

More than 250 000 miners stay away to mourn Kinross dead

Mercury Correspondent
JOHANNESBURG—At least 250 000 miners stayed away from work yesterday in support for the call by the National Union of Mineworkers (NUM) that October 1 be marked as a day of mourning for the 177 victims of the Kinross mine disaster. This is the largest stayaway ever in any single industry.

With claims that another 225 000 workers in other industries took various lesser forms of action, yesterday's events are likely to make the health and safety issue a major one on South Africa's industrial relations agenda.

Colliery

The NUM claimed that 325 000 members had observed the call. General secretary Cyril Ramaphosa said that memorial services had been held 'at virtually every mine where the union has a strong presence'.

According to figures supplied by the six big mining houses, 250 000 miners

stayed away from work yesterday. A Gencor spokesman reported that about 70% of the 97 000 workers on the company's gold mines, and 50% of the 14 000 colliery employees had 'availed themselves of the offer to take the day off'.

Peacefully

Anglo American said 150 000 out of 180 000 goldminers stayed away. There was also a 'substantial' stayaway at seven of Amcoal's 13 collieries. While exact figures were not available, this probably amounted to about 12 000 people. In addition, the NUM claimed that about 3 000 at De Beers' Kimberley and Finch diamond mines stayed away.

A JCI spokesman said about 10 000 workers at the Cooke section of the Randfontein Estates mine did not report for work. And 2 000 Rand Mines workers stayed away at Winterveld chrome mine and the Van Dyks Drift colliery.

Overall, the day seems to

have passed relatively peacefully. The Bureau for Information said it had received 'no reports of any serious incidents' related to the day of mourning.

Our Labour Reporter says workers at many factories in Natal heeded a call by Cosatu and stopped work at midday.

Several Indian-owned shops in the Grey Street complex also shut down between noon and 1 p.m. yesterday in response to a call by the Natal Indian Congress.

There were no stoppages at the Hlobane Colliery at Vryheid yesterday, but the mine's flags were flown at half-mast as a mark of respect, a spokesman for the mine told the Mercury last night.

Dairy Games

OCTOBER is dairy month and high schools throughout the country are taking part in Dairy Games — fun items which have been designed to promote fitness, fun and health.

BUSDA 11/10/86
140A

Expert questions safety at Kinross

ALAN FINE

A SWEDISH expert invited to SA by the National Union of Mineworkers (NUM) to assist investigations into the Kinross Mines disaster has attributed the accident to a failure of the mine's safety system, a function he sees as the responsibility of management. He also questioned the use of polyurethane foam underground.

Dr Peter Westerholm, medical adviser to Sweden's trade union federation — the LO — made these comments after a visit to the mine on Monday, together with a number of other labour representatives.

Westerholm said that, based on what he has been told of the fire, he expects the cause of most of the deaths to be found to be asphyxiation and exposure to cyanide and carbon monoxide fumes normally given off by burning polyurethane foam.

He says visitors were specifically asked not to remove samples of the foam from the mine because the matter is under official investigation. However, Westerholm says he didn't consider this a major problem because he assumes the material will be subjected to "major and valid tests" prior to the inquiry.

According to Westerholm, in Scandinavia the foam is considered to be combustible. "We try to avoid the use of any plastic material underground as far as possible," he says. Westerholm says that mines cannot rely entirely on devices like breathing equipment and fire extinguishers to avoid accidents.

For him the key is a comprehensive safety system, which should include training, education, equipment maintenance, adequate routines for the handling of materials (like fuels) and the existence of escape routes and alarm systems.

There must also be adequate work practices designed for welding and cutting operations, responsible for about 30% of mine accidents in Sweden.

The NUM, meanwhile, has objected to the conditions under which Monday's visit to the Kinross Mines by labour and management representatives was conducted. It says the visit was too long after the accident, was hastily conducted, the group too large and little opportunity for questioning mine management.

Miners to be mourned

THE Congress of SA Trade Unions and its affiliate, National Union of Mineworkers, have called on the country's black workforce to demand time off today to mourn the death of the 177 Kinross gold mine workers.

The two organisations asked employers to allow workers to attend Kinross memorial services without loss of pay

NUM has said its members at the mines will take a day off to mourn the death of their colleagues at Kinross Memorial services in honour of the dead

miners will be held at different mines

A Cosatu spokesman said workers should demand time off — one or two hours — to attend memorial services in their areas

Two lunch-hour services will be held in Johannesburg today, at Cosatu offices, corner Jeppe and End (East) streets, and Khotso House in De Villiers Street

Many other services will take place throughout the country, organised by various community and church groups

Gencor, which manages Kinross, has said it will allow its workforce to take a day's paid leave while members of the Chamber of Mines indicated that their workforces will pay tribute to the dead Kinross miners by observing a five-minute period of silence

Among organisations who have supported the call for a mourning day are the African Miners and Allied Workers Union, the UDF, United Metal Mining and Allied Workers Union of SA and Azapo

Bid to break deadlock in miners' pay dispute

By Mike Siluma 1404

The wage dispute between the National Union of Mineworkers (NUM) and the Chamber of Mines — affecting more than 320 000 black mineworkers — could go to mediation

The chamber said yesterday it was willing to have the matter re-opened at mediation level

The NUM declared a dispute more than a week ago and said it would shortly hold a strike ballot. It accused the chamber of rejecting settlement through either mediation or arbitration

But yesterday the chamber said it was waiting to hear the NUM position on mediation

Talks became deadlocked when the chamber rejected a union demand for a 26 percent across-the-board increase. It offered raises of between 18 and 22 percent

11/10/86 STAR
● About 100 afternoon shift workers at Witbank's Kriel Colliery stopped work on Monday over shift bonuses

The NUM said the men were back at work and negotiations were under way.

Its spokesman also claimed police seized union files on Monday from officials.

An Amcoal spokesman said mine operations were normal yesterday

(40A) DD 1/10/86

Cosatu's demand confuses industry

Call for prayers to mourn mine dead

Dispatch Reporter

EAST LONDON — There is confusion among industrialists here over an "eleventh hour" demand by the local executive of the Congress of South African Trade Unions (Cosatu) for an hour of mourning today for the 177 Kinross gold mine disaster victims

A press statement yesterday from the Cosatu executive, confirmed by the East London organiser, Mr V Danile, said employers should give workers one hour for mourning during which time prayers should be conducted within company premises

The statement said the prayers should be conducted between 11 am and noon and that workers who were doing shifts should also observe the hour of mourning at a time convenient to them

"The local Cosatu branch expects all the employers to co-operate with this demand," it said

However, the president of the Border Chamber of Industries, Mr John Rich, said he had no knowledge of the union demand

After contacting a number of industries on the matter, Mr Rich said a few industrialists had reported they had been approached "informally" to allow workers time to mourn the deaths of the victims, but that no specific times had been mentioned

Most industrialists said they had not been approached at all on the matter

"There have certainly been no demands as far as I can establish, just informal requests and then only to a few industries

"The situation seems somewhat confused, and appears to be an eleventh hour arrangement," Mr Rich said

The Cosatu statement said 12 of its affiliates had met on Monday and resolved to pledge solidarity with the National Union of Mineworkers (NUM) over the death of the Kinross miners

SPAR

October 2 1986

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Stayaway seen as buildup to safety row

By Shirley Ranne

The one-day strike which affected many of the country's gold and coal mines yesterday reflected the growing confrontation on the mines over health and safety issues, according to the independent Labour Monitoring Group (LMG)

The LMG, comprising a group of academics who monitor labour matters, said that by any standards the strike was significant not only because of its impact on the mines but as a national, industry-wide stoppage over safety conditions

Yesterday's action called by the National Union of Mineworkers (NUM) could have a significant impact on the current wage dispute between the union and the Chamber of Mines an LMG spokesman said

"Yesterday's response to the union's call was the biggest the NUM has ever received and it comes at a time when there is union talk of a strike ballot following deadlocked pay talks"

The gold mining industry had a long history of bitter industrial conflict

White miners brought the industry to a halt in 1907, 1913, 1914 and hundreds died in fighting with security forces in the 1922 Rand Revolt

MOTIVATION

In 1946, 60 000 black miners out of 350 000 struck for five days for higher wages. Significantly, part of their motivation was a high accident rate

"Since the formation of the NUM there have been strikes in pursuit of wage claims in 1984 and 1985 with 70 000 and up to 40 000 being involved respectively

"Although the strikes focused on wages, health and safety issues have figured prominently in negotiations with the Chamber of Mines

"For example, during the 1986 negotiations, agreement was reached that employers would increase the allowance to cover the cost of transporting the bodies of dead miners back home

"Yesterday's strike involved between 250 000 and 275 000 people and is the largest ever to occur"

There had been a number of big mine accidents which had received publicity but by far the most deaths — on average 600 to 800 a year — occurred in small, fatal accidents

"It is not then surprising that NUM has declared health and safety a priority for the union"

A feature of the emerging black trade union movement was the ability of certain unions to organise stoppages on a national scale

According to LMG figures yesterday's stoppage was the largest national industrial stoppage yet to take place

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Pretoria Bureau

Police yesterday "removed" 72 shouting, placard-waving mine-workers from the centre of Welkom.

The workers, members of the National Union of Mineworkers (NUM), had joined the union call to stay away from work and mourn those killed in the

Welkom marchers 'removed'

Kinross mine disaster.

A spokesman for Police Headquarters in Pretoria, Major Steve Venter, said the workers had moved into the town shouting and waving placards

He said the workers had not been arrested but rather "re-

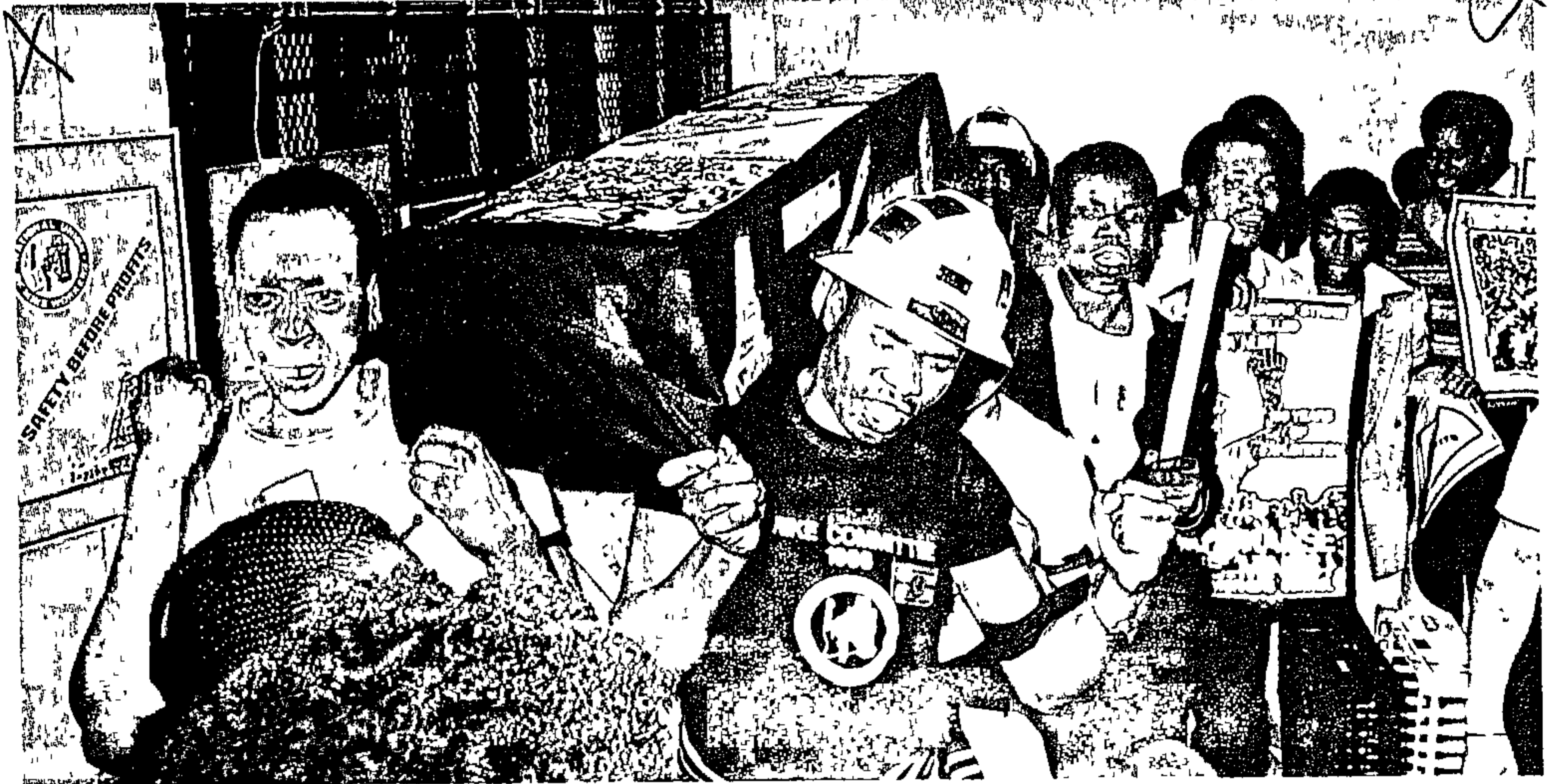
moved" from the town

Earlier reports alleged that 150 miners were arrested after marching from the President Steyn mine to the union's offices

Thousands of mineworkers in the Free State and Western Transvaal observed the day of

mourning

According to NUM general secretary, Mr Cyril Ramaphosa, more than 120 000 workers in the Free State (which employs about 180 000) had not reported for work. Various student bodies, political organisations and other unions joined NUM in the stayaway



A single coffin draped in black was used to symbolise the 177 miners killed in the Kinross mining disaster during a commemoration service in Johannesburg yesterday. The service included a number of worker slogans and songs ● Picture by Alf Kumalo.

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600 000 observed stayaway, say unions

By Mike Siluma

About 600 000 workers in various sectors of the economy yesterday responded to the call for a day of mourning to honour the victims of the Kinross mine disaster, according to union leaders

Yesterday also saw the biggest miners' stayaway in South Africa's history

The National Union of Mineworkers (NUM) had called on mineworkers to stay away from work for the whole day. It was supported by unions affiliated to the Congress of SA Trade Unions (Cosatu)

At a Press conference in Johannesburg yesterday NUM and Cosatu leaders said about 600 000 workers had observed the day

NUM general secretary Mr Cyril Ramaphosa said that apart from the 325 000 mineworkers who took the entire day off an estimated 275 000 organised by Cosatu affiliates on the Witwatersrand had taken part in stoppages of varying duration

Cosatu-affiliated unions in other industries commemorated the day in various ways — including lunch-time services

The Independent Labour Monitoring Group (LMG) said 250 000 to 275 000 mineworkers boycotted work in the largest mines strike ever. In the Free State alone, 127 000 workers did not report for duty, said the LMG

Flag at half-mast

The LMG estimates that the stayaway cost the mines at least R8 million in lost profits

A five-minute silence at midday was observed by those who reported for work at Gencor mines and head offices. Senior Gencor executives lowered the flag to half-mast at head office at noon

On Anglo American gold mines, absenteeism ranged from zero to 100 percent. A significant number of employees did not report for work at seven of Anglo's 13 collieries

A Gold Fields spokesman said that at Clydesdale coal mine near Witbank, which employs 350 workers, there was a total stayaway

The NUM claimed mine security at the Kloof and Vaal Reefs mines had tried to force workers to go underground. A Kloof spokesman denied this, saying it was mine security's duty to protect workers

Anglo American, owners of Vaal Reefs, said mine security dispersed a group of "intimidators" preventing workers from reporting for duty. Mr Ramaphosa rejected this. He said Vaal Reefs management had, in fact, apologised after security personnel fired teargas at workers.

R1,7-m goes to Kinross families

By Sheryl Rainé

More than R1,7 million has already been allocated for the dependants of 164 of the 177 men who died in the Kinross mine disaster, according to the Rand Mutual Assurance Company

More applications for benefits are being processed

Mr W D Molteno, Rand Mutual's general manager, said the money was on its way to black families

This initial payout comes from a death benefits scheme administered for black employees by Rand Mutual. The 164 families should receive an average of about R10 845

The money has been sent to the Kinross mine for distribution to various depots of the Employment Bureau of Africa, which will then distribute it to dependants

Mr Molteno said benefits for the remaining eight black workers and five white workers who died at Kinross would be processed as quickly as possible

Pretoria Bureau

Police yesterday "removed" 72 shouting, placard-waving mine workers from the centre of Welkom

The workers, members of the National Union of Mineworkers (NUM), had joined the union call to stay away from work and mourn those killed in the

Welkom marchers 'removed'

Kinross mine disaster

A spokesman for Police Headquarters in Pretoria, Major Steve Venter, said the workers had moved into the town shouting and waving placards

He said the workers had not been arrested but rather "re-

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Thousands of mineworkers in the Free State and Western Transvaal observed the day of

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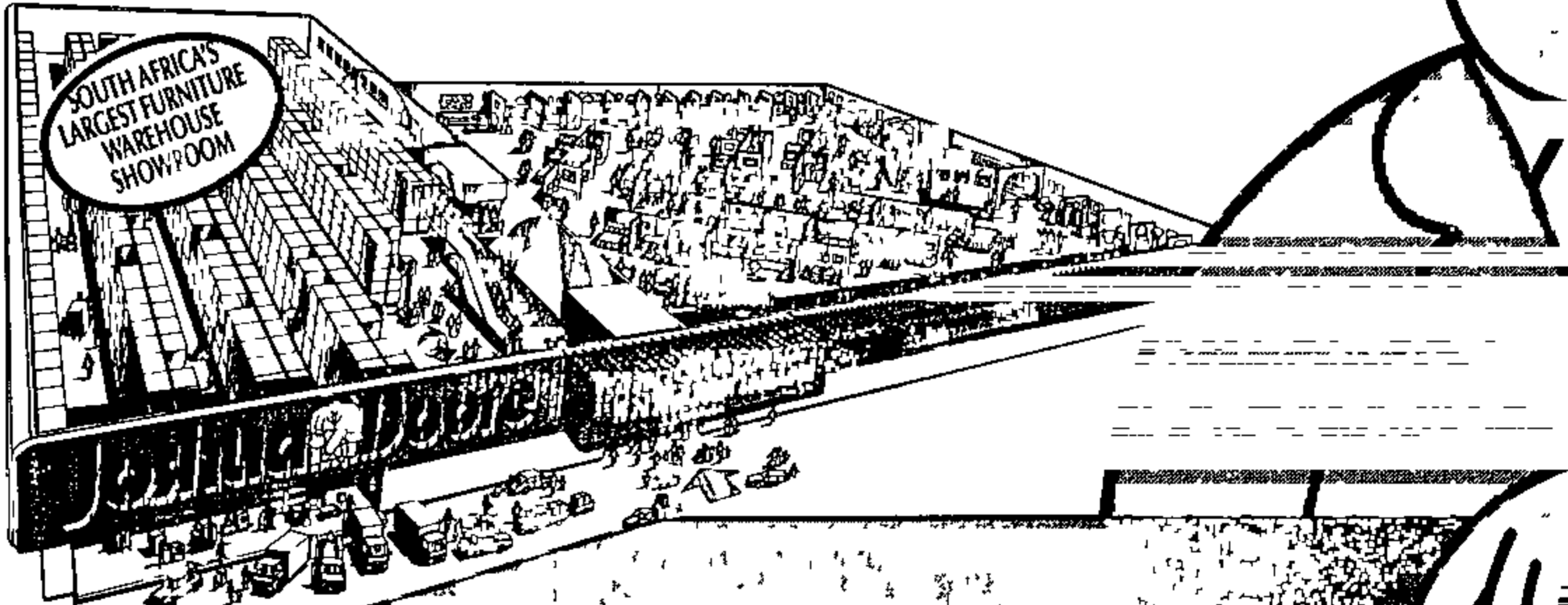


A single coffin draped in black was used to symbolise the 177 miners killed in the Kinross mining disaster during a ... tion service in Johannesburg yesterday. The service included a number of worker slogans and songs. ● Picture by Alf

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NATIONAL PARTY

Who will succeed P W Botha?

Handwritten: F.M. MAIL 3/10/86

P W Botha's decision to step down after 20 years as Cape leader of the National Party (NP) will undoubtedly intensify the struggle among aspirant successors to the State presidency

His move, announced at the Cape NP



Botha



Heunis



Viljoen



De Klerk

congress in East London this week, clearly aimed to give Cape NP chairman Chris Heunis — who was elected leader to replace him — a stronger base from which to make his running for the top job

It is also the clearest indication yet that Botha is seriously considering retiring. Some observers believe he may step down within the next 18 months

Botha gave pressure of duties as the main reason for his decision to quit as Cape leader, but it was clearly also a strategic move to help Heunis

Rivals for the presidency are now expected to draw their battle lines even more clearly

Transvaal NP leader F W de Klerk remains the firm favourite. Heunis, now with the apparent public blessing of Botha, must rank second, with Gerrit Viljoen running third — although he could be chosen as a compromise between De Klerk and Heunis to avoid a party rift. Pik Botha looks very much an outsider at this stage

Indications of De Klerk's preparations for the leadership struggle include his insistence that constituencies be redelimited before the next general election. Transvaal has more than half the country's 3m white voters, and some gerrymandering of previously loaded platteland seats must be a priority for De Klerk given the Right's strength in them

The new delimitation could give the Transvaal up to 10 new seats, the Cape could lose about six. In theory, this would give De Klerk a possible 10 extra caucus votes and deprive Heunis of six. Obviously, some Transvaal seats could go to opposition parties, but De Klerk is apparently willing to take that chance

Heunis is now expected to become more high profile than ever, while De Klerk, who seems to prefer low-key working behind the scenes, is likely to step up his lobbying

While Viljoen and Pik Botha are not the major contenders, their supporters could be crucial to the final outcome — in much the same way that Pik Botha's supporters backed P W Botha to keep Connie Mulder out in the last party leadership contest

Heunis' biggest problem is likely to be his relative unpopularity in caucus, which chooses the party leader. He is also the architect of government's esoteric reform programme, which seems to be crumbling

P W Botha's decision to step down as Cape leader and, by implication, give his backing to Heunis, might help his position

But De Klerk remains the man most likely to succeed

KINROSS DISASTER

Miners in mourning

The call for a day of mourning in the mining industry on October 1, to mark the deaths of 177 miners in the Kinross disaster, was expected to receive massive backing as the *FM* went to press

Preparations for the commemoration by the National Union of Mineworkers (NUM), which called on all mineworkers to observe the day, appeared to be well advanced on Tuesday

The Congress of South African Trade Unions (Cosatu), the United Democratic Front and the National Education Crisis Committee backed NUM's stand

According to Cosatu, most of its affiliates called on their members to stage hour-long services, with some pushing for two-hour services at factories where they have a strong presence. The worker federation has demanded that no employees should suffer loss of pay or be victimised for participating in the commemorations

On Tuesday, the Greater Soweto Chamber of Commerce and Industries announced that all stores in the area would close at 1pm "in a show of solidarity" with NUM

NUM's call has been favourably re-

ceived by Gencor, the owners of the mine, which has indicated its willingness to allow employees on gold and coal mines to take a day's paid leave to mourn their colleagues

The Chamber of Mines announced that its member mines would observe five minutes of silence — "the universal and time-honoured method of paying respect to the dead" — at noon on Wednesday. It was not clear whether the chamber's response would provoke a showdown with NUM

Meanwhile, the disaster continues to be a source of conflict between NUM and Gencor. The union's most recent complaints relate to the underground tour of the scene of the accident, which Gencor arranged on Monday. NUM representatives were accompanied by two foreign mine safety experts

Although the visit was useful, says NUM, its worth was diminished because

□ About 13 days had elapsed and the site had been substantially cleared,

□ The party was too large. It consisted of some 60 people, including representatives of trade unions which have no members at Kinross, such as the Inkatha-backed United Workers' Union of SA and the African Mine and Allied Workers' Union;

□ The visit was hastily conducted and the union's technical advisers did not have the opportunity to take basic measurements;

□ Although management indicated that questions would be allowed after the visit, this did not occur, and

□ The union is dependent on the company's favour for access underground

"This state of affairs clearly impairs the union's ability to prepare for the inquiry and to protect the interests of workers generally in regard to safety," says NUM

In response, Gencor spokesman Dawie de Beer told the *FM* "NUM is not the only interested party in the mining industry. We received requests from many trade unions which wanted to know more about what happened at Kinross. We sincerely and honestly tried to afford all the visitors the opportunity to talk to management and, afterwards over snacks, they had full opportunity to speak to senior Gencor directors as well. If anybody wants further investigation or discussion, they are welcome to contact us"

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GENERAL ELECTION

Keep 'em guessing

President P W Botha's decision to cool speculation about an early general election was probably influenced by a number of factors. Not least of them was the expected opposi-

Miners want right to sit on safety bodies

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AP A

THE National Union of Mineworkers has demanded to sit on the two groups set up by the Chamber of Mines to investigate the Kinross Mine Disaster, which claimed 177 miners lives two weeks ago.

Speaking at a memorial service held at the Congress of South African Trade Unions' Hall in Johannesburg on Wednesday, the NUM's Health and Safety Officer, Hazy Sibanyoni, said the commissions would otherwise just be "another talk-shop whose results won't see the light of day"

The Chamber recently announced that it would set up a Hazardous Material Unit to look into materials used underground and a Multi Disciplinary Task Force consisting of experts who will investigate and make recommendations for greater protection of miners in the event of accidents on the mines

Sibanyoni also announced that the NUM would set up a commission to study the long term effects of the polyurethane chemical fumes which killed the miners

He said the objectives of the commission are to identify workers' respiratory impairment as a result of

By SEFAKO NYAKA

exposure to the chemicals (isocyanates), to get compensation for workers with diseases resulting from exposure, and a description of the long term effects of exposure.

He called on Gencor to ensure alternative jobs, without loss of earnings, to those workers unfit to work underground as a result of the fire.

He said Gencor and the Chamber of Mines should give the NUM access at all times to keep contact with workers exposed to the fire

The affected workers should be given proper medical care at the mine's expense he said

Sibanyoni also urged Gencor and the Chamber to give the NUM all information on substances used underground and to spend more money on safety They should also recognise safety stewards, "as they are the only alternative power

"We hope that the Chamber's pledge to compensate the miners will not be used as an excuse to dismiss workers

"The survivors of the inferno are not yet out of danger Isocyanates are known to be dangerous and have long term effects These workers could develop chronic lung diseases."

The more than 500 people who crammed into the hall ululated and chanted freedom songs as several miners and NUM officials carried a black coffin onto the stage at the start of the service

Cosatu's general secretary, Jay Naidoo, said safety in the mines is the prerogative of the white miner

Racism was rampant on the mines he said "During rescue operations separate ambulances were ferrying the dead and injured to different hospitals"

3/10/86

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BUSBY

CONGRESS of SA
Trade Unions (Co-
satu) assistant gener-
al secretary Sydney

Cosatu 'doing its job'

ALAN FINE

Mafumadi yesterday disputed charges made against the organisation by Simon Conco, general secretary of the United Workers' Union of SA (Uwusa)

Speaking at the Institute for Personnel Management convention in Johannesburg, Mafumadi said Conco's accusation that Cosatu was tackling national political issues while neglecting to serve

members' shop-floor interests did not stand up to the facts

Mafumadi said a recent survey showed that the three unions achieving the highest increases so far this year were Cosatu affiliates, and Cosatu was committed to fighting apartheid

5/10/85

Mines clash looms over union threats

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By CAS St LEGER

A HEAD-ON collision between the mining industry and its black union looms closer with threats this week that labour action will be used as an economic weapon

The Chamber of Mines questions not only the mandate held by the National Union of Mineworkers (NUM), but also the numbers involved in Wednesday's stayaway to mourn for those who died in the Kinross disaster

The NUM bases its support on a stayaway of 325 000 mineworkers; the Chamber has computed the figure as 238 000, including 53 000 from Gencor's Kinross Gold Mine, who were given the day off.

Mr Cyril Ramaphosa, general secretary of the NUM,

told the BBC's Radio 4 on Wednesday that the only weapon mineworkers could use was their labour

"We have lived through a state of emergency in the townships we've been under attack, not only in the townships but also in the compounds (and) hostels," Mr Ramaphosa told BBC interviewer Mr Graham Leach during the programme "The World Tonight"

'Weapon'

"Mineworkers have also been under attack because they have been barred from even going into the towns because of the regulations of the state of emergency,

and the only weapon that they can use is their labour, and their labour happens to be an economic weapon that we could use to fight against the State, to resist the State and to mount a struggle to achieve our liberation," the union leader said

Describing the miners' stayaway as a "coming of age", Mr Ramaphosa said the membership would in future respond to any call and would have to take more positive action than in the past

"The membership also expects calls on fairly important and sensitive issues such as sanctions and basic political rights"

5/10/86
CITY PRESS
140A

'We won't stand for another Kinross - ever'

By MONO RADELA
THERE was no need for any of the 177 miners to have died in Kinross gold mine, SA Council of Churches general secretary Beyers Naude told hundreds who gathered at Cosatu Hall in Johannesburg on Wednesday

Naude said he could not believe such a tragedy could happen

"It must never happen again," he told the crowd at the emotional service

Naude called on the government to allow experts to conduct a thorough investigation into the mine disaster

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"Even if it costs an extra half million rands it is worth it to send experts to South Africa to investigate the disaster" he said

A coffin, draped in black and inscribed *Safety before Profits* was carried shoulder high by members of the

National Union of Mineworkers

They entered the hall singing *Sechaba Sa Bolawa* (The nation is being killed)

The service was characterised by the singing of freedom songs and the chanting of slogans

Chants of "Down with

capitalism", "Down with Gencor" and "Up with the workers" were the order of the day

Cosatu general secretary Jay Naidoo said the whole means of production should be under the control of the working class to ensure effective safety and health measures

Naidoo said workers had gathered in the hall not only to mourn the dead, but "to dedicate ourselves to the liberation struggle"

NUM safety officer Hazey Sibonyile said the mining houses should not "victimise or dismiss" workers who had survived the disaster



Leading the singing at this week's Kinross memorial service at Cosatu House East Rand shaft steward Albert Godongwana.

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600 000 mourn miners

By MONO RADELA
ABOUT 600 000 people either stayed away from work on Wednesday or observed a one to three-hour work stoppage - called by the National Union of Mineworkers to mourn the 177 miners killed in the Kinross mine disaster

NUM general secretary Cyril Ramaphosa told a Press conference that the stayaway was a "huge success"

"It was the biggest (stayaway) in the mining history," he said
Several mines from Namaqualand to Phalaborwa came to a halt on Wednesday as miners heeded the call to mourn the dead

The stayaway affected not only gold mines, but platinum, diamond, coal and other mines

The stayaway cost the mining houses about R8-million in lost profits, a spokesman for the La-



One of the 250 people who attended NUM's Cosatu House memorial

bour Monitoring Group told City Press

Ramaphosa said as many as 325 000 miners - more than half the total number of mineworkers in the country - stayed away in answer to the call made by their union

He said the support by unions affiliated to the Congress of SA Trade Unions raised the figure to more than 600 000 people

This figure excludes

thousands of schoolchildren who stayed away from school in sympathy with the dead miners

And according to information supplied by various mining houses at least 225 000 miners failed to report for duty

Cosatu spokesman Jay Naidoo said that as many as 275 000 Cosatu members observed the call by NUM

He said most of these people attended memorial services throughout the country

Wits University officially observed a one minute silence at noon on Wednesday

Lecturers were asked by the university authorities to interrupt their lectures for the one minute silence

And the Soweto Chamber of Commerce closed all shops in the township to mourn the miners

The UDF and Azapo

had called on Soweto residents to observe the day of mourning

Ramaphosa alleged at the conference that there had been arrests of mourners at some of the memorial services, but in terms of the emergency regulations details of his allegations may not be published

According to the Bureau for Information the police have no record of any arrests at any memorial services

"As far as allegations concerning police action are concerned, we refer you to Schedule 2 of Regulation 7(1) of the emergency regulations as promulgated in Government Gazette No 10429 of September 3, 1986," the bureau said

"However in Welkom and Witbank some people were removed by the police from a scene, but they are not being held," it added

300 000 miners in stayaway - LMG

AS MANY as 300 000 miners heeded Tuesday's stayaway call by the National Union of Mineworkers with massive support by Congress of SA Trade Unions affiliates the Labour Monitoring Group said this week

Non Cosatu unions which supported the day of mourning included the African Mine and Allied Workers' Union and the Media Workers' Association of SA

The United Democratic Front and the Azanian People's Organisation called on township residents to observe the day in some way

Gencor owners of Kinross gold mine said 70% of their 97 000 gold miners and 50% of their coal miners availed themselves of the offer to take Tuesday off as leave

In Witbank, Anglo Vaal reported "no abnormal ab-

senceism" while East Rand Proprietary Mines had a 3% stayaway of their 85 000 workers

Services were held at various mines and telegrams of sympathy for the families from church and political organisations were sent to NUM

NUM spokesman Marcel Golding said "This worker action is unparalleled in SA labour history and demonstrates the importance of worker safety at the work place"

The LMG report said "A feature of the growing trade union movement has been its willingness to take strike action in support of other workers"

In 1982, 100 000 took action at the death in detention of Neil Aggett. In 1985 107 000 took action in protest against the death of Andries Raditsela - Sapa

140A

Whatever the figure, the biggest boycott

ON Wednesday South Africa's black miners made history. According to the National Union of Mineworkers (NUM) about 325 000 miners responded to their call for a day of mourning for the 177 miners who died in the Kinross disaster two weeks ago. Management put the figure at 250 000.

Either way, it was — by far — the biggest-ever stayaway in the mining industry, the biggest-ever stayaway in any one industry, and the most impressive response to a safety issue by the South African union movement.

It was a clear articulation of the feelings of black miners towards the dangers of the mines where hundreds of workers die and thousands are injured every year. The stayaway went ahead in spite of the fact that the mining houses, with the exception of Gencor, opposed the day of mourning and proposed a five minute silence instead.

Anglo American, in particular, blew it. They wasted an opportunity to co-operate with the NUM and its own workers, forcing black miners to take the day off without permission and creating an unnecessary conflict. On the other hand, several hundred thousand members of Congress of South African Trade Unions (Cosatu) affiliates engaged in unprecedented solidarity action, arranging various stoppages, memorial meetings and demonstrations.

The Metal and Allied Workers' Union, for instance, said that 56 of its 60 organised factories took some form of action, while members of the Chemical Workers' Industrial Union at Sasol held a three-hour memorial meeting on Wednesday morning.

By PHILLIP VAN NIEKERK
The stayaway was a barometer of the NUM's ability to mobilise its huge membership of more than 300 000, which has mushroomed in the brief four years of the union's existence. It proved that it is not simply a paper membership.

The sheer size of the stayaway poses an interesting contrast with the 1983 half-hour stoppage after the Hlobane disaster — the NUM's first industrial action — which was supported by about 30 000 workers.

Wednesday's stayaway was organised in less than two weeks and the NUM claimed virtually their entire membership responded to the call. The question that has to be asked is whether the NUM could mobilise as much support as it was able to on Wednesday for action around other pressing issues such as the current wage talks with the Chamber of Mines, the sanctions question and broader political action.

The NUM's central committee is to debate policy on sanctions this weekend, while the deadlocked annual pay talks are about to enter mediation, a last attempt to find a negotiated solution and prevent a strike in the industry.

NUM general secretary Cyril Ramaphosa told a press conference on Wednesday that the stayaway was a "demonstration" of what workers

would be prepared to do on an issue which "affects them as closely as safety and political rights."

"I think that this stayaway just speaks for itself," he said. "Management should take heed that the NUM is prepared to take up any issue be it wages, political issues, be it safety, and it could mobilise workers around any issue, virtually."

Asked about the debate on sanctions, Ramaphosa said "I would hesitate to even suggest what the decision of our central committee would be."

Pressed further, he said the NUM would debate the possibility of cutting gold production, thus restricting the country's ability to weather sanctions.

He said they would also be discussing the "whole question of sanctions and how the workers and the union should respond, not only to sanctions affecting coal but to sanctions affecting gold."

The NUM's support for sanctions was met with considerable scepticism inside the industry, where management does not believe the NUM will be able to mobilise workers over an issue which would mean sacrificing jobs.

Job security ranks alongside wages and safety as an issue close to the hearts of black miners.

Indeed the NUM has so far been unable to mobilise substantial support for non-workplace issues. Both the May Day and June 16 stayaways

received negligible support among black miners, who ignored calls by the NUM.

This indicates at the very least that the kind of issue the NUM chooses to mobilise around is crucial to the success of the action.

Which is why the government's oft-repeated threat to repatriate foreign miners in retaliation against sanctions could be the site of political action for the NUM.

The warnings — uttered by the government as part of a political game of sanctions one-upmanship — have threatened the job security of thousands of miners.

Meanwhile, as a barometer, Wednesday's stayaway revealed that the heart of the NUM's support remains at Anglo American's Free State gold fields.

According to management, the only Anglo gold miners who did not go out were three shafts at Vaal Reefs, one at Western Deep Levels and one at President Steyn.

Support for the stayaway was extremely high at Gencor gold mines, as was to be expected.

Other key areas of union support were the collieries centred at the militant town of Witbank, Tubotse Ferrochrome and the chrome mines in the north-eastern Transvaal, centred on the strong union township of Eerste Geluk, and the Cape diamond fields.

The most notable exceptions were the mines in the Gold Fields Group, which has superseded Gencor as the toughest nut in the industry, the collieries of Natal, and Rand Mines' Blyvooruitzicht, the home of Cosatu president and NUM vice-president Elijah Barayi.

200 Mawu members 'sleep in'

Sowetan
8/10/78

1140/11

BY LEN MASEKO

ABOUT 200 Metal and Allied Workers Union members are on a "sleep-in" strike at Germiston's Abkin's Steel in demand for recognition of the union.

A Mawu spokesman told the *Sowetan* that the stoppage, which began on Monday, was sparked off by management's delay in granting the union formal recognition. Recognition talks started early this year, he said.

Abkin's management was said to be in a meeting all day yesterday.

• The Media Workers Association of SA (Mwasa) has warned that it might declare a formal dispute with the South African Broadcasting Corporation (SABC) over recently announced retrenchments.

Mwasa regional chairman Mr Sam Mabe accused SABC management of announcing retrenchments and selecting workers to be retrenched "without allowing Mwasa a say in the matter".

Mr Mabe said SABC told the union early last month that 55 workers would be retrenched in December because TV2 and TV3 were operating on losses of R60-million a year.

SABC labour adviser, Mr I Tate, was said to be away on leave when the *Sowetan* contacted his office yesterday.

Dismissed

• Several Transport and Allied Workers Union (Tawu) members have been dismissed by Bophuthatswana Transport Holdings, reports ALL-NAH DUBE.

This is seen by the union as a campaign to "bash" it.

A spokesman for BTH declined to confirm or deny the allegations against the company.

Mineworkers to be sent home

Maputo/SA relations on the rocks

1404
BUSINESS
9/11/88

GOVERNMENT'S decision not to recruit more Mozambican workers and to send back those whose contracts have expired could mean the death of the Nkomati Accord and trigger cross-border turmoil

To Mozambique it means a devastating blow to an already feeble economy and increasing internal unrest as unemployment figures rocket

About 60% of the salaries of SA's Mozambican workers are sent to the Maputo government in cash. This year's remittances are worth about R100m

About 52 000 Mozambicans, employed on gold and coal mines, could be repatriated within a year. Workers on gold and coal mines sign initial contracts for a period of one year

In SA itself it could cause a crippling national strike by the National Union of Mineworkers (NUM) and an acceleration of the international sanctions drive. The NUM has in the past threatened strike action unless the government repatriates Mozambican workers.

And if the Nkomati Accord were cancelled by Maputo, it could lead to increased guerrilla activity by the ANC once it was again allowed to use Mozam-

MAX du PREEZ
and Sapa

bican territory freely, and renewed military strikes into Mozambique by the SADF

It could also mean renewed SA support for the Mozambique National Resistance Movement (MNR)

Government's decision, announced in Pretoria jointly by four Cabinet Ministers after a day of intensive discussions, came after the injury of six SA soldiers in a landmine blast near the Mozambican border on Monday and the warning by Defence Minister Magnus Malan that SA would launch retaliatory raids into Mozambique if the ANC was not stopped. Foreign Minister Pik Botha, Manpower Minister Pietie du Plessis, Mineral and Energy Affairs Minister Danie Steyn and Home Affairs Minister Stoffel Botha said a diplomatic note had been sent to the Mozambican government yesterday. The decision took effect immediately

Their statement said the decision was a result of the activities of the ANC and the SA Communist Party (SACP) who

● To Page 2 →

P.T.O.

Expulsion move is condemned

MAX du PREEZ

GOVERNMENT'S decision to reduce the number of Mozambican workers in the mining industry was condemned by the National Union of Mineworkers (NUM) and the Chamber of Mines last night

But the NUM spokesman made no mention of earlier union threats to organise a national strike if Mozambican workers were repatriated. His statement merely warned that the decision would be "disruptive" to the industry.

He said "This action is purely part of an attempt to defend apartheid in the wake of concerted international pressure against the regime, and is not a solution to the South African question and peace in the sub-continent"

The Chamber of Mines said it regretted that the move had been found necessary. It welcomed the fact that disruption would be cushioned "to an extent" by allowing current contracts to be completed, and added it hoped negotiations between the two governments would lead to "an early return to normality"

Relations on the rocks

are responsible for the continuing deteriorating security situation on the common border with the Republic. The ANC and the SACP, according to information in possession of the Republic and as confirmed by recent incidents, are still operating in Mozambique".

The Cabinet Ministers said that employers in SA "are requested to cease with immediate effect to recruit and employ any further Mozambican workers and actively to endeavour to employ South African workers.

"Workers whose work permits are still valid will be allowed to complete their period of service, after which they will have to return to Mozambique and will not be allowed to re-enter South Africa."

Organised mining and agriculture in

SA had already been informed of the decision, they said.

Mozambique reacted to Malan's threat by saying it was "an attempt by Pretoria to evade its responsibility for the non-implementation of the Nkomati Accord", according to the Mozambique news service AIM.

The Nkomati Accord has been in jeopardy since the discovery of the so-called Gorongosa diaries containing proof of continued SA links with the MNR. MNR attacks have been stepped up since the accord was signed.

The SA decision was expected to be widely condemned by the West and by African states

● From Page 1

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218
1401A
BUDDY
9/10/85

Abkins strikers return to work

ABOUT 180 members of the Metal and Allied Workers' Union (Mawu) employed by Abkins Steel in Germiston returned to work yesterday after a two-day strike and sit-in. The 180 comprise the firm's entire black workforce.

The strike centred on a dispute over whether separate recognition agreements should be negotiated for the company's three subsidiary

companies. The return to work occurred after talks between Abkins and the union, but it seems the dispute was not actually resolved.

A Mawu spokesman said yesterday that by demanding three separate agreements the company was attempting to "divide the workers". The union would continue pushing for a single agreement, he said.

ALAN FINE

Mozambican ban 'a bid to stabilise security

The move to ban the recruitment of Mozambican workers and repatriate those in South Africa when their permits expired was a preventive measure to stabilise the security situation and prevent infiltration from Mozambique, Minister of Manpower Mr Pietie du Plessis said last night

Speaking on SABC TV news, he said no country could allow its security to be undermined by another country which was benefiting from the job opportunities it offered

"You cannot milk your cow with one hand while cutting its artery with the other," he said South Africa would no longer put up with the ANC and South African Communist Party using Mozambique as a base for operations

The move to restrict the flow of workers from Mozambique was in the interests of security inside the borders of South Africa

The Government's announcement that it would allow no new recruitment of labour from Mozambique and that Mozambicans in South Africa would be required to leave at the end of their contracts was announced by the Bureau for Information

A joint news release was issued by the Minister of Foreign Affairs, Mr Pik Botha, the Minister of Manpower, Mr Pietie du Plessis, the Minister of Mineral and Energy Affairs, Mr Dame Steyn, and the Minister of Home Affairs, Mr Stoffel Botha. It said

"The Minister of Foreign Affairs, the Minister of Manpower, the Minister of Mineral and Energy Affairs and the Minister of Home Affairs hereby announce that a note has today been sent to the Government of Mozambique intimating that the South African Government has decided that no further recruitment of workers from Mozambique will be allowed as from today as a result of the activities of the ANC and the SACP who are responsible for the continuing deteriorating security situation on the common border with the RSA, and who according to information in possession of the RSA Government, as confirmed by recent incidents, is still operating from Mozambique

"Employers are thus requested to cease with immediate effect to recruit and employ any further Mozambican workers and to actively endeavour to employ South African workers

"Workers whose work permits are still valid, will be allowed to complete their period of service, after which they will have to return to Mozambique and will not be allowed to re-enter South Africa

"Organised mining and agriculture have already been informed of the decision"

Move will not be taken lying down — NUM

A 70 to 80-year relationship with the people of Mozambique was being disrupted by the South African Government, the Chamber of Mines and the Progressive Federal Party stressed last night

And the National Union of Mineworkers (NUM) declared that the move to restrict Mozambique labour "would not be taken lying down"

Although it could not evaluate the security reasons for the decision, the Chamber said it hoped negotiations between South Africa and Mozambique would lead to an early return of normal relationships

"South Africa should be trying to build up good economic relationships with neighbouring countries, rather than politicising Pretoria's problems," commented Mr Brian Goodall, the mineral and energy spokesman of the PFP

"The solution to the South African question and peace in the sub-continent is not the termination of services of workers from Mozambique," agreed Mr Cyril Ramaphosa, NUM general secretary.

Mr Ramaphosa described the Government's decision as an "outrageous and unwarranted retaliatory action which the miners would not take lying down" He would not say what steps the union would take

"The Government continues its policy of destabilisation and aggression against neighbouring states," he said "Mozambique and other countries in the area are part of a regional economy and have contributed to the wealth of South Africa"

The Government had over-reacted and the move could have far-reaching consequences, said Mr Brian Goodall, the Progressive Federal Party's spokesman on mineral and energy affairs

"South Africa should try to build a greater community of interests with other countries in the region. The Government should be looking at steps to strengthen the regional economy instead of banning foreign workers from the country

"Besides, I think the Government is punishing the wrong people. All the workers currently employed in South Africa are being condemned by the actions of a minority," he said

The Chamber of Mines said it hoped the long-standing relationship between the South African mining industry and the people of Mozambique would be restored as soon as possible

The Chamber regretted the Government's move but welcomed the fact that the inevitable disruption to its operation would, to an extent, be cushioned by the decision that workers currently employed would be permitted to complete their contracts

The number of Mozambicans employed on gold and coal mines, which are members of the Chamber, amounted to 51,698 in 1985

Unions condemn restrictions on UDF

10/10/76
S.M.V.
140K
Staff Reporters

The Congress of SA Trade Unions (Cosatu) and the National Union of South African Students (Nusas) have condemned the Government's decision to declare the UDF an affected organisation

Cosatu said in a statement that the ban was "an act of rulers unable to come to terms with demands for a new democratic system in South Africa which responds to the needs of the majority of the people"

It was the response of a government faced with increasing isolation both internally, and internationally as seen in the "flood of sanctions against South Africa"

The Nusas statement said "As an affiliate of the UDF, we have witnessed its courageous and peaceful opposition to State policies

"In the three years since its formation, the UDF has accomplished the unification of the South African people's opposition to apartheid

"Because of the Government's failure to prevent the growth of the UDF by force, it has now enacted punitive legislation"

'LEAD TO STRONGER PRESSURE'

From London it is reported that two of Britain's national daily newspapers, *The Guardian* and *The Independent*, warn that the restriction of the UDF will merely strengthen the resolve of anti-government forces and lead to stronger pressure for change

The Independent says in its editorial that the move against the UDF — apparently a signal from President Botha that, in the wake of sanctions, he will now "no longer even pay cursory attention to international public relations" — "makes no more sense than previous attempts to ban black opposition groups"

The Guardian says the restrictions — and the expulsion of migrant workers from Mozambique — "are reminders of Pretoria's formidable advantages in a struggle for power"

"The contrast between this ruthless campaign for the preservation of a racist tyranny and the miserly response from Western Europe, restrictively orchestrated by Britain, to the calls for help from the oppressed, has never been clearer or more shaming"

Dr Frederick van Zyl Slabbert, former leader of the Progressive Federal Party, said the move was not entirely unexpected, but demonstrated the Government's intolerance of opposition which didn't fit into its preconceived mould, Sapa reports from Cape Town

It was a form of "coercive control" into which the country was drifting and reflected a hardening situation and increased polarisation, Dr Slabbert said

CAC Trial 11/10/86
Glass workers

get 55c/hr rise

1401A 283 PB
Labour Reporter

THE Chemical Workers' Industrial Union (CWIU) has negotiated a 55cent an hour increase to the minimum wage of workers at five Pilkington Glass factories around the country, a union statement says

Workers returned yesterday after management increased minimum wage to R3,59 an hour

The police and soldiers travening together, he returned fire, and when said him near the station and violence was later with drawn.

'We'll take political action'

1401A
City Press
12/10/86

By MONO BADELA

THE Congress of SA Trade Unions warned employers that it would not hesitate to take political action to protect and advance the interests of its members and the working class in general

The warning came from Cosatu assistant secretary Sydney Mufamadi in his address at the 30th annual convention of the Institute of Personnel Management in Johannesburg recently

He said strikes which are taking place in SA were not being agitated for from the Soviet Union but were "organically determined by the concrete socio-economic and political conditions"

Cosatu had been rightly or wrongly been defined by some people as "political unionism", he said

"Some critics had gone to the extent of characterising it as a hijacking of labour movement by politicians"

Mufamadi said it was not true that the labour movement had been hijacked by politicians

"As Cosatu we have taken the view, and correctly we believe, that the so-called free enterprise system has seen and used the fact of national oppression as a lever to maximise profits.

"Any pretensions to the contrary do not alter the fact."

He warned employers that Cosatu "would not

hesitate to take political action to protect and advance the interests of our members and the wider working class"

Cosatu shall take up these political struggles through the membership and structures at local, regional and national level as well as through disciplined alliances with progressive community and political organisations whose interests and whose organisational practices further the interests of the working class, Mufamadi said

"Strikes are flowing from the employers' intransigence. In the face of that intransigence, the objective status of working people is such that it compels them to withdraw their labour," he said

Any trade unionist who is or was a worker, and accustomed to operating on the basis of mandates and feedbacks would concur with that

He said the basic elements of the strike - work stoppage - was enriched by many variants - such as "overtime bans" and "sleep-ins". Workers were resorting to strikes because they were trying to push back "rampant exploitation"

He said Cosatu does not deny that the number of strike actions in SA was increasing but, "to argue that this is due to Cosatu's propensity for strikes will



MUFAMADI: Cosatu and politics.

be too narrow a way of defining the set-up"

"Cosatu's affiliates have never excluded possibilities of sitting around a table with employers to work out a model of establishing sound labour relations"

Cosatu's affiliates have

scored victories by a combination of negotiations and strikes, he said

The gathering was also addressed by the outgoing US ambassador to SA Herman W Nickel and United Workers' Union of SA spokesman Simon Conco

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at a luncheon

East Rand workers show solidarity

CWIU members stage demos

140A
BUDAY
12/9/86

DEMONSTRATIONS and work stoppages called by the Chemical Workers' Industrial Union (CWIU) took place yesterday at several factories on the East Rand — in solidarity with the Dunlop strikers, whose dispute is in its fifth week.

Workers at Boksburg-based Reef Chemicals stopped work for three hours in an industrial action that was marked by various degrees of militancy at other factories in the area.

A CWIU official was unable to comment on the response to the action. She said "It's still too early to tell."

A strike ballot is expected to be taken by 3 400 CWIU members at Sasol 2 and Sasol 3 at Secunda some time next week after the union's rejection on Wednesday of management's final offer of a R95 a month increase.

A Sasol spokesman declined to comment on the possible strike action. He said "We are anxious to avoid any disruptions and hope the matter will be resolved amicably."

The outcome of yesterday's Conciliation Board talks with Sasol management appeared to make little headway in resolving another pay dispute involving 5 500 CWIU members at Secunda Col-

HAMISH McINDOE

eries. A CWIU spokesman said talks had not "officially deadlocked" and expected fresh negotiations to begin in about 10 days time.

□ The Commercial Catering and Allied Workers' Union accepted on Wednesday Foschini's offer for an R85 a month across-the-board increase for all permanent black staff. Part-time staff will receive two-thirds of that amount.

Foschini management is expected to respond shortly to the union's demand for May Day and June 16 to be declared public holidays.

□ Paper, Wood and Allied Workers' Union general secretary Jeremy Baskin said more than 80 workers at Springs-based Amalgamated Plastic Industries returned to work yesterday after a three-day sit-in at the plant.

He said workers suspended their strike after management agreed to withdraw retrenchment notices and resume negotiations with the union.

□ About 95% of the day-shift employees at the Beatrix gold mine — on strike since Monday — returned to work yesterday after a 50% turnout for the night shift on Wednesday, a Gencor spokesman said yesterday.

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12/10/80 1401A

~~SECRET~~

BBC faces SA boycott over 'salute' dismissal

HAMISH McINDOE

THE BBC faces a boycott from union and human rights-groups in SA over the controversial dismissal last week of its Johannesburg-based researcher.

SA journalist Sarah Crowe was fired by BBC TV from London after singing "God Bless Africa" and giving a clenched-fist salute at a Cross mine dead.

A BBC spokesman in London yesterday stressed that Crowe's dismissal was not the result of one particular incident.

He said the BBC "regretted the decision", but made clear its journalistic staff were required to be impartial and objective on and off assignment.

Lawyers for Crowe were investigating at the weekend what action could be taken against the BBC for alleged unfair dismissal.

The move has been widely con-

demned by unions and the Press in SA.

National Union of Mineworkers (NUM) general secretary Cyril Ramaphosa said the union would not co-operate with the BBC until Crowe was reinstated. He said: "We are shocked the BBC could stoop so low."

The NUM is to urge Cosatu to

ates and prominent human rights activists, such as Winnie Mandela, to adopt the same stance.

This would severely affect the BBC's TV coverage, whose reports of the SA situation under the emergency regulations has already been sharply curtailed.

Describing her dismissal as "unfair", Crowe said yesterday the song was not overtly political.

BBC TV Johannesburg bureau chief Michael Buerk yesterday would only confirm that Crowe's dismissal had been instigated by London.

BUSDAY 13/10/86

Genkor's donation is 'blood money'

140A
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NUM line on Kinross 'hostile'

ALAN FINE

THE National Union of Mineworkers' (NUM) response to the Kinross mine disaster has been marked by uncompromising hostility towards Gencor — owner of Kinross — and the mining industry in general.

Union spokesmen have described the accident in harsh terms and referred to Gencor's donation of R2m to a trust fund for families of victims as "blood money".

The union criticised arrangements made by the company for union-appointed experts to investigate the scene of the accident, and alleged that Kinross miners wanting to attend a memorial meeting a week after the accident were forced to work at gunpoint.

There is also a belief that NUM orchestrated the disruption of the memorial meeting organised by the company.

The accident and its aftermath have placed severe strains on a relationship which had been at a low ebb for more than a year. The dismissals of NUM members at Gencor mines during the 1985 wage strike, and the mass dismissals at Impala Platinum in January this year, led the union to cite Gencor as an "enemy company" at its annual confer-

ence in April

Ironically, the disaster occurred only 16 days after a new top-management team — which appears to support a less hard-line industrial relations approach — took over the reins at Gencor.

There is a feeling within Gencor management that many NUM statements since the disaster have over-stepped the line between a legitimate expression of anger and an attempt to make political capital of the disaster.

"We understand the union's anguish at the deaths. But they do not have a monopoly on it. Kinross was an unmitigated disaster for us too," says Gencor corporate services director Naas Steenkamp.

Steenkamp says Gencor does not plan to respond specifically to recent union statements. "Gencor has signalled that it views the union as a legitimate interested party regarding safety matters, and would like calm and reasoned interaction with it on these issues," he says.

He believes the two should have a "co-operative" relationship on safety matters, rather than using the issue for "scoring points over one another in public."

CITIZEN TIMES 14/10/86
1401

BBC says why it fired 'singing' correspondent

JOHANNESBURG. — The BBC's dismissal of journalist Miss Sarah Crowe for singing "Nkosi, Sikelele'i Afrika" was condemned by a local International Federation of Journalists vice-president, the South African Catholic Bishops Conference and the Media Workers Association of SA yesterday.

It was unwise as it affected the feelings of South African blacks, the vice-president for Africa of IFJ, Mr Thami Mazwai, said.

Mr Mazwai was commenting on last week's dismissal of Miss Crowe for singing the song at a memorial service.

Margaret Smith reports from London that a BBC spokesman said last night the decision to terminate Miss Crowe's contract was taken "because BBC journalists and freelance contributors are required to be impartial and objective".

"It is also necessary that they are seen to be both of these at all times,"

the spokesman added "Obviously the decision was taken with regret."

The singing of "Nkosi, Sikelele'i Afrika" was only one of the reasons for Miss Crowe's dismissal, he said.

The Southern African Catholic Bishops' Conference (SACBC), which employed Miss Crowe earlier this year before she joined the BBC, said her dismissal was "outrageous".

Calling for her re-instatement, the SACBC said in a statement: "To sing this Christian anthem at a memorial service with the customary raised fist — as is done at many church services throughout South Africa — is a prayer of petition, not a political statement."

The BBC's dismissal of Miss Crowe was an insult to South Africa's "national anthem", a spokesman for the Mwasa said.

"When 'God Save the Queen' is sung in Britain, a South African in that country will stand to attention and sing with everybody else as a gesture of respect for the Queen.

"We believe Sarah Crowe had a moral obligation to sing Nkosi Sikelele'i Afrika too, especially because she is a South African."

The SACBC failed to see how this impaired journalistic objectivity "all the more since Miss Crowe participated in the Kinross mine disaster memorial service while not on assignment".

Mr Mazwai said her dismissal was "completely unexpected from an organization that has covered explosive situations in most parts of the world".

Mr Mazwai called for her immediate re-instatement. — Sapa

DD 8/10/86
BBC's action
shocks NUM

JOHANNESBURG — Several union and anti-apartheid organisations have said they will not co-operate with the BBC because it dismissed a researcher after she raised a clenched fist and joined in an anthem during a public memorial service for mineworkers

Miss Sarah Crowe, a South African researcher for the South African Bureau of BBC-TV, was dismissed last week. Local reports quoted a BBC press officer in London, Mrs Helen Cleary, as saying the BBC "expects journalists and freelancers to be impartial and objective at all times"

Miss Crowe was quoted as saying she was off duty when she attended the service

The general secretary of the National Union of Mineworkers which claims 250 000 members, Mr Cyril Ramaphosa, said "We are shocked that the BBC could stoop so low as to do something so reactionary. NUM has now cut its

links with the BBC and shall encourage all progressive organisations to refuse to deal with it"

BBC-TV correspondent Michael Burke said yesterday "I can only confirm she has been dismissed on instructions from London" On the threats from the NUM and the other organisations," he said, "We haven't had occasion to deal with those organisations since the thing blew up"

Miss Crowe had worked for the South African Catholic Bishops Conference, and The New Nation, a Catholic-funded paper that emphasises labour news, before she was hired by the BBC several weeks ago

Mr Zwelakhe Sisulu, editor of The New Nation and son of Walter Sisulu, imprisoned with African National Congress leader Nelson Mandela, said Miss Crowe's dismissal "is an inexcusable affront to the democratic movement in South Africa"
— Sapa-AP

WDR
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Union acts over dismissal of 60



Mr PHILLIP Dlamini.

THE SA Black Municipal and Allied Workers' Union yesterday filed papers in the Industrial Court, challenging the dismissal of about 60 SA Drugists employees at the company's Elandsfontein plant.

Sabmawu general secretary Mr Philip Dlamini said the union had submitted in its papers that the company's decision to fire these workers constituted unfair labour practice. The sacked 60 workers were part of the SA

Drugists black workforce which went on strike at the Elandsfontein plant last month, protesting against the company's plans to introduce a nightshift system there.

Meanwhile, six dismissed SA Drugists employees, arrested while on strike on September 17, appeared in the Germiston Magistrate's Court yesterday charged with intimidation, Mr Dlamini said. Their case has been postponed to November

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• British company, John Deere, has refused to reconsider its policy towards detentions. no pay for detained employees.

Meeting

This issue will be the subject of the meeting between John Deere in a general meeting and United Metal Mining and Allied Workers' Union of SA (Ummawusa) tomorrow (Thursday), a union spokesman said yesterday

• Retrenchments at Nigel's Marley Tiles will be under the spotlight at a workers' meeting scheduled to be held next Tuesday, an Ummawusa spokesman said

The union is in dispute with the company over the retrenchment of 19 employees at the firm. Ummawusa is pressing for short-time as an alternative to retrenchments
• Sabmawu is to hold its annual conference in Johannesburg, from November 15

Twenty six workers employed by Tenecon Courts in Pieterburg, who staged a sit-in on Monday, have been paid off, according to a union spokesman.

The workers were demanding wage increases and recognition of the Black General Workers' Union (Blagwu).
The firm's manager, Mr S P du T Burden, confirmed that the workers had been paid off yesterday but said they had dismissed themselves.

will be doing well"

Revived union back on the rails

Labour Reporter *15/10/86*
THE South African Railways and Harbours Workers' Union, claiming a membership of 20 000, has been revived.

It is affiliated to the Congress of South African Trade Unions and plans to organise all workers in the South African Transport Services.

The general secretary, Mr Ntai Sello, said in Cape Town today that the union was originally formed in 1936, but had been severely affected when the Suppression of Communism Act was passed in 1950.

After the decline it was reorganised in 1954 and was a member of the South African Congress of Trade Unions until the emergency in 1960 again disrupted it. By 1964 it could no longer operate.

The union was revived in 1976, but failed to survive.

With the emergence of independent unions after labour legislation was amended in 1979 to provide for the recognition of black unions, the General and Allied Workers' Union and the Municipal and General Workers' Union started to reorganise the SAR-WHU in the Transvaal.

It expanded with the addition of members from the National Federation of Workers' Unions and the South African Allied Workers' Union and also began to organise in the Free State

IN PORT

DUNCAN DOCK B Berth Herdentor D Berth Tao Yuan Si, Murtosa E Berth Merchant Pilot G Berth Timor Island H Berth Sanko Moon H/J Berth Hueyan J/K Berth Astro Car view I Berth Tristania II Sturrock Dry Dock Centaurus Con-



[The text in this section is extremely faint and mostly illegible due to heavy horizontal scanning artifacts. It appears to be a list of items or a detailed report.]

One dead, 25 hurt in accidents at refineries

By Mike Siluma

A worker died and more than 25 had medical attention after accidents at two East Rand platinum refineries yesterday.

Gencor confirmed that Mr G C Fourie (49), a process operator, died — apparently from a heart attack — after the accident at the Impala plant and 25 other workers were kept under observation for a few hours.

Two other employees involved in the accident were still in hospital today.

A Gencor spokesman said a spill of processing liquid was involved but the accident had minimal effect on production.

At Matthey Rustenburg Refineries, Wadeville, eight workers were affected by chlorine fumes from a burst pipe, the Chemical Workers' Industrial Union (CWIU) reported.

CWIU spokesman Miss Chris Bonner said eight workers were

affected and three of them were sent to hospital.

Miss Bonner said evacuation procedures at the plant were inadequate and had been raised with management about a month ago. Nothing had been done to correct the situation.

She said tight security at the plant allowed only security personnel to open exits. Workers wanting to escape would not be able to do so because they had to wait for security men to open the doors.

A company spokesman confirmed the accident but declined to comment on the allegations about evacuation procedures.

The spokesman said three workers were affected.

●Late editions of *The Star* yesterday wrongly reported Miss Bonner's comments about safety as concerning the Impala refinery. In fact she was referring to the situation at Matthey Rustenburg.

Business Day Reporter
15/10/86

Strike ballot at De Beers

YESTERDAY saw two new developments in the wage dispute between the National Union of Mineworkers (NUM) and De Beers, with the appointment of a conciliation board (CB) and the completion of a strike ballot among union members at four De Beers divisions.

The strike ballot was called when the Manpower Minister failed to appoint a CB within the statutory 30-day period which expired on October 1.

Arrangements have now been

Business Day Reporter

made for a CB meeting between the two later this week. The ballots — among 4 475 NUM members at the Namaqualand, Finsch and Kimberley mines and the Geology division — were still being counted at the time of going to press.

De Beers has offered increases ranging from 15% to 17,5% in response to the union's 24% demand. The minimum wage at De Beers is R340 a month.

NUM demand shaft closure after new Kinross fires

16/10/86 By Mike Siluma

The National Union of Mineworkers today demanded the closure of the Number Two shaft at the Kinross Gold mine, where two underground fires forced the evacuation of 2 000 mineworkers yesterday.

The fires, described as "minor", broke out at the 15th level, the scene of last month's mining disaster which claimed 177 lives.

A spokesman for Gencor said "two separate minor fires of unknown origin" had broken out yesterday at the Number Two shaft.

"There was no danger and no persons were affected, but in consideration of possible employee sensitivity following last month's accident at the mine, some 2 000 men were removed to surface," he said.

The spokesman said the fires broke out at about 11 am but were "immediately extinguished" and all miners safely evacuated. He added that "a small amount of smoke" from burning rubber had entered underground workings.

A senior mineworker who helped put out both fires told *The Star* that a disaster was averted because the fire and smoke were noticed by morning shift workers reporting for duty.

"As we came into the 15 level to start work we noticed the smell of something burning, and then saw the fire."

"Many of the workers ran back to the lift, fearing a recurrence of last month's accident. The night-shift workers who were due to stop work in the morning were busy at their work stations and were not aware of what was happening," said the worker, who declined to be named.

"Another senior worker and I quickly fetched fire extinguishers and put out the fire. By that time there was smoke all over the place," the worker said.

After the first fire, he said, most morning shift workers refused to go underground. Some did, however, report for duty.

Describing accidents such as yesterday's as "an atrocity being perpetrated against the workers", NUM general secretary, Mr Cyril Ramaphosa, said: "We call on Gencor to close the Number Two shaft until the enquiry into last month's disaster is concluded and its results are known."

"Our members have lost confidence in the way management in general, and Kinross management in particular, are dealing with the observation of safety measures on mines."

The NUM reiterated its call for the appointment of a judicial inquiry into last month's accident.

● It is understood that two of the workers involved in putting out the fires had been given portable radio/television sets as an expression of management's gratitude.

Miners strike looms as wage talks fail

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JOHANNESBURG — Mediation today failed to resolve the wage dispute between the National Union of Mineworkers and the Chamber of Mines, bringing the possibility of a strike on 47 gold and coal mines a step nearer.

Mr Johann Liebenberg, the Chamber of Mines industrial relations adviser, today confirmed that mediation had failed.

Earlier, first attempts at mediation resulted in the narrowing of the gap between the parties.

Last week the Chamber increased its offer by 1%, bringing the range of proposed wage increases to between 19% and 23%.

The NUM's last known demand was for a 26% across-the-board increase.

Two other issues remained in dispute, namely that June 16 be a paid company holiday and better injury benefits.

● The NUM today demanded the closure of Number Two shaft at the Kinross mine, where two underground fires yesterday forced the evacuation of 2 000 miners.

A 15th level fire last month killed 177 men.

A senior mineworker who helped fight both fires said a disaster was averted because the fire and smoke were noticed by morning shift workers reporting for duty.

"As we came into the 15th level to start work we noticed something burning, and then saw the fire.

"Many workers ran back to the lift, fearing a recurrence of last month's accident. The night-shift workers who were due to stop work in the morning were busy at their work stations and were not aware of what was happening," said the miner.

"Another senior worker and I quickly fetched fire extinguishers and put out the fire

"By that time there was smoke all over the place," the miner said

After the first fire, he said, most morning shift workers refused to go underground. Some did however, report for duty.

Describing accidents such as yesterday's as "an atrocity being perpetrated against the workers", NUM general secretary Mr Cyril Ramaphosa said: "We call on Gencor to close the Number Two shaft until the enquiry into last month's disaster is concluded and its results are known.

"Our members have lost confidence in the way management in particular, are dealing with the observation of safety measures on mines," he said in again calling for a judicial inquiry. — Sapa

The economy after apartheid



Matthew Cobbett, a senior researcher at the Development Bank of Southern Africa, attended the recent York University conference on "The southern African economy after apartheid," where he presented a paper on the Land Question in SA. This is a summary of the proceedings.

Will post-apartheid SA be Socialist, Capitalist or have a mixed economy? What role should the Congress of South African Trade Unions (Cosatu) play in ensuring that workers' interests are not subsumed in post-apartheid SA? These were the two main themes debated and contested at York University's Centre for Southern African Studies held at the end of September.

About 120 "leftish" academics converged on York, the majority from SA. Despite persistent rumours that the African National Congress (ANC) would shun the conference in support of the academic boycott, it was present although its representatives were only observers. Striking omissions included the absence of government representatives from the majority-ruled southern African states, and there was no Southern African Development Co-ordinating Conference (SADCC) representation, for clearly the SADCC itself will be greatly affected and transformed after liberation in SA. Equally worrying was the absence of representatives from the South African business community.

The conference focused almost exclusively on SA — almost all papers presented related to this country. Accumulated evidence from the conference suggests that no one knew, or was prepared to state how a post-apartheid society would be structured. While there was general consensus that the objective was a Socialist state, there were conflicting viewpoints as to how this would be achieved. (Those of us who doubted whether Socialism was on the agenda at all were a clear minority.)

The central role and importance of the trade union movement was acknowledged, although heated debates took place between the ANC and Cosatu-supportive academics over the critical issue of whether organised labour had complementary but distinct interests to those of the ANC, or whether they were inseparable.

Clearly, the ANC was concerned that any independent "workerist" position might reduce its control of the liberation struggle and its objective of securing a broad front against apartheid. I came away from the trade union debate with a strong impression that many strategic political questions remained unresolved and that the relationship between the ANC and Cosatu appears to be one of cohabitation.

The stronger organised labour becomes, the more difficult this cohabitation will be. Its uneasiness was clear as the important issue of economic sanctions was left undebated. Clearly, mandatory sanctions are unlikely to be in the economic interests of workers. To what extent are workers prepared to endure economic deprivation so as to secure political objectives? This question was raised, but not fully discussed.

A thought-provoking session on the limits to redistribution of wealth was tempered by the sombre fact that the economy would need to grow by at least 5% a year to finance redistributive growth. (The term reconstruction was favoured by those who emphasised the production component in welfarist economics.) Required growth rates would be extremely difficult to attain under any economic system — particularly one hostile to capitalism.

While some attributed the decline in SA's economic growth to the skills shortage, rapid population growth and the world economic slump, others emphasised the burdensome cost of apartheid and the high military expenditure. Some redistributive growth could be possible, they argued, by redirecting capital away from military and other capital intensive expenditures.

It was also argued that SA's stagnant economy was attributable to the relatively low demand for consumer goods and by our

continued dependence on the export of primary commodities. The latter characteristic distinguished SA from other newly industrialised countries such as South Korea and Brazil. Finally, many speakers identified the monopolisation of the South African economy as itself a factor retarding growth.

The conference debated at length the need for land redistribution in post-apartheid SA. The debate was prompted in part by a paper which suggested that as the homeland population was already highly dependent on migrant and non-agricultural earnings, it could be regarded as functionally urbanised. As a consequence, the majority of homeland people are likely to give preference to strengthening their ties with metropolitan areas, rather than remaining on the land.

The issue of whether the white farming sector should be restructured on a more equitable — and efficient — basis to relieve black unemployment and satisfy political aspirations was less contentious, with clear support for this stance. The mechanics of redistribution were, however, not discussed.

As the conference drew to a close, it became clear that more questions were being raised than were being answered. Given that a "liberated" SA remains years away, the question to be posed is what actions should be taken in the interim to facilitate the demise of apartheid? In particular, what new institutions will be required and how can the existing ones be restructured? A great deal of research into these and other questions is called for.

Politics should be concerned with the art of the possible and in this regard there was a clear message from the ANC that a mixed economy will prevail in post-apartheid SA in the short term at least. While there will be a continuing struggle for Socialism, it is debatable whether this will materialise, given SA's dependent status within the world Capitalist economy.

At the end, I shared the feeling articulated by other commentators that the interests of Capitalism and the present mixed economy can be best served by striking a deal with the ANC today. The option may not exist tomorrow.

End harassment demands union

THE revived SA Railways and Harbours Workers Union is to

write to the Minister of Transport demanding an end to "the harassment of union members".

Sarhwu has alleged its members were being "harassed, beaten and detained" to prevent them from joining the unions.

Instead railway workers were urged by management to join the in-house Staff Association to safeguard their jobs, the newly-elected Sarhwu executive committee told a Press conference this week.

Disrupted

Sarhwu, originally formed in 1936, was revived at an inaugural conference in Grahams-town last weekend, after its activities were disrupted by the state of emergency in 1960

In 1976 the union was revived but failed to survive, according to a Sarhwu spokesman.

At last weekend's launch, 180 delegates attending the three-day congress resolved:

- To demand that the SA Transport Services stop deducting subscription fees for the "ineffective" Staff Association from their wages because "this organisation does nothing for us";

Campaign

- To start a national campaign aimed at getting all workers to resign from this association; and
- To ensure that all workers resign on December 16.

The union also intended taking legal action to prevent "the further assault of its members", the spokesman said.

A spokesman for the SATS said they would respond to these allegations later.

Sewel 17/10/86 (HCA)

Wage dispute

ABOUT 500 Commercial, Catering and Allied Workers' Union of SA members went on strike over wages at four Garlicks stores yesterday.

The strike follows the delay by the Minister of Manpower to appoint a conciliation board to resolve a wage dispute between the union and Garlicks management.

Ccawusa members demand an across-the-board pay increase of R180, against the management's R55-a-month offer.

The group's outlets in Rosebank, Carlton

By LEN MASEKO

Centre, Pretoria and Port Elizabeth, are affected by the strike, a Ccawusa spokesman said

Ccawusa official Mr Vivian Masina said the union applied for the conciliation board on September 15.

He said union members were demanding a minimum wage of R400

a month. Management's offer would have increased the minimum wage to R300

Garlicks regional manager Mr Charles Dagnall confirmed the dispute. He, however, said only three stores were affected by strike

He said he was not aware that Ccawusa members in Port Elizabeth had joined the strike.

• The Textile Workers Industrial Union holds a

general meeting in Johannesburg tomorrow to discuss — among other things — wage negotiations in the textile industry.

Other points on the agenda will be a report-back on the industry's industrial council meeting held in Durban recently and the plight of workers at the liquidated Leisurcor

The meeting will be held at the union's offices at Vulcan House, 88 Anderson Street

140A

Closer, but still apart

There was some movement when the Chamber of Mines and the National Union of Mineworkers (NUM) met in the presence of a mediator last Thursday to try to thrash out their wage dispute. But, although this has raised hopes that accommodation could be reached when they meet again on Thursday, settlement is by no means assured.

The main feature of last week's proceedings was the chamber's decision to raise its wage offer for the highest job categories by one percentage point. On behalf of the four mining houses still involved in the negotiations — Anglo American, JCI, Gencor and the gold division of Rand Mines — it is now offering increases ranging from 19% to 23% for the highest and lowest job categories respectively. NUM, it is understood, has indicated a willingness to reduce its demand for a 26% wage increase, but by what amount is not known.

According to chamber industrial relations adviser Johann Liebenberg, the union's demand for a paid holiday on June 16 has been placed on the back burner and the other outstanding issue is the question of security



Chamber's Liebenberg ... warning that mediation could fail

of income for workers who are transferred from one job to another due to disability or illness.

NUM is demanding that these workers should be guaranteed the same rate as for their old job for a period of six months, irrespective of the reason for their incapacitation, and that this amount should thereafter be scaled down to the rate for the new job over a period to be negotiated. The chamber, on the other hand, is offering to increase the amount of paid accident leave from 42 to 56 days a year and to allow it to accumulate to 112 days over a two-year period. Says Liebenberg "We have indicated we won't move any further than that. This may still cause a breakdown in the mediation."

It remains to be seen whether the mediator, Julian Riekert, director of the Independent Mediation Services of SA (IMSSA), will be able to bring the two sides together. ■

elcentre corporation limited

Incorporated in the Republic of South Africa
Registration No 68/11/88/06

("Elcentre")

INTERIM REPORT FOR THE SIX MONTHS ENDED 31 AUGUST 1986

GROUP HIGHLIGHTS

- Earnings up by 44%
- First interim dividend declared
- Improved operating return on assets
- Strengthened financial position
- Group poised for future growth

RESULTS

	Unaudited Six months ended		Audited
	31 August 1986	31 August 1985	Year ended 28 February 1986
	R 000	R 000	R 000
Sales	37 040	38 116	72 906
Operating income	3 116	2 792	5 461
Finance costs	755	1 293	2 825
Income before taxation and extraordinary items	2 361	1 499	2 636
Taxation	522	207	136
Net income before extraordinary items	1 839	1 292	2 500
Attributable to outside shareholders	314	234	301
Attributable to shareholders	1 525	1 058	2 199
Extraordinary items	81	161	617
Net income	1 444	897	1 582
Dividends Interim	880		
Final			715
Retained earnings	564	897	867
Weighted average number of shares in issue (000s)	22 000	22 000	22 000
Earnings per share (cents)	6,9	4,8	10,0
Dividends per share			
Interim (cents)	4,0		
Final (cents)			3,25
Operating income to sales (%)	8,4	7,3	7,5
Return on average operating assets (% p a)	41,2	34,1	37,4
Current ratio (1)	1,35	1,21	1,27
Liabilities ratio (1)	1,66	2,33	1,75
Gearing (1)	0,59	0,97	0,73

COMMENTS

- The substantial improvement in results achieved for the half year reflects enhanced margins, improved cost controls, rationalisation benefits.
- Tight control over working capital together with lower interest rates resulted in a 42% decrease in finance costs.
- The group's balance sheet has strengthened, with lower borrowings and enhanced liquidity, in line with declared objectives.
- Reflecting the group's progress the directors have declared an interim dividend of 4,0 cents per share which includes an extraordinary payment of 2,0 cents per share being equivalent to the reduction in the 1985 dividend (due to abnormal foreign exchange losses in that year).
- Subject to no major adverse developments in general economic conditions, the directors envisage that profits for the second half should be similar to those of the first half, which will enable them to declare a final dividend of 3,5 cents per share, resulting in total dividends for the year of 5,5 cents per share (excluding the extraordinary portion of the interim dividend).
- Elcentre has completed its consolidation phase and is now poised for further growth, both by acquisition and internal expansion.

NOTICE OF DECLARATION OF INTERIM DIVIDEND

Notice is hereby given that an interim dividend of 4 cents per share has been declared payable on or about 17 November 1986 to shareholders registered at the close of business on 7 November 1986.

The share transfer register of members will not be closed for the purpose of the payment of the above dividend.

Non resident shareholders tax at the rate of 15% will be deducted where applicable.

By Order of the Board
ELCENTRE HOLDINGS (PTY) LTD
(Secretary)

14 October 1986

Registered Office
Elcentre House
19 Siemert Road
Doomfontein
PO Box 4403
Johannesburg
2000

Transfer Secretaries
Hill Samuel Registrars (SA) (Pty) Ltd
6th Floor
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PO Box 1053
Johannesburg
2000

Directors: R L Mowszowski (Chairman and Managing Director) N P Mowszowski C A Mowszowski
P C Aginsky Z Mowszowski H R Levin

NUM 140A
to vote
next week
17/10/76 SMK
on strike

By Mike Siluma

The National Union of Mineworkers (NUM) will hold a strike ballot next week after mediation failed to resolve the wage dispute between it and the Chamber of Mines, a union spokesman said yesterday.

When talks collapsed yesterday, the union was demanding an across-the-board 26 percent increase (after its initial demand of 45 percent). The Chamber had originally offered rises ranging from 11 to 16 percent.

Increases from 15 to 20 percent have already been implemented by Chamber mines from July 1.

During mediation, the Chamber offered to improve its offer by between 3 and 4 percent and to increase paid mine accident leave from 42 to 56 days a year, cumulative to 112 days.

The union also insisted on income security for workers who are transferred to lower scale jobs because of injury at work.

Mining houses taking part in the mediation talks were Anglo American, JCI, Gencor and Rand Mines's gold division.

THE

WORLD MAIL

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THE CHILDREN
OF VIOLENCE

Are township kids becoming
a second 'Khmer Rouge'?

PAGE 14

SHOCK EQUINUS
BARE-LEGS PIN-UP

Horriyng visage of man
behind the tarnished halo

PAGE 26

Mines face strike threat

By SEFAKO NYAKA

WAGE talks between the Chamber of Mines and the National Union of Mineworkers deadlocked at mediation level yesterday, opening the way for a legal strike

In the past two years wage talks between the two parties have reached deadlock resulting in limited strike action, but this year's deadlock might lead to an all-out confrontation

According to sources close to the National Union of Mineworkers, their members are in an extremely militant mood and judging by the present political climate in the country — the State of Emergency, detentions, the closure of black schools — the forthcoming strike could involve other sectors in sympathy strikes

Hours after the negotiating team returned from the abortive mediation meeting, workers

SOME of the Mozambican mineworkers affected by last month's order to suspend recruitment have been reprieved

About 750 Mozambican mineworkers who were affected by last month's government order to suspend the recruitment of Mozambican workers will now be permitted to enter South Africa, as a result of negotiations between the Chamber of Mines and the government

were preparing strike ballot papers

On Monday NUM will conduct ballots on all Chamber-affiliated gold and coal mines, a union representative said

This was announced yesterday by the president of the Chamber of Mines, Peter Gush, addressing a function at the East Rand Premier Mines in Boksburg.

No further details were available

Gush said Mozambicans had been a source of labour on the gold mines and Mozambique depended heavily on their income. It was a matter of great regret when relations between the mining industry and Mozambique were threatened.

A mediator was appointed after the Conciliation Board failed to resolve a dispute between the two parties over wages and working conditions.

NUM had declared disputes with 29 gold mines and 18 coal mines affiliated to the Chamber

Initially the union demanded a 30 percent increase across the board, against the Chamber's offer of between 15 and 20 percent

At a mediation meeting last Friday the union dropped its demand to 26 percent and the Chamber agreed to increase its offer by one percent

At yesterday's meeting the Chamber demanded that the union drop its "income security" demand and "it would consider increasing wages", a NUM representative said

Income security, according to the NUM representative, means that if a worker is transferred to a lower job category because of

● To PAGE 3

140H
17/10/86

Mine strike ballot next week

injury, he should be paid his original wages for six months

NUM's other demands included job security, a shorter working fortnight, a paid holiday on May 1 and improvements to fringe benefits such as leave, vacation pay, death benefits and maternity leave

The talks between the Chamber and the NUM hit a snag when they began in May. At the first meeting the Chamber set a number of preconditions to the talks, most of which were rejected by NUM

These included that NUM accept a schedule indicating the mines it represents, that talks for gold and coal mines be separated, if necessary, that outstanding matters of the 1985 wage negotiations not be allowed to affect this year's talks, that any settlement reached be regarded as full and final, that no cost-related changes in conditions of employment be implemented before July 1, and that NUM accepts various exemptions, sought by the Chamber, from the

●From PAGE

Basic Conditions of Employment Act

Last month a Chamber representative said "On July 1 the Chamber implemented the wage offers after an agreement with the union. However they later came back and told us that after consulting with their members they were now rejecting the Chamber's offer"

A new round of talks was started and several issues were resolved leaving wages and income security as the only unresolved issues

When the parties failed to reach an agreement on these issues, the matter was taken to the Conciliation Board

When the Conciliation Board failed, a mediator was then appointed

Confirming the deadlock of yesterday's negotiations, the Chamber's industrial relations advisor, Johan Liebenberg, said the Chamber regretted that its mediation attempts had foundered

"At the mediation sessions an additional three percent was offered

to surface gold mine employees and underground colliery employees

"An additional four percent was offered to underground gold mine employees, both effective from October 1, 1986"

Liebenberg confirmed that at the final stages of mediation only two issues remained

"On the question of wages both the Chamber and NUM indicated that they remain negotiable, but both parties were inflexible on the income security issue," he said

The Chamber had already offered to increase paid mine accident leave from 42 to 56 days per annum, cumulative to 112 days, and was not prepared to improve this offer further, Liebenberg added

He said NUM, on the other hand, was not prepared to negotiate further on wages if the Chamber's proposals did not include an improvement on the issue of income security offer

The Num said it would issue a statement later today

Executive to meet on Tucsa's future

Own Correspondent

JOHANNESBURG. — A press conference called by the Trade Union Council of SA (Tucsa) for next Monday may well be its last.

The conference is scheduled to follow a special meeting of Tucsa's national executive committee (NEC) to consider the 32-year-old organization's future

Since its 1983 heyday as a 495 000-strong labour federation, Tucsa has lost nearly half its affiliates and more than 70 percent of its total membership, and speculation has been rife that its days are numbered

Tucsa president Mr Robbie Botha has declined to talk to the press this week.

But another source says a decision to disband is a racing certainty

In terms of Tucsa's constitution, only a national conference can formally dissolve the organization. But, says the source, this will be a mere formality should the NEC make such a recommendation.

A question that would arise if Tucsa disbanded is whether its former affiliates would seek to form a new federation, or join an existing one.

It would seem pointless to form another organization in the Tucsa mould, and none of those unions which disaffiliated have joined another grouping

One possibility, though, would be participation in a "Labour Forum," an idea initiated by the SA Boilermakers' Society — the union which began the flood of disaffiliations in 1983

The Labour Forum would not be a union federation, but rather a loose-knit body through which unions could exchange information and co-operate and conduct research on specific issues

Another development — which may in future include those unions in at Tucsa's death — would be the formation of alliances within particular industrial sectors

Such moves are presently occurring in the clothing and textile industry involving seven former Tucsa unions and the textile union affiliated to the Congress of SA Trade Unions. Initially, at least, they are aimed at co-operation on industrial issues

None of these options would be likely to develop into a political pressure group

17/10/86 ADD (140A)

Talks fail to end mine pay dispute

JOHANNESBURG — Mediation yesterday failed to resolve the wage dispute between the National Union of Mineworkers (NUM) and the Chamber of Mines, bringing the possibility of a strike on 47 gold and coal mines a step nearer.

The Chamber of Mines' industrial relations adviser, Mr Johann Liebenberg, yesterday confirmed that mediation had failed. He said a detailed statement would be released later.

Earlier, first attempts at mediation resulted in the narrowing of the gap between the parties.

Last week the chamber increased its offer by one per cent, bringing the range of proposed wage increases to between 19 and 23 per cent.

The NUM's last known demand was for a 26 per cent across-the-board increase.

Two other issues remained in dispute, namely that June 16 be a paid company holiday, and better injury benefits.

The union was not available for comment. — Sapa

~~21~~ ~~23~~ (404) 10/6 Argus 18/10/86

Mine strike ballot on Monday

JOHANNESBURG — The National Union of Mineworkers has turned down a request by the Chamber of Mines to resume wage negotiations early next week. And it has confirmed its decision to go ahead with a strike ballot on Monday, the NUM said in a statement released here.

Mediation deadlocked "as the chamber made no new offers and we will begin balloting our members at all mines affiliated to the Chamber of Mines," the NUM said.

"The dispute affects more than 320 000 black mineworkers.

The union is pressing for a 26 percent wage rise and income security for workers who are transferred to lower-scale jobs because of injury.

The chamber had declined to increase its offer of 19 to 23 percent increases and rejected the second demand, the union said.

When the talks collapsed the union was demanding an across-the-board 26 percent increase (after its initial demand of 45 percent). The chamber originally offered rises ranging between 11 and 16 percent.

Increases ranging from 15 to

20 percent have already been implemented by chamber, starting from July 1.

During mediation the chamber offered to improve its offer by between three and four percent and to increase paid mine-accident leave from 42 to 56 days a year, cumulative to 112 days.

The chamber said "On the question of wages, both the chamber and the NUM indicated that they remained negotiable but both parties were inflexible on the income security issue" — Weekend Argus Correspondent and Sapa.

NUM rejects talks, set for strike ballot

DO 18/10/86
140A

JOHANNESBURG — The National Union of Mines (NUM) has turned down a request by the Chamber of Mines to resume wage negotiations early next week and confirmed their decision to go ahead with a strike ballot on Monday.

The NUM said last night that mediation had deadlocked on Thursday "as the chamber made no new offers and we will begin balloting our members at all mines affiliated to the Chamber of Mines."

According to the NUM, the union is pressing for a 26 per cent wage hike and income security for workers who are transferred to lower scale jobs because of injury.

The chamber had declined to in-

crease its offer of 19 to 23 per cent increases and rejected the second demand, the union said.

On Thursday the chamber said: "On the question of wages, both the chamber and the NUM indicated that they remained negotiable but both parties were inflexible on the income security issue."

"The chamber had already offered to increase paid mine accident leave from 42 to 56 days per annum, cumulative to 112 days, and was not prepared to improve this offer further."

"The union, on the other hand, was not prepared to negotiate further on wages if the chamber's proposal did not include an improvement on the income security offer already made."

— Sapa

CAC 18/10/86 (1407) (18) (18)

Assault: Workers down tools

Labour Reporter

ONE-hundred-and-sixty-one workers at the Tiger Oats factory in Matland downed tools yesterday to protest against management's refusal to dismiss or suspend a foreman who assaulted a worker

The Food and Allied Workers' Union (Fawu), which has majority representation at the plant, said that in terms of the law, and its recognition agreement with management, assault was an offence for which a person could be summarily dismissed

The acting managing director of Tiger Oats, Mr Michael Paddick, said

yesterday that the stoppage was against the terms of the company's agreement with Fawu. Management had held "a full disciplinary inquiry into the incident and did not consider the offence to be of sufficient gravity to warrant dismissal"

Fawu said workers were prepared to return to work if the foreman was suspended pending an investigation

The union and management held talks yesterday to try to resolve the matter, but no agreement was reached

The union will report back to its members on Monday

JUST Kinross shaft NUM

1400A
CITY PRESS

19/10/86

GENCOR must close the No 2 shaft at Kinross gold mine until there's been an enquiry into the two fires, National Union of Mineworkers general secretary Cyril Ramaphosa said yesterday

Ramaphosa was commenting on this week's fires at the No 2 shaft, when 2 000 workers were brought to the surface

Last month 177 miners died in an underground fire at the mine, sparking an outcry at safety conditions underground

Gencor confirmed that 2 000 workers had to be evacuated following "two separate and minor fire incidents of unknown origin" at the mine's No 2 shaft

Ramaphosa said workers' lives are "continually being endangered because of management's neglect of safety standards"

He reiterated NUM's call for a judicial commission of inquiry into the safety standards at Kinross mine "with the participation of international safety experts as proposed by the European Community's Foreign Ministers"

In a statement, Gencor said there was no danger at the mine and nobody was affected. It said the men were taken to the surface because of last month's accident at the mine

The fires - which occurred on the 15th level - were in short sections of a rubber cover of an overhead electric locomotive line, the statement said

According to the statement, the cause of the fires was not known

Meanwhile, the Chamber of Mines dismissed charges by Britain's Granada television program that the safety rating system used in SA mines is "bogus" and is not widely used elsewhere

Chamber Mine Safety Division head Anthony Gill said bogus is "an ugly word to give to something which prevents people being killed"

The program also said the mine's safety system -



NUM's Cyril Ramaphosa

introduced with the assistance of the US Loss Control Institute - was not used in European mines and was employed by only a few mines in the US

Gill said the system, known as the International Safety Rating System, was used by the Canadian mining industry, the world's second largest

The ISR was also used in Chile and in about 35 mines in Australia

"It is used in some major mining areas around the world. In other words, it works well," he said

The system had been adapted for local conditions since its introduction, Gill said

He said that, in the first six months of 1986, South African collieries administered by the chamber had recorded 0.24 fatalities for every 1 000 workers, compared with 0.64 internationally and 0.62 in the US, the world's largest coal producer Sapa

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is really Luis Posada Carriles, "one of those for the explosion of the Cuban airliner in which over 70 people were killed" ... blew up short-circuit from a stop-off at Posada ... for eight years in ... for the crime ... last year ... said Posada is ... long-term crimi-

Jabula blast: funeral today

20 (1986) (14017) STAR
The funeral of Food and Allied Workers' Union (Fawu) member Mrs Ellen Madonsela — killed in an explosion at the Jabula Foods factory in Springs last week — takes place today at the kwaThema Civic Hall.

In a statement, the Springs branch of the Congress of SA Trade Unions (Cosatu), to which Fawu is affiliated, said it viewed Mrs Madonsela's death "very seriously", and called on all employers in Springs to take "drastic" measures to ensure workers' safety.

"Failing this, workers will be left with no option but to refuse to work under the prevailing (unsafe) working conditions," said a Cosatu spokesman.

Cosatu has called on all workers in Springs, the community and employers to attend Mrs Madonsela's funeral service

NUM to resume wage talks

Some for 20/10/88

(140A)

SOWETAN Reporter

SOUTH Africa's black mineworkers' leaders said yesterday they had agreed to resume stalled wage negotiations with employers but pressed ahead with plans for a strike ballot.

(S)

Mr Cyril Ramaphosa, general secretary of the National Union of Mineworkers, told reporters he had accepted an invitation from mine owners for a meeting today in a fresh bid to secure a wage accord and avert a strike.

But he said the ballot would start in some of the gold and coal mines, where the large union, with about 200 000 members, is recognised.

Union sources said the renewed talks, initially rejected by NUM, could still bridge a gap between increases of up to 26 percent demanded by workers and 23 percent on offer.

The price of gold rose sharply last month, partly on fears of disruptions in supplies from South Africa, the world's largest producer of the metal.

A strike called by NUM last year over a similar dispute collapsed after two days amid union charges that employers had intimidated miners through dismissals and eviction from hostels. — Sapa-Reuter.

140A
20/10/86

Miners resume wage talks

JOHANNESBURG — South Africa's black mineworker leaders have agreed to resume stalled wage negotiations with employers but pressed ahead with plans for a strike ballot.

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— Sapa-Reuter

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1451A SPAC 20/10/86

Chamber NUM in new bid to avert strike action

Mr Cyril Ramaphosa, general secretary of the National Union of Mineworkers (NUM), has accepted an invitation from the Chamber of Mines to meet today in a fresh bid to secure a wage agreement and avert a strike

Negotiations broke down last week when the second attempt at mediation in the wage dispute failed

Despite today's talks, the NUM is pressing ahead with a strike ballot at some gold and coal mines at which the union is recognised

Both management and the union are believed to be negotiable on wages, but a major stumbling block is income security for workers transferred to lower-paid jobs because of injury at work

Last week, when talks collapsed, the NUM was demanding an across-the-board 26 percent increase (down from its initial demand of 45 percent)

The chamber originally offered rises ranging between 11 and 16 percent

Increases ranging from 15 to 20 percent were implemented by chamber mines on the traditional date of July 1

During mediation, the Chamber of Mines improved its pay offer to between 19 to 23 percent

The chamber also offered to increase paid mine accident leave from 42 to 56 days a year, to a cumulative total of 112 days a year

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Miss Sandton is 20-year-old

Pathologist didn't want NUM report published

A pathologist retained by lawyers acting for the National Union of Mineworkers (NUM), who prepared a report on the manner in which autopsies were conducted on some Kinross mine victims, says he never intended the report to become public.

Dr J B C Botha, the state pathologist of Namibia, has instructed the union's lawyers to make it clear that the report was written on the expectation that it be passed on to the relevant government authorities. He did not intend it to become part of public debate.

The union, which commissioned the report from Dr Botha and referred it to the Department of National Health and the Government Mining Engineer, took the decision to make the report public after certain pronouncements made this week by Gencor, owners of the mine.

"Dr Botha would have preferred for the matter to remain departmental until the outcome of any judicial proceedings," said union lawyers.

Miners' talks go on

20/10/86
140A

JOHANNESBURG — South Africa's black mineworkers' leaders said yesterday they had agreed to resume stalled wage negotiations with employers but pressed ahead with plans for a strike ballot

The general secretary of the National Union of Mineworkers, Mr Cyril Ramaphosa, told reporters he had accepted an invitation from mine owners for a meeting today in a fresh bid to secure a wage accord and avert a strike

But he said the ballot would start in some of the gold and coal mines where the large union, with about 200 000 members, is recognised

Union sources said the renewed talks, initially rejected by the NUM, could still bridge a gap between increases of up to 26 per cent demanded by workers and 23 per cent on offer

The price of gold rose sharply last month, partly on fears of disruptions in supplies from South Africa — Sapa-RNS

20/10/86

Sunday

140A

NUM-Chamber talks resume

THE annual wage negotiations between the Chamber of Mines and the National Union of Mineworkers (NUM) resume today

Last Thursday's attempt at mediation ended in apparent deadlock, but on Friday the chamber invited the union for further talks.

The main hurdle remains the question of income security for incapacitated workers. The chamber has offered an improvement on the *status quo*, but this

ALAN FINE

has not satisfied NUM demands

While there remains a gap of three percentage points on the two parties' respective wage proposals for unskilled workers, both say their positions on wages are negotiable. The NUM refused to elaborate on wages last week unless the chamber improved its income security proposal. It announced its intention to begin conducting strike ballots this week.

140A (152) DD 2/10/86

Mass stayaway on SA mines

Dispatch Correspondent
JOHANNESBURG — At least a quarter of a million miners stayed away from work yesterday in a show of support for the call by the National Union of Mineworkers (NUM) that October 1 be marked as a day of mourning for the 177 victims of the Kinross disaster.

It was the largest stayaway in any single South African industry and, with claims that another 225 000 workers in other industries took various lesser forms of action, yesterday's events are likely to make the health and safety issue a major one on South Africa's industrial relations agenda.

The NUM said 325 000 members observed the call. Its general secretary, Mr Cyril Ramaphosa, said memorial services were held "at virtually every mine where the union has a strong presence".

According to figures supplied by the six largest mining houses, 250 000 miners stayed away from work yesterday.

A Gencor spokesman reported approximately 70 per cent of the 97 000 workers on the com-

pany's gold mines and 50 per cent of the 14 000 colliery employees "availed themselves of the offer to take the day off".

Anglo American said 150 000 out of its 180 000 gold miners stayed away.

There was also a "substantial" stayaway at seven of Amcoal's 13 collieries.

Mining industry employees who reported for work yesterday observed five minutes si-

lence from noon, in terms of an arrangement made with the Chamber of Mines.

The mines said the day passed relatively peacefully. However, Mr Ramaphosa said there were several incidents.

In Welkom, 150 people were arrested while on their way to a meeting and eight unionists were arrested at a memorial service in Witbank. Workers at the Winkelhaak mine and at Vaal

Reefs were teargassed, he said.

The Bureau for Information said it received "no reports of any serious incidents" related to the day of mourning.

In other industrial sectors, a survey by the Labour Monitoring Group showed 41 per cent of workers in 49 firms where the Congress of SA Trade Unions was organised had engaged in some kind of action.

CATF Times 22/10/86

Striking employees return

Labour Reporter

THE 161 Tiger Oats employees who downed tools on Friday following an assault, returned to work yesterday when management and the Food and Allied Workers' Union (Fawu) agreed to refer the dispute to arbitration, a management spokesman said.

The workers went on strike to protest against management's refusal to

dismiss or suspend the foreman involved in the incident.

The acting managing director of Tiger Oats, Mr Michael Paddick, said production at the plant was "back to normal" and his company and the union would now decide who to appoint as arbitrator in the matter.

He expected arbitration to begin next week.

23/1/86

GM workers to meet for talks

1404

Even Post

Post Reporter

A MEETING of about 2 000 General Motors workers affiliated to the National Automobile and Allied Workers' Union (Naawu), would be held tonight, to discuss the implications of the company's takeover by a consortium of South African executives, the union's regional chairman, Mr Les Kettledas, said today

The 2 000-strong GM branch of Naawu constitutes about two thirds of the production staff at the plant

Mr Kettledas said the executive committee of the union's GM branch met on Tuesday. It was decided that all Naawu-affiliated workers at the plant would meet tonight at a hall in Schauderville to discuss the issue

Only after the meeting would he be in a position to comment on the GM move, Mr Kettledas said

He added that there had been no official discussions between his union and the management of GM on the SA takeover, which comes into effect early next year.

● Another union at the plant, the Motor and Component Workers' Union of South Africa (Macwusa) will probably meet next week "to get a mandate from the people about our future", the chairman of its 400-strong GM branch, Mr Maxwell Madlingozi, said.



Eye Post 23/10/76

1401

Striking workers hold mass meeting

A MASS MEETING of 450 striking Harvestime workers was held in the Dorothy Jansen Hall in Korsten today.

The branch secretary of the Food and Allied Workers Union, Mr Lucky Dendile, said 21 workers arrested at the factory late yesterday afternoon, appeared in court today

and were all released on their own recognisances

He said 50 workers had been injured in the scuffle that ensued when police arrested 22 workers at the factory at Perseverance yesterday afternoon

One of the workers had been admitted to hospital

Mr Dindile said matters to be discussed at the

mass meeting included the original issue of dispute — wages — and the injuries suffered by workers yesterday

He said a meeting with management had been scheduled for this afternoon.

The workers wanted to negotiate directly with management, but it appeared that management wanted to hire a mediator to deal with the issue

● Yesterday was the third day of the wage strike

Mines strike may be averted at 11th hour

By Mike Situma

The mining industry may yet escape a national wage strike

A Chamber of Mines spokesman said last night that, in the second meeting since mediation broke down, both parties had made moves to resolve the dispute.

The spokesman said the National Union of Mineworkers (NUM) had accepted its offer on income security and agreed to recommend that members accept additional wage rises offered yesterday by some chamber members

The union is to consult its membership and ad-

23/10/86
vise the chamber tomorrow whether the offer is acceptable

The chamber would not divulge details of the new offer and NUM spokesmen were not available for comment today

The NUM was due to hold a strike ballot this week

The union had demanded a 26 percent rise and income security for workers transferred to lower-paid jobs because of occupational injury

The chamber, which implemented rises of between 15 and 20 percent on July 1, offered additional increases of 3 to 4 percent, plus improved accident leave

**IF THEY DON'T RECORD,
REWIND FAST-FORWARD**



- 14. Classical liberal capitalism.
 - 1. is also known as laissez faire capitalism
 - 2. sees a limited role for government
 - 3. was a world-wide institution at the beginning of the century
 - 4. all of the above
 - 5. none of the above
- 15. State capitalism
 - 1. is the same as a command economy
 - 2. means extensive nationalisation
 - 3. means individual agents can win control over the resources without recourse to the market
 - 4. is brought about by pressure groups
 - 5. none of the above
- 16. One of the weaknesses of a system of capitalism is.
 - 1. it responds slowly to change as a result of the wide distribution of monopoly power
 - 2. it lacks incentives to innovate because of monopoly power
 - 3. that social costs are computed by private firms in their decision making process
 - 4. it can lead to a highly skewed distribution of income
 - 5. all of the above
- 17. Gosplan is
 - 1. the same as Gosbank
 - 2. Marx's ideal communist state
 - 3. one of the republics of the USSR
 - 4. a statistical service from which plans are derived
 - 5. none of the above
- 18. One of the drawbacks of Soviet style planning is:
 - 1. it can lead to technical inefficiency
 - 2. it can lead to static inefficiency
 - 3. managers are inclined to hold stocks and hide productive capacity
 - 4. black markets will develop in the face of growing shortages
 - 5. all of the above
- 19. Market socialism
 - 1. refers to a Yugoslavian type of system
 - 2. aims at planning to set prices not output
 - 3. refers to Soviet purchases from the "free world"
 - 4. is unlikely to be successful as it is only theory
 - 5. none of the above
- 20. Historically, Soviet economic planning has stressed
 - 1. Consumer welfare as reflected in durable goods production
 - 2. the full development of an efficient agricultural sector
 - 3. rapid industrial growth and military strength
 - 4. rapid expansion of trade with the Far East
 - 5. none of the above

NUM looks at revised offer

By Mike Siluma

JCI and Rand Mines's gold division

The National Union of Mineworkers (NUM) is expected today to accept a last-minute revised wage offer by the Chamber of Mines

The first three have offered increases of between 22,8 and 23,5 per cent for surface workers. Underground gold miners would get raises ranging between 19,5 and 22,5 per cent. Rand Mines's gold division's offer on all affected categories is half-a-percent less.

This development comes just days after mediation had deadlocked and the union had decided to hold a strike ballot this week. The impasse was broken during talks on Monday and Wednesday.

A NUM spokesman said agreement on income security, coming after four years of campaigning by the union, would guarantee that earnings of workers moved to lower-paid jobs due to occupational injuries would not be lowered.

Agreement has been reached on income security, with union members expected to endorse a union recommendation that they accept the chamber's wage offer, which affects some 320 000 black miners.

Companies now facing strike action, and at whose mines strike ballots are in progress, are Gold Fields and Rand Mines's coal division.

Mining houses set to escape strike action due to the agreement are Anglo American, Gencor,

Possible end to mine wage dispute

CAPE TOWN 24/10/86
Own Correspondent

JOHANNESBURG. — The National Union of Mineworkers (NUM) and the Chamber of Mines are likely to sign an agreement today which will signal the settlement of the 1986 wage dispute.

The chamber is acting on behalf of Anglo American, Gencor, JCI and the Rand Mines gold division.

Union leadership yesterday recommended acceptance of the latest chamber offer to the tens of thousands of members who had gathered at 47 mines around the country.

Initial indications were that most workers had accepted the offer.

At two meetings this week, the chamber offered a vastly improved

package on income security for incapacitated workers, and three of the groups raised their wage offer by half a percentage point.

This means total 1986 increases ranging from 19,5 to 23,5 percent. The Rand Mines gold division offer remains at 19 to 23 percent.

But the NUM has announced its intention to proceed with strike ballots at mines administered by Gold Fields of South Africa and Rand Mines Collieries — the two groups which declined to continue negotiations when the chamber's wage offer reached 15 to 20 percent several weeks ago.

Those increases were implemented on all chamber mines on July 1.

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LOADS AND

Bush cleared

NUM, chamber to sign today

BUDAY
24/10/86

Mining wage dispute is finally over

~~140A~~
~~140A~~
140A

THE National Union of Mineworkers (NUM) and the Chamber of Mines — acting on behalf of Anglo American, Gencor, JCI and Rand Mines' gold division — are likely to sign an agreement today which will signal the settlement of the 1986 wage dispute.

NUM leadership yesterday recommended acceptance of the latest chamber offer to thousands of members who gathered at 47 goldmines and collieries around the country. Initial indications were that most workers had signalled acceptance of the offer.

At two meetings this week, the chamber offered a vastly improved package on income security for incapacitated workers, and three of the groups upped their wage offer by half a percentage point, meaning total 1986 increases ranging from 19,5%-23,5%. The Rand Mines' gold division offer remains at 19%-23%.

But the NUM said it would proceed with strike ballots at mines administered by Gold Fields of SA and Rand Mines' collieries — the two groups which declined to continue negotiations when the

ALAN FINE

chamber's wage offer reached 15%-20% several weeks ago. Those increases were implemented on all chamber mines on July 1.

The annual wage talks began more than five months ago, and have been through all the official dispute procedures — including a strike ballot which began on Monday — as well as voluntary mediation.

The key breakthrough came at this week's two post-mediation meetings. The chamber, which initially offered an annual 56 days guaranteed income to incapacitated workers, drastically revised its position. The current offer includes six months' income security for workers who are injured in accidents or who are affected by work-related diseases such as silicosis and tuberculosis.

The income security issue had become the main hurdle in the way of a settlement. The Kinross mine disaster had made industrial safety an even more

● To Page 2



Mining wage dispute over

important item on the NUM's agenda, and it held out for major improvements on the issue

While the actual wage offer applies to workers at only three of the big six mining houses and a division of another, it also covers more than 90% of NUM membership at chamber-affiliated mines

Hence, any possible strike action directed against Gold Fields or Rand Mines' collieries will be extremely limited. Gold Fields says the NUM is recognised at four mines — Deelkraal, Libanon, West Driefontein and New Clydesdale

● From Page 1



BUDAY 24/10/86
~~140A~~
~~140A~~
140A

No campaign for jobless — union

Labour Reporter

PR 6/24/80 1607

NO campaign against unemployment involving the Congress of South African Trade Unions (Cosatu) and the Unemployed Workers Movement (UWM) has been launched.

A spokesman said today Cosatu had met the UWM, as it was prepared to meet all progressive organisations tackling day-to-day issues facing workers such as unemployment.

Issues raised at the meeting were being discussed within Cosatu's structures.



Blacks hit GM for not talking first

By Sheryl Raine
and Mike Siluma

Black employees of General Motors SA have slammed the multinational company, for failing to consult them about plans to withdraw from South Africa

The National Automobile and Allied Workers Union (Naawu) said yesterday that a meeting of 2 000 GM employees in Port Elizabeth this week criticised GM management for not consulting workers about plans to sell out and demanded an expensive severance deal

Naawu's regional secretary, Mr Les Kettleidas, accused the company of unilateral management and of making Press statements about its withdrawal before informing employees

"They can make all the statements in the world that there will be job security, but what happens when the new guys come in and start talking restructuring or retrenchment? What control will GM have then?" asked Mr Kettleidas

PAYMENT

Naawu members at GM sent a list of demands to the company yesterday, asking it

- To make a separation payment to all workers as they would now all cease to be employed by the company

- To refund all company and worker contributions paid into benefit funds to the members of those funds

- To clarify the appointment of the new directors of the company and indicate how workers would be involved in these appointments

The Saturday Star contacted GM in Port Elizabeth A spokesman, Mr Mike Killeen, was said to be in a meeting and did not return our call Two other spokesmen were also not available until Monday

- The National Union of Mineworkers (NUM) will only formally inform the Chamber of Mines at the weekend whether union members have accepted the Chamber's revised wage offer

A NUM spokesman, Mr Marcel Golding, said late yesterday the union was still awaiting feedback from members

Miners decide on offers

JOHANNESBURG —
The National Union of
Mineworkers was yester-
day awaiting a decision
from its members on the
latest offer by the
Chamber of Mines on
annual wage increases

The NUM's press offi-
cer, Mr Marcel Golding,
said it would inform the
chamber of the decision
today or Monday

Last week the
chamber offered an im-
proved package on in-
come security for inca-
pacitated miners;
according to NUM In-
come security became a
big hurdle in the light of
the Kinross disaster on
October 16. Increases
range now from 19,5 to
23,5 per cent

Results were ex-
pected today or Sunday
from strike ballots at
mines administered by
Rand Mines collieries
and Goldfields, who
have declined to partici-
pate in the latest offer
— Sapa

and also decided to swim to shore

Judgment on unionist's bid reserved

Staff Reporter

JUDGMENT has been reserved in the Supreme Court, Cape Town, in an application by Paarl trade unionist Mrs Elizabeth Nanna Abrahams for an order invalidating restrictions on her movements and declaring her detention unlawful

The court heard that since being released from detention in August she had been barred from leaving Paarl without police permission and banned from giving newspaper interviews and taking part in meetings where the Government was criticised

Mr J J Gauntlett, for Mrs Abrahams, said the Minister of Law and Order, Mr Louis le Grange, did not apply his mind when authorising the restrictions

He said Mr le Grange decided in August that it was no longer necessary to detain Mrs Abrahams

FREEDOM CONFINED

Mr Gauntlett said the restrictions on Mrs Abrahams's freedom were framed in such a way that her right to move freely and without permission was confined to the Paarl magisterial district.

He said the restriction on giving interviews to journalists was so wide that Mrs Abrahams could violate them if she returned a subscription form to a circulation manager or entered a competition run by a magazine

Mr P Hodes SC said Mrs Abrahams used her position as a trade unionist and as a member of the United Democratic Front to influence people

Mr Justice H Nel reserved judgment.

Mr Gauntlett was instructed by Bernadt, Vukic and Potash Mr Hodes, assisted by Mr S A Jordaan, was instructed by the State Attorney

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OFFEE 750 g
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Firestone

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AKGUS 27/10/86

Food union welcomes sanctions solidarity

By DICK USHER
Labour Reporter

INTERNATIONAL solidarity and economic pressure "in support of just demands for political change" in South Africa have been welcomed by the 62 000-member Food and Allied Workers' Union (Fawu)

In a statement on sanctions the union said that in recent months employers in sectors of the food industry likely to be affected by sanctions had tried to get the union to take a position against sanctions

Some employers had tried to impress on workers that it was up to them and their union to oppose sanctions. Some had tried to hold ballots among workers and some had broken off wage negotiations because of the union's refusal to issue a statement opposing sanctions

"IRRESPONSIBLE"

"This response by employers is in line with various provocative and highly irresponsible statements by the Minister of Manpower against people in favour of sanctions," said Fawu

"As an affiliate of Cosatu (the Congress of South African Trade Unions) we welcome the international solidarity shown in support of our just demand for political change in South Africa and we welcome international economic pressure aimed at bringing about change"

This did not mean unions were not prepared to discuss the merits of sanctions. They were only one form of economic pressure and their effects were still being debated, but unions had no intention of conducting this debate with employers

EMERGENCY

"It is not for workers and the unions to oppose sanctions, but for employers to make it clear where they stand regarding our demand for political change"

Only political change would end sanctions and if employers were concerned then they should distance themselves from the Government and support change

Employers should state where they stood on the immediate lifting of the state of emergency, the release of all detainees and political prisoners, the unbanning of political organisations, freedom of political organisation and a living wage and the unconditional right to strike in support of it

35 000 miners on strike over wages — NUM

Argus 27/10/86
The Argus Correspondent

JOHANNESBURG. — About 35 000 black mineworkers employed on three Gold Fields mines went on a wage strike today, says the National Union of Mineworkers (NUM).

The strike follows five months of wage talks, an official dispute and the failure of dispute-settling machinery to resolve differences between the union and the company.

Gold Fields today confirmed a total stayaway of a maximum of 20 000 black mineworkers at Kloof, Deelkraal and Doornfontein. The company said the strike was illegal "because no strike ballot had been conducted".

NUM's Press officer, Mr Marcel Golding, said "between 35 000 and 40 000 have gone on strike today".

"Eight workers have been arrested and there has been considerable police and mine security action.

"At Doornfontein the South African Police fired teargas and shot rubber bullets and many workers sustained minor injuries. Hippos and riot police monitored the compound and arrested three workers at East Driefontein gold mine.

"GUN-POINT"

"At Libanon and Venterspost, workers attempting to go on strike were forced back to work by mine security personnel at gun-point.

"Those arrested include the union's regional chairman of Westonaria, Mr Justice Tshukulu."

A Gold Fields spokesman said "There was rioting at Doornfontein and East Driefontein. At Doornfontein mine security personnel had to use teargas and rubber bullets to disperse a mob."

He denied workers had been forced to work at gun-point at Libanon and Venterspost.

A West Rand police spokesman today said there had been no police involvement in any strikes.

Mbas 27/10/86

Free Oscar Mpetha, says union

Labour Reporter

THE 62 000-member Food and Allied Workers' Union (Fawu) has demanded the unconditional release of jailed unionist Oscar Mpetha.

Prison authorities have refused 77-year-old Mr Mpetha permission to attend his wife's funeral next Saturday.

In a statement today the union said it mourned the death of Mrs Rose Mpetha, and was outraged that she died separated from her husband who, in spite of old age and ill health, was still imprisoned.

"We demand that the authorities allow Oscar Mpetha to attend his wife's funeral. However, this in itself is not enough. He must be released.

"Oscar was at one time general secretary of Food and Canning Workers' Union and at the time of his arrest was a national organiser."

CAPG TMS
27/10/86
1400A
258

Court plea on terms of release

Supreme Court
Reporter

CONDITIONS of release imposed on veteran trade unionist Mrs Elizabeth Abrahams by the Minister of Law and Order "subvert what the minister himself set out to do", the Supreme Court heard last week.

Mr J J Gauntlett was arguing in support of an application brought by Mrs Abrahams, Paarl branch secretary of the Food and Allied Workers' Union, for an order declaring invalid conditions imposed on her when she was released on August 26 after more than two months in detention.

The conditions forbid her from leaving the Paarl magisterial district except on bona fide union work, when she must report in person to the Paarl police her intended period of absence, place of residence during absence and nature of business.

She is also forbidden to grant any interview or submit any communication — except those that have a direct bearing on trade union matters — to any journalist.

The third condition forbids her to "attend any gathering at which any action or contemplated action by the government . . . is in any manner whatsoever attacked or criticized"

Mr Gauntlett said the minister acknowledged that Mrs Abrahams had primary work commitments in Paarl, Wellington and Groot Drakenstein. The minister also asserted that he considered Mrs Abrahams could resume her trade union activities on her release.

Yet the conditions of release framed by the minister prevented Mrs Abrahams from doing so. The only conclusion was that the minister had failed to apply his mind.

This conclusion was supported by the "startling admission" of Lieutenant-Colonel Daniel le Roux, the security policeman most directly concerned with action against Mrs Abrahams, that he did not have actual knowledge of her working circumstances.

Mr Gauntlett attacked the conditions of release on a number of other fronts.

Mr P B Hodes SC, for the State President, the Minister of Justice and the Minister of Law and Order, said the conditions did not prevent Mrs Abrahams from doing her job.

Judgment was reserved.

Mr Justice H C Nel presided. Mr Gauntlett was instructed by Bernadt Vukic and Potash. Mr Hodes appeared with Mr S A Jordaan and was instructed by the State Attorney.

27/10/15 BUSON
140A

GM rejects union call

Own Correspondent

GM has dismissed a union demand that workers be given "separation payments" because they were no longer employed by the company.

A GM spokesman said yesterday it appeared the National Automobile and Allied Workers' Union (Naawu) was demanding "some form of conscience money from GM for withdrawing from SA".

Naawu regional secretary Les Kettledas said implications of GM's withdrawal were considered by union members at a meeting on October 23.

The meeting, attended by about 2 000 workers, had criticised GM management for allegedly not consulting Naawu about plans to withdraw and sell the company.

GM has said the company is doing everything possible in forming the new company to preserve jobs and ensure continuity of employment.

GOLD Fields (GFSA) was last night considering a call by the National Union of Mineworkers (NUM) for a top-level meeting to discuss ways of resolving the wage dispute which has precipitated a strike involving at least 25 000 black miners.

More than 80% of the black workforce at Gold Fields' Kloof, Doornfontein and Deelkraal mines went on strike on Sunday night and yesterday over the refusal to match the 19,5% to 23,5% wage increases offered by other mining houses last week.

Formal agreement with Anglo American, JCI, Gencor and Rand Mines' gold division was reached last night.

Gold Fields, with Rand Mines collieries, withdrew from the negotiations

28/10/86
GFSA weighs up

15/11/86
NUM peace offer

ALAN FINE

when the employer offer reached the 15% to 20% level in July.

However, the company says it implemented a wage adjustment in August, designed to eliminate certain anomalies in its wage curve.

These increases, Gold Fields claims, mean that its wages are "on aggregate in much the same ballpark as those of other mining groups".

It says the strike is illegal because the union has not conducted strike ballots.

cap. strike 28/10/86 *(28/10/86)*

35 000 miners still on strike

JOHANNESBURG — The National Union of Mineworkers met late last night to discuss a response by Gold Fields to the strike of between 35 000 to 40 000 workers at three of the company's gold mines.

The wage strikes, which started on Sunday night, continued last night as workers failed to report for duty at the Kloof mine at Westonaria and Deelkraal and Doornfontein mines at Carletonville.

In its response Gold Fields said it was willing to negotiate with

the union as soon as the situation "normalized", NUM spokesman Mr Marcel Golding said

The stayaway follows five months of wage negotiations and Gold Fields' refusal to raise their wage offer of increases of between 15 and 20 percent

Earlier last night the Chamber of Mines reported that NUM had notified the chamber its members had accepted revised wage offers made by the chamber in respect of certain mines, effective from October 1

The chamber said in a state-

ment that it and NUM yesterday reached a full and final settlement on the 1986 review of wages and other conditions of employment for the union's members in recognized bargaining units on certain chamber member mines

"Mines administered by Gold Fields, as well as collieries that are part of the Rand Mines Group, and on which the NUM is recognized in certain bargaining units, are not party to the wage agreement with the NUM." — Sapa

Talks on demands by GM workers

we post 28/10/86

(140A)

(28)

A MEETING of black workers at General Motors has been called for tonight to hear a report back from the National Automobile and Allied Workers' Union (Naawu) officials on the company's response to demands put to it last week

On Friday a GM spokesman dismissed a demand arising from a similar Naawu meeting last Wednesday that workers be given separation payments because they would no longer be employed by GM when it was bought by a consortium of local directors

Other demands made at the meeting were that GM

- Refund company and worker contributions, paid into benefit funds, to members of such funds
- Clarify the appointment of the new directors and how workers would be involved in such appointments

The meeting was also critical of GM management for allegedly not consulting the union about plans to withdraw and sell the company

The GM spokesman was reported as saying conditions of employment for all employees, including the continuation of pension benefits based on years of service, would remain unchanged

The union spokesman said a statement would be issued after today's meeting in Schauderville, starting at 5pm

NUM, company
meet to resolve
strike on mines

140A (211) 213
MGS 28/10/86

JOHANNESBURG — Gold Fields is meeting the National Union of Mineworkers (NUM) today in a bid to resolve the two-day-old strike by about 35 000 workers on three of their gold mines in the Western Transvaal

Gold Fields spokesman, Mr Attie Roets, said management agreed today to NUM's request for talks to resolve the dispute

The strike for higher wages began on Kloof, Deelkraal and Doornfontein gold mines on Sunday night

NUM's Press officer, Mr Marcel Golding, said the union had made approaches repeatedly to Gold Fields in an attempt to settle the dispute

He declined to comment on the legality or otherwise of the strikes, saying only that a telex had been sent to the company today indicating the union's willingness to negotiate to end the dispute

"18 WORKERS ARRESTED"

Mr Golding said 18 workers had been arrested in the Western Transvaal

There have been reports of violence on seven mines in the region

Meanwhile, agreement has been reached on annual wage increases between the union and the Chamber of Mines, representing JCI, Anglo American, Rand Mines gold division and Gencor Gold Fields and Rand Mines collieries were not parties to the agreement

The agreement includes

- Increases from October 1 ranging from 19,5 to 23,5 percent for surface and underground employees
- Increased accident leave for staff employees from 42 to 56 days a year to 112 days accumulative a year
- Increased accident leave for non-staff employees from 21 days for six months service (accumulative up to 24 days a year) to 56 days on engagement, accumulative up to 112 days a year

On the issue of Labour Day, a request will be sent to the Government for a commission of inquiry to investigate public holidays

If a commission has either not been appointed or has not made recommendations on Labour Day by February 1 next year, the Chamber of Mines will reopen negotiations in February for possible implementation in May next year — The Argus Correspondent and Sapa

CNA wage strike possible

1000
140A
195

About 1,000 workers at CNA nationwide are considering whether or not to strike after the collapse of wage talks this week.

The Commercial, Catering and Allied Workers Union (Ccaawusa) rejected a final wage offer by CNA of an R85 a month across-the-board increase, the company said yesterday.

The union said it was sticking to demands for a R105 a month increase.

Negotiations between the parties began in mid-May. At that time the union demanded a R200-a-month across-the-board increase to become effective on August 1. The union also demanded that May 1 and June 16 be paid public holidays.

CNA says the union declared a dispute in July, refused to take part in mediation, and applied for the conciliation board which was granted at the end of September and met without success on October 8.

NUM mulls over strike

ALAN FINE

THE National Union of Mineworkers (NUM) was last night considering the future of the strike of up to 30 000 workers at three Gold Fields mines after the company said it would not negotiate until strikers returned to work.

The company had previously expressed reluctance about negotiating until the situation had "returned to normal". However, after receiving a 3am telex from the NUM yesterday, it agreed to a noon meeting.

But an expected follow-up meeting later in the afternoon failed to materialise. NUM spokesman Marcel Golding said Gold Fields had told the union it would "refuse to negotiate further unless the workers return to work".

As the strike entered its third day, Golding said local union leadership was discussing with its members at Kloof, Deelkraal and Doornfontein gold mines the company's "intransigent attitude".

At yesterday's meeting, the NUM put forward a number of demands it had earlier agreed with other chamber members. Gold Fields has said a wage adjustment implemented in August has already made its pay levels similar to those on other chamber mines.

It said: "It is true we have indicated we are not prepared to discuss the substantive issues in the face of an unlawful strike. However, we have made clear our willingness to discuss a resolution of the situation and these discussions are still underway."

Workers at

GMN down tools

WPK

Post Reporters

Eye Post 29/10/86

AB

THREE thousand workers, demanding a say in the General Motors handover, downed tools today, bringing production at the Kempston Road and Aloes plants to a halt.

The assembly line of the new Opel Monza, due to be launched next month, was stopped.

The company is taking legal advice on applying for a court interdict to declare the strike illegal.

The National Automobile and Allied Workers' Union has made various demands and said its men stopped work today to force the company to the negotiating table. Among other things,

the men are asking for two seats on the new board which takes over the company early next year.

Mr Bob White, the company's managing director, said he was not going to be blackmailed and would not negotiate with the union until the men had either resumed work or left the premises.

"If it prejudices the launch we have just got to accept it," he said.

"I would have thought that the principal concern of the union and the employees would be that they would like to continue to have jobs in Port Elizabeth.

"I suppose there is a certain element which feels GM has not provided them with enough."

Asked how long the company could endure the strike before the launch of the Monza was affected, he said: "If this

goes on for a few days it's going to affect the number of cars produced

"On November 23, we want to have them in the dealers' hands. By November 8 or 9 we would be distributing to the various parts of the country. Obviously if we are going to be shut down for days it's going to restrict the numbers we can supply."

Asked why the men had downed tools today, he said: "We had these demands in the form of a letter last Friday. We responded on Monday — they asked for a response prior to the mass meeting last night and we told them what our answers were."

"They came in today and told our people they weren't prepared to work or leave the plant until I sat down and talked to the union. I said I would not talk unless they either went back to work or left the plant."

At a Naawu meeting attended by about 2 000 workers in Schauderville last night, workers expressed "disgust" at the handling by GM of its withdrawal from SA and the sale of assets to local interests.

The Naawu official, who asked not to be identified, confirmed that one of the union's demands, submitted to GM after a meeting last Wednesday was that: "Since the man-

agement of the new company is to be controlled by a new board of directors, two of the seats should be taken by our members employed in the company."

Another demand was for "severance pay as at the date of cessation of business by GMSA."

This demand arose because workers were being "left in the dark" about their future.

They also demanded that company and worker contributions paid into benefit funds be refunded to members.

A statement released by Naawu today said: "The union membership

Turn to Page 5

3 000 at GM stop working

From Page 1

rejects and expresses disgust at the arrogance displayed by GMSA concerning its withdrawal from SA

"At no stage has the company indicated its willingness to consult, advise or negotiate with Naawu, which represents the majority of its work force

"At no stage did the company indicate to the union who the new owners will be and on what terms and conditions the new company will be constructed

"Tension and frustration is building up among workers resulting from

the secret and mysterious dealings evident in this matter

"Report back meetings to employees in the plant initiated by GMSA at which the managing director of the company presided, have not removed the fears or uncertainty of employees

"In fact, as workers reported, nothing has been said which has not already been made known through Press reports"

The spokesman stressed that the workers had nothing against the formation of the new company and would support it, but were concerned about "all the uncertainty"

Handwritten notes: (X) COA, 10/10/74, 10/10/74, 10/10/74

Mine strike may end today

The wage strike by nearly 35 000 members of the National Union of Mineworkers (NUM), in progress at three Gold Fields mines since Sunday, may end today.

Talks with management broke down after only one session yesterday when the company insisted on a return to work before negotiations could continue.

A Gold Fields spokesman said workers on morning shift at one of the strike-hit mines, Doornfontein, had resumed their duties this morning. Strikes at Kloof and Deelkraal mines were continuing.

NUM Press officer, Mr Marcel Golding, accusing Gold Fields of "intransigence" during the abortive talks, said the union would attempt to meet Gold Fields tomorrow

29/10/86
STAR 140A
row through the Chamber of Mines.

The Gold Fields spokesman, confirming that the company "could not negotiate in good faith" while strikes continued, said talks were likely to be held "soon".

Demands by the strikers include an improvement in wages, income security for workers incapacitated by work-related injury, improvements in holiday leave bonus and the release of 18 colleagues.

Gold Fields pulled out of talks which led to a wage agreement between NUM and four mining companies, guaranteeing improvements in income security and wage increases ranging between 19,5 and 23,5 percent for surface and underground workers.

Gold mines strike talks stalemate

Mercury Correspondent

JOHANNESBURG—The National Union of Mineworkers was last night considering the future of the strike involving up to 30 000 workers at three Gold Fields mines after the company advised it that it would not negotiate further until the strikers had returned to work.

The company had previously expressed reluctance about negotiating until the situation had "returned to normal" However, after receiving a 3 a.m. telex from the NUM yesterday, it agreed to a midday meeting

But an expected follow-up meeting later in the afternoon failed to materialise. Instead, according to union spokesman Marcel Golding, Gold Fields told the union it would 'refuse to negotiate further unless the workers return to work'

As the strike entered its third day, Mr Golding said local union leadership was discussing with its members at Kloof, Deelkraal and Doornfontein gold mines the company's 'intransigent attitude'

At yesterday's meeting the NUM put forward demands for an improved

wage offer, an income security deal similar to one it had agreed on earlier with other Chamber of Mines members, and the resolution of grievances over the wage payment cycle

Gold Fields has said a wage adjustment implemented in August has already made its pay levels similar to those on other Chamber mines

Fears for man missing after night at casino

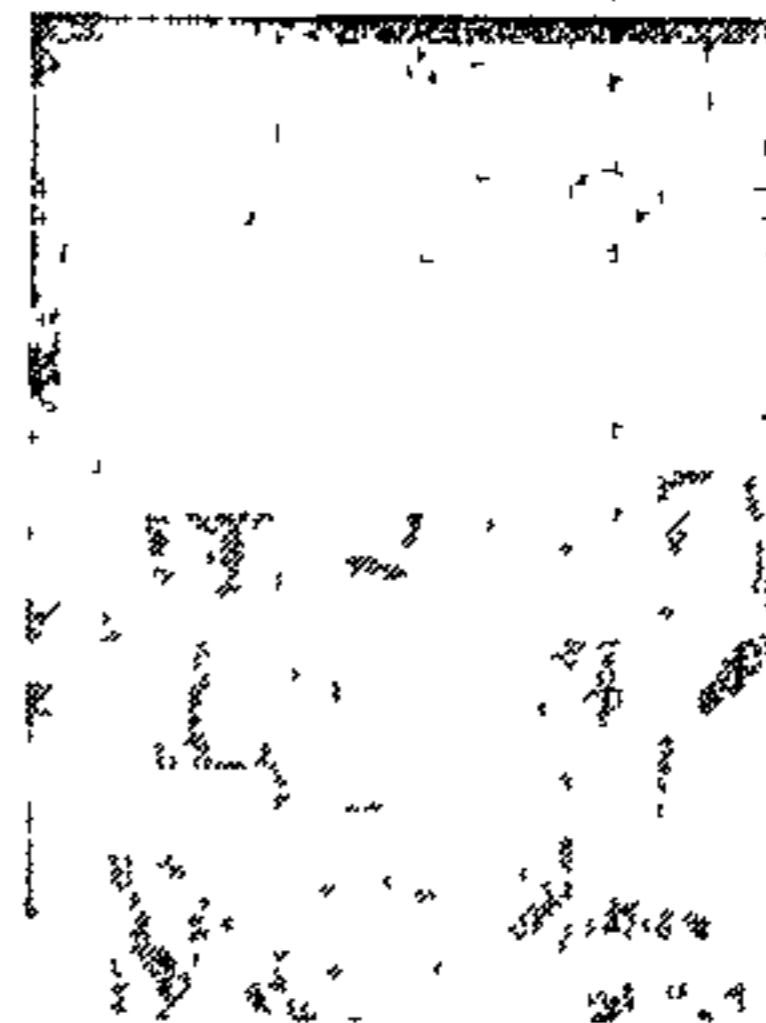
Mercury Reporter

A PHOENIX man who went to the Wild Coast casino on Saturday has not been seen since his friend left him at the resort early on Sunday

Police and relatives of Mr Vis Naidoo, 38, a father of three, fear the man might have met with harm as all attempts to trace him have failed

His 32-year-old wife Jane expected him back on Saturday night. Apart from a pair of shorts and T-shirt, the only clothes he took with him were those he was wearing, topped by a double-breasted cream tuxedo

He was due back on Monday at LTA Construction where he works as a diesel



Mr Vis Naidoo

that when he wanted to come back to Durban he could not find his friend and spent several hours searching for him before he

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CAN TRIB 29/10/86

NUM, Fields in strike impasse

Own Correspondent

JOHANNESBURG. —

The National Union of Mineworkers (NUM) was considering the future of the strike involving up to 30 000 workers at three Gold Fields mines last night after the company advised it that it would not negotiate further until the strikers had returned to work.

The company had previously expressed reluctance about negotiating until the situation had "returned to normal". However, after receiving a telex from the NUM yesterday, it agreed to a midday meeting.

But an expected follow-up meeting later in the afternoon failed to materialize. Instead, according to union spokesman Mr Marcel Golding, Gold Fields told the union it would "refuse to negotiate further unless the workers return to work".

The company said last night that it was "very surprised at the tenor of the union's statement".

"It is true that we have indicated that we are not prepared to discuss the substantive issues in the face of an unlawful strike. However, we have made clear our willingness to discuss a resolution of the situation and these discussions are, at present, still under way."

17/10/86 29/10/86

Strike over dues for electrical union ends

Labour Reporter

A SHORT work stoppage by electrical workers at the new Grootte Schuur Hospital site was settled when management agreed to resume stop-order collection of union dues

The workers, all members of the Electrical and Allied Workers Trade Union (EAWTU), stopped work yesterday morning after contractors Brand Engineering told the union it would stop deducting subscriptions from the wages of all employees other than master electricians, artisans and installation operators

A union spokesman said about 150 workers were involved, but Mr P von Hase, general manager of the contractors, said that figure was too high

28/10/76 (140K)

Bid to free union leader

ALAN FINE

THE Paper, Wood and Allied Workers Union (PWAU) yesterday announced the launch of a campaign for the release from emergency detention of its Transvaal branch secretary Siphon Kubheka.

The 16 000-strong union simultaneously called for a meeting with industry employers. The union plans to press them to take steps to insure Kubheka's release. Prominent companies include Sappi, Mondi, Nampak, Carlton Paper and Kohler.

PWAU has set November 12 as the deadline for his release, failing which it will take "appropriate action".

The union is also demanding a commitment that no disciplinary action will be taken against workers who take part

in "supportive action".

PWAU president Lungelo Mbanana said at a Press conference the union believed employers had so far merely been posturing in their opposition to the State of Emergency.

He believes they are sufficiently powerful to secure the release of detained unionists.

The union says its campaign will be supported by the Geneva-based International Chemical and Energy Federation, which represents 6.5-million workers in 78 countries.

Earlier attempts to secure Kubheka's release through court action failed.

NUM gets workers back on job

30/10/86 BWS DM

140V

210

THE wage strike by 30 000 workers at three mines administered by the Gold Fields group appears to be almost over.

After discussions between leaders of the National Union of Mineworkers (NUM) and their members at the mines, the morning shift at Doornfontein gold mine turned up for work yesterday, and

was followed by the afternoon shift at Deelkraal.

By late afternoon workers at the largest of the three mines, Kloof, were still out. But there were apparently some communications difficulties between the union and its members there and it seems likely they, too, will return to work soon.

CARL TINS

October 30 1986 3

Workers demand say in new GM

140A

140B

140C

PORT ELIZABETH — Three thousand workers, demanding a say in the General Motors handover, downed tools yesterday, bringing production at the Kempston Road and Aloes plants to a stop

The company is taking legal advice on applying for a court interdict to declare the strike illegal.

The National Automobile and Allied Workers' Union has made various demands and said its men stopped work to force the company to the negotiating table

Mr Bob White, the company's managing director, said he was not going to be blackmailed and would not negotiate with the union until the men had either resumed work or left the premises "I would have thought that the principal concern of the union and the employees would be that they would like to continue to have jobs in Port Elizabeth," he said

A NAAWU official confirmed that one of the union's demands was that two of the seats on the new board of directors should be taken by employees in the new company This demand arose because workers were being "left in the dark" about their future, he said — Sapa

1980/10/30

140A

35 000 miners end strike — pave way for pay talks

Rod bowled out over beer



Rod Marsh

The Argus Foreign Service

MELBOURNE — Former Australian test wicket-keeper Rod Marsh, has been stumped — he has lost one of his cherished records

It's not a cricketing record, but one for beer drinking

Marsh held the record for the Australia-to-London trip — 45 cans of beer during the 28 hours — until it was taken from him by Olympic swimmer Neil Brooks, who drank 46 cans

However, Brooks paid dearly for his effort. He swam badly at the Commonwealth Games in Edinburgh, at the world championships in Madrid, and was suspended for six months by Australian swimming officials

The Argus Correspondent

JOHANNESBURG — The strike by about 35 000 members of the National Union of Mineworkers at three Gold Fields mines in the Western Transvaal has ended, opening the way for a resumption of talks between the union and employers

A spokesman for Gold Fields said workers at Kloof and Deelkraal reported for duty last night, while employees at Doornfontein returned yesterday morning

He could not say if the strike by about 70 clerical workers at the Libanon mine, where the union claimed workers had been forcibly stopped from striking on Sunday, was continuing. The company said two workers were arrested yesterday at Libanon for alleged intimidation

The return-to-work at Kloof, Doornfontein and Deelkraal follows a breakdown in talks between the parties on Tuesday when the management insisted that the strike ends before further negotiations could take place

The Gold Fields spokesman said the company was still committed to restarting talks "as soon as possible", but could not say if these would resume today

NUM spokesmen could not be reached for comment today but the union earlier indicated that it would seek a resumption of talks with Gold Fields through the Chamber of Mines

Workers' demands expected to be discussed at an NUM-management meeting include an improvement in wages, income security for workers incapacitated by work-related injury and the release of 18 colleagues allegedly arrested during the strike

Gold Fields was not party to the wage agreement signed between the NUM and four other mining companies, guaranteeing improvements in income security and wage increases ranging between 19,5 percent and 23,5 percent for surface and underground black mine workers

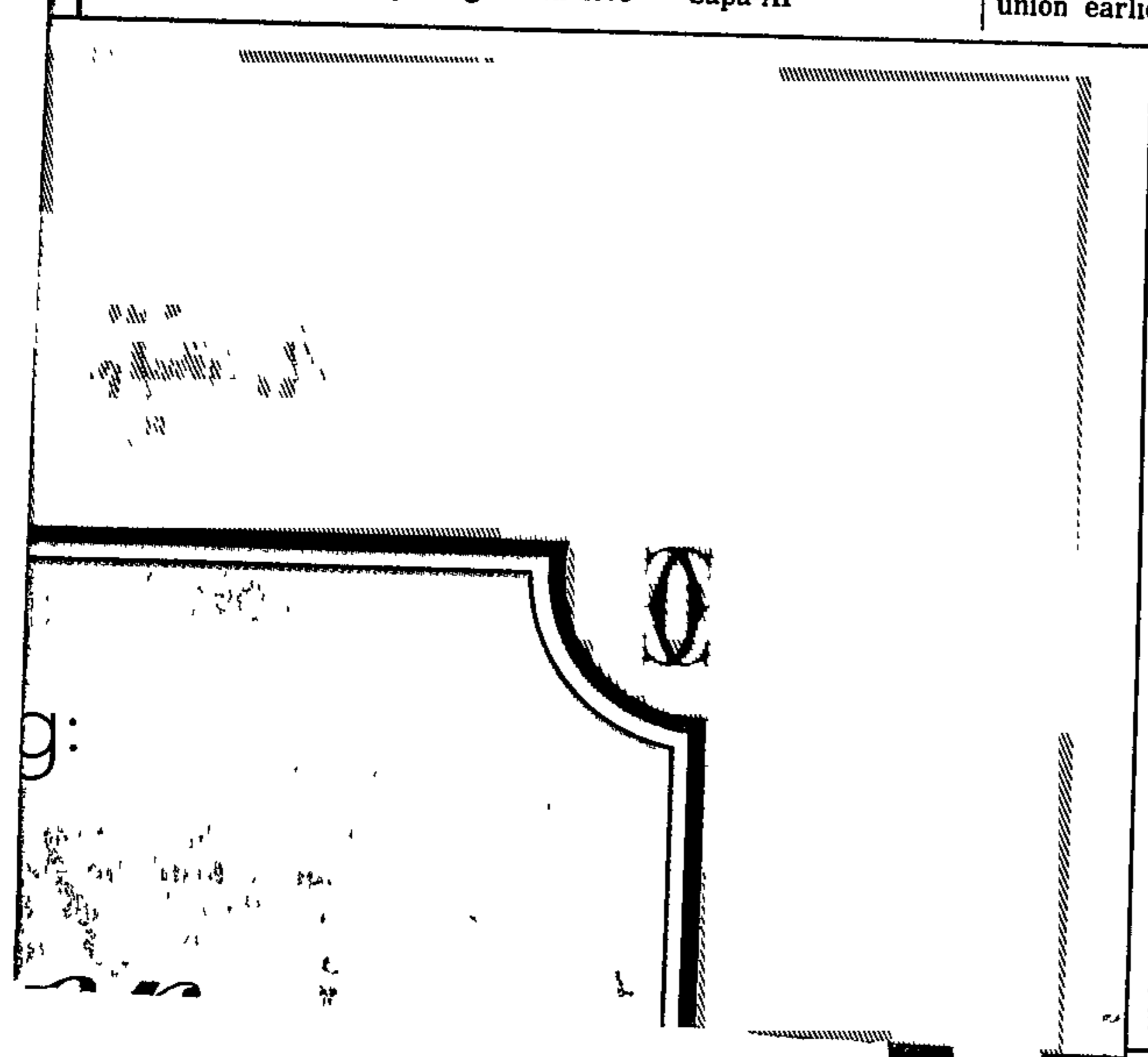
The company says that since July 1 pay rates at its gold mines had risen by 21,3 percent and at collieries by 23,7 percent

Gorbachev to visit S America

WASHINGTON — Mr Mikhail Gorbachev plans to visit Mexico and other Latin American countries in what appears to be the most ambitious diplomatic initiative by a Soviet leader in the West, US officials say.

Mr Gorbachev "tentatively" plans to visit Cuba, Moscow's closest ally in Latin America, as well as Brazil, Argentina and possibly other South American countries early next year, the officials said.

As far as is known, the only Soviet leader to have visited Latin America was the late Mr Leonid Brezhnev, who travelled to Cuba for a Communist Party congress in 1975 — Sapa-AP



Shop stewards can't testify to Euro MPs

SIX shop stewards due to testify in European Economic Community (EEC) hearings in Brussels next week into the South African employment practices of two foreign companies have been refused passports.

The six, BTR-Sarmcol shop stewards, are members of the Metal and Allied Workers Union (Mawu)

Meanwhile, the Industrial Court in Pietermaritzburg next week will hear an application by Mawu demanding that BTR-Sarmcol — a Howick rubber plant — recognise the union as its bargaining representative.

The Brussels hearings have been arranged by socialist members of the European parliament to investigate alleged contraventions of the EEC employment code by both BTR-Sarmcol and Transvaal Alloys, a German-owned vanadium mine north of Middelburg

More than 200 Transvaal Alloys workers were summarily dismissed in

WEEKLY MAIL REPORTERS

November, 1983 after a strike demanding a wage increase, better working conditions and union recognition. Mawu lawyers have continued to negotiate for their reinstatement and compensation for their period of unemployment. According to Mawu, most of the dismissed workers can only survive by eating bitter roots found in the hills of Sekhukhuneland, five of the 200 have died of ailments exacerbated by starvation

About 1 000 BTR-Sarmcol workers were fired in May last year after a strike for union recognition. They have protested against their dismissal through a widely-supported stayaway and consumer boycott

The case is expected to be protracted; it has been made even more controversial by Sarmcol's

hiring 800 new workers

In papers before the court, Mawu claims the strike declared on May 1 last year after negotiations had failed was legal — workers had unanimously voted in favour of strike action — and that Sarmcol had contravened the Industrial Act

Sarmcol, on the other hand, alleges management had in fact recognised the union and that only a "limited number of issues" had not been settled. They labelled the strike action as "unnecessary, unjustifiable and calculated to disrupt negotiations"

In a strongly-worded statement, Mawu claims Mpophomeni township, where nearly 40 percent of the strikers live, has been effectively destroyed by the company. "There is no income being brought into the township and the population of 17 000 for whom there are virtually no job opportunities are condemned to gradual starvation and death."

D-Day for Chamber's wage offer

THE Chamber of Mines will only know today whether members of the National Union of Mineworkers (NUM) accept the chamber's revised wage offers and "income security" proposals made at a meeting on Wednesday night.

When talks between the chamber and NUM deadlocked at mediation level last week, the union immediately prepared for a strike ballot on the mines.

But on Monday, the day on which the union was to have started balloting, the chamber summoned NUM to a fresh round of talks to resolve the wage review dispute in an apparent bid to stave off a legal strike.

After a lengthy meeting on Wednesday, NUM negotiators accepted the chamber's revised wage offer and its proposals on income security, a term referring to the

practice of paying a mineworker his original wages for a period after his transfer to a lower-paid category because of job-related injury.

But the agreement has not completely ruled out the possibility of a strike, because the agreement does not cover all chamber-affiliated mining groups.

Agreement has been reached with Anglo American, Gencor, JCI and Rand Mines Gold Mining Division It excludes Goldfields and Rand Mines Coal Division

"We remain in dispute with Rand Mines (Coal Division) and Goldfields because they didn't make an offer on wages," said a NUM representative

According to NUM, the two houses said they would go along with its income security proposal "if it is

going to constitute a full and final settlement for them, but when we indicated that we are still pushing ahead on the wage proposal, they opted out"

If the workers decide on strike action, it appears it will not be easy to confine it to Goldfields and Rand Mines (Coal) This might prompt the mining houses with which NUM had reached agreement to lean heavily on the two houses to reach settlement.

At this week's meetings, the chamber agreed that if a worker is transferred to a lower job category because of injury, he should be paid his original wages for six months

The chamber also agreed that the six-month period should commence when the doctor has declared the employee fit to work again and the employee is placed in a lower-paid job.

The chamber agreed to include diseases such as tuberculosis, pneumoconiosis, chronic manganese poisoning, partial loss of sight and loss of hearing and various job-related respiratory diseases in the proposals on income security

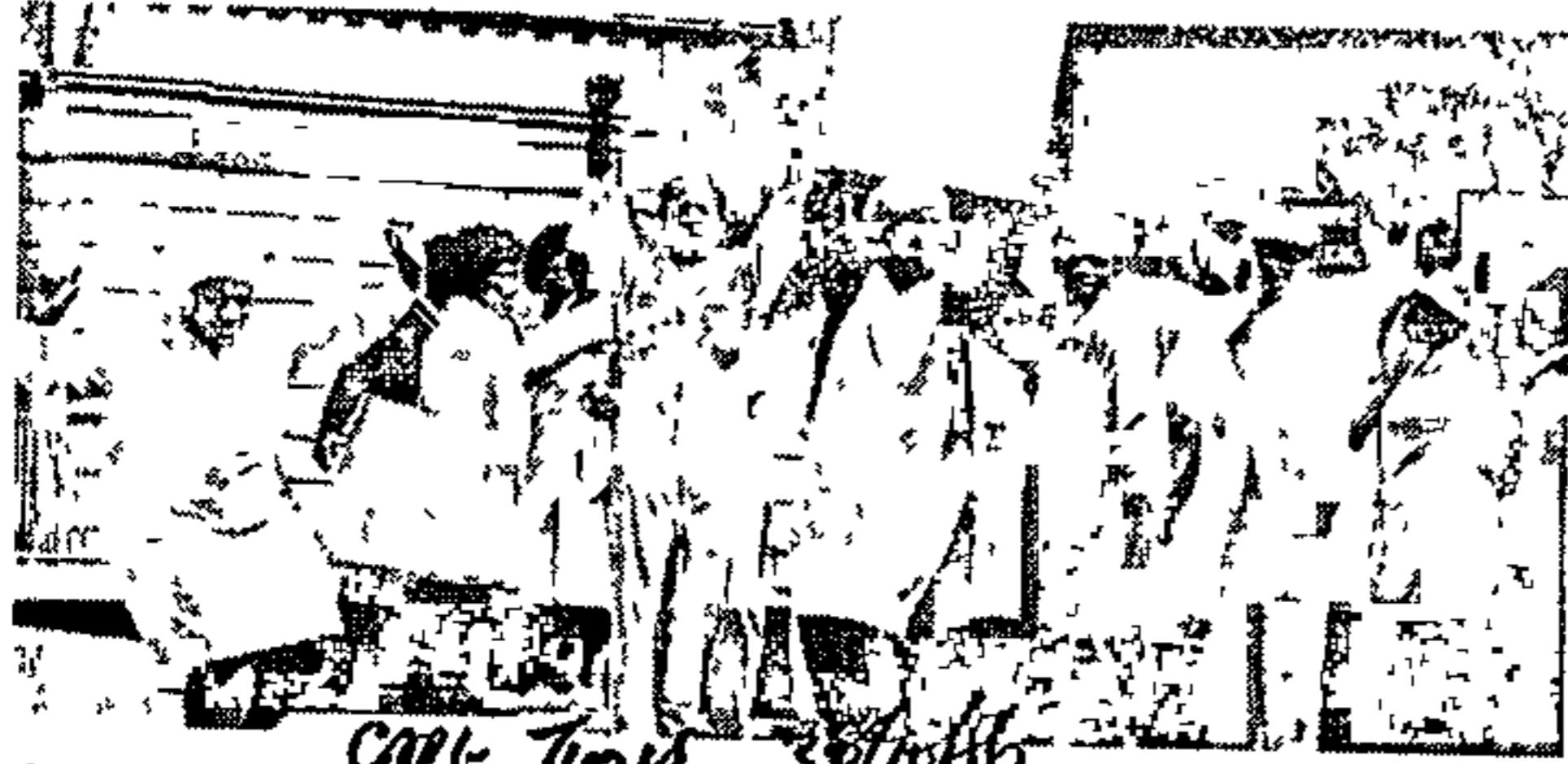
The chamber also increased its wage offer to between 19,5 and 22,5 percent for underground workers and between 20,5 and 23,5 percent for surface workers

Initially the union demanded a 30 percent increase across the board, against the chamber's offer of between 15 and 20 percent

At the abortive mediation meeting the union dropped its demand to 26 percent and the chamber agreed to increase its offer by one percent

A chamber representative confirmed that some affiliates had reached agreement with NUM

14011



Workers at Groote Schuur Hospital at a placard demonstration yesterday demanding more pay and shorter hours

Cape Times 30/10/66
Groote Schuur workers protest

Staff Reporter *(initials)*

ABOUT 200 Groote Schuur Hospital labourers and domestic workers yesterday held a lunch-time placard protest and marched to demand higher wages and shorter working hours

The workers marched from the main building to a parking area where they displayed placards to motorists entering the hospital

The workers then marched to the Nico Malan Recreation Hall where

(1400) they met the hospital chief medical superintendent, Dr J Kane-Berman

Dr Kane-Berman would not allow the press to attend the 20-minute meeting with the workers

Dr Kane-Berman said the hospital was deeply aware of the problems experienced by these workers

"They are public servants and their wages are centrally determined by the Commission for Administration. We have tried to have the salary structure changed"

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From KEN VERNON
The Argus Bureau

PORT ELIZABETH — Striking General Motors workers were adamant today that the work stoppage would continue until demands were met — in spite of a court order against them.

They continue to occupy the company's premises

Late yesterday in the Port Elizabeth Supreme Court, Mr Justice Jennett granted General Motors an order calling on striking workers to show cause why their strike should not be declared illegal

Unions

The respondents are the National Automobile and Allied Workers' Union (Naawu), the Motor Assemblers and Component Workers' Union of South Africa (Macwusa) and various others — all employees of General Motors

The return date is Monday at 9 30am, when the respondents will have to show why the strike should not be declared illegal, thus entitling General Motors to dismiss striking workers

This morning workers moved freely in and out of the plant and stood in groups discussing the situation

They said that up to 2 000 workers stayed in the plant for various periods last night

Canteen

General Motors spokesmen dispute this figure and say a maximum of 500 stayed behind after closing yesterday

A shop steward said no animosity between the strikers and non-striking workers or management had surfaced "so far"

He said the company canteen stayed open last night and supplied coffee to the strikers

He and other workers were adamant that the strike would continue until their demands were met

"We are worried about the future," a worker said

"General Motors have been losing money for five years and

we fear that after the new South African management takes over they might say they still can't make a profit and close the plant

"Then we might lose all the benefits we have worked for over the years

"I have been here for 15 years. That means a lot of money is due to me and I have to make sure it's safe," he said

"Weapon"

All workers interviewed said they saw the imminent launch of the new Monza range as one of their strongest weapons and discounted suggestions that the strike might lead to the South African takeover deal falling through

A spokesman for General Motors, Mr Mike Killeen, said the South African executives who would take over the company were due to be introduced to the country at a Press conference in Johannesburg on Monday

GM workers defiant — strike to continue

ALB 5 30/10/80
NATIONAL/INTERNATIONAL

30/10/86
WCCU-MNC



Merger-time once more for Cosatu unions

THE Congress of SA Trade Unions (Cosatu) is launching a renewed drive to forge its affiliates into industry-based unions

Assistant general secretary Sydney Mafumadi said this week that a lot more time and resources would be spent over the next few months in an effort to get mergers off the ground

The federation's self-imposed deadline for mergers lapsed in May with only one success in hand — the Food and Allied Workers Union (Fawu). The formation of a new Transport and General Workers Union (TGWU) came hot on its heels, but the tempo of the talks waned after the Emergency was declared

Mergers remain a key issue and many meetings are planned over the next month. Progress will be monitored by the Central Executive Committee (CEC)

In addition, two national unions in the construction and domestic sectors are to be launched under Cosatu's umbrella at the end of November. Although Cosatu does not yet have a strong presence in the construction industry, the merger between affected members in the Metal and Allied Workers Union (Mawu) in Natal, TGWU, General and Allied Workers Union (Gawu), National General Workers Union, SA Allied Workers Union (Saawu) and Brick, Clay and Allied Workers Union will produce a union with a paid-up membership of about 15 000, according to Cosatu general secretary Jay Naidoo

A national domestic workers' association with about 60 000 members will emerge when four domestic unions from East London, Natal, Cape Town and Port Elizabeth combine with Cosatu's SA Domestic Workers Association

Cosatu's deadline for merging rival affiliates lapsed in May, with only one success. Now the union federation is launching a new unity drive, reports CLAIRE PICKARD-CAMBRIDGE

But many mergers have not yet occurred, creating some organisational problems for the federation. Naidoo said these problems had largely resulted because Cosatu's national structures were designed to cater for a set number of large industrial unions. But he added, local structures had not been affected

At this stage there are several factors which have complicated merger talks. While ideological differences have cropped up between occasional unions, these are not generally cited as stumbling blocks to mergers

Problems of a more practical nature seem to be at the heart of the delay. Verifying the paid-up membership of the unregistered, general unions who do not enjoy stop-order facilities has held things up in some cases

The phasing out of general unions

into the larger industrial unions has proved complex and Mafumadi said it now appeared that affiliates had not discussed this matter as thoroughly as they could have before Cosatu's launch

"General unions feel they are being pushed too fast and need more time to discuss practical changes. But the industrial unions feel general unions are dragging their feet and it is the central executive's task to try and strike a balance," Mafumadi said

Some say general unions are fearful of being "swamped" by larger unions by entering into mergers before all practical matters have been resolved

However, Naidoo said mergers between similar-sized unions, which had emerged under varied circumstances with different organising traditions, had proved most difficult. "But merger talks have largely been slowed down by the Emergency, difficulties with procedures, other practicalities and the drafting of constitutions," he added

Naidoo said recent talks had been taking place in the commercial and catering industry. It was hoped that members from Gawu, Saawu and the

Retail and Allied Workers Union would be drawn into the Commercial, Catering and Allied Workers Union of SA (Ccausa) over the next few months

He said the chemical sector was not faced with major talks because the Chemical Workers Industrial Union was a key figure and those to be included were a few Gawu factories and Saawu members in East London

In the mining industry, many SA Mine Workers Union and United Metal, Mining and Allied Workers Union members had already been handed over to the National Union of Mineworkers (NUM), he said

The National Automobile and Allied Workers Union, Mawu and the Motor Industry Combined Workers Union (Micwu) have set a target of July/August next year for their inaugural congress. Micwu general secretary Des East said although progress had been made in the talks, there were still some important issues to clear up

The organisation of farmworkers has become Fawu's responsibility, with attention being focussed on Western Cape citrus farms, sugar farms and chicken farms linked to Fawu-organised factories

Cosatu is also working closely with the Unemployed Workers' Coordinating Committee (UWCC) with a view to forming a national union for unemployed workers. About 15 such associations are now working together

Cosatu presently has an intake of 34 unions, claiming a paid-up membership of about 700 000. It attributes this membership leap to the rapid growth of all its unions (the NUM, Mawu, Ccausa and Fawu in particular) and the affiliation of the 6 000-member Hotel and Restaurant Workers Union. It also says that specific branches of two outside unions have recently joined Cosatu

Cosatu decided to disband its Witwatersrand executive committee recently when alleged differences developed. Although Naidoo declined to comment on these differences, he said the region would be administered by the head office until November 23, when a new regional executive committee would be elected

Cosatu leaders have also evaluated the reasons for the failure of their stayaway call following the declaration of the Emergency in June

"We did not understand the extent to which our structures had been disrupted and did not allow sufficient time for proper communication with our membership. We also did not consult with democratic organisations in the townships," Naidoo said

"These problems will be avoided in future and there is an ongoing evaluation of what forms of action Cosatu will initiate in the broader struggle against repression"

NUM strike
end opens
path to talks

The strike by about 35 000 members of the National Union of Mineworkers (NUM) at three Gold Fields mines in the Western Transvaal ended yesterday, opening the way for a resumption of talks between the union and management

A spokesman for Gold Fields said workers at Kloof and Deelkraal reported for duty last night, and employees at Doornfontein returned yesterday morning

He could not say yet if the strike by about 70 clerical workers at the Libanon mine was continuing

The return to work at Kloof, Doornfontein and Deelkraal followed a breakdown in talks on Tuesday, when management insisted the strike end before further negotiations could take place

The Gold Fields spokesman said the company was still committed to re-starting talks "as soon as possible"

NUM spokesmen could not be reached for comment today, but the union had earlier indicated it would seek a resumption of talks with Gold Fields

Workers' demands include an improvement in wages, income security for workers incapacitated by work-related injury, improvements in holiday leave bonus and the release of 18 colleagues allegedly arrested during the strike

Unilever accused of bias towards Inkatha union

Mercury Reporter

THE Chemical Workers' Industrial Union (CWIU) yesterday accused Unilever of favouring the Inkatha-backed United Workers' Union of South Africa (Uwusa) over the rival Congress of South African Trade Unions (Cosatu)

CWIU said in a statement that the Unilever 'bosses' had come out in 'full and principled' support of NCD and Clover Dairies, which were in favour of Uwusa and opposed to Cosatu

This statement followed a decision of NCD/Clover Dairies to sack 230 members of the Food and Allied Workers' Union, which is affiliated to Cosatu

The statement from CWIU said support for NCD/Clover on the part of Unilever emerged from Unilever's head office during a two-hour 'sympathy' stoppage yesterday by 140 members of CWIU

The stoppage took place at the S and CI plant of Unilever in Jacobs

It was in protest against S

and CI's refusal to change from Clover to another dairy, as requested by its employees

'This pro-Uwusa, anti-Cosatu stance may be a sequel to talks between Unilever's chairman in the United Kingdom, Sir Kenneth Durhan, and Inkatha president, Chief Mangosuthu Buthelezi, in Durban in October, 1985,' the Press release from the union said

Denial

A Unilever spokesman strongly denied statements that his company was in favour of Uwusa and opposed to Cosatu

He said CWIU shop stewards at the Cillicate and Chemical Industries factory at Durban demanded that the company boycott Clover Dairies milk in support of Clover workers who had been dismissed from service

CCI factory buys milk for the benefit of its workers and was in no way involved in the dispute between Clover and Cosatu, the spokesman said.

1901A
**Bid to end
GM strike**

By Sheryl Rame

Talks between General Motors and union officials representing 2 000 striking workers are scheduled to continue today in an effort to end the three-day-old strike over job security

Mr. Les Kettleas, regional secretary of the National Automobile and Allied Workers' Union (Naawu), said today workers were still on strike and occupying two Port Elizabeth plants

Yesterday's talks ended without agreement over Naawu demands that when the multinational withdraws from South Africa and sells out to local buyers, it should grant

- Severance pay of one month's salary for each year of completed service
- Repayment of worker and company contributions to benefit funds
- The union the right to appoint two directors to the board of the new company to represent worker interests.

STAR 31/10/88

Strike's wider implication for NUM

WUSOM

3/11/86
ALAN FINE

140A

times that number

MORE important than the eventual outcome of the wage negotiations after the National Union of Mineworkers (NUM) strike by about 25 000 workers at three Gold Fields mines is the longer term consequence on union membership in the group.

The real issue is the effect of the dispute on employees in the company, where — apart from the small Anglovaal group — the union is most poorly represented

The extent of the strike probably surprised management. The union has, according to the company, only about 4 100 members in recognised bargaining units, but was able to mobilise more than six

The strike was in many ways a repeat of the action taken against Gencor last year. In that case, too, the union took on a company where it was poorly organised and which had withdrawn from the annual wage negotiations at the Chamber of Mines at an early stage. Gencor chose to dismiss the strikers on the second day of the strike. Then followed the vital Marievale Industrial Court case where the company was ordered to reinstate the dismissed union members and, subsequently, further wage negotiations. The union was recognised at only one Gencor gold mine this time last year. By July 1986, largely as a result of its legal victories, it was recognised at eight

Minister urged to free unionist

3/16/76
ALAN FINE

140A

NAMPAK yesterday sent a telex to the Minister of Law and Order appealing for the release from detention of Sipho Kubheka, Transvaal branch secretary of the Paper, Wood and Allied Workers' Union.

This follows the launch of a campaign by PWAU on Wednesday in which it called on major employers in the industry to make concerted efforts to secure Kubheka's release.

Nampak says it is "very concerned" at his detention.

Nampak also says it may meet with PWAU to discuss his detention. Sappi is due to meet the union today on the issue, and a response from Mondi is expected soon.

Meanwhile, Nampak subsidiary Printpak Gravure has denied PWAU claims that it collaborated with the police in the arrest of union member Joseph Nene at its Johannesburg plant on Wednesday. Nene was arrested after being called to a manager's office.

UDF man threatened

AN attempt was made on the life of Cosatu's Northern Transvaal regional secretary Mr Donsie Khumalo this week, a spokesperson for Cosatu said in Pretoria.

The spokesperson said Mr Khumalo of Mamelodi was awoken by two gunmen wearing balaclavas at about 1am. The two gunmen demanded that he open the door but he refused after noticing through a window that both men were armed and he could not identify them. Mr Khumalo was among the people who were arrested at the start of the state of emergency on June 12. He was released on September 12 but restricted. He is not allowed to make press statements, according to Cosatu's spokesperson (140K)

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Nam urges tougher sanctions

140A
3/11/87

SENIOR representatives of the Non-Aligned Movement (Nam) have urged the European Community (EC) executive commission to back tougher EC sanctions against South Africa, African diplomats said.

Ministers and ambassadors from eight nations called on the commission to put pressure on member states to adopt harder-hitting economic measures than those approved by EC ministers last month.

The community has banned new EC investments in South Africa, as well as the import of South African gold coins, iron and steel, but these measures fall far short of those called for by the non-aligned group, diplomats say.

Foreign ministers from Zimbabwe, Algeria, India, Nigeria, Congo, Peru, Argentina and Yugoslavia want a ban on coal imports, worth an annual 1,2 billion dollars (R3 billion), compared with the present package worth only 500 million dollars (R1 250 million) — Sapa

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The strike, sower the issues unresolved

MORE than 12 hours after 30 000 workers at three Goldfields mines returned to work, the company still has to contact the National Union of Mineworkers (NUM) to set up a meeting to resolve the issues leading to the four-day strike.

And the mining house says it has every reason to believe the return to work was the "result of the realisation on the part of the workers themselves that their unlawful action had been unwarranted".

In a statement, Goldfields claims "Num's offer to call its members back

By SEFAKO NYAKA
to work by means of mass meetings came hours after the start of the full Tuesday night shift at Doornfontein."

The situation at Deelkraal was already returning to normal before the meeting on Wednesday afternoon and at Kloof union officials withdrew from a meeting they had called before they had had a chance to make their point, Goldfields said.

NUM dismissed Goldfields' claims as "absolute rubbish".

"Union officials met with shop

stewards at the strike-affected mines and counselled them on their rights. The shop stewards then called a meeting of all workers where a democratic decision was taken to end the strike," Marcel Golding, NUM's press officer, said yesterday.

More than 30 000 workers at Deelkraal, Doornfontein and Kloof went on strike last Sunday demanding wage increases, income security for workers incapacitated by work-related injury and improvements in holiday leave bonuses.

Goldfields is one of two mining

houses which refused to settle on a substantive agreement — which includes all the grievances of the Gold Field workers — with the NUM and four other mining houses.

Rand Mines Coal and Goldfields opted out of the wage talks after indicating they would agree to the income security proposal only if it included a full and final settlement for them.

Agreement with Anglo American, Gencor, JCI and Rand Mines Gold Mining Division was reached last week.

NOTE: REPORTS IN THIS ISSUE HAVE BEEN RESTRICTED IN TERMS OF THE EMERGENCY

W/E 1/18/86 (B3) (K2) 140A

How union sees 'non-issue' strike

LABOUR
AFFAIRS
DICK
USHER



A SHORT strike by electrical workers on the new Groote Schuur hospital site this week raised a series of issues

Immediate cause of the strike was a decision by Brand Engineering to stop collecting labourers' subscriptions for the Electrical and Allied Workers' Trade Union (EAWTU). By lunchtime this decision had been reversed and people were back at work

After the strike Mr P von Hase, general manager of Brand, said it was a "non-issue" which had been amicably settled and he saw no point in going into the long history behind it

The union sees it differently

A letter from another company, announcing their withdrawal of stop order facilities, said they were acting "as instructed by the Electrical Contractors' Association" (ECA)

EAWTU interprets the situation as an attempt to undermine it, arguing that if all employers, or a significant proportion, withdrew the labourers' stop order facility — which is not provided for in the industrial council agreement — the union's resources would be strained to the limit simply to collect dues from scores of sites scattered around greater Cape Town

Mr Samuel Isaacs, chairman of ECA, Cape Town, said that at the association's general meeting in September members had voiced a lot of dissatisfaction with EAWTU's attitude

"After discussion it was decided to

send a letter to members drawing their attention to the fact that it was not their responsibility to collect union subscriptions," said Mr Isaacs

Southern region's secretary of EAWTU, Mr Brian Williams, said collection of union subscriptions from artisans was covered by the industrial council agreement and not affected by the contractors' decision and it was significant that the action was strongly supported by artisans, including white union members

"The state of the economy is also contributing. Slowly white workers are coming to realise that they are trapped within reactionary structures which do not represent their true interests as workers," he said

"The recession crystallises the class position of white workers who no longer occupy a privileged position because of their colour"

Picket lines

Another element of the strike was the setting up of picket lines on site, a tendency which appears to be spreading

During a recent strike at Jungle Oats workers also picketed inside the factory grounds, stopping traffic

Picketing is prohibited under South African labour legislation, a controversial provision which some analysts feel increases the possibility of violence during industrial action

It has also led to the tactic, as used during the General Motors strike in Port Elizabeth this week, of factory occupations by workers

w/b MKbus 1/11/86 (1401)

Monday deadline for GM strike talks

Weekend Argus Bureau

PORT ELIZABETH — Striking workers and General Motors management meet this weekend for intensive talks before a Monday morning court deadline

If the two sides do not reach agreement over the weekend, the trade unions involved will have to appear in court on Monday morning to show cause why the strike should not be declared illegal

Both sides said that if the dispute was not resolved in this round of talks, they would have to defend positions in court allowing the strike to drag on

Late yesterday afternoon, GM management and officials of the two trade unions involved in the dispute, the Na-

tional Automobile and Allied Workers Union (Naawu) and the Motor Assembly and Component Workers Union of South Africa (Macwusa), were closeted in talks and could not be reached for comment

Monday is also the day scheduled for the dealers' launch of GM's new Monza, and GM will use the occasion to also announce the South African executives taking over the company when the US parent company pulls out next year

Production of the new Monza has been halted by the strike

The workers are on strike over disputes about severance pay and pension fund contributions in the light of the takeover of GM by a wholly South African company

5 500 stop work at Kinross mine

JOHANNESBURG — About 5 500 mineworkers are on a work stoppage at Gencor's Kinross gold mine near Evander, the company said yesterday.

A spokesman said workers had not reported for duty on Thursday night and yesterday morning.

The National Union of Mineworkers' (NUM) Eastern Transvaal organiser, Mr Tshidiso Muthupi, said the workers had stopped work after management had made it clear it would not accede to their demands.

The demands included the reinstatement of the union's regional chairman, Mr Eric Vala, who was fired for his alleged role during the disruption of a management-organised memorial service in September for the Kinross mine disaster victims, the mine said.

Management also objected to Mr Vala's participation in a commemoration service for the late Mozambican Presi-

dent, Mr Samora Machel.

Workers also demanded the reinstatement of three union leaders dismissed after underground work stoppages over production bonuses two weeks ago.

The Gencor spokesman said the stoppage happened despite requests for the union to follow established grievance procedures.

Intimidation had taken place. Three people had been injured and mine security had to intervene, he said.

However, a union spokesman claimed mine security had fired rubber bullets at the workers.

Both parties were to meet late yesterday.

Meanwhile, over 1 000 workers ended a sit-in strike at Sappi's Enstra paper mill in Springs yesterday after the Rand Supreme Court ordered them to leave the plant.

The order was served on the Paper, Wood and Allied Workers' Union

yesterday morning as the strike, by workers demanding that Sappi hold wage negotiations at national rather than plant level, entered its fourth day, a Sappi press statement said.

The workers' demands clashed with an agreement between Enstra mill and the union in September, the statement said.

Employees making similar demands at Sappi's Adams Mill in Port Elizabeth returned to work yesterday morning — Sapa

Beatle's son fined for theft

LONDON — The 19-year-old son of former Beatle Ringo Starr was fined £125 yesterday when he admitted stealing a car stereo after a drinking session.

Unemployed Jason Starkey was found crouched on the floor of a van near his London home. A stereo tape deck was found nearby — Sapa-RNS

Cont about bodies

Workers' strike halts brewery

Pretoria Correspondent

Production ground to a halt at South African Breweries' Rosslyn plant yesterday as about 350 workers participated in a sit-in strike.

The strike started after the dismissal of a security guard on the grounds of "gross negligence" — related to the theft of R15 000 worth of beer in August.

His colleagues are demanding his unconditional reinstatement.

Negotiations between SAB management and the Food and Allied Workers Union are taking place.

SAB maintains the strike is illegal and contravenes the recognition agreement.

Life of fear for Cosatu secretary

By MONO BADELA

CONGRESS of SA Trade Unions Northern Transvaal region secretary Donsie Khumalo is living in fear - after two hooded men armed with revolvers tried to get into his Mamelodi home in the early hours of Wednesday morning.

Khumalo was detained in terms of the emergency regulations and spent 92 days in detention.

He was banned on release from detention and is not allowed to speak to the Press.

A Cosatu statement this week said: "The Mamelodi incident follows the

arson attack and gutting of our East London office, the theft of a computer from our education and printing unit, and anonymous bomb threats received by phone at our head office

"Cosatu is engaged in a dignified struggle to defend the rights of the most oppressed and exploited people in the country."

"Our struggle is being waged in a democratic fashion, and we have pursued all avenues to convince the government and the bosses that repression will not solve their problems, but only raise the level of conflict," the statement said

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CITY PRESS
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17 NUM members appear in court

CITY PRESS 2/10/86
BY DAN DELAMINI

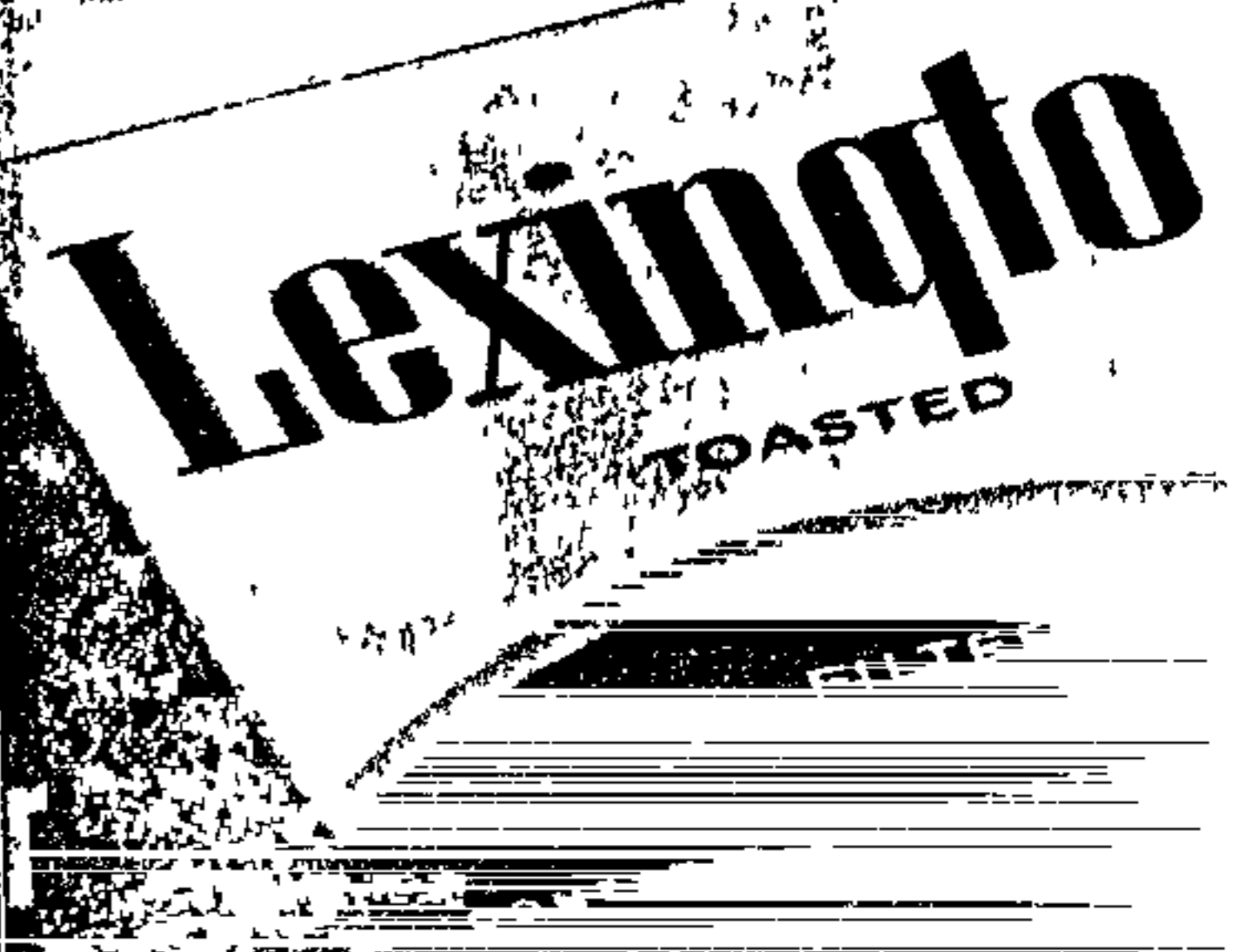
SEVENTEEN National Union of Mineworkers members - eight of them women - face charges of attempted murder, attempted rape and robbery

The hearing in the Odendaalsrus Magistrate's Court follows an incident on September 16 at Welkom's Geduld Gold Mine when the accused allegedly attacked a "sellout" female supervisor

No further details were given. The accused were not asked to plead.

Magistrate J Botha adjourned the case to November 12 for hearing in the regional court. Prosecutor JM Vos said the charges would be correctly formulated on the next hearing.

Bail of R500 each was extended on condition they report on Mondays and Thursdays at the Odendaalsrus magistrate's court.



tasting American blend

AMERICAN TOBACCO CORPORATION OF NEW YORK

Minewhere

ALL workers at gold mine and

MOMENT Press

CITY PRESS, November 2, 1986

Case 71018 3/12/85 (327) 140A
R33 000 for Raditselas

JOHANNESBURG — The Minister of Law and Order has paid R33 800 to the dependants of Mr Andries Raditsela, a trade unionist who died on May 6 1985 two days after being taken into police custody. The minister agreed to the out-of-court settlement without admission of liability. Mr Raditsela was a member of the Chemical Workers' Industrial Union and was arrested in terms of the Internal Security Act on May 4 1985. He died after being admitted to the Baragwanath Hospital.

SARMCOL

Mawu dispute set for month-long hearing in court

By S'BU NNGADI

A DRAWN-OUT dispute between the Metal and Allied Workers' Union and the British multinational BTR Sarmcol is set for an unprecedented month-long industrial court hearing, starting next Tuesday

The hearing will centre around the "legality" of a strike by almost 1 000 Sarmcol workers and their subsequent "unfair dismissal" by management

BRT Sarmcol has since merged with Dunlop - another British multinational - to form BTR Dunlop

Mawu applied for a court order to have its dismissed members reinstated and that the union be recognised as the collective bargaining representative of Sarmcol's manual employees

The hearing will sit at

Maritzburg's Edendale Lay Centre from Tuesday to November 28

The day before, the same case will be heard by the International Socialist Court in Brussels

In papers presented to the Industrial Court, Mawu said the workers almost unanimously voted in favour of a strike on February 4 last year and, after negotiations between Mawu and Sarmcol through a conciliation board failed, factory staff called a "legal strike" on May 1

Mawu alleges that management said, without giving reasons, that the strike was illegal and summarily terminated the employment of the strikers

In an answering affidavit, Sarmcol said the strike action was "unnecessary and unjustifiable, because factory management had accorded and in fact extended recognition to the union"

Sarmcol alleges that it engaged in negotiations with Mawu - particularly from February to April last year - and that by the end of April only a "limited number" of issues had not been settled

The company further alleged that the strike action was "disruptive of the orderly continuation of those negotiations" and resulted in "disorderly, aggressive, violence and intimidatory industrial actions"

Sarmcol's activity in SA is governed by two international codes of conduct - the European Economic Community Code and the Tripartite Declaration of Principles concerning multinational and social policy

Mawu said the company contravened these codes on numerous counts - including wages, migrant labour, job security and fair employment practices

The British Trade Union Congress and the International Metal Workers' Federation have called on British Prime Minister Margaret Thatcher to put pressure on Sarmcol to settle the dispute. And the International Confederation of Free Trade Unions has started a campaign against Sarmcol

The issue which brought violence into the conflict was Sarmcol's hiring "scab" labour to replace the striking workers

Almost 800 workers have been employed - mostly from townships and rural areas far away from Howick. Violence between "scabs" and strikers and their supporters escalated. Workers were beaten up, some killed, houses burnt down and buses transporting "scab" labour attacked

● The Home Affairs Department this week refused passports to six BTR Sarmcol shop stewards who were to travel to Brussels to give evidence before the International Socialist Court on the dispute

Mawu said the six received letters from the department saying "I wish to advise that after consideration of the particulars furnished on your application I do not see my way clear to authorise the issue of a passport to you"

ARMS 3/11/84

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GM: We will fire workers who strike

The Argus Bureau

PORT ELIZABETH — General Motors said today it would begin firing workers who persisted in striking, an action unions said would dramatically escalate the dispute

GM's labour relations manager, Mr Rob McIlwaine, confirmed today workers found not to have a valid reason for not working and persisting with the strike would be dismissed on the spot

Mr Freddie Sauls, general secretary of the National Automobile and Allied Workers' Union (Naawu), said "If GM persist in taking this hardline attitude instead of seriously negotiating our differences, we will have no option but to seek community backing for our stand"

Postponed

He said that as from today workers would resume their sit-in occupation of the General Motors plant

Today both General Motors and union representatives were in the Port Elizabeth Supreme Court to hear the court decide on a rule nisi provisionally granted to GM declaring the four-day strike to be illegal

However, when General Motors learnt that Naawu and other respondents intended to fight the case, they approached Naawu and agreed to postpone the case until November 11

"It makes no difference to us when the case is heard," said Mr Sauls, "the real fight is in the plant, not in the courts"

"Necessary"

Approached in court after the postponement was agreed to, Mr McIlwaine, confirmed that as from today GM would begin to individually quiz each worker on his role in the strike

"If, in any individual case, the worker is found not to have any valid reason for not working, and persists in striking illegally, he will be fired on the spot"

Mr McIlwaine said he agreed this was a "hardline" position to take, but

said it was necessary "for the future of the motor industry in the Eastern Cape"

Earlier, Mr Sauls conceded that in terms of industrial law the GM strike was illegal

"If GM was going to fire workers it could have done so on Wednesday, today's court case was nothing but a publicity stunt"

He said GM workers were "confused and worried" about their future

"First GM said they would stay, then they said they would leave. Workers are worried about their hard-earned benefits and pensions"

MOVE TO HOMELAND SPARKS A DISPUTE

A DISPUTE is brewing over the planned re-location of Matthey Rustenburg Refiners (MRR) Wadeville platinum refinery to Bophuthatswana in about two year's time.

The Chemical Workers Industrial Union (CWIU) has called on MRR to reverse its decision to re-locate. It questions the company's political motives in building a plant in a homeland, and accuses it of wanting to capitalise on the availability of

ALAN FINE

cheap labour in a "union-free zone" while destroying 400 jobs at Wadeville.

The CWIU says it has conducted studies at a refinery attached to the Rustenburg Platinum mine in Bophuthatswana which show that present wage-levels there are only just over half those at Wadeville.

MRR MD Jack Forbes says the company is willing to meet the union to discuss the issue. But he denies that there will be any reduction in wages and conditions of employment after the move. He questions union allegations on wage levels, saying there is no comparable facility in Bophuthatswana.

He says the company plans to retain as much of the present labour force as possible to "maintain and

apply their skills" at the new plant. Forbes adds that the decision to re-locate was based purely on business reasons — to set up a refinery close to the mine.

Forbes will not disclose how much money the company, owned jointly by JCI and British-based Johnson Matthey, has put into feasibility studies and design of the new plant, but says the exercise has been under way for two years.

GM slammed over no talks

Profits, and not workers, should suffer — unions

THREE major motor industry unions said yesterday workers' job tenure should not suffer when multinationals withdrew from SA, but rather the companies' profits should "bear the brunt of the results of apartheid"

In a joint statement, the National Automobile and Allied Workers Union (Naawu), Metal and Allied Workers Union (Mawu) and Motor Industry Combined Workers Union (Micwu) said they condemned General Motors' (GM) "high-handed decision" in refusing to negotiate with GM workers about their future

GM had drawn profits for 60 years from SA and now wanted to pull out with no cost to itself, making no provision for the future of workers. The statement said the pull-out was only of benefit to management.

The unions said: "Workers are no longer prepared to be the victims of unilateral decisions taken over their heads by capitalists"

Pressure for sanctions and disinvestment was a result of apartheid. Jobs and the safety of workers should not suffer

Naawu, Mawu and Micwu demanded that all multinational companies

in which the union had organised workers should, when pulling out and selling to SA businesses

Give timeous notice to the unions and workers,

Provide full details of their plans,

Provide adequate information to allow workers and their organisations to make a decision on their futures, and

Negotiate the terms of the withdrawal with the following minimum conditions

The departing companies must guarantee

No retrenchment or redundancies would follow from the withdrawal or sale,

Minimum severance pay of one month's pay per year of service,

No benefits would be prejudiced by the withdrawal or sale,

The full earnings of workers for a period of 12 months from the date of notification of withdrawal or sale; and

The new management recognised and agreed to negotiate with the representative unions on any issues affecting workers, including issues arising from the withdrawal or sale. — Sapa

Unions: firms must pay for disinvestment

PORT ELIZABETH — Three major motor industry unions said yesterday workers' job tenure should not suffer when multinationals withdrew from South Africa but that the companies' profits should "bear the brunt of the results of apartheid"

The National Automobile and Allied Workers Union (Naawu), the Metal and Allied Workers Union (Mawu) and the Motor Industry Combined Workers Union (Micwu) said in a joint statement they condemned General Motors' "high-handed decision" to refuse to negotiate with workers about their future

GM had drawn profits from South Africa for 60 years and now wanted to pull out with no cost to itself and without making provision for the future of its workers, the statement said

"Workers are no longer prepared to be the victims of unilateral decisions taken over their heads by capitalists"

The pressure for sanctions and disinvestment was a result of apartheid Jobs and the safety of workers should not suffer, the statement said

Naawu, Mawu and Micwu demanded that

all multinational companies where they had organised workers and that sold to South African businesses on pulling out should

- Give timeous notice to the unions and workers,

- Provide full details of their plans;

- Provide adequate information to allow workers and their organisations to make a decision on their future, and

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- The new management recognised and agreed to negotiate with the representative unions on any issues affecting workers, including issues arising from the withdrawal or sale

— Sapa

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Union official reinstated

Staff Reporter

A SENIOR shop steward of the National Automobile and Allied Workers' Union (Naawu) at Goodyear's Uitenhage tyre factory has been reinstated after an eight-month dispute with management.

Naawu regional secretary Mr Les Kettledas yesterday said Mr Koos Goliath refused to accept his dismissal.

Naawu supported his demand for reinstatement on full pay but no agreement could be reached with the company.

An arbitrator decided Mr Goliath should be reinstated with retrospective effect from February 20 and returns to work today, he said.

CAPE TOWN, 3/12/85

Detention hasn't changed me — Rev.

By PETER DENNEHY

CAPE Town trade unionist the Reverend Howard Marawu, 64, was released yesterday after spending over five months in Victor Verster Prison, near Paarl, as a detainee under the emergency regulations.

He was one of a handful of prominent leaders detained on June 12 at the start of the current emergency.

Mr Marawu said in a telephone interview soon after his release that he had been detained at his Langa home at 3am on June 12.

"At one stage there were nearly 1 000 of us at Victor Verster, but the number has now declined to about 150," he said.

Mr Marawu is an organizer for the 15 000-member Transport and General Workers Union.

"I am happy to be released," he said "That was my third detention. The first was in 1960 for six months, then in October last year for three months, and this one was five months."

Detention had not changed him, Mr Marawu said.

"If I had known earlier in my life how a trade union works for the people, I would have become a unionist earlier," he said. "I am proud of my work. I organized the stevedores in 1982, and that was no easy task."

Argus 5/11/86

140H

GM studying new proposals

Argus Bureau

PORT ELIZABETH — New compromise proposals which emerged at talks between striking GM workers and management appear to have averted escalation of their six-day-old dispute.

GM's labour relations manager, Mr Rob McIlwaine, said the company was considering the proposals and, pending a decision, none of the threat-

ened dismissals or a lock-out would take place

But union sources say the sit-in occupation of the GM plant by striking workers would continue until the dispute was resolved

The general secretary of the National Automobile and Allied Workers Union (Naawu), Mr Freddie Sauls, said the main proposal which could break the deadlock concerned payment of workers' pension benefits, which he called an "emotional issue"

The proposal is that the company's pension fund be submitted to actuaries to calculate the amount due to members from their own contributions, plus company contributions and any return on investments

When a figure for each worker was calculated, he or she would be told what it was and given the option of taking the money or transferring it to a provident fund to be established in consultation between GM and the unions

Car firm pins hopes on new model

By HERMAN FOURIE
Motoring Editor

GENERAL MOTORS in South Africa is pinning its hopes for the future on the latest in its successful Kadett T-car series, the Opel Monza.

Of all the passenger cars marketed by GM, the T-car range made up half the sales — in August 685 Kadetts were sold out of a total of 1 279, according to the latest National Association of Automobile Manufacturers of SA (Naamsa) figures

The announcement that GM was withdrawing its US interests from South Africa has not affected GMSA's planned launch of a new model to complete the T-car line-up, the Opel Monza

The Monza shares its mechanical features with the rest of the range of Opel hatchbacks, and is distinguished mainly by a new rear with a roomy boot

The Monza bears the same relationship to the T-cars as the VW Jetta does to the Golf

TWO SIZES

Initially the Monza will be available only in two engine sizes, a 1,6l and a 1,8l, with a fuel-injected 200km/h flagship using the same power plant as the GSi hatch

Next year, a more powerful model with a new 2l engine will be available

The launch of the Monza takes place against an increasingly gloomy prospect for the motor industry, with total cars sales this year expected to reach a 10-year low of 180 000 units

The most optimistic sales figures expected next year are 188 000, a mere 5,5 percent higher than this year

This static volume of sales means that manufacturers can only boost sales by increasing market share

Severance pay

A second proposal was that the question of severance pay be referred to GM headquarters in the United States, Mr Sauls said

After the meeting he said it was important that both sides had sat down together to reach an understanding of the issues

Mr McIlwaine confirmed that the talks had been cordial and said GM would respond to the proposals as soon as possible

He said he had appealed to the unions to end the sit-in

A

305 DAY 4/11/76
1976

Court halts wages talks

ALAN FINE

1401A

THE Industrial Court has ordered Mondi and the Paper, Wood and Allied Workers' Union (PWAU) to halt negotiations over the wages and working conditions of certain workers at Mondi's plant at Merebank, Natal.

This is believed to be the first case of its kind.

The applicant is the SA Boilermakers' Society, which is contesting a decision to allow it only observer rights at the negotiations.

The vast majority of unskilled and semi-skilled workers at the plant are members of PWAU, while a minority belong to the Boilermakers. The Boilermakers contend that they are, nevertheless, entitled to full representation at the talks.

The order was granted after a late-night *ex parte* application last Friday, and the return date is November 7. A labour lawyer describes the case as substantively and procedurally significant.

Firstly, it may decide on the principle of majority unionism, which has become an issue with mass, black, industrial unions coming into conflict with the older, established, craft-based unions.

Secondly, the *ex parte* nature of the case — whereby an order is made without the respondents having been called to testify — is seen as unusual.

11K645 4/11/86

GM workers clash

The Argus Correspondent

JOHANNESBURG. — The strike at the General Motors plants in Port Elizabeth took a new turn today when striking workers, who did not sleep on the premises last night, were held under cold showers by colleagues, a GM spokesman said.

GM remained strikebound today as over 2 500 black workers continued to defy ultimatums to return to work, said GM's industrial relations manager, Mr Rob McIlwaine.

Neither the National Automobile and Allied Workers Union (Naawu) nor GM's new management — which takes over the US multinational on January 1 — could be contacted for comment.

Mr McIlwaine said the company was evaluating its option to dismiss workers on an illegal strike.

"We could have dismissed strikers from 7.15am yesterday in terms of a Supreme Court order, but did not want to do anything precipitate to the detriment of the company or employees," he said.

"We asked workers to return by 12.15pm yesterday, but they did not. Last night a number of employees slept in the factories.

"Regrettably, this morning when most workers got to the plant, a number of them, including a few foremen, were grabbed and thrown under cold showers for not having slept on the premises.

"Indications at this stage are that workers are not going back to work," he said.

● American heads SA staff's GM takeover, Page 5.

carp Tinks 4/11/80

GM suspends strike ultimatum

Own Correspondent
PORT ELIZABETH — Management at General Motors yesterday gave striking workers until noon to return to work or face dismissal — but later suspended this ultimatum after an indication that workers proposed returning to work today

The ultimatum to more than 2 000 workers followed a Supreme Court hearing during which the majority union at GM, the National Automobile and Allied Workers' Union (Naawu), conceded that the strike was illegal and that the company was entitled to fire striking workers without further notice

The court hearing came as the "wildcat" strike entered its

number of workers had been given "gate passes" by the company to enable them to start work today, he said

Mr Kettleidas said workers were willing to call off the strike if GM responded positively to their demands, which still stood. However, it was difficult to see how negotiations could be resumed while GM adopted a hard-line stance

The situation would be aggravated if GM resorted to firing workers instead of negotiating

Mr McIlwaine said all workers who failed to heed the warning to return to work risked being fired. Although a mass dismissal was not "on the cards", GM would have no option if workers continued striking en masse

fourth day yesterday, but following an agreement between the parties to postpone a final order on the strike, GM's labour relations manager, Mr Bob McIlwaine, said no "precipitative" action would be taken until this morning when the workers' response would be reviewed

Naawu claimed that a single production worker at GM's Aloes plant was dismissed yesterday for refusing to work

The regional secretary of Naawu, Mr Les Kettleidas, said last night that it was up to workers to decide whether to respond to GM's ultimatum and call off the strike

There was no question of workers being intimidated to continue the action and an unspecified

EP
1401

CNA wins court order over sit-in

4/11/74 BUS DAY
Business Day Reporters

CNA was awarded a Rand Supreme Court order last night to eject 347 employees from two of its Johannesburg warehouses and its Carlton Centre retail store.

Mr Justice van Schaikwyk ruled against the Commercial, Catering and Allied Workers Union of SA (Ccawusa), which had opposed the application.

CNA's group personnel manager Michael Wright claimed in court papers the employees had begun a sit-in at the three premises yesterday morning over a wage dispute. The workers went on strike after rejecting a company offer of R85 across-the-board wage increases. Ccawusa is demanding R105.

NUM workers strike at three mines

MORE than 5 000 National Union of Mineworkers (NUM) members went on strike yesterday at three mines.

The largest occurred at President Steyn Gold Mine where workers demanded the reinstatement of an acting shaft steward dismissed last year.

Anglo American said 3 900 workers were involved, while NUM put the figure at 5 000

ALAN FINE

Gold Fields announced several hundred workers at Zincor and Rooiberg Tin's "C" mine failed to report for work yesterday Zincor's strike followed deadlocked negotiations and Rooiberg's was over pending re-trenchments at the mine.

1401R
BUS DAY 4/11/86

Pullouts: little praise

THE STRIKE at General Motors has highlighted to both opponents and supporters of the international sanctions campaign that the nature of the recent rash of withdrawals of US companies from SA — whereby assets and franchising rights are transferred to local interests — is something nobody expected.

And the moves by the likes of GM, IBM and Coca-Cola have won little approval from the disinvestment lobby.

SA's two largest trade union federations, the Congress of SA Trade Unions (Cosatu) and the amalgam of the Council of Unions of SA and the Azanian Confederation of Trade Unions (Cusa/Azactu), both advocate international economic pressure

ALAN FINE

against SA in one form or another. Cusa/Azactu is on record as supporting a full programme of economic sanctions. Cosatu also supports the rider that any multinational which pulls out should hand over its local assets "to the workers who have generated them".

Cusa/Azactu general secretary Proshaw Camay says the US corporate moves have done nothing to hasten the end of apartheid. He says multinationals which choose to remain in SA should be taking up the cudgels against government.

But those which have announced their intention to withdraw will continue to gain from their indirect presence, while no longer having sufficient presence to oppose the system.

Cosatu policy has been criticised, even in its own terms, as an example of unrealistic and woolly thinking. A more generous interpretation sees it as a reflection of the dilemma of militant organised labour.

While it is concerned at the further collapse of the economy, it simulta-

neously wishes to preserve what it sees as a valuable political weapon and to remain aligned with the anti-apartheid forces advocating sanctions.

Cosatu vice-president Chris Dlamini, himself an employee of a US multinational, says his organisation has not formulated a response to this type of disinvestment. But he criticises the companies for not heeding Cosatu's approach.

Cosatu education secretary Alec Erwin argues that the withdrawals are part of a worldwide trend by

multinationals towards overseas-franchising operations. In SA this trend is being expedited by the sanctions campaign, he says, and for companies producing more-sophisticated products — such as vehicles and computers — it is happening prematurely.

While these withdrawals will have little impact on the economy, they represent a political statement that apartheid is unacceptable, Erwin says. He concludes by arguing that events of the past few years have highlighted the fact that foreign investment has been "a rip-off on a large scale".

While political pressures may have accelerated the flow of funds from SA, the outflow preceded both the unrest, which began in September 1984, and the intensifying of the sanctions campaign.

4/11/86 BUS DAY

Demo against relocation

1401A

ABOUT 200 members of the Chemical Workers' Industrial Union (CWIU) at Matthey Rustenburg Refiners' (MRR) Wadeville plant staged a one-day work stoppage yesterday. They were protesting against the planned relocation of the plant to Bophuthatswana in 1988.

The CWIU, which termed the stoppage a "demonstration", has accused MRR of supporting apartheid and taking advantage of Bophuthatswana's labour laws, which outlaw the

ALAN FINE

operations of SA unions

It has vowed to fight the closures of both MRR's Wadeville plant and, with a British union, its Royston refinery in England.

MRR has denied the CWIU's charges. The relocation to Bophuthatswana was considered necessary because there was insufficient room for a new refinery at Wadeville.

~~140A~~ 140A DD 4/11/86 (20)

86 store workers dismissed — claim

Dispatch Reporter

EAST LONDON — A total of 86 workers, members of the Commercial Catering Workers' Union of South Africa, were allegedly dismissed from the Checkers store in Mdantsane yesterday following a dispute with the management of the supermarket over a change in shifts

The manager of the store, Mr K. Dixon, refused to comment on the dispute

The workers said yesterday they had been given two days' notice to start a new shift from noon to 9 pm

A spokesman for the workers, Mr Siphon Macapha, said the notice for the new shift only came on Friday and the workers were told they would start the shift on Sunday. He said the workers asked Mr Dixon if he was aware of the fact that it was a month-end

Mr Macapha said Mr Dixon told them the regional manager had decided on the change and the reason was that the shop was not up to standard

Mr Macapha said the workers decided they would not change from their normal shift, which was from 10 am to 7 pm

On Friday, all shelf packers were called into the manager's office one by one and were given final notices which they had to sign

The workers refused to sign the notices, Mr Macapha said

He said on Saturday the workers staged a sit-in strike and called on Mr Dixon to talk to them, but this was refused

Another worker, Mrs Nomfuneko Ndadan, said police were called at about 10 am yesterday morning and the striking workers were given 15 minutes to go back to work or disperse

Workers refused and were "chased" out of the shop, she said

AKGUS 5/11/80

Tin miners go back after two-day stoppage

JOHANNESBURG — Workers at the Rooiberg tin mine were back at work today after a stoppage which started on Sunday night, Gold Fields said in a statement today

By yesterday afternoon about 60 percent of the work force at the C mine had reported for work, the statement said

Workers at Zincor are still on a strike which started on Sunday night following a deadlock in wage negotiations. The plant is operating at slightly reduced capacity, Gold Fields said

The company says in its statement it would welcome talks with the National Union of Mineworkers. — Sapa

GM workers ignore bosses' ultimatum

THE striking 3 000 General Motors employees yesterday defied management's ultimatum to return to work — for the second time this week.

Mr Fred Sauls, general secretary of the National Automobile and Allied Workers' Union (Naawu), told the *Sowetan* that the striking employees were resolute in their stand — to return to work only when management had acceded to their demands.

By late yesterday the *Sowetan* could not establish whether the company had taken any action against the employees for defying yesterday's deadline. General Motors' management was said to be in a meeting all day yesterday.

Mr Sauls said General Motors' employees had resolved at two meetings to ignore management's ultimatum to return to work. Workers are involved in a sit-in strike which, the unionist concedes, is illegal in terms of the Labour Relations Act.

Among other things, workers demand representation in the board of the new company which will

take over after the American company General Motors has pulled out of South Africa.

Mr Robert Price, head of the new company, told a Press conference in Johannesburg this week that "the question of labour representation in the board has not been ruled out". The new company will be operational from January 1 next year.

Theft incident

• More than 500 workers downed tools yesterday at South African Breweries' Wadeville plant, calling management to dismiss a supervisor alleged to have been involved in a theft incident.

Workers interviewed by the *Sowetan* said the company's employment conditions provided for immediate dismissal if any employee was involved in this type of act.

Management at the plant would not comment on the work stoppage.

ARK 5/11/86

Council workers to open all-white body after poll?

Labour Reporter 283 1404 158

RESULTS of a poll on whether the Cape Town branch of the all-white South African Association of Municipal Employees (Saame) should open its membership to all will be announced at a meeting next month

Association members say about 60 percent voted in favour of opening Saame, but officials would not comment

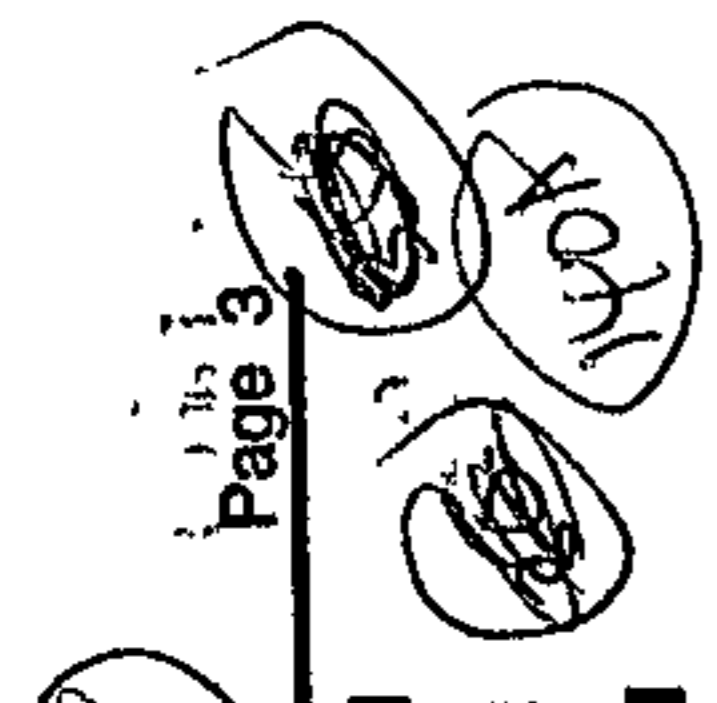
"The results will be announced to our membership on December 3," said Mr Jack Bondietti, general secretary of Saame's Cape Town branch

The association, with headquarters in Pretoria, was once affiliated to the South African Confederation of Labour and its national president, Mr Attie Nieuwoudt, is a former president of the confederation

Saame has a closed-shop agreement with the Cape Town City Council and has about 4 000 members. Most other council employees belong to the Cape Town Municipal Workers' Association (CTMWA), an affiliate of the Congress of South African Trade Unions, with about 11 500 members

CTMWA has open membership and a few whites have joined since industrial legislation was amended in 1981 to allow non-racial trade unions

Death of husband: Case



CNA WORKERS STRIKE

By LEN MASEKO

MORE than 300 CNA workers are out on a wage strike at the company's Elandsfontein and Johannesburg plants.

The strike follows the conciliation board's failure to resolve a wage dispute between the company and its black workforce at the two plants. Workers demand an across-the-board R.105 wage increase, against CNA's final offer of R85.

A sleep-in strike by the 300 employees was called off by the Commercial Catering Workers Union of SA (Ccawusa) at the 11th hour on Monday night, when a Rand Supreme Court judge granted CNA a provisional order to evict these workers from the plants.

The interim order has been granted pending final hearing on November 18, when Ccawusa will be called upon to show cause why an order should not be made interdicting the strikers from entering CNA premises or ordering their union to pay the costs of the application.

There was drama at CNA's Johannesburg plant on Monday night, when the striking employees threatened to defy the provisional court order interdicting them to leave the premises.

After a meeting between Ccawusa officials and management, the workers were allowed to stay overnight.

Strike goes on while bosses wait on NUM

BUS DAY
5/17/85
1408
ALAN FINE

STRIKES at Gold Fields' Zincor zinc refinery and its Rooiberg tin mine continued yesterday.

Gold Fields says it is awaiting a National Union of Mineworkers response about talks on the wage dispute which precipitated the Zincor strike.

A company spokesman says the plant is operating at a "slightly reduced" capacity. The strike involves about 615 people.

□ Workers at the President Steyn gold mine's No 1 shaft returned to work on Monday night after discussions between management and representatives of the NUM. Up to 5 000 miners had refused to work, backing demands for the reinstatement of an NUM activist dismissed a year ago from the Anglo American-owned mine.

□ General Motors and the National Automobile and Allied Workers' Union (Naawu) were locked in discussions late yesterday over the week-long strike by up to 3 000 workers. The strike is in support of demands connected with the sale of GM to local interests.

□ The strike by CNA employees over their demand for a R105 across-the-board wage increase spread to Natal yesterday, as 60 Durban workers walked off the job.

□ In an attempt to resolve a bitter dispute which precipitated a consumer boycott against company products, NCD/Clover Dairies has offered to reinstate all 168 members of the Food and Allied Workers' Union (Fawu) it dismissed for striking five months ago.

Cold showers as GM strike goes on

PORT ELIZABETH — More than 20 General Motors strikers who had gone home overnight were thrown fully-clothed into cold showers yesterday by men who had slept at the plant

It is believed two of the men were foremen

This was confirmed by workers interviewed outside the plant yesterday morning

An expected return to work by employees failed to materialise yesterday as the strike entered its fifth day

The national secretary of the National Automobile and Allied Workers' Union (Naawu), Mr Freddie Sauls, said workers were "adamant" at a meeting he held with them yesterday that they would "not be sidetracked by any court case or the threat to fire them"

Outlining the deadlock, he said the two fundamental demands which GM had not addressed were

- That all workers be paid out one month's salary for every year they had worked for the company, and

- That the pension fund be liquidated and the monies distributed, allowing the workers to opt for a provident fund which the union advocates

Expanding on these demands, Mr Sauls said GM had committed itself to liquidating all its debts. He said many workers had had lengthy service with the company during its 60 years in SA and "feel GM is in debt to them"

A further demand that workers be represented on the Board of Directors would be negotiated with the new company, he said — Sapa

Handwritten notes in the left margin: a circled 'S', a circled 'S', a circled 'S', a circled '140A', and 'DD S/11/86'.

Vertical text on the right margin: 'F p F a t t', 'J', and 'i t b G la Cl b&'.

DD 5/11/86

Durban workers join CNA strike

JOHANNESBURG — A strike by CNA employees here over demands for a R105 across-the-board wage increase spread to Natal yesterday as 60 Durban workers walked off the job

Members of the Commercial, Catering and Allied Workers' Union (Ccawusa) employed by CNA voted last week to reject the company's R85 offer and stoppages in the Transvaal began on Monday

According to papers presented to the Rand

Supreme Court in a successful application for an interdict against a sleep-in on CNA premises, 348 workers were involved in the strike at that stage

The majority of the strikers work at warehouses in Johannesburg, Elandsfontein and Durban

A CNA spokesman said the company had proposed a meeting with the union but had not received a reply by yesterday afternoon. Ccawusa could not be reached for comment — DDC

(S) 140A (S)

Sarmcol rejected talks despite rising violence over 'scabs', court told

MARITZBURG — Attempts by the Metal and Allied Workers' Union (Mawu) to resume negotiations amid escalating violence after the use of "scab" labour at the BTR Sarmcol plant in Howick were ignored by management, the Industrial Court heard

Mr Martin Brassey, Mawu's advocate, told the court yesterday that a union warning that trouble would follow the employment of strike-breakers was "unhappily wholly justified"

Mr Brassey said that many efforts to

negotiate with management after the dismissal of 1 000 strikers on May 2 1985 were rejected

Almost two months after the dismissals, Mawu tried again to get Sarmcol to discuss reinstatement and the signing of a recognition agreement

"Two people have died and others have been injured because of the employment of scabs and we call on the company to reconsider," a telex from Mawu to Sarmcol said

But, Mr Brassey added, the company replied there was no point in meeting

as there were no additional matters to discuss

He claimed the management attitude was that Mawu members were no longer employed by the company, therefore there was no point in continuing to correspond

Mr Brassey told the court that before the strike the company had tabled draft recognition agreements which were "retrogressive"

The agreements withdrew concessions and reversed positions already agreed, he said

The hearing continues
— Sapa

Robben Island

prisoner freed

Staff Reporter

TRADE unionist Mr Duma Nkosi has been released from Robben Island after completing a jail term imposed for refusing to give evidence in a treason trial

Mr Nkosi, formerly the vice-chairman of the Johannesburg branch of the Commercial Catering and Allied Workers' Union, was freed yesterday

He spent six months and 16 days on the island, part of a year's sentence for his refusal to give evidence in the trial of Joseph Lepile, Justice Mafa Mgidi and Stanley Siphon Mgwenya in October last year

REDUCED

His sentence was reduced to nine months because he had already spent six months in solitary confinement under Section 29 during 1984, he said

"My thoughts are very positive," he said yesterday "Today is a beautiful day for me"

He would be returning to his job in Johannesburg and was looking forward to being reunited with his family in Soweto, he said

140A

500 strikers at GM evicted by police, SADF

ARBUS 6/11/86
The Argus Bureau

PORT ELIZABETH. — Five hundred strikers at General Motors have been evicted with the help of police and soldiers

The general secretary of the National Automobile and Allied Workers' Union, (NAAWU), Mr Freddie Sauls, said "We have no idea if this is a lock-out or if the workers have been fired"

Police and soldiers entered the plant through a back gate last night and surrounded the canteen where the strikers were encamped

The workers filed out of the plant after being asked to do so by police. There were no incidents

Today General Motors security personnel were checking workers' employee numbers as they arrived. Many were prevented from entering

Mr Sauls said the company had broken an agreement to notify the union before any police action was taken

Talks later today

A meeting of workers is to be held later today to discuss the latest turn in the seven-day-old dispute and, coincidentally, the Industrial Court is sitting to hear the union's grievances

In a statement on the police action General Motors referred to the 500 expelled workers as having been "earlier dismissed"

The statement said the action had become necessary after violence and intimidation by the sit-in strikers had been directed at employees wanting to work

Mr Sauls said sit-in strikers had "disciplined" some workers who had arrived at the sit-in "under the influence of liquor"

Yesterday a meeting between management and union officials ended after only 15 minutes when General Motors rejected a key union demand outright and refused to discuss others until strikers returned to work

In a statement management said its American headquarters had advised that it had no contractual agreement to pay severance money when it pulled out of South Africa later this year — and would not do so

BACK TO work at GM plants

Eye Post

6/11/80

140A

GENERAL MOTORS' plants in Port Elizabeth will reopen tomorrow for the first time since more than 2 000 men downed tools in a wildcat strike last Wednesday.

This statement was made by a GM spokesman this afternoon. Earlier today the general secretary of the National Automobile and Allied Workers' Union, Mr Freddie Sauls, had told the Evening Post he wanted the men to return to work tomorrow.

No workers observed the 10am deadline set by GM to state whether they wanted to resume work tomorrow.

But the GM spokesman said a "positive response" had been received from the union and the plants would reopen tomorrow. The company would release more details later today.

All told, it was a busy day for negotiators.

Both sides sat down to state their cases at a meeting of the Automobile Industrial Council at 11am today — a meeting requested by Naawu after GM had rejected demands last Thursday.

An hour earlier about 120 workers from GM's three plants assembled in Korsten to report overnight activities (when strikers occupying the plants were evicted by police and soldiers) and to await a report back from the Industrial Council meeting.

The council meeting, which was closed to the Press, was still in session this afternoon. If no agreement is reached, the dispute will go to arbitration or the Industrial Court. What the men are seeking is severance pay when GM hands over to local management, and pensions to be deposited in a provident fund.

Because union leaders were engaged in the meeting, no official response could be obtained to GM's decision to reopen the plants tomorrow.

The company has now lost 168 000 production man hours, mainly on its new Monza car, launched this week and on which rides so much of GM's fortunes for the immediate future.

Strikers at the GM plants said today that "hundreds" of police and soldiers turned out to evict them last night.

They went first to the main plant in Kempston Road just before 11pm and ordered the men to be out "in three minutes".

Nobody resisted or protested and the men filed out between ranks of police and soldiers. Some said they did not have time to pick up all their belongings.

At Alocs most of the men were asleep when the main lights were switched on and they were given three minutes to leave at about 2am.

Again there was no resistance and the men filed out between ranks of police.

Striking workers were locked out of the plants today.

Marion sent to for 25

JOHANNESBURG — There were tears in court today when treason trialist Marion Sparg, 28, was sentenced to an effective 25-year jail term.

Appearing in the Rand Supreme Court, Sparg was jailed for 20 years for treason, five years each on two counts of arson and three years for attempted arson.

The arson and attempted arson sentences are to run concurrently.

Sparg hugged and kissed her tearful parents and sisters as she was led to the cells after being sentenced.

Throughout the hearing she had mostly worn a black suit with a green shirt, but today she completed the yellow, green and gold of the ANC with a yellow ribbon.

At an earlier hearing, Sparg pleaded guilty to the charges, which related, among other things, to planting limpet mines at three police stations this year.

The mines exploded at the Cambridge Police Station in East London in February and at John

Sowetan

6/11/86

140A

situation

Call to release unionists

TWO trade unions have launched local and international campaigns to have their members released from detention.

The unions are Paper, Wood and Allied Workers' Union (Pwawu) and SA Black Municipal and Allied Workers' Union (Sabmawu)

Pwawu has given the Government until November 12 to release its Transvaal secretary, Mr Siphon Kubheka, who has been in detention since June 12

The Pwawu official was the subject of unsuccessful Supreme Court application to have him freed a month ago

Protest

A Pwawu spokesman told the *Sowetan* that the campaign would also involve the union's 16 000 members who — among other things — would participate in mass protest meetings

At the international level, the spokesman said, the Cosatu affiliated union had sought the help of the International Chemical and Energy Federation which, he added, had agreed to mobilise its 6.5 million members in 78 countries

The union met managements from all organised factories this week over the unionists' detention

139 (329) Sowetan



November 16, 1986

SELF-ADHESIVE PHOTO ALBUMS

1.69 EACH

- 8-PAGE
- VARIOUS COVER DESIGNS

WE HONOUR THE RIGHT TO LIMIT QUANTITIES

WE ACCEPT

W 36

LOW PRICE STORE

Detroit sends message: No severance pay

Police tell strikers to leave GM plants

By Sheryl Raine

Police last night ordered hundreds of strikers at General Motors in Port Elizabeth to leave the plants they have been occupying for seven days, a union spokesman said.

In a midnight drama, workers who had earlier defied a company ultimatum to leave the premises by 3 45 pm, left peacefully

"The police used no force and the plant is now closed," said Mr Les Kettleas, regional secretary of the National Automobile and Allied Workers Union (Naawu)

He said attempts to break the strike stalemate would continue when the industrial council for the motor industry met the parties in Port Elizabeth today

General Motors Corporation in Detroit has refused to give severance pay to the more than 2 500 strikers at General Motors SA after its decision to sell the South African company

At a meeting yesterday, GM SA told Naawu and the Motor Assembly and Components Workers Union of SA (Macwusa) that severance payments demanded by the unions for employees were out of the question because no one was going to be retrenched

It said GM SA's financial withdrawal from South Africa had been structured in such a way as to do everything possible to preserve present jobs

Illegal strike

The company also told the unions

● It would continue to do business in South Africa under a new company operating from its plant in Port Elizabeth

● It would not continue negotiations until the present illegal strike ended

● A request by the unions that employees be allowed to nominate two members to the board of the new company would be conveyed to the new owners

Mr Kettleas expressed disappointment at the company's "hard-line" position, saying that on two occasions in recent days a settlement looked likely

He criticised the attitude of managing director Mr Bob White, saying his "uncompromising stand was inexplicable"

Mr White said that because of the escalation of "incidents of intimidation of, and assaults upon GM SA employees" wishing to return to work, he ordered strikers occupying the company cafeteria to leave by 3 45 pm yesterday. The company later abandoned an attempt to enforce the eviction with a Supreme Court order

Shot men's bodies found

Crime Reporter

The bodies of two murdered men were found in separate places in Johannesburg yesterday, police said

The first body was found by a 16-year-old boy in a Kensington park on Marshall Street

The man had been shot in the head

Last night, a Mrs Maine found the body of a man shot in the back in Bath Road, Parkwood

He had been killed with a 45 calibre gun

140A

~~130~~ ~~135~~ ~~140~~

STAR

6/11/86



Clover-Fawu dispute continues

190A

The long-running dispute between the Food and Allied Workers' Union (Fawu) and Clover Dairies is set to continue — they have failed to reach agreement at mediation

STAX 6/11/68

The dispute started about five months ago when 168 Fawu members at Clover Maritzburg were dismissed because of a work stoppage in protest against the sacking of two colleagues

According to Fawu, the company proposed the reinstatement of 40 of these workers, depending on vacancies

Fawu said the normal labour turnover produced more than 40 jobs in two years

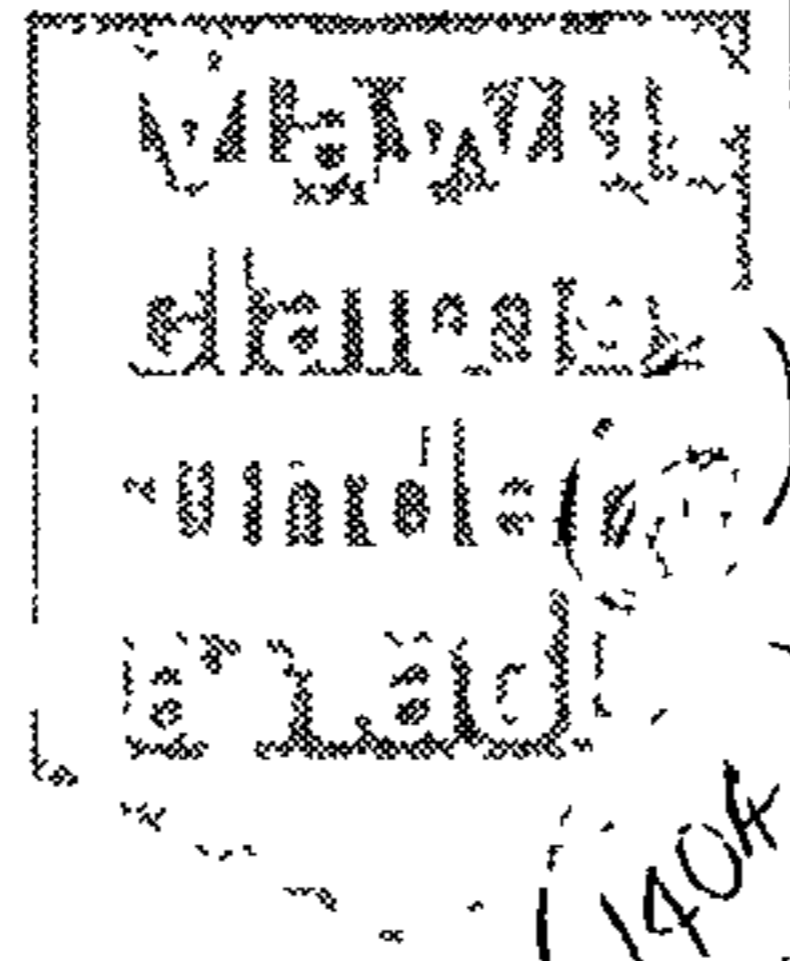
Comment from Clover was unavailable at the time of going to press

War hero dies

Lowveld Bureau

NELSPRUIT — World War 2 hero Mr Bernie Friedlander, who saved the lives of hundreds of fellow prisoners of war after their ship was torpedoed off the Greek coast in 1941, died at his home near Nelspruit yesterday

7/11/86
SAPK



MARITZBURG — Counsel for BTR Sarmcol has hit back at the Metal and Allied Workers' Union (Mawu), claiming its allegations against management were "neither accurate nor correct"

Mr Keith McCall SC, representing the company at the Industrial Court hearing here, said yesterday that labour practices at the Howick firm in the 1970s were enlightened for the time

On claims of company-directed police involvement and victimisation of workers, he said the company did not accept the accuracy of union allegations

The Mawu application before the court is for the reinstatement of nearly 1 000 workers dismissed while on strike in May 1985 and for a recognition agreement with the company

MAJORITY

Mr McCall said Sarmcol had accorded the union rights before it had majority representation — "which was not the norm at the time"

He said the company had negotiated in good faith, as shown by the granting in 1985 of a half day off on May Day — "probably unique at that time"

Mr McCall said the large volume of papers before the court indicated Sarmcol's willingness to negotiate

He added that the company contended that failure to agree with an opposing party could not be viewed as an unfair labour practice and that the court had no power to order parties to agree or continue negotiations

Mawu advocate, Mr Martin Brassey, claimed that in 1983 Sarmcol offered retrenched workers with more than 15 years service R50 in severance pay plus R10 for each additional year to a maximum of R250

SERVICE

Retrenched workers with less than 15 years' service were to receive nothing

Mr Brassey said after negotiations the company made a lump sum payment of R7 500

This was equivalent to two days' pay for each year of service above five years up to a maximum payment for 40 days

Mr Brassey claimed this was evidence of bad faith by the company

Professor C de Witt and Professor M Oosthuizen are sitting with President of the Court, Mr Pierre Roux SC.

The hearing continues — Sapa

ARGUS 7/11/86

NATIONAL/INTERNATIONAL

567 strikers fired, says General Motors

Argus Bureau

PORT ELIZABETH. — General Motors management confirmed today that they had dismissed 567 striking workers who held a sit-in at the company's plant this week

The strikers were evicted at midnight on Wednesday by police and soldiers

General Motors said in a statement today that the workers were repeatedly warned to leave the premises or face dismissal and were finally told they were being sacked by a General Motors executive an hour before their removal

However, workers involved in the sit-in say police told them they were being fired as they left the factory

Gathered outside

The sackings were due to be discussed at a meeting of National Allied Automobile Workers' Union (Naawu) members today

Union officials were preparing for the meeting and could not be contacted for comment

Early today groups of workers again gathered outside the factory's main gate, but few entered

Management said limited production did begin for a short time, only to stop as word of the union meeting spread

Some workers interviewed outside the plant today expressed solidarity with their sacked colleagues and said they would not return to work until they were rehired. Others said they wanted return to work, but feared for their lives and property if they did

"Surely suffer"

"The strike has gone so far now that it is impossible for anyone to break rank because he will surely suffer if he does," said a worker

Meanwhile, two main points in the dispute, worker demands for severance pay and repayment of pension contributions, have been referred to arbitration after an industrial council hearing yesterday

Naawu and the Motor Assembly and Components Workers' Union of South Africa had established the terms of reference of arbitration and expected GM to respond by Monday

No date has yet been set for the arbitration hearing and no arbitrator has yet been appointed

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Leading trade unionist freed

After almost five months in detention, Mr Siphon Khubeka, Transvaal branch secretary of the Paper Wood and Allied Workers' Union (PWAU), was released yesterday.

The union's general secretary, Mr Jeremy Baskin, said: "PWAU is glad over Siphon's release. His release without any charges vindicates our belief that he was unfairly detained."

567 are fired at GM plants

140A
 (Handwritten scribbles and numbers)

By KIN BENTLEY
GENERAL MOTORS today confirmed that it has sacked a total of 567 striking workers from its two Port Elizabeth plants

The men were sitting in at the plants when ordered to leave by police on Wednesday night after refusing to heed an ultimatum to quit the plant or be fired

The matter was central to a heated meeting of workers held in Schauderville today

Called by the National Automobile and Allied Workers Union, which has been responsible for the nine-day plant shutdown, the meeting discussed the calling in of police to the shop floor on Wednesday night

The motor giant reported that limited production resumed at 7am today after some workers reported for duty

In a statement GM said 504 employees were dismissed from the Kempston Road plant and 63 employees from Aloes

"After repeated efforts to get striking workers to leave GM's premises in PE, Mr Bob White, GM's managing director, issued an instruction that workers participating in the strike must vacate the premises by 3.45pm on Wednesday," the statement read

"At approximately 3.50pm Mr B A Oberholster, the company's plant protection manager, was directed to repeat the instruction to the em-

ployees concerned This he did by addressing them in the cafeteria where they were assembled"

Those instructions were again ignored

At approximately 10.15pm Mr Oberholster reissued the instruction and told the employees that if they continued to ignore his instructions they would be dismissed

The employees were given a further 15 minutes to enable them to comply, GM said

Thus they failed to do and Mr Oberholster, acting on the instructions of the managing director, notified the employees that they were dismissed

Employees at the company's Aloes complex were handled in a similar manner by the plant protection officer at Aloes and at all times on the instructions of Mr White

Line clean-up operations are under way, but some of the men indicated they wanted to attend the mass meeting of strikers in Schauderville They had been allowed to go

Normal production is scheduled for Monday

Mr Les Kettleidas, regional secretary of the National Automobile and Allied Workers' Union, accused GM management of "misrepresenting" him by saying in a statement yesterday that workers intended to resume work as from the early shift today

"I said there was a possibility of the people returning to work"

Workers get together



Mr **FREDDIE SAULS** (bespectacled, arms folded), national secretary of the National Automobile and Allied Workers' Union, is lost in thought at today's meeting of General Motors strikers in Schauderville, Port Elizabeth.



A section of the crowd of workers, many with clenched fists raised in the air, meeting
 Pictures by Jan

1400

LABOUR AND DISINVESTMENT

The crunch at GM

The industrial action sparked by GM's transfer of ownership to local management may only be the start of problems associated with "disinvestment" moves by foreign companies

While black trade union groupings formally support international economic pressure against SA in the form of sanctions and disinvestment, this week's events in Port Elizabeth indicate that the issues are far from clear cut. Indeed, on the available facts the action of the unions is contradictory. On the one hand, GM seems to have complied with their ostensible backing of sanctions, on the other, although their jobs were never in jeopardy as a result of the transfer, they are not happy with the mechanics of the buy-out. Perhaps they should have been consulted, although this is uncommon in world commercial practice, let alone SA.

Between 2 000 and 3 000 GM employees downed tools after the announcement that the US company would sell its South African assets to local buyers. The stoppage forced a shut-down at the Port Elizabeth plant and raised management-union tensions, which show no signs of easy resolution.

Initial fears among the workforce were that retrenchments and loss of benefits may follow the ownership transfer. "Tension and frustration is building up among workers resulting from the secret and mysterious dealings evident in this matter," said a statement issued by the National Automobile and Allied Workers Union (Naawu), which represents about 2 000 workers at the Port Elizabeth plant.

Despite assurances from GM that no jobs would be lost or that conditions of employment would not change after the takeover, workers resolved to sit in until their demands were met. These included that GM offer severance pay of one month a year worked, and that two union members be represented on the new company's board of directors. GM said it would not negotiate with workers while they were on strike or occupying the premises, then brought a court interdict calling on the union to show cause, by November 3, why the strike should not be declared unlawful and the company entitled to dismiss those on strike.

On Monday, Naawu filed a replying affidavit to the Supreme Court claiming it had incorrectly been cited as the respondent, as the union had not instigated or incited the strike. Both parties agreed to postpone the matter to November 11, and the issue of the

strike's legality or otherwise remains unresolved.

In the meantime, GMSA's newly announced MD Robert Price told a press conference in Johannesburg that worker demands such as the request for representation would be "more properly placed with the new company," which has not yet been formally launched. The demand for severance pay threatens to be more of a headache as it remains unclear how either the present or future GM management intends to deal with the issue.

Indications are that even if the immediate issues are resolved, the new company will not be in for an easy ride. One of the key directors in the GM buyout, Keith Butler-Wheelhouse, admits that the new company will not rule out vehicle sales to the South African security forces. This could prove to be a thorny issue if Naawu adopts the position advanced by another Cosatu affiliate, the Metal and Allied Workers Union (Mawu), which last year demanded of the Steel and Engineering Industries Federation that it cease supplies to the security forces. However, the question has not yet been discussed by the union, says Naawu general secretary Freddie Sauls.

As the *FM* went to press, the strike was still continuing, with no signs of early resolution. "We reported the results of the Supreme Court application to our members," said Sauls, "but they said they will not be side-tracked by the court proceedings or by the hardline attitude of management. We are now waiting for a response."

Earlier, GM's industrial relations manager Robert McIlwaine threatened the dismissal of workers persisting with the strike, although new MD Price has said no "precipitous" action will be taken.


"The threat of dismissal is real," acknowledges Sauls, "but the possibility of workers escalating action is also real. If it comes to that, we will seek community support so that there is no chance of scab labour. There is also the possibility of a boycott of GM products — then it will become nasty." According to Sauls, workers are sticking to their demands for severance pay, pension monies and worker representation on the new board.

The new GM owners may have more on their plate than they — literally — bargained for.

□ See *Business*

W/ + M6us
8/11/86
1401 (11) (12)
Pullouts: (11) (12)
Spanner in
the works

LABOUR
AFFAIRS
DICK
USHER



THE withdrawals of two multinationals from South Africa has become the source of intense union dissatisfaction and put their role under the spotlight

GM's "pullout" led to a strike by several thousand workers in Port Elizabeth, while a withdrawal of a different nature has upset relations at Matthey Rustenburg Refinery (MRR) at Wadeville.

The GM workers demanded that they receive severance pay, the repayment of all benefit contributions, the right to appoint two directors and full disclosure of the new company's plans

Their demands were supported by the Congress of South African Trade Unions (Cosatu), to which the union chiefly involved, the National Automobile and Allied Workers' Union (Naawu), is affiliated

Cosatu said that GM had enjoyed 60 years of good business in "the land of apartheid and made huge profits from the sweat of South African workers"

It supported Naawu's demand that companies should give "timeous notice of their intention to withdraw" and that the terms of withdrawal should be fully negotiated with workers.

The pattern has been set, and it is unlikely that any other multinationals which withdraw from South Africa will escape without similar demands from workers and unions

MRR's withdrawal is a horse of a slightly different colour

The company is closing two platinum refineries — Wadeville and Royston in England — and moving operations to Bophuthatswana

The Chemical Workers' Industrial Union (CWIU), also a Cosatu affiliate, sees this as an example of attempted "union bashing"

Bophuthatswana — which it calls a "union-free zone" — has labour legislation which forbids "foreign" unions from operating there This includes South African unions

CWIU says the move is nothing more than a thinly-disguised move away from the influence of unions and the protection they afford workers under South African legislation

MRR says this is nonsense and that all 400 workers at Wadeville will get jobs at the new refinery as it does not want to lose their expertise

GM Won't

Open its plants on Monday

Open Monday

W/E Post
8/11/76

140A

140A

Weekend Post Reporter

GENERAL MOTORS will not open its plants at Kempston Road and Aloes on Monday — in order to safeguard the safety of employees who are willing to work.

This step was taken by the company after a unanimous decision by about 1 000 GM workers yesterday to return to the company's Kempston Road plant on Monday "to start where we ended off on Wednesday"

This was taken to mean a resumption of the sit-in which ended when police ordered strikers to leave

The motor giant's management today announced it had reversed the decision it took on Thursday to open the two plants for full production after a wildcat strike began on Wednesday last week

The company — in the

midst of launching its new Monza car on which high hopes for the its future are based, and in the spotlight because of the buy-out by local management — said it believed the continuation of the strike was "senseless"

A management statement today said it had not received any communication from the National Automobile and Allied Workers' Union (Naawu) and its only source of information was a report in today's EP Herald

The GM decision to stay closed was made to protect employees willing to work from any acts of violence,

such as had already occurred, as well as to protect its property from possible damage

The statement said "Our only reference (to the meeting yesterday) is the article written by Kim Bentley and published in the Eastern Province Herald today.

"In the context of the article the resolution passed, and the remarks attributed to Mr F Sauls — the union's national secretary — convey, if correctly reported, a message to the effect that workers from both plants will go to the Kempston Road plant on Monday at 6.45am with no badges and

enter the plant, and that they would start where they ended off on Wednesday

"A number of interpretations are possible based on the limits of no direct communication from the union

"From a purely labour relations point of view, it is regrettable that the only logical interpretation we can draw from the contents of the article is that it is an indication to continue with the illegal strike

"It is regrettable in the sense that the company has attempted to address all

Turn to Page 2

From Page 1

the issues giving rise to the dispute in a responsible manner, including the provision of written assurances

"Further comment in this regard is *sub judice* in that the company and the trade union have agreed to refer the issues to arbitration for resolution

"This was done after Naawu referred the dispute to the Industrial Council and the necessary resolution passed

"Arbitration is but one of several options open to resolve disputes and by implication the parties to the dispute, acknowledged to be in deadlock, undertake to abide by any ruling that may be given

"If sound labour relations practices are observed, the issue is being addressed, but is now in the hands of others

"It is senseless, in our opinion, to continue with the strike

"If on the other hand — and this is pure speculation on our part because we have not received any communication from the union, nor can we infer it from any reports we have read — the issue will be the dismissed workers, we have also addressed this in the absence of an approach

"Mr Bob McIlwaine (GM's industrial relations manager) is accurately

reported in the same article referred to above as saying "If we were or are approached in this regard, we would be willing to enter into discussions on the matter"

"To indicate otherwise would also be contrary to sound labour relations practice, as Naawu are fully aware

"Negotiations in good faith are willingly accepted by any company concerned with not only its wellbeing, but that of its employees as well.

"Based on the interpretation we have drawn from the report in the Herald, we consider it necessary to take certain steps

"It is incumbent upon the company to protect its employees working, or willing to work, from any acts of violence, such as have already occurred, as well as to protect its property from possible damage

"We have taken this decision (not to open the plants) reluctantly, but under the circumstances we have no choice

"In our opinion the options for a speedy resolution to the current situation rest clearly with the union, if they sincerely wish to do so"

At their meeting yesterday, workers from both the Kempston Road and Aloes plants resolved to "go to the Kempston Road plant on Monday at 6.45 with no

badges and enter the plant"

Mr Sauls said they would then "start where we ended off on Wednesday"

The meeting pledged solidarity with the sit-in strikers who were obliged to hand in their badges to GM security personnel as they left the Kempston Road and Aloes plants under police escort on Wednesday night.

Production at GM has ground to a virtual halt since last week

Yesterday GM management confirmed that it had sacked 567 workers who staged a six-day sit-in at the company's plants until they were ordered to leave by police

Efforts today by Weekend Post to contact union officials were unsuccessful

w/b news 8/11/86

GM plant won't be open for work on Monday

PORT ELIZABETH — The management of General Motors has withdrawn the notification, that the plant will be open for normal production on Monday.

The motor company said today it had not heard from the

National Automobile and Allied Workers' Union concerning resolutions passed at a mass meeting yesterday

The statement from GM said the plants at both the Kempston Road and Aloes complexes would be closed for normal production on Monday

In a statement, the company said it had "taken this decision reluctantly" but under the circumstances it had no choice

Unanimous

GM said "The options for a speedy resolution to the current situation rest clearly with the union"

Strikers had voted to try to return to the main plant on Monday

Almost 1 000 workers unanimously agreed that all strikers — including the 567 already sacked by GM — would gather at the company's Kempston Road plant on Monday

They said they would enter the plant, but would not begin work until they had held a meeting on the premises

No comment

Mr Bob McIlwaine, GM's industrial relations manager, when told of the outcome of yesterday's meeting, said he could not comment on any possible GM reaction

There were scenes of near pandemonium at a meeting of workers at the Dorothy Jansen Hall in Schauder township when they began throwing their identity cards

An elderly worker addressed the strikers about worker solidarity. Then he ripped off his identity card and hurled it to the floor. Within seconds the air was filled with hundreds of cards

(left); Minister of Finance Mr Barend du Plessis and
Cornelis Human (right). ● Photo

GM workers to get back on the lines on Monday

By Glenda Spiro and Janine Simon

More than 2 000 General Motors workers, including 587 who were sacked, have decided to return to work on Monday. Workers' demands for severance pay and repayment of pension contributions have gone to arbitration.

The GM action was one of five disputes this week:

● Gencor: About 5 500 mineworkers stopped work at Gencor's Kinross gold mine near Evander. They want a union representative (dismissed for disrupting a management-organised memorial service for the Kinross mine disaster victims) and three union leaders dismissed after underground work stoppages over bonuses two weeks ago, reinstated.

● CNA: About 1 000 CNA employees staged sit-in strikes and demonstrations in stores and warehouses countrywide. They want a R105-a-month increase and May 1 and June 16 as public holidays. CNA has offered R85 a month.

● Putco: The bus company has experienced disputes in Natal and Soweto. Services in Durban were cancelled yesterday after 200 drivers were fired for not collecting fares on October 24.

Soweto commuters have boycotted Putco since Monday over a 17,5 percent fare increase. Taxi and minibus services have been delayed at roadblocks.

● Sappi: About 1 600 workers went on strike at Sappi in Port Elizabeth and Springs on Sunday. Both had ended by yesterday and talks on wages and conditions will take place next week.

was aroamin'



Kinross miners stop work

W/LEADERS 8/11/80
Weekend Argus Correspondent

JOHANNESBURG - About 5 500 mineworkers have stopped work at Gencor's Kinross gold mine near Evander, the company said.

A spokesman said the workers at the mine's two shafts had not reported for duty on Thursday night and yesterday, but he could not say what the workers' grievances were

However, the Eastern Transvaal organiser of the National Union of Mineworkers, Mr Tshidiso Mothupi, said the workers had stopped work after management had made it clear it would not accede to their demands.

Their demands included the reinstatement of the union's regional chairman, Mr Eric Vala, who was dismissed after a management-organised memorial service for the Kinross mine disaster victims in September was disrupted



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Police, Jobs, GM

Standby at

Dispatch Correspondent

PORT ELIZABETH — Police and defence force personnel briefly massed outside the gates to the General Motors plant in Kempston Road here last night as the wildcat strike ended its sixth day inconclusively.

At about 10 pm a large contingent of SA Police and SADF personnel arrived at the plant in about 15 vehicles.

Several disembarked and marched in ranks to a point outside the plant's main entrance. Within minutes, however, the detachment of security forces — armed with quirts and rifles — withdrew, leaving the occupying strikers in the plant.

They then regrouped some 300 metres from the main gate and by 11.15 pm they were still there.

The display of force followed a drama marked by

● Claims by GM management of unspecified "violence and intimidation" directed by a core of sit-in strikers at employees wishing to return to work.

● The abrupt end to a noon management-union meeting at which GM responded to overnight proposals from Naawu (the National Automobile and Allied Workers' Union).

● A management ultimatum to sit-in strikers to vacate the premises by 3.45 pm.

● The last-minute ditching by General Mo-

The day began with an undisclosed number of strikers continuing to occupy both Kempston Road and Aloes plants of General Motors, as the strike continued and workers awaited a response from management to overnight proposals made by union representatives.

The responses came at the noon meeting, which lasted only 15 minutes.

According to a management statement issued later it was indicated to workers' representatives at the meeting that General Motors Corporation had no contractual obligation to pay one month's severance pay on its financial withdrawal — one of the key worker demands — since it had done "everything possible to preserve employment opportunities for current employees

"The assets of GMSA, which provide the basis for employment, remain intact, only the ownership is being sold."

GM won't

open on

Monday

Weekend Post Reporter

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Turn to Page 2

W/E Post 8/11/86

140A

140A

140A

STRIKERS VOTE TO RETURN TO GM

2/11/68
DO

Dispatch Correspondent
PORT ELIZABETH -- A
mass meeting of about
1 000 General Motors
workers yesterday
unanimously resolved to
return to the company's
Kempston Road plant
here early on Monday
morning to "start where
we ended off on Wed-
nesday"



The decision followed
confirmation by GM's
management that it had
sacked the 567 workers
who sustained a six-day
sit in of the company's
plants until removed by
police on Wednesday
night

140A

At yesterday's meet-
ing, workers threw their
identity badges onto the
stage -- two carrier bags
were collected -- pledg-
ing solidarity with the
sit-in strikers who were
obliged to hand in their
badges to GM security
personnel as they left
the plants on Wednes-
day night



After several hours
spent discussing Wed-
nesday's incidents,
workers at the meeting
in the Dorothy Jansen
Hall in Schauderville
adopted the resolution,
which was read out by
the national secretary of
the National Auto-
mobile and Allied Work-
ers Union, Mr Freddie
Sauls

They resolved that
workers from both
plants "go to the
Kempston Road plant on
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The vote was the cul-
mination of a hectic
week of GM's labour re-
laxation and...
the company
Menza car on which its
future hinges

DD 8/11/86 (scribbles)

EL's Naawu branch backs GM strikers 140A

Dispatch Reporter

EAST LONDON — The East London branch of the National Automobile and Allied Workers Union (Naawu) has pledged "solidarity" with its Port Elizabeth members employed by General Motors

In a statement signed by the acting branch secretary, Mr M W Monqo, the local office of Naawu said its members were in "full support" of demands made by fellow union members employed at GM in Port Elizabeth.

The demands included that GM's pension funds either be paid out to the workers or be placed into a jointly controlled provident fund, that

workers receive one month's severance pay for every year of service when the company pulls out and that workers have two representatives on the board of directors of the company in future

"We pledge solidarity with all efforts and actions taken by workers at GMSA. The intransigent attitude adopted by management towards these demands proves the total disregard of its employees, and their families

"The action by GMSA to call the police to remove workers from the plant and also fire 500 workers involved in the sit-in is a grave miscarriage of justice," Naawu said.

202

Strike goes on as GM rejects new union proposals

CP Correspondent

THE strike at General Motors by about 2 000 workers, after the US company announced it was pulling out of SA, has apparently reached a stalemate.

The National Automobile and Allied Workers' Union said GM bosses "flatly rejected" revised demands by the union.

On Tuesday, Naawu and the Motor Assembly and Components Workers' Union asked that the issue of severance pay be referred to GM's Detroit headquarters.

They also proposed that workers be given the choice of being paid out their pension fund money or having it transferred to a jointly-managed new provident fund. The unions also originally demanded worker representation on the new board of directors.

GM said it was not prepared to negotiate until workers returned to work, said Naawu regional secretary Les Kettleidas.

Bosses said that the "new" GM, will continue to do business in SA, operating from its PE plant.

And it believes it has no obligation to make any severance payments to workers who, they say, are not going to be retrenched. At the plant about 2 000 workers were encamped around the assembly line awaiting agreement to their demands.

● The massive Congress of SA Trade Unions has announced support for the GM workers "in their battle to get the company to negotiate with them on their future and the future of the company".

"We wish to reiterate that workers are not prepared to bear the brunt of sanctions and disinvestment which is the direct result of apartheid."

● A sit-in by workers at Harvestime's PE vegetable processing plant has been broken up by police after bosses brought an urgent court application against the workers.

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9/11/86 140A

GM says strike is over

PORT ELIZABETH — General Motors announced yesterday that production at its strike-bound plants would resume today, bringing to an end the seven-day wildcat strike by more than 2 000 workers

The GM statement followed after the regional secretary of Naawu, Mr Les Kettle-das, informed management of the workers' intention to resume work as from the early shift today And in a statement issued at noon, the national secretary, Mr Freddie Sauls, was quoted as saying he wanted the strikers to return to work

However, some doubt was later raised over the back-to-work prospects, when Mr Sauls said a decision would only be taken by workers at a mass meeting to be held at 11 am in Korsten. Mr Sauls said his earlier statement was misquoted

In its announcement that the strike would end, GM said "it was pleased with the positive attitude being displayed by the majority of workers and trade unions".

Later yesterday afternoon, however, Mr Sauls said his understanding of the situation was that a final decision would only be taken after this morning's meeting, at which workers would also discuss "the attitude of GM"

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PAGE 13

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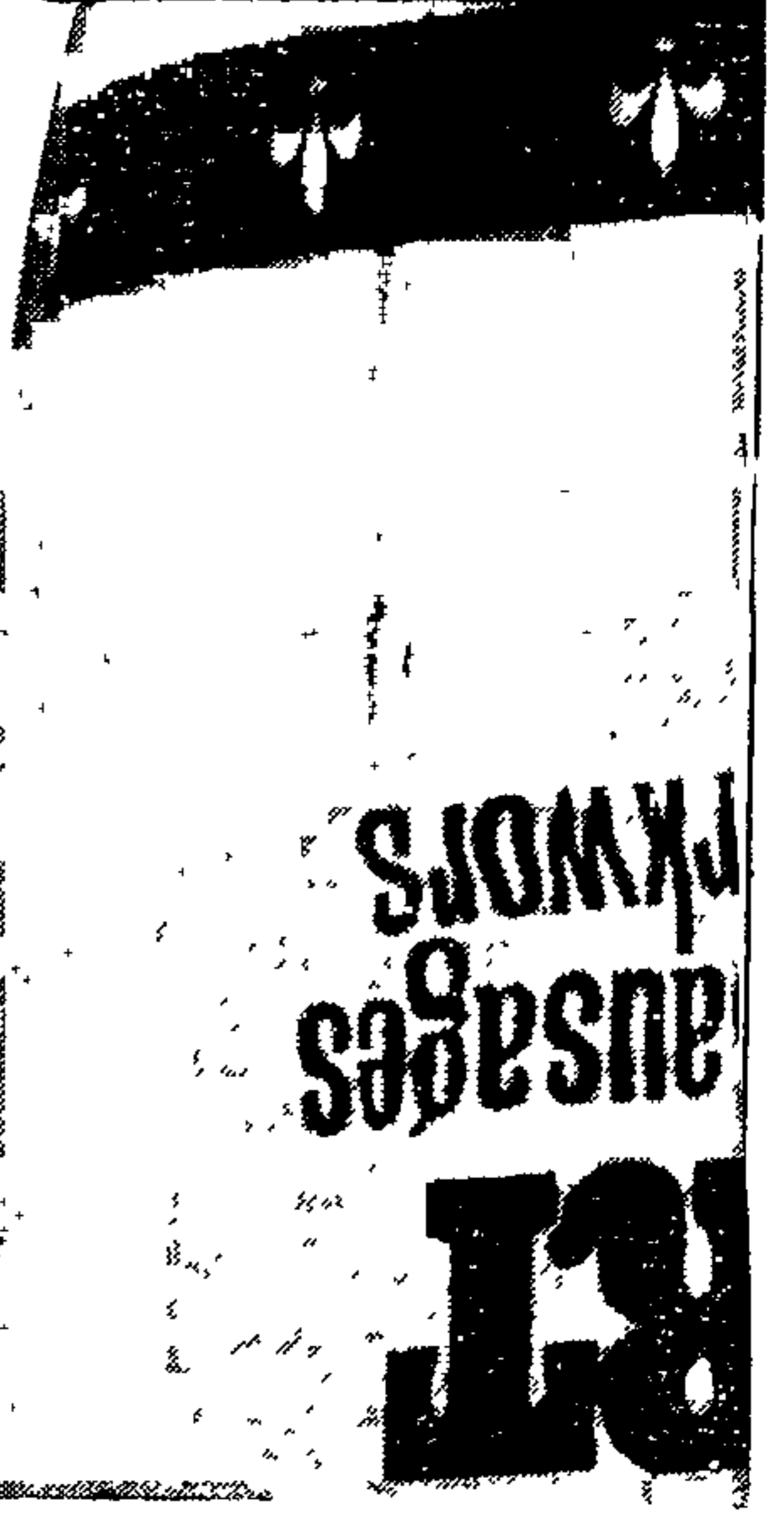
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Striking workers face a lockout

THE Port Elizabeth-based motor giant, General Motors South African (GMSA), which has been crippled by a wild-cat strike since Wednesday last week, will close both its PE plants tomorrow to avoid a possible violent clash with strikers.

The decision to close the plants — in direct reversal to a statement on Thursday that full production would resume tomorrow — was announced yesterday.

"It is incumbent upon the

company to protect its employees working, or willing to work, from any acts of violence such as have already occurred, as well as to protect its property from possible damage," a management statement said.

Black GM workers had planned to march on the Kempston Road plant tomorrow without their identity badges, which they threw onto the stage at Friday's union meeting.

A resolution read to the meeting by the national secretary of the National Automobile and Allied Workers' Union, Mr Freddie Sauls, said that workers from both plants would "go to the Kempston Road plant on Monday at 6.45am with no badges and enter the plant".

Workers who try to enter the plant without their security badges will not be allowed in, according to company policy.

Production has ground to a virtual halt since the strike began last week.

It is believed that it was sparked by uncertainty among the workers about their future after the withdrawal of GM from South Africa and a buy-out by a local management consortium headed by the former head of GMSA, Mr Bob Price.

Workers are demanding severance pay and repayment of pension contributions.

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Ccawusa mobilises its members at Cosatu House this week.

CITY PRESS 9/11/85 1401K

Workers down tools at CNA

By SOL MORATHI

MEMBERS of the Commercial Catering and Allied Workers' Union of SA at two Johannesburg warehouses and the Carlton Centre and Elandsfontein branches of the CNA, this week downed tools and demanded wage increases.

The workers went on strike on Monday after rejecting a CNA offer of an R85 across-the-board wage increase. The workers are demanding R105 increase.

On Monday the Rand Supreme Court awarded the company a provisional order to eject 347 employees from its Johannesburg premises. The workers had planned to stage a sleep-in strike on that night.

The order was granted pending the final hearing on November 18 when Ccawusa will be summoned to show cause why an order should not be made interdicting its members from entering CNA premises.

Mary's little Lambie fails to score for three months

LONDON — John Lambie, manager of the Scottish soccer club, Hamilton Academical, has been forced into a life of celibacy since his club arrived in the Premier Division, according to a British Press report.

Confident of his team's success among the big clubs, Lambie, 45, vowed to his wife, Mary, at the start of the season that the couple would not have sex until Hamilton won their first game.

Three months and 16 games later, Hamilton are still awaiting their first victory.

On Saturday Lambie came agonisingly close to success.

At home to defending champions and standings leaders, Glasgow Celtic, Hamilton took the lead with nine minutes to go.

But Celtic levelled from a penalty minutes later and, in the dying seconds, grabbed a second goal to win 2-1 — Sapa-AP



A General Motors shop steward gives an interview to foreign and local newsmen outside the Kempston Road plant today, after workers had handed in another boxful of identity badges in solidarity with the 567 who had their badges removed by GM security personnel last Wednesday

Confusion as Strike goes on

Post Reporters
THE workforce at General Motors wants to return to work, a GM spokesman said today — but this has been denied by union leaders.

Shop stewards representing striking workers had informed the management of this during discussions at the plant today, Mr George Stegmann, the company's industrial relations director, said early today.

However, Mr Les Kettledas, regional secretary of the National Auto

mobile and Allied Workers' Union (Naawu), said at lunchtime, after a meeting with stewards who earlier met GM management, that the men never indicated they wanted to return to work.

"They were requested by management to come in as they wanted to know if the workers were going to come back to work or not."

"They said management should deal with the union."

However, Mr Stegmann stood by his earlier version on the meeting.

He said the stewards asked for the meeting and "indicated clearly they

wanted to return to work. We requested a signed undertaking to that request."

He said the stewards told management they were not in a position to inform the company officially, as they had to refer the matter to the union leadership.

Mr Stegmann said that, should such an undertaking come from the union, GM was prepared to enter into discussions on their return to work.

But the company was not prepared to discuss the reinstatement of the 567 sacked workers until the remaining workers had returned.

He said union demands on severance and pension pay had been referred to arbitration and the company was "willing to abide by that decision."

More than 1 000 GM workers who converged on the Kempston Road plant from 6am today, dispersed peacefully after being requested to do so by union officials at 9 45am.

The plant's gates were closed in keeping with a decision by the company over the weekend, and a small police contingent kept a low profile outside the gates.

Three shop stewards who went into the plant at

8am to meet management, were later joined inside by about 12 others.

At 9 30am the stewards came out and spoke to Mr Les Kettledas, regional secretary of Naawu.

At his request, one of the stewards, using a police loudhailer, requested the workers to disperse and return to the plant tomorrow.

He said that, should the gates to the plant be locked tomorrow, the workers should meet at the Dorothy Jansen Hall in Korsten to decide what steps to take.

After they dispersed, the stewards went back

into GM for further talks, after which they were scheduled to meet Naawu officials.

The strike at GM is resulting in a loss of up to 60 Monzas a day.

No decision has been taken on the postponement of GM's national advertising and promotional campaign for the new Monza.

GMSA's director of technical services, Mr Keith Butler-Wheelhouse, said today the campaign might be postponed because the company feared there would be insufficient stocks of the cars because of the strike.

INSIDE

Wessels will play in four — Page 20



MM prize winners — Page 4

● TV Show — Page 12, 13

● Good Living — Page 9

● Racing — Page 18

● Sport — Page 19, 20


 Mr Post
 20/11/10
 140A

BUS DAY (1401A) 12/11/86

New GM conflict looms

A NEW clash may be looming between General Motors management and the 2 000 striking workers today

Workers decided at a mass meeting on Friday to return to company premises to "start where we ended off on Wednesday" — when more than 500 were evicted and subsequently dismissed

But GM has announced that the two strike-bound plants "will be closed for normal production" today, cancelling its decision to open the plants after reading Press reports of the meeting which it interpreted to mean that the strike would

ALAN FINE

continue

National Automobile and Allied Workers' Union (Naawu) regional secretary Les Kettledas confirmed this yesterday

Kettledas told *Business Day* resumption of production depended on management coming forward with "anything positive" regarding demands related to severance pay and pension contributions

● To Page 2 →

BUS DAY 10/11/86

GM strike — new conflict looms

when new management takes over, and the dismissal of the 500

If, however, workers found themselves unable to gain access to company premises this would be considered by the union to be an illegal lockout, he said

The GM statement says it is "senseless" for the strike to continue, as the matter is to be referred to arbitration. It is believed details about the identity of the arbitrator and his terms of reference will be addressed today. GM industrial relations manager Robert McIlwaine has also said if the company were approached on the issue of the dismissals it

1401A
● from Page 1
would be willing to enter into discussions on the matter".

But Kettledas questioned the veracity of this undertaking, saying any "positive" moves by GM's industrial relations department had, throughout the strike, been undercut by the "hardline" attitudes of MD Bob White and other top management

McIlwaine declined to comment further yesterday, and White could not be contacted

BUS DAY

THE closely watched Industrial Court case between the Metal and Allied Workers' Union (Mawu) and BTR Sarmcol — which became part of Dunlop SA earlier this year — enters its second week in Pietermaritzburg today

Mawu has alleged that BTR's actions related to the dismissal of nearly 1 000 striking workers from the Howick plant on May 2, 1985, constituted a number of unfair labour

Mawu-BTR case is closely watched

practices, and is seeking the workers' reinstatement. The strike arose from a dispute in negotiations between the two for a recognition agreement

Counsel for Mawu, Martin Brasse, told Pierre Roux, SC, and two assessors in his opening address last week of a history of conflict between

ALAN FINE

Mawu and BTR, and an unwillingness by the company to bargain in good faith. He described several attempts by the union to resume negotiations following the workers' dismissal

But the company had replied that

there was no point in meeting as there were no additional matters to discuss. It said as Mawu members were no longer employed by the company there was no point in continuing to correspond

Keith McCall, SC, for BTR, rejected Mawu's allegations as "absurd". He said labour relations at BTR

Sarmcol in the 1970s were enlightened for the time, and allegations made by the union were neither accurate nor correct

The company had concluded a preliminary recognition agreement with Mawu in 1983, before it had achieved majority representation at the plant. It had also granted workers half a day off for May Day in 1985, when this was probably unique



7/11/86
THURSDAY
CONFUSION OVER
STRIKE AT GM

CONTRADICTIONARY signals were being received yesterday afternoon from General Motors and the National Automobile and Allied Workers' Union (Naawu) over the future of the strike by 2 000 workers, which is now more than a week old.

GM yesterday put out a terse statement announcing that Naawu regional secretary Les Kettledas had called to say workers would be returning to work this morning.

However, Naawu general secretary Fred Sauls said later: "Nobody will be returning to work tomorrow."

He also said a motor industry industrial council meeting yesterday agreed that the dispute should be referred to arbitration. This "was supported by GM representatives at the meeting".

ALAN FINE

ABOUT 8 000 workers employed by three companies have returned to work after spending up to four days on strike.

Gencor said at the weekend the situation at the Kinross gold mine was "returning to normal" after a two-day stoppage by 6 000 miners over the dismissal of National Union of Mineworkers regional secretary Eric Vala.

The firm said about 70% of the mine's day shift reported for work on Saturday. Talks on Vala's dismissal were continuing.

At Sappi plants in Springs and Port Elizabeth, 1 600 workers returned to work on Friday after a four-day strike involving the Paper, Wood and Allied Workers' Union, over the question of plant versus company level bargaining.

SA Breweries' Rosslyn plant also resumed production on Friday after 350 workers — who had struck over an alleged unfair dismissal — returned to work.

Strikes:

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nearby while

ARGUS 10/11/80

70 millworkers in stoppage over hiring of driver

Labour Reporter

1401

ABOUT 70 workers at the Sasko mill in Rondebosch stopped work today in a dispute over a rehiring clause in the retrenchment procedure

Mr Tom Duff, manpower manager for Sasko's milling division, said the dispute, over the hiring of a new driver, started about a week ago

The company had an agreement with the Food and Allied Workers Union that workers retrenched in the past 12 months would be considered for jobs before new staff were employed

Nobody suitable for the driving post was among those retrenched in the past year, he said

A union organiser said the dispute had started last week and also involved the question of payment for the work stoppage

Workers were aggrieved because the company had not consulted the union committee at the factory before hiring the driver

He said "Management did not apply the principle of consultation. There was a short stoppage on Monday last week. The driver left the factory on Tuesday and workers went back to work."

"The driver returned on Wednesday and work stopped again. In our view management has broken the agreement on consultation with the union and should pay workers for the time they were out."

Mr Duff said production and deliveries were continuing

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Strike talks resume today

10/11/86 STAR
Negotiations are due to resume today between the National Union of Mineworkers (NUM) and Kinross gold mine management to end the strike which started on Thursday.

According to the NUM, nearly 6 000 workers were involved. Management puts the figure at about 4 000.

The strikers are demanding the reinstatement of NUM Eastern Transvaal chairman, Mr Eric Vala, dismissed for his alleged role in the disruption of a management-organised memorial service for Kinross mine disaster victims,

145A
and of three union members fired in the wake of underground work stoppages over production bonuses.

Mr Harry Hill of Gencor said 70 per cent of the workers at Number 2 shaft had reported for work on Saturday. He denied an NUM allegation that they had been forced to return but confirmed that disciplinary action was being taken against three stewards.

● The Congress of SA Trade Unions will take solidarity action with the Kinross workers if Mr Vala and the other three are not reinstated.

500 strikers ordered to leave PE factory

140K
EVE POST
11/11/86

ABOUT 500 striking workers at the Harvestime factory in Port Elizabeth were today ordered to leave the company's premises in Perseverance

The order, handed down by Mr Justice de Klerk, made final a *rule nisi* granted on October 22 following an urgent application by the company

Workers at the factory went on strike on October 7 after a deadlock in the company's annual wage talks with the Food and Allied Workers Union

In terms of today's order all the respondents have to remove themselves from the premises except in order to work

The order restrains them from

- Preventing any person from gaining access to or leaving the premises

- Interfering with the movement of vehicles and people to and from and on the premises

- Interfering with Harvestime's business and operations at the fac-

tory or anywhere else

- Damaging the company's factory, buildings, goods or vehicles

- "Preventing employees from doing their duty or intimidating or unlawfully seeking to influence them, assaulting or threatening to damage employees' property, inciting, encouraging or trying to influence anyone to do any of the above"

Harvestime was represented by Mr P van Rooyen, instructed by Pagden's. The respondents were not represented

GM strikers locked out

GENERAL Motors employees are to meet this morning to consider what further steps to take in their two-week-old strike over demands related to the sale of the company to local interests

When workers tried to gain access to the two affected plants in Port Elizabeth yesterday they found the gates barred, National Automobile and Allied Workers' Union regional secretary Les Kettle-das said. They later returned home without incident, he said.

And, according to GM's George Stegmann, management was approached

yesterday by Naawu and Motor Assembly and Components Workers' Union shop stewards, who said the men wanted to return to work. Stegmann says they were asked to go back to their union leadership and have them indicate officially to management that this was what they wanted to do.

But Kettle-das denies that workers have expressed this wish.

Meanwhile Naawu says it is awaiting GM proposals on a nominee for an arbitrator and his terms of reference.

Meet our demands or close the plant, say striking GM workers

So. Post 11/11/86

By KIN BENTLEY
STRIKING General Motors workers said today GM should either meet their demands or close the plant

A meeting in Korsten was attended by about 1 000 people

The strike today entered its 10th working day

Summing up the three-hour meeting in the Dorothy Jansen Hall, Mr Freddie Sauls, national secretary of the National Automotive and Allied Workers' Union (Naawu), said GM had two options

"It can either meet your (the workers') de-

mands, or it can close the plant — nothing more than that"

Mr Sauls said workers stood by their demands that they be paid severance pay and refunded their pension money. A third demand, that workers be represented on the new board of directors, would be "sidelined", he said

"On the issue of the 567 dismissed workers, it has been decided all will go back or no one," Mr Sauls said

Earlier, workers heard that management had indicated that some of the 567 would never be al-

lowed to return
He said it was also suggested workers should not go to the plant every day, but "wait for the company to give a date" (for them to return)

However, he warned "The problem about not going to the plant is, if you sit at home, scabs may go to the plant."

Mr Sauls said in the next few days activists would visit GM workers in the northern areas and speak to them about "gaining support to organise so that no one from your street goes to look for work at GM"

He said he had warned

GM long ago that "unless they meet the legitimate demands of the workers, workers would adopt a counter-productive strategy"

He said that if the management had any sense, they would climb down from their pedestals to listen to the legitimate demands of the people in SA

"If you believe the struggle and the demands are legitimate and justified, you have to say you will maintain a presence at GM and, irrespective of what Bob White says, force them to negotiate

with you and meet your demands," he said

Earlier, Mr Les Kettle-das, regional secretary of Naawu, said nothing constructive had come of a meeting with a management team yesterday

● The issue of one shop steward who apparently told management yesterday that workers were keen to go back also arose today. It was announced that the steward would have to defend the claim before the union's executive committee and, should he fail to do so satisfactorily, he would be fired from the union

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ARL 11/11/70

Motor industry unions in joint stand on pullouts

Labour Reporter

THREE top motor industry unions have taken a joint stand on multinational companies and disinvestment.

They say pressure for sanctions and disinvestment are results of apartheid and that profits, and not jobs or worker safety, should bear the brunt.

Two are affiliates of the Congress of South African Trade Unions (Cosatu). They are the Metal and Allied Workers' Union (Mawu) and the National Automobile and Allied Workers' Union (Naawu) and are discussing unity with the Motor Industry Combined Workers' Union (Micwu). Their total membership is about 100 000.

MINIMUM CONDITIONS

In a joint statement, they demand that if companies pull out they must give timeous notice and provide details of their plans so workers and unions can decide their future.

Companies must negotiate withdrawal on minimum conditions that:

- No retrenchments or redundancies will result;
- New managements agree to negotiate with representative unions;
- They agree to minimum severance pay of one month's wage for each year of service;
- No benefits are prejudiced and workers' earnings are guaranteed for 12 months.

EVE POST 11/11/86
GM hearing postponed

Post Reporter
THE hearing on the legality of the General Motors strike was postponed in the Port Elizabeth Supreme Court today to November 18

On October 29, a rule nisi was handed down by Mr Justice Jennett calling on the National Automobile and Allied Workers' Union and the Motor

Assemblers and Component Workers' Union of South Africa and various employees to show why the strike should not be declared unlawful, and why the company should not have the right to dismiss striking workers

A replying affidavit was filed on November 3 and the matter postponed to today

(140A)

Sacked union official: mines willing to talk

Gencor yesterday said it was ready to resume negotiations with the National Union of Mineworkers over the dismissal of a senior union official from the Kinross gold mine.

This follows the suspension by the union yesterday of a three-day strike, pending negotiations.

The strikers are demanding the reinstatement of NUM regional chairman Mr Eric Vala and three other leaders.

The union claims Mr Vala was dismissed for his alleged role in the disruption of a management-organised memorial service for the Kinross mine disaster victims.

Gencor says Mr Vala was dismissed for unruly behaviour in a bar and assault.

● The Congress of SA Trade Unions says it will take solidarity action with the Kinross workers if Mr Vala and the other three are not reinstated.

No end in sight to GM strike as union puts alternative demands

By Sheryl Raine

The strike by more than 2500 General Motors employees entered its seventh day today with no speedy settlement in sight, said the company.

Mr. Rob McIlwaine, GM's industrial relations manager, said the company met the National Automobile and Allied Workers' Union (Naawu) yesterday and the union tabled alternative demands.

Originally, the union demanded severance pay of one month's salary for every year of completed service, repayment of pension fund contributions and the right to appoint two directors to the board of the new company.

Mr. McIlwaine added "Alternative demands now include a call to the GM corporation in the US for a payment of one month's salary for each year of service. We will forward this request

"As far as the pension fund goes, the union has proposed that GM SA submit all details to ac-

tuaries so they can calculate the credit due to each member, who would then be entitled to take the money or transfer it to a provident fund in consultation with the company.

"We have agreed to postpone dismissals pending consideration of the alternative demands."

Leader of the Naawu delegation, Mr. Freddie Sauls, said workers would await management response — expected in the next two days — before deciding further action.

In the meantime, GM has temporarily closed the plant.

● Sapa reports that the Congress of SA Trade Unions has backed Naawu and demanded that companies leaving South Africa negotiate their withdrawal with employees and unions.

A Cosatu spokesman added "Workers are not prepared to bear the brunt of sanctions and disinvestment, which are a direct result of apartheid."

GM Times
11/11/86

PROF

Strikers want to end stoppage, GM told

PORT ELIZABETH. — Employees from two unions involved in a 12-day-old strike at General Motors plants in Port Elizabeth yesterday told GM management they wanted to end the stoppage but had to get union sanction first, a GM statement said.

However, a union official later said that he had no mandate from workers in this regard.

Early yesterday a joint deputation of shop stewards from the National Automobile and Allied Workers Union (Naawu) and Motor and Component Workers Union of South Africa requested a meeting with company management.

"Management complied with this request and at the meeting which followed, the shop stewards indicated that it was the wish of employees currently on strike to return to work," the GM statement said.

However, they were unable to give any undertakings in this regard saying that this would have to come from their union leadership.

After further discussion, and at the request of management, the shop stewards undertook to meet union leadership and to ask them to formally advise the company of their position so that discussions for a return to work could be entered into, GM said.

At a later meeting, attended by GM management, officials from both unions and shop stewards, it was evident that the parties differed as to the purpose of the meeting.

Mr Freddie Sauls, Naawu's general secretary, stated that he had no mandate from striking employees that it was their wish to return to work and consequently could not give any undertakings.

"He further indicated that the question of a return to work would be discussed at a meeting to be held in Korsten tomorrow," yesterday's GM statement said — Sapa

NUM set to act against Gold Fields

ALAN FINE
THE National Union of Mineworkers (NUM) yesterday applied for a conciliation board to consider an alleged unfair labour practice committed by Gold Fields at seven mines.

The case could lead to Industrial Court action.

The allegation is based on Gold Fields' implementation of "wage adjustments" in August, during wage negotiations between the NUM and the Chamber of Mines. Gold Fields had earlier withdrawn from the negotiations.

The NUM strategy appears two-fold. Firstly, it would like to establish a precedent that unilateral increases in such circumstances constitute an unfair labour practice. Secondly, it is probably trying to strengthen the legal position of miners should the present negotiations end in deadlock and they embark on a lawful strike.

The NUM application says the unilateral wage increases implemented by Gold Fields were in contempt of established practices and designed to subvert the role of the union. They also prejudiced union members in that the increases benefited skilled workers at the expense of unskilled workers, contrary to the NUM's mandate from members.

500 Mawu workers on strike

By ALINAH DUBE

MORE than 500 members of the Metal and Allied Workers' Union employed at the African Telephone Cable company in Brits went on strike yesterday over demands for better pay.

According to Mr Joseph Horegang, a shop steward, workers downed tools after their meeting with management had ended in a deadlock

Mr Horegang said management was refusing to meet Mawu's 66 cents across the board hourly increase and had offered only 9c. Workers were presently earning an average R3,07 an hour

"Workers refused to resume their work today and have also decided to sleep on the company premises overnight. We find the management's offer unfair and unacceptable," he said

Mr J J Nel, chairman of the company's negotiating team, said he would not comment as he was still assessing the situation at the plant. He confirmed the work stoppage

Meanwhile about 300 workers at the Standard Telephone Cables (STC) in Boksburg, on the East Rand, yesterday went on strike, demanding higher wages

The workers, mostly members of the Metal and Allied Workers' Union (Mawu), are demanding a minimum of R3 an hour for all black employees at the company

According to workers at the company some of them are presently earning about R1 per hour.

The company has refused to comment on the matter

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11/11/86
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Wage talks

dispute settled

Labour Reporter

A DISPUTE following an urgent application by the South African Boilermakers' Society in the Supreme Court, Pretoria, in which the society demanded full participation rights in wage negotiations with Mondi Paper Mill and the Paper, Wood and Allied Workers' Union, has been settled in the Industrial Court in Durban.

The Supreme Court application on October 30 sought to prevent the company and PWAU from pursuing wage negotiations until such time as the

Boilermakers' Society was allowed full participation in the pay talks.

The dispute was settled after the SABS agreed to pay R2 000 each to both Mondi Paper and PWAU towards their legal cost. The Court also restored the SABS's status quo as observers at the wage negotiations.

Mr DJ de Villiers presided at the Industrial Court hearing. Mr Chris Albertyn appeared for PWAU and Mr Brian Acker, instructed by Shepstone and Wylie, appeared for Mondi Paper Co.

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Car launch delayed as GM strike drags on

By Sheryl Raine

Launch of General Motors' new Monza car range has been postponed until January because of the strike by more than 2 000 black workers at two Port Elizabeth plants, says the company

The Monza has been frozen on production lines by 14 days of strike action. It had been scheduled for launch next week.

The strike over demands for severance pay and pension fund repayments continued today as a war of words raged between management and unions.

At a mass meeting yesterday, about 1 000 members of the National Automobile and Allied Workers Union

(Naaawu) decided to continue the strike and challenged GM to meet their demands or close plants.

They also demanded reinstatement of 567 strikers sacked for refusing to leave the plants last week.

Striking workers have begun hinting at a boycott of GM products and Mr Freddie Sauls, national secretary of Naaawu, said plans were afoot to prevent "scabs" taking GM workers' jobs.

No early end is in sight and any attempt at arbitration would be complicated by the fact that the union has addressed demands to the Detroit-based General Motors Corporation and not the local company which has taken over from the multinational.

GM's MD Mr Bob White yesterday vowed "We will

make vehicles with or without the unions."

He said women and white-collar workers had taken to the factory floors to get production going. They would not be closing early for Christmas, he added.

The company has lost potential production of 60 Monza cars a day since the strike began.

Although prepared to negotiate the reinstatement of dismissed workers, GM has insisted that talks await the end of the strike.

Management claimed strikers were being intimidated and deliberately misinformed about policy.

GM today hit back by placing explanatory advertisements in Port Elizabeth newspapers.

NUM rejects latest Gold Fields offer

THE National Union of Mineworkers (NUM) yesterday rejected an offer made by the Chamber of Mines on behalf of workers in recognised bargaining units on some mines in the Gold Fields group — leaving the way open for a possible second round of strikes against the group.

The talks follow a wage strike by about 25 000 miners two weeks ago. Gold Fields has offered the NUM the

ALAN FINE

same deal on income security for incapacitated workers agreed with other chamber mines recently. But it declined to offer improvements on actual wages.

The chamber said "The wage levels at the mines which remained in dispute with the NUM compared favourably with and, in some cases, exceeded the wage levels on mines which had settled

with the union on October 27, 1986".
Although Gold Fields withdrew from the chamber negotiations in June, it implemented a wage adjustment in August. However, the NUM has begun official proceedings to have the "unilateral increase" declared an unfair labour practice on the grounds that it was intended to subvert the union's position and it was disadvantageous to workers in the lower job categories.

Women, white-collar staff on assembly line

Argus Bureau

PORT ELIZABETH — Women and white-collar workers are manning the assembly line at strike-bound General Motors to produce a few new Monzas

As the strike entered its 11th day today, GM general manager Mr Bob White said "We will make vehicles with or without the unions"

Today the area around the main Port Elizabeth plant was deserted in contrast with the past two days when hundreds of strikers, locked out by GM, thronged the street in front of the gates

Open letter

GM have said that production is now only scheduled to fully resume on Monday

The company has also gone on the offensive against what it terms "misinformation" given to workers, with an advertising campaign in local papers

"An open letter" from the GM director of personnel and public affairs, Mr George Stegmann, confirms that service benefits and conditions of employment for GM employees will continue once the new South African management team takes over

Mr Stegmann said the aim of the ads was to help "bring workers to see reason" and to allay their concerns about benefits raised by the supply of misinformation

He said the company was "going to have to come up with a final position very soon. We must take steps to protect the job security of employees wishing to work"

He said he had been told by such employees that they were scared to return to work because of intimidation

Meanwhile, Mr White said women and white-collar staff had shown "tremendous enthusiasm" to work on the production line

"We've got people here who want to make a success of this company"

However, in spite of the limited production of Monzas, it has been confirmed that the launch of the new vehicle will be postponed, possibly to January next year

Yesterday foreign television crews interviewed two whites who arrived at GM's main gate looking for work

They said they had been out of a job for almost two years and had come to GM because of the strike

Asked if there was a possibility of a substantial part of the shop-floor work force eventually being white, Mr Bob White said it was an option, but said he was "colour-blind" in respect of recruitment

"I think we have been as reasonable as we can, but at some time people have to stand up and be counted

"I still think the majority of our people want to work, but are being intimidated by people who don't have their interests at heart and would rather pursue their own political aims"

DD 12/11/86
Saawu
*agreement
 with
 Border
 oil firm*

Dispatch Reporter

EAST LONDON — The South African Allied Workers Union (Saawu) has signed a recognition and procedural agreement with the British Petroleum (BP) branch here

According to a statement released by Saawu yesterday, the agreement was concluded on November 5 and covered East London installations, the airport and Fort Beaufort

Meanwhile, more than 300 delegates from over 36 Saawu branches are expected to attend the union's national conference in Durban from November 21 to 23

The national president of Saawu, Mr Penrose Ntlonti, said in a press statement the conference would be a follow-up to the joint national executive committee meeting held in August this year

The conference will end with a rally on November 23

TEAROOM, RESTAURANT AND CATERING TRADE PRETORIA

Parties Employer Organisation: Pretoria and Districts Caterers' Association

Trade Union: Pretoria Liquor and Catering Trades Employees' Union

Area Magisterial Districts of Pretoria, Kempton Park, Cullinan*, Brits*, Randburg*, and Wonderboom

Footnotes

1. Annual leave - All workers are entitled to 18 days annual leave after 12 months of service.

2. Meals - All workers except watchmen must receive free meals for each meal time that falls within their working hours

Office staff man GM assembly line

PORT ELIZABETH — Women and white-collar employees are working the assembly line at General Motors, finishing jobs abandoned by strikers

The public launch of the new Monza car, however, has been deferred, possibly until the end of January. Altogether 1 200 units have been lost in the two weeks since production stopped

"We will make vehicles, with or without the unions," Mr Bob White, GM's managing director, said yesterday following a militant meeting at which workers voted to continue the two week strike at two factories

"The enthusiasm and desire to get the job done is now stronger than it has been for the last six months. We have white-collar workers and women, people out of the service and other departments working on the line

"We have got people here who want to make a success out of this"

The dealer council agreement on the deferment of the launch has taken pressure off production, but Mr White

said he had no intention of closing the plants early for Christmas

"We are planning to work until December 17," he said

Asked if there was any likelihood of part of the work force being replaced by white workers, he said. "We have not looked into it yet, but it's an option. As far as I am concerned we are colour-blind"

Workers voted not to return to work until 567 colleagues sacked over the sit-in were reinstated. They also demanded return of their pension fund money and guarantees over pay, saying they distrusted the intentions of the local consortium due to take over early next year

□ Mr Bob Price, leader of the SA consortium, said earlier this month that the new company would not consider itself bound by the American Sullivan Code, which prescribes equality in employment, wages and benefits

Partial ^{12/11/86}
pension ^(140A)
agreement

By KIN BENTLEY

AGREEMENT in principle was reached today between trade union officials and management at Volkswagen in Uitenhage on an alternative pension plan for workers.

This was confirmed by a shop steward at VW and vice president of the National Automobile and Allied Workers' Union, Mr John Gomomo. He said the two parties had been discussing the matter since a mandate to do so was given to the union by the workers on August 28 this year.

Mr Gomomo said the union had 3 500 workers at the VW plant.

He said, together with company representatives, they had been considering what constituted the best alternative "to suit the needs of the employees".

He said the union would work out a final proposal which it would submit to the company "in a few days".

Motor ^{DD}
unions:
talks ^{13/11/82}
before ^(140A)
you go ^(140B)

Dispatch Correspondent

CAPE TOWN — Three of the motor industry's biggest trade unions have demanded that workers be consulted by any multi-national company which intends withdrawing from South Africa

The National Automobile and Allied Workers Union (Naawu), the Metal and Allied Workers' Union (Mawu) and the Motor Industry Combined Workers Union (Micwu) say negotiations should be based on the following "minimum conditions"

- No retrenchments because of the withdrawal or sale, to a local company,
- Negotiation with representative unions on any issues affecting workers,
- A guarantee from the departing company of a minimum severance pay or one month's pay per year's service,
- Guarantees from the departing company that no benefits will be prejudiced by its departure, and
- Guaranteed full earnings for all workers for 12 months from the date of notification of withdrawal or sale

The three unions gave their full support to the strike at General Motors in Port Elizabeth, and condemned the company for its "high handed decision to refuse to negotiate with the GM workers on their future" after deciding to pull out of the country

NUM plans taking strike ballots

THE National Union of Mineworkers (NUM) plans to begin conducting strike ballots at seven Gold Fields mines and Rand Mines' Douglas colliery complex this week, as soon as the companies agree to a request for balloting facilities. The move follows the union's rejection of a Chamber of Mines offer on its members' behalf yesterday. A Rand Mines spokesman says the request has already been granted, while Gold Fields was considering its response yesterday. The two groups have offered to implement an agreement on income security

for incapacitated workers already agreed with other chamber mines, but have refused to revise their wage rates.

Gold Fields says that, following an adjustment in August, its rates are similar to those on other mines. The NUM contests this. Rand Mines says it implemented lower percentage increases because its basic wages are already the highest in the industry for 95% of its workers.

An NUM spokesman yesterday predicted workers would choose to strike.

17 (K600) 13/11/86

14501
1820

GM plant is still silent, plans to replace strikers

The Argus Correspondent

JOHANNESBURG — Production lines at General Motors in Port Elizabeth remained silent again today, but a spokesman said the company was pressing ahead with plans to replace 567 strikers fired last week.

GM has been strike-bound since October 29 and there are no indications of a break in the deadlock between the company and the National Automobile and Allied Workers' Union (Naawu)

So far, 567 of the 2 500 strikers have been dismissed for defying company requests that workers end a sit-in and vacate the premises

Job adverts

Mr Rob McIlwaine said there was no contact between GM and Naawu yesterday

He confirmed that advertisements had been placed in all Port Elizabeth papers today inviting applications for a wide variety of jobs

Asked whether he believed recession-hit whites would be applying for jobs traditionally held by blacks, he said "We will consider applications from anyone"

Meanwhile, considerable black community mobilisation is taking place in the area in support of the strikers who are demanding the company grant severance pay and pension fund payouts before finally selling out to South African buyers

Arbitration

A GM support group has been formed which includes worker, community, youth, sport, student and educational organisations. Naawu has urged the community not to take jobs with GM

Although union demands for severance pay and pension fund payouts were referred to arbitration last week, the parties have still not agreed to the terms of reference. Naawu has accused GM of delaying proceedings by raising unnecessary difficulties

GM has expressed certain reservations about arbitration because the union has addressed its demands to the GM corporation in Detroit. The jurisdiction of the arbitrator would be confined to South Africa

Striking GM workers reach decision

PORT ELIZABETH — Striking General Motors workers yesterday decided to return to GM plants early on Monday and demand to be reinstated — together with 567 workers already dismissed, workers said at a strike meeting yesterday

If the demand was met work could resume, speakers said, but if management failed to reinstate all the workers "the plants must close down"

At an emotion-charged meeting in Korsten, the fifth since last week, more than 1 000 strikers were assured of support from other motor company workers

Co-workers at other plants, they were told, had decided to consider taking action in a show of solidarity with GM strikers, the vice-president of the National Automobile and Allied Workers' Union (Naawu), Mr P Go-

momo, told the meeting

It was also announced that managements at other motor companies had been approached by Naawu, who appealed to them to consult with GM management in an effort to settle the dispute

GM management is to be approached by management from other motor companies tomorrow, the meeting was told

The strike entered its 15th working day yesterday — Sapa

2 000 STC workers strike

MORE than 2 000 Standard Telephone Cables workers are involved in a work stoppage over wage demands at the company's Boksburg plant.

The workers began their stoppage on Monday, after talks between

their representatives and management reached a stalemate last week. They were evicted the following day after STC management obtained a court interdict keeping them out of the company's premises

The striking workers belong to the Electrical and Allied Trades Union of SA (Eatusa), Metal and Allied Workers Union (Mawu) and Engineering and Allied Workers Union

An Eatusa spokesman told the *Sowetan* yester-

day management had not responded to all demands, which included maternity benefits. Instead management had agreed to a minimum wage rate of R3 per hour and offered a categorised service bonus.

Naawu may urge boycott of GM

13/11/11 5:00 PM
Production lines at General Motors in Port Elizabeth remained silent today but the company is pressing ahead with plans to replace 567 strikers dismissed last week, writes Sheryl Raine.

GM has been strike-bound since October 29 and there are no indications of a break in the deadlock between the company and the National Automobile and Allied Workers Union (Naawu).

Naawu has urged the community not to take jobs with GM and there is talk of a boycott of GM products.

NUM asks for strike ballots

5038-13/11/86

By Mike Siluma

140A

The National Union of Mineworkers, which has rejected wage offers by Gold Fields and Rand Mines's coal division, was today awaiting a reply to its request for strike ballot facilities at eight mines belonging to the two mining houses.

The dispute arises because the two organisations pulled out of wage negotiations which ended in agreement last month with other Chamber of Mines affiliates.

19/11/76 (214)
NUM gets
facilities
ALAN FINE
140A

THE Gold Fields Group yesterday agreed to provide strike-balloting facilities to the National Union of Mineworkers (NUM) at three gold mines which, it said, were party to the ongoing wage dispute between the two.

Gold Fields has however refused to do so at four other mines.

The NUM announced on Wednesday it planned to canvass the views of members on Gold Fields' refusal to offer wage increases beyond those already applying.

A company statement said the managements of Deelkraal, Libanon and West Driefontein were prepared to provide ballot boxes and suitable venues for polling, and to release certain union members to man the stations.

The NUM has, however, also asked for similar facilities at East Driefontein, Venterspost, Doornfontein and Kloof. In May, at the beginning of this year's wage talks between the NUM and the Chamber of Mines, some of the union's recognition claims were disputed. The matter was then shelved, as it would only become material in the event of strike balloting.

The NUM could not be reached for comment.

Massive response to GM job offers

PORT ELIZABETH — Switchboards at General Motors were jammed yesterday and a steady stream of workers lined up outside the gates of the plant in response to the advertising of jobs at the factory.

This follows GM's announcement on Wednesday that it intended to recruit staff to replace the 567 men sacked last week.

Mr Dennis Brislin, manager of an employment agency here, said the telephone had rung non-stop from early yesterday and prospective workers had already lined up outside the gates when they were opened at 7 05am

The advertisement yesterday stated that GM (SA) had vacancies for "persons with experience in the motor industry"

Applicants were invited to fill vacancies in the following areas Spray painting, metal finishing, gas and arc welding, spot welding, press operating, assembly operations and material handling

The advertisement also stated that the core management representing the new owners of GM (SA) confirmed that current conditions of employment offered would remain unaltered when the handover took place in January

Union spokesmen could not be contacted for comment on the recruiting drive

The strike at the plant entered its 12th working day yesterday — Sapa

14011

LABOUR AND DISINVESTMENT

What the GM workers want

The strike at General Motors (GM), now well into its third week, is the first major industrial dispute sparked by disinvestment. It therefore highlights many of the difficulties the issue poses for the independent trade unions who have formally advocated economic sanctions.

The two key unions in the dispute, the National Automobile and Allied Workers Union (Naawu) and the Motor Assembly and Components Workers Union of SA (Macwusa), are both members of the Congress of SA Trade Unions (Cosatu). Cosatu is a giant union federation which openly supports "all forms of international pressure on the South African government — including disinvestment or the threat of disinvestment."

Naawu has never been a particularly vocal supporter of sanctions, largely because multinationals such as GM, Volkswagen, and (until 1985) Ford were its best-organised factories. And as with many independent unions, sanctions have never been fully discussed at Naawu shop-floor level. Further, the disarray in worker organisations caused by the State of Emergency severely restricted debate on such important issues.

But tensions in the Cosatu position are built into the resolution itself: while supporting disinvestment, it also seeks to "ensure that the social wealth of SA remains the property of the people of SA for the benefit of all." Many workers interpret this as advocating greater worker control over all investment, foreign or South African.

Contribution

Notwithstanding recent unprofitable years at GM, workers know they contributed to the company's successful years in SA. They fear that assets they built up could be transferred out of the country overnight.

This bears on the issue of control over benefit payouts, especially to pension funds. Workers do not want their hard-earned contributions to disappear, either out of the country, or into the accounts of a new local company or group of unidentified owners.

Hence the major point: demands for timely notification prior to any plans to disinvest. Naawu's lawyers insist that the strike would not have happened if GM had "advised and consulted its workers" prior to announcing the withdrawal.

Having lived through the crippling Ford closures of 1985, workers feared for job security despite management assurances about the future.

Port Elizabeth workers have been misled before, and the bungling and contradictory announcements prior to the GM withdrawal

built little trust. Workers no longer want assurances they demand some voice in momentous decisions affecting them.

In its opposition to sanctions GM has always portrayed itself as having the long-term interests of the workers at heart. In the present strike it is painfully learning that workers have their own ideas about their best interests, which must be listened to.

Last week 567 workers were dismissed when they refused to vacate the two GM plants following the breakdown of negotiations. GM then called the security forces to evict the workers. Last Friday the remainder of union members voted to continue the strike, now demanding the reinstatement of those dismissed.

On Monday the company locked the gates, and now the strike is deadlocked. Both sides have agreed to arbitration, but, as the *FM* went to press, there was no end to the strike in sight.

□ See *Leaders*

14/1/86

WEEKLY MAIL

1401A

Gold Fields 'no' to NUM strike ballot

By SEFAKO NYAKA

GOLD FIELDS yesterday rejected a request from the National Union of Mineworkers for strike ballot facilities at four of its mines.

According to NUM representative Marcel Golding, strike ballot facilities were refused at the Kloof, Doornfontein, Venterspos and East Driefontein mines.

Facilities were granted at the West Driefontein, Deelkraal and Libanon mines.

The NUM requested strike ballot facilities after it rejected a Chamber of Mines statement that wage levels at Gold Fields mines involved "compared favourably with, and in some cases exceeded, those at mining houses with which the union reached agreement last month".

Gold Fields pulled out of talks when the NUM indicated that an agreement on the income security proposal would not stop the union from pushing ahead with further wage negotiations.

A four-day strike by Gold Fields miners followed. When it was called off, the union and Gold Fields agreed on the income security proposal, but Gold Fields refused to negotiate further on wages.

"It is clear that Gold Fields is trying to prevent the union from exercising its statutory right and this act is clearly seen as part of an attempt to undermine the union," Golding said.

Gold Fields could not be reached for comment late last night.

140A
14/11/85 • BUS DAY

GM workers to meet on hiring

STRIKING General Motors employees will meet today to discuss the company's recruitment of new staff to replace the 567 workers dismissed for refusing to leave the plant last week

GM began recruiting yesterday. National Automobile and Allied

ALAN FINE
and Sapa

Workers' Union (Naawu) regional secretary Les Kettleas said yesterday that the recruitments would cause a hardening of attitudes among strikers

"Management is just creating new issues around which workers can rally," he added.

There were reports yesterday of a steady stream of workers lining up outside the gates of the GM plant in response to an advertisement offering temporary and permanent positions at the factory. By 10am, about 100 workers — mostly coloured — had passed through the gates. A spokesman said they would fill permanent positions and would start work on Monday

Nevertheless, said personnel director George Stegmann, "this does not preclude the possibility of rehiring dismissed employees should there be a return to work by the other employees currently out on strike".

He said many such employees had been "caught up in a situation not through their own desire"

Kettleas said the campaign to dissuade "scab labour" from applying for jobs would continue

Rescue act by Treasury

CHRIS CAIRNCROSS

A STATE-CONTROLLED timber and sawmilling company, Tweefontein Timber Company, has struck financial problems and is to be bailed out by an injection of capital from Treasury coffers

Draft legislation on the rescue has been published in Cape Town

The troubled Sabie-based company — in which the State and the Hans Merensky Foundation are equal shareholders — is to have its share capital increased from R8,5m to R15m.

This is to be split into 7,5-million (4,3-million) ordinary R1 shares taken up by the State and another 7,5-million R1 shares subscribed to by the foundation

14/11/85 • BUS DAY

UIF contributions to go up

CONTRIBUTIONS to the Unemployment Insurance Fund (UIF) will be increased from January to bolster it against possible increased future unemployment and demand, Manpower Minister Pietie du Plessis said yesterday

Employer and employee contributions will be raised from 0,7% to 0,9% of workers' earnings

The earnings ceiling under which workers are eligible for benefits

GERALD REILLY

will also be raised from R26 000 to R30 000

Manpower Director-General Piet van der Merwe said that this, and the higher contributions, will bring in an additional R9m a month

He said the increase in UIF contributions was a modest one — a worker earning R100 a month would pay an extra 20c

Militant atmosphere at meeting

*Even Post
14/1/86*

(14/1) (14/1) (14/1) (14/1)

Post Reporter

THERE was a militant atmosphere at a meeting today of more than 1 000 striking General Motors workers called to discuss the firm's decision to recruit replacements for the 567 men fired last week

The Evening Post was asked to leave the meeting after a claim that the local Press was biased in its coverage

And, as more than 400 jobless people clamoured for work outside the gates of the idle plant in Kempston Road today, a warning was issued that industrial action may extended to other areas

The chairman of the Uitenhage area committee of the National Union of Automobile and Allied Workers Union, Mr Hennington Vena, said his branch had decided to consider active "support of GM workers" if talks to resolve the strike had not begun by Tuesday

It was also decided that shop stewards would "approach their respective managements to ask GM to start negotiations with the union involved to address the demands submitted by GM workers".

In Korsten strikers were told that GM management had been "phoning people at their homes and begging them to come back to work"

Thereafter, a Xhosa song attacked Mr Bob White, MD of GM A toy-

toy was danced

One shop steward reported that he had seen people "like ants" outside GM today

Meanwhile, an estimated 400 new job-seekers clamoured for work at General Motors today, following the 200 applications made yesterday.

Mr Dennis Brislin, manager of hourly personnel at GM, said the pace of applications picked up sharply today

Some 40 new employees were taken on yesterday and a further 160 applications were being processed

When the Evening Post visited GM today it found about 150 people still handing in particulars to four GM officials through the factory fence

One man with quality control experience said he was retrenched by another company about a year ago Asked if he was wary of union pressure on people not to take the jobs of fired striking workers, he said "If my stomach's empty, why be scared?"

Two young white men said they had been out of work for about four months after losing their jobs with a shipping firm Although they had no motor industry experience, they had gone to technical schools However, they said GM seemed to be considering only people with experience

Crunch day for escalating GM strike

TODAY is crunch day for the General Motors dispute, and for Port Elizabeth.

Thousands of GM workers meet today to decide whether to end their two-week strike or to continue fighting an increasingly bitter and vicious battle.

If workers vote to continue to strike, the dispute is poised to galvanise the townships of Port Elizabeth, where the National Automobile and Allied Workers Union (Naawu) has already begun

By PHILLIP VAN NIEKERK
mobilising support

At the same time, Naawu — the largest motor union in the country and an affiliate of the Congress of South African Trade Unions (Cosatu) — is ready to extend the dispute nationally into the rest of the industry.

Tensions in the job-starved townships are likely to be exacerbated by management's decision to go ahead with hiring replacement labour. Following a newspaper advertise-

ment, hundreds of prospective workers queued up outside the gates of GM yesterday and, according to reports, were being processed by the company's personnel department.

The advertisement also called on striking workers to return to work and Core Management — the company which has bought out GM-SA from its American owners — said conditions of service would remain unaltered when they took over in January.

GM has announced it is hiring 567

workers to replace those sacked last week after they were evicted from the company's premises by the Security Forces.

Management's hardline attitude could either have the effect of antagonising workers, thus strengthening their resolve to fight, or convincing them that it is a battle they cannot win.

Judging by the militancy of Tuesday's meeting — when workers voted to stay out — the former option

● To PAGE 3



Picture Chris Qwazi

In solidarity with the 567 fired GM workers, striking colleagues hand their ID cards to shop stewards

is more likely at this stage

However, there are some indications that workers might decide to go back and concentrate on alternative action to win their demands.

These demands — which include severance pay from General Motors, the right to withdraw money from their pension fund and the rehiring of the sacked 567 — were reiterated at Tuesday's meeting

Management has described the demands for severance pay as "extortion" and the demands for pension payouts as "unrealistic"

Crunch day for strike

● From PAGE 1

However, management's attitude has, in turn, been attributed to the fact that GM is leaving South Africa and thus no longer feels itself bound by the inhibiting pressure of the disinvestment campaign at home

Les Kettleidas, Naawu's regional secretary, said yesterday that over the years General Motors' workers had contributed to the development of the

company and the company had not received their fair share

"The pension issue is the easiest thing to resolve. Workers are not demanding one extra cent from the company," Kettleidas said

"They are asking that an actuary be brought in to determine and calculate how much money each person contributing to the fund is entitled to. From that information, the persons

should decide whether they want cash or whether they want to transfer the money to a provident fund for their retirement and old age"

Kettleidas said today's meeting would be the most important one yet in the dispute and was set to become the leading issue in the Port Elizabeth townships

"The workers' mood at Tuesday's meeting was very hardline. They were in no mood to compromise"

He said a support group for GM workers had already been set up in the townships

Handwritten notes:
Hulob
KERRY HALL

CME Times
15/11/86

140A

Workers demand jobs

PORT ELIZABETH — Striking General Motors workers yesterday decided to return to GM plants early on Monday and demand to be reinstated — together with 567 workers already dismissed.

If the demand was met, work could resume, speakers said, but if management failed to reinstate all the workers "the plants must close down".

At an emotion-charged meeting in Korsten, the fifth such meeting since last week, the National Automobile and Allied Workers' Union (Naawu) assured more than 1 000 strikers of support from other motor company workers. Co-workers at other plants, they

were told, had decided to consider taking action in a show of solidarity with GM strikers

It was also announced that managements at other motor companies — including Volkswagen — had been approached by Naawu shop stewards to consult with GM management in an effort to settle the dispute.

The strike entered its 15th working day yesterday in support of two major demands arising from the proposed sale by GM of its interests in SA to local management. The demands are for severance pay and an optional refund of pension fund contributions. GM has dismissed as "unreasonable" the demands by Naawu.

Moscow

Workers want to meet GM's Bob White

By BOB KERNOHAN
Business Editor

STRIKING General Motors workers are to demand a meeting with managing director Mr Bob White on Monday to reiterate the wide-ranging demands at the root of their 13-day strike.

The National Automobile and Allied Workers' Union (Naawu) regional secretary, Mr Les Kettledas, said today a meeting yesterday had decided that members would meet at the Kempston Road plant on Monday and demand the appointment.

Then they would reiterate their demands for:

- Severance pay when GM changes ownership.
- A payout of pensions.
- The reinstatement of 567 workers fired after a sit-in at the two PE plants.

The implication is that the strike will continue.

It is understood Mr White will be out of Port Elizabeth on Monday.

GM's personnel and public affairs director, Mr George Stegmann, said today the company had had no official contact from Naawu and, at this stage, the only information available to it came from Press reports.

As far as the company was concerned, Monday would be a normal working day.

"We will take adequate steps to ensure the safety and protection of those who wish to work."

Mr Stegmann said the 190 people recently recruited would start at work on Monday.

The intensive recruit-

ment campaign through Press advertisements is continuing, with an advertisement for plant staff appearing in today's Weekend Post.

Another advertisement, published today in the form of an "open letter", urges strikers "to return to work to avoid forfeiting the wage and benefit package which the company now offers and will continue to do so under new ownership".

Reacting to the contents of pamphlets circulating and strongly criticising the stance of GM management, Mr Stegmann said some of the statements were "irrational and unrealistic".

The company has been accused in a pamphlet issued by "the GM Workers Support Group" of planning to take workers' money out of the country

The unsigned pamphlet is headed "Solidarity with GM workers — their struggle is our struggle"

Referring to the strikers' demand for severance pay, it claims: "For over 60 years, GM bosses have grown rich from profits made by the labour of workers. Many workers have sacrificed their whole lives making profits for the GM bosses.

"Now the bosses want to take all the money the workers have made out of the country — this money must be used for the poor families of GM workers.

"That is why GM workers make this demand — to help ease the poverty of our communities."

On pensions, they argue that "for many years the

● Turn to Page 2

Striking workers at GM want to put demands to White

● From Page 1

GM workers have been putting money in their pension fund. There are millions of rands in this fund, but the GM bosses control this fund. Now workers see the bosses are taking the wealth they have produced and leaving."

It says workers fear GM bosses will use their pension money to pay retrenched workers.

Mr Stegmann said in an interview today the company stood "to be judged by our record as an enlightened and progressive employer and by our track record as a responsible corporate citizen in Port Elizabeth and in South Africa for more than 60 years"

"The pension fund is a separate legal entity registered under the Pension Fund Act

"Consequently, an

employer cannot, under any circumstances, gain access to the funds in the plan for his own purposes

"Naawu is aware of the conditions covering the pension plan and it is for this reason that we have repeatedly indicated a willingness to discuss possible modifications and, as an alternative, a switch to a provident fund

"We fail to see why such discussions cannot take place under normal working conditions"

He described the union's stand as intriguing, as he believed Naawu had reached agreement in principle on establishing a provident fund as well as a pension fund after discussions with another motor company

Mr Stegmann said a provident fund paid out money in a lump sum on retirement, rather than paying out a smaller lump sum and then a regular

amount as in a pension fund

Referring to severance pay, he said "We believe the demand for this from either the GM Corporation (in America) or GMSA is irrational and unrealistic

"We find it difficult to understand the demand for the pay when no job losses are involved

"The core management of the new company have given a written assurance to union representatives that if, through force of business circumstances, it became necessary to retrench employees, separation pay would be provided to employees affected by such action at the same level as provided by the company during 1985-86

These benefits provided by GM were more favourable than those negotiated and agreed to recently

● GM looks to black Africa; editorial comment

— Page 16

Cayco slams new 'kitskonstabels'

CP Correspondent

THE "kitskonstabels" or instant township police came under fire at last weekend's annual congress of the Cape Youth Congress

Cayco, an offshoot of the now-banned Congress of SA Students, resolved to make its objection known to the introduction of the special police force, newly elected executive member L Leruma told *City Press*

The congress also dedicated itself to fight growing unemployment on the Cape Flats.

Cayco, a central UDF af-

16/11/86
 filiate in the Western Cape, was formed after an 1983 decision by Cosas to organise township youth who were no longer at school

Newly elected president WI Jacob told *City Press* Cayco has created a women's portfolio on the central executive committee to draw in more women

In a resolution passed at the annual congress Cayco vowed to concentrate on the political education and conscientisation of township youth

It was also decided to build up grassroots organisation at branch level

By DAN DHLAMINI

MINERS this week packed the Odendaalsrus Magistrate's Court where 17 of their colleagues appeared on charges of attempted rape, attempted murder and robbery

The State alleges the eight women and nine men - all National Union of Mineworkers members working at Welkom's Geduld gold mine - robbed and tried to rape and murder a female supervisor on September 16

They were not asked to plead and Magistrate J Botha adjourned the case to November 26, when a regional court hearing date will be set

The accused are out on R500 bail each They must

Miners flock to 'rape' case

16/11/86 140A
 report at the Odendaalsrus police station on Mondays and Thursdays.

● Meanwhile, a Potchefstroom white couple charged with raping a black woman have appeared before a Potchefstroom magistrate.

Cornelius Laas 32, and his wife, Sannie, 38, were not asked to plead Their case was adjourned to November 25, when a regional court hearing date will be set

The case has drawn interest among local people - interested in knowing what actually happened to the woman concerned

1401
16/11/85
CITY PRESS

Naawu calls on GM to negotiate

THE Transvaal region of the National Automobile and Allied Workers' Union has issued a statement of support for striking workers at General Motors plants in PE

After a meeting this week, Naawu Transvaal condemned GM for failing to try to resolve the dispute, "while the union has exercised all possible attempts to have the dispute resolved"

"The Transvaal office-bearers cannot see why the US bosses cannot accede to negotiate a provident fund with its employees, when the management at BMW agreed to do so, and provided one of the best provident fund agreements

"We call on GM to negotiate with Naawu the demands put forward. They are aware that workers were opposed to the pension fund.

It is now clear that employers introduced pension funds to boost their own investments and profit at the expense of workers' contributions. The Transvaal office-bearers call on GM to reopen its plant and negotiate with the union"

● Meanwhile, GM said it intended recruiting staff this week to replace the 567 men sacked last Wednesday - and will only consider rehiring fired workers if their striking colleagues return to work

GM described as "extortion" a union demand that workers be paid severance pay when the US management pulled out

In an interview, personnel and public affairs director George Stegmann said the union knew it was "unrealistic" for people to be paid severance pay if they weren't being retrenched - Sapa



GM workers hand over the ID cards to management during this week's dispute.

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14014
CITY PRESS
16/11/89

We'll talk with NUM — Gencor

THE Kromross Mine owners are "willing to talk" to the National Union of Mineworkers about reinstating a union official and other grievances but no worker representative has come forward, a Gencor spokesman said this week.

"We have said we are willing to talk and have stated our position quite clearly and it's now up to the workers. But so far no one has come forward," Harry Hill said.

NUM spokesman Marcel Golding could not be contacted yesterday morning, but he had said on Monday that shop stewards would be meeting to discuss the matter.

Striking Kromross miners returned to work on Sunday night after downing tools on Thursday.

NUM demanded the reinstatement of union official Eric Vela and three other workers and the disciplinary hearing into a recent sit-down strike. — Sapa



★ The Congress of SA Trade Unions' largest affiliate, the National Union of Mineworkers, held an education day at Soweto's Jabulani Amphitheatre at the weekend — and, as always, the mass singing and demonstrations of solidarity were the highlight of the day.

Workers rallied round the Cosatu and NUM banners to show their commitment to NUM's campaigns for a living wage and an end to job reservation. Pix: AFRAPIX.



PWAWU meets to celebrate Kubheka's release

CITY PRESS
16/11/86
1401A

By MONO BADELA

THE Paper Wood and Allied Workers' Union will celebrate the release from detention of organiser Siphon Kubheka at its AGM at the Kwathema Civic Centre tomorrow.

Kubheka - who is also a member of the Alexandra Action Committee - was released last Thursday after spending 148 days in detention.

In an interview, Kubheka said that if police bring charges against him, it will be for painting slogans on the walls of his cell at the police station.

"The only thing they could charge me with was painting slogans on the walls of my cell. I was very frustrated and wrote 'welcome comrades' and things like 'victory is certain'. They said they'd charge me, but haven't yet."

Kubheka's release follows talks between the

union and paper industry bosses that they would start a campaign to mobilise workers to demand his release.

Although the bosses said they put no pressure on the government, the union believes the campaign - due to have started this Wednesday - ensured that he was released several months early.

"I believe I would have been in Diepkloof (where he was transferred as an emergency detainee after three months at Rivonia) until February or March next year, if the union had not started the campaign," Kubheka said.

The union announced the campaign which won the endorsement of the Congress of SA Trade Unions locally, and the International Chemical and Energy Workers' Federation internationally, late in October, and set a November 12 deadline for his release.

GM workers are locked out

GENERAL Motors' management and shop stewards representing strikers were in discussion yesterday after more than 1 000 workers were locked out at the company's main plant in Port Elizabeth.

Watched closely by police, workers stood outside the factory for almost three hours before being asked to disperse by union officials.

The regional secretary of the National Automobile and Allied Workers Union (NAAWU), Mr Les Kettledas, told workers to assemble in front of the gates again at 6 45 this morning.

"If General Motors again locks out the workers we will have a meeting to consider what our response will be," he said.

However, talks between management and shop stewards would begin immediately in an effort to resolve the impasse, he said.

The strike, in its 10th working day, is over worker demands to be refunded their contributions and company contributions to the pension fund and any investment profit, severance pay on the date the United States company hands over to the new South African owners and a presence on the new board of directors.

General Motors have refused to reach agreement with the workers until they return to work.

It has been reported that the company is losing production of 60 Monzas a day and may have to postpone the launch of the new car scheduled for next week.

The success of the Monza is regarded as vital in the new management team's ability to turn around the fortunes of the company which is reported to have been losing money for five years — Sowetan Correspondent

GENERAL MOTORS' dispute with the National Automobile and Allied Workers' Union (Nawu) is shaping as a major test case of the responsibilities of multinationals who disinvest from South Africa

The dispute — which on Wednesday night saw Security Forces called in by the company to evict workers occupying two plants — is making GM's exit from South Africa look increasingly messy

The slender hope that the dispute could be settled following Tuesday's talks between union officials and the company's industrial relations team was quashed after senior management apparently turned down the union's demands

Nawu is demanding that workers receive one month's separation pay for every year worked for the company, the right to decide whether or not to be paid out contributor, benefits such as pensions, and representation on the board of directors

GM says it is not prepared to discuss the matter with the union until the workers are back and that it has no obligation to make separation payments as workers are not going to be retrained

Now the union is referring the dispute to the industrial council for the motor assembly industry in the Eastern Cape whereafter — if it is not resolved — the strike will be legalised

In the meantime there is no end in sight to the strike and Nawu general secretary Fred Sauls said yesterday that if "the problem is legalised it could drag on for a long time" — even though management has signalled its intention to restart production today

A further sign that the dispute was escalating was a statement from GM yesterday, suggesting that the workers who had been occupying the plants had been dismissed

The strike was sparked by the company's decision, after five years of losses and following the United

GM's neat exit gets messier and messier

States congress' vote for tough economic sanctions, to sell out GM South Africa to a local management team

The union accused GM of not consulting with them on a matter affecting the job security of almost 3 000 members

From January 1 the new team — headed by an American, Bob Price — will take over General Motors' South African assets and franchising rights and could introduce major management changes

Sauls said that Price, who was managing director of GM SA in the Seventies, had a reasonable track record and that "we suspect he can't be any worse than Bob White" (the current managing director)

He added that any issue which affected their members would be up for negotiation with the new

GM had barely announced its decision to pull out of SA when it found itself tangled in a messy and embarrassing labour dispute. PHILLIP VAN NIEKERK reports

But the central issue — whether a multinational selling out to a local company has any responsibility to its workers when it leaves — remains, and will be hard fought

Sauls said GM had been in South Africa for 60 years and had made handsome profits for at least 50 of those years "Companies exploit the situation, but when it is no longer good for them they pull out, leaving what they've exploited behind"

The Eastern Cape News

Agency reports that GM, backed by an army of riot police and SADF personnel, evicted 500 of the striking workers in a midnight operation on Wednesday night

The eviction came after an agreement between management and the unions on Monday to postpone a court hearing during which workers were to show cause why the strike should not be declared unlawful

But in a surprise move, the PE Supreme Court granted an order declaring the strike illegal late Thursday

Reporters outside the factory gates were told by union officials that management had announced that the workers were to vacate the factory at 10 30pm and that the Security Forces had been called in to enforce the court order

Five riot trucks, six police vans, ten

Security Police cars, one Casspir, two SADF buffets and over a hundred men carrying sjamboks and rifles, some with dogs, surrounded the factory at 11pm. Minutes later they were let into the factory by a GM security official

Above the sounds of barking dogs and shrill alarm bells, police using loudhailers ordered the workers to leave. No-one but management officials and the Security Forces were allowed into the plant

At 11 55pm three workers looking tired, dejected and angry with bedding and clothing walk out the front gates. They said their work cards had been taken from them. "I presume I can regard myself as fired," a worker who declined to be named said

Hundreds of workers then began streaming out of the gates and crowded the streets. The workers held a series of meetings in groups with their respective shop stewards and it was announced that the workers should then leave and a meeting was called for Friday morning

A shop steward said white salaried workers had been inside the plant during the eviction, armed with guns in their hands and pockets. Some, he said, had their dogs with them

DD 17/11/86

Union suspends strike

JOHANNESBURG — The Commercial, Catering and Allied Workers Union of South Africa has suspended an OK Bazaars nationwide strike for the matter to go before a conciliation board

Workers struck after a wage talk deadlock between the union and OK Bazaars

"The company refused to review wages as required by clause 5 of the existing wage agreement," Cawusa spokesman Mr VIVI Masina said in a statement released at the weekend

"We condemn OK, whose profits have increased this year, for paying its workers starvation wages, dismissing workers for petty reasons and for taking advantage of the state of emergency"

OK could not be contacted for comment at the weekend — Sapa

One shot dead as policemen open fire

Mercury Reporters

ONE person was killed and six were injured when police opened fire with birdshot after the annual meeting of the Metal and Allied Workers Union (Mawu) at Currie's Fountain in Durban on Saturday.

This was confirmed by a spokesman for the Bureau for Information yesterday.

However, a Mawu spokesman put the number of injured at 12 and said there were unconfirmed reports that a second man had died as a result of his wounds.

Mawu condemned the police action as 'unprovoked', calling on 'all those who respect justice, particularly any employers in the metal industry', to condemn it.

At least five of the injured were admitted to hospital, including a shop steward shot in the eye and another who was shot in the back.

Hail of stones

Mawu officials said unconfirmed reports suggested that another man was shot in the head and killed.

Asked whether stones had been thrown at police, a Mawu spokesman said stones were thrown by youths from behind the crowd, but he was not sure whether these had been thrown before or after the

tear-gas was fired 'But it was not a hail of stones'

Among those injured were workers from Metal Box, Port Elizabeth, Metal Box Divpac, Vanderbijlpark, Heinneman, Elandsfontein, CI Industries, Pinetown, and Forbo Krommenie in Jacobs

Asked to comment on the Mawu allegations, Mr Leon Mellet, director of internal media liaison for the Bureau for Information, said 'If crowds leaving places behave properly and do not

stone police vehicles and policemen then this will not occur'

According to Mr Mellet, 25 uniformed policemen were on duty at the stadium and the trouble started when a police vehicle was surrounded by a chanting crowd who began stoning it and its occupants.

A policeman was injured when he was struck in the ribs by a brick. Mr Mellet said police first fired 21 tear-gas rounds but the assailants continued their assault and six birdshot

cartridges were fired.

He dismissed allegations that police had mocked Mawu members as 'typical propaganda allegations to vilify the police forces and to blame the security forces for the misbehaviour of some of the people who attended the meeting'.

Editor's note This report has been restricted in terms of the Emergency Regulations and does not conform to the standards of balance and objectivity normally practised by this newspaper.

N/M
17/1/86
140A

One dead, 12 hurt after Mawu AGM

One unionist was killed and at least 12 others injured — five were admitted to hospital — after a union meeting in Durban yesterday, the Metal and Allied Workers' Union (Mawu) said

But, Sapa reports, the Bureau for Information said one person was killed and six injured "when several people surrounded a police vehicle and hurled stones"

It said "The police fired several tearsmoke canisters but their assailants continued attacking them Six birdshot rounds were fired"

The injured include a policeman who was struck with a brick

Mawu said busloads of people from throughout the country came to its annual meeting at Currie's Fountain in Durban

X Report Restricted

It gave an entirely different account of what happened in the incident but this may not be reported in terms of the emergency regulations because the statement gives details of actions by the security forces

Man dies after police fire on union meeting

Own Correspondent

DURBAN — At least one person was killed and six were injured when police opened fire with birdshot after the annual meeting of the Metal and Allied Workers' Union (Mawu) at Currie's Fountain in Durban on Saturday

This was confirmed yesterday by a spokesman for the Bureau for Information

However, a Mawu spokesman put the number of injured at 12 and said there were unconfirmed reports that a second man had died as a result of his wounds

In a statement yesterday Mawu condemned the shooting as "unprovoked" and accused officers on the scene of insulting unionists

'Not a hail of stones'

At least five of the injured were admitted to hospital, including a shop steward shot in the eye and another shot in the back. Mawu officials said unconfirmed reports suggested that another man had been shot in the head and killed

Asked whether stones had been thrown at police, a Mawu spokesman said stones were thrown by youths from behind the crowd, but he was not sure whether these had been thrown before or after the tearsmoke was fired "But it was not a hail of stones"

Among those injured were workers from Metal Box, Port Elizabeth, Metal Box Divpac, Vanderbijlpark, Heinneman, Elandsfontein, CI Industries, Pinetown, and Forbo Krommenie in Jacobs

Asked to comment on the Mawu allegations, Mr Leon Mellet of the Bureau for Information said "If crowds leaving places behaved properly then this would not occur"

Police vehicle extensively damaged

According to Mr Mellet, 25 uniformed policemen were on duty at the stadium and the trouble started when a police vehicle was surrounded by a chanting crowd who began stoning it and its occupants. A policeman was injured when he was struck in the ribs by a brick. Mr Mellet said police first fired 21 tearsmoke rounds but the assailants continued their assault and six birdshot cartridges were fired

According to police figures one person was killed and six people were injured in the incident. The police vehicle was extensively damaged

● In Lingelihle, outside Cradock, a former policeman, Mr Edward Ndjada, 45, died on Saturday when his home was set on fire

The deaths of the unionist and Mr Ndjada bring to 337 the number of people who have died in unrest-related incidents since the state of emergency was declared on June 12

Cosatu blasts GM's bosses

SCHEFFAN 18/11/86 1404

THE Congress of South African Trade Unions' central executive committee has condemned the "arrogant and high-handed actions" of General Motors' management.

In a statement issued yesterday, the committee said it condemned GM's refusal to negotiate, the use of dirty tactics and for calling in the security forces

They said it was clear that the original GM management did not make provision to protect its workers' rights during the takeover proceedings "which were conducted behind the backs of workers"

The committee said it called on all progressive organisations in South Africa and abroad to condemn GM's "deplorable and anti-democratic actions"

By LEN MASEKO

They further demanded that the company negotiates all issues with workers, reinstate all dismissed workers on full pay and accede to all demands of workers

These demands are that if companies are to pull out of South Africa or sell their businesses, they must give timeous notice to union workers, they must provide full details of their plans, they must provide adequate information to allow workers and their organisations to make a decision on their future — and terms of withdrawal must also be negotiated

Stoppage

• Two Reef hospitals were rocked by work stoppages yesterday as about 700 workers went on strike in demand of wage increases and better working conditions

Workers at Johannesburg's J G Strijdom Hospital demand — among other things — recognition of their union, the SA Black Municipal and Allied Workers Union (Sabmawu), an end to race discrimination at the hospital and overtime pay

Sabmawu shop stewards and the hospital administration were locked in a meeting yesterday afternoon

In Edenvale, 200 Sabmawu members stopped work at Rietfontein TB

Hospital yesterday demanding pay rises and better working conditions

Workers also demand the dismissal of the hospital's paymaster

Workers involved in stoppages at Rietfontein and J G Strijdom are mostly from security, cleansing and accounts departments

140A

Today last chance for GM strikers

Own Correspondent

PORT ELIZABETH — Today is "D-day" for hundreds of striking General Motors workers who face dismissal should they fail to return to work by a 9am deadline

The ultimatum was announced yesterday by GM's manager of hourly personnel, Mr Dennis Brislin, who said that up to one-third of the strikers had returned to work yesterday

The ultimatum and the drift back to work came during another day of drama for GM, when for the second time since the strike began on October 29, police intervened, arresting 16 workers while dispersing a crowd outside GM's Kempston Road plant

They are to be charged in court today. One policeman was slightly injured

Intimidation

According to Mr George Stegmann, director of personnel and public affairs at GM, the police made the arrests when warnings to disperse were ignored by the crowd. Management called in the police to ensure the safety of people wishing to return to work and to protect new employees

Major Eddie Everson, the South African Police liaison officer for the Eastern Cape, confirmed yesterday that the men were held in custody and would

appear in court today on charges of attending an illegal gathering and of neglecting to carry out an order issued by an officer of the security forces

Yesterday Mr Bob White, managing director of GM, said employees trying to enter the plant had been subjected to "strong intimidation"

Today is also the scheduled return date for a Port Elizabeth Supreme Court order granted to GM two weeks ago, at which the National Automobile and Allied Workers' Union (Naawu) and the Motor Assemblers' and Component Workers' Union of South Africa have to give reasons why the strike should not be declared illegal

Mr Brislin said yesterday that at its height, the strike had involved only between 1300 and 1400 workers — all on the production side — out of a total of 2509 hourly-paid employees at GM

Of these, he said about 33 percent — "more or less 500" — went back to work yesterday

Two weeks ago, 567 were dismissed by GM when they failed to heed an order to leave the Kempston Road and Aloes plants and were eventually escorted off the premises by police

Mr Freddie Sauls, national secretary of Naawu said yesterday that he was "not prepared to speak to the local press"

GM unrest orchestrated outside - White

By RALPH JARVIS
Motoring Editor

PLETTENBERG BAY — General Motors South African's managing director, Mr Bob White, said today he believed the industrial unrest at the GM in Port Elizabeth had been orchestrated from outside the company and the unions involved

He also revealed that GM filed an action before the Industrial Court in Pretoria yesterday seeking an interdict restraining the National Automobile and Allied Workers Union from interfering and intimidating those who wanted to return to work.

At the Press launch of the new Opel Monza he said the strike had been "entirely motivated by political factors, essentially external to our plant."

"I think this is the type of thing we can expect to see in this country in the near future and possibly for a longer period

"It was very clear early on that the external union leadership lost control of the situation and, in fact, are being directed by others outside even the union

"Clearly our shop stewards in the plant have proved to be very ineffective in giving any direction to the work force."

He said GM had had "countless numbers of people coming to the plant and applying for jobs

"They are prepared to stand up to whatever intimidation they receive, which is obviously significant."

Of the 576 workers dismissed about 10 days ago,

176 had applied to be rehired

It was clear that many were victims of intimidation and if they prove that "we will rehire them and they will start work tomorrow"

GM had made it very clear to Naawu that where it could be proved that anyone had been involved in actual intimidation or mistreatment of employees while on the site those people would not be rehired

He said GM intended pursuing action to force Naawu, either by its own admission or through legal means, to admit their responsibility in the strike

"Freddy Sauls and Les Kettleidas have tried to distance themselves from any direct responsibility for what has taken place over the last three weeks

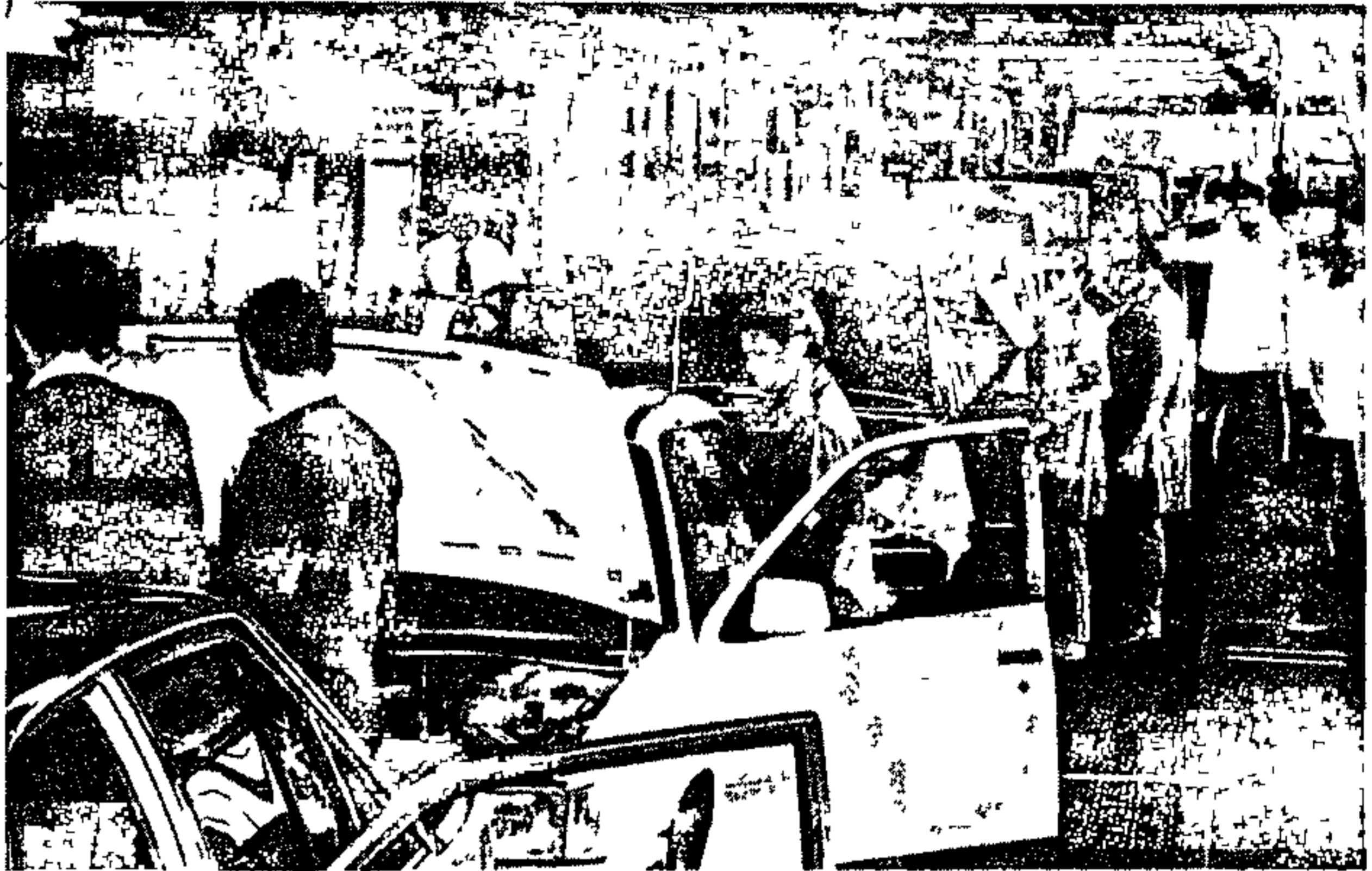
"It is obviously very hard for me as a white and an American to appreciate the pressures that so many of our employees and others are under

"I hope I will never be in similar circumstance in which when I got up in the morning I would have to be concerned about whether my house may be burned or my family maimed before I got home at night," Mr White said

Everything possible would be done between now and the end of the year to get production back to pre-strike figures.

At that stage the plant was producing about 140 units a day, of which 60 were Monzas

"We plan to increase that mix to about 50/50 between Monzas and the rest of our product lines."



The General Motors assembly on the move again today, after 85% of the workforce took up their posts, effectively ending a lengthy strike

Accused says she loved dead man 'very much'

JOHANNESBURG — A woman accused of murdering her lover told the Rand Supreme Court that she did not intend to harm him because she loved him very much

Mrs Carol Sauer 32, of Westdene, is appearing before Mr Justice Steyn and two assessors. She has pleaded not guilty to murdering Mr Jeremiah Cornelius (Hymie) Ludick on March 22

Mr Ludick was shot in the head shortly after the couple left a Melville restaurant.

Mrs Sauer said she met Mr Ludick in 1978, when they worked at the same firm. Four months later, their relationship became a physical one. Both were married at the time

Mr Ludick and his wife divorced in 1984 and the relationship continued with the same intensity

Mrs Sauer said her husband knew about it and accepted it although he did not condone it

For a year before the shooting, Mrs Sauer said she had been very nervous. She needed tranquilisers and psychiatric care because she could not cope with her double life

She was virtually at Mr Ludick's beck and call 24 hours a day, she said. If he phoned or visited and she was not there he would accuse her of seeing other men

"I liked this, it showed me he loved me, but it was putting a strain on me. I wanted to please him in every way so I didn't go out and was home when he phoned or came around," she said

She testified that ever since her husband had gone on an overseas trip, she had been in the habit

of carrying a 9mm Star pistol when she went out at night

At about 6pm on March 22 she took a tranquiliser. She went to Mr Ludick's flat at about 7pm

When she arrived at the flat she could immediately see Mr Ludick had been drinking and was in a foul mood, she told the court.

He swore at her and asked her why she had discussed their relationship with a friend

In the flat and repeatedly at the restaurant, Mr Ludick threatened to kill "Freddie", who worked at a nearby ice cream parlour

She said Mr Ludick had been in a foul mood the whole evening

"He was more aggressive as we left the restaurant"

She said as they moved towards the cream parlour, he repeated his threat to kill "Freddie"

"At the corner he said, 'On second thoughts, first I'm going to kick dents into your German husband's car'

"I assumed he was first going to kick the car, then kill Freddie."

"I wasn't sober. I had had all the wine except for one glass. I pulled out the gun."

"I pointed it at him. I wanted to scare him"

"As I pointed the gun, I felt the shot and heard it. I saw him fall, the next thing I remember is running down the road waving down cars

"I did not want to harm him, shoot or kill him. I loved him very much," Mrs Sauer said

The trial continues

Cosatu slams platinum plant move

18/11/86
ALAN FINE
14070
A MEETING of the Congress of SA Trade Unions (Cosatu) central executive committee this weekend condemned the decision of Mathey Rustenburg Refiners to relocate its Wadeville platinum refinery in Bophuthatswana

Cosatu described the move which, it said, was taken without consulting the Chemical Workers' Industrial Union, as reflecting support for "apartheid's bantustan policy".

The meeting also demanded that General Motors reinstate all workers dismissed during the present strike and "accede to all demands of workers" It listed a number of conditions to which companies planning to disinvest should adhere.

Cosatu further condemned the "vio-

lent attack on unarmed and defenceless workers" at the Metal and Allied Workers' Union annual general meeting at Curries Fountain, Durban, on Sunday

Meanwhile a delegation from the Chamber of Mines met officials of the Department of Manpower yesterday for talks over the ban on Mozambican migrant labour, which was imposed after a landmine explosion in Natal several weeks ago.

After the meeting, the chamber would only confirm that it had taken place and that talks would continue. However, the mining industry is concerned about the ban, which effectively prevents the recruitment of Mozambicans and the renewal of contracts of those already working in SA

GM — Unionists consider response

18/11/80
ALAN FINE and Sapa
GENERAL Motors shop stewards and National Automobile and Allied Workers' Union (Naawu) leaders were meeting last night to consider their response to GM's ultimatum that workers not back at work by 9am today would be dismissed

The ultimatum followed a clash early yesterday morning between strikers and the police, and a management claim that a significant proportion of the strikers had returned to work.

Police, called in by GM, arrested 16 strikers among a group of 300 who had gathered outside GM's gates to block the entry of 170 newly-hired workers. GM personnel and public affairs director George Stegman said police stepped in and made the arrests when the crowd ignored warnings to disperse

Meanwhile, Naawu general secretary Fred Sauls has contested Stegman's claim that more than a third of the 2 400 striking workers had returned to work.

The strike, which began on October 29, is over workers' complaints that they had not been consulted about plans by GM US parent company to hand over its SA operations to local management next year.

GM strikers stream back to work before deadline

JOHANNESBURG — Between 50 and 60 percent of General Motors' striking workers met the 9am deadline today and returned to work, according to industrial relations manager Mr Bob McIlwaine

Mr McIlwaine had just returned from Pretoria where GM yesterday brought an urgent application before the industrial court "seeking certain relief"

He said judgment had been reserved but would be handed down as soon as the court had reached a decision

"At least 50 percent of the production workers in the vehicle assembly plant and more than 60 percent in the manufacturing plant returned to work this morning," Mr McIlwaine said

GM warned yesterday that workers who did not return by 9am today would be dismissed

The strike began on October 29 and followed the announcement that GM's

United States owners were selling the company to South African interests. Police were called on twice to intervene during the strike

Mr McIlwaine said exact figures for attendance would be available later. Between 40 and 80 of the workers were new employees and 200 more were still being processed

"We have also had at least 300 applications for re-employment by those dismissed and some of them are already working," he said

Mr McIlwaine said there were no longer any strikers near the plant and that GM was "fully operational in certain areas but has not resumed production overall"

Two weeks ago 567 striking workers were dismissed when they refused to leave GM premises. According to GM, between 1 300 and 1 400 workers were involved in the strike — Sapa

ARGUS 9/11/86

(140A)

CITY/NATIONAL

GM fires 200 workers over strike deadline

Argus Bureau

PORT ELIZABETH. — General Motors has dismissed 200 workers who failed to report for work before a deadline yesterday.

This brings to 767 the number of workers who have lost their jobs in the 22-day strike

However, the company's director of personnel and public affairs, Mr George Stegmann, said he expected most of these workers would eventually be rehired

Limited production

Mr Stegmann said 1 500 workers arrived at work before the deadline expired yesterday and limited production of vehicles had begun

Striking workers plan to meet today to discuss the return to work of most of their colleagues and to decide whether to continue the strike

Mr Stegmann disclosed that more than 300 of the 567 workers sacked last week had applied to be rehired, and by midday yesterday 70 of them had been taken on and had returned to work

Intimidation

"We expect eventually to take back most of those fired but will definitely not rehire anyone found to have been involved in intimidation or violence or to have associated themselves with such tactics"

He said the company was serious about its stand and had interviewed returning workers to identify those responsible for instigating the violence

Mr Stegmann said he had toured the plant and spoken to as many workers as possible and had come to the conclusion that the majority had not wanted to strike

Manipulated

He said it was clear that militant elements manipulated the situation in a way that both the workers and the union lost

"But I want to make it clear that GM's only aim is to re-establish a sound working relationship with the unions as quickly as possible so that everyone can get on with building a future for the company and its personnel"

There have been no winners here, everyone has been a loser, Mr Stegmann said



WORKERS RETURN: Limited production started at General Motors today as about 1 500 workers who had been on strike returned to the Port Elizabeth plant

Injured truck driver saved from possible necklacing at hands of striking colleagues

Vereeniging Bureau

A group of office workers rescued a 29-year-old truck driver from a possible "necklace" death after he was attacked by about 250 fellow drivers on strike at Cargo Carriers' Vanderbijlpark depot.

A police spokesman said Mr Gawie Rossouw, a non-striker, was surrounded and pelted with stones and repeatedly prodded with the sharp end of an umbrella on Monday morning. One of the strikers walked towards him with a tyre in his hands.

Then several office workers at the depot charged through the crowd and dragged the seriously injured Mr Rossouw to safety.

Mr Rossouw, the father of a nine-year-old son, was admitted to Vanderbijlpark Hospital with multiple injuries, including a fractured skull and jawbone.

Speaking from his hospital bed yesterday, a visibly shocked Mr Rossouw said the nightmare experience began shortly after he arrived at the depot to fill his truck's fuel tank.

CROWD OF MEN

"I was still busy filling the tank when I saw a large crowd of men walking towards me. One of them told me that I would not drive. The next instant I spotted another man walking towards me with a tyre in his hands."

"When I realised that the approaching crowd probably had intentions of giving me the necklace treatment, I got such a fright that I started to walk away. Just then I saw one of my bosses, who informed me that it was okay to drive my truck."

Mr Rossouw said he climbed into his truck and was surrounded by the men and forced to get out.

"I don't remember much about what happened afterwards apart from the fact that I was flung to the ground, pelted with stones and prodded with the sharp end of an umbrella."

A spokesman for Cargo Carriers confirmed the incident, and said the approximately 300 strikers resumed duty at the depot yesterday after lengthy discussions with their trade union.

A police spokesman also confirmed the incident and said a case of attempted murder was being investigated by Vanderbijlpark detectives.



Mr Gawie Rossouw

Transport strike ends

By Mike Siluma

About 800 workers ended a one-day strike yesterday at 12 depots of Cargo Carriers in the Transvaal and Free State, the Transport and General Workers' Union (TGWU) said.

The workers downed tools on Monday in protest at the dismissal about a week ago of colleagues at the company's Durban depot.

TGWU general secretary Miss Jane Barrett said Free State and Transvaal members returned to work after obtaining a guarantee for the re-employment of the Durban workers.

The pay dispute between the Commercial, Catering and Allied Workers' Union and the CNA is to be heard at mediation level by the end of the week, the union reported yesterday.

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BEE DAY
19/11/86

140A

GM strike changes disinvestment issue

ALAN FINE

WHATEVER else may be said about the three-week-old strike at General Motors (GM), one thing is certain — the disinvestment debate will never be the same again.

Companies planning to follow the GM and IBM route will certainly have to think again, at least over how they plan to handle their withdrawal from SA, particularly if their workforce is unionised. And however carefully they orchestrate the move, they cannot expect applause for it.

The South African and foreign protagonists of disinvestment, too, will doubtless have to redefine their approach. GM workers have profoundly demonstrated their concern about their future under a new management. It would seem, however, they would have been even more unhappy had GM decided to close down its plants entirely.

Calls for various types of sanctions are almost as old as the anti-apartheid movement itself. And the threat of such sanctions over the years has brought some changes, although not fundamental ones. The various codes

of employment practice — warts and all — were, for example, the first response to threats of significant economic pressure.

It is clear that actual disinvestment is a two-edged sword. Nevertheless, it would be unrealistic to expect the supporters of economic pressure to completely overturn their present policy positions. There are political pressures at work, including the reluctance to jettison a weapon which obviously hurts the other side.

A statement issued by the Congress of SA Trade Unions (Cosatu) on Monday — which condemned GM's "arrogant and high-handed actions" and demanded a number of safeguards for employees of companies planning to disinvest — concluded that the demands "are not a statement against disinvestment". Rather, Cosatu says, they reflect workers' concern that companies should negotiate with workers through their trade union about their future.

An article due to appear in the next

edition of the *SA Labour Bulletin* takes the debate further. US academic Glen Adler argues that the union demands for assurances about GM workers' futures "move beyond" Cosatu policy on disinvestment.

Says Adler "The stress now falls not on the question of support for or opposition to foreign investment, but on a discussion of control over investment — regardless of its source."

The sanctions legislation, he argues, has offered many US companies the opportunity to cut their financial losses while appearing to take a moral (and popular) political stand. They can claim to be disinvesting by arranging local buy-outs, but they will maintain a profitable arms-length presence while retaining the option of returning should conditions improve.

Adler concludes "Companies like GM, which have long argued against disinvestment on the grounds that it would hurt workers, are now being put to the test to guarantee that their own withdrawal will have as few negative consequences for those workers as possible."

Unless demands are met...

GM workers will continue strike

GENERAL MOTORS workers resolved at a mass meeting yesterday not to return to work until the company comes forward to negotiate over workers' demands on severance pay and pension fund contributions. And, they added, when they do eventually return, the 567 dismissed after refusing to vacate the plant last week must be included.

In a further blow to hopes for an end to the strike, National Union of Automobile and Allied Workers' Union (Naawu) regional secretary Les Kettledas said yesterday it seemed that a dispute would arise concerning the terms of reference of the arbitrator.

Arbitration

He was referring to GM's statement that the strike was "senseless", because it had been agreed to refer the dispute to arbitration. Because of the possible secondary dispute, the question had not yet arisen, he said.

According to Kettledas, the meeting also approved of a campaign by

ALAN FINE and Sapa

the GM support group — formed last week — to "clarify the issues in dispute to members of the community." One effect of this would be to convince job-seekers not to take strikers' jobs.

Townships

Sapa reports Naawu general-secretary Fred Sauls as saying: "If we still don't succeed, we'll have to look at GM vehicles in our townships. It is up to the workers to decide if they want to see a GM product in the townships."

Meanwhile, women and white-collar workers were operating the assembly line, finishing jobs which had been abandoned by strikers, GM managing director Bob White said yesterday.

"We will make vehicles with or without the unions. The enthusiasm and desire to get the job done is now stronger than it has been for the last six months," he said.

DD 19/11/86
140A

Saawu signs agreement with EL firm

Dispatch Reporter
EAST LONDON — The South African Allied Workers Union (Saawu) has signed a recognition and procedural agreement with Metal Box of South Africa.

This was announced by the branch secretary of Saawu, Mr Boyce Melitafa, in a press statement yesterday.

Mr Melitafa said the agreement covered the main recognition agreement, disciplinary, grievances, maternity, retrenchment, dispute and industrial health and safety. The agreement was signed on November 14.

Saawu said the total workforce at Metal Box stood at 90 and Saawu membership was 80.

The agreement was the sixth this year. Other companies with which Saawu has signed recognition agreements are Suncrush Ltd, Nampak Corrugated, Malcomess Ltd, Barlows Manufacturing and British Petroleum (BP).

Saawu has until now signed a total of 11 recognition agreements in the East London area alone.

In yesterday's press statement, Saawu expressed concern that some companies here were reluctant to negotiate and sign recognition agreements which included industrial health and safety.

Saawu appealed to employers to open negotiations on industrial health and safety based on workers' interests since it involved negotiations between workers and managements.

Saawu said it viewed the agreement with Metal Box as a success since it was reached at a time when Saawu's metal sector was involved in merger talks with other sectors/u-

nions involved in the motor metal industry and affiliated to the Congress of South African Trade Unions (Cosatu) like Saawu.

Saawu appealed to its Eastern Cape members to "organise more than ever before in order to fulfil Cosatu resolutions and Saawu aims and objectives".

1911/86 BUS DAY

Editor dismisses attack on paper

THELMA TUCH

NEW NATION editor Zwelakhe Sisulu yesterday rejected President P.W. Botha's accusation that the publication was "dangerous".

Such accusations were without foundation and must be viewed within the context of government's continuing onslaught against the independent news media, he said.

Sisulu said the growth and popularity of the newspaper was proof that it represented a large and growing section of South Africans calling for fundamental change.

On Monday night Botha referred to the *New Nation* as a dangerous publication unworthy of the Catholic Church.

1911/86 BUS DAY 140A

NUM asks for order

ALAN FINE

THE National Union of Mineworkers (NUM) will ask the Industrial Court today to order the Gold Fields group to afford the union strike balloting facilities at four of its gold mines.

Last week, Gold Fields agreed to provide balloting facilities to the NUM at Deelkraal, West Driefontein and Libanon. The NUM has attained recognition at the three mines.

However, the company refused to include East Driefontein, Doornfontein, Venterspost and Kloof in the arrangement.

GM plans return to full output

98/11/19
99

Handwritten initials and scribbles in circles.

Dispatch Correspondent

PORT ELIZABETH — General Motors hopes to resume full production tomorrow, the director of personnel and public affairs, Mr George Stegmann, said yesterday.

According to management, most of GM's workforce returned to work yesterday, with about 200 men being dismissed for failing to meet a 9 am return to work deadline.

However, the extent of this return was contested at a meeting of workers held in Korsten yesterday.

In other incidents related to the strike which started exactly three weeks ago, judgment was reserved in the Port Elizabeth Supreme Court yesterday on the return date for an order granted GM, at which the workers and unions had to show reason why the strike should not be declared unlawful.

And, in the Industrial Court in Pretoria, an interim interdict in the form of a rule nisi, was issued yesterday calling on the National Automobile and Allied Workers' Union (Naawu) to show cause on December 3 why an order should not be made interdicting it and "its agents and servants" against inciting GM's employees or any of them from taking part in, or continuing the strike which presently exists.

The order also interdicted Naawu from "taking any steps, or causing any steps to be taken, to prevent persons from applying for employment with the applicant, or remaining in the applicant's employ."

Naawu will also have to show cause on the return date why it should not be ordered to pay the costs of the court proceedings, if unsuccessfully opposed.

In an interview yesterday, Mr Stegmann said about 1 500 (or 87 per cent) of the 1 800 production workers remaining after the firing of 567 two weeks ago, were at work yesterday. The total production workforce was about 2 300.

Of 300 new applications, he said, about 80 had already been taken on, with the rest still being processed. There was a resumption of production "in most areas" at the plant, he added.

At a mass meeting in Korsten yesterday, Miss G Barry, a Naawu organiser, told about 700 people that the union's information was that only 319 people in both plants had gone back to work, out of a total workforce of 3 000.

Speakers at yesterday's meeting reiterated their demands for the GM director, Mr Bob White, "to close the GM plants" or meet the workers' demands on severance pay and optional pension repayments.

140A

ACTION SLAMMED

THE Metal and Allied Workers Union yesterday condemned the fatal shooting of a member and the injuring of 12 others in an incident which took place after the union's congress in Durban at the weekend.

The union said in a statement that trouble began when police, who had been patrolling around Curries Fountain Stadium, the venue for the union's meeting, fired tearsmoke into a vehicle occupied by

union officials after the meeting

"Then police began to fire shots into the crowd injuring at least 12 people and killing one person," the union said

Hospital

"At least five of the injured were taken to hospital, including one shop steward shot in the eye and another shot in

the back. Unconfirmed reports suggest another man was shot in the head and killed," the statement said

By yesterday, the union had not yet established the identity of the dead man

In its unrest report the Bureau for Information said one person was killed and six others injured when a number of

people surrounded a police vehicle and hurled stones.

Police fired tear-smoke but their assailants continued attacking them, according to the Bureau. A policeman in the patrol was struck with a brick, it added

Justice

Mawu has called on "all those who respect justice," particularly employers in the metal industry, to strongly condemn the police action

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Union probe after police fire kills one, injures 6

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PLAQUE UNVEILED: Professor Merlyn Mehl, left, director of the Gold Fields Science and Mathematics Resource Centre at the University of the Western Cape, Professor Richard van der Ross, centre, principal and vice-chancellor of the university, and Mr Robin Plumbridge, chairman and chief executive officer of Gold Fields of South Africa, who unveiled a plaque commemorating the opening of the extension to the centre.

University centre has 'proved worth'

Tygerberg Bureau
THE University of the Western Cape's science and mathematics resource centre has proved its worth, says the university's rector, Professor Richard van der Ross

He was speaking at the opening of an extension to the centre built with a R550 000 donation from the Gold Fields Foundation

Professor van der Ross said the centre had proved the acceptance of computers as educational tools in the four years it had been in existence. Sixteen terminals had seemed a lot when the centre opened

"BIGGEST OPERATION"
"With the extension there are now 150, making it the biggest operation of its kind outside the United States and third biggest in the world," he said

He welcomed the fact that black schools were making use of the centre and appealed to Mr Piet Scheepers of the Department of Education and Training to provide bursaries for black students to study at UWC

Professor Merlyn Mehl, director of the centre, said there had been changes not only in the number of students passing through, which had risen to 1 000 children a week and 600 teachers a year, but in the

thinking behind the operation
"The staff has grown from two to 11," he said "We have learnt that when we put two or three learners at each terminal they benefit

"One good teacher can handle 1 000 children and know how each one is progressing"
In the research programme, 12 PhD students and eight Masters students are studying education methods for disadvantaged learners

"We have shown the need for a change of focus in education," said Professor Mehl

'No' to bikers

EAST LONDON — Komga has said "No thanks" to a big bike weekend and the controversial Buffalo Motorcycle Rally scheduled for Easter will not be held in the country town

This was confirmed by the Mayor, Mr Dudley Lloyd
He refused to be drawn on the reasons for the decision, but said it was felt the event was "too big for us"

The rally was last held in Port Elizabeth in 1983, but was banned by the city council after reports of drunkenness, indecency, drug-taking and damage to property by some members of the 5 000 strong rally -- Sapa

DURBAN — The Metal and Allied Workers' Union has launched an investigation into the incident which left at least six members injured and one dead outside Currie's Fountain, Durban on Saturday

This was confirmed by the Natal branch secretary, Mr Ian Weir, who today disputed the version given by the Bureau for Information of the violence which erupted at the end of a national meeting

According to the bureau, a policeman was injured when a brick was thrown into a vehicle

Mr Weir said the union was collecting statements from members "caught up in the incident"

Teargas, birdshot

He also said two Swedish trade unionists were at Currie's Fountain when police opened fire with teargas and birdshot

The six injured men are all members of the union. Two are still in hospital. The dead man has not yet been identified

This was confirmed by union official Mr Bobby Mari, who said executives had just sat down for a meeting with the two observers from abroad when violence started outside

"The meeting came to an abrupt end when injured people were brought into the boardroom for first-aid treatment. They saw the whole thing," he said

"Stoning it"

A bureau spokesman said that after the meeting several people surrounded a police vehicle and began stoning it. One policeman was struck with a brick

"The police fired tearsmoke canisters, but their assailants continued attacking them. Six birdshot rounds were fired. One person was killed and six injured," said the spokesman

Meanwhile Mr Peter Gastrow, Progressive Federal Party national chairman, said today the Government should appoint independent legal experts to evaluate, on their own initiative, unrest incidents in which people were injured or killed

Mr Gastrow said it was "an intolerable state of affairs when different versions of an incident cannot be tested under the state of emergency regulations in cases where death and serious violence have occurred"

He said "The public has been left in the dark in respect of events which could have serious implications" — Political Staff and The Argus Correspondent

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Mawu launches probe into Durban clash

DURBAN — The Metal and Allied Workers Union has launched an investigation into the incident which left at least six members injured and one dead outside Currie's Fountain, Durban, on Saturday

This was confirmed by the Natal branch secretary, Mr Ian Weir, who disputed the Bureau for Information version

According to the bureau, one policeman was injured when a brick was thrown into a vehicle

Two Swedish trade unionists from the International Metalworkers Federation witnessed the clash

"We have started a collection of statements from our members who were caught up in the incident," Mr Weir said

The six injured men are Mr Simon Mchunu, Mr David Mariba, Mr Lesley Arnolds, Mr Samuel Thwala, Mr Daniel Mofokeng, and Mr Petrus Thembu

Mr Mchunu and Mr Thembu are in hospital and the other four have been discharged. The dead man has not yet been identified

According to a bureau spokesman, several people surrounded a police vehicle after the meeting and began stoning it. One policeman was struck with a brick.

"The police fired tear-smoke canisters, but their assailants continued attacking them. Six birdshot rounds were fired. One person was killed and six injured," said the spokesman — Sapa

in Roma when the armed

Landing rights battle resumed

Mercury Correspondent JOHANNESBURG—South African Airways will resume its legal battle to get South Africa's landing rights ban overturned after two US courts rejected appeals at the weekend to stop President Ronald Reagan's final order to sever air links

SAA will ask the US Columbia District Court today to speed up the hearing over the early termination of the 1947 bilateral air agreement after a lawsuit was filed late last week.

SAA chief executive Gert van der Veer said yesterday the move was independent of last Friday's emergency appeal to the Court

He said 'Our legal avenues are not blocked. The main thrust of this action is to keep flying to the US rather than claim damages at this stage'

Diplomatic note

And the airline will ask Pretoria today to request the US State Department to agree to arbitration talks in terms of the air pact.

It was learned the department informed Pretoria in a diplomatic note on October 10 that the pact would end on October 8 next year

SAA flight SA 204 from New York was due at Jan Smuts last night. The airline has nominated Frankfurt as its 'preferred point' for the dog-leg service to the US — and then Zurich, London and Amsterdam

Passengers booked on flights to the US up to December 1 have already been re-scheduled on the flights of European flag carriers



the flea market at n brought together anything and every-manufacturer Cecile

Charlesworth (right) was keen to show Lynn Schluter, a Durban photographic laboratory manager, her look in hats.

Picture by TERRY HAYWOOD

One shot dead as policemen open fire

Mercury Reporters
ONE person was killed and six were injured when police opened fire with birdshot after the annual meeting of the Metal and Allied Workers Union (Mawu) at Currie's Fountain in Durban on Saturday. This was confirmed by a spokesman for the Bureau for Information yesterday. However, a Mawu spokesman put the number of injured at 12 and said there were unconfirmed reports that a second man had died as a result of his wounds.

tear-gas was fired 'But it was not a hail of stones'. Among those injured were workers from Metal Box, Port Elizabeth, Metal Box Divpac, Vanderbijl park, Heinneman, Elandsfontein, CI Industries, Pinetown, and Forbo Krommenie in Jacobs. Asked to comment on the Mawu allegations, Mr Leon Mellet, director of internal media liaison for the Bureau for Information, said 'If crowds leaving places behave properly and do not

stone police vehicles and policemen then this will not occur'. According to Mr Mellet, 25 uniformed policemen were on duty at the stadium and the trouble started when a police vehicle was surrounded by a chanting crowd who began stoning it and its occupants. A policeman was injured when he was struck in the ribs by a brick. Mr Mellet said police first fired 21 tear-gas rounds but the assailants continued their assault and six birdshot

cartridges were fired. He dismissed allegations that police had mocked Mawu members as 'typical propaganda allegations to vilify the police forces and to blame the security forces for the misbehaviour of some of the people who attended the meeting'. **Editor's note** This report has been restricted in terms of the Emergency Regulations and does not conform to the standards of balance and objectivity normally practised by this newspaper.

Mawu condemned the police action as 'unprovoked', calling on 'all those who respect justice, particularly any employers in the metal industry', to condemn it. At least five of the injured were admitted to hospital, including a shop steward shot in the eye and another who was shot in the back.

Hail of stones
Mawu officials said unconfirmed reports suggested that another man was shot in the head and killed. Asked whether stones had been thrown at police, a Mawu spokesman said stones were thrown by youths from behind the crowd, but he was not sure whether these had been thrown before or after the

Royal bow from camel shocks Diana and Charles

London Bureau
A BEDOUIN riding display in which a bellowing camel was painfully forced to bow down to Prince Charles and Princess Diana, left the royal pair visibly shocked. It happened at the weekend during the last lap of their Middle East trip. They were watching a special display of camel riding when one beast was pulled to a halt directly in front of her and made to bow down. Then, bellowing with pain, it was goaded to its feet again at speed. For the remainder of the display of 'camel control', the princess sat with her eyes fixed firmly on the ground. Animal-loving Prince Charles was also visibly upset by the display of what appeared like cruelty in the deserts of Qatar. He grimaced and whispered fiercely to the British Ambassador 'Why are they doing this?'

It was explained to him that this display of Arab sport outside a Bedouin tent was considered remarkably skilful and their hosts had no idea that it could be offensive. Newspaper commentators here have pointed out that members of the royal family are quite happy to go stag hunting and grouse shooting. Even the princess has taken part in that. The royal couple were showered with sumptuous gifts of jewellery during their Middle East tour. These could add up to millions, it is estimated here. It is the traditional way of complimenting and honouring royal visitors. It remains to be seen if these spectacular presents will eventually join the other royal jewellery which has been handed down through the centuries and is kept privately or on public display.

19/11/86

129 lose jobs: Mawu may take action

19/11/86

The Metal and Allied Workers Union says it is considering taking legal action against Raylite Batteries Pty Ltd in Benoni following the dismissal of 129 workers on October 15

Organiser Mr David Raseshu said problems arose after Kruger Day when wage-paid staff, who do not usually have the day off, refused to work.

Five were later suspended after management allegations of intimidation. A company spokesman said there had been violent intimidation of workers, including an acid attack on one.

The union said talks failed to resolve differences and on October 15 about 129 workers downed tools.

The company demanded that they return to work by 12 30 pm. Workers returned by 1 pm but were all dismissed for failing to meet the company's ultimatum.

The union has demanded a meeting with the company next week but is also considering declaring a formal dispute and going to the industrial court.

The company spokesman said negotiations were continuing.

GM dismisses 219 workers

9/11/86
140A
BUSDAY

GENERAL Motors (GM) has dismissed 219 workers who failed to respond to a management ultimatum to return to work yesterday.

However, most of the 2 000 people who had been on strike for nearly three weeks were back on the job.

National Automobile and Allied Workers' Union (Naawu) regional secretary Les Kettledas said yesterday the strike "had effectively been broken by the company, assisted by the SAP"

He was referring to SAP intervention on Monday, when strikers gathered at GM's gates to block the entry of newly employed workers. The 16 people arrested during the incident have been released on bail.

Kettledas expressed regret the issues which precipitated the strike — demands for severance pay and the repayment of pension fund monies — had not

ALAN FINE

been resolved without State intervention

GM industrial relations manager Robert McIlwaine said the 219 dismissed workers were all employed at the Kempston Road plant

The numbers back at work also exclude most of the 566 dismissed for refusing to vacate the plant two weeks ago McIlwaine said about 300 of them had applied for re-employment About 20 had been taken back already, while the other applications were still being processed

He said applications from the remainder of that group would still be considered and he thought most would be taken back

The only exceptions would be those

● To Page 2



GM dismisses 219 workers over ultimatum

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140A
BUSDAY

whom GM was satisfied were involved in "acts of intimidation or violence or who associated themselves with such acts" McIlwaine declined to say how many would be affected adding "We are still assessing evidence"

The matters in dispute are still to be referred to arbitration as soon as the union and the company have agreed on the identity of an arbitrator and his terms of reference.

And yesterday, the Industrial Court handed down an interim interdict restraining Naawu from inciting GM employees to strike and trying to prevent people from applying for employment with the company, or from remaining in the company's employment

● From Page

Court dismisses recognition bid

140A

Dispatch Reporter

EAST LONDON — An application by the South African Allied Workers' Union (Saawu) for an order directing Border Boxes (Pty) Limited to commit itself to a recognition agreement with the union has been dismissed by the Industrial Court

Saawu and a number of employees of Border Boxes applied for the order directing the company to restore the terms and conditions of employment, alternatively to restore the labour practice which existed before July 21 this year when the company had undertaken and committed itself to negotiate in good faith towards the conclusion of a recognition agreement

Border Boxes opposed the application on the grounds that the court was not empowered to grant the relief sought by Saawu in terms of Section 43 of the Labour Relations Act

In addition, Border Boxes contended that Saawu had intimidated

the company's employees and that the employees had joined Saawu as members only as a result of this

Border Boxes further contended that Saawu did not have valid representation and that because of this the company was not prepared to negotiate recognition or deal with Saawu

The court upheld the argument submitted by Border Boxes legal advisors that it was not empowered to grant the relief sought in terms of the Labour Relations Act

The court furthermore held that it would not be fair and equitable to order Border Boxes to negotiate and that no established practice had been in existence which was to be restored

The court made no finding on the question of the alleged intimidation

Saawu was represented by Bell Dewar and Hall of Johannesburg and Border Boxes by Abdo and Abdo of East London

GM hopes for full production from tomorrow

19/11/86
Own Correspondent

PORT ELIZABETH. — General Motors hopes to resume full production tomorrow, Mr George Stegmann, director of personnel and public affairs said yesterday

According to management, most of GM's workforce returned to work yesterday, with about 200 men being dismissed for failing to meet a 9am return-to-work deadline

However, the extent of this return was contested at a meeting of workers held in Korsten yesterday where it was claimed only 319 of a total workforce of 3 000 had resumed work

Another development in the strike which started exactly three weeks ago was the reservation of judgment in the Port Elizabeth Supreme Court yesterday — the return date for an order granted to GM at which the workers and unions had to show reason why the strike should not be declared unlawful

Interim interdict against Naawu

And, in the Industrial Court in Pretoria, an interim interdict in the form of a *rule nisi*, was issued yesterday calling on the National Automobile and Allied Workers' Union (Naawu) to show cause on December 3 why an order should not be made final interdicting it and "its agents and servants" against inciting GM's employees or dissuading any of them "from taking part in or continuing the strike which presently exists"

The order also interdicts Naawu from "taking any steps, or causing any steps to be taken, to prevent persons from applying for employment with the applicant or remaining in the applicant's employment"

In an interview yesterday, Mr Stegmann said the hiring of staff was progressing at such a rate that there was a "strong possibility" there would be a full complement by tomorrow

The majority of those fired two weeks ago would "probably" be rehired. About 200 workers were dismissed for failing to meet yesterday's 9am deadline to return to work or be fired

Death triggers call to action

ALAN FINE

THE Metal and Allied Workers' Union (Mawu) has called for the holding of two-hour meetings at factories around the country on December 1 to commemorate the death of Siboniso Mchunu in a police shooting after a Mawu AGM in Durban on Saturday.

The call is directed at affiliates of the Congress of SA Trade Unions (Cosatu), and has been supported by Cosatu. The meetings are also to commemorate "attacks on the working class" during 1986.

A joint Mawu/Cosatu statement issued yesterday demands the right to hold meetings without fear of harassment, the release of 70 Cosatu people in detention, and an end to repression.

Mchunu, a relative of a Mawu member, was killed and six people were put in hospital by shotgun pellets. According to the Bureau for Information, the incident was precipitated by the stoning of a police vehicle. Mawu says the shooting was unprovoked.

GM plan to resume full production today

GENERAL MOTORS hopes to resume full production today, a company spokesman said yesterday.

GM's personnel director Mr Stegman said most of the company's workforce returned to work yesterday, with about 200 men being dismissed for failing to meet a return-to-work deadline

National Automobile and Allied Workers Union (Naawu) general secretary Mr Freddie Sauls was not available for comment yesterday

Meanwhile the extent of the return-to-work was contested at a meeting of workers yesterday, Sapa reports

And, in the Industrial Court in Pretoria, an interim interdict was issued yesterday calling on Naawu to show cause by December 3 why an order should not be made interdicting it against inciting GM's employees or any of them "taking part in or continuing the strike which presently exists"

The order also interdicted Naawu from "taking steps, or causing any steps to be taken, to prevent persons from applying for employment with the applicant or remaining in the applicant's employment"

• The Rand Supreme Court case in which the Kagiso Town Council had been called upon to show cause why the council's striking police force should not be reinstated to the barracks, has been postponed to December 2

② SWEETAN 20/11/86 ② ②

Nationalist politician supports release of detainee

A NATIONALIST politician yesterday supported an application in the Supreme Court, Cape Town, for the detention of the president of the George Civic Association to be declared invalid.

Mr Kenneth Sibotho was detained on June 12

under the emergency regulations.

Attorney Mr George Kellerman, the former provincial councillor for George, said in an affidavit that Mr Sibotho, his client, was respected in George's black community.

After unrest broke out Mr Sibotho helped arrange meetings between Government, municipal and community representatives.

He also helped end a school boycott, said Mr Kellerman.

He was opposed to violence and was always prepared to negotiate to solve problems.

A possible reason for his detention was the explosive situation in Lawaai kamp squatter camp.

"My own opinion is that appalling conditions in Lawaai kamp and pressure that the municipality put on the residents to move to Sandkraal where circumstances were little better, were to a great extent instrumental in causing the explosive situation," said Mr Kellerman.

He denied claims by the Minister of Law and Order, Mr Louis le Grange, in a letter, that the civic association was created to undermine the existing system and was responsible for intimidation.

No reasonable person could form the opinion that Mr Sibotho's detention was necessary, Mr Kellerman said.

In an opposing affidavit, Lieutenant Oeloff Steyn of Mossel Bay said there were good grounds for Mr Sibotho's detention.

He said Mr Sibotho had incited and intimidated black residents to commit violence and had sought confrontation with the authorities.

The application, brought by Mr Sibotho's brother Mr Nelson Sibotho, against the Minister of Law and Order and six others, was postponed for trial.

Over 300 GM workers vote to continue strike

PORT ELIZABETH — More than 300 General Motors workers have voted at a meeting to continue striking despite the large-scale return to work by fellow workers.

"Now we will just have to sit back and see if GM can produce any cars," said Mr. Freddie Sauls, general secretary of the National Automobile and Allied Workers' Union.

General Motors say they are producing cars. Industrial relations manager Mr. Rob McIlwaine said the production target for today was 50 vehicles, rising to the normal 130 vehicles by next Monday.

Mr. Sauls explained the implications of Tuesday's industrial court decision interdicting Naawu from inciting GM employees to take part in the strike.

He said the decision changed little as it did not interdict the Motor and Component Workers' Union of South Africa or the workers themselves from doing so. — Own Correspondent.

LABOUR RELATIONS

The battle of Howick

Two years after the mass firings at the BTR/Sarmcol plant in the Natal midlands town of Howick precipitated SA's biggest and most protracted factory labour dispute, the issue has come before the courts for settlement

The first stop is the Industrial Court, but both litigants — the Metal and Allied Workers' Union (Mawu) and Sarmcol — appear determined to take the issue to the Supreme Court and even the Appellate Division if the initial decision goes against them

A settlement is badly needed by everyone. Today, the rubber component factory where it all started, once the proud symbol of Howick's industrialisation, chugs away at only half pace. And outside the factory gates open hostility is still occasionally directed at the "scab" labour which moved in from nearby Maritzburg to take the jobs of the displaced

Meanwhile, within Howick's commercial centre, businesses are battling to re-establish themselves after a year-long black consumer boycott in support of the strike action brought them to the brink of bankruptcy

And all the while in the black township of Mpopoweni, 20 km away, the 970 strikers and their families just sit, sullenly surviving on their R4 weekly food parcels doled out by aid agencies and community organisations

They are still sticking doggedly to their original demands: reinstatement and the recognition of Mawu as the workers' legitimate representative at the plant

The dispute has defied attempts at mediation — which have come from international trade unions, the European Economic Community and the United Nations

Union argument

When the Industrial Court hearing started this week, workers were present in their thousands to hear Mawu open its argument by contending that all along the company had been obstructive and anti-union. It had refused to negotiate in good faith and to conclude a recognition agreement with Mawu as the representative union. This, it claimed, ultimately precipitated the strike action and subsequent firings

The company, now owned by Dunlop since the BTR/Dunlop merger earlier this year, replied through its defence team that it had not acted in bad faith. It said it had concluded a "preliminary" recognition agreement with the union prior to the strike, and had provided it with stop order facilities for union dues. The fact that a full recognition agreement failed, it contended, was more the result of Mawu's unrealistic expectations and confrontational approach than any fault of

its own

The wrangle led to a union-inspired consumer boycott of white-owned businesses in Howick and this was later expanded to Maritzburg. Work stayaways, appeals to BTR's head office, international labour organisations, the EEC code of conduct governing multinationals, and the UN sub-committee on Trans-national Operations in SA/Namibia were all part of an orchestrated pressure campaign designed to get the company to shift its position. But BTR, which had scaled down its operation and hired elsewhere, refused to moderate its non-reinstatement stance. After a last shot at mediation through a further conciliation board hearing, the matter was set down before the Industrial Court

Uncertainty

Nobody connected with the current hearing was this week predicting an entirely satisfactory outcome. Certainly Sarmcol — even under its new management — was showing no signs of being conciliatory

Of the latest development, a company



Mawu's Schreiner ... no choice but to press on

spokesman ventured "The matter is extremely complex, seen against the background of the uncertainty that exists in this rapidly developing field of interaction between management and workers in a free enterprise environment"

Mawu's local branch secretary, Geoff Schreiner, estimates that thus far court action has cost the union R150 000 — not to mention loss of earnings compensation and the material support Mawu has had to provide for the strikers

And because the Industrial Court is unlikely to have the last word, it could still be months, and even years, before the matter is finally laid to rest

Still, Schreiner makes the point that the union has little choice but to press the matter

all the way. For the 15 000-strong Mpopoweni community, none of whom has been employed since the strike, the Sarmcol factory is virtually their only source of income. Unless they can get their jobs back, he says the entire community faces destruction ■

KWANDEBELE

After Skosana

KwaNdebele Chief Minister Simon Skosana died before achieving his dream of an independent homeland for the Ndebele people. The question now is whether the quest for independence will die with him

Skosana was visibly upset after the KwaNdebele Legislative Assembly voted down independence after a bitter debate on August 12 (*Current Affairs* August 15). Shortly before, his right-hand man, Interior Minister Piet Ntuli, had died in a car-bomb explosion

In recent months, Skosana has vehemently denied that his government would persist with plans to secure constitutionally separate status for the impoverished homeland. He was, however, known to have privately cherished the idea

The detention last week of a number of anti-independence activists, including Prince James and Andries Mahlangu, fuelled rumours that another push for independence was imminent. Another theory, however, held that by eventually removing the opposition he could consolidate his power and prepare to cross his own Rubicon later. Several sources maintain that elements in central government remain keen for the homeland to go independent, and would therefore covertly back attempts to achieve it.

Meanwhile, KwaNdebele Minister of Works and Water Affairs Klaas Mtsweni has been appointed acting Chief Minister

Skosana died in the Rand Clinic in Johannesburg as a result of severe diabetes, with which he had been long afflicted, and Mtsweni had stood in as acting-Chief Minister during Skosana's illness. The former chief minister will be buried at a State funeral on Saturday morning

The immediate question is who will succeed Skosana. The Legislative Assembly is due to meet next Thursday to elect a new leader and there is no shortage of volunteers

Whether independence will remain an issue obviously depends on who succeeds. In September three Cabinet ministers — Justice, Law and Order Minister Frank Mlwayedwa Mahlangu, Education and Culture Minister Placid Kunutu and Agricul-

FINANCIAL
UNREST 2/11/86

Simmering on

Seven people were killed in political violence in the week to Tuesday morning, according to the Bureau for Information. This takes the death toll since the start of the June 12 emergency to 332.

Andrew Mvimbi, suspected of illegally possessing firearms, died in his Alexandra home after being shot by Captain J L Pretorius. Pretorius was at Mvimbi's home to investigate when Mvimbi allegedly pulled a gun on him.

One man was killed and at least six others injured at the weekend when a crowd was shot at and teargassed after an annual meeting of the Metal and Allied Workers Union of SA (Mawu) in Durban.

After the Mawu meeting, said the bureau, several people surrounded a police vehicle and began stoning it. One policeman was struck by a brick. Police then fired teargas canisters, followed by birdshot when the attack continued.

Mawu disputes the bureau's version of events and has launched its own investigation into the incident. It says two Swedish trade unionists from the International Metalworkers Federation witnessed the clash.

Others to die were a black man in Soweto who was burnt alive, a woman stoned to death in Katlehong, and a former policeman, Edward Ndjada, who was killed after his house was attacked in Lingelihle near Cradock. In Sebokeng a black man was shot after he allegedly attacked a security force member with a knife. And in Soweto a group of about 60 people stoned and shot at the house of a traffic official. The official fired back, killing one person.

SA Police Commissioner General Johan Coetzee announced the arrest of two suspected African National Congress (ANC) members in connection with the bombings in Newcastle last week in which 25 people were injured, two seriously.

Police have called on all South Africans to be on the alert for an increase in ANC activity over the Christmas season. Shortly after the warning the ANC announced in Brussels that it intended to step up military operations.

The next day a father and son were injured in a landmine explosion on the Botswana border, after their bakkie detonated a bomb in the Alldays district of the northern Transvaal. Pieter van der Westhuizen (8) is still in hospital recovering from an emergency operation in which his spleen was removed.

Two black youths in Upington, aged 12 and 17, were arrested following a bomb threat at the Upington post office last Friday. And a bomb was detonated outside the Phehello secondary school in Kutlwanong, Odendaalsrus. Damage of about R2 000 was caused and no one was injured. The type of explosive used has not yet been identified.

Other incidents included further stoning of Putco buses in Soweto. ■

W/CMG 22/11/86

Consult
the
workers'

LABOUR
AFFAIRS
DICK
USHER



NOT consulting workers on matters of importance to them can be an expensive mistake

Production appears to be back on track at General Motors following the lengthy, bitter, costly and possibly needless strike, but it would seem that the GM executives who hustled through their particular form of disinvestment deal had not learnt one major lesson from the recent years of advancement in industrial relations — the need to consult workers on major changes in their circumstances

Numerous Industrial Court judgments have established it as necessary for companies — if they are not to be hit with an unfair labour practice action — to consult workers and their representatives on changes in their conditions of employment

But when it came to turning GM's assets over to new management it seems the company did not see consultation as necessary

Somehow, handing the company over to a group of unidentified local managers would seem to be as much a material change in employment conditions as retrenchments are.

As lawyers for the National Automobile and Allied Workers' Union (Naawu) said, the strike need not have happened if GM had "advised and consulted its workers" prior to announcing the withdrawal

Given the contradictory statements before the withdrawal was announced and the crippling Ford closures of 1985, it is not surprising that workers in the depressed Port Elizabeth area have some suspicion about management

They are also suspicious about what might happen to employment practices when, in the words of the *Financial Mail*, the company is no longer "hamstrung by the rules of foreign employment codes"

And, having contributed to GM's profitability through the rosy years in South Africa, workers do not want to see assets they built up disappear overnight

Meanwhile, the costs of the strike are still being computed

GM had to postpone what are said to be expensively lavish plans for the launch of its new Monza, scheduled for early this month, because it would not have had enough cars to meet anticipated demand

And what effect the postponement will have on the success of the model remains to be seen

VU2 24/11/76
140A

Union may act against EL firm

Dispatch Reporter

EAST LONDON — The Paper, Wood and Allied Workers' Union says it is considering legal action against a Wilsonia company following its actions against workers after an attempt to negotiate a recognition agreement.

But the manager of Ruthwood Cabinets, Mr R Bovey, yesterday denied the union's version of what had happened at the factory, which manufactures built-in furniture.

Mr Bovey said the company had no agreement with the union, whose officials, he said, arrived unannounced at the plant without an appointment to negotiate an agreement.

"Their presence resulted in a wildcat strike. It was not a work stoppage," he said.

Mr Bovey claimed that when the officials were ordered off the premises, they went outside and contacted certain workers. He alleged that some of the workers were intimidated, and that the police were then summoned.

He confirmed that he had a staff of about 100 and that the factory was operating on a skeleton staff.

The union's secretary, Mr Jeremy Baskin, said in a statement the union had written letters to the company, and that officials of the union had gone to the factory to introduce the union.

"They were received in a very hostile manner by the manager," Mr Baskin said, adding that the union officials were then chased out of the factory.

He said the workforce sent a committee to speak to the manager, and he had tried to discourage them from being members of the union, which is affiliated to the Congress of South African Trade Unions (Cosatu).

"They argued strongly with him and asked if they could report back to the workers what he had said. He refused and they returned to work and the workers stopped work."

"The manager came out shortly after the stoppage and took two shop stewards aside."

The stewards were ordered to leave the factory, the statement alleged, but the men refused.

Police were then summoned.

Mr Baskin said the workers were ordered to return to work, but they refused. The union said the two shop stewards were questioned by the police briefly and the workers were then dismissed by the management and told to return to the factory the following day to be re-employed.

"We strongly object to the fact that people have been dismissed on no other grounds except their desire to belong to a union."

Changing of guards?

TWO hundred and twenty five workers are applying to the Rand Supreme Court to have their rooms at the CMR hostel restored after they were evicted because of a stayaway from Security Systems where they were employed as security guards, *Sapa* reports.

A spokesman for the General and Allied Workers' Union that represents the workers, S Poloto, told *Sapa* the workers - mainly migrants from Venda - were dismissed on Monday after failing to report for duty on that day.

They were protesting over the retrenchment of 38 of their co-workers last Friday.

Meanwhile, Martin Ntsoelengoe reports that the workers are in the mean-

time holed up at the Methodist Church in Coronationville

When *City Press* visited the church this week, some of the men were washing their clothes

A spokesman for Gawu said they had information that management was recruiting new workers

He added that management had taken steps against the workers because they have joined the union which management refuses to recognise

The workers refused to return to work after management refused to listen to the shop stewards. The workers were all thrown out of their hostel

The spokesman said they may take supreme court action to have the workers restored to the hostels



On strike ... Now the 225 guards employed by Security Systems have been kicked out of their hostel.

140A

Thumbs down

23/11/60 165
CP Correspondent

AN application by the Border branch of the SA Allied Workers' Union for an order directing Border Boxes to commit itself to a recognition agreement with the union, has been dismissed by the Border Industrial Court.

Border Boxes argued that the court was not empowered to grant relief forced by Saawu in terms of Section 43 of the Labour Relation Act and that Saawu did not have valid representation.

● Meanwhile Saawu has again signed a recognition and procedural agreement with Border Metal Box.

Saawu Border secretary Boyce Melitafa said the agreement covered disciplinary action, grievances, maternity, retrenchment, dispute and industrial health and safety.



Flat on his back but determined to carry on ... crippled unionist Sisa Njikelana

Accident won't stop Saawu leader's work

By MONO BADELA

TOP unionist Sisa Njikelana - flat on his back in Baragwanath Hospital after a car accident near Uncle Charlie's on Tuesday morning - could be crippled for life

Though doctors have some hope that his spine injury may not be permanent and that he may regain the use of his legs, he'll be in hospital for at least two months

But whatever his future, Njikelana has one regret. He will not be at the crucial unity conference at which the massive, and sometimes violent, split in his SA Allied Workers' Union will be buried for good.

Ten-times detained Njikelana told *City Press* from his bed that he had been working non-stop since the unity talks resumed in early August to bring rival groups together.

Sam Kikine, head of one of Saawu's factions who has been working with Njikelana to heal the

union rift, may also miss the crucial conference which kicks off at the Himalaya Hotel today - he was also injured, though less seriously, in a car accident on Saturday.

Ironically, the success of their efforts to reunite the union may mean that this will be Saawu's last mass gathering.

Once it is united again, Saawu will begin working to amalgamate its worker structures into other Cosatu unions - in line with the giant federation's policy of industrial rather than general unions.

Njikelana is determined to carry on with his trade work - "even if it means I have to do it from a wheelchair."

Saawu president Thozamile Qwetha and vice president Njikelana are probably the most harassed leaders in the trade union movement. Both have been detained 10 times by SA police and Ciskei

security police between 1982 and 1984. They also faced and were acquitted of high treason charges with two other Saawu officials - former secretary Sam Kikine and John Ngcobo, both of Durban.

Njikelana said he and Saawu official Bethwell Nquma were returning from addressing the union branches in Bloemfontein and Welkom when their car was involved in an accident.

Born at St Matthews, a mission station near Keiskamahoek in the Ciskei 31 years ago, Njikelana was dismissed from Fort Hare University in 1976 for his role in student politics. He began working for the SA Television manufacturing company in 1979.

He soon became chairman of the Workers' Committee and then East London branch chairman of Saawu. In 1981 he was elected vice president of Saawu.

23/11/86
CITY PRESS
140A

'Chequered flag' for sacked Checkers staff

CP Correspondent

THE dispute at Checkers stores in the East London region ended this week with the reinstatement of the 120 dismissed workers, and the union involved has hailed the development as a "victory"

A boycott of the stores had been called last weekend to force management to reinstate workers

Commercial, Catering and Allied Workers Union regional organiser Bones Skulu said all the workers had been reinstated without loss of benefits

The issue which led to the dispute concerned a change in shift times for shelf packers at the Mdantsane branch. The workers were unhappy with the change, which would have seen them working an hour later every day.

A placard protest was held in the store, and the entire workforce of about 86 was dismissed. All other Checkers branches in the area came out in support and when workers at the Amalinda branch mounted a placard demonstration, they were also fired.

I do, I do, she said

A 13-year-old Swazi orphan is officially married to two men.

The girl's deceased parents had arranged her marriage to a man when she was young.

However, her older sister's husband married her according to Swazi custom which allows a man to also marry his wife's younger sister.

The man who was supposed to marry her, "snatched" her away and also married her. - Sapa.

State funeral tomorrow

By SOB MORATHI

KWANDEBELE Chief Minister Simon Skosana will be buried in a state funeral at Klippaadrift from 8am to 11am tomorrow.

A number of dignitaries from South Africa, Bophuthatswana, Venda, Transkei, and Ciskei have been invited to attend the funeral.

Skosana died of sugar diabetes at the Rand Clinic in Johannesburg on Monday.

With him died the dream of SA-styled "independence" for the homeland.

Skosana's proposal for independence from the SA government earlier this year, sparked much dissatisfaction among many KwaNdebele residents that manifested itself in boycotts, assassinations, murders, abductions and unrest.

Resistance against independence culminated in a four month war which claimed over 150 lives.

'I'll die for ANC'

CP Correspondent

A ZWELITHEMBA man appealing against a 15-year sentence for arson surprised the Cape Town Supreme Court this week when he said during cross-examination he was prepared to die for the ANC and he approved of its work "to kill the boere".

Mtomelo was sentenced in the Robertson Regional Court in April to 10 years' in jail for setting development board offices alight, seven years for arson for burning the house of Swanie Qhangiso and five years for arson for burning the house of Alfred Malewa, whom he claimed

were informers.

He was also given a two years sentence for malicious damage to property.

While testifying in mitigation of sentence, Mtomelo was asked how he felt about the offences.

"I was satisfied and then at another stage I am not yet satisfied before I burn down the house of the magistrate and the prosecutor."

Asked during cross-examination about an ANC badge on his jacket, he said he was prepared to die for the ANC and he approved of its work "to kill the boere".

He said that when he set

the development board offices alight, he had hoped a worker, "that dog Fourie", would be there.

Justice Baker said this week he was asked to reduce Mtomelo's sentence on the grounds that it was disturbingly inappropriate and the magistrate had been influenced by Mtomelo's statements.

Reducing the sentence would be "expressing approval of violent methods of changing the set-up in the country, which can't be allowed", said the judge.

The sentence was "perfectly reasonable", he said, dismissing the appeal.

Smith confirmed that nine workers had been

THE DISMISSAL OF NINE WORKERS FROM THE RENZA

THE DISMISSAL OF NINE WORKERS FROM THE RENZA

DOWN

Canada reviews new SA investment

Threatened ban would affect few

CANADA'S threatened mandatory ban on new investment in SA — now seen as unlikely — would affect only a few corporations operating in SA. Canadian External Affairs Minister Joe Clark announced last week his government would "review" the voluntary ban on investment it agreed to at a Commonwealth meeting in London last August.

The action came after Canadian mining company Falconbridge's announcement that it would raise its stake in Western Platinum to 49% from 25%, by paying \$31.6m for a Mobil Oil stake. Clark said "Voluntarism remains our preference, although the approach will be affected by the degree of compliance shown by Canadian companies."

But Canadian investment in SA is relatively insignificant. No more than 12 Canadian companies currently operate in the country, with a total investment of about R130m.

Canadian consulate officer Ed Willer said. "My reading of the Canadian business community is that there has not been much new investment, given the poor business climate here."

Bata Shoes, which announced last

Economics Reporter

Thursday it would sell its SA subsidiary, is the largest Canadian company operating in the country, with 3 200 employees. Falconbridge is the next largest. Alcan Aluminium and Dominion Textiles, other large Canadian employers, have already disinvested.

Falconbridge public affairs director Peter McBride said in Toronto the company's chairman, Bill James, had met Canadian Deputy Prime Minister Don Masenkowski on Wednesday to explain the company's position.

Falconbridge bought the new shares after receiving a \$64.5m offer last week for its share and Mobil's share in WestPlats. Mobil held the shares as the result of its takeover in 1984 of Superior Oil, which had owned a stake of Falconbridge.

The offer for the WestPlats interest was viewed as a "bad price", and Falconbridge was left with the option of buying Mobil's share itself or allowing a third party to buy the stock.

If a third party purchased Mobil's share, McBride said, Falconbridge would have lost its right to representation on WestPlats' board.

Botswana still hosts ANC, says Malan

● MALAN

TERRORISM against SA continued to be launched from Botswana, Defence Minister Magnus Malan said in Pietersburg at the weekend.

Unveiling a statue of Commandant Piet Joubert, he said last week's incident in the Pontdrift area was not an isolated one — it was part of the ANC's "plan of violence and murder."

The incidents continued in spite of repeated appeals to Botswana to curtail ANC activities.

He appealed again to Botswana to control ANC activity from her soil.

"I further appeal to the President of that country to show restraint and realism before going to extremes on the bandwagon of malicious accusations and unfounded statements."

GERALD REILLY

On accusations that SA was destabilising adjoining territories, Malan said "If we really wanted to destabilise countries such as Angola, Mozambique, Zimbabwe and even other countries to the north, they could have been quite different to what they are today."

Botswana's President Quett Masire was the latest to "climb on the bandwagon." He joined "the chorus chanting that SA was preparing to attack her neighbours."

Malan said that, apart from the thousands of troops being poured into the sub-continent, there was an ominous and continuous flow of weapons and war material to Southern Africa.

NUM 'disturbed' at deaths

ALAN FINE

THE National Union of Mineworkers (NUM) said on Friday it was "extremely disturbed" at the number of accidents at mines in the Gencor group in the past few months.

NUM spokesman Marcel Golding was reacting to news of the deaths of three miners in an accident at the Stiffontein gold mine. This follows the Kinross disaster in September in which 177 died and a mudslide at Bracken last month which killed three.

A Gencor spokesman said the latest leased once next-of-kin have been told

140A
BUS. DAY
24/11/86

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Talks over mine fighting deaths

ALAN FINE

MANAGEMENT at Vaal Reefs gold mine held a series of meetings with groups of workers yesterday in an attempt to resolve the differences which led to the deaths of 13 miners in fighting at the weekend.

An Anglo American spokesman said that after the meetings members from the warring groups handed over hand-made weapons and returned to their hostels. He described the situation at the mine as "quiet".

Two National Union of Mineworkers (NUM) members were "murdered" on Saturday night and 11, including a further six union members, died in fighting on Sunday, said the spokesman.

He said it seemed the fighting was caused by certain groups, among them NUM members, attempting to enforce a tavern boycott.

CHIEF TIMES 25/11/86

Glass factory staff strike, demonstrate

1400

Staff Reporter

ABOUT 200 employees of three sections at PG Glass in Epping went on strike and held a placard demonstration yesterday over wage demands.

The strikers, members of the Chemical Workers Industrial Union, said they had been negotiating with the company for three weeks but had reached deadlock last Friday.

The managing director of PG Glass Coastal, Mr Bert Peters, said the company and the union had been negotiating for five days over 20 different demands.

While agreement was reached on some demands a deadlock developed on Friday and both sides were still "far apart".

Administrative staff have demanded a 40 percent across-the-board increase. However, a day has been set aside next week to continue negotiations, Mr Peters said.

CITE Times 25/11/80

Glass factory staff strike, demonstrate

140A *BB* Staff Reporter

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13 DIE IN MINE CLASH

Somefan

Mine deaths

From Page 1

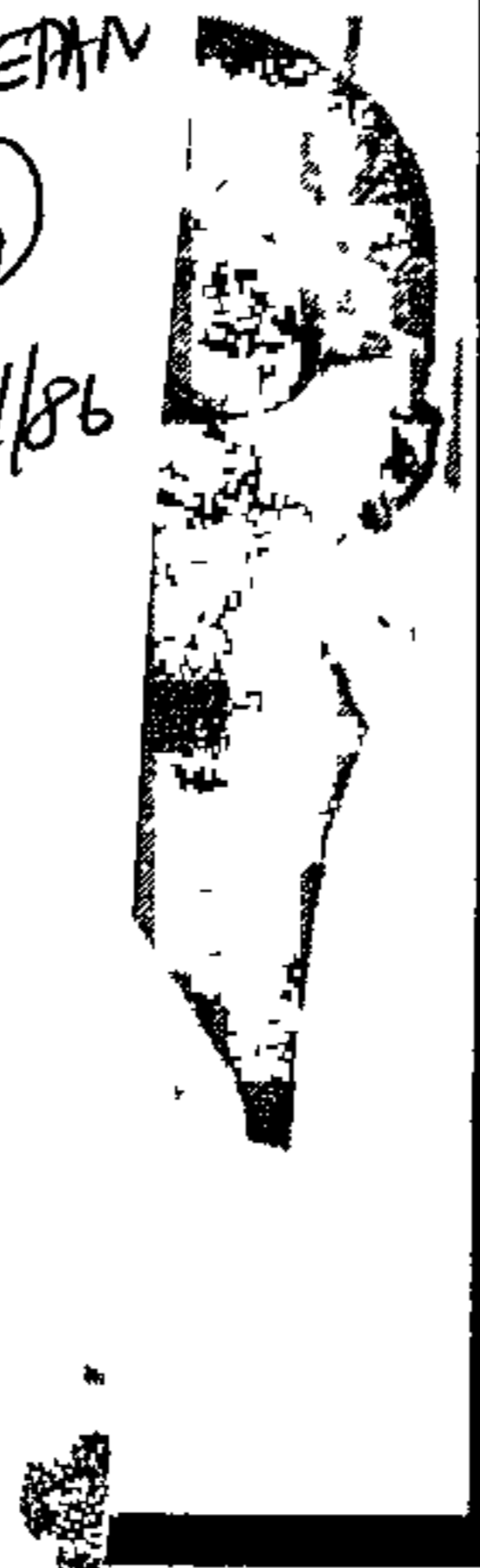
strongly against the boycott

He said management was meeting those involved in the fighting in an attempt to resolve their differences

A Num spokesman, Mr Marcel Golding said yesterday that his union was investigating the situation to ascertain what led to the fighting

Among those killed were Skhethi Mhlamvu, Patrick Masela, Siphon Monenga, Siphwe Mphothulo, Tsangelwa Dlamini, Boyisi Bamgo, Kedibone Letlatsoa, Makomane Tlhare, Mkhawula Tsolo, Mzi-mene Lamune and Motseki Maphela.

The situation was tense at the mine last night and it was not certain whether workers will return to work today.



**YOU
D-SAFETY
INSCIOUS?
O, YOU CAN
YOURSELF
100 RAND
EVERY
DNESDAY...
ONLY IN
THE
JWETAN!**

AT least 13 mine workers were killed and about 20 injured when fighting erupted at the Vaal Reef mine hostel near Orkney, Western Transvaal.

Eye-witnesses said the fighting started on Friday when three shop stewards belonging to the National Union of Mineworkers (Num) were killed and a fourth man hacked to death.

According to Mr Vian Mandleka, regional chairman for education of the Num, about 60 Ponds armed with swords attacked members of Num who were enforcing a boycott of the mine's bar

The boycott stemmed from dissatisfaction regarding the award of production bonuses to employees. Num members demanded that the bonuses should be given to all employees and not

By SY
MAKARINGE

only to selected team leaders.

Another reason behind the boycott, Mr Mandleka said, was that three union members were detained by mine security officials. Mine management, however denied this.

Work at number 1 shaft came to a halt yesterday following the killing on Sunday of nine miners. Altogether eight Num members have been killed.

Fighting

Mr John Kingsley-Jones, the mine's spokesman, said management has been led to believe that the fighting was caused by certain groups, among them members of Num attempting to enforce a boycott of a bar. He said other employees were

To Page 2

CWIU to push for Mavuso's release

1401

The Chemical Workers' Industrial Union (CWIU) said yesterday it would step up its campaign to secure the release of its Transvaal branch organizer, Mr Vusi Mavuso

CWIU said so far its campaign had included "pressurising" employers in the chemical industries. Mr Mavuso has been detained since June 12.

The union added that despite meetings between employers and representatives of the Department of Manpower and the police, Mr Mavuso had remained in detention.

● Mr S'boniso Mchunu, who died a week ago after a meeting of the Metal and Allied Workers' Union (Mawu) in Durban, will be buried on Sunday in Chester-ville, the union said.

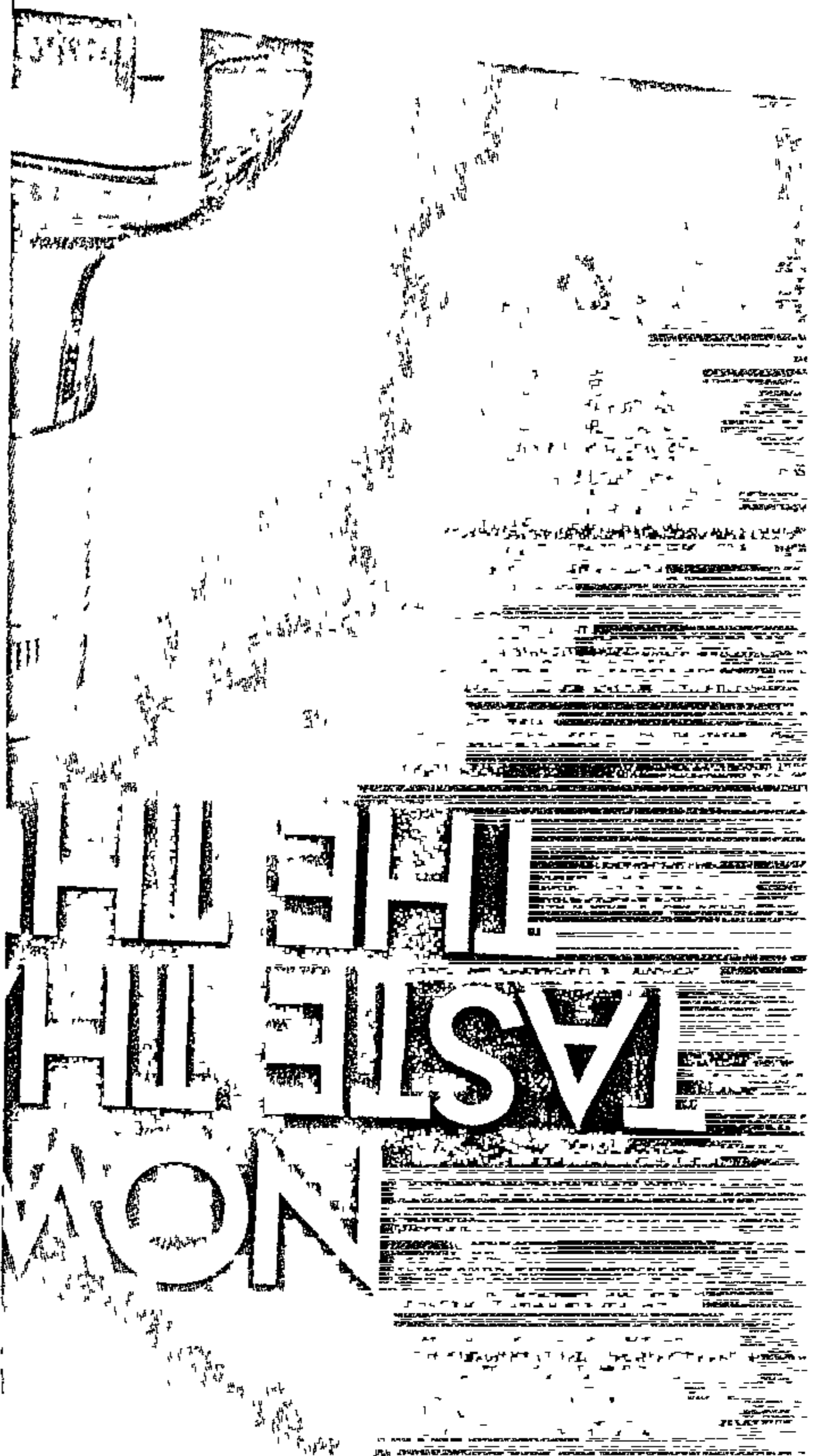
Mr Mchunu was shot dead in an incident involving police and people leaving the meeting.

DEMANDS

In a joint statement with the Congress of SA Trade Unions, Mawu reiterated demands which included the right to hold meetings "without harassment from police" and the release of union leaders, including Mr Moses Mayekiso, Mr Neel Williams and Mr Amos Masondo.

● Mediation yesterday failed to resolve the nearly three-week long wage strike by about 600 members of the Commercial, Catering and Allied Workers' Union at CNA outlets and warehouses in Pretoria, Durban and Johannesburg, a company spokesman said. About 120 members of the union are on sympathy strike at Gallo concerns in Johannesburg.

at the following Volkswagen/Audi Mastercars Dealerships
WEST RAND (Pretoria) 011 462 2312
FAR EAST RAND (Johannesburg) 011 462 2312



Argus 25/11/86 (140A) (213)

Court rules in favour of strike ballots for miner 'Major victory' for NUM

The Argus Correspondent

JOHANNESBURG. — The National Union of Mineworkers (NUM) hopes to hold wage-strike ballots for thousands of its members at seven Gold Fields-owned mines from tomorrow, a NUM spokesman said.

The spokesman was reacting to an Industrial Court ruling yesterday ordering Gold Fields to reverse its decision to refuse the union ballot facilities at four out of seven gold mines

NUM described the ruling as a "major victory"

The mines where the union had asked for facilities are Kloof, Libanon, East Driefontein, West Driefontein, Deelkraal, Venterspost and Doornfontein

Discuss issues

Gold Fields had given permission for ballots at Deelkraal, Libanon and West Driefontein, which were the only ones "officially part of the dispute"

Gold Fields said last night it was aware of the court's decision and was considering a course of action

The NUM spokesman said Gold Fields had been ordered to permit the union meeting facilities to discuss issues that formed the subject of the strike ballot

The company had also been ordered to pay the costs of the applicants

NUM decided on a strike ballot at Gold Fields after rejecting a company offer, details of which the company has declined to discuss with the Press saying only that it compared favourably with what other mining houses had offered the union

The NUM agreement with other mining companies included wage rises of between 19,5 and 23,5 percent for surface and underground employees, as well as increased accident leave and income-security guarantees for workers transferred to lower-paid jobs due to occupational injuries

time work is allowed

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25/11/86

The

Talks fail to end strike

1100K

JOHANNESBURG—Mediation between CNA Ltd and the Commercial, Catering and Allied Workers' Union in Johannesburg yesterday failed to resolve the wage dispute between the parties, a statement from CNA said.

Almost 600 Ccawusa members have been on strike at Johannesburg, Pretoria and Durban outlets for the past three weeks.

The union is demanding a R105 a month increase for its members. CNA has told the union that its final offer is an increase of R85 a month.

The strike situation at the outlets affected remained unchanged yesterday, the statement said — (Sapa)

Bid to resolve mine dispute

JOHANNESBURG — Management at Vaal Reefs gold mine met workers yesterday in an attempt to resolve the differences which led to the deaths of 13 miners at the weekend

The fighting at the mine's number one shaft was apparently caused by differences among workers over a boycott of a tavern which began last Tuesday

A spokesman for Anglo American said after the meetings some 5 000 workers handed in homemade weapons and returned to their hostels

He described the situation yesterday as quiet.

Eight of the 13 victims — of whom two were killed on Saturday night and 11 in fighting on Sunday — were members of the National Union of Mineworkers (NUM)

There was no production at the shaft on Sunday night or yesterday

The NUM spokesman, Mr Marcel Golding, said the tavern boycott started when workers voiced dissatisfaction with certain of its practices

● Meanwhile, management at Kinross' Evander mine has denied NUM accusations that mine security men attacked several hundred union members returning from a meeting

The NUM alleged that one worker was killed and an unknown number injured in the incident. — DDC-Sapa

140A

0025/1/18

25/11/80
STRIKE 140H

NUM plans pay strike ballot for tomorrow

The National Union of Mineworkers (NUM) says it hopes to hold wage strike ballots for thousands of its members at seven Gold Fields mines from tomorrow

The Industrial Court yesterday ordered Gold Fields to reverse its decision to refuse ballot facilities at four out of seven gold mines.

The mines where the union had asked for facilities were Kloof, Libanon, East Driefontein, West Driefontein, Deelkraal, Venterspost and Doornfontien

Gold Fields had given balloting permission at Deelkraal, Libanon and West Driefontein, which it said were the only ones officially part of the dispute.

Gold Fields said last night it was aware of the court's decision and was considering a course of action.

An NUM spokesman said Gold Fields had been ordered to permit the union facilities to meet and discuss issues which formed the subject of the strike ballot.

The NUM decided on a strike ballot at Gold Fields after rejecting a company offer, details of which the company has declined to discuss with the Press, saying only that it compared favourably with what other mining houses had offered the union.

Court finds strike illegal

140A

25/11/81

Eye post

By CHRIS RENNIE

AN ORDER declaring that the Motor Assemblies and Component Workers' Union of SA (Macwusa) and about 600 workers were engaged in instigating, inciting, or conducting an unlawful strike, was granted by the PE Supreme Court today

This follows the finalisation of a *rule nisi* issued by Mr Justice Jones on October 29 after an urgent application by General Motors SA (Pty) Ltd

The rule sought against the National Automobile and Allied Workers Union (Naawu) — who opposed the application — was discharged with costs

Prayers seeking a declaratory order to the effect that strikers persisting in the unlawful strike after November 3 could be dismissed without notice, and asking for costs, were also discharged

Opposing the application, Naawu conceded the strike was unlawful but denied it had any part in it

It submitted that, in seeking a declaratory order, GM was procedurally defective

Mr Justice Jones found he had a discretion as to whether he issued a declaratory order or not

Because such an order would have tangible advantages to GM and the strikers, there seemed to be compelling reasons to justify using that discretion

The present facts concerned a delicate situation in industrial relations where the future operations of a large motor manufacturer were uncertain, and where its

workforce was genuinely concerned about rights

The result was an unlawful strike by the entire body of workmen

There was a dispute of fact, about Naawu's involvement in the strike, but it was clear Gemsa had reason to believe it was behind the strike

Some of the workers may have believed their actions were clothed with approval and authority

While GM considered it was entitled to terminate employment of strikers without notice, it was anxious to avoid drastic measures and to maintain harmonious relations with workers and their unions

It had sought the declaratory order as a full and fair warning to all of the consequences of their actions

However, GM had abandoned the course of settling the dispute of fact by taking the matter to trial, as it had become academic and could only relate to a question of costs

Mr Justice Jones accordingly found it highly undesirable to pronounce upon that issue

Naawu had conceded a common law right to dismiss strikers, but indicated such dismissal might constitute unfair labour practice within the meaning of the Labour Relations Act

As Gemsa intended conducting an enquiry into individual cases, it was unnecessary to incorporate the prayer in the final order,

Mr R van Rooyen (instructed by Oosthuizen, Hazel and Wilmot) appeared for GM. Mr H J van der Linde (instructed by P C van Staden, Venter and Co) appeared for Naawu.

1401A
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Gold Fields fights on over mine balloting

PAU-DAM ALAN FINE 26/11/86

GOLD FIELDS has decided to ask the Supreme Court to overturn an Industrial Court order obliging the mining group to make available strike balloting facilities to the National Union of Mineworkers (NUM) at four of its mines

After Monday's order the NUM had planned to conduct strike votes at the East Driefontein, Venterspost, Doornfontein and Kloof mines this week. But the appeal effectively delays implementation of the order.

A NUM spokesman said yesterday he was surprised Gold Fields was "not prepared to accept the decision of the Industrial Court, which was established to regulate labour relations".

Gold Fields declined to facilitate ballots at the four mines because, it said, the NUM is not recognised at them and they are, therefore, not party to the wage dispute which exists at the company's three other gold mines. Gold Fields previously gave the NUM permission to hold ballots at Deelkraal, Libanon and West Driefontein, where the NUM is recognised.

The ballots are aimed at ascertaining workers' views on the company's refusal to offer wage increases above those implemented after a wage adjustment in August. Gold Fields says its present wage rates compare favourably with those at other mining houses.

According to Gold Fields, grounds of appeal include the contention that the Industrial Court does not have jurisdiction to grant the order.

Ccawusa strike still on

MEDIATION efforts between CNA Limited and the Commercial, Catering and Allied Workers' Union in Johannesburg remained deadlocked yesterday, a CNA spokesman said on Monday.

The company issued a statement saying talks had failed to resolve the wage dispute between the parties

Almost 600 union members have been on strike at various outlets in the past three weeks

The union is demanding a R105 a month increase for its members CNA has told the union its final offer is an increase of R85 a month

— SAPA/RN



140x

note

News in Brief

1404

GM Times 26/11/86
GM 'back to normal'

PORT ELIZABETH — Production in both General Motors factories here was back to normal yesterday and 2 200 workers were on the workshop floor, a GM spokesman said, adding that "many" of the 567 workers paid off because of the strike had been taken on again

McGraw 28/11/81

(1401) (11) (11/11/81)

2-day strike at PG Glass factory ends

Labour Reporter

PRODUCTION resumed at the PG Glass plant in Epping today when workers ended their two-day strike.

Negotiations between management and the Chemical Workers Industrial Union, representing the striking workers, will continue.

Union spokesmen and Mr Bert Peters, managing director of PG Glass, coastal, said it had been agreed to reopen negotiations, which deadlocked last Friday on wages, if employees went back to work.

The union demands that the R2,36 an hour minimum for weekly paid workers be increased to about R3,50. Management's "final" offer was a 25-cent increase in January and a 15-cent increase in June.

An offer to monthly paid employees was also rejected.

Union spokesmen said the company had postponed negotiations in Durban and Port Elizabeth this week to concentrate on settling the Cape dispute.

NUM ^{DD}
^{26/11/86}
prepares
wage
strike ^(140A)
ballots ^(scribble)

JOHANNESBURG —
The National Union of Mineworkers (NUM) hopes to hold wage strike ballots for thousands of its members at seven Gold Fields-owned mines from today, a union spokesman said.

The spokesman was reacting to an Industrial Court ruling on Monday, which ordered Gold Fields to reverse its decision to refuse the union ballot facilities at four out of seven gold mines.

The mines where the union had asked for facilities are Kloof, Libanon, East Driefontein, West Driefontein, Deelkraal, Venterspost and Doornfontein.

Gold Fields had given balloting permission at Deelkraal, Libanon and West Driefontein, which it said were the only ones officially part of the dispute.

Gold Fields said last night it was aware of the court's decision and was considering a course of action.

Describing the court ruling as a "major victory," the NUM spokesman said the mining company had been ordered to, among other things, permit the union meeting facilities to discuss issues which formed the subject of the strike ballot.

The company had also been ordered to pay the costs of the applicants.

The NUM decided on a strike ballot at Gold Fields after rejecting an undisclosed company offer — Sapa

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140A 1986

2 Cape Times, Wednesday, November 26

Gold Fields to fight strike-ballot ruling

Own Correspondent

JOHANNESBURG — Gold Fields is to ask the Supreme Court to overturn an Industrial Court order obliging the mining group to make strike-ballooting facilities available to the National Union of Mineworkers (NUM) at four mines

The ballot is to assess workers' views on the company's refusal to increase wages above its August adjustments

Gold Fields argues that the NUM is not recognized at the mines and is thus not party to the wage dispute which exists at the company's three other gold mines

Gold Fields previously gave the NUM permission to hold ballots at Deelkraal, Libanon and West Driefontein where the NUM is recognized

● Strikes hit two Gencor gold mines and one colliery in the Eastern Transvaal yesterday

The Bracken and Winkelhaak gold mines were only partly affected

A company spokesman said "severe intimidation" made it necessary "for management to use teargas to disperse those preventing the rest of the shift from going to work" Five people were arrested

At the Matla colliery no black workers arrived for work.

Mr Graham Thompson, CEO of Gencor's coal division, said employee representatives expressed dissatisfaction "with the relationship between the NUM and the management of the Kinross gold mine" which has seen several strikes recently

According to Bruce Evans, CEO of Gencor's gold and uranium division, one of the workers injured during an incident at Kinross on Sunday died in hospital yesterday

Gencor has described the incident as a fight between employees, while the NUM claims that workers returning from a union meeting were attacked by mine security guards

3 000 in protest over management attitude

By Mike Stimma and Shery Raine

STP 26/11/86
14011
About 3 000 mineworkers have been on strike at three Eastern Transvaal Gencor mines since Monday in protest at the relationship between the National Union of Mineworkers (NUM) and Kinross gold mine management; the union and Gencor have confirmed

Gencor said yesterday mines affected were Winkelhaak and Bracken gold mines and Matla colliery near Kriel

The company said no reasons for the stoppages at Winkelhaak and Bracken had been given by the union

The NUM Press officer, Mr Marcel Golding, said workers took industrial action over dissatisfaction with incidents which have taken place over the past few weeks at Kinross.

The union had telexed management repeatedly, indicating

its willingness to discuss the issue, but had had no response.

Instead, he alleged, the entire shaft stewards' committee at Matla had been suspended and the union was refused permission to address workers in an effort to resolve the matter.

Gencor's chief executive officer for gold and uranium, Mr Bruce Evans, said 120 of the 400 night shift employees at Winkelhaak failed to report for work on Monday night, and yesterday 240 of the 6 000 day shift workers were absent.

He said officials used teargas to disperse "intimidators" on Monday night, but "besides the few persons exposed to teargas, there were no injuries"

Five people were arrested.

About 2 000 workers at Matla colliery struck yesterday over the "unsatisfactory relationship" between the NUM and the management at Kinross, said the company.

TABLE E

Dairy favoured Uwusa, Court told

Comments

Pietermaritzburg Bureau

NATIONAL Co-operative Dairies (NCD) had given a 'grossly misleading summary' of a dispute between itself and the Food and Allied Workers Union (Fawu) when they obtained a court interdict restraining the union from instigating a consumer boycott of their products, it was alleged in papers before the Supreme Court here yesterday

In response to the interdict obtained by the dairy, Fawu has lodged a counter application for an order declaring legal the union's call for a consumer boycott of NCD products as a result of a labour dispute

Fawu has also asked the Court in papers for a declaratory order to decide whether such a product boycott would offend the Emergency Regulations and could constitute a 'subversive statement' in terms of the regulations

In papers before Mr Justice Booysen yesterday, Miss Rene Roux, an organiser for the Natal Coastal Branch of Fawu, said her union had given an undertaking to NCD that it would not call for a consumer boycott of its products until the Court had ruled on the legality of doing so in terms of the Emergency Regulations

Grievances

Miss Roux said in an affidavit a call for a consumer product boycott by a trade union 'wishing to indicate strongly to an employer grievances which have to be addressed' was common throughout the free world

She said Fawu had considered that this form of industrial action was appropriate, following bitter disputes between the two parties. Without such pressure NCD had been completely intransigent and had refused to negoti-

ate meaningfully with Fawu over grievances, she alleged

She said an Industrial Council meeting in August had failed to resolve the dispute between them

In contrast to other employers with which Fawu had dealt, NCD had demonstrated itself to be 'uncompromising and unwilling' to accept standards which had become customary in the dairy industry, she alleged

Miss Roux said Fawu was representative of the vast majority of NCD employees throughout its Natal factories and depots, with some 1 500 members

Influence

She alleged, however, that NCD management had shown itself to favour the rival United Workers' Union of South Africa (Uwusa), which had only

three members at the Pietermaritzburg factory and two at Congella in Durban. She said NCD unfairly and unreasonably promoted Uwusa to the detriment of Fawu although the vast majority of their employees were opposed to Uwusa

Miss Roux said she believed that NCD's industrial relations manager, Mr Andrew Lynch, wished to break the influence of Fawu in all the dairy's establishments

She denied that a work stoppage at the Pietermaritzburg depot in June was unlawful

More than 160 workers were dismissed at the Pietermaritzburg depot as a result of strikes in June this year

The hearing has been adjourned till March 25 next year

~~GENERAL~~
General

N/M 27/11/86

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Reasons for mine strikes

THE work stoppages at three Gencor mines on Monday night and Tuesday were apparently an attempt by workers to pressure management to reinstate a union leader dismissed from the Kinross mine, a National Union of Mineworkers (NUM) spokesman said.

And while the 1 000 strikers at the Bracken and Winkelhaak gold mines returned to work yesterday as planned, the 2 000 miners employed at the Matla colliery found themselves locked out.

Gencor coal division CEO Graham Thompson said management had decided to hold an individual disciplinary hearing for each participant in the stoppage because of the workers' failure to follow agreed-upon grievance procedures.

He also said the mine had sent a telex to the NUM stating the workers' actions were not in accordance with agreed procedures.

Cosatu ends year of maturity

14014
RASSDA
27/11/86

ALAN FINE

THE Congress of South African Trade Unions (Cosatu), which celebrates its first anniversary this weekend, can look back at the past year with a certain amount of satisfaction — not least because it remains a viable and unified organisation. But as many leaders would concede, some initial expectations are unfulfilled, ideological conflicts have turned ugly at times and a number of mistakes have been made.

Perhaps the potentially most damaging were the attacks on Inkatha and its leader Chief Mangosuthu Buthelezi from Cosatu's first day of existence. Inkatha responded by launching the United Workers' Union of SA (Uwusa) on May 1

Mobilisation

This was a conflict which always seemed likely to erupt. But it is generally conceded now that Cosatu would have been wiser to consolidate before taking on what is, after all, an extremely powerful force in Natal at least.

Indeed, the second half of the year has seen a notable decline in Cosatu's anti-Buthelezi rhetoric. This key ideological battle is far from over. Uwusa is yet to prove itself. But defeat is, for both, a prospect too ghastly to contemplate.

Probably Cosatu's most successful endeavour this year was its May Day campaign, where it was the main force behind the mobilisation of 1.5-million workers. Cosatu also took part in the June 16 stayaway. But a tendency in Cosatu toward

indiscriminate stayaway calls was halted by its failure to mobilise more than a relative handful of workers on July 14 in a protest against the state of emergency.

According to Cosatu assistant general secretary Sidney Matumadi, Cosatu had failed to gain the support of "progressive organisations" and underestimated the extent to which the organisation had been weakened by detentions. Cosatu has, in fact, been hard hit by the state of emergency, with more than 300 of its leaders and officials detained.

But there were also rumblings within Cosatu, particularly from the Western Cape and Natal, that the views of regional structures and affiliates had, themselves, not been adequately consulted.

The lesson seems to have been learned, as evidenced by the relatively low-key response to two potentially explosive issues — the Kinross Mines disaster in September and the shootings 12 days ago at the Metal and Allied Workers' Union (Mawu) AGM in Durban.

Individual affiliates, too, have embarked on strike action without carefully assessing their chances of success. Some have attributed this to the euphoria which surrounded

Cosatu's launch, but it is probably merely a sign of the times in SA. The GM strike is only the most recent example of this.

Nevertheless, this tendency holds out dangers for a union movement still very much in a consolidation phase. As one union leader comments: "Some don't know the meaning of the word 'retreat'."

The ideological debate within Cosatu between the so-called workerists and populists permeates throughout the organisation. The first priority here is to prevent it becoming a destructive one — as it has threatened to do in a number of instances.

Relationship

The two positions have become less clear-cut, and so have their protagonists. It is no longer the ex-Fosatu and unaffiliated unions versus the former UDF unions. These differing views now exist within almost every affiliate.

At the heart of the debate is the nature of the present and future relationship between the union movement and the "progressive" political organisations, like the UDF and the ANC. And the differing positions often tend to be reflected in a more confrontationalist stance by the "populists". Matumadi, reflecting this view,



MAFUMADI... "not puppets"

"The unbanning of the ANC is a long way away. In any event, close links with these organisations can mean the unions becoming just another typical government-controlled labour movement."

The debate also has more immediate implications for Cosatu. For example, one issue discussed at a central executive committee meeting this month was the role of student and community organisations and the unemployed in its ranks. According to one participant, the debate was tense. But, he says, "at least the 'workerists' came out and spoke their minds for the first time."

Tension

Indeed, the conflict has caused a great deal of tension. Attempts to set up structures in two of Cosatu's most populous regions — the Witwatersrand/Vaal and the Eastern Cape — were delayed by walkouts and other ugly scenes.

The conflict prompted Mawu to pass a resolution at its conference in July calling for freedom of speech. The resolution, directed as much at Cosatu as at government, has been discussed at length by the Cosatu executive. The Witwatersrand region was eventually constituted last weekend, indicating, perhaps, a greater tolerance for

Opposing views

Another serious ideological division was the splinter group breakaway from the National Union of Textile Workers (NUTW). NUTW is reputed to be one of the strongest representatives of the workerist view. Nevertheless, to the surprise of some, Cosatu took a strong stand against the splinter group, telling it that if it wished to be part of Cosatu it would have to rejoin NUTW and work out its differences from within. This, says NUTW general secretary Johnny Copelyn, "shows a greater level of maturity than Cosatu leadership is generally given credit for".

The other side of this coin is progress toward setting up one union per industry. The hoped-for May deadline was not met. But major mergers have now occurred in the food and transport industries. Some general unions have transferred parts of their membership to the larger industrial unions. In other sectors talks are continuing, with varying degrees of progress.

But the principle has taken hold. There is increasing concern at the areas where progress is lacking, and unco-operative unions are coming under intense pressure — whatever their ideological outlook. In addition, a new construction union with 30 000 members is due to be launched on January 30. Plans to form a union for agricultural workers are, however, still at the teething stage. And attempts to effectively organise the unemployed will doubtless prove to be more difficult than imagined.

Deadlock in CNA dispute

SOUSTAN

ALMOST 600 Commercial, Catering and Allied Workers' Union members were still on a wage strike yesterday and the deadlock situation remained unchanged, a CNA spokesman, Mr Martin Falon, said yesterday.

(KOA)

Earlier this week the company issued a statement saying talks had failed to resolve the wage dispute between the parties

2-7/11/88

The union members have been on strike at various outlets in Johannesburg, Pretoria and Durban for the past three weeks

(S)

The union is demanding a R105 a month increase for its members

(S)

CNA has told the union its final offer is an increase of R85 a month
- Sapa

Cape Times 27/11/86 (140) 1986
End of PG Glass strike

A TWO-DAY strike at the Epping PG Glass plant ended yesterday when workers and management agreed that negotiations would be reopened if the strikers returned to work. About 200 employees, all members of the Chemical Workers' Industrial Union — an affiliate of the Congress of South African Trade Unions (Cosatu), decided on Monday to down tools after wage negotiations ended in deadlock last Friday.

Union is launched

MORE than 3 000 black workers are to attend the official launching of the National Railway Workers Union to be held at the Ipelegeng Centre in Soweto, at the weekend.

The chairman of the union's steering committee, Mr Luvuyo Dutywa, said that the campaign to organise railway workers was prompted by various incidents which happened in the railway industry in the past three years.

He said that the campaign was further strengthened during the launching of the Congress of South African Trade Unions (Cosatu) in Durban in 1985.

The Cosatu conference had expressed views that there was no union for railway workers and it encouraged workers to start a union in the industry.

"After that meeting, most of the cities and towns were contacted and steering committees were set up," he said.

The functions of the committees were to,

unite workers to form one union in

one industry;

- Enable workers to know all their rights in the working place,
- Educate workers about the union and how to conduct meetings;
- Call meetings to inform workers about labour relations with employers,
- See the smooth running of their affairs in the union, and
- Draft a constitution which will be acceptable to the workers

Mr Dutywa said the conference at the weekend will decide on which trade union federation the union should join. "It is our members who will take the decision because we do not want to steamroll the workers," he said.

He believed that there was a need for railway workers to be united under one umbrella in order that they should be able to fight for their rights at their work places.

The conference, which starts at 9am, will be addressed by speakers from different organisations.

27/11/86

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Sowetan



vindication of the strategy it adopted to deal with the strike sparked by GM Corporation's decision to sell off its local interests to local management. The strike was broken without GM conceding any of the strikers' demands.

For the National Automobile and Allied Workers' Union (Naawu), the dominant union at GM, and the smaller Motor Assembly and Component Workers' Union (Macwusa), it was a humiliating experience. Union leaders evidently miscalculated the degree of worker backing for the strike.

The battle between GM and Naawu will now continue in other forums. December 3 is the return date for an Industrial Court hearing on a temporary order GM won in the course of the strike. Among other things, it interdicts Naawu against inciting GM workers to strike. Naawu has to show cause why the order should not be made final.

The two sides are also due to thrash out their differences before an arbitrator in terms of an agreement they reached at the Industrial Council. Naawu has given notice that it intends applying to the Industrial Court for reinstatement of workers dismissed during the strike.

These processes will take time. Meanwhile, the issues raised by the strike continue to reverberate in industrial relations circles and beyond. Both Naawu and Macwusa are affiliates of the Congress of South African Trade Unions (Cosatu) which at its launch in December last year adopted a highly controversial resolution wholeheartedly supporting disinvestment. Macwusa has always been a highly politicised union, while Naawu generally preferred to concentrate on shopfloor issues. There is therefore some irony in the fact that Naawu — and not some of its other Cosatu stablemates — found itself on the spot over disinvestment.

A critical question about Cosatu's position is whether its disinvestment policy is merely an expression of the political will of some of its leaders, or whether union members actually endorse its stance. According to Naawu PE branch secretary Gloria Barry, sanctions and disinvestment were being debated at grassroots level at the time that speculation about GM's future in SA first appeared in the press.

The demands Naawu submitted to the company gave effect, she says, to the Cosatu resolution. They embraced a severance payment of one month's salary for each completed year of service, pay-out of employee and company contributions to group life and pension funds, as well as returns on investment of such funds, and that two of the directors of the new company should be appointed by Naawu members.

In subsequent negotiations, Naawu dropped the demands relating to the group

life fund and board representation. GM says it indicated all along that it was open to discussion on the pension fund demands but not on severance pay, and that it was Naawu's refusal to budge on linkage between the two which bedevilled the talks.

According to Naawu, management agreed at a meeting on November 4 to refer the question of severance pay to GM in Detroit. But when the answer came the next day it, too, was negative. That was also the day when police were called in and 566 workers who had been sleeping in at the plant were peacefully evicted and dismissed.

From then on the strike went management's way, although the company must have taken heavy losses due to the delay in the launch of its new model, the Monza. When GM placed newspaper advertisements to recruit new workers, for example, the unions threatened to mobilise the community to prevent scabbing. But as the overwhelming response to GM's advertisements demonstrated, the unions underestimated workers' willingness to cling to their jobs.

Barry says the strike was not about workers objecting to disinvestment. "Workers were not saying to GM that it should not go they were saying that if you leave you have a debt to settle with us," she says. GM director of personnel and public affairs George Stegmann disagrees. "Naawu exploited the situation in which the GM Corporation withdrew from SA and used the workers as pawns in a political power play." ■

FINMM
GM STRIKE

Union disarray

In the face of a management ultimatum to return to work, and despite clashes between police and picketers, most workers at General Motors in Port Elizabeth returned to work last week, ending the strike that started on October 29.

It was a triumph for management and

The *FM* has been edited to comply with the emergency regulations. Information may therefore be distorted, incomplete and misleading.

Strike poll delayed as mines fight court order

By Mike Shuma

Plans by the National Union of Mineworkers (NUM) to hold strike ballots from today at seven Gold Fields mines have been delayed after yesterday's decision by the company to appeal to the Supreme Court about balloting on four of the mines

On Monday the Industrial Court ordered Gold Fields to grant the NUM ballot facilities on all seven mines. The company had insisted that ballots could not be held at four mines — Kloof, East Driefontien, Doornfontien and Venterspost — as these were not officially part of the dispute

It had granted permission for balloting at Libanon, West Driefontien and Deelkraal

A Gold Fields spokesman today said the appeal was being made on the grounds that the Industrial Court had no jurisdiction to make Monday's order and that the union had not established a clear legal right of access to the four mines

SURPRISE

An NUM spokesman expressed "surprise" that the company was not willing to accept a decision of the Industrial Court

The NUM decided on a strike ballot after rejecting a Gold Fields wage offer, details of which the company declined to disclose to the Press.

The company says its offer compared favourably with that from other mining houses which was accepted by the union last month — a statement contested by the union

The NUM agreement with other mining companies included wage rises of between 19,5 and 23,5 percent for surface and underground employees

CAPE TIMES 28/11/86 1401

Nampak employees threaten all-night sit-in

By CLARE HARPER

WORKERS at the Nampak Paper factory in Bellville began a wildcat strike yesterday morning and while management refused to meet the union "under duress" workers threatened to hold an all-night sit-in at the factory

A spokesman from the Paper and Allied Workers Union said about 100 workers downed tools at the shift change at 7am before a wage-negotiating meeting between management and the union

The workers struck, without the knowledge of shop stewards, over dissatisfaction with the time allocated for wage discussions with the union

The general manager of Nam-

pak Paper Ltd, Mr D Sabbatini, said yesterday that the strike pre-empted a wage-negotiating meeting due to take place at 9am

"As a result of the stoppage the wage negotiation meeting has been postponed as management feel negotiations cannot proceed under duress. The company will reconvene the meeting as soon as circumstances allow"

However, a union official said that management refused to meet the union to discuss resolving the strike until the strikers returned to work.

At 2pm yesterday workers mandated the union to inform management that if they were not prepared to meet the union "they were not prepared to move"

News in Brief *CM 11/13 29/11/86*

Nampak strike ends *1402*

WORKERS at the Nampak Paper factory in Bellville who began a wildcat strike on Thursday, returned to work yesterday morning after management had agreed to meet the union. According to a spokeswoman for the Paper and Allied Workers' Union, about 100 workers representing two shifts had decided to return to work yesterday morning and await the outcome of talks the union held with management yesterday.

Syria recalls Bonn envoy

ena. C ITY PRESS 30/11/86

By S'BU MNGADI

SHOT Metal and Allied Workers' Union marshall S'boniso Mcunu was buried in the Durban township Chesterville at the weekend

Security forces temporarily moved off the streets as over 7 000 mourners, mostly workers, took to the streets - led by a comrade holding high a wooden AK47 rifle.

At the funeral service, the "rifle" was raised above Mcunu's coffin, draped in Mawu and African National Congress colours

The Metal and Allied Workers' Union, Congress

Farewell, Mcunu ...

of SA Trade Unions, United Democratic Front and youth organisations closed ranks to pay tribute to the "fallen heroes"

● Mcunu was killed at a Mawu rally two weeks ago while pleading with security forces not to open fire on workers

I was among journalists who watched helplessly as Mcunu, who had braved the bullets to protect his comrades, collapsed after

he was shot.

At the funeral, mourners endorsed a call by Mawu National organiser Bobby Marie for a national commemoration day on December 1 for "friends who have fallen"

Marie quoted the deaths of two other unionists this year. One was shot by police at a wage rally in Katilehong. The other died when a "hit squad" petrol-bombed his Brits home.

CITY PRESS 20/11/86 (140/11)

Woman tells of threats

By MARTIN NTSOELNGOE
RANDFONTEIN policewoman Matshidiso Mojelo told the Krugersdorp magistrate's court this week that she was shouted at, threatened, and called an informer when she tried to enter the strike-torn Pages Store in Krugersdorp on May 21 this year. Mojelo was giving evidence before CJ Eksteen in

the trial of four Kagiso women on charges of intimidation. Martha Masoka, Miriam Thage, Violet Letlhage and Maria Maluleka, all members of the Commercial, Catering and Allied Workers' Union, have pleaded not guilty. They were arrested on May 21 and were later given R250 bail each in the

Krugersdorp magistrate's court. The strike was prompted by the countrywide retrenchment of 301 workers from Pages, American Swiss, Foschim and Markhams stores. After a ballot by Ccawusa, the members went on a nationwide strike and picketed in the stores, allegedly to stop customers

from buying from the stores. The strike started on April 25 and lasted until May 29. Mojela said she was instructed by the Krugersdorp security police in Krugersdorp, to go and investigate whether customers were threatened and turned away from Pages Store in Krugersdorp. She said that as she was

about to enter the store, Masoka and Thage approached her, telling her not to enter the store as it was being boycotted. They told her there were "big bosses" in the shop. But when she insisted that she wanted to buy a wedding gown, Thage got angry and asked her "Where are you from? Why are you so stubborn?"

Mojela said while she was still talking to Thage, Masoka told her that "she was fit for a necklace". Defence counsel Essop Patel told Mojela that it is funny that she was the only one who complained of intimidation during the six-week strike. Patel argued that if they had intimidated her, she should have arrested them, or told them that she was a policewoman. Mojela said that she went back to the police station and made a report to a Lieutenant Bester. Mojela added that she took the threats seriously because many policemen has died in "necklace" killings in the townships. The case was postponed to January 12.

30/11/86 CITIPRES
106 dismissed 140A

CP Correspondent

THE Paper, Wood and Allied Workers' Union has called on other Congress of SA Trade Union affiliates in East London to put pressure on a local cabinet making firm to reinstate 106 dismissed workers.

Ruthwood Cabinets fired the workers early last week over a union recognition dispute.

PWAWU officials had attempted to see manage-

ment to negotiate recognition

However, a union spokesperson charged that the manager had chased the officials away. When workers sent a delegation to see the manager to ask why he would not speak to their union, he fired them all.

PWAWU intends to take legal action to force Ruthwood to reinstate the workers, and to negotiate with the union.

30/11/85 CITY PRESS

A call to the youth

CP Correspondent

"EVERY youth a congress member" was the slogan adopted by the township region of the Cape Youth Congress at its annual conference last weekend. clubs to join Cayco, to work towards a society where the doors of culture and learning shall be open".

The congress, the first ever held by the township region, resolved to hit out at the fast growing unemployment on the Cape Flats, and to strengthen ties with the Congress of SA Trade Unions

A Cayco delegation told *City Press* that the township region would prepare its members for the eventual launch of another national youth organisation

Newly elected Cayco chairman Mzqukisi Meyane called on all "the youth in the churches, streets and sport-

He said the youth should mobilise "to restore to the people their self respect and responsibility to run the day to day affairs of the struggle".

Cayco was formed in 1983 as an offshoot of the now-banned Congress of South African Students. It was aimed at organising the youth no longer at school.

The township region has seven branches spread throughout the Cape Flats

A central UDF affiliate in the Western Cape, Cayco has worked closely with other local community organisations.



Picture WILLIE de KLERK, The Argus

DOMESTICS UNITE: Delegates to the inaugural congress of the South African Domestic Workers' Union at the University of Western Cape at the weekend which united 50 000 domestic workers from several organisations in one

ARGUS 11/12/86 Union 200 1401

Union for 50 000 domestics formed

Labour Reporter

A NEW union for about 50 000 domestic workers nationwide has been launched

Called the South African Domestic Workers' Union, it is an amalgamation of several organisations in major urban centres and is the culmination of nearly two years of talks

About 500 delegates attended the inaugural congress at the University of the Western Cape at the weekend

They passed resolutions demanding laws to protect domestics, living wages of R200 a month, pensions, workmen's compensation, unemployment insurance, sick leave and pay, maternity benefits and holiday pay

The congress closed yesterday with a four-hour indoor rally after permission to hold a rally at the UWC sports stadium was refused

A Congress of South African Trade Unions (Cosatu) banner was prominently displayed and the union's first president, Ms Violet Motlhasedi, told the rally that the union would "stand up against exploitation under the umbrella of Cosatu"

She said domestic workers were the "most exploited sec-

tor and we will have to fight to organise the unorganised

"As from today we are openly exposed and must expect pressure and harassment"

Ms Florrie de Villiers, general secretary, said there were more than a million domestic workers to be organised

"For the past 300 years we have carried this land but all this time have not had laws protecting us but are seen as non-people

"We represent 50 000 members, but the rest still have to be organised"

● A national federation of six unions, cutting across ideological differences and representing about 170 000 workers in the textile, garment and leather industries, has been formed

It will be known as the South African Federation of Textile, Garment and Leather Workers' Unions

The unions involved are the Garment Workers' Industrial Union (Natal), National Union of Clothing Workers, Garment Workers' Union of the Western Province, Textile Workers' Industrial Union, National Union of Textile Workers and Transvaal Leather and Allied Workers' Industrial Union

CEMBER 1, 1986 — 3

^{DD}
11/28
Sympathy strikers ~~(S)~~
go back
to work

JOHANNESBURG —
About 130 workers at the Bedfordview and Steeldale plants operated by Gallo (Africa) Ltd, who have been on a three-week sympathy strike with 600 striking CNA workers, have agreed to resume work today, Gallo said in a statement

^{140A}
The strikers in both companies are members of the Commercial, Catering and Allied Workers' Union — Sapa

HAIL (To Cosatu) and FAREWELL (To Tucsa)

ARGUMENTS 1/12/86

140A

By DICK USHER, Labour Reporter

WHILE the Congress of South African Trade Unions celebrates its first birthday today, the executive of the Trade Union Council of South Africa prepare for its official dissolution tomorrow.

Tucsa emerged in the mid-1950s out of the break up of the South African Trade and Labour Council over the question of racial segregation. Initially it excluded blacks, while the other faction formed the South African Congress of Trade Unions (Sactu) which aligned with the ANC and eventually went into exile.

Several switches later, Tucsa re-admitted blacks in 1976 and its membership started to climb to a peak which reached 478 000 in 57 unions in 1983.

But the forces — internal and external — which led to its demise were already in operation.

In a sense Tucsa collapsed for the same reasons that the Trade and Labour Council dissolved — an inability to adjust to changing times and the internal tensions they set up.

A new wave of "independent" black unionisation had started after the Durban strikes of 1973, a deepening politicisation of the black community had been sparked by the Soweto uprising of 1976 and Tucsa itself appeared to be veering towards the conservative.

IN 1976, a delegation of observers from the Federa-

tion of South African Trade Unions (Fosatu) — the first coherent formation of "emergent" unions — had been excluded from Tucsa's annual congress.

At the following year's congress, several resolutions were not debated after the newly-affiliated Mine Surface Officials' Association, led by present Tucsa president Robbie Botha, protested that they were "political" and not trade union matters.

And when the Wiehahn reforms deracialised labour legislation, with no other avenue of legitimate political expression open to them, black workers flocked into unions which — inevitably moving in tune with their members' needs, who were in turn dancing to the increasing politicisation of their communities — had positions far to the left of Tucsa.

At the same time, because of its insistence on avoiding the "political" and the lack of real input from black workers, Tucsa had never come to grips with an essential component of any working class movement — class consciousness.

It was essentially a white middle class organisation which paid lip-service to worker needs while being dominated by union officials.

Cosatu, in some respects, is beset by a problem similar to that which broke up the Trade and Labour Council and Tucsa as it reaches its first anniversary — the "workerist" vs "populist" divide.

IF one regards Sactu as taking the "populist" line, Tucsa would probably have seen itself as "workerist", if the term had existed at the time.

And in leaving Tucsa because it was out of tune with the times, many unions were adopting a position influenced by political and social events around them, were taking "political" positions vis a vis Tucsa and therefore "populist" — even though in a form far diluted from the populism in Cosatu.

The division, essentially, is on the level of political involvement that Cosatu should have, whether to give priority to shopfloor issues coupled with independent political initiatives or to act in concert with political organisations.

PROFESSOR Willie Bendix, of the University of Stellenbosch Business School, in a recent paper on the subject, said "The key issue is not whether the federation should be involved in politics as this debate is long over and consensus has been reached, but what form union politics should take."

He also points out that the debate has been present since the early days of industrialisation.

Some observers, almost as if they welcome it, are emphasising this latest example of the divide while ignoring the reality that tensions exist in every relationship and every marriage does not end in divorce.

Since its inception Cosatu has made several important gains.

Affiliated unions continually expand their organisation and membership.

The May Day issue, despite Government unwillingness to do anything, has reached the stage that May 1 next year will be a *de facto* public holiday, such is the level of consensus and organisation.

It is a long way from achieving its proclaimed goal of "one industry, one union" in six months, but several amalgamations have taken place and others are in progress.

It has begun moves to organise the unemployed One affiliate, the Food and Allied Workers' Union, has started organisation among farm workers, and this weekend a Cosatu banner was prominently displayed at the rally launching the South African Domestic Workers' Union. The construction industry has also been targeted for a national union.

It has met the ANC from which a "no contradiction between progressive organisations" position emerged and unions induced employers to pressure and petition the Government to release unionists detained in the state of emergency.

It claims credit for the abolition of the pass laws, although it has a new fight on its hands against the latest form of influx control and in concert with other organisations almost obliterated the Johannesburg centenary celebrations.

THELMA TUCH

MANAGEMENT at the Gencor-owned Matla colliery, near Kriel, discharged 128 workers on Saturday for striking last Tuesday

The National Union of Mineworkers (NUM) plans to fight the dismissals in the Industrial Court

The workers were among 2 000 who staged the stoppage in protest against relations between their union and Kinross Gold Mine management. Matla management barred 2 000 from returning to work, pending indi-

1401A
BUSDAY
1/12/86

Coal workers dismissed over strike action

vidual disciplinary hearings which were completed on Friday

Gencor coal-division CEO Graham Thompson said 128 workers, as a result of the hearings, were discharged for failing to obey an instruction which was reasonable and in no way

constituted a danger to them

They already had disciplinary warnings on their records, he said

The remaining workers had been given final warnings not to absent themselves from work. Despite the dismissal of their colleagues, they are expected to return to work today

NUM Press officer Marcel Golding said the NUM would ask the Industrial Court to rule that Gencor was guilty of an unfair labour practice by selectively discharging workers

● Matla was one of three Gencor mines affected by strike action last week over the situation at Kinross

BUSINESS DAY, I

Db 1/12/86

Court: strike illegal 140A

JOHANNESBURG — In a judgment handed down in Bloemfontein on Friday the Appeal Court declared the National Union of Mineworkers' (NUM) May Day strike this year to have been illegal

The court

- Indicated that a union would lose its right to strike lawfully if it did not call the strike within a reasonable time

- Ruled that a union could not merely allege that a dispute existed in order to place itself in a position to strike lawfully in terms of the Labour Relations Act

In order for a strike to be lawful a union must be able to show that a bona fide or genuine dispute existed

- Effectively removed the protection granted to the NUM against potential civil claims for damages arising out of the strike action which took place on some mines on May 1

- Ordered the NUM to pay the Chamber of Mines' legal costs in both the Transvaal Supreme Court and the Appeal Court

The judgment represents a significant development in South African labour law — Sapa

New NUM report links gold mines' safety records with company profits

By Mike Siluma

In the wake of several accidents, some fatal, that have plagued several South African gold mines in recent months, the National Union of Mineworkers (NUM) has released a new report into accident statistics and has expressed disquiet at the situation.

The report says that between 1980 and 1984, 3 031 died on South African mines, an average of about 600 a year.

Researchers studied accident rates at mines belonging to six South African companies, as well as their profits per worker.

The companies are JCI, Anglo American, Gencor, Gold Fields, Rand Mines and Anglovaal.

According to the report, Gold Fields, with

the highest profit per worker (R20 150), had the highest fatality rate of 1,43 per 1 000 workers.

This is followed by Anglo American with a fatality rate of 1,30 (R12 470 profits per worker), Rand Mines 1,23 (R5 510 profits), Gencor 1,22 (R9 440), Anglovaal 1,09 (R10 030) and JCI 1,08 (R9 310).

NUM safety officer Mr Hazzy Sibanyoni repeated his union's stance that the international safety-rating system used in South Africa was far less than adequate.

In the light of the above information, it was clear, he said, that "the belief that the international safety-rating system is a solution is devoid of truth".

A case in point, Mr Sibanyoni said, was Rand Mines' ERPM gold mine. ERPM had

recently been awarded a five-star rating "despite the fact that last year more than 54 workers died on the mine and that the mine had a fatality rate of 2,01 between 1980 and 1984".

"The other irony is that Gold Fields made the highest profits per worker between 1980 and 1984 (yet) it had the worst accident record."

"It is only through the involvement of workers in matters affecting safety that there will be a decline in the number of accidents. It is time that more money is spent in making the mines safer, than on security, as Gold Fields is doing."

Major accidents in recent months include the one that claimed 177 lives at Gencor's Kinross Gold Mine

Appeal Court ^{1401A} rules NUM's May Day strike illegal ²¹⁰

By Sheryl Raine

The Appeal Court in Bloemfontein has declared illegal the National Union of Mineworkers' (NUM) May Day strike this year

According to a statement by the Chamber of Mines, the ruling on Friday indicated that a union would lose its right to strike lawfully if it did not call a strike within a reasonable time

The NUM has not yet commented on the ruling, which also indicated that a union could not merely allege that a dispute existed in order to place itself in a position to strike lawfully

"In order for a strike to be lawful a union must be able to show that a bona fide or genuine dispute does in fact exist," said the Chamber

The ruling, a landmark in labour law, had effectively removed the protection granted to the NUM against potential civil claims for damages arising out of the May 1 strike on some mines

"The judgment represents a significant development in South African labour law and will impact on employer relationships with the trade unions throughout commerce and industry," said the Chamber

"Employers in the mining industry became concerned earlier this year when the NUM, which was not in a position to call a legal strike on May Day, announced at a national conference that its members would not work on May 1. However, on February 26 1986, the union took steps to try to place itself in a position to strike legally

"It called upon the Chamber to agree to its demand that May 1 be a paid holiday, stating that if the Chamber did not respond by February 28 it would regard itself as being in dispute with the Chamber

"The union, however, jumped the gun on its own deadline by declaring a dispute on February 27 — a day before its time limit for the Chamber to respond had expired"

When the Chamber challenged the union's action in the Transvaal Supreme Court, Mr Justice D O Vermooten ruled that the existence of a dispute merely had to be alleged

Nor did he accept the Chamber's submission that the right to strike lawfully, once acquired, could not continue indefinitely

The Appeal Court ordered the NUM to pay the Chamber legal costs in both the Transvaal Supreme Court and the Appeal Court actions

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Dr Rumpert said...

US diplomats visiting Namibia

Back to work at Gallo

11/2/86
About 130 workers at two Gallo plants who went on strike in sympathy with 600 strikers at CNA, have agreed to return to work today, said the company.

Gallo said the 130 workers from Gallo Bedfordview and Steeldale were members of the Commercial Catering and Allied Workers' Union of SA (Ccawusa) and had been on strike for three weeks.

"On Friday, Gallo management held a meeting with shop stewards at which a return-to-work agreement was signed."

No Gallo employee who took part in the strike would be dismissed. Employees would be reinstated in their previous jobs and there would be no victimisation, the company said. Seasonal workers would also be reinstated.

The union could not be reached for comment.

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Domestic workers launch union

Cape Times

1/12/86

140A

By CLARE HARPER

DOMESTIC workers from across the country converged on the University of the Western Cape at the weekend to launch the 50 000-strong South African Domestic Workers Union (SADWU)

A four-hour rally yesterday ended the weekend conference of the six major domestic worker organizations. Some 500 to 700 delegates attended.

The union represents the culmination of nearly two years of talks between the Cape Town, Johannesburg and Durban regions of the South African Domestic Workers' Association, the East London Domestic Workers' Union, the Port Elizabeth Domestic Workers' Union, and the National Domestic Workers' Union from Durban.

Ms Violet Motlasedi was elected president for Cape Town, Ms Gertrude Maseluka vice-president and Ms Florence de Villiers general secretary of

the all-woman executive

Major demands of the union are for laws to protect the rights of South Africa's one million domestic workers, a living wage of R200 a month, Unemployment Insurance, Workman's Compensation as well as maternity benefits and sick pay.

In her presidential address, Ms Motlasedi said "the newly born SADWU will stand up against political and economic exploitation under the umbrella of Cosatu (Congress of South African Trade Unions)"

"Domestic workers, the most exploited class, shall have to organize and popularize the union where it is not known," she said.

"As from today we are openly opposed to the enemy and must expect pressure and harassment. We must stand together and fight. Our slogan is 'Organize the unorganized, an injury to one is an injury to all', Ms Motlasedi said.

11/12/86

EVE Post

140A

Get out, two top NUM officials told

JOHANNESBURG —
Two top office-bearers in National Union of Mineworkers (NUM) have been told to leave the country by December 15

NUM spokesman Mr Marcel Golding said yesterday the chairman of NUM's Carletonville region, Mr M Phato, and a senior shaft steward, Mr M Manyosi, had been served with deportation orders issued by the Minister of Home Affairs, Mr Stoffel Botha.

Mr Phato and Mr Manyosi, both Transkei citizens, have been detained under state of emergency regulations since June

The orders were made in terms of Section 45 of the Admission of Persons to the Republic Act and dated November 8

"This State action is part of a general attack against the trade union movement, which has also included the deportation of Ms Christine Bonner. By this act, the State is looking for confrontation with the NUM and the trade union movement," Mr Golding said.

"The union will not accept the State's arbitrary decisions and will pursue every available course to have this decision changed" — Sapa

Cosatu is one year old today and already it has had tremendous impact

1/12/86

1401A

STAR

The Congress of SA Trade Unions (Cosatu) has had an enormous impact on politics and labour relations

Since its inception on December 1 1985 the federation, now claiming 650 000 members, made clear it would oppose the Government's race policies and fight for members' rights on the shop floor

It committed itself to a united, democratic South Africa, free of oppression and economic exploitation and set these as its main tasks

- Organising effective national unions and unifying them into a national federation
 - Uniting members into a strong, confident working class
 - Encouraging democratic worker organisation and leadership in all spheres of society
- Cosatu's success or failure should be measured against these objectives

The Congress of SA Trade Unions celebrates its first anniversary today MIKE SILUMA reviews the path charted by the giant federation over the past year

On the factory floor, it has been involved in a protracted, if erratic, union formation programme This paid off with the formation in May of the 60 000-strong Food and Allied Workers' Union through a merger including the Sweet, Food and Allied Workers' and the Food and Canning Workers

The 26 000-strong Transport and General Workers' Union emerged from the amalgamation of the old TGWU and the General Workers' Union

The Cosatu affiliated-SA Domestic Workers' Association was instrumental with sister domestic worker bodies in establishing the giant national union for domestic workers, formed in Cape Town at the weekend

Cosatu assistant general sec-

retary Mr Sidney Mafumadi said the federation was satisfied with progress in its merger efforts While admitting the objective of industrial unions for all 12 sectors identified at the Durban launch had not yet been met, the process of forming one union per industry "has been set in motion"

There are moves to establish industrial unions for construction and farm workers

Together with affiliates including the National Union of Mineworkers (NUM), Cosatu this year put occupational safety high on the industrial relations agenda

An estimated 600 000 workers took part in nationwide industrial action on October 1 to protest at the deaths of 177 mineworkers at Kinross

On the political front, Cosatu co-operates with groups such as the National Education Crisis Committee and the United Democratic Front in opposing the Government

Mr Mafumadi said this relationship had benefited the federation, the community and the political organisations involved

The successful May 1 and June 16 campaigns, planned jointly by the federation and community organisations, bore testimony to this, he said

However Cosatu's political role, which it sees as imperative in the light of the disenfranchisement of most of its members, attracted the hostile attention of the State The organisation was one of the chief targets when the state of emergency was declared with Cosatu accounting for up to 80 per cent of unionists held under the emergency

New domestic workers' union launched

140A
N/M
1/12/86

Mercury Correspondent

JOHANNESBURG—Domestic workers from across the country yesterday converged on the University of the Western Cape to celebrate the launch of the 50 000-strong South African Domestic Workers Union (Sadwu) at a four-hour rally

The rally ended a weekend conference of the six major domestic worker organisations and set the seal on the new union.

Between 500 and 700 delegates attended the conference

The union represents the culmination of nearly two years of talks between the Cape Town, Johannesburg and Durban regions of the South African Domestic Workers' Association (Sadwa), the East London Domestic Workers' Union (Eldwu), the Port Elizabeth Domestic Workers' Union (Pedwu), and the National Domestic Workers' Union (NDWU) from Durban

Mrs Violet Motlasedi was elected president, Cape Town's Mrs Gertrude Maseluka vice-president and Mrs Florence de Villiers general secretary

Major demands of the union are for laws to protect the rights of South Africa's 1 000 000 domestic workers, a living wage of R200 a month, unemployment insurance, workman's compensation, maternity benefits and sick pay

In her presidential address, Mrs Motlasedi said 'The newly-born Sadwu will stand up against political and economic exploitation under the umbrella of Cosatu

'Domestic workers, the most exploited class, shall have to organise and popularise the union where it is not known,' she said

2/12/81 Schwitzer

Service for unionists

IT is too late to offer workers in South Africa half-a-loaf, or a whole loaf — they want the bakery that bakes the bread, the publicity secretary of the national Union of Mineworkers, Mr Marcel Golding, said at a meeting in Johannesburg yesterday.

He was speaking at a service for trade unionists who died during the year and to celebrate the first anniversary of the founding of the Congress of South African Trade Unions (Cosatu)

Mr Golding told the crowd of about 400, many of whom were seconded from a Commer-

cial Catering and Allied Workers Union meeting held in an adjacent hall, that the Government was trying to sow confusion and disunity among the workers

“As long as there is disunity there can be no forward movement towards peace and prosperity for all,” he said

The truth was so precious it was often protected by a “bodyguard of lies and illusion”

It was the ruling class that was trying to disinform the people and lie about what is happening in South Africa

By declaring the state of emergency the Government was trying to “crush democratic organisations and regulate information going to the outside world”

He added that by practising “self-censorship”, newspapers were adding to this

Mr Golding said the blood of those who had

died in the workplace or as a result of violence aimed against unionists would nourish those struggling for their freedom

“The 13 miners killed in a clash at Vaal Reefs (gold mine) demonstrates the brutality of the times in which we live,” he said

140A

Response to ^{140A}
Mawu meeting ^{SUNDAY}
call is patchy ^{2/12/86}

ALAN FINE and Sapa

THERE was a sporadic response countrywide yesterday to the call by the Metal and Allied Workers' Union (Mawu) for two-hour memorial meetings for S'bonisa Mcunu, the victim of shooting at Mawu's AGM in Durban two weeks ago.

The call was backed by the Congress of SA Trade Unions (Cosatu), and was also intended to be in memory of other unionists who have died violently this year.

A Mawu spokesman said yesterday that the action was "fairly successful" in Northern Natal and the Eastern Cape. He was still awaiting reports from other regions.

The Chemical Workers' Industrial Union (CWIU) said stoppages and demonstrations took place in many organised factories on the East Rand, including Dunlop, Robertsons, Consol Glass and Chesebrough Ponds.

The Western Cape branch of the Transport and General Workers' Union said one-hour meetings were planned at many of its organised plants.

A major food manufacturer said action occurred at three of its factories, and Pick 'n Pay reported that workers at some stores arranged half-hour prayer meetings in three shifts so as to avoid disruption of business.

The Federated Chamber of Industries, which criticised the call, could not be reached for comment.

Mawu leaves 1401 offices after arson threats

The Metal and Allied Workers Union (Mawu) had to vacate its offices in the kwaZulu industrial area of Isithebe because of threats received by the building's landlord, a Mawu spokesman said yesterday.

Mr Bernie Fanaroff, Mawu's national organising secretary, told Sapa the union had received notice to vacate its offices in Isithebe, near Mandini, after the landlord told them he was warned that his building would be burnt down if the union was not out.

Mr Fanaroff added that the union's area organiser, Mr Mike Mabusakhale, had also received a number of death threats.

He said the threats came after Mawu made a statement to the Press about carloads of people who arrived at a tyre factory in the area and tried to intimidate workers by warning them not to join Mawu. — Sapa.

Raditsela's mother to give evidence at inquest today

The mother of trade unionist Mr Andries Raditsela is expected to give evidence today in the inquest in a Johannesburg magistrate's court into her son's death.

Mr Raditsela, who was a senior shop steward in the Chemical Workers' Industrial Union, was arrested at about 7 am on May 4 last year during an investigation into the burning of a bread delivery van.

He was held under the then emergency regulations at a temporary police station in Tsakane.

About 12 hours later he was admitted unconscious to the Far East Rand Hospital and was later transferred to Baragwanath Hospital, where he died on May 6.

He allegedly suffered fatal brain injuries in a fall from a Casspir vehicle.

Yesterday, Professor Nicolaas Scheepers, who had performed the post

mortem, said Mr Raditsela had suffered serious brain injury. The nature of the injury indicated he may have fallen and struck his head against a solid surface.

Earlier evidence in the inquest was that Mr Raditsela was under the influence of alcohol at the time of his arrest. Professor Scheepers said his injury may have caused him to behave in the manner of a drunk.

Even if he had immediately received the best medical treatment, it was unlikely he would have survived. However, someone should have realised after about four hours — when there was no improvement in his condition — that Mr Raditsela was not drunk and could be injured.

Mr Raditsela received medical treatment after about 12 hours, according to evidence.

The hearing continues.

Govt pays R33 800 to Raditsela family

3/12/85 SPAC 1400
The family of Mr Andries Raditsela, a senior shop steward who died just days after being detained by police on the East Rand, had been paid R33 800 by the Minister of Law and Order, said a union statement today.

The Chemical Workers Industrial Union (CWIU) said Mr Raditsela left a wife and baby.

He was detained at 9 am on May 4 last year. At lunchtime his parents saw him at the Tsakane Administration Board offices. He could not stand

While in police custody he was admitted to hospital with head injuries. He died on May 6 in the Baragwanath Hospital. An inquest into his death is currently under way in the Johannesburg Magistrate's Court.

The CWIU assisted the Raditsela family in bringing a legal action against the Minister of Law and Order.

In an out-of-court settlement, the Minister agreed to pay the family R33 800.

● See Page 4M.

600 CNA strikers to return to work

3/12/85 SPAC
By Sheryl Raine

A month-long strike involving 600 CNA workers has ended after nine hours of talks between the company and union officials, CNA said.

The Commercial Catering and Allied Workers' Union of SA (Ccawusa) has agreed to get workers in the Transvaal and Natal to return to work tomorrow. Ccawusa accepted an R85-a-month increase, back-dated to August 1, which will give workers an average wage of more than R500 a month. The minimum wage is now R400 a month.

CNA has also agreed to grant one day's paid leave for either May 1 or June 16.

Workers who took part in the current wage strike will not be victimised and will qualify for their normal Christmas bonus, CNA says. Hardship cases arising from the strike will be considered and in some cases salary advances granted.



Talks on deal

THE Commercial Catering and Allied Workers' Union of SA and CNA management were due to meet late yesterday to discuss the striking workers' response to the company's improved wage offer. 3/12/86 (140A) (182) Sawetaw

Details of the latest offer were not released to the Press as the 600 CNA workers, who have been on strike since early November, and Ccawusa officials met behind closed doors at noon yesterday.

A spokesman for the union said the union would only release a statement after the meeting with management.

The wage dispute between the two parties arose after management declined to improve its final offer of R85, an increase rejected by the 600 Ccawusa members in favour of R105 a month.

776ms 3/12/86

Labour dispute at feed plant settled

Labour Reporter
BOSSIE Clarke Feeds and 17 members of the Food and Allied Workers' Union reached settlement in the Industrial Court in a case in which the workers were claiming unfair dismissal and reinstatement

should not return to work the next day

Alleging that this was unfair because no grounds had been given for their dismissal and accepted procedures had not been followed, they sought temporary reinstatement by the Industrial Court pending a final settlement

Presiding officer Mr Pierre Roux ordered that, as agreed by both parties, the terms of the settlement be confidential

After negotiation between the parties yesterday, a settlement was reached which was made an order of the court

The action arose from an incident in October at the plant in Klipheuwel Workers were told they had all been retrenched and

Mr J Sandler of Bernard, Vucic and Potash appeared for the ap-

plicants Mr W J Pretorius instructed by Smit, Nel, Kruger and Potgieter appeared for Bossie Clarke Feeds

● Workers at scores of Western Cape factories organised by unions affiliated to the Congress of South African Trade Unions held work stoppages on Monday

The action was in response to a call from the Metal and Allied Workers Union — a Cosatu affiliate — for stoppages over the death of one of their members in police action at a union rally in Durban last month

900 stop work at sweet factory

By JIMMY MATYU

NINE hundred hourly-paid workers held a two-hour work stoppage at the two Cadbury's plants in Harrower Road and Holland Park, Port Elizabeth, today over a wage dispute

The company's general manager, Mr J R Perrott, confirmed the stoppage and said negotiations were continuing

A spokesman for the committee of workers said workers were demanding an increase of R1 an hour across the board from January but the company's management offered them 40c from January and another 20c from July

The spokesman said if there was improvement in the economic situation of the country, the July offer would be increased

He said their union, Food and Allied Workers Union, and their workers' committee held talks with management. The workers were now demanding 60c from January.

The spokesman said a deadlock was reached in the negotiations and a dispute was declared

(scribble)

1/40A

3/12/86

Cosatu members back at work

3/12/86
140A
THOUSANDS of Congress of SA Trade Unions (Cosatu) members resumed work yesterday, after participating in a one-day work stoppage and demonstrations against the detention of unionists and the fatal shooting of a relative of a union member.

Sowetan
Cosatu, supported by the Metal and Allied Workers' Union (Mawu), had called upon its affiliates to observe December 1 as a day of protest for detained unionists and Mr Siboniso Mchunu, who was shot dead when police opened fire on Mawu members at Curries Fountains, Durban, two weeks ago.

The action was also in support of Cosatu's call for the release of Mawu secretary Mr Moses Mayekiso and General and Allied Workers Union (Gawu) official Mr Amos Masondo, and 68 other detained Cosatu members.

Detention

Hundreds of members of the Cosatu-affiliated Chemical Workers Industrial union (CWIU) protested, in addition to the continued detention of union official Mr Yusi Mavuso. He has been in detention since June this year.

A spokesman for CWIU told the *Sowetan* yesterday that Monday's action was a sequel to picket protests held by union members in East Rand factories last week. CWIU members at these factories were protesting against Mr Mavuso's detention.

"Factories hit by work stoppages and demonstrations on Monday, were Dunlop, Consol Glass, Cheeseborough, Reckitt Household Products and Robertsons," the CWIU spokesman said.

UNION LAUNCHED FOR DOMESTIC WORKERS

Handwritten notes:
Sowetan
12/3/86
KPH

A NEW union for about 50 000 domestic workers nationwide has been launched.

Called the South African Domestic Workers' Union, it is an amalgamation of several organisations and is the culmination of nearly two years of talks

Sapa

About 500 delegates attended the inaugural congress at the University of the Western Cape

They passed resolutions demanding laws to protect domestics, living wages of R200 a month, pensions, workmen's compensation unemployment insurance, sick leave and pay, maternity benefits and holiday pay

The congress closed on Sunday with a four-hour indoor rally after permission to hold a rally at the UWC sports stadium was refused

A Congress of South African Trade Unions (Cosatu) banner was prominently displayed and the union's first president, Mrs Violet

Motlhasedi, told the rally that the union would "stand up against exploitation under the umbrella of Cosatu"

She said domestic workers were the "most exploited sector and we will from today fight to organise the unorganised"

"As from today we are openly exposed and must expect pressure and harassment"

Miss Florine de Villiers, general secretary, said there were more than a million domestic workers to be organised

"For the past 300 years we have carried this land but all this time we have not had laws protecting us but are seen as non-people"

Arbiter 3/12/86
14011/86

Labour dispute at feed plant settled

Labour Reporter BOSSIE Clarke Feeds and 17 members of the Food and Allied Workers' Union reached settlement in the Industrial Court in a case in which the workers were claiming unfair dismissal and reinstatement

Presiding officer Mr Pierre Roux ordered that, as agreed by both parties, the terms of the settlement be confidential

The action arose from an incident in October at the plant in Klipheuwel Workers were told they had all been retrenched and

should not return to work the next day

Alleging that this was unfair because no grounds had been given for their dismissal and accepted procedures had not been followed, they sought temporary reinstatement by the Industrial Court pending a final settlement

After negotiation between the parties yesterday, a settlement was reached which was made an order of the court

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Raditsela - Govt to pay

3/12/86
SOWETAN
140A

THE Minister of Law and Order has agreed in an out of court settlement to pay the family of the late trade unionist leader, Mr Andries Raditsela, R33 800.

Mr Raditsela of Tsakane township, near Brakpan, was senior shop steward of the Chemical Workers Industrial Union at Dunlop, Benoni. He was also chairman of the now defunct Federation of South African Trade Unions (Fosatu).

He died at Baragwanath Hospital on May 6 last year, after being taken into police custody two days earlier at 9am.

At lunchtime, on the

day of his detention, his parents saw him at the Tsakane Administration Board offices. He could not stand or talk properly. While in police custody, he was admitted to hospital with serious head injuries.

Mr Rod Crompton, the general secretary of CWIU, which assisted the family in bringing the legal action, said yesterday the money will never bring Mr Raditsela back to life, as a union leader, or to his wife and seven-month-old baby.

"However, the money will stand as a signpost to the justness of the cause he struggled for," he said.

1986

Somepar
4/17/86 (40A)

CNA strike over

THE month-old wage dispute which resulted in a strike by 600 CNA workers has been resolved.

These workers, all members of the Commercial Catering and Allied Workers' Union of SA (Ccawusa), are due to return to work this morning

A statement released by CNA this week said Ccawusa had finally agreed to the company offer of R85-a-month increase backdated to August 1. This offer will raise an average wage at CNA to over R500 a month, and minimum wage level to R400.

The wage agreement is subject to union members refraining from taking part in any form of industrial action relating to the present wage dispute once they have returned to work, the statement read

A railway headache on Cosatu's birthday

THE Congress of South African Trade Unions' (Cosatu) policy of "one union in one industry" will suffer a setback with the launch of the National Railway Workers Union at the Pelegeng Centre in Jabavu, Soweto, this weekend.

The NURW's launch comes six weeks after the launch of the Cosatu-affiliated South African Railways and Harbours Workers Union (SARHWU) in Grahamstown.

Dozens of local railway workers' committees, which form the nucleus of the NURW, have had close links with Cosatu. But these links were stronger at regional and local levels than at national level.

And there are indications that after the launch the NURW will seek affiliation to Cosatu — a move that might embarrass the federation that will ironically be celebrating its first birthday on the day the new union is launched.

The NURW has as one of its stated aims the united goal of workers to form "one union in one industry" and they might argue that they will strive towards this goal while in the Cosatu fold.

In SARHWU's case the word "launched" is a slight misnomer in the union's own terms, as it claims to be a revival of the old Sactu union, and was officially represented at the Cosatu

By SEFAKO NYAKA
 launch in December 1985

According to researcher Pippa Green, writing in the latest issue of *Labour Bulletin*, SARHWU is closely linked to the General and Allied Workers' Union (Gawu) in the Transvaal and the South African and Allied Workers' Union (Saawu) in East London.

The NURW launch is seen as a culmination of dissatisfaction by a fairly substantial section of the workforce who believe SARHWU is too heavily dominated by officials at the expense of the railway workers. For the past three years, railway

workers in East London and Port Elizabeth have been organising themselves into committees, but it is only this year that the idea of a trade union for railway workers has been discussed among them.

This happened after the first confrontation between the South African Transport Services (SATS) and railway workers in Port Elizabeth on May Day this year.

After workers had obeyed a stayaway call, the SATS responded by firing between 200 and 300 "casual" workers.

Shortly before the current State of Emergency, 700 workers from 22 depots discussed plans of organisation

The committee approached Cosatu and were referred to the Transport and General Workers Union (TGWU).

TGWU was ready to assist the committee, but then the Port Elizabeth railway workers' committee linked up with a similar committee in East London which was suspicious of existing trade unions.

The hostility was based on "a bad experience of trade unionism". Most of them had belonged to Saawu.

Like the Port Elizabeth workers, they felt insulted when SARHWU "arrived and didn't make contact with the railway workers". They saw this as undermining their committee.

There was also objections to the constitution, which Port Elizabeth and East London workers claimed they saw only a week before the launch and parts of which they complained did not give local branches sufficient local control.

The East London workers were also wary of SARHWU's close links with Saawu. And the Port Elizabeth workers said they were not keen to join TGWU because, they said, the union officials in the two unions had not been able to unite railway workers across the union divide in previous years.

The committees' relationship with Cosatu is complex and differs on a local and national level. Both committees in the Eastern Cape have had extensive contact with worker leaders in the local Cosatu region, many of whom are genuinely sympathetic to their cause.

But nationally, Cosatu is bound to support its own affiliate, SARHWU, and although the committees, which form the nucleus of the NURW, approached Cosatu for financial assistance earlier this year before Sarwhu was officially launched, none has been forthcoming.

Cosatu's assistant secretary-general, Sydney Mufamadi, said the formation of another railway workers' union is regrettable.

"We tried our best to show these people that their grievances with SARHWU can be solved within one union and also emphasised to them that if they think SARHWU is not representative of all railway workers they should get into SARHWU and democratise it from within," Mufamadi said.

There is also, within the Cosatu locals in the Eastern Cape, an influential group who back Mufamadi's assertion that the committees should attempt to change SARHWU from within.

But the issue is not easy to resolve when one bears in mind that not a single member of the committees attended SARHWU's launch.

**'No basis' for
safety-profit
link on mines**

4/12/86 ALAN FINE 140W

THE Chamber of Mines has rejected attacks by the National Union of Mineworkers (NUM) on the industry's safety record and its International Safety Rating (ISR) system.

It was apparently reacting to allegations last week by NUM safety officer Hazy Sibanyoni, who linked accident rates to profits.

A chamber spokesman said yesterday there was "no scientific basis whatsoever" for this link. He said profitability was largely determined by the grade of ore mined.

Accidents "could be influenced by numerous factors including the geological strata of a mining area, the depth of mining and human error".

The spokesman accused the NUM of "consistently and deliberately" ignoring the improved safety performance on SA mines since the introduction of the ISR system.

He said the system was not an end in itself but an organised way of focusing on safety. He pointed to a 42% drop in the fatalities on chamber mines from 1978 to mid-1986.

"Regrettably, these achievements have been overshadowed by the Kinross disaster which would naturally distort the industry's safety figures for the second half of this year," the spokesman said.

Mine safety 'not related to profits'

N/M 4/12/86 (140A) (213)

JOHANNESBURG—The Chamber of Mines has rejected a suggestion by the National Union of Mine-workers (NUM) that accident rates on South African mines were related to profits

A spokesman for the chamber said there was no scientific basis to link accident rates with profits. They were unrelated.

He said the profitability of a gold mine was, for instance, largely determined by the grade of ore that was mined, while accidents, on the other hand, could be influenced by numerous factors including the geological strata of a mining area,

the depth of mining and human error.

While it was true that only richer ore bodies could be mined economically at great depth — thus providing a link between profitability and depth which, in turn, could impact on safety — it was illogical to compare profits and accident rates.

In reply to the reported criticism by the NUM of the International Safety Rating (ISR) system, the chamber spokesman said the NUM had 'consistently and deliberately ignored' the improved safety performance on South African mines since the introduction of

the system, which was a 'very effective' management tool.

The spokesman said the ISR system was not an end in itself but, as an organised way to focus on safety, was only a means to an end — improved safety on the mines.

In essence the system identified potential problem areas and set standards for the work to be done to remedy these. And, most important, it enabled the effectiveness of this work to be measured by means of audits or inspections.

Progress towards greater safety on mines through the ISR system was therefore dependent on the efforts of both management and the workers themselves.

In the light of these facts concerning the ISR system,

it was 'misleading merely to suggest, as the NUM has done, that a mine which has been awarded a five-star grading in terms of the system should have a 100% safety record', the spokesman said.

What the ISR system had done was to contribute to a dramatic reduction in accidents over the past few years, he added.

A 42% reduction in the fatality rate had been recorded on the chamber's member mines from 1978 to the middle of this year.

The chamber also believed that the latest round of illegal stoppages and unrest on some mines was having a negative effect on safety and 'the NUM must take responsibility for this disturbing state of affairs', he said — (Sapa)

Supreme Court granted the NUM against claims for damages arising out of the May Day strike has been removed. Moreover, the union has to bear the legal costs for both the Supreme and Appeal Court cases.

A paid May Day holiday for mineworkers has been a feature of the NUM's demands for some years now. Earlier this year, after its annual conference, the union announced that its members would not work on May 1. The chamber attempted to thwart a strike by, among other things, applying to the Supreme Court for an order declaring the strike illegal.

But the application failed when Mr Justice A Vermooten, finding that the dispute was an outstanding issue from last year's negotiations, ruled that "the right to strike lawfully, once acquired, does not become stale." The judge did, however, grant the chamber the right to appeal. And appeal it did.

The Appellate Division's finding is based on a number of points. A key one concerns the fact that on February 26, the NUM sent the chamber a letter containing an ultimatum that if mine employers had not conceded to its demand for a May Day holiday by February 28, the union would regard itself as being in dispute. This, the Appeal Court held, removed the NUM's right to claim that the dispute was a hangover from last year's negotiations.

"In addressing the ultimatum to the chamber, the union performed an unequivocal act indicating that, in relation to the possibility of calling a strike on the May Day issue, the union had deliberately elected not to rely on the events of 1985," Appeal Court Judge A J Hoexter ruled.

The Appeal Court also indicated that it did not agree with the Supreme Court, that unions which obtain the right to strike, can defer the actual strike indefinitely. "That approach when viewed from the angle of labour relations seems to entail curious and distinctly pernicious consequences," Judge Hoexter said.

He also rejected arguments on behalf of the union that it had won the right to strike on May Day because the Minister of Manpower, Pietie du Plessis, had not appointed the conciliation board within 30 days of the NUM's application. He found that the union had jumped the gun in the dispute by applying to the minister to appoint a conciliation board on February 27 — before the chamber had a chance to reply to its ultimatum. "Having put the chamber on terms, the union had to abide by those terms. Instead, it flouted them," the judge said.

He also rejected argument on behalf of the

FIN HALL 5/12/86

MAY DAY STRIKE

Illegal after all

Mine employers who had to sit back powerless on May 1 when members of the National Union of Mineworkers (NUM) struck with the blessing of the Supreme Court, had their moment last week when the Appellate Division overturned the ruling.

The judgment cannot, of course, change history. But it must give the Chamber of Mines some comfort. For the protection the

union that because the NUM's conciliation board application contained an allegation that a dispute existed, the union had met its legal requirements and that it was not required to show that the allegation was correct: "The Court is here concerned with substance rather than form. If it is manifest . . . that no dispute in fact exists, there is not in law a valid application (for a conciliation board). That is the position here."

Court hearings on a May Day holiday may well be over, but the issue lives on. In terms of an agreement struck between the chamber and the NUM this year, the chamber has requested government to appoint a commission of inquiry to look into the question. If government does not appoint a commission, or if the commission does not make recommendations by February 1 next year, the chamber has undertaken to negotiate the issue with the union.

The way things are going, it looks as if it will be left to the two sides to thrash out the issue for once and for all.

tax deadline The closing price for the fir-
rand yesterday was \$0,2363.

5/12/86
Grootvlei strike
brought to end
140H

ALAN FINE

THE strike by at least 5 000 miners at the Gencor-owned Grootvlei gold mine, near Springs, was resolved yesterday in talks between management and the National Union of Mineworkers (NUM).

The strike erupted in the wake of the fatal police shooting of a miner on the border of mine property after a union meeting on Wednesday night. Another eight were injured.

Gencor's gold and uranium division CEO Bruce Evans said last night: "The night shift are at work We expect the day-shift to return tomorrow. While the miners will receive no pay for their day of strike, management conceded that no disciplinary action will be taken against the miners."

11 • 5/12/86

New wave of detentions Vlok takes over

By JO-ANN BEKKER
THE United Democratic Front is expecting a renewed crackdown on radical opposition in preparation for a white general election early next year, following the detention and restriction of scores of activists this week.

The latest swoop — directed also at the UDF's national campaign for a "Christmas Against the Emergency" which has been endorsed by the Congress of South African Trade Unions and the South African Council of Churches — marked the first week in office of new Minister of Law and Order, Adriaan Vlok.

And, as the Emergency passed its half-yearly mark, at least one person who was released after being detained in the first months of the decree has been re-detained.

"Information reaching the UDF indicates that within the next week or so the country will, despite the existing State of Emergency, be in the throes of a major concerted clamp on

● To PAGE 2

Pelted Winnie blames 'system'

By SHAUN JOHNSON

WINNIE MANDELA yesterday vehemently denounced Wednesday's "ignominious" attack on her outside the Cape Town Supreme Court as the work of "hooligan elements obviously orchestrated by the system".

Mandela says the incident was part of the state's propaganda campaign against the "authentic leaders" of South Africa's majority.

She accuses the SABC of wildly exaggerating the number of people involved in the attack. "I heard them say there was a mob of about 500. There were no more than 30," she said at a press conference at her Soweto home yesterday.

"The people who participated in that incident were the same hooligan element we find among our own communities here, the people who are vigilantes, who take advantage of democratic, peaceful demonstrations and make it appear we have black-on-black violence. That is the element used by the state.

"I feel I want to explain that to the country," she said. "These are the reports in this edition have been restricted in terms of the emergency regulations

hibit most unrest pictures from South Africa, but not from Namibia. Alleged rioting vigilantes broke up a Swapo meeting in Katutura township, Windhoek, on Sunday in scenes strikingly similar to those frequently seen — but not recorded — in South Africa. See PAGE 6

Picture: Johan Liebenberg

State payout on Raditsela

EVEN though the inquest into the death of trade union leader Andries Raditsela is far from over, the Minister of Law and Order has paid his family R33 812 in an out-of-court settlement.

Raditsela's family had laid a civil claim for assault and negligence that ran concurrently with the inquest.

As the facts began to emerge from the inquest this week — almost 20 months since Raditsela died shortly after being released from detention — the Minister of Law and Order, Adriaan Vlok, agreed to the out-of-court settlement.

He specified that this was to avoid long and costly litigation and was not an admission of liability.

The head of the Release Mandela Committee, Aubrey Mokoena, said "the attack is obviously highly outrageous. We have had telephone calls from activists in Cape Town saying this can only be the system, people who are so outraged that they are on the point of getting into buses and rushing to Cape Town and going for these miserable creatures who engineered this scandalous attack on the Mother of the Nation."


The state had failed with propaganda attempts like the "Bureau song", according to Mokoena, and was trying to present the world with a picture of South African blacks "at each other's throats".

REPORTS IN THIS EDITION HAVE BEEN RESTRICTED IN TERMS OF THE EMERGENCY REGULATIONS


Swampi needs need urgent attention and 'chuma' due

U/f Argus 6/12/86

Focus on the home front

140A


LABOUR
AFFAIRS
DICK
USHER



INDUSTRIAL relations have moved from the factory to the home

The South African Domestic Workers' Union (Sadwu), launched last weekend and claiming a national membership of about 50 000, is to apply for affiliation to the Congress of South African Trade Unions (Cosatu) and will seek international recognition by affiliating to "international bodies that carry the workers' struggle at heart"

The basic demands on working conditions illuminate the lack of basic rights that the vast majority of domestics work under. They seek a minimum wage of R200 a month, unemployment insurance, an 8-hour day and a 40-hour week, workmen's compensation, maternity leave, paid annual leave, sick leave, sick pay and overtime

Sadwu resolved to fight against unequal and discriminatory treatment of women at work and in society, for the equal right of women and men to paid work in freely chosen employment and the inclusion of domestic and farm workers in labour legislation

They are also demanding child care and family facilities, full maternity rights, protection of women from all types of exploitation and protection against sexual harassment

On general living conditions Sadwu demands housing compatible with human dignity, playgrounds, creches and nursery schools, better public transport and abolition of sales tax

The congress also resolved to establish educational programmes for domestic and farm workers and expose the type of education to which their children are exposed, to develop political awareness among members, establish education co-ordinating committees and to commemorate the important events in South Africa

May Day should be a paid public holiday and next year should be declared the Year of Domestic Workers

Sadwu also unequivocally supported sanctions and the National Education Crisis Committee

"Madams" had better start preparing themselves, and there are probably lucrative possibilities for industrial relations consultants to start running courses on unfair labour practices and unfair dismissal for employers

declared in the nation's home-

is expected to rock South Africa's entire — and boost the economy — Standard Bank d that from tomorrow it is to offer housing interest rate of 12,5 percent.

nted 2,5 percent lower than the building societies' action to 15 percent — which comes into effect next ing 3,5 percent lower than the current mortgage

MONTHLY BOND REPAYMENTS OVER 25 YEARS

	16%	15%	12,5%
R100 000	R1 358	R1 281	R1 091
R50 000	R680	R641	R548
R25 000	R340	R321	R273

Abducted union men found dead

By PRAVEEN NAIDOO

EIGHT men — allegedly Inkatha supporters — yesterday abducted four members of the Metal and Allied

Workers' Union (Mawu) from the house of a senior official of a Cosatu-affiliated union.

Three of the men were found dead in a burnt-out car on the Mine River road in the Natal midlands

The Bureau for Information confirmed that the abductors were allegedly members of Inkatha

Mawu spokesmen have demanded an inquiry into the affair, and into alleged attacks on their members by Inkatha

Inkatha secretary-general Dr Oscar Dhlomo refuted the allegations as an attempt to discredit his organisation

DEYSEL



"Nice to be on holiday, hey darling?"

Maggie cools ANC stance

Sunday Times Reporter London

PRIME MINISTER Margaret Thatcher made a new effort to keep the lines of communication with South Africa's P W Botha open yesterday

She warned that recent meetings between British Ministers and the ANC did not mean that Britain's position on terrorism had changed

And she stated flatly that Foreign Secretary Sir Geoffrey Howe's September meeting with ANC president Oliver Tambo was in his capacity as president of the European Community — NOT as a British Minister

Hint

It was a clear hint that no further ministerial contacts with the ANC were contemplated

At the time of the Tambo meeting, the British Foreign Office said Sir Geoffrey also represented Britain

This was thought to have given the ANC a strong boost in its campaign for legitimacy

Mrs Thatcher's surprise repudiation of that stance — made after a two-day European summit on terrorism — is believed to be in response to President Botha's concern over the implications of the Howe meeting

Mrs Kelly
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 (Joint winners on the...)
 Hospital in Klerksdorp will use

HONORABLE
 HIGH COMMISSIONER
 SOUTH AFRICA
 JOHANNESBURG

Unionists shot and burned near Howick

W/M 8/12/86

(140K)

Mercury Reporter

POLICE are carrying out an intensive investigation into the killing of three people, including two trade unionists, in Mphophomeni, near Howick, the Bureau for Information says

Mr Phineas Sibiya, Mr Simon Ngubane and Miss Flora Mnikathi were allegedly forced into a car, taken to a secluded area and shot on Friday night. Their bodies were burned in the car.

Mr Sibiya and Mr Ngubane were members of the Metal and Allied Workers' Union and former Sarmcol workers, and Miss Mnikathi was the daughter of another Sarmcol worker.

Press reports said another man, Mr Michael Sibiya, had been forced into the boot of the car but managed to escape before the others were shot. He received assegai wounds and a bullet wound in the hand.

In another incident, a Mphophomeni Youth Congress member, Mr Alpheus Nkabinda, died on the way to Edendale hospital on Saturday after being attacked by about 100 chanting and heavily-armed

'vigilantes' in the streets of the township, Sapa reports

Twelve more residents of the strife-torn Howick village, including a 10-year-old boy and 14-year-old girl, were admitted to hospital for injuries ranging from lacerations and fractures to stab wounds.

According to observers and the Congress of South African Trade Unions, a bus and a van allegedly filled with youths arrived in the township about 8.30 p.m. on Friday.

The youths went to the community hall where they sang, danced and hoisted three banners.

Shortly before they arrived, all the lights in the township went out.

Early the following morning the group began singing and shouting slogans while marching round the township with flags.

Unionists killed, youths attacked

CALL TIMES 8/12/86

Own Correspondent

DURBAN — Police are carrying out an intensive investigation after a weekend of violence in the township of Mphophomeni near Howick, where four people — including two trade unionists — were killed

Mr Phineas Sibiyi, 32, Mr Simon Ngubane, 30, and Miss Flora Mnikathi were allegedly forced into a car, taken to a secluded area and shot dead on Friday night. Their bodies were set alight in the car.

Mr Sibiyi and Mr Ngubane were members of the Metal and Allied Workers' Union and former BTR Sarmcol workers. Miss Mnikathi was the daughter of a Sarmcol worker.

The Bureau for Information said the killings were only reported to police at 6.20am on Saturday morning by an Indian motorist who passed

the scene of the killings

Earlier reports said Mr Michael Sibiyi had been forced into the boot of the car but managed to escape before the others were shot. Police later found Mr Michael Sibiyi who allegedly did not report the incident.

Assegai

He had suffered assegai wounds and a bullet wound in his hand.

A Mphophomeni Youth Congress member, Mr Alpheus Nkabinda, died on the way to Edendale Hospital on Saturday morning after being attacked by about 100 chanting and heavily armed vigilantes in the streets of the township, Sapa reports.

Twelve more residents of the strife-torn township, including a 10-year-old boy and

14-year-old girl, were admitted to hospital for injuries ranging from lacerations and fractures to stab wounds. Three are still being held for observation. One person is in a serious condition.

Mr Phineas Sibiyi, a member of the Mawu branch executive, was a leader of the 1,000 workers sacked by Sarmcol in March last year after a strike for union recognition.

Two months ago he was refused a passport to travel to Brussels where he was to address the European Parliament on the BTR Sarmcol dispute.

The parliament is investigating multinational companies that are abusing the European Community code of conduct in South Africa.

The dispute between Mawu and Sarmcol is a subject of an Industrial Court hearing.



**Bodies
of 2
men and
woman
found
burnt**

Mawu call for probe

9/12/86 Sarmcol 40A

THE Metal and Allied Workers' Union have called for a commission of inquiry into the killing of three of its members near Howick, Natal at the weekend.

Those killed were two senior shop stewards, Mr Phineas Sibiyi (32), Mr Simon Ngubane (30) and Miss Flora Mnikathi, a daughter of a Mawu member.

According to the Bureau for Information, the three were allegedly abducted by Inkatha

By LEN MASEKO

supporters and their bodies found later in a burnt-out car.

It is believed the killings could have been linked to the long-standing battle between Mawu and the British multinational, BTR Sarmcol.

The battle has been raging since the dismissal of 950 Mawu members from the Howick company in March last year following a recognition dispute.

Mr Sibiyi was formerly em-

ployed by BTR Sarmcol.

The Bureau said that at about 9pm on Friday night in the black township of Mphophomeni near Howick, eight alleged Inkatha supporters arrived at the home of Mr Mike Sibiyi. There were three other people at his home at the time.

An argument broke out, and the eight men abducted the four people at Mr Sibiyi's home and took them away in a car. Mr Mike Sibiyi escaped and sought help from a farmer.

When he and the farmer returned they found a burnt out vehicle with three bodies inside.

The Bureau said an intensive police investigation was underway.

Mawu said the four who were abducted were taken to a local community hall where they were badly beaten, questioned about the union and asked why they did not join Inkatha.

Mawu also claimed that at about 4am on Saturday morning bus loads of Inkatha supporters attacked former Sarmcol workers in Mphophomeni. One person was killed.

World union chief wants inquiry into Natal deaths

The Star's Foreign
News Service

GENEVA — The International Metalworkers' Federation (IMF) called on British Prime Minister Mrs Margaret Thatcher yesterday to order an official inquiry into the killing of two black South African shop stewards and the murder of the daughter of another.

The shop stewards had been involved in a long dispute with the British multinational company Sarmcol-BTR in Howick.

The victims were reported kidnapped on Friday night and their bodies found the next day. They had been shot and partially burnt.

IMF president Mr Herman Rebhan said: "I have sent a telegram to Mrs Thatcher asking her to set up an immediate inquiry into this affair, both in Britain, in terms of BTR's overall behaviour in South Africa, and in South Africa by asking the British Embassy to try and discover who organised the kidnapping, and what external links they may have had

CONDOLENCES

"I have also sent her the address of Mawu (South African Metal and Allied Workers Union) so that the British Crown may send a message of condolence to the murdered people's families."

Mr Rebhan added "These cold-blooded murderers show the extent of violence and tension at stake in the BTR dispute. BTR's refusal to come to terms with the union or even to negotiate for the return of dismissed workers has rendered the conditions of the workers truly desperate

"As one of Britain's leading multinationals, BTR should be showing more responsibility and commitment to reasonable employee relations in South Africa"

Alleged deportations condemned by unions

9/12/86
BUS. DAY.
401A
THELMA TUCH
and ALAN FINE

SHOP stewards of the Chemical Workers' Industrial Union (CWIU) were meeting last night to consider their response to an apparent attempt by government to deport the union's Transvaal branch secretary Chris Bonner

Bonner's former husband Philip, an associate professor of history at Wits University, was served with a deportation order yesterday morning.

He is being held in custody at John Vorster Square, Johannesburg, pending his deportation to the UK on December 15. His attorney, Norman Manom, said he was in the process of making representation to the Department of Home Affairs to oppose the order

Police visited the CWIU's Germiston office twice yesterday looking for Chris Bonner, but by yesterday afternoon had been unable to locate her.

A Home Affairs spokesman said he was not in a position to give any information on Bonner and would not confirm or deny a deportation order had been issued against her.

But an SAP spokesman said the intention was to serve such an order on her. Both the CWIU and the Congress of SA

Trade Unions have condemned the planned deportations and have called for their immediate withdrawal. The CWIU plans to call for talks with major employers in the industry.

Company spokesmen were unwilling to comment officially yesterday. But one, representing an East Rand-based multinational, expressed regret at Chris Bonner's apparently pending deportation.

The spokesman described Bonner as a valuable member of the negotiating team at the plant, and said the company would welcome approaches from shop stewards and respect any decision they took.

A spokesman for a large SA concern said Chris Bonner's deportation would cause difficulties and predicted the CWIU and Cosatu would pressure employers to do something. But, he said, "we would not want to get involved in anything like that".

Wits University said it was taking all steps open to it to help Philip Bonner

Storm over decision to deport Wits professor

ARGAS 9/2/86 (407) (320)

The Argus Correspondent

JOHANNESBURG — Trade unionists and academics have raised a storm of protest over the decision to deport history professor Dr Phillip Bonner and his wife, Mrs Chris Bonner

The Department of Home Affairs confirmed that Dr Bonner's deportation to Britain had been ordered but said it was not yet in a position to comment on Mrs Bonner

However, union sources said police had been looking for her and lawyers were aware that a deportation order had been issued in her name. The couple have lived in South Africa since 1971

HISTORY

Dr Bonner is an expert on the history of trade unions in South Africa and an associate professor in the history department at the University of the Witwatersrand

Mrs Bonner is the Transvaal branch secretary of the Chemical Workers Industrial Union (CWIU), an affiliate of the Congress of South African Trade Unions (Cosatu)

The vice-chancellor of Wits, Professor Karl Tober, said the university was taking all steps open to it to prevent Dr Bonner's deportation

Cosatu and the CWIU have condemned the orders and called for their immediate withdrawal. The CWIU will meet employers to enlist their support

The CWIU said there was no reason why Mrs Bonner should be deported "other than that she is a very capable and experienced unionist"

The CWIU regarded the orders as a further step in the "State's systematic campaign of intimidation and harassment of the trade union movement"

The South African Labour Bulletin, on which Dr Bonner served as an editor, said that by issuing deportation orders the State demonstrated it had lost all sense of judgment

SEVERAL companies in the chemical industry are considering interceding with government to reverse its decision to deport Chemical Workers' Industrial Union (CWIU) Transvaal branch secretary Chris Bonner.

10/12/86
Firms
may
140A
appeal

This follows CWIU-organised protest stoppages lasting from two hours to the whole morning yesterday at a number of Transvaal plants. Shop stewards approached management to take action regarding the "attack" on the union.

Police began searching for Bonner on Monday morning to serve her with a deportation order, but by yesterday afternoon had failed to locate her.

The union named 11 companies as having been affected by the action. All those that could be reached and who would comment confirmed the claims.

Cheseborough Ponds' Tim Young praised Bonner's abilities as a unionist.

A spokesman for Ciba Geigy said: "We are going to discuss it with the other companies involved to decide whether or not to take joint action."

Firms urged to oppose deportation

10/12/86 SMR 1407

Employers have been pulled into the battle to prevent the deportation of Mrs Chris Bonner, a trade union organiser and British citizen who has lived in South Africa for 15 years.

Thousands of workers in the chemical industry were involved in work stoppages on the East Rand yesterday in protest against her impending deportation. Mrs Bonner is Transvaal branch secretary of the Chemical Workers Industrial Union (CWIU)

The union asked employers yesterday to do everything in their power to prevent Mrs Bonner's deportation. She is regarded by several employers as a skilled negotiator

Work stoppages occurred yesterday at a number of companies with CWIU members including Chesebrough Ponds, Ciba Geigy and Plate Glass.

Police have been unable to find Mrs Bonner to serve her with the deportation order.

Her estranged husband, Dr Phil Bonner, an associate professor in the history department at the University of the Witwatersrand and expert on the history of trade unions in South Africa, was served with a deportation order on Monday.

He is being held at John Vorster Square and will leave the country next Monday if his appeal to the Minister of Home Affairs fails.

● In a separate development workers have been on strike at Dunlop Industrial Products in Benoni since December 4, the company and the CWIU confirmed.

The strike centres on demands for the dismissal of a foreman. A company spokesman said the CWIU told management it did not support the stoppage, which was described as illegal.

Talks with shop stewards, union officials and management have been unsuccessful in getting workers back to work.

Work stoppages over Bonner

Cape Times 10/12/86

Own Correspondent

JOHANNESBURG — Several companies in the chemical industry are considering interceding with the government to reverse its decision to deport the Chemical Workers' Industrial Union (CWIU) Transvaal branch secretary, Mrs Chris Bonner

This follows CWIU-organized protest stoppages lasting from two hours to the whole morning yesterday at a number of Transvaal plants.

Shop stewards approached management to take action regarding the "attack" on the union.

Police began searching for Mrs Bonner on Monday morning to serve her with a deportation order, but by yesterday afternoon had not found her.

The union said 11 companies had been affected by the action. All those that could be reached and who would comment confirmed the claims.

Mr Tim Young of Cheseborough Ponds' praised Mrs Bonner's abilities as a unionist.

Govt's academic boycott

A spokesman for Ciba Geigy said: "We are going to discuss it with the other companies involved to decide whether or not to take joint action."

A Mobil spokesman said Mrs Bonner's deportation had nothing to do with the company.

Reckitt & Coleman described the issue as a very sensitive one and, along with a number of other companies, declined to comment.

Meanwhile Sapa reports that the president of the Association for Sociology in Southern Africa, Mr Jeff Lever, said in Cape Town yesterday that the government had unilaterally imposed its own form of academic boycott by deporting University of the Witwatersrand academic Professor Phil Bonner.

He said Prof Bonner's work "stands head and shoulders above that of the majority of scholars working in similar fields in South Africa, whether or not they carry South African passports"

NUM pledges solidarity over Bop move fight

By Mike Siluma

The country's largest industrial union, the National Union of Mineworkers (NUM), has pledged solidarity action with Matthey Rustenburg Refineries' workers, who are fighting a company plan to move to Bophuthatswana

NUM information officer Mr Marcel Golding said on Monday that a weekend meeting of the union's JCI shop stewards had condemned the proposed relocation

"The decision by JCI (which owns the plant) to relocate Matthey Rustenburg Refineries to Bophuthatswana is clear evidence of JCI's overt support for apartheid and the bantustan system.

"The shop stewards further pledged support for the campaign of the Chemical Workers' Industrial Union (CWIU) to oppose the relocation by mobilising its members to take solidarity action," said Mr Golding

He said that earlier this year the NUM was "a victim of the bantustan system when more than 20 000 workers were dismissed at Impala Platinum Mine after striking in support of trade union rights".

The plan to move to Bophuthatswana was an attempt to put profits before jobs, Mr Golding said, and would "fuel the already tense climate which exists on the mines"

Matthey Rustenburg's managing director, Mr Jack Forbes, the only spokesman on the issue, could not be reached for comment as he is overseas

Several hundred CWIU members last month staged a day-long stoppage at Matthey Rustenburg's Wadeville plant, demanding that management reverse its decision to relocate.

Saweta
19/12/81

STOPPAGES OVER 'QUIT' ORDER

THOUSANDS of Chemical Workers Industrial Union members were involved in work stoppages in at least 10 East Rand companies yesterday, protesting against the impending deportation of a senior union official.

By LEN MASEKO

CWIU branch secretary Mrs Chris Bonner is facing possible deportation to Britain but police had not served her with the order by yesterday morning. Mrs Bonner's husband Philip, an asso-

ciate professor at the University of the Witwatersrand, was served with a deportation order on Monday this week.

At least 10 companies on the East Rand were hit by work stoppages yesterday as CWIU members protested against the impending deportation of the unionist.

Among companies hit by stoppages were Cheeseborough Ponds, Ciba Geigy, Reckitt Household Products, and Mobil Oil, a union spokesman said.

The CWIU members have also called on the Minister of Law and Order to release union organiser Mr Vusi Mavuso detained about four months ago.

Demands

Employers in the chemical industry have also been approached by shop stewards at factories with these demands, the CWIU spokesman said.

This continued detention of union officials and members cannot fail to adversely affect industrial relations in this country, he added.

The union is to seek an urgent meeting with its mother body, Congress of SA Trade Unions, to discuss the possibility of national action.

• It is believed two CWIU members were among those detained in Tembisa in the early hours yesterday, the union said in a statement yesterday.

19/12/81

CAPE TOWN 14070
10/12/86
May Day holiday

TEXTILE manufacturers in the Western Cape have agreed to grant workers a paid holiday on May Day and have increased the minimum wage in the industry by 21 percent. This comes after negotiations with the Textile Workers' Industrial Union of South Africa. The Cape Province Textile Manufacturers' Association also agreed to reduce work hours from 46 to 45 hours a week.

Saawu ^{DD:11/12/86}
signs ^(1/40A)
agreement

EAST LONDON — The South African Allied Workers' Union (Saawu) has signed a recognition and procedural agreement here with Pharmador (Pty) Ltd

The secretary of the Border branch of Saawu, Mr Boyce Melitafa, said the work force of the company was about 232, and that Saawu membership there stood at 218

"This was the seventh recognition and procedural agreement," Mr Melitafa said

Judicial probe of shooting sought

Labour Reporter

THE Natal Chamber of Industries has asked the Minister of Law and Order, Mr Adriaan Vlok, to appoint a judicial commission of inquiry into the shooting in which one person was killed and six were injured at Currie's Fountain, Durban, last month.

In its latest weekly bulletin, the chamber said it recognised that 'the events of November 15' could, without proper investigation, become a focal point of grievance.

It had therefore decided to make representations to the minister about the incident, which involved the S.A.P. and people who attended the annual meeting of the Metal and Allied Workers' Union (Mawu).

The official Bureau for Information report of the incident stated that the police had fired tear-gas and birdshot after a police vehicle had been stoned by a chanting crowd, injuring a policeman.

The Mawu version is very different, claiming that the police action was an unprovoked attack on the dispersing crowd after they

had been ordered to stop singing,' the chamber said.

'We have elected to make representations through the highest channels for a commission of inquiry because we see it as the responsible, legitimate and the right way to resolve grievances.

'It is time for the unions to call a halt to provocative commemorative rallies and to take the intellectual, rather than the emotional, route in bringing their dissatisfaction and grievances to the attention of the authorities,' it said.

Govt 'courting confrontation'

By Mike Siluma

The National Union of Mineworkers today warned the Government that by deporting two of the union's senior leaders, it was courting confrontation with the NUM and the broader union movement.

The two officials served with deportation orders to the Transkei were, according to the NUM, Mr M Manyosi, employed by Anglo American and Mr M Phato, who works for Gold Fields' West Driefontein Gold Mine. Mr Phato is the union's Western Transvaal regional chairman and a member of the national executive committee.

NUM spokesman Mr Marcel Golding said the two men have been in emergency detention since June, with no charges brought against them.

He said the deportations were part of a general attack against the trade union movement, which included the deportation of Chemical Workers' Industrial Union (CWIU) branch secretary Mrs Chris Bonner.

The orders were issued by the office of the Home Affairs Minister, Mr Stoffel Botha, said the union.

"Through these attacks, the State is clearly looking for a confrontation with the NUM and the broader trade union movement," Mr Golding said.

"We do not recognise the bantustan system — a creation of apartheid which has led to thousands of people being stripped of their South African citizenship — and will not accept the State's arbitrary decision to deport our members."

Meanwhile, the CWIU reported that up to 6 000 workers in Natal and the Transvaal engaged in industrial action in protest against the impending deportation of Mrs Bonner.

A union spokesman said after a meeting which ended late last night that of about 25 chemical industry employers, 13 undertook to make representations to Mr Botha. The rest would make their decision known today.

Dr Bonner is attached to the history department at Wits University.

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STAR
11/12/86

CASE TIME 11/12/86 (15) (1209) (18)

Dairymaid job dispute unresolved

Labour Reporter

ATTEMPTS by Dairymaid workers to secure the jobs of about 150 ice-cream vendors hit a snag this week due to an unresolved dispute over the closure of four ice-cream vending depots.

The chairman of the shop stewards committee, Mr William Petersen, said

Dairymaid will not negotiate the closures or retrenchments.

The Food and Allied Workers's Union (Fawu) last month declared a dispute over wage increases, and by extension, the retrenchments.

Managing director Mr Barney Marais said talks with Fawu were continuing, but declined to comment.

Union fears an 'armed siege'

AFTER the killing of five members in less than four days, officials of the Metal and Allied Workers Union fear there is a concerted campaign to smash the union.

Their supporters in the northern Natal township of Isithebe report this week that they are virtually under siege by "armed vigilantes" who attack and beat up any Mawu member they can find.

Two members who live in Chesterville died on Monday this week after being attacked with pangas on Sunday.

And last weekend in Mpophomeni, the charred bodies of two Mawu shop stewards and the daughter of a third were found hours after the three had been abducted by armed men.

Both the union and the state Bureau for Information, in its initial reports, linked the abductors to Inkatha.

Since then, Inkatha secretary general Oscar Dhlomo has issued a statement denying that Inkatha was involved in a "one sided attack".

It was rather "violence between two warring factions", he said. Police have opened murder dockets but have not yet made any arrests.

Inkatha has been named in incidents such as these in the past and has denied it. However, the response issued on this occasion was different.

It was a prompt and full version of events as alleged by Inkatha — normally such statements are briefer and limited to a denial.

There was also less vitriol than usual

WEEKLY MAIL REPORTER, Durban

both for the press and the union

And there was no attempt to deny that Inkatha had been in the township and had been involved in violence with residents of Mpophomeni

Phrases such as "we unreservedly condemn the violence from both sides" are unusual in the repertoire of such statements

There could be two reasons for the change Inkatha president Mangosutho Buthelezi was out of the country at the time and the statement was made by his deputy Dhlomo, whose style is rather different and usually less belligerent

Dhlomo also had to make a tactical calculation of the impression his statement would make on a far wider audience than usual

Many eyes are on Inkatha at the moment because of the Indaba recommendations, which, if they are implemented, will lead to a provincial parliamentary majority for the movement

Part of their attraction to the other parties at the Indaba negotiations is their profession of "non violence" Killings such as those at Mpophomeni would badly tarnish this image

The two versions of what happened at Mpophomeni differ radically

According to Mawu, the township lights went off unexpectedly on Friday night Under cover of darkness, buses of people from

outside the area came into the township and occupied the community hall.

Some hours later the occupants of two cars went to the home of a union member and "abducted" him, his brother, a shop steward and the daughter of another Mawu member. They were taken to the hall where they were beaten up

Then they were forced back into the cars and driven out of the township along a deserted road When the cars stopped, one of the "prisoners" managed to escape, rolled down the hillside and spent the night in a river From his hiding place he heard five shots

When he returned to the scene the next day, there were three bodies in the burnt-out car

Meanwhile, the people in the hall had left the building and, carrying banners, marched through the streets, attacking people and houses Mawu members said they shouted, "Down with the strikers" and that everyone who did not obey the government should get out of the township

One person died of stab wounds and 10 were hospitalised

Dhlomo said the Inkatha Youth Brigade from Pietermaritzburg and surrounding areas had planned to hold a rally in Mpophomeni, but they had learned that Mawu was mobilising to disrupt the rally and intended to "plant bombs" at the hall They therefore sent an "advance party" to the hall to

Police shoot Zambia rioters

TIGHTENING their grip on riot-torn copper mining cities and towns, Zambian army troops and paramilitary police shot at curfew violators and suspected looters yesterday, according to reporters in Ndola.

There were no immediate official reports of casualties

Prime Minister Kebby Musokotwane told the Zambian parliament on Wednesday that four rioters and a policeman were killed in the most violent urban demonstrations, against massive food price increases, since independence from Britain 22 years ago

Thousands of Zambians, protesting against government-ordered increases of 120 percent in the price of maize meal last week, rampaged through mining centres in the heart of the country

President Kenneth Kaunda has made no public comment on what independent observers say is one of the gravest political crises facing his government

But economic advisers in the capital, who requested anonymity in accordance with public service regulations, said Kaunda would not restore state subsidies on food that hiked prices of meal and triggered the riots

The subsidies were lifted as a key condition imposed by the International Monetary Fund for granting Zambia US\$280-million in credits — Sapa-AP

When this group arrived at the township, all the lights had been switched off — "allegedly by Mawu members who wanted to attack Inkatha in the dark to avoid being identified", Dhlomo said

"Clashes between the two factions apparently began on Friday evening and continued through Saturday About eight people were killed

"Inkatha deeply regrets the loss of life as a result of this senseless violence between two black organisations that are involved in the black liberation struggle We unreservedly condemn the violence from both sides

Dhlomo said it was not possible to give assurances that such "disgraceful black-on-black conflict" would not recur, because "anti-Inkatha organisations" continue to create "no-go areas for the movement"

Two Natal members of parliament have joined the growing call for an inquiry into the events at Mpophomeni

PFP MPs Mike Tarr and Pierre Cronje have sent a telex to Justice Minister Kobie Coetsee, urging him to appoint an inquiry.

"No civilised society can accept the use of violence and murder in pursuit of political objectives," they said.

"Organisations who claim to work through peaceful means should purge themselves of members who bedevil the prospects of reconciliation"

This Christmas a "Christian" government still has hundreds of children in detention

ISSUED BY JODAC.

Willie Currie, PO Box 93118, Yeoville

Union officials threatened

12/12/80

By SEFAKO NYAKA

SEVERAL top officials of Cosatu-affiliated unions have received personal letters threatening them with physical violence unless they stop "confusing the workers"

The letters, signed RPC — believed to stand for Revolutionary People's Command — also warns against the "workerists" attempting to take control of Cosatu

It warns against preventing Cosatu from affiliating to the "national liberation movement", obstructing calls for disinvestment, stayaways and boycotts

"Despite several serious warnings to some of your reformist and Trotskyite collaborators, you still persist in spreading reactionary, syndicalist, workerist ideologies to confuse and divert the spontaneous mass worker resistance into accepting fraudulent 'reforms' instead of a revolutionary transformation of South Africa," the letter states

The letters, posted from Durban, were sent to some officials of the National Union of Mineworkers, Metal and Allied Workers Union and the Commercial, Catering and Allied Workers Union

The officials refused to be identified for fear that a "fringe from the right might take advantage of the situation"

"I want to believe this is the work of the system desperately trying to divide the progressive worker movement," one of the officials said

A senior official in the Witwatersrand region of Cosatu said he was visited by balaclava-clad men who warned him "to be very careful"

Minister looking at appeals

THE Home Affairs Minister is considering representations asking him to reverse his decision to deport Wits University academic Phillip Bonner and his former wife, Chemical Workers' Industrial Union (CWIU) official, Chris Bonner.

Home Affairs Director-General Gerrie van Wyk said yesterday that he had passed on to the Minister, Stoffel Botha, representations regarding Phillip Bonner from Wits University. Bonner is in police custody. He confirmed that the department

ALAN FINE

had received a number of telexes from companies in the chemical industry regarding Chris Bonner, who has not been located. A deportation order has thus not been able to be served on her.

This follows a meeting on Wednesday between about 25 employers and a CWIU delegation. The union says 13 employers committed themselves to making representations to Botha. The others said they would consider the matter

12/12/86 WGEK/M/MSK
140A

Industry to mediate for Bonner

CHEMICAL industry leaders are negotiating with the government to prevent the deportation of Chemical Workers' Industrial Union (CWIU) official Chris Bonner

At the same time, a delegation from the University of the Witwatersrand has called on the Home Affairs Department to appeal against the deportation of Bonner's estranged husband, Wits history professor Phil Bonner. Both are scheduled to be deported on Monday.

The chemical industry has been hit by strike action in the past three days by more than 6 000 workers, demanding that employers intercede to prevent Chris Bonner's deportation. Work stoppages began on the east Rand on Tuesday and had spread throughout the country by yesterday.

Industry spokesmen have refused to comment on negotiations, indicating that any comment might sink their talks with government officials, but all have spoken highly of Bonner as a trade unionist.

The Transvaal branch secretary of the CWIU, she disappeared on Monday, shortly after her husband was served with a deportation order and detained at John Vorster Square, pending his expulsion. Home Affairs Minister Stoffel Botha has turned down an application for his release.

But a university delegation, led by vice-principal Robert Charleton, returned from Pretoria yesterday

believing there might be some chance of success in the university's appeal against Prof Bonner's deportation.

"The minister refused to see them, but they were very cordially received by government officials," a university representative said afterwards, "and they felt there may be a ray of hope." The university is also considering court action to stop his deportation. Bonner, an associate professor of history at Wits, has been a South African resident for the past 15 years.

Two National Union of Mine-workers officials, Carletonville regional chairman M Phato and senior shop steward M Manyosi, both in detention under emergency regulations since June, were served with similar deportation orders on Wednesday. Both men are Transkei citizens and will be "deported" to the homeland.

Officials of the Congress of SA Trade Unions said this week they see the deportation orders of the three union officials as part of a generalised state assault on the trade union movement and also follow threats some months ago from Botha to expel "foreign elements" in the unions.

But observers can find no clear indication why the state has acted against Prof Bonner, an academic who has not been active either politically or in trade unions for some time.

After coming to South Africa in 1971 to continue research on Swazi

history (the subject of his PhD), he was drawn into the Industrial Aid Society with other academics and students in 1975, taking part in worker education. He was subsequently active in worker education projects with Fosatu.

By this time his wife, Chris, a remedial teacher, had become involved in worker literacy and went on to join CWIU.

Bonner himself, however, was gradually cutting back his active involvement in trade unions, and by the time Cosatu was founded last year he had cut all formal union ties.

But his deportation order was signed on November 8, the same date as those of the unionists due for deportation — an apparent indication that his expulsion was similarly motivated.

The Bonners have been living apart for five years.

"Possibly (the state's) information is very out of date," suggests Metal and Allied Workers Union's Bernie Fanaroff, a friend of Prof Bonner's who joined the union movement at about the same time.

Even if this is correct, the state has, in recent years, concentrated much of its energies on "populist" leaders within the union movement, rather than on "workerists" in the unions — and Prof Bonner would certainly be defined as being among the latter group — Agenda Press Service.

A decision which has considerable ramifications

Deporting of Transkei workers upsets lawyers

By Sheryl Raine

For the first time South Africa has deported workers to an independent homeland which was once part of South African territory under a law used until now to expel foreigners to other countries

Labour lawyers are concerned over the Government's decision to deport two officials of the National Union of Mineworkers to the independent homeland of Transkei

"This is the first time workers have been deported to an independent homeland that was once part of South African territory," a lawyer said

Mr M Phato, chairman of NUM's Carletonville region, and Mr M Manyosi, a senior shaft steward, have been told to leave the country by Monday. They have been in detention since June

They have been deported under the Act which governs citizens of foreign countries — the Admission of Persons to the Republic Act

'Could be very serious indeed'

"In the past, we have heard only of black workers being deported to Lesotho. The decision to deport two Transkeians could be very serious indeed," the lawyer said

"If you are a foreigner working in South Africa, you need a work permit. If the Government is using the Admission of Persons to the Republic Act, they first annul a foreigner's work permit and then issue a deportation order in terms of the Act, giving that person a certain deadline by which he must leave the country

"The ramifications of the latest decision to deport Transkeians are considerable. If the Government receives a representation from an employer or from the security forces that they don't like a unionist who happens to be from a homeland, he could be deported"



The formation last week of the South African Domestic Workers' Union (Sadwu) — and the concomitant demands by delegates to the inaugural congress — highlight much of the agony of an emerging workforce

The new union is an amalgamation of several organisations in major urban areas and is the product of nearly two years of talks. About 500 delegates attended the inaugural congress at the University of the Western Cape. The organisation currently represents around 50 000 domestic workers countrywide. Sadwu is to affiliate to the Congress of SA Trade Unions (Cosatu). The union's first president is Violet Motlhasedi.

Among the resolutions passed were ones demanding laws to protect domestic servants, a minimum wage of R200 a month, pensions, workmens' compensation, unemployment insurance, sick leave and pay, maternity benefits and holiday pay.

Some of these provisions may be desirable. But whether there is much chance of their being implemented, even supposing the provisions were to be enshrined in law, is quite another story. For if the market cannot bear the additional cost, there will be a substantial loss of domestic jobs and a boom in the sale of labour-saving devices like washing machines.

Another problem would be to convince some domestic servants of the need to forfeit a certain amount of cash income each month as a provision for his or her future. And there will be all sorts of problems when servants want to change jobs.

The nub of the problem is that this is an attempt to impose the strictures of a sophisticated economy on what is essentially still an unstructured, informal form of employment. The domestic servant market provides job opportunities for over a million people. At least that is the estimate of Florrie de Villiers, general secretary of Sadwu.

There is little doubt that if, for instance, employers were compelled to pay a minimum wage of R200 a month as called for by the congress, a large proportion of domestic servants currently employed would find themselves out on the street without any income at all.

The treatment of domestic workers varies enormously, from those who are regarded as extended members of the family, to those offered little incentive to remain for long with one employer. These latter servants are treated with scant regard to human dignity and sometimes very unfairly.

As the business climate improves and domestic workers find better deals in industry, the situation of remaining domestics will improve. The answer is not to impede a general business recovery by attempting to have legal strictures that will distort the wages mechanism in the domestic sector.

If there be benefit to be gained from collective bargaining, then in the case of domestic workers this leverage will, because of the diversity of domestic employers, be small. The best hope of raising domestic wages without destroying too many jobs is through the comparative advantages of alternative employment.

NUM 'faction' claims denied

12/12/86 BUS DAY (140A)

TWO mining houses have rejected allegations by the National Union of Mineworkers (NUM) that mine managements have failed to stem the recent spate of faction fights on gold mines and are using them to undermine the union

A spokesman for Anglo American's gold and uranium division warned yesterday that the NUM allegations "will not reduce the tension nor resolve the

ALAN FINE

conflict that exists

"Faction-fighting has killed 33 people at the group's Vaal Reefs mine in the last three weeks"

Gold Fields, which suffered violence at Kloof this weekend, challenged the union

● To Page 2 →

Union claims on violence denied

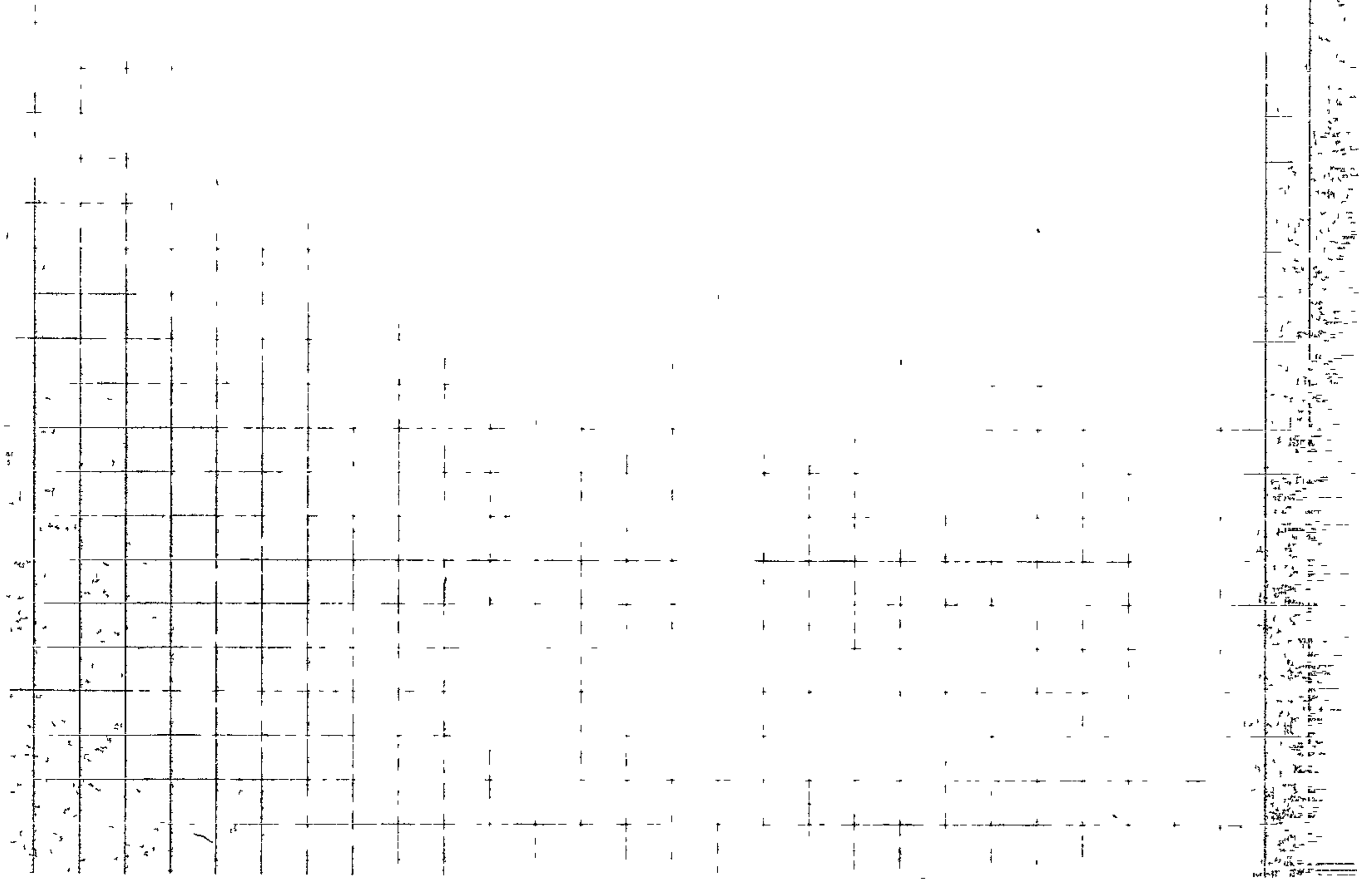
to provide the evidence it had promised to back up the allegations

The union said management and security officials on some mines allowed non-union members to carry dangerous weapons into hostels, had refused to hold meetings with shaft stewards to discuss ways of dealing with potentially dangerous situations, and had responded slowly when fighting broke out.

The Anglo spokesman said steps to

secure order and to protect employees at Vaal Reefs were taken only after numerous meetings were held with shaft stewards at which joint proposals were considered and agreed
□ Lesotho is to send a delegation to the Vaal Reefs gold mine to investigate the faction fights there

12/12/86 BUS DAY (140A) ● From Page 1



Halt mine fight: NUM

14/12/85 CITY PRESS 1001A
THE National Union of Mineworkers this week criticised mine managements for allegedly failing to stem the recent spate of faction fights on gold mines and claimed that the conflicts were being used to undermine the union.

Alleged measures which failed to stem conflict include: Security officials and indunas on some mines allowing non-union members to carry dangerous weapons into hostels; management refusing to hold meetings with shaftstewards to discuss ways of dealing with potentially dangerous situations and management giving rival unions access to the mine. — Sapa

140A
CITY PRESS

NATAL GRIPPED BY

By SIBU MNGADI

FEAR and anger gripped most Natal townships this week after the cold-blooded massacre of four Metal and Allied Workers' Union members and a supporter in the Howick township of Mpophomeni at the weekend.

The Bureau for Information has linked the killings with Inkatha.

Residents in several KwaZulu townships also feared attacks following the deployment of "imported" vigilantes who allegedly assaulted Congress of SA Trade Unions supporters in Mandini late this week.

And in Magabeni, Madadeni, Ngwelezane, Nuzuma and Kwamashu - where Cosatu affiliates have considerable support - heavily armed men were on stand-by to "root out Cosatu and UDF supporters".

A Cosatu spokesman, alleged Cosatu supporters in Empangeni were accosted in the streets and assaulted in an apparent new wave of terror this week. Bus loads of people said to be from Lindelani squatter camp near

Durban, entered Mandini Township and, allegedly assaulted known supporters of Cosatu or its affiliates. Cosatu said local residents helped the vigilantes.

The crowd allegedly shouted "Cosatu must shut-up - Uwusa should speak". Uwusa is the acronym for the Inkatha-backed United Workers' Union of SA.

Late this week Cosatu called a rally in Mandini to discuss the attacks. Several workers on their way to the rally were allegedly beaten up.

● The Bureau for Information said the four Mpophomeni residents were killed by people linked to Inkatha.

Bureau spokesman Ronelle Henning said "At about 9pm eight men, allegedly Inkatha members, went to Mike Sibuya's house and became involved in an argument with three Mawu members. They forced Sibuya and the three others into a car and drove towards Lion's River. They stopped the car on the Lion's River Road where Sibuya escaped. He got help from a farmer and returned to the car which had been burnt with the other three inside."

She said police were conducting an extensive investigation.

But Inkatha general secretary Oscar Dhlomo said he "condemned in the strongest terms the irresponsible attitude of the Bureau for Information in reporting this unfortunate incident as accurately as it did".

Dhlomo claimed Mawu members intended to disrupt an Inkatha rally planned for December 7. He said an Inkatha Youth advance party went to the hall on Friday to make sure that Mawu did not "plant bombs".

He said the two groups clashed on Friday and Saturday and claimed eight people were killed.

"We unreservedly condemn the violence on both sides. This was violence between two warring factions and not a one-sided Inkatha attack as is now alleged by Mawu and the Press," said Dhlomo.

But Mpophomeni residents said the attack was completely unprovoked.

A Mawu spokesman said Mawu believed the attacks

FEAR

CITY PRESS 140A

were part of a pattern aimed at smashing the union. "Mawu's rapid growth to 59 798 members and its effective organisation have apparently made it a target," he said.

● The Mpophomeni killings came at a time when nine Inkatha Youth Brigade members were appearing in the Durban Regional Court on charges of attempted murder, arson and malicious damage to property.

This arose from a petrolbomb and gun attack on the home of Natal Cosatu secretary Thami Mohlomi last April. Three cars were burnt, two houses damaged and two people shot at.

Those charged are liaison officer Matthews Sibanda, national organiser Ntwe Robert Mafole - both KwaZulu police reservists - Elliot Mbele, Abraham Makathini, Lungisani Mtshali, Zwelisha Magwaza and three youths who may not be identified because of their age.

All the accused denied the charges. Judgment was expected yesterday.

NUM men sent to Transkei in first 'in-SA' expulsions

Argus 15/12/80
KOR (KOR) (KOR) (KOR) (KOR)
The Argus Correspondent

JOHANNESBURG — The Government has for the first time deported workers to an independent homeland which was once part of South African territory, under a law which has until now been used to expel foreigners to other countries

Labour lawyers have expressed concern over the Government's decision to deport two officials of the National Union of Mineworkers to the independent homeland of the Transkei

"This is the first time that workers have been deported to an independent homeland that was once part of South African territory," said one lawyer

Mr M'Phato, chairman of the NUM's Carletonville region and Mr M'Manyosi, a senior shaft steward, have been told to leave the country by today. They have been in detention since June

The men were deported under the

same act which governs citizens of all foreign countries, the Admission of Persons to the Republic Act

"In the past, we have only heard of black workers being deported to Lesotho. The decision to deport two Transkeians could be very serious," said the lawyer

"If you are a foreigner working in South Africa you need a work permit. If the Government is using the Admission of Persons to the Republic Act, they first annul a foreigner's work permit and then issue a deportation order in terms of the Act, giving that person a deadline by which he must leave," he said

"The ramifications of the latest decision to deport Transkeians are considerable. If the Government receives representation from an employer or from its own security forces that they don't like a certain unionist who happens to be from a homeland, he could be deported"

Witch doctors enlisted against AIDS fight

201 2/2/86

JOHANNESBURG. — Witch doctors who treat about 80 percent of South Africa's black population before they see trained physicians are being enlisted in the war against AIDS, a Durban doctor said yesterday.

Dr Ruben Sher, of the South African Institute of Medical Research, said about 200 witch doctors would attend a seminar later this week to learn about AIDS prevention.

There have been 43 confirmed cases of AIDS in South Africa, and only one was black, according to the head of Pretoria's blood transfusion centre, Mr Peter Brain.

Only eight of the men have been

heterosexual and have contracted the disease from countries north of South Africa and Haiti," he said.

Dr Sher said he would instruct the witch doctors, known as sangomas, to urge less promiscuity and to encourage the use of condoms to counter AIDS.

"The problem is going to be to convince the sangomas that AIDS is spread from personal contact. They don't believe that diseases are spread from person to person," Dr Sher said.

Other moves to prevent AIDS from spreading in South Africa already included the testing of prostitutes and blood donors, Dr Sher added.

□ Fourteen cases of AIDS have been diagnosed in South Africans so far this year and five patients have died, according to the Department of National Health's Advisory Group on AIDS.

The number of cases was six up on the previous year's total but was in line with expectations, the group said in a statement released in Johannesburg.

It said the present situation was reassuring but that there was a potential threat that the disease could spread, as it had in other parts of the world.

The group had therefore drawn up a long-term plan to contain the spread of the disease through surveillance and education.

The plan would be referred to the Department of National Health and Population Development for possible implementation.

According to the group's statistics, six of the 14 cases of AIDS diagnosed this year were from Johannesburg, two from Durban and six from Cape Town.

All the patients were males and no cases of AIDS among intravenous drug abusers had been reported.

Seven AIDS patients from neighbouring countries were referred to South Africa for diagnosis and treatment this year, the statement said — UPI and Sapa

NUM seeks
interdict
against
Kloof mine

Four members of the National Union of Mineworkers (NUM) yesterday brought an urgent application to the Rand Supreme Court to interdict Kloof Gold Mine management from preventing them from holding a strike ballot.

The application was brought by Mr Jacob Zibwabele, Mr Nicholas Mbewu, Mr Stephen Rapopo and Mr Cornelius Mahinstho against their employers, Kloof Gold Mining Company Ltd, a part of the Goldfields group.

Counsel for the men Mr R L Selvan SC said the miners wanted to hold a strike ballot tomorrow and feared the mine's security staff would prevent them by force.

SUSPENDED

Legal argument began yesterday challenging the urgency of the application.

Mr R Zulman SC, for the mine, said the mine had appealed against a decision by the Industrial Court in favour of the NUM allowing a strike ballot.

The order was suspended pending the appeal, he said.

Mr Zulman said he could not see what difference it would make if the strike ballot was taken now or next year.

The hearing continues.

Action over strike ballot

FOUR National Union of Mine Workers (NUM) members yesterday brought an urgent application before the Rand Supreme Court, seeking to interdict the Kloof Gold Mining Company from preventing the union conducting a strike ballot among mine employees

Jacob Zonwabele, Nicholas Mbewu, Steven Rapopo and Cornelius Mahintsho — all employees of the mine, which does not recognise the NUM — sought to have Justice

LIAM EGAN

MacArtur sanction the strike ballot intended for today

It was apparent from court papers that the NUM seeks by the proposed ballot a mandate from mine employees to declare a lawful strike over a wage dispute at present on appeal before the Industrial Court.

The hearing was postponed until today.

NUMA
28/11

18/11/85

Strike action could hit giant retailer

N/M 18/12/86

140A

Mercury Correspondent

JOHANNESBURG — Retailing giant OK Bazaars could be hit by strike action at scores of its outlets countrywide in the crucial last few shopping days before Christmas.

This follows the breakdown in wage talks with the Commercial, Catering and Allied Workers' Union.

The union began holding strike ballots among its more than 7 000 members yesterday and it plans to complete the process today.

The company is facilitating the holding of ballots.

A union spokesman said that in the event of an overall 'yes' vote, the strike would begin late this week or early next week.

Conciliation board talks ended in deadlock last week with the OK saying it was unable to review wage increases granted for 1986.

The 1986 agreement included a clause saying it would be reviewed if profits turned out to be more favourable than expected.

The company made an offer of R85 across-the-board increases for 1987. However, the union refused to accept the absence of an improvement to the 1986 agreement and the offer was not discussed.

Mr Gordon Hood, OK managing director, last night rejected reports of strike action.

'We are having negotiations with the union and ballots may soon be held, but as yet none has been held.'

He said the dispute was 'a matter between the union and ourselves', but it was not about wages, although he confirmed that an R85 across-the-board increase had been offered.

with 1V1 and 1V2/4 signals, the SABC announced yesterday *Opt. times 19/2/86*
OK workers go on strike *(1408)*
JOHANNESBURG — Workers at about 50 branches of OK Bazaars on the Witwatersrand and in Natal have begun a legal strike to demand higher wages, the Commercial Catering and Allied Workers Union said last night.
Reports by Staff Reporters, Own Correspondents and Sapa

NUM members plea dismissed

BUSDA 19112186 LIAM EGAN 140A

AN URGENT application by four National Union of Mineworkers (NUM) members to have the Kloof Gold Mining Company interdicted from preventing the union conducting a strike ballot among mine employees was dismissed with costs in the Rand Supreme Court yesterday.

Mr Justice MacArthur dismissed the application after ruling that legal counsel for Jacob Zonwabele, Nicholas Mbewa, Steven Rapopo and Cornelius Mahintsho had not had a sufficiently cogent argument to warrant the application's proclaimed urgency.

No indication was given by counsel for the four NUM members whether or not the application would be launched again in the new year as an ordinary application.

Concern over deaths

THE Black Allied Mining and Construction Workers' Union has expressed concern at recent incidents of violence at the mines which have so far claimed 47 lives.

In a statement yesterday, Bamcwu said it was convinced the so-called faction fighting at the mines was "manufactured language conflict geared at destabilising the gains made by the labour movement organising in this industry."

Forty-seven black mineworkers have been killed and 138 injured

Sowetan 19/12/84

during incidents of violence at three mines in the past three weeks

This week six mineworkers were killed and many others injured when faction fighting erupted at Anglo American's President Steyn gold mine near Welkom

"We call on black miners, irrespective of affiliation, to exercise vigilance against this new form of control and

not to let the gains made so far by labour groups be eroded," Bamcwu said

• The Bophuthatswana National Union of Mine Employees holds a general meeting at Tlhabane near Rustenburg on Sunday

The meeting will discuss — among other things — the ban on trade unions from operating in the homeland

Also high on the agenda is the existence of job reservation and apartheid practices in the homeland, accord-

ing to a union spokesman

"The meeting will focus on many labour issues, including the legality of trade unions in Bophuthatswana, and workers' right to belong to a union, to go on strike and organise," union official Mr Edwill Phosisi told the *Sowetan*

The meeting, which starts at 8am, takes place at Tlhabane Community Hall, and is open to all workers

The union was formed in 1984

NUM interdict plea dismissed

An urgent application brought by four members of the National Union of Mineworkers (NUM) against Kloof Gold Mine was dismissed with costs in the Rand Supreme Court yesterday

Mr Justice NM MacArthur found that the application — which asked the court to interdict the mine management from preventing a strike ballot from taking place at the mine — was not urgent

There is nothing to prevent the application from being heard at a later date as an ordinary application

The application was brought by Mr Jacob Zonwabele, Mr Nicholas Mbewu, Mr Stephen Rapopo and Mr Cornelius Mahinstho, employees of the Goldfields

mine SM

Mr R L Selvan SC counsel for the men, said the miners wanted to hold a strike ballot today and feared the mine's security staff would prevent them by force

He said the matter was urgent because the miners were "in a state of discontent" and the ballot was a safety valve for this dissatisfaction

Mr R Zulman SC, for the mine, said an appeal against a decision of the Industrial Court was pending. This would decide whether the miners could have a strike ballot or not

He said he could not see what difference it would make if the strike ballot was taken now or next year

OK workers begin strike

ALAN FINE

AT LEAST 17 branches of OK Bazaars had been hit by industrial action at the close of business yesterday in a wage dispute that appears certain to spread.

The stoppages followed strike ballots, most of which were conducted yesterday.

According to OK personnel director Richard Blackwell, 12 of the affected stores are in Durban, four in Johannesburg and one at Brits.

However, the Commercial, Catering and Allied Workers' Union (Ccawusa) claimed last night that workers at 50 stores were already out on strike.

Ccawusa claims 10 000 members at the OK nationwide, while the company puts the figure at just over 7 000 of its 23 000-strong workforce.

Blackwell said the company had made contingency plans to ensure normal services to customers would be maintained.

He said he had received ballot results

● To Page 2 →



Strikers demonstrate on the roof of an OK Bazaars branch in Durban

OK Bazaars is hit by stoppages

from 45 stores and was waiting for the rest. About seven had voted against striking, he added. OK managers had observed balloting.

The strike arises from the company's refusal to improve the wage deal already agreed for 1986. In the settlement, the OK had agreed to increase wages if company profits for the 1985/6 financial year were more than those achieved the previous year.

Blackwell said that while group pro-

fits were marginally up due to a tax kickback from previous years, company profits had fallen.

"Ccawusa's demand for a R160 across-the-board increase is equivalent to double our pre-tax profits," he said.

Ccawusa organiser Vivi Masina said at a Press conference yesterday: "The company thinks only of profits and not of the workers who generate them."

● From Page 1 ←

Hundreds of OK workers on strike

Argus 17/12/86
The Argus

Correspondent

JOHANNESBURG — Hundreds of workers are on a legal wage strike in at least 50 OK Bazaars stores in Natal and on the Witwatersrand, the Commercial, Catering and Allied Workers' Union (Ccawusa) said

However, the company could confirm only strikes at 17 stores

The strike follows a breakdown after several months of negotiations between the union and management

The workers are demanding a R160 across-the-board increase as well as the reinstatement of colleagues allegedly unfairly dismissed by the company over the past two years

A union spokesman said workers at 30 stores in Natal and 20 on the Witwatersrand had come out after voting in favour of strike action

The union has threatened to bring out 10 000 members to press its wage demand. But management says they represent only 7 000 out of a total staff complement of about 23 000

The union's regional organiser, Mr Vivi Masina, said the workers' grievances included

- Unfair dismissal of about 2 000 workers
- "Starvation" wages, the average pay being R265 a month
- Racial discrimination and the failure of the company to abide by a maternity agreement

"NONSENSE"

OK Bazaars's director of personnel, Mr Richard Blackwell, described the starvation pay claim as "nonsense"

Referring to the unfair dismissal claim, Mr Blackwell said a retrenchment agreement had been negotiated with the union for 1 000 workers, while the other people had left "of their own accord"

MINE LABOUR



Cliffhanger at Kloof

Members of the National Union of Mineworkers (NUM) this week turned to the Supreme Court in a bid to force Gold Fields of SA (GfSA) to grant them the right to conduct strike ballots on the group's gold mines

The union's action follows the decision of four GfSA mines to appeal against an Industrial Court judgment handed down on November 24, which ordered them to grant NUM balloting facilities. The lodging of the appeal effectively suspended the Industrial Court's order.

Underlying the court actions are two issues which are matters of dispute between NUM and GfSA. The first is the dispute which the NUM declared against the Chamber of Mines in June in the course of its annual wage negotiations. In late October, NUM settled this dispute with Anglo American, JCI, Rand Mines and Gencor, leaving GfSA as the odd man out. On October 27, about 30 000 workers at GfSA's Kloof, Deelkraal and Doornfontein mines embarked on wildcat strike action.

The strikes lasted for three to four days. When NUM and GfSA subsequently met on November 3 to discuss wages, the union learnt for the first time that the mining house had granted a general wage increase to its workers during August. NUM objected, charging that by unilaterally raising wages, GfSA was attempting to undermine its role as the collective bargaining agent of its members. This was the origin of the second dispute.

On November 12, NUM asked GfSA to grant it facilities to conduct strike ballots for both disputes at seven gold mines. GfSA replied that it was prepared to accede to the demand at its Deelkraal, Libanon and West Driefontien mines (where NUM was recognised for the purposes of the 1986 wage negotiations), but not at the remaining four mines where NUM has members but is not recognised.

The union's response was to approach the Industrial Court with an urgent application. It asked the court to direct the Kloof, Venterspost, Doornfontein and East Driefontien mines to, among other things, grant its officials and office-bearers access to mine property for the purpose of arranging and conducting strike ballots. In ruling against the mines, the Industrial Court said "It can hardly be said that (their) attitude could be described to be laudable, particularly when considered against the background of sound labour relations which usually demand a more reasonable, realistic and moderate approach."

Notwithstanding the suspension of the In-

dustrial Court's order because of the appeal, NUM earlier this month asked the four mines for access to conduct ballots. In doing so, the union stressed that the ballots would be held outside working hours, would not interfere with normal mine operations and that it was not asking for any assistance. Rather, it was seeking an assurance that the mines would not interfere in the balloting process. The mines responded saying that they interpreted the NUM request to mean that they were being asked to comply with the Industrial Court order and that they were not prepared to do so because of the appeal.

On December 4 the NUM, never known to take rejection lying down, responded by informing Kloof mine that its members there intended holding a strike ballot on December 10 in the privacy of their hostels. Central to NUM's assertion were the conditions laid down in the employment contracts issued by The Employment Bureau of Africa (TEBA), in terms of which mines undertake to provide accommodation for their employees. The union contended that this meant hostel dwellers should have full use of hostel facilities, including the right to hold a ballot, and asked Kloof for an assurance that they would not be prevented from doing so. Kloof refused, stating that in its view, neither NUM nor its members have the right to conduct a ballot.

This week's Supreme Court application, made on behalf of five NUM members employed at Kloof who want to stage a ballot on Friday, is in a real sense a test of what kind of control mine managements are able to exercise over migrant workers in their individual capacities. But the court's finding will go a long way towards determining the overall course of NUM's dispute with GfSA. ■

Shop strikers fired and arrested

Dispatch Correspondent
DURBAN — Hundreds of workers at three strike-hit OK Bazaar chain stores in Natal were fired yesterday and arrested by police on various charges, according to a spokesman for the Commercial, Catering and Allied Workers' Union

The arrests were condemned last night by a spokesman for the union, Mr Jay Naidoo, who said the workers were on a legal strike in support of their demand for a wage increase.

The country-wide strike affecting 50 outlets of the giant retail chain which entered its second day yesterday resulted in the shut down of at least one store in Kwa Mashu

The company's personnel director, Mr Richard Blackwell, yesterday confirmed that "a number of strikers" had been dismissed from its branches at Margate, Prospecton and Empangeni

He said the strikers were fired because of their "unacceptable" behaviour and alleged that managers at the three stores had been assaulted

A police spokesman in Durban, Captain Bob

Sanker, said the police were called after the workers allegedly refused to accede to a request by the management of the Margate store to vacate the premises.

He said that of those arrested, 22 were men and 19 were women

Some had been charged with trespass and others with assault

Mr Blackwell said the Kwa Mashu store had been closed after the majority of the workers there went on strike

"So far only the Kwa-Mashu store is closed. All other outlets throughout the country are trading normally with casual labour and non-strikers," he said

The union is demanding a pay rise of R160 a month spread over two years, from April 1986 to March 1988, a minimum wage of R450 a month and a doubling of staff discounts

● It was business as usual at all OK Bazaar stores throughout the Border area yesterday

The group personnel manager, Mr Keith Hartshorne, said yesterday no strikes were in progress or had taken place in East London, Queenstown or King William's Town

Strike troubles at 4 OK stores

There were incidents at four OK Bazaars stores yesterday as a nationwide wage strike continued in 52 branches of the largest retail chain in South Africa.

Traffic was disrupted in the Johannesburg city centre in the afternoon as striking workers at the President Street Branch shouted down from the fourth floor.

Police moved in to disperse the crowd which gathered to watch the workers, members of the Commercial Catering and Allied Workers Union of SA (Ccawusa).

There were also incidents at three Natal OK outlets: A union organiser was taken away by police from the Durban North Branch, 200 workers were fired at the Hyperama in Prospecton, and at Margate at least 41 strikers were arrested for trespassing.

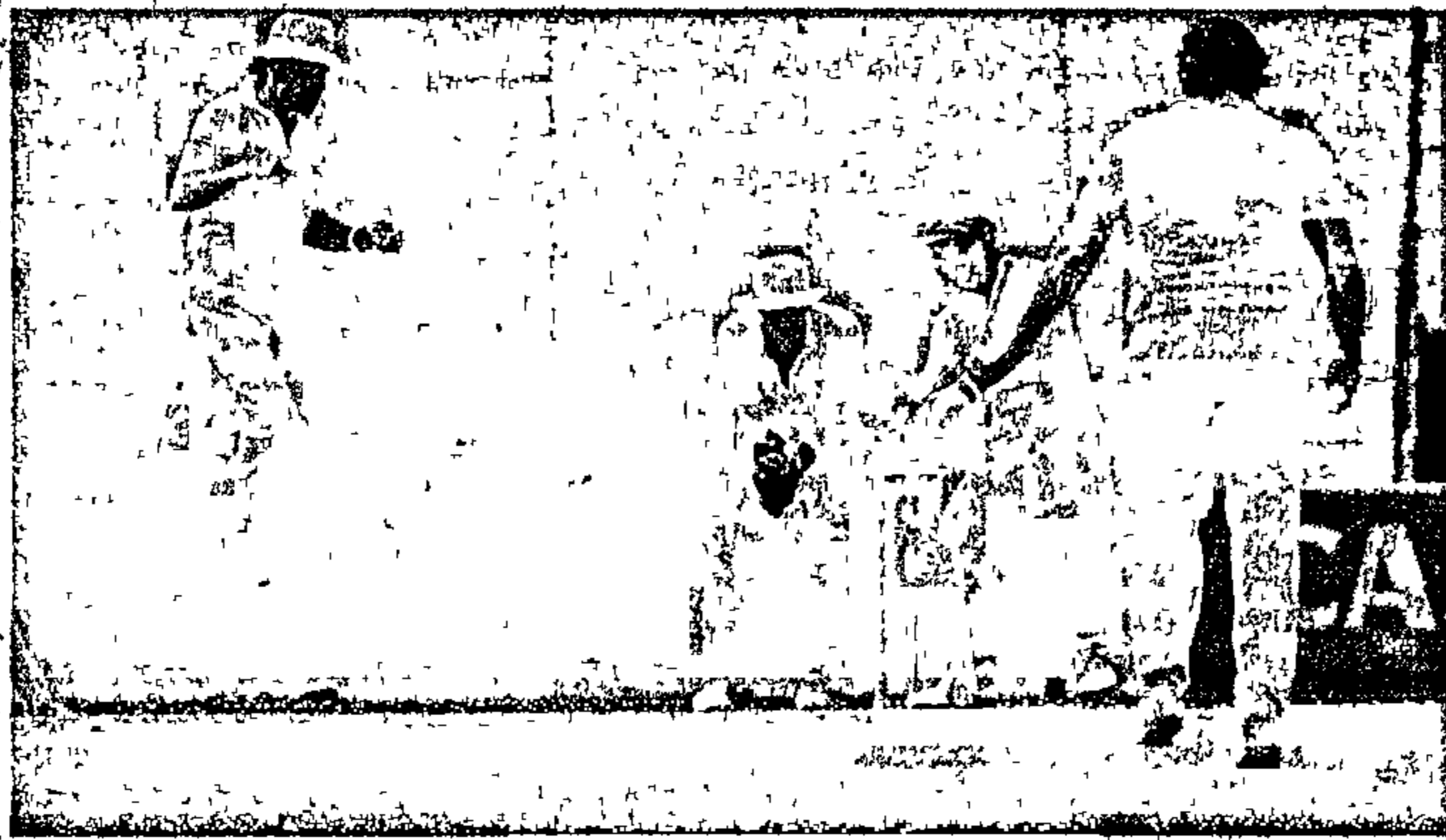
Group personnel director Mr Richard

Blackwell told The Saturday Star that the affected shops were in Natal, the Transvaal and Cape. According to the company, 52 stores nationwide were hit by the strike yesterday.

At the President Street store, OK security personnel yesterday blocked off workers' access to the shopping floors because "strikers tried to disrupt shopping on Thursday", said Mr Blackwell.

"They are free to leave the store, but they are not free to disrupt the shoppers," he said. The strikers' intentions in staying in the store could not be determined as group personnel manager Mr Keith Hartshorne refused journalists access to the floor where the strikers were.

The workers left the store peacefully at about 5 pm, a security guard told The Saturday Star.



Chris admits marriage split

FORT LAUDERDALE — Tennis star Chris Evert Lloyd has admitted she and her husband John Lloyd have separated for the first time in their eight-year marriage.

Rumours of the break-up

Chris (32)

codes. The code number of the objects in which candidates stated their disapproval.

Transvaal's Neal Radford jumps to safety as Peter Kirsten lashes

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W16/020 20/12/86

Fifty workers at OK Bazaars in PE join strike against the chain store

140A

Weekend Post Reporter
FIFTY workers at the OK Bazaars Superstore in Greenacres, Port Elizabeth, have joined a nationwide strike against the chain store

But it was business as usual, the company personnel director, Mr Richard Blackwell, said from Johannesburg today

The strikers gathered in the PE branch's staff canteen after reporting for work both yesterday and today

Hundreds of workers at three strike-hit branches in Natal were fired yesterday and arrested on various charges, said a spokesman for the Commercial, Catering and Allied Workers' Union (Ccawusa)

A union official, Mr Jay Naidoo, said the workers were on a legal strike in support of demands for a wage increase. He condemned the arrests

The countrywide strike, affecting 50 outlets of the giant retail chain, which

entered its thirteenth day today, resulted in the closure of at least one store yesterday — in Kwamashu

There were incidents at four stores in the Johannesburg area

Traffic was disrupted as striking workers at the President Street branch in the city centre shouted down from the fourth floor

Police moved in to disperse the crowd which gathered

A spokesman for the chain said today the affected shops were in the Transvaal, Natal and the Cape and that 52 stores had been hit by the strike

It was reported yesterday that OK Bazaars profits, in a year when pre-tax profits declined, would be wiped out and heavy losses could be incurred if it surrendered to the Ccawusa demand for an immediate R160 across-the-board pay increase and new benefits for its 20 000 employees

11.12.2012
16.00

200 join national OK strike

ABOUT 200 OK Bazaars workers in Cape Town, including a number at the Parow Hyperama, have joined the nationwide OK strike called by the Commercial Catering and Allied Workers Union (Ccawusa) after a two-month pay dispute. Meanwhile in Natal, a number of strikers have been fired and arrested for alleged trespass and assault.

Apart from the Parow Hyperama, workers from the OK's Woodstock warehouse, two warehouses in Paarden Eiland and one in Epping joined the strike yesterday after a nationwide ballot, the union said.

But OK's national personnel director, Mr Richard Blackwell, said only 40 out of a staff of 150 at the Hyperama were on strike and 40 percent of the staff at two warehouses.

Late yesterday, Ccawusa said more than 4 000 of its members were on strike at more than 50 stores and a number of warehouses throughout the country.

CHAIN STORE FIRES HUNDREDS

Labour Reporter

HUNDREDS of workers at three strike-hit OK Bazaar chain stores in Natal were fired yesterday and arrested by police on various charges, according to a spokesman for the Commercial, Catering and Allied Workers' Union

The arrests were condemned last night by Mr Jay Naidoo, a spokesman for the union, who said the workers were on a legal strike in support of their demand for a wage increase

The country-wide strike, affecting 50 outlets of the giant retail chain, entered its second day yesterday

and resulted in the shutdown of at least one store — in Kwa Mashu

Mr Richard Blackwell, OK Bazaar's personnel director, yesterday confirmed that 'a number of strikers' had been dismissed from its branches at Margate, Prospecton and Empangeni'

He said the strikers at the Margate store were fired because of their 'totally unacceptable' behaviour

'They assaulted both the manager and the furniture manager, causing fairly severe injuries

'They brushed aside the police who happened to be at the store at the time

and assaulted the managers,' he said

Mr Blackwell said that at the Hyperama at Prospecton, the strikers allegedly assaulted the security manager, who had to be taken to hospital

At the Empangeni store, the strikers allegedly damaged property and assaulted the manager

Capt Bob Sanker, a police spokesman in Durban, said the police were called after the workers allegedly refused to accede to a request by management of the Margate store to vacate the premises

Mr Blackwell said the

Kwa Mashu store had been closed after the majority of the workers there went on strike

'So far only the Kwa Mashu store is closed. All other outlets throughout the country are trading normally with casual labour and non strikers'

The union is demanding a pay rise of R160 a month, spread over two years from April 1986 to March 1988, a minimum wage of R450 a month and a doubling of staff discounts from 10% to 20%

Mr Naidoo said the company's offer of an increase of R85 on the anniversary date system was not acceptable to the workers

N/M 20/12/86

140A

keopu asnu

Unions warned on disruptions

By Sheryl Raine
Trade union leaders

could not expect employers' cooperation if they disrupted production and diminished profits because of issues outside management's control, the chairman of Freegold has warned.

In his annual review, Mr Peter Gush urged the National Union of Mineworkers (NUM) to reject violence and forge a responsible partnership with management. He said 1985 saw an in-

crease in violence precipitated by illegal industrial actions and apparent unwillingness or inability on the part of NUM national officials to influence unrest instigated by union leaders at local level which also resulted in violence.

On wage negotiations, he said agreement was reached on October 28 because of a willingness of all participants to adhere to the principle of

collective bargaining. As a result, mines administered by Anglo American Corporation, and others administered by JCI and Gencor, improved wages by 19.5 to 23.5 percent.

Mr Gush said NUM's affiliation to the Congress of SA Trade Unions (Cosatu) had resulted in NUM members at Freegold responding to Cosatu calls for stayaways to commemorate Labour

Day, the anniversary of the 1976 Soweto riots, and to mourn those who died in the Kinross fire.

Freegold also had an increase in illegal industrial action, ranging from underground sit-ins and sleep-ins to "sympathy strikes".

"The most disturbing aspect of this unrest was the prominent role played by certain employees — many NUM office-bearers — in planning events such as boycotts and wildcat stoppages which precipitated violence.

"National officials have repeatedly dissociated themselves from violence, but seem unable, or unwilling, to influence a pattern of un-

rest by NUM leaders at local level."

Mr Gush said that in a number of areas, union leaders — "in many respects quite rightly" — were seeking greater involvement in a range of work-related issues.

There was an increasing involvement in national political issues "this indicates the need for continued reform by Government so that political issues can be taken off the shop floor and be debated at the appropriate national levels".

20/12/86

140A

200 join national OK strike

ABOUT 200 OK-Bazaar workers in Cape Town, including a number at the Parow Hyperama, have joined the nationwide OK strike called by the Commercial Catering and Allied Workers Union (Ccawusa) after a two-month pay dispute. Meanwhile in Natal, a number of strikers have been fired and arrested for alleged trespass and assault.

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Late yesterday, Ccawusa said more than 4 000 of its members were on strike at more than 50 stores and a number of warehouses throughout the country.

The thin line between peace and violence

WHAT REALLY HAPPENED AT THE RALLY
THAT ENDED IN A SHOOT-OUT



THESE pictures are evidence of how quickly a mass meeting can turn into a fatal confrontation with the Security Forces

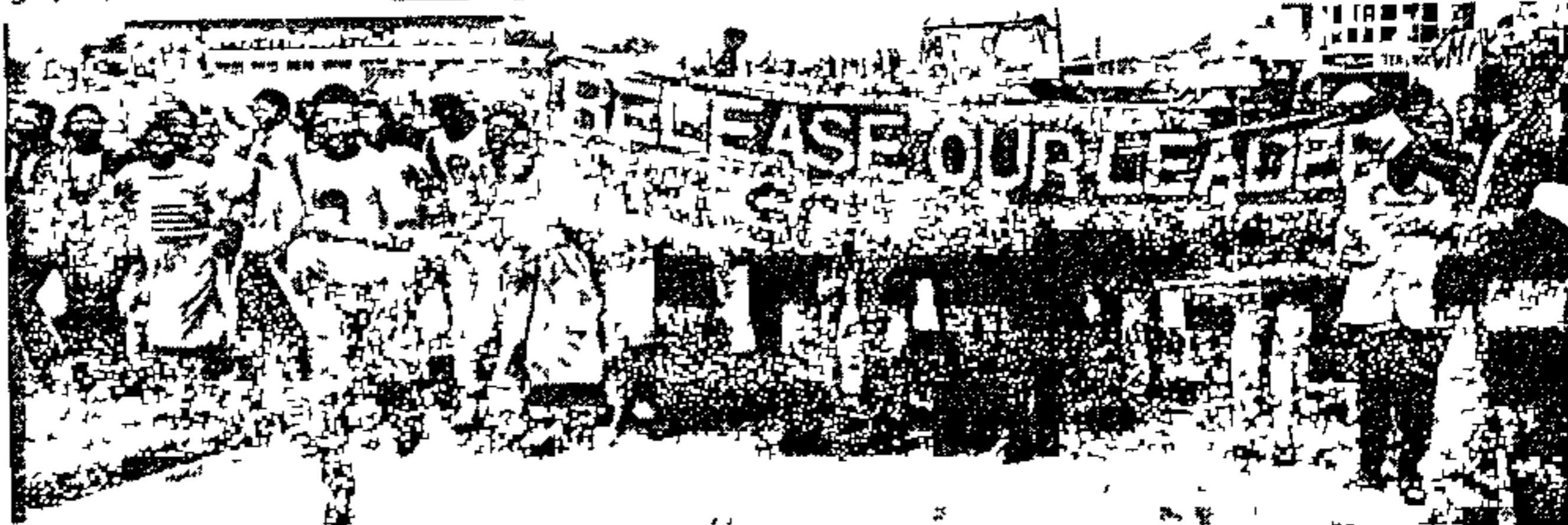
The Emergency regulations prohibit the reporting of actions of the Security Forces and the publishing of certain unrest photographs. However, the Weekly Mail can use these pictures and this report because the conduct of the workers and of the Security Forces does not fall within the ambit of the Emergency regulations in accordance with Natal Supreme Court judgements.

An eyewitness account of the incident has given an unusual insight into the events that lead to such a flare up and the startling gaps between official and unofficial accounts of the incident.

Durban journalist FRED KOCKOTT reports: I saw police fire at people who were boarding buses to leave the Metal and Allied Workers' Union (Mawu) annual general meeting in Durban on Saturday.

I saw a policeman shoot a young man who had been standing beside a bus.

●To PAGE 2



ABOVE Mawu members at their AGM, above, calling for the release of political prisoners. TOP The scene is transformed as teargas is thrown and people flee. Within minutes, one person was lying dead and others were injured after police opened fire. Pictures RAFS MAYET, Afrapix

STATE OF EMERGENCY: REPORTS IN THIS ISSUE HAVE BEEN RESTRICTED IN TERMS OF THE EMERGENCY REGULATIONS.

P.T.O.

Not all is okay at OK as 10 000 continue strike

STRIKES at the giant OK Bazaars chain have spread to 110 stores, warehouses and hyperamas nationwide, after workers yesterday decided they would continue their legal stayaway until management meets their demands.

At a meeting at the Cosatu headquarters in Johannesburg yesterday the Commercial, Catering and Allied Workers Union (Ccawusa) said that 10 000 workers at 110 OK stores had voted overwhelmingly to strike.

The meeting was attended by more than 400 militant workers who were addressed by their national president, Mr Makhulu Ledwaba, who is also national vice president of Cosatu, (Congress of South African Trade Unions).

By SAMKELO KUMALO

The legal strike, which began five days ago, was sparked by failure of a Government-appointed conciliation board to resolve a wage dispute between the 10 000-strong union and the supermarket chain.

The union is demanding an immediate monthly R160 across-the-board pay increase and new benefits for members.

The present offer of R40 was unacceptable, and the R85 agreed to last year between management and workers and which had not been fulfilled was still not acceptable, Mr Ledwaba said.

The strike would continue indefinitely as all legal procedures had been followed.

"We have organised every branch of the store throughout the country," Mr Ledwaba said.

In response, Mr Keith Hartshorne, the OK's group personnel manager, said yesterday: "The agreement reached last year does not contain any mention of R85" and said the union claim was factually incorrect.

No end in sight for OK strike

Own Correspondent

JOHANNESBURG — Prospects for a settlement before Christmas of the wage strike by Commercial, Catering and Allied Workers' Union members at OK Bazaars look slim

According to the union, 5 000 workers at 110 stores and warehouses — mostly in the Transvaal and Natal — are involved. And more strikes in the rural areas and the Eastern Cape are expected when ballots at another 80 stores are concluded.

However, OK Bazaars management said that by Saturday only 75 stores had been hit.

The union's spokesman, Mr VIVI Masina, said workers had resolved at a meeting on Saturday to continue the strike beyond Christmas, if necessary, "until the OK agrees to negotiate in good faith" a review of the 1986 wage agreement.

He said the union was ready to meet the company as soon as it was prepared to meet this condition.

The OK said its customer service would not be adversely affected by the strike. But, said Mr Masina, the company's contingency plans were "crumbling".

'Not as efficient'

"The casual workers brought in as scabs are untrained and not as efficient as the permanent workforce. As a result the company is losing customers," he said.

The union accused the OK of using intimidatory tactics against strikers. It said 425 workers in Natal had been arrested and 320 of them dismissed on unsubstantiated grounds.

OK group personnel manager Mr Keith Hartshorne said that only 120 workers had been arrested when three Natal managers were assaulted and when strikers' behaviour created a danger to public safety.

Apart from these incidents, the strike was peaceful and branches were operating normally. Management supported the principal of the right to strike.

"Those who do not engage in criminal acts or threaten customers' safety can rest assured that action will not be taken against them," he said.

14/12/86
140A

Hopes slim for settlement in OK strike

Mercury Reporter

WITH only three shopping days to go before Christmas, prospects for a settlement of the wage strike by Commercial, Catering and Allied Workers' Union workers at OK Bazaars look slim.

A police spokesman last night confirmed that 41 workers fired by OK at Margate were arrested on Friday for trespassing. The fired workers had been arrested after they had ignored requests to leave the premises. They included 21 black men, 18 black women, one coloured woman and one Indian man.

The union said last night that more than 400 OK workers in Natal had been arrested, but OK said 120 had.

Our Johannesburg correspondent reports that according to the union, 5 000 workers at 110 stores and warehouses — mostly in the Transvaal and Natal — are involved. And more strikes in the rural areas and Cape are expected.

The OK says that by Saturday 75 stores had been hit.

The union obviously timed the strike to coincide with the OK's busiest trading week of the year. But spokesman Viv Masina says that workers resolved at a meeting on Saturday to continue the strike beyond that if necessary, 'until the OK agrees to negotiate in good faith', a review of the 1986 wage agreement.

More OK branches are hit by strike

22/12/86
1401A

By Mike Siluma *STYK*

The countrywide strike by OK Bazaars workers is set to continue today amid union allegations of management's "high-handed" action to break the strike.

The Commercial, Catering and Allied Workers' Union (Ccawusa) said at the weekend that 110 stores and warehouses have been hit by strikes

The union claimed riot police had been deployed at most outlets and that 425 strikers had been detained in Natal. Another 320 workers had been fired

Management said 75 outlets had been affected by industrial action. About 120 strikers were arrested and 200 dismissed after an assault on a store manager at the Durban Hyperama

The union said OK management had called in private security guards in many branches.

Ccawusa members downed tools on Thursday to back a demand for an immediate monthly pay rise of R160.

The workers are also demanding the reinstatement of colleagues allegedly fired unfairly over the past two years

The union claims that despite an increase in OK profits, workers' wages have remained low, a charge denied by management. The company insists it would suffer heavy losses if it acceded to the union's wage demand.

Management says a retrenchment agreement had been negotiated with the union for about 1 000 workers, while other workers had left "of their own accord"

According to Ccawusa, at least one store in kwaMashu in Natal had been closed down, with the manager of the branch joining the strike

Ccawusa said strike ballots are being held in other branches aimed at bringing more workers out on strike

OK strike continuing

Staff Reporter

SIX outlets and about 170 members in the Cape Town area were involved in the nationwide wage strike at the OK Bazaars chain, said the Commercial, Catering and Allied Workers' Union (Ccawusa).

In the Western Cape, the strike affected four warehouses, the Hyperama and a House-and-Home outlet, according to a union spokesman

However, the firm's group personnel manager, Mr Keith Hartshorne, said from Johannesburg today there were "far fewer" Western Cape workers on strike than Ccawusa alleged

75 stores hit

As was the case throughout the country, customer service would not be "adversely affected" by the strike. Branches were operating "normally"

OK Bazaars management said on Saturday that 75 stores had been hit countrywide, but the union alleges that 5 000 workers at 110 warehouses — mainly in the Transvaal and Natal — are involved

Mr Hartshorne said there

had been no further developments in the dispute.

Prospects of a settlement before Christmas are said to be slim — according to Ccawusa, workers resolved at a meeting on Saturday to continue the strike beyond Christmas

Ccawusa claimed OK were losing customers because casual workers brought in were untrained and less efficient.

Ccawusa members downed tools on Thursday to back a demand for an immediate monthly pay rise of R160

'Low wages'

The workers are also demanding the reinstatement of colleagues allegedly fired unfairly over the past two years.

The union claims that in spite of an increase in OK profits workers' wages had remained low, a charge denied by the management. The company insists there would be heavy losses if it acceded to the union's wage demand

The management says a retrenchment agreement had been negotiated with the union for about 1 000 workers, while other workers had left "of their own accord"

Stayaway may go on after Christmas

Slim chance of end to OK wage strike

BUDDAY 22/12/86

140A

WITH only three shopping days to go before Christmas, prospects for a settlement of the wage strike by Commercial, Catering and Allied Workers' Union (Cawusa) members at OK Bazaars look slim

Cawusa says 5 000 workers at 110 stores and warehouses — mostly in the Transvaal and Natal — are involved. It adds that more strikes in the rural areas and the eastern Cape are expected when ballots at another 80 stores are concluded

But the OK says that by Saturday 75 stores had been hit.

Union spokesman Vivi Masina says workers resolved at a meeting on Saturday to continue the strike beyond Christmas if necessary, "until the OK agrees to

ALAN FINE

negotiate in good faith" a review of the 1986 wage agreement.

Masina says Cawusa is ready to meet the company if it is prepared to fulfil this condition.

The OK has already resolved to ensure that customer service is not adversely affected by the strike. But, says Masina, the company's contingency plans "are crumbling", and he does not believe it can hold out much longer

"The casual workers brought in as scabs are untrained and not as efficient as the permanent workforce. As a result, the company is losing customers. It is clear that there are fewer shop-

pers this Christmas than last," he said

He adds that the union has received assurances from black student organisations that they will discourage members from taking temporary work at OK stores

The union accuses the OK of using intimidatory tactics against strikers. Cawusa says 425 workers in Natal have been arrested and 320 of them dismissed on unsubstantiated grounds.

OK group personnel manager Keith Hartshorne says only 120 people have been arrested

He adds that the strike is generally peaceful and most stores and branches were operating normally

(140A)

'OK STRIKERS DETAINED'

AT LEAST 425 striking OK Bazaars workers are believed to have been detained and about 320 dismissed in Natal, the Commercial, Catering and Allied Workers Union announced at the weekend.

According to reports Mr Richard Blackwell, OK Bazaars personnel director, has confirmed that a number of strikers were dismissed from OK branches at Margate, Prospecton and Em-

pangeni. He said the workers were fired for various reasons, including their "unacceptable behaviour", assaulting a security manager and damaging property.

A Durban police spokesman said the police were called after the workers allegedly refused to heed a request by the Margate store management to vacate the premises.

The supermarket's industrial relations controller, Mr Ken

Hartshorne, confirmed that casual workers were employed, but could not state the number of people recruited.

Legal

More than 4 000 members of Ccawusa are involved in the legal strike which started last Friday. By Saturday, about 110 OK stores countrywide were affected by the strike.

The strike was sparked off by the government-appointed consultation board's failure

to resolve a wage dispute between the union and the supermarket chain.

The union, which has about 10 000 members employed by the supermarket group at 202 stores countrywide, has reached a deadlock with management over a R160 across-the-board increase.

Instead, the company is offering an increase of R85 a month.

Workers employed by the company earn as little as R265 a month

Wage negotiations between the two parties began in June, but no settlement could be reached by early this month.

Ccawusa official, Mr Vivian Masina, told a Press conference last week that over a two year period, OK has dismissed almost 2 000 workers and despite that, OK stores have in-

creased from 180 to 200. "OK's profits for 1986 stood at about R12-million but in spite of these profits, workers' wages remain low," Mr Masina said.

The union is still conducting strike ballots at other branches to establish the wishes of other workers.

Meanwhile, the supermarket group has

stated that its profits will be wiped out and heavy losses could be incurred if it surrenders to Ccawusa's demands.

"It would cost R50-million to meet what the union is asking, compared with the company's most recent annual pre-tax profit of R24,1-million and after-tax profit of R12,97-million," the company said



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23/12/86

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**Strikes at
92 OK stores**

JOHANNESBURG. — Management said yesterday that workers at another 17 OK shops had joined the four-day-old wage strike by Commercial, Catering and Allied Workers' Union (Ccawusa) members, bringing the number of affected stores to 92.

OK yesterday also withdrew an urgent application to the Rand Supreme Court to stop strikers at a Johannesburg shop "clapping, singing and dancing" when the union promised to try to keep strikers away until the dispute was resolved.

More stores were likely to come out on strike, a Ccawusa spokesman said, as ballots were still being held.

Yesterday the Azanian Students' Movement of South Africa pledged solidarity with the strikers. — Sapa

OK strike spreads to two PE warehouses

By DAWN BARKHUIZEN

EMPLOYEES at OK Bazaars warehouses in Walmer and Deal Party have joined the Greenacres branch in a national strike which started last Thursday

Nationally, the number of stores hit in the pre-Christmas rush is up from 83 stores yesterday to 100 branches today, OK Bazaars personnel director, Mr

Richard Blackwell, said

At Greenacres, where strikers have been staging a sit-in the staff canteen after reporting to work since Friday, the number of strikers has increased to 85

The number of strikers at the Walmer branch totals 15 and there are 17 out at the Deal Party warehouse

However, a Commercial Catering and Allied

Worker's Union spokesman, Mr Norman Sambu, said there were 26 strikers at Deal Party

Mr Sambu also said there were as many as 121 were involved in the strike at various branches in Port Elizabeth

A claim by the union that branches in King William's Town and East London had joined the dispute last week was denied by OK management

Today Mr Blackwell estimated that 5 000 of the 23 500 OK workers were out on strike throughout South Africa He said the strike was only "partial" and in most instances did not involve more than 25% of staff Strikers at the Eloff Street branch in Johannesburg left the store yesterday after talks between management and union lawyers, Mr Blackwell said

Following indications from strikers that they would storm the shop floor, management prepared to obtain a court interdict forcing workers to leave the premises The matter was settled before going to court, Mr Blackwell said

No further dialogue has taken place regarding the union's demand for an immediate R160 across-the-board pay increase for workers

Handwritten notes in circles: 140A, and other illegible scribbles.

OK and union make deal

2700
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23/12/86
By Lesley Cowling

The Commercial, Catering and Allied Workers' Union (Cawusa) yesterday undertook to ensure that about 280 members on strike at the OK Bazaars in Eloff Street left the premises.

The agreement was settled out of court yesterday by Cawusa and OK Bazaars, after the OK brought an urgent application against the union and 280 of its members asking the Rand Supreme Court to order their ejection from their Eloff Street premises.

WITHDRAWN

The application was withdrawn after Cawusa gave the undertaking.

The union said it would "do everything in its power" to get its members to leave the store and to ensure they did not take part in any unlawful action in relation to the dispute.

This did not mean that Cawusa accepted allegations made by OK Bazaars in their application, the union said.

Mr Richard Blackwell, personnel manager of the OK, said in papers that workers had disrupted "normal functions" since the strike started on Thursday last week.

Race to compile Bonner dossier

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23/12/85

Union officials are working round the clock to compile a comprehensive dossier on trade union organiser Mrs Chris Bonner to present to the Government by January 7

A deportation order for Mrs Bonner, a British citizen who has been in the country for 15 years and is the Chemical Workers' Industrial Union's Transvaal branch secretary, expired at midnight on December 15. Police were unable to find Mrs Bonner to serve the order

NEW DIRECTIVE

"The Minister of Home Affairs has now issued a new directive requiring representations to be made by January 7 1987 and with, as yet, no fixed deportation date thereafter," said the general secretary of the CWIU, Mr Rod Crompton

"The union is racing against time to compile a comprehensive dossier of representations. This task is especially difficult at this time of year when many people are away."

More join wages strike at OK Bazaars

By Mike Siluma
and Kym Hamilton

More members of the Commercial, Catering and Allied Workers' Union (Ccawusa) have joined the national wage strike affecting OK Bazaars which began on Thursday *STW*

The company yesterday put the number of strikers at not more than 5 000 at just over 90 stores. The union said nearly twice that figure were on strike at more than 100 stores and warehouses *23/12/86*

Ccawusa said that more workers would come out as balloting in other centres progressed

Strikers are demanding an immediate R160 monthly pay rise and the reinstatement of nearly 2 000 workers said by the union to have been dismissed unfairly in the past two years

The union has accused OK of using "brute and naked force to put down a peaceful, legal, just and disciplined strike".

OK spokesman Mr Richard Blackwell denied union claims that management had called police to break the strike, saying police would not be called in if the strikers' behaviour remained "acceptable"

A spokesman for the SAP said in Pretoria that police were present at some OK stores in the Transvaal "to make sure there are no violations of the law"

● See Page 3.

'Nearly 10 000' join strike at OK Bazaars stores, claims union

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The Argus Correspondent

JOHANNESBURG — More members of the Commercial, Catering and Allied Workers Union have joined the OK Bazaars national wage strike, which began on Thursday

The company yesterday put the number of strikers at not more than 5 000 at 92 stores. The union said that nearly twice that number were on strike at more than 100 stores and warehouses

The union said that more workers would come out as balloting in other centres progressed.

Strikers are demanding an immediate R160 monthly pay rise and the reinstatement of nearly 2 000 workers said by the union to have been fired unfairly in the past two years

The union, which has accused management of employing high-handed tactics to try to break the strike, said that 115 OK Bazaars concerns were affected by the strike action

The union accused OK of "resorting to brute and naked force to put down a peaceful, legal, just and disciplined strike by the underpaid and discriminated workers".

OK spokesman Mr Richard Blackwell denied union claims that management had called police to break the strike, and said the police would not be called in if the strikers' behaviour remained "acceptable".

A police spokesman said in Pretoria that police were present at some OK stores in the Transvaal "to make sure there were no violations of the law"

Court hearing as OK strike spreads

23/12/86
140A

AN application brought before the Rand Supreme Court yesterday by OK Bazaars, seeking to eject 281 striking employees from a Johannesburg city branch, was withdrawn after an in-court settlement was reached

In terms of the settlement between the retailer and the Commercial Catering and Allied Workers' Union (Ccawusa), the workers would vacate the Eloff Street branch of their own accord until the current wage dispute was resolved

The union undertook before Mr Justice Margo to ensure that its members would desist from any unlawful action regard-

ALAN FINE and
LIAM EGAN

ing the strike at the Eloff Street branch OK personnel director Richard Blackwell said the application was brought because of strikers' noisy behaviour at the store

Meanwhile the strike, which began last Thursday, spread to more stores yesterday Blackwell said workers at an additional 21 locations had joined the strike, taking the total to 96

Ccawusa general secretary Vivian Mtwa said another three stores went out

yesterday The union claimed 113 of the company's 208 outlets were affected.

The union claimed in Durban that about 10 000 workers — or nearly 50% of the chain's staff — were now involved in the strike

Blackwell dismissed the union figures as "just not true" He said the number of strikers was "certainly under 5 000"

Mtwa said he had received reports that a number of workers from the OK's Empangeni branch, who were arrested

● To Page 2 →

More OK workers strike

23/12/86
140A

after an alleged assault on a manager on Saturday, had been released on R200 bail

The strike is over union demands for a R160 across-the-board wage review

Blackwell said with the exception of the KwaMashu branch, which had been closed since Friday, all stores were "operating normally"

He also rejected allegations by the union that management at a number of stores had refused strikers permission to collect water or prepare food on the premises, or that access to toilets had been refused

Ccawusa said management had adopted a "very ruthless and hard-line attitude which takes industrial relations back to what they were in 1975"

In Durban, union spokesman Jay Naidoo accused the chain of employing private security firms to "police" strikers and enforce "arbitrary and unreasonable" management rules designed to prevent strikers from conducting lawful strike action

Naidoo also charged that contract cleaning staff had been harassed for giving water to strikers

□ OK outlets are employing casual labour to fill the gap, JANET GILL reports

Many students are employed as cashiers and packers

Customers interviewed by *Business Day* did not seem to mind the less experienced cashiers and longer queues

The Carlton Centre branch was slightly quieter and a lot of the tills were closed

The OK in Kerk Street was also not busy and there was the sound of clapping and singing coming from the canteen

Inside, some of the striking staff were sitting at tables talking while others were singing

Eloff Street OK was much the same with most of the tills closed, or staffed with casual labour

There was singing coming from the canteen but it was not too noticeable after someone turned up the music — drowned out the noise

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● From Page 1

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OK 101 stores 24/12/76

Sign of progress in strike

Own Correspondent

JOHANNESBURG. — In the first sign of a possible end to the stalemate in the week-old strike at OK Bazaars, the company and the Commercial, Catering and Allied Workers' Union (Ccawusa) communicated yesterday by telex over a union proposal for a meeting between themselves.

The strike continued to spread. According to the OK, 101 stores are now affected — five more than on Monday. The union puts the figure at 126.

Ccawusa requested a meeting yesterday morning to discuss the wage issue and a request made by the OK on Monday for a union undertaking regarding strikers' behaviour.

The OK responded by asking for specific proposals for an agenda.

The Ccawusa spokesman, Mr Jay Naidoo, said union branches were considering the OK's reply. He said that while the union had no new wage proposals to make, it was prepared to negotiate its demand for a R160-a-month wage review.

Union leaders, he said, were mandated to "respond meaningfully" to any OK counter-offer.

Because OK's reply was received only late in the afternoon, Mr Naidoo doubted that any meeting would be held today, as delegates would have to travel from around the country.

25/12/86
More to
DD join shop
strike
union 140A

JOHANNESBURG
Strike balloting at OK stores has stopped and the "few" remaining stores were expected to come out on strike, a Commercial, Catering and Allied Workers Union (Ccawusa) spokesman said yesterday

He said 125 stores were now on strike.

When a majority of workers are on strike a union is no longer legally obliged to ballot

An OK spokesman, Mr Richard Blackwell, said no additional stores had struck yesterday morning. He said just over 5 000 workers were on strike with 101 stores country wide affected.

No date had been set for a meeting between the union and management, he said.

A union spokesman, Mr Jay Naidoo, said yesterday it was unlikely a meeting would be convened until early next week.

The strike arises from the failure of a government appointed conciliation board to resolve a wage dispute between OK and the union.

In terms of the country's labour laws a legal strike can be held once conciliation board procedures and strike ballots have been held.

The union is claiming a R160 per month increase across the board and other benefits. OK has offered an R85 increase — Sapa

Cosatu backs OK strike

By Mike Siluma

The giant Congress of SA Trade Unions (Cosatu) is to take action in solidarity with members of the Commercial, Catering and Allied Workers' Union (Ccawusa) on a national wage strike at OK Bazaars.

Union leaders said on Wednesday that about 10 000 workers in 126 stores had so far joined the strike, which was called to back demands for a R160 monthly pay rise and the reinstatement of workers allegedly unfairly dismissed.

But an OK spokesman, Mr. Keith Hartshorne, said 6 000 workers were on strike at 108 stores.

Ccawusa's regional organiser, Mr. Vivi Masina, said 455 workers had been detained and 825 dismissed since the strike.

The company said 200 workers had been dismissed for "unacceptable behaviour" including assaulting a manager and breaking down doors.

Union rivalry may turn ugly as 140A outside interests take sides in tussle

Tension is running high between the United Workers' Union of SA (Uwusa) and other rival unions where competition for membership is threatening to turn ugly, say reports from the Metal and Allied Workers' Union (Mawu).

And there are clear indications that the competition now involves non-trade union figures, such as local community councillors and mayors, who may be taking sides in the struggle.

While the latest incident in the battle for membership took place in northern Natal, there are other examples of tension in the Transvaal.

Five Uwusa men were suspended on full pay earlier this year by Jabula Foods at Springs on the East Rand after the alleged killing of a Food and Allied Workers' Union official, who was shot dead on his way to work in June.

Investigations are continuing and an arbitration hearing is scheduled to take place before the end of the year.

The competition between South African unions for membership has heated up. SHERYL RAINE looks at the situation.

In a statement released this week by Mawu's northern Natal branch, the union alleged that its members at Multitube Systems in Isithebe were being intimidated by men claiming to be members of the United Workers' Union of SA (Uwusa).

Uwusa was formed with the financial help of Inkatha in May this year and is organising in various industries. It is pro-capitalism and anti-sanctions.

Mawu is affiliated to the Congress of SA Trade Unions, established last year on December 1, and whose motto is, "one industry, one union".

Cosatu is in favour of all forms of pressure on South Africa to dismantle apartheid. It has socialist leanings.

Mawu said people had arrived at the Multitube factory in seven vehicles last Thursday

at about 2 pm.

"They purported to be Uwusa representatives. They threatened to get their union into the company by force and said they would act against anyone who tried to stop them with their guns which they claimed were in their cars," said Mawu.

"Mawu regards such action as a deliberate attempt by those who are enemies of democracy and peace and who are also agents of division, to intimidate Mawu members in the Isithebe area."

Mawu condemned the presence of the mayor of Sundumbili (a local township in the area) and his deputy who accompanied the alleged intimidators.

Mawu urged councillors in the area and elsewhere to "leave labour issues to trade unionists, in the interest of peace both at the workplace and communities where workers stay".

"Mawu will not fold its arms and let such a situation con-

tinue," warned the union.

A spokesman for Multitube in Durban confirmed that a meeting had taken place between Mawu and the company to discuss intimidation.

The company said it had no proof that the incident described had taken place at its Isithebe plant but would condemn any form of intimidation of that nature.

Mr Simon Conco, Uwusa's secretary-general, said: "We deny categorically that we intimidated anyone. We are aware of a disturbance at the factory. "The mayor of Sundumbili said people were denigrating Zulu leaders and that he himself had been denigrated."

He said there had been several recent instances where Uwusa members were being intimidated by other unions.

He added that at Zincor, workers had been threatened with necklaces if they joined Uwusa and on one Randfontein mine on the West Rand, Uwusa men had been forced out of the mine compound.

OK strike 'is set to continue today'

Labour Reporter

THE pay strike by thousands of OK Bazaars workers throughout the country was set to continue today, Mr Jay Naidoo, a spokesman for the Commercial, Catering and Allied Workers' Union in Durban, said yesterday.

More than 5 000 workers at more than 100 OK outlets stopped work on Thursday last week in support of their demand for a R160 a month pay rise, after rejecting a company offer of R85 a month.

The strike, which has affected about 20 OK outlets in Natal, had been marked by a spate of incidents which resulted in charges of assault and malicious

damage to property being laid against strikers.

More than 200 strikers had been dismissed.

The union had called for a new round of talks with the management, Mr Naidoo said, adding that the company had responded by requesting a detailed agenda from the union.

'We supplied the information and are now awaiting a reply,' he said.

Mr Naidoo said that the company's offer of R85 would have raised the average wage to only R350 a month. The union was demanding a 'living wage of R550 per month'.

OK management could not be reached for comment yesterday.

weekly mail
28/11/86

Cosatu snubs breakaway textile union

140/17

By CARMEL RICKARD, Durban
THE row between two rival textile unions in Natal continued this week when the Congress of South African Trade Unions (Cosatu) issued a statement refusing affiliation to a breakaway textile union formed earlier this year.

The Cosatu statement deals with the formation of the Textile and Allied Workers' Union (Tawu), launched on August 3, under the leadership of several former supporters of the Cosatu-affiliated National Union of Textile Workers (NUTW).

Following the dismissal of these members, the NUTW was granted an urgent Supreme Court application barring them from "passing themselves off" as members of NUTW. Subsequently, the sacked workers formed Tawu, and sought membership of Cosatu. The issue tested the federation's commitment to the policy of one industry, one union.

The Cosatu central executive committee statement said a commission was set up to investigate the situation and work out possible solutions. The sacked members of NUTW did not follow the commission's advice, but went ahead with the establishment of a "splinter union", according to the statement. The Cosatu executive condemned this and added that Tawu was not a Cosatu affiliate.

Furthermore, the executive said no Cosatu affiliate would assist in fostering a division amongst textile workers and Tawu would not be allowed the use of Cosatu resources. Amongst other things, this will cut Tawu's access to printing facilities.

Cosatu is also to meet with "progressive organisations" to explain the federation's stand and to request that these organisations "avoid involving themselves in efforts to disrupt the NUTW".

Responding to this development, the general secretary of Tawu, Isaac Ndlovu, said Tawu was unhappy with the way the Cosatu commission dealt with them and had objected to the Federation.

He said Tawu had not broken away voluntarily, but had been "expelled" from NUTW. Nonetheless his union felt no hostility towards the federation and continued to support it.

On the other hand, NUTW general secretary, Elias Banda, welcomed the statement, saying Cosatu had finally come out in the clear on the question of one union one industry.

OK wage dispute no end in sight

By Mike Siluma

The deadlock in the OK Bazaars wage dispute remained today as both sides expressed pessimism over the possibility of talks to end the 11-day-old national strike

OK Bazaars' personnel director, Mr Richard Blackwell, said he did not expect negotiations to take place today

The Commercial, Ca-

tering and Allied Workers' Union (Cawusa) had failed to accede to a management request for detailed proposals for a meeting suggested by the union, he said

Cawusa spokesman Mr Salim Vally said OK had asked the union to state which aspects of the company's strike code of conduct it had problems with.

We sent a telex on Wednesday making it clear we were not prepared to discuss only sections of the code drawn unilaterally by management "

The number of strikers stood at about 10 000 at 128 stores, with stores in Pietersburg and Tzaneen having come out today

Management maintains that "just under

6 000" workers at 108 stores are on strike

Strikers are demanding an immediate wage increase of R160 a month and the reinstatement of workers allegedly fired unfairly over the past two years

● The Congress of SA Trade Unions (Cosatu), has pledged to take solidarity action with the OK Bazaars strikers.

Woman attacked for shunning OK strike

By Mudini Maivha

A Pimville woman, Mrs Anna Makhanya, was attacked in her home on Christmas Eve and doused with inflammable liquid for not taking part in the OK Bazaars wage strike which has hit more than 100 branches countrywide

Mrs Makhanya said she was attacked at her Zone 5, Pimville, home at 8 30 pm She said she was doused with petrol or paraffin

Her attackers set fire to her house Her clothing caught fire as she fled with her children to a neighbour, she told The Star

Mrs Makhanya, a member of the Commercial, Catering and Allied Workers' Union of South Africa (Cawusa), said she has identified some of her attackers as colleagues from a Sandton supermarket

Mrs Makhanya suffered minor burns on her left arm, ribs and foot during the attack Her kitchen unit, ceiling and curtains were slightly damaged The attackers also broke her bedroom window with stones

The incident has been confirmed by the Bureau for Information and police are investigating

Officials of Cawusa were not available this morning for comment

Chain store strike goes on

Labour Reporter

THE national wage strike by thousands of OK Bazaars workers was still unresolved yesterday as the industrial action, affecting more than 100 stores, entered its 11th day

Mr Jay Naidoo, a spokesman for the Commercial Catering and Allied Workers' Union in Durban, said

yesterday there was still no indication when talks between the union and management would take place

'We put our proposals for a meeting with the management, but we are still awaiting a response,' he said

OK Bazaars' personnel director, Mr Richard Blackwell, said the union had failed to accede to a management request for detailed proposals for a meeting suggested by the union.

The union agreed yesterday afternoon to restrain striking workers from entering three OK Bazaars stores in Johannesburg, Sapa reports

The union made the out-of-court undertaking after OK Bazaars lodged an urgent application in the Rand Supreme Court

40A

By LEN MASEKO

MORE than 500 OK Ba- zaars workers have been fired by management in an action linked to the nine-day-old wage strike at the company's chainstores.

This is according to the Commercial Catering and Allied Workers' Union of SA (Ccawusa), which has accused OK management of exploit- ing workers by paying "slave wages".

A Ccawusa official, Mr Vivian Masina, put the figure of workers fired so far as a result of

the strike action by union members at 525.

The Sowetan, how- ever, could not confirm this figure with OK management yesterday as the company's per- sonnel director, Mr Richard Blackwell, was said to be in a meeting

Both union and com- pany spokesmen have confirmed to Sapa that attempts were being made to start talks to try to resolve the dispute

The wage strike, which has spread to over 120 OK branches across the country, was out on strike in support of the union's wage de- mands.

Wage

It is learnt that OK was yesterday granted a Supreme Court inter- dict, restraining workers from three branches from entering the prem-

OK fires 500 strikers

inflammable liquid. She is a Ccawusa member employed by Sandton Hyperama.

Ccawusa has con- demned the incident, saying it was against any type of violence against "the oppressed and ex- ploited". The union felt that this type of violence was counter-productive and "could only benefit class enemies of the workers"

Ccawusa spokesman,

Mr Salim Vally, said those workers not par- ticipating in the wage strike needed to be ed- ucated and not "physi- cally coerced".

Nine more Ccawusa members were detained in Johannesburg and Empangeni last week, according to Mr Vally. Meanwhile the Wit- watersrand branch of the Congress of SA Trade Unions (Cosatu) has indicated that it will help the striking work- ers "with all possible means" in a bid to get the company to settle the dispute

ises. The branches con- cerned are Faraday, Hillbrow and Randburg.

In another incident linked to the wage strike, a Soweto woman was attacked on Christmas Eve and her home set alight allegedly for not taking part in the strike action

Mrs Makhanya, of Zone 5, Pimville, suf- fered minor burns after she was doused with an



Striking OK workers, members of the Commercial, Catering and Allied Workers Union, leave the Supreme Court in Johannesburg yesterday after their union's out-of-court settlement. ● Picture by Herbert Mabuza.

Union agrees to ejection of OK strikers

By Lesley Cowling
140ft
The Commercial, Catering and Allied Workers' Union (Ccaawusa) yesterday undertook — in an out-of-court agreement with OK Bazaars — to ensure that striking workers at three OK stores left the premises.

Last week, the union undertook to ensure that striking workers at the Eloff Street branch left the premises after the OK brought an urgent application in the Rand Supreme Court, asking the court to order their ejection.

Yesterday, the OK brought three more urgent applications, asking for the ejection of about 330 workers from their Faraday, Hillbrow and Randburg stores.

The union undertook, in addition to asking their members to leave the stores, to ensure they did not take part in any unlawful action against the store in relation to the dispute.

● The national wage strike enters its 12th day today. The strikers have demanded a monthly increase of R160.

OK 'willing to meet workers'

By LEN MASEKO

On the other hand, the Commercial Catering and Allied Workers' Union of SA (Ccawusa) disputed this figure, saying 525 of their members had been fired by management. "We must stress that the dismissals occurred during the strike

as a result of criminal or unlawful acts and not as a result of legitimate strike action," said OK's industrial relations adviser, Mr. K. E. R. Hartshorne. Mr. Hartshorne said management had offered to discuss rules of conduct with Ccawusa

before the start of the strike but, he added, the union did not respond to "this offer in time." He confirmed that the company had been granted a Supreme Court interdict barring 330 workers from Faraday, Hillbrow and Randburg branches

from entering these premises. The company considered the allegation by Ccawusa with regard to another union in Natal, the Natal Amalgamated Workers' Union, and "devoid of any truth." Mr. Hartshorne said he was responding to an accusation from Ccawusa that the company was discriminating against workers in Natal. Ccawusa demanded a date for members of a rival union.

Responding to reports of a possible meeting between the two parties, Mr. Hartshorne said his company had expressed willingness to meet.

...the company had expressed willingness to meet.

MORE JOIN STRIKE

Over 120

outlets

are hit by

stoppage

DOZENS of workers from 11 more OK Bazaars branches have joined the wage strike at the company's stores over the past two days — bringing the total of strike-hit outlets to over 120.

The Commercial Catering and Allied Workers' Union of SA (Ccawusa) yesterday said it was on the verge of calling out on strike all its members employed by the chainstore group, totalling about 10 000.

This follows OK management's refusal to increase its R85 offer to a R160 across-the-board wage increase demanded by union members.

Ccawusa has indicated that it might

By LEN MASEKO

suspend further strike ballots at remaining stores on the strength of the 70 percent vote by union members in favour of the strike action. This could mean that workers in other OK stores, still not affected by the industrial action, may be called out on strike without a strike ballot.

Affected 140A

A breakdown released by the union of strike-hit OK branches showed that in the 82 were affected in the Transvaal, Cape province (11), Orange-Vaal (eight), Natal (25). Only two

stores in the Transvaal are not on strike according to Ccawusa spokesman, Mr Salm Vailly.

Meanwhile, OK's personnel director, Mr Richard Blackwell, has rejected the union figures, saying only 100 stores were affected by the strike. There were 7 000 registered Ccawusa members at OK, out of a total workforce of 23 000, management says.

Mr Blackwell added that only 25 workers had been dismissed at Roodepoort last Saturday "for disorderly conduct".

Another OK director, Mr Allan Fabig yesterday refuted union reports about the company's alleged refusal to allow workers access to toilets, water and telephones.

"OK denies the accusations that workers were refused access to toilets, water and telephone. However it is standard company procedure that telephone calls may not be made or received during business hours unless they are emergency calls," Mr Fabig told the *Sowetan*.

Mr Fabig added that OK paid its workers well above R261 — "the starvation wage" the company has been accused of paying.

A diary of events surrounding the OK strike, so far, includes

- Eighty Ccawusa members at OK's Roodepoort branch have been sacked, the union said.
- Two union members employed by the Alberton branch of the chainstore group were detained this week.
- Members of another retail union, the National Union of Distributive and Allied Workers' Union, were also joining the strike at some stores, the Ccawusa spokesman said.
- OK management this week withdrew a Supreme Court application seeking the eviction of Ccawusa members from the Eloff Street branch in Johannesburg. This followed an out-of-court settlement between the two parties.



STRIKING workers employed by OK Bazaars chant outside Ccawusa's Johannesburg offices yesterday.

Pic: MBUZENI ZULU

Chink of light in OK-union dispute

IN the first sign of a possible end to the stalemate in the week-old strike at OK Bazaars, the company and the Commercial, Catering and Allied Workers' Union (Ccawusa) yesterday communicated by telex over a union proposal for a meeting.

The strike continued to spread. According to the OK, 101 establishments are now affected — five more than on Monday. The union puts the figure at 126.

Ccawusa yesterday requested a meeting to discuss the wage issue and a request made by the OK on Monday for a nationwide union undertaking on strikers' behaviour. The OK responded by asking for specific proposals for an agenda.

Ccawusa spokesman Jay Naidoo says union branches are considering the OK's reply. He says while the union has no new wage proposals to make, it is prepared to negotiate its demand for a R160 a month wage review. Union leaders, he said, are mandated to "respond meaningfully" to any counter offer from the OK.

ALAN FINE

Because OK's reply was received only late in the afternoon, Naidoo doubted any meeting would be held today, as union delegates would have to travel from around the country. A more likely time for a meeting is early next week.

Talks on the union undertaking could be based on an offer made by the OK before the strike for the negotiation of a set of rules of conduct by strikers. In return, the OK says it would have been prepared to offer workers indemnity from dismissal for striking.

However, according to OK personnel director Richard Blackwell, the strike began before these discussions could be completed and the company declined to continue them thereafter.

In a further development yesterday, police raided union offices in Durban and Empangeni apparently looking for pamphlets and documents related to the strike.

Metlife and Litalat

RITMEESTER HAVE FINE CIGARILLOS AND CIGARS TO SUIT EVERY TASTE

GPBM&B 73308

Three more OK branches join strike

WORKERS at three more OK Bazaars branches joined the 12-day-old strike yesterday — bringing the total number of outlets affected to 111.

And the group's management has compiled a list of 38 stores in which it would like the rules of conduct for strikers adhered to. The list is to be given to the Commercial Catering and Allied Workers' Union (Cawusa).

On Tuesday, following urgent inter-

DIANNA GAMES

dicts brought to have striking workers in three stores evicted, Cawusa undertook to ask its members to leave and to ensure they did not take part in any unlawful action against the store.

A union spokesman said the agreement was made without acknowledging management allegations that strikers caused thousands of rands damage by

destroying clothing and furniture.

OK spokesman Keith Hartshorne said a total of 128 workers at a Natal warehouse and two Pretoria stores joined the strike yesterday. About 6 000 Cawusa members are presently on strike, he said.

Cawusa said yesterday that a telex from OK's management, sent on Tuesday, had not broken the negotiation deadlock. Cawusa's main demand is a R160 across-the-board increase.

31/12/86 (1407)

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OK wage strike set to escalate

Sowetan 23/12/86 140A

THE wage strike by OK Bazaars workers was expected to escalate yesterday as more stores conducted strike ballots countrywide.

Commercial Catering and Allied Workers' Union of SA (Ccawusa) officials overseered strike ballots at nine Reef outlets yesterday, but ballot results were not yet available by the time of going to press.

Ccawusa and OK management are in dispute over wage increases with the union demanding R160 across-the-board, against the company's R85 offer.

Ccawusa branch secretary Mr Kaizer Thibedi said five more OK outlets would conduct strike ballots soon.

"Workers are determined to hold until the company sees reason and for a change, puts people in front of profits," said Mr Thibedi.

At Eloff Street, Johannesburg, bemused Christmas shoppers were greeted with chants and catcalls from striking workers, who were perched inside the OK supermarket.

Ccawusa has accused management of refusing workers access to toilets, water and telephones.

Mr Thibedi said "We condemn in the strongest terms OK's abuse of power. And the company's mysterious contingency plans are beginning to unfold. It is nothing but

the resorting to brute and naked force to put down a peaceful, legal, just and disciplined strike by underpaid and discriminated workers."

Approached for comment, OK's industrial relations manager Mr Keith Hartshorne referred the *Sowetan* to the company's statement issued over the weekend. The company had stated that it would cost R50 million to meet the wage increase demanded by the workers.

Ccawusa members at OK stores have been on a wage strike since Thursday last week.

FINAL 26/12/81

MINE BALLOT BLOCK

1401A

Plans by the National Union of Mineworkers (NUM) to stage strike ballots on seven Gold Fields of SA (GfSA) gold mines were thwarted for a second time last week when the Supreme Court rejected an urgent application by four workers from Kloof gold mine

The application, heard last Thursday, was part of NUM's strategy to bring to a head two wage disputes it has with GfSA. One is over the annual Chamber of Mines wage negotiations, and the other GfSA's unilateral implementation of general wage increases in August. NUM's plans have been frustrated, at least temporarily, as a result of GfSA's appeal against an Industrial Court ruling, which granted the union the right to hold ballots. The lodging of the appeal has effectively suspended the Industrial

Court's order

The four NUM members went to the Supreme Court to seek an assurance from Kloof management that plans to hold ballots at mine hostels would not be interfered with. They brought the application, which is a test case, after GfSA had rejected approaches from NUM regarding ballots.

Argument led on their behalf was that NUM had won the right to hold ballots and that management's refusal to grant the assurance was an infringement of their right to pursue their dispute.

The court, however, upheld the view of counsel for Kloof, whose main argument was that the matter should not be regarded as urgent as the issues in dispute were the subject of an appeal which the Appellate Division would settle.

OK strike wrangle drags on

OK BAZAARS yesterday launched urgent interdicts in the Rand Supreme Court to evict striking Commercial, Catering and Allied Workers' Union (Ccawusa) members from three stores in the Johannesburg area — Hillbrow, Faraday and Randburg.

But the matter was settled after the union agreed to the strikers leaving the stores' premises.

In response to management's request for Ccawusa to consider the same action at other outlets, the union asked for a list of premises concerned.

OK spokesman Keith Hartshorne said the union's action in this matter would

influence OK's attitude on the issue of costs, which is to be heard tomorrow.

OK reported that workers at one of its warehouses returned to work yesterday, and that a further 100 workers countrywide had returned to work since the strike began on December 19.

This brought the number of its 208 outlets presently involved in the industrial action down to 107, it said. A spokes-

● To Page 2

OK and Ccawusa say they're ready to talk

man estimated about 6 000 workers were on strike.

Ccawusa said it had no knowledge of people returning to work. It said unionists at 126 outlets had now joined the 11-day-old strike.

Negotiation was still deadlocked yesterday, but OK's management telexed Ccawusa saying it was open to new and specific proposals.

● From Page 1

BUDDY
20/12/86
DIANNA GAMES
1401A

BUDDY
20/12/86

1401A

STAR 3/12/86

OK staff's national strike enters 13th day

By Mike Siluma

The national wage strike by thousands of OK Bazaars workers, which hit the retail chain at peak Christmas shopping period, enters its 13th day today

The strikers, through their union, the Commercial, Catering and Allied Workers' Union (Ccawusa), have demanded a monthly increase of R160

Ccawusa has claimed that the average pay at OK Bazaars is R265 a month

OK Bazaars, rejecting union allegations of "starvation pay", said most workers earned above R265 and has maintained that its profits would be severely diminished if it acceded to the union's wage demand

However, strikers interviewed by The Star expressed dissatisfaction with their earnings

One of them is 54-year-old Mrs Winifred Khoba, who said she has worked at OK's Eloff Street branch since 1959

She said after 27 years of service, she was earning R404 a month

"The price of everything has gone up, but my wages have remained low

"I believe that management can pay us what we want because it recently gave us notices that the company had made profits of up to R12 million," she said

She was supported by a colleague who said she had worked at the same OK branch for 25 years, Miss Antoinette Motsoasele (49)

Mrs Motsoasele said workers had decided to go on strike during the festive season because they believed that chances were greater of management meeting their demands

She said she earned R405 a month

Both workers said because of the wages they earned, they would not be able to save enough money for retirement, for which they were due shortly

The Commercial, Catering and Allied Workers' Union (Ccawusa) has condemned a Christmas Eve attack on an OK Bazaars employee who refused to join the national wage strike

Mrs Anna Makhanya of Pimville, Soweto, told The Star that her attackers, some of whom she recognised as fellow workers at an OK Bazaars branch, doused her with inflammable liquid and set fire to her house

Mrs Makhanya suffered minor burns



Kiwis triumph over French after collision

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