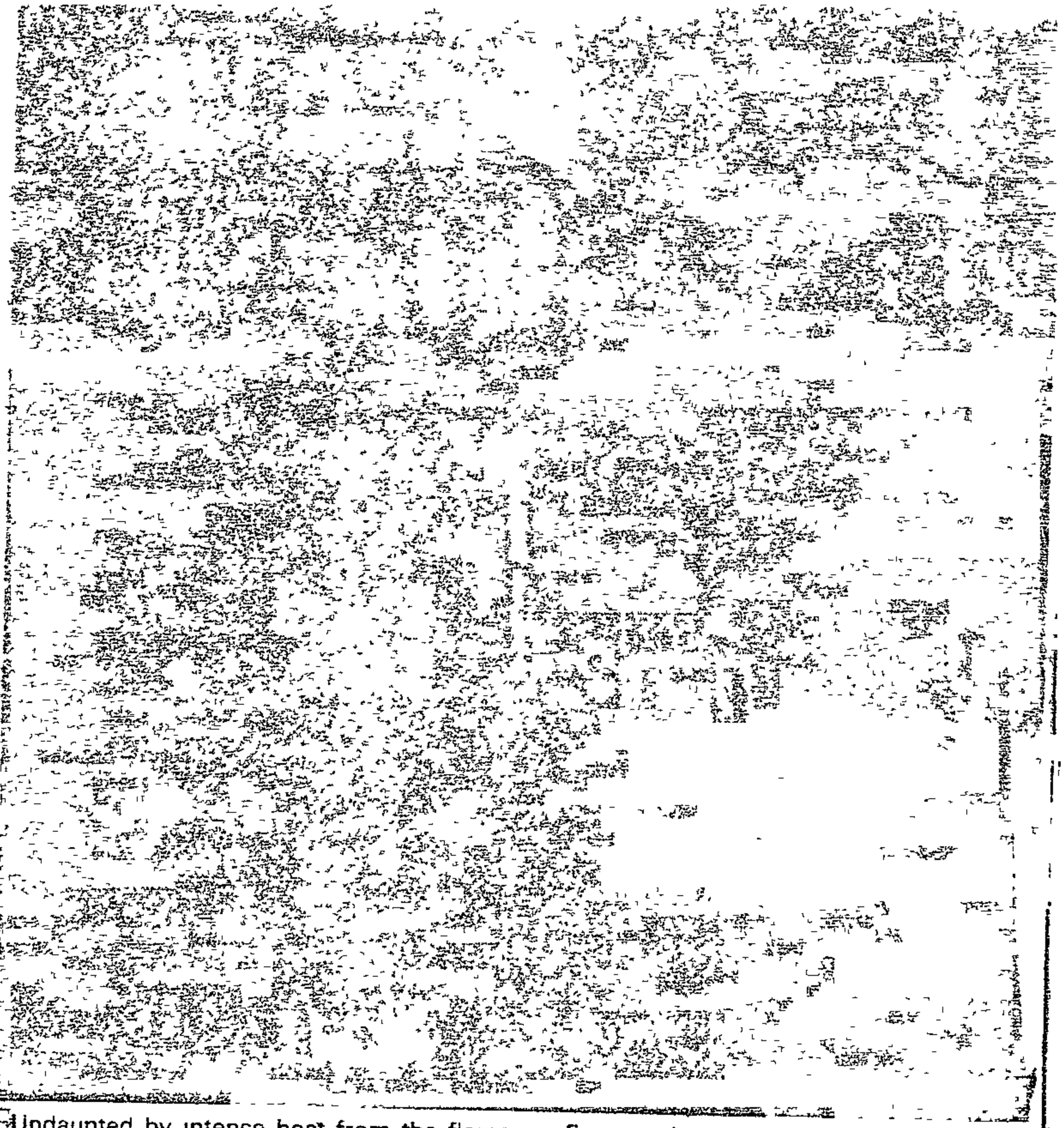
Mr Jonathan Meyer of Athlone said he had gone up to the second floor by ladder and had escorted an elderly man and later a woman out of the building and down the ladders.

The fierce flames were fought by more than 30 firemen in eight fire tenders from Cape Town, Sea Point and Salt River. It took the firemen three-quarters of an hour to control the fire which was reported at 5.44.

Firemen braved a thick pall of black smoke to spray jets of water into the heart of the fire from close range on a turntable ladder and a hydraulic platform.

The fire was described by a fireman as the largest in the central city area in the last six years.

Members of the organizations were late last night holding a candle light vigil outside the building to prevent theft of documents and equipment.



Undaunted by intense heat from the flames, a fireman directs a powerful jet of water from a "snorkel" hydraulic platform into the fire. Cape Times Newscolour Ivor Markman

Fire destroys unions' offices in city

(13) 12/11/83

Weekend Argus Reporter

POLICE have opened an arson docket after fire destroyed several trade union offices in a historic Victorian building opposite the City Hall late yesterday afternoon.

The building, Corporation Chambers on the corner of Corporation and Darling streets, held the offices of the community newspaper, Grassroots, three trade unions, a children's magazine, Molo Songololo, the Media Support Project and a workers' advice office.

The unions are the Clothing Workers' Union (Clowu), the Media Workers' Association of South Africa (Mwasa) and the Retail and Allied Workers' Union (Rawu).

No one was injured in the blaze which was put out by six fire engines from the Cape Town Fire Brigade.

The cause of the fire has not been established.

Chief Fire Officer Joop Hamel said an electrical fault was "unlikely".

Two witnesses claimed to have seen a small fire burning in a bin inside a ground-floor door leading to the offices of the Clothing Workers' Union at about 5.40pm.

They hurred to alert a caretaker at a nearby building. When they returned five minutes later with fire-extinguishers the blaze had spread up a wooden stairwell and was burning fiercely on the first floor.

A police liaison officer, Captain J Calitz, said an arson docket had been opened.

Hundreds of spectators watched from the Grand Parade as firemen fought the roaring flames which threatened to spread to the adjoining City Hall Hotel.

At 5.45pm, flames were leaping out of upper windows and clouds of black smoke billowed out.

At times, night apppered to descend on Darling Street as the wind changed direction and blew smoke among the spectators

Firemen trained four hoses on the blazing structure as flames shot out of the roof Two fire-fighters perched high on ladders — one a hydraulic platform, the other a turntable — pumped thousands of litres of water into the building from roof height.

The fire was rapidly brought under control and by 6.15pm was only smouldering.

The spire of a turret, weakened by fire, was dislodged by water from the hoses and crashed into Darling Street

Hero of the evening was 20-year-old Derek Parker of Mitchell's Plain who helped a middle-aged man from an upstairs room soon after the fire started.

He said he heard shouts and entered the smoking building.

"I went up the stairs to the second floor," he said. "The man seemed to be confused and didn't know there was a fire. I pulled him along with me and down the stairs."

Onlookers said an elderly woman was also rescued by a passer-by.

Mr Hamel said structural engineers would have to decide whether the recently renovated building could be saved. There were "bad cracks" in the building below the turret.

Picture DOUG PITHEY, Weekend Argus

A fire engine ladder overlooks the scene of yesterday's fire in Corporation Street A crowd of bystanders gathered as the building blazed fiercely for half-an-hour.

Call to restore burnt building's 'grandeur'

Cape Times 14/11/85

Staff Reporter

TWO leading architectural experts yesterday called on the authorities to do "everything in their power" to ensure that Corporation Chambers, the Corporation Street building wrecked by fire on Friday afternoon, is restored to its former grandeur

They are Professor O Pryce-Lewis, Associate Professor Emeritus of Architecture at the University of Cape Town, and Ms Desiree Picton-Seymour, National Monuments Council member and 1983 winner of the Cape Times Centenary Medal for architectural conservation

The building, which housed seven organizations closely connected to the United Democratic Front, was gutted in a suspected arson attack Damage is estimated at over R1-million

It is located in an historic area of old Cape Town, opposite the City Hall and diagonally opposite the Parade

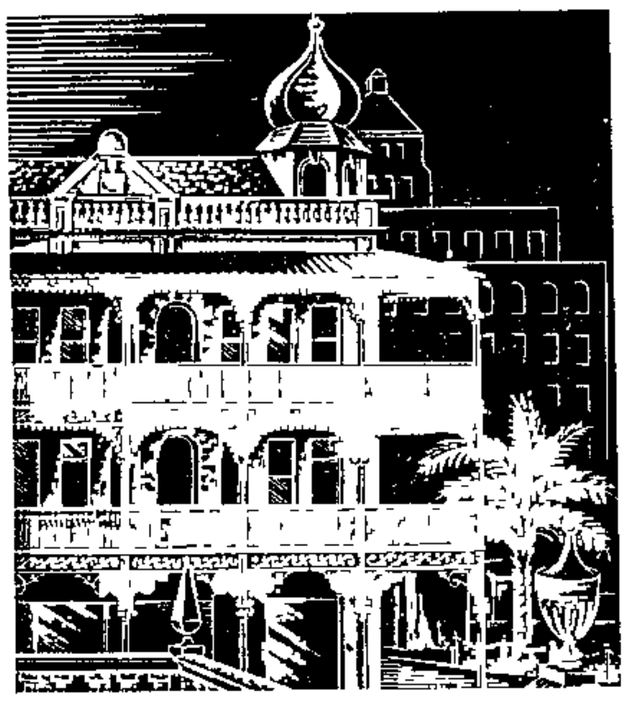
Corporation Chambers was built in 1902 by the owners, Messrs S Zackon and M Saacks, and was designed by the first architect of note to be born in South Africa, Berlin-trained Mr Johann Seeliger, Professor Pryce-Lewis said yesterday

"The building is historically and architecturally important, and if it is structurally possible, it must be preserved

"This is going to be difficult to do because of the damage but it is important that every effort be made in this direction It is next to the City Hall and is part of an architectural environment which has been fairly well preserved," Professor Pryce-Lewis said

Ms Picton-Seymour said the building's overall importance was that it faced on to the City Hall "and the two buildings go beautifully together"

"It is difficult at this stage to say whether or not restoration is viable but everything possible must be done to save the building It is important that the City Council should not be over-hasty in demolishing the shell



An artist's impression of what Corporation Chambers originally looked like, with cast-iron balconies and an onion dome that is repeated in the minarets of many of Cape Town's mosques

They must first do a thorough study on the possibilities of restoration," she said

● The Clothing Workers' Union secretary, Ms Zubeida Jaffer, described the destruction of their offices as an "act of terror against democratic opposition"

In a statement yesterday, Ms Jaffer said the fire was "a vicious attempt to eliminate the organized community services of the oppressed"

"Our union has been systematically subjected to harassment ranging from the detention of our organizers to daily interference in our work," she said

She said Clowu would not be deterred by the incident and was confident that Clowu and the other organizations would be able to reconstruct what had been destroyed

● The cause of Friday afternoon's fire has not yet been determined

A police spokesman for the Western Cape, Captain Jan Calitz, confirmed yesterday that an arson docket has been opened and that police were continuing their investigations

ARGUS 15/10/85

(329) (329) (179) (168)

Demonstration at burnt-out city building

Staff Reporter

CITY workers and shoppers watched a silent lunch-hour demonstration outside the burnt-out Corporation Street offices of United Democratic Front affiliates

Seven demonstrators — representatives of the organisations affected by the fire — held placards and stood a metre apart for nearly one hour yesterday

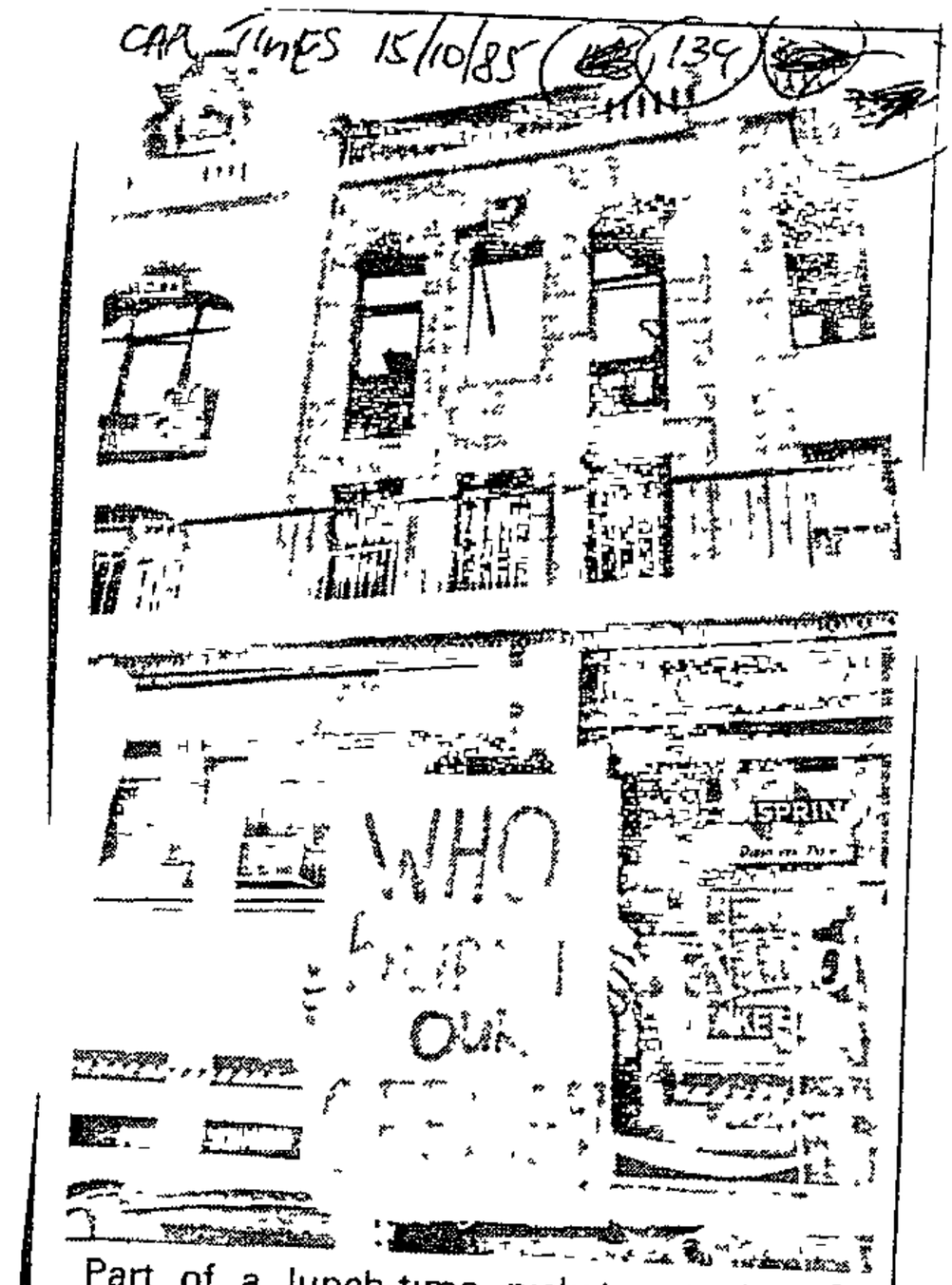
The demonstration was a protest against a suspected attack on the offices — police have opened an arson docket — and one placard said "Who burnt our offices?"

Police arrived about 2.15pm and ordered bystanders to disperse

● Spokesmen for the organisations affected by the fire estimated that damage to documents and equipment alone was about R150 000

The offices of the Clothing Workers' Union, the Retail and Allied Workers' Union and the Media Workers' Association and two community newspapers, Grassroots and Molo Songololo, were damaged by the fire, which swept through the building on Friday

CAR TIMES 15/10/85 (139)



Part of a lunch-time picket outside the gutted offices of seven UDF-related organizations in Corporation Street yesterday

Consumers will pay, warn unions

Extra shopping hours opposed

Pretoria Bureau

TRADE unions yesterday restated their opposition to extended shopping hours after the announcment by MEC Skippie Botha that a draft ordinance permitting shops to remain open between 5am and 11 30pm would come before the Provincial Council in February unaltered

National Union of Distributive and Allied Workers Union general secretary Dulcie Hartwell said longer hours would be inflationary

Her view was backed by the SA Society of Bank Officials, the Commercial, Catering and Allied Workers Union and the National Council of Transport Workers

Hartwell said she agreed fully with the OK Bazaars, which has argued that extended shopping hours would lead to price rises

"Shoppers must watch closely the pattern of prices in Hillbrow (Johannesburg) when late shopping starts there Employers' costs must rise and will be recovered from consumers," she said

If the ordinance had to go through, it should restrict shopping from 6am to 9pm, Hartwell said

Pick 'n Pay chief Raymond Ackerman said that although extended hours placed an extra burden on management and staff, they would be in the interests of consumers

Experience in Cape Town, where shops could open from 6am to 9pm, had shown clearly the strong demand for flexible hours The effects of extended hours on turnover had been favourable

Meanwhile, PETER WALLINGTON reports that while the Hillbrow Traders Association has welcomed the move, it would have liked extended hours to be implemented immediately

Spokesman Peter Rose said shopkeepers had waited a long time for flexible shopping hours and saw no reason why they should wait any longer

CAPE TIMES 16/10/85

'Vigilantes' started City fire

By EBRAHIM MOOSA and CHRIS BATEMAN

AN ANONYMOUS group called the Vigilante Action Group yesterday claimed responsibility for the fire which destroyed the Corporation Street offices of seven UDF linked organizations last Friday

In a telephone call to the Cape Times yesterday a polite and well-spoken caller said his organization, the Vigilante Action Group (VAG), had acted on "evidence that the organizations housed there have direct links with the SA Communist Party" and described it as a "communist nest"

"We were responsible and you will hear from us again soon," he said

Police are to investigate the claims by the anonymous "spokesman"

Brigadier Hennie Kotze, former head of Western Cape security police and now Chief of the CID, said it was the first he had heard of such an organization He promised that the information would be passed on to the officer investigating the fire

At a City press conference yesterday representatives of the organizations reported certain "irregularities' which implied that someone had ransacked the offices before the fire

Ms Colleen Lombard an organizer for the Clothing Workers' Union (Clowu), said the union had been approached by two security policemen in September asking whether they were aware of the Vigilante Action Group

Ms Lombard said that on September 23 Lieutenants Mostert and Trollope, both visited the Corporation Street office inquiring about the Clowu secretary, Ms Zubeida Jaffer

"Lieutenant Mostert asked me if I was aware of the VAG I said no

"He explained that it was a group of people who were against what we were doing He said they bomb the houses of people like myself and that I should be careful and then asked me where I live I gave him a vague explanation' Ms Lombard said

The fire caused damage estimated at over R1-million

Captain Jan Calitz, a police liaison officer for the Western Cape, said that no arrests had been made in connection with the fire

He denied that Lieutenant Mostert had said what was reported in his conversation with Ms Lombard and also denied having any knowledge of the existence of the vigilante organization

Cape Times 17/10/85

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200 march on Caledon Square

Part of the crowd which marched on Caledon Square police station yesterday

By RONNIE MORRIS

ABOUT 200 people marched on Caledon Square yesterday afternoon after about eight people picketing in Corporation Street were arrested by police.

The eight picketed outside the burnt-out Corporation Chambers which housed the offices of seven UDF-linked organizations, while 17 men and women marched to Caledon Square to demand the release of detained Clowu worker Ms Shirley Gunn, and to ask what progress had been made in the investigation into the circumstances surrounding the fire

Scores of lunch-time shoppers stopped to watch

A man shouted anti-UDF abuse from a window The crowd did not respond at first but shouted back when he shouted louder. He then exposed his buttocks from the window.

Two police patrol vans arrived and the picketers were arrested and their posters confiscated. Cries of "Viva UDF!" and "Viva Mandela!" rang out.

By then the crowd had swollen to several hundred people, some of whom called for a march to Caledon Square

Several youths then linked arms and marched down Corporation Street in the direction of Caledon Square. They stopped in front of the Thomas Boydell Building where a small group of people chanted and sang freedom songs They were watched by office workers and policemen leaning out of the windows.

When they got to Caledon Square, several policemen watched as they again chanted and sang freedom songs near the charge office.

At 1.40pm a platoon of 26 policemen with protective shields and helmets, some carrying teargas launchers, marched out of the building into Buitengracht Street where they took up positions

A police lieutenant then warned spectators that the gathering was illegal in terms of the Internal Security Act and gave them 15 minutes to disperse. The crowd broke up.

The police platoon then marched into Darling Street and halted opposite the Grand Parade where some of the marchers had regrouped. A second warning to disperse was then issued

Two stones then landed near the police platoon At 2.20pm a third of the platoon broke away and chased after some youths on the Parade. They then marched back to Caledon Square.

Police vehicles continued to patrol the streets.

CAPE TIMES 23/10/85

Call for end to 'terror'

Staff Reporter

NINE of Cape Town's major trade unions, representing about 40 000 workers, yesterday called in a joint statement for an end to the "reign of terror unleashed by the State" in Cape townships

The statement read "We condemn the brutality of the security forces displayed towards students and residents in Guguletu, Elsie's River, Athlone and other places in South Africa

"The deaths of children at the hands of the security forces cannot be forgiven

"The shooting of young people and workers in the areas where workers live is unacceptable"

The statement, released after a meeting on Monday night was issued by the Cape branches of the General Workers' Union, Food and Canning Workers' Union, National Union of Textile Workers, Paper, Wood and Allied Workers' Union, Retail and Allied Workers' Union, Cape Town Municipal Workers' Association National Automobile and Allied Workers' Union, the Commercial, Catering and Allied Workers' Union of South Africa and the South African Allied Workers' Union

LABOUR

'Super' union federation of the people

Argus 24/10/85

Labour Reporter DICK USHER examines the structure of what will be numerically the strongest union grouping in South Africa, to be launched at the end of next month

A NEW super federation of trade unions, numerically the strongest and potentially the most powerful union grouping in South Africa, will be launched at the end of November

With a paid-up membership of 380 000 and signed-up membership of 500 000 the federation has not had an easy road to unity, with differences on labour and political issues having to be hammered out along the way

It has also faced external factors such as the dramatic downturn in the economy and the political turbulence that resurfaced during the negotiations and has been fuelled by the economic conditions

But after four years of negotiation and discussion, splits withdrawals, new alliances and the thrashing out of national political and labour issues, the federation will finally be launched at a congress in Durban

Final grouping

The final grouping will be nine affiliates of the Federation of South African Trade Unions (130 000 members), National Union of Mineworkers (100 000), General Workers Union (12 000), Food and Canning Workers Union (25 000), Commercial, Catering and Allied Workers Union (50 000), Cape Town Municipal Workers Association (12 000), 11 unions affiliated to the United Democratic Front (40 000) and nine affiliates of the National Federation of Workers (12 000)

Five principles have been accepted by all the unions

- Non-racialism
- One union, one industry
- Worker control
- Representation on the basis of paid-up membership
- Co-operation at a national level

The unity discussions started at Langa in August 1981 and although the meeting rejected the State's attempts to control the union movement, division emerged on the issue of whether or not unions should register and very little was achieved

Non-racialism

Underlying this division were other debates on questions of non-racialism, general versus industrial unionism and participation in community issues which continued, with dfifferences in emphasis almost all the way

By March 1984 the principle of industrial unionism had won and by the end of the year three distinct groupings within the independent labour movement had emerged — the "unity" unions, unions affiliated to the UDF and emergent black consciousness unions affiliated to the Azanian Confederation of Trade Unions (Azactu)

In May 1985 the scope of the talks was widened and all unions were invited to a meeting in June to discuss the federation's draft constitution

At these talks, attended for the first time by the black consciousness unions, differences emerged over the question of non-racialism, with Azactu arguing for an "anti-racist" position which left open the possibility of blacks-only constitutions for members

Five principles

But the core "unity" unions were firm on one point — they wanted the federation established before the end of the year on the basis of the five principles — and Azactu did not attend subsequent meetings

Accepting the principle of one union-one industry, discussions between the Sweet, Food and Allied Workers Union and Food and Canning Workers and between Transport and General Workers Union and General Workers Union are already underway

"Unity is strength It eliminates competition between unions for members and organisation," says Mr Johann Maree, sociology lecturer at UCT

"There can be no question of divide-and-rule when one union is negotiating on a national level and especially in industrial councils a single, large union is more effective than a series of smaller ones

Strikes

"At the same time a large union has more resources to maintain strikes which are also more effective on a national level than when they affect only one factory or one region"

Federation also adds to the resources available to a union, by merging resources with another union and by being a member of a body through which it can draw support from other unions

Sharing resources also strengthens the union movement in its day-to-day functions where there is no competition for membership there are no debilitating disputes between unions, transport can be pooled, venues can be shared and educational structures combined for more effective union mobilisation

Although the federation has tended to soft-pedal questions of political involvement, there is no doubt that it will have to become involved in issues because its members are almost exclusively politically denied and because it seems unlikely that the UDF unions would have agreed to enter without some sort of commitment in this direction

The vehicle for this will probably be regional bodies of some sort, possibly shop steward councils, which will take up local community issues outside the work place with the possibility of united national action always lurking in the background

Spectrum

The Argus, Thursda

Cape Times 30/10/85

Shirley Gunn release application dropped

- Staff Reporter

A SUPREME Court application for the release of detained Clothing Workers' Union organizer Ms Shirley Gunn was withdrawn before it came to court yesterday

An attorney said Ms Gunn was the longest-held detainee in the Western Cape She had been held under section 29 of the Internal Security Act since August 23

Ms Gunn's mother, Mrs Audrey Gunn, was to have brought the application against the Minister of Law and Order and two others Affidavits had been filed the attorney said

The State filed replying affidavits and the matter was then dropped

Access to the papers could not be obtained at the Supreme Court yesterday

700 STRIKERS WON'T BUDGE

NEARLY 700 workers at the Coca-Cola bottling company in Sandfontein near Pretoria, entered their second day on strike yesterday protesting against the company's alleged unfair dismissal and its retrenchment policies.

The workers, 689 of them, and all members of the Food and Canning Workers' Union are also angry at remarks made by a white official who allegedly called them "scraps which must be fired"

The strike started at 7am on Wednesday, sparked off by the company's announcement that some staff was to be retrenched **The SOWETAN** was told "The victims," a spokesman for the workers said, "were on sick leave and they were sick because they are overworked"

Another grievance voiced by the strikers was the recent dismissal of four of their colleagues who included a personnel clerk and a supervisor The workers said their dismissal was 'unjustified and unwarranted because management employed a number of people — afterwards"

The company's plant manager Mr Tony Carriet could not be reached for comment yesterday His office said he was in a meeting But a spokesman from the company's head office in Johannesburg yesterday said he was not aware of the strike He said he would investigate SOWETAN

A spokesman for the Food and Canning Workers' Union yesterday confirmed the strike and said some of their officials were still involved in talks with management to resolve the matter 01/11/85

Supplement to Cape Herald, Nov

Movement for jobless started on Cape Flats

A movement for unemployed workers has been formed in Cape Town The Unemployed Workers' Movement, founded to organise unemployed workers intially in the Western Cape, aims to link up with similar intiatives in other parts of the country

Long-standing unemployment and underemployment has been sharpened in the present recession The need to switch from labour-intensive to capital-intensive production has increased as industrialists struggle to remain competitive in the international market The increase in capital-intensive production has led to more workers being fired or retrenched Present estimates indicate that there are between 2,5-million and 3-million unemployed

Because of this situation, the Unemployed Workers' Movement says it is important to forge strong links between employed and unemployed workers to prevent bosses from playing off one section against the other

The Movement hopes to initiate practical schemes to help workers and their families who suffer the consequences of unemployment, to fight for the right to work to improve conditions for those who have been retrenched and those who enter the labour market with no prospect of finding work

Among the demands the Movement has raised are the right to work and equal pay for equal work, the right to free movement of labour and the right to control at factory level

According to the organisation, the problems of unemployed workers are linked to those in the factory and South African society and, in the light of this, it hopes to work with trade unions and other progressive organisations struggling against exploitation and oppression

● Further information may be obtained by contacting the Unemployed Workers' Movement Interim Committe at PO Box 21, Manenberg 776 Cape Town

CAPE TIMES 4/11/85

(159)

3 from Clowu in detention

THREE of the six organizers of the Clothing Workers Union (Clowu) are in detention

Ms Shirley Gunn has been in detention since August 23, while the detentions of two other Clowu organizers, Mrs Colleen Lombard and Ms June Esau, under the emergency regulations, were confirmed by the police last week.

Three other trade unionists are also in detention. They are Ms Lizzie Phike, who works for the Food and Canning Workers Union in Paarl, the Rev Howard Marawu, of the General Workers Union, and Mr Thozoma Tsolo of the South African Allied Workers Union

5/11/85

endeavours to achieve a fair solution the episodes with

Cape Times 5/11

Fire was an attempt to destroy clothing union

From ZUBEIDA JAFFER, General Secretary, Clothing Workers Union (Cape Town)

THE fire which destroyed the offices of the Clothing Workers Union on October 11 marks an ominous development in the escalating conflict situation in Cape Town

It represents an attempt physically to eliminate the organization and so end its service to the community and its efforts to bring an awareness to the clothing workers of Cape Town

Ms Zubeida Jaffer

Destruction of the union's offices does not equal destruction of the union, which is entrenched within the minds of thousands of workers and supported by numerous institutions within the community A fire cannot wipe this out

The fire represents a heightened form of harassment which has been common to the union's experience since its inception less than two years ago

Our organizers have been followed by security police, who have also barged into the homes of workers, threatening them with imprisonment.

The homes of workers of the union have been arbitrarily searched The security police have offered money to executive members to act as informants They have occupied our offices, disrupting our work routine They continue to hold organizer Ms Shirley Gunn under detention laws

There has also been a petrol bomb attack on the car of one of our organizers Bricks were flung through the front window of my home

These are but some of the attacks which have been directed against CLOWU Since the fire the security police have been present at our temporary offices in Salt River Telephone calls have also been made to executive members in an attempt to intimidate them

In spite of these constant threats, the group of organizers and the executive, all women, have remained committed to the ideal of building a democratic union for clothing workers

The clothing industry employs more than half of the entire coloured working class in Cape Town — an average of about 60 000 workers, 90 percent being women

Workers associated with CLOWU are not only outraged by what has been done but are asking what is the attitude of employers to this attack on their union

The continued existence of CLOWU is clear evidence that a significant number of workers desire a transformation of the stifling conditions obtaining in the clothing industry

The dialogue which is sought by the majority of South Africans must permeate all aspects of our society

(This letter has been shortened — Editor, Cape Times)

Miners' unions call for probe into gas claims

SOWETAN 5/11/85

By JOSHUA RABOROKO

SOUTH Africa's biggest black mineworkers' unions have called for an independent probe — with worker participation — into bizarre claims that disabling gas was pumped into the living quarters of black miners.

The unions — the Black Allied and Construction Workers' Union (Bamcwu) the African Miners and Allied Workers' Union (Amawu) and the National Union of Mineworkers (NUM) — are concerned about the allegations

The claims caused an international furore last week after former Australian Premier Mr Malcolm Fraser had revealed that the disabling gas system existed at Anglo American's Western Deep Level gold mine near Carletonville

However the company which earlier disputed the claims as unfounded yesterday admitted that the "conventional tearsmoke system' installed at the mine has been dismantled.

The company s public relations manager Mr Neville Huxman, added that the equipment was removed last week because it had fallen into disuse

He also emphasised that the system was limited to installation at one mine and only in certain areas of the mine — liquor stores hostel kitchens and hostel administration offices — which had been attacked during the 1974/5 riots

Mr Huxman said the tearsmoke was used only once in 1975 to stop rioters getting illegal access to one of the areas

Western Deep Levels chairman Mr Peter Gush also admitted the existence of the tearsmoke equipment

Meanwhile Bamcwu said it viewed the admission of the device in a serious light, adding 'These allegations have strengthened our members' accounts of management's conduct during strike actions by miners

A NUM spokesman said their shaft stewards were collecting information from workers and would release a statement soon

A Mawu spokesman said they would study the developments with keen interest and then decide on a course of action

ANYO
SELECT ANY ONE STAMP BELOW

Tambo: Police probe

SOWETAN 6/11/85

POLICE are investigating a charge of contravening the Internal Security Act against Cape Town's English morning newspaper, the *Cape Times*, which published an interview with the leader of the ANC, Mr Oliver Tambo, on Monday.

SABC radio news quoted a spokesman for the Department of Law and Order in Pretoria as saying the Minister Mr Louis le Grange, had called for the prosecution of the newspaper for quoting a banned person without the Minister s permission

The spokesman confirmed that the department had not received such an application

The case is to be referred to the Attorney-General once the investigation has been completed

Future of the WORKERS

TWO black consciousness-orientated trade unions have formed a sub-committee to explore the future of the working class in South Africa

By JOSHUA RABOROKO

Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu) representing more than 200 000 workers took this decision at a meeting in Johannesburg at the weekend

The move is seen in trade union circles as a step towards forming an alliance of the working class after the two federations have been excluded from the talks aimed at forming a super federation to be launched on November 30/December 1

Cusa pulled out of the talks and Azactu was excluded from further talks after the controversial summit of all trade unions at the Ipelegeng Centre last June

139

The two believe in black leadership in the trade union movement and have been opposed to white leadership as propounded by most of those in the super federation

The weekend meeting agreed on the following principles

- Worker control
- Black leadership
- Acceptance of white involvement at the grassroots level,
- Non-affiliation to political organisations
- Agreement on financial accountability to members within unions,
- Independent action of the unions within a federation, 6/11/85
- Method of international financial assistance, and SOWETAN
- Continued community involvement

A spokesman for Azactu said that further meetings would be held with other unions that believe in black leadership especially the Media Workers Association of South Africa (Mwasa)

A spokesman for the proposed super federation said there was no need for two federations to be formed in the country Cusa and Azactu should be invited back to the talks aimed at forming the federation

Emma Mashinini — tiny giant of trade unionism

(139) Sbew 7/11/85

By Marika Sboros

If Emma Mashinini had her life over again, she says she would travel the same road — unionisation.

This year marked her 10th as general secretary of the second-largest and fastest-growing emergent union in South Africa — the Commercial, Catering and Allied Workers Union of South Africa (Ccawusa).

Mrs Mashinini has had the satisfaction of watching a union she formed in 1975 grow from a handful of members to its present nationwide tally of more than 40 000.

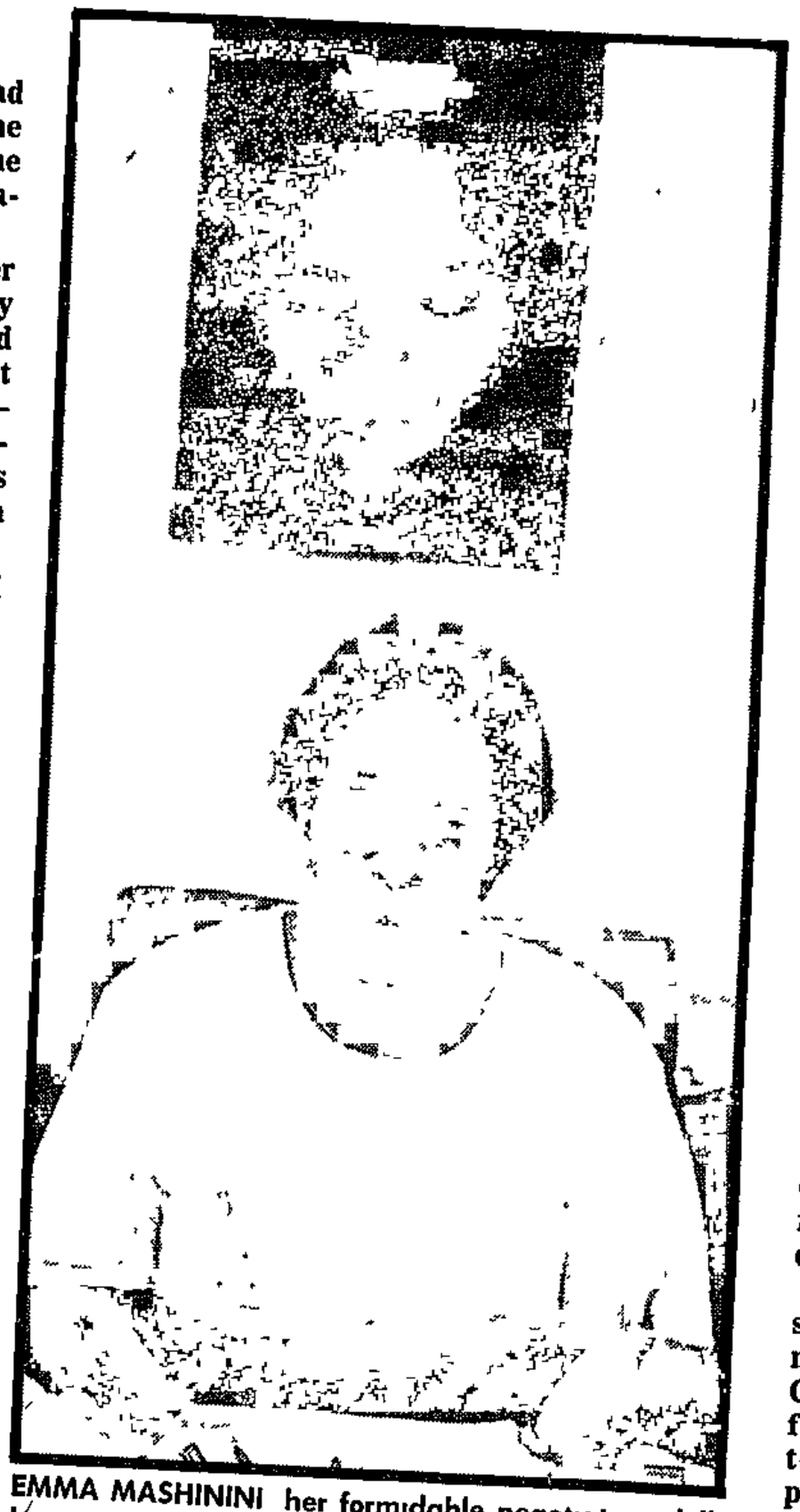
With her at the helm, Ccawusa has successfully challenged the might of all South Africa's retail giants.

The union's first major victory in 1980 against Allied Publishing and a second victory in 1982 against the massive Edgars retail chain meant an upward spiral and, within three years, there was union recognition by all major retail employers throughout the country.

Ccawusa's collective bargaining power in the retail industry and Mrs Mashinini's formidable negotiating skills have meant real progress in the fight for workers' rights

Working conditions and wage structures have improved dramatically although, she adds, the basics were low at the start. The union is still fighting rampant discrimination in the field of promotion.

For its female workers, Ccawusa has made breakthroughs in maternity benefits All its workers in the retail trade now have job security should they become pregnant. Maternity leave and payment vary from company to company. The union is still fighting for improved pay deals for workers on maternity leave



EMMA MASHININI her formidable negotiating skills have meant real progress in the fight for black workers' rights. Picture Ruphin Coudyzer

While it was necessary for the union to go through a stage of being restricted to blacks, that time has now passed, Mrs Mashinini says. The union opened to all workers at the beginning of this year.

Diminutive in stature, she is huge in inner resolve, fighting spirit and commitment to the workers' cause.

Coping with the frustrations inherent in fighting for the rights of black workers and the recognition of their dignity and worth, has not been easy.

"My whole life seems to have been one long battle — but it's been worth it," she says.

"My only regret is that I did not continue with my formal education. I sit at the negotiating table with people who have a string of university degrees."

But the experience and maturity she has displayed while piloting the union through disputes to favourable conclusions would indicate that this has not been much of a handicap.

Mrs Mashinini has come a long way since she worked herself up from garment worker to assistant manageress, without the title or commensurate salary.

With this first-hand knowledge of the exploitation of black workers she embarked on a path of active unionisation from which she has never deviated.

She served as shop steward and was on the national executive of the Clothing Workers' Union for 12 years, until she took up her executive post at Ccawusa

Ask her what she has achieved in her life and she will talk about union victories. Ask from where her strength comes and she'll say the union's members Ask about her hopes for the future and she'll talk about the path she hopes the union will take.

Mrs Mashinini is chairman of the Southern African area of the Shop Workers' Union and, this year, was re-elected vice-president of the union for the entire African continent.

Putco probes free rides

By JOSHUA RABOROKO

PUTCO is investigating the possibility of carrying thousands of pensioners and disabled passengers free.

This undertaking was given at a meeting between representatives of Putco and members of the Azanian Confederation of Trade Unions (Azactu) and the Federation of South African Trade Unions (Fosatu) in Selby, Johannesburg, last Friday

A Putco spokesman confirmed the meeting and said a decision would be taken soon

The unions and the company are to meet again to "iron out" certain issues

Fare

A spokesman for the unions said they discussed the following

- the possibility of suspending the fare increases implemented last week,
- the safety of passengers and drivers, and
- the possibility of ferrying pensioners and the disabled free.

In a statement, the unions' spokesman said Putco has refused to suspend the increases on the basis that it was currently running its operations at a loss of R20 million a month

Tickets

Putco had also already printed and sold tickets with new prices and could not change that suddenly

The other reason was that the company was not being subsidised enough by the government

However, Putco has promised that should the Government increase the subsidy they might consider scrapping the increases

Putco has also undertaken to improve its services, safety and general operation

Strategies

"We have been given an assurance that if we come with a system of control, then our pensioners and disabled people might be ferried free," the spokesman said

The spokesman said the two unions would meet urgently to devise strategies and method of control that may be introduced so that Putco could implement this decision quickly

Putco said it was not prepared to release details of the meeting because "we do not wish to prejudice further discussions," the spokesman added

FM 8/11/85 139

QUOTABLE

Former Anglo American chairman Harry Oppenheimer when accepting the 1985 Emeritus Citation Award by the *Sunday Star*:

"The power base of the National Party has always been Afrikaner unity. But now the State President has embarked on a courageous new policy of reform. He has done more for change than any other SA PM. The safety of SA depends on this reform policy being carried out through to its logical conclusion with a time scale that is very limited. Yet the SP is attempting the impossible task — just as the United Party did in the past — of carrying through new radical policies without materially changing a power base which was put together a generation ago with different objectives in view. I am very much afraid that unless the president can find it in his heart to build and to trust a much wider power base than he now relies on — a power base which not only reaches out to English-speaking South Africans but transcends conventional white politics altogether — his brave reform policy will fail with disastrous results for his party, and much more importantly, for SA

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the incidents of unrest, but also by a wave of repression, fear and anger believed by some observers to be unprecedented since the State of Emergency in the city in 1960

Nearly 400 anti-apartheid activists in Cape Town are believed to be in detention, and many who have not been arrested are in hiding. Meetings of most organisations are banned.

The Cape Town city council has approved a plan aimed at forming a "citizens' assembly" to formulate a "manifesto for non-racial, democratic local government" in greater Cape Town. Prime mover, Clive Keegan, chairman of the council's constitutional committee, hopes to attract representatives of all sections of the community. But he conceded this week that with most recognised community leaders either in detention or under cover, the plan could not get off the ground.

Bitter harvest

At last week's council meeting where the move was agreed in principle, Keegan said in the space of a few short months, Cape Town had "reaped the bitter harvest of years of apartheid and totalitarianism." The city's proud liberal tradition had been destroyed and replaced by a "restless cauldron of distrust, fear and near-war." It was time for the city to move towards solving its problems. Representatives of all business and social communities needed to be called together for debate.

Keegan told the *FM* this week that Cape Town was a "unique" entity in SA and he believes citizens of the city are entitled and able to create the type of metropolitan government that suits their needs.

He is confident that groups like the UDF will participate in the plan. "If they are serious about restoring peace to Cape Town and establishing a non-racial, democratic system, I am confident that they will be interested in exploring the possibilities offered by the proposed assembly," he says. ■

URBANISATION

Strong steps urged

The newly-established Private Sector Council on Urbanisation, having set itself the task of developing proposals for a new national urbanisation policy and strategy, has recommended that government urgently implement a series of interim measures.

Formed under the auspices of the Urban Foundation, chaired by Jan Steyn and consisting of a who's who of top businessmen, clerics and welfare workers, the council issued a lengthy statement at the weekend after its first meeting. It says government should immediately:

- ☐ Make a commitment to the abolition of influx control,
- ☐ Halt forced removals and demolitions,
- ☐ Open all public facilities to all races, or, at least, reallocate under-utilised ones,
- ☐ Develop a process for the acquisition and servicing of affordable land,
- ☐ Facilitate the development of informal housing at affordable standards,
- ☐ Lift barriers and actively encourage economic activity in the informal sector,
- ☐ Reassess the 1982 White Paper on industrial development strategy, and
- ☐ Reassess the 1913 and 1936 Land Acts.

The council has established four working groups to further investigate urbanisation policy and strategy. ■

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TRADE UNIONS

A black alliance

The battle lines in the emerging trade union movement are becoming clearer. Representatives of the black consciousness-leaning Council of Unions of SA (Cusa) and the Azanian Confederation of Trade Unions (Azactu) met last weekend to discuss prospects for a "closer working relationship." This is seen as a direct challenge to the unions which are due to form a new "superfederation" at the end of the month.

There has been a great deal of movement in emerging unions circles this year as the pressure to launch the "superfederation" has intensified. Cusa was party to these unity talks for many years. Earlier this year Azactu was among a number of other organisations invited to participate in them.

However, in mid-1985 both Cusa and Azactu were jettisoned from the unity talks because of their refusal to accept the non-racial philosophical cornerstone of the other participating unions. Cusa and Azactu had expressed hostility toward the involvement of whites at leadership level.

Indeed, according to a statement issued by Cusa, the basis of its future co-operation with Azactu is approval of the policy of black leadership. However, "white involvement at the grassroots level" is judged to be permissible.

The two black consciousness groupings have also agreed that they should continue involvement in community activities but should not affiliate to any political organisations.

It is unclear whether the talks between Cusa and Azactu will lead to the formation of a single body. Cusa president James Mndaweni says a joint committee has been established to examine the details of co-operation between them, and a merger may be the ultimate result.

If this happens their organisation would be smaller than the 400 000-strong "superfederation." Cusa's 10 affiliates have 150 000 members while Azactu claims that its seven unions have organised a total of 75 000 workers. ■

THE MEDIA

A silent war

While government's latest clamps on media coverage of unrest were not unexpected they were harsh enough to attract a new wave of local and foreign condemnation.

Coupled to further measures announced this week, unrest areas have now been virtually sealed off to reporters unless they have permits from the police — or defy the law.

The ban announced last week on TV and photographic coverage of unrest in emergency areas — unless permitted by the Commissioner of Police — was in obvious reaction to the scenes of violence screened almost nightly on foreign TV.

The visual coverage of the unrest — particularly police action — severely embarrassed government overseas and contributed significantly to the foreign perception of the country's crisis. In recent weeks government spokesmen — including President P W Botha — have mounted unprecedented attacks on foreign correspondents operating in South Africa.

There have been unsubstantiated insinuations and allegations that unnamed foreign newsmen have been directly or indirectly responsible for promoting unrest and even paying rioters to perform for their cameras.

In what is believed to be the only court case brought against foreign correspondents, a two-man CBS TV crew was acquitted in a Cape Town court last week after being charged with refusing to obey a police order to leave an unrest area. The court found that they were in fact obeying the order when arrested.

In response to the new curbs, the Foreign Correspondents' Association (FCA) in Jo-

Top unionist barred from speaking overseas

A TRADE union leader invited to address international labour seminars and congresses overseas has been refused a passport several times

Phillip Dlamini, secretary-general of the South African Black Municipal and Allied Workers' Union (Sabmawu) said he applied for a passport in July after an

SIPHO NGCOBO

invitation by American municipality employees

A spokesman for the Directorate of Home Affairs confirmed that his applications were unsuccessful He declined to give reasons

In September Dlamini was invited to address a labour seminar in London but was again refused a passport

The same month he was invited to address the world annual congress of the Post Telecommunication and Telegraph International in Switzerland Dlamini was also barred from attending labour meetings in West Germany and Venezuela

Auctioneers form institute

LEADING Reef and Pretoria auctioneers met in Johannesburg this week to form the SA Institute of Auctioneers One of its main aims will be to set standards of practice

The institute also aims to be the auctioneering industry's voice in the media and at local and national level It plans to introduce training programmes to improve the standard of professionalism

A six-member steering committe was elected to draw up a code of ethics — Sapa

Chaos after rampage by nurses

700 held in strike at Bara

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Staff Reporters

More than 700 daily-paid workers were arrested at Baragwanath Hospital in Soweto today after striking for better wages.

A police spokesman said people gathered on the hospital premises about 9 am A total of 144 men and 574 women were arrested and taken to the Orlando Police Station, where charges against them are being processed

A doctor who called *The Star* said the situation at the hospital was "chaotic" and all surgery except emergencies had been cancelled

By refusing to work, domestic workers and student nurses had brought large parts of the hospital to a standstill, he said Doctors were even doing the work of porters

Sapa reports the Police Divisional Commissioner for Soweto, Brigadier Jan Coetzee as saying that cooks, cleaners and other labourers offered themselves for arrest this morning after a strike for better pay and conditions of service

They were arrested on a main charge of attending an illegal gathering, alternatively staging an illegal strike They will probably appear in court on Monday pending a decision by the Senior State Prosecutor

Today's arrests follow incidents last night when student nurses who demonstrated against an 8 pm curfew were baton-charged by hospital security guards as they marched on the administration block

Some nurses were injured

Guards at the gate to the nurses' home fled as nurses destroyed one of their posts and stormed through

A spokesman for the Hospital Workers' Association (HWA) said the guards had been issued with firearms

Today some of the student nurses — 1 000 live in the nurses' home — who had refused to take up duties or report for lectures, sang freedom songs and chanted slogans

Outside the hospital, two army trucks stopped under a pedestrian bridge and dispersed a crowd which had gathered on the bridge

A team of newsmen from *The Star* was barred from entering the hospital by an officer commanding the police unit there

The officer said "This is an unrest situation You are not allowed to be here"

Student nurses last week presented the hospital authorities with grievances about the 8 pm curfew, the quality of their food, and alleged victimisation of those who speak out.

This morning they added a rider that they refused to "act as scabs" and do the work of the striking cleaners and kitchen staff

The HWA spokeman said the student nurses were told last night that the authorities would not accede to their requests

He said the hospital cleaners, messengers, porters, kitchen staff and nurse-aides have been agitating since last year for pay increases

"Although some of these workers have as much as 10 to 20 years' service, they are still viewed as temporary staff

He added that some earned as little as R110 a month

At the mass meeting yesterday they were told their demand for pay increases could not be considered before March

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All operations cancelled

Bara strikers threatened with dismissal

15/11/85 Star

By Joe Openshaw, Medical Reporter

Striking student nurses and workers at Baragwanath Hospital have been threatened with dismissal if they do not return to work — and nurse-aids have joined the strike.

The laundry at Baragwanath has closed down and laundry workers at the Zola Clinic, where the dirty washing was sent, have refused to handle it.

All theatre cases for today have been cancelled and new patients are being turned away

Between 50 and 70 striking workers were arrested at Baragwanath Hospital today

Asked to go back

Mr Samson Ndou, president of the General and Allied Workers' Union said the striking workers reported to Baragwanath Hospital this morning They were addressed by Mr F van Niekerk, secretary of the hospital, and were asked to go back to work.

"The workers were not prepared to do so and they were asked to go and collect their salaries and told they would be dismissed. They refused and some were then arrested," said Mr Ndou.

The workers were taken to the Protea police station It was not known what charges, if any were to be put to them.

Negotiations between hospital management and student nurses took place today but the outcome is still not known

A mass meeting of all health workers was to be held at Baragwanath Hospital at 4.30 pm today to discuss the deterioration of services because of the continuing strike

Yesterday only two of 60 patients scheduled for surgery were operated on and there is concern about health care which is falling off due to lack of staff and the arrest of 840 workers yesterday

The arrested workers appeared in the Protea and Orlando magistrates' courts yesterday charged under the emergency regulations. Their cases were postponed to November 29

The strike began after a meeting of daily-paid workers on Wednesday "deteriorated and groups of workers rampaged through the kitchens and dining rooms, destroying crockery and throwing food on the floors", hospital superintendent Dr Chris van der Heever said.

● See Page 17

Tvl health services 'crumbling' because of underpaid staff

By Marika Sboros

Health services in the Transvaal were crumbling because the Government was directly responsible for grossly underpaying medical staff, Professor Selma Browde said yesterday.

Professor Browde, head of the radiation therapy department at the Johannesburg and Hillbrow hospitals, was commenting on the strike by Baragwanath Hospital staff members

"I believe the Government discriminates against the Transvaal in its health services budget," Professor Browde said

"I believe it is impossible for the Transvaal Provincial Administration's hospital services to provide adequately for the needs of the Transvaal's population because they are short-changed by the Government," she said.

The Government apportioned medical budgets to the four provinces Population numbers and the inclusion of Pretoria and the PWV area meant the Transvaal province had greater medical responsibilities and needed more money relative to the other provinces than it was in fact getting, Professor Browde said

The Transvaal public should not tolerate the situation.

"They should be aware that health services are crumbling," she said

The situation in black hospitals was "totally unacceptable".

At the Hillbrow Hospital there were almost as many patients on the floor in some wards as in beds, with nursing staff inadequate even for normal ward occupancy, Professor Browde said

Nurses often suffered from "burn out".

At Baragwanath Hospital wards catering for 24 patients had more than 60. Wards holding 36 beds had 90 and even 100 patients at times, she said

The Government spoke about the economic crisis, yet there was money to execute ideological policies and to prop up a system of government the majority found intolerable

"Why then can they not find the money to enable the TPA to provide for the basic needs of the public?" she asked.

Professor Browde said the radiation therapy department she headed also suffered seriously from this short-changing.

"The number of patients we handle is the largest in South Africa in one centre, and one of the largest in the world. We have the best available equipment The quality of treatment we can offer is high Yet we have the worst premises."

Her deparment's infrastructural staff was so poorly paid she was unable to get the quality of staff desperately needed.

The effect on cancer patients who needed very special handling was devastating, Professor Browde said.

"They come to my department nervous, not realising they may be cured or have long-term remission We cannot afford the specialised staff needed to give them the attention they need We do not even have a social worker"

Radiation therapy departments in other provinces were undergoing major alterations to departments which were already better housed than in Johannesburg, yet the Transvaal province had no money for the major improvements needed here, she added

Grievances behind the Bara strife

By Joe Openshaw, Medical Reporter

Two separate issues are involved in the strike at Baragwanath Hospital which today entered its second day — a demand by the daily-paid or unclassified workers for more pay and the redress of grievances presented to the authorities by 1 000 live-in student nurses

The daily-paid workers and student nurses have been brooding over their differences with the administration for some time and yesterday matters came to a head when the authorities were unable to meet their demands

The last increase daily-paid workers received was in 1983.

The Hospital Workers' Association (HWA) claims the issues have been shelved for too long

Student nurses presented these grievances to the hospital authorities last week

- The curfew imposed on them — gates to the nurses' home are locked at 8 pm and they are not allowed to leave or enter the home after that
- The poor quality of the food
- Victimisation of student nurses who are outspoken

Hospital cleaners, messengers, porters, kitchen staff and nursing aids have been agitating since last year for an increase in salaries and wages

At a mass meeting on Wednesday, they were told their demands for increases could not be considered before March next year, a spokesman said

Soon after the meeting, some of the daily-paid workers went on the rampage in kitchens and dining rooms, throwing prepared food on the floor and smashing crockery

The monthly wages of daily-paid workers is as little as R110 in some cases

Admissions halted as strike by student nurses and workers causes chaos

Crisis at Baragwanath

Staff Reporters

Baragwanath Hospital faces a crisis this weekend after the decision by hospital authorities to stop all new admissions to the medical department because of the acute shortage of student nurses and auxiliary staff

And more than 700 personnel who have been involved in the strike at the hospital face dismissal for failing to report for work Salary cheques are being prepared to be handed out on Monday

Doctors, who cannot be named for professional reasons, say that the situation at the hospital is chaotic, with patients sleeping in soiled linen, dirt accumulating and injections and medication not being administered regularly Casualty staff have been ordered to admit only desparately ill patients

The doctors say that an intake of 100 people a ward will "sink the hospital"

The call by doctors of the medical department to stop admissions follows a crippling three-day strike which affected some of the hospital's essential services

Mr Dan Kirstein, Transvaal MEC for hospital services, warned that student nurses and auxiliary staff who did not report for work would be dismissed

Mr Kirstein said that workers from all over the Transvaal were being brought in to alleviate the situation

In another development, a meeting of the Health Workers' Association (HWA) which was scheduled for Glynn Thomas House, near the hospital, to discuss the crisis was banned

Doors locked

There was chaos at the nurses home last night because the authorities had locked the doors leading to the residence at noon yesterday

Hundreds of student nurses were trapped in the residence and scores of others were locked outside

In a letter, the Health Workers Association set out the grievances and demands of the striking student nurses and workers and pointed out that the average daily-paid worker earned about R150 a month

The letter claimed that daily-paid workers last had a pay increase in 1983 and that many daily-paid workers who had been employed by the hospital for up to 20 years were still regarded as temporary staff

Repeated attempts to redress grievances through proper channels had failed, the letter said

Police and members of the Defence Force were called to the hospital this week and more than 840 hospital workers were arrested

The grievances of the student nurses include being locked in the nurses' home at 8 pm every night, poor quality food served in the canteens, victimisation and unfair dismissals, money deducted during official leave and the violent behaviour of Baragwanath security guards

Mr Kirstein said "Throughout the day we asked the nurses and workers to return to work I am afraid that those who do not comply with the request are going to dismissed

"The department will do all it can to ensure that the necessary services continue for the people of Soweto"

A senior doctor at the hospital, who wished to remain anonymous, said that about 20 specialists from the department of internal medicine, including senior and junior specialists and medical registrars, decided at a meeting held at lunchtime yesterday to send a letter to the hospital's superintendent stating that the department was in an "extreme crisis"

No basic care

The letter said that, in the light of the present crisis caused by the absence of student nurses and auxiliary staff, they could no longer provide basic medical care

"In view of this, we suggest that you make representations to the administration that, with immediate effect, no new patients should be admitted to the medical wards until the crisis has been resolved," the letter said

"In the interim we will do our best to treat patients presently in the wards We feel that nothing will be gained by transferring patients to make room for new admissions"

One of the doctors stressed they were not going on strike

"If there are any emergencies we will take action, but we are not equipped to handle more It is best if new admissions are diverted," he said

"Normally we have to cope with an occupation rate of 150 percent or more but, without the staff, we just cannot handle this

"We are keeping the patients we have for humanitarian reasons The doctors have all pitched in, but it is all minor and will not help in the long term"

The cat scan was also out of operation because of the strike, he said

Army takes over Bara but it's not the same

By Phil Mtimkulu

Baragwanath Hospital was quiet over the weekend, but not because only a few victims of Soweto's high crime rate came to the hospital. On this score it was business as usual.

It was quiet because the people who make it lively were conspicuous by their absence

The porters, nurse aids and student nurses were missing.

The usual laughter and chattering from the nurse aids and porters as they meet on their rounds in the corridors were lacking.

SILENT CORRIDORS

The corridors were safe — free of fast-moving stretchers.

In the wards and the silent corridors there was a funereal atmosphere

In place of the young and pretty student nurses in the wards one saw khaki-uniformed members of the South African Defence Force with maroon berets

It was a contrast to see members of the army, usually on top of Casspirs and Buffels with rifles on their laps, gently pushing stretchers while others prepared food in the kitchen.

The soldiers were all over this giant hospital doing all kinds of chores

Of course men of different professions are called up into the army.

The man in the khaki uniform I saw putting stitches in an ugly knife wound of a Soweto youth was probably a doctor Medical ordelies must have been among the men who were helping patients out of private vehicles and ambulances.

But it was still a strange experience to hospital visitors to see tough men pushing wheelchairs and mopping up blood in the casualty department

Although their presence alleviated the situation, to a regular at "Bara" it was clear that a certain professionalism was lacking

Pushing a stretcher appears to be an unskilled job which can be done by anyone. The porters who scream down the corridors at breakneck speed have made it look easy, but I noticed a few stretchers going off course and the passengers seemed unsure if they would reach their destinations

Neither could the soldiers collect all the laundry and heave it into the big Transvaal Provincial Administration trucks Piles of uncollected laundry could be seen next to the wards

The student nurses who do a valiant job changing patients, feeding the children and applying medication were missed by all — nursing sisters, doctors and patients alike

A group of Civil Defence members, doctors and nurses drafted from private practices and other hospitals arrived and were soon assigned to various wards

A Casspir was positioned outside the hospital this morning

NURSING SISTER

A nursing sister who could not get a post at Baragwanath after completing her studies there last year was sent a letter of appointment on Saturday and told to report for duty the next day

A doctor, who for professional reasons cannot be identified, said the doctors were told not to hand in their coats for cleaning as there was no guarantee that they would get them back

The doctor also complained of the manner in which the food was prepared by the soldiers "It did not resemble food at all They just poured it in our plates and you had to scream at them to stop"

Bara strike could spread

The Baragwanath Hospital strike may spread to other Transvaal hospitals

And 17 000 members of the Black Municipal and Allied Workers Union (BMAWU) have threatened to join the strike if the grievances of nurses and daily-paid workers are not resolved soon

"The Black Health and Allied Workers' Union (BHAWU) have also indicated they will give us support if the situation is not resolved," a spokesman for the Health Workers' Union (HWU) said today

The strikers were informed on Saturday they had been dismissed and told to collect their salaries and wages today

The dismissed student nurses will be meeting with the hospital superintendant Dr Chris van der Heever, at 10 am today to discuss their grievances

SADF

The Director of Hospital Services in the Transvaal, Dr Hennie van Wyk, announced at the week end he had asked the South African Defence Force for assistance

SADF units are now mainly engaged in cleaning cooking and washing linen and volunteers from civil defence services in Johannesburg also moved into the hospital at the weekend in an effort to continue essential services

Senior doctors and heads of departments at the hospital had decided not to allow SADF members to interfere in the running of their wards, a doctor said yesterday

They had also decided to reject the superintendant's order that non-urgent cases not be admitted to the hospital during the strike, he said

● See Page 13

SOWETAN

MONDAY, NOVEMBER 18, 1985 · 27c + 3c GST (PWV) · Elsewhere 35c

17 000 threaten to join strike

CRISIS AT BARA

18/11/85 SOWETAN

MORE than 300 nursing assistants who have been holding the medical service together at Baragwanath Hospital are set to join the workers and student nurses on strike this week.

By MOJALEFA MOSEKI

A spokesman for the South African Black Municipal and Allied Workers' Union yesterday said the union resolved in Johannesburg to join the strike in solidarity if a solution had not been found by the end of this week.

He said the 17 000 members of his union would walk out in solidarity with Baragwanath workers

The union has informed its mother bodies the Post Telecommunications and Telegraph International and the Public Service International to take up the matter with Governments at the respective head offices

It is understood that senior medical officers were to "formally object to the presence of the army personnel in the wards because their presence psychologically affected the recovery of patients"

This comes after the nursing assistants decided to join the strikers on Friday

"A group of nurses, who said they had no leadership, but delegates, yesterday said they were not on strike but were awaiting the results of talks between their delegates and the authorities at Baragwanath Hospital

Scores of people visiting patients admitted to the Baragwanath Hospital during the week were told they had been transferred to Hillbrow Hospital yesterday

Uniformed soldiers were present and not police guarded the entrance

Some soldiers pushed trolleys and others attended to patients in the surgical wards

Patients' clothing and sheets had not been changed since Thursday and a team of outsiders cooked in the maternity kitchen only

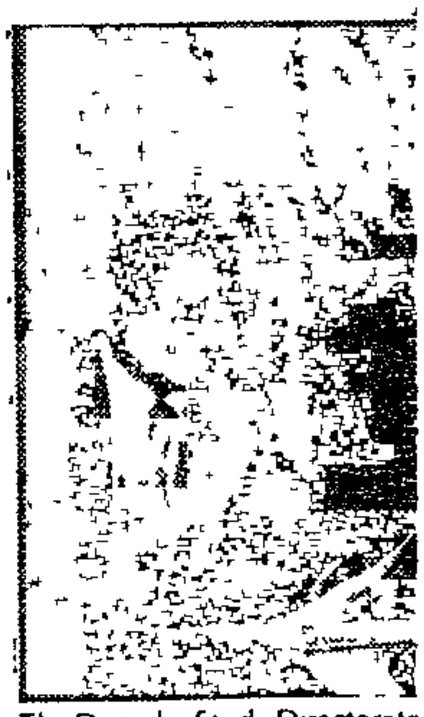
The head of the health secretariat of the Azanian People s Organisation, Dr Abu-Baker Asvat, yesterday slammed the authorities for "failing to act in a crisis situation"

He said the blame for the deterioration in medical services at the hospital would be laid on "officials"

See page 3.

"Dameli

Mr J P Brumm



The Damelin Study Directorate sees to it that every student rece other members of the Directora Advisers, and Mr M G Andrew

"To get a good job and earn mo the past 30 years prove that the My many years in the educatio the very best in you You see, D regulations to stand in the way

ARGUS 1139

Baragwanath nurses' strike 'could spread'

Argus Correspondent

JOHANNESBURG — The Baragwanath Hospital strike may spread to other Transvaal hospitals and 17000 members of the South African Black Municipal and Allied Workers Union (SABMAWU) have threatened to join the strike in solidarity if the grievances of nurses and daily-paid workers are not resolved soon.

A spokesman for the union said at the weekend that the union would join the strike if a solution had not been found by the end of this week.

PAY DEMANDS

The union has also told its parent bodies the Post Telecommunications International Telegraph International and the Public Service International to take up the matter with governments at the head offices.

"The Black Health and Allied Workers Union (BHAWU) — pharmaceutical workers — have also indicated that they will give us support if the situation is not resolved," a spokesman for the Health Workers Union HWA said today.

He said the nurses and theatre sisters would meet the matrons today because they are upset with the having to wash floors and clear wards in the absence of the 800 student nurses and 1 000 auxiliary workers who went on strike late last week over pay demands and better working conditions.

On Friday nurses aids came out on strike in solidarity with the daily-paid workers and student nurses.

"NOT LEGAL"

The strikers were told on Saturday they had been dismissed and should collect their salaries and wages today.

The dismissed student nurses were to meet the hospital superintendent Dr Chris van der Heever today to discuss their grievances.

"They will refuse to collect their pay because we have been told by our legal adviser that it is illegal to fire workers before they have had an opportunity of putting their case to management," the spokesman for the HWA said.

According to him the crisis still exists at the hospital and things are very bad.

SURGERY BACKLOG

"Usually there are 60 operations a day in the hospital's wards. There are only two cases on the list for surgery today and a backlog of 'cold surgery' cases is piling up.

"The strike could well spread to other Transvaal hospitals," he warned.

The Director of Hospital Services in the Transvaal Dr Hennie van Wyk announced at the weekend that he had asked the Defence Force for help.

Nov. 1984 SEG

Mwasa lays charges over fired workers

By Sheryl Raine

The Media Workers Association of South Africa (Mwasa) has laid criminal charges against an employer who allegedly failed to reinstate or pay dismissed workers after the Industrial Court ruled in the workers' favour.

The case will be heard early next year in the Johannesburg Magistrate's Court.

Mwasa is also considering taking legal action over a decision by the Minister of Manpower not to establish a conciliation board to settle the dispute.

Trouble started on December 14, 1984 when seven workers were dismissed by Mr Taco Kuiper of Facts Investors Guide and Facts Investors Services.

DISCUSSIONS

The employer claimed the workers had gone on strike. The workers claimed they were not on strike, but merely wished to discuss certain aspects of their employment with Mr Kuiper. They had stopped work for about 30 minutes.

Even after the Industrial Court ruled in the workers' favour, the Minister of Manpower declined to appoint a conciliation board to settle the dispute. Although the union's legal representatives have asked for reasons from the Minister for his refusal, none have been given so far.

Doctor tells of round-up

By Sheryl Raine

A Baragwanath doctor has described what he called "an extremely disturbing scene" at the hospital yesterday when about 300 dismissed workers were rounded up by armed soldiers and some escorted to collect their final pay packets.

Workers today said they were forced at gunpoint to collect their pay, and have handed their wages to officials of the General and Allied Workers' Union to be returned to the hospital. The union has affidavits from workers saying they were forced at gunpoint to collect the money.

The doctor, who cannot be named, said the group of workers was surrounded yesterday morning by armed soldiers.

The workers said they had been forbidden to go to the toilet and had not been allowed water.

The doctor intervened on the workers' behalf and asked the commanding officer why they were being held at gunpoint.

He was told they would cause havoc if they were allowed to move around freely. The commanding officer denied they were not allowed water or to go to the toilet.

Later, workers were told to collect their pay. Those who refused were ordered to leave the hospital within 15 minutes or face charges of trespassing.

Last-ditch bid to end hospital crisis

Doctors, nurses meet Bara administrators

Doctors and nurses at Baragwanath Hospital in Soweto might take action in protest against the dismissal of 1 800 striking student nurses and auxiliary workers if the deadlock is not resolved today.

The hospital authorities were locked in a crucial meeting with a delegation of doctors and nurses today in a last-ditch effort to resolve the crisis.

At the time of going to press an urgent application to the Supreme Court seeking the reinstatement of the fired workers had still to be heard.

Early this morning a meeting at the hospital of 500 employees — doctors, nurses and other classified workers — decided to draw up a petition calling on the authorities to resolve the crisis immediately. The petition signed by 700 health workers was presented to Dr Chris van der Heever, the superintendent.

The health workers decided to hold a report-back meeting this afternoon to consider on the latest developments and possible action.

The deadline for student nurses to vacate the nurses' home was extended from 11 am today till noon. Some nurses left the hospital grounds. The rest of the 940 congregated in the nurses' home — while the army moved in to evict them.

Confrontation fears

"The situation is tense. We are hoping there will not be an ugly confrontation," a spokesman for the Health Workers Association told *The Star*.

There had been confusion earlier when soldiers began evicting student nurses. Those who had packed their belongings last night crowded to taxi ranks and bus stops to begin their journeys home.

A meeting of dismissed workers called for noon today was postponed till 10 am tomorrow. It will be held at the offices of the General and Allied Workers' Union (GAWU).

The application for the reinstatement of sacked student nurses and auxiliary workers will be submitted to the Rand Supreme Court by GAWU.

About 100 black hospital workers from the Johannesburg and Hillbrow hospitals met last night and resolved to send a telex to the Minister of Health today seeking an urgent meeting to find a solution to widespread grievances among health workers.

They indicated that unless all the 940 student nurses and 800 auxiliary workers fired for striking were reinstated and their pay grievances addressed, further industrial action could hit other hospitals — including ones for whites.

Some of the workers earn as little as R150 a month and none have had pay rises since 1983.

State sector workers are on the move

Baragwanath strike crisis: 'Battle has only just begun'

Star 19/11/85

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The strike by about 1 800 auxiliary workers and student nurses at Baragwanath Hospital plunged the hospital into chaos as cleaners, cooks, kitchen staff, laundry employees and porters downed tools.

Although all the strikers have been officially dismissed, and personnel from the defence force, Transvaal Hospital Services and civil defence units are filling vacancies, the crisis is far from over.

The hospital superintendent has said things are back to normal, but reports from the Health Workers' Association (HWA) tell a different story of suspended operating schedules, a casualty department in chaos, an overloaded laundry, dirty wards and disrupted food preparation and ward services

The Baragwanath Hospital strike has signalled a new era of organised labour in State organisations. Report by SHERYL RAINE.

As far as the strikers are concerned, the battle has only just begun

More than 800 workers will appear in court on November 29 to face charges of attending an illegal gathering or staging an illegal strike

About 17 000 members of the SA Black Municipal and Allied Workers' Union have threatened to strike in solidarity if the grievances of nurses and daily-paid workers are not resolved by the end of the week. About 300 nurse-aids are also threatening to strike

The strikers are represented by the HWA and unions which have been organising in hospitals including the General and Allied Workers' Union (GAWU) and the Black Health and Allied Workers' Union of South Africa

State institutions are generally hostile territories for unions

The Baragwanath strike indicates nowever, that workers are on the move in State sectors which, to date, have been largely untouched by the kind of labour organisation other industrial sectors have experienced in the past six years

"We have 10 hospitals in which were have been organising since 1982 At Baragwanath we do not have a majority, but we are the main union,' said Mr Samson Ndou, president of GAWU

'We are not recognised and have not participated in wage negotiations yet, but we have represented individual workers and submitted collective complaints"

Asked whether his union received co-operation from the hospital administration, he said "They are still in a learning process as regards working with trade unions They are not experienced in this field"

He said there had been a lag in the organising of State institutions such as hospitals but that this was understandable. "South African workers are still not organised in the true sense of the word. There are about 10 million workers who still have to be organised while only 1.5 million are in unions."

According to Mr Ndou, the Bara workers have legitimate pay grievances.

He said cleaners, cooks and laundry workers in the A1 category of pay earned between R1 962 a year and R2 886 a year depending on their length of service.

Workers in the A2 category, which included helpers, messengers, porters and dispensary staff, earned R2 106 a year in their first year of employment and R3 135 a year in their sixth year

After repeated attempts to air their grievances and get them redressed, the workers were told last week that there would be no chance of an increase until March next year

The last time the workers received a pay rise was in 1983, Mr Ndou said

RECOGNITION

The HWA, a broad-based organisation of health workers, including doctors and nurses, started in 1979, has tried without success to gain recognition at hospitals

A spokesman for the HWA said the refusal of the hospital authorities to recognise the association was one of its biggest problems.

He said the labour dispensation under which hospitals and other state organisations were operating was "archaic"

"The Bara strike, the first of its kind, heralds a new era in organising labour in the State sector The laws concerning workers in the State sector are out of date The atmosphere for unions organising in hospitals is extremely hostile The high-handedness of authorities does not do much for good labour relations."

State employees are not covered by the Labour Relations Act and do not benefit directly from the labour reforms introduced after the Wiehahn Report.

IRON STEEL LIFTS

5. Leave Fund

Coverage	:	--
Worker Contribution	:	--
Employer Contribution	:	--
Annual leave covered	:	-- days

6. Sick Fund

Coverage	:	All workers
Worker Contribution	:	All workers
Employer Contribution	:	All workers
Annual payment for 5 day week	:	160 days
Annual payment for 6 day week	:	192 days
Qualifying period	:	3 months
Waiting period	:	2 days
Percentage of wage paid	:	--.0 %
Maternity days per pregnancy	:	65

Job deal for Whites angers black unions

SOUTH Africa's biggest black mineworkers' trade unions have been angered by mining houses' undertaking to protect white employees once job reservation has been scrapped on the mines.

By JOSHUA RABOROKO

The unions said the Government and mine management's intentions to scrap apartheid in the industry was just a ploy because it was now clear that they were not prepared to do so

The Chamber of Mines, to which most mines are affiliated, announced at the weekend that it had promised to guarantee job security for white workers once non-racial practices were implemented in the mines

The chamber's president, Mr Clive Knobbs, said the undertaking had been given by the chamber during discussions with unions and it was aimed at securing agreement for cancellation of the controversial "scheduled person" clause in the Mines and Works Act

Mr Knobbs also said the chamber had undertaken that "under no circumstances will the services of a member of the employee organisations be terminated specifically to create a vacancy to be filled by someone of another race"

Bara doctors and nurses threaten to down tools

Doctors, nurses and professional staff at Baragwanath Hospital have threatened to down tools today if 1 800 student nurses and workers dismissed for striking are not immediately reinstated

The decision to take such action was made at a meeting yesterday by 300 health workers despite the fact that they could face disciplinary action, prosecution with the possibility of a maximum fine of R1 000 or a year in prison and automatic removal from the medical register if convicted.

A Health Workers' Association spokesman said the medical professionals were aware of the serious disciplinary action they could face, but in spite of that had decided to take action in support of the dismissed strikers.

Their ultimatum that they intended taking an active part in the week-long strike was given to hospital superintendent Dr Chris van der Heever yesterday

A delegation will meet Dr van der Heever this morning for his reply.

This action by the professionals could bring the hospital to a standstill.

A co-ordinating committee has been set up to discuss ways of continuing looking after the estimated 12 000 patients still being treated at Baragwanath.

CONFRONTATION

Yesterday 942 student nurses were ordered to vacate the nurses' home and although they refused to do so, left the hospital grounds rather than face a confrontation with the army and police sent to evict them.

An urgent application by lawyers representing the General and Allied Workers' Union (Gawu) asking for the reinstatement of the fired workers will be brought before the Rand Supreme Court this morning.

A meeting of the dismissed workers will be held today at Gawu's Johannesburg offices.

A telex requesting an urgent meeting with the Minister of Health to resolve the situation at Baragwanath was sent to Pretoria yesterday by the SA Black Municipal and Allied Workers' Union and the Black Health and Allied Workers' Union. The unions asked the Minister to reply by tonight.

● Three dismissed student nurses are bringing an urgent application to the Rand Supreme Court today to stop their eviction from the nurses' home and to declare their dismissal unlawful.

The application was expected yesterday but was delayed by the preparation of lengthy court documents

● See Page 17.

Baragwanath staff 'didn't expect to be fired'

By Mike Siluma

Baragwanath Hospital workers did not expect to be fired when they went on strike for higher wages last week — after all, they said, the demand was a reasonable one.

About 800 workers were dismissed at the weekend

The General and Allied Workers' Union (Gawu) said cleaners, cooks and porters who had worked at the hospital for up to six years earned R2 106 a year

Messengers and dispensary employees got R3 135 after an equal length of service, while the hospital's security guards received R3 882 after eight years' service

Workers interviewed by The Star yesterday preferred to remain anonymous for fear of reprisals

An indignant Mrs A, a mother of three school-going children who had worked in the hospital's linen room for the past 12 years, said:

"We asked for an increase because the price of everything else had gone up and we could not make it with the money we earn But it is not as if we were asking for R1 000

"We are very bitter about the way we were treated by the hospital authorities, especially after so many years of loyalty It was not necessary for the authorities to react the way they did because we were not fighting

"Even the decision to strike was taken because we were left with no alternative"

After their dismissal, the workers were not even given a chance to take their belongings, she said

Mrs A said in addition to her children, she looked after her mother and elderly grandmother Although she earned R253 a month and her husband R85 a week, the high cost of living made it difficult to survive

She said she worked a five-day week, from 7 am to 5 pm, with a 30-minute lunch break and a 15-minute break in the morning and afternoon

Her account of the dismissal was matched by a colleague, Mrs B, who had worked in the hospital's kitchen for 10 years

Having started at a monthly salary of R50, Mrs B now earns R240 She works a six-day week from 7 am to 4 pm

She is the only breadwinner in a family of three children, one in matric

She said she was finding it difficult to see her children through school and to pay the monthly rent of R24

Mrs B was adamant that she and her colleagues would not accept re-employment, only reinstatement

Strike action by doctors, nurses is grave offence

Medical Reporter

Strike action by doctors and nurses holds grave consequences — they are liable to be heavily fined or imprisoned and automatically removed from the register by their respective councils.

In the eyes of the law, striking public health professionals are viewed in the same serious light as kidnappers, hijackers and people who hold hostages — they are considered guilty of bargaining with peoples' lives.

If complaints are lodged against medical professionals for striking, and they are found guilty in terms of Section 55(a) of the Medical Act, they are liable to maximum fines of R1 000 (or a year's imprisonment).

"Doctors and nurses found guilty of striking are automatically struck off the register," the registrar of the South African Medical and Dental Council, Mr Nico Prinsloo, told *The Star*.

They are also open to departmental disciplinary action.

'Gunpoint' collection of wages

JOHANNESBURG. — A Baragwanath doctor has described what he called an "extremely disturbing scene" at the hospital yesterday when about 300 dismissed workers were rounded up by armed soldiers and some escorted one by one to collect their final pay packets

Workers have signed affidavits saying they were forced at gunpoint to collect their pay, and have handed their wages back to officials of the General and Allied Workers' Union (Gawu) so that they can be returned to the hospital

The doctor, who cannot be named, said the workers were surrounded by armed soldiers standing one metre apart The workers told the doctor they had been forbidden to go to the toilet and had not been allowed water to drink

The commanding officer told the doctor that the workers would "cause havoc" if they were allowed to move around freely.

The commanding officer denied that the workers were not allowed to have water or go to the toilet. He said he would provide water and that workers were allowed to go to the toilet under escort one at a time — Sapa

Baragwanath threatens work stoppage

NATIONAL/INTERNATIONAL

Argus Correspondent

JOHANNESBURG.— Doctors, nurses and other health professionals at Baragwanath Hospital have threatened to stop work today if 1 800 student nurses and workers who were dismissed for striking are not immediately reinstated

The decision was made at a meeting yesterday by 300 health workers in the full knowledge of the consequences they could face by striking — disciplinary action, prosecution with the possibility of a maximum fine of R1 000 or a year in prison and automatic removal from the medical register if convicted

An ultimatum stating that health workers intended taking an active part in the week-long strike by student nurses and non-classified health workers was given to the superintendent of the hospital, Dr Chris van der Heever, yesterday

A delegation of doctors, nurses, radiographers, physiotherapists and technical staff were to meet Dr van der Heever today for his reply

12 000 patients

A co-ordinating committee of 15 medical workers has been set up to discuss ways of looking after the estimated 12 000 patients still being treated at Baragwanath

A spokesman for the Health Workers' Association (HWA) said the medical professionals were aware of the serious disciplinary action they could face, but in spite of this had decided to take action in support of the dismissed strikers

Intransigence

"These are desperate acts by medical staff brought about by the intransigence of the authorities The medical staff believe they have no alternative but to take the action planned," the spokesman said

Yesterday 942 student nurses were ordered to vacate the nurses' home and although they refused, they left the hospital grounds rather than face confrontation with the troops and police sent to evict them

"Only 40 of the student nurses surrendered the keys to their rooms The other 900 kept their keys," the HWA spokesman said

An urgent application asking for the reinstatement of the dismissed workers by lawyers representing the General and Allied Workers' Union (Gawu) was to be brought before the Rand Supreme Court today.

A meeting of the dismissed workers was to be held today at Gawu's Johannesburg offices

● A telex requesting an urgent meeting with the Minister of Health to resolve the situation at Baragwanath was sent to Pretoria yesterday by the Black Municipal and Allied Workers' Union and the Black Health and Allied Workers' Union The unions asked for a reply by tonight

Balance of power shift to unions?

CLAIRE PICKARD-CAMBRIDGE

A MAJOR development in the post-Wiehahn era of industrial relations is expected to be the birth of a union super-federation on November 30.

The approaching launch and inaugural congress is to be held in Durban and the new mammoth — the Congress of SA Trade Unions (Cosatu) — will represent about 380 000 paid-up members and 500 000 signed-up members.

If their remaining difficulties can be resolved then SA could well see its balance of labour power transformed. In this event Cosatu is also likely to eclipse most other union federations in terms of sheer numbers and clout.

The super-federation will be comprised of the eight unions affiliated to the Federation of SA Trade Unions (Fosatu), the National Union of Mineworkers (NUM), the General Workers Union (GWU), the Food and Canning Workers Union (FCWU), the Commercial, Catering and Allied Workers' Union (Ccawusa), the Cape Town Municipal Workers' Association (CTMWA), 11 United Democratic Front (UDF) affiliated unions and several belonging to the National Federation of Workers.

But although some problems have been temporarily quelled, there are still key issues to be resolved which will also be debated at the congress.

There are still difficulties agreeing over voting powers and the question of fielding delegates on the basis of proportional representation requires greater clarification

Another issue to be dealt with is the difference between the UDF affiliates and the mainstream unity unions on the question of worker majorities on committees within the federation

Unions originally party to the talks want workers — and not paid union officials — to hold executive positions

merger plans are said to be well under way

These talks involve the Metal and Allied Workers Union (Mawu), the United Mining, Metal and Allied Workers of SA (Ummawosa) which split from Mawu last year, the National Automobile and Allied Workers Union (Naawu), three UDF unions — National Iron, Steel, Metal and Allied Workers Union (Nismawu), the General and Allied Workers Union (Gawu) and the SA Allied Workers Union (Saawu)

However, there is uncertainty whether Saawu's Durban branch will be involved in the new federation. The unaffiliated Motor Industry Combined Workers Union (Micwu) has also been involved in talks with Naawu and Mawu with an aim to achieving greater unity But Micwu general secretary Des East says although they support the principle of unity, the union is busy with internal restructuring of its own and has no plans to join the new federation in the immediate future.

office bearers have been chosen on November 30

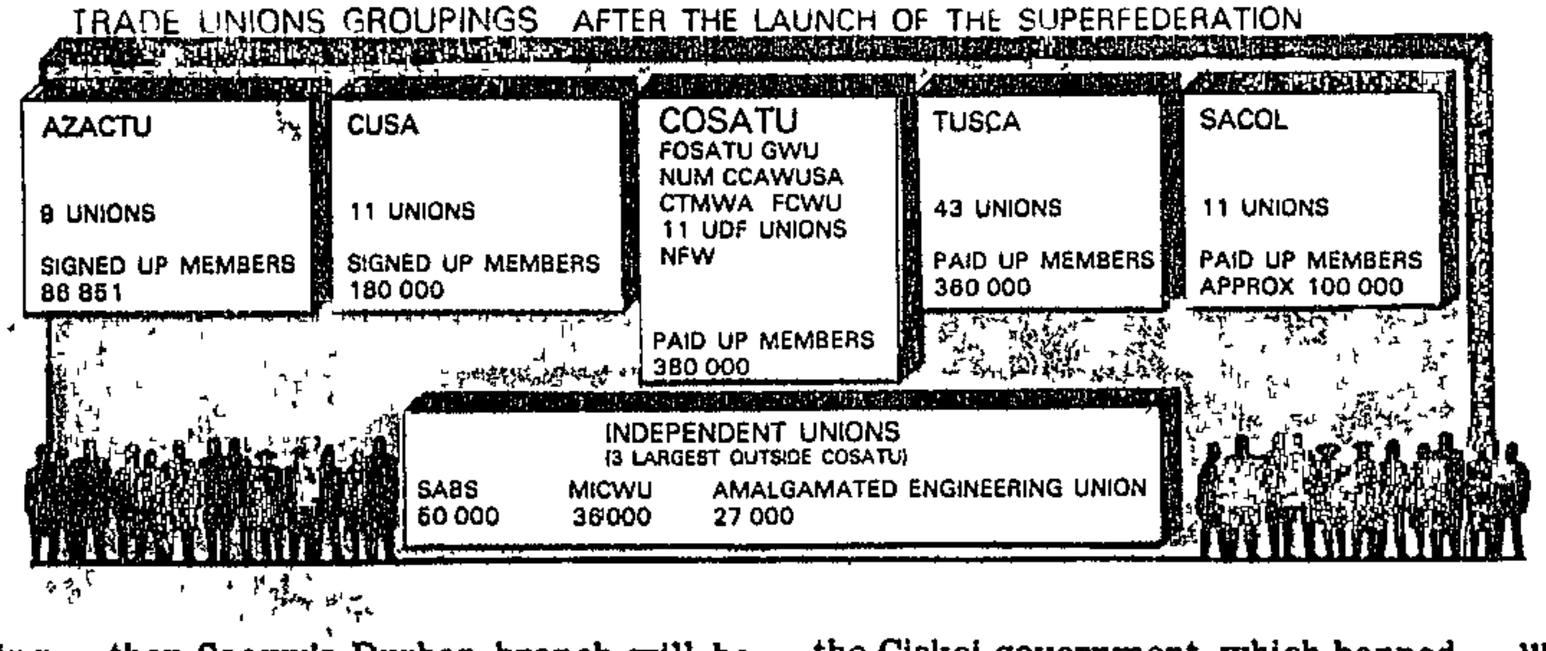
Revealing membership figures generated some tensions earlier as certain unions initially opposed this. Another earlier difficulty which has been resolved was that facing general unions whose membership would have to be split along industrial lines.

The UDF unions tend to be seen as class-based unions Saawu and Gawu are the biggest UDF unions, while the smallest is the SA Scooter Drivers' Union.

Saawu has a history of conflict with the Ciskei government, which banned the union in 1983 It has thus faced extraordinary pressures with members commuting into East London, where it is legal.

However, Fosatu unions have made greater material gains following a commitment to tight shop-floor organisation and an avoidance of overt political participation after its inception in the Seventies. But Fosatu has made increasingly political moves as political and economic demands intensified

TRADE UNIONS GROUPINGS AFTER THE LAUNCH OF THE SUPERFEDERATION



Fosatu president Chris Dlamini — who is also president of SFAWU — is tipped to be one of the key figures in the new federation.

The NUM and Ccawusa, the country's largest and second largest emergent unions respectively, are also likely to play a key role in the new federation.

NUM's Cyril Ramaphosa, a qualified attorney regarded as one of the top trade union leaders, is expected to be another important leader.

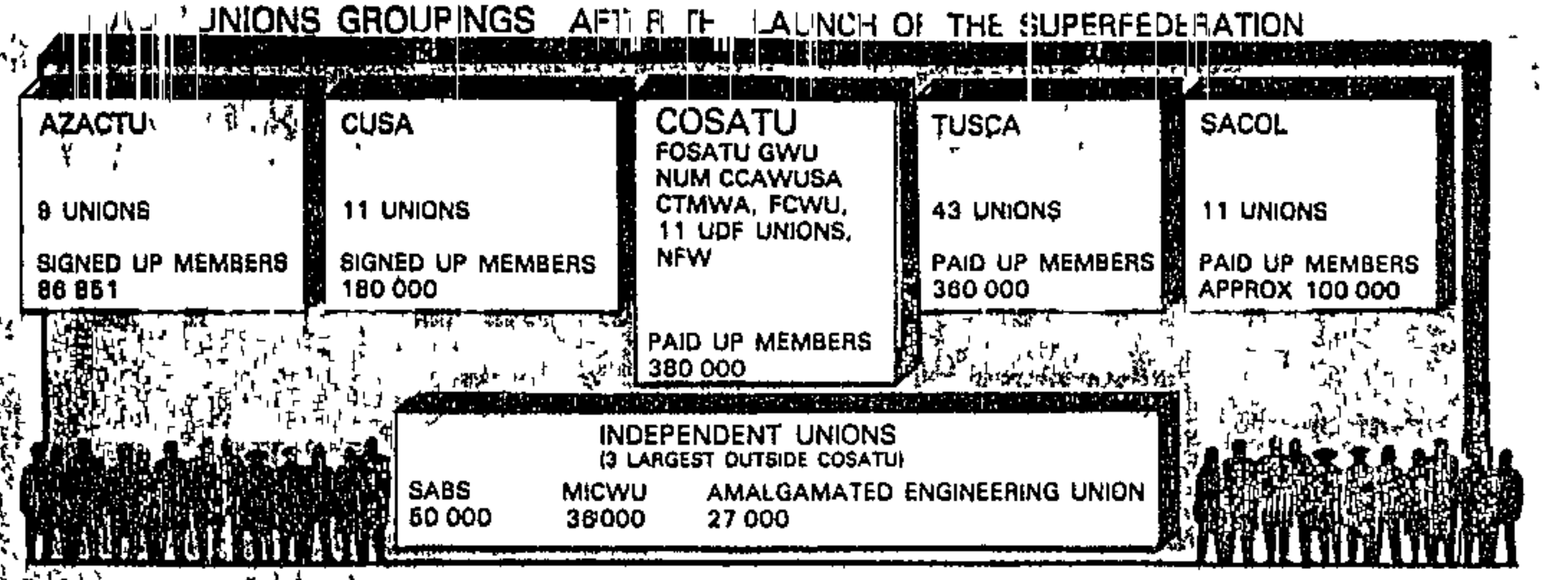
There are more than 200 trade unions in SA, which is characterised by a complex welter of union groupings, independent unaffiliated unions and those which rapidly spawn splinter look-alikes

However, the launch of Cosatu on a strictly non-racial ticket will also reflect the fundamental division in black politics between this philosophy and that of black consciousness

And possibly in response to Cosatu's imminent launch, those with black consciousness leanings — the Council of Unions of SA (Cusa) and the Azanian Congress of Trade Unions (Azactu) — recently announced they would be exploring common ground with a view to working more closely in future.

The centrist Trade Union Council of SA (Tucsa) which has been the country's largest trade union federation until now has 43 affiliates Another group is the right wing SA Confederation of Labour (Sacol), which has an entirely white membership

Outside the formal groupings are other inter-union bodies which operate in specific industries and tend to cater for more established unions. The SA co-ordinating council of the International Metal Workers Federation is an important body of this nature which was revived in May last year. One of its largest unions is the



Chemical Workers Union (GWU), the Food and Canning Workers Union (FCWU), the Commercial, Catering and Allied Workers' Union (Ccawusa), the Cape Town Municipal Workers' Association (CTMWA), 11 United Democratic Front (UDF) affiliated unions and several belonging to the National Federation of Workers.

But, although some problems have been temporarily quelled, there are still key issues to be resolved which will also be debated at the congress.

There are still difficulties agreeing over voting powers and the question of fielding delegates on the basis of proportional representation requires greater clarification.

Another issue to be dealt with is the difference between the UDF affiliates and the mainstream unity unions on the question of worker majorities on committees within the federation.

Unions originally party to the talks want workers — and not paid union officials — to hold executive positions on any committee in the new federation. The newer entrants — the UDF unions who previously objected to a distinction between workers and officials — indicated recently they might drop this position.

Every union in the new federation has committed itself to having one union per industry and merger talks are still set to continue.

Mergers are understood to be well under way between the GWU and Fosatu's Transport General Workers Union, as well as between the FCWU and the Sweet Food and Allied Workers Union (SFAWU).

One giant union is envisaged for the metal and automobile industry and whether Saawu's Durban branch will be involved in the new federation. The unaffiliated Motor Industry Combined Workers Union (Micwu) has also been involved in talks with Naawu and Mawu with an aim to achieving greater unity. But Micwu general secretary Des East says although they support the principle of unity, the union is busy with internal restructuring of its own and has no plans to join the new federation in the immediate future.

Immediate merger plans in both the metal and auto industry, and in the food industry are expected to be completed next year. But merger plans do not appear to be as well advanced with some of the other unions, although they are presently holding meetings.

The principles on which the new federation will be based are non-racialism, worker control, the merging of unions along industrial lines, representation on the basis of paid-up membership and national co-operation.

Cosatu's political direction will be further clarified on December 1, by the new president-elect after Cosatu the Ciskei government, which banned the union in 1983 It has thus faced extraordinary pressures with members commuting into East London, where it is legal.

However, Fosatu unions have made greater material gains following a commitment to tight shop-floor organisation and an avoidance of overt political participation after its inception in the Seventies. But Fosatu has made increasingly political moves as political and economic demands intensified

Fosatu's major unions include Mawu and the National Automobile and Allied Workers Union (Naawu).

Mawu is currently in dispute with over 40 employers in the Transvaal metal industry over the issue of plant level bargaining, while Naawu has strong roots in both the Eastern Cape at giant motor and component companies in Uitenhage, Port Elizabeth, East London and Durban.

Other fairly large Fosatu affiliates include the Chemical Workers Industrial Union (CWIU), which organised crippling strikes at Sasol last year, and the National Union of Textile Workers (NUTW).

also reflect the fundamental division in black politics between this philosophy and that of black consciousness.

And possibly in response to Cosatu's imminent launch, those with black consciousness leanings — the Council of Unions of SA (Cusa) and the Azanian Congress of Trade Unions (Azactu) — recently announced they would be exploring common ground with a view to working more closely in future.

The centrist Trade Union Council of SA (Tucsa) which has been the country's largest trade union federation until now has 43 affiliates. Another group is the right wing SA Confederation of Labour (Sacol), which has an entirely white membership.

Outside the formal groupings are other inter-union bodies which operate in specific industries and tend to cater for more established unions The SA co-ordinating council of the International Metal Workers Federation is an important body of this nature which was revived in May last year. One of its largest unions is the multiracial SA Boilermakers' Society (SABS) which simultaneously belongs to the more conservative Confederation of the Metal and Building Unions (CMBU).

The CMBU has some white-only unions and several multiracial unions and caters largely for industry-based unions with mainly skilled and semi-skilled workers

Another inter-union body is the Council of Mining Unions (CMU), headed by Arrie Paulus, whose right wing white Mineworkers Union has been crossing swords with the Chamber of Mines over the scrapping of job reservation.

Govt gets Bara ultimatum

(139) B. Dem 20/11/85

SIPHO MCOBO
and SOPHIE TEMA

TWO of the unions representing the more than 1 500 sacked Baragwanath student nurses and auxiliary workers have sent a telex to Health and Welfare Minister George Morrison warning him to resolve the issue or face a general strike

Officials of the Black Health and Allied Workers Union of SA (Bhawusa) and the SA Black Municipal and Allied Workers Union (Sabmawu) said a similar message had been telexed to the Transvaal Regional Director of Health Services

Doctors and health workers at Baragwanath yesterday also urged the hospital's chief superintendent, Dr Chris van Heever, to reinstate the strikers

But the situation looked set to deteriorate further when government slapped a second ban on the Health Workers Association (HWA)

The HWA was banned from holding meetings until 8.30am next Monday

A ban last Friday prohibited the association's executive from addressing striking staff at the hospital until Monday.

Meanwhile, lawyers acting on behalf of the 900 Baragwanath nurses gave notice in the Rand Supreme Court yesterday that they would bring an urgent

● To Page 2

General strike threatened

● From Page 1

application this morning for the reinstatement of the sacked staff

Some of the student nurses were granted a stay of eviction and allowed to sleep at the nurses home last night after they had re-applied for their jobs

However hundreds who did not reapply were evicted by defence force members

The hospital administration had given the nurses until 11am yesterday to evacuate the hospital premises but the deadline was later extended to 12pm

The latest banning order was served on the HWA executive on Monday afternoon after the Baragwanath employees had been dismissed

A hospital spokesman refused to comment or say whether those who had re-applied for their jobs would be reinstated

Hospital chaos as hundreds (139)

Mass of strikers arrested

21/11/85

By WILMAR UTTING

OPERATING theatres, medical departments and kitchens closed down at Baragwanath Hospital near Soweto yesterday when more than 900 student nurses refused to work and police arrested more than 700 auxiliary workers who had stormed through the hospital in protest against poor pay and working conditions

Late yesterday, the 718 men and women appeared in Protea Magistrate's Court, charged with attending an illegal gathering

"They have been released on their own recognisances and warned to appear again on November 29," a police spokesman said

"The prosecutor may formulate other charges against them before then," he said

At the hospital most services came to a stop, with only emergency cases receiving attention Non-emergency patients were sent home and told "to come back later"

Doctors left the hospital in groups about noon

"There is no point in staying, we cannot do anything Most of the theatres are closed," one said

Early yesterday policemen swooped on a gathering at the hospital and arrested 574 women and 144 men workers who were demanding an increase in their average earnings of R150 a month

Many of the cleaners, messengers and porters in the protest have 10, 15 and up to 28 years' service with the hospital and are still employed on a temporary basis only

They were told this week their demands might be considered in March next year

Blue-uniformed South African Police wearing riot helmets and carrying quirts marshalled the singing crowd into bus-sized vans

The hospital superintendent, Dr Chris van der Heever, issued a statement later, saying the workers had held a mass protest meeting on Wednesday night "Unruly elements went on the rampage, destroying equipment and throwing cooked floor on to the floors."

Nurses had presented their demands to the hospital superintendent on Wednesday and when these had been refused, they had destroyed property and had yesterday morning refused to go to work.

At least one nurse is known to be among the group arrested.

A police officer at the hospital refused to allow journalists to enter, telling them "this is an unrest situation".

But before being asked to leave the grounds, Weekly Mail spoke to doctors who had witnessed the arrests and to a nurse who had been injured in a confrontation with the hospital's security guards.

Doctors said the hospital had reacted

● To PAGE 5

Bara chaos after strike

● From PAGE 1

"too roughly by calling in the police".

One doctor said: "It wasn't a violent gathering. Yet Bara's guards and the police lashed out right and left with sjamboks. People started running away.

"The whole thing was so badly handled. This was just a domestic strike and the hospital and the police turned it into something much more than it was," the doctor said.

The nurse Weekly Mail spoke to — who had herself been injured in the clash with the security guards — said more than 900 students had presented

the nurse said. "We waited the next morning for the superintendent to address us, but he did not turn up," she said.

The nurses had not taken part in the workers' strike, she said. The two actions were unrelated.

An official of the all-black Health Workers' Association (HWA) said late yesterday they were trying to sort out which of the workers belonged to their association before taking action.

The HWA fully supported the demands from the workers, he said, and called on the administration to listen to their grievances

They had not refused to attend to patients.

When the nurses were told the gates would continue to be closed at 8pm, they marched to the gates and tore them down, the nurse said.

They were then baton-charged by the hospital security guards. Several nurses received head injuries and were treated in the hospital's casualty section and then discharged.

"We were then herded into the hostel and locked up for the night,"

five demands to the hospital superintendent, and on Wednesday had been told they would not be met.

The demands included asking that their residence gate, which was closed at 8pm, be kept open later; better quality food and a halt to unfair dismissals and victimisation. They also objected to working an extra two-and-a-half hours a week with no extra pay, and refused to carry out the cleaning duties of the striking auxiliary workers.

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CAR Times 21/11/85

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wanath

Unions threaten mass strike at Barag

From SOPHIE TEMA

JOHANNESBURG. — Labour unions representing hospital medical staff and pharmaceutical company workers have threatened a mass strike if the crisis at Baragwanath Hospital is not resolved immediately.

At a meeting at the hospital on Tuesday, doctors and nursing sisters threatened a mass walk-out or to down tools if the dismissed workers and nurses were not reinstated by yesterday.

A delegation representing doctors, nursing sisters, radiographers and technical and clerical staff gave this ultimatum to the chief superintendent, Dr Chris van den Heever.

But the crisis deepened further when workers and nursing staff of a second hospital threatened to present a list of their grievances to the authorities in solidarity with Baragwanath Hospital's dismissed workers.

A telex requesting an urgent meeting with the Minister of Health to resolve the situation at Baragwanath Hospital was sent to Pretoria on Tuesday by the South African Black Municipal and Allied Workers' Union and the Black Health and Allied Workers' Union.

The medical staff yesterday said that if the doctors and nursing sisters carried out their threat, hospital services would come to a complete standstill. This could to some extent affect the 12 000 patients at Baragwanath.

Yesterday morning lawyers acting for the 900 dismissed nurses presented papers on an urgent application in the Rand Supreme Court for the reinstatement of the dismissed workers.

The Supreme Court action is being brought by the General and Allied Workers' Union in a bid to reinstate the nurses who went on strike over poor working conditions and pay.

Legal representatives met Justice G Goldstone in his chambers where he heard the application which was postponed to 11am today. Judgment is expected to be delivered at 2.30 this afternoon.

Meanwhile, Baragwanath is surrounded by military and police contigents and, it is alleged, patients have to be escorted around the building by armed soldiers.

One senior nurse at the meeting in Johannesburg said it was almost impossible for anyone not working at the hospital to gain entry, even to visit very sick relatives.

Mr Eddie Gobey, who is attempting to negotiate for the Black Health and Allied Workers' Union, said he had been unable to make contact with the hospital authorities. "They are always in meetings it seems."

● In the Cape, the Health Workers' Society yesterday condemned the action of Transvaal hospital authorities in dismissing the 900 nurses and 800 non-classified workers at Baragwanath and called for their unconditional reinstatement.

In a statement, a spokesman for the society said the authorities in the Transvaal had refused to accede to the legitimate demands of the workers, which included decent living wages, better working conditions and the right to democratic worker representation.

Detention order for assault victim

CITY/COURTS

Supreme Court Reporter

A TEMPORARY interdict restraining police from assaulting or unlawfully interrogating detained Clothing Workers' Union (Clowu) organiser Ms June Jeanette Esau has been granted in the Supreme Court, Cape Town

This follows allegations by Ms Esau to a doctor that she was assaulted by security police at Caledon Square

She claimed that she was punched on the head and the back of the neck, pushed around, made to stand with her head between her knees and forced to stand for "long hours'

Ms Esau, 33, of Observatory, was arrested on October 25, according to her brother Jacob, a teacher who brought the urgent application against the Minister of Law and Order and the Commissioner of Police

Hunger strike

Dr Norman Victor Maharaj a senior medical officer at Groote Schuur Hospital said he first saw Ms Esau at the emergency unit on November 14 She had been referred by a district surgeon because of lack of fluid and food after a five-day hunger strike

"My clinical examination revealed a healthy adult who was mildly dehydrated She was admitted overnight and discharged the following day

"On November 19 she was wheeled into the emergency unit accompanied by two policemen and a nursing sister

"My first impression was of a distraught anxious individual crying and supporting the back of her neck with a towel'

An examination revealed bruising around the left eye, upper eyelid left temple right side of her neck and right elbow

Severe pain

She complained of severe pain in her neck and there were limitations to its movement

Mr J A Le Roux for the respondents, said he had been instructed to oppose the granting of a temporary interdict because of "the adverse publicity"

After two adjournments he submitted hastily compiled affidavits

Warrant Officer Andries Jakobus Malan a security policeman who escorted Ms Esau from Pollsmoor to Caledon Square for interrogation, denied that she had been assaulted

"When she climbed in the car at Pollsmoor, the wind was blowing strongly and bashed the car door against her"

Granting the order Mr Justice Friedman said "I wish to make it clear I am making no findings of credibility"

Committee will consider general stayaway

Unions rally to aid Bara workers

By Estelle Trengove

In a new development in the Baragwanath Hospital strike, workers outside the health services have indicated their willingness to take action on behalf of hospital staff

Workers from several hospitals in the Johannesburg area, including the Hillbrow, Coronation and Natalspruit hospitals, met at Khotso House yesterday to discuss strategy for showing their solidarity with the dismissed Baragwanath workers

The meeting was also attended by representatives of trade unions not involved in health services

A man who identified himself only as a "food worker", said they were prepared to pressure their managements so that they, in turn, could pressure hospital managements to listen to the grievances of the health workers

His suggestion that the struggle of the health workers should become a national issue was enthusiastically received Hospital workers immediately took up his call and said a general stayaway was the only way of getting their grievances redressed To organise this, a coordinating committee would be needed

The meeting decided that representatives should go back to their respective hospitals and form committees representing the workers These committees would then combine in a central committee

The central committee will meet on Monday afternoon

Workers from Hillbrow Hospital were particularly vociferous at yesterday's meeting, calling for immediate action They said they were directly affected by the situation at Baragwanath because patients were being transferred from there to Hillbrow, increasing their already heavy workload

Two women said workers at Hillbrow Hospital had been threatened with disciplinary action if they attended meetings such as the one held yesterday

It was also alleged that pamphlets were distributed at Hillbrow Hospital in the name of the Black Health and Allied Workers' Union of South Africa (Bhawusa), criticising the Health Workers' Association and the strike at Baragwanath.

A Bhawusa spokesman said the union dissociated itself from the pamphlets which seemed to be aimed at causing division between the two organisations

Sister Peter Jean abandoned her teaching career to help at Baragwanath Hospital when she heard that nurses and auxiliary workers had been dismissed after going on strike.

● Picture by John Hogg.

Nun quits teaching job to aid sick

By Rich Mkhondo

A nun from a Krugersdorp Catholic school said yesterday that she was "touched" by news that auxiliary workers and student nurses went on strike at Baragwanath Hospital and decided to abandon her teaching career to help at the hospital.

Said Sister Peter Jean: "I saw on television and read in newspapers that student nurses were on strike at Baragwanath Hospital. I realised that hundreds of patients would need help.

"I phoned the superintendent and offered my services. Because I am not a qualified nurse, I was prepared to help in any department.

"I love children, that is why I chose to offer my services at children's wards I told myself that my teaching career could be set aside in times of crisis like this.

"When I help patients, I realise that God is present in each of them. When I help them, I am actually helping God."

Sister Peter Jean said she would stay at the hospital until the situation had been resolved.

Tvl hospital official denies 'deplorable conditions' claim

The senior deputy director of Transvaal Hospital Services, Dr J A Fourie, said yesterday reports that conditions at Baragwanath Hospital were deplorable were "totally untrue"

In a statement to Sapa from his Pretoria office, he said "Despite the bad reports in the newspapers by unknown and unidentified Baragwanath Hospital personnel who criticised and slated the presence of the SADF, a lot of positive reaction was received from the staff of most departments in the hospital"

He said another issue which had repeatedly been misrepresented in the Press was that the chief superintendent at Baragwanath Hospital, Dr Chris van den Heever, had called off negotiations with the now-dismissed student workers and that he refused to talk to blacks

"The true state of affairs is that the student nurses terminated negotiations and not the superintendent," he said

The statement said "The staff praised the willingness and work of the SA Medical Services in the hospital — the medical wing of the army

"The hospital was left in a filthy condition by the daily paid workers before they left the grounds on Friday November 15

"This mess was cleared and cleaned up on Saturday November 16 by various units of the SADF

"Another issue that was repeatedly wrongly reported is that the superintendant terminated negotiations with the nurses The true state of affairs is that the student nurses terminated negotiations and not the superintendent" — Sapa

Nursing body condemns unions

Pretoria Bureau

The South African Nursing Association has expressed concern that unions intimidated many of the student nurses at Baragwanath Hospital and encouraged them to make themselves guilty of unprofessional conduct.

"These students have ruined their position in the nursing profession and damaged public trust in the profession," the association said in a statement released yesterday.

The association said it was disappointed that it was not approached by the students as it understood their problems and frustrations

It was aware that the nurses' channel for grievances was through their employer, but was always willing to assist should the channel not meet students' requirements.

Hospital head in bid to dispel 'rumours'

By Rich Mkhondo

Baragwanath Hospital superintendent Dr C J van den Heever spoke to *The Star* yesterday "to clear the air about all kinds of rumours which were doing the rounds"

He said to make the nursing profession more attractive, a non-pensionable allowance was granted with effect from October 1

"This allowance is restricted to qualified nurses Student nurses receive a salary, accomodation and other benefits

"Other hospital employees, including daily-paid workers, also do not receive this allowance The daily-paid workers held a meeting on November 4 at which they appointed two representatives to discuss their problems with me

"I saw them the following day and asked for more information on the cost of living in Soweto," he said

SUBMIT MEMORANDUM

Dr van den Heever said he had sent the final memorandum to the Director of Hospital Services for his consideration His reply, which was conveyed to the staff on November 13, was that no funds were available and he could not make any promises for next year, but he would submit the memorandum to the Commission for Administration

"A faction of the staff was not satisfied with the director's reply and they damaged the kitchens," Dr van den Heever said

"Despite a further discussion, the daily-paid staff decided not to return to work and were arrested for an illegal strike

At a meeting with student nurses, the most urgent point concerned the opening of the gate until midnight It was conceded that for a trial period of 30 days, it would be kept open , Dr van den Heever said

"However, student nurses still did not report for work and so terminated their services

"Those who took part in the strike must collect their cheques and leave. Those who were convinced against their better knowledge to strike may re-apply for work," he added.

Doctors slam Govt's refusal to negotiate

By Sheryl Raine

Doctors who last night attended a meeting of health workers concerned about the growing crisis at Baragwanath Hospital said the strike was an act of desperation and was not politically motivated

The doctors said the Government's refusal to negotiate with workers on such a critical issue was inexplicable

Several professional medical staff from hospitals in the greater Johannesburg area attended the meeting at Khotso House, arranged by the Black Health and Allied Workers' Union and the SA Black Municipal and Allied Workers' Union

"Many doctors are behind the Baragwanath staff because the health workers' working conditions are untenable," said one white Johannesburg doctor

"The cleaners are employed as temporary workers and after six years they reach their wage-ceiling Some have been working as temps for 17 years and are still being paid at that level. As temporary workers they can be fired with 24 hours' notice. They receive no pension benefits when they retire," he said.

Maids want more money

By HILARY VENABLES

DOMESTIC workers' associations throughout South Africa are to form a national body to push for better conditions for their members

The five associations, representing about 20 000 workers, have held a series of meetings at various centres during the past few months to discuss the formation of a united organization.

In a joint statement released on Tuesday, the workers made the following demands:

- A minimum salary of R150 a month for unskilled and R200 a month for skilled workers working an eight-hour day, five days a week.
- An hourly rate of R2,50 plus a travel allowance for daily chars
- Overtime pay of R2,50 an hour
- The abolition of child labour. No-one under 16 should be made to work
- Maternity benefits for all women — eight weeks fully paid leave before they give birth, and six weeks fully paid leave after pregnancy as well as full pay for days taken off for ante-natal classes
- Sick leave of 14 days a year on full pay
- Fully-paid annual leave of 21 working days.
- Pay slips stating hours of work and deductions
- All public holidays off, or the payment of overtime in addition to their normal salary

The Domestic Workers Association in Cape Town has called on all employers of domestic workers to attend a special meeting on Sunday, November 24, at St Saviour's Church, Claremont, to discuss these demands and "to find the missing link between the workers and their employers"

The five associations also sent a list of their demands to the Department of Manpower, which has said it will consider them and reply in due course.

CAPE TIMES
day, November 22, 1985

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Hospital a 'shambles' — doctor

JOHANNESBURG — Baragwanath Hospital was reported yesterday to be "a shambles" as remaining staff considered their next step after threatening a strike in support of the fired student nurses and auxiliary workers

A doctor at the hospital, who asked not to be named, said. "The place is a shambles Wards are half-empty because we are discharging patients who are still sick.

'Concerned'

"In the children's ward there is a rank smell as the children's happies are not changed as frequently as they should be Flies are swarming all over the place

"We are deeply concerned about our patients and fear that some will get worse as the clinics in Soweto are just not sufficient to cope with the burden"

However, in Pretoria, the Senior Deputy Director of Transvaal Hospital Services, Dr J A Fourie, said yesterday that reports that conditions at Baragwanath Hospital were deplorable were "totally untrue"

In a statement, he said "Despite the bad reports in the newspapers by unknown and unidentified Baragwanath Hospital personnel who criticized and slated the presence of the SADF, a lot of positive reaction was received from the staff of most departments in the hospital"

Terminated

He also said another issue which had repeatedly been misrepresented in the press was that the Chief Superintendent at Baragwanath, Dr Chris van den Heever, had called off negotiations with the now dismissed student workers and that he refused to talk to blacks

"The true state of affairs is that the student nurses terminated negotiations and not the superintendent," he said

Conditions in the wards were "highly satisfactory" and all essential services were "functioning well"

Meanwhile, the chairman of the Baragwanath Hospital Board, Dr Woody M Matsie, said the board and the hospital had reached a stalemate

"We were scheduled to have held our meeting with Dr Chris van den Heever, the superintendent, on Monday These meetings are held every two months and I had duly called one

Postponed

"But the superintendent called it off and said the postponement was indefinite I cannot say at this stage what our next step will be"

● Meanwhile, the urgent application brought before the Rand Supreme Court by the 940 dismissed student nurses was yesterday postponed until today

The respondents in the case — the Transvaal Administrator, the Director of Hospital Services and the Chief Superintendent of Baragwanath Hospital — had not filed their affidavits by the time the court sat at 2pm — Sapa

Baragwanath: Other workers to take action

Argus Correspondent.

JOHANNESBURG — The new development in the Baragwanath Hospital strike is that workers outside the health services have indicated they are prepared to take action on behalf of the strikers.

Workers from several hospitals in the Johannesburg area, including Hillbrow, Coronation and Natalspruit hospitals met at Khotso House yesterday to discuss strategies for showing solidarity with dismissed Baragwanath workers.

The meeting was also attended by representatives of trade unions not involved in the health service.

Enthusiasm

A man who identified himself only as a "food worker" said they were prepared to put pressure on their managements so that they in turn could persuade the hospital managements to listen to the grievances of health workers.

His suggestion that the struggle of the health workers should be nationalised met with great enthusiasm. Hospital workers immediately took up the idea, saying a general stayaway would be the only way to get their grievances redressed.

A broad co-ordinating committee would however have to be established to organise a stayaway involving the whole community.

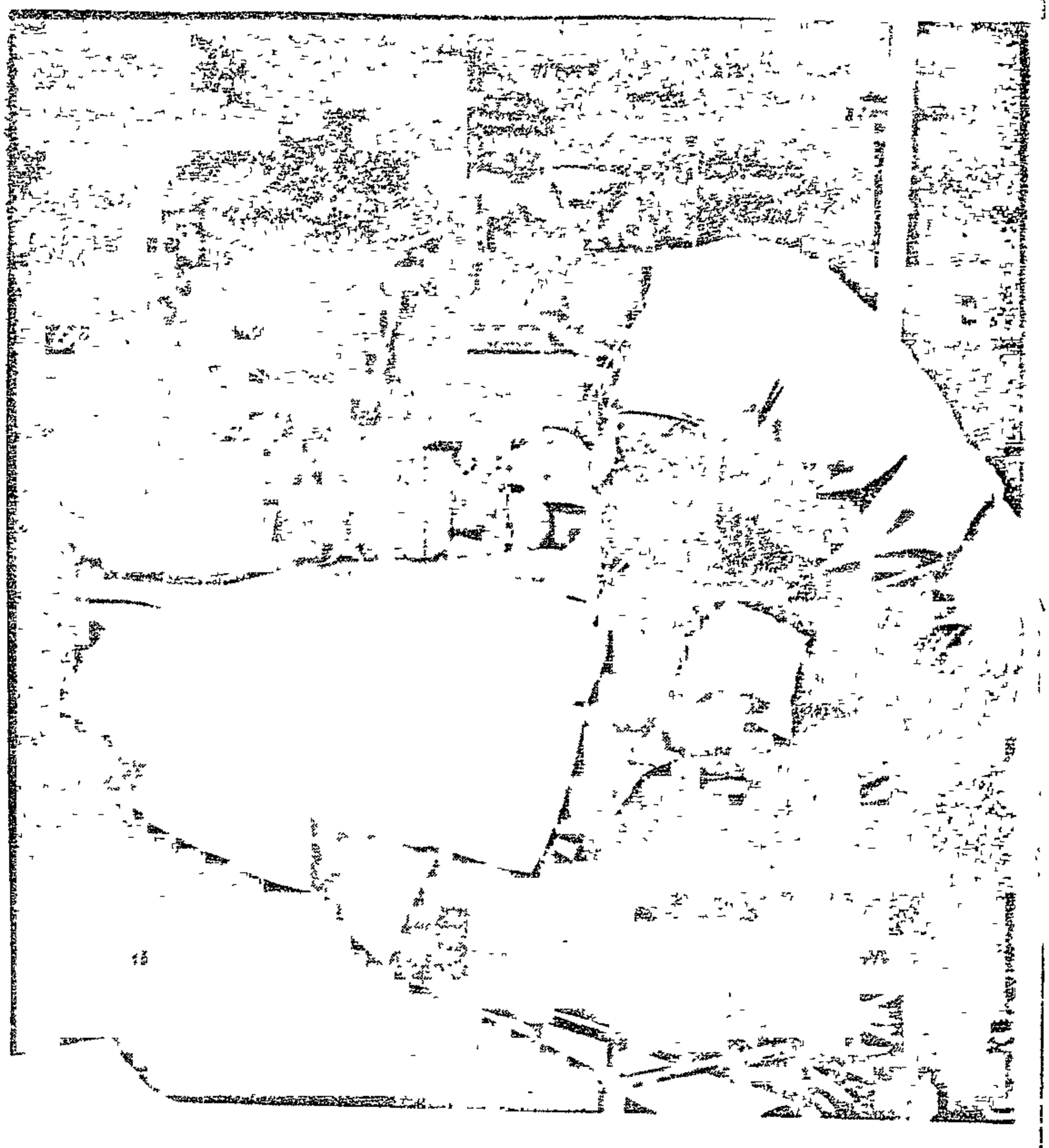
Heavy workload

The meeting decided that representatives should go back to their hospitals where they would form committees representing the workers. These committees would then form a central committee.

The central committee is to meet on Monday afternoon.

Workers from Hillbrow Hospital were particularly vociferous at yesterday's meeting calling for immediate action. They said they were directly affected by the situation at Baragwanath Hospital because patients were being transferred from there to Hillbrow, increasing their already heavy workload.

Two women said workers at Hillbrow had been told that they would be made "examples" if they attended meetings such as the one held yesterday.



Defence Force members preparing stretchers outside the casualty department at Baragwanath Hospital.

We were beaten after trying to discuss grievances — nurse

139 Star 22/11/85

By Jo-Anne Richards

A student nurse from [illegible] Hospital yesterday [illegible] the Rand Supreme Court [illegible] batons and stones" after trying to discuss [illegible] matron

Miss [illegible] and two other dismissed student [illegible] ought an urgent application which [illegible] of all 940 sacked student nurses

And while most await its outcome before deciding whether to reapply — with a resultant loss of benefits — [illegible] again care was postponed to today.

It has been put off each day since Tuesday due to the filing of lengthy court documents

Miss Tshabalala, Mr Themba Mbobo and Mr Macbeth Nxumalo are trying to gain a temporary court order halting their eviction from their hostel rooms They are also asking for an order declaring their dismissal unlawful and stating their right to occupy their hostel rooms

In her affidavit, Miss Tshabalala said nurses were beaten by hospital security guards on November 13 after they were refused permission to discuss grievances at a routine meeting with the chief matron

"The students then decided to march from the residence to the pay point, which is within the hospital grounds," she said

"It was then the hospital security guards attacked the student body with batons and stones, causing bodily injury to certain students and damage to the nurses' hostel"

Miss Tshabalala said that "at no stage did I or any member of the student body go on strike or withhold his or her labour".

Their "desire to report back for duty as soon as their grievances were dealt with was at all times made clear to the senior members of staff, including the chief superintendent (Dr C van den Heever)"

Finally, a student delegation was told on November 16 by Dr van den Heever that they were dismissed as from November 13 On November 18, they were given 24 hours to vacate their hostel rooms

CAPE TIMES 23/11/85

Nurse alleges attack

JOHANNESBURG — A student nurse from Baragwanath Hospital described in papers before the Rand Supreme Court yesterday how she was "attacked with batons and stones" after trying to discuss grievances with a matron

Mrs Mardulate Tshabalala and two others brought an urgent application calling for their reinstatement at the Nurses' Home at the hospital

In her affidavit, Mrs Tshabalala said nurses were beaten by hospital security guards on November 13 after they were refused permission to discuss grievances at a routine meeting with the chief matron

March in hospital grounds

"The students then decided to march from the residence to the pay point which is within the hospital grounds," she said

"It was then the hospital security guards attacked the student body with batons and stones, causing bodily injury to certain students and damage to the nurses' hostel"

She said that "at no stage did I or any member of the student body go on strike" and that that their "desire to report back for duty as soon as their grievances were dealt with was at all times made clear to the senior members of staff, including the chief superintendent (Dr Chris van den Heever)"

Finally, a student delegation was told on November 16 by Dr Van den Heever that they were being dismissed as of November 13 On November 18, they were given 24 hours to vacate their hostel rooms

Mr J Browde, SC, for the nurses, said the court should grant an interim order allowing them to be fully re-instated until the entire matter could be brought to full trial

'Refused to work'

In argument before Mr Justice R Goldstone, Mr J Coetzee, for the respondents, argued that 867 nurses were dismissed because they refused to work while there were 1 112 patients in the hospital

In his replying affidavit, Dr Van den Heever said he could not approve the reinstatement of the second and third applicants — Mr Themba Mbobo, a final year male student nurse, and Mr Macbeth Nxumalo, a male pupil nurse — because they had acted irresponsibly by striking

Mr Coetzee said Mrs Tshabalala had been unreasonable in "rushing" to court when the authorities did not even consider her dismissed as she was on leave when the alleged strike occured

The judge said he could not see how Mrs Tshabalala, who had acted as a representative for the nurses in negotiations, should have considered that she was excluded from the dismissal order

Over 1 000 patients will be tended by army personnel at least until Monday when the court will pass judgement — Sapa and Own Correspondent

Fake pamphlets 'call off' strike

Confusion reigned at three hospitals following the distribution of fake pamphlets "calling off" solidarity strikes due to take place next week.

The Black Health and Allied Workers' Union of South Africa and the South African Black Municipal Workers' Union yesterday said they condemned pamphlets distributed at the Baragwanath, Coronationville, Natalspruit hospitals calling on the staff not to hold a solidarity strike at a date still to be decided.

The unions said the body purported to represent workers and nurses from the three hospitals.

Said a spokesman for the unions: "Earlier this week, representatives from the three hospitals met and resolved to meet again next Monday to form a co-ordinating committee which would plan the solidarity actions.

"On Wednesday, pamphlets were distributed at the three hospitals asking the staff not to take solidarity action. The unions deny they ever issued such pamphlets

"Monday's meeting still stands and the solidarity action would continue", he said

● Baragwanath student nurses were placing patients' lives in danger to blackmail hospital management into settling their grievances favourably, counsel for the hospital authorities submitted in the Rand Supreme Court yesterday

Legal argument took the entire morning before a packed courtroom in the urgent application brought by three student nurses Judgment is expected on Monday

Miss Mardulate Tshabalala, Mr Themba Mbobo and Mr Macbeth Nxumalo brought the action to have their dismissal declared unlawful. They also hope for a temporary order halting their eviction from their hostel or, alternatively allowing them to return.

Mr J Coetzee SC, acting for the director of Hospital Services, chief superintendent of the hospital, Dr C van den Heever, and the Administrator of the Transvaal, argued the position of student nurses was different from other occupations in that work stoppage could lead to a danger to life.

"They had been prepared to hold the hospital over a barrel by striking in their own interests, without thought of their patients," he said

Striking was an offence for nurses, he said The summary dismissal of Mr Mbobo and Mr Nxumalo was therefore justified

Miss Tshabalala's position is no longer disputed The hospital authorities declared in papers that she was not dismissed as she had been on leave at the time of the strike

While the case only dealt with two student nurses, it was nevertheless a test case which affected the rights of all 867 sacked students, Mr J Browde SC, counsel for the students, claimed

He submitted the student nurses were wrongfully sacked for "strike action" as the dismissal, on November 18, was given retrospectively from November 13 "when there was no threat of a strike".

The students had attended work on November 13 and had only stopped later when, they claimed, they were merely waiting for the authorities to address their grievances

Bara's future hanging in the balance

By MUDINI MAIVHA

THE FUTURE of Baragwanath Hospital hangs in the balance – and much depends on the outcome of a Supreme Court ruling on the student nurses' eviction

The ruling was expected late yesterday On the basis of the ruling, senior hospital staff – including doctors, nurses, radiographers, physiotherapists and technical staff – will decide today for or against a strike

On Wednesday a proposed strike by the hospital's remaining staff was suspended pending the ruling Meanwhile services at Bara were said to be deteriorating

Staff accused the hospital of concealing true conditions by barring the Press. They said hospital authorities arranged for the SABC to "dupe" the public by screening a "stage-managed ward with happy patients" on Wednesday

A Health Workers' Association spokesman said the SABC also misinformed student nurses by reporting their colleagues were re-applying for their jobs – and they could do so too

He said those who had re-applied were cancelling their applications yesterday 'A condition for re-admission was that nurses would forfeit pension, leave and accumulated leave and their years' training They would start as first-year students, he said

Another form students completed stated they were appointed as "locum" – casual workers – with effect from November 17

The HWA said about 100 workers at Coronation Hospital pledged their solidarity with the student nurses and 900 non-classified workers They have formed an interim committee to research the salary scales at Bara

City domestic workers meet

Cape Times 25/11/85

Staff Reporter

AN ASSOCIATION to represent the employers of domestic workers, which could negotiate with workers on behalf of employers was suggested at a meeting in Claremont yesterday

The meeting attended by employers and workers, was organized by the Western Cape-based Domestic Workers Association (DWA) and by the South African Domestic Workers' Association (SADWA)

A recent conference of domestic workers' organizations from all four provinces looked into the possibility of forming a national body and at a follow-up meeting to this conference a resolution was taken to bring together employers and workers to find solutions to problems experienced by both sides

Yesterday's meeting was one of many held throughout the country and was attended by about 60 people mainly workers

Mrs Florrie de Villiers, spokesman for DWA chaired the meeting and expressed disappointment that more employers had not attended the meeting the first of its kind in Cape Town

"We are not here to condemn employers but to work out the relationship between employer and worker, she said adding that more meetings of this kind would be held in the future

One of the employers present asked for constructive suggestions as to what she could do to help workers and suggested that some kind of employers body which could negotiate with workers would be very effective This suggestion was welcomed by Mrs De Villiers

Dismissal of nurses invalid — judge

Argus Correspondent

JOHANNESBURG — The 94(student nurses dismissed from Baragwanath Hospital were found by the Rand Supreme Court today to have been given an invalid and ineffective dismissal notice

Mr Justice R J Goldstone found that the hospital's chief superintendent, Dr C van der Heever had not properly exercised his discretion in firing all the students in a body

The action followed the recent strike of an number of student nurses who believed that certain grievances had not been dealt with properly by the authorities

URGENT ACTION

Three student nurses Miss Marcuiate Tshabalala, Mr Themba Ndobo and Mr Macbeth Nxumalo brought the urgent action last week in the hope of having their dismissal declared unlawful and of being returned to their jobs and hostels

Mr Justice Goldstone said that each student had been entitled to a hearing

His order did not automatically mean he added, that the three applicants were entitled to reinstatement

Miss Tshabalala could return to her job and hostel room as she had been on leave at the time of the strike action

TEMPORARILY

Mr Mbobo denied having been on strike and this dispute would have to be resolved in the main action In the meantime he was temporarily reinstated to his job and hostel

Mr Nxumalo had not denied striking The court could not order the reinstatement of someone who took part in an illegal strike the judge said It would "subvert the principles of the profession"

A spokesman for the Health Workers Association said today he was "reasonably pleased' with the court ruling

"We hope the authorities will immediately see their way clear to meeting student nurses to discuss reinstatement to get the hospital back to normal for the benefit of the community and in the interests of patient care" he said

LABOUR REVIEW

Baragwanath: problem of a fight for existence

THE crisis at Baragwanath Hospital triggered by the strike of student nurses and daily-paid auxiliary workers has had more impact on the black community than any other public sector strike over the past five years writes CLAIRE PICKARD-CAMBRIDGE

THREE unions are co-operating to build unity among health workers following what was essentially a wildcat strike at Baragwanath

The strike, which began more than a week ago has resulted in the sacking of 1 800 student nurses and auxiliary workers

The difficulties confronting the nurses and auxiliary workers were outlined at several mass meetings

One problem faced was a moral one: how to use the workers most effective weapon — strike action — when it jeopardised people's lives

While the chance of a co-ordinated strike has not been scotched, they decided against a less radical move — a lengthy go-slow — "because people are dying"

Yet they argued, their fight was also for their own existence (some workers earn as little as R150 a month)

A Black Health and Allied Workers Union of SA (Bhawusa) spokesman stressed that State employers refused to recognise the health unions, although they have been negotiating wages and conditions of employment in most private hospitals for some time

However, despite this it has been decided that committees would be formed at a number of Johannesburg and Reef hospitals to improve organisation

ANOTHER major event last week was the handing down of the Industrial Court's reasons for its ruling that Gencor's Marievale mine should temporarily re-instate several hundred workers dismissed in a September wage strike

The ruling is significant because it is likely to encourage workers to use legal dispute procedures and highlights the need for management to base decisions on principles of fairness and not only on common law rights

But Gencor wants the decision reviewed by the Supreme Court. The outcome will be important because it could cast more clarity on the question of the overlapping jurisdiction of the two courts

The National Union of Mineworkers (NUM) has, however pointed out that they are having great problems in getting the Marievale workers re-instated

They say the majority of the fired workers have not been re-instated and the union has had to send organisers to villages in Lesotho and the Transkei to find affected workers

The NUM also say there have been difficulties in getting contracts renewed. The Employment Bureau of Africa (TEBA) reluctant to assist.

□□□

A FURTHER development last week was the decision by about 800 workers at three Asea plants in Pretoria to suspend a "go slow" after talks between management and the Metal and Allied Workers Union (Mawu)

The Mawu is still in dispute with more than 40 employers in the metal industry over the issue of plant-level bargaining But although neither Mawu nor Asea have yet revealed what progress has been made, the union claims there has been a substantial move towards conciliation

□□□

A MILESTONE was the formation of a Southern African Miners Federation in Harare last week with NUM president James Motlatsi elected as president of the new body

The federation, which represents workers from SA Zambia Botswana, Lesotho and Zimbabwe resolved that total sanctions be imposed against SA It has called on the international Labour Movement to organise the economic boycott and has warned it will take strong action if the SA government repatriates foreign mineworkers

Nurse, man burnt to death

A Baragwanath student nurse and her mother were burnt to death at the weekend apparently by mobsters who accused the nurse o being a "sellout"

Miss Nonthandazo Sishi (23) and Mrs Getrude Sishi (53), died when their Dube house was attacked and set alight.

Miss Sishi had been accused of being a "sellout" because she had re-applied for employment after she and more than 800 other nurses were dismissed after a strike at Baragwanath Hospital last week.

Hospital authorities declined to comment on the killings today.

A hospital spokesman said "It is a criminal offence. I suggest you speak to the police. We are in no position to commen.

Four other people who were in the house when it was set alight are still in a critical condition in hospita.

ARGUS 25/11/85

Domestic workers in nationwide campaign

Labour Reporter

DOMESTIC workers' groups have launched a countrywide campaign for better wages and working conditions.

The campaign — co-ordinated by groups in Cape Town, Johannesburg, Durban, Port Elizabeth and East London — is also likely to receive legislative backing next year for at least minimum working conditions.

Meetings to clarify the demands to employers are being held by all the groups.

The demands include:

- A minimum wage of R150 a month for unskilled workers and R200 a month for skilled workers for an eight-hour day, five days a week.
- An hourly rate of R2,50 for chars, plus travelling allowance.
- No employment of children under 15.
- Maternity benefits for all women eight weeks before birth and six weeks after, plus days off to attend ante-natal clinics.
- Fourteen days sick leave a year.
- Twenty-one days paid annual leave, plus all public holidays.
- One month's notice on either side.
- Payslips stating hours of work and deductions.

Outlining the demands at a meeting of employers and employees, Domestic Workers Association spokesman Mrs Florence de Villiers said: "We don't want to attack employers but to find common ground and understanding of each others' problems."

More meetings to expand the campaign would be held in coming weeks.

Mrs de Villiers said the groups hoped legislation covering basic conditions of employment would be introduced in Parliament next year.

Bara dismissal notice 'invalid and ineffective'

The 940 student nurses dismissed from Baragwanath Hospital were found by the Rand Supreme Court today to have been given an "invalid and ineffective" dismissal notice.

Mr Justice R J Goldstone found that the hospital's chief superintendent, Dr C van den Heever, had "not properly exercised his discretion" in dismissing all the students in a body

The action followed the recent strike of student nurses who felt certain grievances had not properly been dealt with by the authorities.

The students were subsequently given a general order of dismissal and eviction from the nurses' hostel on November 18.

Three student nurses — Miss Mardulate Tshabalala, Mr Themba Nbobo and Mr Macbeth Nxumalo — brought the urgent action last week in the hope of having their dismissal declared unlawful and of being returned to their jobs and hostels.

Mr Justice Goldstone said each student had been entitled to a hearing.

Dr van den Heever should have made sure which students were guilty and given each the chance to be heard.

The backdating of the dismissal order to November 13 "made it worse" as no students had withheld their labour at that stage.

The judge said his order did not automatically mean the three applicants were entitled to reinstatement.

Miss Tshabalala could return to her job and hostel room as she had been on leave at the time of the strike action.

Mr Mbobo denied having been on strike and this dispute would have to be resolved in the main action.

In the meantime, he was temporarily reinstated to his job and hostel.

Mr Nxumalo had not denied striking. The court could not order the reinstatement of someone who took part in an illegal strike, the judge said. It would "subvert the principles of the profession".

● A spokesman for the Health Workers' Association said he was reasonably pleased with the court ruling.

"We hope the authorities will immediately see their way clear to meeting student nurses to discuss reinstatement to get the hospital back to normal for the benefit of the community and in the interests of patient care," the spokesman said.

A spokesman for the General and Allied Workers' Union (GAWU) said the union had sent a telex to the MEC in charge of hospital services in the Transvaal requesting a meeting to discuss the position of 800 non-classified workers also dismissed for striking.

"If we do not get a reply today we will take legal action. We are considering an urgent application to the Supreme Court for the reinstatement of the non-classified workers because we feel they were unfairly dismissed," said Mr Samson Ndou, president of GAWU.

CAPE TIMES
26/11/85

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Hospital staff get jobs back

Own Correspondent

JOHANNESBURG — All the student nurses and non-classified workers dismissed from their jobs at Baragwanath Hospital have been reinstated

Their legal representatives were told yesterday afternoon that the hospital authorities had resolved to reinstate all the workers — approximately 900 student nurses and 800 non-classified workers — with immediate effect, under the same conditions as before they were dismissed and with their full benefits

The 800 non-classified workers were dismissed on November 18 following a wage increase strike and the student nurses on November 19 after complaining about the hospital's curfew regulations

Three nurses who said that they had not gone on strike brought an action in the Rand Supreme Court against the Minister of Health and Welfare Dr C V van der Merwe, the Director of Hospital Services, Dr Hennie van Wyk, and Dr C van der Heever, Chief Superintendent of Baragwanath Hospital claiming the right to remain in the hospital's nurse's home and to continue working

Mr Justice R Goldstone ordered that Miss Mardurata Tshabalala, one of the three nurses demanding to be reinstated, should be fully reinstated and allowed to live in her room in the nurses' home

He ordered that the case of the second applicant, Mr Themba Mbobe, should go to full trial to decide whether he was employed on a permanent or temporary basis, and if he had been on strike between November 14 and November 18

He found that the third applicant, Mr MacBeth Nxumalo, did not deny taking part in the strike action and therefore could not be granted any relief

another next to the Signal School

flames on logs at the Naval Signal School with t

CAPE TIMES 26/11/85

Baragwanath nurse, mother burnt to death

From SOPHIE TEMA

JOHANNESBURG — A student nurse at Baragwanath Hospital and her mother were burnt to death when their house was attacked and set alight by unknown men last week

The home of Miss Nomthandazo Sishi, 23, who had re-applied to the Baragwanath Hospital after about 950 nurses went on strike, was attacked and burnt by four men who accused her of "selling-out"

Her mother Mrs Gertrude Sishi, died after she was trapped in the flames while four other people were seriously burnt and were admitted to the Baragwanath Hospital's intensive care unit

One of the four people who sustained severe burns and who is reported to be in a critical condition is well-known organist Mr Bongane Mdunge, who backs the famous vocal singer Yvonne Chaka Chaka

The three other people who also suffered serious burns are Miss Lindi Sishi, Mrs Margaret Kunupi, and her husband Mr Anthony Kunupi

According to the Sishi family four men came to their Dube house about 20 minutes after Nomthandazo had arrived at home

They entered the house and said there is a "sell-out in here" As they spoke they sprinkled a powder-like substance on the floor before setting it alight

The whole house was soon engulfed in flames and Mrs Sishi, 53, burnt to death

Nomthandazo and the other burn victims were taken to hospital She died on Friday night.

Relatives of the Sishi family said the last words the dying student nurse spoke were "I am sorry to have caused you all this I should not have re-applied"

Miss Sishi's father, Mr Aaron Sishi, a road safety lecturer in Maritzburg, said his daughter had spoken to him at the hospital and told him that their home was attacked because she had reapplied to the hospital after she and 949 other student nurses had gone on strike

Mr Sishi, said he stopped her from saying anything further because he realized that she was in pain

"She was burned beyond recognition and I could not bear to see her in that state"

● **Hospital staff get jobs back, page 2**

Nurse's killing condemned

By Sheryl Raine

The Health Workers' Association (HWA) has expressed shock and concern at the murder of a student nurse who reapplied for her job at Baragwanath Hospital.

Miss Nomthandazo Sishi (23) and her mother, Mrs Gertrude Sishi (53), were burnt to death on Friday at their Dube home by men who accused Miss Sishi of being a sell-out. She was one of 940 student nurses dismissed for striking last week.

Mr Samson Ndou, president of the General and Allied Workers' Union which represents some of the 800 non-classified workers fired for striking at Baragwanath, said: "We condemn this very strongly.

"We regard this as a criminal act and it does not represent the feelings of the workers or the union."

Bara agrees to reinstate all 1 700 fired workers

Baragwanath Hospital authorities have agreed to reinstate all 1 700 student nurses and non-classified workers fired last week.

After yesterday's Supreme Court victory for 940 dismissed student nurses, hospital authorities agreed to reinstate all sacked hospital workers on full benefits.

Mr Justice R Goldstone ruled that the dismissal of all the student nurses was unlawful, after an urgent application by three of them.

Theattorney for the three applicants, Mr Ismael Ayob, said the terms of the reinstatement would apply to all workers, including those who had reapplied — with resultant loss of benefits — before the court judgment.

The General and Allied Workers' Union's president, Mr Samson Ndou, welcomed the decision, but said the workers were now "back to square one" The union had continually tried without success to negotiate with the authorities over student grievances

One of the applicants, Miss Mardulate Tshabalala, said the student nurses were still hoping to negotiate. "But if they had listened to us in the first place, we wouldn't have had to go to the Supreme Court," she said

In his judgment, Mr Justice Goldstone did not condone strike action by nursing staff, which was prohibited by law. "The question here is not whether strike action by nurses amounts to unsatisfactory conduct — that is obvious," he said

"Nursing is a venerable and noble profession As it is an essential service, the lives or health of many people could be endangered by strike action It undermines the ethics of their calling."

But the responsibility of nurses implied a reciprocal duty on the part of the authorities. Their terms of employment should be satisfactory and an efficient mechanism should exist for nurses to air their grievances.

He ruled that the dismissal order was invalid as each student had been entitled to a hearing

Servants state demands

DOMESTIC workers' groups have launched a countrywide campaign for better wages and working conditions.

Meetings are being held by groups in all the major cities to clarify their demands to employers. These include:

- A minimum wage of R150 a month for unskilled workers and R200 a month for skilled workers for an 8-hour day, five-day week.
- An hourly rate of R2.50 for chars, plus travelling allowance.
- No employment of children under 16 years of age.
- Maternity benefits for all pregnant women for eight weeks before giving birth and six weeks afterwards, plus days off to attend ante-natal clinics.
- Fourteen days sick leave a year.
- Twenty-one days paid annual leave plus all public holidays.
- One month's notice on either side.
- Payslips showing hours of work and deductions.

A spokesman for the Domestic Workers' Association said the groups hoped legislation covering basic conditions of employment would be introduced in Parliament next year — Sapa.

Campaign launched by domestic workers

Own Correspondent

CAPE TOWN — Domestic workers group have launched a countrywide campaign for better wages and working conditions.

The campaign co-ordinated by groups in the major cities — Cape Town Johannesburg Durbar Port Elizabeth and East London — is also likely to receive legislative backing next year for at least minimum working condition.

Meetings to clarify the demands to employers are being held by all the groups which drew them up at talks in Cape Town and Durban.

The demands include a minimum wage of R150 a month for unskilled workers and R200 a month for skilled workers for an eight-hour day, five days a week and an hourly rate of R2,50 for chars plus travelling allowance.

Other demands are:

- No children under 16 should work.
- Maternity benefits for all women to be paid eight weeks before birth and six weeks after.
- Days off to attend ante-nata clinics.
- Fourteen days sick leave a year.
- Twenty-one working days' paid annual leave.
- One month's notice from either side.
- Payslips stating hours of work and deductions.
- All public holidays off.

Outlining the demands at a meeting of employers and employees in Claremont, near Cape Town, yesterday Domestic Workers Association spokesman Mrs Florence de Villiers said domestic workers had given two things to South Africa — they had given birth to the labour force and they had given up their own family life to go and look after others.

"We don't want to attack employers at these meetings but to find common ground and understanding of each other's problems," she said.

Mrs de Villiers said it was hoped that legislation covering the basic conditions of employment which it had been hoped would be brought before Parliament in the past session would be introduced next year.

All is set for launching of super-union

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SOWETAN

WORKERS' DIARY — By JOSHUA RABOROKO

THE stage is already set for the launching of the super trade union federation — the Congress of South African Trade Unions (Cosatu) — whose programme starts in Durban on Friday night

The programme starts on Friday at 7 pm at the University of Natal students' hall This will be a closed session, but the Press will be allowed to take pictures, according to sources

On Saturday another closed session will be held where numerous decisions will be tabled concerning the biggest worker movement in South African history

A mass rally will be held at Durban King's Park Stadium on Sunday, to celebrate the launch Cosatu is still awaiting permission from Durban's chief magistrate to hold its open-air meeting, but "we do not envisage any problem," a spokesman said

- The Commercial Catering and Allied Workers' Union (Ccawusa) is to hold its annual congress in Durban starting today The conference is a continuation of the one that was held in Soweto during October this year
- The Media Workers' Association of South Africa (MWASA) is busy with wage talks with managements of the Argus Printing and Publishing company and the South African Associated Newspapers (SAAN), owners of South Africa's biggest newspapers The talks continue in Johannesburg today
- The Tal Bakery a subsidiary of Fat Bake Group, has become the first Pietersburg company to recognise May Day as a paid holiday for its workers The agreement was reached between the company and the Black General Workers' Union (BGWU) It is a victory for us," said BGWU national organiser, Mr Phokela Rasechaba
- The Chemical Workers, Industrial Union (CWIU) has reached two agreements concerning wages and working conditions

Agreements were finalised at Pilkington Flat Glass in Springs and SA Cyanamid in Witbank At Pilkington the agreements include two public holidays, including May Day

- The Vaal Trade Union Co-ordinating Committe (VTUCOC) has made an attempt to break the impasse between Vaal residents and the Lekoa Town Council concerning 14-month long boycott of house rents The authorities have promised to explore certain avenues to reduce the tension in the townships Further meetings will be held soon
- The president of the National Union of Mineworkers (NUM), Mr James Motlatsi, has been elected the new president of the Southern African Miners Federation formed in Harare last week

The new federation, which represents workers from SA, Zambia, Botswana, Lesotho and Zimbabwe, resolved that total sanctions be imposed against SA. It has called on the international labour movement to organise the economic boycott and has warned it will take strong action if the SA Government repatriates foreign mineworkers

- The Nuclear Fuels Corporation of SA has reinstated a member of the NUM who was dismissed recently The dismissal of the worker sparked off a strike at the plant
- A further development has been the decision by about 800 workers at three Asea plants in Pretoria to suspend a "go slow" strike after talks between management and the Metal and Allied Workers' Union (Mawu)

The Mawu still has disputes with more than 50 employers in the metal industry over the issue of plant-level bargaining

- Major trade unions are co-operating to build unity among health workers following the strike at Baragwanath, The Federation of South African Trade Unions (Fosatu) the Black

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Bop residents losing their jobs

← From Page 4

Health and Allied Workers' Union (Bhawu), the Health Association of SA the SA Black Municipal Workers' Union (Sabmawu) and other unions fully back the workers' actions and demand their immediate reinstatement

- Thousands of Bophuthatswana workers in the Rosslyn industrial area may lose their jobs, according to a spokesman for the Council for Scientific Industrial Research spokesman

Since the beginning of the year about two percent of Bophuthatswana residents have lost their jobs every month to create jobs for Mamelodi Atteridgeville and Soshanguve residents

- Two trade unions — the South African Chemical Workers' Union and the Sweet, Food and Allied Workers' Union — have threatened to call for a boycott of products of the Air Products Company and T W Beckett coffee company, following the dismissal of their members They were dismissed after strikes
- Fosatu's general secretary Mr Joe Foster has criticised the announcement by the government that the Unemployment Insurance Fund (UIF) contributions will be increased from December 1

All employees (excluding agricultural and domestic workers) earning less than R26 600 (currently R21 600) will pay an extra 20c per R100 earned. Employers wil contribute an additional 50c.

- The Department of Manpower has extended the deadline for comments on its proposals to establish new criteria for judging the acceptability of industrial-council agreements from end of October to December 15

Back at work — but grievances remain

Bara strike is over — and now the inquest starts

By Sheryl Raine

The crisis at Baragwanath Hospital caused by a strike of about 1 800 student nurses and daily-paid workers is over — but workers, labour relations experts and the authorities are asking what the strike achieved.

Opinions vary, some say that it was rabble-rousing which endangered patients' lives while others say that it brought real grievances to the attention of the authorities and the public

A Supreme Court judge ended the strike stalemate when he found that student nurses had been unlawfully dismissed The court suggested that an efficient mechanism should exist for the student nurses to air their grievances

The hospital reinstated all 940 nurses who had been dismissed and about 800 daily-paid workers who were fired for striking in support of pay demands

No negotiating structure

Although workers have their jobs back, they have lost pay and their grievances remain unresolved They still earn as little as R150 a month and there is no negotiating structure for talks with the authorities

Indications from Mr Daan Kirstein, MEC in charge of Transvaal hospital services, are that, although the authorities are clearly aware of the situation, workers have little chance of immediate relief or of changing the hospital services' labour relations approach overnight

"There are certain things, such as salaries, over which we have no say," said Mr Kirstein "Salaries are determined by the Commission for Administration From our side we are asking the commission monthly to help us in various areas but the economy is bad and we just haven't got the money"

What are the chances of increases in April for auxiliary workers at provincial hospitals?

"I don't know The money available depends on the Minister of Finance," Mr Kirstein replied

As far as talking to the workers was concerned, Mr Kirstein made it clear the authorities would talk only to representatives they considered "genuine"

"The student nurses do have a student representative council but in this case, for some reason, they did not use it," said Mr Kirstein He said the students were "more than welcome to discuss any grievance they may have"

Asked how the situation at Baragwanath got out of hand if such communication lines had been open, he said the nurses had responded in sympathy with daily-paid workers who stopped work

Mr Kirstein said he now had a written list of student grievances which he had asked the superintendent and the director of hospital services to attend to

"The daily-paid workers do not have a representative council, as far as I know But I have the assurance that, at all times, they are welcome to go and see the superintendent and hospital representatives"

Asked whether the hospital authorities would meet and accept workers' committees which the General and Allied Workers Union and other unions are forming, Mr Kirstein was cagey

"It depends where the committee comes from Every genuine committee of people in the hospital's employ is more than welcome to come and discuss their situation The superintendents would not be prepared to meet people from outside who instigate problems"

Pressed to elaborate and to state clearly whether this excluded unions, he said "We would not be prepared to meet unions from outside In the government service no unions are recognised We are not in a position to recognise them"

But he gave the assurance that "if genuine workers have genuine grievances, any superintendent will be instructed to meet them"

Industrial relations consultant Mr Steuart Pennington commented that many managements made the mistake of failing to establish structures for the settlement of grievances

"Many managers think that, if they introduce such a structure, there will be a never-ending procession of people bringing problems to management

"Public sector employers have adopted a very conservative view of the new industrial relations dispensation Essentially the relationship which exists in the private sector between management and employees is no different to that in the public sector

"Of course, part of the pub lic sector provides essential services and some provision is needed to govern and prevent strike activity in some cases But, in such cases, mechanisms for dealing with conflict are even more important"

Hospital a microcosm of SA's problems, says chief physician

Baragwanath Hospital, with its "critical, sensitive and sad issues", is a microcosm of the problems of South Africa, Professor Leo Schamroth, the hospital's chief physician, said yesterday.

Professor Schamroth received the 1985 Wits Alumni Honour Award for exceptional service to the community at the university yesterday. The award is the highest the convocation can bestow on a member.

Professor Schamroth, a professor of medicine at Wits, follows such former recipients of the award as Mrs Helen Suzman, Professor G R Bozzoli and Mr Arthur Chaskalson SC

Speaking of the hospital, where he has been head of the department of medicine since 1972, he mentioned the "difficulties, the mood of desperation and the uncertainty", which could also be found in the country as a whole.

He expressed hope that the problems of both the hospital and the country would create the "stimulus of adversity" out of which could come a "harmonious, just and peaceful" society.

"In conditions that could euphemistically be called rather taxing and with an increasing deluge of patients, we are proud of having developed an international reputation for research and study at the hospital," he said.

DEDICATED DOCTORS

The challenge caused by adversity and the dedication of the hospital's doctors are responsible for this

The hospital exists to serve Soweto, which needs at least 800 doctors to provide a "reasonable ratio" of doctors to patients "But in fact, it has only 22 general practitioners and 54 clinic doctors

"There was marked overcrowding at the hospital, due to rapid population growth and the need to admit all sick patients, so we had to adapt to the rapid treatment of large numbers to stay functional," he said.

Besides giving additional primary health care, the hospital also has to provide secondary care, student training and research into the "adverse effects of rapid urbanisation on the black population"

The juxtaposition of a Third World and a First World population provids ample opportunity for research. The high incidence of heart disease among whites, leading to 30 to 40 deaths a day, is an example Baragwanath had only 12 heart cases last year This, however, is a six-fold increase on the past 10 years, said the professor.

Union to vote today on CNA Gallo strike

The Commercial Catering and Allied Workers Union (CCAWUSA) has announced that a ballot will be held to decide on possible strike action at CNA Gallo in support of wage demands

In 10 rounds of wage negotiations since the beginning of July, the parties have failed to reach agreement on national wage rates for a range of workers including shop assistants

Two attempts at mediation have also failed to settle the dispute

The Minister of Manpower has not yet replied to an application for a conciliation board to resolve the dispute The application was made on October 30 and the Minister has 30 days to reach a decision

A Ccawusa spokesman said union members would start voting on the strike issue today with a view to starting the strike on November 30

The union is demanding a R75-a-month increase The company is offering R52 a month The union claims the company has not implemented a minimum wage rate of R399 established by the Wage Board and is instead paying R265 a month.

The union also warns it may launch boycotts in support of its demands.

Showdown looms in worker unity

Own Correspondent

DURBAN — The Council of Unions of South Africa (Cusa) is heading for a showdown with the proposed new superfederation to be launched here this weekend.

Mr Norman Middleton, Natal co-ordinator of Cusa, said yesterday that it would be contrary to working-class unity to create new organizations where democratic worker-controlled unions had already been established.

Cusa and the Azanian Congress of Trade Unions (Azactu) have broken away from the super-federation because they want to retain their all-black identity.

Mr Middleton said in a statement on behalf of Cusa and Azactu that the two groups believed in the principle of worker unity.

Our idea of a new federation is a federation which would unite the majority of organized black workers in South Africa on a country expression of the true aspirations of the workers and not according to the ambitions of a minority leadership.

Azactu and Cusa remain committed to discussing the basis of working-class unity with truly worker-controlled organizations, he said, adding that they believed that any federation of the working class must identify with and participate in the national liberation struggle.

Azactu and Cusa have called on all organizations of students, priests and civic and worker bodies to join them in establishing trade union regional solidarity committees.

They also called for the ending of the state of emergency, the release of detainees, a workers' charter, the abolition of unemployment, protection and the formation of solidarity alliances in the community.

Soldiers 'out by weekend'

Bara tense as nurses go back

By Rich Mkhondo

Baragwanath Hospital remained tense yesterday as student nurses, reinstated following Monday's court ruling in their favour, resumed their duties and mingled with members of the South African Medical Services (SAMS) and the Civil Defence.

On Monday, Mr Justice R Goldstone ruled in the Rand Supreme Court that the dismissal of the nurses was unlawful About 940 nurses were dismissed 10 days ago after they went on strike.

The attorney for the three nurses who brought the court application, Mr Ismael Ayob, said the terms of the reinstatement would apply to all the workers, including those who had reapplied, with resultant loss of benefits, before the court judgment

Auxillary workers, who were the first to be fired, had still not returned to work yesterday and nurses interviewed said their absence caused tension

"Things will not be normal until we have all returned to work and members of the SAMS and Civil Defence have left the hospital grounds and wards," a student nurse said

"We are glad to be back and will continue where we left off We hope the authorities will now give us a hearing," she said.

Phased out

Hospital authorities could not indicate how many student nurses were back at work Mr Daan Kirstein, MEC in charge of hospital services in the Transvaal, said reinstatement procedures were well under way

Defence Force personnel who helped to keep the hospital going during a two-week strike, would be phased out gradually and should be out of the hospital by the weekend, Mr Kirstein said.

Between 550 and 600 Defence Force personnel were involved in running essential services at the hospital

"The police and Defence Force were brought in to help at Baragwanath and were not there in connection with the strike," he said

The hopital's 800 auxillary workers will appear in court on Friday They were arrested and charged after they went on strike, demanding a R100 wage increase The workers presently earn between R140 and R170 a month.

Mr Kirstein said he had asked the director-general of hospital services to investigate allegations by daily-paid workers that they were appointed in temporary capacities Some workers claim they have been on temporary staff for years and are deprived of service and other benefits.

● See Page 13.

Hospital 'tense' as nurses return

JOHANNESBURG — Baragwanath Hospital authorities yesterday said that although many daily-paid workers and student nurses were back at work, soldiers would remain until the hospital could function fully on its own

Baragwanath was reported tense as student nurses, reinstated after Monday's court ruling in their favour, resumed their duties and mingled with members of the army's South African Medical Services and civil defence volunteers

Auxiliary workers who were the first to be fired had still not returned to work and nurses interviewed said their absence caused the tension

About 900 student nurses and 800 daily-paid workers, who were dismissed earlier this month after a strike, were reinstated by the hospital authorities after a ruling in the Rand Supreme Court on an urgent application brought by the General and Allied Workers' Union

A hospital spokesman said about 90 percent of the reinstated daily-paid workers and about 60 to 70 percent of the student nurses were back at work.

He said the remaining workers had not reported for duty and the hospital authorities were allowing them time to return because many had already left for rural districts at the time of their reinstatement

The South African Nursing Council has condemned student nurses at Baragwanath Hospital for unlawful conduct and said it may take disciplinary action against nurses who deliberately neglected their duties

"It is gratifying that registered and enrolled nurses at the hospital considered the interests of their patients as of paramount importance and were not involved in the alleged strike," said the president of the council, Miss C I Roscher — Sapa

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Domestics urged to drop term 'madam'

Own Correspondent

DURBAN — Domestic workers have been urged to address their employers by their first names and not call them "madam" or "boss"

This was one of the decisions taken by the South African Domestic Workers Association, at a meeting in Durban

Meanwhile, the association has collected 300 signatures for a petition to the Minister of Manpower, Mr P T C du Plessis, calling for urgent steps by the government to protect the interests of domestic workers

Mrs Mary Mkhwanazi, national organizer of the association, said there were many "urgent problems" facing domestics

Strike action

"Firstly we want the government to set minimum wages and make it compulsory for employers to pay pensions, sick leave pay and give paid maternity leave," she said "With the emergency and the unrest, the government already has enough on its hands We don't want to add to the country's problems But if our efforts through dialogue and negotiation fail, domestic workers will be forced to resort to strike action possibly early in the New Year"

She said yesterday that the association was disappointed by the lack of government response to earlier pleas for legislation on the working conditions of domestics

"We sent a memorandum to the minister on September 6, 1982, setting out our case for government intervention to protect our rights

"We did not receive a reply, but on investigation we were told that he had not received our memorandum, so we sent him another copy for which we received an acknowledgement about a year later"

Unions threat to call national strike

TWO major trade union federations have threatened to call for a national strike unless the state of emergency was lifted by the end of December and all apartheid laws are abolished in South Africa.

SOWETAN Reporter

The unions — Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu) — have called on students, parents, community, civic, political and workers' organisations, including the newly formed Congress of South African Trade Unions, to join

This was announced jointly by Cusa's general secretary, Mr Piroshaw Camay, and Azactu's general secretary, Mr Pandelani Nefolovhodwe, at a Press conference in Johannesburg this week

Army

Addressing the conference, Mr Camay said black townships were virtually under siege because they have been invaded by the army Many people have died while others were harassed by these forces in the townships

"We feel that this situation cannot be allowed to go on forever and the collective action by the unions will be to register our protest to the climate that has been created by the Government," Mr Camay said

The federations, representing over 250 000 workers throughout the country, also called for

- Establishment of trade union regional solidarity committee,
- Development of a worker manifesto,
- Beginning an unemployed workers project,
- Forming solidarity alliance in the community,
- Controlling service organisations through participation on the management committees, and
- Establishing a national May Day committee

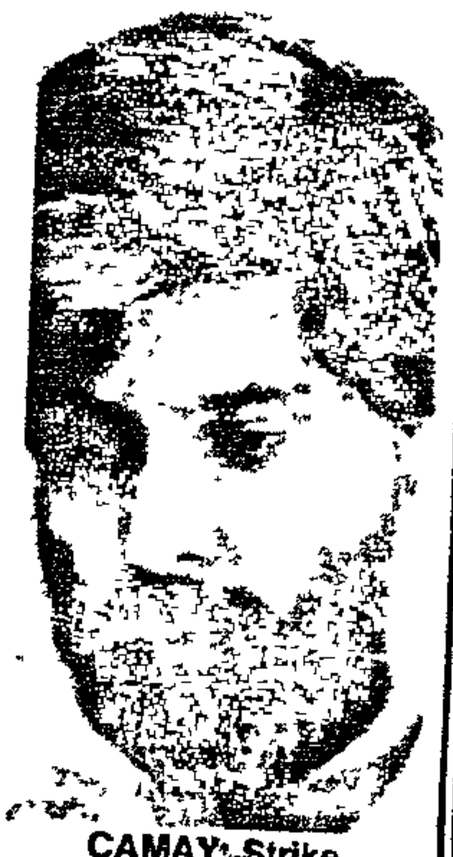
Mr Nefolovhodwe refuted reports that both Cusa and Azactu have split from the newly formed Cosatu, adding "We are still prepared to talk to them on the principles that made us differ at an early stage

"We are not joining the federation We are prepared to fight against the oppression of the majority and we need to galvanise ourselves on a broader political philosophy of self-reliance and self-determination,' Mr Nefolovhodwe said

"Our belief is that a federation should unite the majority of organised blacks in our country, expressing the true aspirations of black workers and not accommodating the aspirations of a minority," he added

Azactu and Cusa were fully committed to the unity of the working class in this country, both secretaries said

NEFOLOVHODWE . refuted reports of a split



CAMAY: Strike.

NAMES

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Name calling — some are still strongly opposed to it

Argus Correspondent

DURBAN. — A suggestion that servants should call their employers by their first names has received a mixed reception in Durban where some think it is a good idea depending on the relationship while others are strongly against it.

The suggestion was made by Mrs Mary Mkhwanazi, the national organiser of the South African Domestic Workers' Association, at a meeting in Durban

"We feel that where employers and workers are on first-name terms, relationships would improve greatly," she said

But city councillor Mrs Maragaret Cooke said the relationship between an employer and employee was entirely a personal matter

She felt that a measure of respect was required and that domestic workers should call their employers Mr or Mrs as appeared to be the custom overseas

Councillor Mrs Margaret Ambler believed that "boss" was totally outdated as were "master" and "madam" and should be discarded

She felt that domestic workers should either use the first name or Mr or Mrs when addressing their employer.

"It depends on the work relationship," she said "My servant calls me by my first name, but then she has been in the family for 20 years and knew me as a schoolgirl."

But Civic Action League chairman Mr Arthur Morris, who is also chairman of the South Africa First campaign, said calling an employer by a first name was a lot of nonsense

"I don't call my employer by his first name If I did he would fire me (I think) Nowhere in the world does an employee call an employer by a first name This is typical of the befuddled thinking of that type of person" said Mr Morris

Meanwhile domestic workers' groups have launched a country-wide campaign for better wages and working conditions

The campaign, co-ordinated by groups in Cape Town, Johannesburg, Durban, Port Elizabeth and East London, is also likely to receive legislative backing next year for at least minimum working conditions.

New union federation may pose threat to govt

JOHANNESBURG — Black trade unions, allowed to organize legally under South Africa's cautious reform moves, are forming a super federation which could pose the government its most serious internal political threat

Union and industrial relations sources say that there are still major differences within the 500 000-worker federation due to be launched today, which could split and destroy it

But if these can be overcome, the sources say Pretoria could find it has allowed the growth of a radical union group with considerable industrial muscle, determined to join the political fight to overthrow apartheid

"On any scale, it's the biggest federation in South African history and by far the most representative," Mr Jon Lewis, of the monthly South African Labour Bulletin, told reporters

"It rests on an alliance between independent trade unions, whose shop floor organization is far better than the equivalent in, for example Britain, and the national liberation groups"

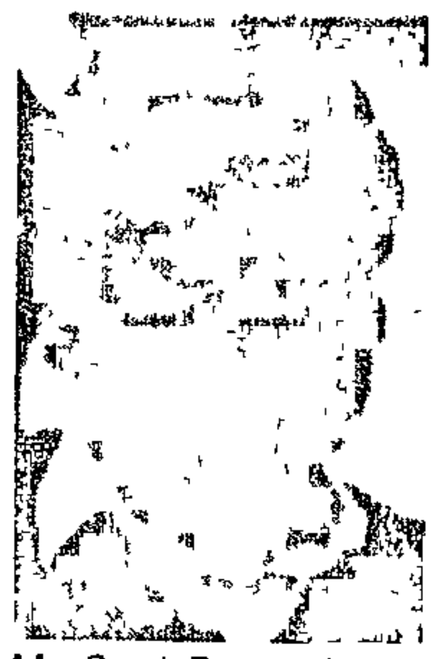
Political scientist Mr Mark Swilling told reporters. "The federation could become a very, very substantial force to be reckoned with, and may move beyond the comparatively moderate demands of the African National Congress."

Mr Swilling, a Witwatersrand University lecturer specializing in trade union politics, said the federation could end up taking a far more clearly socialist stand than the ANC

Over the past six years the government has allowed members of South Africa's estimated six-million-strong black workforce to form recognized unions, seeing their role as limited strictly to negotiating pay and conditions at factory level.

Union leaders in the federation see it differently, and the 900 delegates at its launching congress this weekend are due to concentrate debate on how to work with political groups to change South Africa's political system.

Mr Cyril Ramaphosa, leader of the powerful National Union of Mineworkers (NUM) and widely tipped to lead the federation, said "The labour movement in this country has come of age"



Mr Cyril Ramaphosa

He told reporters. It, in fighting against oppression, we have to hit our heads against the government, so be it"

The federation's title will be the Congress of South African Trade Unions (Cosatu)

Unionists say that compared with unrest in the '60s, protest violence in townships is far more widespread, making it more difficult for the authorities to act against Cosatu "The government is faced with us as well as with a whole series of other crises," said one union spokesman

It has taken four years of talks to bring together independent unions and general unions affiliated to the United Democratic Front (UDF), the main internal anti-apartheid group

A major ideological difference was settled when member unions agreed on non-racialism — acceptance of whites within its organization — as a guiding principle

In a significant shift, the 150 000-strong NUM quit a black consciousness federation to back Cosatu on the issue

But other black consciousness unions with an estimated 200 000 members pulled out, and Cosatu's precise stand amid the complexities of black politics has still to be agreed

The main practical choice is whether to affiliate to the UDF, or merely to agree to join the UDF in organizing specific political protest strikes and consumer boycotts

An equally large potential stumbling block is the need to amalgamate unions which have overlapped and competed in recruitment Cosatu's 36 member unions have been set a six-month deadline to agree to rationalise themselves into 13, and there are battles ahead between rival union hierarchies

Mr Swilling said that leading liberal employers would continue to back the free development of black trade unionism

"But they will use that against the government to say that if it doesn't grant political rights to black people, it is effectively going to allow the unions to become vehicles for political mobilisation It's a very sophisticated response" — Sapa Reuter

CNA workers set to strike over wages

By Sheryl Raine

About 700 workers are poised to strike in support of wage demands at CNA branches and warehouses tomorrow, according to the Commercial Catering and Allied Workers Union

A CNA spokesman said yesterday the company had made plans in anticipation of the strike by 704 union members and service levels would not be affected Strike targets included the company's Johannesburg and Durban warehouses and retail outlets

Following unsucessful attempts to resolve a dispute, declared in August, a conciliation board, to be established by the Minister of Manpower, was applied for on October 30

In terms of the Labour Relations Act the Minister has 30 days to reply. However, by this morning no reply had been received.

A union spokesman said a strike ballot was held this week and the union received a 97 percent vote in favour of strike action

Analysing the anatomy of a hospital strike

The recent Baragwanath Hospital strike has focused attention on what for South Africa is a completely new phenomenon — the hospital strike. Why do they occur, how best can they be resolved. The author of the accompanying article, a doctor, who may not be named for ethical reasons, looks at the anatomy of a hospital strike.

Public hospital strikes, hitherto unknown in South Africa, may become as common in the coming years as they have already become in countries like Britain or Canada What can we learn from the experiences of these countries?

First that public hospital strikes are not like industrial strikes This is a fact which must be appreciated by those who have to handle them

Workers in public hospitals, like workers in industry or commerce, usually strike to obtain better pay or better working conditions Like all workers, the weapon which they use to apply pressure on management is withdrawal of service In commerce or industry the effect of this weapon is to exert pressure on the employer through loss of profit, and in resisting this pressure companies may be badly damaged, even to the point of liquidation In the public sector, by contrast, withdrawal of service can have no such effect

The state is no poorer when one of its hospitals is closed Indeed, though health may suffer, it ends up richer through the money saved

A withdrawal of service by hospital workers must therefore exert pressure on management in an entirely different way Surprisingly, it exerts pressure through causing embarrassment to the administration

This is only possible because there is an implicit understanding in our western societies that the State will provide for the hospital care of at least our poorer citizens Governments must strive to do this and it is important that they be seen to be succeeding To fail in this commitment is to appear insensitive to the suffering of the sick, uncaring of the well-being of its hospital workers and, what is worse, inefficient The price is paid in loss of popularity and votes

Thus in the case of public hospital strikes, the contest between employer and employee has nothing to do with profit and loss, but has everything to do with communication, with "face", and with "image" It is a contest largely fought out in the media for the sympathy of the general population Strikers who have wide popular support usually achieve their objectives, while strikers who are perceived as excessively demanding or irresponsible do not

There is, simultaneously, however, a battle for goodwill of the workers themselves Labour leaders achieve solidarity among their followers by reinforcing the conviction that their lot is intolerable and that "the administration" is so unsympathetic and unbending that their strike is not only justified but essential Thus generosity and flexibility which an employer may display at the negotiating table may not be transmitted back to the workers themselves

Management can correct this through the media Salary issues, which seldom evoke great sympathy from a public which also wishes to be better paid, are often given a low profile in preference to a grievance list Grievances must be rapidly and publically addressed Finally, the best culture medium for false rumours concerning the iniquities of management are silence and uncertainty Decisions must therefore be rapidly made and communicated

In summary, if the task of strike leaders is to foster an image of management that appears unjust and unreasonable, the task of management is to counter this

It must address every grievance and undertake to rectify it wherever possible It must make sure that the media is informed of this since both the general public and the strikers themselves may have no other way of learning whether their administration is being "reasonable" or not Management, then, must not only be just and concerned, it must project this image even when it is necessary to be firm The critical factor in achieving this is communication Rapid decisions with accurate rapid reporting of facts and denial of false rumours are essential to success

From this it is possible to derive four simple rules for strike management in the public hospital sector First, be reasonable, be fair, never show aggravation Your opponents want you to appear "tough", to threaten and, if possible, even to fire workers

Since the call of *worker solidarity* is at least as powerful as the call of *responsibility* to patients, such tough tactics may spread your strike rather than confine it Whatever disciplinary action may eventually be necessary should not be applied in the heat of the dispute

The second rule, is befriend the media Never be too busy to see them Issue a daily situation report Hold Press conferences whenever necessary

The third rule applies equally to the public or private sector Since responses must be quick and appropriate a strike must be run "on site" and not from a distant head office

A fourth and final rule applies especially to South Africa where strikes are a relatively new phenomenon The psycho-dynamics of such disputes, though complex, are repetitive and can be learned Thus both management and labour can purchase expert advice which can substantially promote their cause To enter the contest without such advice is foolhardy

It is clearly in the public interest that strikes in our public hospitals be avoided or terminated as rapidly as possible when they occur In an organisation as large and impersonal as a public hospital, there are countless valid causes for conflict between labour and management Observation of these simple game rules can substantially diminish the chances of conflict and help diminish its consequences when conflict cannot be avoided

Local workers attend launch

CAPE TIMES 27/11/85 139

By BARRY STREEK
Political Staff

MORE THAN 40 000 Western Cape workers will be among the approximately 500 000 workers represented at tonight's launch of the new trade union federation, the Congress of South African Trade Unions (Cosatu), in Durban

More than 800 delegates representing 36 unions, nine of whom are active in the Western Cape, will be at the founding of the biggest-ever trade union federation in South Africa's history

The formation of Cosatu will herald a new era in industrial relations in the country where black trade unions have been legally recognized only since 1979

Yesterday, the Western Cape region of the United Democratic Front (UDF) wished Cosatu well in a statement released on its behalf by Mr Naseegh Jaffer

"In recognizing the role that a united and organized working class can play in our struggle we wish the worker delegations well at their launching conference

"At the same time we call on all unorganized workers to become part of progressive trade unions," the UDF said

Names

The Western Cape unions involved in this weekend's negotiations are The Food and Canning Workers' Union, the General Workers' Union (GWU), the South African Allied Workers' Union (Saawu), the National Union of Textile Workers Union (NUTW), the Paper Wood and Allied Workers' Union (PWAWU), the Retail and Allied Workers' Union (Rawu), the Cape Town Municipal Workers' Union (CTMWU), the National Automobile and Allied Workers' Union (Naawu) and the Catering, Commercial and Allied Workers' Union (Ccawusa)

Much of the proceedings at this weekend's congress of Cosatu will be held behind closed doors, but a mass rally has been planned in Durban on Sunday morning publicly to launch the new movement

The Federation of South African Trade Unions (Fosatu), which has a membership of 130 000, will dissolve once the new federation is formed

After the strike nothing changed

CLAIRE PICKARD-CAMBRIDGE

THE decision to summon the SA Defence Force to provide back-up services during the Baragwanath crisis has drawn sharp criticism from unions and a health association.

The MSF for Hospital Services, Daan Kirstein, argues that the presence of the SADF was essential for the nursing of patients, cooking of meals and washing of laundry.

"The patients would have suffered if the SADF had not been called and I have letters from black nursing sisters at Baragwanath who thanked us for calling in the SADF to assist them," he says.

However, the Health Workers Association (HWA), the General and Allied Workers Union (Gawu), the Black Allied Workers Union of SA (Bhawusa) and the SA Black Municipal and Allied Workers Union (Sabmawu) argue that the SADF's presence generated great tension among remaining health workers.

Chairman of Bhawusa's advisory board Benny Alexander said bad feelings between employees and the SADF had been reinforced by existing tensions with the SADF in the townships. Others say black patients found the presence of the SADF upsetting.

An HWA spokesman supports this, claiming five senior doctors had gone to the student nurses' quarters early last week to try and facilitate the reopening of negotiations between nurses and authorities.

He said an armoured vehicle had drawn up and members of the SADF's red beret units had ordered the doctors at gunpoint to lie on the floor. They had been searched and questioned for 20 minutes before being released.

Kirstein said he had not heard of the incident and an SADF spokesman has dismissed the account as untrue.

The HWA argues that the SADF's presence cannot be justified because the authorities should have dealt with grievances beforehand. And at a mass meeting last week nurses claimed the presence of the SADF allowed the authorities to continue running the hospital without addressing employee grievances.

Asked if the authorities would meet with any of the unions, Kirstein said the hospital was not prepared to negotiate with "outside bodies".

"We are only prepared to negotiate with people in our employ and believe existing professional bodies such as the Hospital Employees Association and the SA Nursing Association provide adequate channels for this purpose. I believe they act in the interests of members because they were elected."

Kirstein says there cannot be any increases for nurses before March, when the new budget is announced. However, health authorities have put the question of increases for auxiliary workers to the Treasury and the commissioner of administration.

The unions in turn are dismissive of the employee associations, which they say have no negotiating power and only act in a consultative capacity. They claim the bodies are headed by senior personnel against whom worker grievances are sometimes directed.

Tensions have also arisen with the SA Nursing Council condemning student nurses for contravening the Nursing Act — which prohibits strikes — and warning that they may take action against the student nurses.

The unions have responded sharply, saying it is not certain that the nurses were on a proper strike and claim their sit-in was an indictment of the council's inability to effectively address problems.

Gawu president Samson Ndou has warned that they have instructed their lawyers to step in if student nurses are victimised by Nursing Council members.

Bhawusa's Alexander argues that the World Health Organisation, Public Services International and the International Labour Organisation acknowledge the right of nursing staff to strike.

Asked what had been achieved by the strike, the unions said it had created more unity among the workers as well as highlighting both their plight and the state's attitude towards workers' rights. However, their major demands for a collective bargaining arrangement and improved wages and working conditions have clearly not yet been met.

☐November 4. Auxilliary workers at Baragwanath Hospital meet to demand higher wages.

☐November 13: Workers meet to hear management's response and are told their demand will be considered in March with the start of the new financial year. A fracas breaks out in the evening with workers and some student nurses allegedly rampaging through the kitchens and dining rooms.

☐November 14: Workers reassemble and some want to travel to Pretoria to make representations to the health authorities. Police arrive and several hundred are arrested and charged with attending an illegal gathering. This erupts in a wildcat strike among auxilliary workers.

☐November 15: Student nurses approach the authorities with their grievances. Agreement cannot be reached and they stage a sit-in at their quarters.

☐March 17 and 18. About 800 student nurses and 700 auxillary workers are fired. The SADF is summoned to provide backup at the hospital and observers describe the area as akin to a "militarised zone".

☐Monday 25: Authorities begin to reinstate employees without loss of benefits. This coincides with a succesful supreme court application for the reinstatement of student nurse Mardulate Tshabalala.

☐Wednesday 27: Most employees are back at work.

☐Thursday 28. Most SADF members have left Baragwanath. Charges against workers who attended an "illegal gathering" are dropped.

BARAGWANATH STRIKE

Healthy judgment

The right of workers to have their grievances properly considered has been re-affirmed yet again in the Rand Supreme Court's decision to order the reinstatement of a student nurse dismissed during the strike at Baragwanath Hospital

Some 1 500 Baragwanath workers — 800 student nurses and 700 auxiliary workers — were dismissed on November 18 In a test case challenging the dismissals, an urgent application for reinstatement was launched by three of the student nurses

The first applicant, Mardulate Tshabalala, represented all student nurses who claimed they were on leave during the strike The second applicant, Themba Mbobo, represented permanently employed nurses who were on probation who were dismissed, while the third, Macbeth Nxumalo, represented the temporarily employed nurses The respondents were the Minister of Health and Welfare, the Administrator of the Transvaal, the Director of Hospital Services and Baragwanath chief superintendent Chris van den Heever

Mr Justice R Goldstone found that Tshabalala had been unlawfully dismissed and ordered that she should be reinstated He also upheld to right to be accommodated at the hospital and awarded her costs He said oral evidence would have to be led to determine whether Mbobo was employed in a temporary or permanent capacity In the interim, Mbobe is entitled to remain in the employ of the hospital and can occupy his room Nxumalo was refused relief as he admitted that he had participated in the strike

The crux of the matter, according to Justice Goldstone, was that Van den Heever had not applied his mind to the individual circumstances of the dismissed employees The notice of termination Van den Heever had issued on November 18 was invalid in the case of *all* the student nurses because it was made effective from November 13 — before the strike occurred This gave each student the right to be heard, the judge stated Van den Heever had also not been entitled to order a general dismissal — each student had to be informed

"Nursing is a venerable and noble profession," the judge said "As it is an essential service, the lives or health of many people could be endangered by strike action It undermines the ethics of their calling " But the responsibility that nurses bear implies that the authorities have a reciprocal duty to ensure their terms of employment are satisfactory and they should ensure that an efficient mechanism to air grievances exists, even if these are considered petty

Attorney Amichand Soman, who acted for the three student nurses, has pointed out that even though the judge found that Nxumalo could not be reinstated, the student nurse is still entitled to claim for damages on the basis of unlawful dismissal

Soman also says that the hospital authorities told the State Attorney that thet will be reinstating all the nurses and auxiliary workers Director of Hospital Services Hennie van Wyk has, however, refused to comment until he receives the written judgment Van Wyk tells the *FM* that 600 of the student nurses had been re-employed by Monday afternoon Some 950 auxiliary workers have also been employed — more than the total orginally dismissed Meanwhile national servicemen continue to be deployed at the hospital Van Wyk says they will be phased out as the workers return

Leader of the Opposition in the Provincial Council Douglas Gibson has condemned the provincial services for their handling of the strike He says the MEC for Hospital Services, Daan Kirstein, had rejected his call for an emergency session of the council to discuss the issue Says Gibson "We have been kept in the dark about the events The outcome of the court application is a slap in the face for the provincial authorities Perhaps Kirstein will now learn that authoritarianism is not the answer " ■

TRADE UNIONS (145) (139)

BC brothers unite

Not to be outdone by the launch of the new "superfederation" of emerging unions this weekend, two union groups with a black consciousness (BC) leaning have reaffirmed their own plans for closer co-operation

The Council of Unions of SA (Cusa) and the Azanian Confederation of Trade Unions (Azactu) have outlined a seven-point programme which they have invited student, parent, community, civic and political organisations and other trade unions — including the "superfederation" — to participate in This consists of

☐ Establishing trade union regional solidarity committees,
☐ Calling for a national strike if the State of Emergency is not lifted by December 31,
☐ Drawing up a workers' manifesto,
☐ Starting up an unemployed workers' project,
☐ Forming solidarity alliances in the black community,
☐ Controlling "service organisations" — such as the Technical Advice Group and similar organisations — through participation in their management committees, and
☐ Establishing national May Day committees

Both Cusa and Azactu were involved in the talks aimed at forming the "superfederation" But they parted company with the other unions involved over the issue of black leadership of unions Recently they announced plans to establish closer working links

The Cusa-Azactu programme is clearly a challenge to the "superfederation" and amounts to an attempt to gain high political profile at a time of crisis They have issued a thinly-veiled attack on (white) "minority" leadership in the "superfederation"

A Cusa spokesman says it is unlikely that the two groups will form an alternative federation ■

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INDUSTRIAL COURT

The Minister's veto

The Industrial Court has ruled that there is a difference between a strike and a work stoppage The court drew this distinction in ordering Facts Investors' Guide and Facts Investors' Services to reinstate temporarily nine members of the Media Workers' Association of SA (Mwasa)

The workers' efforts to obtain permanent reinstatement have been foiled, however, by the decision of Manpower Minister Pietie du Plessis not to appoint a conciliation board to consider the matter further This means the union cannot unilaterally refer the case to the court for a final ruling

The workers alleged they had been unfairly dismissed after they had stopped working for about half an hour in an attempt to meet with the MD of the two companies to discuss grievances arising out of a memorandum relating to annual bonus and leave

After analysing the relevant provisions of the Labour Relations Act, the court found that "a mere cessation of work" is not, in itself, a strike There must, it said, be a demand related to a concerted refusal to work, and such a refusal must be shown to be intended to persist until the demand is met

The court stated that, in these terms, the workers' request to meet the MD did not constitute a demand "It can only be such if it was clear that the employees would not has been effectively rejected

... elect leaders of their own choice.

Two municipal unions merge

CALLS for worker unity by the new federation – to be launched in Durban this weekend – are already bearing fruit.

Last weekend more than 200 representatives of two major municipal workers' unions met in Natal to finalise a merger between them.

And immediately after the new federation is launched this weekend, the municipal workers will approach their Cape counterparts about another possible merger.

About 9 500 workers in Natal, Transvaal and the Free State are involved in the merger between the Municipal and General Workers' Union – based in the Transvaal – and the Municipal Workers Union' of SA (a National Federation of Workers affiliate).

The new body, called the Municipal Workers' Union of SA, elected Nuku Maduma of the Transvaal as president and Themba Nxumalo of Natal as general secretary.

Workers declare dispute with board

Staff Reporters

THE Western Cape Administration Board Workers' Union, which represents 2 236 workers, has declared a wage dispute with the board

Mr G Ntuli, president of the union, said last week that at a special general meeting workers had been told that their demand for a 25 percent increase was rejected by the board, which had made a 5,5 percent offer instead

"The workers feel this should be taken to the Conciliation Board and have declared a dispute with the board The so-called increase offered is disgusting and is unacceptable to our union workers.

"We ask our bosses — how must we live? How can we feed our children, buy them clothes and educate them? The prices of food and other household necessities have gone up but the value of our wages has come down" He said the lowest-paid board workers earned R196 a month

Mr Sampie Steenkamp, a Western Cape Development Board liaison officer, confirmed that a dispute had been declared and that the matter had been referred to the Industrial Council

Retrenched 15 get jobs back after court order

ARGUS 2/12/85 139

Labour Reporter

FIFTEEN employees of the United South African Brush Manufacturing Company, retrenched in September, have been reinstated after an Industrial Court action

Settlement was reached without a hearing

The company agreed to reinstatement on terms "no less favourable" than those before their retrenchment to pay year-end bonuses and to treat their employment as not having been interrupted, but only two will receive back-pay

The workers, all members of the Plastics and Allied Workers' Union, were part of a group of about 60 who were retrenched

Both parties agreed to start negotiations in January to draw up retrenchment procedures and the company has agreed that no retrenchment of union members will be sought before February 15

If retrenchments appeared necessary the company agreed these would be in accordance with industrial law principles

Unionists still without passports

THREE leading black trade unionists have still not been granted passports after their applications were turned down nearly eight months ago.

Mr Pandelani Nefolovhodwe, general secretary of the Black Allied Mining and Construction Workers' Union and co-ordinator of the Azania Confederation of Trade Unions (Azactu), Mr Cunningham Ngcukana, the secretary of the African Allied Workers' Union and secretary of Azactu, and Mr Joe Thloloe, journalist and acting chairman of the Media Workers' Association of South Africa, were refused passports early this year.

After their unsuccessful applications there was widespread condemnation of the Government from political organisations and trade unions, including the Trade Union Council of South Africa (Tucsa).

Second

In a statement Tucsa, usually regarded as conservative, made representations to the Government in an attempt to have the trio get passports.

Tucsa later said in a statement that the unionists were granted passports.

However, the unionists have denied that they have been granted passports. In fact, Mr Nefolovhodwe's second application was turned down two weeks ago.

Tucsa's spokesman said they will make fresh representations to the Government on behalf of the unionists. They were not aware that they have not been granted passports.

A Government spokesman in Pretoria said although the unionists have been refused passports, they can still re-apply. Normally no reasons are given for refusal.

Tucsa's statement read: "The refusal of passports to these three unionists — and indeed to any individual — is in contravention of basic human rights and freedoms, and the regulations which permit such arbitrary actions are unjust.

"We further believe that the three trade unionists would have gained knowledge and benefitted by going overseas, and we are greatly disturbed that they should be denied the opportunity of broadening their experience."

Pay rises for 175 000 lower-paid civil servants

STAR 5/12/85

All labourers in the public service and provincial administration — including non-classified hospital workers — are to receive a pay rise, backdated to November 1.

A spokesman for the Commission for Administration said last night the pay rise followed an investigation started in May. It formed part of a series of investigations approved in the last budget with the aim of improving the positions of lowest paid employees

A spokesman for the Black Health and Allied Workers' Union said daily-paid hospital workers would receive between 10 and 50 percent more and that increases would be backdated to November 1. He believed the announcement was a direct result of the strike action at Baragwanath Hospital last month

GENERAL ASSISTANTS

"A total of 175 000 general assistants, as the occupation class for labourers is known in the public service, will receive varying benefits," said the spokesman for the Commission for Administration

All workers are to rise at least one salary notch, but labourers at the bottom end of their salary series are to receive the greatest improvement.

The spokesman said payment of the higher wages would be made as soon as individual departments had completed the adjustments. But because of the large number of people, the implementation process was expected to take some time

A union spokesman said they would have to study the increases to see what they would mean to workers in real terms

"But we still maintain that non-classified workers in hospitals must have the right to negotiate their salaries through their chosen union"

TRADE UNIONS

Measuring progress

Coinciding with the launch of the Congress of SA Trade Unions (Cosatu), the *SA Labour Bulletin (SALB)* has published an analysis of the state of the trade union movement in SA It reflects significant membership gains and greater consolidation of organisational structures in the emerging unions

The *SALB* report is based largely on a survey of 23 of the new generation of emerging unions representing about 363 000 workers — about 70% of the total paid-up membership of emerging unions Fourteen of the unions are affiliated to Cosatu, while most of the remainder fall under the umbrella of the Council of Unions of SA (Cusa) or the Azanian Confederation of Trade Unions (Azactu)

According to the *SALB* survey the 23 unions have a total of 12 462 shop stewards, or a ratio of one to every 29 members By comparison, a 1983 survey conducted by Professor Edward Webster of Wits University's Industrial Sociology Department found there were a total of about 6 000 shop stewards in the emerging unions

The unions surveyed have 306 paid officials — one per 1 186 members They have signed 450 recognition agreements and are organised in 3 421 workplaces A single agreement can apply to scores or even hundreds of establishments — particularly in the commercial and mining sectors Webster's survey indicates there were 756 organised workplaces in 1983

The unions attitudes towards official and unofficial conciliation procedures are of interest Of the 23 10 sit on industrial councils, 14 have used industrial courts, 13 have applied for conciliation boards and 12 have used mediation

Half of the 23 expressed dissatisfaction with their dealings with the court and only three were happy with their participation on industrial councils Three expressed satisfaction with the operations of conciliation boards, another three were ambivalent, while the rest were dissatisfied Notably, three-quarters expressed satisfaction with mediation — the only conciliation method mentioned that is usually conducted outside the official channels

The survey also reflects the increasing involvement of unions in political affairs Only three unions said they had not participated in political or community issues Thirteen had encouraged members to participate in work stayaways, while 15 had supported consumer boycotts

The *SALB* notes that the total membership of 1 406 302 workers in registered trade unions at the end of 1984, as estimated by the National Manpower Commission, represents about 12% of the economically active workforce However, the *SALB* argues that this is not a good yardstick for measuring the extent of unionisation Instead, it suggests it is more realistic to look at the "organisable population" which excludes professionals and administrative, agricultural and domestic workers as well as workers in much of the homelands

According to these criteria, about 30% of "organisable" workers are unionised, of which 12% are members of the emerging unions ■

Move to sign meat workers

SOWETAN Reporter

THE newly formed Meat Distributors and Allied Workers Union is ready to organise workers at butcheries, abattoirs and allied industries country-wide.

The union, formed in February this year with a membership of more than 400 in the PWV area, was registered by the industrial registrar in Pretoria this week, its general secretary, Mrs Evelyn Seloro, said yesterday

Mrs Seloro said workers in this industry had been exploited for a long time, especially in black areas

Mrs Seloro, who is also secretary of the Transvaal branch of the Textile Workers Union, said workers in black townships were not entitled to pension funds, they earned little, worked overtime without pay, were not registered and did not contribute to the Unemployment Insurance Fund (UIF)

Mrs EVELYN Seloro . . . organiser.

6/12/85 SOWETAN 139

Trade unionist shot dead in township

Mercury Reporter

TWO people, including a well-known Natal trade unionist, were shot dead in the Durban township of Chesterville where two warring groups are still locked in a fierce fight, it was revealed yesterday

The body of Mr Ian Phumuza Zamisa, a Natal branch organiser of the South African Allied Workers' Union, was found near his home in Road 7 this week with several bullet wounds

A spokesman for the union said Mr Zamisa had apparently been abducted and shot dead by members of one of the two fighting groups in the township

Mr Boyce Melifata, an East London organiser for the union, said Mr Zamisa had been confronted early last week by a group of people who had threatened to kill him and had called him a 'UDF spy'

Plagued

Police confirmed that a murder docket had been opened

A police spokesman said Mr Patrick Blose, 40, had also been shot dead in the troubled township which had been plagued by fighting between a vigilante group calling itself the 'A Team', and another made up mainly of youths, calling themselves 'Comrades'

Meanwhile a crowd of 200 was dispersed by police at KwaMakhuta near Durban after they had set alight a car yesterday No arrests were made

A group of Umlazi youths, armed with knives and pangas, stole alcohol worth thousands of rands when they forced a truck to stop in the township this week

The vehicle was stripped of its contents and set alight

Police later arrested a man in connection with the incident

26/12/85

Almost 100 'torture' affidavits

THE Port Elizabeth torture case took another step forward on Wednesday when 93 affidavits from detainees alleging horrific assaults were handed in to the court

Some of the affidavits came from people still held under Emergency powers

For example, Dennis Neer, general secretary of the Motor Assemblers and Components Workers Union, alleged he was beaten while still in his prison bed, taken on a nightmare ride in the back of a police vehicle during which teargas was sprayed at him and then assaulted so badly in prison that "I could not stand the pain

"I admitted everything, pleading only that they should stop," he said

The earlier evidence of Wendy Orr, a district surgeon, was pivotal in securing an extraordinary Supreme Court order prohibiting the South African Police from assaulting Emergency detainees

She had treated detainees for injuries which she said were related to forms of assault.

Other allegations in this week's hearing were that detainees were whipped with quirts, forced to eat their own hair, forced to eat splinters from a broken pickhandle, had chemical irritants thrown over their bodies

Others complained of the "helicopter" treatment

Leslie Manotlaywa, executive member of the PE Youth Congress, claimed he was hung upside down from a piece of wood placed behind his knees He said a policeman then prodded him with a stick so that he swung "like a helicopter"

In this position, he was beaten and questioned

One detainee claims the plank from which he was suspended broke and he fell onto his back and shoulders.

A member of the legal team representing the detainees said one person would be suing for damages and that it was "a definite possibility" that all would

The lawyers are hoping for a ruling preventing the SA Police from ever assaulting detainees The case has been remanded until February 4.

CONSTRUCTION

The construction sector is one of the most important sectors in any economy and particularly in South Africa, where there is a great housing shortage and a need to upgrade the infrastructure. As has already been mentioned, investment in this sector has fallen by almost 50%. Due to the high cost structure of construction there are substantial fluctuations in the level of activity. Two indicators of the state of this sector are the value of Building plans passed and also the value of Buildings completed.

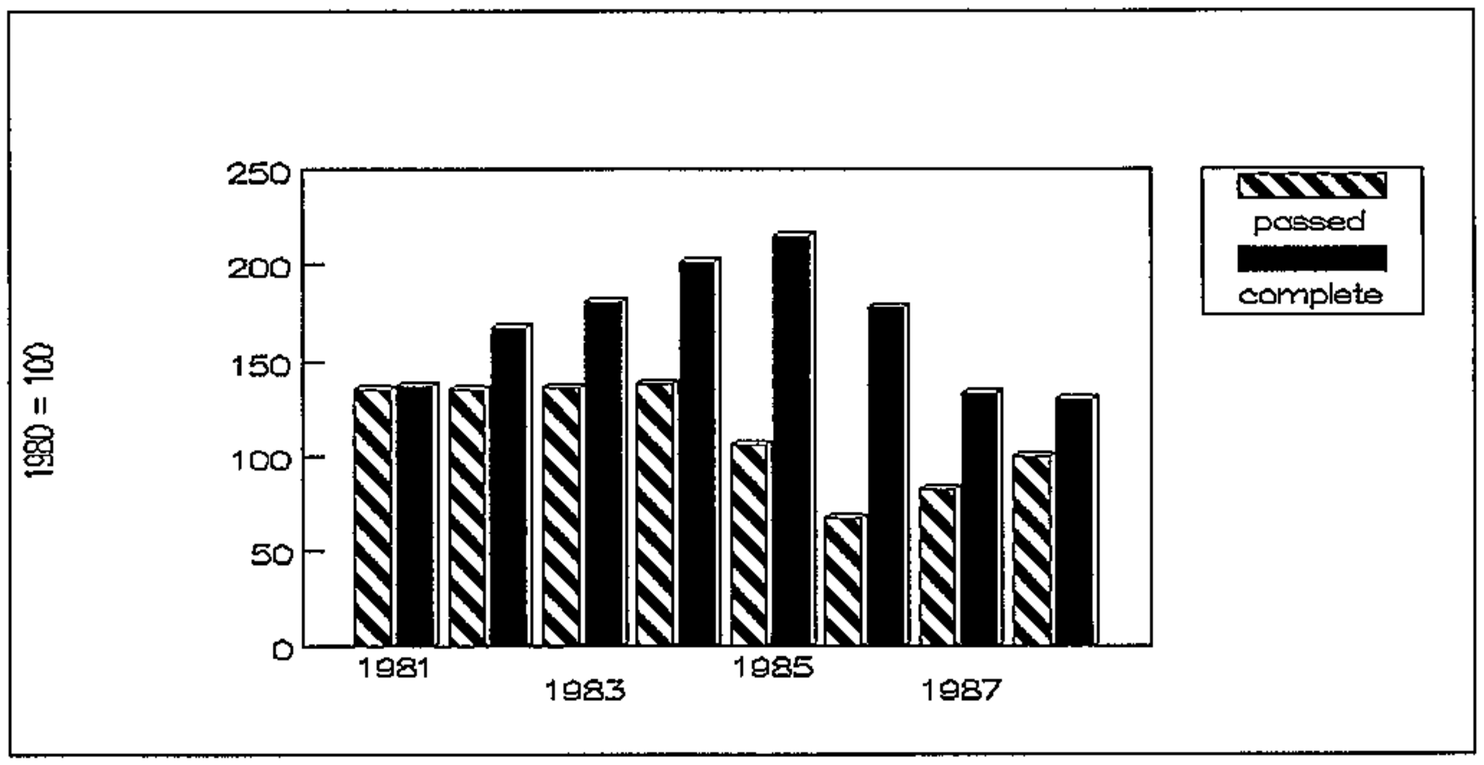


Figure 8 Activity in the Construction Sector

Employment

This sector accounts for approximately 6% of total South African employment. As can be seen from the figure below there has been a relatively consistent decline in the level of employment throughout the 1980's. This decline can be traced back to the falling levels of investment in construction.

RENT-A-LOO TALKS ON DISMISSALS

Sowetan 4/1/89

139

THE South African Black Municipal and Allied Workers' Union and a Soweto rent-a-loo company meet next week to discuss the dismissal of 24 of the firm's employees.

A spokesman for Soweto Easy-Loo, Mr John Howard, confirmed yesterday that a meeting between the two parties was on the cards The two are scheduled to meet on January 10

The company's managing director, Mr Sam Matona, declined to comment on the matter yesterday The company was awarded the KWV Excellence Award last year and Mr Matona claimed they had a turnover of more than R1,5 million

The talks will focus on the dismissal of the 24 workers after they participated in a work stoppage The Easy-Loo employees were protesting against management's failure to pay them December salaries and bonuses "on time "

Employees' grievances also included

- Alleged victimisation of employees "because of favours done for them housing and personal loans," and
- Reduction of employees' salaries "in line with the Government wage freeze "

Soweto workers fired by Chicken Licken

Sowetan 6/11/89

139

FOURTEEN workers have lost their jobs at two fast food outlets in Soweto after the owner sold the businesses allegedly without informing them.

By LEN MASEKO

The sale of the Chicken Licken outlets in Dube and Pimville — by businessman Mr Isaac Makhudu — has triggered a war of words between the new owners and these workers, who are members of the Federal Council of Retail and Allied Workers (Fedcraw)

Mr Makhudu recently sold the shops to well-known businessman Mr Reuel Khoza and his partner Mr John Manaka, and accountant Mr Z J Sithole in separate deals effective from November last year.

Mr Makhudu was not available for comment yesterday.

A Fedcraw spokesman said Mr Makhudu went ahead with the sale of the business allegedly without negotiating with the new owners the transfer of the staff

"As a result, employees who have worked for him as far back as 1983 are now without jobs," he said

Notices

He said the Soweto businessman, instead of transferring the staff to a Diepkloof outlet he still owned, served the workforce with notices of dismissals effective from December 31

"He still owes our members between R2 000 and R18 000 each for overtime worked over the past five years," the Fedcraw official said, adding that the union intended to take the issue to the industrial council

The new owners, Mr Sithole and Mr Manaka, said yesterday that they "did not need" the old staff

"I am sure you are aware that you are not dealing with a Mickey Mouse from the townships," said Mr Sithole, pointing out that this reporter should not forget that he was dealing with "a qualified chartered accountant"

He also warned that he would sue the newspaper if it went ahead with publishing the story

Three workers, formerly employed at the Pimville outlet now owned by Mr Sithole, have laid a charge with the police after they were allegedly "pointed with a firearm by the accountant and ordered to leave the shop" last week

Lieutenant - Colonel Fanyana Zwane, public relations officer for the Soweto police, confirmed that the police were investigating the matter

Mr Manaka said the staff at the Dube outlet had refused to recognise him and his partner as the new owners of the place

"We experienced several problems with the staff including absenteeism and refusal to obey instructions," he said

He said it was against this background that they decided to hire new workers and "not offer new contracts to the old staff"

Absence of SAP report angers union

Star 20/1/89

140A

By Mike Siluma,
Labour Reporter

The National Union of Mineworkers (NUM) has criticised the police for allegedly failing to submit a report of their investigation into an underground fire which killed seven miners at Anglo American's Western Deep Levels mine in October last year

The NUM statement followed the postponement yesterday of a preliminary hearing into the accident because of the unavailability of a police report

NUM safety officer Mr Hazzy Sibanyoni said the union's lawyers would have asked during the hearing that the mine "make available to the union documents which would shed some light on the accident" The documents are to be used when proceedings start on February 27

WITNESSES

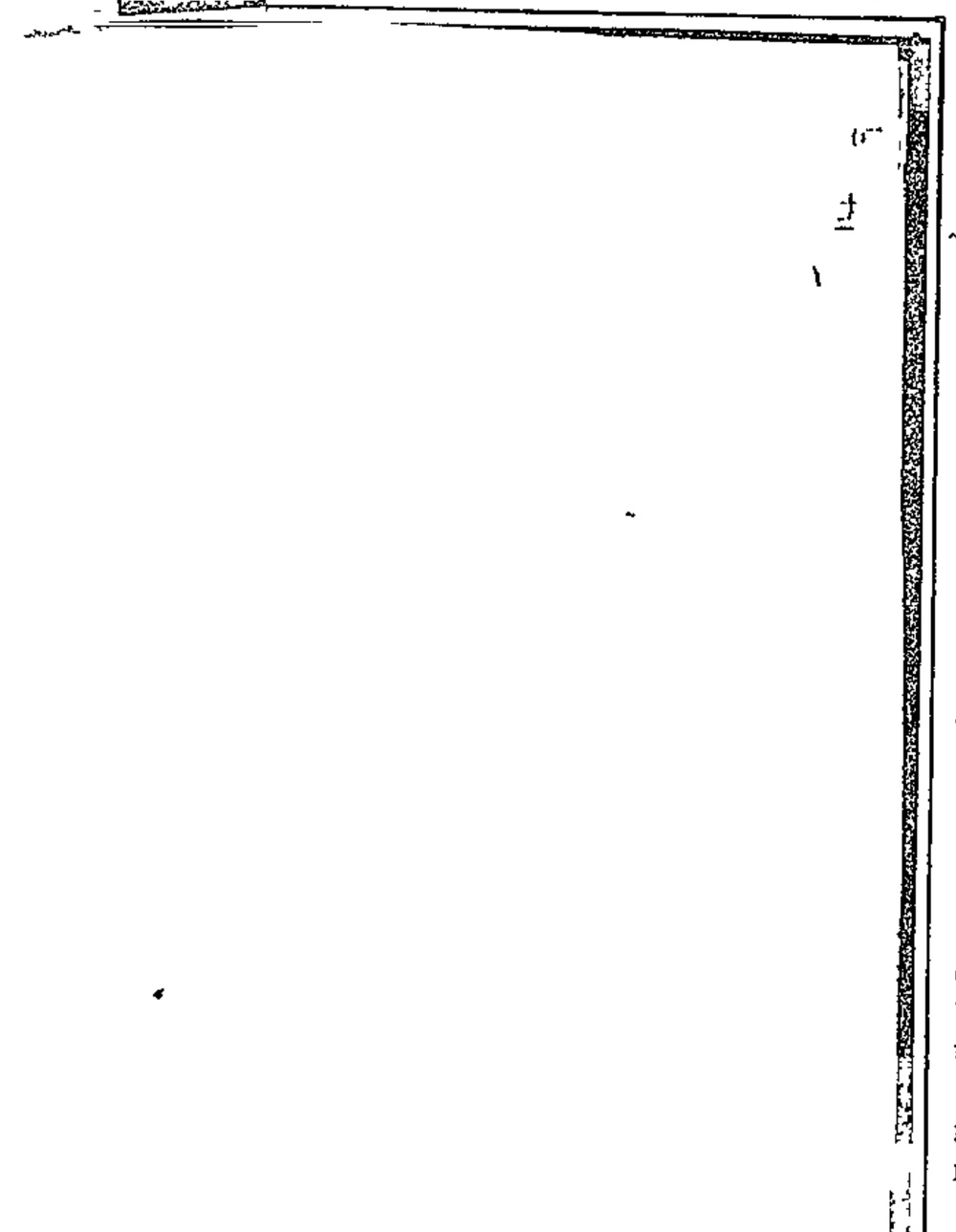
Police comment was unavailable at the time of going to press

The deputy Government Mining Engineer, Mr G A Haasbroek, confirmed that further statements were still to be taken from witnesses

Mr Sibanyoni said the absence of a police report had resulted in the Attorney-General not being able to make a decision whether to begin an inquest, inquiry or to start prosecutions

"More than three months have passed since the seven workers perished During this period the police (should have) conducted and completed investigations into the accident (but) no investigation has been done and there is no report

"Our union notes with grave disappointment the sloppy manner in which the police treat such an important matter"



SOME Easy Loo workers, who were dismissed for ignoring the company's ultimatum, waiting outside the premises in Orlando West, Soweto

Workers' fate in the balance

Sowetan 26/1/89

139

By ALI MPHAKI

THE fate of the 24 workers who were dismissed by a Soweto rent-a-loo company last month hangs in the balance following the collapse of talks between management and worker representatives

A spokesman for the South African Black Municipal and Allied Workers Union (Sabmawu), who are representing the workers, Mr Phillip Dlamini, yesterday summed up developments in the matter by saying "In short, there is a breakdown of talks"

The union met Easy Loo management on January 10 and the meeting deadlocked

According to Mr Dlamini, management is obdurate that the workers violated the company's grievance procedure by engaging in a work stoppage and ignoring an ultimatum to return to work on December 19 and December 20, last year

The workers had resolved to down tools after a list of their grievances had either been ignored or dismissed by management The company owner and director, Mr Sam Matona, has allegedly repeatedly threatened to fire workers when they went to complain to him about

- The alleged victimisation of employees "because of favours done for them — housing and personal loans",
- reduction of employees' salaries "in line with the Government wage freeze", and
- management's failure to pay workers their December salaries on time and failure to pay promised bonuses

Meanwhile it has been an uphill struggle for the dismissed workers whose December salaries were allegedly not paid out in full

The company's turnover revolves around R1,5-million a year and it is also a holder of a KWV Business Excellence Award

Leatherworkers mend 30-year rift to join forces

139) CHARLOTTE MATHEWS

THE National Union of Leatherworkers (NUL) will amalgamate with the Transvaal Leather Workers Union (TLWU) this year after a split of 30 years, TLWU secretary Freddie Swartz said at the weekend Bldy 30/11/87

He said final details would be settled at a meeting in March NUL general secretary Bokke Fourie would remain head of the new union and Swartz would become branch secretary.

"The TLWU now has around 5 000 members and after federation the new union will represent around 33 000 workers in the shoe and leather industries — about 90% of the workforce."

He said the remainder either did not belong to any union or were represented by Cosatu's Amalgamated Clothing and Textile Workers Union of SA (Actwusa) and by smaller unions.

Actwusa general secretary John Copelyn confirmed this, but added his union was planning a concerted recruiting drive in the sector this year.

Swartz said the NUL had achieved record wage settlements last year and in the next two weeks the NUL and TLWU would meet to formalise their demands before resuming negotiations with employers in March.

"The TLWU has been labelled a tame union, but ballots indicate our members support us rather than the more radical unions which are trying to raid our membership," he said.

Copelyn said Actwusa was currently awaiting industrial council recognition

Plans to sue three unions are shelved

B|Daily 31/1/89 139

ALAN FINE

PLANS for lawsuits against three trade unions for a total of more than R4m in damages allegedly sustained through unlawful strike actions have been dropped, at least temporarily

Industrial relations consultant Phillip van Welbergen said last October he planned to bring actions of R2m, R1,7m and R500 000 against the Transport and General Workers' Union (TGWU), Food and Allied Workers' Union (Fawu) and Commercial, Catering and Allied Workers' Union (Ccawusa), respectively

TGWU general secretary Jane Barrat said Van Welbergen had undertaken, during a court hearing over the reinstatement of 250 strikers dismissed by Ullman Brothers last August, not to proceed with the action

Van Welbergen denied any such undertaking The action had been "put on ice" in view of threats of a product boycott against the firm if the action proceeded, and a union undertaking that the new workforce would not be intimidated He was reserving his rights if a contravention of this undertaking occurred

A judgment on the dismissals is expected this week

Fawu assistant general secretary Mike Madlala said Van Welbergen had recently proposed that he would withdraw the planned action in exchange for Fawu agreeing not to bring an unfair dismissal action on behalf of the 50 employees of Kwela Wholesale Meat Supply dismissed after a work stoppage in June

Van Welbergen confirmed he had held a meeting with Fawu representatives But Fawu, he said, had breached an undertaking of secrecy and he did not intend doing so

Van Welbergen said the action against Ccawusa by Pyramid Distributors had also been suspended for the moment

Pic: JOE MOLEFE

800 council workers sit in

MORE than 800 former employees of the Soweto Council — retrenched while on strike last year — yesterday staged a sit-in protest inside the municipality office demanding their jobs back.

Their action follows the deadlock between the South African Municipal Workers Union (Samwu) and council officials over the reinstatement of the entire workforce which went on strike in June last year.

The stalemate arose from the council's decision to reinstate some of the 4 000 workers on strike, and to privatise the strike-hit cleansing department.

"We will not leave the

● To Page 5

Party votes

● From Page 1

municipality office until we are given our jobs back," vowed the 800 workers. A council delegation which included Soweto mayor, Mr Sam Mkhwanazi, deputy mayor Mrs Esther Mkhabela and management committee chairman Mr Mbutana Tshabalala was due to address these workers late yesterday.

Spokesman for the retrenched employees accused the council of:

- Reneging on their election promises of re-employing all the workers The workers also said they were asked to vote for Sofasonke Party candidates who would then ensure their re-employment;
- offering jobs to Sofasonke Party supporters in the council, and
- neglecting staff problems to delve into the school situation in Soweto.

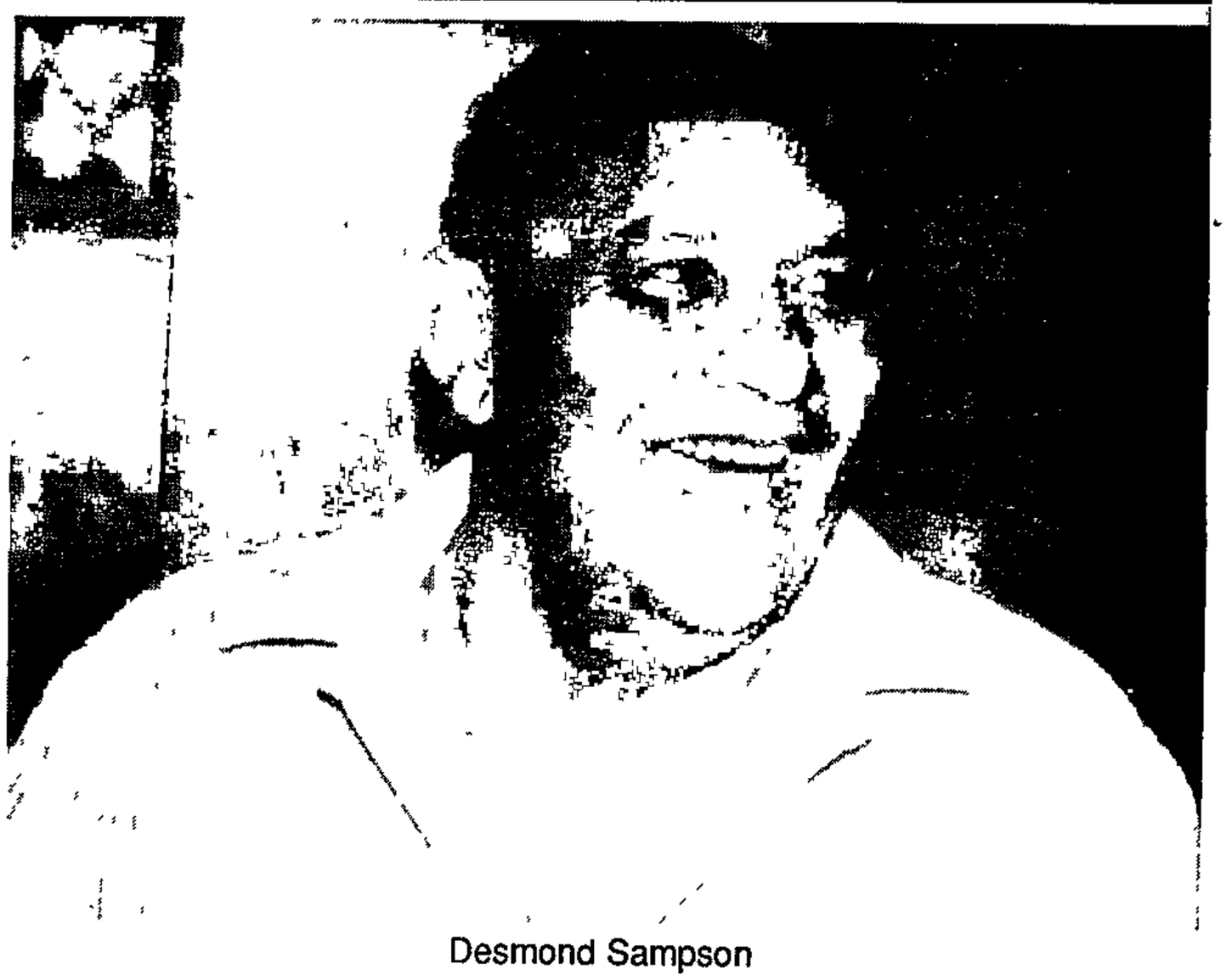
The council strike was sparked off by workers' demands for recognition of Samwu; upgrading of their salaries and dissolution of the staff association

(139)

9-15/2/89.

South

South VIEW



Desmond Sampson

Paving way for unity

In just over a year, the Garment and Allied Workers' Union has moved from a conservative union to seeking membership of the country's biggest and most militant trade union federation. CHIARA CARTER asked union general secretary Desmond Sampson whether the union was not moving too fast.

THE Garment and Allied Workers' Union, formed about a year ago out of a merger between two unions in Cape Town and Natal, is on the verge of a four-way merger to create a new super union under the banner of the Congress of South African Trade Unions (Cosatu)

But is Gawu moving too fast?

Gawu's general secretary Desmond Sampson says not.

"We view the current merger talks as a continuation of the 1987 initiative which formed Amalgamated Clothing and Textile Workers' Union (Actwusa) and from which we were excluded," he says

"This is the first opportunity for unity since then and we should not allow it to pass by "

Referring to the planned merger with Actwusa, the National Union of Leather Workers and the Transvaal Leather and Allied Trades Union, he said "The benefits of a single union for workers in the clothing, textile and leather sector are tremendous

"The basis of trade unionism is solidarity Should a merger take place workers in these three sectors would be able to take joint action and gain strength from being united

"It would mean an end to the rivalry between the unions

"In the past, separate campaigns and approaches have been followed by unions in the different sectors For example, we pursued very different approaches towards the Labour Relations Amendment Act last year."

Sampson is firm that any merger would have to include the leather sector.

"The leather unions have already agreed to such a merger and we have made it clear to Actwusa that their inclusion is essential.

"We are still awaiting Actwusa's response but the provisional date for a merger is June

"The entire matter is subject to our membership's decision At the moment the issue is being discussed in the locals

"We hope to receive a mandate from our members at the special congress in Cape Town on April 15 and 16 The workers will decide whether we go ahead

"Of course, there will be problems as well as benefits involved in such a merger Actwusa and Gawu have very different histories and approaches"

Sampson believes in what he terms a "holistic approach"

"The issues that concern workers extend beyond the factory floor.

"Workers are part of the community A trade union cannot stand apart from those problems "

Also to be decided at the April congress is the union's relationship to Cosatu

Gawu representatives last year attended local meetings and were part of Actwusa's delegation at other levels of the federation Actwusa is already a Cosatu affiliate

Sampson says Gawu members are discussing the issue

"We feel our members are ready to join Cosatu If the merger does not go ahead, we might apply for affiliation anyway We are not prepared to be bribed into a merger "

P. T. O.

PSA calls for 43% senior pay gap to be narrowed

Own Correspondent

PRETORIA — The Public Servants' Association wants the big salary pay gap between directors-general and their deputies and other senior civil servants to be narrowed

In its official organ — the Public Servant — the PSA says that before occupational differentiation in 1983, the salary difference between deputy director and a director was a mere 7%.

In 1984 the gap widened to 21%, and after the latest revision of management echelon salaries it increased to between 27% and 43%

And it claims its investigation has shown that deputy directors are between 20% and 60% behind competitive market-related sectors in remuneration

This "serious disparity" was bound to lead to increased resignations

The salary adjustments for senior personnel would have to be given the highest priority possible during the new financial year

The gap was even more impressive when deputy directors' exclusion from the motor car finance scheme and having a salary scale instead of a fixed annual salary were taken into account.

significant move in the direction of achieving a

shifts of Blue Line bus services would be affected.

Health workers go national

South
(139)
16-22/2/89.

A NEW national organisation for health workers is being launched in Johannesburg next month.

The organisation, to be called the South African Health Workers Congress (SAHWCO), is an amalgamation of the Health Workers Association (HWA) and the Health Workers Organisation (HWO).

"The organisation will aim to address the problems faced by health workers throughout the country as a result of the implementation of apartheid in health care," said a spokesperson for the HWA.

The organisation will be committed to "people's health" and will work closely with the community.

It also intends to work closely with unions organising health workers such as the National Education Health and Allied Workers' Union.

"We see our roles as complementary. While the unions will be addressing more narrowly defined shopfloor issues, we will be looking at health care from a socio-political perspective," said the spokesperson.

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Union dispute rages on

Sowetan 17/2/89

By LEN MASEKO

THE dispute between the South African Black Municipal and Allied Workers' Union and Soweto Easy Loo over the dismissal of the union's members by the company remained unresolved yesterday.

The two parties have not been in contact with each other since January 10, when negotiations broke down. Talks between union officials and management stalled apparently after management insisted that 24 employees of the company had violated internal grievance procedure by engaging in a work stoppage in December last year.

Sabmawu's general secretary, Mr Phil Dlamini, has questioned Easy Loo's sincerity in resolving the three-month-old dispute, saying company owner, Mr Sam Matona, appeared reluctant to reinstate the workers.

Meanwhile the 24 workers have also accused Mr Matona of allegedly failing to report to the Department of Manpower accidents or injuries to employees while on duty at the company. As a result, they said, employees injured while on duty did not receive any benefits in terms of the Workman's Compensation Act.

Mr MKHONZA displays his chapped hands.

One such worker was Mr Herman Mkhonza (62), who is in pain after sustaining serious burns on both hands apparently while working for Mr Matona's rent-a-loo company. He said the company did not provide its labourers with protective clothing.

CPT Times 17/2/87

Judge restrains union men

MARITZBURG. — Two members of the United Workers' Union of South Africa, including a regional recruiting officer, were yesterday permanently restrained by the Supreme Court from assaulting, threatening or intimidating Cosatu workers at a coal mine near Vryheid

The Judge President of Natal, Mr Justice Howard, gave the ruling after hearing evidence that Uwusa official Mr James Ntombela and his colleague Mr Noyi Sibisi had threatened to kill workers at the Buffalo Valley anthracite Bordex mine in the Swart Umfolosi district if they joined the Cosatu-affiliated National Union of Mineworkers

Mr Justice Howard ruled that the matter be heard once the roads were clear. — Sapa

Case of a wrong choice of words

ACTIONS speak louder than words, but sometimes a wrong choice of words can lead you down a thorny path

Take the Cut, Make and Trim (CMT) Manufacturers' Association

Association members employ about 4 500 workers out of about 15 000 involved in this branch of the clothing industry, but last year they lodged an objection to the new industrial council agreement which managed to blow up a storm with the Garment and Allied Workers' Union (Gawu)

One of Gawu's proposals to which the CMT people objected was for maternity and paternity benefits which, it said to the union, could lead to greater promiscuity among employees

Gawu took this up in their weekly journal *Clothes Line*, along with several other points

"Many of the arguments used by the CMT bosses are an insult to the dignity of workers," said *Clothes Line*

"For example, the CMT Association says they cannot accept the new maternity benefits

"These bosses are saying that maternity benefits will encourage women workers to sleep around

"Gawu outrightly reject such claims We believe that maternity benefits are a right for all women workers"

Sleeping around

In the latest issue of *The CMT Bulletin*, an 'open letter to Gawu" says "If our objection was interpreted by Gawu to mean that we accuse women of sleeping around, we immediately withdraw that statement and apologise for it.

'Any suggestion of that nature would go against the dignity of the workers

"We are, like the rest of South Africa, concerned that our economic growth is not keeping pace with our population explosion

"Again we would like to play a meaningful part with Gawu in an attempt to contribute to the solution"

Chairman of the association Roy Dalle Vedove said the letter was a response to "propaganda" in *Clothes Line*

Maternity benefits

He agreed that "promiscuity" had not been a fortunate word to use, but said it had been taken out of context in their overall position on maternity benefits

"We supported maternity benefits, but for women who are married or in a stable relationship," he said

"It is a fact of our industry that at any given time about 10 percent of our female employees are pregnant, and we have a high rate of unmarried mothers

"We are worried about the possible effects that maternity benefits might have, not in the sense that it could encourage promiscuity, but that the birth rate needs to be reduced," said Mr Dalle Vedove

He said that in Germany, for example, which faced a declining population growth rate, maternity and paternity benefits had been introduced as an incentive to having children

Smokescreen

But Mr Dalle Vedove said the maternity benefits issue was being used to "smokescreen" the main issue — what was going to happen to the economy

"Wages have to be tailored to the parameters of the economy," he said

Here he was referring to Gawu's claims that the CMT employers "do not want to give workers a decent wage increase"

The open letter declared support for Gawu's living wage campaign "as it it to the benefit of our country's economy as a whole. We have never declared our opposition to it"

S'Mazula, Meiring said the time for talk was

'Different management style needed'

Unions working towards unity

B|Day 22|2|87

GERALD REILLY

PRETORIA — Trade unions were moving closer to each other and were prepared to face management in greater unity than five years ago, SA Boilermakers Society assistant general secretary B F P Oosthuizen said yesterday

He told the project management conference at the CSIR the old approach of management to divide the labour force and rule was rapidly becoming something of the past

A different style of management which acknowledged the aspirations of labour would have to emerge if capital projects were to be managed effectively

The behaviour and attitudes of the work force were unpredictable because neither labour nor management had established a clear cut power base

Oosthuizen said to assist the two parties government had amended labour legislation with disastrous results Now both sides were having difficulty with amendments

The state had once again shown its partisanship by introducing a piece of legislation that was swinging the pendulum in favour of capital

A development becoming progressively more disturbing to trade unions was management moves to fragment workers skills into small specialised aspects.

Oosthuizen said employers were simply training workers in one aspect of a trade for the duration of a contract Afterwards, they were cast into the wilderness of the semi-employed.

Management and government were alarmed at the reduced number of school leavers willing to become artisans

The fragmentation of trades and a willingness on the part of employers and government to employ unqualified labour in artisans' jobs left no incentive for youngsters to enter a trade Labour was also demanding the right to be trained to master technological changes.

Court order against Uwusa

DURBAN — Competition between two trade unions to recruit members in the Isithebe area led to attacks on officials and members of the Amalgamated Clothing and Textile Workers Union of South Africa (Actwusa) by officials and members of the United Workers Union of South Africa (Uwusa), it was claimed in the Supreme Court in Durban yesterday

Mr Justice Broome made an interim order interdicting members of Uwusa from assaulting, molesting, intimidating, threatening or harrassing members of Actwusa

Uwusa is also interdicted from preventing the other union from conducting meetings, and from disrupting the meetings and interfering with the union's lawful activities

Uwusa must show cause by March 14 why the interim order should not be confirmed

Elias Banda, national organiser of the applicant union, said the two unions were competing in the Isithebe area for members and for the right to represent employees with management

On February 2 he was holding a meeting with shop stewards in the Isithebe area The meeting was broken up and he and members of his union were assaulted by officals and members of the other union, he said — Sapa.

Sowetan 2-8/3/89

Strike at SAB called off

THE prolonged strike at South African Breweries by members of the Food and Allied Workers' Union (Fawu) is over.

The seven week strike ended on Wednesday, but details of the return are still being worked out.

Meanwhile, taverners have resumed selling beer after a two week boycott of the brew by about 1 500 taverners in Port Elizabeth and Uitenhage.

National health workers launch

137

"HEALTH in the Hands of the People" is the theme of the launch of the South African Health Workers' Congress, to be held in Johannesburg on Sunday.

Sister Bernard Ncube and Father Smangaliso Mkhatshwa are the guest speakers at the launch, which is being organised jointly by the Health Workers' Association and the Health Workers' Organisation.

Sowetan 2-8/3/89

Independent unions pull out of summit

Staff Reporter

IN a surprise move, 11 independent trade unions yesterday pulled out of the two-day worker summit amid accusations that invitations had been selective and that they had not been consulted by Cosatu or Nactu

The withdrawal by the unaffiliated unions came four days after 11 National Council of Trade Unions (Nactu) affiliates broke with a national council policy decision and opted to attend the gathering

And in a sharp attack on the 11 dissenting Nactu unions, a senior Nactu official yesterday accused the unions' general secretaries of embarking on a "publicity stunt"

"The general secretaries of the unions — not the workers — signed the statement announcing their attendance of the summit As far as the national council is concerned, no Nactu unions will be attending," Nactu first assistant general secretary Mr Cunningham Ngcukana said yesterday.

While Nactu remained committed to the principle of worker unity and a worker summit, it believed that the current summit was premature, he added

By late yesterday 15 unions affiliated to Cosatu, the 11 Nactu affiliates and about 19 independent unions, together representing more than one million workers, were poised to send a combined total of 700 delegates to the summit

The gathering, to be held at the University of the Witwatersrand, will focus on workers' responses to the controversial Labour Relations Amendment Act, trade union unity and state oppression, Cosatu said yesterday

Meanwhile, the 11 unaffiliated unions who have withdrawn said the summit organisers had failed to give certain unions "reasonable time for drawing up mandates" and "failed to reveal the source of funding"

The statement, signed by the general secretaries of Fedcraw, SA Black Municipal and Allied Workers' Union, Zakheni Transport and Allied Workers' Union and the SA General Workers' Union, said "We suspect that this summit has a hidden agenda determined by the sponsor and has nothing to do with trade unions, let alone workers."

The idea of a worker summit was first mooted by Nactu in 1987 This was strengthened by close co-operation between the federations during last year's three-day stayaway protesting at the Labour Relations Amendment Act and ensuing joint negotiations with the Saccola employers group

6/3/89

Cape Times, Monday, Ma

Summit a success, says Cosatu

Own Correspondent

JOHANNESBURG. — A joint committee representing Cosatu, 11 Nactu and about a dozen independent unions has been established to carry on the work of the weekend workers' summit here

Cosatu president Mr Elijah Barayi said the meeting at Wits University had gone well but he and other leaders declined to divulge further information until a press conference today.

Sources said the meeting had planned no immediate action to oppose disputed sections of the Labour Relations Act. Discussion of other items on the agenda — state repression and building unity — was apparently not completed.

They said certain proposals were made on the act and the committee would discuss these after participating unions had reported back to members.

It is understood these do not include immediate plans for work stoppages like those of last June.

Representatives of the 11 Nactu unions which defied their federation's decision not to attend the summit said they had no regrets.

One said that, as far as working towards greater unity of the the labour movement was concerned, the summit, attended by more than 700 delegates, "was only the beginning".

It has, however, caused tension in the labour movement and Nactu has postponed indefinitely a meeting between the two federations

Nactu sources said the rebellion of the 11 unions was a result of long-standing disagreements between the Africanists, who hold sway at Nactu, and the Black Conciousness (BC) movement.

At last year's congress the BC leadership lost control of Nactu.

The defiance of the unions, all said to have sympathies with the Black Consciousness camp, is believed to be an attempt by the BC to embarrass the Africanists.

Mr Barayi said Nactu and Cosatu differences were nothing compared with the federations' commitment to working-class unity.

"Issues facing all sectors demonstrate clearly the need for workers to act jointly to defend our interests"

Issues he cited were the public-sector wage freeze, Eskom lay-offs, proposed privatisation of SATS, anti-living wage policies by employer organisations and companies and the Labour Relations Act.

Insult angers workers

Sowetan 6/3/87.

BLACK workers at the United Brewery in Garankuwa are angry about management's failure to take action against the white employee who has allegedly referred to a black colleague as a "kaffir".

Workers told the *Sowetan* that the black employee was instead persuaded to "make peace" with the white electrician who allegedly called him a kaffir. They said the incident took place three weeks ago at the time when members of the staff were being issued with beer rations.

According to them, the black employee was charged with the issuing of beers They said trouble started when he refused the white man permission to sign on behalf of a friend who was not present

By ALINAH DUBE

They said when the man explained that it was against company regulations to accept beer on behalf of someone else, the white man reacted and allegedly said he was becoming white. "Kaffir, jy raak wit"

Staff members said they were angered by the "racist remark." They said the man in question has on many occasions been summoned to appear before the disciplinary committee because of his attitude towards black people

Other employees also pointed out that relations between white and black employees were "generally strained" They said most of the whites employed at the factory did not associate with their black colleagues They said some have allocated themselves places to sit at the factory's pubs and the canteen

Mr Mike Hall, the United Brewery's general manager, refused to discuss the matter with the *Sowetan*. He would not confirm or deny the allegations but stated "such behaviour would not be tolerated by this company Necessary action will be taken should we find out there has been such an incident"

after

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6/3/89

Cape Times, Monday, Ma

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7

NATIONAL

Unions warn of national strike

The Argus Correspondent

JOHANNESBURG — Employers face a national strike if agreement is not reached with trade unions over the Labour Relations Amendment Act

A warning was sounded yesterday by leaders of about 40 unions with more than a million workers

ALTERNATIVE

At a Press conference called after decisions were taken by the "workers' summit" here at the weekend, Cosatu vice-president Mr Chris Dlamini said delegates had recommended workers countrywide to

- Formulate an alternative to the LRA to cover all workers, including those in the agricultural, domestic, forestry and public sectors,
- Revise existing recognition agreements with employers "to circumvent offensive clauses of the LRA",
- Find ways of not using the industrial court, "which tends to favour employers", and
- Submit demands regarding the Act to the SA Consultative Committee on Labour Affairs and individual employers by May 2

DEMANDS

The list of demands would include the right to strike and picket, the right to fair dismissals, the recognition of majority unions and the right to engage in sympathy strikes Demands put to the consultative committee during last year's talks would be included

Mr Dlamini said workers would "give employers 30 days to respond to our demands and (will) declare a national dispute if employers refuse to make progress in meeting the demands"

It was possible that a national strike would follow if no solution was found

"LIBERATION"

In addition, workers and communities would be "mobilised around" the LRA demands and those related to the Living Wage Campaign and the struggle for unemployment benefits for all

The "summit" also decided that meetings be held involving "all forces that are fighting for liberation" and to continue discussions with the National Council of Trade Unions and non-affiliated unions on the LRA

"DIVIDE WORKERS"

Delegates to the weekend "summit" felt that the LRA was "intended to divide workers and destroy the labour movement"

Consultative committee chairman Mr Bobby Godsell said his organisation looked forward to receiving written proposals

Unions draft new LRA

Cape Times 7/3/89

Own Correspondent

JOHANNESBURG — A committee appointed by the worker summit at the weekend is to co-ordinate the drafting of a new Labour Relations Act (LRA) to be submitted to major employer groups by May 2 for their consideration

Union leaders told a media conference that if employers failed to make positive progress towards meeting demands contained in the draft within 30 days of receipt, a national dispute would be declared This would be followed by a national strike ballot.

All Cosatu affiliates, 11 Nactu and 16 independent unions were listed as having attended the gathering

It decided the draft LRA should be submitted to the SA Co-ordinating Committee on Labour Affairs (Saccola) other employer organisations and individual employers

The union-initiated draft LRA would extend bargaining rights to public sector, agricultural and domestic employees.

It would also address disputed sections of the LRA including the right to strike, the right to a proper hearing before dismissal, recognition of majority unions, retrenchment procedures and sympathy strikes

While not happy with the threat of disputes and ballots, Saccola chairman Mr Bobby Godsell said that to the extent that the statement represented a willingness to return to discussions on labour legislation, Saccola welcomed it

"We will approach discussions in a constructive spirit, and hope they come to the table in the same way"

Meeting announced

THE National Union of Steel and Allied Workers will hold a general meeting to discuss various labour issues at the Laudium Hotel on Saturday starting at 8am.

Among issues to be discussed will be a report-back on ongoing talks about the Workers' Summit, disputes, forthcoming May Day, medical schemes and the Labour Relations Amendment Act

Black trade unions and metal industry bosses square again

Sowetan 17/3/89

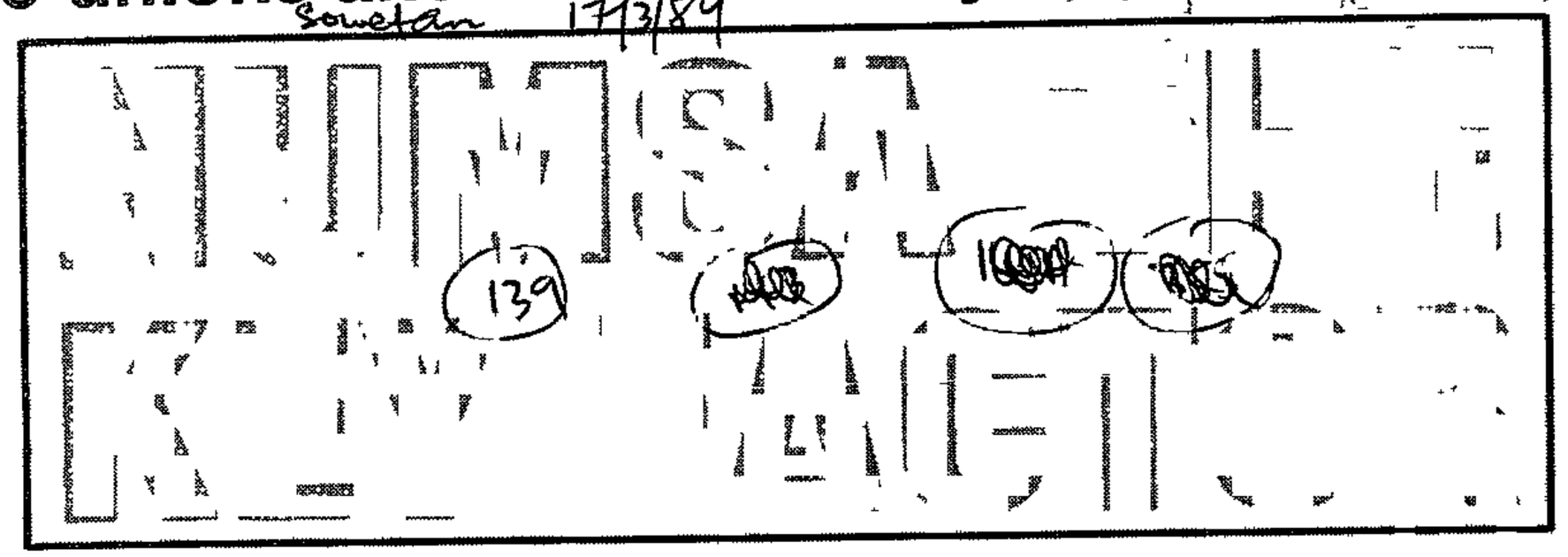
BLACK trade unions and employers in the metal industry enter into new wage negotiations next Monday, somewhat ill at ease over the outcome of this year's proceedings.

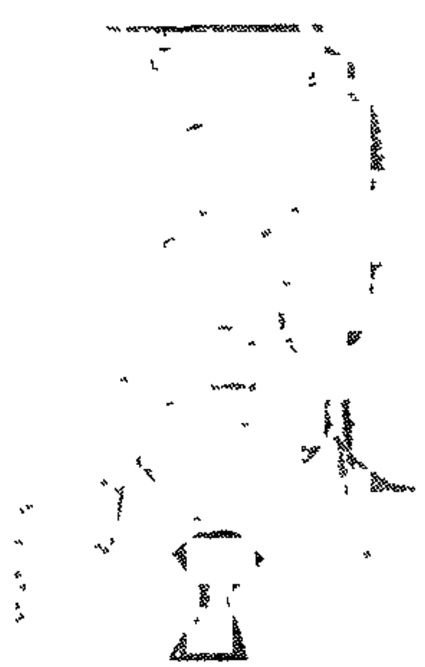
Both parties, still reeling from events that surrounded last year's settlement are bracing themselves for yet another series of drawn-out bargaining sessions

Last year's wage settlement was marked by divisions within the employer ranks, represented by the Steel and Engineering Industries Federation of South Africa (Seifsa), and among the four unions negotiating jointly under the auspices of the International Metalworkers Federation (IMF)

The four are the National Union of Metalworkers of South Africa (Numsa), Steel Engineering and Allied Workers Union of SA (Seawusa), Electrical and Allied Workers Trade Union of SA (Eawtusa) and Engineering and Allied Workers Union of SA (Eawusa)

The dispute within the four IMF unions revolved around Numsa's decision to enter into a "unilateral" wage agreement with Seifsa after the union's members embarked on a two-week strike





SEIFSA'S director Mr Angus

Seifsa, on the other hand, also experienced internal problems when member companies negotiated wage settlements separately with Numsa without informing the employer body

This year the four IMF affiliates — unlike the previous years — have submitted separate demands to Seifsa This move may be linked to the controversy which rocked the IMF stable during negotiations last year

Numsa, now the largest union in the industry, will largely influence the outcome of the annual talks because of its numerical strength No settlement will be reached unless the Cosatu-affiliated union signs the agreement

Seifsa's executive director, Mr Brian Angus, anticipates "a good deal of rivalry" among the trade unions during the negotiations "particularly as the IMF unions have splintered"

"Despite these expectations it is hoped that the negotiations will not be as protracted as was the case in 1988," he said

The fact that Numsa was now an important factor in the bargaining process meant that the union would be forced to take the negotiations

By LEN MASEKO

seriously, the Seifsa director added

He said "Within this context it is probably not unreasonable to predict that the likelihood of strike action is diminished This is not to say that the industry will necessarily be spared the burden of the now customary deadlock and dispute routine"

Last year's strikes, he said, certainly did "considerable damage" in terms of wage and job losses

Seifsa has received proposals for wage increases up to 98 percent as well as demands which include

- Increase in overtime rates,
- Working hours to be reduced from 45 to 40 a week, without loss of pay,
- March 21, June 16 and May 1 to be granted as paid holidays;
- Six months' unpaid maternity leave,
- No deductions for the Standard Income Tax and Employees (Site) and Pay As You Earn (Paye),
- Three weeks' paternity leave, and
- Company to pay death benefits of R5 000

Employers also have, for the first time, submitted proposals to Seifsa.

These include removal of limits on overtime work, exclusion of small businesses from the agreement between Seifsa and unions and removal of certain restrictions related to the employment of skilled people in the industry

"It would therefore be surprising if the unions were to disregard their members' poor appetite for full-blown strike action in the face of fair wage offers by employers," Mr Angus said

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Many demands are aimed at securing jobs

Metal industry pay ta

Mike Siluma
Labour Reporter

Annual negotiations to set 1989 minimum wage rates and improved working conditions for South Africa's 361 000 metal workers commence today, with the industry's employers facing more than 20 demands from 14 trade unions

Employers are represented by the Steel and Engineering Industries Federation (Seifsa) Although only 3 500 of the industry's 9 000 firms belong to the federation, Seifsa companies employ 70 percent of all metal workers

Groupings

The unions fall into two main groupings, the four belonging to the South African council of the International Metalworkers' Federation (IMF) and seven linked to the Confederation of Building and Metal Unions (CMBU) There are three independents

Wage increase demands submitted to employers range between 17 and 98 percent The biggest IMF union, the National Union of Metalworkers (Numsa), has asked for a new minimum rate of R5/hour, while some affiliates have proposed R6

Demands by the CMBU alliance, representing mainly skilled, white workers, include a raise of 70c/hour at the lowest grade rising to R1,46 at the top

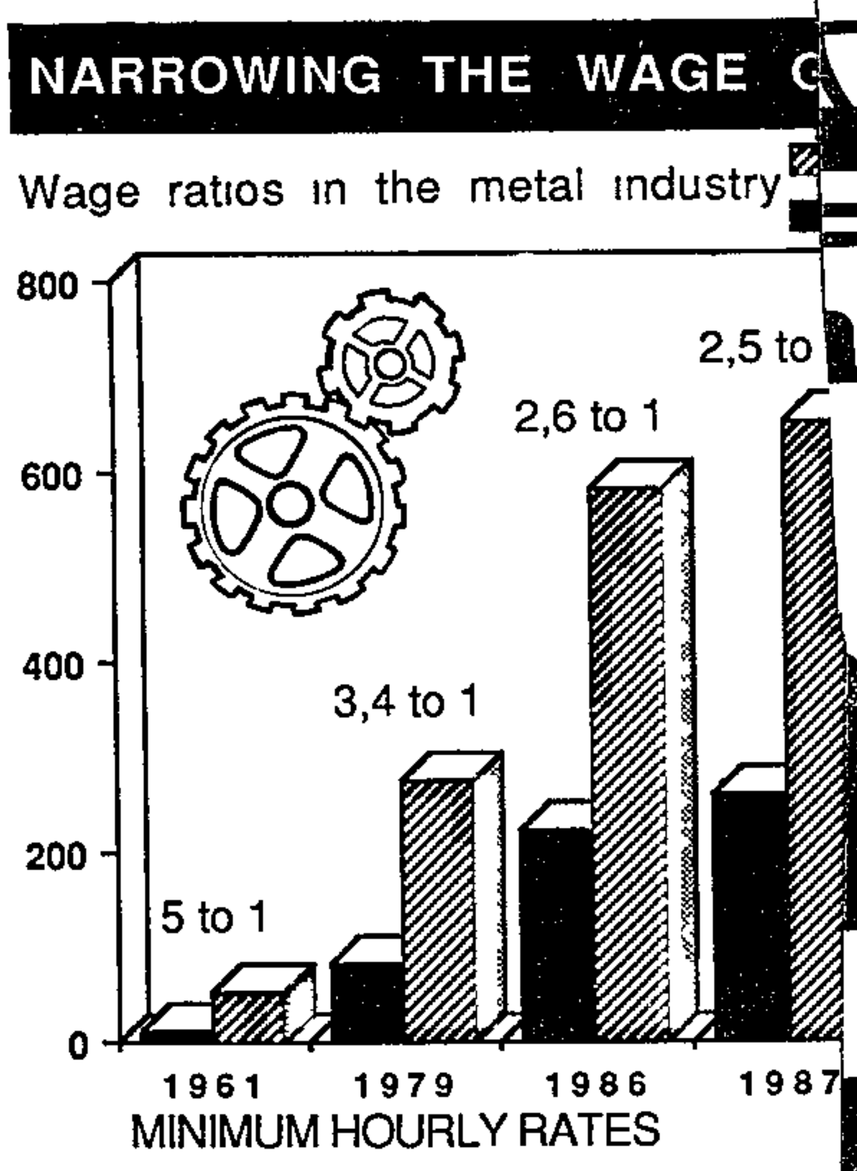
Many of Numsa's demands are aimed at securing jobs and fighting unemployment

The union seeks a reduction of the working week to 40 hours, without loss of pay It wants overtime to be limited to a maximum of five hours a week, with the approval of the majority of workers at the affected plant

It has also made demands regarding the job security of temporary labour, factory closures and resultant retrenchments, as well as severance pay

Numsa spokesman Mr Alistair Smith said the union's push to secure jobs was linked to job creation The union believed that the introduction of extra shifts should lead to the employment of additional labour, with former employees being given preference

"Our proposals are aimed at protecting workers against provisions of the (new) Labour Relations Amendment Act, which makes it easier for employers to get rid of workers," said Mr Smith



Having won the right, in terms of the 1988 agreement, to observe June 16 and May 1 as holidays, in exchange for other statutory holidays, Numsa is now demanding the unconditional recognition plus March 21, a

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W/C News 25/3/89

Union merger steams ahead

MOVES to form one national union in the clothing and textile industries are moving along at a brisk pace

In Cape Town last weekend the first high-level substantive talks took place between Garment and Allied Workers' Union (Gawu) and Cosatu affiliate Amalgamated Clothing and Textile Workers' Union (Actwusa) after a series of exploratory discussions which started last year

A target date of July 1 has been set for the amalgamation and sources from both unions have described the atmosphere as the most promising it has been since the two unions were formed from a series of mergers in 1987

There are also hopes of including leatherworkers in the national union

The two unions in that sector, National Union of Leatherworkers and Transvaal Leather and Allied Trades Industrial Union are close to merging into one national union, but they have not yet made a firm decision either way on joining the Actwusa/Gawu talks

Since it was formed from a merger between Garment Workers' Union (Western Province) and the Natal-based Garment Workers' Industrial Union, Gawu has been keen to affiliate to Cosatu.

But Cosatu policy is that unions seeking affiliation have to merge with the existing affiliate in their sector Here Gawu was blocked by tensions between itself and Actwusa hanging over from the days when the Garment Workers' Union was a leading member of Tucsa (Trade Union Council of South Africa) and viewed by the more militant progressive unions as little more than a "benefit society".

Smooth over

But changes in style, content and leadership of Gawu helped smooth these over and open the way to the present merger talks

Over the past two years Gawu has taken a far stronger position on worker issues than previously Last year saw the first strikes in the industry for many years and members took part in the June 16 stayaway

All Gawu locals have given a mandate for affiliation to Cosatu and the national executive committee has set up a national merger committee. This committee will implement the Gawu merger programme and work towards forming one union in the garment, textile and leather industries.

Other tasks are to:

- Set dates for meetings between the unions' national executive structures,
- Arrange joint seminars of the leadership of the unions;
- Set up a committee to draft a constitution for a new national union, and
- Investigate an agreement on matters such as finance and assets of the unions, a structure, staffing and other organisational matters.

All these will be taken to a special national congress of Gawu on April 15-16 where the merger committee will put forward its proposals on a merger with Actwusa A merged union involving Gawu and Actwusa would have about 200 000 members, roughly comparable with the National Union of Metalworkers among Cosatu affiliates.

The Star Tuesday March 28 1989 7M

17 farmworkers at a loss

Row over plan to shut down cattle feedlot

By Adele Baleta

The Soetvelde Farms' Uitvlucht cattle feedlot in Vereeniging is to be closed, ending the livelihood of 17 farmworkers at the centre of a wrangle between the owner of the farm, Anglo American Farms Limited (Amfarms), and the Oranje Vaal General Workers' Union (OVGWU) The workers' retrenchment will take effect from the end of this month Both the company and the union spoke to The Star.

Amfarms says:

It was decided to discontinue the feedlot because in the past financial year operations have proved unprofitable The increased buying costs of young livestock, which needed to gain weight quickly in order that they be profitable, made the operation unviable.

Added to this were the physical conditions of the feedlot which was over 17 years old

Despite a booming beef market the company could not run the feedlot at a gain

The feedlot ground had deteriorated. Its location on flat land meant that with constant feeding over the years and the removal of manure, the ground had begun to slope and the cattle could not reach the fodder in the troughs.

The costs of relocating the feedlot would be far too high.

Despite there being no recognition agreement with the union, officials and workers were informed of the retrenchments prior to their effect

We are still waiting for them to come back with proposals. We have allowed the workers to stay on the farm for a period of three months

The retrenchment procedure, which forms part of the conditions of service, has been followed to the letter

Out of the 40 workers affected by the closure we have managed to re-absorb 23 As a small producer the feedlot was only one link in a long chain and for that reason could not continue to exist

The union says:

The union has rejected the retrenchments It has pointed out that Terms and Conditions of Employment introduced by Amfarms in 1984 stated that endeavours "to avoid the need for retrenchment by considering alternative measures" shall be made

The union believes the measures taken were drastic.

Beside the 18 farms owned by Amfarms in the Transvaal, Free State and Natal there were three other companies which had substantial shares in the AAC

If the 17 employees could not be given work at the 18 farms they could be absorbed by either Anglo American Industrial Corporation, Vereeniging Estates Ltd/Amcoal or Rand Selection Corporation Ltd.

Arguments by the company that the feedlot workers were agriculturally based and had no skills required by industry have been rejected

We believe that management is holding on to scrapped influx control legislation which curtailed farmworkers' freedom to move from farm to industry or from rural to urban areas

Management's claims that it is not responsible for finding jobs for the workers is a breach of Amfarms Terms and Conditions of Employment

Referring to claims that the feedlot has deteriorated, the union said according to its sources there was no scientific basis upholding the argument that flat low conditions could result in animals' weight loss

Council, union in agreement

By Stan Hlophe

The Soweto City Council and the South African Municipal Workers Union (Samwu) have reached agreement on last year's three month strike by 3 500 council employees

The council said the parties had agreed on the following

- The council would employ former employees who had existing housing loans for which the council had issued guarantees
- Former employees who had obtained housing loans before July 20 1988 from a registerred financial institution would be appointed at the council's discretion from March 1 and the council undertook to pay their wages, housing, pension, group funeral scheme, and medical scheme subsidies.
- The council has undertaken not to victimise former employees

Rygersdal Club may mix membership

By PETER DENNEHY and DI CAELERS

THE management of Rygersdal Sports Club in Rondebosch, which is run by the whites-only South African Association of Municipal Employees (SAAME), shot itself through the foot yesterday

At the monthly City Council meeting Mr Arthur Wienburg, for Rondebosch, read out a document that had been leaked to him from a Rygersdal sub-committee, concerning the introduction of coloured members to the club

"Increasing pressure is being brought to bear on our cricket and rugby clubs (to admit members who are not white)," he read

The sub-committee went on to add that a few selected new (coloured) members should be admitted, but they could pay lesser membership fees because they would not have access to all the facilities

Club chairman Mr Fred Hoffman last night denied any knowledge of the document or the council incident, but confirmed that the club had no coloured members

He said the club constitution did not preclude coloured membership, but that he had set up a sub-committee to investigate the entire issue

"I cannot say at this stage when they will come back to me with their findings They're dealing with an explosive issue and it is imperative they do all their homework."

Yesterday's situation arose when the club applied for an exemption from rates for a new building it had erected on the premises it leases from the council

"I find it totally unpalatable that we should exempt this club from rates," Mr Wienburg said

He had written to the club and got a very cordial letter in reply, saying that his questions about the attitude of the club could not be answered at this stage

Mr Richard Friedlander, the chairman of the executive committee, said the council had a clear policy that grants would not be made to bodies that were not open to all

However, exemptions from rates were a different matter If the club were privately owned, it would automatically qualify for the exemption, he said

He believed it would be wrong to deny them the exemption, particularly since they "seemed to be making some progress"

However, Mr Frank van der Velde slated the club's actions as "tokenism" It was unacceptable that they should allow coloured people access to the sportsman's bar but not to other bars in the complex, he said

Mr Hoffman said coloured members of visiting teams were always cordially treated at Rygersdal and that all guests, regardless of colour, were always entertained in the sportsman's bar

Every councillor in the room yesterday, except Mr Friedlander, voted in favour of Mr Wienburg's amendment which temporarily denied the club its exemption from rates

Shots hit union offices

By MATHATHA TSEDU

TWO offices belonging to a trade union and an advice centre were shot at in Louis Trichardt on Thursday night in what officials, believe is a wave of right wing attacks on black organisations in the Northern Transvaal town

Officials of the Black Allied Workers Union of South Africa (Bawusa) and the Mulweli Counselling Centre said two and four shots were fired at their offices respectively, shattering glass doors

They said the incidents had been reported to the police who collected empty cartridges from the scene

"We view this as intimidation to try and scare us away from our responsibilities to the service of the black community. Our commitment to our work however remains unshaken and we will not be intimidated by this," one official, Mr Macdonald Netshitenzhe, said

Workers down tools after colleague killed

The Argus Correspondent

STANDERTON — About 800 workers at Anglo American's New Denmark Colliery stopped work after the death of one of their colleagues on a farm

The man, a member of the National Union of Mineworkers (NUM), was killed at the weekend when members of the union allegedly clashed with members of the United Workers Union of SA (Uwusa)

A NUM spokesman said that such violence could be ended only through a code of conduct between NUM and Anglo, as well as the dismantling of the migrant labour system and its ethnically based compounds

TWO ARRESTED

Police have arrested two mine employees after the incident

Following the death, about 40 percent of the mine's workforce refused to work yesterday

Anglo American spokesman Mr Paul Clothier said representatives of employees had undertaken to return to work today

Excitement at the Gawu special congress held last weekend. **See special supplement**

Gawu heads for Mayday showdown

THE Garment and Allied Workers' Union (Gawu) is heading for a showdown with employers over the issue of workers taking off Mayday.

Gawu is seeking an undertaking from employers that they refrain from taking action against the union should agreement over Mayday not be reached at clothing factories in the Western Cape.

In terms of the industrial council agreement, workers do not have May 1 as a paid holiday but the matter is open to negotiation at plant level.

Employers warned Gawu that they reserved the right to take action should they consider the union to have breached the industrial council agreement.

Such action could include suing the union for loss of production.

But Gawu regional secretary Lionel October said the union had no intention of breaking the agreement.

Uwusa chief fired

Sowetan 20/9/89.

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THE PRESIDENT of Uwusa, Mr Jabulani Dlamini, has been expelled from the union, SABC Radio News reports.

The decision was taken at a special meeting at Ulundi, attended by representatives from all ~~five~~ Natal regions of Uwusa

The vice president, Mr T M Mdletshe, is to take over as acting president.

In a statement issued at Ulundi, Uwusa said Mr Dlamini had acted in a way inconsistent with the constitution of the union and the interests of the workers No further details were given

The meeting also reversed a recent decision by the executive of Uwusa to expel the secretary-general, Mr Dumisani Dladla, and pledged their loyalty to him — Sapa

Matter of fact

THE South African Police Public Directorate in Pretoria yesterday said a story that appeared in *Sowetan* on April 5, 1989, under the heading "Two slain by cops" was factually incorrect.

A spokesman for the police said a statement was issued and read that. "On April 4 at about 00h15 members of the SAP went to a house in Zondi. Shots were fired at them with an AK47 rifle. The members returned fire and hurled a hand-grenade at the house The bodies of two men, one a trained terrorist, were found Police investigations are continuing"

...ment's inadequacies" ... Numsa agreed to swop ... from taking action

'Unholy alliance' in unique case

139

Sowetan 27/4-3/5/89

A COMPLICATED legal battle between a small electronics company and the Electrical and Allied Workers' Trade Union (Eawtu) could have far-reaching implications for the metal sector, South Africa's second-largest industry

The lawsuit, which has been waged for more than a year, resulted in a Supreme Court hearing last week.

The company, Photocircuit, argued that the Supreme Court should overule an industrial court finding last year, because it fell outside the jurisdiction of the industrial council and court

Opposing Photocircuit was an "unholy alliance" of the industrial court, the industrial council and Eawtu

The case, unprecedented in the industry, stems from Eawtu's first legal strike in the Western Cape last year.

At the time, 11 Photocircuit employees went on strike after an industrial council hearing failed to resolve a dispute over the company's refusal to allow Eawtu stoporder facilities

The strikers were fired, following which Eawtu applied to the industrial court on the grounds of unfair dismissal

The court reinstated them with full backpay in terms of section 43, but the company refused to comply with the ruling

The court again declared them reinstated, this time in terms of Section 46(9)

The company again refused to comply and instituted proceedings for a review of the industrial court decision on the grounds that the company fell outside the jurisdiction of the industrial council and was not party to the industrial council agreement

Meanwhile, Eawtu obtained a Supreme Court writ for the company's assets to be attached to cover the workers' pay and benefits.

In court this week, Photocircuit argued that the strike was illegal, because the industrial council agreement contains a clause which states that non-parties to the agreement cannot make trade union deductions

Consequently, it would be unlawful for the company to agree to provide stoporder facilities

Eawtu argued that this clause was unlawful since it contradicted the Basic Conditions of Employment Act and the main agreement of the industrial council, both of which state that trade unions' deductions may be made upon presentation of the written authorisation of an employee.

The company also argued that the dispute should have been referred to the industrial court by the industrial council and not Eawtu, which is a party to the dispute

Legal representatives for the industrial court argued the strike was legal and defended the court's decision

The council's legal representatives argued that Photocircuit was subject to the industrial council and had been referred to the court in the correct way

Should the court find in the company's favour, it would seriously hamper unions' attempts to organise in the sector, where many of the companies are small and not party to the industrial agreement.

Almost forgotten in the complex web of argument are the 11 dismissed workers, lending strength to unionists' claims that labour relations have been "over-legalised"

South LABOUR

Detention focus in wage talks

By CHIARA CARTER

METAL industry employers were asked to take a public stand on detention without trial at the industry's latest round of wage talks this Tuesday.

The Electrical and Allied Workers' Trade Union (Eawtu) presented employer body Seifsa with a demand that employers agree to guarantee pay for employees in detention.

Eawtu also demanded that Seifsa publicly call for an end to the system of imprisonment without trial

While several unions including Eawtu have won agreement at plant level for detention pay, it is the first time in South Africa that the issue has arisen as part of a wage proposal package at industrial council level

Eawtu acting general secretary Brian Williams said the demand signalled the beginning of a national campaign in the metal industry over detention without trial

At this week's talks Seifsa agreed in principle to a National Union of Metalworkers of South Africa (Numsa) demand that the pension fund be changed to a provident fund that allows for flexible benefits and a lump sum payment upon withdrawal

This is conditional on satisfactory negotiations regarding wages

Seifsa wants fewer restrictions on management Its demands include the removal of all limits on overtime and a proposal that small businesses be exempt from the provisions of the industrial council agreement on the grounds that that these businesses would not be able to survive if they were forced to adhere to the wages and conditions of employment set out in the agreement

Sifsa also argued that unless small businesses were exempted, they would not become party to the council This would affect the representativity of the council since the Department of Manpower is trying to block extension of the agreement to non-parties

Numsa agreed to discuss this proposal with its membership but a Numsa spokesperson said the union rejected Seifsa's argument that deregulation would stimulate employment as "fallacious"

Eawtu's Williams said the proposal contained "serious contradictions"

"We cannot agree to the introduction of wage competition in the industry as a way of protecting business owners who have poor managerial skills

"Why should workers be the victims of management's inadequacies?"

Numsa rejected Seifsa's wage proposals and said any concession on this was dependent on concessions on other proposals, especially job security, and an overtime ban

Numsa agreed to swop June 16, Mayday and Sharpeville Day for other public holidays and that the main agreement be extended beyond its expiry date on the understanding that this would not block unions from taking action

'Unholy alliance' in unique case

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B/Day 9/5/84 (25) (139)

Union to take up black advancement with bank

ALAN FINE (89)

THE Banking, Insurance, Finance and Assurance Workers' Union (Bifawu) plans to make black job advancement a key issue in future relationships with Santambank, in particular its policy of not employing black tellers or front office clerks

The Nactu-affiliated union last week signed a recognition agreement with Santambank, following soon after a similar agreement with Auto & General

The agreement, which covers about 100 black employees in the Johannesburg area, entitles the union to negotiate on matters like wages, grievances, discipline and retrenchment, a union spokesman said

Santambank assistant industrial relations manager Ben Spies confirmed the bank's policy until now excluded the employment of blacks, and males, as tellers

However, Spies added, he expected the attitude towards blacks to change, as the bank "had to move into the future as others, such as Standard and First National, have done"

SOWETAN Tuesday May 9 1989

Workers protest Red Cross firing

UNION members yesterday picketed in central Johannesburg to protest the dismissal of South African Red Cross Society assistant regional director for Southern Transvaal, Mr Bongane Khumalo.

A spokesman for the National Education, Health and Allied Workers' Union (Nehawu), said the protest was aimed at the "unfair dismissal" and demanded Mr Khumalo's immediate re-instatement in pickets at the Jeppe and Kruis Stretes intersection.

The picket had been initiated by Red Cross workers, who "feel strongly" Mr Khumalo's dismissal was related to his efforts to end racial discrimination within the SA Red Cross management structure and policiy direction, the spokesman said

"The SA Red Cross has shown an apathy towards assisting and creating facilities for people in black communities and squatter camps whereas it continues to fund and facilitate projects in white communities," the Nehawu spokesman said

When contacted yesterday Mr Khumalo told *SAPA* he had not read the letter of dismissal handed to him on May 2 by his immediate senior — Southern Transvaal regional director, Mr Neil Ross — and as a result did not know the Red Cross' reasons for sacking him

He was, however, aware of moves to oust him from his job after Mr Ross previously asked him to resign

Mr Khumalo said there was "a build-up of tension" among the SA Red Cross' black members following his attempts to bring to the national executive's attention the racial imbalances at management and policy-making levels

The fact that all policy making was dominated by whites had created dissatisfaction and a morale problem amongst black staff and members

The SA Red Cross' "poor image" in this regard had led to threats that it could be expelled from the international body of the Red Cross, he said

He had called on the executive to investigate the SARC's interpretation and implementation of the mandate of the International Red Cross — SAPA.

CRISIS IN RED CROSS

Official's plea for harmony

IT is now up to South African Red Cross workers to outline their proposals for a more representative and racially integrated organisation, says the head of the delegation of the International Committee of the Red Cross for South Africa.

Mr Dominique Dufour said his meeting with 35 community organisers from Red Cross House in Johannesburg on Tuesday had clearly shown that the South African Red Cross (SARC) had hit a crisis

Last week assistant regional director for the Southern Transvaal branch, Mr Bongani Khumalo, was dismissed, raising allegations of racism

SOWETAN Reporter

"We cannot exaggerate the seriousness of the crisis. We want a fully multiracial society, but now we have a racial clash on our hands.

"This is the worst thing We must try to make creative and imaginative progress out of this situation "

"As part of the process it was necessary for people to voice their frustrations with attitudinal and structural problems within the organisation.

"But now the second page must be written People must outline constructive solutions to the situation," said Dufour

"The international committee has no power or authority over the SARC We cannot give orders or directives. All I can do is suggest, give advice and make recommendations"

He added dialogue must be established between the mainly white leadership of the SARC and black staff

Students back

MEDICAL University of South Africa students returned to lectures yesterday after the authorities undertook to reschedule tests and practicals missed during the boycott.

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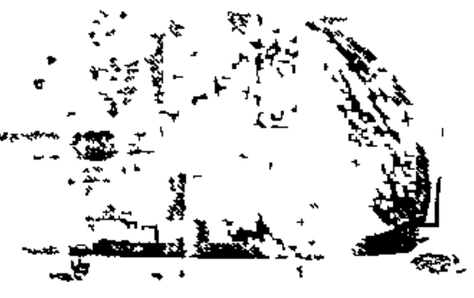
S 23855

AWB boss is freed

AWB leader Mr Eugene Terreblanche was acquitted on charges of malicious damage to property and crimen injuria in the Krugersdorp Magistrate's Court yesterday

Magistrate Mr S W van Niekerk found part of the testimony heard in



Nusaw to hold meeting

Sowetan 14/5/89. (139)

THE National Union of Steel and Allied Workers is to hold a meeting at Laudium Hotel, Pretoria tomorrow.

The meeting will focus on — among other issues — the workers' summit recently convened by the independent unions, the Congress of South African Trade Unions and some affiliates of the National Council of Trade Unions.

Nusaw official, Mr Edward Makhura said the meeting would also discuss May Day and June 16 commemorations The meeting starts at 8,30am

The Federal Council of Retail and Allied Workers has called a meeting of dismissed employees of Mzamo Moleko Enterprises tomorrow

Workers dismissed by the company after participating in a strike last year, are requested to report to the union's Johannesburg offices at Elmol House, 3rd Floor, 93 Delvers Street

SA's most exploited workers seek protective legislation

Own Correspondent

DURBAN — A campaign for legislation to cover domestic workers, "the most oppressed and exploited of all workers", will kick off on June 1 when a delegation from the South African Domestic Workers' Union meets the acting Minister of Manpower to present wide-ranging demands

Ms Merciful Ngidi, chairperson of the 50 000-strong Cosatu affiliate, said "Sadwu feels very strongly that the reason domestic workers are working under such bad conditions is due to the fact that they are not covered by legislation"

She said domestic workers in South Africa were among the most oppressed and exploited of all workers, earning about R80 in most areas

Ms Ngidi said conditions for domestic and farm workers had worsened since the first attempt in 1982 to get legislation.

"Rentals and bus fares have gone up, food prices are increasing daily, education fees as well as medical fees are remarkable, yet the wages of domestic workers still remain below the breadline," she said

Sadwu will present the following demands to the acting Minister, Mr Eli Louw.

- A minimum wage of R450 a month, an eight-hour day for five days and full meals for a full-time skilled worker and R350 a month for a full-time semi-skilled worker.
- A R175 wage for fornightly-paid workers and R80 for weekly-paid workers
- Part-time workers to be paid R3,50 an hour
- The abolition of child labour.
- Maternity leave eight weeks before giving birth and six weeks after giving birth, as well as time off to attend ante-natal clinics
- Paid leave of 21 days for every year of service.

Delegation to face Minister of Manpower

DOMESTICS STEP UP CAMPAIGN FOR LIVING WAGE

AN intensive campaign for legislation for domestic workers, "the most oppressed and exploited of all workers", will kick off on June 1 with a delegation from the South African Domestic Workers' Union meeting the Minister of Manpower to present their wide-ranging demands.

Spokeswoman of Sadwu, Ms Merciful Ngidi, said that the campaign was in keeping with the congress of South African Trade Unions' campaign for a living wage.

"Sadwu feels very strongly that the reason domestic workers are working under such bad conditions is due to the fact that they are not covered by legislation," she said.

She said that in South Africa, domestic workers were among the most oppressed and exploited of all workers, earning about R80 a month in most areas

SOWETAN CORRESPONDENT

Sadwu, a 50 000-strong Cosatu-affiliate, has called on all domestic workers and other progressive organisations to support the domestic workers' and farm workers' campaign.

Ms Ngidi said since their first attempt in 1982 to get legislation for domestic workers, conditions of farm and domestic workers were worse.

"Rentals and bus fares have gone up, food prices are increasing daily, education fees as well as medical fees are remarkable, yet the wages of domestic workers still remain below the breadline," she said.

Sadwu is calling for and will present the following demands to the acting Minister of Manpower, Mr Eli Louw

- A minimum wage of R450 a month, an eight-hour day for five days and full meals for a full-time skilled worker and R350 a month for a full-time semi-skilled worker,
- A R175 wage for fortnightly paid workers and R80 for weekly paid workers,
- Part-time workers to be paid R3,50 an hour,
- The abolition of child labour;
- Maternity leave to be given to all domestic workers eight weeks before giving birth and six weeks after giving birth, as well as time off to attend ante-natal clinics,
- Twenty-one working days' paid annual leave after completing 12 months of service, with leave to be taken within four months of the due date

Sadwu is also calling for legislation that covers the Wage Determination Act, Workman's Compensation Act, the Unemployment Insurance Fund Act, medical aid, benefits, one month's notice on either side, pensions, a written agreement of employment and the rights of all workers to be protected by the Labour Relations Act

increase in the past year ... employment rate of 37 percent. The average cost ... needs and pressure to upgrade existing homes.

FMU demands rises

Sowetan 16/5/89

134

THE Federated Mining Union has submitted wage proposals to two mining houses, demanding 30 percent increases for the current year.

The FMU's general secretary, Mr Sydney Zimba, said his union submitted to the Samancor-controlled Mooi Nooi and JCI-owned Rustenburg Platinum mines a week ago. The union is expected to start negotiations with the two companies before the end of this month.

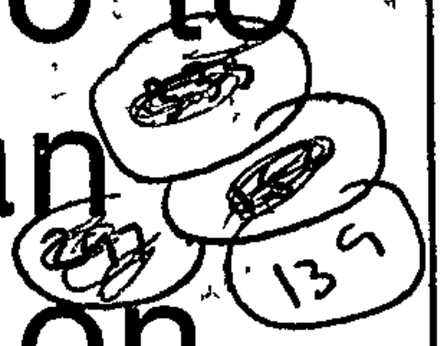
The union's demands include recognition of March 21, May 1 and June 16 as paid holidays; compassionate leave and holiday leave bonus.

The FMU has further proposed to the JCI management that the two parties also open negotiations on issues such as the death benefit scheme and service increases.

"We have also proposed (to Samancor) that all employees keep their jobs and their rates of pay similar to those they enjoyed before proceeding on leave," Mr Mzimba said.

Khumalo to go for an arbitration

Sowetan 22/5/89



THE dismissal of Mr Bongani Khumalo as assistant regional director of the South African Red Cross Society southern Transvaal region, has been referred for arbitration.

This follows a special regional council meeting held last week to discuss Mr Khumalo's fate which ended in a deadlock.

Tension

Sources within the society told the *Sowetan* that there was high tension between black and white members of the organisation during the meeting The black members threatened to walk out of the meeting.

Mr Khumalo was dismissed on May 2 in what has been termed a racist dismissal. He is

By ALI MPHAKI

president of the Henri Dunant Coalition (HDC), a union of volunteers, members and employees of the Red Cross Society. His termination of services sparked off a strike by some of the workers in the southern Transvaal which is still continuing

Mr Khumalo said he was going to contact his lawyers and the HDC to decide his next step of action.

"I had expected the meeting to absolve me or dismiss me," he said

Star 23/5/89 (139)

Red Cross strike in third week

By Sue Valentine

The dismissal of the Red Cross southern Transvaal assistant regional director, Mr Bongani Khumalo, has been referred for arbitration while a strike by workers at Red Cross House enters its third week

This follows a special meeting last week in which it is understood heated discussion took place and three council members left the meeting No decison was taken on whether to suppport or reject regional director Mr Neil Ross's decision to fire Mr Khumalo.

The Star has it on good authority that during the meeting, one white council member, later followed by two black members, walked out of the discussions

ATTITUDES

Mr Khumalo said he was taking advice from the Henri Dunant Coalition (a group of volunteers within the South African Red Cross) of which he is president, the International Red Cross and his lawyers

"The position of the HDC is that the issue should not be a personal one about my dismissal, but rather a matter of principle regarding attitudes within the SARC and its policies," he said

The National Education Health and Allied Workers Union said it had 48 paid-up members in the Red Cross and all of them were on strike

Union demands include Mr Khumalo's reinstatement as well as "an end to discrimination", payment of a "living wage" and maternity rights for women workers

Red Cross docks pay of strikers

By Sue Valentine

Striking workers at Red Cross House in Johannesburg have been paid only for the days worked this month, leaving many with reductions of up to 80 percent of their wages.

This follows a letter to strikers from southern Transvaal regional director Mr Neil Ross that they would not receive any pay for days not worked.

Workers went on strike three weeks ago following the dismissal of assistant regional director Mr Bongani Khumalo.

A spokesman for the South African Red Cross said workers were still on strike, but "every effort" was being made to resolve the dispute.

The SARCS denied earlier reports that council members had walked out of last week's council meeting in protest. The spokesman said three council members left the meeting early because of prior arrangements.

In a statement, the workers expressed their disappointment at the failure of regional chairman Mr Nigel Carman to meet them on Monday.

'Racism' and strike in Red Cross for debate

By Sue Valentine

An extraordinary general meeting of the South African Red Cross Society has been called for June 7 following a requisition by 31 members of the southern Transvaal region

This follows heated meetings between Red Cross workers and members of the executive in the region over allegedly racist practices within the organisation and the dismissal of regional assistant director Mr Bonganı Khumalo at the end of last month.

A strike by black workers at Red Cross House in Johannesburg is now in its third week, with workers demanding improved wages, maternity benefits and the re-instatement of Mr Khumalo.

The issues on the agenda at the extraordinary meeting include discussion on the "desperate financial state of the region".

Also listed on the agenda is the "poor state of labour and human relations throughout the structures of the Southern Transvaal Region among volunteers and employees, especially from the point of view of unfair distribution of resources".

The meeting will be held at the Drysdale—Lewis Centre, Erslswold Road, Saxonwold, at 5.30 pm

People entitled to attend and vote are members of the society in good standing who are resident in the area of jurisdiction of the region

Sacked store workers in court bid to get jobs back

Labour Reporter

SIXTY-ONE former employees of Seven-Eleven Superettes, dismissed after a strike in March, have applied to the Industrial Court for reinstatement

They have alleged that the Hotel, Liquor, Catering and Allied Employees Union tried to negotiate recognition with the company but the managing director, Mr George Hadjidakis, obstructed this, leading to dissatisfaction and the strike.

In papers bfore the court the company denies it was unwilling to recognise the union and instead blames the union for delays in negotiation over recognition

It says the union failed to respond to a request for further details about new members and for other particulars which would have established the union's status and representation

The dismissed employees claim their dismissal was an unfair labour practice because no disciplinary enquiries were conducted.

They say an attorney acting on Seven-Eleven's behalf gave an undertaking that a deadline for their dismissal would be extended pending discussions.

Seven-Eleven denies this and claims disciplinary enquiries were unnecessary in the circumstances, particularly in view of repeated requests that the employees return to work.

Mr P Roux presided. Mr A Freund, instructed by K G Druker, appeared for the applicants. Miss M de Swardt, instructed by Leonard Hotz and Associates, appeared for Seven-Eleven.

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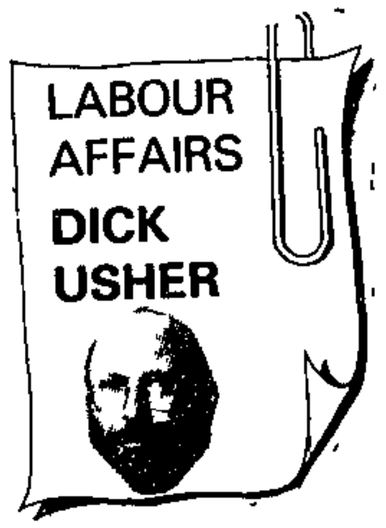
PROPERTY / BUSINESS

Independent unions seek new alliance

INDEPENDENT unions not affiliated to any federation are holding what could be a significant meeting in Johannesburg this weekend.

According to a spokesman for the organisers, 51 unions with more than 1-million members were invited, and at least 25 are expected to attend the meeting, not to form another federation, but to establish a united front aimed at giving them a more authoritative voice in union affairs. Out of this it is hoped that independent unions could assist in bridging the gaps in worker unity



Among unions involved are the Federal Council of Retail and Allied Workers, National Union of Food Workers, South African General Workers' Union and the Black Allied Workers' Union

Helping give impetus to the move was the workers' summit in March, over which some of the independent unions felt they were treated without respect and that the two major federations had committed serious errors in setting it up.

They felt that the notice they were given of the summit was not sufficient to get a mandate on issues from their members and in this the two federations diverged from the democratic principle of worker control, suggesting that the summit was initiated from the top down

At a series of meetings position papers on the summit and its aftermath were drawn up in which the independents accuse Cosatu (Congress of South African Trade Unions) and Nactu (National Council of Trade Unions) of being subject to factionalism which hinders working class development, consciousness and identity.

While admitting that there are differences between them, the independents feel that they are not committed to positions — the congress tradition in Cosatu's case and an Africanist position for Nactu — which puts them in a "better position to lead and expand towards establishing a united front of all South African workers".

This would be a process that would be dealt with in action rather than "waiting on sorting out our own differences" "Our aim is to work towards worker unity, but we feel that this can only come from correct thinking and analysis, not from people, personalities or organisations," said the spokesman.

"By not treating us with respect Cosatu and Nactu are stifling debate because it is only out of mutual respect for opinions of others that the debate can develop out of which we can derive a correct analysis, based on bringing subjective interests and thinking in line with the objective situation," he said.

Samwu to hold talks on transfer

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South

THE Cape Provincial Administration (CPA) has agreed to meet with the South African Municipal Workers' Union (Samwu) later this month to discuss the transfer of more than 1 000 CPA employees to the Ikapa council

This follows an urgent appeal by Samwu for the CPA and Ikapa to meet worker representatives to discuss the position of the workers, who now fall under local authorities

The appeal was in response to a CPA ultimatum demanding that workers resign from the CPA by this week — a situation which Samwu warned would lead to chaos 8-14/6/89

A Samwu spokesperson said "high handed bantsh ap action' would plunge township municipal services into a crisis similar to that experienced in Soweto last year

He said the union assumed the ultimatum had been suspended pending the meeting with the CPA on June 21

Samwu wants the CPA and Ikapa to negotiate workers' status, job security, wages, conditions of service and other related matters

The union is not recognised by the CPA

NATIONAL UNION OF METAL WORKERS OF SOUTH AFRICA

Miners launch new union

Sowetan 9/6/89.

139

By LEN MASEKO

A GROUP of former members of the National Union of Mineworkers have launched a new union that will recruit its members from the mining industry.

The union is to be called the Mine Workers' Union of Southern Africa (Mwusa), and its founders aim to recruit more than 50 000 members within the next six months

Mwusa's acting general secretary, Mr Ishmael Ramonyatsi, said the union was formed by "disgruntled" Num members who felt the Cosatu-affiliate had all but forgotten about thousands of mineworkers dismissed during the 1987 wage strike

He said some of the dismissed mineworkers were deported to places such as Lesotho after the strike "Most of those workers are still battling to return to South Africa to look for jobs, but they are not being allowed back to the country because the Government seems to have blacklisted them," he said

The immediate task facing the union was to negotiate with mine companies to reinstate the dismissed workers, Mr Ramonyatsi said The union would focus on about 9 000 mineworkers throught to have lost their jobs in the aftermath of the industrial action

Acting general secretary Ishmael Ramonyatsi.

The union aims — among other things — to

- To recruit and unite into "a single labour union" all workers employed in the mining industry in the country,
- To negotiate for better wages, health and safety, and terms of conditions of employment through collective bargaining and other lawful means, and
- To establish contact with other unions for example, "the unpoliticised" trade unions in the country and abroad

Mr Ramonyatsi said "We will not be supporting any political party or ideology in the country"

Of the relationship between the Num and Mwusa, he said "We will seek a close working relationship or co-operation with other mine unions including the Num"

Sowetan 13/6/89

New union not a threat – NUM

By LEN MASEKO

THE National Union of Mineworkers has distanced itself from the new mining union formed by its former members

The Num said in a statement that founders of the union, Mineworkers' Union of Southern Africa (Mwusa), were "dissidents" known for "the divisive role they played while members of the union" in the Free State.

"On occasion dissidents — dismissed union organisers or members — have attempted to set up rival groups They will never pose any threat to the National Union of Mineworkers," the Num said

Protect

The Num — supporting Cosatu's resolution of "one national-union-in-one-each-sector-of-industry" — was the only organisation which "can truly protect workers' rights," the union said

Mwusa was launched by a group of former Num members in Welkom a fortnight ago, and its founders aim to recruit more than 50 000 members within the next six months

Mwusa officials said the union was formed by "disgruntled" Num members who felt the Cosatu-affiliate had all but forgotten about thousands of mineworkers dismissed during the 1987 wage strike.

Interests

The Num said other groups could only serve the interests of individuals, bosses and the Government

Mwusa's interim executive members are Mr S N Motseki (president), Mr T V Mokhothu (vice-president), Mr Ishmael Ramonyatsi (general secretary) and Mr Chain Malefane (national treasurer)

Axed officials form own union

PORT ELIZABETH. — Two former office bearers of the Food and Allied Workers Union in the Eastern Cape have formed their own union after being dismissed by the Fawu national executive council.

Former regional secretary, Elliot Nduzulwana, and former regional chairperson, S'Thembele Kaha, announced the formation of the new union last week

The two were dismissed after they propagated a boycott of the workers' summit held in Johannesburg in February this year

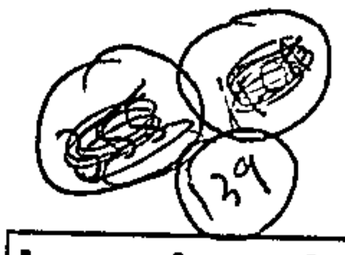
Fawu's NEC had decided to support the summit but Nduzulwana and Kaha said the Eastern Cape region of Fawu did not want to attend

Fawu has also suspended some shopstewards in factories where Nduzulwana is influential The factories are Dioluxe, Cadburys and Harvestine.

The Fawu regional vice-chairperson, M Dvala, said it was important for officials and shop stewards to build and not destroy worker unity

Fawu is holding a mass rally in Port Elizabeth this Saturday 22-24/6/89

"The rally will give workers the opportunity to decide for themselves what is really happening within Fawu," said Fawu regional treasurer H Mlunquza — *PDN*



22-28/6/89.

South LABOUR

Locked out after stayaway

MORE than 100 workers at Speciality Sea Foods in Hout Bay were locked out when they arrived for work on Monday morning after having taken off June 16

The workers said they had informed management that they would not be at work but management had refused to pay their wages on Thursday

They were allowed back onto the factory premises after negotiations between management and the Food and Allied Workers' Union

Negotiations are still continuing over 120 workers dismissed from Premier Wire in Epping after a June 16 row

The workers downed tools last Tuesday after management refused their request that June 16 be swapped for October 10, said a spokesperson for the Metal and Electrical Workers' Union of South Africa (Mewusa)

A Premier Wire spokesperson confirmed that management had repeatedly refused the request.

He said that management had met with worker representatives but discussion broke down because the workers refused to resume work

A Mewusa spokesperson said the union was negotiating with the company for the workers' reinstatement. Workers had rejected a management offer of "conditional re-employment" she said

Most employers adopted a "no work, no pay" approach to June 16 as thousands of workers stayed at home

Among these were 56 000 members of the Garment and Allied Workers' Union, who enjoyed June 16 as a paid holiday for the first time

Pay showdown looms

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22-28/6/89.

By CHIARA CARTER

THOUSANDS of clothing workers in factories throughout the Western Cape this week discussed proposals for pay hikes of up to 40 percent.

But employers say if the demands are too high workers will price themselves out of jobs

The proposed demands, drawn up by the regional executive committee of the Garment and Allied Workers' Union (Gawu) last week, include wage increases totalling almost R3-million

Last year, Gawu won the highest ever wage increases in the history of the industry for its 56 000 members in the Western Cape

However, Cape Clothing Manufacturers Association secretary, Mr CE McCarthy, said the economic situation this year made it difficult for employers to meet high demands.

He described the proposal that the minimum wage be raised to between R170 and R180 for machinists and by R40 and R50 for other workers, as a "hefty increase".

While the association could not respond until final demands were tabled, he doubted if employers would meet the demands.

"I would be surprised if employers see their way clear to paying anything near this amount," he said.

McCarthy warned that the industry faced a "tough year" because of the rising cost of living and that high wages would mean factories might close down.

He said clothing manufacturers were being squeezed between retailers who could not afford to pay high prices for clothes and increases in the cost of raw materials

High wages were pushing manufacturers out of Cape Town to the homelands and neighbouring states where labour was cheap

Labour costs also made it difficult for manufacturers to compete with the Far East on the export market

The proposals include a maternity benefits package, paternity leave, the formation of a national industrial council which would set minimum wages throughout the industry, a 40-hour working week, a 15 percent shift allowance and an annual service bonus of R1 a week for each year

The executive committee has also proposed that workers demand Mayday and Sharpeville Day as paid holidays

Final demands and a Living Wage Campaign programme of action will be drawn up at a crucial shopstewards' meeting this Saturday

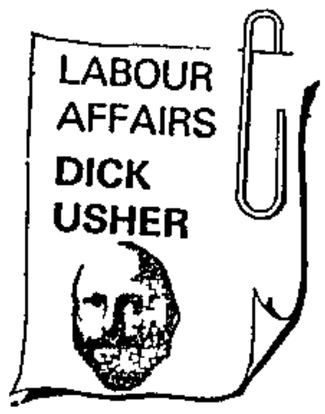
The demands, together with the high cost of living, will be discussed at a Gawu mass meeting at the Goodwood showgrounds next month

INVESTMENT

PSL facing tough report

THE widespread network that keeps me supplied with information I'm probably not supposed to have has come up with another winner — a management report on the Public Servants League (PSL)

The report's findings draw a picture of what is almost a classic model of the bureaucratic style of union



The league has been around for more than 20 years and claims about 40 000 members falling under the Commission for Administration, mostly in the lower grades of the service

Like other staff organisations in the state arena it has often been criticised for not playing a more assertive role in representing member interests and in recent years has been subjected to internal strains and rumblings, especially since more forceful unions have started recruiting members among state employees

At Groote Schuur, one of the larger branches, the league is also being "white-anted" by the National Education, Health and Allied Workers' Union, a Cosatu affiliate whose members played a major role in the industrial action at the hospital last year

The consultants' report set out to identify the major problems facing the PSL, analyse their cause and recommend possible solutions

Although it warns that the material should be viewed in conjunction with comments made at discussions, without which incorrect conclusions could be drawn, it all seems fairly basic

For a start, the league has about 28 000 paid-up members, or about 23 percent of potential membership which the report concludes is due to ineffective recruitment.

The consultants' findings on the PSL's mission and goals are that it has unrealistic constitutional objectives, diverse views about ideal goals and no formal development of functional goals in support of its mission, and concludes that achievement of its objectives is impossible

Findings on strategy are that there has been little formal long-term strategic planning, its constitutional goals have not been translated to short-term operating goals, poor marketing of benefits to members with the majority of membership being based on insurance benefits, and slow adaptation to changes in the labour legislation environment

They found the PSL's structure was top heavy and inappropriate with poor management control systems The management information system was undeveloped, financial administration system incomplete and control of expenditure authorisation inadequate

When it comes to bargaining power, the report found that the PSL had "sub-optimal" power, a result of its low percentage representation, low public profile, direct involvement of its decision-maker in negotiations and restrictive legislation

Steps have, however, been set in motion to eliminate some of the maladies and start a five-year plan which includes "significant progress towards a public service collective bargaining system similar to that provided by the Labour Relations Act."

Public service to ask for 15% rise

JOHANNESBURG — The board of directors of the Public Servants' Association of South Africa (PSA) has resolved to submit urgent representations to the government for a general salary adjustment of 15% as well as for the voting of additional funds for "occupational differentiation"

This was resolved at a meeting, a press statement from PSA said yesterday

Representations will, simultaneously, be submitted for the adjustment of civil pensions The average annuity of a pensioned member of the government service pension fund is presently R15 079 per annum, and that of widows, R6 306 per annum

According to the statement the real value of the annuity of civil pensioners on June 1 1989 was as follows

- Retirements from 1965 to 1973 61,9% to 89,2%,
- Retirements from July 1973 to end of 1975 51% to 57,5% and
- Retirements from 1976 to 1985 58,7% to 70,4%

"In addition to a 12% adjustment which was granted on November 1, 1988, SATS staff will receive a further salary adjustment of 10% effective from July 1, 1989," said PSA general manager Mr Hans Olivier — Sapa

City's workers get pay hike

ALL 4 200 South African Association of Municipal Employees (SAAME) members employed by the Cape Town City Council receive 15% pay increases from today

Mr Jack Bondietti, secretary of the Cape Town branch of SAAME, confirmed the across-the-board increases come into effect today

He said it had been granted as a result of a recent industrial court judgment

Fire Rammala says union

Sowetan 4/7/89

SOWETAN Reporter

THE executive committee of a trade union representing employees of the Atteridgeville City Council yesterday received a mandate to lay criminal charges against the town clerk, Mr Solly Rammala.

At a special meeting yesterday the workers — all members of the Transvaal Association of Employees of Black Local Authorities — filed a petition calling on the council to dismiss Rammala because "we will never be able to work with him again"

The workers said that the only course open to the council was to dismiss Rammala "on grounds that he is incompatible with a substantial number of employees and that he will not be able to do further work for the council effectively or at all."

The trade union also rejected the findings of Mr Justice Hiemstra, a retired judge who acquitted Rammala on 12 counts of irregularities last week

They also rejected Judge Hiemstra's remarks in his judgment that "Taebla emerges very poorly from this inquiry"

The union lashed out at Hiemstra and accused him of casting Taebla in a bad light. They stressed that the charges against Rammala were laid by the council and not Taebla. Council officials who testified at the inquiry did so as council workers and not as members of Taebla, a spokesman for the union said.

Mandate

Hundreds of employees who attended yesterday's meeting gave a mandate to the union's executive committee to lay charges against the town clerk as soon as possible The type of charges to be laid against Rammala were not spelt out at the meeting. A spokesman for Taebla said they had already sought legal advice on the matter and only needed a mandate from the employees to act

(See page 5)

Visit to the loo heavy burden

Sowetan 4/7/89 (139)

EMPLOYEES and customers at Soutpansberg Panelbeaters in Louis Trichardt have to carry a car wheel rim each time they visit the toilet, it was confirmed yesterday

This is because the toilet key has since last week been attached to the rim to discourage workers from frequenting the loo, according to workers.

The workers say the manager complained

By MATHATHA TSEDU

about time wasted by workers who visited the toilet before the introduction of the rim "Now we have to carry the rim each time we go to the toilet It is very embarrassing and it is only for the toilet used by blacks," one worker said

The manager of the company was not in when *Sowetan* phoned The assistant manager, Mr Brown Naude, confirmed that the toilet key for the workers was attached to the rim He however said this was done "in the interest of the workers to stop them from stealing from each other "

Naude said the workers' changeroom was attached to the toilet and people who went to the toilet were able to steal other people's property

"Now any one going to the toilet has to carry the rim That way every one can see who went to the toilet Even customers have to carry the rim," he said, denying that it had anything to do with cutting down visits to the loo

Workers, contacted after speaking to Naude, denied that there had been a theft problem. They said only black customers carried the rim as they had to use the toilet for the black workers

Break-up threat to printers' council

By DICK USHER
Labour Reporter

ASSESTS of R750-million of the National Industrial Council of the Printing and Newspaper Industry of South Africa are involved in the impending break-up of the council, according to a council spokesman

The dissolution of the council, the oldest in South Africa, means the entire centralised system of industry-wide bargaining over wages and working conditions for nearly 50 000 employees is at stake.

Notice of withdrawal given by the South African Printing and Allied Industries Federation, the largest employer body on the council, has triggered the possible dissolution Its notice is effective from December 31

Other council members are the Newspaper Press Union (NPU), the employer body in the newspaper sector, and the South African Typographical Union (Satu)

A second employee organisation, the Paper, Printing, Wood and Allied Workers' Union (Ppwawu), an affiliate of the Congress of South African Trade Unions, has declared a dispute with the federation over its withdrawal from the council.

Ppwawu, which claims about 10 000 members, of whom about 5 000 are employed in the printing and packaging sector, made an unsuccessful application for council membership earlier this year

The federation has denied that its intention to withdraw from the Industrial Council is linked to Ppwawu's application

The union disputes this and claims the printing federation is withdrawing as it wishes to become more profit-orientated and finds the council ineffective in resolving disputes

The printing federation's withdrawal makes the demise of the council almost certain.

The registrar must cancel its registration if one or more parties withdraws — and the council must give reasons why it should not be dissolved.

Mr Jolyon Nuttall, president of the NPU, said newspaper employers did not intend to resign or withdraw from the council

He said the NPU supported orderly labour relations in the industry

"The impact of Ppwawu on the industry does not concern us unduly because employers in the English-language groups have been negotiating in a multi-union situation for some years," he said

Gawu all set for wage talks

GARMENT workers last week submitted final proposals to Cape clothing manufacturers for annual industrial council wage negotiations due to begin later this month.

The Garment and Allied Workers' Union (Gawu), which represents more than 54 000 workers in the Western Cape, is demanding that machinists' wages be hiked to R190 a week and that other workers' wages go up by R60.

The union, in its motivation to employers, said that garment workers' wages continue to be significantly below the poverty datum line.

Gawu also claimed that the real value of machinists' wages has declined and that wages have not matched the rise in employers' profits and the greater amount of goods produced.

The union also proposed an annual service bonus of R1 for every year of service, a 40-hour working week for all workers, an extra five days' annual leave and a 15 percent shift allowance.

In a first for the garment industry, Gawu has joined a growing number of trade unions which have demanded paternity leave for their members.

In addition to demanding maternity benefits for workers who have more than one year's service, the union is proposing that employers grant 10 days' paid paternity leave.

Another first is a proposal for a R5 weekly travelling allowance to cover escalating public transport costs.

The union will meet with representatives of the Cape Clothing Manufacturers' Association later this week to work out the procedure for the negotiations.

Union's talks with mine bosses continue tomorrow

Wage negotiations between Federated Mining Union (FMU) and the JCI owned Rustenburg Platinium Mines Ltd will resume tomorrow after the union has consulted its members.

Responding to an article in The Star yesterday FMU's general secretary, Mr Sidney Zimba, said the parties had agreed to meet "to get the union's response" to the wage offer made by the company at last week's negotiations He said the article gave the impression that the negotiations were over and that the union was satisfied

Last week, the company had made an offer to increase its workers' wages by 16,12 percent for the bottom rate and 13,73 percent for the top rate This was in response to the FMU's original demand of 30 percent

The company also offered six days compassionate leave a year for purposes of illness or death as well as granting May 1 as a public holiday. But it was reluctant to move on risk allowances and travelling allowances

COUNCIL SLAPS BAN ON PHONING

139

Sowetan 6/7/89.

By MZIKAYISE EDOM

ABOUT 800 employees of the Daveyton Town Council on the East Rand are on a go-slow strike following a ban on them using the council's telephones.

The workers also claim they have to get permission before leaving the council's premises even during the lunch break

These new rules were introduced on Monday

The strike started on Tuesday after a white council official had allegedly told the workers they had to get permission to make business or private telephone calls

The acting town clerk, Mr R Coetzee, yesterday confirmed workers were barred from using the council's telephones as from Monday

"In the past months the council's telephone bill was very high We had to cut our costs and to achieve this workers had to be stopped from making private calls," said Coetzee

Strike

They were only allowed to make business calls and these had to be approved by the council

Workers said the strike would continue until their demands for better working conditions were met They said a delegation would be meeting the council soon to discuss their grievances

Cape Times 17/7/89 139

Union settles wage negotiations

Own Correspondent

JOHANNESBURG — Friday's 15,2% to 18,5% metal industry wage settlement, following a week after the NUM/Chamber of Mines agreement, marks this year as the first since 1983 that SA's two major sets of negotiations have both been resolved without resort to industrial action

And, said Confederation of Metal and Building Unions (CMBU) chief Ben Nicholson yesterday, this is the first time in a decade that every union party to the metal industrial council has accepted the settlement

This, he said, represented a new maturity on the part of unions and an acceptance by Seifsa that employers can no longer take a "take it or leave it" approach to wage bargaining

Seifsa said the large number of trade union groupings with divergent and sometimes conflicting demands complicated the talks

Even so, a spokesman added, the negotiations were conducted in good faith on both sides and had, in the main, been approached in a mature and responsible manner.

The public holidays issue, which held up settlement for two weeks because of differences between white and black unions, was resolved with agreement that May 1, Workers' Day and June 16 should all be treated has public holidays.

This aspect of the settlement has been drawn up as a separate common law agreement between the parties

It will not form part of the official agreement to be gazetted by the Manpower Department because of government's refusal to recognise the unofficial, though de facto, May 1 and June 16 commemoration days as paid holidays

It was also agreed that the council should make representations to government to revise the Public Holidays Act generally and, specifically, to introduce May 1 and June 16 as public holidays

Hourly wage increases, to be implemented from July 1, range from 56c for labourers to R1,11 for artisans, raising the minimum rates to R3,56 and R8,31 respectively

Some further adjustments were made to eliminate anomalies in certain rates on the wage curve

The industry's sick pay fund would be substantially restrucutred and sick leave provisions would be extended The employer body also agreed to speed up payment of benefits under the fund to employees injured on duty

Shift allowances for the afternoon shift are to be increased from 6% to 7,5% and from 12% to 15% for the evening shift

Finally, it was agreed in principle to convert the industry's pension fund to a flexible benefit fund, the fund's board of management will attempt to finalise the details of these changes by November 30

Bifawu rejects negotiated settlement

Sowetan 18/7/89

By MOKGADI PELA

THE Banking Insurance Finance and Assurance Workers' Union (Bifawu) has rejected what it calls ploys to manipulate the working class to accept a negotiated settlement in South Africa.

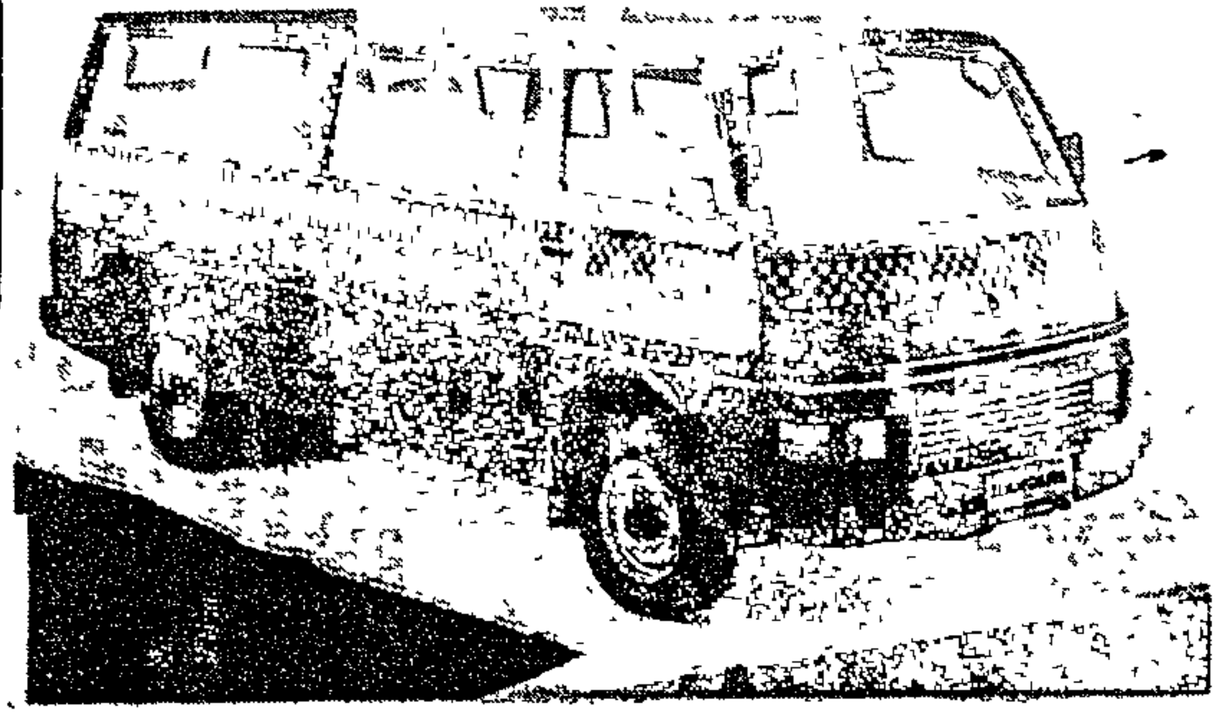
This decision was taken at the union's second national conference in Krugersdorp at the weekend. Bifawu resolved to launch a campaign against talks saying they were aimed at undermining the integrity of black people's struggle for land repossession.

Bifawu further endorsed the Workers' Summit and pledged its support for campaigns against the Labour Relations Act and activities aimed at achieving "true national liberation".

Guest speaker, Zithulele Cindi, said black worker unity should be based on unity of purpose, action and practice He said lasting unity could only be assured if workers had principles upon which to operate and agree.

Messages of support came from the Swedish Bank Workers' Union, the Black Consciousness Movement of Azania, New Zealand, several Nactu affiliates and other local and international bodies

Members of the new executive are: Herbert Mthombeni (president); Stewart Moletsane (vice-president); Tom Phalama (general secretary); Walter Diale (assistant general secretary); Lucky Monnakgotla (publicity secretary); Mfondo Nhlapo (treasurer); Sipho Magazi (education officer) and Dorcas Mtambo for women's affairs.



WIN A TAXIBUS

The Name Blox prize Nissan taxibus worth R44 000. Hurry and enter the Name Blox competition. See tomorrow's *Sowetan*.

LONG LIVE COMRADE NELSON MANDELA

NATIONAL UNION OF

Twins die

65 families homeless

Export thrust for Macadams

By AUDREY D'ANGELO
Financial Editor

CAPE-BASED Macadams Bakeries Supplies Holdings — which started manufacturing only three years ago — expects to export nearly R4m worth of equipment to Europe, the Far East and some other countries in the current financial year

MD Raimund Pouliart says it has helped to revolutionise SA eating habits by providing "hot-bread shops" and mixes, which enable comparatively unskilled bakers in supermarkets and corner cafes to provide products formerly made only by skilled immigrants, who are no longer coming to SA

Customers and business associates from other parts of the world, and from all over SA, came to see the Macadams group in its new headquarters and factory in Blackheath at an open day yesterday

Macadams and its catering equipment manufacturing company Aloe, which until then had occupied separate premises in Salt River and Epping, both moved into the former Leyland factory in May

The group bought and refurbished the property, which includes more than 6 ha of land, for R4,2m

Financial director Kevin McEvoy said it moved in during a period including two public holidays and as a result only one week's production was lost

Now Macadams bakery equipment and Aloe catering equipment are both manufactured in a fully integrated 6 000 m² workshop, although the showrooms are separate

"It was easy to integrate them because they are all made of stainless steel and food-orientated," said Pouliart

Highly sophisticated computerised equipment is used "because we are competing with European manufacturers and must be as well equipped as they are to do so successfully"

But skilled craftsmen are needed in the machine shop and for welding and assembly Since they are not readily available in SA the company trains its own There is a high drop-out rate — only about 15% complete the course successfully

Although the group's main domestic market is in the Transvaal, which means high transport costs from the Cape, Pouliart says there is no question of starting a manufacturing operation on the Reef

Explaining that Macadams was formerly a distributor of imported bakery equipment including ovens bought mainly from Sweden, he said it went into import replacement manufacture when it became obvious that supplies were endangered

It was decided to manufacture in the Cape because of a readily available and stable workforce, and the group's increasing export activities made it desirable to be near a port

McEvoy said Aloe Catering had entered the export market for the first time last year with an order "in excess of R1m"

The bakery operation had been active in the export market for some time, exporting to Europe and the Far East "and some countries which we prefer not to name"

He expected the group to achieve exports "approaching R4m" this year

Export and marketing manager Mike Claussen said that although the group had originally manufactured under licence it now designed products which African countries found more suitable than some made for use in Europe

Aloe Catering now imports only 10% of the goods it sells

"We make as much as we can but there are some items for which the SA market is too small to make it economic to manufacture them ourselves," said Claussen

The bakery division imports about 40% of its products, mainly intricate machinery, but exports ovens

Belgian-born Pouliart, who has masterminded the switch into manufacturing and the entry into the export market, comes from a family of bakers whose connection with the trade goes back at least three generations

His father was disappointed when he switched from baking to become a salesman for a German firm manufacturing bakery equipment

He says he is a self-taught businessman But the group's turnover has risen from R10m in 1984 to R41,9m in the past financial year

Net income before tax was R1,2m last year compared with R1m the previous year, and the group moved to the main board of the JSE from the DCM

But Pouliart and McEvoy say the group is concentrating on improving profit margins this year A combination of higher tax and increasing pressure on margins — partly due to rising costs of raw materials — reduced attributable profit last year to R811 000 from R919 000 in 1988

Pouliart and McEvoy say rationalisation of their sales operations in Durban and Johannesburg, and greater selectivity in domestic business, will improve margins this year

"We have adjusted our thinking from importing to manufacture", said Pouliart

"We have spent the last three years finding our feet and building up the right management team Now we are going to see growth in our company"

The chairman of the Shareholders Association of SA, Issy Goldberg, who was among yesterday's visitors, said "This is the most under-rated company in the Cape"

Cape Times
17/7/89

CF men organise 'trade union'

Defence Correspondent

FOR the first time in South African military history, officers of the Defence Force's 450 000-odd Citizen and Commando Forces — which make up 80% of the SADF's manpower — are to have their own "trade union"

In just 45 minutes on Thursday evening, a group of CCF officers meeting in Johannesburg resolved to form a reserve officers' association, agreed on aims and objectives and formed a steering committee composed of senior serving part-time soldiers

The committee — Colonel W McIntosh of the South African Medical Service (chairman), Colonel P J Joubert, Colonel G W Snelling, Commandant G Steyn and Commandant M E Rightford (secretary) — was given a mandate to work out a constitution and define the agreed-on aims and objectives

The stated purpose of the proposed body will be to meet a need for harnessing the part-time forces' energy and wide spectrum of expertise for the benefit of all men and women serving in uniform.

Nato

The body will be similar to the large and influential reserve officers' associations which exist in Europe and the United States, some dating back to the 1930s

In Europe the Nato countries, with a total of about 4,5 million reservists, have an umbrella organisation called the Inter-Allied Confederation of Reserve Officers with a membership of more than 800 000.

In South Africa a reserve officers' association would have tens of thousands of potential members, many of them holding influential positions in commerce, industry, public life and the civil service

It is expected that when the new body is formed it will liaise continuously with the SADF's command structure, making recommendations based on practical experience and highlighting any organisational or managerial deficiencies.

● In a recent interview in the independent military-affairs magazine Armed Forces, the Chief of the Army, Lieutenant-General A J Liebenberg, said a reserve officers' association would have his support if it enhanced the effectiveness and image of the CCF.

3 000 ON STRIKE IN MAMELODI

Sowetan 25/7/89

139

ABOUT 3000 Mamelodi City Council employees yesterday went on strike demanding a 15 percent across the board salary increase

A spokesman for the workers said the 15 percent increase was to have

By MONK NKOMO

been paid in January following an agreement between the council and the workers' trade union.

The increase was only paid out to senior officials including heads of departments, the spokesman added.

The majority of strikers are members of the Transvaal Association of Employees of Black Local Authorities (TAEBLA)

Mr Zikhali Ndlazi, the mayor of Mamelodi, yesterday confirmed the strike but blamed the employees for not bringing their grievances to his attention before going on strike

"The workers forget that they are supposed to serve the interest of the community. The correct procedure was for them to first inform me about their grievances which I am prepared to investigate.

Ndlazi said the council would hold an urgent meeting to discuss the strike

Wage strike over

SCORES of Mamelodi City Council employees who downed tools on Monday over a wage dispute returned to work yesterday after the council agreed to meet their demands

A spokesman for the Transvaal Association of Employees of Black Local Authourities (TAEBLA) yesterday said the council had agreed to pay increases which should have been paid in 1987 when the council moved from grade 8 to grade 9 status

The council, after a lengthy meeting with executive members of TAEBLA on Monday, also agreed to pay a general increment of 15 percent at the end of next month This increase will be paid retrospectively to January this year

A spokesman for the council yesterday said workers resumed work after the council agreed to pay out the increases which were described as "long overdue" by the workers The spokesman said the council resolved in April this year to pay the 15 percent general increase

"We were just waiting for the date to implement the increase" He added that the 1987 increases would vary from person to person because these were actually salary adjustments".

LOCKED OUT

By CHIARA CARTER

INTERNATIONAL support is being sought for more than 500 workers who were left standing outside the gates of a Retreat electronics factory this week after a lockout by management.

Workers at the factory, which is part of the British subsidiary Plessey SA, have been warned that they will be dismissed if they do not accept the company's wage offer by August 8.

The lockout is legal in terms of the Labour Relations Amendment Act, since the company declared a dispute with the Electrical and Allied Workers' Trade Union (EAWTU) over the union's refusal to accept the company's wage offer.

EAWTU spokesperson Brian Williams said the workers had been promised assistance by the British labour movement which opposed the use of apartheid legislation by British multinationals

The workers claim the lockout represents a bid by management to "break the union" They also claim management has adopted an "aggressive approach" from the outset of the wage talks

This was denied by a Plessey spokesperson, who said half the workforce had returned to work.

The company has offered workers the 17 percent increase negotiated by the industrial council

Management has also agreed to a 44-hour working week with working hours reduced by another hour from January next year

In a pamphlet distributed to workers, the company claimed it had the best record of wages and working conditions in the industry

Doubled profits

Williams rejected this as being like "comparing apples and potatoes".

"The company is making record profits and workers want a share in these profits," he said

"For the past four years there have been plant level negotiations and the settlement has always been significantly higher than that of the industrial council "

Plessey SA, whose profits increased by 11,8 percent last year, has doubled its profits in the past four years

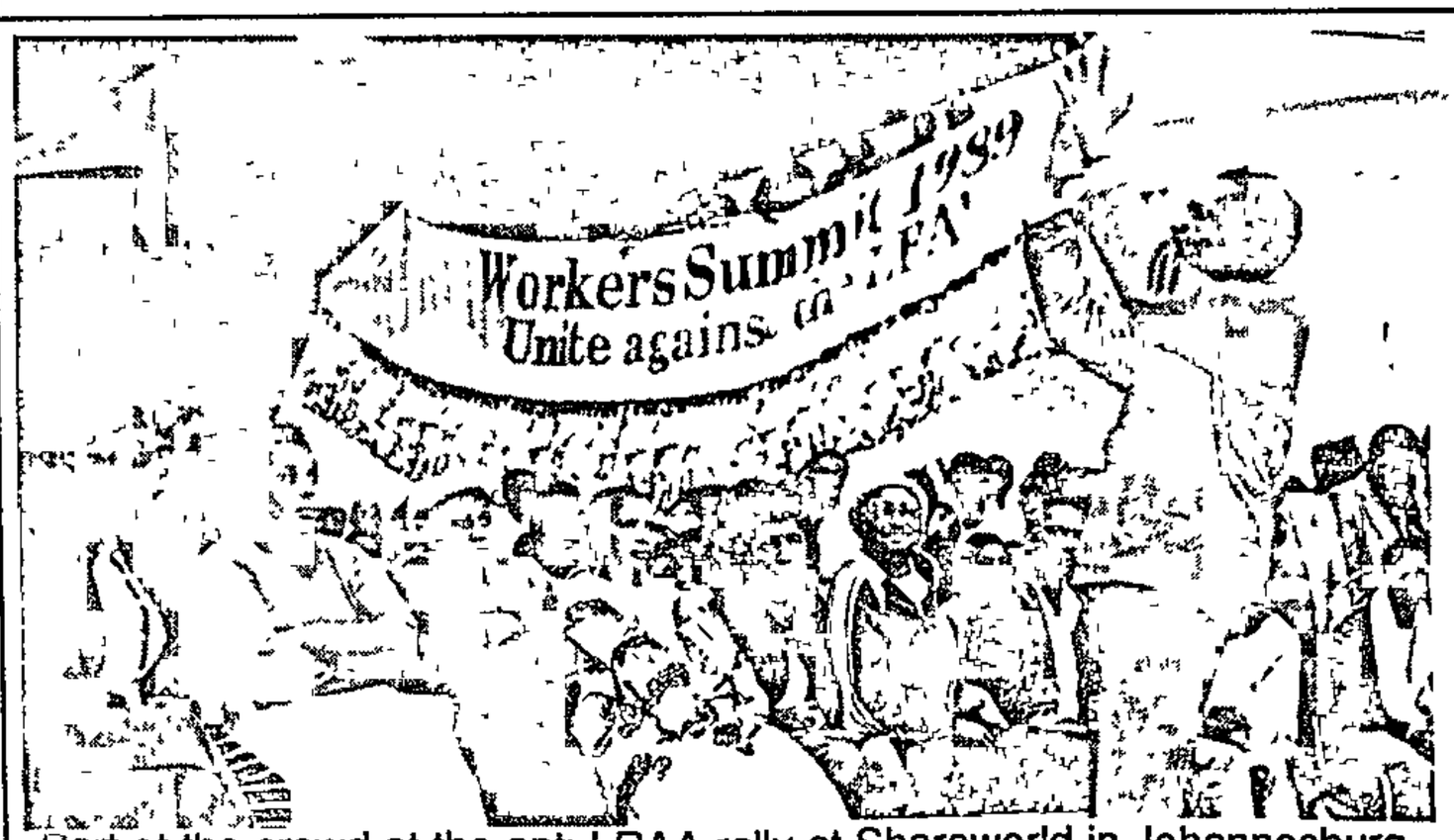
A senior shopsteward at the plant said workers were especially angry that people in managerial positions had received an additional R156 000 in bonuses and that a "huge amount" was spent earlier this year on a banquet in Johannesburg to celebrate the company's 25th year in business

Meanwhile, workers at another multinational are continuing with a marathon nationwide strike over wages

About 2 500 workers at Everite, a cement-manufacturing company which is part of a Swiss multinational, have been on strike for more than 10 weeks

The workers, who are mostly contract labourers, have dropped their demands to 85 cents an hour Management is holding out for 50 cents.

South 27/7/—2/8/89.



Part of the crowd at the anti-LRAA rally at Shareworld in Johannesburg

State, unions set to clash

UNIONS are gearing up for action over the controversial Labour Relations Amendment Act and the September parliamentary elections.

Balloting for national industrial action which Cosatu has proposed should coincide with the September elections, began at several factories throughout the country this week

In addition to discussion at factories and within locals, unions are planning to mobilise workers at anti-LRAA rallies.

Several rallies took place in the Transvaal last weekend and rallies are being planned for other parts of the country.

It seems likely that the planned action will lead to a showdown between the labour movement and the state

Minister of Law and Order Adriaan Vlok this week released details of what he claimed was the action proposed by the Cosatu congress.

A spokesperson for the minister said security police were investigating whether the Cosatu proposal contravened the security laws or the state of emergency

A rally which was to take place in Sebokeng last weekend was banned

The order was served on the Cosatu regional secretary for the Western Transvaal, Zwelinzima Vavi, hours before the rally was due to begin.

Vavi said that the last-minute banning almost resulted in violence, as thousands of workers who flocked to the meeting were loathe to disperse

Another rally in Klerksdorp was banned by police after the meeting had begun.

The bannings were condemned at a joint Nactu-Cosatu rally held at Shareworld outside Soweto last weekend.

Nactu general secretry Piroshaw Camay told the meeting that the proposed industrial action could involve between three and five million workers

Meanwhile, employers last week warned that the proposal for industrial action was detrimental to further progress being made in negotiations which have been taking place between employers and representatives of Cosatu, the National Council of Trade Unions and independent unions.

The deadline for a written response by employers to unionists' proposals is before the workers' summit, scheduled to take place next weekend

Nactu has not yet responded to a request from Cosatu that the summit be postponed until later next month.

An earlier summit held in February this year was attended by representatives from more than 40 unions.

The present course of action against the LRAA by the labour movement stems from recommendations made by delegates to the summit, described as a "significant move towards working-class unity" by Cosatu general secretary, Jay Naidoo.

South 27/7—2/8/89

Public servants ask for wage increases

Own Correspondent

PRETORIA — A Public Servants' Association delegation came away from a meeting yesterday with Minister of Administration Dr Dawie de Villiers with little more than vague promises.

Dr De Villiers told the delegation it would "probably" not be possible to grant general salary increases in the service during the current financial year.

Public sector workers got their last increase in January — 15% across the board.

Dr De Villiers said, however, that specific occupational adjustments would be within the financial capabilities of government.

PSA president Mr Colin Cameron said Dr De Villiers was asked for a 15% general salary increase in the current financial year.

Salary increases were the order of the day in the private sector and the gap between the two sectors was widening The general salary rise in January had helped stem the exodus of well-trained personnel but resignations were again on the increase

CM Times 3/7/89

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Pull-out of union threatens workers' pensions

Own Correspondent

JOHANNESBURG — The withdrawal of the SA Printing and Allied Industries' Federation from the National Industrial Council later this year will dissolve the council and force the liquidation of its R750-million employees' retirement fund

The federation, along with the industry's other major employer body, the Newspaper Press Union, and the SA Typographical Union (Satu) which represents workers, are planning an alternative vehicle for their members' substantial retirement savings

A council spokesman said he was receiving calls daily from members who were concerned about their investments in the fund

The federation's executive director, Mr Chris Sykes, said he was meeting pension consultants on August 7 and was confident a solution would be found soon.

Satu's general secretary, Mr Martin Deysel, said the union was busy considering the matter and would report back to members on August 12

"People will neither lose their stake in the fund nor be paid out now," said Mr Sykes.

"However, about 60% of our members do not have alternative benefit schemes and we have to decide whether to set up a new fund for the benefit of members."

The pension fund is managed by Old Mutual, Sanlam and UAL. Old Mutual assistant general manager employee benefits Mr Henk Beets said the council had two alternatives once the fund was liquidated.

Either its employer members could set up their own schemes for employers or the federation could decide to opt for a union-managed fund

CM. Times 3/7/89

Jani has the AWB boss taped

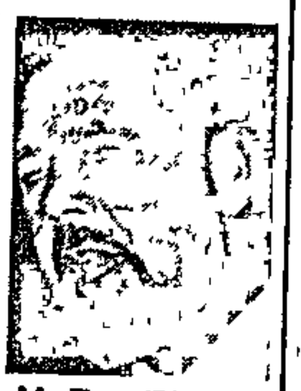
Staff Reporters

CELEBRITY columnist Ms Jani Allan is in London to escape the consequences of transcripts of telephone messages allegedly left for her by AWB leader Mr Eugene Terre'Blanche

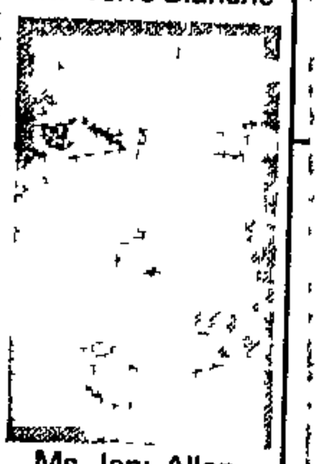
The messages pleading for contact — published yesterday in the Sunday Times — had been left on the answering machine in Ms Allan's Sandton flat over the past few months

Ms Allan was sent to London by the Sunday Times last week and was quoted on Saturday in the London Daily Mail as saying she was in the city to avoid "the possible consequences" of the tapes

"I have been under the most incredible stress the past few months. I only hope I haven't left trouble behind only to walk into even more"



Mr Terre'Blanche



Ms Jani Allan

Ms Allan said in the Sunday Times that she had released the tapes because Mr Terre'Blanche had said she had so pestered him that he had instructed his receptionist not to put through her calls

Further claims by Mr Terre'Blanche that Ms Allan had begged him to keep their relationsip alive were made in an interview published in the newspaper Rapport yesterday

The AWB leader's wife, Mrs Martie Terre'Blanche, was quoted as warning Ms Allan to stay away from her husband.

But contrary to such statements, said Ms Allan in her interview, "it was he who kept calling me at all hours of the day"

The calls had started soon after last December's Paardekraal Monument incident — which resulted in Mr Terre'Blanche's being charged with and later aquitted of wilful damage to public property — and had continued until the middle of June

Extracts from the tapes include: "You were a muchacho. Please call me back. You wanna kill me? Call me back. Please in God's name, call me back," and "I'm still at my office waiting for you to call me back. Oh God, I'm dying (deep sigh)."

Another message goes: "I wanted you to call, Jani Allan. Won't you pease phone me now? PLEASE phone me. I'm at home. Bye"

In one call, Mr Terre'Blanche threatened to visit the columnist. "Jani, it's me . please, please, speak to me. If you don't pick up this phone, I'll have to come to you right now."

Two weeks ago, Ms Allan disclosed in another article that Mr Terre'Blanche had fallen asleep in the passage outside her apartment after she had ignored his pleas to be admitted after midnight on June 26.

The report suggested Mr Terre'Blanche might not have been sober

"He visited the apartment complex several times," she said.

Mr Terre'Blanche, in an interview published in the Citizen newspaper last week, denied he had slept on Ms Allan's doorstep and was quoted as saying "Ms Allan has never refused to open her door for me"

Satu loses closed-shop privileges

Own Correspondent

JOHANNESBURG. — Nearly 40 000 printing, packaging and newspaper industry workers will have to find new methods of protecting their minimum standards of wages and working conditions, and the SA Typographical Union (Satu) is to lose its closed-shop privileges.

These will be among the further consequences of the collapse of the industry's industrial council, which has prompted employers and unions to seek ways of preserving the benefit funds administered by the council.

The council, established in 1919, is SA's oldest. But, said SA Printing and Allied Industries Federation (SAPAIF) director Mr Chris Sykes, it had become inappropriate in today's environment and was no longer able to play its role of maintaining industrial peace.

The council's pending collapse was sparked by the withdrawal of the SAPAIF, which represents 1 300 of the industry's 1 600 employers.

Strikers in Kempton get ultimatum

By Abel Mabelane,
East Rand Bureau

The 1 200 stiking Kempton Park municipal workers served with an ultimatum to return to work today or face dismissal have appealed to Cosatu for help

The workers have no union to represent their interests They pulled out of the SA Black Municipal Workers' Union about two years ago

The workforce of 1 200 (not 12 000 as reported yesterday) went on strike on Monday in protest at what they termed insufficient salary increases

They claimed the council had promised them a 20 percent increase but gave them less

Yesterday, the workers were given an ultimatum to report for duty at 7 am today or face dismissal

Kempton Park town clerk Mr H Muller denied the council promised the employees a 20 percent across-the-board increase.

Shopkeepers said refuse had not been collected since Monday Several expressed fears that the strike, if it continued, could affect their businesses adversely

3/8/89.

Workers defy 'apartheid' beach bylaw

CAPE TIMES 7/8/87

Own Correspondent

DURBAN — City Council workers here, including beach inspectors and lifeguards, yesterday voted not to enforce apartheid bylaws on city beaches

The Durban Integrated Municipal Employees' Society (DIMES), in a decision that directly defies a council bylaw, called it "immoral and reprehensible"

DIMES president Mr Nad Murugan also proposed that other Natal coastal towns dissociate themselves from Durban unless the beach apartheid laws are repealed. This was adopted unanimously

Mr Murugan said many DIMES members were beach inspectors, lifeguards and cleaners

The 5 600 members of DIMES form 44% of the council's total workforce

Another sit-in over official

ABOUT 700 employees of the Atteridgeville City Council staged another sit-in yesterday calling on the council to immediately fire the town clerk, Mr Solly Rammala, because they could not work with him anymore.

And in another development that could determine the fate of the council itself, a local civic group, the Atteridgeville People's Party, said they had obtained permission to hold a public meeting on Sunday to seek a mandate from residents calling on the 12 councillors to resign because of their inefficiency.

Mr PAJ Burger, Chief Magistrate of Pretoria, informed the party's chairman, Mr John Rafadi, that they could hold a public gathering at the Super Stadium from 8am to noon "to obtain a mandate from the residents for a vote of no-confidence in the council."

Rafadi said issues to be discussed included rent and the township's R9 million deficit.

The council has, for the past seven months, been pressurised by its employees to dismiss Rammala.

The town clerk was recently acquitted by Mr Justice Hiemstra on all 12 counts of irregularities levelled against him by the council

Star 9/8/89 · 139

'CP govt would not recognise black unions'

By Paula Fray

The Conservative Party would declare all blasting certificates issued to black mineworkers "null and void" when it came into power, Carletonville MP Mr Arrie Paulus said in the mining town last night

He also said that if the CP came into power it would not recognise black trade unions because they were "the reason for South Africa's economic mess"

Mr Paulus is standing in the constituency for the CP against the NP s Mr Louis Nel

The meeting, attended by about 250 people, was also addressed by Mr Koos van der Merwe, CP MP for Overvaal

The meeting was punctuated with comments from the audience, such as "mooi", "dis reg" and, at the mention of the Afrikaans newspaper, *Beeld*, "Kommuniste"

Mr Paulus said the NP was asking voters to sign a blank cheque No Nat could spell out how they would ensure the future of whites in South Africa

Whites would get the shortest end of the stick in negotiations, he said The NP has left the worker, especially the white worker, in the lurch '

He gave the example of the fight by black workers to have May 1 declared a holiday

Mr van der Merwe said the problem with the South African economy was that the "white economy can no longer carry the black economy"

(Report by P Fray 47 Sauer Street, Johannesburg)

Union seeks action over recognition

Sowetan 14/8/89.

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THE National Union of Steel and Allied Workers is to take the Besaans and Du Plessis company to the Industrial Court today for allegedly refusing to enter into a recognition agreement

By LEN MASEKO

Nusaw official Mr Ndomane Tibane said the dispute with the Pretoria company revolved around management's refusal to negotiate with the union at plant level Instead, he said, management was prepared to deal with the union only at industrial council level.

"The problem is we are not members of the metal industry's industrial council, hence we have rejected management's response to our demand," Tibane said

Nusaaw has filed the court application on the grounds that the company, because of its apparent refusal to negotiate with it, was guilty of an unfair labour practice

Tibane said more than half of the company's black workforce belonged to his union.

* About 250 members of the SA Chemical Workers Union have called off their work stoppage at Bayers South Africa, a Sacwu spokesman said

The Sacwu members were fired on July 13 after they ignored an ultimatum to return to work They downed tools in protest against management's refusal to take disciplinary action against an employee allegedly found in possession of company property.

Sacwu's general secretary, Mr Humphrey Ndaba, said the workers resolved to return to work after management promised to attend to their grievances

"The company offered workers their jobs without loss of seniority, and undertook to look into complaints that led to the stoppage," Ndaba said

Bank staff angry at new Saturday hours

JOHANNESBURG — More than 300 angry Standard Bank employees have instructed their union, the South African Society of Bank Officials (Sasbo), to reject the bank's extended Saturday trading hours, due to come into effect on September 9

The meeting, which rejected calls from the floor for illegal strike action, censured Sasbo for accepting longer hours without first reporting back to them

Sasbo is due to meet Standard Bank for further talks on the subject today

The society's Standard Bank members have also scheduled protest meetings in the Johannesburg and East Rand areas during next week. — Sapa

Bank staff row over pay memo. Dispute declared

By DICK USHER, Labour Reporter

FIRST National Bank staff in Cape Town are up in arms about disciplinary action taken against four employees over a memorandum seeking support for a 20 percent pay rise.

The South African Society of Bank Officials has declared a dispute with the bank and is to apply for a conciliation board hearing

The society called the bank management's reaction "heavy-handed"

It is concerned because it does not see the members' action as conflicting with industrial relations legislation and because of the way the disciplinary hearings were conducted.

The society said the bank would not postpone the hearings to allow the members to be represented by senior officials from Johannesburg, but flew its own senior industrial relations manager to Cape Town to conduct the hearings

Canvass support

The memorandum was drawn up after the Cape Town annual meeting of the society to canvass support of members not at the meeting for the 20 percent increase, according to a statement issued by the society

Once distribution began the bank "immediately resorted to heavy-handed tactics" to squash it

Four staff members were required to attend disciplinary hearings at which they were found guilty on several charges, but no further action was taken

Sets of demands over the issue were exchanged between the society and First National and the society declared a dispute when the bank did not comply with its demands

Mr Colin Hunt, a general manager, said it was an internal matter which would be resolved internally

Angry staff and bank in showdown?

Staff Reporter

A SHOWDOWN was looming between First National Bank and angry employees this week amid claims that the bank tried to "intimidate" staff who were pushing for a 20% across-the-board salary hike.

The focus of the dispute is Cape Town, where a group of four officials recently circulated a petition to their colleagues calling on them to support "industrial action" necessary to secure their increase.

Bank sources said First National's employees were disgruntled because they had received smaller increases than their counterparts at the Standard Bank.

Their petition said "Inflation has in recent years eroded our purchasing power to the extent that we are no longer able to enjoy a lifestyle befitting our profession."

But the bank's top management were not amused.

And according to the 35 000-member South African Society of Bank Officials, First National resorted to "heavy handed tactics" in a bid to squash the initiative

Sasbo's deputy general secretary, Mr H G Rowan, has confirmed that Sasbo has declared a dispute and said the union was preparing an application for the Conciliation Board

"The bank has called an urgent meeting of the standing joint committee in Johannesburg on Monday, and Sasbo members will be attending another meeting in Cape Town on Thursday to thrash out the issue."

Mr Colin Hunt, a general manager at First National's headquarters in Johannesburg, declined to comment, saying the bank regarded the issue as an "internal matter" He confirmed there was a dispute between First National and Sasbo.

400 water board employees fired

Sowetan 27/9/84 (139)

ABOUT 400 employees of the Rand Water Board have been fired after failing to heed an ultimatum to halt their work stoppage and return to work last week.

The workers, all members of the Orange Vaal General Workers Union, downed tools last week in protest against the arrest of a union member at the board's Suikerbos plant near Vereeniging. They also demanded the transfer of a white manager alleged to have "shopped" a board employee, a Mr Richard Mohapi, who is also a shop steward.

The 400 workers have vowed not to return to work until their colleague is released, according to the OVGWU.

A statement from the board said the workers' grievances had been fully addressed by management, who had already made representations "to the highest possible level" to secure the release of the shop steward. In addition, the statement said, the board had called a disciplinary hearing in which the white manager concerned would be called to answer charges against him.

"Notwithstanding, the undertaking by the workers' representatives and union that the employees would return to work, the employees have declined to return to work by the final deadline of 11am on September 21, leaving management with no other alternative but to dismiss them," the board's statement said.

The board said the dismissals would not affect water supplies.

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Star 27/9/ '89

Attempt to resolve dispute

By Melody McDougall, Vereeniging Bureau

Top management from the Rand Water Board gathered in Vereeniging yesterday in an attempt to settle the dispute surrounding the dismissal of about 400 employees at the Zuikerbosch pumping station outside the town.

The workers were dismissed on Friday after they had apparently participated in illegal strike action since last Tuesday.

The employees were demanding the immediate release of a shop steward from police custody and the removal of the hostel manager from the pumping station

A Rand Water Board spokesman in Johannesburg confirmed the board's top management were involved in discussions at the pumping station yesterday in a bid to resolve the matter.

According to the spokesman the employees' grievances have been addressed as fully as possible by management, while representations have also been made to secure the release of the shop steward from custody.

She stressed that the board was not instrumental in the steward's arrest She said despite numerous appeals to the employees and negotiations with union officials and representatives of the workforce — and an undertaking by the representatives and the union that the workers would return to work — the employees left management with no other alternative but to dismiss them after they failed to resume work by the 11 am deadline on Friday

Blackchain dispute

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By MATSHUBE MFOLOE

MORE than 100 workers at the Blackchain Centre supermarket in Diepkloof, Soweto, were yesterday locked out by management after they allegedly refused to meet the deadline for submitting renewed job applications

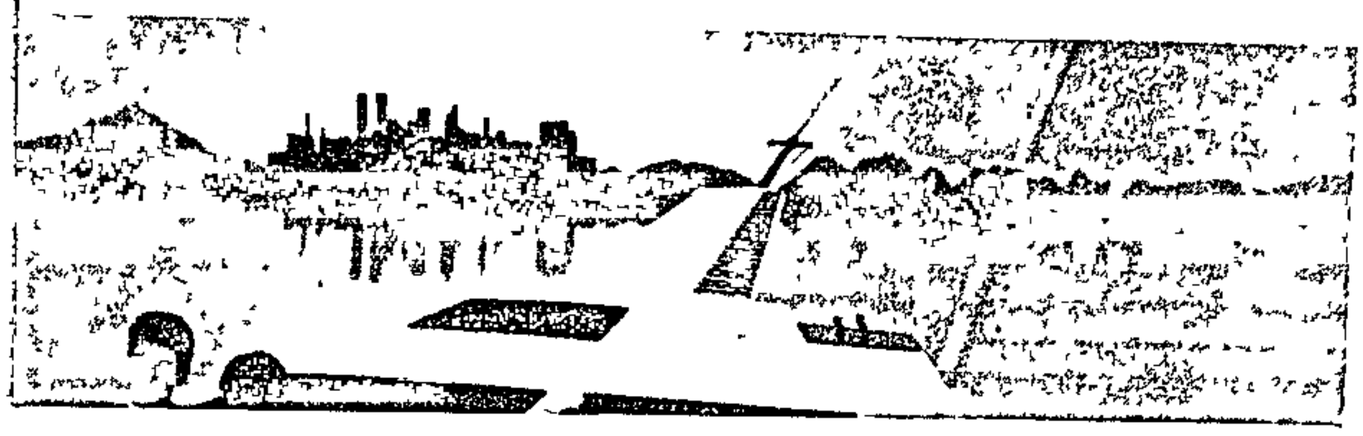
According to workers, management issued them with application forms but no reasons were given for the reapplication. Soweten 27/9/87.

Workers' representatives from the Federal Council of Retail and Allied Workers of South Africa, (Fedcraw), alleged that management had refused shop stewards entry into the premises to discuss the issue since Monday

However, management scoffed at claims and said workers had been informed to reapply for their jobs because the supermarket had been leased to a new group of people.

The managing director, Mr Paul Gama, refused to name the company that has taken over.

Shop stewards claimed that on Monday casual workers were employed and yesterday notices were displayed on the doors informing workers to consult management to arrange for their pension and unemployment insurance funds today



SOWETAN BUSINESS

Store changes owners

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By JOSHUA RABOROKO

BLACKCHAIN, the country's major supermarket is now under new management - for the fourth time within two years And the new management has a fight with the Federal Council of Retail and Allied Workers Union, the union representing the store's plus/minus 100 workers

Yesterday Mr Paul Gama, until Tuesday the managing director of Blackchain, said the Soweto

Mr Paul Gama

supermarket had been leased to a group of business people after suffering a loss of thousands of rands in turnover since January this year He refused to name the lessees

However, the new owners are believed to be Ramushu and Associates MD R M Ramushu yesterday refused to confirm or deny the claim A statement will be issued today

Workers maintain the sale or leasing of the store to the new consortium was an unfair labour practice as they were not consulted

Workers were told on Monday that that the store was now under new management and they would have to re-apply for their jobs

They refused to sign reapplication forms

On Tuesday they were locked out and told to come and fetch their pay, severance pay and other benefits later Fedcraw has now decided to take their case to the industrial court

At a press briefing in Johannesburg, the union's general secretary Mr Nat Ketlele said they had various problems with Blackchain management regardless of a recognition agreement between them

Management always failed to respond to their grievances

According to Gama the store had lost between R20 000 and R30 000 monthly in turnover from the period January to May this year through theft fraud and other crimes

As a result several employees were likely to appear in court to face different charges soon, he said

He said most workers were informed about the take-over by the new company while others were retrenched

Gama said "We were left with no option but to lease the business to other people whose identity I cannot release at this stage"

He refuted claims that a Ramushu, Mogali, Madikizela and Thebehali were involved

The store was opened 10 years ago to pioneer black business into the big league Jazz Stores initially took over management of the store in 1985 when it ran into management and financial problems

However Jazz was forced to abandon ship after squabbles between itself and the owners

Paul Gama took the store over about two years ago

He said for the past 10 years the store was not properly managed, resulting in many crimes being committed "We wanted to keep the business running because we did not want to see black business failing," he added. "We still want to keep the business"

Ketlele said the store's claim that workers committed theft were unfounded and was an act of "economic sabotage" because they had earlier delayed wage and conditions of employment talks He accused the chainstore of engaging in "trade union bashing" tactics

He said the union had evidence that some senior employees actually committed theft, but were later allowed to continue their work "This is a wrong precedent and we have often challenged them on this issue and many others," he said.

He refuted claims that the store was loosing thousands of rands because "they have claimed that both the Diepkloof and Katlehong outlets were making profits"

Ketlele said they have been sympathetic with black stores and business organisations in the townships because they wanted them to acquire economic power as a means towards their liberation But, he added, the actions of some of them would force unions to fight them openly

The union was considering applying for the unconditional reinstatement of the workers

Workers on strike at Blackchain in Diepkloof, Soweto

Small businesses exhibit at Tembisa stadium

ABOUT 120 township exhibitors from the informal sector will partucipate in the first small business exhibition show to be held at Mehlareng Stadium, Tembisa, starting from October 5 to 10

Sowetan 28/9/89

The show, which is to become an annual event, will coincide with the Small Business Week to be observed countrywide starting from October 2 to 10

The chairman of the organising committee Mr Sello Namane, said they

The main aims of the exhibition are

* To encourage a relationship between Tembisa residents and the business sector

* To expose residents to business and provide them with entertainment

assist in the improvement of local business and

* To establish informal and formal relationships with business in the neighbouring towns.

He said the show will be a learning process which should see business hosting a bigger and bett-

1 000 on strike

Sowetan 29/9/87

By LEN MASEKO

MORE than 1 000 Coke employees yesterday embarked on a work stoppage at plants in Pretoria and Johannesburg apparently triggered by a row over the current national overtime ban.

Amalgamated Beverage Industries' plants affected by the stoppage were Midrand, Devland and Benrose.

ABI managing director Mr Alex Reid confirmed the industrial action but said only part of the workforce at Benrose were involved in the strike.

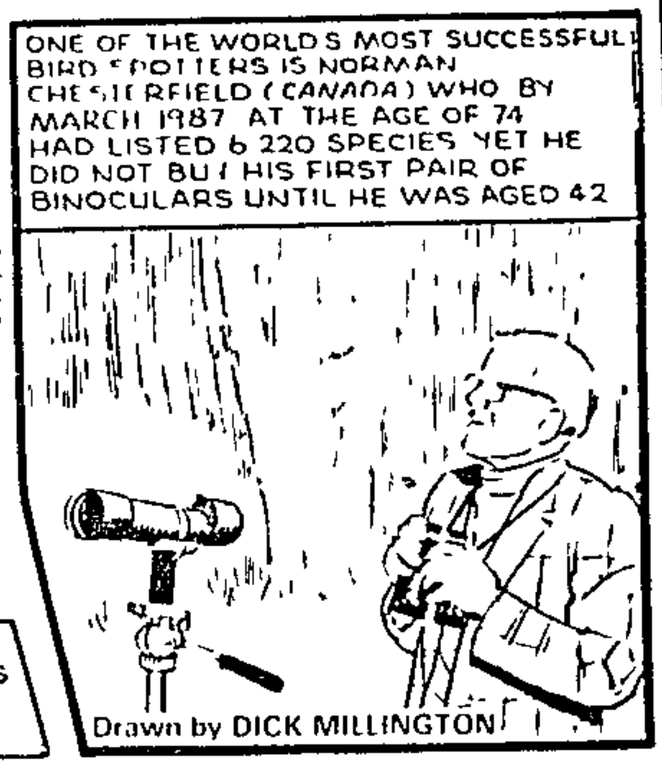
The company's employees, all members of Food and Allied Workers Union, were protesting against management's decision to "discipline certain drivers for not conducting their work in the manner in which they were employed to do," Reid said.

Fawu official Mr George Nene said the Coke employees would only return to work if their grievances were attended to.

Fawu members demanded that management "recognise" the overtime ban called for by Cosatu and Nactu; reinstatement of 300 Sparletta employees fired by ABI after it took over the firm; cancel pending disciplinary hearings against union members.

*Scores of members of the Black Health and Allied Workers Union of South Africa (Bhawusa) have embarked on a go-slow strike at American company Warner-Lambert in protest against management's alleged refusal to reinstate a dismissed worker.

A Bhawusa spokesman said the union members wanted management to unconditionally reinstate their colleague, dismissed after he was alleged to have been involved in a theft. The said worker was later acquitted of theft charges by a magistrate, he said.



News in Brief

Building firm strike ends

DURBAN. — An agreement ending a three-week-old strike by more than 600 workers at Stocks and Stocks in Natal was reached on Tuesday when the building company entered into a recognition agreement with the Black Allied Workers Union

Art
Times
9/11/89

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GPO workers to hold Salt River rally

POST OFFICE workers, who are poised to form a national non-racial trade union for all postal workers, are going to hold a "unity rally" at the Salt River municipal hall on Sunday

The formation of a single worker-controlled union, privatisation of the department of post and telecommunications and postal workers' wages will be discussed at the 2pm gathering

Unity talks' will involve the Post and Telecommunications Workers Association, the Post Office Employees' Association of SA and the SA Post and Telecommunications Employees' Association

Plan to merge PO workers' unions

Staff Reporter AM643 9/11/89 (Z48) (139)

A RALLY to promote a merger between three unions in the post office will take place this weekend

Mr Buddy Bakardien, a spokesman for the merger committee, said the merger was scheduled for late January 1990 between the Post and Telecommunications Workers' Association (Potwa), the Postal Employees Association of South Africa (Peasa) and the South African Post and Telecommunications Employees Association (Saptea)

The three represented about 24 000 Post Office employees out of a potential 42 000 membership

Immediate goals of the union would be to bring Post Office workers within the ambit of the Labour Relations Act and fight privatisation

The rally will be held at the Salt River Hall in Voortrekker Road

'Rockman-11' suspended

THE 11 members of the Prisons Service who appeared in court on Monday after being arrested in a demonstration with Lieutenant Gregory Rockman had been suspended pending the outcome of the hearing, a spokesman for the prisons liaison section said yesterday.

The suspension was under the Prisons Act

The police announced on Monday that Lieutenant Rockman had been suspended from police duties after his arrest He and the warders face charges of participating in an illegal gathering.

Lieutenant Rockman is president of the Police and Prisons Civil Rights Union, of which the warders are members. — Sapa

AKGuS 22/11/89

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New union determined to air grievances

MEMBERS of the Police and Prisons Civil Rights Union chanted and raised clenched fists as they vowed to continue their growing battle with Prisons Service authorities

About 120 policemen and members of the prisons service, many of them in uniform, attended a union meeting in a hall at Elsies River last night.

They were told by committee member Sergeant Willem Jacobs that he and about 10 other Prisons Service members of the union had received letters from the acting commander of Pollsmoor, Colonel D J du Plessis

The letters referred to the union, saying it was a contravention of regulations to operate through any but the prescribed channels of communication and asking them to end their association with the union

He and other officers told the meeting the union was determined to air Prisons Service members' grievances

Earlier, union president Lieutenant Gregory Rockman said it appeared the government was not taking them seriously

"So we are going to show them that we are not playing games." — Sapa

Demo warders fight back in Supreme Court

By LINDA GALLOWAY
Supreme Court Reporter

ELEVEN prison warders who joined policeman Lieutenant Gregory Rockman's civil rights union to challenge discrimination in the Prisons Service are fighting their suspension in the Supreme Court, Cape Town

The application, before court yesterday, will be heard before Mr Justice A J Burger tomorrow.

In an affidavit Mr Gerrit Martin Opperman, a warder, said discrimination existed not only between members of the service, but also in the treatment of prisoners of different race groups.

Mr Opperman said he was a member of the new association known as the Police and Prisons Civil Rights Union (Popcru), established on November 5 with about 35 members.

Arrested

Among its aims and objectives was an attempt to phase out discrimination in the prisons and police service

He and the other warders had, after attending a meeting of the Police and Prisons Civil Rights Union on November 12 decided that those not on duty should be present when Lieutenant Rockman made his protest the following day against the order transferring him from Mitchell's Plain to Pinelands

The men were arrested after the protest and appeared in court Later that day they were served with letters informing them of their suspension.

The men are seeking an interdict calling on the Minister of Justice, the Commissioner of Prisons and Colonel D J J du Plessis, the acting-officer commanding Pollsmoor Prison, to show cause why their suspension, or alternatively their confinement to residences, should not be declared invalid, unlawful and of no effect.

● The application has been brought by Mr Opperman, Mr D D Faas, Mr D A Michaels, Mr G J Blom, Mr L W Witbooi, Mr S MacKenzie, Mr N Witbooi, Mr F April, Mr D L Peters, Mr H M Esterhuizen and Mr I H Rossouw

Clamps on warders rescinded

THE Prisons Service has lifted the "house arrest" imposed on 11 warders, most of whom are members of the Police and Prisons Civil Rights Union (Popcru) and, who have launched a court application against their suspension from duty

The application came before a Cape Town Supreme Court judge yesterday, but was postponed to December 1 to enable lawyers for the state to file answering affidavits

The suspensions and restrictions on the 11 warders, which Popcru president Lieutenant Gregory Rockman described as "virtual house arrest", were imposed after they participated in an allegedly illegal Popcru demonstration

They were told they could not leave their quarters without permission and that they had to report to the commanding officer of Pollsmoor prison every day

It is understood that the "house arrest" clause was lifted from Wednesday on the instruction of the Commissioner of Prisons

The 11 are, however, still obliged to report each day

It was also learned yesterday that Popcru vice-president Prisons Warrant Officer John Jansen plans to apply for an interdict against his suspension and an attempt by the Pollsmoor authorities to transfer him from the Westlake Training College, where he is an instructor, to the prison workshop — Sapa

Public packs court for Rockman's appearance

Court Reporter

MITCHELLS PLAIN Magistrate's Court was packed with members of the public and prison warders yesterday when suspended policeman Lieutenant Gregory Rockman and 15 others appeared in connection with an alleged illegal gathering in Mitchells Plain Town Centre last week.

The 16, 11 of whom are suspended prison warders, were arrested after a protest march by the newly-formed Police and Prisons Civil Rights Union (Popcru), headed by Lt Rockman.

They were not asked to plead and the hearing was postponed till January 10 when the attorney-general's decision regarding prosecution will be made known

(139)

said. Cape Times 28/11/89

Bus strike: R4-m loss

DURBAN — Durban's month-long bus drivers strike, now settled, cost the Durban Transport Management Board about R4 million

Reports by Staff Reporter, Own Correspondent, Sapa Reuter AP and UPI

ROCKMAN AT POLLSMOOR . . . Rebel policeman and founder of a trade union for policemen and prison warders Lieutenant Gregory Rockman (centre) made a surprise visit to warders during a passing-out parade at Pollsmoor Prison yesterday. Deputy Minster of Justice Mr Danie Schutte took the salute. Picture. ALAN TAYLOR

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CAA Trib 2/12/89

Warders' cells 'unfit for prisoners'

COLOURED prison warders and their families at Pollsmoor jail are living in converted prison cells which were found unfit for prisoners, while their white counterparts have attractive individual cottages with beautiful lawns, a warder has claimed in in an affidavit before the Supreme Court.

Warder Mr Gerrit Opperman, a member of the Police and Prisons Civil Rights Union (Popcru), also said black and coloured children as young as eight years old were held at Pollsmoor while awaiting trial and mixed with hardened criminals during exercise and at mealtimes.

Mr Opperman's affidavit was filed as the basis for an application by himself and 10 other warders for an interdict against the Minister of Justice, the Commissioner of Prisons and the acting commander of Pollsmoor, lifting their suspension from their jobs.

They were suspended last month after taking part in an alleged illegal demonstration. The application was yesterday postponed by Mr Acting Justice Hoberman to December 8.

Mr Opperman said in his affidavit that Popcru was founded on November 5 to help its members seek redress against racist and discriminatory practices in the Prisons Service and SA Police.

"As members of Popcru we (he and his co-applicants) are extremely concerned about the fact that black and coloured children as young as eight years of age are held at Pollsmoor from time to time while awaiting trial."

He said he was obliged to live in the married men's quarters at Westlake, adjacent to the prison.

"These quarters, which have been allocated to the so-called coloured personnel, comprise prison cells which were found unfit for prisoners and have been converted to married men's quarters."

He said coloured warders had not been able to play sport on the Pollsmoor sportsfields since 1983 because they wished to join the non-racial SA Rugby Union, a Sacos affiliate and not the white SA Rugby Board.

He added that the Department of Prisons had various vacation homes which were used by white employees.

These homes were often hired out to white outsiders, yet members of the Prisons Service who were not white were not allowed to use these facilities.

There was also racial disparity and discrimination in regard to salaries, medical aid benefits and widows' and orphans' funds

"At Pollsmoor there are facilities for the workshop training of white prisoners as carpenters, cabinet-makers, fitters and turners, metal workers and welders," he said.

"The trade training available to prisoners of other races is limited to that obtainable on building sites as painters, plasterers and bricklayers."

White woman prisoners were kept inside the prison area, where the fact of their imprisonment was not exposed to members of the general public, while non-white woman prisoners were often sent to work at the white warders' single quarters, where they were exposed to the general public, the court heard. — Sapa

Rockman may be axed from SAP

Staff Reporter

LIEUTENANT Gregory Rockman may be dismissed from the police force at the end of a disciplinary inquiry which started at police headquarters yesterday

The inquiry was conducted in camera at the Thomas Boydell Building Lt Rockman faces 10 charges but has not been asked to plead to any of them

Lt Rockman's lawyer, Mr Essa Moosa, said they had applied to the Minister of Law and Order, Mr Adriaan Vlok, to have the inquiry reconstituted and presided over by a magistrate instead of a police officer

The application was refused on grounds that it was a departmental inquiry and that the presiding officer, Lieutenant-General M van Eyk, would approach the matter with an open mind and afford Lt Rockman a fair hearing, said Mr Moosa

Mr Moosa said that apart from the possibility of his dismissal, Lt Rockman could also be warned, fined or suspended

Advocate Mr Pat Gamble, representing Lt Rockman, applied for an adjournment to enable the legal representative for the police, Mr L Kok, to reply to the request for further particulars He also applied to Mr Vlok to have the hearing conducted in public

The adjournment was granted and the matter was postponed till tomorrow

The charges Lt Rockman faces are that he

- Disclosed information which could have been detrimental to the police force at a meeting at Stellenbosch University on September 20,
- Used a state vehicle for private purposes to drive to Stellenbosch from Mitchells Plain on October 25,
- Neglected his duties as a police officer on that day by not being available for service at all times,
- Disobeyed a command by Major-General Flip Fourie on October 27,
- Disclosed to the press that he had been summoned to do special duty and that he was refusing to serve it,
- Adopted a "contemptuous attitude" to his superiors, General Fourie and Brigadier Acker, amounting to insubordination, and
- Disclosed information to the press

A PRISONS Service sergeant was rebuked by his seniors at Pollsmoor Prison after praying for members of the Police and Prisons Civil Rights Union (Popcru), members of the union said yesterday.

On November 23, the day on which a number of warders were to appear in court for attending an allegedly illegal Popcru demonstration, Sergeant Edward Joseph, who normally led morning prayers, had asked the Lord to help them.

"He was afterwards called in and reprimanded and asked how can he pray for us and told his prayer was subversive," said Lt Rockman. — Sapa

Municipal employees object to objectors

Capt Times 6/12/87

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By PETER DENNEHY

THE all-white South African Association of Municipal Employees (SAAME) has called on all local authorities to refrain from employing conscientious objectors

Mr Hans Deetlefs, the national president of SAAME, issued the call in a press release. He said SAAME regional conferences and the general executive council had "repeatedly resolved to protest against the employment of objectors".

The association discouraged their appointment as objectors started working directly after matric, thus receiving an advantage of two years of job experience over those doing military service.

Mr Dawid Bosch, national secretary of the Community Servers' Group, responded yesterday that he trusted local authorities would not be persuaded by SAAME's "erroneous statement".

In terms of regulations applicable to community servers, the first two years of their experience "may not be recognised or taken into account". "However, military service may be taken into account as experience, as is the case in many municipalities."

• Since 1984, 1 600 people have been passed by the Religious Objection Board as category three (religious) objectors, 90% of them from churches which do not allow their members to do military service, Mr Bosch said.

The Community Servers' Group represented most of the remainder.

Rockman union man faces firing

Argus 11/12/89 139

THE Prisons authorities have summoned the vice-president of the Police and Prisons Civil Rights Union, Warrant Officer John Jansen, to appear before a disciplinary hearing that could result in his discharge from the service

Rebel policeman Lieutenant Gregory Rockman is president of of the union, Popcru

Warrant Officer Jansen, who was suspended from duty as an instructor at the Westlake Training College near Pollsmoor three weeks ago, was told he would face five charges at an internal court on January 3

The charges are that

He was absent from duty for about 3½ hours on November 13 without permission or reason,

He ignored an order to leave the office of the commanding officer of Pollsmoor;

He disobeyed an order to sign for receipt of a letter;

He ignored an order transferring him from the Training College to the prison workshop, and

He ignored an order from the head of the College to leave its premises

"This is a clear sign of victimisation and discrimination," said Warrant Officer Jansen.

"It's also a shame for South Africa, that they have the chance to negotiate but don't want to negotiate.

"Instead, they want to fight us Popcru won't just lie down and let them cut our throat. We are going to fight back for sure Justice must survive"

He said he would consult his lawyers about the hearing

No benefits

He said that while he and 11 other Popcru members from Pollsmoor were under suspension, they received no salary, medical aid or other benefits, despite the fact that they were still theoretically subject to Prisons Service discipline and could not take other work.

"I have the expense of a private home to maintain I don't know what will happen I will have to sell my car, and maybe my home, just to get justice

"I can't even buy my children Christmas presents."

The other 11 are warders suspended after participating in an allegedly illegal Popcru demonstration

Lieutenant Rockman appeared last week at a police disciplinary inquiry which was postponed to January — Sapa

Potwa challenges terror claims

By STAN MHLONGO

THE Post Office and Telecommunications Workers Association this week challenged the police to bring their detained secretary Kgabisi Mosunkutu before a court of law to face charges of conspiring with the ANC to train insurgents. The challenge was made by Potwa general secretary Floyd Mashele "to either charge or release Mosunkutu".

He said Potwa was stunned by the telex from the SAP's Maj van der Westhuizen accusing Mosunkutu of subversive activities.

In the telex Van der Westhuizen claimed that Mosunkutu had been detained under Section 29 of the Internal Security Act He was detained on July 4.

The telex from Van der Westhuizen to Mosunkutu's lawyers said police investigations revealed that the accused had conspired with a trained terrorist of the banned ANC to organise military training for recruits

Van der Westhuizen declined to comment on the matter, but Mosunkutu's lawyer, David Dyson, confirmed that he had received a telex from the police concerning Mosunkutu's detention

~~WORKERS~~

INDUSTRIAL RELATIONS – WORKERS' ORGANISATION
UNREGISTERED UNIONS

1990

Postal workers to start talks with management

Cart Times 4/1/1990

THE Posts and Telecommunications Workers' Association (Potwa) and the Department of Posts and Telecommunications are due to start national negotiations tomorrow The talks will focus on wages and the re-employment of workers dismissed during the 1987 postal strike

● Strikes over annual bonuses and a promised pay structure which began in Maputo last Friday have spread to Mozambique's strategic southern railway linking the capital to South Africa and Swaziland

Disputes began last week over companies' failure to pay year-end bonuses. — Labour Reporter and Sapa

News in Brief

Wage talks fail

Cape Times 6/1/90

PRETORIA — A meeting between the Post and Telecommunications Workers' Union (Potwu) and the Post and Telecommunications department failed yesterday to find agreement on wage increases

Nurses ask Minister for 60 pc pay rise

Own Correspondent

DURBAN — Nurses have asked the Minister of Health and Welfare, Mrs Rina Venter, for a 60,2 percent pay increase, it was announced at the "nursing in crisis" conference which opened at Natal University last week

The socio-economic manager of the South African Nursing Association, Miss Eileen Brannigan, said the increase was asked for particularly to try to keep clinical nurses in the field, but also in respect of administrative nurses, nurses in education and student nurses

Clinical nurses' salaries had always been far behind the others, she said, and as a result their salary increase needed to be the largest.

ENTHUSIASTIC RESPONSE

Miss Brannigan said surveys had shown that this increase would keep nurses' salaries in line with other professions on the same market scale

Health care workers in Government hospitals, administrative positions and private practice from around the country are represented at the conference — and they responded enthusiastically to Miss Brannigan's announcement

The main topics discussed by delegates, during sometimes heated debates, were apartheid, wages, working conditions and education

They also debated the need for nurses to be able to belong to organisations of their own choice to ensure a more democratic representation within the profession.

In his keynote address, Dr Coen Slabber, director general of the Department of National Health and Population Development, said there was an urgent need for change, but the nursing profession also needed to be strengthened or the health care system in the country would be in danger

Representatives of "alternative" nursing and health organisations emphasised the removal of apartheid in health as the most important need in the nursing crisis

It was also said that solutions would not arise from the conference because "alternative views to that of the South African Nursing Association (SANA) and the Government" were lacking

RACIAL DIVISIONS

Ms Mondi Gungubele and Ms Ntsiki Matakana, representing the South African Health Workers Congress, the National Education Health and Allied Workers Union, the Organisation of Appropriate Social Services of South Africa and the National Medical and Dental Association, said no one could look at the South African health care system and ignore the racial divisions in it.

"The racial selection and training of nurses still continues today, and there is a severe shortage of nurses in black hospitals which is exacerbated by the greater need for health services in the poorer black communities," read a statement issued on behalf of the organisations represented by Ms Gungubele and Ms Matakana

SANA, too, came under fire and was accused of failing miserably when it came to speaking for nurses, despite compulsory membership

Poor management of the economy, dissatisfaction in the ranks, lack of representation and primitive labour laws were also highlighted by the "alternative' organisations

STAR
Friday February 9 1990 5

Decision on film crisis expected soon

By Darryl Accone

There are strong rumours that a Government announcement on the crisis in the film industry will be made in the next few days, an open meeting in Johannesburg on the film industry was told yesterday.

Calls were made for a protest march and petitions asking that the Government resolve the situation "before the patient dies within six months".

Mr Graham Fraser, a legal representative for a number of film producers, said the situation in the industry had received attention at ministerial level. There were indications that a decision would be made soon.

However, the absence from the platform of an invited representative from the Department of Home Affairs, under which the industry falls, showed the department did not care, according to a representative of the South African Film and Television Technicians' Association (Saftta).

FILM TASK FORCE

Saftta called the meeting to brief its members and other film makers on the crisis.

In discussion from the floor, calls were made for the resignation of the Film Task Force, the body appointed by former State President Mr P W Botha to receive representations from the industry. It was pointed out that no members of the Task Force were present at the meeting.

The meeting was attended by the Film and Allied Workers Union (Fawo), a body of progressive film makers that has never before shared a platform with other industry groups.

Fawo chairman Mr Lawrence Dworkin told the meeting that "its perception of the crisis was superficial and shortsighted".

The real crisis the industry faced lay in redressing the political and social injustices of the country and ceasing to be a bedfellow of the Government, he said.

Numsa to put plan to Haggie for protecting unionists

3 10am 15/2/90 (139)

ADELE BALETA

THE National Union of Metalworkers of SA (Numsa) and Haggie Rand management will today discuss union proposals aimed at tighter security and other protective measures for members at the Germiston and Jupiter plants, a Numsa spokesman said at a Johannesburg Press conference yesterday.

Inter-union conflict between Cosatu-affiliated Numsa and Inkatha's United Workers Union of SA (Uwusa) has led to the deaths of six workers at Germiston and another at Jupiter. Six others have been injured in the violence.

The Numsa spokesman said the union had decided to lift its overtime ban because management had agreed to a meeting to negotiate wage increases for various grades of employees. 139

Numsa's overtime ban — which was opposed by Uwusa — was called to back a demand that wage increases given to certain grades at Germiston be extended to the same grades at Jupiter.

The Numsa spokesman denied Uwusa's allegation that the violence had broken out because Numsa attempted to force the overtime ban on Uwusa. He said the industrial action began in July, two months before the conflict started

Proposals to be discussed at today's meeting included transport home for night shift employees, tighter security at company gates, the monitoring of loiterers on the premises and that Numsa members who had resigned out of fear for their lives be allowed to resume their duties as soon as the situation had normalised.

Numsa will also call for an immediate end to investigations of its members by company officials allegedly posing as insurance agents.

He said the union was considering meeting Uwusa — which was unavailable late yesterday — to discuss the violence

In another development, 477 Numsa members at Brollo Africa in Elandsfontein on the East Rand went on strike this week to protest against management's recognition of Uwusa, which had only 15 members at the plant.

Numsa Wits regional secretary Roly Xipu said the company was using the Labour Relations Aact to allow a minority union with a violent history to gain access to and recognition at the factory.

The company is to make an urgent application in the Pretoria Industrial Court today to decide on the fairness of Numsa's action.

SA unions to march

JOHANNESBURG. — Anti-privatisation marches by unions attached to the public sector will take place in most of the country's major centres tomorrow.

Mr Floyd Mashele, president of the Post Office and Telecommunications Workers' Association (Potwa), said in an interview yesterday that applications had been made since the beginning of the week to local authorities in Johannesburg, Pretoria, Bloemfontein, Port Elizabeth and Durban for the rallies.

The marches will take place under the banners of Potwa, the SA Railway and Harbours Workers' Union, the SA Municipalities Workers' Union and the National Education, Health and Allied Workers' Union.

In the interview, Mr Mashele said he believed privatisation of public sectors would involve the loss of jobs, increased tariffs and the deterioration of services. — Sapa

'Do not give blood' appeal criticised

A Black Health and Allied Workers Union call for people not to donate blood to the SA Blood Transfusion Services because of a labour dispute has been condemned by SABTS medical director Dr A du P Heyns.

Commenting yesterday on a statement by the union on Friday calling on the community not to donate blood to the SABTS in support of 120 dismissed workers, he said this would jeopardise the lives and health of innocent patients.

"These patients depend completely on the transfusion services for a steady supply of blood from the community

"Such an action can, on moral and humanitarian grounds, only be condemned in the strongest terms."

Referring to an allegation by a union spokesman that the workers had been unfairly treated by the SABTS, Dr du P Heyns said this matter should be dealt with by using the appropriate legal channels. — Sapa

Kagiso council workers strike for better pay packages

Star 26/2/90

Kagiso council workers stopped work on Friday, demanding that their union be recognised and asking for salary increases and housing and fringe benefits.

They have also called for the resignation of the town clerk, Mr H A van Rensburg

A spokesman for the National Union of Public Service Workers said the workers had approached the council on several occasions.

In October last year, he said, they were promised a hearing, but the council failed to meet them

"We then wrote the council a letter demanding an urgent meeting within seven days, failing which we would resort to industrial action Our letter was ignored and we had no alternative but to down tools."

Mr van Rensburg refused to comment

Plessey, union in cooperation accord

South 1/3-7/3/90

139

A RECOGNITION agreement involving the Metal and Electrical Workers' Union of South Africa (Mewusa), signed in Cape Town this week, heralds a "new era of industrial cooperation"

That is the view of Mewusa organiser, Mr Brian Williams, and Plessey SA managing director, Dr John Temple

The agreement allows for joint investigation of allegations of harassment, victimisation and intimidation

Plessey has agreed to provide an office, telephone and other basic administrative requirements for the 17 union shop-stewards, one of whom will work in that capacity full-time

The agreement also gives shop-stewards the right to meet once a week in company time and to have up to five days' paid leave for training

Workers have the right to request a union official be present at disciplinary hearings

The industrial court has ruled that union officials are third parties and therefore do not have the right to attend internal hearings

The agreement is the first signed in the Western Cape by Mewusa — which the Electrical and Allied Workers' Trade Union (Eawtu) has now officially joined.

There was a protracted strike by Eawtu members at Plessey last year

TPA is moving like a neanderthal - Sahwco

THE SA Health Workers Congress has accused the Transvaal Provincial Administration of "its worst display of bureaucratic chauvanism".

A representative for Sahwco and the residents of the Johannesburg Hospital, Dr Aslam Dasoo, responded yesterday to a TPA statement earlier this week that Hillbrow Hospital staff, who were moved to the Johannesburg Hospital after their Hillbrow residence was burned, could now return to the Hillbrow Hospital residence.

He said there had been no consultation with residents on the issue, adding that the Hillbrow Nurse's Residence had not been adequately restored.

The residence had lacked many facilities even before it was burnt, and still did. It was currently in a state of "sub-human habitation".

"There was no consultation with us over the matter, as the TPA alluded, and we unequivocally reject being moved back to the Hillbrow Hospital unless the residence has been restored," Dasoo said.

"Any move to dislodge us will be resisted," he said.

Dasoo also took exception to the TPA statement that the Johannesburg Hospital had been desegregated and that this should be seen as a concession.

"While we welcome this desegregation, is 'concession' is paternalistic to say the least. All facilities at the Johannesburg Hospital should be desegregated. Desegregation should not be partial.

"The TPA should be warned not to stand still in a climate of advancing politics in SA They move like neanderthals, and risk being taken over by events and exposed to further universal ridicule and condemnation," he said.

Public servants reject 'pittance'

South 1/3—7/3/90 (139)

THE Public Servants League (PSL) plans to continue its living wage campaign, and described the governments 10 percent pay rise as a "pittance".

The PSL is also seeking an urgent meeting with state president Mr FW de Klerk to express its "strongest rejection" of the increases.

PSL secretary Mr Bernard Wentzel said the PSL had vowed to "mobilise its 46 000 members across the country to fight for a living wage".

"We intend to express our strongest rejection of the pittance the government has offered," Wentzel said

He said the PSL planned to hold a series of mass meetings throughout the country.

The first meeting is due to take place on Saturday morning at the Gordons Institute in Mowbray.

Wentzel claimed that many PSL members were earning between R200 and R300 a month, despite years of service

He said the organisation wanted all public sector workers to get a living wage as the minimum salary

They needed a further 20 percent increase to bring them on a par with the private sector, he said.

Four unions call off protest march

Sunday Times Reporter

UNION workers called off a protest march by thousands of public service workers yesterday after it was banned by the authorities

The Johannesburg march was to have been the launch of an anti-privatisation campaign and to protest against the 10 percent salary increase for workers

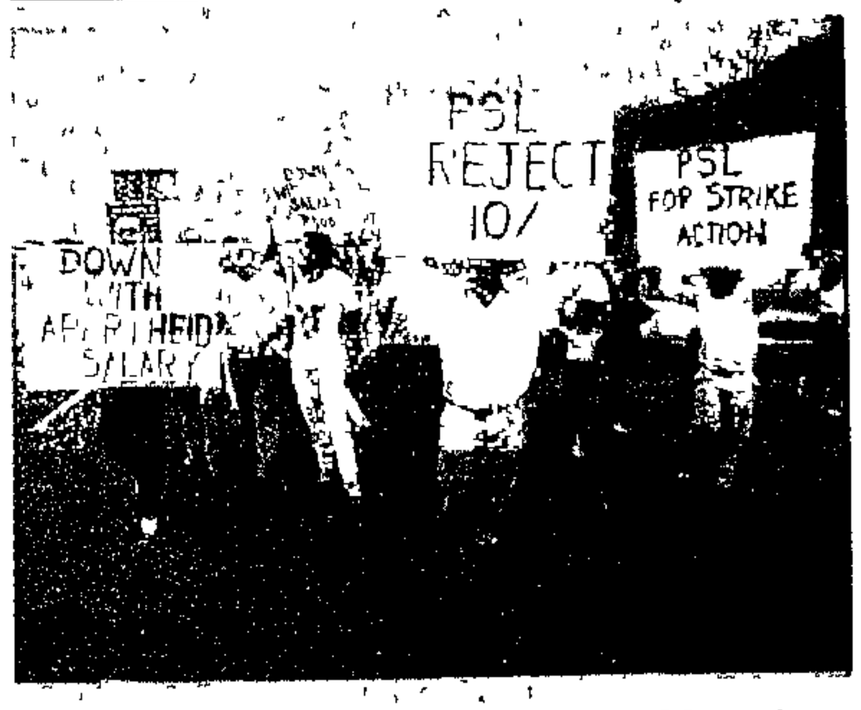
It was organised jointly by the National Education, Health and Allied Workers' Union, the SA Railways and Harbours Workers' Union, the Posts and Telecommunications Workers' Association and the SA Medical Workers' Union

After 200 workers arrived at St Mary's Cathedral, where the march was to have started, they were directed to an impromptu meeting in a nearby union office

A joint statement said "The anti-privatisation campaign seeks to demonstrate our rejection of the Government's attempts to sell off people's property to big capitalists in an attempt to untangle itself from its political and economic crisis"

● Meanwhile, about 8 000 people are expected to take part in a march on Tuesday by Potchefstroom teachers who are calling for non-racial education, despite being denied permission.

PSL wages furore



PUBLIC SERVANTS MARCH . . . More than 400 members of the Public Servants' League held a mass-meeting and protest march on Saturday. Here members march in Liesbeek Parkway in protest against low wages.
Picture OBED ZILWA

Public servants threaten strike

CAPE TIMES 5/3/90

139

Labour Reporter

PUBLIC servants have threatened to strike in three months' time unless grievances are addressed by the government

This was decided at a meeting attended by about 420 members of the Public Servants' League of South Africa (PSL) in Mowbray on Saturday

After the meeting, the PSL members staged a protest march along Liesbeek Parkway, bearing placards with slogans such as "ANC liberate our workers" and "Down with apartheid salary"

Some of the demands accepted by the meeting were a minimum "living wage" of R850 a month and the scrapping of the temporary employment system

The meeting also urged the government to enter into a "system of unionism" and resolved to grant the government three months to consider this and other demands

Other resolutions were that the PSL seek an urgent meeting with President F W de Klerk and that PSL members should "mobilise throughout South Africa"

The meeting resolved that two protest marches — one to Parliament and the other to the Union Buildings — should take place this year, said Mr Neville Petersen, organising secretary of the PSL

Angry public servants revolt

By CHIARA CARTER

THE government faces a widespread revolt by public servants outraged at the recent announcement of a 10 percent wage hike in the public service.

The major public sector unions and several staff associations are mobilising their members to demand union recognition, a living wage and an end to privatisation

These demands are similar to those which precipitated the bitter SA Transport Services strike last year

In Cape Town this week, about 4 000 hospital workers downed tools at 10 provincial hospitals More hospital workers were reported to be poised to join the strike

Members of the Health Workers' Union (HWU) are refusing to work until the government agrees to meet with their union

The chairperson of the Groote Schuur branch of HWU, Mr Patrick Twala said the workers wanted a minimum wage of R1 100 a month, a 40 hour work ing week, maternity benefits and permanent status

Twala said the workers demanded that the government recognise their union and agree to halt privatisation

The chairperson of the Groote Schuur branch of the Public Servants' League, Mr Arthur Farred, said the PSL fully supported the strikers and was prepared to use the full strength of the organisation to assist the strikers

The 40 000-strong Public Servants' League has threatened a country wide strike if the organisation s demand for a minimum wage of R850, union recognition and permanent status for general assistants is not met within three months

The decision was taken at a heated meeting in Mow bray last weekend About 500 PSL members took part in a protest march after the meeting

Several PSL members have joined the strike at Groote Schuur hospital, where hospital superinten dent Dr Jocelyn Kane-Berman this week warned that essential services were under threat

Dr Kane Berman said the hospital management was sympathetic to the strikers' demands and that the present minimum wage was "totally inadequate "

The general secretary of the National Education, Health and Allied Workers' Union (Nehawu), Mr Sisa Njikelana said the union was mobilising its mem bers to fight the state for a living wage and an end to privatisation

He said workers at several Transvaal hospitals — including Baragwanath, Johannesburg General, Hillbrow and Nelspruit — this week delivered a memorandum outlining their demands to hospital superintendents

About 6 000 teachers went on strike in the Transvaal earlier this week

A spokesperson for the Post and Telecommunica tions Workers Association (Potwa) said union mem bers were presently meeting to discuss action

Together with Sarhwu, Nehawu Samwu and the Transport and General Workers Union we are calling on all public sector workers and organisations to reject the 10 percent increase he said

The spokesperson said a march through central Jo hannesburg by workers in the public sector — which was due to have taken place last week — was being rescheduled for later this month

According to sources, several staff associations, usually regarded as "sweetheart unions," are under pressure from their members to take action in support of the more militant unions demands for higher wages

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Numsa demands yearly

By CHIARA CARTER

THE giant National Union of Metalworkers of South Africa (Numsa), this week submitted demands for annual wage negotiations to the industrial councils for the motor and the iron and steel, engineering and metal

The NBC also accepted a demand relating to job security including the prohibition of temporary labour, tighter conditions on retrenchment and re dundancy, and minimum severance pay of one month s wages for each year of service

Numsa will demand that companies implement a job creation programme and end all segregated

Compiled on a Punch Line Panda PC

Gloom deepens as slump in car sales continues

Star 9/3/90 (139)

By Derek Tommey

The slump in new car sales continued in February, with sales down 13,1 percent to 16 799 units from 19 341 units in February last year.

Car sales have been running well below the year-ago levels for some time.

In August the drop was 14,7 percent, in September 6,9 percent, in October 11,3 percent, in November 6,5 percent and in December 14,4 percent.

January was a false dawn, with sales down only 0,03 percent.

But the slide resumed last month and and could gain momentum in the medium term, says the National Association of Automobile Manufacturers (Naamsa).

It says the continuing downturn in the new-car market has reinforced its view that unless some relief is forthcoming in the March Budget, the softer trend in car sales will probably accelerate in the medium term

But sales figures for February showed a marginal increase of 547 units over January's figures of 16 252 units sold

Brand Pretorius, managing director of Toyota Marketing, says the drop in sales is the result of the private buyer being pushed out of the market by high interest rates and the stringent hire-purchase repayment periods

Howwver, he believes the motor industry should take the long-term view and look to the benefits that would result from the current fiscal and monetary discipline

He believes the authorities should relax current restrictive measures only if the used-car market remains soft

Medium and large used cars with a market value of R22 000 and above are not selling well

He beleives general sales tax on cars should be reviewed since the Government is collecting the tax four times or more on some cars.

In contrast to the weak performance of the new-car market, demand for commercial vehicles held up reasonably well during the first two months of this year.

Sales of new light commercial vehicles and minibuses in February remained buoyant, rising by 729 units, or 7,9 percent, to 9 919 units, compared with 9 190 units sold in February 1989.

The light commercial vehicle segment has established itself as the sector with the highest propensity for growth this year

Combined new vehicle sales for February at 27 861, although marginally up on January's sales of 26 435, reflect a sharp drop of 1 718 units, compared with sales in February 1989

Marchers say no to privatisation

Sowetan 12/3/90

139

THOUSANDS of public-sector workers from four major unions on Saturday marched and toyi-toyied in a mass demonstration through central Johannesburg to protest against the privatisation of State companies.

The Cosatu-affiliated unions presented lists of grievances and demands to representatives of public sector management at offices along a 3km route through central Johannesburg, Hillbrow and Braamfontein.

The high-spirited crowd was closely monitored by police who maintained a low profile

Traffic department officers also blocked streets and controlled the busy Saturday-morning traffic

The SA Railways and Harbour Workers Union (Sarhwu), the Posts and Telecommunications Workers Association (Potwa), SA Municipal Workers Union (Samwu), and National Education, Health and Allied Workers Union (Nehawu) led the protest against a 10 percent wage increase for the public sector

Earlier, the workers assembled outside St Mary's Anglican Cathedral in downtown Johannesburg where speakers slammed privatisation and made impassioned speeches in favour of the nationalisation of industry. After the speeches, the march proceeded past Jeppe Street post office, up to Civic Centre, Hillbrow Hospital and the Sats offices, where memoranda were handed over

Black prison warders stage sit-in

JOHANNESBURG — Hundreds of black warders at Diepkloof Prison south of here staged a mass sit-in yesterday in protest against alleged race discrimination, lack of representation in higher ranks and other grievances

According to representatives of the striking warders, close to 400 black warders of all ranks started the action at 6 30am

The sit-in was being staged at the barracks and not in the prison itself and the guarding of prisoners was not affected, they said

Branding the present channels for complaints as "useless", the disaffected warders are now demanding an audience with the Commissioner of Prisons and with Justice Minister Mr Kobie Coetsee to discuss the alleged grievances

No comment was immediately forthcoming from the Prisons Department.

In the city, meanwhile, the Police and Prisons Civil Rights Union yesterday demanded a 100% pay increase for policemen and prison warders and rejected the 10% pay rise for civil servants announced recently

And the union also said that disciplinary charges against three East London police constables for attending a meeting of the Duncan Village Civic Association had been withdrawn — Sapa

Sto 14/3/90 159

Black prison warders in 'racism' sit-in

By Craig Kotze

Hundreds of black warders at Diepkloof Prison, south-west of Johannesburg, staged a sit-in yesterday to protest against alleged race discrimination, lack of representation in higher ranks, and other grievances

According to representatives of the striking warders — who call themselves the "interim committee" — close to 400 of all ranks began their action at 6 30 am

They said the sit-in was being staged at the barracks, not in the prison itself, and the guarding of prisoners was not affected

Branding present channels for complaints as "useless", the warders are now demanding to see the Commissioner of Prisons and Minister of Justice Mr Kobie Coetsee to discuss grievances

A Prisons Department spokesman confirmed that the officer commanding Diepkloof Prison had received a petition from "certain members of the Prison Service", and complaints would be dealt with, according to regulations

"It should be pointed out that this does not imply the suspension of our disciplinary measures for contravention of the applicable regulations," he added

He refused to confirm or deny that the sit-in was taking place

Demands, made in a petition to the commanding officer of Diepkloof Prison, include

- Parity in medical aid between blacks and whites in the service Black dependants are presently not covered by the existing scheme
- An immediate R850 across-the-board salary adjustment to keep pace with the economic situation
- Promotion based on merit and not, as alleged, on race and "favouritism"
- That married black women warders be exempted from night-shift work, like their white counterparts
- The opening of all prison facilities to all races, including swimming pools and recreational facilities
- An "immediate end to racism and discrimination"
- Posts and administrative duties at prison headquarters should be proportionally shared, "because, at present, whites make all the decisions"

Popcru demands 100pc pay rise

CAPE TOWN — The Police and Prisons Civil Rights Union (Popcru) yesterday demanded a 100 percent pay increase for policemen and prison warders, and rejected the 10 percent pay rise for civil servants announced recently.

The union intends to launch a campaign this month for a living wage

It was concerned the low pay rise would mean an increase in the number of policemen leaving the force.

"We believe that to stop the tide of resignations, members should receive a 100 percent increase.

"The more members resign, the greater the workload on those who remain behind and the poorer the service to the public."

Most police and warders worked up to 40 hours overtime every month without extra pay

- Disciplinary charges against three East London police constables for attending a meeting of the Duncan Village Civic Association have been withdrawn, Popcru said yesterday

A union spokesman said the three, whose names he gave as Constables Kok, Jacobs and Janette, were members of Popcru

The union said it was the constables' right to do what they wanted when they were off duty — Sapa

ON THE MARCH: Crossroads residents marched to the rent offices in Nyanga this week to demand the disbanding of the local town council

South 15/3 - 21/3/90

Striking workers slam PSL

STRIKING hospital workers have hit out at the Public Servants' League (PSL) which, they say, is trying to undermine their strike.

The Health Workers' Union (HWU) this week claimed that the PSL was urging strikers to return to work, intimidating workers into joining the PSL and slandering the HWU.

The HWU also claimed that PSL members were scabbing during the strike which has severely affected provincial hospital services in the Western Cape.

The PSL denied the allegations.

PSL secretary, Mr Bernard Wentzel, said the PSL supported the demands of the strikers but had not been consulted by HWU before the strike began.

Wentzel said the PSL did not have a mandate for strike action and had pointed out to PSL members who had joined the strike that they were taking part in a HWU action.

Meanwhile, other public sector unions are discussing possible support action for the strike which began last week.

Representatives from a wide range of organisations active in the public sector met last weekend to discuss the strike which was triggered off by the announcement that public servants would get a 10 percent wage increase.

Health Workers' Union general secretary, Mr Hassan Mahamed, said 5 500 workers had downed tools at 14 state hospitals, a nursing college, a central laundry depot and six day hospitals in the Cape.

Foundry 'unsafe'

South 15/3/-21/3/90

Protest against poverty

South 15/3 - 21/3/90

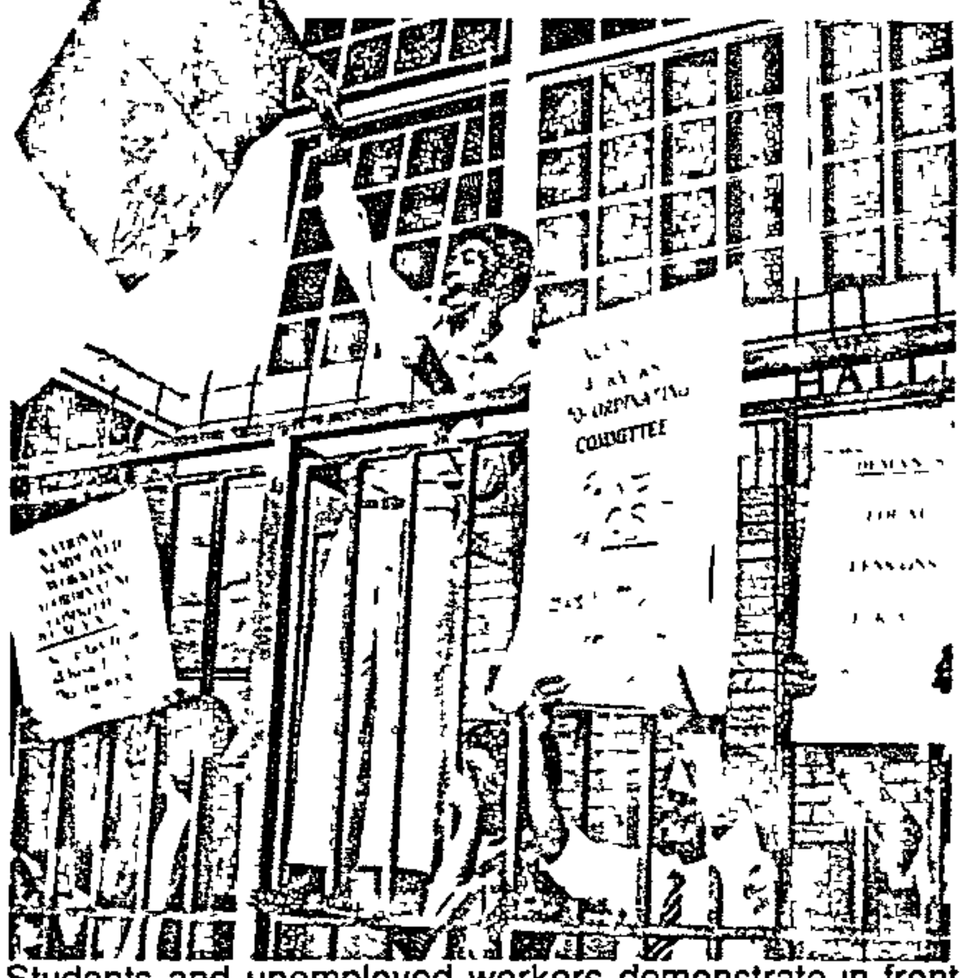
BY CHIARA CARTER

UNEMPLOYED worker representatives will meet the Minister of Finance, Mr Barend du Plessis, later this month to discuss "endemic poverty" in South Africa.

And, although police prevented a protest march on Monday, the unemployed have vowed to continue their campaign for cheaper food

This week, the National Unemployed Workers' Coordinating Committee (NUWCC) and the Unemployed Workers' Movement (UWM) sent a letter of protest to Mr Du Plessis

The letter also contained shock figures on malnutrition



Students and unemployed workers demonstrate in front of the Methodist Church, Greenmarket Square Police prevented a protest march and arrested 70 people.

By CHIARA CARTER

WORKERS at a strike-hit Cape Town foundry claim their working conditions are so bad that health and safety are threatened.

About 150 members of the Metal and Electrical Workers' Union of South Africa (Mewusa) this week downed tools at the Cape Foundries in Paarden Eiland after the company refused to negotiate plant level increases

The workers are demanding a minimum rate of R10 an hour — more than double the industrial council rate paid by the company

They also want their working hours reduced from 45 hours to 40 hours a week.

On Wednesday, the strikers were ordered to leave the company premises, but a union spokesperson said the strikers subsequently "re-occupied" the foundries

The strikers told SOUTH their working conditions were "appalling"

They claimed that dust levels in the factory were unacceptably high, adequate protective clothing was not provided, washroom facilities were inadequate and there was a high incidence of accidents.

The workers claimed that in the foundry section they were given only protective boots, but no overalls or aprons, although they worked constantly with molten metal which often burnt holes in their clothes

They alleged that workers employed in the machine room had to pay for safety boots

Mr Eliot Nayo, who has worked at the company for ten years, showed the holes in his shoes and said he had been refused free boots

Another worker at the foundry, Mr Eppington Sodinge, said he had lost his hand in an explosion at the factory last year.

He said workers were often rushed by foremen — resulting in accidents

A worker in the brass foundry, Mr Alfred Masimini, claimed that foremen had repeatedly ignored him when he told them he had trouble with his eyesight.

Several workers showed SOUTH scars on their arms and legs which, they said, were caused by burns

They alleged that there was no check on the dust which affected their breathing and that there was no dust extractor for the grinder

Workers were "covered with grime" at the end of the day However, there were only three cold showers for the entire work force.

Mewusa spokesperson, Mr Brian Williams, said the foundry had "one of the worst records of health and safety in the industry"

He said a report of an independent investigation into working conditions at the foundry last year had described conditions as "Dickensian"

Management at the foundry failed to respond to SOUTH requests to comment on the allegations

No end to negotiations

South 15/3 - 21/3/90

A ROW has broken out over negotiations at an American multinational company in Philippi, Cape Town, with workers rejecting company claims that annual wage negotiations have ended

The company, Baltimore Aircoil, met with representatives of the Metal and Electrical Workers' Union of South Africa (Mewusa) earlier this year to negotiate minimum wage increases

A subsequent meeting last month ended in disarray after Mewusa objected to the presence of representatives of a "sweetheart" union and of representatives of "non-unionised" workers

At this meeting, the company informed Mewusa it no longer had a majority membership at the plant.

Mewusa then held a meeting with the Baltimore workers who rejoined the union.

The company called a further negotiating meeting at the end of last month, but union spokesperson, Mr Brian Williams, claimed the union was not informed of the meeting where workers were represented by two 'inexperienced' shop stewards

The managing director, Mr Deverson, and an industrial relations consultant represented the company

The union was then informed that negotiations were over" Foremen told workers they would negotiate with management on their behalf

Williams claimed that this was an "ongoing reflection of the determination of the company to break the union"

He said the union would declare a dispute if demands to reopen negotions were not met.

On Monday, workers at the factory delivered a protest letter to management.

● The company failed to respond to requests by SOUTH for comment.

CITY PRESS, March 18

Protesters disrupt meeting

c/press 18/3/90 1139

By HAPPY ZONDI

A CROWD of rowdy teachers and youths carrying a large ANC flag disrupted a meeting called by the Transvaal United African Teachers' Association (Tuata) and demanded the teacher's body disband

The meeting was held at Funda Centre this week.

The group carried posters proclaiming "Surrender means death" and "Tuata please disband"

The group was led by members of the National Educational Union of South Africa (Neusa) and other members of Tuata who have lost confidence in the association.

The slogan-chanting mob poured into the meeting and toyi-toyied their way to the stage while a Tuata executive member was addressing the audience.

After the first session of toyi-toying, which lasted for nearly five minutes, the mob maintained order and allowed the speaker to continue

Before he could finish saying. "We are united, children of one father, therefore ", the crowd started shouting slogans again which called for Tuata to step down and disband.

The crowd continued shouting "ANC! ANC! ANC!", until the audience dispersed, including the Tuata executive on stage

The disruptive crowd followed the audience outside and continued toyi-toying and circling the audience – who were dumbfounded and watching helplessly

Later, some of the group who disrupted the meeting in coup-like manner told *City Press* "We wanted them to get our views, not to disrupt the meeting."

Others said that if Tuata claimed unity with all teacher bodies, they had no right to hold a second meeting while teachers were meeting in Regina Mundi.

Tuata must be disbanded, say teachers and students

The Regina Mundi meeting was organised by Neusa.

Other members of Neusa said the union was not responsible for the disruption. They claimed that Tuata members were turning against themselves.

- "Tuata has not achieved anything for teachers All they do is concentrate on music, we feel disillusioned," said a Tuata member

Others complained that Tuata had cancelled a meeting that was supposed to have taken place among Neusa, Tuata and the Johannesburg DET regional director Peet Struwig

Earlier in the meeting, Tuata executive member Jacob Maseko denied rumours that the association had cancelled the meeting with Struwig This was also confirmed by Struwig himself

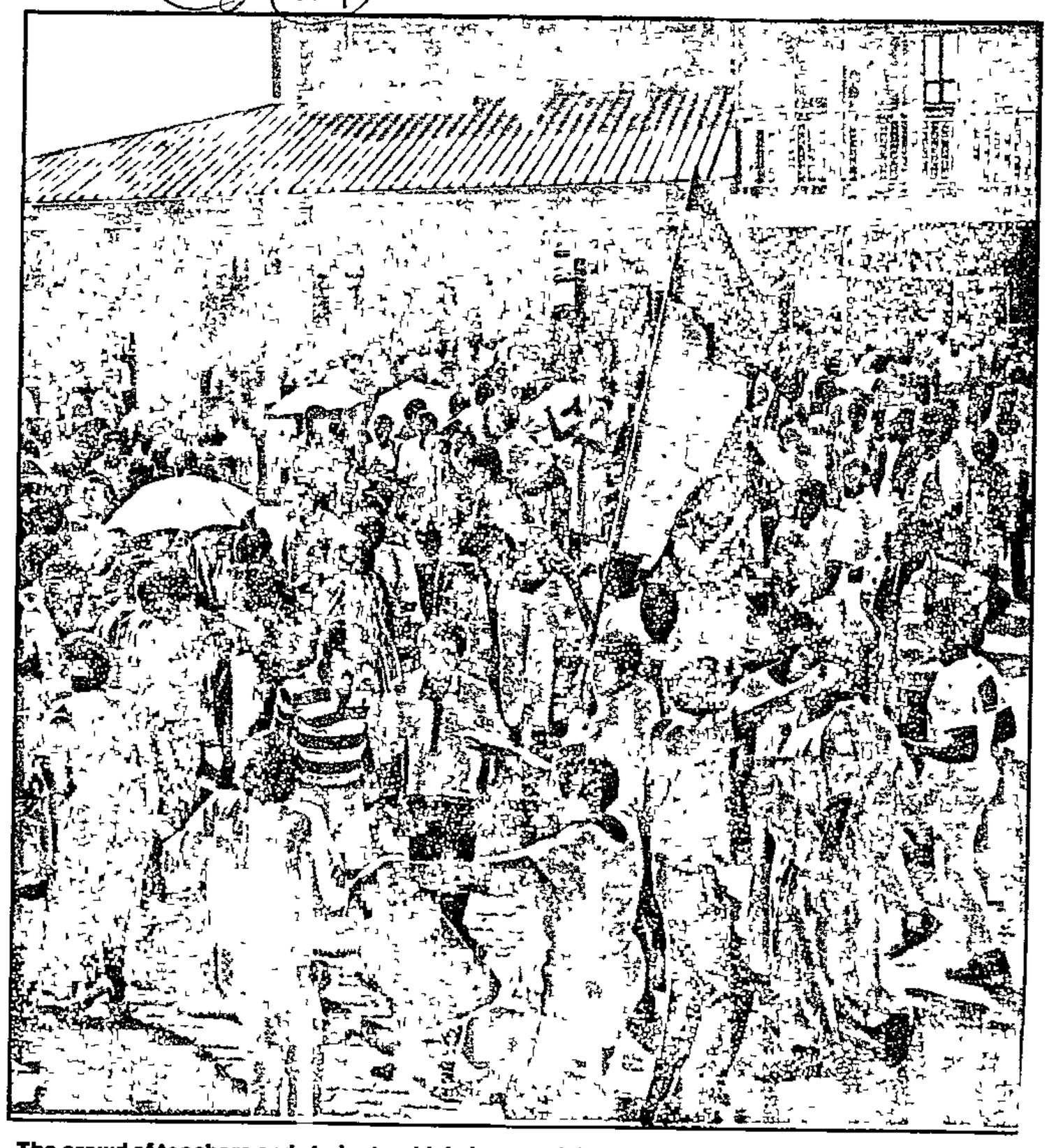
Said Struwig "The meeting could not take place because the director general JBZ Louw was involved in something else The meeting was not cancelled but postponed "

Maseko had said before the disruption that whatever action was taken by teachers, it should be a joint one

"Until our demands are addressed, teachers in Soweto will stand together," he said

Tuata was also accused of distancing itself from the plight facing the teachers

"While we were on the chalk-down strike, some Tuata members continued teaching, yet they claim to be united with us," said one of the protesters



The crowd of teachers and students which disrupted the Tuata meeting which was in progress at the Funda Centre in Soweto.

No easy solution to Soweto teacher strike

By CONNIE MOLUSI C/Press 18/3/90

NO easy solution is in sight in the "chalk-down" strike in Soweto as teachers resolved this week to continue the battle for better working conditions

After a resolution on Monday to suspend the strike while waiting for a response from DET, teachers resumed their action and are demanding the resignation of regional director Peet Struwig

Struwig was accused of rejecting teacher grievances

Among the short-term demands of the teachers are:

- R1 200 minimum wage
- An across the board increase of R500 after the Easter vacation
- Reinstatement of all retrenched teachers
- Cancellation of extra-mural activities for the year

However, there are signs of division among teachers This week members of the National Education Union of SA disrupted a meeting of rival teacher organisation TUATA and called for its disbanding

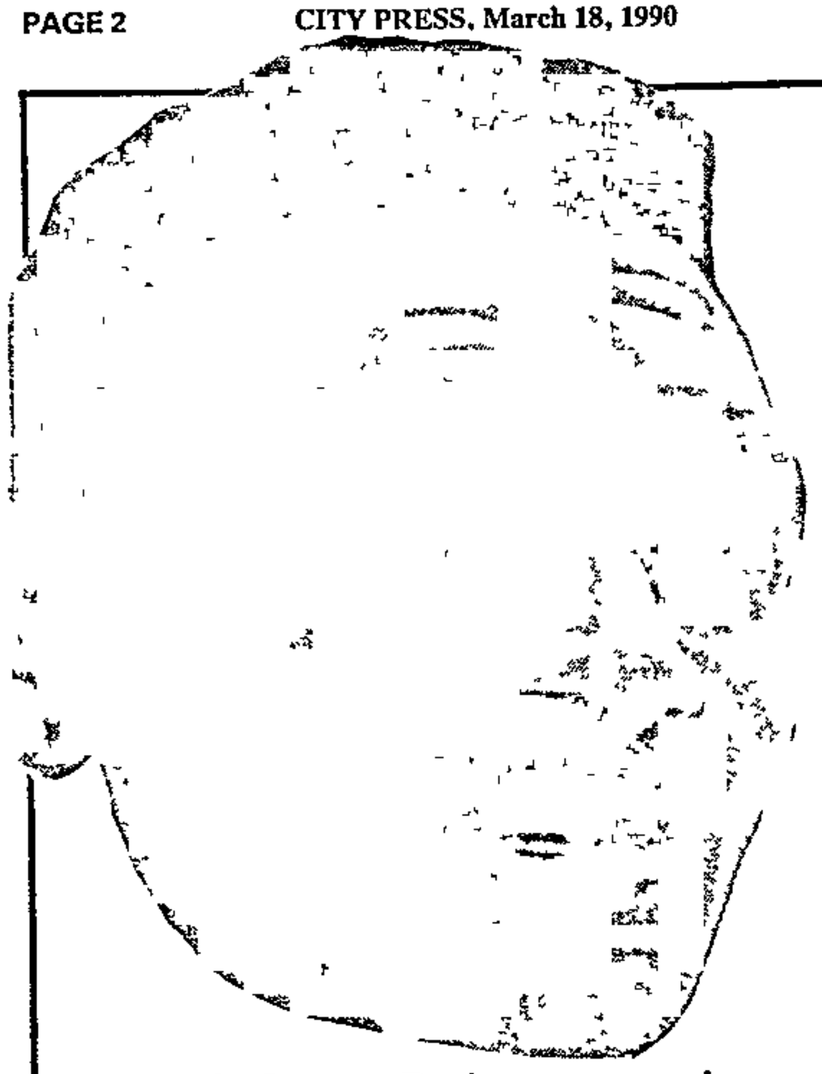
It was also said that some TUATA members continued to teach during the strike last week.

Education Minister Stoffel van der Merwe said there seems to be no unanimity among teachers

Van der Merwe said he will do everything possible get teachers back to classes. He said he was prepared to consider their demands and have discussions with teachers.

He will meetteachers to discuss their demands "I think the point has been made now," said Van der Merwe

C/Press 18/3/90 (139)



Popcru's Lt Gregory Rockman . . . warning.

Warder strike may spread to other prisons

By CONNIE MOLUSI

THE South African prison service faces a serious crisis following a strike by warders at Johannesburg and Bloemfontein prisons that could spread to other areas

President of the Police and Prison Civil Rights Union (Popcru), Lt Gregory Rockman, said there will be national consultation this weekend to discuss grievances

He warned that failure to reinstate suspended warders could worsen the crisis and lead to solidarity action from prisons around the country

A letter with complaints of police and warders has been sent to Justice Minister Kobie Coetzee and Law and Order Minister Adriaan Vlok

It condemns the suspension of 262 warders and dismissal of two others at Johannesburg Prison and demands their reinstatement

Popcru has called for police restraint in dealing with the situation after warders were teargassed at the prison during strike action on Friday

Warders, on a sit-in strike since Tuesday, were given 20 minutes to leave the prison

At a Press briefing on Friday warders expressed concern that the prison was now understaffed and hard-core criminals could escape

The strike was sparked when warders demands were not fulfilled They include

- An across the board salary increase of R850,
- Proportional sharing of prison service administration between blacks and whites,
- Extension of night shift, court and hospital duty to white warders,
- Opening of prison facilities to all warders irrespective of colour,
- Provision of transport for black warders as done for whites, and
- An end to job reservation

Prison social worker Daphne Marks said warders reporting for duty on Friday were issued with suspension orders

Warders said they were not going to observe the conditions of their suspension orders, which require that they report weekly at police stations

As warders left the prison they were provoked and called derogatory names, said Marks

Warders alleged that one of their colleagues was assaulted by a major on prison premises and insulted by a sergeant

Warders said on March 14 they were body searched by riot police – who claimed they were under instruction from a brigadier to check for unlicensed firearms

A spokesman for the Johannesburg Prison Black Members Interim Committee, Peter Nkuna, said black warders were housed in large groups in cells while whites lived in comfort

"These inequalities brought us together to protest against our working conditions"

In a statement on Friday, Commissioner of Prisons Lt-Gen WH Willemse said "The South African Prisons Service has to rely on the exemplary behaviour of all its staff to ensure good discipline among inmates"

He said special channels existed for personnel to air their grievances but a number of staff had resorted to actions inconsistent with prescribed Prison Service orders

Two unions argue over registration

139

THE Media Workers Association of South Africa (Mwasa) is locked in a battle with the SA Typographical Union (Satu) over the question of registration.

By MOKGADI PELA

Mwasa general secretary Mr Sithembele Khala said the dispute arose from claims by Satu that it had majority membership in a number of areas allegedly controlled by Mwasa. Some of those places include Nelspruit, Pietersburg, Durban, Port Elizabeth and Benoni.

Objected

Mwasa's application for registration was published in the Government Gazette on January 12, when unions objecting to the registration were asked to notify the department of Manpower within 30 days. On February 19, Satu objected to Mwasa's registration.

Mwasa objected saying Satu's response was invalid as it was outside the proscription period. Satu responded by saying it was still ascertaining membership in the areas listed above and were late for this reason.

Khala said the onus was on Satu to prove that it had majority membership in those areas. Following the collapse of the closed-shop agreement early last year Satu lost substantial membership to unions organising in the same sector.

Star 19/3/90

Prisons union warns of nationwide action

The Police and Prison Civil Rights Union (Popcru) has warned of nationwide action by its members if the Prisons Service does not address its grievances by today.

The union has also called for the immediate reinstatement of all prison warders dismissed during strike action last week

At least one warder was arrested and four dismissed during strike action outside the Johannesburg Prison on Friday More than 260 warders have been suspended

The striking warders are demanding an R850 across-the-board increase Black staff are also demanding that racism and discrimination at all levels be eradicated — Staff Reporter

'Populist' union call sows seeds of division

Star 20/3/90 (139)

Labour Reporter

A call by a major black union for the ANC's exiled labour arm, the SA Congress of Trade Unions (Sactu), to be allowed to continue operating could foreshadow conflict on the issue

Sactu's future has been under debate and will be raised during Cosatu's current visit to Lusaka Fearful for union autonomy, many local unionists want it disbanded and drawn into Cosatu

But in a document distributed in the unions and the UDF, the "populist" Food and Allied Workers Union calls for the exiled organisation to be phased out only after wider discussion within "democratic forces as a whole"

Arguing that the political situation is too fluid to warrant "the scaling down of revolutionary activity", it says a hasty decision by Cosatu acting alone could sow division

Birth of new people's groups

Sowetan 20/3/90

By MATHATHA TSEDU

THE Pietersburg area was a hive of activity at the weekend, with several meetings held to form worker organisations and other structures.

Lebowakgomo saw the formation on Saturday of the Northern Transvaal Public Servants' Union, which is to look after the interests of government employees

The launch was attended by about 1 000 people An 11-member steering committee was elected to draft a constitution

The meeting ended in uproar when the stay-away call by the Lebowakgomo Civic Association was discussed

Many of those attending felt that the call, which only affects Lebowakgomo residents employed by the Lebowa government, should include other areas (139)

Those elected into the steering committee are Ms Tsidi Maja, Mr Patso Chuene, Mr Adolph Maphuta, Mr Mpho Mogale, Mr Solly Makabule, Mr Cebile Khanya, Mr Solly Mogale, Mr Ray Maleka, Mr Frans Masekwameng, Mr Godfrey Selepe and Mr William Moeng

At a nearby school the Black Educationists' Convention held its meeting to introduce the organisation to teachers The meeting, addressed by former Pietersburg attorney Mr Don Nkadimeng, elected a steering committee

Those elected are Mr Salthiel Mokaba (chairperson), Mr Select Mphahlele (vice chairman), Mr George Moraswi (secretary), Mr Pat Moyaha (projects co-ordinator), Mr Frans Kwakwa (treasurer), and two additional members

Imbeleko launched their Seshego branch on Sunday The meeting was addressed by Imbeleko's national co-ordinator, Ms Nomonde Jafta, who spoke on the importance of unity among women.

A seven-person steering committee was elected

Health strikers claim victory

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By GAYE DAVIS
Cape Town

STATE-RUN health services in the Western Cape edged back from the brink of collapse this week as striking hospital workers agreed to return to work after a settlement was reached between their union and government representatives.

"It's a big victory for us," Health Workers' Union Acting General Secretary Hassan Mahomed said of the outcome of the 16-day strike, which ended on Tuesday after three days of talks

Workers returned to work yesterday without a firm answer on wage increases, a central issue for the estimated 6 000 workers who struck: minimum starting salaries are R260 a month and average monthly wages between R300 and R400.

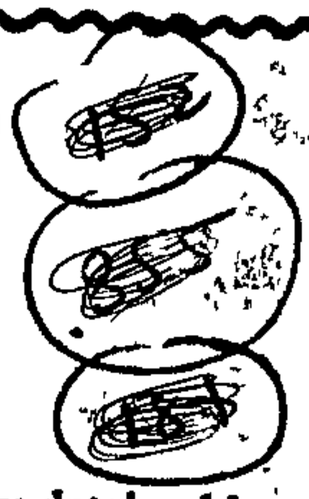
They will be informed no later than April 16 on wage increases.

Negotiators said that despite the recent budget allocation to improve wages of lowest-paid workers they were not yet able to indicate the size of increases.

The decision to return to work was a strategic one, taken in the face of the possibility of hospital services collapsing and potential loss of community support, Mahomed said.

The union's formal recognition will await the outcome of discussions between government, the Congress of South African Trade Unions and the National Council of Trade Unions, which could result in new legislation.

Five singing demos held



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By MOKGADI PELA

FIVE Xeratech workers were reportedly detained by police while singing freedom songs outside company premises. Sowetan 21/3/90

They together with 145 workers, have been on a legal strike for 10 days over wages. They demand a 21 percent a month across the board increase while the company offers 14 percent.

They also demand an educational grant to cater for books, school fees and related items. Workers also want the transport subsidy to be increased from the present R150.

A spokesman for the workers said some employees were sjambokked in the process at the Isando plant.

A spokesman for Xeratech said both legal of the management and the union would meet to try to solve the matter. He would not comment on allegations that the company had called the police to act against the workers.

Armed police bar path of protesting pupils

By Stan Hlophe

Thousands of angry pupils came face to face with police on the Soweto highway yesterday when police prevented marchers from crossing a bridge on their way to petition the regional director of the Department of Education and Training, Mr Peet Struwig

Armed police in full riot gear, accompanied by dogs, used their vehicles to block the path of the pupils, who were adamant that they would not be stopped until they had presented a petition to Mr Struwig at his Booysens office

Permission for the march was granted by Soweto's chief magistrate on condition that pupils did not go beyond the bridge and that the number of marchers should not exceed 10 000

However, the leaders had apparently not informed marchers of this

After the march it was established that only the leaders were aware of the restrictions

Armed with rifles and shotguns, police parked their vehicles across the freeway, barring the pupils from marching further

Appeals by Soweto Student Congress (Sosco) and National Education Union of South Africa (Neusa) leaders for pupils to calm down to avoid a confrontation with the police were booed and jeered

It was only after lengthy mediation by a lawyer representing Sosco that the police agreed to bring Mr Struwig to the scene The pupils then calmed down

Mr Struwig arrived three hours later to receive the petition He said he would respond to it as soon as he had studied it

When asked to comment on the demand for a single non-racial education department, he said that was a political decision

The petitions demands included

- The establishment of student representative councils and parents-teachers-students associations
- An end to overcrowding in schools
- The provision of laboratory equipment and library books
- The opening of under-utilised white schools to blacks

Mr Struwig has been given seven days to respond, failing which students intend taking "another form of protest action"

Star 22/3/90 (139)

Rockman warns of nationwide strike

68 Popcru members held at Pollsmoor

CAPE TOWN — Police arrested 68 Police and Prison Civil Rights Union (Popcru) members who held a sit-in strike and placard demonstration at Pollsmoor Prison near Cape Town yesterday

Major Jan Calitz of the police liaison department confirmed the arrests in terms of the emergency regulations and the Prisons Act

Sit-in

The 68 were later brought before a Wynberg magistrate and warned to appear again on May 7.

Earlier in the day, Popcru had informed the Ministers of Law and Order and of Justice that its 5 000 members would start a sit-in from yesterday which could be the forerunner to a national strike, suspended police Lieutenant Gregory Rockman said

Addressing a press conference in Athlone, Cape Town, yesterday, he said a nationwide sit-in was being held and that he had received information that 29 Popcru members (police and prisons employees) had been suspended after a sit-in at Duncan Village in East London

Lieutenant Rockman, the national president of Popcru, said the sit-in would continue until the relevant authorities had agreed to reinstate all suspended Popcru members

He said the authorities had to negotiate with Popcru regarding all grievances in the prisons and police departments, and that the union also demanded that the authorities refrain from provoking or using any form of violence against sit-in members

Lieutenant Rockman said that in the light of all the channels they had tried to utilise to air their grievances, Popcru members had no option but to call for a national sit-in "to show the Government the seriousness of our complaints and our disillusionment"

"Popcru calls upon its members nationally to join the sit-in. Members in the police, traffic and prisons (departments) are requested to stage sit-ins at their commanders' offices

"We want to warn authorities that suspensions do not scare us off and that we will continue until we reach a settlement meeting the demands of Popcru"

Disparities

Later yesterday, Minister of Justice Mr Kobie Coetsee announced that disparities where the dependants of Prison Service employees did not enjoy the full benefit of the service's medical aid scheme would be rectified as from April 1

The cost of the implementation would be about R14 million a year

The Cabinet had approved the move in principle on Monday and a firm decision had been taken after consultation with Minister of Finance Mr Barend du Plessis, Mr Coetsee said — Sapa

Star 22/3/90 (1) (13)

Agreement may be reached only for the skilled

Crucial metal industry negotiations start today

By Drew Forrest

Fifteen unions and representatives of 3 500 companies square up today in the first round of industrial council pay talks affecting close to 400 000 workers in the giant metal industries

At issue is the renegotiation of the industries' main agreement, which sets legally binding minimum wages and conditions industry-wide and expires at the end of June.

The Steel and Engineering Industries Federation (Seifsa) will today make its opening response to union demands.

The largest union party, the National Union of Metalworkers, has proposed a R2-an-hour increase — or 56 percent at the bottom — while the mainly artisan Confederation of Metal and Buildings Unions wants 20 percent across the board

There are fears that Numsa's extensive non-wage demands — on issues such as job creation, job security and industrial council restructuring — will hit stiff Seifsa opposition

Employers also see Numsa plans to co-ordinate metal industry negotiations with bargaining in other sectors as a potential obstacle to settlement

The union plans a bargaining conference in June to decide whether to strike or settle in each sector

Sources said that if Numsa and employers deadlocked, a possible scenario was the promulgation of the agreement for skilled workers only

B Day 22/3/90 (139)

Settlement package for Cape hospital staff includes extra pay

CAPE TOWN — General hospital assistants under the jurisdiction of the Cape Provincial Administration (CPA) will receive an additional salary improvement with effect from April 1, which will be over and above the 10% general increase to all public servants.

This was one of the agreements reached after a 16-day strike by non-medical workers which seriously affected 21 Peninsula hospitals, the central laundry at Pinelands, six maternity clinics and the Nico Malan Nurses College

Cape Administrator Kobus Meiring yesterday released a memorandum of agreements reached between delegations from the Health Workers' Union (HWU), the Commission for Administration (CFA) and the CPA which led to the strike being called off.

Meiring put the number of CPA strikers at 3 200 and said they would return to work today.

The strikers had demanded a minimum wage of R1 500, a 40-hour week, maternity benefits, permanent status, an end to privatisation and the recognition of the HWU.

In respect of remuneration, the CPA and CFA explained that despite the Budget allocation of money to improve wages of the lowest paid workers, it was not able at this stage to indicate what the future wage would be — however, the additional increase would be announced by April 16

The CPA said that rescheduling of all work programmes to facilitate a 40-hour working week, to be instituted not later than May 1, was also being investigated

It was agreed the "temporary" worker designation should be used only for persons employed for a period not exceeding three months

The CPA advised it was also investigating the extension of the present two-month maternity leave system

It was also agreed that the formal recognition of the HWU would be held over pending new legislation, which was being drawn up.

In addition, it was agreed that, as a result of privatisation, employees should in principle lose neither their jobs nor benefits — Sapa

Talks over foundry dispute...

CAPE Foundries management met with representatives of the Metal Electrical Workers' Union of South Africa (Mewusa) this week to discuss a week-old strike at the Paarden Eiland plant.

About 150 workers downed tools at the foundry last Monday to demand plant-level negotiations Sowth 243 - 28/3/90

In terms of a court interdict granted last week, the workers are restrained from entering the company premises.

Policemen get the axe after going on strike

Argus 22/3/90

139

The Argus Correspondent

JOHANNESBURG — Thirty-nine policemen have been dismissed after striking in King William's Town and East London yesterday

The dismissals were announced by the Commissioner of Police, General Johan van der Merwe

In a warning believed to be aimed at members of or sympathisers with rebel Lieutenant Gregory Rockman's Police and Prisons Civil Rights Union (Poperu), General Van der Merwe said any policeman who went on strike or planned to strike would be dismissed immediately

Housing benefits

All those dismissed yesterday have lost housing and medical aid benefits, as well as any other benefits

"Twenty-four coloured and 15 black members of the SAP were summarily dismissed because I had reasonable grounds to believe that they went on strike or gathered to strike in King William's Town and East London," said General Van der Merwe

"They were dismissed in terms of Article 17(B) of the Police Act and the reasons will be provided to each one in writing"

It is illegal for any member of the security forces to strike

"I would like to emphasise that any member of the SAP who strikes or plans to strike will be summarily dismissed The SAP is there to protect the community and it can never be tolerated that this essential service can be paralysed by strikes," General Van der Merwe said

His action follows soon after the Prisons Service suspended almost 200 of its members who went on strike at Diepkloof Prison near Johannesburg recently

Pollsmoor

● Sixty-eight Poperu members who held a sit-in and placard demonstration at Pollsmoor Prison near Cape Town were arrested yesterday

Police spokesman Major Jan Calitz confirmed the arrests in terms of the emergency regulations and Prisons Act

They appeared before a Wynberg magistrate and warned to appear again on May 7

CAPE Times 22/3/90

Sit-in protest by policemen and warders

By MARIUS BOSCH and MONICA GRAAFF

POLICEMEN and prison warders — all members of the Police and Prisons Civil Rights Union (Popcru) — yesterday staged sit-ins at a number of police stations and prisons across the country

The government took swift and stern action — including dismissing 39 Eastern Cape policemen — in a bid to halt union action

Protests which could be confirmed yesterday were at Pollsmoor Prison in Cape Town and Duncan Village police station and Fort Glamorgan in East London

Police also arrested 68 prison warders at Pollsmoor after a sit-in and placard demonstration, police liaison officer Major Jan Calitz confirmed

Popcru president Lieutenant Gregory Rockman said the sit-in was called to demand the reinstatement of all Popcru's suspended members in the police and prison services and to call on the government to negotiate with the union on grievances in the police and prison services

Lieutenant Rockman said the union's 5 000 members would stage a sit-in as a forerunner to a national strike — the first industrial action in the police force since 1917

Last night the Commissioner of Police, General Johan van der Merwe, said policemen in King William's Town and East London were "summarily dismissed" because he had reason to believe they had gone on strike or plotted to go on strike

General Van Der Merwe warned that any member of the police who went on strike or planned to go on strike would be dismissed immediately

Police were there to protect and serve the community, and it was totally unacceptable that this vitally important task should be jeopardised by strikes, he said

The 68 warders arrested at Pollsmoor appeared briefly in Wynberg Magistrate's Court yesterday afternoon and were released on their own recognisances and warned to appear in court again on May 7

Yesterday Justice Minister Mr Kobie Coetsee announced that disparities where the dependants of Prison Service employees did not enjoy the full benefit of the service's medical-aid scheme would be rectified from April 1

The cost of implementing this would be about R14 million a year

The cabinet approved the move in principle on Monday and a firm decision had been taken after consultation with the Minister of Finance, Mr Barend du Plessis, Mr Coetsee said

Talks with 'pressure groups' under fire

(139)

SK 23/3/90

The Public Servants Association (PSA) has criticised negotiations held between the authorities and what the PSA describes as 'unrecognised pressure groups" within the civil service

"Recognised staff associations have uniformly withheld themselves from militant, illegal methods such as strikes, stayaway actions and demonstrations, with or without placards," said Dr Colin Cameron, president of the PSA

Public servants had, without exception, acted legally

The impression gained, he said, was that militant and challenging action had to be taken before attention would be given to the demands of the public servants

This was demoralising

'It would further appear from news reports that the authorities are even prepared to consider a trade union, and this on the eve of the implementation of a legal system for collective bargaining which was particularly designed to conform to the special circumstances of the civil service," he said

As far as we're concerned, this would mean the end of the road for orderly negotiation." — Sapa

pm

liability of the police had been established

Hospital boss praises demonstrating staff

PORT ELIZABETH — Livingstone Hospital in Port Elizabeth was brought to a halt for more than two hours yesterday when staff, including nurses and doctors, marched through the grounds demanding attention to their grievances.

When they presented a petition to the medical superintendent, Dr G White, he told them "I am on your side", and complimented them on their orderly behaviour

The march was watched by scores of patients and was the first in the hospital's 30-year existence.

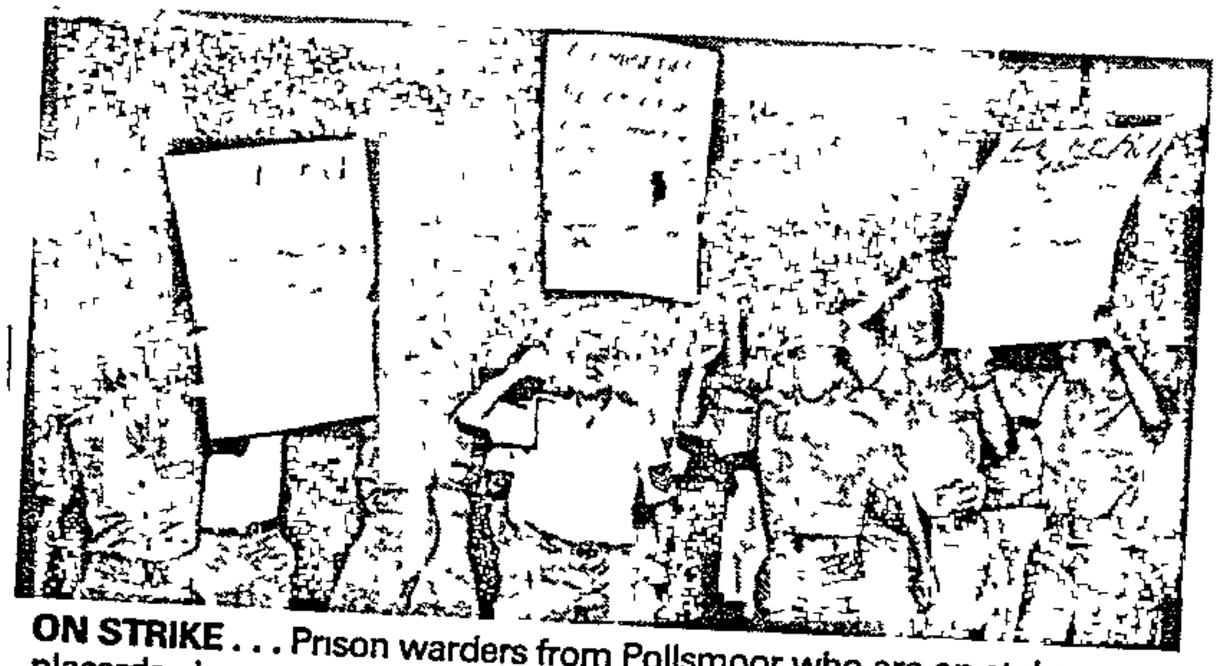
The march was held under the banner of the Livingstone Hospital Healthworkers' Committee, an affiliate of the National Education Health and Allied Workers' Union (Nehawu). — Sapa.

(139)

23/3/90

Cape Times, Friday,

Striking Pollsmoor warders suspended



ON STRIKE . . . Prison warders from Pollsmoor who are on strike carry placards during a demonstration yesterday. Picture ERIC MILLER

Staff Reporters

SIXTY-EIGHT striking Pollsmoor Prison warders have been suspended.

The strike involves members of the Police and Prisons Civil Rights Union (Popcru), of which Lieutenant Gregory Rockman is president. Lt Rockman was yesterday dismissed from the police.

The Pollsmoor strike went into its second day yesterday with prison warders, sometimes accompanied by policemen, staging sit-ins at prisons and police stations countrywide.

This was confirmed by a Prisons Service spokesman, who said "personnel at certain prisons did not perform their normal duties"

Lt Rockman said "sit-ins" were held in the grounds of prisons at Worcester, Brandvlei, Johannesburg, Bloemfontein, Fort Beaufort, Stutterheim, Grahamstown, Kirkwood, George, Oudtshoorn, Mossel Bay, Ladysmith, Cape, and Pollsmoor and at police stations and prisons in Queenstown and King William's Town.

He said policemen at Duncan Village police station, East London, and Glamorgan also held sit-ins.

A Pretoria police liaison officer said last night that the sit-ins could not be confirmed.

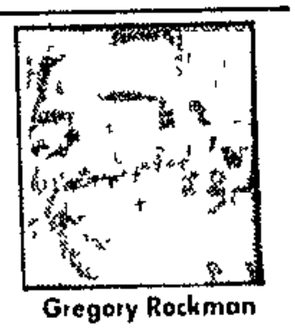
Pollsmoor warders protested on the prison parade ground from 7am to 3 45pm with white warders looking on, said Lt Rockman.

He said the strike would continue until Popcru had been recognised as a legal union, all suspended warders had been reinstated and a "full settlement to the problems has been reached"

The chairman of Popcru in Queenstown and King William's Town, Mr Peter Swartz, said 29 warders at the Queenstown prison and 13 warders at the Fort Beaufort prison staged sit-ins yesterday

"The dismissed police and prison warders in King William's Town and prison warders in Queenstown will, however, continue with their sit-in protests until such time that we receive positive reactions to our demands," he said. — Sapa

Rockman is fired by Commissioner



Gregory Rockman

CAPE TOWN — Rebel policeman Lieutenant Gregory Rockman has been fired by the Commissioner of Police, General Johan van der Merwe

The lieutenant welcomed the news yesterday as "a victory for justice", but said he intended to discuss the matter with his lawyers

He also said the Police and Prisons Civil Rights Union, of which he is president, intended to make an urgent application for a Supreme Court interdict against Wednesday's dismissal of 39 Eastern Cape policemen who participated in a Popcru sit in

In a statement to Sapa, General van der Merwe said he had dismissed two more members of the police force because of their involvement in strikes

Department of Law and Order spokesman Brigadier Leon Mellet said that one of the two was Lieutenant Rockman

The lieutenant said "I'm happy they have fired me This shows they are not serious about real reform and change in South Africa

"I will still keep on fighting them until the day we move into the new South Africa, where the emphasis in the police will be to serve and protect"

Lieutenant Rockman, who has been under suspension without pay since November after taking part in a Popcru demonstration, this week refused to continue voluntary participation in an internal police disciplinary hearing against him

On an SABC radio programme last night, the Minister of Law and Order, Mr Adriaan Vlok, said the police were reviewing whether members of the SAP should continue to be allowed to join a registered political party.

"The SAP must serve all the people of South Africa."

Mr Vlok also announced that from April 1 all black policemen would enjoy the same medical aid benefits as their white counterparts, thereby meeting a major grievance

Until then, dependants of black policemen will not be covered

● Policemen and prison warders are to march on Parliament next Friday to demand increased salaries and housing subsidies, as part of the Popcru strike

In East London, 29 warders from the Queenstown Prison and 13 warders from the Fort Beaufort prison embarked on separate protests yesterday — Sapa and Crime Reporter

'ape Times

Inside

1876 ☎ 208 4911 FRIDAY, MARCH 23, 1990

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CAT Tigers 23/3/90 (139)

Rockman sacked

REBEL policeman Lieutenant Gregory Rockman was dismissed from the force yesterday

The decision was made by the Commissioner of Police, General Johan van der Merwe, who said Lt Rockman and another policeman had been fired "due to their involvement in strikes"

On Wednesday, 39 policemen were dismissed for taking part in or planning a strike

Lt Rockman said: "It's a victory for the people if they fire me

"I'm the happiest man because I know that it will be a temporary setback. In the new South Africa, I will take up my rightful position in the police again"

● Striking warders suspended — Page 3

Thousands to strike over plans to privatise

A tide of strikes and protests is sweeping the public sector.
By EDDIE KOCH

COUNTRY-WIDE strikes, marches and demonstrations by up to half-a-million workers in protest at privatisation are planned for Monday and Tuesday next week.

The protests, which coincide with a threatened national strike by 5 000 prison warders and policemen, will cap a fortnight of unprecedented industrial militancy in the public sector. A huge demonstration outside the Johannesburg Stock Exchange will be the central event of the anti-privatisation campaign, says Sisa Njikelana, general secretary of the National Education Health and Allied Workers' Union (Nehawu).

The national campaign is being co-ordinated by four affiliates of the Congress of South African Trade Unions (Cosatu) which — with a combined membership of 10 000 in hospitals, the post office, education institutions and on the railways — have formed themselves into a coalition called the Public Sector Forum (PSF).

The wave of protests is being planned
organisations — including the Mass Democratic Movement and the Azanian People's Organisation — and the National Council of Trade Unions (Nactu) in order to mobilise a massive show of force.

"Privatisation is not only an issue that affects private sector workers. The selling of state assets affects the community as a whole and we are urging all political parties and unions to take part."

The demonstration outside the Johannesburg Stock Exchange is designed as a warning to those private companies which have plans to buy shares in privatised parastatals.

Key sectors of the civil service — hospitals, prisons and even the police force — have witnessed unprecedented labour action in the last two weeks.

● This week 39 warders and policemen in the Eastern Cape were fired for staging a sit-in strike.

● A 16-day strike that caused a crisis in western Cape hospitals was resolved in the middle of the week with promises that the Health Workers' Union would be recognised.

● The Public Sector League (PSL), a traditionally moderate union, has threatened industrial action if the government does not increase the 10 percent wage increase it has granted to state employees this year.

● Cosatu made a breakthrough by establishing a working relationship through the PSL with the newly formed Police and Prison Civil Rights Unions (Popcru). The new union has already recruited 5 000 members, including scores of white warders.

Last week organised labour and business reached an historic agreement to redraft the Labour Relations Act so that government and agricultural workers would be given trade union rights.

Labour Minister Eli Louw has agreed to present the draft through parliament once it has been formally accepted by the affiliates of Cosatu and Nactu as well as industry's South African Consultative Committee on Labour Affairs (Saccola).

"The state sector has neglected its labour relations for a decade and is now paying the price," says leading labour lawyer Clive Thompson.

Public Service League 'disgruntled' over strike

By GILL TURNBULL
Staff Reporter

THE Public Service League, official representative of civil servants, is disgruntled at accolades accorded to the unaffiliated Health Workers' Union after the successful conclusion of the Cape hospital strike

A spokesman for the league's national hospital sub-committee said that weeks before the strike started his organisation had placed the non-medical workers' six grievances before the Provincial Administration and the Commission for Administration and negotiations were at an advanced stage when the illegal strike was called

He said the fact that the union had stepped in to stop the strike had made the league look bad in the eyes of its members

He added that the authorities had instructed the league not to tell its members of the negotiations until after the Minister for Public Administration, Dr Wim de Villiers, had raised the matter in parliament.

In a Press statement, the Administrator, Mr Kobus Meiring, confirms that "at the time of the strike, the Commission for Administration was already investigating the grievances of general assistants about their salaries and conditions of service, which had been brought to their attention by a delegation of the hospital sub-committee of the Public Service League

39 policemen fired over Popcru strike

CAPE TOWN — More than 600 prison warders have been suspended and 39 policemen dismissed country-wide since the prisons and police strike started on Wednesday last week, according to former police lieutenant Mr Gregory Rockman

Mr Rockman, president of the Police and Prisons Civil Rights Union (Popcru), said the strike would continue until recognition was given to the union, all dismissed and suspended personnel were reinstated and serious negotiations were started to resolve problems.

Pretoria police spokesman Major Reg Crewe last night confirmed that 39 policemen had been dismissed

A Prisons Service spokesman said last night that figures on the number of warders suspended could not be released Unions were not recognised by the Prisons Service, she said — Sapa.

139 Star 26/3/90

Seifsa bid to protect employers from compulsory bargaining

Star 26/3/90

Labour Reporter

Metal employers have tabled their own demands, including the exclusion of small businesses from the industries' main agreement, for the second successive year in industrial council wage talks

At last Thursday's opening round of the negotiations, which affect close to 400 000 workers, the Steel and Engineering Industries Federation (Seifsa) made six proposals for changes to the agreement

The demands include the exlusion of small firms — with eight or less employees — from the agreement, as well as a clause protecting employers from compulsory bargaining at company level

Seifsa said in a statement that Thursday's meeting had dealt with a list of 61 demands by the 15 party unions

PAY OFFER

These included proposals for pay rises ranging from 18 to 125 percent

Employers have not yet tabled their pay offer

This would be finalised and forwarded to the unions shortly, said Seifsa spokesman Mr Hendrik van der Heever

Mrs Lucie Lursell (centre) with two former students of St Enda's College, Braamfontein Nellie Marthufi (left) and Euphemia Manqana

Overcrowding in schools leads to growth of 'street colleges'

Star 27/3/90

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When Mrs Lucie Pursell's baby was just four months old, she agreed to tutor two black children It was 1986 Schools in Soweto were closed and parents were desperately trying to have their children educated.

Even before she started, the number grew to 22

I realised I couldn't teach that many round the dining room table, so the parents said they would find premises,' she said

St Enda's College was born — one of the first of the so-called street colleges" But unlike many of those that fol lowed Mrs Pursell's school quickly acquired a reputation for excellence with examination results an indication of just what can be achieved

Today there are between 40 and 50 street colleges in Johannesburg

A number were started by 'education entrepreneurs" motivated by greed rather than a concern for the children. And some were started by well-meaning people hoping to provide a service

Ms Alison Papenfus, executive director of the Southern African Association of Independent Schools (SAAIS), and Mr Lane Vanderslice who is assistant to the chairman, say the schools grew from the state s inability to provide adequate or appropriate education for the majority of South Africans.

This prompted communities to embark on independent initiatives in an attempt to meet their educational needs.

"In spite of having to overcome enormous obstacles — including the shortage of qualified staff inadequate facilities and a shortage of funds — some of these initiatives have been successful," said Mr Vanderslice.

Unfortunately, along with the successes there have been an abundance of fly by-nights' Far too many have viewed the incredible scope of this country's educational crisis not as a tragedy but as an opportunity to make a profit,"

Cautious

He believes the highlighting of the inadequacies of inner city schools and the detailing of the lack of tuition at certain schools serve to make parents more cautious. However, there is another side to the picture.

Though the fly-by-nights deliver an inferior educational product, some of the schools are genuinely committed to providing a quality education for the oppressed but are beset with administrative and organisational problems," he said.

> The education entrepreneurs who start "street colleges" may not always provide the type of schooling children need but, with township schools overcrowded and private church schools available only to a lucky few, they are here to stay, reports WINNIE GRAHAM

He believes street colleges are here to stay With the State unable to meet the burgeoning demand for new schools, they could play an important role in meeting the need for education — provided, of course, the service they offer is good and the progress of the pupils is monitored properly

According to Mr Vanderslice, it will take years for trust to be restored in State education, and though some have registered with Department of Education and Training (DET), they have done so only because they are forced to He says the schools receive little, if any, support from Government agencies

'Inner city schools will get better or worse in direct proportion to the amount of public (particularly parent) pressure exerted on them to produce acceptable academic standards,' said Mr Vanderslice.

Mr Joe Muller, co-ordinator of the University of the Witwatersrand's Education Policy Unit who has researched the street colleges for two years, found both the unscrupulous and the heroic trying to run street colleges.

It's not an undiluted rip-off,' he added "The overheads for downtown premises are fairly high and so are teachers' salaries."

The National Education Co-ordinating Committee (NECC), he said, called a meeting of principals, but many did not turn up

"Few colleges have good pass rates," he added.

Yet he is reluctant to condemn all the street colleges out of hand.

Warehouse

The Qhahaza School in Richard Street, Selby, for instance, is a community-based college, which was born in an old warehouse Though the school does not look good, parents and educators are working together to improve the school and teaching facilities.

Sometimes the colleges — though poorly furnished — offer at least a semblance of education."

Professor W Kambule, principal of Pace College, who believes many innocents are being taken for a ride — sees the brighter side too The street colleges show just how many people are prepared to spend money on education.

He added. If they could get properly organised the people could take control of their own education."

SAAIS advises parents and students to exert their right by asking schools for a copy of the previous year's matric results. Though no schools last year had great results, private schools should be better than the national average in terms of the pass rate

Parents should enquire about each school's promotion requirements, teacher qualifications teacher/student ratio and student/classroom ratio Parents could ask, too, for audited financial statements particularly where fees are high.

"Once a school is chosen, parents should make sure their children are given work regularly that homework is assigned in all classes, that tests are given frequently and that discussion of work takes place in the classroom.

March 27 1990

Prisons Service denies report

4 more warders on strike – union

Star 27/3/90. 139

By Dawn Barkhuizen

Four more prison warders went on strike yesterday following the suspension and dismissal of more than 600 warders and policemen in a national protest last week, according to Police and Prisons Civil Rights Union (Popcru) spokesman Mr John Jansen.

He said four warders from Pollsmoor Prison had started a protest action, and that they were determined to fight for their rights and the rights of fellow striking warders who were suspended last week

However, a South African Prisons Service spokesman last night told The Star that no more warders were on strike.

While Popcru estimates that 675 warders have been suspended, the South African Prisons Service puts the figure squarely at 564 at 11 different prisons throughout the country.

Thirty-nine policemen have been fired for taking part

Conflicting versions of the impact of the strike were yesterday given by the organisations involved

Double shifts

Mr Jansen said female warders at Pollsmoor Prison had been forced to work double shifts since last Wednesday as the strike and suspension of 86 warders exacerbated an already critical manpower shortage.

He said prisoners were not doing agricultural labour, but sitting inside the jail all day as there were not enough warders to watch over them

The Prisons Service however said "Contingency plans at prisons make provision for abnormal circumstances which may arise and the situation at the prisons concerned is therefore under control"

Among the demands made by Popcru are an end to racial discrimination against warders and prisoners, a 100 percent salary increase, recognition of the union and equal social facilities.

In a statement the Prisons Service said "There are sufficient and effective channels of communication which can be used freely by personnel to air their grievances and therefore it is not neccesaary to resort to undisciplined behavior"

According to Mr Jansen, prisons affected are Pollsmoor, Brandvlei, Worcester, Mosselbay, George, Oudtshoorn, Ladysmith (Cape), East London, Fort Beaufort, Stutterheim, Grahamstown, Kirkwood, Diepkloof and Duncan Village Police Station, East London

Carl Trust
27/3/90
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Hospital workers' concerns discussed

Staff Reporter

REPRESENTATIVES of the Public Servant's League yesterday morning met the Minister of Administration and Economic Co-ordination, Dr Wim de Villiers, to discuss working conditions and salaries of provincial hospital workers.

A spokesman for the PSL, Mr Arthur Farred, said the league would present the minister with a list of demands — including a minimum living wage of R850 and a future meeting with President F W de Klerk, Finance Minister Mr Barend du Plessis and Dr De Villiers.

"The Groote Schuur branch of the organisation is also to seek affiliation with Cosatu," he said.

A mass rally in response to the meeting is to be held by the PSL in the Westridge Civic Centre at 8pm this evening.

"We will spell out the worker's new salary package then," said Mr Farred.

A spokesman for Dr De Villiers' office confirmed that a meeting had taken place.

70 striking workers held after city demo

By HENRI DU PLESSIS
Staff Reporter

POLICE arrested about 70 striking workers from an Epping toolmaking company today after a demonstration outside their union offices in Corporation Street, Cape Town.

A union representative said the workers of Neill Tools went on strike when management refused to continue bargaining about working conditions and called for industrial council intervention.

The representative said the workers belonged to the Steel and Engineering Workers' Union

The workers opposed the intervention of the industrial council and went on strike, after which about 100 were dismissed

The union spokesman claimed the workers were on their way to the union office to discuss further action when they were arrested

But witnesses said the workers held placards, and sang and shouted slogans in the street outside the building

A number of police vehicles arrived and after warning the demonstrators to disperse, police made the arrests

Policemen warned Press photographers not to take pictures A policeman told union representatives the workers would be taken to Caledon Square and charged

A spokesman for the company's head office in Johannesburg was not available for comment

Prison action: 'No union link'

Cpt Times 28/3/90

Political Staff

THE suspension of 564 prison warders and the dismissal of four was not carried out because of their connection with the Police and Prisons Civil Rights Union (Popcru), the Minister of Justice, Mr Kobie Coetsee, said yesterday.

"No members were suspended or dismissed on account of their connection with a trade union," he said in reply to a question tabled in the House of Representatives by Mr Willie Meyer (LP, Robertson).

"After long and positive involvement with personnel who were not performing their normal duty, several members were suspended and a few probationary warders dismissed.

"In the meantime, several members have negotiated with the commanding officers concerned and have been reinstated in their posts."

Asked whether he intended recognizing Popcru, Mr Coetsee said various laws excluded prison service personnel from trade union membership and the Prisons Act made no provision for the rights and privileges of trade unions.

Black lawyers condemn violence

Staff Reporter

The Black Lawyers' Association (BLA) has added its voice in the condemnation of increased violence countrywide and has called on liberation movements and all political organisations to help bring an end to the unrest

In a statement released at a press briefing in Johannesburg yesterday, BLA publicity secretary Mr Dikgang Moseneke said such violence was often wanton, undisciplined, and a source of tragic loss of life

Mr Moseneke said the BLA strongly urged the people, liberation movements and other political organisations to take immediate and effective steps to end to these acts of violence

"In particular, we express our shock and disapproval of the senseless and wanton destruction and burning down of law offices of some of our members and other activist lawyers in Mdantsane near East London," Mr Moseneke said

The BLA also urged the youth to return to school "as an essential form and part of our struggle for liberation"

The fundamental question which arose at the BLA's conference was whether the transfer of economic and political power and redistribution of resources could be achieved through negotiation.

The association came to the conclusion that negotiation was not yet an option

Negotiations could not begin until the death sentence was abolished, political exiles were able to return unconditionally, all political prisoners were released and the state of emergency was lifted

● The BLA is to present awards to lawyers committed to the struggle and pay tribute to law pioneers like the late Mr Pixie ka Seme, former ANC executive member, Mr Duma Nokwe, former ANC secretary-general, and Mr Robert Sobukwe, the first PAC president

R850 wage demand by public servants

ARGUS 25/3/90

By MICHAEL DOMAN
Staff Reporter

MORE than 500 members of the Public Servants League (PSL) decided to demand a living wage of R850, to explore affiliation to Cosatu and to call for the resignation of national chairman Mr Malcolm Domingo, at a sometimes rowdy meeting at the Westridge Civic Centre last night

Members from as far afield as Worcester and Atlantis also accepted a resolution to change the PSL's name to "Public Workers Union" in defiance of regulations which forbid the forming of trade unions in the public service

A decision on further action on salary demands will be taken after the expected April 16 announcement on the restructuring of salaries.

PSL secretary Mr Bernard Wentzel said recent talks with government ministers Dr Rina Venter and Mr Wim de Villiers had been a disappointment.

"They were seeking a way to end the strike, but we told them they were the cause of people's actions and that we supported the reasons (for the strikes)," he added

"We have not received a reply to our letter to the State President regarding conditions of employment and wages, and we would still like to have discussions with him"

Guest speaker Mr Siza Njikelana, general secretary of the National Education, Health and Allied Workers Union (Nehawu), said that public sector workers were among the lowest paid in spite of being the people who ensured that the country prospered

He added "Government ministers' pay increases will mean their salaries will increase from R11 000 to R15 000 a month, but health workers' salaries will go up from only R221 to R246 Who in their right minds will accept such peanuts as wages?"

Mr Njikelana and other speakers rejected the 10 percent increase mooted for health workers

Police arrest 12 in city Popcru demonstration

Cape Times 29/3/88 **Staff Reporter**

POLICE broke up a lunch-hour placard demonstration by the Police and Prison Civil Rights Union (Popcru) at the Grand Parade yesterday and arrested 12 demonstrators.

About 60 demonstrators were demanding the reinstatement of their 680 suspended members.

Police confirmed that 11 men and one woman had been arrested and later released on R100 bail.

Former police lieutenant Mr Gregory Rockman, who was at the scene, criticised the police for their "hard-handed action".

He said a big Popcru march would be held on Saturday from Greenmarket Square to Tuynhuys to hand a list of grievances to the government. — Sapa and Staff Reporter

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Rallies against privatisation

By CHIARA CARTER

UNIONS will step up their anti-privatisation campaign this week The action may lead to protests involving thousands of public sector workers.

The vice-president of the Post and Telecommunications Workers' Association (Potwa), Mr Floyd. Mashele, said more than 150 000 workers were expected to take part in marches and rallies in major centres throughout the country on Thursday.

The centres include Pretoria, Johannesburg, Bloemfontein, Kimberley, East London, Durban and Port Elizabeth and Cape Town.

Mashele said the marchers would include members of the unions which belong to the public sector forum — the South African Municipal Workers' Union, Potwa, the South African Railway and Harbour Workers' Union and the National Education, Health and Allied Workers' Union.

Independent unions and staff associations such as the Health Workers' Union and the Public Servants' League might also join the marches.

In Johannesburg, workers will march to the Stock Exchange to demonstrate against the sale of post office shares on the exchange.

"The government has repeatedly ignored our representations. Now we are taking serious action," Mashele said.

"We are prepared to negotiate peacefully. If the state presses ahead with privatisation, however, we are prepared to take whatever action is necessary."

Sources within the public sector forum say the unions have not ruled out "more sustained strike action".

The anti-privatisation drive comes amid unprecedented militancy in the public sector.

There was a bitter marathon strike involving up to 40 000 Sarhwu members throughout the country last year.

A strike involving about 5 000 workers at Cape Provincial hospitals ended last week in what Health Workers' Union general secretary, Mr Hassan Mahomed, called a "major victory" for the public sector.

In terms of the agreement, the hospital authorities agreed to meet with the union, give workers permanent status, improve maternity leave benefits and reduce working hours significantly.

Wage increases for both Sats and CPA hospital workers are to be announced next month.

This month, workers also downed tools at Ibhayi Town Council, in the prison services and police force and at DET schools in Soweto.

Potwa, the South African Post and Telecommunications Employees' Association (Saptea) and the Postal Employers' Association of South Africa this week issued a joint statement, warning that their members might take action in support of wage demands.

The statement said the present minimum wage of R624 was "unacceptable" and that workers demanded a minimum wage of R1 100 and a R400 across-the-board increase.

The statement compared this to cabinet minister's salaries of R15 084 and the salaries of MPs, who earn almost R8 000 a month

12 Popcru members arrested after protest

Own Correspondent

Twelve members of the Police and Civil Rights Union (Popcru), including one woman, were arrested after an allegedly illegal placard demonstration at Cape Town s Grand Parade about 1 pm yesterday

About 60 Popcru protesters, including executive president and former police lieutenant Mr Gregory Rockman, were demanding the reinstatement of the nearly 700 Popcru members suspended from the prisons department for allegedly taking part in strike activities

The arrests were confirmed by a police spokesman, who said when police arrived at the scene, most of the protesters dispersed

Mr Rockman had "disappeared', he said

Those arrested were granted R100 bail

Mr Rockman criticised the police for their "hard-handed action" and said Popcru members were showing their disillusionment with the current state of affairs in the police and prisons departments

He said their peaceful protest had been met by 'brutal reaction from the police

Mr Rockman said a Popcru march would be held on Saturday from Greenmarket Square to Tuynhuys to hand a list of grievances to the Government

Asked whether permission had been obtained for the march, he said both city council and magisterial approval would be sought But if they deny us permission we will march in any case and I will be there to lead them'

He said the sit-in strikes at prisons would continue and that Stutterheim prison had had to be closed because of the strike

He said the 31 families staying at Westlake who were all employed at Pollsmoor and were evicted from their homes would defy the eviction orders which come into effect today

We'll address all gripes, says Prisons Service

Star 1/4/90 By Dawn Barkhuizen

As the national strike by prison warders goes into its third week, the Prisons Service is drawing up a plan to deal with "all predicaments and grievances" and has undertaken to address them.

By the end of last week 707 warders had been suspended and 39 policemen had been sacked for taking part, Police and Civil Rights Union (Popcru) spokesman Mr Lawrence Venter said.

Warders from prisons near Worcester in the Cape plan a sit-in today and the union is threatening to make known allegations of murder and assault behind prison bars. Mr Venter cited an eyewitness accounts of repeated assaults on black prisoners by a white warder at Pollsmoor Prison.

At the root of the strike is an allegation of racial discrimation in jails around the country and a demand that Popcru be recognised.

While Popcru alleges that racialism against prisoners and warders abounds, the Prisons Service denies this In a strongly worded statement, it said its policy provided for all prisoners to be treated equally and stressed that "as far as salaries, benefits, allowances and promotion opportunities are concerned, no disparities exist".

All prisoners were allowed to lodge complaints each day, and these were promptly dealt with.

Mr Venter, however, alleges that: prisoners are segregated on racial lines; black warders are not allowed to work with white prisoners; black prisoners are fed inferior food; there are more black prisoners per cell than whites; most black prisoners sleep on the floor while whites have beds; black juveniles as young as nine are locked up with ordinary prisoners whereas white juveniles are placed in special institutions.

In another development, Prison Services lawyers announced they would fight, in court, eviction orders served on suspended prison warders.

Mr Venter said 31 suspended warders resident in prison quarters were last week ordered to move out by April 2 or 4.

Popcru alleges its protest action has had a crushing effect, forcing the closure of at least one jail. The Prison Services, however, says contingency plans exist and there is complete control of the situation "thanks to the majority of personnel who are still dutifully performing their tasks".

Rockman released

POPCRU leader, former police lieutenant Gregory Rockman, was released on bail in time to join a march by uniformed members of Popcru in Cape Town yesterday

Rockman was arrested yesterday on charges of assault and attending a demonstration on Wednesday. – Sapa.

c/Mass
1/4/90
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New probe against Rockman

AK643
3/4/80
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By VUYO BAVUMA
Staff Reporter

POLICE are investigating a charge in terms of the Fund-raising Act against sacked rebel policeman Mr Gregory Rockman.

Lieutenant Rockman, of Furlow Street, Strand, was told of the new charges after appearing briefly today in the Cape Town Magistrate's Court in connection with a charge of assault.

Mr Rockman was not asked to plead. The hearing was postponed to April 25 for further investigation and his bail of R200 was extended

After the hearing, police escorted Mr Rockman to the CID offices, where they told him that they were investigating a charge in terms of the Fund-raising Act

In January, police confiscated money allegedly raised by the Police and Prisons Civil Rights Union (Popcru) without a permit. Mr Rockman is the leader of Popcru.

The magistrate was Mr D J Oosthuysen Mr J M McEwan appeared for the State Miss P Neer, instructed by Essa Moosa, appeared for Mr Rockman

Prisons look to warders' grievances

AX645 2/4/90 139

From DAWN BARKHUIZEN
The Argus Correspondent

JOHANNESBURG — As the national strike by prison warders goes into its third week, the Prison Services is drawing up a plan to deal with all predicaments and grievances and has undertaken to address them

By the end of last week 707 warders had been suspended and 39 policemen, including Lieutenant Gregory Rockman, had been sacked, Police and Prisons Civil Rights Union (Popcru) spokesman Mr Lawrence Venter said

Warders from prisons near Worcester plan a sit-in today and the union is threatening to make known allegations of alleged murder and assault behind prison bars unless the government does not desegregate the service

Mr Venter cited as an example witness accounts of repeated assaults on prisoners by a senior warder at Pollsmoor Prison

At the root of the strike is an allegation of racial discrimation in jails around the country and a demand that Popcru be recognised

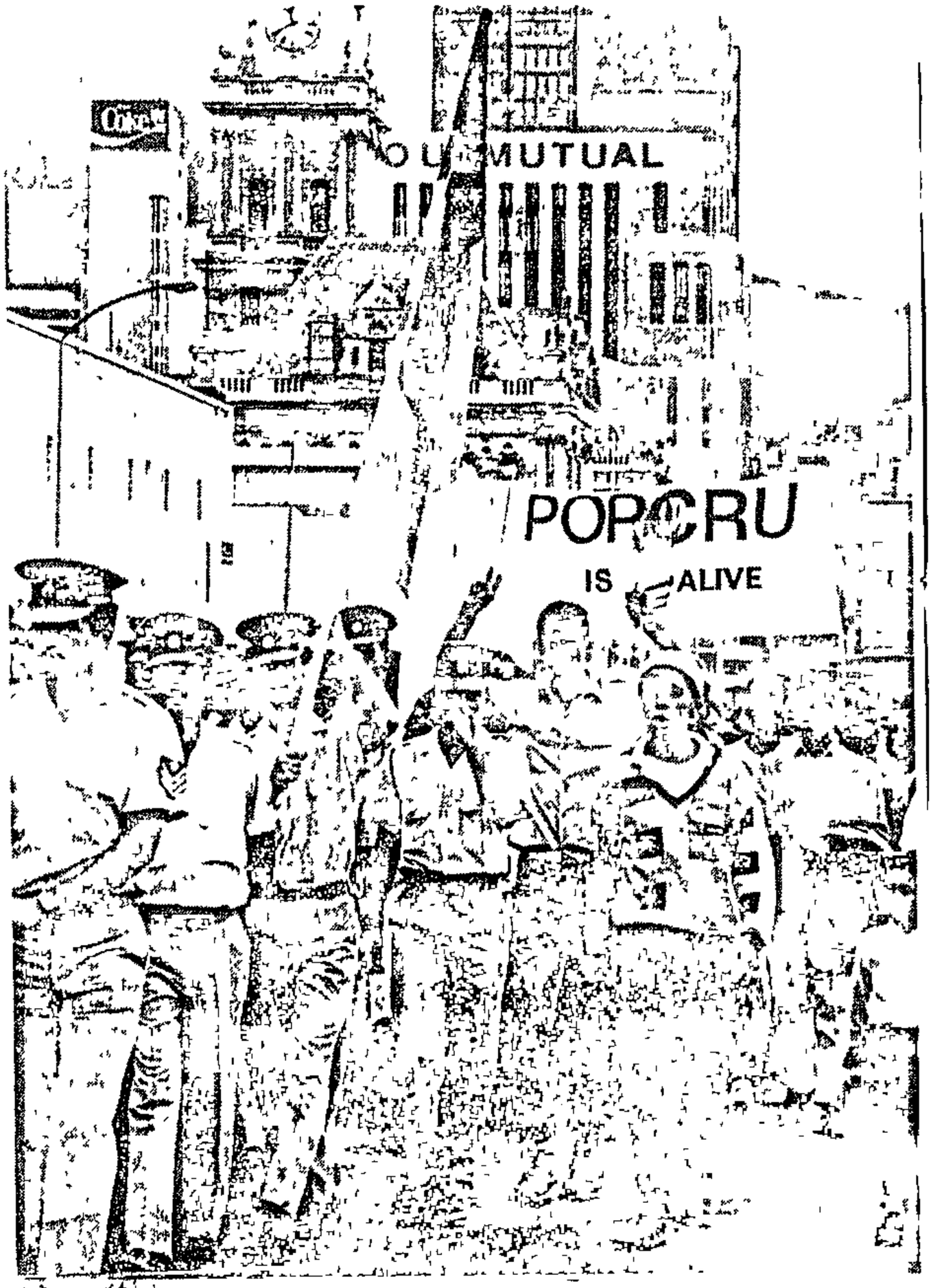
While Popcru alleges that racialism against prisoners and warders abounds, the Prison Services denies it

In a strongly worded statement, the Prison Services said its policy provided for all prisoners to be treated equally and emphasised that "as far as salaries, benefits, allowances and promotion opportunities are concerned, no disparities exist"

All prisoners were allowed to lodge complaints each day These were promptly dealt with, Prison Services said

Mr Venter, however, alleged that

- Prisoners are segregated on racial lines
- Black warders are not allowed to work with white prisoners
- Black prisoners are fed inferior food
- There are more black prisoners to a cell than whites
- Most black prisoners sleep on the floor while whites have beds
- Black juveniles as young as nine are locked up with ordinary prisoners while white juveniles are placed in special institutions
- Assaults on black prisoners are common while white prisoners are not subjected to the same treatment
- The families of white officers are eligible for the medical scheme benefits while black families are not
- A black sergeant with 21 years service was earning R1 200 while a coloured sergeant with four years service was earning R1 135



ON THE MARCH . . . Uniformed prison warders — all members of the Police and Prison Civil Rights Union (Popcru) and carrying ANC flags — took part in a protest march against racial discrimination on Saturday. They handed a petition to law and order spokesman Captain Hendrik Opperman.

Picture: OBED ZILWA

Cape Times 2/4/90 (139)

Suspended warders march through city

Staff Reporter

ABOUT 80 suspended, uniformed prison warders and 100 supporters took part in a Police and Prison Civil Rights Union's (Popcru) legal protest march on Saturday without incident

Police union members abstained because of "fear of victimisation"

Popcru's vice-president, Warrant-Officer John Jansen, a suspended prison warder, said the union did not have the funds to transport 39 dismissed police members from the Eastern Cape to take part in the march

WO Jansen said the union understood that local police members were scared of "victimisation"

The march started in District Six and wound its way to H F Verwoerd Building in Plein Street where the Popcru president, former police lieutenant Mr Gregory Rockman, and two executive members handed over a petition against racial discrimination in the police and prison services to Captain Hendrik Opperman, a law and order spokesman

Asked why the warders were marching in full uniform and brandishing an African National Congress flag, Mr Jansen said Popcru "believed the ANC stands for justice"

He said the ANC had been unbanned and had the status of any other political party

● Hours before the march, Mr Rockman was arrested on an assault charge He was released on R200 bail and is to appear in Cape Town Magistrate's Court soon

Police liaison officer Captain Attie Laubscher said the alleged incident took place during a Popcru demonstration on the Grand Parade on Wednesday Twelve members were arrested then

City trains hit by stoppage

IRGUS 27/4/90 139

By SHARKEY ISAACS, Staff Reporter

A DISRUPTION of suburban train services is expected in the rush hour this afternoon, after a Peninsula-wide work stoppage by artisans and trade-hands of Spoornet, the railways division of Transnet (which used to be Sats).

A spokesman for the Artisan Staff Association said the disruption would be widespread, but Spoornet PRO, Miss Yvette Marais, said the railways would "try to ensure the running of services as close to normal as possible".

Mr David Oosthuizen, Western Cape executive officer for the association, said the "down tool action" was instituted about 9 30am at the Peninsula electrical running sheds and was followed by other sections about noon

The move was expected to cause widespread disruption of train services from about 4 30pm at stations including Cape Town, Salt River and Maitland.

He said the action was prompted by prolonged wage negotiations over two years with Sats management

The association believed management was "deliberately delaying" negotiations over market-related salaries, allied to talks about productivity and rationalisation of trades

He said that the association had made concessions about the rationalisation of trades — which would allow artisans from one trade to do jobs of a different trade — and had agreed to allow trade-hands to take over some of the artisans' work

However he said the association had "got nowhere on market related wages".

Today's action involved staff in the mechanical workshop, electrical running sheds, signals section and the Bellville diesel depot

Each section would hand over a letter of protest to the head of its department.

The letter urged management to end "delaying tactics" at talks with staff in Johannesburg on April 9.

Mr Oosthuizen said the stoppage would apply only today and was intended to give management an "indication" of what could develop if a settlement was not reached at the talks.

Delicate wage talks to start

SG-1 3/4/90 (139)

By Drew Forrest

Railways management starts a delicate balancing act on wages for 80 000 black workers tomorrow with the opening of pay talks with one of two rival black rail unions.

The talks, involving the "moderate" Black Trade Union (Blatu), which claims 45 000 members, aim at a new wage deal to take effect from July.

In the wings is the militant SA Railway and Harbour Workers Union (Sarhwu), which spearheaded the recent rail strike.

If parallel negotiations take place, they will have to be co-ordinated to ensure common wage levels. Any disparity would be a potent flashpoint.

Yesterday, 10 unions affiliated to the Federation of Sats Trade Unions began pay talks in the Transnet Labour Council covering about 100 000 white workers.

Sources said the unions are demanding a 17 percent across-the-board rise and, for the first time, a minimum wage of R1 000 a month.

CM Tim 3/4/90 (139)

W Cape artisans in one-day strike

Staff Reporter

HUNDREDS of members of Spoornet's (formerly SATS) white Artisans' Staff Association at several workshops and depots around the Peninsula downed tools for one day yesterday.

Mr David Oosthuizen, the association's Western Cape executive officer, said yesterday that about 600 of the company's 700 artisans in the Western Cape were participating in the action.

"We have something on the table that looks at market-related pay tables and our perception is that there is some stalling on this," he said.

The industrial action was not in protest against privatisation, he said.

Some disruption of train schedules was possible, he said, as trains go through the electrical workshops for minor repairs during off-peak periods.

Artisans also kept the train signals in operational condition, he said, but they did not drive the trains.

Spoornet spokesman Ms Evette Marais said yesterday that she understood that a similar down-tools action had taken place in Durban.

She confirmed that a few depots in the Western Cape were also affected. Among these was the Salt River mechanical workshop, where the Cape Times saw about 100 artisans relaxing in the courtyard in the early afternoon.

Ms Marais said she doubted there would be much disruption of train schedules.

"As far as I know we are an essential service," she said She did not know whether the industrial action was legal or not.

CAPE Times 3/4/90 (139)

REBEL COP ... Former policeman Mr Gregory Rockman leaves the Magistrate's Court with supporters yesterday after the case was postponed.

Picture STEW ART COLMAN

Rockman in court on assault charge

Court Reporter

REBEL policeman Mr Gregory Rockman appeared briefly in Cape Town Magistrate's Court yesterday in connection with an alleged assault on a policeman during an illegal gathering on the Parade last Wednesday

Mr Rockman was not asked to plead He was told by the magistrate, Mr Deon Oosthuysen, that the state wished to press further charges against him of which he had not yet been informed, and needed time to investigate the allegations

The case was postponed till April 25 and Mr Rockman's bail of R200 was extended

● After leaving court Mr Rockman was led away by CID detectives who took a statement from him concerning a fund-raising event he allegedly launched recently in Montagu

Hospital workers mobilise community support

A MEETING to mobilise community support for hospital workers will take place at the Hanover Park Civic Centre on Friday at 2pm.

A strike by more than 4 500 workers which crippled several Cape Provincial Administration (CPA) hospitals was suspended last month.

The CPA will announce wage proposals later this month. The workers might decide on further action if they are unhappy with the CPA offer.

Speakers at the meeting will include representatives from Cosatu and the South African Municipal Workers' Union, and a worker representative.

They will discuss the background to the hospital strike, Cosatu's campaigns for a living wage, the Workers' Charter, the Labour Relations Act and privatisation.

The meeting is being organised by the Health Workers' Support Committee.

...ation with the ANC is to be a priority for both organisations.

Victory in metal strike

139

South 4/4 - 10/4/90.

MORE than 130 Paarden Eiland metalworkers who have been on strike for more than three weeks return to work this Wednesday, having won a demand for plant level negotiations.

Following an agreement reached this week between Cape Foundries and the Metal and Electrical Workers' Union of South Africa (Mewusa), the company will negotiate wages and working conditions at plant level.

The company agreed to pay a R3 000 death benefit and negotiate a health and safety agreement with the union.

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Eviction of Pollsmoor warders stayed

AR645 4/4/90 134

By GILL TURNBULL
Staff Reporter

THE eviction of suspended prison warders at Pollsmoor prison has been stayed pending the outcome of an urgent application brought before the Supreme Court, Cape Town

Counsel for the recently formed Police and Prisons Civic Rights Union (Popcru), headed by former policeman Mr Gregory Rockman, reached agreement yesterday with counsel for the Minister of Law and Order in the matter relating to the suspension of prison staff on strike against discrimination and inequality in the prison services

The application for an interdict restraining the prison authorities from evicting them from their Pollsmoor homes, which was to have been put into effect yesterday at 2pm, was brought by 10 of the 30 striking prison warders

Counsel will approach the Judge President of the Cape for a date for final adjudication in the matter of the warders' suspension, and have agreed that the prison authorities will not evict the warders pending the outcome.

Mr A Oosthuizen, instructed by E Moosa and Associates, appeared for Popcru and Mr F D J Brand SC, assisted by Mr N Treurnicht and instructed by the State Attorney, appeared for the minister

200 railway artisans end strike after talks

AR6(3 4/4/90 139

By SHARKEY ISAACS
Staff Reporter

NEARLY 200 striking artisans and trade hands at Salt River's suburban train electrical running sheds have ended their "extended" work-stoppage action after a meeting between representatives of their union and senior Spoornet personnel

The meeting was held after Peninsula members of the Artisan Staff Association at Salt River, Paarden Eiland and Cape Town extended Monday's countrywide "one-day" work stoppage until 1 30pm yesterday

Mr David Oosthuizen, Western Cape executive officer of the association said the workers had prolonged their "down-tool action' while they were waiting for an acknowledgement of their letters of protest

They returned to work after the general manager at Transnet s head office acknowledged the letters

Spoornet PRO Miss Yvette Marais confirmed that staff had returned to work and said 121 workers at Salt River's electrical running sheds had also been involved in the work stoppage

Wage negotiation talks stretching over two years with Sats — now Transnet — management prompted the association action

Mr Oosthuizen said the association felt management was "deliberately delaying' negotiations over market-related salaries and talks about productivity and rationalisation of trades

Each section had handed over a letter of protest to the head of its department The letter urged management to end "delaying tactics' at talks with staff in Johannesburg on April 9

"any payments or material benefits or advantages received from or on behalf of foreign governments, organisations or persons".

Metalworkers back at work

Cape Times 5/4/90

Labour Reporter

NEARLY 130 metalworkers at a Paarden Eiland plant who had been on strike for more than three weeks, returned to work yesterday.

The company, Cape Foundries, will negotiate wages and working conditions at plant level, following the agreement reached this week between Cape Foundries management and the Metal and Electrical Workers' Union of SA.

Cape Foundries has also agreed to pay a R3 000 death benefit and has negotiated a health and safety agreement with the union.

Picket: Popcru members held

Cape Times 5/4/90 (139)

EAST LONDON. — About 80 people, many of them members of the Police and Prisons Civil Rights Union (Popcru), were arrested in the city centre here yesterday.

According to an official of Popcru, those arrested were students from various coloured schools in East London and Popcru members who had been picketing.

A senior Border police spokesman confirmed the arrests, but said he could not say when those held would appear in court. — Sapa

Umsa insists govt scraps authorities based on colour

THE United Municipalities of South Africa (Umsa) has called on the government to dismantle local authorities based on colour.

The government, ANC, UDF, Cosatu and other political bodies have been informed by Umsa of its stand on the present local authority system.

The problems, which include inefficient local authorities, lack of proper infrastructure, serviced land and proximity of the poor to their places of work are viewed by Umsa as constituting the major elements of urban violence.

Umsa president Tom Silumko Boya, said the government should reconstitute single local authorities based on acceptable criteria such as economic housing and the efficient delivery of services.

"Umsa believes that its prime area of concern is the effective and efficient rendering of essential services at local level which should result in the improvement of the quality of life

"Effective and efficient provision of services cannot be carried out while clinging to apartheid structures as they tend to duplicate and sometimes, triplicate the cost of rendering them

"Because of pragmatism Umsa had to accept serving on the RSCs and accept funds to the affiliated local authorities in order to improve the lot of their residents

Umsa president Tom Silumko Boya.

"Umsa has also rejected the National Forum that was established to become the mouthpiece of urban blacks in order to further divide them

"After Umsa's due consideration on the issue of separate local authorities and administration which inter alia; entails an in-depth socio-economic analysis and a very close look at the political developments in the country – the organisation questions the establishment and maintenance of parallel towns and cities according to colour"

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Press 8/4/90

Suspected rapist shot dead

Staff Reporter

AN alleged rapist was shot dead and another wounded when a Khayelitsha special constable caught about 10 men raping a woman in the township early on Saturday morning

Police said the constable awoke about 1am on Saturday after hearing shouts in a street and found about 10 men raping a woman

He approached the men, who threatened him with knives before he returned home to fetch his firearm

Police said he returned to the scene and fired two shots — the first of which killed one of the alleged rapists and the second wounding another in the foot.

The special constable arrested the injured man. A rape docket has been opened

● A second incident in which a police reservist shot and killed a man in Eastridge, Mitchells Plain, about five hours later, has caused an outcry from members of the Police and Prison Services Civil Rights Union (Popcru).

The man, who died from his injuries in Groote Schuur Hospital on Saturday night, had been shot in the head — apparently at close range — and has not been identified as yet as "his face is swollen beyond recognition", according to founder Popcru member Mr George Johnson

Police said yesterday that the reservist shot the man after seeing him steal laundry from his washing line about 6am and go to his neighbour's line, after being woken by the sound of tampering at his back door.

They said the reservist had apparently warned the man to stand still on identifying himself as a policeman, but that he had run away and the reservist had fired at him with his private firearm

Mr Johnson told the Cape Times yesterday that a woman who lives in the area denied that he was a thief and said that she had often seen the same man taking a short cut across the backs of gardens in the immediate area

Mr Johnson, a police sergeant for 18 years, said there was no way the shooting could be justified and he would pursue the matter for the alleged thief's family and "protection of the community".

Shabby dress protest angers management

Sowetan 10/4/90

By ALINAH DUBE

SEVERAL workers employed at Truworths stores in Pretoria have been warned by management that they are not "dressing up to standard"

The workers, who asked not to be named for fear of reprisals, have also declared a dispute with the company following its refusal to meet their demands for a living wage and recognise the Federal Council of Retail and Allied Workers (Fedcraw) as their representative body.

In an attempt to pressurise management into acceding to their demands and to emphasise the need for salary increases the black staff, comprising cashiers and salesladies have decided to dress shabbily while on duty. This, they said, has sparked off dissatisfaction in managerial circles.

"Management responded by warning some of us that were not dressed up to standard We were also told that the manner in which we dress was in violation of the principles of the company," workers said.

Other employees were allegedly told to consider that their appearance was expected to influence the promotions of sales.

A Fedcraw spokesman yesterday confirmed that the company refused to negotiate with the [illegible]

Mr M Thompson, divisional manager for Truworths in Pretoria, referred the *Sowetan* to the company's Cape Town office where management promised they would come back to us at a later stage.

CITY NATIONAL

Public servants taking pay demand to FW

The Argus Correspondent

PRETORIA — It may be a few weeks before public servants put their case for more money to President De Klerk, but they are optimistic he will give them an audience soon

The Public Servants Association (PSA) voted at a general meeting here yesterday to approach Mr De Klerk with their demands for a further 10 percent pensionable salary increase on September 1

This comes in the shadow of failure to have pleas for a 20 percent April 1 increase heard, which has led to growing discontent, further resignations in government departments and a loss of faith in the PSA

A spokesman for the office of the State President said Mr De Klerk had an exceptionally busy schedule, but he was sure he would consider the request when it arrived, perhaps consulting with Administration Minister Dr Wim de Villiers

Yesterday's general meeting of representatives of PSA branches throughout the country passed a unanimous motion of "deep disappointment" in the government as an "unsympathetic" employer, and voted unanimously to take the pay problem to the State President

Core of loyal workers

PSA president Dr Colin Cameron said there was a "confidence crisis" in the public service, brought about by a combination of grievances topped with the fact that an increase of only 10 percent, in the form of a non-pensionable allowance, had been granted from April 1

Dr Cameron denied the public service itself was "in crisis" because it still had a core of loyal workers, but said the PSA was trying, in requesting an interview with Mr De Klerk, to "pre-empt a possible critical situation"

He admitted the growing dissent among PSA members could also put the association's future in jeopardy, and warned that without such channels through which public servants and government could negotiate the way would be open for aggressive and even militant reactions

The PSA would demand of Mr de Klerk an explanation as to why government "brushed aside" personnel associations (of which the PSA is the biggest) while entering into negotiations and making concessions to illegal strikers

PRETORIA — The Public Servants' Association will send a delegation to President F W de Klerk to inform him of the confidence crisis and large-scale distress in the ranks of public servants, the PSA said in a statement yesterday

Delegates from PSA branches throughout the country have met here to decide on a strategy to vent their disappointment at the 10% non-pensionable salary increase implemented on April 1 The PSA represents just over 58 600 public servants of all races throughout the country

The meeting passed a unanimous motion of deep disappointment in the government as employer and its unsympathetic attitude towards the remuneration needs of public servants, PSA president Dr Colin Cameron said The government's attitude towards these needs was further emphasised by the meagre non-pensionable adjustment of 10%, he said.

—'Confidence crisis' in public service—

It was also agreed that officials were no longer prepared to be the only ones who had to make sacrifices to check inflation

The President would be informed in a personal interview that the salaries of public servants had weakened by 17 to 32% compared to the market in the period June 1985 to June 1989

In addition, 146 career groups had had no differentiation since 1983

The PSA consequently requested a total pensionable adjustment of 20% for Central Public Service Officials from September 1 this year

They would further ask for market-oriented salaries for all career groups who were last evaluated in 1983

These increments had to be made during the current financial year to eliminate anomolies

The present 10% non-pensionable allowance should be converted into a pensionable allowance

The message that came from delegates was that public servants had finally concluded that the government was completely out of touch with their remuneration and other needs, Dr Cameron said

"This is apparent from what has happened now with the non-pensionable adjustment of only 10% compared to the simultaneous adjustment of 18 to 35% for political office-bearers," he said

Quality personnel were being lured more easily from the public service by offers of higher salaries and the load on senior and career-oriented officials would increase alarmingly

This was not in the long-term interest of the country

Delegates also slammed state departments for negotiating with, and making concessions to, illegal strikers, while "brushing aside" representations by the recognised personnel associations, of which the PSA was the largest

"This is inexplicable and has shaken the confidence of the public servant as an employee in the government as employer," Dr Cameron said

The biggest cause of distress for PSA members was the failure of the policy of occupational differentiation because of lack of funds

The President would be asked to intervene and finalise matters which had been dragging on for a number of years

These included designing legislation for feasible and orderly negotiation machinery, a uniform optional retirement age of 60 years and an increase in the maximum housing subsidy

Other demands were that public sector employees be paid materniy benefits, the widow's pension be increased to 75% of the member's pension, and transfer benefits be improved

The PSA also vowed to announce publicly that it was compelled to change its attitude to negotiations.

This was "in view of the obvious success achieved by the non-recognised militant groups ... with stayaway actions, protests and strikes", the statement said

The matter of reasonable remuneration of public sector officials did not affect only individuals, but the service which the "public, as taxpayers, could reasonably claim"

Delegates said the PSA was also deeply concerned about the failure to implement the long-term remuneration policy and the government's handling of the public service remuneration structure promoted a lack of motivation — Sapa

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South African Municipal Workers' Union speaker, Salie Manie, calls for a campaign against privatisation

Hospital workers make new threat

South 11/4 — 18/4/90

HOSPITAL workers will take further strike action if the Cape Provincial Administration does not meet their demands for a living wage

This was the message given to more than 800 people who attended a Health Workers support meeting in the Hanover Park Civic hall last Friday

Health Workers' Union speaker, Mr Eddie Ntlokwana, called on workers to build unity across ideological lines

"Unity is the tool to fight the bosses," he said

South African Municipal Workers' Union speaker, Mr Salie Manie, said it was a "matter of extreme urgency" to build an anti-privatisation campaign in the Western Cape

Describing privatisation as a "monster" which would result in costly services and increased unemployment, Manie said public sector unions and other unions affected by privatisation should draw up a programme of action which should include educating the public about the costs of privatisation

A surprise speaker at the rally was the acting general secretary of Nactu, Mr Cunningham Ngcukane, who said Nactu fully supported the health workers' demands

Cosatu speaker, Mr Johnny Maleni, called on all workers to throw their weight behind Cosatu's living wage, LRA and Workers' Charter campaigns

Not enough, say leather workers

South 11/4 - 18/4/90

LEATHER worker unions have rejected an offer by employers in the tanning industry for a 12 percent wage increase

At the first round of negotiations in the tanning sector in Port Elizabeth last week, unions told employers their offer was less than the inflation rate

The negotiations involve the South African Clothing and Textile Workers' Union (Sactwu) and the National Union of Leatherworkers (NULW)

Sactwu is demanding a R40-a-week increase while the NULW is demanding R63

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The next round of negotiations will take place at the beginning of May

The first round of talks for the footwear sector is scheduled to take place in Durban on April 18 and 19, and for the general goods sector in Cape Town from April 24 to 26

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Cape Times, Wednesday, April 11, 1990 9

Venda trade union restricted

PIETERSBURG. — The military government in Venda yesterday restricted the only independent trade union operating in the homeland, a spokesman for the Council of National Unity announced

Colonel Brand du Toit, press liaison officer, said the Allied Workers' Union (AWU) was served with the notice yesterday morning. Its offices at Sibasa had also been closed, he said.

Colonel Du Toit confirmed that soldiers of the Venda Defence Force had disrupted a meeting of the AWU on Saturday because no permit had been sought.

The AWU was formed two weeks ago following several workshops organised by the Miluwanu Worker Education Project established by the Azanian People's Organisation (Azapo).

AWU general secretary Mr Thivhilaeli Mutobvu could not be traced for comment yesterday.

Colonel Du Toit said all meetings were banned in the homeland Anyone intending to hold a meeting should apply for a permit from the nearest police station.

The chairman of the council, Colonel Gabriel Ramushwana, said at a press conference last week after his takeover that he could not guarantee that trade unions would be allowed to operate. — Sapa

Prisons takes tough line against striking warders

By DALE KNEEN, Staff Reporter

THE Prison Services continues to take tough action against the Police and Prisons Civil Rights Union (Popcru) in order to halt the prison warder strike

St Albans prison in Port Elizabeth told 28 Popcru members on Monday that they had been suspended, bringing to 684 the number of warders suspended since the start of the strike on March 21

44 POLICEMEN FIRED

"We condemn the SA Prison Services for this action as it makes a mockery of what President F W de Klerk says about negotiations," said Popcru vice-president Mr John Jansen

"The authorities have consistently refused to negotiate with Popcru on the real and pressing grievances of prison warders and policemen," he said

A total of 44 policemen had been fired from the force since the start of the unofficial strike Popcru is not recognised as a union by the government and the contracts of warders and policemen prevent them from joining unions

In what is regarded as a victory for the strikers, the SA Prison Services has agreed not to evict 31 suspended warders from their houses at Pollsmoor, said Mr Jansen

"The SA Prison Services contacted Popcru's lawyers to say they were prepared to compromise and allow the suspended warders to carry on living in their houses until the entire strike action was resolved," he said.

"They did not, however, agree to negotiate with Popcru as they still refuse to recognise us as a legitimate union for the warders."

Suspended warders were not being paid .

THE TIMES 12/4/90 (139)

PSL slams hike as 'unacceptable'

According to him, the minimum annual wage for general assistants was to be increased from R2 685 to R5 517 — an increase of 106%. This means that those who were earning R223 will now receive R459 per month.

"When we met with Dr De Villiers we demanded a minimum living wage of R850 per month, so these increases are unacceptable," he said, adding that the league was still pressing for a meeting with Mr De Klerk.

The overtime rates announced by Dr De Villiers — 30c per hour worked on an eight-hour shift only — have been totally rejected and described as "laughable" by the league.

The PSL said it also demanded that the area incentive allowance be allocated to all general workers in other magisterial districts, as well as the revision of the long service awards and the night allowance

The Health Workers' Union, which called last month's strike, and signed an agreement ending it, said they had not yet been supplied with all the information regarding the announced increases.

13 pc rise for rail unions

Sta 12/4/90

By Shehnaaz Bulbulia

After three days of tough bargaining, Transnet workers from seven of 13 trade unions negotiating for wage increases are to get a pay rise of 13 percent, a spokesman for the employer company announced yesterday.

The wage negotiations between the Federation of Sats Trade Unions and Transnet had been completed and dates for negotiations with the remaining trade unions were being discussed, the spokesman said

Negotiations with the Black Trade Union (Blatu) had started on Tuesday, but the union declared a dispute on job security, the spokesman added.

A spokesman for Blatu, Ms Mari Gerber, said the 13 percent pay increase included only white and coloured workers. Indian workers represented by the Indian Union, an affiliate of the Federation of Sats Trade Unions, had withdrawn from negotiations as their demands had not been met.

The unions were seeking a minimum wage of R1 000 a month and a general increase of 17 percent, Ms Gerber said.

Blatu would enter into negotiations with management on Tuesday next week.

CAPE TIMES 18/4/90 139

Health pay offer spurned

By CLAUDIA KING

THE Health Workers' Union, responsible for last month's hospital workers' strike, is "extremely dissatisfied" with the new wage package announced by the Minister of Administration and Economic Co-operation, Dr Wim de Villiers

At a mass meeting of HWU members on Monday, it was decided that a letter requesting an urgent meeting with the authorities be sent to the Commission for Administration.

"We want to express extreme dissatisfaction with the wage package put forward by the COA — the wage levels of general assistants are still not enough for them to make ends meet and the night allowance is hopelessly inadequate," said a spokesman for the HWU yesterday

The letter requesting a meeting stresses that no action is to be taken by the union until the authorities have been given a chance to respond

In an agreement signed to end last month's strike, the COA undertook to announce salary increases for hospital workers on or before April 16 while the union indicated that if these were unsatisfactory the strike could resume

The strikers were demanding a minimum living wage of R1 500 a month, while the Public Servants' League (PSL) demanded a minimum wage of R850

Last Wednesday Dr De Villiers released a statement promising revised service dispensations including improved salaries for general assistants in the public service over and above the general 10% increase for public servants

These stipulated that the minimum wage for grade one general assistants would range from R459 (including the 10%) a month, compared with R223 previously

The minimum wage for grade two assistants is to increase from R261 to R533 a month while grade three general assistants's wages are to be increased from R306 to R606 a month.

A spokesman for the COA said that no letter had been received from the HWU as yet and that until this had happened the department was not in a position to comment

● Although the Hospital Personnel Association (HOSPERSA) last week welcomed the increases announced by Dr De Villiers, the Public Servants' League slammed them as "totally unacceptable" and resolved to join the relevant unions in whatever action they decided to take

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Popcru children's picket broken up

Staff Reporters

A PICKET protest by children outside Pollsmoor Prison demanding the reinstatement and payment of suspended Police and Prisons Civil Rights Union (Popcru) members was broken up by police.

A Popcru spokesman said police had been waiting when the 10 children, supervised from a distance by two wives of suspended Popcru members, had unfurled the posters at noon yesterday

Yesterday was pay day for prison staff and the posters had demanded the reinstatement of the suspended warders' wages

The spokesman said police had confiscated the posters At that stage the two women had approached them and had been arrested

Seven suspended Popcru members responsible for the children had then moved closer and had also been arrested

Although none offered resistance they had been manhandled by police while being arrested, the spokesman alleged One woman had hurt her arm while being forced into a police van

The nine had been taken to Kirstenhof police station where one of the women had what appeared to be a mild heart attack, the spokesman said

An ambulance had been called and she had been taken to Victoria Hospital She was discharged later and had been warned to appear in court with the others, the spokesman said

Police liaison officer Major Jan Calitz, confirmed that several people were arrested outside Pollsmoor

He emphasised the police had used "as much force as was necessary" to arrest the adult protesters, stressing that the use of force had become necessary as some had resisted

However, he stressed that no force had been used against women and said the police had no knowledge of anyone having a heart attack

One policeman was injured when he was kicked in the face, said Major Calitz

● The arrested members of Popcru appeared in Wynberg Magistrate's Court and released on R100 bail

They were vice-president Mr Johnny Jansen, national secretary Mr Peter Loggenberg, Mr Deon Daniels, Miss Charmaine Jackson, Mr Graham Wiscomb, Miss Maureen Carolissen and Mr Randolph Fortuin

Health workers seek talks on pay deal

By DAVID YUTAR, Labour Reporter

THE Health Workers' Union, responsible for last month's hospital strike, will continue to press for a meeting with the Commission for Administration to discuss a new wage package

The union said there was general dissatisfaction with the increases and several other aspects of the package

The strikers were demanding, among other things, a minimum wage of R1 500 a month

In terms of the latest wage offer the lowest paid general assistants will get R515 a month (including the general 10 percent increase for public servants), where previously they received R260

Grade III (the highest paid) general assistants will now receive R651 a month instead of the previous R584

This week, after meetings in response to the announcement, the union sent a letter urgently requesting a meeting with the commission to discuss the package

The union says that the commission has since replied that it was not "financially possible" to improve the package at this stage and turned down the request

Last month the union agreed to call off the 16-day hospital strike after the commission undertook to announce salary increases for hospital workers by April 16

The union warned that the strike could be resumed if the increases were not to its satisfaction

The union says there is also dissatisfaction with terms of the long-service benefits announced, which require 20 years' unbroken service and which they say are payable at the sole discretion of the management

A further source of complaint is the exclusion of certain categories of workers such as pharmaceutical assistants and clerical staff who are to get no increases over and above the general 10 percent public service increment

The union says it will again request a meeting with the commission but that at this stage no strike action is being contemplated

Furniture dealers are feeling the squeeze

W/t Argus 21/4/90 (139)

By DICK USHER
Business Staff

THE squeeze is on the furniture industry and manufacturers fear that many less-efficient concerns could be forced out of business.

Measures for cooling the economy have taken their toll, reducing orders from retailers, while the employees' organisation, the National Union of Furniture and Allied Workers (Nufaw), is taking a harder line at this year's wage talks than previously.

Unprofitable

"While we had a 3,2 percent growth last year it was not healthy growth because it was achieved on the basis of running down stocks of finished and semi-finished goods," said Dr Winston Smith, executive director of the Federation of Furniture Manufacturers of South Africa (Fedfurn)

"And it was mainly unprofitable growth in that price increases were around 11,2 percent while the cost input index rose 13 percent

"This gave the industry overall a real rate of return of about two percent on investment

"This year is not good and there is a fair amount of short-time being worked and a falling off of orders"

He atributed this to the tight economic situation, with increased interest rates and tighter hire purchase terms, and general political uncertainty which have dampened consumer demand

Meanwhile, at what is generally a slow time of the year, manufacturers are also faced with a slow-down of orders

"Retailers do not appear to have had as good a Christmas season as they had anticipated

"Many were left with surplus stocks and so they cut orders," said Mr Tony Thompson, chairman of the Cape Furniture Manufacturer's Association

Fresh hand

Sources suggested that the harder attitude of Nufaw was due to a fresh hand at the helm following the death last year of long-serving secretary Mr George Fletcher

The union, which is the only representative worker organisation at industrial council level, is itself under pressure from encroachments by the Cosatu-affiliated Paper, Printing, Wood and Allied Workers' Union

Mr Thompson said the industry also suffered from South African buying patterns

"Overseas people tend to change their furniture about every five years, but here they keep it at least three times longer," he said

The good news is that the industry surcharges on capital goods, on which general sales tax is also paid, are being reduced over three years while an anticipated 30 percent increase in the saw-log price is now expected to be about 19,5 percent.

But Dr Smith pointed out that other inputs such as paint, foam and fabrics were subject to ongoing increases

Sketching a new r

● From page 1.

are obliged by law to be a member of both the institute and the South African Council of Architects

"Because there is a statute governing our existence and membership basis, in the eyes of the world the institute is aligned with the government

"In recent years this has resulted in our being excluded from the International Union of Architects The Royal Institute of British Architects, which used to send an inspection board to South Africa every four years, no longer formally recognises degrees from South African universities"

However, he said "encouraging developments" in the political arena had already had a noticeable effect "Other institutes around the world who have ignored us for a long time are now contacting us and some architects who had left South Africa are returning

"The reduction of military service also bodes well for the future of the profession and will reduce the brain drain we have been experiencing"

He believes the membership of the institute should have identifiable categories which would help broaden the base of the profession and include the registration and recognition of technologists

"Technologists will play an increasingly important role in South Africa as they begin to establish their position and status within the industry and undertake more and more design work when working on their own

"This is fundamentally due to the fact that, provided a reasonable economic growth rate accompanies our rapid urbanisation, the present quota of architects will be unable to meet the country's demands"

Mr Pike, who completed

Row broiling in PSL executive

CAPE Times 24/4/90 (139)

Staff Reporter

A SPLIT may be looming in the 47 000-strong Public Servants League (PSL) with Western Cape members demanding the resignations of the chairman and his entire executive who some public workers see as "too soft" on the government

A meeting of the PSL national committee at the weekend was cut short after a "heated exchange" when PSL chairman Mr Malcolm Domingo refused to let workers address the committee on their demands

Mr Arthur Farred, spokesman for the PSL "crisis committee" and national committee member, said yesterday that the meeting — which was held at a Brackenfell hotel — was closed early by Mr Domingo after he refused to let about 25 workers, who had earlier handed him a petition detailing their grievances and demands, speak to the meeting.

"He just walked out of the meeting and got into his car," Mr Farred said.

The crisis committee was going to demand that Mr Domingo pay the estimated R8 000 to R10 000 hotel and travel cost of the delegates to the meeting, Mr Farred said

Mr Farred said the crisis committee had the backing of most PSL members in the Western Cape and sympathy from other parts of the country He said the PSL national leadership was reluctant to face the membership

Among the demands of the workers were that the union should change its name to the Public Workers' Union, and that the PSL should align itself with more progressive forces in the country and "become part of the struggle"

Mr Farred said the workers had rejected the recent 10% salary increase and said they had requested a meeting with President F W de Klerk more than a month ago.

He said the workers felt that if no action was taken on their demands by the end of this month, a mass protest march to the Tuynhuis would be staged

At a Mitchells Plain meeting last month, about 500 members called for the resignation of Mr Domingo and resolved to seek affiliation with Cosatu

● Mr Domingo could not be reached for comment yesterday and PSL secretary Mr Bernard Wentzel was not available

Now bosses demand wage talks

IN an unusual twist, a company has warned a union that its failure to submit annual wage demands is not conducive to sound labour relations.

In a letter to the Metal and Electrical Workers' Union of South Africa (Mewusa), National Panasonic protested because the union had not submitted wage demands by the end of March.

National Panasonic told the union in a follow-up fax that, if demands were not submitted, the company would view this as an attempt to hinder negotiations.

Meanwhile, Mewusa members at Baltimore Aircoil, an American multinational, are preparing for industrial action following deadlock being declared in annual wage negotiations.

Grading

Negotiations were reopened after being closed earlier this year.

The dispute between the company and the union concerns the grading system and provision for a semi-permanent shop steward.

Mewusa members at Cape Foundries, where a bitter strike took place earlier this year, are also threatening to take industrial action.

Mewusa organiser, Mr Brian Williams, said workers at the foundries were unhappy about charges of intimidation against two strikers.

Williams said the company had agreed to persuade the police to drop charges.

No work for Popcru members

Staff Reporter

MEMBERS of the unofficial Police and Prisons Civil Rights Union (Popcru) have been dismissed and cannot go back to work, according to a spokesman for the Ministry of Law and Order.

Members of the union were dismissed recently for stopping work.

Yesterday Brigadier Leon Mellet described Mr Gregory Rockman's call this week for policemen to go back to work on Tuesday as "total nonsense".

"As far as the SA Police are concerned, those members who were dismissed had an opportunity to appeal to the minister within a specific time which has now elapsed," he said

"Only one of them appealed His appeal is still being considered For the rest, their dismissal is already in effect, and they cannot come back."

Popcru vice-president Warrant Officer John Jansen said yesterday that his organisation had called on all its members to go back to work on Tuesday, May 8.

"The police situation is under discussion," he said "We are busy negotiating about the warders' suspensions."

Trade union changes name

THE journalists' trade union SASJ has changed its name to SAUJ.

Sowetan 8/5/90

After 70 years as the SASJ, the South African Society of Journalists took a historic decision at its annual congress in Pietermaritzburg at the weekend to change the title to South African Union of Journalists.

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The congress resolution said that the name SASJ had long been "inaccurate with regard to its function and area of operation"

In another historic decision, the union decided to drop the traditional terminology of chapel, chapel father and chapel clerk, in favour of the more modern nomenclature of branch, branch co-ordinator and branch secretary

66 Popcru warders in court

Court Reporter

SIXTY-SIX prison warders made a brief appearance in Wynberg Magistrate's Court yesterday and warrants of arrest were authorised for two who did not attend

The men, all members of the Police and Prisons Civil Rights Union (Popcru), started by sacked rebel policeman Lieutenant Gregory Rockman, appeared in connection with allegations of holding a demonstration in a restricted area, and of contravening state of emergency regulations

The warders are alleged to have launched a strike outside Pollsmoor Prison on March 21, and were arrested on the scene.

The hearing was postponed for a decision by the attorney-general and the warders were released on their own recognisances

Mr P D Theron was the magistrate. Mr C J van den Berg prosecuted.

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10/5/90 (139) C

Postal strikers end sit-in

PRETORIA — Post office workers in the Pretoria and Witwatersrand regions yesterday ended a two-day sit-in strike, but the action in support of wage demands was continuing at a Chloorkop engineering yard.

Sixty-nine workers at Chloorkoop in the south-eastern Transvaal had opted to continue the protest.

Workers, all members of the Post and Telecommunications Workers' Association, had staged the sit-in strike in support of their demand for a R1 100 monthly "living wage" and a R400 across-the-board increase.

LAYOFF SHOCK

Sowth 10/5 — 16/5/90

139

By CHIARA CARTER

WIDESPREAD job losses are imminent in several key industries in the Cape.

According to employers, retrenchment and short time measures are being adopted at several companies because of an economic slump.

Sources estimate that about 1 500 jobs have already been lost in the Cape's key clothing industry this year More retrenchments are anticipated.

The Metal and Electrical Workers' Union of South Africa (Mewusa) spokesperson, Mr Brian Williams, said the union was gearing up to fight what he called "widespread retrenchments in the engineering industry"

He said the slump in the industry could in part be traced to cutbacks in state expenditure

Workers at the leading clothing manufacturer, Rex Trueform, are involved in a major battle with management over proposed mass retrenchments at three of the company's plants.

Management

A proposal to retrench 231 workers — about one tenth of the work force — was announced at a meeting between shopstewards and management at Rex Trueform three weeks ago

This week, the South African Clothing and Textile Workers' Union (Sactwu) declared a dispute with the company.

A Sactwu spokesperson said the dispute had arisen because the union felt the information which the company had given Sactwu was "insufficient to justify so large a retrenchment"

He said the company and the union failed to reach agreement about the retrenchments during negotiations held earlier this month

Rex Trueform chairperson, Mr Stewart Shub, said the proposed retrenchments were directly related to the slump

Mr CE McCarthy, director of the Chamber of Industries and secretary of the Cape Clothing Manufacturers' Association, confirmed that jobs were being cut back in the clothing and the engineering industries

Edwini's amazing search for

DETERMINED: A journey from Cairo to Cape ● Se

Right wing terror

'Race war' looms as consumer boycott bites

● See page 2

'Group' war in flatland

Black tenants face white neighbour's wrath

● See page 5

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Metal workers' union sets demands for talks

South 1015-16/5/90

139

BASIC demands for plant level negotiations between metal companies and the Western Cape region of the Metal and Electrical Workers' Union of South Africa (Mewusa) were finalised at a branch executive committee meeting of the union last weekend.

The demands include a minimum hourly rate of R8,60 — more than double the present minimum in the industry of R3,56.

Mewusa will demand a service bonus of 10 cents an hour for each year of service.

The union also intends to demand a reduction of 10 hours from the present 45-hour working week.

Other demands include a transport allowance, a death benefit of R5 000, provision for a full-time shop steward, mosque pay, an emergency distress fund, detention pay and provision for paid paternity and maternity leave.

Union spokesperson Mr Brian Williams said the union would emphasise social responsibility programmes in negotiations and would fight for higher wages and greater job security.

This was especially important following recent retrenchments in the industry because of cutbacks in state expenditure.

Meanwhile there were several work stoppages organised by Mewusa at factories last week.

These include Procast in Kensington and Allens Meshco in Epping.

Handymen stop work

From MAKHAYA MANI

ABOUT 105 Oudtshoorn handymen this week downed tools to demand higher wages and the right to join the union of their choice. South 16/5/90

The workers are employed as artisans' handymen by the JJJ Construction company which is building the local magistrate's court.

The strikers are demanding a R5-an-hour increase for trainee plumbers and R4,50 for other workers.

The present rate of pay is R1,24.

The strikers want to withdraw from the "sweetheart union" and join Cosatu affiliate, the Construction and Allied Workers' Union.

They want transport facilities with shelter for all workers who travel to the building site from outside Oudtshoorn.

The company manager has refused to meet with the strikers.

Hospitals: Industrial action threat

Staff Reporter

THE 40 000-strong Hospital Personnel Association of SA (Hospersa) has warned of possible industrial action following a refusal by National Health minister Dr Rina Venter to meet with them

In a statement, Hospersa said the association was refused an interview with Dr Venter on April 30, but "a few days later representatives of a militant trade union, Nehawu, were granted an interview

"Are the 40 000 members of Hospersa, which has been in existence for 40 years, now set aside in favour of Nehawu?" the statement asked

Hospersa was "now inundated by calls from its members who insist upon more militant action"

In her reply to the statement, Dr Venter said the matters concerning Hospersa fell "within the jurisdiction of the Minister for Administration and Economic Co-operation, Dr J W de Villiers

"Hospersa is an acknowledged personnel association with direct access to the Commission for Administration and the relevant minister," Dr Venter said

Hospersa was requested to contact Dr De Villiers and the negotiations with the National Education, Health and Allied Workers' Union (Nehawu) had only dealt with the National Health Policy, she added

Discussion best

PORT ELIZABETH — The best way to resolve differences was through discussion, Cape Administrator Mr Kobus Meiring said here yesterday

Mr Meiring, who was referring to the recent strikes at Cape Peninsula hospitals, was speaking at a function to commemorate the start of the construction of phase 2 of the Dora N'Ginza Hospital — Sapa

crack of dawn

Bang goes the white man's identity in Namibia They're not allowed to call him "baas" anymore!

Syfrets Cape Times

Share Challenge

TODAY'S PRIZE: R1 600

TODAY'S INDEX: (+) R0,17

There were no winners yesterday

If your share price total movement equals exactly R0.17 today you are a win-

Cape Times 10/5/90

Rockman in anti-FW protest

Own Correspondent

LONDON. — Ex-policeman Mr Gregory Rockman will speak at one of many rallies organised by Anti-Apartheid Movements (AAM) in Europe and Britain, who are coordinating a two-week campaign against President F W de Klerk's visit.

The first demonstration is planned for Paris today.

British AAM president Archbishop Trevor Huddleston said yesterday that he would write to the president of the European Commission, Mr Jacques Delors, stating the AAMs' opposition to the trip He would also seek an urgent meeting with him

Former police lieutenant Mr Rockman will address a rally at the Trade Union Congress hall in London on Friday May 18.

Striking doctors and nurses may be charged

By Carina le Grange

Two doctors and many nurses on strike in solidarity with non-medical staff at 11 Transvaal provincial hospitals could face criminal and disciplinary action.

Strike action is against the law for doctors and nurses They are also subject to rules of the South African Medical and Dental Council (SAMDC) and the South African Nursing Council (SANC).

Doctors also take the Hippocratic oath and nurses a pledge of service on qualification.

Doctors who are members of medical associations are also bound by the Declaration of Geneva.

An offence

Two doctors attached to the Hillbrow Hospital in Johannesburg and scores of nurses have joined the two-week-old strike by non-medical staff at hospitals throughout the Transvaal.

The registrar of the SAMDC, Nico Prinsloo, said it was an offence for doctors to strike. Any interested party could draw it to the attention of the police who would investigate after which the Attorney-General would decide whether to prosecute.

It could also be brought to the attention of the SAMDC

He said conviction carried a maximum fine of R1 000 or a jail sentence of one year, or both. On conviction, the name of the offending doctor would be removed from the register of the SAMDC

On the ethical issue, the chairman of the federal council of the Medical Association of South Africa (Masa), Dr Bernard Mandell, said Masa regarded it unethical for doctors to strike as patients' well-being should always be their foremost consideration

"However, Masa believes that if a doctor participated in a strike, he should be given the opportunity by the SAMDC to justify his or her actions"

He said Masa was grateful the SAMDC supported proposals for changes in the present legislation which, if implemented, would mean convicted doctors will no longer be summarily erased from registration if found guilty of participating in a strike

Speaking for Namda (National Medical and Dental Association), Dr Max Price, said his association did not have a policy on strike action.

Nurses could also face criminal and disciplinary action However, the registrar of the SANC, Frank Germishuizen, said the council could only act if detailed complaints were received

He said while nurses took a pledge of service, it was not legally binding The Nursing Act of 1978 mades strike action by nurses a criminal offence.

PSL says members intimidated

Staff Reporter

PUBLIC servants of the House of Representatives were intimidated into not attending a Public Servants' League (PSL) meeting at the weekend to discuss grievances, the PSL's regional chairman, Mr Stewart Cloete, claimed yesterday.

Mr Cloete said the meeting was called to address the problems of public servants employed as security officials.

A further mass meeting would be held soon.

Mr Cloete said grievances included dangerous work without arms, low pay and temporary appointments.

Security firms seek talks with Vlok on regulations

Star 14/5/90 (13A)

Labour Reporter

The SA National Security Employers' Association (Sansea) has called for urgent talks with Law and Order Minister Adriaan Vlok on new regulations for the security industry which it fears will spark labour unrest.

Sansea, whose members employ about 120 000 security guards, held a high-level meeting in Cape Town on Friday to plan moves on the regulations

Gazetted last month in terms of the Security Officers Act, these require workers to register with the Security Officers Board by October 11. The initial registration fee is R35 and the annual fee R70

Arguing that the levy is exorbitant in a low-paid sector, the Transport and General Workers' Union is to stage a national day of protest on June 1, with marches during working hours. Workers will demand the scrapping of the Act and an industrial council to regulate the sector in place of the board.

Sansea secretary Mr Peter Sharlman said his association had written to Mr Vlok asking for a stay in the regulations.

Sansea was concerned both with the size of the fee and the mechanics for payment Many firms would have to pay on behalf of employees and there was no statutory provision for the recovery of loans

"We are not saying some sort of levy won't be needed," he said "The industry has a bad reputation because of fly-by-night operators and control will be in workers' interests"

Employers estimate that the levy will raise R15 million a year and they want clarity on how the money will be used

broad consultation would be necessary on any [illegible]tion from [illegible]

Concern over security levy

Labour Reporter

Shared concern over new regulations for the security industry has sparked a ground-breaking encounter between organised security employers and the sector's largest union.

At the same time, the managing director of Securitas, Jean-Louis Jaquet, has told the Star of the "tremendous insecurity" caused by the regulations, which require workers to pay a hefty levy to the Security Officers Board.

Yesterday, the Transport and General Workers' Union (TGWU) also met the board to voice its concern. Arguing that the R70 annual fee is exorbitant in a low-wage sector, it plans nationwide protest action on June 1 — a working day .

SA National Security Employers Association (Sansea) chairman Jimmy Nuns said Sansea and the union had agreed at talks yesterday that the immediate goal should be suspension of the regulations until all interested parties were consulted.

Man in court over counterfeit dollars

By Celeste Louw

A Randburg man, who allegedly conned job seekers by forging US dollars which he offered in exchange for rands, appeared briefly before a Johannesburg Regional Court magistrate yesterday.

Donald Julian Walker (63), of Windsor West, allegedly placed an advertisement in newspapers offering employment in Mauritius. At least 50 were allegedly conned when he replaced R2 500, paid by people interested in the job, with 1 000 forged dollars.

No formal charges were put to Mr Walker and he was not asked to plead He will remain in custody until his next appearance in court on June 29.

Rockman to address London protest rally

Star 14/5/90 London Bureau (12) (139)

LONDON — Former policeman Gregory Rockman is to address a protest rally in London on Friday night, the eve of Prime Minister Margaret Thatcher's meeting with President de Klerk.

The Anti-Apartheid Movement-organised rally is a protest against Mr de Klerk's visit to Britain

Mr Rockman, a former lieutenant, is Prison Officers and Police Civil Rights Union (Popcru) president. He will be accompanied by Randell Fortuin, a member of the national executive of Popcru and a serving prison warder

During their two-day visit the delegation will meet a range of organisations concerned with the police and prison services as well as Trades Union Congress general secretary Norman Willis and other unionists.

They will also brief groups working on issues related to policing, police policy, the legal system and human rights

Warders in embassy sit-in

Cape Times 16/5/90 (1st)

Staff Reporter

FIVE Pollsmoor Prison warders occupied the German embassy in Queen Victoria Street yesterday, demanding that Mr Nelson Mandela lead a delegation from the Police and Prisons Civil Rights Union (Popcru) to meet the government.

The five, all Popcru members, entered the building at 2 30pm and said they would not leave until their demands had been met.

All of them have been suspended.

They have demanded:

- **That a delegation, led by Mr Mandela, be allowed to meet the Minister of Law and Order, Mr Adriaan Vlok, and the Minister of Justice, Mr Kobie Coetsee, to discuss Popcru grievances**
- **The immediate and unconditional reinstatement of all dismissed and suspended members of Popcru.**
- **That all departmental charges and criminal charges against union members be dropped**

The five chose the German embassy because President F W de Klerk will be visiting Bonn as part of his European tour in the next few days.

- **Brigadier Leon Mellet, liaison officer to the Minister of Law and Order, said last night that no member of the police force had been dismissed for belonging to Popcru.**

Security firms strongly oppose new regulations

By Dick Usher

CAPE TOWN — The security industry is virtually unanimous — from management to workers — in opposing regulations promulgated under the Security Officers Act.

The regulations have caused deep concern among employers represented by the South African National Security Employers' Association (Sansea)

Sansea met in Cape Town last week to formulate effective opposition to the regulations published in early April

Many were demanding the resignation of the employer representatives on the statutory controlling body, the Security Officers Board, claiming that they were out of touch with the industry.

One step further

The largest union in the industry, the powerful Transport and General Workers' Union, goes one step further than employers by demanding the Act be scrapped and the statutory body replaced with a self-regulating national industrial council.

Among provisions in the regulations to which employers object are requirements for compulsory fingerprinting of every employee — from company managing director to tea lady, an annual registration fee many, including the union, feel is exorbitant and a ban on employment of anyone with a criminal conviction

The TGWU shares these objections and also condemns the lack of employee representation on the board

It has already held meetings of workers to discuss the regulations and plans to take further action, including protest marches

Union spokeswoman Ms Kally Forrest said the ban on employment of anyone with a criminal conviction was of particular concern as many black people had convictions for trivialities such as pass offences

Employers said they had received assurances that the board would not be inflexible on this, but they said hard guidelines were needed rather than leaving it to the subjective reactions of a bureaucrat

"We even know of company MD's with criminal convictions for assault," said one employer

"What do they do if they're barred from employment in the industry? Close down?"

The registration fee is of particular concern.

Employers estimate that, on a conservative figure of 100 000 employees, the proposed R35 for this year and R70 for each following year would immediately raise R10,5 million

"What do they want all that money for?" asked Rod Krohn, executive director of Strategic Services Corporation and regional secretary of the South African National Security Employers Association (Sansea)

"The regulations say that it is to be paid by the employee for a licence to work in the industry

"But the union will probably tell them to refuse to pay If we pay and try to deduct it from wages, which we're not permitted to do under the Wage Act, there will be trouble

"And most employers have contracts with clients so it would be at least a year before they could pass the extra cost on

Fee exorbitant

The TGWU calls the registration fee exorbitant, and points out that in spite of a wage determination for the industry for a minimum wage of R416 a month, many employers pay less than this

"We object to the whole concept of making someone pay to work in an industry and we object particularly to the high fee which most workers would have great difficulty in paying," said Ms Forrest

Employers also had problems with the registration process.

"We've been told it will take about two months from application to registration," said Mr Krohn

"We can't put a man on site until he's registered, so how would we find staff if a client had an emergency and wanted 30 guards suddenly?

"We can't simply employ surplus staff and pay them"

Although TGWU rejects the Act entirely, employers support it because they feel the industry is in dire need of regulation

A major concern is the fly-by-night operators who drag down both standards and prices, undercutting reputable companies and undermining their ability to raise wages.

Suspended warders start Day 3 of sit-in

Argus 17/5/90

By DON HOLLIDAY
Staff Reporter

AS the sit-in at the West German consulate by five suspended prison warders entered its third day today, there was little sign of an early solution

The five, all members of the Police and Prisons Civil Rights Union (Popcru), said they would remain in the consulate until they and other suspended warders had been unconditionally reinstated and all criminal charges against them relating to the union's activities had been dropped

A senior member of the African National Congress, Mr Trevor Manuel, visited them yesterday, but none of the group would disclose the outcome of the meeting

They said they were aware they were inconveniencing consulate staff and hoped they would be able to leave the building soon

They are staying in the public waiting room of the consulate in a block of flats in Queen Victoria Street, Cape Town

Food is brought to them by their families and friends A television set has also been brought in

They are using toilets and shower facilities which are part of the consulate — but, to get to these they have to pass through a foyer which is South African territory

However, a consulate spokesman said no police had visited the floor since the sit-in began

West German diplomatic headquarters in Bonn had been told of the situation, but no decision on a course of action had been taken

SowL17/5 - 22/5/90

Mewusa to take action over retrenchments

A MAITLAND company which dismissed 27 workers without notifying their union has been accused of violating accepted retrenchment procedures.

Metal and Electrical Workers' Union of South Africa (Mewusa) spokesperson Brian Williams said the workers were told they had lost their jobs when they arrived for work at Atomic Office and Industrial Equipment last Thursday.

Williams claimed that the union had not been informed of the retrenchment and that the workers were notified by co-workers, not management.

The union is now pursuing legal action against the company.

Atomic managing director Mr D Titmus refused to comment.

White unions urged to join black in search for better labour laws

Star 13/5/90

By Robin Drew,
The Star's Africa News Service

HARARE — White trade unions in South Africa were yesterday urged to join the two major black umbrella bodies, Cosatu and Nactu, in continuing discussions on how best to formulate better labour laws.

The appeal came from leaders of both bodies who had been attending a three-day workshop in Harare under the auspices of the ILO at which a South African Government advisory body was also represented

It was disclosed that a lawyer representing white trade unions, Mr Jan Hurter, also attended the Harare meeting as a member of the National Manpower Commission delegation headed by Dr Franz Barker

At a press conference after the workshop which was in closed session, Mr Jay Naidoo, general secretary of Cosatu, said the Government had accepted it would have to consult with the labour movement and stop viewing it as hostile.

But he said a positive response from the Government, particularly in relation to the interim draft agreement reached by Cosatu and Nactu with the employer body, Saccola, was essential

"We are not prepared to continue endless debate with no result being seen," said Mr Naidoo.

Asked about working class white reaction to current events, Mr Naidoo said· "If we could talk to them, it would be fine. But it is very difficult to talk when they point a gun at you We are hopeful, however, that all workers, black and white, will recognise their common interests"

Dr Barker, said he fully agreed the discussions in Harare had been very frank and very constructive. It had been very valuable for the Manpower Commission to have interaction with the ILO

South Africa left the ILO in 1966 after the International Labour conference had adopted a strong declaration on apartheid in 1964.

FW 'has lost control of police'

Own Correspondent

LONDON. — President F W de Klerk had lost control of the police force who remained "as brutal as ever", former police officer Mr Gregory Rockman said in a BBC radio interview here yesterday

He was speaking on the eve of Mr De Klerk's visit to Britain and in the wake of this week's "Trojan horse" killing of two people by police in Maokeng

He said there was no sign that Mr De Klerk's recent call for policemen to stay out of politics was being heeded "It shows that Mr De Klerk is out of control of his police and they are still going on as brutal(ly) as ever before with their racism."

● The sit-in at the West German consulate by five Popcru members is under discussion by the joint government-ANC committee and a decision will be released on Monday, one of them said yesterday.

Warrant Officer Peter Loggenberg said the regional ANC representative, Mr Trevor Manuel, had contacted him to tell him this after an initial meeting with them on Wednesday.

The five suspended warders holed up in the West German consulate are all smiles after a 30-minute meeting with World Alliance of Reformed Churches leader Dr Allan Boesak. They are, from left, Lawrence Venter, Peter Loggenberg, Nathan Ramalaine, Willie Jacobs and, shaking hands with Dr Boesak, Andrina Rhoode.

'Sit-in 5' ask Boesak to help

W/L ARGUS 19/5/90 139 158

By EDWARD MOLOINYANE
Weekend Argus Reporter

THE five suspended Police and Prisons Civil Rights Union (Popcru) members holed up in the West German consulate since Wednesday have asked Dr Allan Boesak to arrange talks between their union and the Departments of Justice and Law and Order

The meeting should take place either tomorrow or Monday, they told the World Alliance of Reformed Churches president yesterday

Dr Boesak, who was accompanied by lawyer Mr Essa Moosa, said they had agreed to contact Minister of Justice Mr Kobie Coetsee to try and set up a meeting

He said the group would not leave the embassy unless they got assurances from the departments that there would be discussions to address their grievances

The suspended five are sergeants Nathan Ramailane, Willie Jacobs, Andrina Rhoode, Lawrence Venter and Warrant Officer Peter Loggenberg

Dr Boesak said that, contrary to Press reports about the reinstatement of 400 suspended prison warders, the five told him there had been no direct communication with them

They told him they were prepared to settle for a mediator if the government was reluctant to discuss grievances in the police and prison services with their union

The grievances included the unconditional reinstatement of all the suspended 600 police and prison warders, the scrapping of racial discrimination for treatment of prisoners and the abolition of racism in the two services

Popcru wants 'clarity'

THE five Police and Prisons Civil Rights Union (Popcru) members who took up residence in the West German consulate in Cape Town on Tuesday will spend the weekend there unless yesterday's Justice Department statement is "clarified".

The Minister of Justice, Mr Kobie Coetsee, said after meeting a group of Popcru warders and senior Prisons Services officers in Johannesburg that the 400 suspended prison warders had until the end of the month to report back for duty.

Mr Peter Loggenberg, the senior officer of the five sit-in members, said Popcru was also awaiting a response from the Minister of Law and Order, Mr Adriaan Vlok, on the position of police members of Popcru who face disciplinary action

Historic talks raise Welkom peace hopes

Star 19/5/90

ON THE MARCH Teachers from the Johannesburg area marched through the city yesterday to the Department of Education and Culture offices of the House of Representatives. See story on PAGE 2. © Photograph Alf Kumalo

ESMARÉ VAN DER MERWE

WELKOM — Mining companies and trade unions — representing both black and white workers — yesterday held joint discussions in an urgent and unprecedented bid to seek solutions to the racial conflict which erupted in the Free State goldfields this week

High-powered delegations from the Council of Mining Unions (CMU) and the National Union of Mineworkers (NUM), as well as the Chamber of Mines and Anglo American, held a marathon four-hour meeting with Law and Order Minister Adriaan Vlok in the town, where a violent clash between black and white miners left two men dead on Wednesday.

The meeting, held at the traffic department offices, was described by NUM leader Cyril Ramaphosa and Cosatu general-secretary Jay Naidoo as historic.

Intimidation

In a statement, Mr Vlok said it had been agreed to urgently set up working structures — involving the CMU, NUM and Chamber of Mines — to resolve "differing problems".

The employee bodies would make urgent appeals to all mineworkers for restraint and would urge them to refrain from acts or threats of "intimidation, violence and prosecution"

He said mining companies would ensure security on their properties while the SAP, assisted by the SADF and mine security officials, would ensure the safety

INJURED Mr Quinton Campbell was stabbed at President Steyn GM

500 police in Hillbrow crime sweep

Chamber of Mines and Anglo American, held a marathon four-hour meeting with Law and Order Minister Adriaan Vlok in the town, where a violent clash between black and white miners left two men dead on Wednesday.

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The employee bodies would make urgent appeals to all mineworkers for restraint and would urge them to refrain from acts or threats of "intimidation, violence and prosecution"

He said mining companies would ensure security on their properties while the SAP, assisted by the SADF and mine security officials, would ensure the safety of residential areas on mine property

It had been agreed that a security presence would be maintained on a full-time basis at the President Steyn No 1 shaft — closed yesterday — to allay fears of employees "and for them to consider returning to normal work practices", the statement said

The general-secretary of the white Mine Workers Union (MWU), Piet Ungerer, told the Saturday Star before the meeting that white mineworkers would not return to work unless they were satisfied that their safety was guaranteed

The CMU, to which the MWU is affiliated, left before the statement was read out to local and international pressmen

Shattered

A top Conservative Party delegation, accompanied by Blanke Veiligheid (BV) leader Heinie Muller, waited outside throughout the meeting

But their hopes of discussing the volatile situation in the area with Mr Vlok were shattered when he was whisked off to the airport.

The CP's Free State leader, Heilbron MP Cehill Pienaar, complained "We've been waiting patiently to speak to the Minister, but he apparently did not have the time to lend an ear There are two dimensions to this problem — first the mines and second the town

"The one person who was murdered was not even a mine employee. If Mr Vlok is not prepared to address the situation of the residents, he must bear the consequences"

● TO PAGE 2.

INJURED. Mr Quinton Campbell was stabbed at President Steyn GM.

Welkom

● FROM PAGE 1

The historic talks were marred by two further incidents yesterday An assistant manager at President Steyn, Danny Jacobs, was admitted to hospital after being stoned on the road between the mine and Thabong township

In another incident, a police vehicle was allegedly stoned when police apparently arrested hawkers and confiscated their goods at a taxi rank close to the mine.

Uneasy

Indicative of the uneasy calm that has settled over Welkom was the remarks of a white mining trainee who told Saturday Star, while pointing at black bypassers, that peace would not return "with these f---ers around"

Another point of contention is the strong presence of far-Right groups such as the Afrikaner Weerstandsbeweging and BV in the town

Mr Vlok stressed that police were in full control and that the assistance of vigilante groups was not needed

"That kind of action will only cause more trouble than we already have," he said at the press conference

Mr Naidoo said the NUM delegation had called for the immediate disbanding of vigilante groups, which he said exacerbated racial tension, as these organisations drew heavily for their membership on white workers

Asked whether that meant the banning of such organisations, he said jokingly "No, we are not in power yet"

Asked to comment on rumours that the banning of organisations such as the BV had been mooted, BV leader Mr Muller said "Then there will be war"

Mr Naidoo also accused mine security officers of not acting with restraint during Wednesday's clash, adding that they had provoked the violence

A police investigation has been launched

Mr Naidoo expressed satisfaction at the outcome of the meeting, saying the crucial test was whether the agreement could be implemented "at least by engaging in discussions at mine level"

Mr Ramaphosa told the press conference that no one wanted to see the situation escalating into full-scale violence "Our members will continue to act with restraint We will communicate the agreement to our members"

Concern

He said his delegation had communicated members' concern about "how mining security do things" and had expressed concern about the actions of vigilante groups

Tom Main, chief executive of the Chamber of Mines, said future discussions would be important He endorsed Mr Vlok's call for "calm in the difficult and awkward situation"

Sanca wars: Jo'burg society cut off

Star 19/5/90 (139)

SUE OLSWANG

A DRAWN-OUT dispute over the mission, goals, structure and function of the South African National Council on Alcoholism and Drug Dependence (Sanca) this week saw the national council finally announcing a break in ties with its Johannesburg affiliate

"The national management board of the council is of the opinion that it is in the best interest of the organisation, the alcohol and drug field and the general public to finalise the issue regarding the status and affiliation of the Johannesburg society," the national council said in a press statement issued earlier this week

Regrets

"The management board therefore regrets that it has no other recourse than to accept the disaffiliation of the Johannesburg society"

The disaffiliation effectively means the Johannesburg society may no longer use the Sanca name or emblem, and its subsidies, previously channelled through Sanca's national office must now be paid directly to the Johannesburg society.

After speaking to the parties involved, it would seem a break in ties has been looming for years.

Dr Liz Pretorius, executive director of Sanca, said the Johannesburg society announced its suspension of affiliation way back in 1983 Sanca's constitution does not, however, make provision for suspension of affiliation but only for disaffiliation

Dr Pretorius said "We didn't disaffiliate, they did and they have chosen to call it suspension They stopped paying affiliation fees in 1983, but we did not accept the situation until this year because we were trying to negotiate to solve the problems they had with the national council"

The statement issued by Sanca stated "In spite of a sincere desire on the part of the management board throughout negotiations to affect a re-affiliation by the Johannesburg society, it appeared there were insurmountable and irreconcilable differences with regard to the mission, goals, structure and functioning of the council"

Dr Pretorius told the Saturday Star the national council had informed the Johannesburg society on January 15 of its final acceptance of the disaffiliation

Dr Sylvain de Miranda, director of the Johannesburg society, nevertheless said he was speechless over the national council's decision

"This was directly against the order of the top authority and I am amazed they can fly in the face of what the top people asked them to do," he said

Dr de Miranda said the Johannesburg society suspended its affiliation in 1983 because it was "dissatisfied with the set-up"

"We agreed, however, to hold meetings with the national council because the director-general of the Department of National Health and Population Development asked us to instead seek a compromise But the meetings came to nothing

Dr de Miranda said the well-being of the Johannesburg society's patients has been ensured in terms of subsidies and, "ultimately it may be for the benefit of the country's services to unshackle the shackles because the bureaucracy and red tape involved is hampering the normal development of services so badly needed"

Disaster

Dr Coen Slabber, director-general of the Department of National Health and Population Development, told the Saturday Star the break was the result of a problem which has "been going on for years"

"I arranged a meeting between the national council and a representative of the Johannesburg society and asked them to seek a compromise

"It is not to the benefit of patients and the picture of the organisation is definitely negatively influenced But Sanca is a private organisation and if it cannot solve its problems, the Government just has to accept it"

Picture: DOUG PITHEY, the Argus

WARDERS OUT: Dr Allan Boesak with the five suspended Police and Prisons Civil Rights Union members who ended their six-day sit-in at the West German consulate yesterday. The five, from left, Sergeants Willie Jacobs, Lawrence Venter, Andrina Rhode, Nathan Ramailane and Warrent Officer Peter Loggenberg said all suspended or dismissed prison warders would be reinstated before May 30.

Boesak meets Coetsee after Popcru sit-in

Argus 21/5/90

Staff Reporter

UNITED Democratic Front patron Dr Allan Boesak is to meet Minister of Justice Mr Kobie Coetsee today to discuss the grievances of suspended prison warders and policemen, says Police and Prisons Services Civil Rights Union (Popcru) vice-president Warrant Officer John Jansen

He said a Popcru delegation, to be led by African National Congress deputy president Mr Nelson Mandela, would probably meet Mr Coetsee and the Minister of Law and Order, Mr Adriaan Vlok, later as a result of today's meeting

Warrant Officer Jansen said the union's national executive would meet soon to determine a date on which suspended members would return to work

Deal on warders ends sit-in

Carl Trials 21/5/90 139

By BRONWYN DAVIDS

FIVE suspended Pollsmoor Prison warders ended their six-day sit-in at the West German embassy yesterday

Spokesman for the protesters, Warrant Officer Peter Loggenberg said that "all the suspended or dismissed prison warders" would be reinstated before May 30

He said the reinstatement did not include 43 dismissed policemen, including rebel policeman lieutentant Gregory Rockman.

The warders and policemen affected are members of the Police and Prison Services Civil Rights Union (Popcru)

A Prisons Services spokesman said yesterday that warders who report to their commanding officers before May 30, to apply for the lifting of their suspensions, will be permitted to resume their duties immediately, subject to the application of the Prisons Act, Regulations and the disciplinary code

W/O Loggenberg said "An agreement was negotiated that was sufficient for us to leave the embassy, to let things return back to normal We negotiated through the consulate, as there was no direct contact with government.

"They raised our grievances with Foreign Affairs, who in turn contacted the departments of Justice and Law and Order

"We will still negotiate the dropping of all departmental and criminal charges against Popcru members

"We are glad that we have been able to resolve the matter through negotiation. And we hope that all outstanding issues will be resolved in the same spirit of negotiation," said W/O Loggenberg.

He said Dr Allan Boesak is to arrange that a delegation of suspended or dismissed Popcru members meet the Minister of Law and Order, Mr Adriaan Vlok, and the Minister of Justice, Mr Kobie Coetsee, to negotiate their grievances about discriminatory practices

Lawyer Mr Essa Moosa said that Popcru president Mr Gregory Rockman and other dismissed policemen would have to appeal against their dismissal prior to May 31, before they can be reinstated

Law and Order spokesman Brigadier Leon Mellet said the 43 policemen who were discharged from the police force for their part in an "illegal strike" would not be "reinstated at all" unless they lodged an appeal before May 31

"They had a period to appeal which lapsed on April 21 The minister received a fax from a legal representative on April 19 on behalf of unnamed policemen The minister consulted a legal team to see if he could not extend the period in which they could appeal till the end of the month, which he has done

"The minister will consider each and every individual case on merit, taking into account other factors," said Brigadier Mellet.

Warrant Officer Loggenberg said they have not had word from Mr Nelson Mandela, whom they had demanded should lead a Popcru delegation to see the government.

He said "We would like to emphasize that it was not our intention to embarrass the state president on his visit to Germany, but our cause was a just one And we saw the embassy as a means of highlighting our grievances"

SIT-IN ENDS . . . Suspended Pollsmoor Prison warders (from left) Warrant Officer Peter Loggenberg, Sergeant Lawrence Venter, Sergeant Andrina Rhode, Sergeant Nathan Ramailane and Sergeant Willie Jacobs with the Rev Allan Boesak outside the German embassy yesterday.

Picture BENNY GOOR

Warders sit in at embassy

Five suspended prison warders, all members of Popcru, are holed up in the German embassy and have refused to leave until their demands are met. From left are Sergeant Nathan Ramalaine, Sergeant Willie Jacobs, Warrant Officer Peter Loggenberg, Sergeant Andrina Rhoode and Sergeant Lawrence Venter. One of their demands is that Mr Nelson Mandela lead a delegation to negotiate their demands with cabinet ministers.

● Report — Page 3

Picture ANNE LAING

Protest against PSL dismissals

South 23/5 - 29/5/90

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By CHIARA CARTER

IN a new development in a deepening row over the expulsion of two leading figures from the Public Servants' League (PSL), about 60 dissatisfied PSL members protested at the organisation's headquarters in Cape Town last Friday.

The members, mostly school employees, demanded the immediate and unconditional reinstatement of the Athlone district chairperson, Mr Stuart Cloete, and the chairperson of the Groote Schuur district, Mr Arthur Farred.

The two had been expelled because of "unruly actions".

The protesters were told that Farred and Cloete would have to use constitutional channels to seek reinstatement.

PSL secretary, Mr Bernard Wentzel, said he had met with the group of protesting workers and told them that demonstrations could not alter the situation.

He said Farred and Cloete had the right to appeal to the national executive committee, which is scheduled to meet at the beginning of June

Unaware

An appeal by Farred and Cloete against their expulsion was rejected

The regional executive committee earlier this month rejected an appeal by the two men against their expulsion.

PSL chairperson, Mr Malcolm Domingo, said he was unaware of the protest but that such an incident "aggravated" the situation

Domingo denied allegations that the expulsions were motivated by personal interests and were aimed at ridding the PSL of the "progressive faction".

"The decision was taken by the executive committee, not an individual," Domingo said

"Mr Cloete and Mr Farred were expelled as a result of their unruly actions"

Domingo confirmed that Cloete had been expelled as a result of an incident at a Brackenfell hotel when Cloete and a group of PSL members interrupted an executive committee meeting to deliver a memorandum demanding that the organisation adopt a more militant stance on behalf of its 40 000 members

The memorandum called on the executive committee to resign

The incident followed a mass meeting at Mitchells Plain at which the PSL leadership was severely criticised

Criticism

Domingo said the executive was unhappy with statements which Farred made to the press about the league becoming a union and moving closer to Cosatu, as well as Farred's criticism of the role played by the PSL leadership during the recent Cape provincial hospital strike

Domingo denied critics' claims that the PSL was a "sweetheart" union and that workers — who constitute 80 percent of the PSL's membership — did not have an adequate say in how the organisation was run There were "adequate channels of communication", he said

He flatly denied allegations that the PSL national executive was closely tied to the Labour Party

Cloete and Farred were not able to comment because of their forthcoming appeal

Clothing dispute ends

From PATRICK GOODENOUGH

PORT ELIZABETH — A three-day strike by about 2 500 textile workers at 14 Port Elizabeth factories ended with a major victory for the strikers

The "spontaneous work stoppages", which almost brought the clothing industry to a standstill in the Eastern Cape, followed deadlock between the Midlands Chamber of Industries and the South African Clothing and Textile Workers' Union (Sactwu) earlier this month South 23/5 - 29/5/90

After what Sactwu regional organiser, Mr Lesley Maasdorp, described as "hard bargaining", an agreement was reached which brings Eastern Cape wages slightly higher than those paid in the Transvaal

In terms of the agreement, workers will get an across-the-board weekly increase of R23,50, backdated to the beginning of May

Machinists will get an additional R5 from November, while general workers will get another R3.

Sactwu initially demanded a R30 across-the-board increase, while employers offered R17,76 for machinists and R15,56 for general workers, with a further increase later in the year

ngress in call for night schools

Luci Neyembe, were guest speakers at the congress — the first ever in the region

The congress endorsed the recent meeting between the ANC and the government, noting mass pressure and other forms of struggle had forced the government to negotiate.

It also re-endorsed the Harare Declaration, resolving to encourage Cawu members to join the ANC and to understand and popularise ANC policies and principles.

Delegates resolved to organise and consolidate members with a view to participating in the next round of negotiations with the South African Civil Engineering Council which, they said, was formed specifically to exclude workers from decision making and wage determination in one of the country's lowest-paying industries. South 23/5 - 29/5/90

The congress, with other organisations, resolved to address the educational crisis in South Africa and called for night schools as a matter of urgency Delegates agreed to call on employers to invest in such schools and to add the price of a progressive newspaper to paypackets

Resolutions on a national minimum wage, housing and subscriptions were referred to the regional executive committee.

Support was expressed for Cosatu's policy of worker unity and mergers such as that with the South African Allied Workers' Union

Cawu also committed itself to encouraging female participation in the union, also at leadership level, in line with its non-sexist policy

Elected office bearers Chairperson: Mr G Qandela, vice-chairperson: Mr E Siqwabo, treasurer: Mr C Manquina; and regional secretary, Mr L Ramtlakane.

Star 24/5/90

Brits teachers resolve to continue with strike

By Mckeed Kotlolo, Pretoria Bureau

About 300 striking teachers in Brits, yesterday resolved to continue with the strike until their suspended colleagues were unconditionally re-instated

The strike started on Tuesday after the suspension of 13 teachers by the Department of Education and Training (DET) for allegedly having disrupted a principals' meeting at Rooikoppies about 20 km from Brits

All the striking teachers are members of the Brits Teachers Union (Britu)

The chairman of the union and one of the suspended teachers, Tshidi Matlala, said yesterday's meeting resolved to continue the strike until the 13 were reinstated with full pay

Mr Matlala said their motto was "an injury to one is an injury to all" By suspending the 13, they felt the department was suspending them all

He said the reason for disrupting the May 11 1990 meeting which was addressed by the chief director for the Northern Transvaal region of DET, Jop Schoeman, was that the principals were violating the defiance campaign's 14 points as set by the union, one of which is to isolate the DET.

Solidarity

Teachers from the neighbouring farm schools have pledged solidarity with the striking teachers The following demands were yesterday:

- The unconditional reinstatement of the teachers on full pay;
- DET officials should stop violating the 14 points as outlined by Britu in conjuction with the Pretoria Teachers Union,
- Mr Schoeman should stop intimidating and victimising union members,
- The department should supply more teachers instead of suspending and dismissing them.

The suspension — without pay — of the 13 teachers was announced by Mr Schoeman on Monday

Eleven of the teachers were from Ikhutsiseng High School, one from Itumeleng Primary School and the other from Botlhabelo High School.

Abel Majola of the Wits Business School this week looks at the development of industrial relations in the country. The page is sponsored by Barlow Rand in its endeavour to promote business education in the community.

Although the application of source industrial relations theory is still at a developing stage, black trade unions have achieved more gains in industrial democracy during the last decade than their white counterparts.

This forced employers to pay attention to work place industrial relations

The purpose of this article is to present a historical overview of the system of control, resulting in a dormant and limited labour movement that kept unionism latent among the black workers

Coercive employment practices:

In 1841 the "Master and Servant Ordinance" in the Cape Colony was passed as a coercive employment practice, which oppressed black workers, eg workers faced a severe penalty for refusing to work overtime or for going on strike This was only removed in the late 70s

In order to control and hinder their movements an appendage by law forced them to carry passes

The discovery of gold in 1886 further entrenched exploitation as black workers were classified as servants and through taxation, they were forced to earn wages This promoted discriminatory employment conditions and practices

In 1910 the "colour bar" was introduced in the labour market with the contract system to control labour mobility

Black workers, anchored in the rural areas, had no skills to use as a bargaining weapon.

The pass system and "influx laws" reinforced curbs. Black unions were unacceptable Thus the idea that workers could not be employed in labouring jobs at low wages became increasingly part of the values and thinking of that time

Racialism in labour legislation:

The 1924 Industrial Conciliation Act and other legislation reinforced the two colour bars on free movement and freedom of association

According to the Industrial Dispute Act of 1909 two precedents were established Black workers were excluded from definition of employees in the Labour Act, resulting in white workers forming in alliance with employers to prevent the emergence of black unions

In addition, the Riotous Assemblies Act of 1914 gave the government powers to deal accordingly with strikes and also to prohibit illegal gathering that were viewed as endangering public safety

Hence the basic features of these and other laws were entrenched in the Industrial Conciliation Act, excluding contracted black workers from the definition of employee

The practical effects which these legislation had on the character of the labour movement were profound

In some industries there was a decline in membership and alienation to union leaderships, in particularly among blacks as a result of constant harassment by the police

The state as protector of the interest of the dominant class as a whole ensured that white workers were not subjected to any form of job or skill competetion with their black counterparts, thus co-opting white workers on its side

In the early 1970s African workers began again, as they had tried from the beginning of the century, to organise into trade unions and challenged the dualistic structure of industrial relations

During this decade black trade unions managed to challenge certain apartheid laws

In the past a central problem in the development of black unions, has been to wage a struggle against management's resistance to unions, state hostility and white unions

Prior to the 70s, there had been major repressive attempts to control or to clamp down on African labour movements

During World War 2, and in the early 1950s and early 1960s each wave of unionisation was followed by repressive legislation

The implication of state intervention had serious consequences by hampering the development and growth of black trade unions

The 1973 Natal strikes were a milestone for the labour movement as thousands of black workers forced employers and the government to review labour laws. Thus the commission of inquiry chaired by Professor Nic Wiehahn was set up in 1977.

The establishment of the commission was a non-event as several commissions of inquiry had been set up by the government in the past and did not bear fruits for the labour movement

The previous commission was appointed 30 years earlier, consequently the existing Industrial Conciliation Act (1956) was amended. Since then conditions and practices in the field of labour have developed and changed considerably

362 suspended warders on duty

CAPE TOWN — Of the 646 prison warders who were suspended from duty after disobeying orders and ignoring ordinary discipline, 362 had been reinstated, a spokesman for the SA Prisons Service said yesterday.

The Prisons Service emphasised that the Police and Prisons Civil Rights Union (Popcru) — of which the warders are members — was not a recognised union in terms of existing laws.

"Sufficient and effective channels of communication exist."

It added that all suspended members who reported to their commanding officers not later than May 30 and applied for the lifting of their suspension would be permitted to resume their duties immediately — "subject to the application of the Prisons Act, regulations and the disciplinary code".

The warders went on strike countrywide about 10 weeks ago, protesting against discrimination. — Sapa

Bureaucrats to see FW

PRETORIA — A delegation of civil servants is set to meet the State President, Mr F W de Klerk, in Cape Town next month to discuss "distressful" matters relating to salaries and conditions of service

The president of the Public Servants' Association, Dr Colin Cameron, saidthe meeting stems mainly from the unhappiness regarding the 10% non-pensionable allowance granted to public servants in April.

"Apart from the fact that the allowance is totally insufficient, it will also — as long as it remains non-pensionable — adversely affect the pension of those officials who retired since April 1," he said — Sapa

Civil servants support Cosatu

South 30/5-6/6/90

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By CHIARA CARTER

A SUBSTANTIAL number of Public Servants League (PSL) members have pledged support for two leading PSL figures expelled from the organisation last month.

About 700 PSL members attended a meeting called by a PSL Crisis Committee at the Joseph Stone theatre in Athlone last Wednesday.

It was unanimously resolved to call for the immediate and unconditional reinstatement of the Athlone district chairperson, Mr Stuart Cloete, and the chairperson of the Groote Schuur district, Mr Arthur Farred.

The meeting also called for the immediate reinstatement of PSL employee Mr H Willemse, who was dismissed by the organisation last month

Other calls were for the PSL's constitution to be rewritten to reflect the interests of the majority of members, for the organisation to change its name to Public Workers Union in an attempt to shed its "sweetheart" image and move closer to Cosatu

The meeting demanded the resignation of the entire PSL executive committee and an investigation into the organisation's head and branch offices.

Demands for all public sector workers to be permanently appointed and paid maternity benefits were endorsed at the meeting

Farred and Cloete have appealed against their expulsions to the national executive committee, scheduled to meet this Saturday

PSL chairperson Mr Malcolm Domingo has denied allegations that the expulsions were an attempt to rid the organisation of its "progressive faction"

Union calls on teachers to ignore Republic Day

Star 30/5/90

Education Reporter

The National Education Union of South Africa (Neusa) in the southern Transvaal has urged teachers to ignore Republic Day as a public holiday tomorrow and instead conduct lessons and revision for the mid-year exams

Union secretary Joe Mogane said in a statement it would be up to individual teachers in Neusa's 13 branches to decide whether to heed the call to hold lessons tomorrow

The statement also said Neusa had written to the regional directors of the Department of Education and Training calling on the department to stop harassing Neusa members

Since the start of the second term, Neusa members have conducted a campaign against DET regulations and prevented inspectors from carrying out their normal functions

Their defiance was an attempt to get the DET to address teachers' demands These included alleviating overcrowding and high pupil-teacher ratios, the shortage of facilities and resources, and the recognition of student representative councils and parent-teacher-student associations.

DET Northern Transvaal regional director Job Schoeman said teachers' unions had "severed all ties with the DET and threatened inspectors"

Municipal workers 'won't be overlooked'

AR 643 31/5/90

Labour Reporter

THE Minister of Manpower, Mr Eli Louw, has held discussions in Cape Town with representatives of the South African Association of Municipal Employees (Saame) about matters concerning the association and its members

At the meeting Mr Louw said the shape and form of possible future local government models should be seen as part of the process of negotiation on a future constitutional dispensation for the country

Saame would not be overlooked as a party to be consulted on local government in the future, and he undertook to facilitate a meeting between representatives of Saame and the Minister of Planning and Provincial Affairs

Mr Louw indicated that the National Manpower Commission (NMC) was investigating the registration of trade unions

A statement by Mr Louw this week said he did not foresee "that race can be seen as an industrial interest within the scope of registration of trade unions in the future"

He had also taken note of Saame's complaint that the waiting period for compulsory arbitrations to be heard by the Industrial Court, was too long

Warders back at work: Court plea withdrawn

Supreme Court Reporter

TWELVE prison warders suspended after allegedly taking part in a placard demonstration with suspended police lieutenant, Mr Gregory Rockman, are back at work

Yesterday an application in the Cape Town Supreme Court by the 12 against their suspension, brought against the Minister of Justice and the prisons authorities, was withdrawn

The 12 are members of the Police and Prisons Civil Rights Union (Popcru)

The 11 warders suspended on November 13 last year are Mr Gerrit Opperman, Mr Daniel Faas, Mr Donovan Michaels, Mr Gerhardus Jacobus, Mr Lester Witbooi Mr Stephen Mackenzie Mr Nicholaas Witbooi, Mr Ferdinand April, Mr Denzel Peters, Mr Heinrich Esterhuizen and Mr Ian Rossouw

The 12th warder, Mr John Jansen, was suspended on November 17 last year after he allegedly refused to accept transfer to another section of the prison

Instructing attorney Mr B Wagley, of Essa Moosa and Associates, said the application had "become purely academic' because the warders had been reinstated

Unions warn Post Office of major, crippling strike

Staff Reporter

South Africa might experience a crippling Post Office strike in the next two weeks, the Post and Telecommunications Workers' Association (Potwa) and the South African Post and Telecommunications Employees Association (Saptea) warned yesterday

At a press briefing in Johannesburg, Potwa president Kgaps Masonkutu said because of the Post Office's failure to meet workers' demands for a R1 100 minimum "living wage" and a R400 across-the-board wage increase, the current go-slows and sit-ins at post offices were likely to be transformed into a full-scale strike

A decision was expected to be taken after a secret ballot by Potwa's central executive committee in the next two weeks

Saptea president Rabi Gobind said his union fully endorsed Potwa's position and would also conduct a ballot to determine the form of industrial action to be taken

Both unions, with the "coloured" Post Office Employees Association of S A (Peasa), have been engaged in wage talks with the Department of Posts and Telecommunications since last October

Mr Masonkutu said Peasa was also in full agreement with the two unions

The three unions also demand an end to the privatisation of postal services, six months' maternity leave, and an end to the temporary status of some employees

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Two union officials reinstated

By DAVID YUTAR
Labour Reporter

TWO senior officials of the Public Servants League who recently had their membership terminated have been unconditionally reinstated by the league's national committee

Mr Arthur Farred, chairman of the Groote Schuur region and the league's national hospital sub-committee, and Mr Stuart Cloete, regional chairman of the Athlone branch, were reinstated as members

The latest decision reverses the April 28 decision of the national executive committee which terminated the membership of the two officials

The league has been plagued by divisions between those who have been accused of aligning themselves with the government and reducing the league's credibility at grassroots level and those such as Mr Farred and Mr Cloete who have advocated a more strident policy

Mr Bernhard Wentzel, secretary of the league, confirmed the decision of the national committee to reinstate the two officials

PSL reinstates two key members

(139)

South 716 – 13/6/90

TWO leading figures in the Public Servants' league (PSL) who were expelled from the organisation earlier this year were reinstated last weekend.

Mr Stuart Cloete, chairperson of the Athlone district, and Mr Arthur Farred, chairperson of the Groote Schuur district, were expelled from the PSL by the organisation's national executive committee in April

The national executive committee subsequently rejected an appeal against the expulsions

Farred and Cloete then appealed to the national committee which is mde up of representatives from all districts of the organistion

PSL secretary, Mr Bernard Wentzel, confirmed that after "lengthy discussion" the national committee which met in Cape Town last Saturday, voted to reinstate the men

Mr Cloete described the committee's decision as a "victory for the workers" who supported him

The expulsions created a furore within the organisation

Supporters of Cloete and Farred alleged that the executive was trying to gt rid of "progressive elements" within the PSL

Popcru march case postponed

8/6/90 Star

The case against 15 members of the Police and Prisons Service Civil Rights Union who allegedly took part in an illegal march to John Vorster Square was postponed in the Johanneburg Magistrate's Court yesterday to June 14.

FW, top public service men in pay rise talks

By TOS WENTZEL
on the Presidency

PRESIDENT De Klerk is meeting a delegation of the Public Servants' Association today to discuss demands for salary increases and retirement and pensions problems

The two-man delegation from the PSA, president Dr Colin Cameron and general manager Mr Hans Olivier, will also discuss a long-term salary policy which could halt resignations from the public service

HOUSING SUBSIDIES

Housing subsidies, a uniform retirement age and the implications of recent illegal strikes will also be discussed

Other matters to be discussed are the possibility of an increase in the housing subsidy which has been pegged at R50 000, maternity benefits for married women and an improvement in widows' pensions

ARGUS 13/6/90

President De Klerk

FW promises new deal for bitter public servants

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Political Staff

PRESIDENT De Klerk has agreed to an improved bargaining mechanism between government and the public service, to be forged as a matter of urgency

He said after meeting recognised public servants' associations at Tuynhuys yesterday that this matter would be dealt with in the next few months

But a statement from Tuynhuys failed to mention what some saw as the crunch issue at the talks bitterness over the fact that unrecognised unions using strikes and other action had been seen to deliver more for their members than staff associations had for their people through orderly negotiations

Dr Colin Cameron, chairman of the Public Servants' Association said the seven associations represented yesterday had been both reassured and impressed by Mr De Klerk s understanding of problems they had cited

These included the inadequacy of the 10 percent non-pensionable allowance — they had dwelt on that in the discussions — housing pensions and so on

NOTHING CLARIFIED

Mr De Klerk gave the undertaking that high priority would be given in the next financial year to the service deals of those public servants who received only a 10 percent non-pensionable allowance this year

Attention would also be given other sticking points this year including certain general service conditions such as housing subsidies, maternity leave, and transfer costs

Mr Roger Burrows, Democratic Party spokesman on the public service, said the President's statement had not clarified the situation about deals with unrecognised unions.

'It appears likely the recognised staff associations will have to accept that in a changed South Africa the government has to take account of unions which were previously totally ignored or even forbidden

"A compromise must, therefore, be arrived at"

Metalmen declare pay row

By Shareen Singh

The National Union of Metal Workers of South Africa (Numsa) decided at its bargaining conference last weekend to declare a wage dispute with employers

Annual wage negotiation between Numsa and the employer body, the Steel Engineering Industries Federation of South Africa (Seifsa), began in March.

At the last round of talks the union demanded an across-the-board hourly increase of R2

Employers made a final offer of 64c at the top grade and R1,24 at the bottom.

Numsa, which represents more than 200 000 workers, said its conference, attended by more than 200 delegates, decided that industrial action would be recommended if there was no significant improvement in Seifsa's offer.

The union said that although good progress was made in some areas, Seifsa's offer was not adequate.

Parental rights

The conference pointed in particular to wages; job security, parental rights; hours of work; March 21 to be a paid holiday; extension of the agreement and the Labour Relations Act.

Employers had not made a final offer in the motor industry, and the union decided not to make any recommendations for that industry yet

In the auto parts and tyre industries, the conference made provision for further consideration of employer offers. But if employers offers were not adequate, the union would support strike action.

Numsa made extensive non-wage demands this year

Of particular significance was the demand for parental rights, including six months paid maternity leave and free pap smears for women in the industry. This came after in-depth research on problems of women workers

NEWS

Teacher body calls for sit-in protest

By Janet Heard, Education Reporter

The non-racial teacher body, the National Teachers' Unity Forum (NTUF), has called for a national "sit-in" by all educators on July 24.

The sit-in has been proposed as part of the NTUF's national plan of action against the crisis in education. The NTUF claims the support of 150 000 teachers and has 13 affiliates countrywide.

In a statement, the NTUF announced that it would officially launch itself as a union in October this year and be renamed the South African Democratic Teachers' Union (Sadtu).

Recognition

The establishment of a single union was one of the NTUF's key goals when it was formed nearly two years ago.

The Sadtu will immediately seek recognition from the Minister of National Education, Gene Louw.

The 13 affiliates of the NTUF include established bodies such as the African Teachers' Association of SA and the Teachers' Association of SA (for Indian teachers) as well as militant groupings such as the National Education Union of SA (Neusa) and the Progressive Teachers' Union.

A spokesman for the National Education Coordinating Committee (NECC) expressed support for both the sit-in and the formation of a single union.

Neusa's Southern Transvaal branch supported the protest action in principle. Neusa spokesman Joe Mogane said the proposal for a sit-in would first have to discussed in the region's 17 branches.

He said Neusa had organised a picket for July 17 to demand textbooks in schools.

He said that teachers from all regions should decide when to launch Sadtu and the matter would be "thrashed out" at an annual general meeting.

IND. REL. WORKERS' Org - African Unions

1990

Farmers' vote revealed

By Norman Chandler, Pretoria Bureau

Transvaal farmers have voted overwhelmingly to maintain white preservation of agricultural land

Results of a referendum held last Friday were released yesterday

The Transvaal Agricultural Union (TAU) said 94,5 percent of farmers who voted decided to maintain the status quo.

A TAU spokesman said 12 584 farmers voted and 599 said "no" to the proposal. Ninety spoilt papers were received

The organisation's executive committee is meeting today to discuss the result and will place recommendations before the union's council which meets in Pretoria tomorrow The results and any recommendations will then be forwarded to the South African Agricultural Union (SAAU)

The referendum was held after the SAAU asked provincial agricultural unions to gauge the view of organised agriculture on the question of land reforms in order to guide the Government in any proposed amendments to the Land Act

The TAU caused a row in some farming circles by asking only one question "Do you want white preservation of land to continue?" It was claimed the question was political and would not be a true reflection of farmers' views.

139 (9) Star 4/7/90

He leaves his wife and six children, one of whom is an advocate at the Johannesburg Bar

4 500 hotel workers strike

JOHANNESBURG — About 4 500 workers went on strike yesterday in 35 Southern Sun hotels, after a 75% vote in favour of strike action.

Union publicity officer Mr Jeremy Daphne said management were trying to lock out striking workers, but despite this, workers at over half of the hotels were at present conducting canteen sit-ins

Too late for classification

BIRTHS

MOORE
To James and Gayle a healthy son born 25th June 1990. Both well Thanks to doctor and staff at Louis Leipoldt.

months pregnant woman at knife-point and who later raped two other women in Yellowwood Park was jailed for an effective 20 years by a Durban magistrate yesterday

Media association move

JOHANNESBURG — The Media Workers Association of SA's registration with the Department of Manpower was a major step towards the development of Mwasa as a trade union, said acting general secretary Mr Mathata Tsedu.

Missing boy's body found

PORT ELIZABETH — Police divers have found the body of 5-year-old Gerald Spandiel, who went missing after a motor accident near Middelburg on Saturday night. A dam on the farm Grootvlei was partly drained to enable rescue teams to recover the body.

Renamo area recaptured

MAPUTO — Mozambican armed forces say they have recaptured a string of rebel-controlled small towns in a three-month offensive in the centre of the country The Renamo rebels' general staff was destroyed in the offensive

Parabats put to the test

PRETORIA. — More than 400 paratroopers yesterday attacked and destroyed an "enemy" base north of the city in one of the largest military exercises of its kind in recent years

Reports by Staff Reporter Own Correspondent Sapa Reuter AP and UPI

KENNISGEWING 549 VAN 1990

ADMINISTRASIE: VOLKSRAAD

DEPARTEMENT VAN LANDBOU-ONTWIKKELING

KENNISGEWING VAN VERGADERING VAN SKULDEISERS KRAGTENS ARTIKEL 22 (1) VAN DIE WET OP LANDBOUKREDIET, 1966

Hierby word 'n vergadering van ondergenoemde applikant en sy skuldeisers op die plek en datum hieronder genoem, belê, met die doel om skuldeisers in staat te stel om hul vorderings teen die applikant te bewys en 'n skikkingsvoorstel van die Landboukredietraad te oorweeg.

J. H. RADEMEYER,
Direkteur: Direktoraat Finansiele Bystand,
Departement van Landbou-ontwikkeling.

NOTICE 549 OF 1990

ADMINISTRATION: HOUSE OF ASSEMBLY

DEPARTMENT OF AGRICULTURAL DEVELOPMENT

NOTICE OF MEETING OF CREDITORS IN TERMS OF SECTION 22 (1) OF THE AGRICULTURAL CREDIT ACT, 1966

A meeting of the undermentioned applicant and his creditors is hereby convened at the place and date mentioned hereunder for the purpose of enabling creditors to prove their claims against the applicant and of considering a proposal for a compromise by the Agricultural Credit Board.

J. H. RADEMEYER,
Director: Directorate Financial Assistance,
Department of Agricultural Development

Aansoek van Application by	Plek van byeenkoms Place of meeting	Datum en tyd Date and time
Joseph William Ganter van die plaas/of the farm Klipscheur, Posbus/P.O Box 1618, Bethlehem, 9700	Kantoor van die Landdros/Magistrate's Office Bethlehem	22 Augustus/August 1990 om/at 10 00

(6 Julie 1990)/(6 July 1990)

KENNISGEWING 550 VAN 1990

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregistrateur, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die National Industrial and Commercial Workers' Union. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging: National Industrial and Commercial Workers' Union.

Datum waarop aansoek ingedien is: 1 Maart 1990.

Belange en gebied ten opsigte waarvan aansoek gedoen word: Alle persone in diens in die Natuurveselverwerkingsnywerheid in die landdrosdistrik Hlabisa.

Vir die doeleindes hiervan beteken "Natuurveselverwerkingsnywerheid", sonder om die gewone betekenis van die uitdrukking enigerwyse te beperk, die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is in bedryfsinrigtings vir die verwerking van natuurvesels afkomstig van die sisalplant, en omvat dit alle werksaamhede wat daarmee gepaard gaan of daaruit voortspruit

Posadres van applikant: Posbus 38, Richardsbaai, 3900.

NOTICE 550 OF 1990

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act 1956, give notice that an application for the variation of its scope of registration has been received from the National Industrial and Commercial Workers' Union. Particulars of the application are reflected in the subjoined table

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABLE

Name of trade union: National Industrial and Commercial Workers' Union

Date on which application was lodged: 1 March 1990.

Interests and area in respect of which application is made: All persons employed in the Natural Fibres Processing Industry in the Magisterial District of Hlabisa.

For the purposes hereof "Natural Fibres Processing Industry", without in any way limiting the ordinary meaning of the expression, means the industry in which employers and their employees are associated in establishments for the processing of natural fibres from the sisal plant, and includes all operations incidental thereto or consequent thereon.

Postal address of applicant: P.O Box 38, Richards Bay, 3900.

Kantooradres van applikant: Alphagebou 13, Bullion Boulevard, Richardsbaai.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

D. W. JAMES,
Nywerheidsregistrateur.
(6 Julie 1990)

KENNISGEWING 551 VAN 1990

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek David William James, Nywerheidsregistrateur, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Catering Employees' Union. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging: Catering Employees' Union.

Datum waarop aansoek ingedien is: 11 Desember 1989.

Belange en gebied ten opsigte waarvan aansoek gedoen word: Blanke, Kleurlinge- en Asierwerknemers in diens in die Spyseniersbedryf in die landdrosdistrikte Alberton, Benoni, Boksburg, Brakpan, Germiston, Johannesburg, Kempton Park, Krugersdorp, Randburg, Randfontein, Roodepoort, Springs en Westonaria.

"Spyseniersbedryf", sonder om enigerwys die gewone betekenis van die uitdrukking te beperk, beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om maaltye en/of verversings — hetsy in vloeistofvorm of andersings — vanuit 'n bedryfsinrigting te verskaf en/of te lewer, en dit omvat die verskaffing van alkoholiese verversings waar dit met maaltye en/of verversings verskaf word, en dit omvat voorts alle werksaamhede wat daarmee gepaard gaan. Met dien verstande dat dit NIE die volgende omvat NIE:

(a) Akkommodasiebedryfsinrigtings en losieshuise;

(b) die verskaffing van alkoholiese verversings in kroee en hotelle; en

(c) die verkoop van goedere in dieselfde onveranderde staat as wat dit gekoop is

Office address of applicant 13 Alpha Building, Bullion Boulevard, Richards Bay.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

D. W. JAMES,
Industrial Registrar.
(6 July 1990)

NOTICE 551 OF 1990

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the Catering Employees' Union. Particulars of the application are reflected in the subjoined table

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address. Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABLE

Name of trade union: Catering Employee's Union.

Date on which application was lodged: 11 December 1989

Interests and area in respect of which application is made White, Coloured and Asian employees employed in the Catering Trade in the Magisterial Districts of Alberton, Benoni, Boksburg, Brakpan, Germiston, Johannesburg, Kempton Park, Krugersdorp, Randburg, Randfontein, Roodepoort, Springs and Westonaria

"Catering Trade", without in any way limiting the ordinary meaning of the expression, means the trade in which employers and their employees are associated for the purpose of providing and/or supplying meals and/or refreshments — whether liquid or otherwise —from any establishment, and includes the provision of alcoholic refreshments where provided with meals and/or refreshments, and further includes all operations incidental thereto.

Provided that it does NOT include—

(a) accommodation establishments and boarding house;

(b) the provision of alcoholic refreshments in bars and hotels, and

(c) the sale of goods in the same unaltered states as bought

Mabe was killed for his beliefs'

JOHANNESBURG — Tributes have poured in for prominent South African journalist Mr Sam Mabe, who was shot dead under mysterious circumstances in Soweto on Wednesday night.

Mr Mabe, assistant editor of the Sowetan newspaper, was a member of the PAC.

PAC's legal affairs spokesman, Mr Phillip Dlamini, claimed yesterday that he was assassinated for his Pan Africanist beliefs.

"We will not allow our members to be killed in this way."

He said Mr Mabe was regarded as one of the organisation's "think-tanks", although he did not hold any specific position in the organisation.

Soweto police spokesman Captain Joseph Ngobeni said two gunmen approached Mr Mabe's car in Jabulani at 10pm and fired shots with a .45mm pistol through the window before fleeing on foot

It remained unclear where Mr Mabe had been before the shooting

UDF spokesman Mr Murphy Morobe said Mr Mabe's death "has filled us with a deep sense of shock and we wish to convey to you (the media) our condolences on the death of one of your colleagues"

A member of the ANC's internal leadership corps, Mr Mohammed Valli Moosa, said Mr Mabe's death "makes a mockery of the Groote Schuur Minute in which the ANC and the government committed themselves to ending violence and promoting freedom of speech".

Mr Mabe was a courageous trade unionist who had always striven to assist the black community, Mrs Sandra Nagfaal, president of the Media Workers Association said.

Mr Mabe was the deputy president of Mwasa.

The SA Union of Journalists and media council paid tribute to Mr Mabe. — Sapa

Aansoek van Application by	Plek van byeenkoms Place of meeting	Datum en tyd Date and time
Hendrik Christoffel Stydom van die plaas/of the farm Lushof, Posbus/P O Box 30, Vryburg, 8600	Kantoor van die Landdros/Magistrates Office, Vryburg	20 Augustus/August 1990 om/at 09 00

(13 Julie 1990)/(13 July 1990)

KENNISGEWING 563 VAN 1990

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Johannes Theodorus Crouse, Assistent-nywerheidsregistrateur, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die South African Aviation Engineering and Allied Union. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging: South African Aviation Engineering and Allied Union.

Datum waarop aansoek ingedien is. 4 Junie 1990

Belange en gebied ten opsigte waarvan aansoek gedoen word. Alle persone in diens in die Lugvaartbedryf as Lugvaartbestuurder (verskillende grade), Senior Instrukteur (verskillende grade), Hoofinstrukteur (verskillende grade), Lugvaartsuperintendent (verskillende grade), Ingenieursassistent (verskillende grade), Senior Lugvaartamptenaar (verskillende grade), Voorraadkontroleur (verskillende grade) en kajuitbeampte (verskillende grade) in die Republiek van Suid-Afrika.

"Lugvaartbedryf" beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om aktiwiteite uit te voer wat verband hou met die aankoms en/of vertrek van vliegtuie wat passasiers en/of lugvrag teen vergoeding vervoer.

Posadres van applikant. Posbus 3888, Kempton Park, 1619

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet.

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem

(b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

J. T. CROUSE,
Assistent-nywerheidsregistrateur
(13 Julie 1990)

NOTICE 563 OF 1990

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, Johannes Theodorus Crouse, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the South African Aviation Engineering and Allied Union Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABLE

Name of trade union: South African Aviation Engineering and Allied Union.

Date on which application was lodged 4 June 1990

Interests and area in respect of which application is made All persons employed in the Aviation Industry as Aeronautical Manager (various grades), Senior Instructor (various grades), Chief Instructor (various grades), Aeronautical Superintendant (various grades), Engineering Assistant (various grades), Senior Aeronautical officer (various grades), Stock Controller (various grades) and Cabin Attendant (various grades) in the Republic of South Africa

"Aviation Industry" means the industry in which employers and their employees are associated for the purpose of conducting activities relating to the arrival and/or departure of aircraft conveying passengers and/or freight for reward.

Postal address of applicant: P O Box 3888, Kempton Park, 1619.

Attention is drawn to the following requirements of sections 4 and 7 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged

J T. CROUSE,
Assistant Industrial Registrar.
(13 July 1990)

Posadres van applikant: Posbus 19, Scottburgh, 4180.

Kantooradres van applikant· Wickstraat 2, Verulam.

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

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

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

D. W. JAMES,
Nywerheidsregistrateur.
(20 Julie 1990)

Postal address of applicant· P.O Box 19, Scottburgh, 4180.

Office address of applicant: 2 Wick Street, Verulam

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

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

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

D. W. JAMES,
Industrial Registrar.
(20 July 1990)

KENNISGEWING 584 VAN 1990

ADMINISTRASIE: VOLKSRAAD

DEPARTEMENT VAN LANDBOU-ONTWIKKELING

KENNISGEWING VAN VERGADERING VAN SKULDEISERS KRAGTENS ARTIKEL 22 (1) VAN DIE WET OP LANDBOUKREDIET, 1966

Hierby word 'n vergadering van ondergenoemde applikante en hulle skuldeisers op die plek en datum hieronder genoem, belê, met die doel om skuldeisers in staat te stel om hul vorderings teen die applikante te bewys en 'n skikkingsvoorstel van die Landboukredietraad te oorweeg.

J. H. RADEMEYER,
Direkteur. Direktoraat Finansiele Bystand,
Departement van Landbou-ontwikkeling.

NOTICE 584 OF 1990

ADMINISTRATION: HOUSE OF ASSEMBLY

DEPARTMENT OF AGRICULTURAL DEVELOPMENT

NOTICE OF MEETING OF CREDITORS IN TERMS OF SECTION 22 (1) OF THE AGRICULTURAL CREDIT ACT, 1966

A meeting of the undermentioned applicants and their creditors is hereby convened at the place and date mentioned hereunder for the purpose of enabling creditors to prove their claims against the applicants and of considering a proposal for a compromise by the Agricultural Credit Board.

J H. RADEMEYER,
Director: Directorate Financial Assistance,
Department of Agricultural Development

Aansoek van Application by	Plek van byeenkoms Place of meeting	Datum en tyd Date and time
Helena Susanna Steyn, Louis Philippus Steyn en/and Rondawel-Noord (Edms) Bpk /(Pty) Ltd, van die plaas/of the farm Rusplaas, Posbus/P O Box 163, Bothaville, 9660	Kantoor van die Landdros/Magistrate's Office, Bothaville	22 Augustus/August 1990 om/at 09 00

(20 Julie 1990)/(20 July 1990)

KENNISGEWING 585 VAN 1990

ADMINISTRASIE: VOLKSRAAD

DEPARTEMENT VAN LANDBOU-ONTWIKKELING

KENNISGEWING VAN VERGADERING VAN SKULDEISERS KRAGTENS ARTIKEL 22 (1) VAN DIE WET OP LANDBOUKREDIET, 1966

Hierby word 'n vergadering van ondergenoemde applikant en sy skuldeisers op die plek en datum hieronder genoem, belê, met die doel om skuldeisers in staat te stel om hul vorderings teen die applikant te bewys en 'n skikkingsvoorstel van die Landboukredietraad te oorweeg

J. H. RADEMEYER,
Direkteur. Direktoraat Finansiele Bystand,
Departement van Landbou-ontwikkeling.

NOTICE 585 OF 1990

ADMINISTRATION: HOUSE OF ASSEMBLY

DEPARTMENT OF AGRICULTURAL DEVELOPMENT

NOTICE OF MEETING OF CREDITORS IN TERMS OF SECTION 22 (1) OF THE AGRICULTURAL CREDIT ACT, 1966

A meeting of the undermentioned applicant and their creditors is hereby convened at the place and date mentioned hereunder for the purpose of enabling creditors to prove their claims against the applicant and of considering a proposal for a compromise by the Agricultural Credit Board.

J. H RADEMEYER,
Director· Directorate Financial Assistance,
Department of Agricultural Development

Aansoek van Application by	Plek van byeenkoms Place of meeting	Datum en tyd Date and time
Wybrand Willem Matthews, van die plaas/of the farm Voetpaddrift, Posbus/P O Box 356, Leeudoringstad, 2640	Kantoor van die Landdros/Magistrate's Office, Wolmaransstad	7 September 1990 om/at 09 00

(20 Julie 1990)/(20 July 1990)

No. 1646 **20 Julie 1990**

INSTELLING VAN 'N HOF VIR KLEIN EISE VIR DIE GEBIED ESTCOURT

Ek, Daniel Pieter Antonie Schutte, Adjunk-Minister van Justisie, kragtens artikel 2 van die Wet op Howe vir Klein Eise, 1984 (Wet No. 61 van 1984)—

(a) stel hierby 'n hof vir die beregting van eise ingevolge genoemde Wet vir die gebied van die distrik Estcourt in,

(b) bepaal hierby Estcourt as die setel van genoemde hof; en

(c) bepaal hierby Estcourt as 'n plek in daardie gebied vir die hou van sittings van genoemde hof.

D. P. A. SCHUTTE,
Adjunk-minister van Justisie.

DEPARTEMENT VAN MANNEKRAG

No. 1695 **20 Julie 1990**

WET OP ARBEIDSVERHOUDINGE, 1956

INTREKKING VAN REGISTRASIE VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregistrateur, maak hierby kragtens artikel 14 (2) van die Wet op Arbeidsverhoudinge, 1956, bekend dat ek die registrasie van die Vleisraad Werkersvereniging met ingang van 11 Julie 1990 ingetrek het.

D. W. JAMES,
Nywerheidsregistrateur.

DEPARTEMENT VAN MINERAAL- EN ENERGIESAKE

No. 1668 **20 Julie 1990**

UITHOU VAN GROND VIR DIE DOEL VAN 'N DORP

Die Staatspresident het 'n stuk geproklameerde grond, ongeveer 1,8706 hektaar groot, gelee op die plaas Klippoortje 110 IR, distrik Germiston, myndistrik Johannesburg, provinsie Transvaal, geregistreer op naam van die Stadsraad van Germiston en getoon op 'n sketskaart waarvan afdrukke onder RMT R78/89 in die Mynbriewe-kantoor, Johannesburg, en in die kantoor van die Mynkommissaris, Johannesburg, bewaar word, kragtens artikel 184 van die Wet op Mynregte, 1967 (Wet No. 20 van 1967), vir die doel van 'n dorp uitgehou.

(19/5/1/2902)

No. 1669 **20 Julie 1990**

UITHOU VAN GROND VIR DIE DOEL VAN 'N DORP

Die Staatspresident het 'n stuk geproklameerde grond, ongeveer 37,2439 hektaar groot, gelee op die plaas Elandsfontein 346 IQ, distrik Westonaria, myndistrik Johannesburg, provinsie Transvaal, geregistreer op naam van Celeste Bottle Store (Pty) Ltd en getoon op 'n sketskaart waarvan afdrukke onder RMT R42/86 in die Mynbriewekantoor, Johannesburg, en in die kantoor van die Mynkommissaris, Johannesburg, bewaar word, kragtens artikel 184 van die Wet op Mynregte, 1967 (Wet No 20 van 1967), vir die doel van 'n dorp uitgehou.

(19/5/1/2901)

No. 1646 **20 July 1990**

ESTABLISHMENT OF A SMALL CLAIMS COURT FOR THE AREA OF ESTCOURT

I, Daniel Pieter Antonie Schutte, Deputy Minister of Justice, under section 2 of the Small Claims Courts Act, 1984 (Act No. 61 of 1984)—

(a) hereby establish for the area of the District of Estcourt, a court for the adjudication of claims in terms of the said Act;

(b) hereby determine Estcourt as the seat of the said court; and

(c) hereby determine Estcourt as a place in that area for the holding of sessions of the said court

D. P A. SCHUTTE,
Deputy Minister of Justice.

DEPARTMENT OF MANPOWER

No. 1695 **20 July 1990**

LABOUR RELATIONS ACT, 1956 (139)

CANCELLATION OF REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, hereby notify, in terms of section 14 (2) of the Labour Relations Act, 1956, that I have cancelled the registration of the Vleisraad Werkersvereniging with effect from 11 July 1990

D. W JAMES,
Industrial Registrar

DEPARTMENT OF MINERAL AND ENERGY AFFAIRS

No. 1668 **20 July 1990**

RESERVATION OF LAND FOR THE PURPOSES OF A TOWNSHIP

The State President has, in terms of section 184 of the Mining Rights Act, 1967 (Act No 20 of 1967), reserved for the purposes of a township a portion of proclaimed land, approximately 1,8706 hectares in extent, situated on the farm Klippoortje 110 IR, District of Germiston, Mining District of Johannesburg, Province of the Transvaal, registered in the name of the City Council of Germiston and shown on a sketch plan copies of which are filed under RMT R78/89 in the Mining Titles Office, Johannesburg, and in the office of the Mining Commissioner, Johannesburg.

(19/5/1/2902)

No. 1669 **20 July 1990**

RESERVATION OF LAND FOR THE PURPOSES OF A TOWNSHIP

The State President has, in terms of section 184 of the Mining Rights Act, 1967 (Act No 20 of 1967), reserved for the purposes of a township a portion of proclaimed land, approximately 37,2439 hectares in extent, situated on the farm Elandsfontein 346 IQ, District of Westonaria, Mining District of Johannesburg, Province of the Transvaal, registered in the name of Celeste Bottle Store (Pty) Ltd and shown on a sketch plan copies of which are filed under RMT R42/86 in the Mining Titles Office, Johannesburg, and in the office of the Mining Commissioner, Johannesburg

(19/5/1/2901)

Union can act in hospitals

Staff Reporter

IN a landmark decision the CPA and hospital workers yesterday reached an interim agreement allowing the Health Workers' Union (HWU) to operate in Cape hospitals.

This follows the crippling strike in March.

A union spokesman said the CPA had not recognised the union before the strike. Union activities would now be allowed.

NOTICE 582 OF 1990

SOUTH AFRICAN RESERVE BANK

Statement of Assets and Liabilities on the 30th day of June 1990

Liabilities	R	*Assets*	R
Share Capital	2 000 000,00	Gold	2 871 395 015,46
Reserve Fund	69 956 766,96	Foreign assets	2 287 461 753,55
Notes in circulation	8 799 848 542,00	Total gold and foreign assets	5 158 856 769,01
Deposits		Domestic assets:	
Government	8 005 312 383,31	Discounted bills	3 192 100 000,00
Provincial administrations	480 549 954,91	Loans and advances	
Banks and building societies	2 330 740 971,15	Government	—
Other	94 696 516,05	Other	2 305 156 739,16
Other liabilities	8 353 647 126,41	Securities	
		Government	623 430 353,86
		Other	1 122 985 056,50
		Other assets	15 734 223 342,26
	R28 136 752 260,79		**R28 136 752 260,79**

The gold reserves as at 30 June 1990 were valued at R841,26 per fine ounce, compared with the valuation price of R875,09 per fine ounce as at 31 May 1990

Pretoria, 6 July 1990

C J SWANEPOEL,
General Manager

(20 Julie 1990)/(20 July 1990)

KENNISGEWING 583 VAN 1990

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregistrateur, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Scottburgh Municipal Employees Association Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres. Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging: Scottburgh Municipal Employees Association

Datum waarop aansoek ingedien is: 16 Mei 1990.

Belange en gebied ten opsigte waarvan aansoek gedoen word: Alle werknemers in diens in die Plaaslike Owerheidsonderneming soos onderneem deur die Munisipaliteit van Scottburgh in die landdrosdistrik Umzinto.

"Plaaslike Owerheidsonderneming" beteken die onderneming waarin werkgewers en hul werknemers met mekaar geassosieer is vir die instelling, voortsetting en afhandeling van enige handeling, skema af aktiwiteit wat deur 'n plaaslike owerheid onderneem word.

"Plaaslike owerheid" het dieselfde betekenis as wat daaraan toegeken is by artikel 1 van die Wet op Arbeidsverhoudinge, 1956

NOTICE 583 OF 1990

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from the Scottburgh Municipal Employees Association Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABLE

Name of trade union: Scottburgh Municipal Employees Association.

Date on which application was lodged 16 May 1990

Interests and area in respect of which application is made All employees employed in the Local Authority Undertaking as undertaken by the Municipality of Scottburgh in the Magisterial District of Umzinto

"Local Authority Undertaking" means the undertaking in which employers and their employees are associated for instituting, continuing and finishing any act, scheme or activity which is undertaken by a local authority.

"Local authority" shall have the same meaning as that assigned to it in section 1 of the Labour Relations Act, 1956.

Council workers down tools

MONK NKOMO

ABOUT 700 Atteridgeville town council workers downed tools yesterday demanding the immediate resignation of two senior officials accused of favouritism in the appointment of staff.

The workers, all members of the Transvaal Association of Employees of Black Local Authorities, called for the resignation of city secretary Mr Madumetsa Mogoba and his deputy Mr Isaac Manthata

Workers said they could not work with the two officials because of their insensitivity towards their grievances

A spokesman for TAEBLA said the strike was sparked off by recommendations by the management committee that a Tembisa man, who holds a diploma in public relations, be given the post of personnel manager

A council employee, Mr Titus Khalo, who holds an honours degree in administration and has been acting personnel manager of the council for eight months, has not been considered for the job.

Mr Dick Mboweni, the council's industrial relation officer, confirmed that TAEBLA had objected to the recommendations made by the management committee

He said his report to that effect would be tabled before the council tomorrow

Employees also criticised the management committee for failing to appoint Mr Simon Bogopa as town clerk

Bogopa, who holds two degrees is deputy departmental head of health services and has been employed by the council for 13 years

He is also a registered prospective town clerk He was interviewed for the job about two months ago but nobody has as yet been appointed to the post

Workers refused to go back to work and vowed to continue the strike until their demands were met and their grievances resolved

Blood row: director to quit

THE director of the Highveld Blood Transfusion Services is to vacate his post following a row with the Black Health and Allied Workers Union of South Africa.

This came after he had issued a directive restricting the use of "high risk" blood from black and coloured donors, aimed at preventing Aids spreading through blood transfusion

About 120 union members engaged in a protest work stoppage after Dr SP Field issued the directive that the HBTS "avoid" using blood considered to be high risk for contracting viral disease -

SOWETAN CORRESPONDENT

that of blacks and coloureds - and increase its supply of low risk blood - that of whites and Indians

According to acting director of the South African Institute for Medical Research, Professor Hendrik Koornhof, the directive had been interpreted by employees as a racist decision

Field had apologised to the staff and donors for any offence his directive might have caused and it was withdrawn the next day, Koornhof said

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

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

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

D. W. JAMES.
Nywerheidsregistrateur.

(27 Julie 1990)

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

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

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

D. W. JAMES,
Industrial Registrar.

(27 July 1990)

KENNISGEWING 604 VAN 1990

DEPARTEMENT VAN VERVOER

WET OP LUGDIENSTE, 1949 (WET No. 51 VAN 1949), SOOS GEWYSIG

Hierby word ingevolge die bepalings van artikel 5 (a) en (b) van Wet No. 51 van 1949 en regulasie 5 van die Regulasies vir Burgerlugdienste, 1964, vir algemene inligting bekendgemaak dat die Nasionale Vervoerkommissie die aansoeke waarvan besonderhede in die Bylaes hieronder verskyn, sal aanhoor

Vertoe ingevolge artikel 6 (1) van Wet No. 51 van 1949 ter ondersteuning of bestryding van 'n aansoek moet die Direkteur-generaal: Vervoer (Direktoraat Burgerlugvaart), Privaatsak X193, Pretoria, 0001, en die aansoeker binne 21 dae na die datum van publikasie hiervan bereik en daarin moet gemeld word of die persoon of persone wat aldus vertoe rig, van plan is om die verrigtings by te woon of om daar verteenwoordig te word.

Die Kommissie sal reel dat kennis van die datum, tyd en plek van die verrigtings skriftelik gegee word aan die aansoeker en al die persone wat aldus vertoe gerig het en wat verlang om aldus verteenwoordig of teenwoordig te wees.

BYLAE A

LYS VAN AANSOEKE OM DIE TOESTAAN VAN LISENSIES

(A) Naam en adres van applikant. (B) Naam waaronder die lugdiens geeksploiteer gaan word. (C) Besonderhede van lugdiens (i) Gebiede wat bedien gaan word. (ii) Roete(s) wat bedien gaan word. (iii) Basis(se). (iv) Soort verkeer wat vervoer gaan word (v) Frekwensie en roosters waarvolgens die diens geeksploiteer gaan word. (vi) Soort opleiding wat verskaf gaan word. (vii) Besonderhede en beskrywing van soort werk wat onderneem gaan word. (viii) Tariefskaal. (D) Lugvaartuie wat gebruik gaan word.

NOTICE 604 OF 1990

DEPARTMENT OF TRANSPORT

AIR SERVICES ACT, 1949 (ACT No. 51 OF 1949), AS AMENDED

Pursuant to the provisions of section 5 (a) and (b) of Act No. 51 of 1949 and regulation 5 of the Civil Air Services Regulations, 1964, it is hereby notified for general information that the applications, details of which appear in the Schedules hereto, will be heard by the National Transport Commission.

Representations in accordance with section 6 (1) of Act No. 51 of 1949 in support of, or in opposition to, an application, should reach the Director-General Transport (Directorate Civil Aviation), Private Bag X193, Pretoria, 0001, and the applicant within 21 days of the date of publication hereof stating whether the party or parties making such representations intend to be present or represented at the hearing.

The Commission will cause notice of the time, date and place of the hearing to be given in writing to the applicant and all parties who have made representations as aforesaid and who desire to be present or represented at the hearing.

SCHEDULE A

SCHEDULE OF APPLICATIONS FOR THE GRANT OF LICENCES

(A) Name and address of applicant. (B) Name under which the air service is to be operated (C) Particulars of air service. (i) Area to be served. (ii) Route(s) to be served. (iii) Base(s). (iv) Types and classes of traffic to be conveyed. (v) Frequency and time tables to which the service will be operated (vi) Types of training to be provided. (vii) Particulars and description of types of work to be undertaken (viii) Tariff of charges (D) Aircraft to be used

Intrekking van die kortingfasiliteite ten opsigte van:

Weefstowwe van katoen, vir die vervaardiging van sakdoeke (items 311.18/52 08/01 00; 311.18/52.09/01.00; 311.18/52.10/01.00, 311 18/52 11/01.00 en 311.18/52.12/01.00)

[RHN-verw. T5/2/11/9/1 (900180)]

Applikant:

Raad van Handel en Nywerheid, Privaatsak X753, Pretoria, 0001.

Lys 26/90 is by Algemene Kennisgewing 592 van 20 Julie 1990 gepubliseer.

(27 Julie 1990)

Withdrawal of the rebate facilities in respect of:

Woven fabrics of cotton, for the manufacture of handkerchiefs (items 311.18/52 08/01 00; 311 18/52.09/01.00; 311.18/52.10/01.00; 311.18/52.11/01 00 and 311.18/52.12/01.00).

[BTI Ref T5/2/11/9/1 (900180)]

Applicant:

Board of Trade and Industry, Private Bag X753, Pretoria, 0001.

List 26/90 was published under General Notice 592 of 20 July 1990.

(27 July 1990)

KENNISGEWING 603 VAN 1990

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregistrateur, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Natal Association of Employees of Black Local Authorities. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres. Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging: Natal Association of Employees of Black Local Authorities.

Datum waarop aansoek ingedien is: 2 Mei 1990.

Belange en gebied ten opsigte waarvan aansoek gedoen word: Alle persone in diens van 'n Swart plaaslike owerheid in die landdrosdistrikte Dundee, Durban, Estcourt, Glencoe, Inanda, Kliprivier, Lion's River, Lower Tugela, Moorivier, Mount Currie, Mtonjaneni, Paulpietersburg, Pietermartizburg, Pinetown, Umvoti, Umzinto en Vryheid

Vir die doeleindes hiervan beteken "Swart plaaslike owerheid" 'n plaaslike owerheid soos omskryf in die Wet op Swart Plaaslike Owerhede, 1982.

Posadres van applikant Posbus 32330, Mobeni, 4060.

Kantooradres van applikant: Zigastraat, Sibongile, Township Dundee, 3000

NOTICE 603 OF 1990

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from the Natal Association of Employees of Black Local Authorities. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union: Natal Association of Employees of Black Local Authorities.

Date on which application was lodged. 2 May 1990.

Interests and area in respect of which application is made: All persons employed by a Black local authority in the Magisterial Districts of Dundee, Durban, Estcourt Glencoe, Inanda, Klip River, Lion's River, Lower Tugela, Mooi River, Mount Currie, Mtonjaneni, Paulpietersburg, Pietermaritzburg, Pinetown, Umvoti, Umzinto and Vryheid.

For the purposes hereof "Black local authority" means a local authority as defined in the Black Local Authorities Act, 1982.

Postal address of applicant: P.O. Box 32330, Mobeni, 4060.

Office address of applicant: Ziga Street, Sibongile, Township Dundee, 3000

Popcru warders acquitted

Court Reporter

SIXTY-EIGHT prison warders, all members of the Police and Prisons Civil Rights Union (Popcru), were yesterday acquitted in the Wynberg Magistrate's Court on charges of attending an illegal gathering after a placard demonstration at Pollsmoor Prison in support of the reinstatement of suspended colleagues

None of the warders acquitted in absentia yesterday were asked to plead and had been released on their own recognisances

The magistrate was Mr P D Theron. Mr C van der Bergh was the prosecutor and the warders were represented by Mr M Parker

Police evict protesters at US mission

Police last night, at the request of officials, evicted three men staging a sit-in at the United States Consulate in Johannesburg

The three former prison warders, members of the Police, Prisons and Civil Rights Union (Popcru), occupied the consulate on Monday, demanding the reinstatement of 52 dismissed policemen and warders.

They were evicted after being on the premises for 30 hours The sit-in was the second at the consulate in three weeks

A consulate spokesman told The Star that sit-ins were becoming a trend. The consulate could not allow a diplomatic mission to be used as a public platform for individuals and organisations.

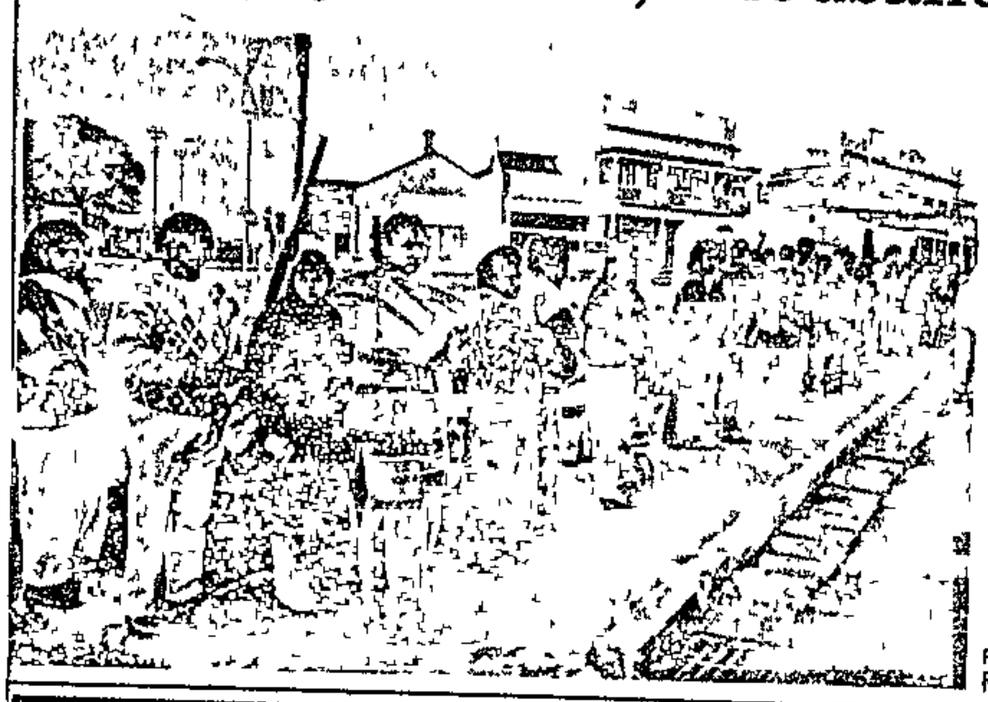
After due consideration the consulate asked the police to help remove the "trespassers", he said.

Earlier last night, Popcru said the three were being denied food, water and ablution facilities

The consulate spokesman had no comment on this.

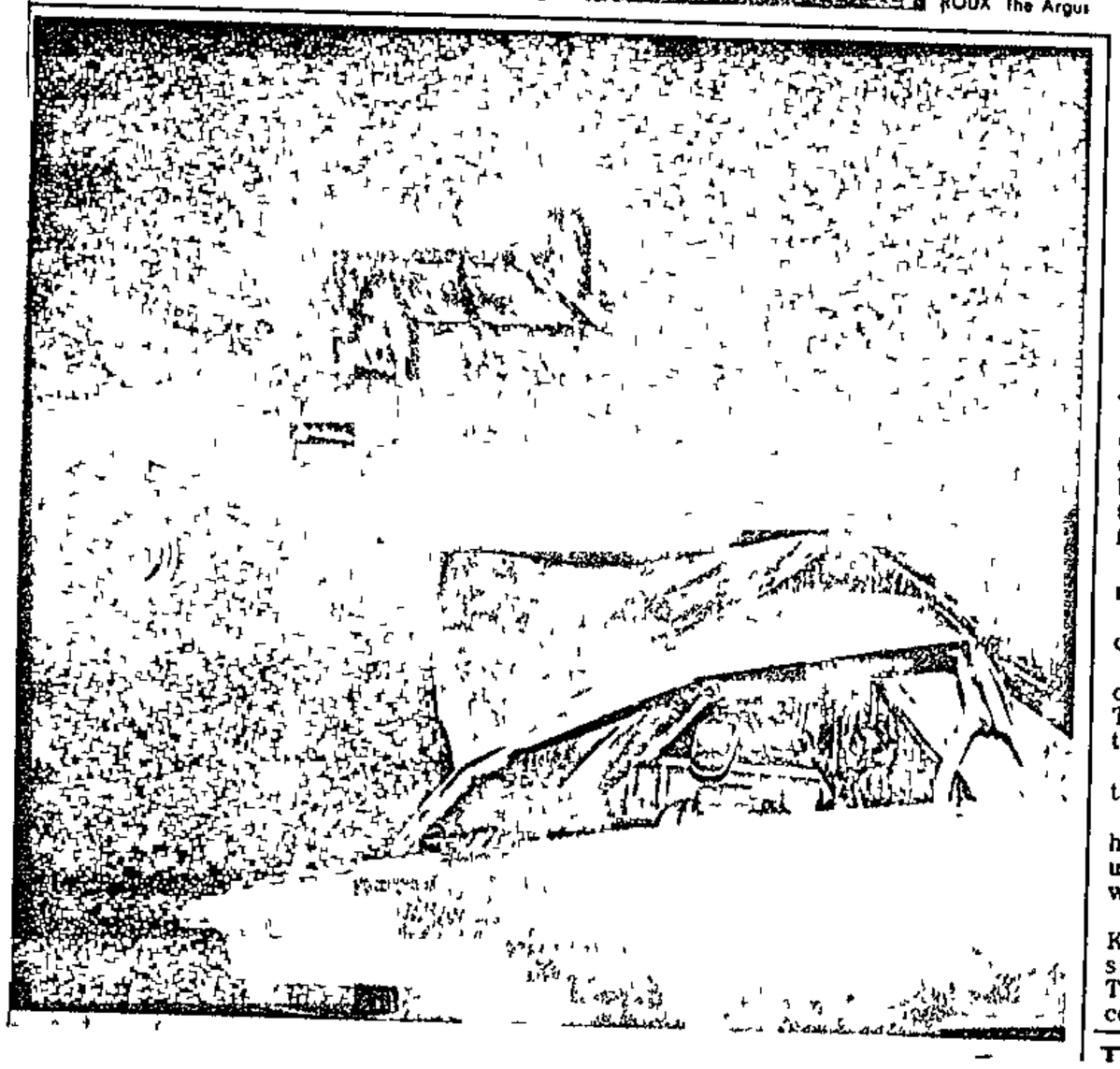
Bus strike

Sit-in by drivers, thousands late after union dispute



THE LONG WAIT: A sit-in strike by drivers led to long queues at Mowbray station bus stops today

Picture: DANA LE ROUX The Argus



By JOHN YELD and JOHN VILJOEN
Staff Reporters

THOUSANDS of commuters were late today after several hundred City Tramways bus drivers refused to work because of a union dispute

When buses failed to arrive on time, many commuters turned to minibus taxis to get to work

A spokesman for the Taxi Owners Liaison Association said his taxis were busier than usual

"We are more than a 100 percent full today," he said

The bus drivers are members of the Cosatu affiliated Transport and General Workers Union which is attempting to claim a majority recognition from management in place of the Tramways and Omnibus Workers Union (TOWU)

A union official at the Arrowgate Depot at Montana off Modderdam Road said early today that about 200 bus drivers had started a sit in after a decision at a meeting on Friday

He believed more than 100 drivers were also involved in a sit-in at the Philippi depot

"They are also being denied a majority there

"The other two depots (Diep River and Tollgate) may follow suit," he said

Annoyed

He said management had originally suggested a ballot to decide on majority recognition but was now refusing to hold the ballot, despite a request from the union

"We want a ballot but they re refusing

"We will sit here until they come back to us," he said

At Mowbray station annoyed commuters complained to City Tramways inspectors that there were no buses

"I can't use a clipcard on a taxi," one said

Another commuter said he had waited "much longer than usual" for a bus and that he was "very late for work"

City Tramways PRO Mr Bob Krause, said they would issue a statement later today The TOWU could not be reached for comment

Goodwood heart recipient 'well' after transplant

Medical Reporter

GOODWOOD heart recipient Mr Clifford Willemse, 57, who was given the heart of Californian missionary Mr Tim Fultz, 23, over the weekend, is "doing very well", according to Groote Schuur Hospital

Mr Willemse, who had to retire early because of his heart condition, had been waiting for three months when the dramatic series of events that led to his transplant unfolded

Donor Mr Fultz fell off the roof of a church he was helping to build in Kinshasa 10 days ago and was flown to Johannesburg for treatment On Saturday he was declared brain dead and his family agreed to the donation

The flights from Kinshasa to Johannesburg and Johannesburg to Cape Town were organised by Medical Rescue International

Mr Fultz's kidneys, thyroid and spleen were to be used for transplants in Johannesburg

The transplant marked the beginning of National Organ Donor Week

Mr Fultz's wife, Norma, has appeared on national television to encourage organ donation

Playful pup calls the cops

The Argus Foreign Service

LONDON — When the police in Wolverhampton answered a 999 call they rushed to pensioner Pat Robinson s house, fearing she d had a heart attack

But when they got there they found a 12 week old Staffordshire bull terrier had knocked the phone off its hook and nudged the 9 button

Mrs Robinson, 50, said "It's incredible She must have touched the button with her nose or paw

ON STRIKE . . . City Tramways bus drivers who went on strike yesterday stand on the first-floor balcony at the Arrowgate depot.

Bus drivers back at work

CAPE TIMES 14/8/90 139

By GLYNNIS UNDERHILL

HUNDREDS of City Tramways bus drivers who staged a wildcat strike yesterday over a union dispute went back to work this morning

Further action by The Transport and General Workers Union will be decided on Thursday morning when City Tramways management is expected to respond to a demand by the union members for a ballot to test its strength at both Phillipi and Arrowgate depot.

The striking drivers are unhappy that the current negotiating union recognised by Tramways Management is the Transport and Omnibus Worker's Union — dubbed a "management sweetheart union" by its opposition

The Cosatu-affiliated Transport and General Workers Union is hoping to establish itself as the majority union with full negotiating rights

"City Tramways management has agreed to give us an answer on the ballot by 10am on Thursday Then we will see if further action will be taken," said a spokesman for The Transport and General Workers Union

Thousands of bus commuters were late for work yesterday when the striking drivers staged sit-in protests at both Arrowgate and Phillipi depots

The day-long strike yesterday involved more than 400 dissatisfied City Tramways drivers who have been pushing for a ballot to establish their union as the majority union, according to the Transport and General Workers Union spokesman

"For years the Transport and Omnibus Worker's Union has been seen to work in an unhealthy cosy relationship with management," he said

Meanwhile City Tramways have condemned the strike by the Transport and General Workers Union members as being "without justification" and "illegal"

"The allegation by the union concerned that the action it has taken is connected to a dispute over management's recognition of the union, is rejected," claimed a City Tramways statement.

"Two meetings have been held with the union to discuss the suggestion that a ballot should be conducted to prove the Union's claim that it represents the majority of workers The documentary evidence put forward by the union to justify its claim failed to do so, and the union conceded that this was so," it said

A spokesman for City Tramways said that the "question of a ballot was out of our hands"

City Tramways management will be holding discussions with the majority union, the Transport and Omnibus Worker's Union before Thursday morning, to find out if they agree to a ballot, confirmed the spokesman

A spokesman for the Transport and Omnibus Worker's Union declined to comment.

All aboard as bus drivers return to work

By SHARON SOROUR, Labour Reporter

CITY Tramways bus drivers returned to work today after a one-day stoppage which left thousands stranded

Scores of drivers staged sit-ins at the Arrowgate and Philippi depots yesterday.

All members of the Transport and General Workers' Union (TGWU), they were demanding a ballot to prove the union's claim that it represented most workers The Transport and Omnibus Workers' Union (TOWU) has management recognition.

Tramways managing director Mr Barry Gie said the drivers had offered to return to work after negotiations took place yesterday between the management and the union.

Mr Gie said negotiations would continue.

THREATENED

"The drivers offered to return to work and asked me to respond to their demand for a ballot by Thursday at 10am," he said.

While union officials claimed several hundred drivers had stopped work, Tramways public relations officer Mr Bob Krause said 150 drivers at Arrowgate and 45 at Philippi were involved.

TGWU shop steward Mr Valentino Clarke said the drivers had been threatened with dismissal if they did not return by 3pm yesterday.

Mr Gie said the strikers' action was "unreasonable, unprocedural and illegal".

"I told the union that if the drivers did not return I reserved the right to take legal action which might include their dismissal"

Mr Clarke said it was up to management to "do the spadework and negotiate with the TOWA to hold a ballot".

"TGWU workers agree that if the ballot is in favour of the TOWA, they will accept it and the agreement which exists between the TOWA and City Tramways management. he said

A victory for his union would mean new negotiating structures under Cosatu guidelines

Mr Gie said it was difficult to assess the effect of the stoppage but it had "obviously" affected the company financially and had inconvenienced commuters

● The strike over a pay dispute by more than 1 000 Ikapa (Langa, Nyanga and Khayelitsha) council workers has ended and all workers have returned to work, a worker representative said today.

She said the dispute was resolved after a day-long meeting between the South African Municipal Workers Union (Samwu) and management at the council's Guguletu offices yesterday.

The management had promised backpay at the end of the month

The stoppage started on Friday after the council failed to honour promises of pay increases backdated to January, the representative said.

LABOUR

Solution seen for bus dispute

By SHARON SOROUR
Labour Reporter

WHILE two rival unions representing bus drivers at City Tramways depots do battle for majority status and negotiating power, the company is positive the issue will be resolved when the parties meet today.

The dispute boiled over into a one-day work stoppage this week involving scores of drivers and inconvenienced thousands of commuters.

City Tramways managing director Mr Barry Gie said various options had been considered to resolve the dispute and he believed "an equitable, workable solution that will be acceptable to all the parties concerned" had been found

The crisis arose when members of the Transport and General Workers' Union (T&GWU) staged sit-ins at the Arrowgate and Philippi depots on Monday

They were demanding a ballot to prove a claim by the union that it enjoyed majority support and not the Transport and Omnibus Workers' Union (TOWU), which enjoyed management recognition.

The drivers returned to work on Wednesday with the company agreeing to respond to the T&GWU's ballot request when the parties meet today

In a statement yesterday the TOWA chairman, Mr J Sineke, said while "the minority union T&GWU" claimed to have the majority at the Arrowgate and Philippi depots, they had not been able to substantiate this with "relevant documentation'.

Mr Sineke said the work stoppage could have been avoided if the T&GWU had approached the TOWA to discuss the issue

He also accused City Tramways of being manipulated by the T&GWU.

● A three-week wage dispute between the T&GWU members at Rhodes University and management was resolved this week with both parties agreeing to a 37,47 percent across-the-board increase, Sapa reports.

The increase raised the minimum wage for university workers from R270 to R371 a month

TGWU in bid for majority union status

Cart Times 17/8/90

139

Staff Reporter

THE Transport and General Workers' Union (TGWU) had been offered access and shop-steward rights at some City Tramways depots in an attempt to block their bid for recognition as the majority union, according to a TGWU spokesman

TGWU representatives met City Tramways management yesterday after a one-day strike earlier this week, to express their dissatisfaction that the current recognised negotiating union is the Transport and Omnibus Workers' Union (Towu), which they claim is a "management sweetheart".

The TGWU spokesman said the offer did not include the right to negotiate substantive conditions of employment on behalf of the drivers and was avoiding the demand for a ballot to find out which union had more support

"The offer undermines the principle of a majority union We do not want a half-baked situation of restricted rights for minority unions," he said

Bid to resolve simmering bus drivers' dispute

By SHARON SOROUR
Labour Reporter

CITY Tramways management meets union officials today in a bid to resolve a simmering dispute between two rival transport workers' unions battling for majority status and bargaining power.

The Transport and General Workers' Union (T&GWU) — which is demanding a ballot to prove it enjoys majority support at the Arrowgate and Philippi depots in spite of management recognising the Transport and Omnibus Workers' Union (TOWA) — will take part in the talks

Last week the dispute erupted into a one-day work stoppage by scores of T&GWU bus drivers at the two depots, which disrupted Cape Town's bus service and inconvenienced thousands of commuters

The stoppage was criticised by City Tramways management as being "without justification and illegal" especially as bus operations were regarded legally as an essential service

The workers returned to work the next day but demanded management hold a ballot to prove their union was in the majority

City Tramways proposed an audited count of stop orders to resolve the membership dispute but this was rejected by the T&GWU

Mr Nic Henwood, the T&GWU regional secretary, told Sapa the proposal would give the union minority status, denying it the right to bargain on wages and substantive issues

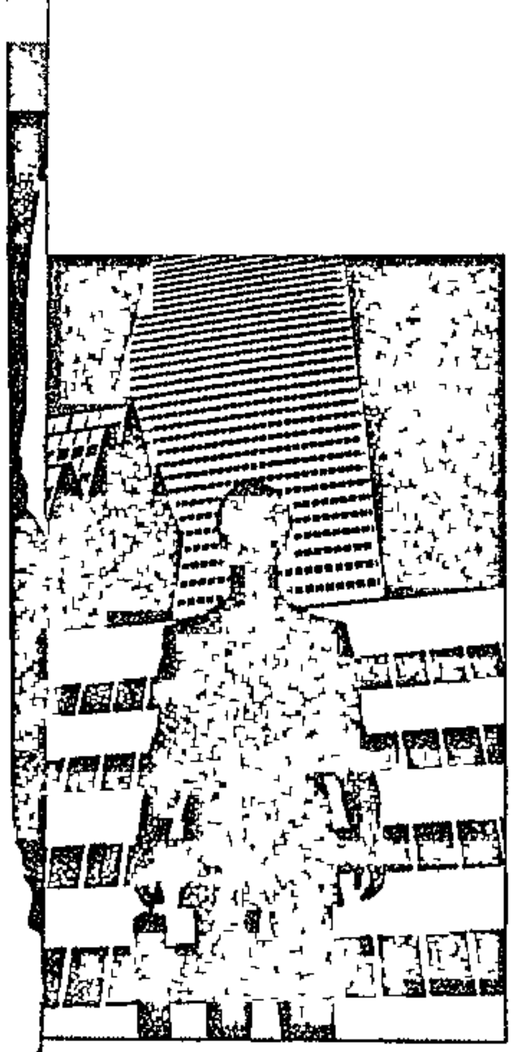
City Tramways managing director Mr Barry Gie said the matter was extremely complex as more than one substantial union was involved

The TOWA chairman, Mr Joe Sineke, said while "the minority union T&GWU" claimed to have the majority at the two depots they had not been able to substantiate this with "relevant documentation"

● The TOWA changed its name recently from the Tramways and Omnibus Workers' Union to the Transport and Omnibus Workers' Union

1990

ETWORK



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MATION NETWORK
OMPUTER SOLUTIONS
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CAPE TIMES 21/8/90 (139)

Union members vow to boycott ballot

Staff Reporter

MEMBERS of the Transport and Omnibus Workers' Union (Towu) have vowed to boycott a ballot to determine union representation at the Arrowgate and Philippi depots of City Tramways

Towu chairman Mr Joe Sineke said the "sweetheart Transport and General Workers' Union (TGWU) can have a ballot among themselves"

"You are having a good time — carry on," he said, and agreed to appoint a member to help process proof of union membership

The ballot announced yesterday by City Tramways managing director Mr B W Gie followed pressure from the Cosatu-affiliated TGWU, whose members staged a one-day strike last week in a bid for recognition as the majority union

TGWU regional secretary Mr Nic Henwood said union representatives met City Tramways management yesterday

"If Towu believe they are the majority, they should be confident that the ballot will demonstrate that," he said

Mr Henwood added that TGWU believes it has an overall majority at City Tramways, with a particular advantage at the Simon's Town, Philippi, Arrowgate and Diep River depots

● Cape provincial authorities have acceded to a demand by hospital workers for paid maternity leave, Health Workers' Union spokesman Dr Hassan Mohamed said yesterday Pregnant workers will be granted three months' maternity leave as from November 1, with the concession limited to three terms of pregnancy.

(022231)98240

(139)

Tension between rival unions rises

AM645 24/8/90

By SHARON SOROUR
Labour Reporter

TENSION is mounting between rival trade unions battling for majority support and negotiating power at City Tramways bus depots

The simmering dispute between the recognised union, Transport and Omnibus Workers' Union (Towu), and the Transport and General Workers' Union (T&GWU), intensified yesterday as Towu rejected a ballot requested by the T&GWU to test majority support

The Cosatu-affiliated T&GWU demanded City Tramways management hold a ballot at the Arrowgate and Philippi depots and staged a one-day work stoppage last week by scores of T&GWU bus drivers and other workers at the two depots.

REJECTED

City Tramways initially proposed an audited count of stop orders to resolve the dispute but this was rejected by the T&GWU.

Talks between T&GWU officials and management yesterday resulted in the union agreeing to a ballot, according to City Tramways managing director Mr Barry Gie

He said the T&GWU had "agreed to a ballot to determine union representation at the Arrowgate and Philippi depots, in terms of the existing rules and procedures"

The T&GWU regional secretary Mr Nic Henwood told Sapa his union had agreed to a management proposal that a ballot would have to be based on documented proof of majority support.

While Towu originally agreed to participate in a ballot if the T&GWU could substantiate their claim of representing the majority of drivers with "adequate documentation", the union has reversed its decision.

The Towu chairman Mr Joe Sineke told Sapa yesterday the union had decided at a general meeting at the weekend to boycott a ballot.

According to Mr Henwood, the company was trying to pave the way for future minority unionism by granting procedural, but not substantive rights.

Under such a dispensation the T&GWU would not be able to negotiate on wages and other substantive issues.

Public servants in milestone deal on service conditions

By SHARON SOROUR
Labour Reporter

FOR the first time in public service history, recognised staff associations representing about 200 000 public servants have formally negotiated with the government on conditions of service.

The historic meeting in Pretoria last week involved six personnel associations and the binding agreements reached have been described as a breakthrough.

Staff associations involved were the Public Servants Association of SA (PSA), the Public Servants League of SA (PSL), the Public Servants Union, the Institute for Public Servants, the Natal Provincial Staff Association and the Hospital Personnel Association of SA (Hospersa).

Limited funds

Hospersa chief executive officer Mr A J Dippenaar said. "This bargaining agreement is historic and certainly a breakthrough, especially if consideration is given to the fact that State funds are limited and that there were differences of viewpoints and approaches of the parties around the bargaining table."

According to a statement by PSA general manager Mr Hans Olivier binding agreements reached included

- Revision of the provisions of subsistence allowances which will be implemented during the course of the year.
- Revision of the measures governing the payment of overtime, namely the lifting of the salary ceiling of R20 000 for maximum overtime remuneration as well as the qualifying level for the payment of overtime.
- The implementation of maternity leave privileges for all women with effect from November 1 this year on the basis of 12 weeks special leave with full pay for three confinements without any contractual obligations.
- The revision of existing grievance procedures and the introduction of disciplinary procedures for officials and workers pending further talks with recognised staff associations

Mr Dippenaar said agreement was also reached on

- Aspects with regard to future remuneration policy that will include general salary adjustments on market allowances
- The recognition of trade unions and of personnel associations that want to register as trade unions as well as labour legislation that will be applicable to public sector officials.

Deadlock

According to PSL general manager Mr B Wentzel a deadlock on housing subsidy negotiations was reached "due to the fact that the staff associations demanded a minimum increase from R50 000 to R70 000 as a housing subsidy with effect from October 1, 1990."

The associations have demanded a response not later than August 31.

Negotiations will continue when the two parties meet on September 27.

vocational projects in upholstery, tailoring,
compare before you compromise!
CALL NOW FOR A FREE CONSULTATION AND QUOTATION

Clerks 'down pens' for salary increase

Staff Reporter

ABOUT 200 House of Representatives administrative clerks "downed pens" yesterday, and threatened to call a nationwide strike in all state departments if they do not get a salary increase this year

Public Servants' League spokesman Mr Neville Petersen said "After negotiations between staff associations and the Commission for Public Administration, it was announced that salary increases will only be implemented in the next finacial book year."

This has caused frustration among government officials, as only labourers received salary increases, said Mr Petersen

"Administration officials went on a 'pen-down' strike to reject the present system of occupational differentiation, where the clerks in the finance depertment earned better salaries than general clerks"

He said Mr Bernard Wentzel of the PSL would seek "an urgent appointment with the State President to negotiate for a salary increase in this financial book year"

House of Representatives spokesman Mr Thinus Dempsey was not available for comment

p

C/Press 26/8/90

Racist practice alleged at Ngoye

By S'BU MNGADI

STAFF at the University of Zululand (Ngoye) are outraged over alleged discrimination in favour of whites.

The predominantly black university has been locked in a lengthy dispute since 1988 when the staff association (Uzusa) first submitted a memorandum to the university council containing allegations of discrimination in employment and promotion. The memo was again sent to the council last September

An Uzusa spokesman this week claimed it had never received a direct reply from the council Instead, he said, rector Abram Nkabinde wrote a circular in September dismissing the grievances as a "myth".

"One can only conclude that the allegations are malicious lies intended to sow division and discontent among the staff," wrote Nkabinde.

His words prompted the staff to stage a march through the university They slammed Nkabinde's rejection of their grievances without investigation

Director of the Bureau of Development and Public Relations at Ngoye Vic Handley said because of the seriousness of the allegations, the council had called upon Uzusa to submit proof of their accuracy

"At a meeting held with staff on September 13, 1989, the allegations were repeated The rector then called on anyone with information to support the allegations to submit complaints to him by the close of business on that day No such information was received.

"The university council remains ready to investigate any substantiated allegations of irregularities," said Handley.

According to the memorandum, released to *City Press* this week, preference was still being given to whites, and similar advantages were withheld from blacks

It is alleged that in most cases, the spouses of whites appointed by the university are given jobs without going through the university's personnel department.

Abram Nkabinde ... no proper investigation.

The staff association also alleges there is a tendency to appoint whites on a temporary basis and they are invariably selected for permanent appointment, but blacks were not afforded similar opportunities

Uzusa has also received information that circulars are often issued to whites only.

The selection of blacks, the association claimed, was subject to the provisions of a merit system, while whites were not subject to the same system,

TABEL

Naam van vakvereniging: Vereniging van Gesalarieerde Nywerheidspersoneel.

Datum waarop aansoek ingedien is: 7 Mei 1990.

Belange en gebied ten opsigte waarvan aansoek gedoen word: Blankes in diens op die grondslag van 'n jaarlikse salaris in 'n administratiewe, klerklike, toesighoudende, rekeningkundige, bestuurstegniese, navorsing- of bemarkingshoedanigheid in die Chemiese en Kunsmis vervaardigingsnywerhede in die landdrosdistrik Potchefstroom.

Posadres van applikant. Posbus 487, Vanderbijlpark, 1900.

Kantooradres van applikant: Exhibition 2000-gebou, Eerste Verdieping, Genl. Hertzogstraat, Vanderbijlpark.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

D. W. JAMES,
Nywerheidsregistrateur.
(31 Augustus 1990)

KENNISGEWING 720 VAN 1990

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

INTREKKING VAN REGISTRASIE VAN 'N WERKGEWERSORGANISASIE

Ek, David William James, Nywerheidsregistrateur, maak hierby kragtens artikel 14 (2) van die Wet op Arbeidsverhoudinge, 1956, bekend dat ek die registrasie van die South African Lawnmower Manufacturers' Association met ingang van 22 Augustus 1990 ingetrek het.

D. W. JAMES,
Nywerheidsregistrateur.
(31 Augustus 1990)

KENNISGEWING 721 VAN 1990

ADMINISTRASIE: VOLKSRAAD

DEPARTEMENT VAN LANDBOU-ONTWIKKELING

KENNISGEWING VAN VERGADERING VAN SKULDEISERS KRAGTENS ARTIKEL 22 (1) VAN DIE WET OP LANDBOUKREDIET, 1966

Hierby word 'n vergadering van ondergenoemde applikante en hul skuldeisers op die plek en datum hieronder genoem, belê, met die doel om skuldeisers in staat te stel om hul vorderings teen die applikante te bewys en 'n skikkingsvoorstel van die Landboukredietraad te oorweeg.

J. H. RADEMEYER,
Direkteur: Direktoraat Finansiele Bystand,
Departement van Landbou-ontwikkeling.

TABLE

Name of trade union: Vereniging van Gesalarieerde Nywerheidspersoneel.

Date on which application was lodged: 7 May 1990.

Interests and area in respect of which application is made: Whites employed on the basis of an annual salary in an administrative, clerical, supervisory, accounting, management, technical, research or marketing capacity in the Chemical and Fertiliser Manufacturing Industries in the Magisterial District of Potchefstroom.

Postal address of applicant. P.O. Box 487, Vanderbijlpark, 1900.

Office address of applicant: Exhibition 2000 Building, First Floor, Genl. Hertzog Street, Vanderbijlpark

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

D. W JAMES,
Industrial Registrar.
(31 August 1990)

NOTICE 720 OF 1990

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

CANCELLATION OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, David William James, Industrial Registrar, hereby notify, in terms of section 14 (2) of the Labour Relations Act, 1956, that I have cancelled the registration of the South African Lawnmower Manufacturers' Association with effect from 22 August 1990

D W. JAMES,
Industrial Registrar.
(31 August 1990)

NOTICE 721 OF 1990

ADMINISTRATION: HOUSE OF ASSEMBLY

DEPARTMENT OF AGRICULTURAL DEVELOPMENT

NOTICE OF MEETING OF CREDITORS IN TERMS OF SECTION 22 (1) OF THE AGRICULTURAL CREDIT ACT, 1966

A meeting of the undermentioned applicants and their creditors is hereby convened at the place and date mentioned hereunder for the purpose of enabling creditors to prove their claims against the applicants and of considering a proposal for a compromise by the Agricultural Credit Board

J. H. RADEMEYER,
Director. Directorate Financial Assistance,
Department of Agricultural Development.

Rockman falls on hard times

(139) C/Press 2/9/90

CP Correspondent

LESS than a year after he first hit the headlines with his accusations of police brutality, controversial former policeman Gregory Rockman is down – but far from out.

Rockman, who started South Africa's first union for prison warders and policemen, is fighting for survival after suffering severe financial blows.

But he's not complaining. "Cowboys don't cry," he quipped.

The Police and Prison Services Civil Rights Union (Popcru) president, who last year accused South African riot police of behaving like a pack of dogs when dispersing black schoolchildren in Mitchell's Plain, was dismissed from the police force earlier this year.

Later he lost a house in Port Elizabeth and his house near Cape Town is up for auction

Rockman, his wife Sharleen, and their 16-month-old daughter Fay-Ann, will be homeless and penniless. They are now lodging with friends in Cape Town.

Days after the book about Rockman's crusade against apartheid police was launched last December, creditors took away all the furniture from the house.

"All we have in the house is a bed and two-plate stove. These will also be up for auction."

He said he could not pay for his house in Port Elizabeth when it was repossessed in January.

Earlier he said: "I don't know where I will move to. I'll build a shack next to the highway with a large ANC flag next to it. Everyone will know that Rockman lives there."

Sales of the book which tells Rockman's story have so far failed to provide financial help for the impoverished celebrity

Rebel cop Gregory Rockman found fame, but not money, when he challenged police brutality.

LABOUR UPDATE

Mewusa's stance

METAL Workers Union (Mewusa) is still to consult with its members on the final proposals made by the Steel and Engineering Industries Federation of South Africa (SEIFSA) before accepting them.

Mewusa official Mr Cindi Zithulele said SEIFSA had not yet met the union's demand for a 40-hour week with no loss of pay and recognition of March 21 as a paid holiday.

Seifsa executive director, Mr Brian Angus, said the employer body had made a revised offer of a 44-hour week with no change to the hourly wage rates of employees.

Angus said Mewusa was the only union in the Industrial Council, which had not yet accepted the offer. Fourteen other trade unions involved in the metal industry indicated that they would recommend to their members to accept Seifsa's offer.

He said Seifsa's revised offer included:

*March 21 (Sharpeville Day) to be treated on the basis of "no work, no pay" principle.

*One month's maternity benefits to be advanced to employees one week after they proceed on maternity leave. The benefit is to be paid by the industry's Sick Pay Fund - not by individual employers.

*Employers to reaffirm their commitment to proportional trade union representations on the industrial council.

BYLAE

Restant van Plaas 601, groot 186,5549 hektaar, geleë in die administratiewe distrik Caledon, provinsie die Kaap die Goeie Hoop.

(7 September 1990)

SCHEDULE

Remainder of Farm 601, in extent 186,5549 hectares, situate in the Administrative Division of Caledon, Province of the Cape of Good Hope.

(7 September 1990)

KENNISGEWING 734 VAN 1990

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

INTREKKING VAN REGISTRASIE VAN 'N NYWERHEIDSRAAD

Ek, David William James, Nywerheidsregistrateur, maak hierby kragtens artikel 34 (2) van die Wet op Arbeidsverhoudinge, 1956, bekend dat die registrasie van die Nywerheidsraad vir die Tabaknywerheid (Transvaal) hierby ingetrek word.

D. W. JAMES,
Nywerheidsregistrateur.

(7 September 1990)

NOTICE 734 OF 1990

139

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

CANCELLATION OF REGISTRATION OF AN INDUSTRIAL COUNCIL

I, David William James, Industrial Registrar, hereby notify, in terms of section 34 (2) of the Labour Relations Act, 1956, that the registration of the Industrial Council for the Tobacco Industry (Transvaal) is hereby cancelled.

D. W. JAMES,
Industrial Registrar.

(7 September 1990)

KENNISGEWING 735 VAN 1990

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

INTREKKING VAN REGISTRASIE VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregistrateur, maak hierby kragtens artikel 14 (1) van die Wet op Arbeidsverhoudinge, 1956, bekend dat aangesien ek rede het om te vermoed dat die African Tobacco Workers' Union nie as vakvereniging funksioneer nie, sy registrasie ingetrek sal word, tensy redes daarteen binne 'n tydperk van 30 dae vanaf die datum van publikasie van hierdie kennisgewing aangevoer word.

D. W. JAMES,
Nywerheidsregistrateur.

(7 September 1990)

NOTICE 735 OF 1990

DEPARTMENT OF MANPOWER

139

LABOUR RELATIONS ACT, 1956

CANCELLATION OF REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, hereby notify, in terms of section 14 (1) of the Labour Relations Act, 1956, that as I have reason to believe that the African Tobacco Workers' Union is not functioning as a trade union its registration will be cancelled unless cause to the contrary is shown within a period of 30 days from the date of publication of this notice.

D. W. JAMES,
Industrial Registrar.

(7 September 1990)

KENNISGEWING 736 VAN 1990

KOMMERSIALISERINGSONDERSOEK

HOOFDIREKTORAAT: HOUTPRODUKSIE
DEPARTEMENT VAN OMGEWINGSAKE

VERSOEK VIR VOORLEGGINGS VANAF BELANGHEBBENDE PARTYE

Onafhanklike konsultante is aangestel om advies te verleen aangaande die toekomstige rol en struktuur van die Hoofdirektoraat: Houtproduksie.

Belanghebbende partye word uitgenooi om hulle sienings en voorstelle oor hierdie saak aan die konsultante voor te lê. Vorige voorleggings vanaf laat 1989 tot datum aan die Minister en Departement van Omgewingsake is ontvang en geniet oorweging.

Skriftelike voorlegging moet gestuur word aan:

Bosboukonsultante
Posbus 2128
PRETORIA
0001

OF met faksimile gestuur word aan (012) 341-3098.

Sluitingsdatum vir ontvangs: **19 September 1990.**

(7 September 1990)

NOTICE 736 OF 1990

COMMERCIALISATION INVESTIGATION

TIMBER PRODUCTION· CHIEF DIRECTORATE
DEPARTMENT OF ENVIRONMENT AFFAIRS

REQUEST FOR SUBMISSIONS BY INTERESTED PARTIES

Independent consultants have been retained to advise on the future role and structure of the Timber Production: Chief Directorate.

All interested parties are invited to make their views and proposals on the matter known to the consultants Previous submissions from late 1989 to date to the Minister and the Department of Environment Affairs have been received and are being considered

Written submissions should be sent to·

Forestry Consultants
P.O. Box 2128
PRETORIA
0001

OR faxed to (012) 341-3098.

Closing date for receipt: **19 September 1990.**

(7 September 1990)

KENNISGEWING 761 VAN 1990

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

INTREKKING VAN REGISTRASIE VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregistrateur, maak hierby kragtens artikel 14 (1) van die Wet op Arbeidsverhoudinge, 1956, bekend dat aangesien ek rede het om te vermoed dat die Liquor and Catering Trades Employees' Union (Cape) nie as vakvereniging funksioneer nie, sy registrasie ingetrek sal word, tensy redes daarteen binne 'n tydperk van 30 dae vanaf die datum van publikasie van hierdie kennisgewing aangevoer word.

D. W. JAMES,
Nywerheidsregistrateur.
(14 September 1990)

NOTICE 761 VAN 1990

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

CANCELLATION OF REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, hereby notify, in terms of section 14 (1) of the Labour Relations Act, 1956, that as I have reason to believe that the Liquor and Catering Trades Employees' Union (Cape) is not functioning as a trade union, its registration will be cancelled unless cause to the contrary is shown within a period of 30 days from the date of publication of this notice.

D. W. JAMES,
Industrial Registrar.
(14 September 1990)

KENNISGEWING 762 VAN 1990

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

INTREKKING VAN REGISTRASIE VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregistrateur, maak hierby kragtens artikel 14 (1) van die Wet op Arbeidsverhoudinge, 1956, bekend dat aangesien ek rede het om te vermoed dat die Hotel and Restaurant Workers' Union nie as vakvereniging funksioneer nie, sy registrasie ingetrek sal word, tensy redes daarteen binne 'n tydperk van 30 dae vanaf die datum van publikasie van hierdie kennisgewing aangevoer word.

D. W. JAMES,
Nywerheidsregistrateur.
(14 September 1990)

NOTICE 762 OF 1990

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

CANCELLATION OF REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, hereby notify, in terms of section 14 (1) of the Labour Relations Act, 1956, that as I have reason to believe that the Hotel and Restaurant Workers' Union is not functioning as a trade union, its registration will be cancelled unless cause to the contrary is shown within a period of 30 days from the date of publication of this notice.

D. W. JAMES,
Industrial Registrar.
(14 September 1990)

KENNISGEWING 766 VAN 1990

ADMINISTRASIE: VOLKSRAAD

DEPARTEMENT VAN LANDBOUONTWIKKELING

KENNISGEWING VAN VERGADERING VAN SKULDEISERS KRAGTENS ARTIKEL 22 (1) VAN DIE WET OP LANDBOUKREDIET, 1966

Hierby word 'n vergadering van ondergenoemde applikant en sy skuldeisers op die plek en datum hieronder genoem, belê, met die doel om skuldeisers in staat te stel om hul vorderings teen die applikant te bewys en 'n skikkingsvoorstel van die Landboukredietraad te oorweeg.

J. H. RADEMEYER,

Direkteur: Direktoraat Finansiele Bystand,
Departement van Landbou-ontwikkeling

NOTICE 766 OF 1990

ADMINISTRATION: HOUSE OF ASSEMBLY

DEPARTMENT OF AGRICULTURAL DEVELOPMENT

NOTICE OF MEETING OF CREDITORS IN TERMS OF SECTION 22 (1) OF THE AGRICULTURAL CREDIT ACT, 1966

A meeting of the undermentioned applicant and his creditors is hereby convened at the place and date mentioned hereunder for the purpose of enabling creditors to prove their claims against the applicant and of considering a proposal for a compromise by the Agricultural Credit Board.

J. H. RADEMEYER,

Director: Directorate Financial Assistance,
Department of Agricultural Development

Aansoek van Application by	Plek van byeenkoms Place of meeting	Datum en tyd Date and time
Jan Adriaan Coetzee en/and Louis Hendrik Josephus Coetzee van die plaas/of the farm Greefflaagte, Posbus/P O Box 335, Lichtenburg, 2740	Kantoor van die Landdros/Magistrate's Office, Lichtenburg	22 Oktober/October 1990 om/at 09 00

(14 September 1990)

2. Vervanging van die voorsiening by tariefpos 8205.40 deur die volgende

Tariefsubpos	*Beskrywing*	*Skaal van Reg*
8205 40	Skroewedraaiers	23%
.10	Sterpuntskroewedraaiers (uitgesonderd ratelskroewedraaiers en skroewedraaiers met skroefklemtoestelle)	
20	Platpuntskroewedraaiers met 'n breedte by die punt van minstens 3 mm maar hoogstens 9,5 mm (uitgesonderd ratelskroewedraaiers en skroewedraaiers met skroefklemtoestelle)	23%
30	Ratelskroewedraaiers en skroewedraaiers met skroefklemtoestelle	3%
40	Stelle met 'n verskeidenheid skroewedraaiers wat minstens een sterpuntskroewedraaier of een platpuntskroewedraaier met 'n breedte by die punt van minstens 3 mm maar hoogstens 9,5 mm bevat	23%
90	Ander	3%

[RHN-verw. T5/2/15/6/1 (900310)]

Applikant:

Die Kommissaris van Doeane en Aksyns, Privaatsak X47, Pretoria, 0001.

Lys 32/90 is by Algemene Kennisgewing 747 van 7 September 1990 gepubliseer

(14 September 1990)

2 Substitution for the provision under tariff subheading 8205.40 of the following

Tariff Subheading	*Description*	*Rate of Duty*
8205 40	Screwdrivers	23%
10	Star-point screwdrivers (excluding ratchet screwdrivers and screwdrivers with screwholding clamps)	
20	Flat-point screwdrivers with a width at the point of 3 mm or more but not exceeding 9,5 mm (excluding ratchet screwdrivers and screwdrivers with screwholding clamps)	23%
30	Ratchet screwdrivers and screwdrivers with screwholding clamps	3%
40	Sets with a variety of screwdrivers which contain at least one star-point screwdriver or one flat-point screwdriver with a width at the point of 3 mm or more but not exceeding 9,5 mm	23%
90	Other	3%

[BTI Ref. T5/2/15/6/1 (900310)]

Applicant:

The Commissioner for Customs and Excise, Private Bag X47, Pretoria, 0001

List 32/90 was published under General Notice 747 of 7 September 1990

(14 September 1990)

KENNISGEWING 772 VAN 1990

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

INTREKKING VAN REGISTRASIE VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregistrateur, maak hierby kragtens artikel 14 (2) van die Wet op Arbeidsverhoudinge, 1956, bekend dat ek die registrasie van die Operative Bakers', Confectioners' and Conductors' Union, Port Elizabeth and Uitenhage, met ingang van 6 September 1990 ingetrek het

D W JAMES,
Nywerheidsregistrateur.
(14 September 1990)

NOTICE 772 OF 1990

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

CANCELLATION OF REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, hereby notify, in terms of section 14 (2) of the Labour Relations Act, 1956, that I have cancelled the registration of the Operative Bakers', Confectioners' and Conductors' Union, Port Elizabeth and Uitenhage, with effect from 6 September 1990

D. W. JAMES,
Industrial Registrar.
(14 September 1990)

KENNISGEWING 773 VAN 1990

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregistrateur, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die South African Railway and Harbours Workers' Union Besonderhede van die aansoek word in onderstaande tabel verstrek Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres Privaatsak X117, Pretoria, 0001)

NOTICE 773 OF 1990

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the South African Railway and Harbours Worker's Union. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

(j) 'n Aansoeker aan wie 'n toekenning ingevolge hierdie bepaling gemaak is en wat versuim om binne ses (6) maande na formele goedkeuring van 'n aansoek deur die Streekdirekteur. Oos-Kaap ooreenkomstig die voorskrifte van paragraaf (2) (f) daarvoor te betaal, verloor alle aanspraak op die toekenning of op enige gedeelte daarvan waarvoor nie ooreenkomstig genoemde paragraaf betaal is nie.

J A. VAN WYK,
Adjunk-minister van Waterwese

No. 2188 **14 September 1990**

UITBREIDING VAN GRENSE VAN DIE BENEDE - SONDAGSRIVIER - STAATSWATERBEHEERGEBIED —AFDELINGS UITENHAGE EN ALEXANDRIA

Ek, Jacob Albertus van Wyk, Adjunk-minister van Waterwese, handelende namens die Minister van Waterwese kragtens die bevoegdheid hom verleen by artikel 59 (1) van die Waterwet, 1956 (Wet No 54 van 1956), verklaar hierby dat die grense van die Benede-Sondagsrivier-staatswaterbeheergebied met ingang van die datum van publikasie hiervan vir doeleindes van artikel 59 (1) (a) van gemelde Wet uitgebrei word sodat die volgende eiendomme daarby ingesluit is

Swanepoels Kraal 104, Afdeling Uitenhage

Wolwe Kop 82, Afdeling Alexandria

J. A VAN WYK,
Adjunk-minister van Waterwese

No. 2189 **14 September 1990**

VERKLARING INGEVOLGE ARTIKEL 2 VAN DIE WET OP DIE ORANJERIVIER-ONTWIKKELINGSPROJEK, 1969, TEN OPSIGTE VAN DIE BENEDE - SONDAGSRIVIER - STAATSWATERBEHEERGEBIED

Ek, Jacob Albertus van Wyk, Adjunk-minister van Waterwese, handelende namens die Minister van Waterwese kragtens die bevoegdheid hom verleen by artikel 2 van die Wet op die Oranjerivier-ontwikkelingsprojek, 1969 (Wet No 78 van 1969), verklaar hierby dat die volgende eiendomme wat by die Benede-Sondagsrivier-staatswaterbeheergebied ingesluit is, met ingang van die datum van publikasie hiervan, eiendomme is wat geraak word deur water wat uit die Oranjerivier uitgekeer en deur die Oranje-Vistonnel in die Theebusspruit losgelaat word

Swanepoels Kraal 104, Afdeling Uitenhage.

Wolwe Kop 82, Afdeling Alexandria.

J. A VAN WYK,
Adjunk-minister van Waterwese

(j) An applicant to whom an allocation has been made in terms of this determination and who fails to pay for this within six (6) months after the formal approval of an application by the Regional Director. Eastern Cape in accordance with the instructions of paragraph (2) (f) shall lose any claim to the allocation or any portion thereof for which no payment was made in accordance with the said paragraph.

J A VAN WYK,
Deputy Minister of Water Affairs.

No. 2188 **. 14 September 1990**

EXTENSION OF THE BOUNDARIES OF THE LOWER SUNDAYS RIVER GOVERNMENT WATER CONTROL AREA.—DIVISIONS OF UITENHAGE AND ALEXANDRIA

I, Jacob Albertus van Wyk, Deputy Minister of Water Affairs acting on behalf of the Minister of Water Affairs by virtue of the powers vested in him by section 59 (1) of the Water Act, 1956 (Act No. 54 of 1956), hereby declare that with effect of the date of publication hereof, the boundaries of the Lower Sundays River Government Water Control Area shall, for the purposes of section 59 (1) (a) of the said Act, be extended so as to include the following properties

Swanepoels Kraal 104, Division of Uitenhage.

Wolwe Kop 82, Division of Alexandria.

J. A. VAN WYK,
Deputy Minister of Water Affairs.

No. 2189 **14 September 1990**

DECLARATION IN TERMS OF SECTION 2 OF THE ORANGE RIVER DEVELOPMENT PROJECT ACT, 1969, IN RESPECT OF THE LOWER SUNDAYS RIVER GOVERNMENT WATER CONTROL AREA

I, Jacob Albertus van Wyk, Deputy Minister of Water Affairs, acting on behalf of the Minister of Water Affairs by virtue of the powers vested in him by section 2 of the Orange River Development Project Act, 1969 (Act No 78 of 1969), hereby declare that the following properties which are included in the Lower Sundays River Government Water Control Area are with effect from the date of publication hereof properties affected by water diverted from the Orange River and delivered into the Theebus Spruit by means of the Orange Fish tunnel:

Swanepoel Kraal 104, Division of Uitenhage.

Wolwe Kop 82, Division of Alexandria.

J A VAN WYK,
Deputy Minister of Water Affairs.

ALGEMENE KENNISGEWINGS

KENNISGEWING 750 VAN 1990

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

INTREKKING VAN REGISTRASIE VAN 'N WERKGEWERSORGANISASIE

Ek, David William James, Nywerheidsregistrateur, maak hierby kragtens artikel 14 (1) van die Wet op Arbeidsverhoudinge, 1956, bekend dat aangesien ek

GENERAL NOTICES

NOTICE 750 OF 1990 (139)

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

CANCELLATION OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, David William James, Industrial Registrar, hereby notify, in terms of section 14 (1) of the Labour Relations Act, 1956, that as I have reason to believe that the

rede het om te vermoed dat die Road Passenger Transport Employers' Association (Cape) nie as werkgewersorganisasie funksioneer nie, sy registrasie ingetrek sal word, tensy redes daarteen binne 'n tydperk van 30 dae vanaf die datum van publikasie van hierdie kennisgewing aangevoer word.

D. W. JAMES,
Nywerheidsregistrateur.
(14 September 1990)

KENNISGEWING 751 VAN 1990

PROVINSIALE ADMINISTRASIE VAN DIE KAAP DIE GOEIE HOOP

PORT ELIZABETH.—VOORGESTELDE SINK VAN TWEE BOORGATE BENEDE DIE HOOGWATERMERK VAN DIE SEE

Ingevolge artikel 3 (5) van die Strandwet, 1935 (Wet No. 21 van 1935), word hiermee bekendgemaak dat dit die voorneme is om 'n huurooreenkoms met Port Elizabeth Munisipaliteit aan te gaan waarin voorsiening gemaak word vir die sink van twee boorgate

'n Liggingsplan van die gebied wat deur die voorgestelde sink van twee boorgate geraak word, lê ter insae by die kantoor van die Hoofdirekteur Werke, Provinsiale Administrasie van die Kaap die Goeie Hoop, Kamer 430, Dorpstraat 9, Kaapstad

Besware teen die voorgestelde verhuring moet by die Hoofdirekteur: Werke, Privaatsak X9078, Kaapstad, 8000, ingedien word voor of op 15 Oktober 1990.

(14 September 1990)

KENNISGEWING 752 VAN 1990

PROVINSIALE ADMINISTRASIE VAN DIE KAAP DIE GOEIE HOOP

St CROIX EILAND —BEPERKTE GEBIED

Ingevolge artikel 3 (5) van die Strandwet, 1935 (Wet No. 21 van 1935), word hiermee bekendgemaak dat dit die Provinsiale Administrasie van die Kaap die Goeie Hoop se voorneme is om die reeds bestaande bufferstrook van 300 m benede die hoogwatermerk van die see by St Croix Eiland, te vergroot na 500 m vir Natuurbewaringsdoeleindes.

'n Liggingsplan van die gebied wat deur die voorgestelde verlengde bufferstrook geraak word, lê ter insae by die kantoor van die Hoofdirekteur· Werke, Provinsiale Administrasie van die Kaap die Goeie Hoop, Kamer 430, Dorpstraat 9, Kaapstad.

Besware teen die voorgestelde verlengde bufferstrook moet by die Hoofdirekteur· Werke, Privaatsak X9078, Kaapstad, 8000, ingedien word voor of op 15 Oktober 1990.

(14 September 1990)

KENNISGEWING 753 VAN 1990

DEPARTEMENT VAN FINANSIES

DIE JOHANNESBURGSE EFFEKTEBEURS

KENNISGEWING BETREFFENDE WYSIGING VAN REELS

1. Ingevolge artikel 12 (6) van die Wet op Beheer van Effektebeurse, 1985 (Wet No 1 van 1985), word hierby bekendgemaak dat die Johannesburgse Effektebeurs by die Registrateur van Finansiele Instellings aansoek gedoen het om goedkeuring om sy reels te wysig soos in die Bylae hiervan uiteengesit

Road Passenger Transport Employers' Association (Cape) is not functioning as an employers' organisation, its registration will be cancelled unless cause to the contrary is shown within a period of 30 days from the date of publication of this notice. (13'1

D. W. JAMES,
Industrial Registrar.
(14 September 1990)

NOTICE 751 OF 1990

PROVINCIAL ADMINISTRATION OF THE CAPE OF GOOD HOPE

PORT ELIZABETH.— PROPOSED SINKING OF TWO BOREHOLES BELOW THE HIGH WATER MARK OF THE SEA

Notice is hereby given in terms of section 3 (5) of the Sea-Shore Act, 1935 (Act No. 21 of 1935), that it is proposed to enter into a lease with Port Elizabeth Municipality in which provision is made for the sinking of two boreholes.

A locality sketch of the area affected by the proposed sinking of boreholes lies for inspection at the office of the Chief Director Works, Provincial Administration of the Cape of Good Hope, Room 430, 9 Dorp Street, Cape Town

Objections to the proposed lease must be lodged with the Chief Director Works, Private Bag X9078, Cape Town, 8000, on or before 15 October 1990.

(14 September 1990)

NOTICE 752 OF 1990

PROVINCIAL ADMINISTRATION OF THE CAPE OF GOOD HOPE

St CROIX ISLAND.—RESTRICTED AREA

Notice is hereby given in terms of section 3 (5) of the Sea-Shore Act, 1935 (Act No 21 of 1935), that it is proposed by the Provincial Administration of the Cape of Good Hope to enlarge the existing buffer Zone 300 m below the high water mark of the see at St Croix Island to 500 m for Nature conservation purposes.

A locality sketch of the area affected by the proposed buffer zone lies for inspection at the office of the Chief Director· Works, Provincial Administration of the Cape of Good Hope, Room 430, 9 Dorp Street, Cape Town.

Objections to the proposed enlarge buffer zone must be lodged with the Chief Director. Works, Private Bag X9078, Cape Town, 8000, on or before 15 October 1990.

(14 September 1990)

NOTICE 753 OF 1990

DEPARTMENT OF FINANCE

THE JOHANNESBURG STOCK EXCHANGE

NOTICE REGARDING AMENDMENT TO RULES

1 In terms of section 12 (6) of the Stock Exchanges Control Act, 1985 (Act No 1 of 1985), it is hereby notified that the Johannesburg Stock Exchange has applied to the Registrar of Financial Institutions for approval to make amendments to its rules, as set forth in the Schedule hereto.

'Court' said to punish teachers

Claims 'baloney' says union's boss

ABBEY MAKOE

"THE National Education Union of South Africa (Neusa) has been accused by some Soweto teachers and principals of running "people's courts" and victimising teachers who are not members of the union.

According to teachers interviewed by Saturday Star, the "courts" have been in operation for the past four months. Most of the teachers who have been tried and sentenced were staff from primary schools.

Apology

Those who have so far appeared were not members of the union.

In one case, Mrs Johanna Shabangu (not her real name) a head teacher, claimed she was suspended from duty for 12 days in July for being in "contempt of court". Mrs Shabangu said she was reinstated after she had appealed and written a letter of apology.

She would not say what charges she faced at the "trial"

A letter of apology, written to the Neusa, emerged as the minimum punishment the "accused" have been subjected to.

Saturday Star is in possession of some of the letters written by some of the people's court victims.

Proceedings are usually held at Leitsibolo Combined School in Tladi, Soweto Classrooms are used as court rooms. The "court" sat on Mondays and Thursdays after 2 pm

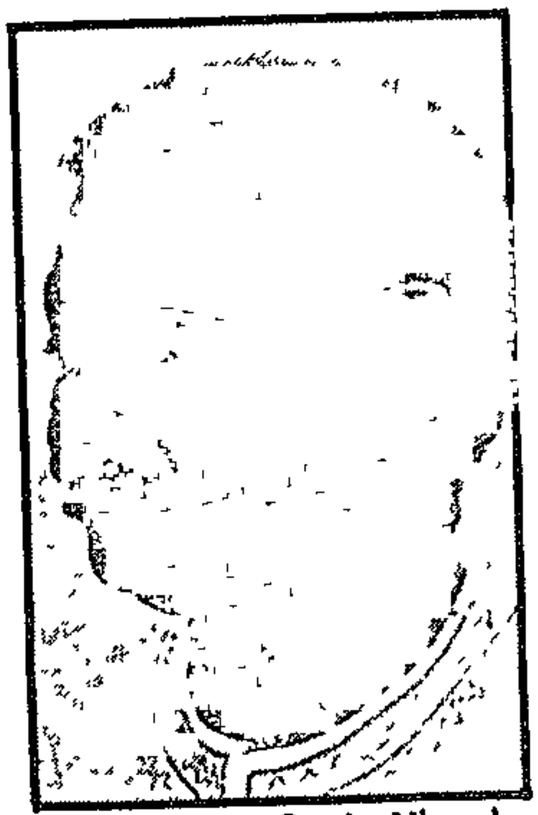
A teacher, who has been in the profession for 17 years, said she was informed during a "hearing" that she was a stumbling block in the struggle, and that she was not fit to be a member of Neusa.

Saturday Star team witnessed the whole staff of Naledi's Mara Higher Primary including the headmaster enter Leitsibolo school yard to be tried The charge against them was that they had closed their school for the winter vacations, thus violating Neusa's call for the schools not to be closed Their case has since been indefinitely postponed

Mud-slingers

Approached with the allegations, Mr Curtis Nkondo president of Neusa said "I dismiss all these allegations as absolute baloney"

He said when people want to discredit an organisation they will come up with all sorts of strange stories."This has happened to many organisations, I can actually say all, and Neusa is not an exception.



DISMISSIVE: Curtis Nkondo says the allegations about kangaroo courts are "absolute baloney".

Asked about the self-confessed victims, Mr Nkondo said there were no victims because there was no punishment meted out to them.

"They are merely mud-slingers bent on throwing the mud at Neusa and remain with their dirty hands", he said "Why didn't they phone me? This is a smear campaign," he claimed.

On the teachers' lack of discipline Mr Nkondo explained "Teachers must abide by the policy of the organisation, which is to teach":

The Neusa president also lashed out at the Saturday Star "For all these months your newspaper is the only one that has the information It seems you're only interested in publishing stories without investigating them"

The Johannesburg regional director of the Department of Education and Training, Mr Peet Struwig, said it was difficult for the department to intervene

He explained "The victims are so intimidated that they seldom come forward to make statements"

'Catch 22'

Mr Struwig said the another problem was that Neusa held the courts after school hours and hence had put the DET in a "Catch 22 situation"

He revealed that the information about teachers being tried and sentenced only came to his attention for the first time eight weeks ago

Mr Struwig cautioned "The relationship between the employer and the employee must not be forgotten Conditions of work are determined by acts and regulations"

Arrests at Popcru launch

C/Press 16/9/90 139

CP Correspondent

TWENTY nine prison warders and traffic officers were arrested in Butterworth in the Transkei last week after they attended the launch of the local branch of the Police and Prison Civil Rights Union (Popcru).

Transkei's Commissioner of Police, General NS Spambo, earlier warned that anyone from the uniformed service in the Transkei who attended would be arrested

Guest speaker at the launch, Popcru president Gregory Rockman, had a heated confrontation with Butterworth station commander Colonel Alex Sofute, who searched his briefcase and demanded minutes from the meeting.

Police dragged Rockman to a police van, but a group of toyi-toying youths siezed Rockman and took him to his car. Police then fired teargas to disperse the crowd

When the 29 arrested men appeared in court this week, they received a warning from magistrate M Mkiva, but were immediately rearrested in terms of Section 47 (1) of the Transkei Public Security Act which allows for indefinite detention.

Their attorney Mzwandile Ntsaluba told *City Press* that if his clients were not released soon he will seek a supreme court interdict

TABEL

Naam van vakvereniging: Plastic Workers Union.

Datum waarop aansoek ingedien is: 16 Augustus 1990.

Belange en gebied tèn opsigte waarvan aansoek gedoen word. Alle persone in diens in die Plastiek-nywerheid in die Landdrosdistrikte Germiston, Johannesburg, Randburg, Roodepoort, Springs en Vanderbijlpark.

"Plastieknywerheid" beteken die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is vir die vervaardiging, volledig of gedeeltelik, van enige artikel of artikels van enigeen van die groep stowwe wat as 'n essensiele bestanddeel 'n organiese stof met 'n groot molekulêre massa bevat of daaruit bestaan en wat, hoewel dit in die afgewerkte toestand solied is, in die een of ander stadium van die vervaardiging daarvan geforseer is of geforseer kan word, dit wil sê deur vloei in verskillende fatsoene gegiet, gekalandeer, deurgedruk of gevorm is of kan word, gewoonlik deur die aanwending van slegs hitte of slegs druk of van albei saam, en dit omvat die herstel en/of verkoop en/of verspreiding van enige artikel, waar of ding wat in sy geheel of gedeeltelik uit plastiek bestaan

Posadres van applikant: Posbus 9272, Johannesburg, 2000.

Kantooradres van applikant De Villiersstraat 57, Derde Verdieping, Suite 307, Gillhove Chamber, Johannesburg.

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

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

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

D. W. JAMES,
Nywerheidsregistrateur.
(28 September 1990)

TABLE

Name of trade union Plastic Workers Union

Date on which application was lodged: 16 August 1990.

Interests and area in respect of which application is made All persons employed in the Plastics Industry in the Magisterial Districts of Germiston, Johannesburg, Randburg, Roodepoort, Springs and Vanderbijlpark.

"Plastics Industry" means the industry in which employers and their employees are associated for the manufacture in whole or in part of any article or articles from any one of the group of materials which consists of or contains as an essential ingredient an organic substance of a large molecular mass and which, while solid in the finished state, at some stage in its manufacture has been or can be forced, i e. cast, calendered, extruded or moulded into varius shapes by flow, usually through the application, singly or together, of heat and pressure, and includes the repair and/or sale and/or distribution of any article, good or thing which consists wholly or partly of plastic

Postal address of applicant. P.O Box 9272, Johannesburg, 2000.

Office address of applicant. 57 De Villiers Street, Third Floor, Suite 307, Gillhove Chamber, Johannesburg.

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

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

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

D. W. JAMES,
Industrial Registrar.
(28 September 1990)

KENNISGEWING 807 VAN 1990

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregistrateur, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Amalgamated Engineering Union of South Africa Besonderhede van die aansoek word in onderstaande tabel verstrek

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres Privaatsak X117, Pretoria, 0001)

NOTICE 807 OF 1990

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATON FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the Amalgamated Engineering Union of South Africa Particulars of the application are reflected in the subjoined table

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

Item 34.1: *Amend* the names of the undermentioned countries as follows

Old name	*New name*
"Czechoslovak Socialist Republic	Czech and Slovak, Federal Republic of
Hungarian People's Republic	Hungary, Republic of
Poland, People's Republic of	Poland, Republic of
Roumania, Socialist Republic of	Romania
Yemen Arab Republic	Yemen, Republic of"

Item 34.1: *Delete* the following entries.

"Burma, Socialist Republic of the Union of, Ivory Coast, Republic of"

(28 September 1990)

KENNISGEWING 805 VAN 1990

KENNISGEWING VAN AANSOEK OM GOEDKEURING VIR DIE OPRIGTING VAN 'N NUWE ABATTOIR KRAGTENS ARTIKEL 12 (1) VAN DIE WET OP DIE ABATTOIRBEDRYF, 1976 (WET No 54 VAN 1976)

Kennis geskied hiermee kragtens artikel 12 (1) van die Wet op die Abattoirbedryf, 1976 (Wet No 54 van 1976), dat mnr H Zaal, Posbus 100, Dannhauser, 3080, kragtens artikel 11 van genoemde Wet by die Minister van Ladbou aansoek gedoen het om goedkeuring vir die oprigting van 'n nuwe abattoir te Gedeelte 3 op die plaas Roadside 8959.

Indien die aansoek toegestaan word, sal die abattoir gebruik word vir die slag van 15 beeste of 150 skape/bokke of 25 varke per dag vir die voorsiening van vleis aan die inwoners van Dannhauser en omgewing.

Iemand wat vertoe of besware in verband met bogenoemde aansoek wil rig, moet sodanige vertoe of besware aan die Voorsitter, Abattoirkommissie, Privaatsak X250, Pretoria, 0001, rig binne 'n tydperk van 30 dae vanaf datum van publikasie van hierdie kennisgewing en op die wyse uiteengesit in die regulasies kragtens genoemde Wet uitgevaardig

Aandag word gevestig op die bepalings van regulasie 11 (6) van die genoemde regulasies wat vereis dat iemand wat vertoe of besware teen 'n aansoek aan die Minister voorlê, terselfdertyd 'n afskrif van die stuk waarin sy besware uiteengesit is op die betrokke applikant moet bestel

L W · Die regulasies vereis dat besware onder eed bevestig en in drievoud voorgelê moet word

(28 September 1990)

NOTICE 805 OF 1990

NOTICE OF APPLICATION FOR APPROVAL FOR THE ERECTION OF A NEW ABATTOIR IN TERMS OF SECTION 12 (1) OF THE ABATTOIR INDUSTRY ACT, 1976 (ACT No 54 OF 1976)

It is hereby made known in terms of section 12 (1) of the Abattoir Industry Act, 1976 (Act No 54 of 1976), that Mr H Zaal, P O Box 100, Dannhauser, 3080, has in terms of section 11 of the said Act applied to the Minister of Agriculture for approval for the erection of a new abattoir on Portion 3 of the farm Roadside 8959

If the application is granted, the abattoir will be used for the slaughter of 15 head of cattle or 150 sheep/goats or 25 pigs per day for supplying meat to the residents of Dannhauser and vicinity

Any person intending to submit representations or objections in regard to the above-mentioned application shall forward such representations or objections to the Chairman, Abattoir Commission, Private Bag X250, Pretoria, 0001, within a period of 30 days from the date of publication of this notice and in the manner set out in the regulations published under the said Act

Attention is invited to the provisions of regulation 11 (6) of the said regulations which require any person who submits objections to an application to the Minister to serve on the applicant concerned a copy of the document in which his objections are set out

Note The regulations require that objections be affirmed under oath and submitted in triplicate

(28 September 1990)

KENNISGEWING 806 VAN 1990

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregistrateur, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Plastic Workers Union Besonderhede van die aansoek word in onderstaande tabel verstrek

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres Privaatsak X117, Pretoria, 0001)

NOTICE 806 OF 1990

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from the Plastic Workers Union Particulars of the application are reflected in the subjoined table

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

Police rebel Rockman gets suspended fine

Star 27/9/90

Own Correspondent

CAPE TOWN — Former police lieutenant Gregory Rockman has been given a suspended fine after being convicted of organising and attending an illegal gathering in Mitchell's Plain last year.

Rockman, 30, of Valley Way, Strand, was yesterday fined R150 or 25 days' imprisonment, suspended for three years on condition he did not contravene the Internal Security Act again during that time

Gregory Rockman

He was one of 16 accused who attended the gathering in Harmony Square, Mitchell's Plain on November 13 last year.

Charges against his co-accused were withdrawn in Wynberg Magistrate's Court on Monday after they paid R50 admission-of-guilt fines, and Rockman stood trial alone

Passing sentence, magistrate S C Murphy said Rockman had enjoyed a promising career in the police force before his arrest and suspension on the day of the gathering He was a person of strong convictions.

His transfer from Mitchell's Plain police station to the police stores in Pinelands had been at short notice and "quite possibly unfair"

Before being sentenced, Rockman told the court the public had no trust in the police, who served the interests of the State.

"That is why the country is burning," he said

During the closing argument, M Parker, for Rockman, described the rebel policeman as "the saviour of the people".

He caused more "ripples and waves" than any other policeman and had received "international recognition for his courage".

But Mr Murphy rejected submissions that police had trapped Rockman into being arrested

He found Rockman had been the "main figure" at the gathering and had used it to express his grievances about the police.

This was not the conduct expected from a person who intended to carry out the duties of a policeman, Mr Murphy said.

KENNISGEWING 815 VAN 1990

PROVINSIALE ADMINISTRASIE VAN DIE KAAP DIE GOEIE HOOP

HEIDELBERG. VOORGESTELDE KONSTRUKSIE VAN 'N AANLEGSTEIER EN SLEEPHELLING IN DIE BREERIVIER

Ingevolge artikel 3 (5) van die Strandwet, 1935 (Wet No. 21 van 1935), word hiermee bekendgemaak dat dit die voorneme is om 'n huurooreenkoms met mnr S. Smith aan te gaan waarin voorsiening gemaak word vir die konstruksie van 'n aanlegsteier en sleephelling benede die hoogwatermerk van die Breerivier.

'n Liggingsplan van die gebied wat deur die voorgestelde aanlegsteier en sleephelling geraak word, lê ter insae by die kantoor van die Hoofdirekteur: Werke, Provinsiale Administrasie van die Kaap die Goeie Hoop, Kamer 430, Dorpstraat 9, Kaapstad

Besware teen die voorgestelde verhuring moet by die Hoofdirekteur: Werke, Privaatsak X9078, Kaapstad, 8000, ingedien word voor of op 29 Oktober 1990

(28 September 1990)

NOTICE 815 OF 1990

PROVINCIAL ADMINISTRATION OF THE CAPE OF GOOD HOPE

HEIDELBERG. PROPOSED CONSTRUCTION OF A JETTY AND SLIPWAY IN THE BREE RIVER

Notice is hereby given in terms of section 3 (5), of the Sea-Shore Act, 1935 (Act No. 21 of 1935), that it is proposed to enter into a lease with Mr S. Smith in which provision is made for the construction of a jetty and slipway below the high-water mark of the Bree River

A locality sketch of the area affected by the proposed jetty and slipway lies for inspection at the office of the Chief Director. Works, Provincial Administration of the Cape of Good Hope, Room 430, 9 Dorp Street, Cape Town.

Objections to the proposed lease must be lodged with the Chief Director Works, Private Bag X9078, Cape Town, 8000, on or before 29 October 1990

(28 September 1990)

KENNISGEWING 816 VAN 1990

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

INTREKKING VAN REGISTRASIE VAN 'N VAKVERENIGING

Ek David William James, Nywerheidsregistrateur, maak hierby kragtens artikel 14 (1) van die Wet op Arbeidsverhoudinge, 1956, bekend dat aangesien ek rede het om te vermoed dat die Engineering and Allied Workers' Union of South Africa gelikwideer is, sy registrasie ingetrek sal word, tensy redes daarteen binne 'n tydperk van 30 dae vanaf die datum van publikasie van hierdie kennisgewing aangevoer word

D. W. JAMES,
Nywerheidsregistrateur.
(28 September 1990)

NOTICE 816 OF 1990

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

CANCELLATION OF REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, herby notify, in terms of section 14 (1) of the Labour Relations Act, 1956, that as I have reason to believe that the Engineering and Allied Workers' Union of South Africa has been wound up its registration will be cancelled unless cause to the contrary is shown within a period of 30 days from the date of publication of this notice

D W. JAMES,
Industrial Registrar.
(28 September 1990)

KENNISGEWING 817 VAN 1990

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

INTREKKING VAN REGISTRASIE VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregistrateur, maak hierby kragtens artikel 14 (1) van die Wet op Arbeidsverhoudinge, 1956, bekend dat aangesien ek rede het om te vermoed dat die Saamwerkpersoneelvereniging nie as 'n vakvereniging funksioneer nie, sy registrasie ingetrek sal word, tensy redes daarteen binne 'n tydperk van 30 dae vanaf die datum van publikasie van hierdie kennisgewing aangevoer word

D. W JAMES,
Nywerheidsregistrateur.
(28 September 1990)

NOTICE 817 OF 1990

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

CANCELLATION OF REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, hereby notify, in terms of section 14 (1) of the Labour Relations Act, 1956, that as I have reason to believe that the Saamwerkpersoneelvereniging is not functioning as a trade union its registration will be cancelled unless cause to the contrary is shown within a period of 30 days from the date of publication of this notice

D. W. JAMES
Industrial Registrar.
(28 September 1990)

KENNISGEWING 808 VAN 1990

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

INTREKKING VAN REGISTRASIE VAN 'N WERKGEWERSORGANISASIE

Ek, David William James, Nywerheidsregistrateur, maak hierby kragtens artikel 14 (1) van die Wet op Arbeidsverhoudinge, 1956, bekend dat aangesien ek rede het om te vermoed dat die S A Glue and Gelatine Manufacturers' Association nie as werkgewersorganisasie funksioneer nie, sy registrasie ingetrek sal word, tensy redes daarteen binne 'n tydperk van 30 dae vanaf die datum van publikasie van hierdie kennisgewing aangevoer word.

D W. JAMES,
Nywerheidsregistrateur.
(28 September 1990)

KENNISGEWING 809 VAN 1990

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregistrateur, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Transport and General Workers' Union. Besonderhede van die aansoek word in onderstaande tabel verstrek

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging: Transport and General Workers' Union.

Datum waarop aansoek ingedien is: 21 Augustus 1990.

Belange en gebied ten opsigte waarvan aansoek gedoen word: Alle persone in diens in die Lugvaartbedryf in die landdrosdistrik Kempton Park.

Vir die doeleindes hiervan word bogemelde bedryf soos volg omskryf:

> "Lugvaartbedryf" beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om aktiwiteite uit te voer wat verband hou met die aankoms en/of vertrek van vliegtuie wat passasiers en/of lugvrag, teen vergoeding vervoer

Posadres van applikant: Posbus 9451, Johannesburg, 2000.

Kantooradres van applikant. Sewende Verdieping, Pasteur Chambers, Jeppestraat 191, Johannesburg

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

> (a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die

NOTICE 808 OF 1990

DEPARTMENT OF MANPOWER

139

LABOUR RELATIONS ACT, 1956

CANCELLATION OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, David William James, Industrial Registrar, hereby notify, in terms of section 14 (1) of the Labour Relations Act, 1956, that as I have reason to believe that the S A Glue and Gelatine Manufacturers' Association is not functioning as an employers' organisation, its registration will be cancelled unless cause to the contrary is shown within a period of 30 days from the date of publication of this notice.

D. W. JAMES,
Industrial Registrar.
(28 September 1990)

NOTICE 809 OF 1990

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the Transport and General Workers' Union Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union: Transport and General Workers' Union.

Date on which application was lodged. 21 August 1990

Interests and area in respect of which application is made All persons employed in the Aviation Industry in the Magisterial District of Kempton Park

For the purposes hereof the above-mentioned industry is defined as follows.

> "Aviation Industry" means the industry in which employers and their employees are associated for the purpose of conducting activities relating to the arrival and/or departure of aircraft conveying passengers and/or freight for reward

Postal address of applicant P.O. Box 9451, Johannesburg, 2000

Office address of applicant Seventh Floor, Pasteur Chambers, 191 Jeppe Street, Johannesburg

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

> (a) The representativeness of any trade union which object to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on

Teachers fail to agree on union

Staff Reporter

A major teachers' organisation claiming a membership of 35 000, has decided not to join the national non-racial teachers' union which will be launched in Johannesburg at the weekend

The Transvaal United African Teachers Association (Tuata) would not be part of the South African Democratic Teachers Union (Sadtu), the organisation said in a statement yesterday.

Tuata said its mother body, the African Teachers' Association of South Africa, did not have a mandate from its six affiliates to disband and no agreement could be reached on signing the Sadtu unity plan.

Star 4/10/90

139

Farmers to stage massive city protest

By Norman Chandler, Pretoria Bureau

The biggest protest ever mounted by South African farmers is to take place in Pretoria tomorrow.

Militant farmers are to tell the Government they do not agree with plans to scrap two land Acts, thereby opening the way for black ownership of land. It is, according to sources, likely to be one of the most dramatic protests against President de Klerk's reform policies.

Spearheading the protest — to take place at Pretoria City Hall — are members of the conservative-leaning Transvaal Agricultural Union (TAU)

One farmer, who declined to be identified, said there had already been talk of "tractors and ploughs clogging the streets of major cities" as one way in which to bring home to the Government the anxieties felt by farmers

TAU president Dries Bruwer last night said the union had decided that no further land owned by whites would be let or sold to people of colour

This decision had been taken earlier this year after more than 95 percent of the province's 15 000 white farmers had voted in a referendum on the issue There are more than 70 000 farmers in South Africa.

Denied

The referendum had followed a call by the South African Agricultural Union (SAAU) for farmers to give their views on proposed amendments to legislation governing white ownership of farm lands Blacks are, in terms of the 1913 Black Land Act and the 1936 Development Trust and Land Act, specifically denied ownership of land which is not in a prescribed black area.

Farmers were asked by the SAAU to complete a questionnaire on the issue The Cape, Natal and Free State provincial agricultural unions agreed to do so, but the TAU decided on a simple "yes or no" being sufficient to gauge farmers' feelings on the matter.

Mr Bruwer said the TAU could not accept that the two Acts were to be repealed without organised agriculture being officially informed

The union regarded the announcement in a serious light. The announcement came after a meeting between the State President, leaders of self-governing homelands and the Administrators of the four provinces.

President de Klerk said in August that the interests of white farmers would be maintained and that their land would not be sold about their ears

Star 4/10/90

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Massive teachers' union on the way

By Karen Stander, Education Reporter

Thousands of teachers are to join forces, with the launch of the South African Democratic Teachers Union in Johannesburg tomorrow

In terms of the membership of its 18 affiliates, Sadtu will represent more than 100 000 South African teachers

Sadtu president-elect Shepherd Mdladlana told a press conference on Wednesday that Sadtu's main aim was "to eradicate apartheid and vigorously strive towards a free, non-racial, non-sexist, compulsory and democratic single education system"

He said Sadtu was committed to upgrading teachers' skills and facilities, the maintenance of high professional standards and the implementation of a mass-based curriculum

Sadtu would conduct all negotiations with the Minister of National Education as a clear demonstration of the union's commitment to a single Ministry of Education

Sadtu was the result of a conference of teachers' organisations held in Harare in April 1988 initiated jointly by the ANC, Cosatu, the World Confederation of Organisations of the Teaching Profession, and the All-Africa Teachers' Organisation The National Teachers Unity Forum (NTUF) was formed at the conference to work towards the establishment of Sadtu

Sadtu will bring together almost all the existing teacher organisations, with the exception of the white Afrikaans-speaking associations

One white English-speaking assocation, the Natal Teachers Society, has been granted observer status and two others — the Transvaal Teachers Association and the SA Teachers Association — have been involved in talks with the NTUF. They are expected to join soon

About 1 500 delegates are expected to attend the launch

ANC deputy president Nelson Mandela is to deliver the keynote address during formal proceedings at Shareworld, when the union's constitution will be adopted.

Affiliates include four members of the African Teachers Association of SA, all four members of the Union of Teachers Associations of SA, the National Education Union of SA, the Teachers Association of SA, the Democratic Teachers Union, the Western Cape Teachers Union, Education for a Democratic and Aware South Africa, the Progressive Teachers Union, East London Progressive Teachers Union and Mamelodi Teachers Union

Black unions about face

(139) Business Times Reporter

An about face by two large black unions is expected to avert the virtual collapse of the Industrial Council for the Building Industry in the Transvaal. ST Times 7/10/90

The council gave notice last month that it would not represent unskilled workers in the industry after September 3, largely because the major black unions — the Building Construction and Allied Workers' Union (BCAWU) and the Construction and Allied Workers' Union (CAWU) — rejected central collective bargaining on major issues

Nearly 45 000 unskilled workers were threatened with loss of many of the benefits from a R400-million pension fund, a sick benefit fund and a holiday fund.

But this week CAWU, which has 11 500 members, applied to rejoin the council and was accepted BCAWU, with about 15 000 members, has called a national conference today to discuss the issue.

Setback to teache

By SOPHIE TEMA and SANDILE MEMELA

THE South African Democratic Teachers' Union (Sadtu) was launched in Johannesburg yesterday after almost two years of talks between teacher's bodies, but it seems to have run into difficulties already

Sadtu, which was set up with the intention of uniting all teachers in a non-racial union, has already left the country's single largest teacher organisation out in the cold.

It is the 35 000 member Transvaal United African Teachers' Association (Tuata)

Despite earlier participation, Tuata was refused participation in the launch because it had serious reservations about "rushing into signing" the required unity agreement

Tuata gets a no from Sadtu on observer status

Tuata were planning to send 65 observers to Sadtu's launch and had submitted a registration fee

They feel they were deliberately snubbed on September 30 when Tuata president Leepile Taunyane and officials were not told of a change of venue for a pre-launch meeting of the interim National Teacher Unity Forum (NTUF) – where they wanted to negotiate their position

Speculation is now growing that there is room for an alternative non political structure

However, at yesterday's Shareworld launch of the 210 000 member Sadtu, convenor and Cosatu Education officer Chris Seoposengoe dismissed rumours that Tuata's position threatened unity.

Seoposengoe said Tuata was expected to join the ranks of Sadtu shortly after its annual congress next June.

Tuata officials yesterday strongly denied any knowledge of this, saying Tuata had made no official communication to Sadtu other than its earlier memorandum outlining its reservations

In the keynote speech at the launch, ANC deputy president Nelson Mandela said teacher unity heralded the evolution of a new education without regard to race

Mandela stressed Sadtu should be a professional teacher body that should encourage the teaching of pupils in the classroom

Sadtu's forerunner, the NTUF, was founded in April 1988 after talks in Harare between the Progressive Teachers' Union, the Progressive Teacher's League, Tuata's parent body, the African Teacher Association of South Africa (Atasa), the Teacher Associations of South Africa (Tasa) and the Union of Teachers Associations of South Africa (Utasa).

The meeting was facilitated by the World Confederation of Organisations of the Teaching Profession (WCOTP), the ANC, Cosatu and Sactu

Cosatu was appointed facilitator and convenor of further meetings

Seoposengoe earlier this week confirmed that only some regional members of Tuata would be at the launch

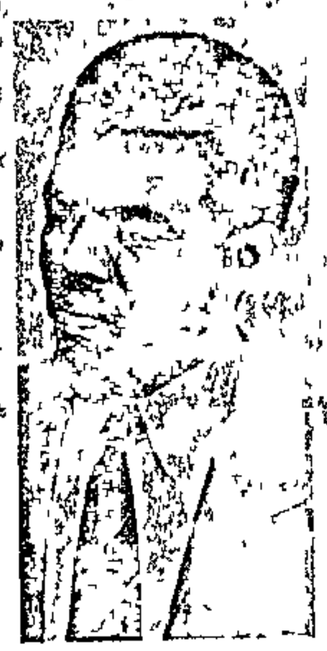
Seoposengoe also confirmed Tuata had been participating at regional and national meetings

He said Taunyane briefly attended the East London conference

"To our dismay we later read advertisements in some newspapers which indicated that Tuata had qualms about the new union

"Finally, Taunyane said, the organsiation (Tuata) could not be dissolved overnight and that a mandate should first be obtained from members

"We appreciate the fact Taunyane pointed out that Tuata has started work on a R500 000 project and could not just suddenly give this up



Chris Seoposengoe ... Tuata will join.

"There are other organisations with similar problems and our constitution does make provision to accommodate them," Seoposengoe said

But, says Tuata executive officer Noel Huntingford, this provision only states that all participating organisations disband within a year.

Huntingford said Tuata endorsed the ideal of teacher unity, but when it met to discuss the launch of Sadtu, serious queries came up and Tuata decided not to empower the mother body, Atasa, to enter into the unity agreement.

Atasa, which includes six affiliates of Tuata – the Natal African Teachers' Union (Natu), the Orange Free State African Teachers' Association (Ofsata), the Cape African Teachers' Union (Catu), Border Progressive Teachers Union (Boptu) and the Transkei Teachers Association (TTA) – cannot disband without members' consent

At a meeting of these affiliates on September 29, no unanimous agreement could be reached

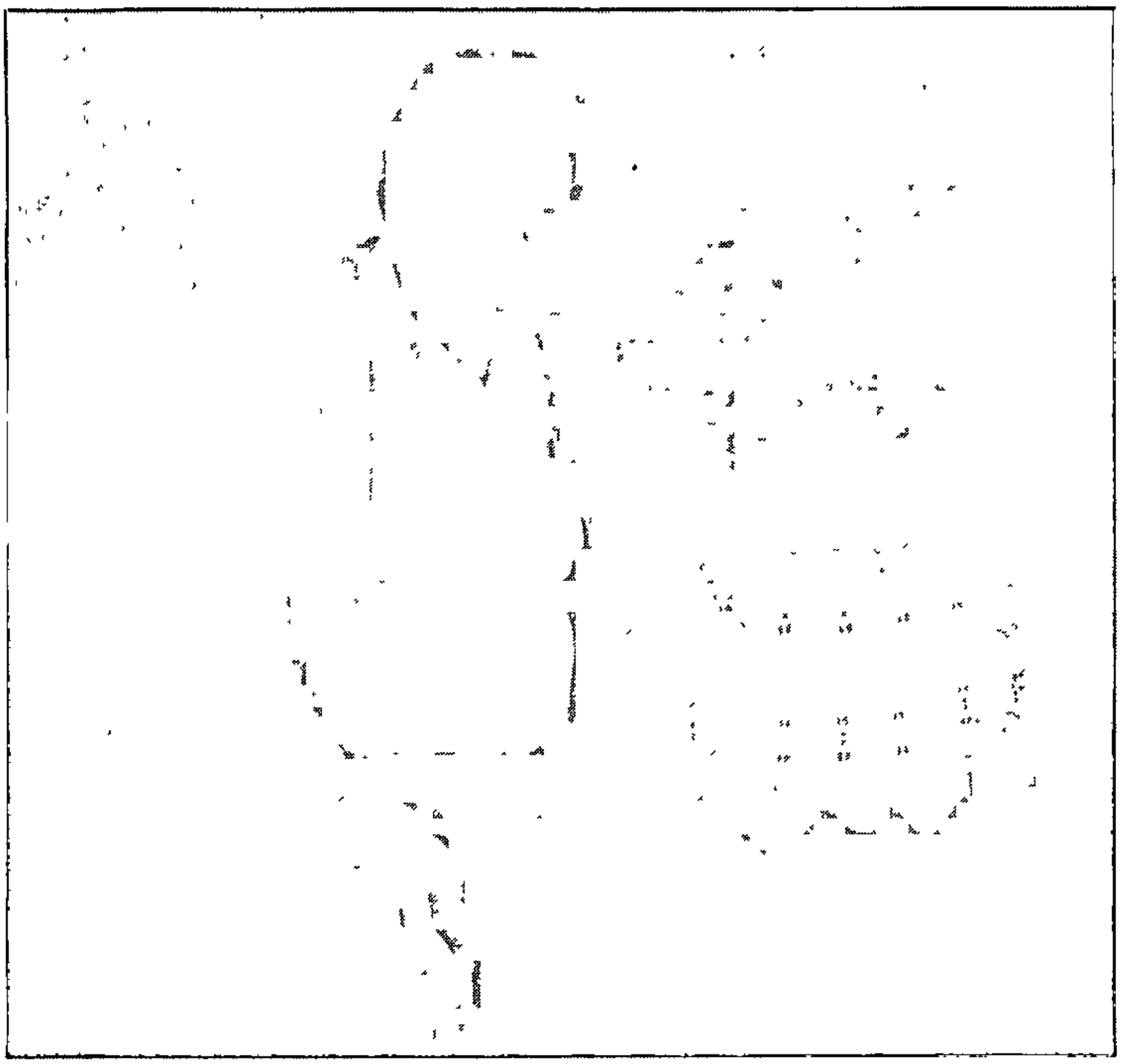
Two affiliates were against signing, two uncertain, and two in favour

One of the questions Tuata would like answered is why some top-ranking Atasa officials made premature statements about disbanding the association, knowing they had no mandate

They also question Sadtu's claims to be democratic in view of the "undemocratic methods used in NTUF meetings"

They also mentioned partiality shown towards Cosatu-aligned organisations.

VS



Manie Venter at home . . . considering steps following the release of the Hiemstra Commission report. "I want my name cleared," he says. ● Picture by Karen Fletcher.

Union to decide on Pearce's fate

Municipal Reporter

Star 9/10/90

The Johannesburg Municipal Employees Association (JMEA) will meet next week to decide whether to appeal against the suspension of public safety director John Pearce

JMEA general secretary Theo Crouse said the union understood that Mr Pearce had been suspended pending the outcome of the disciplinary inquiry, which is expected to start early next year

The union contended from the start that it was only necessary for acting town clerk Graham Collins to take the decision to suspend or not and that the matter did not have to be ratified by council

Legal advice

The Johannesburg management committee is still taking legal advice on the exact position, because of the conflicting terms of the conditions of service and the relevant council ordinance which deals with the suspension of senior officials

Mr Crouse said "According to the conditions of service, a head of department may be suspended with full pay

"But any suspension can be withdrawn at any time without prejudice to the proceedings in connection with the charge

"The acting town clerk acted within his powers in suspending Mr Pearce, but that suspension can be lifted at any time

"We will decide next week on further action"

Call for action against obstructionist councils

Star 17/10/90

By Shirley Woodgate

Civic associations across the country are being urged by Actstop to take action against Conservative Party councils that refuse to heed the scrapping of the Reservation of Separate Amenities Act.

Actstop spokesman Mohammed Dangor said yesterday people should force recalcitrant councils to implement the law, by way of organised protest, marches and court action.

Demand

Threatening that CP councillors and CP municipalities could be tied up in litigation for the next 20 years, Actstop further urged Lawyers for Human Rights, the National Association for Democratic Lawyers and the Black Lawyers' Association to assist any individual or civic association which had to go to court.

"It is the start of the Martin Luther King era of the 1950s in South Africa. People who are blocked will go in their thousands to the front doors of previously segregated amenities to demand entry," said Mr Dangor

"Their weapons will be exposure and embarrassment," he said

Mr Dangor said Acstop had urged the powerful umbrella body, Civic Associations of the Southern Transvaal (Cast), representing all civic associations in the area, to adopt this form of protest.

"To the CP councils who defy the law, we say if you want to retain your apartheid signs, then you must also put up the 'whites only' signs outside your businesses.

"You cannot have it both ways. You cannot choose to take your residents' money but refuse them entry," Mr Dangor said

● Exorbitant entrance fees — Page 6.

PSL rejects Cosatu offer

THE Public Service League yesterday cold-shouldered an offer by Cosatu to mediate in a pay dispute between "coloured" civil servants and the state, charging that the federation had no mandate from the PSL rank and file

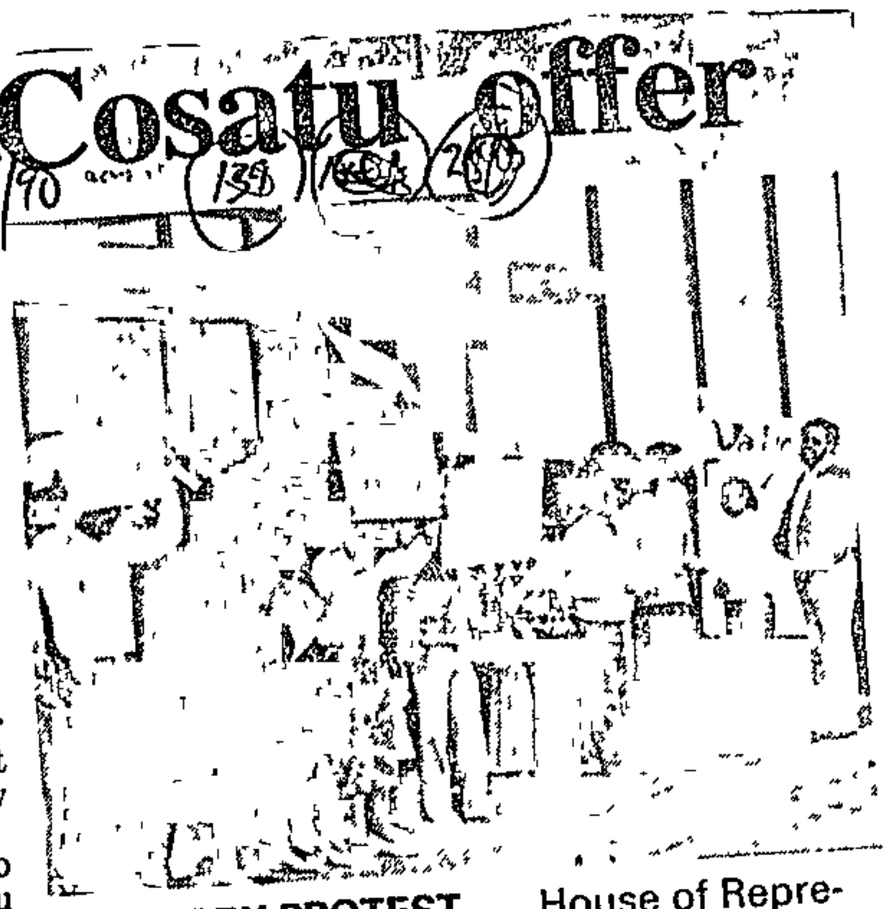
Motivating its intervention in the wage row, Cosatu (Western Cape) claimed that the PSL executive committee had distanced itself from a work-to-rule by disaffected employees

Cosatu backed full trade union rights for state sector workers and, as a party to the Labour Relations Act Minute, was prepared to mediate in the dispute, the federation's Western Cape regional secretary, Ms Lucy Nyembe, said

But according to PSL general secretary Mr Bernard Wentzel, his organisation had ruled out a fully fledged strike, while condoning a go-slow by civil servants until their demands were met

"As far as we are concerned, Cosatu has no mandate to mediate," he said, adding that Cosatu would first have to prove that it had canvassed the opinions of 50 000 PSL members in 26 regions

The labour action started on Tuesday and hinges on PSL demands for 20% salary rise and wage parity. — Sapa



SALARY PROTEST . . . House of Representatives civil servants holding a placard protest over a pay dispute in the city yesterday. Picture ALAN TAYLOR

Response to TAU Land Act petition

By Peter Fabricius
Political Correspondent

President de Klerk announced last night that he had replied to a petition from the Transvaal Agriculturual Union and would release his reply to the public today

The petition protested against the proposed repeal of the Land Acts.

Opening the Transvaal National Party congress in the Pretoria city hall, Mr de Klerk said the core of his answer was that all the matters dealt with in the union's representations had already received incisive attention within the recognized and proven discussion forums and in the established channels between the SA Agricultural Union and the Government

He said he had no wish to politicise agriculture but made the announcement because so many farmers were present.

Ex-white land set for black ownership

By Norman Chandler,
Pretoria Bureau

The Government plans to make available to blacks about 9 500 ha of previously white-owned farms in several Transvaal and Natal areas, it was announced yesterday.

Some of the land will be added to KwaZulu and KaNgwane while in other instances, tribal areas will benefit.

A portion of the affected land is in the Ngotshe area, near Vryheid, and the remainder at Wakkerstroom, Amersfoort and Nelspruit

The proposal is the first on the sensitive issue of land ownership since a meeting of self-governing territories, the Government and the four provincial Administrators decided in Pretoria earlier this month to recommend the repealing of the 1913 Black Land Act and the 1936 Development Trust and Land Act, known collectively as the Land Act.

The repealments would, essentially, allow people of another colour to farm or live on land previously reserved for whites

The meeting's recommendation has been vigorously opposed by the Transvaal Agricultural Union, which last Friday held a protest meeting in Pretoria after 95 percent of the province's 16 000 white farmers voted in a referendum to preserve sole control of the land for whites only

Delegates have given the Government until November to come up with new proposals.

According to J H W Mentz, chairman of the Commission for Co-operation and Development, it is proposed that the parcel of land under consideration be made available for black occupation

Portioned off

At Ngotshe, portions of farms known as Frischgewaagd, Lisbon, Waterval, Doornplaats, Dwarsrand and Magut are proposed for blacks while at Wakkerstroom, the 1 000 ha farm Doornfontein could be added to the existing black residential area known as Driefontein/ Kaffir Locatie

Portions of the farm Vlakpoort are scheduled to be added to Daggakraal in the Amersfoort district while Broedersvrede, in the Nelspruit district, is planned to be acquired by the SA Development Trust and then added to KaNgwane

The commission has decided to meet at Wakkerstroom on November 5, at Louwsburg on November 6 and at Nelspruit on November 7 to hear objections to their proposals.

Call for printing council

Staff Reporter

ABOUT 120 SA Typographical Union (Satu) representatives from 23 city printing firms at the weekend called for the reinstatement of the disbanded National Industrial Council for the Printing and Paper Industry

Expelled Satu Western Cape branch trustee Mr Farrell Hunter, who still represents company workers, said that since the scrapping of the council negotiations for wage increases had been reduced to plant level

As a result of this, shop stewards were "helpless" when it came to negotiating a suitable wage package because Satu had not provided them with "bargaining skills" training

Representatives also queried the handling of union funds like payouts of members' contributions and pensions, he said

A 20c union of the unemployed

After three back-breaking formative years, a Cosatu project for the unemployed is set to be launched as a national union.

DREW FORREST *reports*

A 20c joining fee and monthly union dues of 10c — what could more poignantly highlight the plight of the jobless?

At its recent second national conference, these miniscule sums were what the National Unemployed Workers' Coordinating Committee (NUWCC) decided to charge its members

Scattered, demoralised and powerless, South Africa's unemployed millions are a daunting target for any organiser. In a conference resolution, the NUWCC admits as much. It stresses that in its three-year lifespan, it has drawn limited numbers of unemployed and had little impact on the state.

But the levying of dues is a tiny step towards empowering the powerless — through the creation of a trade union for the unemployed. It will, says NUWCC general secretary Siphiwe Ximba, pave the way for affiliation to the Congress of South African Trade Unions next year.

Before then, the 70 conference delegates decided, the NUWCC will have been transformed from a loose grouping of about eight regional unemployed workers' organisations into a national body.

The tragic irony is that although the NUWCC was set up as a project of Cosatu, its potential membership is many times greater than that of its parent. NUWCC media officer Barry Levinrad believes that if seasonal, casual and part-time workers are included — as well as the workless township youth and the effectively unemployed in the informal sector — up to 20-million South Africans may be out of work

What can a union for the jobless achieve? Levinrad believes it can play a role in guiding the unemployed, many illiterate, through the "jungle" of Unemployment Insurance Fund (UIF) legislation, and in offsetting the psychological ravages of unemployment "You can't exaggerate the strength that comes through unity," he says

But through campaigns, the NUWCC has broader ambitions: to reshape government employment and welfare policies

Its primary push is for "jobs for all at a living wage", believing only massive state intervention can achieve this. Pouring scorn on state deregulation policies, an NUWCC discussion document argues for a public works programme, particularly in the area of low-cost housing, large-scale retraining for the retrenched; a state-backed co-operative sector and proper welfare for those who cannot find work.

Shorter-term campaigns have centred on UIF — demands include a Cosatu say on the unemployment insurance board and UIF cover for domestic, seasonal and farm workers — and price control on basic foodstuffs

On the broader political front, the NUWCC aims to harness the jobless to the broader drive for change. Its conference adopted Cosatu's political policy and, significantly, upheld sanctions against South Africa "Structural unemployment predated sanctions," argues Levinrad. "And we believe unemployment can only be seriously addressed in a democratic state"

And under the slogan of "Employed and unemployed unite!", it also seeks to educate the jobless not to "scab" during strikes.

Despite the obstacles, Ximba and Levinrad believe there is growing consciousness and activism among the unemployed.

A key goal is now to shift campaigns from the regional to the national level, taking advantage of the NUWCC's foothold in both the communities and the labour movement

To this end, conference delegates agreed to integrate campaigns with those of Cosatu — UIF demands could, for example, be incorporated in the federation's living wage push — to stage a campaigns conference and to seek the support of the international community

Farmers to meet tonight

Sowt 23/10/90

Own Correspondent (139)

The State President's reply to the petition of the Transvaal Agricultural Union for early talks on the plight of farmers is one of the issues on the agenda of the annual congress of the SA Agricultural Union opening in Pretoria tonight

Rocketing fuel costs, the ownership of agricultural land and the partial failure of the wheat crop in the Free State are expected to feature prominently in the discussions.

The congress will be opened by Minister of Agriculture Jacob de Villiers

It is known that many Transvaal farmers are not happy with the President's reply which stated that the financial problems mentioned had already been identified earlier this year and had been considered by the Agricultural-Economic Liaison Committee The TAU representations largely coincided with those received by the Department of Agriculture and the SAAU, and were already being addressed at the highest level, said the reply

Decisions would be made known in due course

Mr F W de Klerk pointed out that some matters raised in the TAU petition were of a general nature and not applicable to Transvaal farmers only Possible solutions, he said, could be suggested at the monthly meeting between the SAAU and the two responsible Ministers

President De Klerk added he would not like to do anything that would undermine the established channel of communication between the Government and the SAAU. And this is believed to be a point that has irked some Transvaal farmers who had hoped to have direct talks with the Government

Of major concern to farmers is the increase of 25c a litre in the agricultural diesel price. This, it is calculated, will add a bill of R370 million a year to production costs

SAAU president Nico Kotze says fuel prices for agriculture have now increased by 83 percent in two years, and the industry simply cannot absorb them

Producer prices will now have to move upwards, he says This means consumers will have to pay more for products such as bread, milk, fruit, meat and vegetables

Land ownership is another sore point and farmers have demanded a written undertaking from the Government that white-owned land will remain in the hands of whites except in cases approved by organised agriculture

youngest player to win the event, but the first coloured player. Her sister Letitia (

Stricken Transvaal farmers want drastic SAAU action

Own Correspondent
and George Nicholas

The SA Agricultural Union (SAAU) is heading for a showdown with disaffected Transvaal farmers who are threatening "drastic action" if their demands are not met.

About 200 khaki-clad farmers from the Springbok Flats and western Transvaal disrupted the union's annual congress in Pretoria yesterday when they invaded the conference hall and demanded to be able to present a memorandum.

SAAU president Nico Kotze adjourned the proceedings at 2 30 pm, but agreed to listen to the farmers' grievances.

They were led by Leonard Venter, chairman of the Potgietersrus area Immerspan Farmers' Association

A number of SAAU delegates walked out before Mr Venter started talking, but most, including Minister of Agriculture Kraai van Niekerk, stayed The farmers are demanding

- A written SAAU undertaking that white-owned agricultural land will remain in white hands.

Subsidising

- Direct State subsidising of interest on agricultural loans
- The writing-off of farmers' debts.
- That the Land Bank cease all pending sequestrations of farmers

Mr Venter said 700 stricken farmers, who had been refused production credit, had reached the end of the road and would not survive another season without financial help

"This is our last chance to survive. We are in a dead-end street We want the SAAU to give us an answer whether funds will be made available and we want a firm answer by Friday, otherwise we will be forced to take drastic action We are not prepared to go under," he said.

Asked what he meant by "drastic action", Mr Venter said· "Wait until Friday and you'll see"

Mr Kotze told the farmers that the matter would receive attention at the next general meeting of the SAAU on November 21 — an answer Mr Venter did not accept

"We want action sooner," he said

Star 30/10/90 (139)

Farmers take Minister to task

Own Correspondent

Minister of Agriculture in the House of Assembly Kraai van Niekerk has been taken to task for denouncing the group of khaki-clad Northern Transvaal farmers who gatecrashed the South African Agricultural Union congress last week.

He said their action was "politically inspired and the result of escalating political motives within organised agriculture".

A statement signed by the leader of the group, Leonard Venter, said the group was composed of people of different political persuasions and included members of the National Party.

The statement said the SAAU made representations to Dr van Niekerk in September on the need for emergency aid but no announcement had been made in this regard

Striking civil servants sit-in at PSL offices

CAPE TIMES 1/11/90

MORE THAN 80 striking Public Servants' League members occupied the organisation's Worcester offices yesterday to protest at the PSL leadership's lack of support for a two-week wage strike.

More than 60 suspended civil servants and 20 others charged with misconduct by the Administration: House of Representatives started the sit-in

PSL general secretary Mr Trevor Wentzel and a Cape Town lawyer visited Worcester yesterday in an effort to defuse the crisis in the organisation's ranks, already struck by defections to a Cosatu-aligned "workers action committee", said strikers

A spokesman said the PSL executive is due to meet the Minister's Council today. — Sapa

Wildcat strike over sackings at Tygerberg

By SHARON SOROUR
Labour Reporter

TYGERBERG Hospital workers are on a wildcat strike to protest against the dismissal of three Health Workers' Union shop stewards

According to union spokesman Mr Dale Forbes about 300 general assistants at the hospital went on strike at 7am.

But a hospital spokesman said "about 100 workers are not at their posts at the moment".

Mr Forbes said the strike followed the dismissal of three shop stewards who took part in a demonstration at the hospital on July 20.

The union held "urgent talks" with the Cape Provincial Administration yesterday.

"We asked them to reconsider their position as a protest action by workers would seriously disrupt the hospital and would jeopardise the relationship which has been built up between management and the union.

"They were unreasonably intransigent and insisted on the dismissal of the shop stewards."

Reps workers occupy staff association office

Argus 1/11/90

139

By SHARON SOROUR
Labour Reporter

HOUSE of Representatives workers occupied the Public Servants League office in Worcester to protest against the staff association's "lack of support" for their two-week countrywide industrial action.

A Workers' Action Committee spokesman said more than 80 people had entered the offices yesterday. "Last week the House of Representatives suspended 64 workers and charged 20 others in Worcester with misconduct.

"We expected the PSL to do something to fight for our rights and demands, but they have done nothing. They simply told us to write a letter of protest to the director-general."

According to the House of Representatives, 129 workers — including 100 in the Western Cape — have been suspended since thousands of workers in the administration section downed tools over disparate salary adjustments.

They are demanding a 20 percent salary increase and a minimum salary of R850.

New bid to form independent federation

w/mail 2/11/-8/11/90 (134)

A FRESH attempt to form a federation of independent unions has been initiated by the Transvaal Leather and Allied Trades Industrial Union (TLATIU), *SA Labour News* has reported

The union has called a meeting of non-affiliated trade unions for November 21 in Johannesburg

A circular sent to prospective members suggests a federation based on non-intimidation, non-racialism, non-violence, non-attachment to political parties, rejection of sanctions and disinvestment and "all other cornerstones of a free and democratic society on which civilised standards are based"

The TLATIU says figures show the combined strength of the three major union federations, the Congress of SA Trade Unions (Cosatu), the National Council of Trade Unions (Nactu) and the all-white Confederation of Labour is about 1,3-million, compared with the 3,5-million members in 176 unaffiliated unions That these unions are not part of Cosatu or Nactu must indicate that they are looking for a home elsewhere, the letter says

"In the leather industry, as it surely must be in all other organised industries, Cosatu unions are our enemies We fight them on the shopfloor in our battles for membership, and we fight them to preserve what our unions have built up over the years in the interests of our members," says the TLATIU.

The union said it could not allow Cosatu unions — "of which there are only 13 — to portray themselves as the only voice of workers in South Africa.

"With Cosatu and Nactu representing only about 27 percent of the country's unionised workforce, is it not high time that the unaffiliated unions got their act together to ensure that their more powerful voice, representing over 70 percent of the unionised workforce, is also heard?" said the union's letter.

Agenda items for the November meeting included the exploration of whether there was sufficient common ground for the establishment of a federation, and to elect an interim steering committee and office bearers. — Sapa.

Hospital strike appears in ill health

By PETER DENNEHY

THE Health Workers' Union (HWU) and the Cape Provincial Administration (CPA) were at odds yesterday over whether or not a non-medical workers' strike was underway at Tygerberg Hospital.

When the Cape Times arrived at the hospital about three dozen workers were in or around a small union office They said "about 500 workers" out of a workforce of 1 500 were on strike, but most had gone home after a meeting The union had a membership of over 1 000, they said.

CPA spokesman Mr Van Heerden Heunis said later that there had been no strike at all. About 100 workers had discussed the dismissal of three workers, but they had gradually returned to work, he said

"No services whatsoever were affected," he said.

The dismissal of the workers had been the result of an incident on July 20 last year when "general assistants" had occupied the office of the medical superintendent and threatened him, Mr Heunis said.

One of the dismissed workers, Mr Ockert Jansen, who is also chairman of the local Health Workers' Union branch, said yesterday that about 300 people had taken part in the initial demonstration "against the hard-line attitude which management adopted in refusing to talk to us".

Four workers, including the chairman, vice-chairman and secretary of the union branch (Mr O Jansen, Mr C Arendse and Mr B Scholtz) were subsequently charged with disruptive and provocative behaviour, using abusive language and being absent from their posts without permission. The fourth man charged was Mr J Winnar.

Workers felt it was unfair that these four had been charged, as many more had taken part, Mr Jansen said.

Franz Auerbach discusses who owns what in South Africa

Star 6/11/90 (139)

The few who hold most of the land

FARMERS of the Transvaal Agricultural Union have threatened various kinds of militant action if the Government proceeds with its plans to scrap the 1913 and 1936 Land Acts. Black political organisations, on the other hand, demand various forms of land redistribution because their ancestors were dispossessed of much of their land.

It would therefore help to know what areas and populations are involved. About 70 000 white farmers own 77 million ha out of our total 122 million ha land area, or 63 percent of the total

As we know, some of this land was once owned by freehold black farmers who were removed from their land because it had suddenly become a "black spot".

And we also know that not all the 77 million ha are in fact being farmed at present. Drought, debt and the lure of the cities have reduced the number of active farmers by about a quarter during the last two decades; some farms have been abandoned — even though one has also heard of one farmer owning 14 farms

Now compare the land owned by white farmers with the area of the homelands, remembering that the main effect of the 1913 Land Act was to prohibit people who were not white from owning or buying land outside what were then called "native reserves" The total land area of all the 10 homelands is now 17 million ha, or just under 14 percent of our total land area And the homelands now carry a population of 14 million people.

Thus the rest of the country — all our main urban and peri-urban areas — make up the remaining 28 million ha, or 23 percent of the total.

White farmland houses the 70 000 farmers and their families, plus 1,2 million farm labourers, who can be evicted at the whim of the farmer. If we call this 1,5 million people altogether, it leaves 20,5 million of our 36 million 1988 population living in the rest of the country.

This gives us a density of one person per 51 ha on white farmland as against one person per 1,2 ha in the homelands, which are often designated "rural" in spite of the fact that this density (1,2 ha per person) is greater than that of the urban areas, which have 1 per 1,37 ha. So the homeland density is more than 40 times greater than that of the white farming areas.

Such gross inequality must surely be redressed There seems ample scope for a wide variety of strategies to encourage the settlement of more black South Africans on South Africa's farmland. The matter is discussed in depth by David Cooper in "Claiming the Land", in the new magazine "New Ground".

There will be much debate about it in the future My purpose has been to highlight that 70 000 people own 63 percent of our surface area — and some of them, it seems, absolutely refuse to share any of it . . . □

Hospital workers ready for arbitrator

By SHARON SOROUR
Labour Reporter

THE Health Workers' Union will suspend all industrial action at Cape Provincial Administration hospitals if the disputed dismissal of three Tygerberg Hospital shop stewards is referred to arbitration

Union organiser Mr Dale Forbes said this was decided at a weekend union meeting.

CPA spokesman Mr Van Heerden Heunis said union secretary Mr Hassan Mohamed had telephoned with the proposal.

"The proposal will be considered when we receive it in writing"

The development follows a one-day work stoppage last week when scores of general assistants at Tygerberg Hospital downed tools in protest over the dismissals.

Mr Forbes said similar action at other Peninsula hospitals had been postponed pending the CPA's decision.

Mr Heunis said four shop stewards had taken part in a protest on July 20, occupying the office of the medical superintendent and threatening him.

A disciplinary hearing had found the workers guilty of misconduct

Three had been dismissed and one had been reprimanded. An appeal for their re-instatement had been rejected by the Administrator, Mr Kobus Meiring.

'FAIR HEARING'

"The workers were given a fair hearing by an impartial committee They chose not to be present for the full duration of the hearing.

"They were given an opportunity to state their case but chose not to do so They were given three weeks to submit their appeal."

The workers had been dismissed on October 31 and had been paid their November salaries

RAILWAY MARCH . . . Police vehicles blockaded hundreds of Spoornet workers from marching through town from the city hall to the Paul Sauer Building yesterday. The marchers took a detoured route to the Spoornet offices where SARHWU officials handed a petition to Spoornet labour relations manager Mr Manie Engelbrecht. Picture OBED ZILWA

SAR workers in protest march

Staff Reporter

HUNDREDS of South African Railway and Harbours Workers' Union (SARHWU) members marched from the City Hall to the Paul Sauer Building yesterday to demand that police, who allegedly fired teargas into a train during the railways strike earlier this year, be charged and tried in court.

SARHWU demanded that workers who had been fined by courts for strike participation, should have their disputes referred to SARHWU and Transnet and a response to their demands should not take longer than two weeks.

A memorandum to this effect was handed over to Spoornet labour relations manager Mr Manie Engelbrecht, who promised SARWU regional organiser Mr Tilela Timela that the demands would be faxed to head office for the attention of managers concerned

SARHWU further demanded an immediate inquest into circumstances surrounding the death of railways worker Mr Tetana Nono who, union officials claim, was killed by "scab workers on a train during the strike"

The memorandum claimed that Mr Nono's murderers could easily be located and named witnesses and the registration number of a car driven by people who had picked Mr Nono up on the night of his murder

A copy of the memorandum was also handed over to a Captain Vermeulen at the city hall

A SARHWU spokesman said the union had obtained magisterial permission for the march, which was closely watched by police.

The workers, who arrived by train at Cape Town station at 11 30am, carried ANC and SARHWU banners, and posters reading "Who killed Nono?" "Transnet stop siding with vigilantes" and "Stop privatisation now".

A Spoornet spokesman said afterwards that it was difficult to comment immediately on the workers' demands, as only some of them were employed by Spoornet Many of them fell under Portnet or the workshops division of Transnet.

But activists held after swoop on Unibo

The homeland's police spokesman, Col Dave George, said Panchia and others were detained in connection with allegations of "conspiring to overthrow the Bophuthatswana government"

More pressure will be brought to bear on the homeland tomorrow when Dr Ikey van de Rheede, president of the Union of Democratic University Staff Associations (Udusa) and a University of the Western Cape academic, leads a delegation of academics on a fact-finding mission to the beleaguered University of Bophuthatswana (Unibo).

Udusa this week claimed Bophuthatswana security forces had "besieged" Unibo, screened university employees, and asked Unibo management to provide them with pictures of particular members of the university staff.

It is believed a Bophuthatswana security crackdown, aimed at ANC-aligned political activists, was under way at Unibo this week.

Unibo vice-chancellor Prof MR Malope confirmed the presence of the security forces on the campus, saying it was not within Unibo's power to bar the security forces from the institution

The Udusa delegation would request a meeting with Prof Malope and the Bophuthatswana police, said a Udusa statement issued on Thursday.

Meanwhile, fugitives from Bophuthatswana's recent police crackdown say they are considering handing themselves over to the police to challenge the authenticity of President Lucas Mangope's charge that the ANC is plotting to assassinate him.

In a telephone interview from a secret hideout on Thursday night, a spokesman for five of the fugitives – all high-profile ANC members in Bophuthatswana – said "the lie" about the much-publicised plot was begining to unfold.

The ANC's National Executive Committee released a statement on Thursday saying the days of the Bophuthatswana "regime" were numbered and the homeland's continued existence was out of step with developments in the country.

New federation of unions imminent

B Day 22/11/90

INDEPENDENT SA trade unions yesterday took the first steps towards creating a new federation eschewing political affiliations and pursuing an anti-sanctions and anti-disinvestment policy.

At a conference in Johannesburg yesterday, leaders of 43 independent unions elected a standing committee to prepare for the official launch of the Federation of Independent Trade Unions within the next three months

National Union of Brick and Allied Workers (Nubaw) general secretary K E Mathebula said yesterday there was a "strong need" for unity within the independent union movement

As long as the new federation was itself independent, he would recommend Nubaw's 6 000 members give the union a mandate to join the federation.

Transvaal Leather and Allied Trades Industrial Union official and standing committee chairman Freddie Swartz said in a statement yesterday the federation could potentially unite 176 organisations representing more than 3-million workers

SA's union federations are dominated by Cosatu, with more than 1,2-million members, while Nactu has claimed a paid-up membership of 258 000

Swartz said the principles guiding the proposed federation would be the establishment of a platform from which the rights of workers would be entrenched by means of just labour legislation, non-party political allegience; opposition to sanctions and disinvestment; nonracialism, and non-violence.

MATTHEW CURTIN

Sapa reports Swartz said the process of change in SA was irreversible and to continue advocating sanctions and disinvestment was "like flogging a dead horse and counter-productive to the interests of workers

Recognise 139

"The experience elsewhere in Africa has shown that when unions become surrogates of political parties, the interests of workers take a second place

"In a trade union context all you need to do is to recognise freedom of association and the need for violence will not exist."

Swartz claimed yesterday's conference represented a wide spectrum of political opinion, from supporters of the ANC and PAC to the NP and CP

He was was uncertain whether the new federation would support the campaign to include public sector workers and farmworkers in terms of the amended Labour Relations Act — key demands of Cosatu

Star 22/11/90

Key white workers in strike threat

(139)

By Shareen Singh

Strike action by key white workers, as a measure to guarantee protection of minority rights, was being considered by the collective white workforce in South Africa, unionist Philip Stauss said yesterday

At a luncheon of BKMS Management Services, Mr Strauss, general secretary of the Transnet Union of South Africa said white workers held key personnel positions in all sectors, and without their expertise blacks would not be able to work.

The National Party was not serving the interests of white workers to the best of its ability anymore. White workers had put the NP in power in 1948 and they could take away this power in 1991, he said

Nationalisation of farm land impractical – bank

The Development Bank of Southern Africa does not support the taking of land from present white owners and handing it over to black farmers, the DBSA said yesterday, following statements accredited to the bank

The DBSA said it did not support nationalisation and transfer of land, which it found "neither practical nor desirable"

The South African Agricultural Union (SAAU) yesterday again entered the debate on a land policy in a new South Africa with a call for urgent discussions with the DBSA

The SAAU also made an "urgent appeal to parties outside agriculture to desist from issuing statements on the ownership and utilisation of farming land which may create confusion and uncertainty"

Last week the SAAU severely criticised a summary report of last month's African National Congress Land Commission Workshop, which made an urgent appeal for a major redistribution of land in South Africa as part of a State-run affirmative action programme, using nationalisation selectively

Yesterday's Development Bank statement, issued by its chairman, Dr Simon Brand, follows prominent media reports quoting a recent DBSA study on possible options for land transfer to black farmers

According to the reports, the DBSA suggested that nearly 8 million hectares of farmland be transferred to blacks — "in line with one of the basic negotiation demands of the African National Congress"

Ongoing

In an apparent attempt to clarify the bank's position yesterday, Dr Brand said

"While the Development Bank has no mandate to determine policy, it is its normal practice to bring to the attention of those who take part in the ongoing policy debate insights gained from its research and operational experience in activities such as rural and agricultural development

"The (DBSA) proposals are therefore not a blueprint for future agricultural land policy

"Some of the issues highlighted by the media need to be put in perspective the proposals do not suggest that land be taken from present owners and handed over to black farmers

"On the contrary, it is suggested that the approach be based on a market mechanism to provide options for black ownership of land

"The nationalisation and the transfer of land is not proposed, but is argued to be neither practical nor desirable

"It is also not argued that all farmers in debt should relinquish their land to black farmers, but rather that some such land could become available for purchase by blacks who can obtain the financing to do so

"The extent of this land is a guestimate," Dr Brand said

According to SAAU president Nico Kotze, "various organisations and individuals have recently posed as self-appointed 'spokesmen' on the ownership and utilisation of farming land, which is totally unacceptable to the SAAU" — Sapa

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Black cabbies form union

Own Correspondent

JOHANNESBURG — A new union has been formed to provide for South Africa's 20 000 black taxi-drivers, most of whom work for a fraction of their employers' takings.

The SA National Taxi Employees' Association (Santea), the brainchild of a group of Unisa law students, was launched here yesterday with an initial membership of 1 000

The unions would also approach the Minister of Transport for a meeting.

New federation opposed

■ Eight unions walked out of a conference this week called by the Transvaal Leather and Allied Trades Industrial Union to consider a new federation of non-aligned worker bodies.

A statement by the dissidents, which included the Federal Council of Retail and Allied Workers and the Black Allied Workers' Union, said they had opposed the idea of a new federation as being "inconsistent with the call to unite the South African democratic labour movement" 23-29/11/90 (139)

They had walked out because the other unions present, mainly former Tucsa affiliates, had backed proposals for a new federation instead of "a united front of unions based on unity and struggle".

Reports from Weekly Mail staff, Sapa

UNIONS F|M 23/11/90 (139)

HIDE AND SEEK

Moves to form a federation of politically independent unions are under way, initiated by the Transvaal Leather and Allied Trades Industrial Union This is a relatively old union (registered in 1931), originally affiliated to the Trade Union Council of SA

F|M 23/11/90 (139)

According to *SA Labour News*, a meeting of non-affiliated unions is scheduled for this week in Johannesburg One of the main issues to be addressed is whether there is enough common ground to form a new federation

In a circular to prospective members, the leather union suggests a federation based on "non-racialism, non-violence, non-intimidation, non-affiliation to political parties, anti-sanctions and disinvestment" and "all other cornerstones of a free and democratic society on which civilised standards are based"

The union says the combined strength of the Congress of SA Trade Unions, the National Council of Trade Unions and the white SA Confederation of Labour is about 1,3m, whereas there are some 3,5m members in 176 unaffiliated unions The fact that these unions are not part of Cosatu or Nactu must show they are "looking for a home elsewhere," the circular argues

"In the leather industry, as it surely must be in all other organised industries, Cosatu-affiliated unions are our enemies We fight against them on the shop-floor in our battle for membership and we fight them to preserve what our unions have built up over the years in the interests of our members," the union says

The SA Clothing & Textile Workers' Union (Sactwu) is the Cosatu union organising in this sector Since it started organising five years ago, it has embarked on a battle to obtain seats on the National Leather Council, says Cosatu spokesman Neil Coleman He adds that the leather union seems to have reacted badly to Sactwu's organisation in the sector and refuses to negotiate with the Cosatu union

The major aim of Cosatu — since its formation five years ago — has been to unite workers into single industrial unions under the banner of one trade union federation, Coleman elaborates Because SA workers have been divided by apartheid, it is essential to consolidate a broader representation of workers under one federation which can articulate their interests

Cosatu's growth reflects that position and the majority of workers see the advantage of a united trade union movement, according to Coleman Unions like the leather union have resisted real progress and while this is their right, Cosatu questions whose interests they are trying to serve, he says

This is the end, say farmers

By Norman Patterson

"This is the end of the western Transvaal" is the grim view of a number of farmers canvassed this week about the drought in the region

The bright view, held by a couple of farmers playing pool in the Elgin Hotel in Delareyville, was "Why are we playing pool?

"Our tractors are greased, the fertiliser is ready, our hedges spun, and our workers are watching us with big eyes

"You want us to work — you pray for rain"

Pray for rain they did in the western Transvaal

Thousands of farmers drove to church in Sunday suits on Monday

Twisting

Dominees told them "Pray like you never prayed before, because this time, God help us"

Outside the churches lay tens of thousands of square kilometres of arid farmland, with clouds twisting and turning above — but no rain came down

Many farmers have ploughed their lands, in case of rain, and were sitting on their stoeps, watching the horizon

At Kameel (population zero) "Hennie and Bennie" aren't a comedy show

They've suspended their attempts at farming, and have put a board with their names above a cash store, but don't attract many customers

"Maybe farms should be nationalised, with farmers put on a payroll," they said

Chris du Toit of the farm Corsica in the Delareyville district said "We definitely have a problem

"The planting season for several types of plants has passed, and we've not had rain yet

Falling

"There are farmers here who won't make it if it does not rain this year

"There definitely are farmers who will be bought out after this season Others will run up more debt

"The Weather Bureau said it would be 35 degrees today, but I think it will be more"

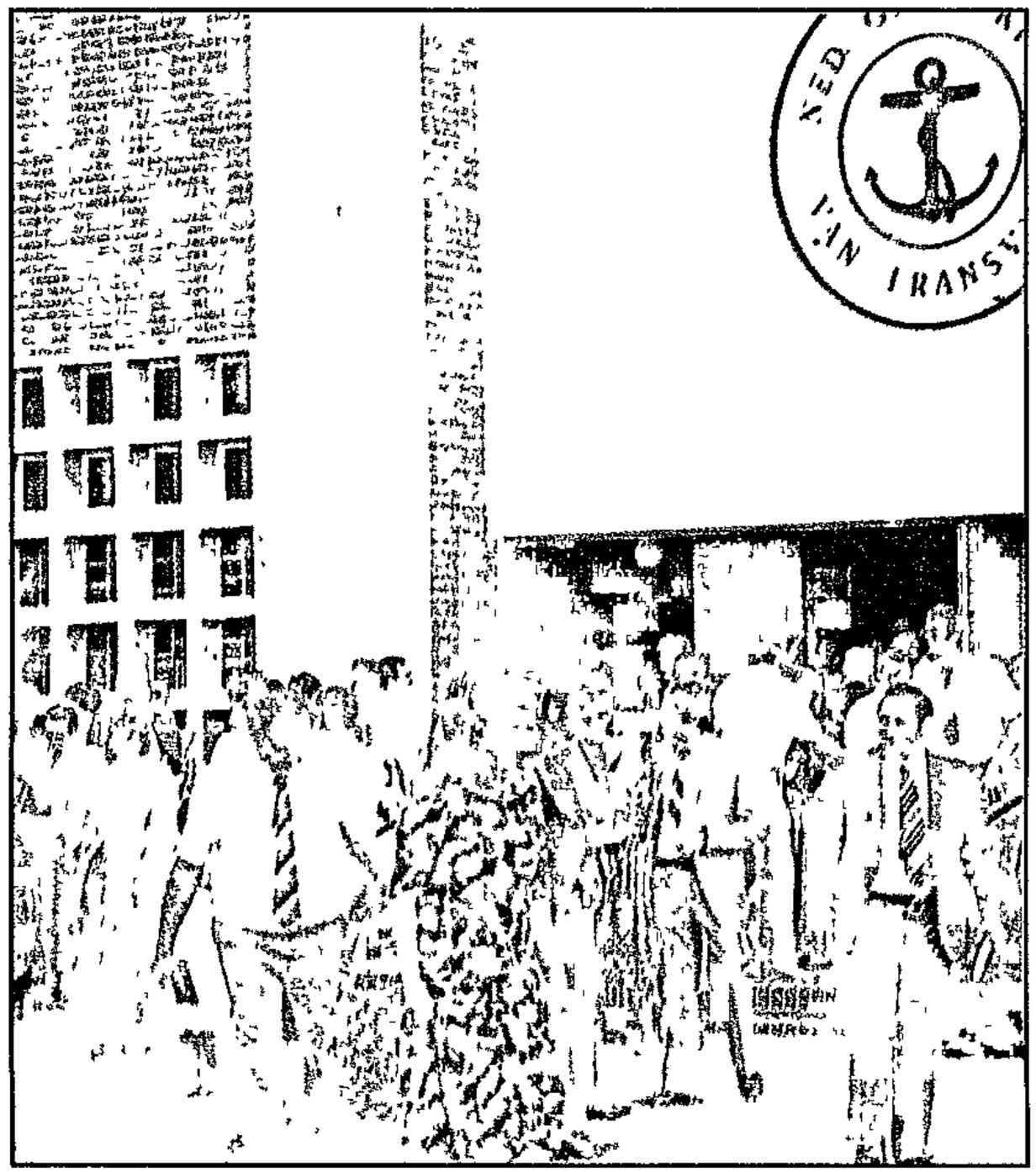
South African Agricultural Union president Nico Kotze said the situation in summer-crop areas was becoming extremely critical

Grazing and feeding conditions, and the water supply, were deteriorating rapidly, he said

The financial position of Transvaal farmers was poor

Mr Kotze said that in northern and western Transvaal, the underground water level was falling

Because of this, many boreholes had dried up — Sapa



Plea for rain Delareyville farmers outside church Picture Sarel van den Berg

Fierce debate over land ownership

Star 24/11/90 (139)

DESPITE howls of protest from right-wing political parties and the Transvaal Agriculatural Union, the Development Bank of SA's proposals for the transfer of 8 million ha of land, including debt-ridden white farms, to blacks has met with a generally postive response

The bank's corporate communications manager, Mr Frans van Rensburg, said yesterday that the proposals and the media coverage they had received "certainly brought the emotive issue of land ownership to the fore"

He said judging from the various responses it was clear some of the proposals "were brought to the attention of those who take part in the policy debate on the future of South Africa "Apart from the positive responses from various interest groups, we can also understand and sympathise with the number of negative comments, especially against the early misunderstanding on the content of the paper."

Mr Van Rensburg said that early reports did not fully reflect the perspectives of the proposals "and to that extent we are pleased this week's ongoing debate in the media also brought these into perspective"

Earlier this week the Transvaal Agricultural Union strongly comdemned the proposals with TAU president Mr Dries Bruwer claiming "It seems as if an orchestrated action has been launched to force white farmers off their land"

CHRIS MOERDYK

The public was also quick to become involved in the debate and on a Radio 702 late-night phone-in programme callers of all races hotly debated the issue of land ownership

While many accepted that a more equitable apportioning of land was inevitable if a new South Africa was to come about, many white callers insisted that land "should not just be handed over to blacks" while a number of black callers suggested that was precisely what should happen

The Development Bank has confirmed that the proposals did not suggest land be taken from present white owners and handed over to black farmers

It was also not argued that all farmers in debt should relinquish their land to black farmers

"Rather some land could become available for purchase by blacks who can obtain the financing to do so

"The document also highlights evidence of the success of black farmers in those instances where the proper infrastructure and support services are available to them"

'Moderates' want a new federation

W/Mail 30/11 - 6/12/90 139

In the run-up to constitutional talks, some labour federations are battling for the middle ground DREW FORREST examines the proposed formation of a new "moderate" union grouping

A PROPOSED "middle of the road" union federation is widely seen as a defensive move by threatened ex-affiliates of the defunct Trade Union Council of SA (Tucsa)

Many of the key actors are "mixed" or largely "coloured" ex-Tucsa unions locked in membership battles with Cosatu and Nactu rivals, notably in the leather and printing sectors.

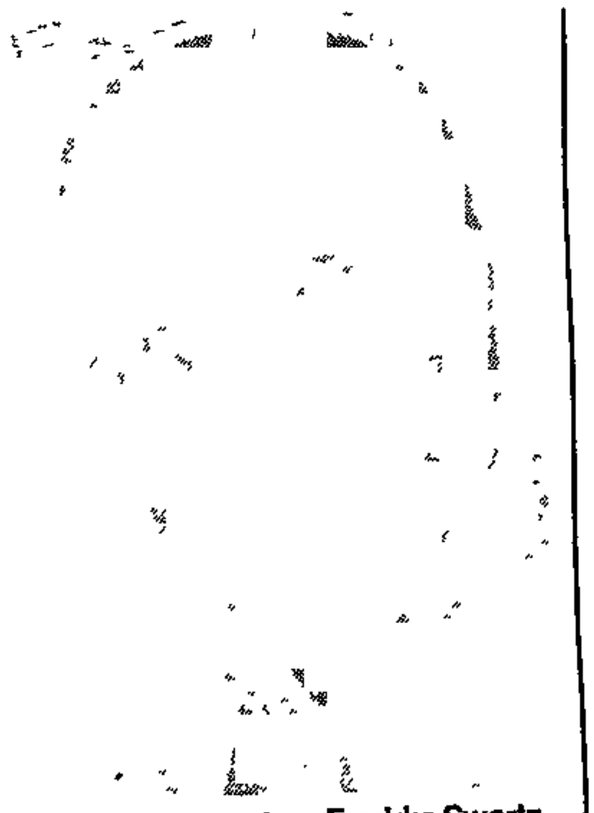
Last week a conference of 53 unaffiliated unions in Johannesburg, with a claimed combined membership of 750 000, decided there was a need for a new federation and chose a steering committee to draft a constitution The launch, says committee secretary Freddie Swartz, could take place by March

Observers see a political dimension to the initiative — in the run-up to constitutional talks, it may be one of several bids for the political middle ground

Swartz stressed that the new federation would want a role in the constitutional process "If Cosatu is influencing the ANC, we would want to ensure that our viewpoint is taken care of"

Significantly, the conference was attended by the Inkatha-linked United Workers' Union It also saw a walkout by eight independent black unions arguing for a "united front of South African unions based on unity and struggle" and objecting strongly to Swartz's letter of invitation to the conference, which brands Cosatu "the enemy"

Quizzed on the likely founding principles of a new grouping, Swartz said it would be multiracial — although he was non-committal on whether racially exclusive unions could join — non-party political, opposed to sanctions and disinvestment and in favour of a free-market economy



Committee secretary Freddie Swartz

Many independent unions were small, and the federation would protect them by offering facilities such as union training and legal help, he said It would also ensure an independent voice in such forums at the Cosatu-Nactu-Saccola talks and the National Manpower Commission.

The ex-Tucsa influence on the steering committee is overwhelming Of 11 members, at least seven worked for Tucsa unions at some stage Swartz (Transvaal Leather and Allied Trades Industrial Union), Norman Daniels (now of the Trawler and Line Fishermen's Union), Evelyn Seloro (Textile Workers' Union, recently expelled from Nactu), Dulcie Hartwell (National Union of Distributive and Allied Workers), Martin Deysel (SA Typographical Union), Glen McGill (now of the Johannesburg Municipal Combined Employees' Union) and Audrey Rose (Radio, Television, Electronic and Allied Workers' Union).

Swartz insists the new federation will avoid the pitfalls of Tucsa, which because of its perceived closeness to the government, domination by whites, tameness and bureaucratic style, was outgunned by the rising black unions

"But with surging worker militancy in a transformed political setting, conditions for a truly non-racial federation of the centre may have worsened) There is no evidence that black workers want more "moderate" policies

Of the three blacks on the steering committee, only one — Philip Masia of the Municipal, State, Farm and Allied Workers' Union — has any standing And most of the bigger potential affiliates remain under effective white or coloured control

White signalmen strike

By Shareen Singh

About 500 white workers from Transnet's telecommunications and signals department in Natal yesterday went on an illegal strike affecting thousands of commuters, the Artisan Staff Association said.

A spokesman for the 15 000-strong association, Christo van Heerden, said the workers began a 24-hour strike yesterday morning to support their demand for market-related salaries

Transnet said due to advances in the electronics field, it had to embark on a rationalisation exercise of changing the existing artisan personnel structure to a technological personnel structure

Management had sidestepped market-related salary adjustments, Mr van Heerden said

This had prompted a spontaneous protest in Natal and staff in other regions could start similar action

Transnet spokesman Johan Hugo said 70 workers in Durban had staged a "short sit-in" which had had no effect at all on commuter services

He denied management was backtracking on salary adjustments, saying negotiations were in progress.

A meeting between the parties was scheduled for December 5, Mr Hugo said.

Star 30/11/90 (139)

Transnet aims to cut jobs by up to 60 000

By Shareen Singh

Transnet is planning to reduce its workforce by between 40 000 and 60 000 by the end of 1991, unions in the sector were informed by management, a spokesman for the Artisan Staff Association said yesterday

The company has already reduced its staff from 269 000 in 1981 to just more than 160 000.

Transnet would use every possible mechanism to try to avoid mass retrenchment, the group's personnel manager in charge of manpower, Dr Willie Coetzee, told the unions.

Economic realities had forced every large organisation to rely on their existing resources and make optimal use of their present workforce.

It was in this light that Transnet had introduced a comprehensive "personnel utilisation" project, he said

Artisan Staff Association spokesman Christo van Heerden said management had assured unions that the company would avoid retrenchments by opting for a system of natural attrition, which meant jobs would be frozen as they became vacant.

Phillip Strauss of the Transnet Union of South Africa said his union was perturbed by these developments. He suspected that mass retrenchments could be expected and the union was preparing for it.

Mr Strauss blamed Transnet management for contributing to unemployment, which was "already in excess of six million"

Workers were being sacrificed at the expense of company profits, he said

Transnet had had company status since April and in order to be more profit-oriented, more and more of the "worker classes" were being laid off.

Job security had now become the highest priority in the Transnet Union of South Africa, over and above any wage increases, he added

Aff Trufs

Tramways drivers in work stoppage

139

Staff Reporter

ABOUT half the City Tramways bus drivers based at the Arrowgate depot stopped working yesterday when the Transport and Omnibus Workers' Union (Towu) and the company deadlocked over wage negotiations

Union spokesman Mr Tino Clark said Tramways' highest wage offer was 14%, while the union's lowest demand was 22%

He said there were also scattered stoppages at the Philippi depot.

A meeting will be held today at which the Transport and General Workers' Union will decide if it will join Towu in the work stoppage, said Mr Clark.

Yesterday afternoon City Tramways general manager Mr F E Mayoss said management had been informally told by Towu that some of the union's members were "engaged in some form of work stoppage".

"Until the company has been formally advised of the differences, we are not in a position to comment," Mr Mayoss said

Suspension of warders to stand, court rules

Supreme Court Reporter

AN application by 10 Pollsmoor Prison warders — who went on strike for three days this year — to have their suspensions set aside was dismissed with costs in Supreme Court, Cape Town, yesterday.

Mr Acting-Justice G A Kühn, with Mr Justice P Tebbutt concurring, found that the decision to suspend them had not been taken in bad faith

The court also ordered Mr Raymond Joseph Jacobs and nine other warders, all members of the Police and Prisons Civil Rights Union (Popcru), to pay the costs of two counsel

In their application the warders said the decision to suspend them was invalid because it was unreasonable.

● In a separate but related hearing, an application by 77 warders for orders reviewing, correcting and setting aside a decision by the Officer Commanding, Colonel J C Roberts, to hold a disciplinary inquiry in terms of the Prisons Act, was dismissed with costs.

Miss Justice L van den Heever and Mr Justice H C Nel presided Mr F D J Brand SC, assisted by Mr Nick Treurnicht, instructed by the state attorney, appeared for the Prisons Department. Mr Les Rose-Innes instructed by E Moosa and Associates appeared for the warders

Company finds jobs for those retrenched

Staff Reporter

THE management of Gant's Foods have found work in the Western Cape for about 1 000 workers it has retrenched from the company's Strand plant.

Managing director Mr A J Robinson said yesterday the retrenchment programme had been completed by the time the factory closed for the Christmas holidays last week.

When the factory re-opens on January 9 next year, 400 people will be re-employed in the meat section of the factory, he said.

● Meanwhile, WP Local Authority Workers' Association organising secretary Mr Leonard Koza has criticised the Regional Services Council for not attempting to transfer more than 200 road workers it has retrenched to other jobs within the RSC.

An RSC spokesman said limited funds being made available by the provincial administration to the RSC lead to the retrenchment of 221 workers last Friday.

Kraaifontein workers strike

TWENTY-THREE Kraaifontein supermarket workers have been on strike for five days in protest against a manager who used "abusive language", Mr Lesley Louw, spokesman for the Hotel, Liquor, Catering and Allied Workers' Union, said yesterday.

The strikers had been given an 8.30am deadline yesterday to return to work, but had not yet been formally dismissed. The company was allegedly advertising vacancies at the Kraaifontein store — Sapa

INDUSTRIAL RELATIONS - WORKERS ORG. —

UNREGISTERED UNIONS.

1991

Push for assembly, Mandela tells union

CAPE Times 10/1/91

JOHANNESBURG. — ANC deputy president Mr Nelson Mandela yesterday urged delegates at the congress of the Post Office and Telecommunications Workers' Association (Potwa) to campaign for a constituent assembly.

"It is the duty of everyone in the trade unions to make every democrat understand why we make these demands. Negotiation is a weapon which is exploring the peaceful transfer of power to the people."

Mr Mandela called for "mass action for the transfer of power to the people", but said that the ANC was willing to compromise to realise the widest possible agreement on a future South Africa.

The keynote speaker at the congress, SA Communist Party (SACP) general secretary Mr Joe Slovo, said the ANC did not share all the objectives of the SACP, but the differences between the organisations were not "competitive". — Sapa

SAA dispute settled this week

Capt Times 13/3/96

Staff Reporter

SOUTH AFRICAN Airways will settle a pay dispute with cabin crews through arbitration this week.

SAA and the South African Aviation Engineering and Allied Union (SAAEAU) have gone to outside arbitrators after a deadlock over wage negotiations

The arbitrators' decision will be final

Postal workers go on strike

JOHANNESBURG. — About 4 000 postal workers here have embarked on a strike following a deadlock in negotiations on wages and conditions of service with Post and Telecommunication (P & T) management, the postal workers' union said yesterday.

According to P & T Workers' Association (Potwa) spokesman Mr Pat Nhlapo, negotiations deadlocked on Wednesday. — Sapa

W/GARGUS 23/3/99

Police ads a waste, says Rockman

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Weekend Argus
Correspondent

JOHANNESBURG — The police should invest time and money on re-training its officers instead of spending money on a "We are here to help" advertising campaign that "means nothing to the public"

Former police lieutenant Gregory "Rocky" Rockman, who hit local and international headlines with his accusations of police brutality, said the SAP's advertising campaign was "an attempt to portray something which they aren't"

"You cannot portray something that isn't true," he said

"The adverts cost the State millions, but they mean nothing when you open a newspaper and read that policemen beat someone up or shot at people."

Speaking from his home in Galvandale, Port Elizabeth, Mr Rockman said "The SAP should instead spend money on recruiting fresh blood and on sending policemen back to training colleges. Policemen should be retrained by new instructors — the old ones have been moulded by apartheid — who practise new ways of teaching"

"The baton is controlled by the person We have to change attitudes and condition the people using these weapons"

Mr Rockman said a police force should be run by those who want to serve the community

"A policeman must be impartial to members of all political parties. He must not see people as AWB or ANC members, but rather as community people who have the right to belong to political parties.

"Policemen must treat everyone with dignity and respect in order to render a service of proper standards"

A father of three — his third child, a son, was born on the 13th of this month — Mr Rockman is making a living from the sale of T-shirts

"It doesn't bring in much," he admitted, "but it allows me time to fulfil my duties as the national president of the Police and Prison Services Civil Rights Union (Popcru).

"Material things don't count Yes, I've lost a lot since then — both my houses were auctioned and there are always summonses and creditors hammering on the door — but at least I can live with myself"

Dubbed "a rebel", Mr Rockman firmly believes he will one day be a policeman again.

"What will a new government have against me?" he asked

Bomb threat disrupts sit-in

Staff Reporter

POLICE and Prison Service Civil Rights Union (Popcru) members are "suspicious" about the origins of a phone call to the Dutch consulate on Tuesday claiming there was a bomb on the premises.

The call came at 8pm while four members of the union were staging a sit-in at the consulate in Strand Street to demand the reinstatement of 24 dismissed prison warders and 50 policeman, including Popcru founder, Lieutenant Gregory Rockman.

They left the building when Dr Allan Boesak, who had been called in by the Dutch to mediate between the union and the Minister of Justice, Mr Kobie Coetsee, asked them to do so for their own safety. But they returned yesterday morning to resume their sit-in.

Mr Peter Loggenberg, general-secretary of the union, said yesterday he "had no idea where the hoax bomb call came from", but was suspicious.

Post and telecom workers down tools

Staff Reporter

ABOUT 1 000 posts and telecommunication workers in the Western Cape stopped work yesterday in support of a demand for a R1 300 minimum monthly salary, a union spokesman said

According to the Post and Telecommunications Workers' Association (Potwa) and the Western Cape technical branch of the Postal Employees' Association of SA (Peasa) the salary increase was to have been implemented on April 1 and not July 1.

The workers are demanding a R1 300 minimum wage with an across-the-board increase of R500

In a joint statement unionists said they were against the Department of Posts and Telecommunication's commercialising process as it was hampering worker interests.

"The department is talking of investing the money now allocated for salaries and distributing it over a nine-month period

"They do not mention the amount of money they are going to save between April and July from lower rates of overtime, bonuses, pensions, etc, paid to workers, compared to the rates if the increases were implemented in April," the statement said.

The day-long work stoppage is part of a national stoppage.

A spokesman for the postal department in Cape Town, Mr Andre Joubert, said only 50 workers at Khayelitsha, Langa, Nyanga, Guguletu, Mbekweni and Lingelethu had stopped work.

A department spokesman in Pretoria said workers had downed tools for only three hours.

The postal department said 3 600 workers had downed tools countrywide

● Sapa reported from Johannesburg yesterday that no agreement had been reached in wage negotiations between the SA Posts and Telecommunications department and trade unions in the postal sector

Postal workers in mass protest

JOHANNESBURG. — Countrywide mass protests by Post Office workers are to mark the tabling of the Post Office Amendment Bill in Parliament today, unionists have warned.

The Posts and Telecommunications Workers' Association claims the law, which aims to split the post office into two state-owned companies, is a step towards privatisation, strongly rejected by the union due to fears of job losses.

CAPE Times 22/4/91

Union won't allow white workers in townships

Municipal Reporter

MEMBERS of South Africa's largest white municipal association could never be allowed to work in black local authority areas "where murder and bloody fighting is the order of the day"

This was said at the weekend by Mr Hans Deetlefs, national president of the SA Association of Municipal Employees (SAAME), speaking at his association's annual regional conference at Velddrif

"Municipal employees realise that great changes are about to take place at local government level," he said

Negotiations had already begun on co-operation between black and white local authorities

However, instability in some black municipalities could hinder this co-operation Before any success could be achieved in the negotiations it was essential that the interests of SAAME members were protected

SAAME was not against co-operation agreements between municipalities "as this is a political decision and SAAME is non-political"

He also urged SAAME members not to be negative about the difficult times ahead

Mr Deetlefs warned employees who were not members of a trade union that each union would only negotiate on behalf of its own members in the changeover to a new system of local government.

He advised his members to consult the SAAME head office before becoming involved in agreements with their employers.

"The agreement reached between Kimberley and Galeshewe will not be recognised because it does not provide sufficient protection for municipal employees," Mr Deetlefs said

SAAME had obtained a legal opinion regarding the right to withhold their services in unsafe situations

• The administrations of the Kimberley and Galeshewe City Councils have been combined, according to town clerk Mr A Pienaar

This means that some Kimberley employees have to read meters and do repairs in Galeshewe, where the Civic Association has undertaken to try to ensure that nobody attacks them

Earlier Galeshewe City Council employees ran into opposition because of high electricity tariffs in the township.

Postal union warns of chaos

JOHANNESBURG. — The Post and Telecommunication Workers Association (Potwa), the trade union representing 12 000 of the lowest-paid postal workers, yesterday threatened to cripple the country's communication network with countrywide slowdown actions, pickets and sit-ins — until the government agreed to their demands.

Potwa walked out of yesterday's annual wage talks in Pretoria. — Sapa

I was expelled arbitrarily, says Typo unionist

w/t Farrell's 4/5/91

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By JOHN VILJOEN
Supreme Court Reporter

A "POPULAR and active' trade unionist, expelled "arbitrarily and unreasonably" from the South African Typographical Union (Satu), has asked the Supreme Court to declare the action against him invalid

Mr Farrel Hunter, of Strandfontein, claims Satu acted beyond the boundaries of its constitution in expelling him in August last year.

Yesterday Mr Justice H C Nel and Mr Justice J H Conradie reserved judgment. Satu are contesting the application.

Unsuccessful

Carton-die maker Mr Hunter, 32, joined Satu in 1979, and was elected father of the union's Printpack chapel in 1985. He was nominated for branch president last year but could not run for election because of his expulsion

He claims that the decision to expel him was based on a misinterpretation of the Labour Relations Act, and Satu acted in an "arbitrary and highly unreasonable manner"

Mr Hunter was accused of encouraging members not to sign stop orders for union fees and was expelled after a disciplinary hearing ruled him to be "out of compliance" with union regulations.

An appeal against the exulsion to Satu's governing board in Pretoria in December was unsuccessful

Mr Hunter claims his expulsion was "contrary to the letter and spirit" of the Satu constitution.

In papers, Mr Hunter said he was an active member of the union, popular among his colleagues and confident of election as president of his branch.

He was active in voicing opposition to the union's apparent reluctance to oppose moves to dissolve the National Industrial Council for the printing and newspaper industry.

He had criticised Satu's "old-style" and undemocratic "from the top" management style and the racial constitution of the Cape Town branches in pamphlets which he distributed among members.

Satu's Cape Town members were divided into three branches: "A", "B" and "C". The "A" branch consisted of skilled workers, who were mostly white

Mostly white

Mostly coloured semi-skilled workers were members of the "B" branch, while unskilled and mostly black workers were members of "C" branch.

The mostly white "A" branch dominated union issues because skilled workers were given a full vote, while semi-skilled workers had a half-vote and unskilled a quarter-vote, Mr Hunter claimed.

Mr Justice H C Nel and Mr Justice Conradie reserved judgment

Union expulsion ruling reserved

Cape Times 6/5/91 139

Supreme Court Reporter

JUDGMENT has been reserved in the Supreme Court in an application by a former South African Typographical Union (SATU) office-bearer to have his expulsion from the union set aside

Mr Farrel William Hunter, 32, of Strandfontein, a carton-die maker, said he joined the union in 1979 and was elected chapel father in 1985 In 1987 he became a trustee and was nominated for president of the "B" Branch in Cape Town in February 1990

The union was constituted along racial lines with A (whites), B (coloured people) and C (African) branches, Mr Hunter said The A branches had full voting rights, B branches half a vote and C's, a quarter

The executive committee said he encouraged union members not to complete stop-order forms for union fees and was told he could not contest the presidential election, losing him several benefits

After hearing argument from Mr C P Rabie, for the union, Mr Justice H Nel and Mr Justice J H Conradie said they reserved judgment.

Union threat to Pinochet visit

B10am 15/5/91

CAPE TOWN — A metal trade union has threatened to target Barlow Rand if former Chilean dictator Gen Augusto Pinochet comes to SA, but the company has denied knowledge of the visit.

Sapa reports Barlow spokesman John Cammell was responding to threats by the Metal and Electrical Workers' Union of SA to stage demonstrations if the commander-in-chief of the Chilean armed forces visited at the alleged invitation of Barlow subsidiary Reutech

Cammell said they were "trying to establish the facts" Reutech spokesman Gordon Blackbeard was not available for comment

The Daily Telegraph reports from Rio de Janeiro that Pinochet left for SA yesterday where it is believed he will sign an important arms deal with government

Sapa reports that the union said Pinochet had participated in the bloody overthrow of the democratic government in 1973 and thousands of people had been killed or had disappeared

Founder members split from Wosa

By DREW FORREST w1mail 21/6 - 27/6/91

A YEAR after its formation, the Trotskyist-leaning Workers Organisation for Socialist Action (Wosa) has suffered a split.

About 15 members, half of them founder members, walked out of the recent three-day national conference in Johannesburg and would now form the nucleus of a new Trotskyist organisation called International Socialists of SA (ISSA), said representative Rihad Desai.

He said the walkout had been sparked by a resolution defining a "permanent tendency" and the chairman's refusal to allow debate on the implications of this for his grouping. This, combined with an earlier investigation on whether a faction was operating in the Johannesburg branch, had made it clear that he and others of like mind were not welcome in Wosa.

A Wosa spokesman strongly denied any organised attempt to oust Desai and his group. "All that happened is members confirmed a resolution of our first conference that they don't want cliques. Those who walked out couldn't accept this," he said.

At the conference, Wosa rejected calls for an interim government, arguing that this would not be elected but appointed by all classes at the All Party Conference and would therefore serve ruling-class interests. It also rejected a constituent assembly leading to a "bourgeois parliament protecting the rule of capital".

R1,9 billion for pay rises

Cape Times 3/4/91

139

By PETER DENNEHY

CIVIL servants — but not teachers — will get pay rises amounting to R1,9 billion from July 1 in terms of an agreement reached between their unions and the Commission for Administration in Pretoria last week.

The general secretary of the Health Workers' Union (HWU), Mr Dale Forbes, said yesterday that the union and 10 other unions at the negotiations represented 350 000 workers, but the total number of employees affected by the agreement that was reached last week was 720 000

"The total amount made available was R1,97 billion," Mr Forbes said "Of that, R312 million will be used to convert the 10% non-pensionable allowance that public servants received last year into an ordinary pensionable part of their salaries"

Another half-billion rand had been set aside to "partially eliminate structural disparities between certain classes of employees", Mr Forbes said This affected mainly middle- and upper-income earners

A "differentiated general salary adjustment" had also been negotiated in terms of which lower-paid workers would get an increase "slightly above the rate of inflation" from July 1

Mr Forbes said he was not allowed to disclose the overall pay increase figure However, he was particularly pleased that his union, in conjunction with the National Education Health and Allied Workers' Union (Nehawu) and the Natal Provincial Administration's staff association, had managed to "shiftthe emphasis slightly" in favour of the lower-paid workers.

In previous years, he said, consultative meetings had been held with the unions, but the government itself had decided on the pay increases. This year the government had negotiated with the unions for the first time

Mr Danie Vorster, a public relations officer for the Commission for Administration, said his organisation would not comment at this stage

Mr A J Dippenaar, chief executive officer of Hospersa, a civil service association, confirmed that discussions had taken place between 11 staff associations and the Commission for Administration last week on the use of funds allocated for the improvement of conditions of service

Recommendations had been made to the Commission "for consideration and approval" An implementation date of July 1 1991 "seemed to offer the most favourable dispensation for personnel", he said

PO bill sparks workers' sit-ins

CAPE TIMES 18/4/91

Own Correspondent

JOHANNESBURG — Post Office services were likely to be disrupted this week pending the passing of the Post Office Amendment Bill in Parliament, Witwatersrand Telecommunications general manager Mr Danie du Toit confirmed yesterday.

He said the Posts and Telecommunications Workers Association (Potwa) had advised "that industrial action could not be ruled out" if the bill was passed. The bill, if implemented, will split the Post Office into two state-owned corporations

Mr Du Toit said disruptions had been minimal yesterday, with sporadic sit-ins on the East Rand.

Trade unionist Mr Drake Koka (in the middle, with his fist raised) with supporters soon after he landed at Jan Smuts Airport after spending 15 years in exile. PIC: PAT SEBOKO

Exiled trade unionist returns

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By ISAAC MOLEDI

EXILED trade unionist Mr Drake Koka returned to the country on Friday determined to continue the struggle after spending 15 years in exile Sowetan 15/7/91

Speaking to jubilant members of the Black Allied Workers Union (Bawu) - which he founded - at Jan Smuts Airport, Koka praised South African workers and said they had continued conducting their struggle under arduous and adverse conditions of apartheid rule.

Koka was the first general secretary of both BAWU and the Black Peoples Convention.

Koka said he was more determined to continue struggling with the people. He reassured them that victory was certain. "We shall win," he said

The current general secretary of BAWU, Mr Bheki Khumalo, told *Sowetan* that the organisation's 21-member executive was due to meet in Johannesburg this weekend, to finalise the role their former secretary general would play now that he had finally come back to the country.

Khumalo said BAWU still regarded the veteran trade unionist as their leader and the post for secretary general was vacant for a long time after he left the country

a manager who, in terms of the Participation Bonds Act, 1981 (Act No 55 of 1981), controls or administers a scheme

Interests and area in respect of which registration is held Persons employed in the Financial Institution Undertaking as defined in the preceeding paragraph in the Republic of South Africa.

Note: The object of this application is to substitute the expression "any institution registered in terms of the Deposit-taking Institutions Act, 1990 (Act No 94 of 1990)", for the expression "a banking institution registered in terms of the Banks Act, 1965 (Act No 23 of 1965)", in the applicant's certificate of registration The reason being that the Banks Act of 1965 has been replaced by the Deposit-taking Institutions Act of 1990

Postal address of applicant P O Box 31537, Braamfontein, 2017

Office address of applicant 97–99 Simmonds Street, Braamfontein, Johannesburg

Attention is drawn to the following requirements of sections 4 and 7 of the Act

(a) The representativeness of any trade union which objects to the application shall, in terms of section 4 (4), as applied by section 7 (5), be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged

D. W. JAMES,
Industrial Registrar.
(9 August 1991)

'n bestuurder wat ingevolge die Wet op Deelnemingsverbande, 1981 (Wet No 55 van 1981), 'n skema beheer of administreer

Belange en gebied ten opsigte waarvan registrasie gehou word Persone in diens in die Finansiele Instellingsonderneming soos omskryf in die voorafgaande paragraaf in die Republiek van Suid-Afrika

Opmerking: Die doel van hierdie aansoek is om in die applikant se registrasiesertifikaat die uitdrukking " 'n bankinstelling geregistreer ingevolge die Bankwet, 1965 (Wet No 23 van 1965)", te vervang deur die uitdrukking "enige instelling geregistreer ingevolge die Wet op Depositonemende Instellings, 1990 (Wet No 94 van 1990)" Die rede daarvoor is dat die Bankwet van 1965 deur die Wet op Depositonemende Instellings van 1990 vervang is

Posadres van applikant Posbus 31537, Braamfontein, 2017

Kantooradres van applikant Simmondsstraat 97–99, Braamfontein, Johannesburg

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem

(b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

D. W. JAMES,
Nywerheidsregistrateur
(9 Augustus 1991)

NOTICE 719 OF 1991

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR REGISTRATION OF A TRADE UNION

I, David Wiliam James, Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from the Artisans and Allied Workers' Union Particulars of the application are reflected in the subjoined table

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

KENNISGEWING 719 VAN 1991

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregistrateur, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Artisans and Allied Workers' Union Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres Privaatsak X117, Pretoria, 0001)

TABLE (139)

Name of trade union Artisans and Allied Workers' Union.

Date on which application was lodged 12 April 1991

Interest and area in respect of which application is made All persons employed in the Building Industry in the Magisterial Districts of Port Elizabeth and Uitenhage.

For the purposes hereof "Building Industry" means the industry in which employers and their employees are associated for the purpose of erecting, completing, renovating, repairing, maintaining or altering buildings and structures and/or making articles for use in the erection, completion or alteration of buildings and structures, whether the work is performed, the material is prepared or the necessary articles are made on the sites of the buildings or structures or elsewhere, and includes all the work executed or carried out therein by persons who are engaged in the following trades, activities or sub-divisions thereof and all work incidental to the activities of an employer in connection with the erection of a building, including the demolition of buildings:

Asphalting, which includes covering floors or flat and/ or sloping roofs or waterproofing or damp-proofing basements or foundations, whether or not with prepared roll roofing or asphalt sheeting having glazed or neuchatel, unglazed surfaces, whether or not using tarmacadam, limmer or any other type of solid or semi-solid asphalt, mastic or emulsified asphalts or bitumens, applied either hot or cold to such roofs, floors, basements or foundations,

bricklaying, which includes concreting and the fixing of inter-locking concrete block without mortar under supervision, the tiling of walls and floors, pointing, paving, mosaic work, facing work in slate, in marble and in composition, drainlaying, slating and roof tiling,

flooring, which includes the laying of floors of wood, composition, rubber or any other material, and the sandpapering of same, and the laying of all types of floor covering including linoleum, inlaid lino, malthoid, asphalt tiles or asphalt-based floor coverings, cork, rubber and plastic compositions Provided that the laying of linoleum by a supplier whose main business is in the Commercial Distributive Trade shall be excluded from this definition when such laying is incidental to the sale of such linoleum and forms no part of the direct cost to the customer,

french polishing, which includes polishing with a brush or pad and spraying with any composition,

glazing, which includes the cutting, bedding and facing of glass, excluding the making of lead lights and stained glass windows,

joinery, which includes the machining and fixing of wooden doors and windows, skylights, cupboards or any other wooden fixtures which form a permanent part of a building, and the manufacture of all articles of joinery, whether or not the fixing in the building or structure is done by the person making or preparing the article used,

TABEL

Naam van vakvereniging Artisans and Allied Workers' Union.

Datum waarop aansoek ingedien is 12 April 1991

Belange en gebied ten opsigte waarvan aansoek gedoen word Alle persone in diens in die Bounywerheid in die landdrosdistrikte Port Elizabeth en Uitenhage

Vir die doeleindes hiervan beteken "Bounywerheid" die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om geboue en bouwerke op te rig, te voltooi, op te knap, te herstel, te onderhou of te verbou en/of om artikels te maak vir gebruik by die oprigting, voltooiing of verbouing van geboue en bouwerke, hetsy die werk verrig, die materiaal voorberei of die nodige artikels gemaak word op die terreine van die geboue of bouwerke of elders, en omvat dit alle werk wat daarin uitgevoer of verrig word deur persone wat by ondervermelde ambagte, bedrywighede of onderafdelings daarvan betrokke is en alle werk verbonde aan die bedrywighede van 'n werkgewer in verband met die oprigting van 'n gebou, met inbegrip van die sloping van geboue

Asfaltering, wat die volgende insluit: Die bedekking van vloere of plat en/of skuins dakke of die waterdigting of vogdigting van kelders of fondamente, hetsy met bereide roldakbedekking of asfaltvelle met geglasuurde of ongeglasuurde oppervlakke, hetsy met gebruikmaking van teermacadam, neuchatel, limmer of enige ander tipe soliede of halfsoliede asfalt, mastiek of emulsieasfalt of -bitumen, wat of warm óf koud aan sodanige dakke, vloere, kelders of fondamente aangewend word,

messelwerk, wat die volgende insluit: Betonnering en die aanbring van grendelbetonblokke sonder messelklei, onder toesighouding, die beteeling van mure en vloere, voegvulling, plaveiwerk, mosaiekwerk, voorwerk met leie, met marmer en met komposisiemateriaal, rioollêwerk, leiwerk en pandekking,

bevloering, wat die volgende insluit: Die lê van vloere van hout, komposisiemateriaal, rubber of enige ander materiaal, en die skuur daarvan met skuurpapier, en die lê van alle tipes vloerbedekking, met inbegrip van linoleum, inleglinoleum, malthoid, asfaltteels of vloerbedekkings met 'n asfaltbasis, kurk, rubber en plastiekkomposisies Met dien verstande dat die lê van linoleum deur 'n verskaffer wie se vernaamste besigheid in die Kommersiele Distribusiebedryf is, uitgesluit is van hierdie omskrywing wanneer sodanige lêwerk gepaard gaan met die verkoop van sodanige linoleum en nie deel uitmaak van die klant se direkte koste nie,

lakpolitoering, wat politoering met 'n kwas of kussinkie en bespuiting met 'n komposisiestof insluit,

beglasing, wat die volgende insluit: Die sny, vassit en afwerk van glas, uitgesonderd die maak van ruite-in-lood en brandskildervensters,

skrynwerk, wat die volgende insluit Die masjinering en aanbring van houtdeure en -vensters, dakligte, kaste of enige ander vaste houttoebehore wat 'n permanente deel van 'n gebou uitmaak, en die vervaardiging van alle skrynwerkartikels, hetsy die artikel wat gebruik word, deur die person wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie,

masonry, which includes stone cutting and building, also the cutting and building of ornamental stonework, concreting and the fixing or building of pre-cast or artificial stone or marble paving, mosaic work, pointing, wall and floor tiling, operating stoneworking machinery and sharpening mason's tools, whether or not the fixing in the building or structure is done by the person making or preparing the article used,

metal work, which includes the fixing of steel ceilings, metal windows, metal doors, builders' smith work, metal frames and metal stairs, and architectural metal work and the preparation and/or fixing of drawn metal work, sheet-metal and extruded metal, whether or not the fixing in the buiding or structure is done by the person making or preparing the article used,

painting, which includes the processes of decorating, enamelling, graining, marbling, staining, varnishing, gilding, lining, stencilling, paperhanging, spraying, wax-polishing, distempering, lime and colour washing, and woodwork preservation, and which also includes paint removal, the scraping, washing and cleaning of painted or distempered walls and the washing and cleaning of woodwork when such removal, scraping, washing and cleaning are preparatory to any of the said processes,

plastering, which includes modelling, granolithic and composition flooring, fixing cork, composition wall covering and polishing, pre-cast or artificial stone-work, wall and floor tiling, and paving and mosaic work, whether or not the fixing in the building or structure is done by the person making or preparing the article used,

plumbing, which includes lead burning, bitumen jointing, gasfitting, sanitary and domestic engineering, drainlaying, lead caulking, ventilating, heating, hot or cold water fitting, the installation of fire-prevention equipment, fixing asbestos box gutters, valley gutters, eaves gutters and down pipes, and the manufacture and fitting of all sheet-metal work, whether or not the fixing in the building or structure is done by the person making or preparing the article used;

saw doctoring, which includes the sharpening and setting, hammering, tensioning, gulleting and rolling of types of circular saws, bandsaws and other saw blades, including the brazing or welding of bandsaws,

shop, office and bank fitting, which includes the manufacture and/or fixing of shop fronts, window enclosures, showcases, counters, screens and interior fittings and fixtures,

steel reinforcing on site, which includes the marking out, bending, placing and fixing of reinforcing on the site,

steel construction, which includes the fixing and priming and painting on the site of all classes of steel or other metal columns, girders, steel joists, or metal in any other form which forms part of a building or structure;

klipmesselwerk, wat die volgende insluit: Klipkap- en klipbouwerk, ook die kap en bou van sier klipwerk, betonnering en die aanbring of bou van voorafgegiete of kunsklip of marmer, plaveiwerk, mosaiekwerk, prikking, muur- en vloerbeteeling, die bediening van klipwerkmasjienerie en die skerpmaak van klipmesselaarsgereedskap, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie,

metaalwerk, wat die volgende insluit· Die aanbring van staalplafonne, metaalvensters, metaaldeure, siermetaalwerk, metaalrame en metaaltrappe, en boumetaalwerk, en die voorbereiding en/of aanbring van getrokke metaalwerk, plaatmetaal en uitgedrukte metaal, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie,

verfwerk, wat die volgende prosesse insluit· Versiering, emaljering, vlamskildering, marmering, beitsing, vernissing, vergulding, belyning, sjablonering, muurplakking, spuitskildering, waspolering, distempering, afwitting, kleurkalking en houtverduursaming, en wat ook insluit die verwydering van verf, die skraping, was en skoonmaak van geverfde of gedistemperde mure en die was en skoonmaak van houtwerk wanneer sodanige verwydering, skraping, was en skoonmaak enige van genoemde prosesse voorafgaan,

pleisterwerk, wat die volgende insluit: Modelleerwerk, granoliet en komposisiebevloering, die aanbring van kurk, komposisiemuurbedekking en -polering, voorafgegiete of kunsklipwerk, muur- en vloerbeteeling en plavei- en mosaiekwerk, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie;

loodgieterswerk, wat die volgende insluit· Loodlaswerk, bitumenlaswerk, gasaanlêwerk, sanitêre en huisingenieurswerk, rioollêwerk, loodkalfaatwerk, ventileerwerk, verwarmingswerk, die aanlê van warm of koue water, die installering van brandvoorkomingstoerusting, die aanbring van asbesbakgeute, kielgeute, dakgeute en geutpype en die vervaardiging en aanbring van alle plaatmetaalwerk, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie;

saagherstelwerk, wat die volgende insluit· Die slyp en set, klop, spanningstelling, uithol en wals van tipes sirkelsae, bandsae en ander saaglemme, met inbegrip van die sweissoldering of sweising van bandsae,

winkel-, kantoor- en bankuitrustingswerk, wat die volgende insluit. Die vervaardiging en/of aanbring van winkelfronte, vensterafskortings, uitstalkaste, toonbanke, skerms en binnenshuise los en vaste toebehore;

staalwapening, op die terrein, wat die volgende insluit Die merk, buig, plasing en aanbring, op die terrein, van wapening;

staalkonstruksie, wat die volgende insluit. Die aanbring en die verf van die grondlaag en bolaag, op die terrein, van alle klasse staal- of ander metaalsuile, lêers, staalbalke, of metaal in enige ander vorm wat deel van 'n gebou of bouwerk uitmaak,

woodworking, which includes carpentry, woodworking, machining, carving, the fixing of corrugated iron, sound and acoustic material, cork and asbestos insulation, wood shingles and all types of malthoid, thatching and all types of roof covering, wood lathing, composition ceilings and wall covering, the covering of woodwork with metal, and rodent proofing, whether or not the fixing is done by the person making or preparing the article used

Postal address of applicant P O Box 3799, North End, 6056

Office address of applicant 365 Kempston Road, Korsten.

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

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

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

D. W. JAMES,
Industrial Registrar
(9 August 1991)

houtwerk, wat die volgende insluit Timmerwerk, houtbewerking, masjinering, houtsnywerk, die aanbring van golfyster, klank- en akoestiekmateriaal, kurk- en asbesisolasie, houtdakspane en alle tipes malthoid, dekgras en alle tipes dakbedekking, houtlatwerk, komposisieplafonne en muurbedekking, die bedekking van houtwerk met metaal, en roldigting, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, aangebring word of nie

Posadres van applikant Posbus 3799, Noordeinde, 6056.

Kantooradres van applikant Kempstonweg 365, Korsten.

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

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

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

D. W. JAMES,
Nywerheidsregistrateur
(9 Augustus 1991)

NOTICE 720 OF 1991

DEPARTMENT OF MINERAL AND ENERGY AFFAIRS

RESERVATION OF LAND FOR THE PURPOSES OF A PUBLIC ROAD

The Mining Commissioner for the Mining District of Johannesburg has, in terms of section 179 (1) (b) of the Mining Rights Act, 1967 (Act No 20 of 1967), reserved for the purposes of a public road a strip of proclaimed land on the farm Vogelstruisfontein 231 IQ, District of Roodepoort, Mining District of Johannesburg, Province of the Transvaal, as shown on a sketch plan copies of which have been filed under RMT R23/91 in the Mining Titles Office, Johannesburg, and in the office of the Mining Commissioner, Johannesburg

(19/5/1/3030)

(9 August 1991)

KENNISGEWING 720 VAN 1991

DEPARTEMENT VAN MINERAAL- EN ENERGIESAKE

UITHOU VAN GROND VIR DIE DOELEINDES VAN 'N OPENBARE PAD

Die Mynkommissaris vir die myndistrik Johannesburg het 'n strook geproklameerde grond op die plaas Vogelstruisfontein 231 IQ, distrik Roodepoort, myndistrik Johannesburg, provinsie Transvaal, soos getoon op 'n sketskaart waarvan afdrukke onder RMT R23/91 in die Mynbriewekantoor, Johannesburg, en in die kantoor van die Mynkommissaris, Johannesburg, bewaar word, kragtens artikel 179 (1) (b) van die Wet op Mynregte, 1967 (Wet No 20 van 1967), vir die doeleindes van 'n openbare pad uitgehou

(19/5/1/3030)

(9 Augustus 1991)

NOTICE 721 OF 1991

DEPARTMENT OF MINERAL AND ENERGY AFFAIRS

RESERVATION OF LAND FOR THE PURPOSES OF A PUBLIC ROAD

The Mining Commissioner for the Mining District of Johannesburg has, in terms of section 179 (1) (b) of the Mining Rights Act, 1967 (Act No 20 of 1967), reserved for the purposes of a public road a strip of proclaimed land on the farm Paardekraal 226 IQ, Klipspruit 318 IQ, Diepkloof 319 IQ and Hospitaal 230 IQ, Districts of Roodepoort and Johannesburg, Mining District of Johannesburg, Province of the Transvaal, as shown on a sketch plan copies of which have been filed under RMT R31/91 in the Mining Titles Office, Johannesburg, and in the office of the Mining Commissioner, Johannesburg

(19/5/1/3045)

(9 August 1991)

KENNISGEWING 721 VAN 1991

DEPARTEMENT VAN MINERAAL- EN ENERGIESAKE

UITHOU VAN GROND VIR DIE DOELEINDES VAN 'N OPENBARE PAD

Die Mynkommissaris vir die myndistrik Johannesburg het 'n strook geproklameerde grond op die plase Paardekraal 226 IQ, Klipspruit 318 IQ, Diepkloof 319 IQ en Hospitaal 230 IQ, distrikte Roodepoort en Johannesburg, myndistrik Johannesburg, provinsie Transvaal, soos getoon op 'n sketskaart waarvan afdrukke onder RMT R31/91 in die Mynbriewekantoor, Johannesburg, en in die kantoor van die Mynkommissaris, Johannesburg, bewaar word, kragtens artikel 179 (1) (b) van die Wet op Mynregte, 1967 (Wet No 20 van 1967), vir die doeleindes van 'n openbare pad uitgehou

(19/5/1/3045)

(9 Augustus 1991)

Union negotiates new conditions, salaries

Sowetan 28/9/78

THE independent United Peoples Union of South Africa has successfully negotiated better salaries and working conditions for its members

The agreement between Upusa and Haz Products was reached after months of negotiations, according to Mr Sipho Magubane, an official of the union

Aspects covered by the agreement include job grading scheme, minimum wage, additional leave, housing and maternity

The union and HAZ have also agreed that the minimum working hours be reduced from 45 hours to 44 hours a week

By IKE MOTSAPI

Workers have been graded in seven categories, according to their qualifications and skills.

Grade I are labourers and they include cleaners, gardeners and general assistance. Their new hourly rate is R4,91 accumulating to R216,04 a week, representing an increase of 63 cents an hour

The new rate for Grade H (machinists, clerical assistants and drivers' assistants) will now be R4,98 an hour, accumulating to R219,12 a week.

This is an increase of 63 cents an hour.

Unions meet over tax strategy

Star 16/9/91

By Paula Fray

Three trade union federations representing 43 unions and 16 unaffiliated unions met in Johannesburg this weekend to discuss a united strategy for a programme of action on value added tax

According to a statement issued by the Council of South African Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu), which convened the meeting on Friday, the discussions follow the recent VAT summit where the Co-ordinating Committee on VAT was elected to take forward negotiations on VAT's shortcomings

A progress report was received and discussions included what would be done if negotiations with the Minister of Finance, Barend du Plessis, failed

"All the unions were critical of the lack of concern by Mr du Plessis for the disastrous effect VAT will have on lower income groups and unemployed," the statement said

The unions once again supported a call for the postponement of the implementation of VAT as well as other demands.

These were (139)

- The zero-rating of basic foodstuffs, medical services and prescribed medicines, water and electricity and trade union subscriptions,
- The need for more effective measures to control price abuse and,
- That the poverty relief programme had to be properly negotiated

Delegates at the meeting also called for negotiations on the entire tax system following the conclusion of the VAT negotiations.

A programme of mass action was considered and this will be discussed

According to the statement a second meeting all the union present will take place before the next VAT summit on September 23 in order to agree on a proposed programme of action.

Public servants to register as a union

(139) (280) ARG 4/9/91

The Argus Correspondent

PRETORIA — The Public Servants' Association (PSA) is to register as a trade union to protect members who move from the public to the private sector as a result of privatisation

Addressing the PSA's annual meeting in Pretoria, PSA president Mr Johan van Wyk said other ways of improving collective bargaining power for public servants — including the right to strike in certain circumstances — were also been pursued.

He said the PSA, with certain trade unions and other staff associations, were involved in negotiations for a collective bargaining system including

- Central bargaining structure for negotiations on central government and departemental level.
- Mechanisms for resolving disputes in cases where negotiations were unsuccessful, for instance arbitration and the right to strike.
- And access to the industrial court for civil servants

Mr Van Wyk said the PSA would not advocate strikse by employees who provided essential services such as magistrates, medical personnel, and many others

The government and employees organisations were drafting legislation for a system of collective bargaining based on the Labour Relations Act

Mr Van Wyk said the PSA and the Hospital Personnel of South Africa had agreed to conclude a co-operation agreement which would result in an alliance with about 105 000 members with a single administration

Mr Van Wyk called on the government to provide written assurances guaranteeing the provision and rights of public servants in a new constitutional dispensation.

New union for health workers

Sowetan 1/10/91

139

A NEW trade union aimed at catering for workers in the health and public sector has been formed.

The South African Health and Public Service Workers' Union boasts an estimated 2 600 members in the Pretoria, Groblersdal and Lydenberg areas

Mr Silas Baloyi, the union's general secretary, said yesterday they had lodged an application for registration with the Department of Manpower. "We are waiting for a response," he said

Baloyi said they had not received objections from other trade unions or associations in the same industry.

"This is not surprising because no single trade union organising in the health and public sector is registered throughout the country"

Baloyi called on all staff associations in the sector to disband and join its ranks "to enjoy true democracy and workers' control".

Baloyi said his union was not affiliated to any trade union federation.

"We will consider doing that after we have cleared up a number of issues with the trade union federations." - *Sowetan Correspondent.*

Uposa urges single trade federation

139

Sowetan 18/11/91

By IKE MOTSAPI

THE United Peoples Unions of South Africa (UPOSA) has called for the formation of one trade union federation in the country

This call was made by the independent trade union's acting general secretary, Mr Lucky Hlongwa, who said a single union federation would be able to work "effectively in addressing the needs of their members"

"At the moment we have Cosatu, Nactu and ourselves and this does not bode well for our respective membership"

He, however, warned that his call for a single trade union federation did not mean that "we should either join Cosatu or Nactu"

"This will not be to the benefit our the people of this country We need to restructure a new federation and formulate new policies and aims.

"The new federation will also be able to fight for the restructuring of the National Manpower Commission

"I am not happy at the way it is restructured at present," he added.

Hlongwa said the new Government should "let unions to have a say in renegotiating a workers' charter."

Upusa's new executive, chosen at the recent congress, is Mr Abdul Osman (president), Mr Sydney Dlamini (vice-president), Mr Elias Xulu (general secretary), Mr Lucky Hlongwa (assistant general secretary) and Mr Elias Khumalo (national treasurer).

Two additional executive members are Mr Elphas Luthuli and Mr Ashley Shezi

INDUSTRIAL REL. - WORKERS ORG. - REGISTERED UNIONS

1988 — 1993

Fired Soweto workers may be re-employed

By SOPHIE TEMA

THE Soweto City Council is considering re-employing more than 3,400 striking workers who were sacked for refusing to return to work.

Talks between legal advisers for the workers and the council resumed this week, but a final decision was not reached.

Further talks are to be held in Pretoria tomorrow. Soweto town clerk Nico Malan said: "The workers are still discharged but we are looking at the possibility of re-employing them."

A four-hour meeting between lawyers of the two groups at the Soweto Council chambers was postponed to consider an "agreement" reached at the meeting.

The council workers were fired last Friday after they rejected a back-to-work ultimatum.

Pamphlets distributed at a workers' meeting in Soweto called on the community to support the strikers in their demands, which include wage increases of 20 percent for the lowest paid workers, 10 percent for middle-income workers and five percent for the highest paid workers.

Other demands include the recognition of their union, the SA Black Municipal Workers' Union.

Workers have also demanded that they be paid for the days they have been on strike.

Gazette 8402 on 1 October 1982, that I await nominations of candidates for the election of those members of the South African Veterinary Council referred to in section 5 (1) (d) of the Veterinary and Para-Veterinary Professions Act, No 19 of 1982

The election arises from the expiry by effluxion of time on 31 March 1989 of the term of office of the members of the Council referred to in the said section Nominations are therefore awaited for six vacancies which will occur on the Council. The nomination day is 27 January 1989 Each enfranchised voter is entitled to nominate six candidates Nomination of candidates must be made in the form set out in Annexure A of the said regulations and must be lodged with me before 16h00 on the nomination day A separate form must be used for the nomination of each candidate Each such form must be duly completed and must be signed by both the person who is nominated as a candidate and by the two persons by whom he is nominated

J. G. TOERIEN,
Registrar
The South African Veterinary Council, Pietoria
(30 December 1988)

1 Oktober 1982, dat ek nominasies inwag van kandidate vir die verkiesing van die lede van die Suid-Afrikaanse Veterinêre Raad genoem in artikel 5 (1) (d) van die Wet op Veterinêre en Para-Veterinêre Beroepe, No 19 van 1982

Die verkiesing ontstaan weens die verstryking van die ampstermyn deur tydsverloop op 31 Maart 1989 van die lede van die Raad in genoemde artikel Nominasies word dus ingewag vir die ses vakatures wat op die Raad sal ontstaan Die nominasiedag is 27 Januarie 1989 Elke stemgeregtigde kieser het die reg om ses kandidate te benoem Nominasies van kandidate moet in die vorm uiteengesit as Aanhangsel A in die genoemde regulasies gedoen word en moet by my ingedien word voor 16h00 op die nominasiedag 'n Aparte vorm moet gebruik word vir die nominasie van elke kandidaat Elke sodanige vorm moet behoorlik ingevul word en deur sowel die persoon wat as kandidaat genomineer word as die twee persone deur wie by hy genomineer word, onderteken word

J G. TOERIEN,
Registrateur.
Die Suid-Afrikaanse Veterinêre Raad, Pretoria
(30 Desember 1988)

NOTICE 893 OF 1988

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, Gerrit Petrus van den Berg, Assistant Industrial Registrar, hereby, in terms of section 4 (2), as applied by section 7 (5), of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the South African Black Municipal and Allied Workers' Union Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 449 Manpower Building, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month after the date of publication of this notice

TABLE

Name of trade union —South African Black Municipal and Allied Workers' Union

Date on which application was lodged —23 May 1988

Interests and area in respect of which application is made.—Black persons employed in the Local Authority Undertaking as undertaken by the municipality of Germiston in the Magisterial District of Germiston and the Health Undertaking in the Magisterial Districts of Kempton Park, Germiston, Roodepoort, Vereeniging and Vanderbijlpark

For the purpose hereof—

"Local Authority Undertaking" means the undertaking in which employers and employees are associated for instituting, continuing and finishing any act, scheme or activity which is undertaken by a local authority,

"local authority" has the same meaning as that assigned to it in section 1 of the Labour Relations Act, 1956,

"Health Undertaking" means the undertaking in which employers and employees are associated for the purpose of conducting private hospitals, nursing homes

KENNISGEWING 893 VAN 1988

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Gerrit Petrus van den Berg, Assistent-nywerheidsregistrateur maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die South African Black Municipal and Allied Workers' Union Besonderhede van die aansoek word in onderstaande tabel verstrek

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 449, Schoemanstraat 215, Pretoria (posadres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging —South African Black Municipal and Allied Workers' Union

Datum waarop aansoek ingedien is —23 Mei 1988

Belange en gebied ten opsigte waarvan aansoek gedoen word —Swart persone in diens in die Plaaslike Owerheidsonderneming soos onderneem deur die Munisipaliteit van Germiston in die landdrosdistrik Germiston en die Gesondheidsonderneming in die landdrosdistrikte Kempton Park, Germiston, Roodepoort, Vereeniging en Vanderbijlpark

Vir die doeleindes hiervan beteken—

"Plaaslike Owerheidsonderneming" die onderneming waarin werkgewers en werknemers met mekaar geassosieer is vir die instelling, voortsetting en afhandeling van enige handeling, skema of aktiwiteit wat deur 'n plaaslike owerheid onderneem word,

"plaaslike owerheid" het dieselfde betekenis as dié wat daaraan geheg is by artikel 1 van die Wet op Arbeidsverhoudinge, 1956,

"Gesondheidsonderneming" beteken die onderneming waarin werkgewers en werknemers geassosieer met die doel om privaathospitale, verpleeginrigtings en

Workers shot

By LEN MASEKO

THE Building Construction and Allied Workers Union has asked its lawyers to lay criminal charges after two union members were gunned downed in Germiston last week.

The two, Mr Jethro Magubane and Mr James Matloung, were wounded when two white men allegedly opened fire on a group of workers in Wadeville last Wednesday.

Both men were shot in the back outside their workplace They were admitted to the Natalspruit Hospital.

According to BCAWU, the shootings are linked to the dismissal of the two workers and dozens of others after a row between their employer, Thorpe Timber Corporation, and the union

The company's director, Mr B Thorpe, was not available for comment yesterday

"The workers were standing outside the firm on Wednesday when two gun-toting white men approached them and opened fire," BCAWU general secretary Mr Vusi Thusi said

Thusi said the BCAWU members were dismissed by the company on Tuesday for joining the union.

Mail Times 138

Unions join forces after 30-year split

Own Correspondent

JOHANNESBURG — The National Union of Leatherworkers (NUL) will amalgamate with the Transvaal Leather Workers' Union (TLWU) after a split lasting 30 years, TLWU secretary Mr Freddie Swartz said at the weekend

He said final details would be settled at a meeting in March NUL general secretary Mr Bokke Fourie would remain head of the new union and Mr Swartz would become branch secretary.

"The TLWU now has around 5 000 members and after federation the new union will represent around 33 000 workers in the shoe and leather industries, about 90% of the workforce"

The remainder either did not belong to any union or were represented by Cosatu's Amalgamated Clothing and Textile Workers' Union of SA (Actwusa)

Bloodling to unity

THE newly formed South African Commercial Catering and Allied Workers Union is to embark on a process of rebuilding its structures following years of bickering which ended in a split

Saccawu, launched in Johannesburg a fortnight ago, was formed through the merger of three retail unions They are the Commercial Catering and Allied Workers Union of South Africa (Ccawusa), Hotel and Restaurant Workers Union (Harwu) and the Cape Liquor and Catering Trades Union

The launch of the union stems from a fresh initiative by the three unions to forge unity after years of conflict within the sector

Merger

The first attempt to build a single union in the retail industry floundered in 1987 when Ccawusa split into two wings' one led by Mr Vivian Mtwa and the other by Mr Papi Kganare.

The conflict between the two groups was over the merger involving the

By LEN MASEKO

Kganare wing, Harwu and the Retail and Allied Workers Union and the subsequent adoption of the Freedom Charter by the group

Divisive

The Mtwa group, in rejecting the merger and the adoption of the document, argued that the move was divisive as members of the union favoured, instead, the drawing up of a "socialist programme of action"

This position was perceived as "anti-Cosatu" by the Kganare wing who argued that they were acting in concert with their mother body, Cosatu, which embraced the document

The merger was nullified by an out-of-court settlement reached by the two Ccawusa wings in January last year It was agreed under the settlement that the union would hold annual general meetings at branch-level to elect regional executives and delegates who would take part in a national conference towards the end of last year

But, no sooner had the two parties reached the peace-pact than the cracks

Amos Mothapo, Saccawu treasurer.

started showing again Attempts to work towards unifying the union proved difficult Some of the AGMs collapsed amid allegations of fraud and corruption before and during balloting

The two parties also failed to convene the national conference by May 1988 - the date specified by the court settlement - as internal strife continued

The Mtwa group was later kicked out by Cosatu, which then declared the Kganare wing as the "legitimate Ccawusa"

The Kganare-led Ccawusa went ahead to form an alliance with Harwu The alliance hit snags this year with Harwu claiming that it was owed an undisclosed sum of money by Ccawusa

Unity

It was against this backdrop that there was a re-think in Cosatu circles over the Ccawusa question

The federation, which appointed a task force to help restore unity within the union, conceded at its third national congress this year that its decision to expel one of the warring sections "did not finally contribute to unity" in one of its largest affiliates

With the problems now seemingly behind them the major players in the formation of Saccawu believe the new union signifies the first step towards achieving unity in the retail industry They have called on other unions in the sector to join further merger talks

Saccawu, however, still faces the important task of strengthening its foundation on the shop-floor and resolving issues it has inherited from its founding unions

Conflict

This foundation will most likely be tested by the political policy to be adopted by the union Its political policy is to be debated at its first national congress in June next year.

With the two years of conflict still fresh in their minds, Saccawu members are certainly going to approach the debate with nothing short of trepidation

"Saccawu will take heed of the lessons learnt during this period of struggle," Mr Vivian Mtwa, Saccawu's general secretary, said

The national office bearers of the union are Mr Duma Nkosi (president), Mr Miller Moela (first vice-president), Mr Chris Mohulatsi (second vice-president), Mr Amos Mothapo (treasurer) and Mr Papi Kganare (assistant general secretary)

Unleaded petrol for SA in 1995

PRETORIA. — Unleaded petrol will be available in South Africa towards the end of 1995, the Department of Mineral and Energy Affairs has announced.

It will be obtainable from all service stations after a brief introductory period.

The department said the introduction of unleaded petrol would be accompanied by a new octane structure.

At the coast 93 octane would be phased out and replaced by 95 octane unleaded petrol but 97 octane leaded petrol would remain available. Inland, 87 octane would be phased out and replaced by 91 octane unleaded petrol and 93 octane leaded petrol would remain.

"Unleaded petrol may contain alcohol or alcohol derivatives to achieve the required octane rating," the department said.

It was expected that unleaded petrol would be cheaper than leaded to encourage its acceptance.

"A large proportion of motor vehicles in use in South Africa can operate on unleaded petrol, although in some cases slight engine adjustments may be necessary." — Sapa.

Mossgas at full steam while Engen watches

(138) ART 2/1/93

Business Staff

MOSSGAS will operate at full capacity from next week, although the oil-from-gas project is still not a commercial proposition

For the moment Engen will not take up its option to maintain its 30 percent equity in the project at an expected cost of R1 billion

An Engen spokesman confirmed this week the group's position had not changed, despite a bullish statement from Mossgas that the project would save R120 billion in foreign exchange over 30 years

An industry observer said the figures assumed the rand value of oil products would increase by 10 percent a year

At current oil prices and an estimated production of 300 000 barrels a day, the project would save about R26 billion in foreign exchange over 30 years — not much considering the R12 billion capital cost of the project.

Moreover, these foreign exchange savings would be swallowed up by estimated running costs and the servicing of commercial loans of R540 million a year

If all the project costs carried commercial finance charges, interest payments alone would be R1,8 billion, more than double the production value

Engen chairman Bernard Smith said last year no protection would be needed if the oil price remained at $19 a barrel in 1989 terms, which is equivalent to at least $23 today

Brent crude oil prices are currently quoted at $18,53 a barrel

In order to achieve a real return on total capital employed, the oil price would need to be $37, according to Mr Smith, but as high as $50 a barrel according to independent analysts.

Production costs for new wells in Arab countries are often as low as $7 a barrel

Oil companies will have to be compensated for the loss from their own refineries if they are compelled to take Mossgas products

The chances are Mossgas will be a public utility managed by Engen, but will continue to be controlled by the Central Energy Fund

There is a chance the life of the project could be lengthened by further gas field discoveries

Production from the sixth well is expected to start early this year

With Mossgas and Sasol, 40 percent of SA's petrol needs are generated internally, providing a cushion against any future disruption of world fuel supplies

Mossgas expects to make R55 million a year from heavy and light alcohols It also expects to earn foreign exchange from liquid oxygen, nitrogen and carbon dioxide

Savings in transport costs are expected to run to R30 million a year

About 15 percent of production will be consumed in the Southern Cape area and the rest shipped to Port Elizabeth and East London.

Mossgas represented 55 percent of total new fixed investments in 1989/90

But its record in terms of new jobs has been poor.

At the peak of its activity it created 46 000 jobs, but now employs just 1 100 permanent staff, at a cost of R10million per job

Capacity and cost don't figure in Mossgas fanfare

138

ARG 8/1/93

STEWART ALCOCK
Staff Reporter

MOSSGAS refuses to disclose how much fuel it will supply to the domestic market and at what cost in spite of the fanfare of coming into full production this week.

Petrol suppliers were equally cagey and one producer, Caltex, said it had no plans to use Mossgas fuel.

Engen, which has a 30 percent equity in the fuel-from-gas project, as well as BP and Shell, declined to say how much Mossgas fuel they would use, referring inquiries to Mossgas.

A Mossgas spokesman said legislation made it illegal for the company to release figures, although the situation might change with new legislation this year.

Earlier estimates were that, with Sasol, 40 percent of South Africa's fuel was now generated internally.

Engen chairman Mr Bernard Smith said last year that the price of Mossgas fuel would be viable if international oil prices remained at $19 a barrel in 1989 terms — which translated to $23 today.

Unless international prices continued to improve on 1989 levels, domestic oil companies buying Mossgass products would be losing.

This week the price of world benchmark crude oil, North Sea Brent Blend, is on a downward trend, under $18 a barrel.

The Mossgas spokesman said motorists would be unable to tell whether they were buying the South African product, as suppliers planned to market it under their own brand-names

Cape Town would not be affected, as the fuel would be distributed in the Southern Cape, Eastern Cape and Border regions only.

It seemed unlikely that all oil companies operating in South Africa would be buying Mossgas fuels.

But the spokesman assured users that this was not because of quality, all grades of Mossgas fuel met national specifications, and those for diesel were exceeded.

The Mossgas project would provide petrol, diesel, kerosene, liquid oxygen, liquid nitrogen, carbon dioxide and light and heavy alcohols to the South African market for the next 30 years, and possibly longer if there were further gas-field discoveries.

There was also a liquid natural gas (LNG) facility available that could provide an additional gas supply, similar to that used in Britain, should the need arise, said the spokesman

New fuel: 'SA can't afford it'

CT 22/11/95

PRETORIA — The Consumer Council said yesterday that South Africa could not at present afford the high production cost of lead-free petrol

Reacting to the announcement that lead-free petrol was to become available from the end of 1995, the council said the current recession and unemployment warranted more attention than the acquisition of the latest technology

Mr Johan van Vreden, head of the Automobile Association's vehicle division, said yesterday that unleaded petrol should be gradually introduced in South Africa to keep in line with the developed world.

The proposed introduction of unleaded petrol in 1994/5 was too soon in view of other economic problems faced by South Africa — Sapa